

**HILLSBOROUGH COMMUNITY COLLEGE
DISTRICT BOARD OF TRUSTEES
BOARD WORKSHOP
WEDNESDAY, FEBRUARY 26, 2020 – 3:00 P.M.
YBOR CITY CAMPUS
YBOR BUILDING – YBOR ROOM
MINUTES**

The Board Workshop commenced at 2:57 p.m.

The following Trustees were in attendance:

Mrs. Betty Viamontes
Mr. Randall Reid
Mrs. Dipa Shah
Brig.Gen. Chip Diehl
Mr. Rashad Stubbs

Dr. Atwater advised that the purpose of the workshop was to discuss the results of the Administrator Salary Study conducted by MGT Consulting Group (MGT) and the peer salary study conducted by HCC with assistance from MGT.

Mrs. Viamontes read the following statement:

“As Trustees, we have a fiduciary responsibility to the College, state, taxpayers and our students. We have limited resources and those resources should be deployed to ensure the best possible use, especially given the growing needs to maintain our facilities.

We should not be paying administrators above what our peer intuitions are paying. That is a waste of taxpayer dollars and in my opinion, it is irresponsible. In terms of equity, just because we did something incorrectly before, it does not mean that we should continue to repeat the same mistake. In addition, as to the previous rate increases, we do not know if doing things the correct way would have yielded a different result.

In this case, however, we do have data that supports the correct decision. Therefore, I strongly advise to our Board that you vote against using the MGT study, which would exponentially increase the amount the College has to pay in future years for administrator salaries.”

Mrs. Viamontes stated that the salaries that were recommended are too high and it would be financially irresponsible to implement them. She recommended voting against the MGT study.

Mr. Reid asked how many employees would be impacted by the study. Dr. Atwater advised 58.

Mrs. Shah asked what would happen if the Board selected the peer salary study recommendations instead. Dr. Atwater advised that the College would not be able to compete outside of the Tampa Bay area and it would handicap the College when recruiting those with experience. He added "if we want to grow as a college, we need to pay."

Mrs. Shah asked, of the 58, how many are were already above the maximum. Dr. Atwater advised one (1) or two (2) individuals.

Mrs. Viamontes said the number of hours worked outside education does not translate into benefits. She added that she doesn't have a problem with the ranges, just the classifications and placement within those classifications. Mrs. Viamontes added that the total impact, once implemented, will be over one million (\$1M) dollars.

Brig.Gen. Diehl and Mr. Reid recommended a hybrid with the minimum range from the peer salary study to the maximum range of the MGT salary study. Both suggested that Dr. Atwater be given the flexibility to place individuals anywhere within the 30 steps [years].

Dr. Atwater recommended implementation of the MGT salary ranges. Brig.Gen. Diehl advised he liked MGT's study.

The meeting adjourned at 3:57 p.m.