

Economics Support and Rationale For Faculty

2016-2018 Contract

Introduction

Historically, the unpredictable and varied format of pay increases and credit for previous experience have ultimately led to salary compression. Previous salary studies in the 1990's resulted in equity increases but only temporarily corrected the problem.

The salary step pay system, coupled with a formulated and consistent method for awarding credit for prior experience, will provide a mechanism for an equity-based compensation system that will establish a fair and predictable salary cost structure, for both current and future faculty members.

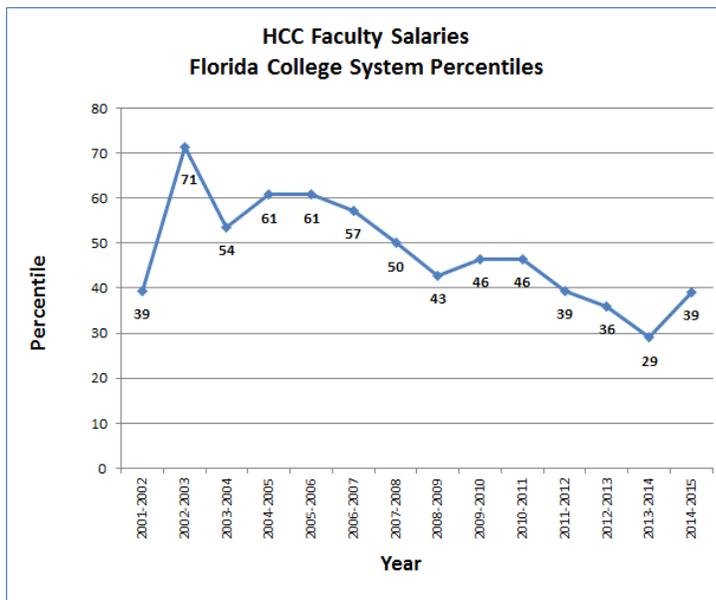
The contract also restructures the current rank system to create a meaningful process that recognizes and rewards faculty members whose exemplary services and contributions to the college go well above and beyond their contractual obligations. This motivational, merit-based plan provides a high return to the college in both productivity and recognition.

The agreement is a product of multiple bargaining sessions and FUSA and Administration team workshops conducted in the spirit of interest-based bargaining. The end product delivers a 3-year contract that allows the administration to implement the most equitable pay structure in the past 20+ years.

History and Goals

In 2014, FUSA addressed the following economics issues in the FUSA-Mercer Salary Study:

- Low HCC faculty salary rankings within the Florida College System
- Salary inequities and compression within HCC faculty pay grades
- Inability for faculty to advance through the HCC pay grade ranges
- A current rank system that offered no incentive or reward for faculty
- The need to return to 3-year contracts and ending the annual reopeners for economics.



Since 2003, HCC faculty salary rankings have decreased within the Florida College System.

In 2014-2015, HCC ranked 17th out of 28 in faculty salaries in the Florida College System. (39th percentile)



The graph demonstrates where faculty salaries currently fall with regards to the minimum for the pay range and the maximum of 10% above the minimum for prior experience.

Salary compression and inability of faculty to progress through the HCC pay ranges is evident.

Note: The above graph represents pay grade II. The remaining pay grades following similar trends.

Evergreen Study and FUSA Step Plan Proposal

In 2015, the College hired Evergreen Solutions to complete a faculty salary study. The Evergreen Study indicated the HCC pay ranges were appropriate (i.e., the current minimums and maximums for each pay grade). Evergreen provided support for a step pay system and paid rank.

FUSA has negotiated an agreement with the administration that includes the implementation of a step system over a 3-year contract. Faculty will be assigned steps based on years of service as full-time regular faculty and years of previous experience upon hire. Faculty will also have the opportunity to earn additional steps through merit-based rank.

Year 1 (2016-2017): Steps Awarded for Faculty Years of Service

- Faculty are assigned a step level that corresponds to years of service as full-time regular faculty.
- New full time temporary faculty shall be placed at Step 1.
- Thereafter, full-time regular faculty shall progress one additional step for each full year of service.

Year 2 (2017-2018): Steps Awarded for Prior Experience

- Full-time regular faculty will earn 1 additional step for another year of service.
- Prior experience shall be converted from 0-10 years (0%-10%) to the equivalent 1- 4 steps.
- All current faculty member's prior experience shall be reviewed for equity by HR.
- Newly hired faculty member's prior experience will be evaluated with the same protocol.
- Full-time temporary years at HCC will be counted towards prior experience
- For budgeting purposes, the prior experience credit will be divided over Year 2 and Year 3.

