

2012-13 APPROVED BUDGET

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DALLAS COUNTY COMMUNITY COLLEGE DISTRICT Office of the Executive Vice Chancellor of Business Affairs

TO: Dr. Wright Lassiter, Jr., Chancellor

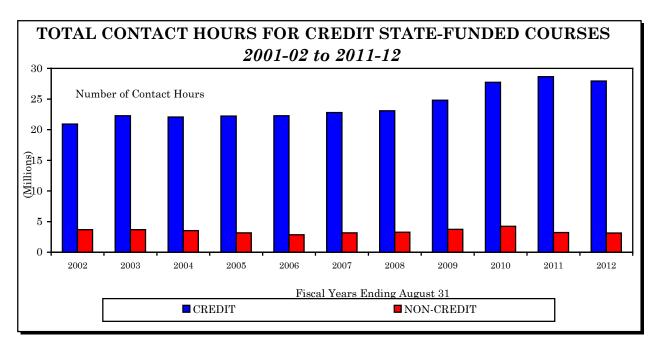
FROM: Edward DesPlas

DATE: September 4, 2012

SUBJECT: Approved Budgets for 2012-13

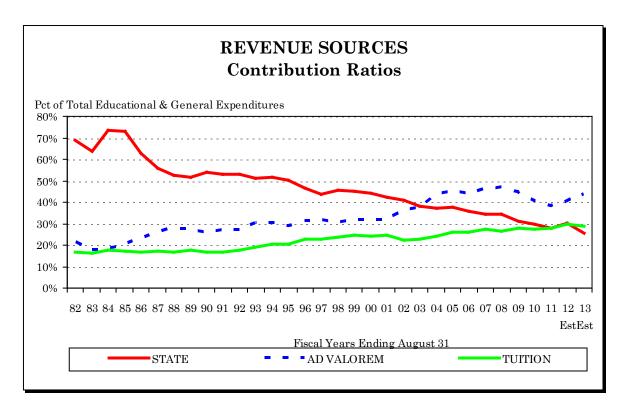
The approved budgets for the Dallas County Community College District (District) for 2012-13 are described in the attached reports. Within the Current Funds Operating Budget, the Unrestricted Fund is projected to increase by approximately \$20.1 million (but increases \$38.0 million when considered net of use of fund balance and transfers-in), the Auxiliary Fund is projected to decrease by approximately \$1.0 million, the Restricted Fund is projected to decrease by approximately \$3.0 million and the Richland Collegiate High School is projected to decrease by approximately \$0.1 million. The Unexpended Plant Fund Budget is projected to increase by \$0.6 million to \$14.5 million and the Debt Service Fund Budget is projected to decrease by approximately \$11.7 million to \$39.7 million.

Of the three major sources of unrestricted revenue, two sources are enrollment-driven: state reimbursement and tuition. Over 52% of revenues for the Unrestricted Fund budget are based on enrollment. Total enrollment at the District is projected to continue growing. State funding is calculated on the basis of base period enrollment. As the second year of the biennium, the 2012-13 state funding for contact hours is estimated to be \$89.2 million, approximately \$0.7 million less than 2011-12. Tuition is estimated to be \$94.6 million in 2012-13, approximately \$6.6 million more than 2011-12 due to enrollment growth and a tuition increase effective in the Spring 2013 semester. The bar graph below illustrates the District's recent history of actual contact hours by semester for credit, state-funded courses since Fiscal 2002.



The third major source of revenue is ad valorem taxes collected locally. Tax revenue for 2012-13 is projected to increase by \$32.0 million from 2011-12 at \$152.2 million.

The following line graph depicts the contribution made by each of the three major sources of revenue since Fiscal 1982. Revenues are plotted as a percent of the Educational and General expenditures they support.



The Board of Trustees' strategic agenda funding guidelines are calculated against Total Unrestricted Revenues. The Board of Trustees is committed to seeking full formula funding for instructional and administrative costs from the State of Texas legislature for community and technical colleges.

For 2012-13 the estimated percentage of local revenue from local property taxes will be 60.3% and the estimated percentage from tuition is 37.4%. The remaining 2.3% of local revenue is made up of general revenue sources and interest earnings.

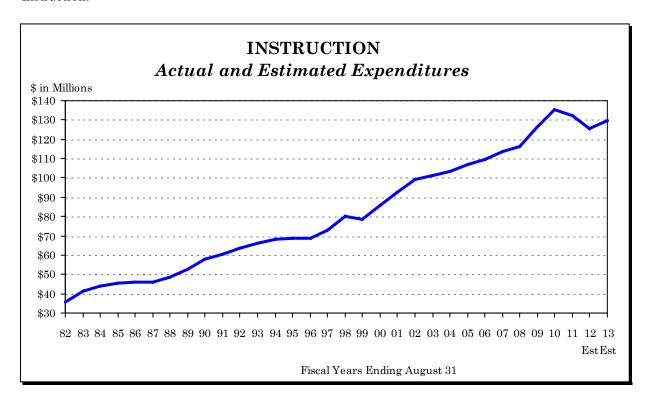
Revenues for the Auxiliary Fund and the Restricted Fund are diversified over various sources. Revenues for sales and services in the Auxiliary Fund include bookstore commissions, food service operations, sale and lease of distance learning courses, interest revenue, and general sources. Revenues from the Restricted Fund include funding for financial aid to students, various contracts with local, state and federal agencies, and restricted state appropriations for employee retirement and health insurance benefits. The major revenue source in the Restricted Fund is from student financial aid contracts, which are subject to renewal each year.

In the approved operating budget for 2012-13, expenditures are balanced to revenues. Educational and General (E&G) expenditures are classified according to definitions prescribed by the Texas Higher Education Coordinating Board (THECB). The classifications, called elements of cost or functional

areas, consist of the following: Instruction, Public Service, Academic Support, Student Services, Institutional Support, Staff Benefits, and Operations and Maintenance of Plant, which includes repairs and rehabilitation of facilities. Each functional area is further described in the Glossary of Terms at the end of this report.

The District must assure the State that its entire appropriation has been applied toward eligible expenditures, which exclude maintenance and operations of the District's facilities or plant, public service activities and auxiliary operations. Expenditures for these three areas are a local responsibility, and therefore ineligible for state funding. Unrestricted state appropriations for 2012-13 total \$89,230,932, which is less than the estimated \$129,755,879 total cost of Instruction for 2012-13. This illustrates the District's compliance with the State's appropriation restrictions.

The District reports expenditures within the THECB elements of cost. The following four graphs illustrate the trend of expenditures for each element of cost since Fiscal 1982. The first of these is Instruction.

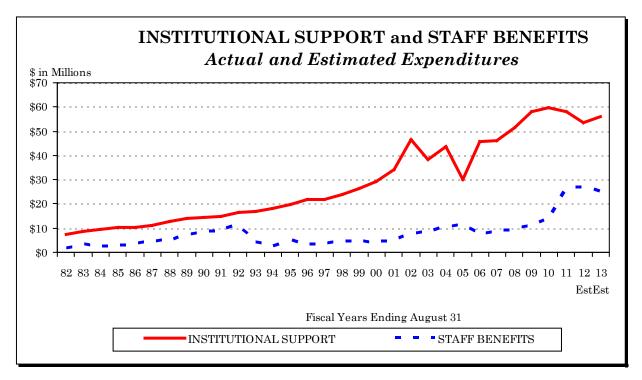


Expenditures classified as Instruction include all salaries for faculty and instructional supervisors plus equipment and departmental operating expenditures associated with conducting the general academic and technical-occupational (credit and non-credit) programs of the District.

Historically, the colleges have been committed to providing students with state-of-the-art instructional equipment and technology. This has been achieved through consistent acquisition of instructional equipment and technology each year. For 2012-13, \$0.6 million is budgeted for instructional equipment and technology. This represents an estimated 70.4% decrease over the \$2.1 million average annual expenditure by the colleges for instructional equipment and technology over the period Fiscal 1982 through Fiscal 2011.

Approximately \$1.0 million in the Instructional budget plus a reserve of \$0.5 million is dedicated for the Visiting Scholar recruitment initiative. The Visiting Scholar Program recruits faculty members to enrich the teaching ranks with quality and diversity from all over the United States. Financial incentives are given to the colleges through the allocation process to hire participants into this program each year. In 2002 this program received national recognition from the Community College Business Officers and the College and University Personnel Association for attracting diverse applicant pools.

The following graph illustrates the expenditure trend for Institutional Support and Staff Benefits since Fiscal 1982.

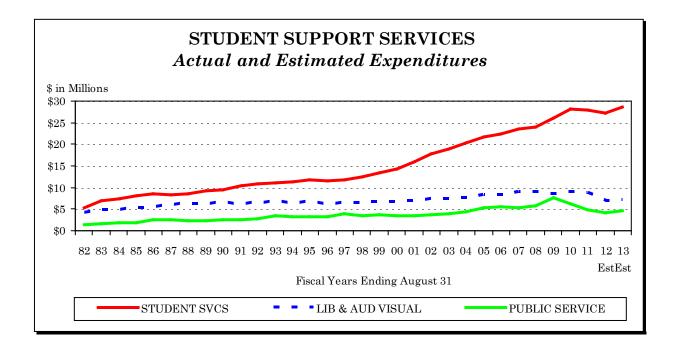


Note: The State assumed costs of medical insurance beginning in Fiscal 1993.

Certain Staff Benefits are not eligible for state funding. These include expenditures for Social Security taxes, a portion of Optional Retirement Program contributions, Medicare taxes, unemployment compensation, workers' compensation and the Employee-Dependent Assistance Program, among others. The State no longer pays 100% of medical insurance costs and any shortage of funding from the State must be funded locally. For 2012-13 estimated non-state-supported staff benefits increased by a net amount of approximately \$2.4 million from 2011-12 budgeted amounts, including \$3.5 million in reserves.

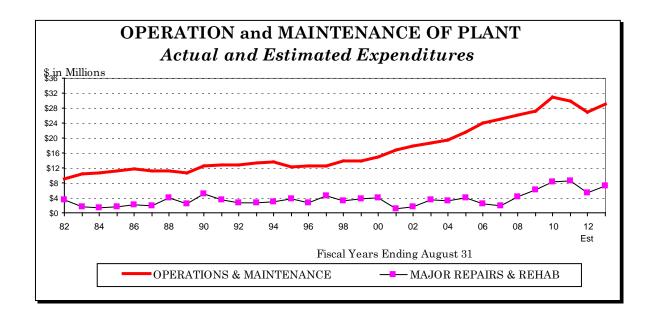
Costs reported as Student Services include admissions, counseling, student programs, financial aid, and health services. Costs reported as Public Service are the non-credit, vocational courses offered through Continuing Education, not reimbursable by the State. The colleges' Learning Resources Centers (LRCs) primarily comprise costs reported as Library and Audio-Visual.

