

## FUSA Economics Rationale

### Overview of Rationale

All salary studies state that pay systems need to be evaluated annually and pay ranges adjusted to ensure internal equity and external competitiveness in order to recruit and retain employees. At minimum Evergreen recommended at least every five years. More recent salary studies completed by the college recommend reviewing and adjusting annually. This contract will be years 7-10. (FUSA proposed an increase for 2019-2022 for years 4-6, but were told to wait until the next contract while other salary studies were in process).

Step Pay systems have two components:

- a. Within grade Step increases awarded annually for each additional year of service
- b. Pay Grade Ranges – which need to be evaluated periodically and pay ranges adjusted accordingly.

The college salary studies recommend adjusting these periodically to maintain external competitiveness:

### MGT Consulting

“External competitiveness through annual salary and compensation improvements is essential for an organization to be able to recruit the most qualified new hires. Salary ranges should be adjusted annually to market based on need, whether such need is dictated by the marketplace, the desire of the organization to remain competitive, or both. Organizations must keep pace with mandated annual adjustments and ensure the funds to do so are available.”

### Evergreen

“To maintain the effectiveness of the compensation structure over time, the College must devote strong administrative support and continued attention to the market in order to preserve internal and external equity.”

### Salary Range History

From 2003 to 2014, the pay grade minimums or maximums increased 11 out of 12 years.

From 2014 to 2022, the minimums were not raised, and the maximums were raised in 2016 by less than 1% to account for establishment of the step pay system.

There have been no increases to the minimums or maximums from 2016–2022.

There has been only one raise to the minimums since 2008.

FT Faculty Pay Range Increases		
Contract	Min	Max
2019-2022	\$0	\$0
2016-2019	\$0	~ \$450 *
2013-2016	\$1,700	~ \$2250 **
2010-2013	\$0	\$3,000
2007-2010	3%	6%
2004-2007	\$6,000	\$9,000
2001-2004	\$2,000	\$1,000

\*Nominal Increase in 2016 to accommodate step formula  
2014: \*\* 2 times Daily ROP

## Salary Study Range Recommendations

Salary Studies: Pay Range Increases for all Employee Groups

Faculty Salary Study: 2016

SEIU Staff Salary Studies: 2017 and 2020, and 2022 Minimum Wage Increase Study

Admin Salary Study: 2019-2020 to 2021-2022

Both the Administrative and FT Staff Pay Ranges have increased during their salary studies (FT Staff salaries have been raised twice). Below are conservative estimates as to the average percent increase to the minimums and maximums for all pay grades for each employee group.

### Increases to the Salary Range Minimums and Maximums

Admin Pay Ranges	
Effective 2019 - 2022	
Average Increase since pre-salary study, 2018	
Mins	30%
Maxes	17%

FT Staff Pay Ranges	
Proposed 2022-2023	
Average Increase since 1st salary study, 2017	
Mins	12%
Maxes	8%

Note: The 2022-23 Staff Proposal would be the **2nd pay range increase** since 2016, and would result in a **56% increase to Grade I mins/max since 2016**

FT faculty pay Ranges	
Average Increase since pre-salary study, 2014	
Average Increase	
Mins	<b>0.0%</b>
Maxes	<b>0.6%</b>

FT faculty pay Ranges	
Proposed 2022-2025	
Average Increase	
Mins	15%
Maxes	9%

## Factors Affecting External Competitiveness

### HB 641 — Funds for the Operation of Schools

The bill establishes the Teacher Salary Increase Allocation within the Florida Education Finance Program (FEFP). The allocation:

Requires school districts and charter schools to use the allocation to increase the minimum base salary for full-time classroom teachers to at least \$47,500, or to the maximum amount achievable and as specified in the General Appropriations Act (GAA).

Provides for salary increases for full-time classroom teachers who did not receive a salary increase or who received an increase of less than 2%, or as specified in the GAA, and other full-time instructional personnel. How funds are distributed:

These funds must be used solely to increase teacher salaries and no collective bargaining agreement can alter this requirement.

