

Santa Fe College
Resource & Planning Council
April 11, 2019
Northwest Campus, Room E-104

Minutes

1.0 Welcome and Call to Order

Ginger Gibson called the meeting to order at 2:06 p.m.

The following members of the Council were present:

Lisa Armour	Jodi Long
Victor Brennan	Julie McGrath
Lee Delaino	James Nichols
Ginger Gibson	Bill Penney
Gary Hartge	David Price
Mike Hutley	Kalpana Swamy
Patti Locascio	David Tegender

The following members were not present:

Kane Ahern	Kathryn Lehman
Ed Bonahue	Matthew Newell
Naima Brown	Rebecca Rogers
Cheryl Calhoun	David Shlafer

Recorder: Amy Nichols

Guests: Katey Arnold, Corbin Sponholtz, Melissa Morris

2.0 Approval of meeting minutes – Lisa Armour

The February 7, and 21, 2019 minutes were approved. Corrections and comments to the March 14, 2019 minutes should be emailed to Armour.

3.0 Budget Presentations

a) Senate Salary and Benefits Committee – Katey Arnold & Corbin Sponholtz

Katey Arnold, Senate Salary and Benefits Committee Co-Chair, discussed the committee's recommendations for the 2019-2020 fiscal year. The recommendations are grouped into two categories, Priority A and Priority B, with Priority A being items of top concern. The committee is recommending as their top priority a cost of living adjustment. If there are limited funds, then the highest paid salaries should forego the adjustment to ensure that salaries at the lower level are protected first. The hope is that all salaries gain a cost of living adjustment. However, they want to recognize that the cost of living adjustment is of most need for the staff whose budgets are the tightest, but if not possible to do for everyone, to start at the bottom and go as far up as possible with the budget. Of next importance is to continue moving towards living wage for all salaries across the board, not only for fulltime but also part-time positions that have a fulltime equivalent, with a plan to make all salaries for all college positions consistent with living wage as much as possible and make that at the forefront of the budget process. The Committee is also requesting EAP benefits for all employees which would have large positive effects, while also being a small budget item.

Arnold stated that the next several recommendations are the standard from the past but still significant. With the upcoming change of leadership, the committee deemed it essential to document these in writing. They include maintaining continuing contract, devoting 80% of budget to salary and benefits, continuing health care at 100%, and promoting wellness programs. While there are currently no conclusions from the classification and compensation study, the Committee supports the reasoning behind it, as there are some positions that are very difficult to fill. Additionally, the faculty equity study is still a concern, and it was requested that it proceed immediately. Also recommended is a version of sick leave for part-time employees. Arnold provided a previous policy as a possible platform for discussion.

It was stated that since the classification and compensation study is not complete, the Committee is hesitant to assign it as a top priority, as there could be some dispute as in previous studies, so therefore they are reluctant to endorse the results. The reason for the study was that some positions, from a sense of fairness and equity, need to be raised. However, if there isn't enough money to raise those, the Committee would rather the positions that are difficult to fill, have the market wage on them taken from 100% of the study as opposed to every position in the study being taken partially. The Committee agreed that cost of living was clearly a top priority, and living wage was second to that. They support the study, but without any conclusions, the focus is on the difficult to fill positions.

Priority B items are also important, and the Committee recommends for all faculty and staff, that the college continue improving the competitiveness of college salaries; requests that the alternate social security plan be replaced with social security for adjuncts; and recommends making TempForce and part-time employees eligible for the general annual increase. They also recommend giving credit for additional certificates and degrees that are applicable to the employee's position; starting the process to provide professional development stipends for adjuncts and part-time employees; examining for possible implementation the UF cash-out plan that allows some employees to cash out up to 16 hours of vacation time; and protecting and improving retirement pay.

b) Career Service Council Salary & Benefits Committee – Julie McGrath

Julie McGrath, Chair of Career Service Council, presented the committee's recommendations for the 2019-2020 fiscal year. McGrath stated that the following recommendations are essential to helping SF to be the number one employer of choice, and also reflect the college's institutional values of social responsibility, integrity, equity, accountability, and sustainable use of social and economic resources. The Committee is requesting to continue 80% of the college budget towards salary & benefits; 100% insurance coverage; SF tuition waiver and professional development scholarship funds programs; funding and filling of vacated CS positions; funding and support for the SF Chapter of AFC; and support of the equity study and timely reviews. The Committee is also bringing forward two new proposal requests which are: 1) a retroactive, one-time payment as a degree attainment incentive for fulltime employees in recognition of their accomplishments, and 2) December leave cash-out which they believe would benefit the college in the long-term by saving money due to inflation, and empower employees to utilize their earned time for fiscal remuneration at a time of the year that they would benefit the most. Additionally, they support recommendations set forth by the Senate including a cost of living salary adjustment for inflation, and/or a stipend or supplement for all employees. However, if the cost of living

adjustment is not implemented, they recommend the option of a stipend or supplement still be considered.

4.0 Operating Budget Revenue & Expenditure Assumptions and Projections – Ginger Gibson

Ginger Gibson stated that the Operating Budget Revenue & Expenditure Assumptions and Projections will be approved at the April 25th RPC meeting for presenting to President's Staff at their April 29th meeting. Gibson volunteered to meet with any member by appointment to discuss the assumptions and projections for their benefit.

5.0 Adjournment

The meeting was adjourned at 3:57 p.m.