

2015-2016



SF

SANTA FE
COLLEGE

.....
The smart choice.

Employee
Budget
Workshop



July 20, 2015

SF SANTA FE
COLLEGE

ANNOUNCEMENTS

➤ Fall 2015 Convocation

■ **When:**

*Friday, August 21, 2015 at
8:30 a.m.*

■ **Where: *Fine Arts Hall***

BUDGET PLANNING WITH

RESPECT for

- *Students*
- *Employees*



2015-2016

Salary & Benefits

AGENDA

- **Santa Fe's Planning/Budgeting Process**
- **College Strategic Plan 2014-2019**
- **Historical General Operating Data**
- **2015-2016 Proposed Operating Budget**
- **2015-2016 Proposed Salary & Benefits**

PROCESS

Developed as a component of College Planning

Trustees Retreat

Strategic Planning Discussion at each Board Meeting

Employee → Department → Division Involvement

College Forums/Senate/Career Service Council/

Student Government

Advisory Committees

- Salary and Benefits
- Professional Development
- Technology

PROCESS

Advisory Committees (Programs)

College Resource and Planning Council (RPC)

President's Budget Committee

College wide Faculty & Staff Meetings

*Board of Trustees Final Review, Decision
and Approval*

Mission Statement

Values

Strategies

MISSION STATEMENT

In keeping with our values and goals, Santa Fe College, a comprehensive public institution of higher education serving North Central Florida and beyond, adds value to the lives of our students and enriches our community through excellence in teaching and learning, innovative educational programs and student services, and community leadership and service.

VALUES

Santa Fe College is a dynamic, innovative learning community committed to

- *Academic excellence, academic freedom, and intellectual pursuit*
- *Individual, social, and global responsibility*
- *Honesty, integrity, and civility*
- *Cultural diversity and equity*
- *Collaboration with our community*
- *Open Access*
- *Life long learning*
- *Assessment, accountability, and improvement*
- *Sustainable use of environmental, social and economic resources*