Year 3 (2018-2019) Steps Awarded for Prior Experience, and Merit-based Rank Promotion

- Full-time regular faculty will earn 1 additional step for another year of service.
- The remaining steps for prior experience will be awarded.
- A new rank system will be implemented, with a return to the pre-2010 merit based rank system:
 - Instructor: All non-tenured faculty
 - Assistant Professor: 5 years of service, automatically awarded upon earning tenure
 - Associate Professor: 10 years of service, with exemplary contributions to the college
 - Professor: 15 years of service, with exemplary contributions to the college
- Promotions to Associate Professor and Professor require a faculty portfolio and approval by a rank committee consisting of 4 faculty members and the V.P. of Academic Affairs. Faculty will earn an additional step for each rank upon approval.
- Faculty may apply for merit-based rank in Fall 2017. Steps for rank will be awarded Fall 2018.
- Any faculty at Step 30 who is awarded rank will receive a lump sum equivalent to a step.

Note: Any faculty whose current salary is above that of their assigned step level will retain their current salary at the assigned step level.

More details regarding rank and the step system can be found in Articles 6 and 14.

Supporting Graphs (Year 1 and Year 3)

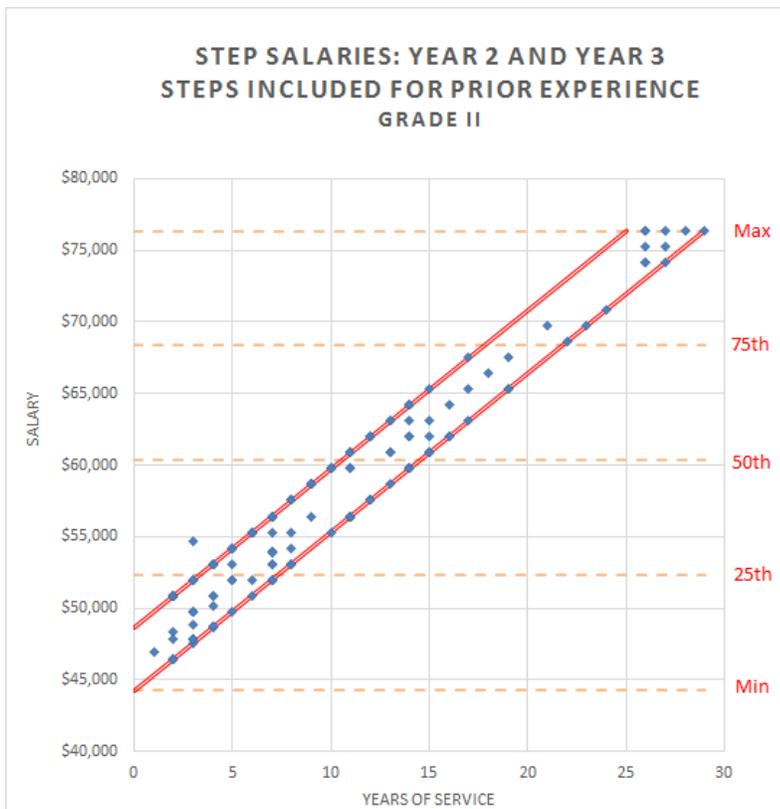


Year 1 (2016-2017):

Steps are assigned for years of service.

Brings all faculty who are not at the minimum for their pay grade to the minimum.

Any faculty whose current salary is already at or above the minimum for their assigned step will receive up to a \$900 lump sum.



Years 2 and 3 (2016/17 and 2017/18):

Faculty earn an additional step for each additional year of service.

For equity, all faculty's prior experience will be reviewed.

Though the prior experience formula will be finalized by HR, it is estimated it will be similar to experience awarded in previous years, converted to steps:

0-10 FT years = 0% to 10% = 1 to 4 steps

2.5 years = 2.5% = 1 step

5.0 years = 5.0% = 2 steps

7.5 years = 7.5% = 3 steps

10.0 years = 10.0% = 4 steps

Steps awarded for prior experience upon hire will be divided over years 2 and 3.

By the end of Year 3, all faculty would have been equitably placed between 0% and 10% above the minimum.

Outcomes and Estimates

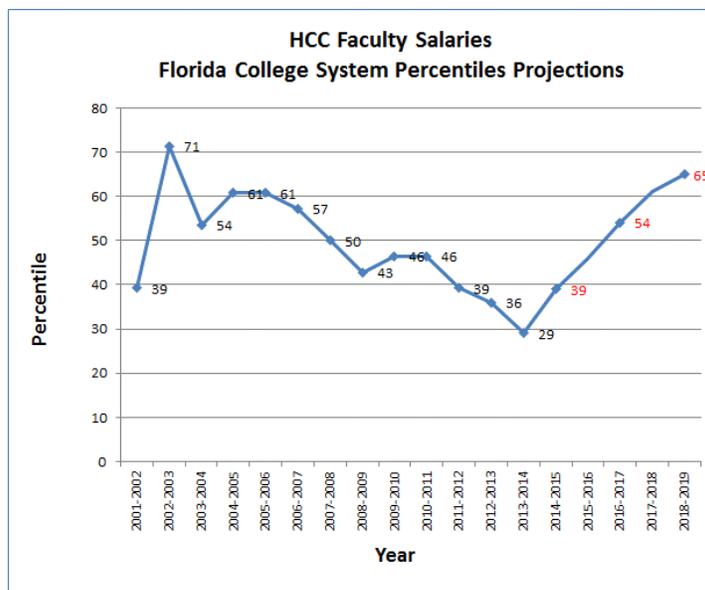
With the ratification of the contract and implementation of the economics plan, we will provide the College:

- an equitable method for correcting current compression and preventing future inequities for both current and new faculty;
- a compensation plan with an understood method of salary progression. Faculty will be able to reach the top of the pay range in 23-29 years;
- a meaningful rank system that rewards faculty for exemplary service.