The graph below illustrates the expenditure trend for Student Services, Public Service, and Library and Audio-Visual since Fiscal 1982.



For 2012-13, estimated Operations & Maintenance of Plant budget decreased by approximately \$0.8 million to \$29.1 million. Approximately \$23.3 million has been budgeted from Current Funds for planned repairs and rehabilitation, including \$16.2 million in reserves.

The following area line graph illustrates the expenditure trends for the District's Operations and Maintenance of Plant since Fiscal 1982.



The District's Richland College added a state-funded charter school (Richland Collegiate High School) in fiscal 2007 and has now graduated six classes of students. State funding is projected to decrease by approximately \$0.1 million from the previous year. Current year enrollment is limited to junior and senior students interested in taking college courses and earning college credit while concurrently obtaining their high school degree. Students taking advantage of this opportunity can graduate from high school and receive an associate degree at the same time. The charter school's original focus was in mathematics, science, and engineering. However, in Fall 2010, a new area of emphasis was added for visual, performing and digital arts.

Of the \$14.5 million budgeted in the Unexpended Plant Fund (an increase of \$0.5 million from 2011-12), the District has approximately \$2.9 million to finish out maintenance tax note-funded projects and approximately \$11.6 million of funding primarily related to capital projects funded from remaining revenue and general obligation bond proceeds.

For 2012-13, the estimated Debt Service Fund budget will decrease by approximately \$11.7 million to approximately \$39.7 million, the majority of the decrease being due to a reduction in transfers to the Unexpended Plant Fund. Estimated revenue in the Debt Service Budget is from taxes to be collected for maintenance tax notes and general obligation bonds and transfers from other funds. Expenditures in the Debt Service Budget are primarily for payment of bond principal and interest.

The Quasi-Endowment Fund provides a portion of the funding for the District's Rising Star Scholarship Program. The number of students participating in the Rising Star Scholarship Program is projected to increase in 2012-13. The Quasi-Endowment Fund budget for 2012-13 is \$332,250.

Standard reports on the Current Funds Operating Budget, the Unexpended Plant Fund Budget, the Debt Service Fund Budget, and the Quasi-Endowment Fund Budget are attached.

In keeping with the District's mission, the District is providing a very affordable quality college education. According to data provided by the Texas Association of Community Colleges, the Dallas County Community College District cost per credit hour for in-district students is lower than all but one of the State's fifty community colleges.

In an effort to cut costs due to the greatly reduced state support for health and retirement benefits, the District offered an early retirement incentive to employees meeting certain longevity criteria. A total of 272 employees have taken advantage of the offer. This move is expected to reduce costs as many positions will not be replaced and other positions will be hired at entry-level salaries, lower than the salaries accumulated by those who had longevity. Other cost reduction efforts include providing only a minimal salary increase, foregoing certain purchases, particularly in technology, and increasing class sizes as well as not funding any new maintenance projects.

The approved budget for fiscal 2012-13 represents the strategic planning to launch the District ahead in programs, facilities and personnel.

Please call me if additional information is needed.

Atts

pc: Chancellor's Cabinet

2012-13 CURRENT FUNDS OPERATING BUDGET Approved Change in Revenues & Additions

CURRENT FUNDS REVENUES & ADDITIONS		Current 2011-12	Approved 2012-13	I	Difference	Percent Change
UNRESTRICTED FUND						
State Appropriations	8	89,930,932	\$ 89,230,932	\$	(700,000)	(0.78)%
Tuition		87,997,938	94,556,980		6,559,042	7.45%
Taxes for Current Operations		120,222,660	152,222,660		32,000,000	26.62%
Federal Grants & Contracts - Work Study State Grants & Contracts General Sources:		1,037,885 126,452	$\substack{1,037,885\\126,452}$		-	0.00% 0.00%
Investment Income		2,726,000	2,726,000		-	0.00%
General Revenue		3,003,276	3,105,776		102,500	3.41%
Subtotal General Sources		5,729,276	5,831,776		102,500	1.79%
SUBTOTAL UNRESTRICTED REVENUES		305,045,143	343,006,685		37,961,542	12.44%
Use of Fund Balance & Transfers-in		22,981,275	5,134,524		(17,846,751)	(77.66)%
TOTAL UNRESTRICTED REVENUES & ADDITIONS		328,026,418	348,141,209		20,114,791	6.13%
A INVITA DAY ENAND						
AUXILIARY FUND Sales & Services		E 164 E06	5 127 010		(97.497)	(O E2)0/
Sales & Services Investment Income		5,164,506	5,137,019 $201,562$		(27,487) 140	(0.53)% 0.07%
Transfers-in		201,422 4,290,797	4,290,797		140	0.07%
Use of Fund Balance		930,448	4,290,191		(930,448)	(100.00)%
TOTAL AUXILIARY REVENUES & ADDITIONS		10,587,173	9,629,378		(957,795)	(9.05)%
RESTRICTED FUND						
State Appropriations						
Insurance & Retirement Match		14,766,881	15,268,551		501,670	3.40%
SBDC State Match		2,398,785	2,398,785		301,070	0.00%
Subtotal State Appropriations		17,165,666	17,667,336		501.670	2.92%
•• •			, ,		•	
Grants, Contracts & Scholarships						
Federal		106,081,575	106,442,536		360,961	0.34%
State		11,262,440	9,077,404		(2,185,036)	(19.40)%
Local Transfers-in		9,138,989	7,495,470		(1,643,519)	(17.98)%
Transfers-in TOTAL		91,959 126,574,963	88,847 123,104,257		(3,112)	(3.38)%
Richland Collegiate High School		82,764	76,242		(6,522)	(7.88)%
GRAND TOTAL RESTRICTED REVENUES		143,823,393	140,847,835		(2.975.558)	(2.07)%
		210,020,000	210,011,000		(2,010,000)	(2.01)10
RICHLAND COLLEGIATE HIGH SCHOOL FUND						
State Funding		2,946,875	2,800,156		(146,719)	(4.98)%
Investment Income		8,000	10,000		2,000	25.0%
TOTAL RICHLAND COLLEGIATE HIGH SCHOOL REVENUES & ADDITIONS		2,954,875	2,810,156		(144,719)	(4.90)%
TOTAL REVENUES & ADDITIONS		485,391,859	\$ 501,428,578		16,036,719	3.30%

	Actual 2011-12	Estimated 2012-13	Difference	Percent Change
CONTACT HOURS				_
General Academic	21,888,832	21,888,832	-	0.0%
Technical-Occupational	9,176,386	9,176,386	-	0.0%
TOTAL CONTACT HOURS	31,065,218	31,065,218	-	0.0%

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT 2012-13 CURRENT FUNDS OPERATING BUDGET Approved Revenues & Additions as a Percent of Total

	Current	Percent	Approved	Percent
CURRENT FUNDS REVENUES & ADDITIONS UNRESTRICTED FUND	2011-12	of Total	2012-13	of Total
State Appropriations	\$ 89.930.932	27.41%	\$ 89,230,932	25.63%
		27.4170		
Tuition	87,997,938	26.83%	94,556,980	27.16%
Taxes for Current Operations	120,222,660	36.65%	152,222,660	43.72%
Federal Grants & Contracts - Work Study	1,037,885	0.32%	1,037,885	0.30%
State Grants & Contracts General Sources:	126,452	0.04%	126,452	0.04%
Investment Revenue	2,726,000	0.83%	2,726,000	0.78%
General Revenue	3,003,276	0.92%	3,105,776	0.89%
Subtotal General Sources	5,729,276	1.75%	5,831,776	1.67%
SUBTOTAL UNRESTRICTED REVENUES	305,045,143	93.00%	343,006,685	98.53%
Use of Fund Balance & Transfers-in	22,981,275	7.00%	5,134,524	1.47%
			9.46.4.4.6.	100.000
TOTAL UNRESTRICTED REVENUES & ADDITIONS	328,026,418	100.00%	348,141,209	100.00%
AUXILIARY FUND				
Sales & Services	5,164,506	48.78%	5,137,019	53.35%
Investment Income	201,422	1.90%	201,562	2.09%
Transfers-in Use of Fund Balance	4,290,797 930,448	40.53% 8.79%	4,290,797	44.56% 0.00%
TOTAL AUXILIARY REVENUES & ADDITIONS	10,587,173	100.00%	9,629,378	100.00%
RESTRICTED FUND				
State Appropriations Insurance & Retirement Match	14,766,881	10.27%	15,268,551	10.84%
SBDC State Match	2,398,785	1.67%	2,398,785	1.70%
Subtotal State Appropriations	17,165,666	11.94%	17,667,336	12.54%
Cuanta Canturata & Sahalanahina				
Grants, Contracts & Scholarships Federal	106,081,575	73.76%	106,442,536	75.57%
State	11,262,440	7.83%	9,077,404	6.45%
Local	9,138,989	6.35%	7,495,470	5.32%
Transfers-in	91,959	0.06%	88,847	0.06%
TOTAL Richland Collegiate High School	126,574,963 82,764	88.00% 0.06%	$123,104,257\\76,242$	87.40% 0.06%
GRAND TOTAL RESTRICTED REVENUES	143,823,393	100.00%	140,847,835	100.00%
	110,020,000	200,0070	110,011,033	200.0070
RICHLAND COLLEGIATE HIGH SCHOOL FUND				
State Funding	2,946,875	99.73%	2,800,156	99.64%
Investment Income TOTAL RICHLAND COLLEGIATE HIGH SCHOOL REVENUES &	8,000	0.27%	10,000	0.36%
ADDITIONS	2,954,875	100.00%	2,810,156	100.00%
TOTAL REVENUES & ADDITIONS	\$ 485,391,859	100.00%	\$ 501,428,578	100.00%
Unrestricted E&G Revenues & Additions	\$ 305,045,143	62.85%	\$ 343,006,685	68.41%
Auxiliary Revenues & Additions	10,587,173	2.18%	9,629,378	1.92%
Restricted Revenues	143,823,393	29.63%	140,847,835	28.09%
Additions	22,981,275	4.73%	5,134,524	1.02%
Richland Collegiate High School Revenues & Additions Total Current Fund Revenues & Additions	2,954,875 \$ 485,391,859	0.61% 100.00%	2,810,156 \$ 501,428,578	0.56% 100.00%
Total Carrent I and nevenues & radicions	Ψ 400,001,008	100.00/0	Ψ 901,420,010	100.00/0