Comparable Peer Groups Minimum Starting Salaries at BA level, 2022		
School or College	Minimum Salary	HCC BA Level Min Salary: <b>\$42,187</b> Difference from Peer
Hillsborough County School Teachers, BA, 2022	\$47,501	<b>-\$5,314</b>
Polk County School Teachers, BA, 2022	\$47,500	<b>-\$5,313</b>
Pinellas County School Teachers, BA, 2022	\$48,765	<b>-\$6,578</b>
Eastern Florida State College (Brevard), BA, 2023	\$47,500	<b>-\$5,313</b>
Miami Dade College, BA, 2022	\$48,517	<b>-\$6,330</b>

### Florida 2020 Minimum Wage Amendment

In November 2020, Florida voters approved changes to the state's minimum wage, which will gradually increase from the current \$8.65 an hour to \$15 an hour by September 2026. To comply, employers must implement the following hourly minimum wage schedule for non-tipped employees.

To stay competitive, HCC has recommended implementing the minimums four years early, and increasing the minimums to \$16.00.

This will put staff ahead of the state mandate. On the flip side, "faculty are behind and getting behind" (HCC BOT).

### Amendment Education Level and Degree Compression

Year	FL Minimum Wage HS Diploma or GED		HCC FT Faculty Minimum Salary BA Degree	
	Hourly Wage	Annual FT Salary	Annual Salary	Annual Salary Difference Faculty BA vs Min Wage
2016	\$8.05	\$16,744	\$42,187	<b>\$25,443</b>
2021	\$10.00	\$20,800	\$42,187	<b>\$21,387</b>
2022	\$11.00	\$22,880	<b>\$42,187*</b>	<b>\$19,307</b>
2023	\$12.00	\$24,960	<b>\$42,187</b>	<b>\$17,227</b>
2024	\$13.00	\$27,040	<b>\$42,187</b>	<b>\$15,147</b>
2025	\$14.00	\$29,120	<b>\$42,187</b>	<b>\$13,067</b>
2026	\$15.00	\$31,200	<b>\$42,187</b>	<b>\$10,987</b>
* If no change				

Year	HCC Minimum Wage HS Diploma or GED		HCC FT Faculty Minimum Salary BA Degree	
	Hourly Wage	Annual FT Salary	Annual Salary	Annual Salary Difference Faculty BA vs Min Wage
2016	\$10.22	\$19,929	\$42,187	<b>\$22,258</b>
2017	\$10.98	\$21,411	\$42,187	<b>\$20,776</b>
2022	\$16.00	\$31,200	\$42,187	<b>\$10,987</b>

## Florida College System Standings

HCC FT Faculty salaries remain below the FCS average. While some improvement was made during the 2016-2019 Step Implementation contract, HCC is consistently losing ground due to the loss of incremental step increases and overall pay range increases.

<b>Fact Book 6.5T,6.6T</b> <b>Florida College System (FCS)</b> <b>Average Salary of Full-Time Instructional Personnel</b> <b>by Semesters Employed</b> <b>Fall 2010-11 through Fall 2021-22</b>			
Year	FCS Average Salary	HCC Average Salary	Difference: HCC vs FCS Salary
Fall 2010-11	\$54,243	\$52,000	<b>(\$2,243)</b>
Fall 2011-12	\$54,586	\$52,076	<b>(\$2,510)</b>
Fall 2012-13	\$55,219	\$51,276	<b>(\$3,943)</b>
Fall 2013-14	\$55,706	\$50,900	<b>(\$4,806)</b>
Fall 2014-15	\$56,081	\$51,969	<b>(\$4,112)</b>
Fall 2015-16	\$57,020	\$53,253	<b>(\$3,767)</b>
Fall 2016-17	\$57,340	\$54,602	<b>(\$2,738)</b>
Fall 2017-18	\$57,957	\$56,220	<b>(\$1,737)</b>
Fall 2018-19	\$58,050	\$57,671	<b>(\$379)</b>
Fall 2019-20	\$58,619	\$58,214	<b>(\$405)</b>
Fall 2020-21	\$58,373	\$57,693	<b>(\$680)</b>
Fall 2021-22	\$58,544	\$58,367	<b>(\$177)</b>
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Source: Fall 2010-11 through 2021-22 Annual Personnel Reports			
Note: Temporary employees are not included.			
Full-time faculty with contracts less than 2 terms are not included.			
FCS Salaries are 2 semester equivalents			