***Office of Human Resources***

April 7, 2025

Alisia Rios

Evergreen Consultants

Dear Alisia,

Pursuant to the New York Freedom of Information Law (FOIL), Dutchess Community College approves your request for the attached records. The enclosed Excel documents provide requested information derived from an employee database maintained by the Office of Human Resources.

The Faculty Census Information you have requested is provided in the Excel documents entitled Faculty Census for Evergreen and Faculty Highest Degree with Names Redacted.

The Staff Census Information you have requested is provided in the other enclosed Excel documents.

FOIL concerns access to agency records and does not require a public entity to provide information in response to questions. Nonetheless, Dutchess Community College provides the following responses to your questions related to the compensation study your company is conducting.

Responses to questions:

How are salaries adjusted for your organization?

Adjustment are based on Longevity, Performance and Collective Bargaining Contracts.

What is DCC current turnover rate?

5%

What is DCC current average tenure for an employee?

11 years

Date DCC current compensation plan was implemented?

Dutchess United Educators( D. U. E (Full and Part Time)) September 1, 2020

Dutchess County Civil Service Employees Association January 1, 2021

DCC Management Confidential September 1, 2020

Date of the last salary adjustment?

D. U. E and Management Confidential September 1, 2024

Civil Service January 1, 2024

How frequently are job descriptions updated?

During the recruitment process and as needed.

Does DCC have a planned salary adjustment to our compensation structures for the next fiscal year?

No, as both the D. U. E. and DC CSEA Agreements have expired or due to expire shortly. Both are currently are in negotiations.

Do we compensate for faculty leadership?

Yes, faculty who hold the role of department chair or program chair are granted reassigned time (relief time). Refer to the D.U.E Agreement pages 54 and 55 for compensation formula.

Do we compensation faculty differently based on area of discipline?

Yes, faculty in the Nursing Teaching Educators have a different salary schedule. Refer to

the D.U.E. Agreement page 68.

Do we have any form of additional compensation for Large Class Size?

NO.

Do we have an education incentive?

Yes, refer to page 6 of the D.U.E. Agreement

To the extent your FOIL request concerns other records under FOIL, the College does not possess any responsive records.

Under the provisions of our records access policy, you may appeal this determination within thirty (30) days of the date of this letter. If you desire to submit such an appeal, please forward a copy of the original request and a copy of this response letter along with your written appeal to the Dr. Irene Okwang, AVP of Human Resources/Records Access Officer/FOIL Appeals Officer.

Sincerely,

Dr. Irene Okwang

AVP of Human Resources

Enclosures

IO/mg