

**HILLSBOROUGH COMMUNITY COLLEGE
DISTRICT BOARD OF TRUSTEES
WEDNESDAY, SEPTEMBER 22, 2004 - 5:00 P.M.
SPECIAL BOARD MEETING
DISTRICT ADMINISTRATIVE OFFICES
BOARD ROOM
MINUTES**

1.0 GENERAL FUNCTIONS

1.01 Call to Order

Dr. Gonzalez called the meeting to order at 5:10 pm.

1.02 Pledge of Allegiance

1.03 Invocation

1.04 Roll Call

The following Trustees were in attendance:

Dr. W. Edward Gonzalez

Mr. Daniel Coton

Ms. Nancy Watkins

1.05 Welcome to Guests and Staff Members

Dr. Gonzalez welcomed all guests and staff members.

1.08 The Chairman recommended adoption of the Agenda and all revisions to the Agenda.

Mr. Robert Wolf, Acting President, explained that agenda item #5.02 [Non-Consent] has been amended to correct the following pages of the 2004-2005 Salary Schedule:

Page 18 – Entry salary level has been corrected to reflect \$37,300

Page 25 - Category II salary rate has been modified to reflect
\$20.00 - \$25.00 per hour

After due discussion and consideration, Ms. Watkins made a motion of approval as amended, seconded by Mr. Coton, with approval given by aye vote of all members present.

2.0 HEARING OF STUDENTS

3.0 HEARING OF CITIZENS

to achieve top salary in their range. In addition, she inquired how the lump sum salary increase impacts an employee's Florida Retirement benefit.

Ms. Sue Flaig, the Director of Human Resources, explained that an employee does get FRS credit for a lump sum payment. However, the lump sum payment is not calculated into an employee's base payment; therefore when the next salary recommendation is given, the increase is on the base salary only.

Ms. Watkins indicated that she is hearing two different views regarding the same issue and would like to be provided with clarification in a memorandum.

After due discussion and consideration, Ms. Watkins made a motion of approval as amended, seconded by Mr. Coton, with approval given by aye vote of all members present.

8.0 FINANCIAL SERVICES

8.01 The Acting President recommended approval of Budget Amendment #3.

After due discussion and consideration, Ms. Watkins made a motion of approval, seconded by Mr. Coton, with approval given by aye vote of all members present.

12.0 ADJOURNMENT

12.01 There being no further business, the meeting adjourned at 5:20 p.m.

4.0 HEARING OF FACULTY AND STAFF

- 4.01 Mr. Frederick Winters, President of Local 1221 of the Service Employees International Union [SEIU] addressed the Board and expressed that SEIU was displeased with the recently held negotiations as it related to the minimum and maximum salary range in the College's pay plan. He indicated that the College currently has 15 year employees who will never reach the maximum salary level prior to retirement. Mr. Winters further indicated that the College currently has 26 out of 336 employees who are at the top of their salary range. He indicated that prior to SEIU's negotiating a new contract, he will be returning to address the Board regarding this matter.
- 4.02 Ms. Patricia Manack, the Interim Chair of SEIU, addressed the Board and shared that SEIU feels the recommended five (5) percent pay increase is a generous offer. However, she indicated that SEIU had hoped that the minimums and maximums for the salary range would have been increased to reflect the five (5) percent also, especially since the College has 26 employees who have already reached the maximum of their salary range due to the Cooper & Lybrand Study. Ms. Manack expressed SEIU's disappointment regarding the raise only being retroactive to August 18, 2004, in lieu of July 1st as applied to the non bargaining employees' raise.

5.0 HUMAN RESOURCES

- 5.01 The Acting President recommended approval of a 5% salary increase for bargaining unit employees, effective retroactively to August 18, 2004.

After due discussion and consideration, Mr. Coton made a motion of approval, seconded by Ms. Watkins, with approval given by aye vote of all members present.

- 5.02 The Acting President recommends approval of the modified salary schedule for fiscal year 2004-2005.

Ms. Watkins requested clarification regarding the number of College employees that have reached the maximum of their salary level. She also asked that the Board be provided with information regarding where the fifteen-year employees are on the salary range.

Ms. Watkins further asked regarding the rate of movement for employees on the salary scale and how long it takes an employee