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT 2012-13 CURRENT FUNDS OPERATING BUDGET Approved Change in Expenditures & Uses

CURDENC EUROS EVDENDURIDES 9 LICES	Current	Approved 2012-13	D: 66	Percent							
CURRENT FUNDS EXPENDITURES & USES UNRESTRICTED FUND	2011-12	2012-15	Difference	Change							
Instruction	\$ 130,481,434	\$ 129,755,879	\$ (725,555)	(0.56)%							
Public Service	5,820,793	4,718,248	(1,102,545)	(18.94)%							
Academic Support	16,722,941	15,656,475	(1,066,466)	(6.38)%							
Student Services	28,420,472	28,618,320	197,848	0.70%							
Institutional Support	59,710,286	55,885,429	(3,824,857)	(6.41)%							
Staff Benefits	25,970,721	24,912,440	(1,058,281)	(4.07)%							
Operations and Maintenance of Plant	29,904,393	29,117,021	(787,372)	(2.63)%							
Repairs and Rehabilitation	17,924,285	7,074,262	(10,850,023)	(60.53)%							
Special Items		.,,===	(==,==,,==,	(
Reserve - Campus	2,929,181	2,759,603	(169,578)	(5.79)%							
Reserve - Visiting Scholars		500,000	500,000	100.00%							
Reserve - Cost of Living Adjustment		11,400,000	11,400,000	100.00%							
Reserve - Faculty Market/Job Eval/PSS & Admin Adj		3,250,000	3,250,000	100.00%							
Reserve - Technology	155,000	2,500,000	2,345,000	1512.90%							
Reserve - Operating	946	1,000,000	999,054	105608.25%							
Reserve - Benefits Supplement for ERS and ORP	-	3,500,000	3,500,000	100.00%							
Reserve - Potential State Reduction	_	4,402,549	4,402,549	100.00%							
Reserve - Facilities Projects and Operations Supplement	_	16,200,000	16,200,000	100.00%							
TOTAL UNRESTRICTED EXPENDITURES & USES	318,040,452	341,250,226	23,209,774	7.30%							
AUXILIARY FUND											
Student Activities	7,672,073	6,769,047	(903,026)	(11.77)%							
Sales & Services	2,306,194	2,101,364	(204,830)	(8.88)%							
Reserve - Campus	360,213	504,919	144,706	40.17%							
Reserve - District	145,793	150,346	4,553	3.12%							
Transfers-out	102,900	103,702	802	0.78%							
TOTAL AUXILIARY EXPENDITURES	10,587,173	9,629,378	(957,795)	(9.05)%							
RESTRICTED FUND											
State Appropriations	14,766,881	15,268,551	501,670	3.40%							
Grants & Contracts	33,633,386	30,547,882	(3,085,504)	(9.17)%							
Scholarships	95,340,362	94,955,160	(385,202)	(0.40)%							
TOTAL	143,740,629	140,771,593	(2,969,036)	(2.07)%							
Richland Collegiate High School	82,764	76,242	(6,522)	(7.88)%							
GRAND TOTAL RESTRICTED EXPENDITURES	143,823,393	140,847,835	(2,975,558)	(2.07)%							
RICHLAND COLLEGIATE HIGH SCHOOL FUND											
Instruction	1,455,980	1,393,672	(62,308)	(4.28)%							
Public Service	280,000	220,000	(60,000)	(21.43)%							
Academic Support	77,526	81,816	4,290	5.53%							
Student Services	425,400	392,328	(33,072)	(7.77)%							
Institutional Support	670,969	692,340	21,371	3.19%							
Operation & Maintenance of Plant	45,000	30,000	(15,000)	(33.33)%							
TOTAL RICHLAND COLLEGIATE HIGH SCHOOL EXPENDITURES	2,954,875	2,810,156	(144,719)	(4.90)%							
SUBTOTAL CURRENT FUNDS EXPENDITURES & USES	475,405,893	494,537,595	19,131,702	4.02%							
TRANSFERS											
Mandatory Transfers:											
Tuition to Debt Service Fund	2,529,623	2,529,623	-	0.00%							
Institutional Matching - Contracts & Grants	99,419	70,719	(28,700)	(28.87)%							
Non-Mandatory Transfers & Deductions:											
Auxiliary Fund	4,295,797	4,290,641	(5,156)	(0.12)%							
Unexpended Plant Fund	606,625	-	(606,625)	(100.00)%							
Debt Service Fund	2,454,502	-	(2,454,502)	(100.00)%							
TOTAL TRANSFERS	9,985,966	6,890,983	(3,094,983)	(30.99)%							
TOTAL EXPENDITURES & USES	\$ 485,391,859	\$ 501,428,578	\$ 16,036,719	3.30%							

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT 2012-13 CURRENT FUNDS OPERATING BUDGET Approved Expenditures & Uses as a Percent of Total

CURRENT FUNDS EXPENDITURES & HOPS	Current	Percent	Approved	Percent
CURRENT FUNDS EXPENDITURES & USES UNRESTRICTED FUND	2011-12	of Total	2012-13	of Total
Instruction	\$ 130,481,434	41.03%	\$ 129,755,879	38.02%
Public Service	5,820,793	1.83%	4,718,248	1.38%
Academic Support	16,722,941	5.26%	15,656,475	4.59%
Student Services	28,420,472	8.94%	28,618,320	8.39%
Institutional Support	59,710,286	18.77%	55,885,429	16.38%
Staff Benefits	25,970,721	8.16%	24,912,440	7.30%
Operations and Maintenance of Plant	29,904,393	9.40%	29,117,021	8.53%
Repairs and Rehabilitation	17,924,285	5.64%	7,074,262	2.07%
Special Items				
Reserve - Campus	2,929,181	0.92%	2,759,603	0.81%
Reserve - Visiting Scholars	-	0.00%	500,000	0.15%
Reserve - Cost of Living Adjustment	-	0.00%	11,400,000	3.34%
Reserve - Faculty Market/Job Eval/PSS & Admin Adj	-	0.00%	3,250,000	0.95%
Reserve - Technology	155,000	0.05%	2,500,000	0.73%
Reserve - Operating	946	0.00%	1,000,000	0.29%
Reserve - Benefits Supplement for ERS and ORP	-	0.00%	3,500,000	1.03%
Reserve - Potential State Reduction	-	0.00%	4,402,549	1.29%
Reserve - Facilities Projects and Operations Supplement		0.00%	16,200,000	4.75%
TOTAL UNRESTRICTED EXPENDITURES & USES	318,040,452	100.00%	341,250,226	100.00%
AUXILIARY FUND				
	7,670,070	79.479/	6.760.047	70.20%
Student Activities Sales & Services	7,672,073	72.47%	6,769,047 2,101,364	$70.30\% \ 21.82\%$
Reserve - Campus	2,306,194	21.78% 3.40%	504,919	21.82% 5.24%
Reserve - Campus Reserve - District	360,213 145,793	1.38%	150,346	1.56%
Transfers-out	102,900	0.97%	103,702	1.08%
TOTAL AUXILIARY EXPENDITURES	10,587,173	100.00%	9,629,378	100.00%
TOTAL TOTAL EXILENDITURES	10,001,110	100.0070	0,020,010	100.0070
RESTRICTED FUND				
State Appropriations	14,766,881	10.27%	15,268,551	10.84%
Grant & Contracts	33,633,386	23.38%	30,547,882	21.69%
Scholarships	95,340,362	66.29%	94,955,160	67.42%
TOTAL	143,740,629	99.94%	140,771,593	99.95%
Richland Collegiate High School	82,764	0.06%	76,242	0.05%
GRAND TOTAL RESTRICTED EXPENDITURES	143,823,393	100.00%	140,847,835	100.00%
RICHLAND COLLEGIATE HIGH SCHOOL FUND				
Instruction	1,455,980	49.27%	1,393,672	49.59%
Public Service	280,000	9.48%	220,000	7.83%
Academic Support	77,526	2.62%	81,816	2.91%
Student Services	425,400	14.40%	392,328	13.96%
Institutional Support	670,969	22.71%	692,340	24.64%
Operation & Maintenance of Plant	45,000	1.52%	30,000	1.07%
TOTAL RICHLAND COLLEGIATE HIGH SCHOOL EXPENDITURES	2,954,875	100.00%	2,810,156	100.00%
SUBTOTAL CURRENT FUNDS EXPENDITURES & USES	475 405 000	100.00%	494,537,595	100.00%
SUBTOTAL CURRENT FUNDS EXCENDITURES & USES	475,405,893	100.00%	484,037,095	100.00%
TRANSFERS				
Mandatory Transfers:				
Tuition to Debt Service Fund	2,529,623	25.33%	2,529,623	36.71%
Institutional Matching - Contracts & Grants	99,419	1.00%	70,719	1.03%
Non-Mandatory Transfers & Deductions:	00,410	1.0070	70,710	1.00/0
Auxiliary Fund	4,295,797	43.02%	4,290,641	62.26%
Unexpended Plant Fund	606,625	6.07%	,=11,111	0.00%
Debt Service Fund	2,454,502	24.58%	_	0.00%
TOTAL TRANSFERS	9,985,966	100.00%	6,890,983	100.00%
TOTAL EXPENDITURES & USES	\$ 485,391,859	100.00%	\$ 501,428,578	100.00%
Unrestricted E&G Expenditures & Uses	\$ 318,040,452	65.52%	\$ 341,250,226	68.06%
Auxiliary Expenditures	10,587,173	2.18%	9,629,378	1.92%
Restricted Expenditures	143,823,393	29.63%	140,847,835	28.09%
Richland Collegiate High School Expenditures	2,954,875	0.61%	2,810,156	0.56%
Transfers & Deductions	9,985,966	2.06%	6,890,983	1.37%
Total Current Funds Expenditures & Uses	\$ 485,391,859	100.00%		100.00%
Total Carrent Lands Daponareares & Oses	400,001,000	100.0070	9 901,420,910	100.00/0

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT 2012-13 CURRENT FUNDS OPERATING BUDGET Approved Change in Expenditures by Account Classification

