

NEW MEXICO JUNIOR COLLEGE

BOARD MEETING

Thursday, April 14, 2005

Zia Room - Library

4:00 p.m.

AGENDA

- | | |
|--|----------------|
| A. Welcome | Larry Hanna |
| B. Adoption of Agenda | Larry Hanna |
| C. Approval of Minutes of March 29, 2005 | Larry Hanna |
| D. President's Report | Steve McCleery |
| E. New Business | |
| 1. Monthly Expenditures Report | Dan Hardin |
| 2. Monthly Revenue Report | Dan Hardin |
| 3. Oil and Gas Revenue Report | Dan Hardin |
| 4. Schedule of Investments | Dan Hardin |
| 5. Consideration of 2005/2006 Budget | Steve McCleery |
| 6. Consideration of Faculty/Staff Compensation | Steve McCleery |
| F. Public Comments | Larry Hanna |
| G. Announcement of Next Meeting | Larry Hanna |
| H. Adjournment | Larry Hanna |

NEW MEXICO JUNIOR COLLEGE

BOARD MEETING

MARCH 29, 2005

MINUTES

The New Mexico Junior College Board met on Tuesday, March 29, 2005, beginning at 4:00 p.m. in the Zia Room of Pannell Library. The following members were present: Mr. Larry Hanna, Chairman; Ms. Patricia Chappelle, Secretary; Mr. Phillip Jones; Mr. Guy Kesner; and Mrs. Yvonne Williams. Not present were Mr. John Hice, Jr. and Mr. Wade Cavitt.

Mr. Hanna called the meeting to order and welcomed visitors and guests present: Vange Perryman, Hobbs News Sun.

Upon a motion by Mrs. Williams, seconded by Mr. Jones, the agenda was unanimously adopted, as presented.

Upon a motion by Mrs. Williams, seconded by Ms. Chappelle, the board unanimously approved the minutes of February 17, 2005, as written.

Under *President's Report*, Dr. McCleery took the board on a tour of the construction projects and the area considered for fencing. Mary Frederick with the Public Employees Retirement Association of New Mexico gave an overview of the process for Social Security coverage.

Under *New Business*, Dan Hardin presented the February financial reports and with a motion by Mr. Jones, seconded by Ms. Chappelle, the board unanimously approved the corrected expenditures for February 2005.

Consideration of Campus Fencing was tabled.

Frank Collins presented Bid #967 – Purchase of a Road Force Measurement System. The administration recommended acceptance of the bid from McGee Company, Albuquerque, NM for \$13,219. Upon a motion by Mr. Kesner, seconded by Ms. Chappelle, the board unanimously accepted the recommendation.

Mr. Collins presented Bid #968 – Purchase of Physical Education Equipment. The administration recommended acceptance of the bid from Fitness Specialist for \$67,742. Upon a motion by Ms. Chappelle, seconded by Mr. Jones, the board unanimously accepted the recommendation.

Mary Jane Ward recommended Ms. Adele Terrazas for the Professor of Cosmetology position at a nine month salary of \$35,000. Upon motion by Mr. Kesner, seconded by Mrs. Williams, the board unanimously approved the employment of Ms. Terrazas effective August 15, 2005.

Mickey Best recommended Mr. Richard Miller for the Director of Learning Communities/Retention position at an annual salary of \$37,500. Upon a motion by Mr. Kesner, seconded by Mrs. Williams, the board unanimously approved the employment of Mr. Miller effective May 1, 2005.

Charley Carroll recommended Mr. Javier Alvarado be employed for the Custodian I – Night/Daytime position. Mr. Alvarado is related to Ms. Maria Alvarado (Mother), Custodian I – Night/Daytime and Ms. Alvarado is not in a supervisory position. Upon a motion by Mr. Jones, seconded by Ms. Chappelle, the board unanimously accepted the recommendation.

Mr. Jones moved the board go into closed session for the discussion of limited personnel matters under the provisions of section 10-15-1-H (2) of the New Mexico Statutes Annotated 1978. Ms. Chappelle seconded the motion. The roll call vote was as follows: Mr. Jones – yes; Mr. Hanna – yes; Ms. Chappelle – yes; Mrs. Williams – yes; and Mr. Kesner – yes.

Mr. Hanna called for comments from the public. There being none, the next regular board meeting was scheduled for April 14, 2005, beginning at 4:00 p.m.

Upon a motion by Mr. Kesner, seconded by Mrs. Williams, the board meeting adjourned at 6:40 p.m.

NEW MEXICO JUNIOR COLLEGE

Vice President for Finance

To: **New Mexico Junior College Board Members**
From: Dan Hardin
Date: April 6, 2005
RE: Expenditure and Revenue Reports for March 2005

The total year-to-date funds expended and/or encumbered through the month of March is \$30,156,580.00 of which \$4,732,636.00 are encumbered funds.

The total current unrestricted fund expenditures for Instruction & General through March are \$12,959,956.00, which is 71% of the projected budget. The expenditures in instruction are much larger than at this time last year. There are several factors involved in the difference between the two years, one of which was from moving departments into instruction. The other is due to the change in how payroll is being handled. In years past faculty were paid monthly and in April and May they were paid for their summer months. Payroll now is semimonthly and we pay faculty over twenty four pay periods. It is now more consistent and more accurately reflects the expenditures in Instruction during the year. Institutional Support had a correction in March, which resulted in the release of encumbered funds that had already been expended. In March we had \$37,290.00 encumbered funds in Institutional Support as compared to \$277,289.00 in February. Internal Service Departments are showing to have expended 100% of the budget. Of the YTD expenditures there are \$67,816.00 still showing as encumbered funds and each month \$59,929.08 is credited to Computer Services as a departmental charge out. We anticipate that Internal Services will still come in at budget. Student Aid has expended 100% of the budget for the year, which is correct for this time of year. The bookstore expenditures remain above the projected budget, which has been the trend for the auxiliary services area. Total expenditures for current unrestricted funds are \$12,959,956.00.

Restricted Funds had expenditures of \$103,427.00 for Grant funds and \$70,473.00 in the restricted student aid. Grants are on track for their fiscal years and Student Aid expenditures should almost be complete for the year. Total year-to-date restricted expenditures are \$5,259,893.00.

Plant funds had \$1,484,378.00 in expenditures for the month for the construction projects, total year-to-date plant fund expenditures are \$11,936,731.00.

The total expenditures year-to-date through March 2005 is \$30,156,580.00.

The revenue report for March 2005 shows \$1,350,581.00 as the revenue for current unrestricted funds. This is mainly from the state appropriation and oil and gas revenue. The total year-to-date revenue for unrestricted funds is \$16,925,085.00.

There were no funds draw for restricted funds in March, there will be draws made in April to finish bringing in the restricted student aid.

Plant funds had a draw for \$631,671.00 in March with the total draw year-to-date for plant funds at \$6,237,983.00. We are ready to complete the draws for GOB funds for the capital projects. The budget for \$8,105,075.00 includes the GOB funds that were approved last November. Total revenue draw year-to-date for plant funds is \$6,237,983.00.

The total revenue year-to-date is \$27,624,384.00

Oil and Gas remains strong, with the allocation for February coming in at \$579,382.00. The total revenue year-to-date for the oil and gas equipment tax is \$914,425.00. Total year-to-date for oil and gas and oil and gas equipment tax is \$5,101,834.00. We expect this total to be over 6.7 million at year end.

The investment report remains the same as last month. We have been able to cash flow the construction projects with the draws and with oil and gas funds.

This is the financial report for March 2005.

NEW MEXICO JUNIOR COLLEGE

Expenditure Report

March 2005

75% of Year Completed

Fund	2003-04			2004-05			
	Final Budget	Year-to-Date Expended or Encumbered	Percentage of Budget Expended	Budget	Current Expended or Encumbered	Year-to-date Expended or Encumbered	Percentage of Budget Expended
CURRENT UNRESTRICTED FUND							
Instruction and General:							
Instruction	6,416,054	3,426,934	53%	6,756,782	470,366	4,544,485	67%
Academic Support	1,290,398	893,422	69%	1,404,442	24,531	1,002,103	71%
Student Services	1,477,378	1,023,518	69%	1,220,295	21,745	903,417	74%
Institutional Support	2,154,295	1,574,352	73%	3,384,896	(126,872)	1,975,211	58%
Operation & Maintenance of Plant	1,932,913	1,458,242	75%	1,975,112	62,451	1,419,204	72%
Subtotal - Instruction & General	13,271,038	8,376,468	63%	14,741,527	452,221	9,844,420	67%
Student Activities	310,002	205,522	66%	129,804	11,143	108,376	83%
Research	0	0	0%	0	0	0	0%
Public Service	0	0	0%	0	0	0	0%
Internal Service Departments	420,854	577,725	137%	823,657	13,359	823,729	100%
Student Aid	179,889	247,083	137%	331,910	17,756	330,861	100%
Auxiliary Enterprises	1,457,233	1,309,812	90%	1,506,230	52,888	1,309,220	87%
Athletics	698,906	466,276	67%	702,358	21,069	543,350	77%
Total Current Unrestricted Fund	16,337,922	11,182,886	68%	18,235,486	568,436	12,959,956	71%
CURRENT RESTRICTED FUND							
Grants	2,013,499	1,127,677	56%	1,711,163	103,427	880,988	51%
Student Aid	4,180,325	4,395,451	105%	4,422,593	70,473	4,378,905	99%
Total Current Restricted Fund	6,193,824	5,523,128	89%	6,133,756	173,900	5,259,893	86%
PLANT FUNDS							
Capital Outlay / Bldg. Renewal & Repl.							
Projects from Institutional Funds	6,096,932	709,357	0%	8,450,044	752,578	5,667,433	67%
Projects from State GOB Funds	5,274,385	2,396,007	45%	8,105,075	731,800	3,350,063	41%
Projects from State STB Funds	2,000,000	103,481	0%	1,885,297	0	1,885,297	100%
Projects from General Fund	0	0	0%	648,945	0	648,945	100%
Projects from Private Funds	0	0	0%	1,350,000	0	0	0%
Projects from State E R & R	409,201	0	0%	359,739	0	0	0%
Projects from State B R & R	532,834	193,061	36%	480,452	0	348,988	73%
Projects from Auxiliary BR&R	19,147	3,839	20%	46,709	0	36,005	77%
Subtotal - Capital and BR&R	14,332,499	3,405,745	24%	21,326,261	1,484,378	11,936,731	56%
Debt Service							
Revenue Bonds	0	0	0%	0	0	0	0%
Total Plant Funds	14,332,499	3,405,745	24%	21,326,261	1,484,378	11,936,731	56%
GRAND TOTAL EXPENDITURES	36,864,245	20,111,759	55%	45,695,503	2,226,714	30,156,580	66%