STRATEGIES

Access

Connection

Direction

Achievement

Historical Financial Data

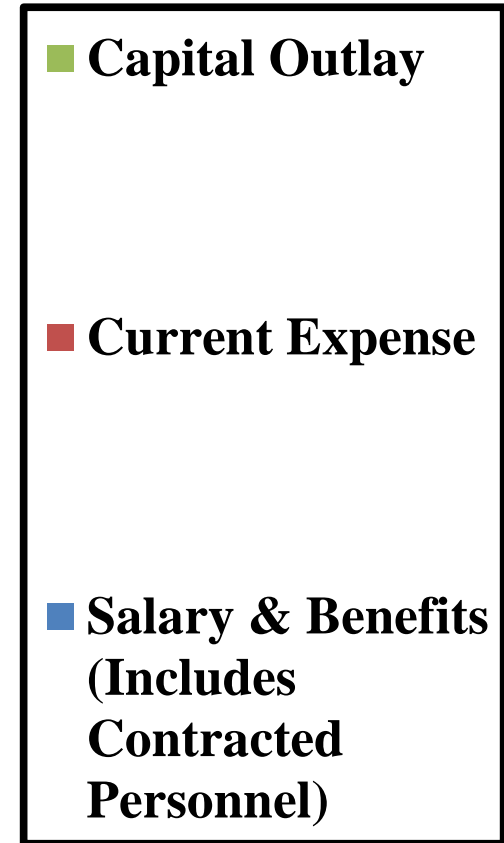
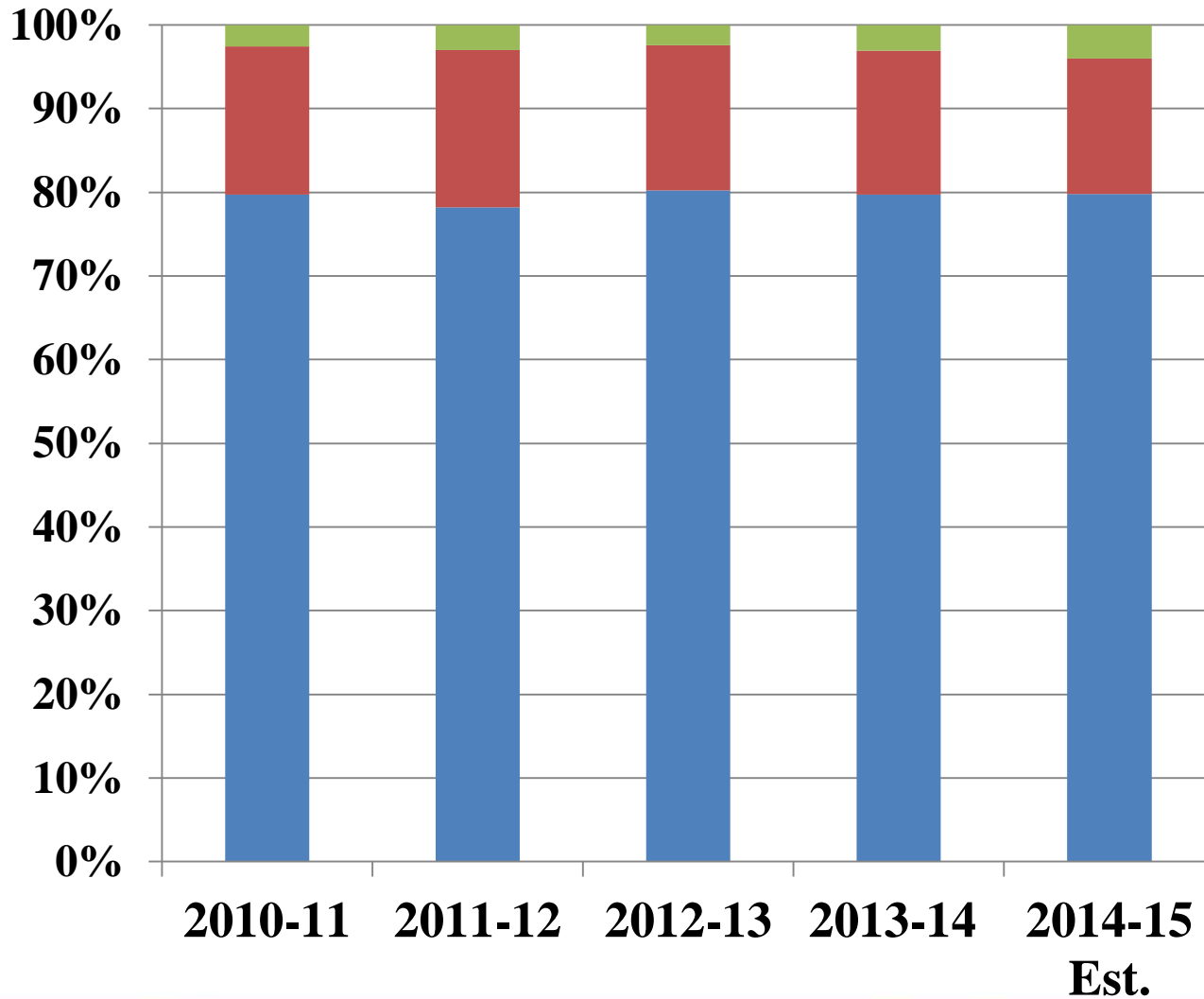
REVENUES

Major Changes in 2015-2016 Recurring Revenues

	<u>2014-2015</u>	<u>2015-2016</u>	<u>\$ Change</u>
• State Appropriations	\$ 35,684,807	\$ 35,844,254	\$ 800,000 ^{Aspen} <634,192> ^{Perf.} <6,361> ^{FRS}
• Performance Funding	0	634,192	634,192*
• Student Fees	33,477,946	33,171,871	< 306,075 >
• All Other	<u>4,254,293</u>	<u>4,239,269</u>	<u><15,024></u>
TOTAL	<u>\$ 73,417,046</u>	<u>\$ 73,889,586</u>	<u>\$ 472,540</u>

*This is the amount funded from SF Base Budget. Additional allocations TBD in September 2015.