Acct		Current	Approved		Percent
Series	Account Series Description	2011-12	2012-13	Difference	Change
20	Salaries & Wages	\$ 206,781,375	\$ 206,386,697	\$ (394,678)	(0.19)%
21	Staff Benefits	25,970,721	24,912,440	(1,058,281)	(4.07)%
22	Purchased Services	21,341,470	17,424,355	(3,917,115)	(18.35)%
23	Operating Expenses	66,544,398	60,913,808	(5,630,590)	(8.46)%
24	Supplies and Materials	9,378,635	7,441,817	(1,936,818)	(20.65)%
26	Minor Equipment	2,904,413	549,987	(2,354,426)	(81.06)%
	Capital Outlay	5,153,889	1,647,790	(3,506,099)	(68.03)%
28	Charges	(23,119,576)	(23,538,820)	(419,244)	(1.81)%
	Subtotal	314,955,325	295,738,074	(19,217,251)	(6.10)%
	Reserve - Campus Reserve - Visiting Scholars Reserve - Cost of Living Adjustment	2,929,181	2,759,603 500,000 11,400,000	(169,578) 500,000 11,400,000	(5.79)% 100.00% 100.00%
	Reserve - Faculty Market/Job Eval/PSS & Admin Adj Reserve - Technology Reserve - Operating Reserve - Benefits Supplement for ERS and ORP Reserve - Potential State Reduction Reserve - Facilities Projects and Operations Supplement	155,000 946 -	3,250,000 2,500,000 1,000,000 3,500,000 4,402,549 16,200,000	3,250,000 2,345,000 999,054 3,500,000 4,402,549 16,200,000	100.00% 1512.90% 105608.25% 100.00% 100.00%
29	Transfers & Deductions: Mandatory Transfers: Tuition to Debt Service Fund Institutional Matching - Contracts & Grants Non-Mandatory Transfers & Deductions:	2,529,623 99,419	2,529,623 70,719	(28,700)	0.00% (28.87)%
	Auxiliary Fund Unexpended Plant Fund Debt Service Fund Total Unrestricted Fund Expenditures & Uses	4,295,797 606,625 2,454,502 328,026,418	4,290,641 - - 348,141,209	(5,156) (606,625) (2,454,502) 20,114,791	(0.12)% (100.00)% (100.00)% 6.13%
	Auxiliary Fund Expenditures Restricted Fund Expenditures Richland Collegiate High School Expenditures	10,587,173 143,823,393 2,954,875	9,629,378 140,847,835 2,810,156	(957,795) (2,975,558) (144,719)	(9.05)% (2.07)% (4.90)%
	TOTAL CURRENT FUNDS EXPENDITURES & USES	\$ 485,391,859	\$ 501,428,578	16,036,719	3.30%

DALLAS COUNTY COMMUNITY COLLEGE DISTRICT 2012-13 CURRENT FUNDS OPERATING BUDGET

$Approved\ Expenditures\ by\ Account\ Classification\ as\ a\ Percent\ of\ Total$

Acct		Current	Percent	Approved	Percent
Series	Account Series Description	2011-12	of Total	2012-13	of Total
20	Salaries & Wages	\$ 206,781,375	63.04%	\$ 206,386,697	59.28%
21	Staff Benefits	25,970,721	7.92%	24,912,440	7.16%
22	Purchased Services	21,341,470	6.51%	17,424,355	5.00%
23	Operating Expenses	66,544,398	20.30%	60,913,808	17.50%
24	Supplies and Materials	9,378,635	2.86%	7,441,817	2.14%
26	Minor Equipment	2,904,413	0.89%	549,987	0.16%
27	Capital Outlay	5,153,889	1.57%	1,647,790	0.47%
28	Charges	(23,119,576)	(7.05)%	(23,538,820)	(6.76)%
	Subtotal	314,955,325	96.04%	295,738,074	84.95%
	Reserve - Campus	2,929,181	0.89%	2,759,603	0.79%
	Reserve - Visiting Scholars	-	0.00%	500,000	0.14%
	Reserve - Cost of Living Adjustment	-	0.00%	11,400,000	3.28%
	Reserve - Faculty Market/Job Eval/PSS & Admin Adj	155,000	0.00% 0.05%	3,250,000 $2,500,000$	$0.93\% \ 0.72\%$
	Reserve - Technology Reserve - Operating	155,000 946	0.00%	1,000,000	0.72%
	Reserve - Operating Reserve - Benefits Supplement for ERS and ORP	940	0.00%	3,500,000	1.01%
	Reserve - Potential State Reduction		0.00%	4,402,549	1.26%
	Reserve - Facilities Projects and Operations Supplement	_	0.00%	16,200,000	4.65%
29	Transfers & Deductions:			,,	
	Mandatory Transfers:				
	Tuition to Debt Service Fund	2,529,623	0.77%	2,529,623	0.73%
	LoanStar loan to Debt Service Fund	-	0.00%	-	0.00%
	Institutional Matching - Contracts & Grants	99,419	0.03%	70,719	0.02%
	Non-Mandatory Transfers & Deductions:				
	Auxiliary Fund	4,295,797	1.31%	4,290,641	1.23%
	Unexpended Plant Fund	606,625	0.18%	-	0.00%
	Debt Service Fund	2,454,502	0.75%	-	0.00%
	Total Unrestricted Fund Expenditures & Uses	328,026,418	100.00%	348,141,209	100.00%
	A	10 507 179		0.600.270	
	Auxiliary Fund Expenditures Restricted Fund Expenditures	10,587,173 143,823,393		$9,629,378 \\ 140,847,835$	
	Richland Collegiate High School Expenditures	2,954,875		2,810,156	
	racmana conegrate riigh ocnoor Expenditures	2,004,010		2,010,100	
	TOTAL CURRENT FUNDS EXPENDITURES & USES	\$ 485,391,859		\$ 501,428,578	

2012-13 ANNUAL BUDGET

Approved Change in Unexpended Plant Fund

REVENUES & ADDITIONS		Current 2011-12		Approved 2012-13			Percent Change
Investment Revenue	\$	578,000	\$	578,000	\$	-	0.00%
Transfers-in		6,414,884		-		(6,414,884)	(100.00)%
Use of Fund Balance		6,995,848		13,961,856		6,966,008	99.57%
TOTAL REVENUES & ADDITIONS	3	13,988,732	\$	14,539,856	\$	551,124	3.94%

	Curr	ent	Approved				Percent		
EXPENDITURES & USES	2011-12		2011-12		2012-13		Difference		Change
Bldg & Physical Plant Repairs	\$	84,024	\$	75,223	\$	(8,801)	(10.47)%		
Construction	10	0,617,151		13,168,595		2,551,444	24.03%		
Architects/Design/Engineering	:	1,304,195		1,296,038		(8,157)	(0.63)%		
Furniture & Equipment		32,800		-		(32,800)	(100.00)%		
Non-mandatory Transfers	:	1,950,562		-		(1,950,562)	(100.00)%		
TOTAL EXPENDITURES & USES	\$ 13	3,988,732	\$	14,539,856	\$	551,124	3.94%		

2012-13 ANNUAL BUDGET

Approved Change in Debt Service Fund

REVENUES & ADDITIONS	Current 2011-12		Approved 2012-13 Difference		Difference	Percent Change
Investment Revenue	\$ 166,250	\$	-	\$	(166, 250)	(100.00)%
Taxes (Maintenance Tax Notes)	6,641,041		2,270,391		(4,370,650)	(65.81)%
Taxes (General Obligation Bonds)	34,487,678		34,480,627		(7,051)	(0.02)%
Transfers-in (Tuition)	2,529,623		2,529,623		-	0.00%
Transfers-in (Unrestricted)	2,454,502		395,610		(2,058,892)	(83.88)%
Use of Fund Balance	5,107,957		_		(5,107,957)	(100.00)%
TOTAL REVENUES & ADDITIONS	\$ 51,387,051	\$	39,676,251	\$	(11,710,800)	(22.79)%

EXPENDITURES		Current Approved 2011-12 2012-13		Difference	Percent Change	
General Obligation Bonds (Principal & Interest) Revenue Bonds (Principal & Interest) Maintenance Tax Notes (Principal and Interest) Uncollectible Tax Expense Tax Collection Fees Transfer Out (Unexpended Plant)	\$	33,564,719 5,150,375 6,463,313 283,788 816,899 5,107,957	\$	33,557,856 2,925,233 2,209,631 253,582 729,949	\$ (6,863) (2,225,142) (4,253,682) (30,206) (86,950) (5,107,957)	(0.02)% (43.20)% (65.81)% (10.64)% (10.64)% (100.00)%
TOTAL EXPENDITURES	8	51,387,051	\$	39,676,251	\$ (11,710,800)	(22.79)%

2012-13 ANNUAL BUDGET

$Approved \ Change \ in \ Quasi-Endowment \ Fund$

Quasi-Endowment Fund	Current 2011-12		Approved 2012-13		Difference	
Revenues Investment Income Lease Income	\$	82,250 250,000	\$	82,250 250,000	\$	-
Total Quasi-Endowment Revenues & Additions	\$	332,250	\$	332,250	\$	-
Expenditures Transfers-out - Rising Star Program	\$	332,250	\$	332,250	\$	-
Total Quasi-Endowment Uses	\$	332,250	\$	332,250	\$	-

RESOLUTION OF THE BOARD OF TRUSTEES OF THE DALLAS COUNTY COMMUNITY COLLEGE DISTRICT

WHEREAS, on the ninth day of August, 2012, notices were given of public meetings on the twenty-first day of August, 2012 and the twenty-eighth day of August, 2012, at the Board Room of the Dallas County Community College District, 1601 S. Lamar Street, Dallas, Texas, on a proposal to increase total revenues from properties on the tax roll in the preceding year for the fiscal year September 1, 2012, through August 31, 2013;

WHEREAS, all requirements of the statutes of the State of Texas and the regulations of the Texas Higher Education Coordinating Board regarding the budget have been met;

WHEREAS, the meeting was held by the Board of Trustees of the Dallas County Community College District on the fourth day of September, 2012, and all members of the public were given an opportunity to speak in regard to the proposed budget, and the members of the Board of Trustees were given a full explanation of the proposed budget;

WHEREAS, the meeting was closed from further public comments, and the Board of Trustees, after fully considering the proposed budget, is of the opinion that the proposed budget should be approved; and now therefore;

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE DALLAS COUNTY COMMUNITY COLLEGE DISTRICT:

Section 1. That the proposed budget for the fiscal year beginning September 1, 2012, and ending August 31, 2013, is adopted, and is designated as the official budget for the Dallas County Community College District for the 2012-13 fiscal year, and is effective on September 1, 2012.

Section 2. That Dr. Wright L. Lassiter, Secretary of the Board of Trustees of the Dallas County Community College District, is directed to file a copy of the official budget with the county clerk of Dallas County, Texas, the Governor's Office, the Legislative Budget Board and the Texas Higher Education Coordinating Board.

This resolution is effective from and immediately upon its adoption.