NEW MEXICO JUNIOR COLLEGE
Revenue Report
March 2005

75% of Year Completed

2003-04

2004-05

Fund	Final Budget	Year-to-date Revenue	Percentage of Budget Received	Budget	Current Revenue	Year-to-date Revenue	Percentage of Budget Received
CURRENT UNRESTRICTED FUND							
Instruction and General:							
Tuition and Fees	1,653,150	1,516,891	92%	1,690,200	30,048	1,700,343	101%
State Appropriations	7,684,800	5,320,155	69%	8,089,900	645,608	6,201,772	77%
Advalorem Taxes - Oil and Gas	3,409,779	3,221,818	94%	3,409,779	614,327	5,101,834	150%
Advalorem Taxes - Property	2,000,000	1,585,738	79%	2,468,000	0	1,783,392	72%
Interest Income	50,000	17,905	36%	155,871	13,265	113,462	73%
Other Revenues	316,500	217,079	69%	234,500	16,057	214,199	91%
Subtotal - Instruction & General	15,114,229	11,879,586	79%	16,048,250	1,319,305	15,115,002	94%
Student Activities	47,500	47,207	99%	47,800	89	47,696	100%
Public Service	0	0	0%	0	0	0	0%
Internal Service Departments	13,000	8,335	64%	13,000	0	13,433	103%
Auxiliary Enterprises	1,728,300	1,653,704	96%	1,802,550	31,187	1,725,954	96%
Athletics	35,400	23,441	66%	36,600	0	23,000	63%
Total Current Unrestricted	16,938,429	13,612,273	80%	17,948,200	1,350,581	16,925,085	94%
CURRENT RESTRICTED FUND							
Grants	2,013,499	820,727	41%	1,711,163	0	953,650	56%
Student Aid	4,180,325	4,399,382	105%	4,422,593	0	3,507,666	79%
Total Current Restricted	6,193,824	5,220,109	84%	6,133,756	0	4,461,316	73%
PLANT FUNDS							
Capital Outlay / Bldg. Renewal & Repl.							
Projects from State GOB Funds	4,593,986	1,589,412	35%	8,105,075	631,671	4,035,412	50%
Projects from State STB Funds	2,000,000	15,703	0%	1,885,297	0	1,253,626	66%
Projects from General Fund	680,399	0	0%	648,945	0	948,945	146%
Projects from Private Funds	0	0	0%	1,350,000	0	0	0%
Projects from Other State Funds	0	0	0%	0	0	0	0%
Interest Income	100,000	77,853	78%	0	0	0	0%
Total Plant Funds	7,374,385	1,682,968	23%	11,989,317	631,671	6,237,983	52%
GRAND TOTAL REVENUES	30,506,638	20,515,350	67%	36,071,273	1,982,252	27,624,384	77%

NEW MEXICO JUNIOR COLLEGE

Oil and Gas Revenue Report

March 2005

75% of Year Completed

		OIL		GAS		COMBINED		
Sales	Month of Distribution	Price per BBL	Lea County BBLs sold	Price per MCF	Lea County MCF sold	Monthly Revenue	2004-05 Original Budget	Variance Over (Under) Budget
Actual	July	\$37.55	3,004,977	\$5.33	16,626,962	447,818	239,507	208,311
Actual	August	\$36.19	3,066,678	\$5.77	17,406,483	465,288	239,507	225,781
Actual	September	\$39.81	3,117,280	\$5.63	17,532,555	456,705	239,507	217,198
Actual	October	\$42.73	3,062,698	\$6.08	16,950,566	373,315	239,507	133,808
Actual	November	\$44.51	3,055,757	\$5.31	17,213,076	504,320	239,507	264,813
Actual	December	\$50.01	3,089,390	\$5.75	18,204,030	520,598	239,507	281,091
Actual	January	\$45.19	2,889,262	\$6.70	16,913,007	600,476	239,507	360,969
Actual	February	\$45.07	2,990,409	\$5.72	16,217,894	579,382	239,507	339,875
Accrual	March					239,507		239,507
Accrual	April							0
Accrual	May							0
Accrual	June							0
Y.T.D. Production Tax Revenue						4,187,409	1,916,056	2,271,353
Y.T.D. Equipment Tax Revenue						914,425	535,695	378,730
Total Year-to-Date Oil & Gas and Equipment Tax Revenue						5,101,834	2,451,751	2,650,083

Source: New Mexico Taxation and Revenue Department

Per Johnson, Miller & Co., C.P.A.'s, an accrual is made for oil and gas revenue for the reporting month.

NEW MEXICO JUNIOR COLLEGE
Schedule of Investments
March 2005

75% of Year Completed

Financial Institution	Amount Invested	Date Invested	Maturity Date	Period of Investment (Days)	Account Number	Interest Rate	Interest Earned
State of New Mexico Local Government Investment Pool	7,625,000	N/A	N/A	N/A	7102-1348	2.16%	14,207
Total Investments	<u>7,625,000</u>						<u>14,207</u>

Summary of Current Month's Activity	
Beginning amount	7,625,000
Plus: deposits	0
Less: withdrawals	0
Capital Projects	6,172,218
Reserves Invested	1,452,782
Total LGIP Investment	7,625,000

Capital Projects	3/31/2005
Technology Upgrade	178,872.63
Workforce Training Center	1,191,750.14
High Tech Start Up	163,346.40
Docutech	0.00
Vehicles	0.00
CISCO Networking Equipment	1,970.63
Western Heritage Center	1,415,000.00
Drawings and Master Plan	94,153.70
Baseball Field	24,104.68
Rodeo Arena	0.00
Dormitory Landscape	45,900.93
Lea County Beautification	0.00
Circle Drive	0.00
Dorm Construction	0.00
Roadway Parking Lot Seal Coat	11,293.03
Dorm Recreation Area	114,273.85
BR&R Carryover	154,069.67
Water Rights	9,465.59
Firing Range Upgrade	5,559.66
Millen Fence/Landscape	173,783.81
Ben Alexander Student Center	1,865,590.88
JASI	102,936.60
Computer Equipment Rebates	5,953.83
Clerk of the Works	65,477.88
Marketing	76,175.00
West Texas ITV	50,000.00
Dorms	147,539.01
Equestrian Center	150,000.00
Telephone	125,000.00
Total	6,172,217.92

NOTE: Capital projects total does not include encumbered funds

Memo

DATE: April 8, 2005
TO: New Mexico Junior College Board Members
FROM: Steve McCleery
SUBJECT: Budget Request

Thank you for your input at the Board Budget Work Sessions on Tuesday, April 5, and Wednesday April 6, 2005. After much thought and discussion, I submit to you the recommended 2005-2006 budget changes. I sincerely feel these changes present a very aggressive but realistic budget.

For the future health of this institution, we must address compensation. My recommendation for a compensation increase is 4%. I don't want this to be seen as unyielding or contentious, but we must start the process toward getting back on track with the NMJC Salary Plan. Currently, salary compression in all positions is hurting our ability to compete, and has caused considerable anguish among incumbent positions. I am also recommending an increase from 3.5 to 4.5 percent on the institutional participation on the Supplemental Retirement Plan.

In terms of our revenue from oil and gas, oil and gas equipment, and property taxes, the projected revenue is based on 3.5 mills of the assessed evaluation of the above. Because we are 1.5 mills below the allowable taxable rate of 5.0 mills, I feel the projections are real and conservative.

We are working on the additional requests for information. A portion of the documentation is included in the board packet, and the rest will be provided at the April 14, 2005 board meeting. Once the budget is approved, we will make a new copy for you.

Thank you for your consideration!

**New Mexico Junior College
2005-2006
Budget Priorities**

Strategic Plan/Vision		
V-1,V-5,V-9	Compensation	\$ 300,000.00
V-1,V-5,V-9	Social Security and Annuity	\$ 160,000.00
V-1,V-2,V-3,V-5,V-6	Western Heritage/Student Center	\$ 272,232.00
V-1,V-2,V-3,V-4,V-5,V-6,V-7,V-8,V-9,V-10 V-11	Growth	\$ 109,493.00
V-1,V-5,V-9	Mandatory Increases	\$ 192,960.00
V-1,V-5,V-9	Contact Hour Equalization	\$ 35,600.00
	TOTAL	\$ 1,070,285.00

**2006-2007
Budget Priorities**

Strategic Plan/Vision		
V-1,V-5,V-9	Social Security and Annuity	\$ 170,000.00
V-1,V-2,V-3,V-7,V-9,V-10	Training and Development Center	\$ 150,000.00
V-3,V-4,V-6,V-7,V-8,V-9	Campus Housing	\$ 50,000.00
		\$ 370,000.00

**REVENUE PICTURE
2005 - 2006**

State Appropriations	decrease (net)	\$	(581,200.00)
Tuition	increase	\$	290,500.00
Institutional Fees	increase	\$	43,785.00
IT Fee	increase	\$	120,000.00
Building Usage Fee	increase		240,000.00
Oil and Gas	increase	\$	491,116.00
Oil and Gas Equipment Tax	increase	\$	170,555.00
Bookstore	increase	\$	60,250.00
Mill Levy Property	increase	\$	120,000.00
Miscellaneous Revenue	increase	\$	115,279.00
TOTAL REVENUE	increase	\$	1,070,285.00



NEW MEXICO JUNIOR COLLEGE

Office of the President

MEMO

Date: April 12, 2005
To: New Mexico Junior College Board Members
From: Steve McCleery
Subject: Staff Compensation Recommendation

During the budget work session, the administration recommended a compensation dollar amount of \$375,000 or a 5% across the board compensation increase for each employee. Attached you will find a spreadsheet that details a 4% increase for each employee, as well as a spreadsheet that provides as minimum 2% compensation increase with varying amounts being applied to the Market Plan.

I am recommending that you approve \$300,000 for the 2005-2006 compensation increase at **4% increase to each individual or utilize the Salary Plan spreadsheet to apply varying amounts to each individual.**

I did not give the attached spreadsheet to the staff or the media.

Thank you for your consideration!