ACTUAL EXPENDITURES



A scenic photograph of a campus featuring large, mature trees with Spanish moss hanging from their branches. In the background, a building is visible through the foliage. A pond or stream flows through the middle ground, reflecting the surrounding greenery. The foreground shows a large, light-colored rock and a small informational plaque.

SANTA FE COLLEGE

2015-2016

Proposed Operating Budget

(Fund 1)

**Recommendations are
contingent upon
approval of the
College's
Board of Trustees**

SUMMARY of Funds Available

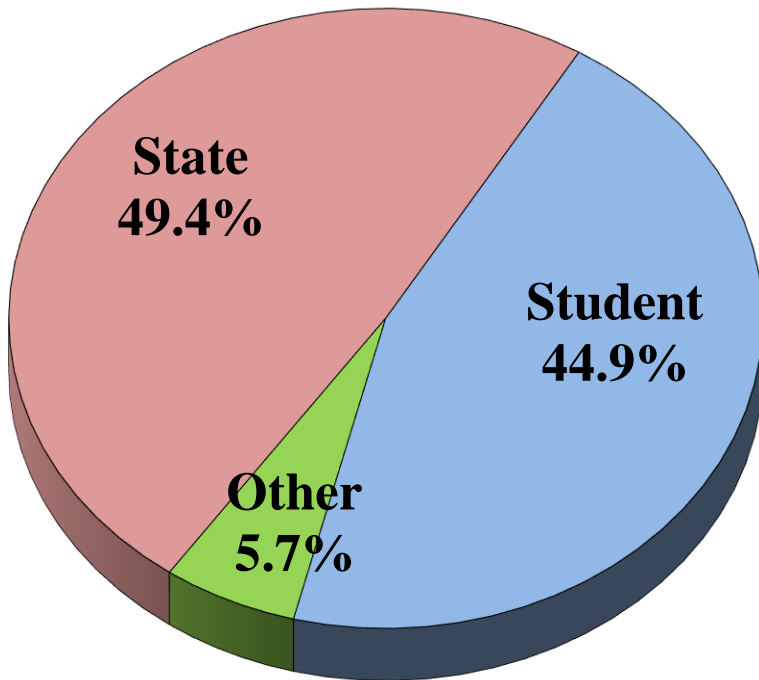
2015-2016

Projected Recurring Revenue:	\$ 73,889,586
Projected Non-Recurring Revenue:	<u>0*</u>
	<u>\$ 73,889,586</u>
Carry forward (Fund Balance) from prior years available to expend:	<u>\$ 21,796,523</u>

**Performance Funding Allocation TBD in September 2015*

PROJECTED REVENUE BY SOURCE

2015-2016



State	\$ 36,478,446
Student	33,171,871
Other	<u>4,239,269</u>
	<u>\$ 73,889,586</u>

2015-2016

BUDGETED RECURRING REVENUE AND EXPENDITURE ALLOCATIONS

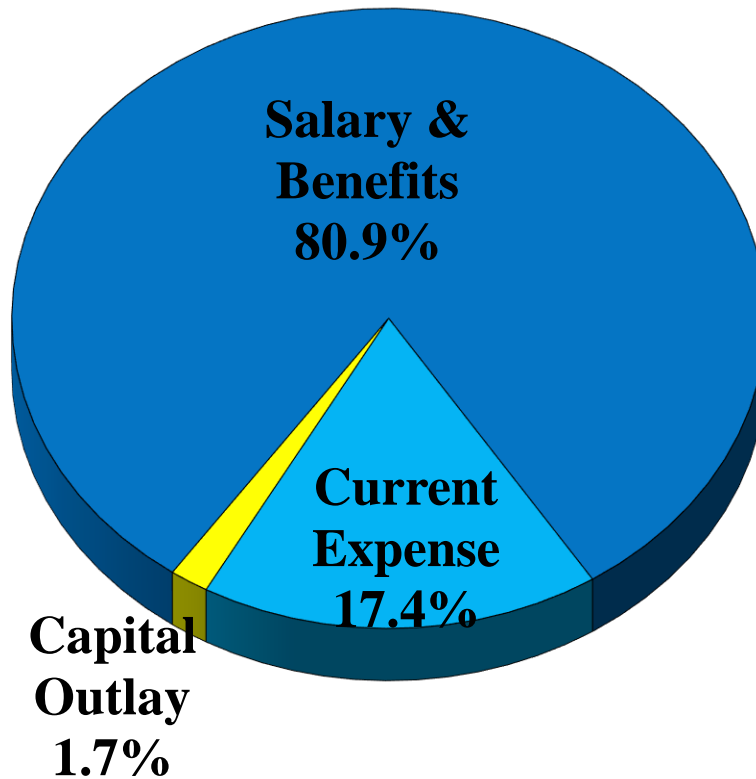
Budgeted Projected *Recurring* Revenue \$ 73,889,586

