Salary and Benefit’s Top 5 Concerns 2019-20:

1. **Transparency and collaboration/inclusion in the budgetary process and decision making**; to be an effective shared governance body, S&B needs access to data and information to be able to prioritize needs, and feedback on past recommendations. The college body should be updated about budget issues on a regular basis to avoid shocks, establish and maintain high morale, and maximize participation in shared governance.

1. **Salary Improvement**:
	* Guarantee an annual cost of living increase across the board at minimum, and if budget is a concern, apply a cost of living adjustment starting with the lowest paid employees first and applying to as many employees above as possible
	* Implement the faculty salary study to develop a plan to adjust faculty base salaries to be competitive in the state; adjust current/future faculty salaries to recognize value of experience teaching at SF; update the step system for assigning initial salaries in ways that recognize applicable experience; describe, assign, and update chair salaries; improve adjunct wages. Use Valencia College, fellow Aspen winner, as a sister college for comparison purposes.
	* Move all salaries affected by the prior market compensation and salary study for career service and A&P employees to at least either market average or the appropriate proportion based on years of service, and develop a plan to update salaries as appropriate
	* Continue moving full-time salaries not at a living wage in that direction, 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 positions, at a minimum, consistent with living wage criteria as followed by other public employers in Alachua County while also ensuring that all areas are able to fund these positions accordingly.
	* Salary calculations should be clearly communicated in easy to understand ways.
	* Critical need stipends criteria should be clear and documented
2. **Continue coverage of employee health care at 100% of insurance cost**; begin researching other plans which may provide similar benefits at a cost savings for the college and discussing ways that different insurance benefits could be provided in a fair manner to employees in different situations; seek input from all college employees about insurance concerns; seek ways to provide some insurance benefits for part time employees
3. **Maximize full-time positions across the college;** increase the ratio of full-time faculty: part-time faculty; determine a plan for how to add/fill non-faculty college employee positions as needed and how to prioritize which positions/lines to fill first across the college.
4. **Provide access to social security benefits for all employees**