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MEMORANDUM 30-2025-15

TO: Florida College System Reports Coordinators

FROM: Kimberly Pippin, Bureau Chief
Community College and Technical Center Management Information Services

DATE: January 3, 2025

SUBJECT: Personnel Salary Data Collection

DUE DATE: February 7, 2025

Section 215.985, Florida Statutes (F.S.), requires Florida College System (FCS) institutions to make the salary information of its employees publicly available on the Florida Department of Management Services (DMS)-managed website “Florida Has a Right to Know.” To satisfy this requirement, the Florida Department of Education (FDOE) will collect and provide to DMS personnel salary data twice a year - once during the Fall End-of-Term data submission (T2E) window as a separate submission and once during the annual personnel database (T4E) submission window.

On Friday, January 3, 2025, the submission window will open for the collection of personnel salary data for T2E. To assist you in meeting data reporting requirements, please refer to the most recent version of the [Personnel Data Dictionary](#) and the attached instructions.

All colleges must successfully submit and load personnel salary data by the end of processing on Friday, February 7, 2025. The submission window closes at the end of processing on Friday, March 7, 2025. The scheduled processing times are documented in the [Florida College System Data Submission Procedures](#).

Certification for this data submission is due Monday, March 10, 2025. The certification form is available on the [FDOE Community College & Technical Center Management Information Systems \(CCTCMIS\) Certification](#) website. Submit the form using the specified certification file name defined within the form.

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If you have any questions, please contact [Murray Cooper](#) or [Katherine Mueller](#).

KP/mc

Attachments

cc: Florida College Executive Assistant to the President
Florida College Chief Information Officer

Personnel DMS Salary Data Submission

To satisfy the requirements of Section 215.985, Florida Statutes, the Florida Department of Education (FDOE) will collect personnel salary data twice a year and transmit these data to the Florida Department of Management Services (DMS) for posting on the “Florida Has a Right to Know” website, which DMS manages. Personnel salary data collection will occur during the Fall End-of-Term submission (T2E) and during the annual personnel salary and benefit data collection (T4E). For the T2E salary data collection, colleges will report the annual amount of salary paid in the most recent calendar year; whereas, for T4E, colleges will report the annual amount of salary paid in the most recent fiscal year.

Instructions:

1. The submission window opens Friday, January 3, 2025.
2. Extract all employees’ salaries from January 1, 2024, through December 31, 2024.
3. For each employee, create a Demographic Record (record type 1) and Salary Calendar Year Record(s) (record type 8).
 - a. Submit the same data elements reported in record type 6 for record type 8, as provided in the personnel data dictionary.
4. Submit the file through TIBCO® as CCxx.PDBDMS.SALARY.T2E2025.PROD.txt, where xx is the college number.
5. Files are processed according to the edit report processing periods published in the [Data Submission Procedures](#).
6. Review the edit reports and address errors if applicable.
 - a. The same edits are applied to the Demographic Record (record type 1) and Salary Calendar Year Record(s) (record type 8) as the Demographic Record (record type 1) and Salary Calendar Fiscal Record(s) (record type 6) in Personnel Annual T4E submission.
7. Verification reports are produced immediately once data loads. Review verification reports to ensure data are accurate and complete.
 - a. The comma-separated values (CSV) verification file is created and displays the data that will be sent to DMS for website posting.
8. The submission window closes Friday, March 7, 2025.
9. Once data are reviewed for accuracy and completeness, submit signed Personnel DMS Salary Certification Form using the file name on the form. The Certification Form is due March 10, 2025.