



Budget Goals and Measures

DISTRICT BOARD OF TRUSTEES

June 12, 2007

“Continuing to Build”

BUDGET GOALS

- 1. Goal: Reflect the mission of Okaloosa-Walton College to provide quality educational programs and services which enable students to achieve their goals and which enhance the community through academic, vocational, cultural, economic, and personal development opportunities, the budget will place sufficient emphasis on the direct instructional and student support functions.**

Measure: Instructional (function 1), academic support (function 4), and student services (function 5) expenditures should be at least sixty-two and one-half percent (62.5%) of the total current fund unrestricted expenditures of the college.

Budgeted instructional, academic support, and student services expenditures represent 63.3% of the FY 2007-2008 proposed current funds unrestricted budget.

BUDGET GOALS

2. Goal: Provide sufficient resources to attract and retain quality staff.

Measure 1: Instructional salaries should be in the top five (5) among Florida community colleges for 2.0 Semester Equivalents as reported by the Florida Department of Education.

The average Instructional salary for the fall of 2006 for 2.0 Semester Equivalent was \$52,260. OW was eighth in average instructional salaries. Listed below are the top 9 average salaries

<i>Indian River</i>	<i>\$60,806</i>
<i>Tallahassee</i>	<i>\$59,697</i>
<i>Miami-Dade</i>	<i>\$57,251</i>
<i>St. Petersburg</i>	<i>\$57,086</i>
<i>Daytona Beach</i>	<i>\$54,574</i>
<i>Edison</i>	<i>\$53,540</i>
<i>Broward</i>	<i>\$52,688</i>
<i>Okaloosa-Walton</i>	<i>\$52,260</i>
<i>Palm Beach</i>	<i>\$52,140</i>

BUDGET GOALS

2. Goal: Provide sufficient resources to attract and retain quality staff.

Measure 2: Administrative salaries should be in the top half of Florida community colleges as determined by survey of similar positions.

There are 28 Florida community colleges the administrative position and the ranking of OW administrative salaries follows:

<i>President</i>	<i>11th</i>
<i>Chief Academic Officer</i>	<i>6th</i>
<i>Campus Vice President</i>	<i>9th</i>
<i>Chief Business Officer</i>	<i>24th</i>
<i>Chief Student Affairs Officer</i>	<i>14th</i>
<i>Chief Learning Resources</i>	<i>17th</i>
<i>Chief Student Records (Registrar)</i>	<i>11th</i>
<i>Chief Information Officer</i>	<i>19th</i>

BUDGET GOALS

2. **Goal: Provide sufficient resources to attract and retain quality staff.**

Measure 3: Other non-instructional salaries shall be competitive as determined by periodic studies.

Budgeted Non-Instructional Salaries include two categories of employees:

Other professional with a budget of \$1,886,066

Technical, Clerical, Trade and Service

with a budget of \$4,289,674

The College implemented recommendations of the Management Advisory Group (MAG) study for Clerical; Technical; Trade; and Service personnel that recommended reclassification of some employees, increases in entry level pay, and a change from a pay grade /step salary schedule to a pay grade range schedule. This implementation required a budget increase of \$95,472 for current fund unrestricted salaries. These changes should keep the College salaries competitive in the community and the Community College System.

BUDGET GOALS

- 3. Goal: Maintain a proper balance between instructional and non-instructional personnel and ensure that adequate resources for supplies and equipment are maintained to meet the needs of all personnel.**

Measure 1: The percentage of current fund unrestricted executive and managerial (51XXX glc) salaries to the total current fund unrestricted personnel costs of the college (5XXXX glc) should not exceed seven (7) percent.

Executive and managerial salaries are 6.38% of the proposed current fund unrestricted personnel costs.

Measure 2: The percentage of current fund unrestricted other professional (53XXX glc) salaries to the total current fund unrestricted personnel costs of the college (5XXXX glc) should not exceed ten (10) percent.

Budgeted other professional salaries are 8.9% of budgeted total current fund unrestricted personnel cost.

BUDGET GOALS

- 3. Goal: Maintain a proper balance between instructional and non-instructional personnel and ensure that adequate resources for supplies and equipment are maintained to meet the needs of all personnel.**

Measure 3: The percentage of current fund unrestricted clerical, technical and trade (54XXX glc) salaries to the total current fund unrestricted personnel costs of the college (5XXXX glc) should not exceed twenty-one (21) percent.

Budgeted current fund unrestricted clerical, technical and trade salaries are 20.27% of budgeted total current fund unrestricted personnel cost.

Measure 4: Current fund unrestricted total personnel expenditures should not exceed 75 percent of the total current fund unrestricted expenditures of the college.

Budgeted current fund unrestricted total personnel expenditures are 74.45%.

BUDGET GOALS

- 4. Goal: Reflect the College's commitment to student growth beyond the academic environment and its recognition that opportunities for such growth are integral to providing a comprehensive college education and should not be diminished. The availability of support services such as advising, veterans' assistance, student government, tutoring, and financial aid are often the deciding factors for a student's continued and successful enrollment.**

Measure: Current fund unrestricted expenditures in function 5 organization units will be at least 8.5 percent of the total current fund unrestricted expenditures of the college.

Budgeted current fund unrestricted expenditures in function 5 are 9.3% of total current fund unrestricted budgeted expenditures.

BUDGET GOALS

- 5. Goal: Reflect sound fiscal practices by retaining sufficient reserves to address unexpected events while utilizing maximum resources for the achievement of the College mission.**

Measure: Maintain a total current fund unrestricted fund balance between six and eleven percent of total current fund unrestricted expenditures at the end of the fiscal year.

Budgeted current fund unrestricted unallocated fund balance for fiscal year end June 30, 2008 is \$3,057,459, 10.76% of budget.