NEW MEXICO JUNIOR COLLEGE
2005-2006 Compensation Recommendation

#	Employee Name	Job Title	Current Salary	Funding- Institutional	Funding- Grants	New Salary	Funding- Institutional	Funding- Grants	Percentage Increase	Job Code	Salary Range	Minimum	Midpoint	Maximum	Old Comp- Ratio	New Comp- Ratio	\$ <MIN after Increase	\$ <MID after Increase	\$ >MAX after Increase	Svc Yrs	Class	Option C % Market Calc	Option C % Svc Yrs Calc	Option C Total % Increase	Option C New Salary Calc	
1	ABBOTT GAYLE	DIRECT	41,186		41,186	42,965			4.32%	4801	44	\$39,290	\$49,112	\$59,935	83.86%	87.48%	0	6,147	0	5	10	4.07%	0.25%	4.32%	42,965	
2	ADAMS CHARLES H	PROFES	39,350	39,350		40,558	40,558		3.07%	5104	35	\$31,461	\$39,326	\$47,191	100.06%	103.13%	0	0	0	7	4	2.32%	0.75%	3.07%	40,558	
3	ADAMS KIM A	PERSON	31,185	31,185		33,053	33,053		5.99%	2306	37	\$23,053	\$41,317	\$49,580	80.00%	80.00%	0	8,264	0	5	5	4.07%	0.25%	4.32%	33,053	
4	ANSWORTH JOY DARLENE	INVENT	26,391	26,391		27,795	27,795		5.32%	3110	25	\$24,577	\$30,721	\$36,865	85.91%	90.48%	0	2,926	0	11	5	4.07%	1.25%	5.32%	27,795	
5	ALVARADO JAVIER	CUSTOD	15,118	15,118		15,758	15,758		4.24%	3203	7	\$15,758	\$19,697	\$23,637	76.75%	80.00%	0	3,939	0	0	6	4.07%	0.00%	4.07%	15,758	
6	ALVARADO MARIA A	CUSTOD	15,159	15,159		15,814	15,814		4.32%	3203	7	\$15,758	\$19,697	\$23,637	76.96%	80.29%	0	3,883	0	1	6	4.07%	0.25%	4.32%	15,814	
7	ALVES SYLVIA	RECEPT	18,507	18,507		19,121	19,121		3.32%	2110	9	\$16,556	\$20,695	\$24,833	79.43%	82.40%	0	1,574	0	2	5	3.07%	0.25%	3.32%	19,121	
8	AMUNDSEN OLAV	DIR/PRO	48,429	48,429		50,521	50,521		4.32%	5121	53	\$49,068	\$61,335	\$73,602	88.96%	91.75%	0	2,296	0	3	5	4.07%	0.25%	4.32%	50,521	
9	ARMENDAREZ BENITO MOI	MAINTEN	24,479	24,479		25,536	25,536		4.32%	3106	21	\$22,266	\$27,832	\$33,398	87.95%	92.37%	0	4,222	0	4	7	4.07%	0.25%	4.32%	25,536	
10	ARVILA APRIL D	DEL MOI	22,632	22,632		23,610	23,610		4.32%	2109	9	\$16,556	\$20,695	\$24,833	81.32%	84.83%	0	4,139	0	2	4	4.07%	0.25%	4.32%	23,610	
11	AVILA APRIL D	DEL MOI	15,612	15,612		16,556	16,556		6.05%	5105	39	\$18,731	\$23,414	\$28,097	103.42%	107.63%	0	445	0	7	5	3.07%	0.75%	3.82%	22,989	
12	BABR JANELL RENEE	LIBRARY	22,124	22,124		22,869	22,869		3.82%	5105	14	\$18,731	\$23,414	\$28,097	103.42%	107.63%	0	445	0	7	5	3.07%	0.75%	3.82%	22,989	
13	BALDWIN JOHN A	PROFES	44,891	44,891		46,718	46,718		4.07%	4203	15	\$19,199	\$23,989	\$28,799	84.86%	88.95%	0	2,255	0	0	5	4.07%	1.75%	4.07%	46,718	
14	BANKS VALERIE A	FINANCI	20,894	20,894		21,744	21,744		4.07%	4403	21	\$22,266	\$27,832	\$33,398	84.86%	88.95%	0	3,075	0	10	8	4.07%	0.75%	4.82%	24,757	
15	BASCOM CHARLES V	SECURIT	23,619	23,619		24,757	24,757		4.82%	5105	39	\$34,727	\$43,408	\$52,090	85.71%	89.84%	0	4,410	0	9	9	4.07%	0.75%	4.82%	38,998	
16	BATEN ARA CLAY	PROFES	37,205	37,205		38,998	38,998		6.16%	2209	31	\$28,502	\$35,627	\$42,753	68.59%	72.82%	2,558	8,844	0	5	5	4.07%	0.25%	4.32%	25,944	
17	BENAVIDEZ VICKI L	GRANTS	24,438	24,438		25,944	25,944		6.16%	2209	31	\$28,502	\$35,627	\$42,753	68.59%	72.82%	2,558	8,844	0	9	2	2.32%	1.75%	4.07%	45,357	
18	BENSING ROBERT	DEAN OI	58,688	58,688		61,517	61,517		4.82%	4101	50	\$45,564	\$56,955	\$68,346	103.04%	108.01%	0	8,844	0	7	1	4.07%	0.75%	4.82%	61,517	
19	BERAN DEBRA L	ACCOUN	43,281	43,281		45,367	45,367		4.82%	2203	48	\$43,389	\$54,211	\$65,467	79.84%	83.69%	0	8,844	0	9	2	4.07%	1.75%	4.07%	57,493	
20	BERNER VICTOR G	PROFES	55,245	55,245		57,493	57,493		4.07%	5110	47	\$42,311	\$52,889	\$63,467	104.45%	108.71%	0	5,064	0	2	3	4.07%	0.25%	4.32%	39,429	
21	BERRY PHILIP D	RODEO	37,796	37,796		39,429	39,429		4.32%	5122	40	\$35,595	\$44,493	\$53,392	84.93%	88.52%	0	8,844	0	2	3	4.07%	0.25%	4.32%	39,429	
22	BEST MICKY D	DEAN OI	67,619	67,619		70,878	70,878		4.82%	5101	60	\$58,328	\$72,908	\$87,489	92.75%	97.22%	0	2,030	0	16	1	3.07%	1.75%	3.82%	70,878	
23	BIRMINGHAM KIMBERLY D	BOOKST	21,806	21,806		22,639	22,639		4.82%	5602	14	\$18,731	\$23,414	\$28,097	93.13%	96.69%	0	775	0	9	5	3.07%	0.75%	3.82%	22,639	