The focus of the economics plan is equity among all faculty. The contract provides an equity raise for faculty whose salaries are significantly below the minimum. It also provides a long-term solution so newly hired faculty can progress through the salary ranges.

The estimated economic benefits are:

- the average 3-year total for raises and lump sums for full-time regular faculty will be approximately \$5900;
- HCC faculty rankings will move to approximately the 50th percentile by Year 1, and the 60th to 70th percentile by Year 3.



The Step Pay Schedule

Year 1 Placement

- Based on HCC full-time regular years of service.
- Note: The Step Level is one more than the current years of service:

Years of Service	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Years of Service	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29+
Step	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30

Year 3 Placement (Estimate)

- Add 2 steps for 2 additional years of full-time regular faculty service
- Add up to 4 steps for previous experience credit (to be determined by Human Resources)
- Add up to 2 steps for merit-based rank, awarded by a Rank Committee

Full-Time Tenure Track Faculty Salary Schedule				
Basic Year Contract				
Academic Years 2016-2017, 2017-2018, 2018-2019				
Step	Grade III	Grade II	Grade II+	Grade I
1	\$42,187.00	\$44,248.00	\$46,514.00	\$48,781.00
2	\$43,243.19	\$45,355.79	\$47,678.52	\$50,002.28
3	\$44,299.38	\$46,463.58	\$48,843.04	\$51,223.56
4	\$45,355.57	\$47,571.37	\$50,007.56	\$52,444.83
5	\$46,411.76	\$48,679.16	\$51,172.08	\$53,666.11
6	\$47,467.95	\$49,786.95	\$52,336.61	\$54,887.39
7	\$48,524.14	\$50,894.74	\$53,501.13	\$56,108.67
8	\$49,580.33	\$52,002.53	\$54,665.65	\$57,329.94
9	\$50,636.53	\$53,110.32	\$55,830.17	\$58,551.22
10	\$51,692.72	\$54,218.11	\$56,994.69	\$59,772.50
11	\$52,748.91	\$55,325.90	\$58,159.21	\$60,993.78
12	\$53,805.10	\$56,433.69	\$59,323.73	\$62,215.05
13	\$54,861.29	\$57,541.48	\$60,488.25	\$63,436.33
14	\$55,917.48	\$58,649.27	\$61,652.77	\$64,657.61
15	\$56,973.67	\$59,757.06	\$62,817.30	\$65,878.89
16	\$58,029.86	\$60,864.85	\$63,981.82	\$67,100.16
17	\$59,086.05	\$61,972.64	\$65,146.34	\$68,321.44
18	\$60,142.24	\$63,080.42	\$66,310.86	\$69,542.72
19	\$61,198.43	\$64,188.21	\$67,475.38	\$70,764.00
20	\$62,254.62	\$65,296.00	\$68,639.90	\$71,985.27
21	\$63,310.81	\$66,403.79	\$69,804.42	\$73,206.55
22	\$64,367.00	\$67,511.58	\$70,968.94	\$74,427.83
23	\$65,423.19	\$68,619.37	\$72,133.46	\$75,649.11
24	\$66,479.38	\$69,727.16	\$73,297.99	\$76,870.38
25	\$67,535.58	\$70,834.95	\$74,462.51	\$78,091.66
26	\$68,591.77	\$71,942.74	\$75,627.03	\$79,312.94
27	\$69,647.96	\$73,050.53	\$76,791.55	\$80,534.22
28	\$70,704.15	\$74,158.32	\$77,956.07	\$81,755.49
29	\$71,760.34	\$75,266.11	\$79,120.59	\$82,976.77
30	\$72,816.53	\$76,373.90	\$80,285.11	\$84,198.05

Example:

J. Doe has 10 years of service.

Year 1 he is placed at Step 11

Over Years 2 and 3, he earns 2 steps and is awarded an additional 3 steps for prior experience.

In year three, he earns 1 step for rank.

Year 3 he reaches Step 17:

$11 + 2 + 3 + 1 = \text{Step 17}$

Note:

Faculty whose current salary is higher than their assigned step salary will retain their current salary.

In Year 1, faculty whose current salary is already at or above the minimum for their assigned step will receive up to a \$900 lump sum.