Budgeted Projected General *Recurring*
Operating Expenses <\$ 74,852,251>

Planned use of Fund Balance OR Additional
Performance Funding TBD in Sept. 2015 <\$ 962,665>

BUDGETED RECURRING EXPENDITURES BY CATEGORY

2015-2016



Salary & Benefits*	\$ 60,557,136
Current Expense	13,041,719
Capital Outlay	<u>1,253,396</u>
	<u><u>\$ 74,852,251</u></u>

* Includes Budgeted Contracted Personnel of \$2,350,000

BUDGETED RECURRING EXPENDITURE ALLOCATIONS

\$74,852,251

Salary and Benefits*

\$ 60,557,136

Current Expenses

<i>Utilities & Communications</i>	<i>3,128,159</i>
<i>Professional & Other Contracted Services</i>	<i>2,571,921</i>
<i>Educational & Office Materials & Supplies</i>	<i>2,179,361</i>
<i>Professional Develop/Scholarships/Waivers</i>	<i>1,051,105</i>
<i>Insurance (Property, WC, GL, etc.)</i>	<i>956,361</i>
<i>Student Bad Debt & Financial Processing Fees</i>	<i>930,655</i>
<i>Software Licensing</i>	<i>812,743</i>

**Includes Budgeted Contracted Personnel*

BUDGETED RECURRING EXPENDITURE

ALLOCATIONS cont.

Repairs & Maintenance, Materials & Supplies 703,570

Library Resources 273,000

Printing 277,163

Freight & Postage 157,681

Current Expense Total \$ 13,041,719

Capital Outlay (Technology & Library) \$ 1,253,396

SANTA FE COLLEGE

2015-2016

New Programs

(Budget Included in Operating Budget)

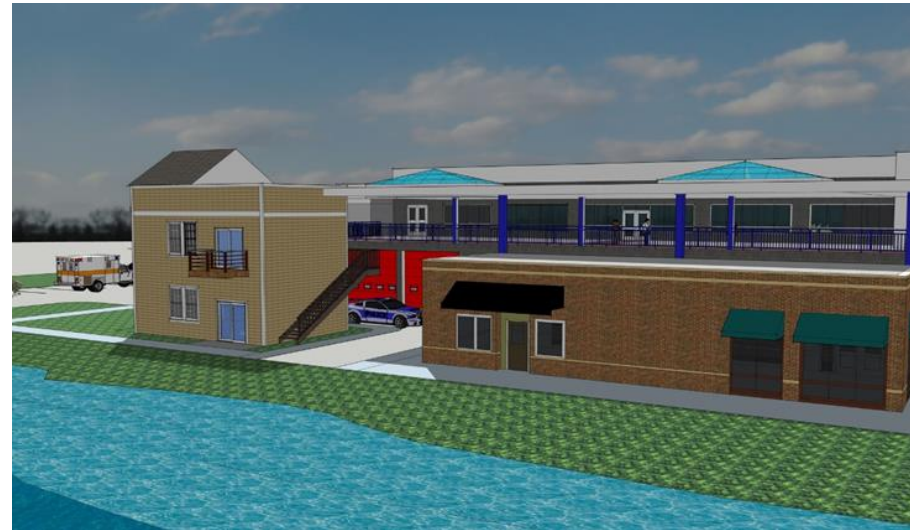
NEW PROGRAMS

- **Certificates**
 - **Plumbing Technology**
- **Associate of Science**
 - **Physical Therapist Assistant**
 - **Business Administration-Insurance & Risk Management**
- **Baccalaureate Degrees Pending at State**
 - **BAS Information Systems Technology (Spring 2016)**