Jerry Prater, Chair

Board of Trustees

Dallas County Community College District

Dr. Wright L. Lossiter Jr., Secretary Board of Trustees Dallas County Community College District

RESOLUTION OF THE BOARD OF TRUSTEES OF THE DALLAS COUNTY COMMUNITY COLLEGE DISTRICT OF DALLAS COUNTY, TEXAS

AN ORDER

LEVYING AD VALOREM TAXES FOR THE TAX YEAR 2012, FOR THE MAINTENANCE AND OPERATION OF THE DALLAS COUNTY COMMUNITY COLLEGE DISTRICT.

WHEREAS, the Dallas County Community College District has been duly organized in accordance with Act 1929, Forty-first Legislature, Chapter 290 as amended (Chapter 130, Subchapter C, of the Texas Education Code), and is governed by its terms;

WHEREAS, at an election held in Dallas County, Texas, on the 25th day of May, 1965, the qualified voters approved the creation of the Dallas County Community College District, and the election also authorized a levy of taxes for the maintenance and operation of the College District and to pay interest and sinking fund requirements on maintenance tax note bonds authorized by the District;

WHEREAS, it is necessary that the District levy ad valorem taxes for the maintenance and operation of the colleges operated by the District; and: NOW THEREFORE:

IT IS ORDERED by the Board of Trustees of the Dallas County Community College District, of Dallas County, Texas, a tax is levied for the tax year 2012, on all taxable property situated within the limits of Dallas County Community College District, whose boundaries are the same as those of Dallas County, Texas, on the first day of January of 2012, as follows:

Ad valorem tax at a rate of \$0.098605 on each one hundred dollar (\$100) increment of assessed valuation of property for the maintenance and operation of the colleges and for paying current interest and principal on the maintenance tax notes of the District as authorized by law;

THIS RATE WILL RAISE MORE TAXES FOR MAINTENANCE AND OPERATIONS THAN LAST YEAR'S TAX RATE. THIS TAX RATE WILL EFFECTIVELY BE RAISED BY 25.4 PERCENT AND WILL RAISE TAXES FOR MAINTENANCE AND OPERATIONS ON A \$100,000 HOME BY APPROXIMATELY \$20 PER YEAR;

THAT, the assessed value of taxable property made by the Dallas Central Appraisal District pursuant to the contract made for this purpose, the assessment rolls are approved and adopted and the taxes shall be levied on this valuation.

THAT, the taxes are subject to the same discount as allowed for Dallas County ad valorem taxes under the law.

IT IS FURTHER ORDERED THAT, upon the adoption of this Order of Resolution, the Chairman of the Board of Trustees and the Secretary of the Board of Trustees of the Dallas County Community College District shall certify a copy of this Order of Resolution and send it to the Tax Assessor and Collector of Dallas County, Texas, to the Commissioner's Court of Dallas County, and to the County Auditor of Dallas County, Texas; and when taxes are collected, that the Tax Assessor and Collector shall remit collections to the Business Office of the College District in accordance with the contract between the Dallas County Community College District and Dallas County.

This Order of Resolution is effective from and after its adoption, and it is accordingly so ordered.

Jerry Prater, Chair

Board of Trustees

Dallas County Community College District

Wright L. Lassiter, Jr. Secretary

Board of Trustees

Dallas County Community College District

THE STATE OF TEXAS

COUNTY OF DALLAS

We, the undersigned, Chairman of the Board of Trustees and Secretary of the Board of Trustees of the Dallas County Community College District, do hereby certify that the attached is a true, full and correct copy of the resolution adopted by the Board of Trustees of said District on the fourth day of September, 2012, establishing the maintenance and operations tax rate to levy taxes for the 2012 tax year, which resolution is of record in said minutes.

WITNESSETH MY HAND AND SEAL of said District the fourth day of September 2012.

Jerry Prater, Chairman

Board of Trustees

Dallas County Community College District

Wright L Lassiter, Jr., Socretary

Board of Trustees

Dallas County Community College District

(SEAL)

THE STATE OF TEXAS

COUNTY OF DALLAS

Before me, the undersigned authority, a Notary Public in and for said County and State, on this day personally appeared Jerry Prater and Wright L. Lassiter, Jr., known to me to be the true persons and officers whose names are subscribed to the foregoing instrument, and acknowledged to me that they executed the same for the purposes and consideration therein expressed, and in the capacity therein stated, and declared to me upon oath that the foregoing instrument is true and correct.

GIVEN UNDER MY HAND AND SEAL of office this fourth day of September, 2012.

Notary Public:

My Commission Expires:

MICHELLE A. VASQUEZ Notary Public, State of Texas My Commission Expires July 20, 2016

RESOLUTION OF THE BOARD OF TRUSTEES OF THE DALLAS COUNTY COMMUNITY COLLEGE DISTRICT OF DALLAS COUNTY, TEXAS

AN ORDER

LEVYING AD VALOREM TAXES FOR THE TAX YEAR 2012, FOR THE DEBT SERVICE OF THE DALLAS COUNTY COMMUNITY COLLEGE DISTRICT.

WHEREAS, the Dallas County Community College District has been duly organized in accordance with Act 1929, Forty-first Legislature, Chapter 290 as amended (Chapter 130, Subchapter C, of the Texas Education Code), and is governed by its terms;

WHEREAS, at an election held in Dallas County, Texas, on the 25th day of May, 1965, the qualified voters approved the creation of the Dallas County Community College District, and the election also authorized a levy of taxes for the maintenance and operation of the College District and to pay interest and sinking fund requirements on general obligation bonds authorized by the District;

WHEREAS, it is necessary that the District levy ad valorem taxes to pay interest and sinking fund requirements on general obligation bonded indebtedness of the District; and: NOW THEREFORE;

IT IS ORDERED by the Board of Trustees of the Dallas County Community College District, of Dallas County, Texas, a tax is levied for the tax year 2012, on all taxable property situated within the limits of Dallas County Community College District, whose boundaries are the same as those of Dallas County, Texas, on the first day of January of 2012, as follows:

Ad valorem tax at a rate of \$0.02077 on each one hundred dollar (\$100) increment of assessed valuation of property for debt service interest and sinking requirements on the general obligation bonds of the District as authorized by law;

THAT, the assessed value of taxable property made by the Dallas Central Appraisal District pursuant to the contract made for this purpose, the assessment rolls are approved and adopted and the taxes shall be levied on this valuation.

THAT, the taxes are subject to the same discount as allowed for Dallas County ad valorem taxes under the law.

IT IS FURTHER ORDERED THAT, upon the adoption of this Order of Resolution, the Chairman of the Board of Trustees and the Secretary of the Board of Trustees of the Dallas County Community College District shall certify a copy of this Order of Resolution and send it to the Tax Assessor and Collector of Dallas County, Texas, to the Commissioner's Court of Dallas County, and to the County Auditor of Dallas County, Texas; and when taxes are collected, that the Tax Assessor and Collector shall remit collections to the Business Office of the College District in accordance with the contract between the Dallas County Community College District and Dallas County.

This Order of Resolution is effective from and after its adoption, and it is accordingly so ordered.

Jerry Prater, Chair Board of Trustees

Dallas County Community College District

Wright Lassiter, Jr., Secretary

Board of Trustees

Dallas County Community College District

THE STATE OF TEXAS

COUNTY OF DALLAS

We, the undersigned, Chairman of the Board of Trustees and Secretary of the Board of Trustees of the Dallas County Community College District, do hereby certify that the attached is a true, full and correct copy of the resolution adopted by the Board of Trustees of said District on the fourth day of September, 2012, establishing the tax rate to levy taxes for the 2012 tax year, which resolution is of record in said minutes.

WITNESSETH MY HAND AND SEAL of said District the fourth day of September 2012.

Jerry Prater, Chairman

Board of Trustees

Dallas County Community College District

Wright L. Lassiter, Jr., Secretary

Board of Trustees

Dallas County Community College District

(SEAL)

THE STATE OF TEXAS

COUNTY OF DALLAS

Before me, the undersigned authority, a Notary Public in and for said County and State, on this day personally appeared Jerry Prater and Wright L. Lassiter, Jr., known to me to be the true persons and officers whose names are subscribed to the foregoing instrument, and acknowledged to me that they executed the same for the purposes and consideration therein expressed, and in the capacity therein stated, and declared to me upon oath that the foregoing instrument is true and correct.

GIVEN UNDER MY HAND AND SEAL of office this fourth day of September, 2012.

MICHELLE A. VASQUEZ Notary Public, State of Texas My Commission Expires July 20, 2016

Notary Public:

My Commission Expires:

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GLOSSARY OF TERMS

Description of Funds

CURRENT FUNDS

Funds available for current operating and maintenance purposes as well as those restricted by donors and other outside agencies for specific operating purposes. Current funds are segregated into separate balanced fund groups:

Unrestricted Current Fund

Funds received by the District that have no limitation or stipulations placed on them by external agencies or donors. The funds are used for carrying out the primary purpose of the District, i.e., educational, student services, extension, administration and maintenance of facilities.

Auxiliary Enterprise Fund

Funds for activities that serve students, faculty, or staff for charges that are directly related to, although not necessarily equal to, the cost of the service. Examples are food services and book stores. The state of Texas expects auxiliary enterprises to be self-supporting on a perpetual basis.

Restricted Current Funds

Funds available for current purposes, but with restrictions from outside agencies or persons. Revenues are reported only to the extent of expenditures for the current year.

Non-Higher Ed Funds

Funds received by the District for the operation, including education, student services and administration, of a charter high school.

PLANT FUNDS

Plant funds are divided into these separate balanced fund groups:

Unexpended Plant Fund

Funds for the construction, rehabilitation, and acquisition of physical properties for institutional purposes.

Retirement of Indebtedness Fund

Funds accumulated to meet debt service charges and the retirement of indebtedness.

Investment in Plant Fund

Funds already expended for plant properties. Physical properties are stated at cost at the date of acquisition (or completion in the case of constructed buildings) or fair market value at the date of donation for gifts. Straight-line depreciation on all capital assets except land and construction in progress is recorded based on the estimated useful life of the asset.

LOAN FUNDS

Funds available for loan to students.

QUASI-ENDOWMENT AND SIMILAR FUNDS

Funds subject to certain board designated restrictions.

Description of Functional Areas

INSTRUCTION

Salaries, wages, supplies, travel, office furniture, equipment and other expenses for the operation of general academic and technical/vocational instructional departments.

PUBLIC SERVICE

All costs of activities designed primarily to serve the general public, including correspondence courses, adult study courses, public lectures, workshops, institutes, and similar activities.

ACADEMIC SUPPORT

Library – Salaries, wages, library materials (including books, journals, audiovisual media, computer-based information, manuscripts and other information sources), binding costs, equipment and other operating costs of the library.

