**Salary and Benefits Committee 2019 RPC Recommendations**

The S&B committee attempts to represent the will of all members of the College Senate, and the following recommendations reflect these efforts.  The S&B committee respectfully requests the college leadership seriously consider each of the recommendations below, and provide a written response to the Senate and Salary and Benefits Committee Leadership before the start of fall term that describes both the (1) the rationale for not adopting any recommendations that were not fully adopted, and (2) the college leadership's plans (timelines, milestones, plan of action, etc.) for addressing each of the S&B recommendations. It is possible the college leadership plans to *never* adopt or address individual S&B recommendations, and if so, we request leadership state when this is the case and explain the rationale behind its decision. This feedback will help lend transparency to the budget process as well as guide the deliberations of S&B over the next academic year. We strongly believe that better transparency is one way to promote the culture of excellence that is Santa Fe College.

While all of the below is important, we have grouped items into two categories – Priority levels A and B. Priority level A represents the items that should be of utmost priority when creating the upcoming budget. Our hope is that all of the items in group A will be met this budget cycle. Priority B are items that are also important, and we sincerely hope that we will be able to make progress on those items as well, but are of slightly less imperative need if there are significant budget restraints than items in group A. Both groups’ lists start with the items of top concern.

We believe all of the items below are essential to helping Santa Fe be the employer of choice, as well as reflecting our institutional values of social responsibility, integrity, equity, accountability, and sustainable use of social and economic resources1.

**Priority A:**

* At minimum, provide a cost of living salary adjustment for inflation rather than a stipend or supplement, for all employees (including adjunct rates). This is not a raise, but simply making sure that salaries retain their current value moving forward. 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.
* Continue moving full time salaries towards a living wage as begun in last year’s budget cycle, begin moving all part-time positions that have a full time equivalent to a living wage in a similar manner, and determine a plan to make all salaries for all college positions2, at a minimum, consistent with living wage criteria as followed by other public employers in Alachua County3 while also ensuring that all areas are able to fund these positions accordingly. For adjuncts, a wage consistent with the College's current standards would be $800 per credit hour (based on 10 classes and $24,000/year).
* Extend EAP benefits to all employees (this is not so much an essential need, as it is a small budget item that could have large beneficial repercussions for the college community, so we would like it to be implemented as soon as possible).
* Maintain continuing contract or annual contract leading to continuing contract as **the primary** method of full-time employment for faculty.
* Maintain at least 80% of budget devoted to salary & benefits.
* Continue coverage of employee health care at 100% of insurance cost for this upcoming year, and continue to promote SF Wellness Programs for a healthier life style. Beginning as soon as possible, the college should begin a review of insurance options to determine if there are other approaches to providing quality insurance that meet all employees’ needs.
* Request that the faculty equity study (for both full and part time faculty) proceed with all due haste, and that the following items are addressed:
	+ Update the step system:
		- to recognize industry experience for all faculty;
		- to allow partial steps for all positions;
		- for faculty positions, change the number of hours allowed to earn a step for part-time adjunct work from 72 hours to 6o hours to match our current two-term contract
		- For faculty, accept adjunct experience from other higher educational institutions accredited by one of the major regional accrediting agencies.
		- Adjust salaries of existing personnel based on the implementation of new step criteria following an impact study; consider a ten year look back window if needed.
	+ Examine the fairness of loading across and within disciplines, including the conversion of contact to credit hours
	+ Examine and address any issues of compression
	+ Determine competitive market ranges for faculty salaries (full and part time) based both on degree and experience, and a plan for how to move the current salaries into that range
* Research procedures and acceptable rules that could allow adjuncts and part time employees to have a version of sick leave so that they are not docked if they must be out sick. One way to do this could be by expanding the current Part Time Faculty Redirected Assignment in Event of Emergency policy (attached).

**Priority B**

* In recognition of Santa Fe’s standing as the top college in the nation, SF faculty and staff should be atop the list of highest paid in the nation or, at the very least, have the most competitive salaries in the Southeast. The college should be committed to improving the competitiveness of the college’s rates of compensation for all faculty and staff, and should offer raises to salaries and adjust base salaries, beyond the cost of living adjustment. If there are limited funds, then the highest paid salaries should forego the raise to ensure that salaries at the lower level are raised first.
* In the interest of equitable treatment, so that all employees have access to social security benefits, BENCOR benefits should be replaced with Social Security for adjuncts (see attachment for reasons and support).
* Make part-time employees, including TempForce, eligible for the general annual increase while ensuring that all areas are able to fund these positions accordingly.
* 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.
* Examine providing professional development stipends for adjuncts and part time employees
* Examine implementing a plan similar to UF’s plan that allows employees to cash in vacation time (up to 16 hours as long as they have 40 hours in balance remaining afterwards) at end of fall term.
* Protect and improve retirement pay:
	+ Support of 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.
	+ Support the idea 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.
	+ Investigate how college contributions to CCORP and FRS may involve some waste or misdirected funds, and examine the idea of whether CCORP is still needed now that there is an FRS investment plan

FOOTNOTES:

1. See Santa Fe’s current mission statement, values, and strategic plan <https://www.sfcollege.edu/ir/strategic-plan/index>.
2. We understand that there may be some student positions for which this may not be possible, i.e., work study positions.
3. **Informational Note regarding “living wage:”** There is a growing consensus in this community and elsewhere that employers, particularly large, institutional employers, have a responsibility to pay their workforce a wage that “...is sufficient to provide a decent and healthy life for them and their families, that protects their employers from unfair low-wage competition, and that does not force them to rely on taxpayer-funded public services in order to avoid economic hardship” (FL Constitution. Article X, Section 24). In recent years, several of Alachua County's largest employers, including the City of Gainesville, Alachua County, the University of FL, the Alachua County School Board, and Nationwide Insurance have used targeted wage increases to lift their lowest-paid workers above the poverty line. As of 2017, the MIT Living Wage calculator—which takes into account local costs in Alachua County for housing, medical care, food, transportation, childcare, and other expenses—places a local living wage at $15.19 for a family of four with two working adults. This wage is comparable to the 125% of Federal Poverty Level ($15.08) that some local employers are currently working toward.

ATTACHMENTS:

Part Time Faculty Redirected Assignment in Event of Emergency policy

Santa Fe College Adjunct Retirement Benefits survey