24	BIRMINGHAM RAY JOSEPH	PROFES	46,692	46,692		48,592	48,592		4.07%	5105	39	\$34,727	\$43,408	\$52,090	100.00%	103.61%	0	0	0	20	4	2.32%	1.75%	4.07%	46,692	
25	BLACK JAMES ROSS	PROFES	43,449	43,449		45,000	45,000		3.57%	5104	39	\$34,727	\$43,408	\$52,090	100.00%	103.61%	0	0	0	14	4	2.32%	1.25%	3.57%	45,000	
26	BLACK PATRICIA SUE	PROFES	37,031	37,031		38,446	38,446		3.82%	5104	35	\$31,461	\$39,326	\$47,191	94.16%	97.76%	0	886	0	7	4	3.07%	0.75%	3.82%	38,446	
27	BOHANNON TAMARAL	DEL MOI	17,177	17,177		17,919	17,919		4.32%	2109	9	\$16,556	\$20,695	\$24,833	83.00%	86.59%	0	2,776	0	1	5	4.07%	0.25%	4.32%	17,919	
28	BROWN ASHTON JAMAAL	COUNSEL	38,500	38,500		40,067	40,067		4.07%	4702	42	\$37,397	\$46,746	\$56,095	82.36%	85.71%	0	6,679	0	0	3	4.07%	0.00%	4.07%	40,067	
29	BURNETT LAJEAN FORT	COORDI	40,044	40,044		41,273	41,273		3.07%	5405	40	\$35,595	\$44,493	\$53,392	90.00%	92.76%	0	3,220	0	0	2	3.07%	0.00%	3.07%	41,273	
30	BURNETT LAJEAN FORT	DIRECT	35,681	35,681		37,579	37,579		5.32%	1106	42	\$37,397	\$46,746	\$56,095	76.33%	80.59%	0	9,167	0	12	2	4.07%	1.25%	5.32%	37,579	
31	CAIN JENNIFER M	PROFES	34,727	34,727		36,227	36,227		4.32%	5105	39	\$34,727	\$43,408	\$52,090	80.00%	83.46%	0	7,181	0	2	4	4.07%	0.25%	4.32%	36,227	
32	CARROLL CHARLEY R	DIRECT	59,583	59,583		61,114	61,114		2.57%	5107	53	\$49,068	\$61,335	\$73,602	97.14%	99.64%	0	221	0	4	2	2.32%	0.25%	2.57%	61,114	
33	CAVINESS GARY LANCE	DIRECT	43,012	43,012		44,440	44,440		3.32%	4501	42	\$37,397	\$46,746	\$56,095	92.01%	95.07%	0	2,306	0	6	2	3.07%	0.25%	3.32%	44,440	
34	CAVITT TAM M	PROFES	46,452	46,452		48,226	48,226		4.82%	5108	44	\$39,290	\$49,112	\$58,935	94.58%	98.20%	0	886	0	10	4	3.07%	0.75%	3.82%	48,226	
35	CHAVEZ FRANCIS	CUSTOD	15,118	15,118		15,758	15,758		4.24%	3203	7	\$15,758	\$19,697	\$23,637	76.75%	80.00%	0	3,939	0	0	6	4.07%	0.00%	4.07%	15,758	
36	CHAVEZ MICHAEL F	DIRECT	40,673	40,673		42,633	42,633		4.82%	4806	42	\$37,397	\$46,746	\$56,095	87.01%	91.20%	0	4,113	0	0	6	10	4.07%	0.75%	4.82%	42,633
37	COLLINS FRANK DEWAYNE	COORDI	38,155	38,155		37,355	37,355		3.32%	2201	33	\$29,945	\$37,431	\$44,917	96.59%	99.80%	0	76	0	1	5	4.07%	0.25%	3.32%	37,355	
38	CONDOR SHIRLEY G	DEPT. SI	19,041	19,041		19,864	19,864		4.32%	2105	14	\$18,731	\$23,414	\$28,097	81.32%	84.84%	0	3,550	0	3	2	3.07%	0.25%	3.32%	19,864	
39	CONNELL LINDA SUE	PROFES	48,688	48,688		50,426	50,426		3.57%	5106	40	\$35,595	\$44,493	\$53,392	113.34%	113.34%	0	0	0	14	4	2.32%	1.25%	3.57%	50,426	
40	COOK DARRYL B	PROFES	36,179	36,179		37,380	37,380		3.32%	5104	35	\$33,326	\$39,326	\$47,191	92.00%	95.05%	0	1,946	0	5	4	3.07%	0.25%	3.32%	37,380	
41	COOK RANDY A	PROGRA	35,682	35,682		37,402	37,402		4.82%	5502	40	\$35,595	\$44,493	\$53,392	80.20%	84.06%	0	7,091	0	7	3	4.07%	0.75%	4.82%	37,402	
42	COOMBS AMY LYNN	ADMIN	24,248	24,248		25,417	25,417		4.82%	2103	25	\$24,577	\$30,721	\$36,865	78.92%	82.73%	0	5,304	0	8	5	4.07%	0.75%	4.82%	25,417	
43	COONES RONALD MAX	GENERA	30,298	30,298		31,758	31,758		4.82%	3103	27	\$25,821	\$32,276	\$38,732	80.20%	82.73%	0	5,18	0	0	24	5	3.07%	1.75%	4.82%	31,758
44	CRUCE EMMA I	TELEPH	21,003	21,003		21,490	21,490		2.32%	2107	9	\$16,556	\$20,695	\$24,833	101.48%	103.84%	0	0	0	0	2	2.32%	0.00%	2.32%	21,490	
45	CUMMINGS KAREN S	DIRECT	62,073	62,073		64,755	64,755		4.32%	5115	58	\$55,516	\$69,395	\$83,274	89.45%	93.31%	0	4,640	0	12	2	3.07%	1.25%	4.32%	64,755	
46	CURRY BETTY J	LEARNIN	30,679	30,679		31,928	31,928		4.07%	5213	25	\$24,577	\$30,721	\$36,865	93.86%	103.93%	0	0	0	31	5	2.32%	1.75%	4.07%	31,928	
47	DAVIS TERRI J	REGIST	20,838	20,838		21,478	21,478		3.07%	4104	14	\$18,731	\$23,414	\$28,097	89.00%	91.73%	0	1,936	0	0	4	3.07%	0.00%	3.07%	21,478	
48	DEAN KEVIN WAYNE	PROFES	28,824	28,824		30,069	30,069		4.32%	5103	32	\$29,214	\$36,518	\$43,821	78.93%	82.34%	0	6,449	0	1	5	4.07%	0.25%	4.32%	30,069	
49	DIAZ SUSIE A	CUSTOD	15,520	15,520		16,190	16,190		4.32%	3203	7	\$15,758	\$19,697	\$23,637	78.79%	82.20%	0	3,507	0	1	6	4.07%	0.25%	4.32%	16,190	
50	DILL MARLYN ALEXANDER	DIRECT	51,250	51,250		52,952	52,952		3.32%	5123	51	\$46,703	\$56,379	\$70,055	87.79%	90.70%	0	5,428	0	1	3	3.07%	0.25%	3.32%	52,952	