Instructional Administration Expense – Salaries, wages, supplies, travel, equipment and other operating expense of the offices of academic deans or directors of major teaching department groupings.

STUDENT SERVICES

Salaries, wages and all other costs associated with admissions and registration, student financial services (including financial aid), student recruitment and retention, testing and guidance, career placement services and other student services.

INSTITUTIONAL SUPPORT

Salaries, wages and all other costs for the government of the institution, executive direction and control, business and fiscal management, campus security, administrative data processing, central support services, purchasing and other general institutional activities.

OPERATION AND MAINTENANCE OF PLANT

Salaries, wages, supplies, travel, equipment, services and other operating expenses for physical plant administration services, building maintenance, custodial services, grounds maintenance, utilities and major repairs and rehabilitation of buildings and facilities.

STAFF BENEFITS

Premiums and costs toward staff benefit programs for employees. Examples of authorized staff benefits are group insurance premiums, workmen's compensation insurance, Medicare, retirement contributions and parking stipends. For reporting purposes, staff benefits are allocated over the functional areas based on salaries.

SCHOLARSHIPS AND FELLOWSHIPS

Expenditures for student financial aid, including waivers, scholarships and state and federal financial assistance.

AUXILIARY ENTERPRISES

Expenditures related to bookstore, food service, intercollegiate athletics, Center for Educational Telecommunications operations and other student activities.

SPECIAL ITEMS

The costs of those items, which are not included in any of the other elements or the costs of those items which, are peculiar to the institution, such as mandatory transfers.

Position	Annual Salary	Emoluments
UNRESTRICTED FUND		
Institutional Support Total	38,612,628	341,595
Student Services Total	20,852,055	173,898
Instruction Total	66,082,248	847,152
Academic Support Total	10,783,336	80,655
Public Service Total	1,799,065	19,161
Operation & Maintenance of Plant Total	7,442,577	57,210
UNRESTRICTED FUND TOTAL	145,571,909	1,519,672
AUXILIARY FUND	2,910,150	19,440
AUXILIARY FUND TOTAL	2,910,150	19,440
RESTRICTED FUND		
Institutional Support Total	1,831,941	20,430
Student Services Total	1,577,663	9,090
Instruction Total	1,114,825	41,750
Public Service Total	1,215,070	1,800
RESTRICTED FUND TOTAL	5,739,499	73,070
GRAND TOTAL	154,221,557	1,612,182

	FY2013		FY2	012	Difference	
Position	Annual Salary	Emoluments	Annual Salary	Emoluments	Annual Salary	Emoluments
UNRESTRICTED FUND						
Institutional Support Total	38,612,628	341,595	35,534,201	343,365	3,078,428	(1,770)
Student Services Total	20,852,055	173,898	19,199,729	177,960	1,652,326	(4,062)
Instruction Total	66,082,248	847,152	59,889,675	655,458	6,192,573	191,694
Academic Support Total	10,783,336	80,655	9,935,715	86,295	847,621	(5,640)
Public Service Total	1,799,065	19,161	2,018,354	20,361	(219,289)	(1,200)
Operation & Maintenance of Plant Total	7,442,577	57,210	7,112,462	58,290	330,115	(1,080)
UNRESTRICTED FUND TOTAL	145,571,909	1,519,672	133,690,136	1,341,730	11,881,773	177,942
AUXILIARY FUND	2,910,150	19,440	3,078,933	24,090	(168,783)	(4,650)
AUXILIARY FUND TOTAL	2,910,150	19,440	3,078,933	24,090	(168,783)	(4,650)
RESTRICTED FUND						
Institutional Support Total	1,831,941	20,430	1,413,459	17,670	418,482	2,760
Student Services Total	1,577,663	9,090	1,483,390	9,390	94,273	(300)
Instruction Total	1,114,825	41,750	843,305	21,490	271,520	20,260
Public Service Total	1,215,070	1,800	1,027,911	1,200	187,159	600
RESTRICTED FUND TOTAL	5,739,499	73,070	4,768,065	49,750	971,434	23,320
GRAND TOTAL	154,221,557	1,612,182	141,537,134	1,415,570	12,684,424	196,612

Position	Annual Salary	Emoluments
Accountant	34,732	-
Accountant	40,276	_
Accountant	36,697	_
Accountant	37,021	1,320
Accountant	34,100	-
Accountant	36,810	_
Accountant	34,198	1,320
Accountant	38,916	-,
Accountant	35,182	_
Accountant	36,254	_
Accountant	42,700	_
Accountant II	38,486	1,320
Accountant II	38,376	1,320
Accountant II	38,416	1,320
Accountant II		1,320
	39,220 38,276	-
Accountant II	38,376	-
Accountant II	60,155	600
Accounting Clerk B	25,545	-
Accounting Clerk B	32,560	-
Accounting Clerk B	32,301	-
Accounting Clerk B	32,391	-
Accounting Clerk B	24,974	-
Accounting Clerk C	26,979	-
Accounting Clerk C	28,625	-
Accounting Clerk C	27,982	1,320
Accounting Clerk C	34,306	-
Accounting Clerk C	32,930	-
Accounting Clerk C	32,930	-
Accounting Clerk C	31,583	_
Accounting Clerk C	26,998	_
Accounts Payable Clerk	35,410	_
Accounts Payable Coordinator	41,475	_
Accounts Payable Specialist	35,826	
Accounts Payable Specialist	37,234	
		-
Accounts Payable Specialist	44,549	-
Accounts Payable Specialist	42,667	-
Admin. Asst. to Assoc. V.C., Human & Od	50,815	-
Administrative Assistant	31,369	-
Administrative Assistant	30,357	-
Administrative Assistant	44,429	-
Administrative Assistant	30,560	-
Administrative Assistant	43,559	1,320
Administrative Assistant	30,357	-
Administrative Assistant	34,599	-
Administrative Assistant	40,011	-
Administrative Assistant	31,069	-
Administrative Assistant	31,708	-
Administrative Assistant II	32,752	1,320
Administrative Assistant II	34,159	-
Administrative Assistant II	34,140	_
Administrative Assistant II	34,100	-
Administrative Assistant II	35,190	_
Administrative Assistant II	35,182	_
Administrative Assistant II	40,099	_
Administrative Assistant II	44,535	
Administrative Assistant II Administrative Assistant II		-
	34,139	-
Administrative Assistant II	34,100	1 220
Administrative Assistant II	34,316	1,320
Administrative Assistant II	34,100	-
Administrative Assistant II	34,140	-
Administrative Assistant II	44,615	-
Administrative/Legal Assistant	49,275	-
Applications Support Manager	60,008	-
Area Executive Director, Human Resources	84,708	1,080
Assistant Accountant	30,385	1,320
Assistant Accountant	30,338	-
Assistant Accountant	32,538	-
Assistant Accountant		
Assistant Accountant	34,407	-
Assistant Accountant Assistant Accountant	34,407 34,664	-

Position	Annual Salary	Emoluments
Assistant Accountant	33,496	600
Assistant Accountant	44,522	-
Assistant Accountant	30,357	-
Assistant Accountant	31,369	-
Assistant Accountant	31,167	_
Assistant Director of Purchasing	79,865	750
Assistant Director, Business Office	67,752	_
Assistant Director, Business Office	48,465	_
Assistant Director, Business Office	49,589	600
Assistant Director, Business Office	51,986	-
Assistant Director, Business Office	50,154	-
Assistant Director, Business Office	48,529	-
Assistant Director, Human Resources	54,186	-
Assistant Director, Human Resources	42,503	-
Assistant Payroll Coordinator	56,575	-
Assistant Principal, Charter High School	58,621	1,500
Assistant to Director of Board Relations	48,505	-
Assistant to the President III	75,409	900
Assistant to the Vice President	54,630	750
Assoc Dist Dir It, Sp, Et, Internet Comm	109,639	2,010
Assoc District Dir, Hod	70,144	1,080
Assoc District Dir, Hod	69,315	1,080
Assoc Dn, Distance Lrng Prgms - Outreach	67,579	750
Assoc Dn, Distance Lrng Prgms - Outreach	56,598	750
Assoc. Dist. Dir. H.R. Comp/Benefits	81,244	1,080
Assoc. V P, Career & Program Resources	104,774	1,080
Assoc. V.C. Dev/President DCCCD Foundati	162,670	2,430
Assoc. V.C., Human Resurces & Strategic	155,567	2,430
Assoc. V.P., Business Services	75,851	1,080
Assoc. Vice Chancellor, Business Affairs	163,913	2,430
Assoc. Vp, Planning,research & Inst. Eff	95,254	1,080
Assoc.Dist.Dir, I.T. for Apps. Developme	106,813	2,610
Assoc.Dist.Dir. I.T./Network Services	115,046	2,010
Associate Dean, Org. & Staff Development	57,849	900
Associate Dean, Workforce Development	66,736	900
Associate Dist. Director, Financial Ser.	79,424	1,080
Asst to the V P B S	45,535	-
Asst to the V P B S	44,298	-
Asst to the V P B S	59,180	-
Asst to the V P B S	43,662	-
Asst. Dir. Human Resources II	49,766	-
Asst. Dir. Human Resources II	54,286	-
Asst. Dir. Human Resources II	56,544	1,920
Asst. Dir. Human Resources II	58,981	-
Asst. Dir. Human Resources II	50,267	-
Asst. Dir. Human Resources II	56,817	-
Asst. Dir. Risk Mgtm Loss Control	54,168	600
Auxiliary Business Services Assistant	43,971	-
Auxiliary Business Services Manager	60,249	1,350
Benefits Accountant	43,610	· -
Buyer	41,730	-
Buyer	38,000	_
Buyer III	50,249	-
Buyer III	50,249	-
Captain (Asst. Dir.), College Police	62,315	-
Captain (Asst. Dir.), College Police	62,368	-
Captain (Asst. Dir.), College Police	56,955	_
Captain (Asst. Dir.), College Police	63,794	600
Cashier	23,921	-
Cashier	23,921	-
Cashier	24,366	1,320
Cashier	23,961	-
Cashier	23,980	-
Cashier	23,674	-
Chancellor	285,338	16,200
Charter High School Principal	90,648	1,680
Chief Corp & Wrkfc Dev Officer	114,090	1,410
Chief Educational Resource Support Offic	80,952	1,080
Classroom Technology Specialist	37,632	1,920
Classroom Technology Specialist	43,012	-
0,	.5,012	

