**Salary and Benefits Committee 2018 Recommendations**

* Maintain at least 80% of budget devoted to salary & benefits.
  + Agreed: note this is a finite amount from which these recommendations can be funded
* All full time salaries should at a minimum be consistent with living wage criteria followed by other public employers in Alachua County.
  + Raised full-time minimum salaries to $12/hour ($24,960 annually)
  + This impacted 20 positions (10 position titles)
* Determine a plan to make all salaries at a minimum consistent with living wage criteria followed by other public employers in Alachua County while also ensuring that all areas are able to fund these positions accordingly.
  + Discussion of possible plans would be helpful (e.g. should we decrease part time hours in favor of higher fulltime wages? How do we take the finite pot of funds and reallocate?)
  + Career Service and A&P salary market study to be concluded in the fall
  + Faculty market study to be authorized
* At minimum, provide a cost of living salary adjustment for inflation or $1000 salary increase, whichever is greater, for all employees
  + Note:appreciably no new recurring funds, cannot guarantee future increases (e.g. for 750 fulltime employees, we would need $750,000 recurring dollars per year + FICA/retirement)
* In recognition of Santa Fe’s standing as the top college in the nation, increase SF salaries to a more competitive level within the comparable marketplace and in line with the top colleges in the nation.The college should continue to be committed to do everything they can do to maintain and improve where possible the competitiveness of the college’s rates of compensation for all employees.
  + Recommend complete pending equity/market study for CS and A&P – status updates forthcoming
  + Reminder regarding benefits packages (health insurance paid for each employee, 22 paid holidays, educational benefits/tuition waivers)
* Request an equity study of full and part-time faculty salaries
  + Agreed– budget allocated for consultant for 2018-2019
* Make the following adjustments to our current step system:

First step: acquire evidence that current step system is not working for CS, A&P, or faculty – HR has begun to keep records but so far very limited data

* + Accept appropriate “industry” experience for all positions
    - Under review for further discussion -- which industry experience should be acknowledged and how to honor existing employees who did not get such credit when they began employment
  + Allow for partial steps for all positions
    - Under review for further discussion regardinghow to honor existing employees who did not get such credit
  + For faculty, change the number of hours allowed for part-time adjunct work from 72 hours to 6o hours to match our current two-term contract–
    - The original premise was that adjunct teaching at SF would be worth a step based on the equivalent of two years of full-time instruction; at the time we had a 36 hour full-time contract. We have had a 30 credit hour contract for more than 10 years now. Changing it now would have a disparate impact on current full-time faculty who were prior adjuncts and were not given an equal amount of steps for their prior experience. College leadership recommended that we agree to request that HR do a manual study of each person hired since that time to determine the cost in conjunction with a faculty salary market study; this will allow us to consider the cost of giving retroactive credit from the time we changed to a 30 credit hour contract. The manual study would not begin prior to Spring 2019. Note: We are not currently having any trouble recruiting our own adjuncts so more discussion is recommended.
  + For faculty, accept adjunct experience from other higher educational institutions accredited by one of the major regional accrediting agencies.
    - We need clarification of “major regional accrediting agencies.”
  + Adjust salaries of existing personnel based on the implementation of new step criteria following an impact study.
    - Anticipate impact study would take at least one to two years to research internally (much of it would be manually pulling files to gather data)
* Maintain continuing contract or annual contract leading to continuing contractas the primary method of full-time employment for faculty.
  + Agreed
* Starting from the current credit and contact hour adjunct rate of pay, create a tiered system of three adjunct pay rates that correspond to the three titles in place for adjunct faculty based on experience. Each level should pay at least 5% more than the preceding rate. Faculty overloads should also receive the matching adjunct rate of pay based on matching title
  + We need more philosophical discussion on this point; would need economic impact report regarding existing adjuncts and estimation of IT programming time and feasibility; some alternatives should also be considered before moving forward with study
* Make part-time employees, including TempForce, eligible for the general annual increaseensuring that all areas are able to fund these positions accordingly.
  + Currently under review - these funds come from nonrecurring current expense and are usually managed at department level.
* For non-faculty employees, additional certificates and degrees applicable to the employee’s position yet above and beyond what is listed as a requirement for that position should earn the employee an increase in salary.
  + Further discussion needed regarding specifics. See Career Service Council recommendations for more details.
* Continue coverage of employee health care at 100% of insurance cost, continue to work with FCSRMC to provide more affordable plans,and continue to promote SF Wellness Programs for a healthier life style.
  + Agreed
* Advocate through the AFC the supportof the current standards of basing retirement pay on an employee’s top five years of state employment, keep the DROP interest rate at its current level, restore and maintain the historical tradition of a FRS 3% annual increase in retirement pay, keep the insurance subsidy to help retirees cover the rising insurance premiums.
  + Refer to AFC representatives (independent organization)
* Advocate through the AFC that the state fund the two retirement plans offered to employees equally: increase the employer contribution to FRS Investment Plan & CCORP so that the total percentage contributed equals the average total contribution of the 2002-2011 period without increasing employee contributions.
  + Refer to AFC representatives (independent organization)