NEW MEXICO JUNIOR COLLEGE
2005-2006 Compensation Recommendation

#	Employee Name	Job Title	Current Salary	Funding- Institutional	Funding- Grants	New Salary	Funding- Institutional	Funding- Grants	Percentage Increase	Job Code	Salary Range	Minimum	Midpoint	Maximum	Old Compa-Ratio	New Compa-Ratio	\$ <MIN after Increase	\$ <MID after Increase	\$ >MAX after Increase	Svc Yrs	Class	Option C % Market Calc	Option C % Svc Yrs Calc	Option C Total % Increase	Option C New Salary Calc
51	DRENNAN ELAINE G	LIBRARY	21,724	21,724		22,554	22,554		3.82%	5403	14	\$18,731	\$23,414	\$28,097	92.78%	96.33%	0	860	0	6	5	3.07%	0.75%	3.82%	22,554
52	DUFF DEETTA J	ADMIN	28,565	28,565		29,799	29,799		4.32%	2103	25	\$24,577	\$30,721	\$36,665	92.98%	97.00%	0	922	0	14	5	3.07%	1.25%	4.32%	29,799
53	DURHAM JAMES JAY	PROFES	41,220	41,220		42,589	42,589		3.32%	5105	39	\$34,727	\$43,408	\$52,090	94.96%	98.11%	0	819	0	3	4	3.07%	0.25%	3.32%	42,589
54	DYE EARL	LIBRARY	21,250	21,250		22,062	22,062		3.82%	5403	14	\$18,731	\$23,414	\$28,097	90.76%	94.22%	0	1,352	0	7	5	3.07%	0.75%	3.82%	22,062
55	EBLER MARILYN ANN	PROFES	40,988	40,988		43,169	43,169		5.32%	5118	43	\$38,332	\$47,915	\$57,598	85.54%	90.09%	0	4,746	0	11	4	4.07%	1.25%	5.32%	43,169
56	EDWARDS APRIL MECHELL	UPWARD	33,859	33,859		35,237	35,237		4.07%	4807	36	\$32,247	\$40,309	\$48,371	84.00%	87.42%	0	5,072	0	0	10	4.07%	0.00%	4.07%	35,237
57	EDWARDS RAQUEL	DEPT. SI	17,811	17,811		18,731	18,731		5.17%	2105	14	\$18,731	\$23,414	\$28,097	76.07%	80.00%	0	4,683	0	1	5	4.07%	0.25%	4.32%	18,731
58	EMMERICH PATRICIA ELLE	PROFES	49,108	49,108		50,984	50,984		3.82%	5110	47	\$42,311	\$52,889	\$63,467	92.85%	96.40%	0	1,905	0	6	5	3.07%	0.75%	3.82%	50,984
59	ESPINOZA NAOMI G	ASST DIR	37,500	37,500		39,026	39,026		4.07%	5116	41	\$36,485	\$45,606	\$54,727	82.23%	85.57%	0	6,580	0	0	2	4.07%	0.00%	4.07%	39,026
60	FLORES JOSE B	PROGR	45,104	45,104		47,052	47,052		4.32%	2302	46	\$41,279	\$51,589	\$61,919	87.41%	91.19%	0	4,547	0	13	3	3.07%	1.25%	4.32%	47,052
61	FONS AUGUST MARION	DEAN, D	56,048	56,048		58,189	58,189		3.82%	5119	57	\$48,068	\$61,335	\$73,602	91.38%	94.87%	0	3,146	0	8	8	3.07%	0.75%	3.82%	58,189
62	FORTNER TERRY L	SECURIT	23,358	23,358		24,484	24,484		4.82%	4403	21	\$22,266	\$27,832	\$33,398	83.92%	87.97%	0	3,348	0	10	8	4.07%	0.75%	4.82%	24,484
63	FOWLER MARK	CUSTOD	19,403	19,403		19,999	19,999		3.07%	3203	7	\$15,758	\$19,697	\$23,637	98.51%	101.53%	0	290	0	3	10	2.32%	0.25%	3.07%	19,999
64	FRIEND TYLER S	TALENT	31,438	31,438		32,482	32,482		3.32%	4805	0	\$26,218	\$32,772	\$39,326	95.93%	99.11%	0	290	0	3	10	3.07%	0.25%	3.32%	32,482
65	GALTYEAN MARCIA KAY	ADMIN	28,237	28,237		29,457	29,457		4.32%	2103	25	\$24,577	\$30,721	\$36,665	91.91%	95.89%	0	1,264	0	13	5	3.07%	1.25%	4.32%	29,457
66	GANN VICKY L	REFERE	29,584	29,584		30,714	30,714		3.82%	5404	28	\$26,467	\$33,083	\$39,700	89.42%	92.84%	0	2,369	0	10	3	3.07%	0.75%	3.82%	30,714
67	GARCIA GEORGE JR	PROGR	37,500	37,500		39,476	39,476		5.27%	2302	46	\$41,279	\$51,589	\$61,919	72.66%	76.51%	1,803	12,123	0	0	3	4.07%	0.00%	4.07%	39,476
68	GARCIA JOSE COSME	PROFES	43,135	43,135		44,459	44,459		3.07%	5105	39	\$34,727	\$43,408	\$52,090	99.37%	102.42%	0	2,217	0	7	4	2.32%	0.75%	3.07%	44,459
69	GLOREASE SAMUEL ROY	PROFES	38,179	38,179		37,109	37,109		2.57%	5104	35	\$31,461	\$39,326	\$47,191	92.00%	94.36%	0	4,875	0	5	4	2.32%	0.25%	2.57%	37,109
70	GILLELAND VERA J	DIRECT	42,409	42,409		43,711	43,711		3.07%	4804	42	\$37,397	\$46,746	\$56,095	90.72%	93.51%	0	3,035	0	6	10	2.32%	0.25%	3.07%	43,711
71	GOAD KATHERINE D	PROFES	47,400	47,400		49,448	49,448		4.32%	5109	45	\$40,272	\$50,340	\$60,408	94.16%	98.23%	0	892	0	13	4	3.07%	1.25%	4.32%	49,448
72	GORMAN PAT C M	DEAN OI	63,801	63,801		66,398	66,398		4.07%	4701	50	\$45,564	\$56,518	\$68,346	83.51%	86.59%	0	4,705	0	29	1	2.32%	0.25%	4.07%	66,398
73	GOWEN SHELBY LYNETT	PROFES	30,496	30,496		31,813	31,813		4.32%	5103	35	\$28,214	\$36,518	\$44,821	85.12%	87.12%	0	4,705	0	4	4	4.07%	0.25%	4.32%	31,813
74	GRAY RONNIE J	PROFES	36,414	36,414		37,623	37,623		3.32%	5104	35	\$31,461	\$39,326	\$47,191	92.80%	95.67%	0	1,703	0	4	4	3.07%	0.25%	3.32%	37,623
75	GRASSETT CHRISTIE LYNN	FINANC	22,179	22,179		23,026	23,026		3.82%	4204	15	\$19,189	\$23,989	\$28,789	92.42%	95.95%	0	973	0	7	5	3.07%	0.75%	3.82%	23,026
76	GUILLEN ADAN JR	ACADEM	31,461	31,461		32,741	32,741		4.07%	4803	35	\$31,461	\$39,326	\$47,191	80.00%	83.28%	0	6,585	0	0	10	4.07%	0.00%	4.07%	32,741
77	GUTHRIE ROBERT T	PROFES	45,714	45,714		47,232	47,232		3.32%	5108	40	\$35,595	\$44,483	\$53,392	102.74%	106.16%	0	2,351	0	15	4	2.07%	1.25%	3.32%	47,232
78	HALLADAY JUDY	DEPT. SI	20,094	20,094		21,063	21,063		4.82%	2105	14	\$18,731	\$23,414	\$28,097	85.82%	89.96%	0	2,351	0	6	5	4.07%	0.75%	4.82%	21,063
79	HALLADAY TERRY KEITH	PROFES	42,050	42,050		43,341	43,341		3.07%	5104	35	\$31,461	\$39,326	\$47,191	110.21%	110.21%	0	0	0	10	4	2.32%	0.75%	3.07%	43,341
80	HAMILTON JR BOBBY D	WEBMA	35,000	35,000		36,486	36,486		4.24%	2304	41	\$36,485	\$45,806	\$54,727	76.74%	80.00%	0	9,121	0	0	3	4.07%	0.00%	4.07%	36,486
81	HAMMOND GREGORY A	PROFES	37,977	37,977		39,618	39,618		4.32%	5106	40	\$35,595	\$44,483	\$53,392	85.35%	89.04%	0	4,875	0	5	4	4.07%	0.25%	4.32%	39,618
82	HANCOCK BETH	EXEC. S	29,179	29,179		30,294	30,294		3.82%	28	28	\$26,467	\$33,083	\$39,700	88.20%	91.57%	0	2,789	0	1	5	3.07%	0.75%	3.82%	30,294
83	HANSON CONNIE L	BOOKST	18,251	18,251		19,039	19,039		4.32%	5602	14	\$18,731	\$23,414	\$28,097	77.95%	81.32%	0	4,375	0	1	5	4.07%	0.25%	4.32%	19,039
84	HARDIN DAN D	VICE PR	75,396	75,396		78,653	78,653		4.32%	1102	68	\$71,065	\$88,831	\$106,597	94.88%	98.54%	0	10,178	0	4	1	4.07%	0.25%	4.32%	78,653
85	HARDIN SANDRA GWEN	DEPT. SI	21,418	21,418		22,129	22,129		3.32%	2105	14	\$18,731	\$23,414	\$28,097	80.00%	83.46%	0	1,285	0	4	5	4.07%	0.25%	4.32%	22,129
86	HARDISON LISA RENAE	DEAN OI	55,518	55,518		57,914	57,914		4.32%	5501	58	\$55,516	\$69,395	\$83,274	80.00%	83.46%	0	11,481	0	4	1	4.07%	0.25%	4.32%	57,914
87	HARE JOHNNA	CUSTOD	26,619	26,619		27,902	27,902		4.82%	3103	27	\$25,821	\$32,832	\$39,732	82.47%	86.46%	0	4,374	0	8	6	4.07%	0.75%	4.82%	27,902
88	HARE ROSANNA	MAINTEN	17,981	17,981		18,758	18,758		4.32%	3202	9	\$16,556	\$20,685	\$24,833	86.89%	90.64%	0	1,937	0	3	7	4.07%	0.25%	4.32%	18,758
89	HARGROVE RANDY ALAN	PROFES	44,999	44,999		46,805	46,805		4.07%	5105	39	\$34,727	\$43,408	\$52,090	81.66%	85.21%	0	4,116	0	3	7	4.07%	0.25%	4.32%	46,805
90	HELMS NELDA GAY	PROFES	32,500	32,500		33,579	33,579		3.32%	5103	32	\$29,214	\$36,518	\$43,821	89.00%	91.95%	0	2,939	0	4	4	3.07%	0.25%	3.32%	33,579
91	HENNING JILL DENISE	PROFES	20,288	20,288		21,144	21,144		4.32%	5204	14	\$18,731	\$23,414	\$28,097	86.56%	90.30%	0	2,270	0	1	10	4.07%	0.25%	4.32%	21,144
92	HENRY JULIA M	ABE ASS	19,221	19,221		19,859	19,859		3.32%	3203	7	\$15,758	\$19,697	\$23,637	97.58%	100.82%	0	971	0	5	6	3.07%	0.25%	3.32%	19,859
93	HERNANDEZ ELIZABETH P	CUSTOD	19,221	19,221		20,224	20,224		5.20%	2105	14	\$18,731	\$23,414	\$28,097	93.00%	95.86%	0	971	0	0	10	3.07%	0.00%	3.07%	20,224
94	HERNANDEZ MELANIA KOALIA	DEPT. SI	19,433	19,433		20,224	20,224		4.07%	2105	14	\$18,731	\$23,414	\$28,097	83.00%	86.38%	0	3,190	0	0	5	4.07%	0.00%	4.07%	20,224
95	HICKS BARBARA L	ADMIN	27,218	27,218		28,394	28,394		4.32%	2103	25	\$24,577	\$30,721	\$36,665	88.60%	92.42%	0	2,327	0	11	5	3.07%	1.25%	4.32%	28,394
97	HOLLADY KELLYN G	PROFES	42,590	42,590		44,110	44,110		3.57%	5105	39	\$34,727	\$43,408	\$52,090	98.12%	101.62%	0	6,465	0	15	4	2.32%	1.25%	3.57%	44,110
98	HOLLOWAY TERRY P	PROFES	31,500	31,500		32,861	32,861		4.32%	5104	35	\$31,461	\$39,326	\$47,191	80.10%	83.56%	0	6,465	0	1	4	4.07%	0.25%	4.32%	32,861
99	HUDDLESTON DAVID L	GENERA	28,366	28,366		29,237	29,237		3.07%	3109	25	\$24,577	\$30,721	\$36,665	92.33%	95.17%	0	1,484	0	6	7	2.32%	0.75%	3.07%	29,237
100	HUERTA OPHIELIA	CASHIER	21,579	21,579		22,403	22,403		3.82%	2206	14	\$18,731	\$23,414	\$28,097	92.16%	95.66%	0	1,011	0	7	5	3.07%	0.75%	3.82%	22,403

