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POINTS OF
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Faculty Salary Study

Those of you who have been here a while might recall the “44% ≠ 75%” campaign back when HCC faculty salaries had fallen to the 44th percentile in the state, and after former president Dr. Stevenson had previously agreed that the goal for faculty salaries should be to reach the 75th percentile. FUSA was successful in negotiating successive 3 year contracts for 2001-2004 and 2004-2007 with significant raises, resulting in salaries rising to the 70th percentile. Unfortunately, that was short-lived.

HCC faculty salary rankings have since fallen steadily. Recent years of negotiations with Dr. Atwater, for whom faculty salaries have a very low priority in the budget process and are always tied to student enrollment, have resulted in our state rankings sliding backwards. **We are currently worse off than we were 15 years ago, now ranking at the 29th percentile for the state, or 20th out of 28 colleges in the Florida College System!**

The administration is aware that there are issues with salaries at HCC and that a formal salary study needed to be done to identify and correct inequities. Last year, Dr. Atwater did initially earmark money for a salary study to be conducted, but he subsequently removed it before the final budget was approved. During last year’s contract negotiations, FUSA requested that a salary study be written into the contract for the 2014-2015 year, but Dr. Atwater would not agree. There has been no explanation for his intransigence.

Since Dr. Atwater reneged on the salary study, during the fall term of 2014, FUSA decided to hire the financial services consulting firm, Mercer Inc., to assist in conducting an internal salary study. Three major issues needed to be addressed:

1. External inequity. HCC faculty rankings have fallen steadily in the last 15 years, and now reside at the 29th percentile for the state.
2. Internal inequity. Salary compression is prevalent across all pay grades, with many faculty with 10-20 years of service being paid a lower salary than more recently hired faculty.
3. Unattainable pay-range maximums. Under the current pay-range format, there is no system in place to allow faculty to move up the pay scale. There are faculty with 20 years of service or more who have yet to make it halfway up their allowable pay range! Moreover, 85% of all faculty salaries are below the 50th percentile!

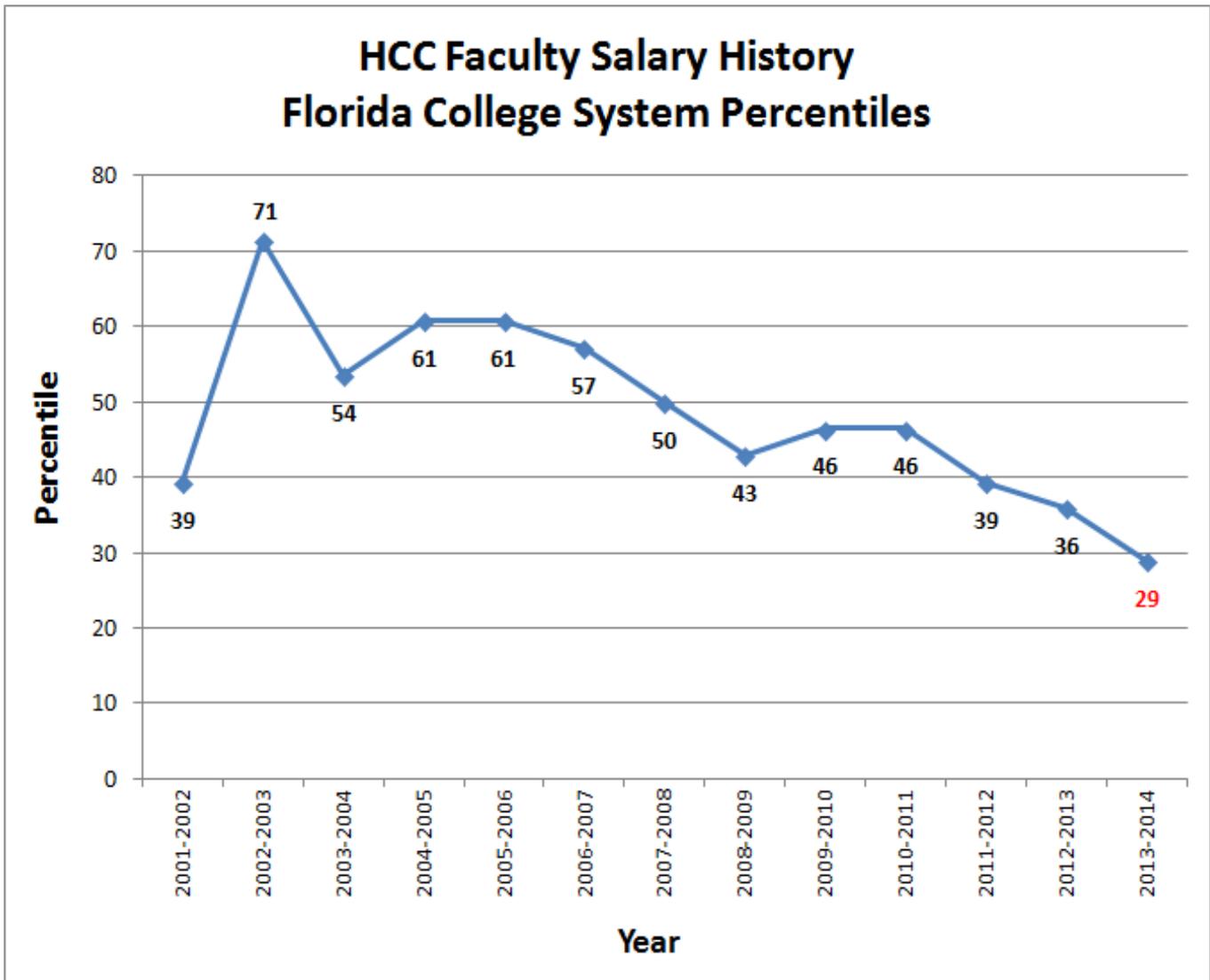
FUSA and Mercer developed a proposal that would address all three issues: a STEP salary system to be phased in over the next 3-year contract. It would correct the salary compression issue, place faculty appropriately in the pay range, and allow for a reasonable progression up the pay scale. (The complete study and proposal has been sent to the faculty and is posted on FUSA’s website.)

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In recent years, final budgets and any salary increases have been approved prior to contract negotiations even being completed. This year, FUSA presented the complete salary study and STEP proposal to Dr. Atwater's bargaining team on February 24th, during the first FUSA requested negotiation session for the 2015-2018 contract. The intent was to get the proposal looked at in advance of HCC Board of Trustees budget workshops, which begin annually in April and are finalized in June. While the members of the administrative bargaining team indicated they were impressed by and interested in the proposal, FUSA has yet to hear back from Dr. Atwater with a response to the proposal or to a request for a second

bargaining session. Nor was there any mention of the proposal or any advocacy for the faculty at the recent budget workshop.

Such a posture on the part of our president is why we are where we are today.



FUSA membership: It's not expensive; it's priceless!