

**EXECUTIVE BUDGET COMMITTEE
AGENDA
SEPTEMBER 27, 2018**

- 1. Welcome – Dr. Janice Greene**
- 2. Enrollment, Appropriations and FY2019 Budget Update – Clif Smart and Steve Foucart**
- 3. Compensation Package – Clif Smart and Matt Morris**
- 4. Next Steps and Future Meetings – Dr. Janice Greene and Clif Smart**

	FY2019 BOG Approved Budget	FY2019 TAFP Budget Impact Items
Missouri State University Springfield Operating Fund		
Net Available/(Shortfall) Funds For Budget From FY19 Budget	<u>(\$1,502,696)</u>	<u>\$3,392,384 *</u>
Credit Hour Tuition Revenue Shortfall 2019 Impact		(2,758,277)
Total Estimated Net Revenue Change		<u>634,107</u>
Pay raise assume overall cost 2.1% 1/1/2019		1,300,000
President Initiatives Budget To Fund \$650,000 Ongoing For Raise		(650,000)
Total Estimated Expense Changes		<u>650,000</u>
Net Available/(Shortfall) Funds Before Non-Recurring Items	<u>(\$1,502,696)</u>	<u>(\$15,893)</u>
Non-Recurring Items		
One-Time Retention Payment Recommendation	(1,806,797.00)	(1,806,797.00)
Increased Medical July-Dec 2018	-	(1,250,000.00)
Total Budgeted Non-Recurring Allocations	<u>(899,648.00)</u>	<u>(899,648.00)</u>
Net Available/(Shortfall) Funds After Non-Recurring Items	<u>(\$4,209,141)</u>	<u>(\$3,972,338)</u>

* Missouri Resident UG Tuition Waiver \$2.00/Credit Hour and \$8.00 Student Fee Waiver

(\$899,924)

* State Appropriation Increase

\$5,795,004

Salary Adjustment History

Before Current Administration

- FY02: No ATB
- FY03: 2.5% ATB
- FY04: No ATB
- FY05: 2% ATB
- FY06: 2% ATB
- FY07:
 - 2.75% ATB
 - .25% of salary increase budget (3% of salaries) for equity
- FY08: 4.5% salary increase pool - 4% merit, .2% equity, .3% special cases
- FY09:
 - Faculty: 4.2% salary increase pool: 4% merit and .2% equity
 - Staff:
 - 4.0% salary increase pool
 - \$178,000 for adjustment to the minimum of the new compensation system pay grades
 - Both faculty and staff used the compensation matrix
- FY10: No ATB
- FY11: No ATB

During Current Administration

- FY12:
 - Faculty and Staff: 1.2% plus \$400 ATB (January 2012)
 - Staff:
 - 6.6% adjustment to salary range minimums and maximums
 - \$500 minimum increase to those below the new minimum (July 2011)
 - \$500 to those in Quartile 1 of their salary range (October 2011)
- FY13:
 - Faculty and Staff: 2% ATB (January 2013)
 - Staff: 1% adjustment to salary range minimums and maximums
- FY14:
 - Faculty and Staff: 2% ATB (July 2013)
 - Staff: 1% adjustment to salary range minimums and maximums

- FY15:
 - Faculty and Staff: 1.5% ATB (July 2014)
 - Staff:
 - 1.2% adjustment to salary range minimums and maximums
 - \$480 to those in a pay grade with a minimum salary less than \$30,000 and whose salary was below the midpoint of their pay grade
- FY16:
 - Faculty and Staff: 1.8% ATB (July 2015)
 - Faculty:
 - PSIP \$80,760 with fringe (\$60,000 salary)
 - Non-tenure track faculty increases \$142,163.17 with fringe (\$105,619 salary)
 - Cost center-funded faculty equity increases \$127,272 with fringe (\$94,556 salary)
 - Staff:
 - Centrally-funded merit/equity increase \$225,000 with fringe (\$167,162 salary)
 - Cost Center-funded merit/equity increase \$170,924 with fringe (\$126,987 salary)
 - 1.8% adjustment to salary range minimums and maximums
- FY17:
 - Faculty and Staff:
 - 2% ATB (July 2016)
 - \$282,197 (\$209,656 salary) cost center-funded increases
 - Faculty:
 - PSIP \$80,760 with fringe (\$60,000 salary)
 - Promotions \$232,858 with fringe (\$173,000 salary)
 - Staff:
 - \$250,000 with fringe (\$185,735 salary) centrally-funded discretionary pool
 - 1.8% adjustment to salary range minimums and maximums
- FY18:
 - No ATB
 - Faculty:
 - PSIP \$34,010 with fringe (\$25,000 salary)
 - Promotions \$182,454 with fringe (\$134,000 salary)
 - Staff:
 - 2.1% adjustment to salary range minimums and maximums
- FY19:
 - \$700 one time retention payment (August 2018)
 - Cost center-funded equity increases \$291,310 with fringe (\$213,101 salary)
 - Proposed mid-year compensation package

Options for Mid-Year Compensation Package (January 1, 2019)

2,222 Full-Time Employees

E&G

Non-E&G Total

Total

Option 1: 2.1% ATB (with 36.7% Fringe)

Springfield	\$ 2,594,768	\$ 549,617	\$ 3,144,385
West Plains	\$ 130,636	\$ 22,922	\$ 153,557
Total	\$ 2,725,403	\$ 572,539	\$ 3,297,942

Option 2: 1% ATB + \$600 (with 36.7% Fringe)

Springfield	\$ 2,520,899	\$ 642,172	\$ 3,163,071
West Plains	\$ 145,646	\$ 28,361	\$ 174,007
Total	\$ 2,666,545	\$ 670,532	\$ 3,337,078

Option 3: \$1,200 Increase to Base Salary (with 36.7% Fringe)

Springfield	\$ 2,570,591	\$ 760,898	\$ 3,331,489
West Plains	\$ 166,878	\$ 34,891	\$ 201,769
Total	\$ 2,737,469	\$ 795,789	\$ 3,533,258

Comparison of ATB Effect

Salary	2.1% ATB Raise	1% + \$600 Raise
\$ 30,000	\$ 630	\$ 900
\$ 60,000	\$ 1,260	\$ 1,200
\$ 100,000	\$ 2,100	\$ 1,600