NEW MEXICO JUNIOR COLLEGE
2005-2006 Compensation Recommendation

#	Employee Name	Job Title	Current Salary	Funding- Institutional	Funding- Grants	New Salary	Funding- Institutional	Funding- Grants	Percentage Increase	Job Code	Salary Range	Minimum	Midpoint	Maximum	Old Comp- Ratio	New Comp- Ratio	\$ <MIN after increase	\$ <MID after increase	\$ >MAX after increase	Svc Yrs	Class	Option C % Market Cale	Option C % Svc Yrs Cale	Option C Total % Increase	Option C New Salary Cale
101	HULSEY DALLAS E	PROFES	40 212	40 272		42 012	42 012		4.32%	5109	45	\$40 272	\$50 340	\$60 408	80.00%	83.46%	0	8 328	0	3	4	4.07%	0.25%	4.32%	42 012
102	HUNT BRANDON E	BUSINE	28 123		28 123	29 338		29 338	4.32%	5112	28	\$28 467	\$33 083	\$39 700	85.01%	88.68%	0	3 745	0	3	10	4.07%	0.25%	4.32%	29 338
103	HURLEY KEITH D	PUBLIC	25 320	25 320		26 414	26 414		4.32%	5506	25	\$24 577	\$30 721	\$36 865	82.42%	85.98%	0	4 307	0	1	3	4.07%	0.25%	4.32%	26 414
104	HUTSON SONDRAL	PROFES	43 453	43 453		44 937	44 937		3.32%	5106	40	\$35 595	\$44 493	\$53 392	97.75%	100.04%	0	0	0	4	4	3.07%	0.25%	3.32%	44 937
105	INGRAM PHILIP R	GENERA	37 334	37 334		38 573	38 573		3.32%	3101	34	\$30 693	\$38 367	\$46 040	97.31%	100.54%	0	0	0	5	7	3.07%	0.25%	3.32%	38 573
106	JACOBO MELINDA P	DEPT. S	22 167	22 167		22 903	22 903		3.32%	2105	14	\$18 731	\$23 414	\$28 097	94.67%	97.82%	0	511	0	5	5	3.07%	0.25%	3.32%	22 903
107	JACOBS JOHNNY E	SECURI	29 921	29 921		31 064	31 064		3.82%	4403	21	\$22 266	\$27 832	\$33 398	107.51%	111.61%	0	0	0	20	8	2.07%	1.75%	3.82%	31 064
108	JAMES TAMARA K	PROFES	40 796	40 796		42 558	42 558		4.32%	5105	39	\$34 727	\$43 408	\$52 090	93.98%	98.04%	0	850	0	11	4	3.07%	1.25%	4.32%	42 558
109	JENKINS SHARON D	DIRECT	57 577	57 577		59 057	59 057		2.57%	5401	51	\$46 703	\$58 379	\$70 055	98.63%	101.16%	0	0	0	5	2	2.32%	0.25%	2.57%	59 057
110	JENKINS TERRI ANN	PROFES	37 524	37 524		39 145	39 145		4.32%	5105	39	\$34 727	\$43 408	\$52 090	86.44%	90.18%	0	4 263	0	4	4	4.07%	0.25%	4.32%	39 145
111	JIMENEZ CELIA	CUSTOD	16 546	16 546		17 219	17 219		4.07%	3203	7	\$15 758	\$19 697	\$23 637	84.00%	87.42%	0	2 478	0	0	6	4.07%	0.25%	4.32%	17 219
112	JIMENEZ SONYA D	PROFES	40 642	40 642		42 195	42 195		3.82%	5105	39	\$34 727	\$43 408	\$52 090	93.63%	97.20%	0	1 213	0	6	4	3.07%	0.75%	3.82%	42 195
113	JOHNS RANDY WAYNE	MAINTEN	23 646	23 646		24 431	24 431		3.32%	3107	18	\$20 676	\$25 845	\$31 014	91.49%	94.53%	0	1 414	0	5	6	3.07%	0.25%	3.32%	24 431
114	JORDON JENNIFER LEE	EXECUT	43 153	43 153		44 586	44 586		3.32%	1109	44	\$39 290	\$49 112	\$58 935	87.87%	90.78%	0	4 528	0	1	3	3.07%	0.25%	3.32%	44 586
115	JUAREZ MARIA ROBLEDO	PERSON	28 719	28 719		30 410	30 410		5.88%	2306	37	\$33 053	\$41 317	\$49 580	89.51%	93.60%	2 643	10 907	0	4	5	4.07%	0.25%	4.32%	30 410
116	KELLEY DENNIS L	DIRECT	46 703	46 703		48 721	48 721		4.32%	5113	51	\$46 703	\$58 379	\$70 055	80.00%	83.46%	0	9 658	0	3	2	4.07%	0.25%	4.32%	48 721
117	KERANEN JOEL A	PROFES	40 124	40 124		41 456	41 456		3.32%	5105	39	\$34 727	\$43 408	\$52 090	85.24%	88.92%	0	4 810	0	2	4	4.07%	0.25%	4.32%	41 456
118	KEYES TOM NOLAN	PROFES	37 000	37 000		38 598	38 598		4.32%	5105	39	\$34 727	\$43 408	\$52 090	85.24%	88.92%	0	4 810	0	2	4	4.07%	0.25%	4.32%	38 598
119	KNAPP PATRICIA ANN	RECORD	41 201	41 201		43 017	43 017		5.82%	4102	36	\$32 247	\$40 309	\$48 371	77.40%	81.91%	0	7 292	0	23	3	4.07%	1.75%	5.82%	43 017
120	KNOLL LINDA G	PROFES	44 358	44 358		45 720	45 720		3.07%	5105	39	\$34 727	\$43 408	\$52 090	102.19%	105.33%	0	3 899	0	5	4	3.07%	0.25%	3.32%	45 720
121	KRIFFCHER MATTHEW BR	PROFES	40 560	40 560		41 907	41 907		3.32%	5107	41	\$36 485	\$45 606	\$54 727	88.94%	91.89%	0	3 899	0	5	4	3.07%	0.25%	3.32%	41 907
122	KUJIKO WILLIAM C	DIRECT	58 399	58 399		61 214	61 214		4.82%	2301	59	\$56 904	\$71 129	\$85 355	82.10%	85.06%	0	9 915	0	10	2	4.07%	0.75%	4.82%	61 214
123	LATHAN ASHLEIGH R	DEPT. S	19 189		19 189	19 980		4.07%	2105	14	\$18 731	\$23 414	\$28 097	82.00%	86.34%	0	3 434	0	0	10	2	4.07%	0.00%	4.07%	19 980
124	LATHROP JOHN DAVID	PROFES	52 844	52 844		54 787	54 787		4.07%	5106	40	\$35 595	\$44 493	\$53 392	118.32%	123.14%	0	1 395	38	4	4	2.32%	1.75%	4.07%	54 787
125	LATIMER KIMBERLY K	ADMIN	23 588	23 588		24 607	24 607		4.32%	2103	25	\$24 577	\$30 721	\$36 865	76.78%	80.10%	0	6 114	0	2	5	4.07%	0.25%	4.32%	24 607
126	LAVRENTZ RUSSELL H	PROFES	35 389	35 389		36 897	36 897		4.32%	5105	39	\$34 727	\$43 408	\$52 090	81.48%	85.00%	0	6 511	0	5	4	4.07%	0.25%	4.32%	36 897
127	LECHUGA LISA A	CUSTOD	15 231	15 231		15 889	15 889		4.32%	3203	7	\$15 758	\$19 697	\$23 637	77.33%	80.67%	0	3 808	0	2	6	4.07%	0.25%	4.32%	15 889
128	LEEDS DENIS LEROY	CUSTOD	19 674	19 674		20 180	20 180		2.57%	3203	7	\$15 758	\$19 697	\$23 637	99.89%	102.45%	0	5 126	0	2	6	2.32%	0.25%	2.57%	20 180
129	LEWIS PATSY G	PROFES	32 319	32 319		34 200	34 200		5.82%	5104	35	\$31 461	\$39 326	\$47 191	82.18%	86.87%	0	5 126	0	16	4	4.07%	1.75%	5.82%	34 200
130	LLOYD RICHARD J	PROFES	50 158	50 158		52 325	52 325		4.32%	5109	45	\$42 311	\$52 869	\$63 467	94.84%	98.93%	0	564	0	14	4	3.07%	1.25%	4.32%	52 325
131	LOYA LUIS	CUSTOD	19 722	19 722		20 327	20 327		3.07%	3203	35	\$15 758	\$19 697	\$23 637	100.13%	103.20%	0	0	0	7	6	2.32%	0.75%	3.07%	20 327
132	LUALLEN RUTHIE DIANE KE	DIRECT	34 416	34 416		35 731	35 731		3.82%	5601	7	\$15 758	\$19 697	\$23 637	87.51%	90.86%	0	3 595	0	10	5	3.07%	0.75%	3.82%	35 731
133	MADRID ANTONIA S	CUSTOD	15 118	15 118		15 758	15 758		4.24%	3203	7	\$15 758	\$19 697	\$23 637	76.75%	80.00%	0	3 939	0	0	6	4.07%	0.00%	4.07%	15 758
134	MAHAN KATHY R	DESKTO	30 450	30 450		32 070	32 070		5.32%	5507	34	\$30 693	\$38 367	\$46 040	79.37%	83.59%	0	6 287	0	11	5	3.07%	1.25%	5.32%	32 070
135	MALDONADO BENITO	GROUND	17 924	17 924		18 519	18 519		3.32%	3303	7	\$15 758	\$19 697	\$23 637	91.00%	94.02%	0	1 178	0	1	7	3.07%	0.25%	3.32%	18 519
136	MARQUEZ BERNICE	ADMIN	24 248	24 248		25 296	25 296		4.32%	2103	25	\$24 577	\$30 721	\$36 865	78.93%	82.34%	0	5 425	0	3	5	4.07%	0.25%	4.32%	25 296
137	MARQUEZ CAROL M	DEPT. S	33 893	33 893		35 357	35 357		4.32%	2105	14	\$18 731	\$23 414	\$28 097	106.74%	110.55%	0	3 969	0	15	5	2.32%	1.25%	2.57%	25 883
138	MARQUEZ DIANNE RENEE	DIRECT	27 030	27 030		28 502	28 502		5.44%	5202	35	\$31 461	\$39 326	\$47 191	86.18%	89.91%	0	3 969	0	5	10	4.07%	0.25%	4.32%	28 502
139	MARTIN ADANNA	DOCUME	39 067	39 067		40 364	40 364		3.32%	5105	39	\$34 727	\$43 408	\$52 090	75.87%	80.00%	0	7 125	0	3	3	4.07%	0.25%	4.32%	39 067
140	MCCAW JACK H III	PROFES	21 038	21 038		21 736	21 736		3.32%	2105	14	\$18 731	\$23 414	\$28 097	89.85%	92.96%	0	3 044	0	1	4	3.07%	0.25%	3.32%	21 736
141	MCCONAL ANGELA K	DEPT. S	39 534	39 534		41 044	41 044		3.82%	1108	35	\$31 461	\$39 326	\$47 191	100.53%	104.37%	0	1 878	0	3	5	3.07%	0.25%	3.32%	41 044
142	MCCOOL JEFFERY P	DIRECT	18 274	18 274		19 063	19 063		4.32%	3304	13	\$18 731	\$23 414	\$28 097	80.00%	83.45%	0	2 780	0	4	7	3.07%	0.25%	3.32%	19 063
143	MCCULLOUGH JAMES E	GROUND	35 875	35 875		37 066	37 066		3.32%	5221	35	\$31 461	\$39 326	\$47 191	91.22%	94.25%	0	3 260	0	1	4	3.07%	0.25%	3.32%	37 066
144	MCGILL SHYLA GOE	DIRECT	37 589	37 589		39 401	39 401		4.82%	5105	39	\$34 727	\$43 408	\$52 090	86.59%	90.71%	0	4 007	0	6	4	4.07%	0.75%	4.82%	39 401
145	MELLON PATRICK A	DEPT. S	22 027	22 027		22 758	22 758		3.32%	2105	14	\$18 731	\$23 414	\$28 097	84.08%	87.20%	0	656	0	5	5	3.07%	0.25%	3.32%	22 758
146	MENDONZA VIRGINIA A	DEPT. S	19 041	19 041		19 864	19 864		4.32%	2105	14	\$18 731	\$23 414	\$28 097	81.32%	84.84%	0	3 550	0	3	5	4.07%	0.25%	4.32%	19 864
147	MERKSHON KATHLEEN FRANC	BENEFIT	29 081	29 081		30 192	30 192		3.82%	2402	25	\$24 577	\$30 721	\$36 865	94.66%	98.28%	0	529	0	7	3	3.07%	0.75%	3.82%	30 192
148	MILLER RICHARD B	DIRECT	37 500	37 500		38 651	38 651		3.07%	5220	35	\$31 461	\$39 326	\$47 191	95.36%	98.28%	0	675	0	0	3	3.07%	0.00%	3.07%	38 651
149	MILLER RICHARD B	EXEC. S	30 851	30 851		32 184	32 184		4.32%	2102	28	\$26 467	\$33 083	\$39 700	93.25%	97.28%	0	899	0	15	5	3.07%	1.25%	4.32%	32 184

