

Santa Fe College
Resource & Planning Council
April 27, 2017
Northwest Campus, Room A-12

Minutes

1.0 Welcome and Call to Order

Lisa Armour called the meeting to order at 2:04 p.m.

The following members of the Council were present:

Lisa Armour	Patti Locascio
Jessica Brown	Jodi Long
Kim Fugate-Roberts	Rhonda Morris
Ginger Gibson	Bill Penney
Beatriz Gonzalez	David Price
Gary Hartge	David Tegeder
Mike Hutley	Jessica Vander Biezen
Kathryn Lehman	

The following members were not present:

Carlos Alfonzo	Jake Searcy
Ed Bonahue	David Shlafer
Naima Brown	Courtney Taylor
Cheryl Calhoun	

Recorders: Cheryl Farrell, Amy Nichols

Guests: Katey Arnold, Gary Cothren, Mikayla Robinson, Stephanie Waschull

2.0 Career Service Council (CSC) Salary and Benefits Committee – Jessica Brown

Jessica Brown, Career Service Council Chair, presented the RPC with the annual recommendations for the 2017-18 fiscal year. Items discussed included Wages, Compensation Study, Healthcare, Professional Development, and Association of Florida Colleges.

Brown recommended 80% of the college budget continue to be devoted to salary and benefits. Additionally, Brown is requesting a flat increase for all currently filled and full-time Career Service (CS) positions (no more %-based increases). Also requested is a Compensation Study with the intent of increasing SF salaries to a more competitive level within the local marketplace for public employees and in line with the top colleges in the state. In addition, an incentive pay was recommended for all SF employees who had received a certification or a graduate degree and a monetary compensation for CS employees performing the role of fiscal agent or acting in the role of support staff for large grants that dramatically increase the workload. The final item requested in the wage category was the continued funding and filling of vacated CS positions.

Continued healthcare coverage at 100% was recommended along with promotion of wellness programs. A continuation of SF tuition waiver programs, and Professional Development and Scholarship funds were equally supported and recommended for the coming fiscal year. In closing, Brown recommended continued funding for the Association of Florida Colleges Chapter.

3.0 Senate Salary and Benefits Committee – David Price

David Price, Senate President, provided the Senate Salary and Benefits Committee recommendations for the next fiscal year. Though similar to the Career Service Council's recommendations, Price also recommends maintaining continuing contract, or annual contract leading to continuing contract as the primary method of faculty full-time employment, as well as, restoring state cuts to the FRS Investment Plan and CCORP retirement rates, which were reduced several years ago by approximately 30%. Lastly, Price proposes the college create a published salary table that: clearly delineates how both starting salaries and raises based on experience are determined, includes adding flexibility for evaluating incoming experience and additional degrees earned, and sets up an equitable and transparent system to improve salaries for all employees.

Katey Arnold, Math Department Chair, stated the key investment and component of creating the table is the remapping of all current employees to their salary on the table, based on their years of full time employment at SF and prior recognized experience to ensure equity. New employees will be assigned a salary from the same table using the number of steps that correspond to the number of years on the table. It is important that the table recognize the experience of both current and new employees. Ad hoc review committees will identify additional experience, and evaluate applicability of certificates or degrees, setting a precedent for future applicants.

Additionally, the college should examine and adjust the base amount for inflation, and if possible, raise the base amount past the inflation adjustment, the raise percentage, included fixed sum, and any supplement amounts. It is important that this review be at a minimum of every two years so that SF salaries are competitive with our sister institutions.

Implementation of the proposal is recommended for all employees in the 2017-18 budget cycle by mapping everyone to the correct place on the new salary tables by years of experience, and then instituting the set raises every year thereafter.

In closing, Price stated that salaries would be remapped to include 2.5% annual raises to each employee retroactive to their hire date. Once the end of the current salary range is reached, employees would be rewarded with a flat amount, whether variable by salary schedule classification, pay grade within each salary schedule classification, or flat rate to all employees.

4.0 Budget Assumptions – Ginger Gibson

Ginger Gibson will email the Operating Budget Revenue and Expenditure Assumptions and Projections for review. Members should contact Gibson with any questions or proposed modifications by the end of the week at which time the Assumptions and Projections will be finalized.

5.0 Adjournment

The meeting was adjourned at 3:10 p.m.