Position	Annual Salary	Emoluments
College Director, Business Operations	68,053	900
College Director, Business Operations	69,751	900
College Director, Business Operations	69,905	2,220
College Director, Human Resources II	56,429	750
College Director, Human Resources III	60,716	900
College Director, Marketing and P.I.	84,317	900
College Director, Marketing and P.I.	64,292	900
College Director, Marketing and P.I.	66,211	2,820
College Director, Marketing and P.I.	68,954 57,826	1,500
College Financial Manager College Financial Manager	57,836 48,549	- -
College Outreach & Recruitment Coord.	43,249	- -
College Outreach & Recruitment Coord.	43,249	600
College Planning & Dev. Info. Crd	54,322	_
College Police/Safety Officer	42,992	-
College Police/Safety Officer	42,992	-
College Police/Safety Officer	42,952	-
College Police/Safety Officer	42,952	-
College Police/Safety Officer	42,992	-
College Police/Safety Officer	40,484	-
College Police/Safety Officer	42,992	-
College Police/Safety Officer	42,992	-
College Police/Safety Officer	43,011	-
College Police/Safety Officer College Police/Safety Officer	43,011 42,952	-
College Police/Safety Officer	43,011	1,320
College Police/Safety Officer	44,059	-
College Police/Safety Officer	44,869	1,320
College Police/Safety Officer	43,011	-,
College Police/Safety Officer	42,992	-
College Police/Safety Officer	44,059	1,320
College Police/Safety Officer	44,869	1,320
College Police/Safety Officer	44,898	-
College Police/Safety Officer	45,347	-
College Police/Safety Officer	44,870	-
College Police/Safety Officer	42,964	-
College Police/Safety Officer	44,898	-
College Police/Safety Officer College Police/Safety Officer	44,059 44,059	-
College Police/Safety Officer	46,222	1,320
College Police/Safety Officer	42,992	-
College Police/Safety Officer	44,059	_
College Police/Safety Officer	42,992	-
College Police/Safety Officer	42,992	1,920
College Police/Safety Officer	47,704	-
College Police/Safety Officer	42,952	-
College Police/Safety Officer	40,484	-
College Police/Safety Officer	45,336	-
College Police/Safety Officer	40,484	-
College Police/Safety Officer	42,992	-
College Police/Safety Officer	42,992	1,320
College Police/Safety Officer	42,952	-
College Police/Safety Officer College Police/Safety Officer	40,484 45,336	-
College Police/Safety Officer	44,059	_
College Police/Safety Officer	42,952	-
College Police/Safety Officer	44,059	-
College Police/Safety Officer	44,059	-
College Police/Safety Officer	43,011	-
College Police/Safety Officer	45,791	-
College Police/Safety Officer	42,992	-
College Police/Safety Officer	40,484	-
College Police/Safety Officer	45,791	-
College Police/Safety Officer	44,869	1,320
College Police/Safety Officer	47,705	1,320
College Police/Safety Officer	44,532	-
College Police/Safety Officer College Police/Safety Officer	40,484 46,222	600
College Police/Safety Officer College Police/Safety Officer	40,222 40,484	000
College Police/Safety Officer	42,992	- -
	12,772	

Position	Annual Salary	Emoluments
College Police/Safety Officer	43,011	-
College Police/Safety Officer	43,011	-
College Police/Safety Officer	44,058	-
College Police/Safety Officer	42,992	-
College Police/Safety Officer	44,059	-
College Police/Safety Officer	43,075	-
College Police/Safety Officer	42,992	-
College Police/Safety Officer	45,126	1,320
College Police/Safety Officer	42,992	-
College Police/Safety Officer	42,992	-
College Police/Safety Officer College Police/Safety Officer	40,484 43,011	-
College Police/Safety Officer	42,992	_
College Police/Safety Officer	43,011	1,320
College Police/Safety Officer	49,589	-
College Police/Safety Officer	44,059	_
College President	197,412	3,060
College President	197,412	3,060
College President	197,413	4,020
College President	197,413	4,020
College President	168,703	3,060
College President	197,412	3,060
College President	197,412	4,020
College President Admin. Assistant	48,465	-
College President Admin. Assistant	48,594	-
College President Admin. Assistant	48,465	-
College President Admin. Assistant	51,469	-
College President Admin. Assistant	65,076	1,320
College Purchasing Coordinator	34,140	-
College Purchasing Coordinator	38,634	=
College Purchasing Coordinator	34,818	=
College Purchasing Coordinator	42,700	-
College Purchasing Coordinator	34,100	-
College Purchasing Transaction Specialis	26,998	-
College Purchasing Transaction Specialis	35,745	-
College Services Assistant	25,431	-
College Staff Development Specialist	38,435	-
Compensation Analyst	48,561	-
Computer Operations Supervisor	55,698	-
Computer Operator III	34,499	-
Computer Operator III	40,923	-
Computer Operator III	35,910	750
Coord. Development - Foundation	53,404	750 750
Coord. Development - Foundation	50,718	750
Coord., Grants Management & Compliance	50,787	1 220
Coordinates of Creakie Services	48,605	1,320
Coordinator of Graphic Services	36,024	-
Coordinator of Graphic Services Coordinator of Graphic Services	34,159 35,182	-
Coordinator, Facilities Project	38,601	-
Coordinator, Human Resources Services	30,338	
Corporal, College Police	46,001	_
Corporal, College Police	48,689	1,320
Corporal, College Police	51,926	1,320
Corporal, College Police	51,846	_
Corporal, College Police	45,326	600
Corporal, College Police	47,805	1,320
Corporal, College Police	58,460	600
Corporal, College Police	56,281	-
Corporal, College Police	46,755	_
Corporal, College Police	48,036	-
Corporal, College Police	47,097	_
Corporal, College Police	45,326	_
Courier	33,032	_
Crd. C.E. & Workforce Development	47,187	600
Curriculum Specialist II	42,629	600
Data Analyst	30,338	1,320
Data Communications Technical Specialist	49,945	600
Data Communications Technical Specialist	50,814	600
Database Administrator II	90,762	1,350
		* * *

Position	Annual Salary	Emoluments
Dean, Distance Lrng. Planning & Dev.	97,845	1,245
Dean, Educational/Administrative Tech.	77,713	1,680
Dean, Financial Affairs	88,574	1,080
Dean, Organizational & Staff Development	78,331	900
Dean, Resource Development	78,346	1,080
Dean, Resource Development	87,110	1,080
Dean/Dir, Plann & Research, Inst.Effect.	74,774	1,080
Dean/Exec. Asst. to the President	98,618	1,080
Department Assistant III	25,565	-
Department Assistant IV	26,921	-
Department Assistant IV	26,961	-
Department Assistant IV	27,295	-
Department Assistant IV	32,859	-
Department Assistant IV Department Assistant IV	27,308 27,286	-
Dir. Finance/Business Affairs, Foundation	91,678	1,080
Dir. Thianec/Business Arians, Foundation Dir. General/Student Financial Aid Acctg	69,744	900
Dir. Inst. Effectiveness/Improvement	71,820	750
Dir. Institutional Research	55,811	570
Dir. Institutional Research	58,721	570
Dir. Mktg/Comms, DCCCD Dev Off/Foundatio	75,719	900
Dir., Organi. Effectiveness & Process	61,845	900
Director II	54,305	750
Director of Business Operations	54,380	750
Director of Business Operations	59,566	750
Director, Advertising/Promotion	85,467	900
Director, College Police	68,957	570
Director, College Police II	73,891	2,670
Director, College Police II	58,922	1,350
Director, College Police II	67,743	750
Director, College Police II	53,965	1,710
Director, College Police II	66,598	1,350
Director, Information Technology	73,817	1,080
Director, Information Technology	65,246	1,080
Director, Information Technology	79,405	3,000
Director, Institutional Research II	57,589	750
Director, Marketing & Public Relations	77,140	750
Director, Marketing & Public Relations	56,598	750
Director, Media Relations	84,069	1,500
Director, Organizational & Staff Develop	51,423	750
Director, Product Design & Development	76,946	1,080
Director, Risk Management	76,646	1,500
Dist Dir, Comm Engagement & Outreach Dist. Contracts/Grants Dir.	79,236 70,144	1,710 900
Dist. Crd. H O D Curriculum Management	44,300	900
Dist. Dir. Educational Technology	112,187	1,410
Dist. Dir. Educational Technology Dist. Dir. Institutional Research	86,370	1,410
Dist. Dir. of Information Technology	129,914	1,410
Dist. Dir., Diversity Business Programs	88,046	2,250
Dist. H.O.D. Pgrm. Dev. Manager	51,524	-
Dist. H.O.D. Pgrm. Dev. Manager	49,270	_
Dist. Pgrm. Mgr. Business Diversity	63,551	1,800
Dist.Dir.Financial Svc/Comptroller	105,832	1,410
Distance Learning Information Specialist	41,121	-
District Accounting Specialist	50,515	-
District Accounting Specialist	58,818	-
District Accounting Specialist	45,681	-
District Accounting Specialist	49,726	-
District Accounting Specialist	56,575	-
District Accounting Specialist	51,944	-
District Accounts Payable Manager	56,575	570
District Coordinator of Academic Program	57,354	1,680
District Director of Business Services	64,417	900
District Director, Health Careers Resou	74,428	1,410
District Director, Human and Organizatio	82,540	1,410
District Director, Internet Publishing	95 960	900
	85,869	
District Director, Purchasing	130,479	2,010
District Director, Workforce Education &	130,479 97,318	
	130,479	2,010