NEW MEXICO JUNIOR COLLEGE
2005-2006 Compensation Recommendation

#	Employee Name	Job Title	Current Salary	Funding- Institutional	Funding- Grants	New Salary	Funding- Institutional	Funding- Grants	Percentage Increase	Job Code	Salary Range	Minimum	Midpoint	Maximum	Old Compa- Ratio	New Compa- Ratio	\$ <MIN after Increase	\$ <MID after Increase	\$ >MAX after Increase	Svc Yrs	Class	Option C % Market Calc	Option C % Svc Yrs Calc	Option C Total % Increase	Option C New Salary Calc
151	MILADNIC PETER	PROFES	46,154	46,154		47,802	47,802		3.57%	5107	41	\$36,485	\$45,606	\$54,727	101.20%	104.81%	0	0	0	15	4	2.32%	1.25%	3.57%	47,802
152	MORLEY DONNA SUE	COORDI	25,214	25,214		25,862	25,862		2.57%	2208	17	\$20,171	\$25,214	\$30,257	100.00%	102.57%	0	0	0	3	3	2.32%	0.25%	2.57%	25,862
153	MORRILL BILLY C	ASST TC	43,849	43,849		45,743	45,743		4.32%	4401	47	\$42,311	\$52,889	\$63,467	82.91%	86.48%	0	0	0	4	2	4.07%	0.25%	4.32%	45,743
154	MORRIS RICHARD LESLIE	DIRECT	61,798	61,798		64,313	64,313		4.07%	4601	53	\$49,068	\$61,335	\$73,602	100.75%	104.86%	0	0	0	19	2	2.32%	1.75%	4.07%	64,313
155	MUNOZ GLORIA D	DIRECT	46,601		46,601	48,381			8.2%	5111	44	\$39,290	\$49,112	\$58,935	98.54%	98.54%	0	0	0	9	10	3.07%	0.75%	3.82%	48,381
156	MURPHY SHELLY A	PROFES	37,494	37,494		39,301	39,301		4.82%	5105	39	\$34,727	\$43,408	\$52,090	86.38%	90.54%	0	0	0	8	4	4.07%	0.75%	4.82%	39,301
157	REYNOLDS CHRISTIE MARI	SECURI	17,531	17,531		18,113	18,113		3.32%	3303	7	\$15,758	\$19,697	\$23,637	89.00%	91.96%	0	0	0	1	7	3.07%	0.25%	3.32%	18,113
158	NECAISE CHARLES R	SECURI	22,988	22,988		24,096	24,096		4.82%	4403	21	\$22,266	\$27,832	\$33,398	82.60%	86.58%	0	0	0	8	8	4.07%	0.25%	4.82%	24,096
159	NEEL LINDA LORRAINE	DIRECT	48,346	48,346		50,435	50,435		4.32%	4201	49	\$44,453	\$55,566	\$66,680	87.01%	90.77%	0	0	0	15	2	3.07%	1.25%	4.32%	50,435
160	NELSON CECILIA E	DIRECT	58,270	58,270		59,264	59,264		1.7%	1105	58	\$55,516	\$69,395	\$83,274	81.09%	85.40%	0	0	0	11	2	4.07%	1.25%	5.32%	59,264
161	NEWMAN LYNDIA REESE	PROFES	39,445	39,445		40,952	40,952		3.82%	5105	39	\$34,727	\$43,408	\$52,090	80.87%	84.34%	0	0	0	6	4	3.07%	0.75%	3.82%	40,952
162	NOLEN WENDE D	ASST. DI	34,063	34,063		35,109	35,109		3.07%	4202	30	\$27,807	\$34,758	\$41,710	98.00%	101.01%	0	0	0	9	3	2.32%	0.75%	3.07%	35,109
163	ORGAN REGINA GRIFFIN	VICE PR	76,918	76,918		79,856	79,856		3.82%	1104	65	\$65,991	\$82,488	\$98,986	83.92%	88.38%	0	0	0	6	1	3.07%	0.75%	3.82%	79,856
164	ORTIZ MARIA P	HARDW	33,826	33,826		35,626	35,626		5.32%	2305	36	\$32,247	\$40,309	\$48,371	83.92%	88.38%	0	0	0	11	3	4.07%	1.25%	5.32%	35,626
165	OWENS AMANDA C	GROUND	15,758	15,758		16,439	16,439		4.32%	3303	7	\$15,758	\$19,697	\$23,637	80.00%	83.46%	0	0	0	2	7	4.07%	0.25%	4.32%	16,439
166	PENA JOE JR	GROUND	22,351	22,351		23,149	23,149		3.57%	3302	9	\$16,556	\$20,695	\$24,833	108.00%	111.86%	0	0	0	11	7	2.32%	1.25%	3.57%	23,149
167	PERRY JACKIE M	REGIST	26,855	26,855		27,881	27,881		3.82%	4103	25	\$24,577	\$30,721	\$36,865	87.42%	90.76%	0	0	0	9	5	3.07%	0.25%	3.82%	27,881
168	PERRY TIMOTHY L	DIRECT	43,155	43,155		44,804	44,804		3.82%	5503	44	\$39,290	\$49,112	\$58,935	87.87%	91.23%	0	0	0	6	2	3.07%	0.75%	3.82%	44,804
169	PHILLIPS LARAE	COUNSE	45,074	45,074		46,796	46,796		3.82%	4702	42	\$42,311	\$46,746	\$51,181	96.42%	100.11%	0	0	0	6	3	3.07%	0.75%	3.82%	46,796
170	PIERCE BRENDA CAROL	PROFES	51,163	51,163		53,245	53,245		4.07%	5110	47	\$42,311	\$52,889	\$63,467	96.74%	100.61%	0	0	0	18	0	2.32%	1.75%	4.07%	53,245
171	PIPPINS SHANNON L	TALENT	28,955		28,955	29,916			3.32%	4805	0	\$26,218	\$32,772	\$39,326	88.35%	91.29%	0	0	0	5	10	3.07%	0.25%	3.32%	29,916
172	POUNDS SHERYL L	DEPT. SI	22,471	22,471		23,217	23,217		3.32%	2105	14	\$18,731	\$23,414	\$28,097	111.06%	114.47%	0	0	0	8	5	2.32%	0.75%	3.07%	26,802
173	PRINDEL PATRICK W	PROFES	48,621	48,621		50,235	50,235		3.32%	5110	47	\$42,311	\$52,889	\$63,467	95.97%	99.16%	0	0	0	3	5	3.07%	0.25%	3.32%	50,235
174	PRITCHETT JO ANN	GROUND	22,734	22,734		23,716	23,716		4.32%	3301	21	\$22,266	\$27,832	\$33,398	81.68%	85.21%	0	0	0	4	7	4.07%	0.25%	4.32%	23,716
175	PUIENTE ERNESTINA V	CUSTOD	15,159	15,159		15,814	15,814		4.32%	3203	7	\$15,758	\$19,697	\$23,637	76.96%	80.28%	0	0	0	8	6	4.07%	0.25%	4.32%	15,814
176	PUTMAN DONALD R JR	SECURI	22,800	22,800		23,899	23,899		4.82%	4403	21	\$22,266	\$27,832	\$33,398	81.92%	85.87%	0	0	0	2	8	4.07%	0.25%	4.82%	23,899
177	RASCON ISABELA	CUSTOD	17,798	17,798		18,567	18,567		4.32%	3202	9	\$16,556	\$20,695	\$24,833	86.00%	89.72%	0	0	0	1	6	4.07%	0.25%	4.32%	18,567
178	RASH WILLIAM DOUGLAS	PUBLIC	26,004	26,004		26,802	26,802		3.07%	5505	14	\$18,731	\$23,414	\$28,097	111.06%	114.47%	0	0	0	8	5	2.32%	0.75%	3.07%	26,802
179	RASH WILLIAM DOUGLAS	MAINTEN	27,647	27,647		28,634	28,634		3.57%	3105	18	\$20,676	\$25,845	\$31,014	106.97%	110.79%	0	0	0	11	7	2.32%	1.25%	3.57%	28,634
180	REIFF II FRANCIS DAVID	DISTANC	27,500	27,500		28,138	28,138		2.32%	5508	21	\$22,266	\$27,832	\$33,398	98.81%	101.10%	0	0	0	0	5	2.32%	0.00%	2.32%	28,138
181	RENDON GLENNA R	CUSTOD	17,563	17,563		18,146	18,146		3.32%	3203	7	\$15,758	\$19,697	\$23,637	89.17%	92.13%	0	0	0	3	6	3.07%	0.25%	3.32%	18,146
182	RICE JOHN ROBERT	PROFES	45,411	45,411		47,146	47,146		3.82%	5109	45	\$40,272	\$50,408	\$60,544	90.21%	93.65%	0	0	0	6	3	3.07%	0.75%	3.82%	47,146
183	RICE THOMAS E	COORDI	23,970	23,970		24,766	24,766		3.32%	5504	17	\$20,171	\$25,214	\$30,257	95.07%	98.22%	0	0	0	1	3	3.07%	0.25%	3.32%	24,766
184	RICHARDS DONNA K	ACCOUN	25,000	25,000		25,580	25,580		2.32%	2204	17	\$20,171	\$25,214	\$30,257	99.15%	101.45%	0	0	0	0	5	2.32%	0.00%	2.32%	25,580
185	RIVERA LETICIA C	ACCOUN	16,546	16,546		17,219	17,219		4.07%	3203	7	\$15,758	\$19,697	\$23,637	84.00%	87.42%	0	0	0	0	6	4.07%	0.00%	4.07%	17,219
186	ROBLEDO EMILIA O	ACCOUN	25,365	25,365		26,144	26,144		3.07%	2207	17	\$20,171	\$25,214	\$30,257	100.60%	103.69%	0	0	0	10	5	2.32%	0.75%	3.07%	26,144
187	RUEHLE DANIEL F	PROFES	39,132	39,132		40,823	40,823		4.32%	5118	43	\$38,332	\$47,915	\$57,498	81.61%	85.20%	0	0	0	2	4	4.07%	0.25%	4.32%	40,823
188	SADEGHMOHADAM GHOLI	ACCOUN	48,500	48,500		50,353	50,353		3.82%	5109	45	\$40,272	\$50,408	\$60,544	96.34%	100.03%	0	0	0	7	4	3.07%	0.25%	3.82%	50,353
189	SALAZAR AMPARO	ACCOUN	40,398	40,398		42,593	42,593		5.43%	2202	51	\$46,703	\$58,319	\$70,055	69.20%	72.96%	4,110	0	0	4	3	4.07%	0.25%	4.32%	42,593
190	SALAZAR BOBBY R	PROFES	38,585	38,585		39,770	39,770		3.07%	5104	35	\$31,461	\$39,326	\$47,191	98.12%	101.13%	0	0	0	6	4	2.32%	0.25%	3.07%	39,770
191	SANCHEZ CORINA T	DEPT. SI	18,251		18,251	19,039			4.32%	2105	14	\$18,731	\$23,414	\$28,097	77.95%	81.32%	0	0	0	1	10	4.07%	0.25%	4.32%	19,039
192	SANDESON PATRICIA A	LIBRARY	21,402	21,402		22,113	22,113		3.32%	5403	14	\$18,731	\$23,414	\$28,097	91.41%	94.44%	0	0	0	4	5	3.07%	0.25%	3.32%	22,113
193	SCHMITZ CHARLOTTE JOAN	PROFES	36,927	36,927		38,522	38,522		4.32%	5105	39	\$34,727	\$43,408	\$52,090	85.07%	88.74%	0	0	0	2	4	4.07%	0.25%	4.32%	38,522
194	SCHWARTZ THOMAS W	PROFES	37,031	37,031		38,631	38,631		4.32%	5107	41	\$36,485	\$45,606	\$54,727	84.71%	88.16%	0	0	0	3	4	4.07%	0.25%	4.32%	38,631
195	SEED LISA J	DEPT. SI	21,236	21,236		22,047	22,047		3.82%	2105	14	\$18,731	\$23,414	\$28,097	90.79%	94.16%	0	0	0	7	5	3.07%	0.75%	3.82%	22,047
196	SHELTON MARY L	PROFES	46,128	46,128		48,121	48,121		4.32%	5110	47	\$42,311	\$52,889	\$63,467	87.22%	90.98%	0	0	0	11	4	3.07%	1.25%	4.32%	48,121
197	SHIELDS JERRETT ANN	ADMINI	45,800	45,800		48,008	48,008		4.82%	2101	47	\$42,311	\$52,889	\$63,467	86.60%	90.77%	0	0	0	21	3	3.07%	1.25%	4.82%	48,008
198	SHOOK ANGELA DAWN	PROFES	36,000	36,000		37,195	37,195		3.32%	5104	35	\$31,461	\$39,326	\$47,191	91.54%	94.58%	0	0	0	3	4	3.07%	0.25%	3.32%	37,195
199	SMITH ELIZABETH	SECURI	22,266	22,266		23,172	23,172		4.07%	4403	21	\$22,266	\$27,832	\$33,398	80.00%	83.26%	0	0	0	0	8	4.07%	0.00%	4.07%	23,172
200	SPRINGER DONNA L	EXEC. SI	30,407	30,407		31,721	31,721		4.32%	2102	28	\$26,467	\$33,083	\$39,700	91.91%	95.88%	0	0	0	14	5	3.07%	1.25%	4.32%	31,721