2015-2016 CONSTRUCTION PROJECTS



IPS Expansion Project



**Funds for
Construction Projects
CANNOT be used for
any other purpose!**

2015-2016

Salary & Benefits

SALARY & BENEFIT SUPPORT HISTORY

- **Health Insurance-Employee benefit covered 100%**
Proposed to continue for 2015-2016
- **Life Insurance – Coverage 1.5 X Annual Base Salary paid 100% by College.**
- **Board support of Holiday, Sick and Vacation Leave**

SALARY & BENEFIT SUPPORT HISTORY

- **Santa Fe Fee Waivers for Employees & Dependents**
 - AA 60 Credit course hours \$5,896.20
 - BAS 60 Hours Upper Level \$7,004.40
- **UF Fee Waivers**
 - Full-time employees and their dependents
 - Adjunct employees
 - Fall 2013 used by 57 FT employees, 186 dependents & 61 adjuncts

SALARY & BENEFIT SUPPORT HISTORY

- **Fee Waiver(s) Expense for SF Employees & their Dependents**

2014/15	2013/14	2012/13	2011/12	2010/11	2009/10
\$ 328,347	\$ 293,236	\$ 302,730	\$ 298,304	\$ 253,275	\$ 206,464

SALARY & BENEFIT SUPPORT HISTORY

- **Salary Reclassification/Equity Studies (ITS & Career Service)**
- **Professional Development Scholarships/Opportunities**
- **Wellness Program- *Coordinating efforts between Blue Cross/Blue Shield & College-Blue Reward***
- **Employee Assistance Program**
- **Unlimited access to regional transit service (RTS) with valid SF ID**
- **Free Parking (Average Cost per Employee at UF \$600)**

Employee Benefits Paid by the College

Based on a Fulltime \$35,000/year salary:

Health Insurance (PPO Plan)	\$ 6,817
FICA/Medicare	2,678
Life Insurance	86
Retirement (Regular Class)	2,541
Plus EAP, Flex Spending and Tax Sheltered Annuity Administration	<u>75</u>

Total Benefits Paid by College:

\$ 12,197

SALARY & BENEFIT SUPPORT HISTORY

SALARY & BENEFIT SUPPORT HISTORY

- 1. 2009 FT \$1,000 non-recurring salary supplement**
- 2. 2010 FT \$1,000 added to base salary (*raised all minimum pay grade salary ranges by same*) plus 5%**
- 3. 2011 FT Two steps added to base plus 2.5%**
- 4. 2012 FT Added 2% to base salary and \$500 non-recurring salary supplement**
- 5. 2013 FT Added 5% to base salary**
- 6. 2014 FT Added 2% to base salary and \$500 non-recurring salary supplement**

SALARY & BENEFIT SUPPORT HISTORY

	2009/10 to 2014/15 Raises Recurring & One-Time			2009/10 to 2014/15 Raises Recurring		
	\$35,000 Base Salary 2008/09 & Paygrade Minimum \$32,000	\$ Change from Prior Year	% Change from Prior Year	\$35,000 Base Salary 2008/09 & Paygrade Minimum \$32,000	\$ Change from Prior Year	% Change from Prior Year
2008/09	\$ 35,000			\$ 35,000		
2009/10	36,000	1,000	2.9%	35,000	-	0.0%
2010/11	37,800	1,800	5.0%	37,800	2,800	8.0%
2011/12	39,401	1,601	4.2%	39,401	1,601	4.2%
2012/13	40,689	1,288	3.3%	40,189	788	2.0%
2013/14	42,198	1,509	3.7%	42,198	2,009	5.0%
2014/15	\$ 43,542	1,344	3.2%	\$ 43,042	844	2.0%
Total		8,542	24.4%		8,042	23.0%

FULL & PART-TIME EMPLOYEES

What is coming.....

- Support of Governor
- Support of our Legislative Delegation
- Support of House & Senate Leadership
- More representation in Tallahassee
- Grants will increase
- Career Service Equity Study
- Fall Enrollment
- New Programs

Questions or Comments