NEW MEXICO JUNIOR COLLEGE
2005-2006 Compensation Recommendation

#	Employee Name	Job Title	Current Salary	Funding- Institutional	Funding- Grants	New Salary	Funding- Institutional	Funding- Grants	Percentage Increase	Job Code	Salary Range	Minimum	Midpoint	Maximum	Old Compa- Ratio	New Compa- Ratio	\$-MIN after Increase	\$-MID after Increase	\$-MAX after Increase	Svc Yrs	Class	Option C % Market Calc	Option C % Svc Yrs Calc	Option C Total % Increase	Option C New Salary Calc
201	STEINHAUS RICHARD F	PROFES	34,935	34,935		36,444	36,444		4.32%	5105	39	\$34,727	\$43,408	\$52,090	80.48%	83.96%	0	6,964	0	2	4	4.07%	0.25%	4.32%	36,444
202	STEPHENSON CYNID A	ACADEM	34,423		34,423	35,910		35,910	4.32%	4802	36	\$32,247	\$40,309	\$48,371	85.40%	89.09%	0	4,399	0	5	10	4.07%	0.25%	4.32%	35,910
203	STINE MISTY B	PROFES	36,378	36,378		37,850	37,950		4.32%	5105	39	\$34,727	\$43,408	\$52,090	83.80%	87.43%	0	5,458	0	4	4	4.07%	0.25%	4.32%	37,950
204	SUMMERS BARBARA ANN	DEPT SI	21,847	21,847		22,572	22,572		3.32%	2105	14	\$18,731	\$23,414	\$28,097	93.31%	96.41%	0	842	0	2	5	3.07%	0.25%	3.32%	22,572
205	TAYLOR CAROL L	PROFES	37,000	37,000		38,598	38,598		4.32%	5105	39	\$34,727	\$43,408	\$52,090	88.92%	92.82%	0	4,810	0	1	4	4.07%	0.25%	4.32%	38,598
206	TAYLOR CLIFF A	GENERA	29,020	29,020		30,419	30,419		4.82%	3108	30	\$27,807	\$34,758	\$41,710	83.48%	87.52%	0	4,339	0	7	7	4.07%	0.75%	4.82%	30,419
207	TAYLOR SUSIE D	CUSTOD	17,137	17,137		17,834	17,834		4.07%	3203	7	\$15,758	\$19,697	\$23,637	87.00%	90.54%	0	1,863	0	0	6	2.32%	0.00%	4.07%	17,834
208	THOMAS GLEN DEMOND	COORDI	33,000	33,000		33,766	33,766		2.32%	4502	28	\$26,467	\$33,083	\$39,700	99.75%	102.06%	0	1,863	0	0	6	4.07%	0.00%	4.07%	33,766
209	TITUS REBECCA C	DIVISION	41,500	41,500		43,189	43,189		4.07%	5125	44	\$39,290	\$49,112	\$58,935	84.50%	87.94%	0	5,923	0	0	2	4.07%	0.00%	4.07%	43,189
210	TOGLA THOMAS VINCENT	PROFES	54,340	54,340		56,959	56,959		4.82%	5110	47	\$42,311	\$52,889	\$63,467	102.74%	107.70%	0	2,457	0	6	4	3.07%	1.75%	4.82%	56,959
211	TOWNSEND STEPHEN A	PROFES	48,576	48,576		50,432	50,432		3.82%	5110	47	\$42,311	\$52,889	\$63,467	91.85%	95.35%	0	2,457	0	6	3	3.07%	0.75%	4.32%	50,432
212	TRILLO LESLIE M	ADMISS	34,000	34,000		35,044	35,044		3.07%	4302	34	\$30,693	\$38,387	\$46,040	88.62%	91.34%	0	3,323	0	0	3	3.07%	0.00%	3.07%	35,044
213	TURNER ROBERT LEE	COOR O	50,589	50,589		52,627	52,627		4.07%	5215	40	\$35,595	\$44,493	\$53,392	113.66%	118.28%	0	4,900	0	32	3	2.32%	1.75%	4.07%	52,627
214	TURRUBIATES SYLVIA	ADMISS	33,000	33,000		34,426	34,426		4.58%	4301	34	\$31,461	\$39,326	\$47,191	83.91%	87.54%	0	4,900	0	3	3	4.07%	0.25%	4.32%	34,426
215	VANDERSTERRE CARL W	GROUNI	15,422	15,422		16,128	16,128		4.58%	3303	7	\$15,758	\$19,697	\$23,637	78.30%	81.88%	0	3,589	0	2	2	4.07%	0.25%	4.32%	16,128
216	VICK MARIA E	PROFES	37,907	37,907		39,355	39,355		3.82%	5104	35	\$31,461	\$39,326	\$47,191	96.39%	100.07%	0	9,534	0	9	4	3.07%	0.75%	3.82%	39,355
217	VIGIL OSCAR R	COORDI	41,560	41,560		43,355	43,355		4.32%	2303	47	\$42,311	\$52,889	\$63,467	78.58%	81.97%	0	9,534	0	5	3	4.07%	0.25%	4.32%	43,355
218	WARD MARY J	DEAN OF	56,888	56,888		59,346	59,346		4.32%	5102	57	\$54,162	\$67,702	\$81,242	84.03%	87.66%	0	8,356	0	1	1	4.07%	0.25%	4.32%	59,346
219	WASKAS VERNON A	GENERA	35,934	35,934		37,037	37,037		3.07%	3102	33	\$29,945	\$37,431	\$44,917	96.00%	98.95%	0	394	0	0	7	3.07%	0.00%	3.07%	37,037
220	WATERS SUSAN C	PROFES	35,963	35,963		37,517	37,517		4.32%	5106	40	\$35,595	\$44,493	\$53,392	80.82%	84.32%	0	6,976	0	2	4	4.07%	0.25%	4.32%	37,517
221	WEST CHERI	LIBRARY	21,248	21,248		21,953	21,953		3.32%	5403	14	\$18,731	\$23,414	\$28,097	90.75%	93.76%	0	1,461	0	4	5	3.07%	0.25%	3.32%	21,953
222	WHARTON RENEE ELIZABE	DIRECT	55,244	55,244		57,078	57,078		3.32%	2601	54	\$50,294	\$62,868	\$75,442	87.87%	90.79%	0	5,780	0	4	3	3.07%	0.25%	3.32%	57,078
223	WHICKER TIMOTHY R	PROFES	50,913	50,913		53,112	53,112		4.32%	5110	47	\$42,311	\$52,889	\$63,467	96.26%	100.42%	0	9,61	0	11	4	3.07%	1.25%	4.32%	53,112
224	WHITLEY CLOYD H	CUSTOD	18,134	18,134		18,738	18,738		3.32%	3203	7	\$15,758	\$19,697	\$23,637	82.06%	95.12%	0	961	0	3	6	3.07%	0.25%	3.32%	18,738
225	WILCOX LAWRENCE PAUL	PROFES	52,331	52,331		54,461	54,461		4.07%	5108	44	\$38,290	\$49,112	\$58,935	106.55%	110.89%	0	25	0	25	4	2.32%	1.75%	4.07%	54,461
226	WILEY KAREN	EXEC. D	58,500	58,500		59,857	59,857		2.32%	1110	42	\$37,397	\$46,746	\$56,095	125.14%	128.05%	0	3,762	0	3	3	2.32%	0.00%	2.32%	59,857
227	WILLIAMS MIKE	PROFES	48,142	48,142		50,222	50,222		4.32%	5108	44	\$39,290	\$49,112	\$58,935	98.02%	102.26%	0	0	0	11	4	3.07%	1.25%	4.32%	50,222
228	WILSON GARRY ANTHONY	PROFES	38,888	38,888		39,887	39,887		2.57%	5104	35	\$31,461	\$39,326	\$47,191	98.89%	101.43%	0	0	0	5	4	2.32%	0.25%	2.57%	39,887
229	WINN EVELYN S	DEPT. SI	22,811	22,811		23,682	23,682		3.82%	2105	14	\$18,731	\$23,414	\$28,097	97.42%	101.15%	0	0	0	9	5	3.07%	0.75%	3.82%	23,682
230	WONG YAU-SUN	PROFES	47,000	47,000		48,560	48,560		3.32%	5110	47	\$42,311	\$52,889	\$63,467	88.87%	91.82%	0	4,329	0	1	4	3.07%	0.25%	3.32%	48,560
231	YOUNGBLOOD HOMER ANC	PROFES	36,179	36,179		37,380	37,380		3.32%	5105	39	\$34,727	\$43,408	\$52,090	92.00%	95.05%	0	1,946	0	5	4	3.07%	0.25%	3.32%	37,380
232	YOUNGBLOOD PATRICIA J	PROFES	39,622	39,622		40,937	40,937		3.32%	5105	39	\$34,727	\$43,408	\$52,090	91.28%	94.31%	0	2,471	0	3	4	3.07%	0.25%	3.32%	40,937
233	ZAMBRELLI CYNTHIA	COUNSE	40,412	40,412		42,158	42,158		4.32%	4702	42	\$37,397	\$46,746	\$56,095	86.45%	90.18%	0	4,588	0	2	3	4.07%	0.25%	4.32%	42,158
234	ZARAGOZA LUPE	CUSTOD	20,398	20,398		21,024	21,024		3.07%	3203	7	\$15,758	\$19,697	\$23,637	103.56%	106.74%	0	0	0	9	6	2.32%	0.75%	3.07%	21,024
235	ZUNIGA ISMAEL	CUSTOD	39,360	39,360		40,962	40,962		4.07%	3201	27	\$25,821	\$32,276	\$38,732	121.95%	126.91%	0	0	0	25	3	2.32%	1.75%	4.07%	40,962
236	MCLEERY FOREST STEL PRESIDE		112,000	112,000		112,000	112,000		0.00%	1101	76	\$102,923	\$128,654	\$154,385	87.06%	87.06%	0	16,654	0	21	1				
			8,016,290	7,543,776	472,514	8,335,054	7,943,774	481,279	3.98% Overall % Increase						89.81% AVG	93.34% AVG	11,114	713,917	7,387						
						299,998	Additional Cost									Percentage of Payroll	0.13%	8.57%	0.09%						

NEW MEXICO JUNIOR COLLEGE
2005-2006 Compensation Recommendation

#	Employee Name	Job Title	Current Salary	Funding- Institutional	Funding- Grants	New Salary	Funding- Institutional	Funding- Grants	Percentage Increase	Job Code	Salary Range	Minimum	Midpoint	Maximum	Old Compa- Ratio	New Compa- Ratio	\$ <MIN Other Increase	\$ <MID Other Increase	\$ >MAX Other Increase	Svc Yrs	Class	Option C % Market Calc	Option C % Svc Yrs Calc	Option C Total % Increase	Option C New Salary Calc
1	TERRAZAS, ADELE	PROFESSOR, COSME	35,000	35,000		35,000	0			5103	32	\$29,214	\$36,518	\$43,821											
2	VACANT	DEAN OF	57,824	57,824		0	0	0		5201	54	\$50,294	\$62,868	\$75,442											
3	VACANT	DEPT. ST	21,295		21,295			0		2105	14	\$18,731	\$23,414	\$28,097											
4	VACANT	DIRECTO	43,623	43,623		0	0			2401	53	\$49,068	\$61,335	\$73,602											
5	VACANT	PROFES	36,930	36,930		0	0			5105	39	\$34,727	\$43,408	\$52,090											
6	VACANT	PROFES	48,686	48,686		0	0			5105	39	\$34,727	\$43,408	\$52,090											
7	VACANT	PROFES	52,234	52,234		0	0			5110	47	\$42,311	\$52,889	\$63,467											
8	VACANT	PROFES	35,500	35,500		0	0			5105	39	\$34,727	\$43,408	\$52,090											
9	VACANT	PROFES	40,799	40,799		0	0			5109	39	\$34,727	\$43,408	\$52,090											
10	VACANT	PROFES	43,368	43,368		0	0			5109	45	\$40,272	\$50,340	\$60,408											
11	VACANT	VICE PR	80,730	80,730		0	0			1103	70	\$74,062	\$93,328	\$111,994											
	TOTAL VACANT			474,694	21,295																				