Position	Annual Salary	Emoluments
District Office Outreach Coordinator	46,282	
District Organizational Process Analyst	48,465	-
District Payroll Accountant	46,006	-
District Reports Assistant	43,354	-
District Research Associate	47,910	600
Dn, Plann, Research & Inst. Effectivenes	85,888	1,080
Dn, Plann, Research & Inst. Effectivenes	78,540	2,400
Duplication Operator	30,565	-
Enrollment Services Representative	39,884	1,320
Enrollment Services Representative	39,884	1,320
Enrollment Services Representative	38,376	600
Exec. Asst. to the Exec. V.C., Business	56,899	600
Exec. Dean, Educational Partnerships	75,145	1,410
Exec. Dist. Dir. Strategic Funding	119,788	2,430
Exec. Dist. Director, Internal Audit	127,388	1,410
Exec. V.C. Business Affairs	229,957	3,060
Executive Assistant	28,625	-
Executive Assistant	28,283	-
Executive Dean	103,877	1,080
Executive Dean (2005)	84,268	2,040
Executive Director, Board Relations	167,074	2,430
Executive Director, Community Campus	79,720	1,680
Executive Director, Community Campus	75,464	2,010
Executive Director, Human Resources	79,380	1,080
Executive Director, Human Resources	78,333	1,080
Executive Director, Human Resources	86,384	2,400
Executive Director, Human Resources	87,326	1,080
Executive Director, Human Resources	88,291	1,080
Executive Director, Human Resources	92,559	1,080
Facilities Support Services Coordinator	34,256	-
Faculty Full-Time, Range 1	59,249	-
Financial Research Associate	49,589	-
Foundation Database Manager	70,319	-
Foundation Special Projects Coordinator	54,523	-
Foundation/Dev Office Accounting Manager	72,018	-
Grant Compliance Specialist	39,586	-
Graphic Designer II	42,038	-
Graphic Designer II	38,416	600
Graphic Designer II	49,069	1,320
Graphic Designer II	43,592	-
Help Desk Analyst I	37,592	-
Help Desk Analyst I	37,651	-
Help Desk Analyst I	38,684	600
Help Desk Analyst I	39,582	-
Help Desk Analyst I	37,592	1,920
Help Desk Analyst I	37,651	-
Help Desk Analyst I	37,632	-
Help Desk Analyst I	39,548	-
Help Desk Analyst I	37,651	-
Help Desk Analyst II	44,175	-
Help Desk Analyst II	44,174	2,520
Help Desk Analyst II	44,250	-
Help Desk Analyst III	51,878	-
Human Resources Analyst	43,586	-
Human Resources Assistant	26,921	-
Human Resources Assistant II	31,369	-
Human Resources Assistant II	36,574	600
Human Resources Assistant II	34,296	600
Human Resources Assistant II	30,357	_
Human Resources Specialist II	43,894	_
Human Resources Specialist III	34,100	-
Human Resources Specialist III	35,182	_
Human Resources Specialist III	34,100	_
Human Resources Specialist III	35,544	_
Human Resources Specialist III	41,047	1,320
Human Resources Specialist III	34,100	-
Human Resources Specialist III	34,100	1,320
Human Resources Specialist III	43,705	
Human Resources Specialist III	45,851	=
Human Resources Specialist III	38,586	- -
Human resources specialist in	36,380	-

Position	Annual Salary	Emoluments
Human Resources Specialist IV	39,788	-
Human Resources Specialist IV	41,303	-
Human Resources Specialist IV	39,474	-
Human Resources Specialist IV	38,457	600
Human Resources Specialist IV	38,485	-
Human Resources Specialist IV	38,376	1,320
Human Resources Specialist IV	38,457	-
I T - Quality Assurance Specialist II	43,354	-
I T - Quality Assurance Specialist II	54,157	-
IT Support Services Clerk	36,495	-
IT Support Services Clerk	37,592	-
IT Support Services Clerk	37,651 27,502	-
I T Support Services Clerk I T Support Services Clerk	37,592 50,480	-
Imaging Technician II	50,480 21,313	-
Imaging Technician II	22,807	_
Imaging Technician II	22,807	_
Imaging Technician II	23,929	_
Information Systems Manager I	49,919	1,920
Information Systems Manager I	53,512	1,920
Information Systems Manager I	53,292	- -
Information Systems Manager II	57,482	1,200
Information Systems Manager II	67,495	600
Information Systems Manager II	57,482	-
Instructional Designer	57,018	-
Instructional Specialist I	31,369	-
Internal Auditor I	37,796	-
Internal Auditor II	48,438	-
Investment Analyst	54,184	-
It Auditor	60,996	-
Lead Applications Programmer	76,244	-
Lead Applications Programmer	82,326	-
Lead Cashier	26,961	-
Lead Cashier	26,921	1 220
Lead Cashier	26,961	1,320
Legal Coursel	65,506	2,430
Librarian, Information Access Services	152,224 43,319	2,430
Librarian, Information Access Services Librarian, Information Access Services	61,312	-
Librarian, Information Access Services	52,724	_
Librarian, Information Access Services	61,953	_
Lieutenant, College Police	50,540	_
Lieutenant, College Police	51,610	600
Lieutenant, College Police	53,637	1,920
Lieutenant, College Police	51,321	=
Lieutenant, College Police	51,610	-
Lieutenant, College Police	50,481	-
Lieutenant, College Police	51,164	-
Location Imaging Assistant	22,547	-
Location Services Specialist	39,660	-
Mail Room CLERK	20,854	-
Mail Room CLERK	20,854	-
Mail Room COORDINATOR	34,905	-
Manager, Business Office	47,677	-
Manager, Business Office	50,972	-
Manager, Business Office	47,677	1,920
Manager, Compensation and Benefits	67,365	-
Manager, Employment Services	50,763	-
Manager, Foundation Scholarship Administ	50,686	-
Manager, Media/Production Services	45,473	-
Manager, Office Support Services Manager, Public Information/Tech. Comms.	30,298 45,205	-
Marketing and Advertising Coordinator	45,205 38,376	-
Marketing and Advertising Coordinator Marketing and Advertising Coordinator	38,370 38,416	-
Marketing and Advertising Coordinator Marketing Information Specialist	35,996	-
Marketing Information Specialist	36,810	-
Marketing Information Specialist Marketing Information Specialist	42,357	-
Mgr. Adm./Educ. Software Interface	68,940	-
Mgr. Grants Management & Compliance	60,273	750
Mgr. Grants Management & Compliance	63,127	750 750
o	05,127	,50

Position	Annual Salary	Emoluments
Network Services Manager II	61,737	600
Network Services Manager II	57,555	1,920
Network Services Manager II	63,581	· -
Network/ Systems Specialist IV	57,506	600
Network/ Systems Specialist IV	57,423	1,920
Network/ Systems Specialist IV	58,573	600
Network/ Systems Specialist IV	57,482	-
Network/ Systems Specialist IV	57,493	600
Network/ Systems Specialist IV	57,463	600
Network/ Systems Specialist IV	67,584	1,200
Network/ Systems Specialist IV	57,482	600
Network/Server Support Specialist II	43,335	2,520
Network/Server Support Specialist II	47,347	600
Network/Server Support Specialist II	53,221	-
Network/Server Support Specialist II	44,408	-
Network/Server Support Specialist II	43,295	600
Network/Server Support Specialist II	46,275	-
Network/Server Support Specialist III	49,964	-
Network/Server Support Specialist III	49,919	-
Network/Server Support Specialist III	49,922	-
Network/Server Support Specialist III	50,990	1,920
Network/Server Support Specialist III	59,547	-
Network/Systems Spec V	68,953	1,200
Network/Systems Spec V	66,171	600
Network/Systems Spec V	66,191	-
Network/Systems Spec V	66,302	-
Network/Systems Specialist III	49,859	600
Network/Systems Specialist III	50,241	-
Network/Systems Specialist III	50,989	-
Network/Systems Specialist III	63,272	-
Networking & Voice Communications Coord.	59,182	600
P C Support Specialist I	35,432	-
P C Support Specialist I	39,402	1,920
P C Support Specialist I	37,651	-
P C Support Specialist I	36,141	-
P C Support Specialist I	35,432	1,920
P C Support Specialist I	37,592	600
P C Support Specialist I	38,333	-
P C Support Specialist I	38,683	-
P C Support Specialist I	37,651	1,920
P C Support Specialist I	40,891	-
P C Support Specialist I	37,592	-
P C Support Specialist I	46,633	600
P C Support Specialist I	47,220	-
P C Support Specialist I	38,554	-
P C Support Specialist II	40,807	-
P C Support Specialist II	43,294	1,920
P C Support Specialist II	43,334	600
P C Support Specialist II	48,749	-
P C Support Specialist II	48,749	-
P C Support Specialist III	57,238	600
P C Support Specialist III	49,919	1,920
P C Support Specialist III	50,724	-
P C Support Specialist III	49,919	-
P C Technician I	28,343	-
P C Technician I	28,383	-
P C Technician I	28,383	-
P C Technician I	28,343	-
P C Technician I	28,383	-
P C Technician II	32,700	-
P C Technician II	32,700	=
P C Technician II	37,864	600
Police Communications Operator I	24,046	-
Police Communications Operator I	24,046	-
Police Communications Operator II	29,776	-
Police Communications Operator II	28,749	-
Police Communications Operator II	29,776	-
Police Communications Operator II	28,749	-
Police Communications Operator II	32,717	_
Police Communications Operator II	32,717	

Position	Annual Salary	Emoluments
Police Communications Supervisor	32,294	-
Police Communications Supervisor	32,398	_
Post Production Systems Coordinator	40,758	-
Producer	65,455	750
Programmer/Analyst II	53,758	-
Programmer/Analyst III	54,124	-
Programmer/Analyst III	49,974	-
Programmer/Analyst III	63,097	-
Project Coordinator	66,905	-
Project Coordinator	64,329	-
Project Manager I	69,473	- 1 200
Project Manager II	76,110	1,200
Project Manager II Provost	76,091	4,020
Provost - (educational Affairs)	197,413 197,413	4,020
Publications Manager	44,407	4,020
Publications Manager	51,139	_
Purchasing Technical Specialist	44,624	_
Purchasing Transaction Specialist II	26,403	_
Purchasing Transaction Specialist II	37,139	_
Purchasing Transaction Specialist II	32,501	_
Receiving Clerk B	27,895	1,920
Receptionist	30,338	-
Record Center and Archive Coordinator	38,320	_
Records Retention Specialist	45,014	-
Research Associate II	38,433	1,320
Research Associate II	39,788	-
Research Associate II	40,318	-
Richland Collegiate H.S. Attendance Coor	43,190	-
Risk Management Analyst	45,449	-
Room USE Coordinator	33,762	-
Secretary II	23,980	1,920
Secretary II	23,968	-
Senior Accountant	43,290	-
Senior Accountant	46,352	-
Senior Accountant	54,095	-
Senior Accountant	53,121	-
Senior Admin Asst - Academic Programs/St	48,596	960
Senior Administrative Assistant	45,381	-
Senior Administrative Assistant Senior Administrative Assistant	43,249 43,249	-
Senior Administrative Assistant	53,100	-
Senior Administrative Assistant Senior Administrative Assistant	45,944	_
Senior Administrative Assistant	46,060	_
Senior Administrative Assistant	50,532	_
Senior Administrative Assistant	44,298	_
Senior Administrative Assistant	44,298	_
Senior Administrative Assistant	43,697	-
Senior Administrative Assistant	44,555	_
Senior Administrative Assistant	46,060	-
Senior Administrative Assistant	48,818	-
Senior Administrative Assistant	41,930	-
Senior Administrative Assistant	51,577	-
Senior Administrative Assistant	45,329	-
Senior Administrative Assistant	43,249	-
Senior Administrative Assistant	43,306	-
Senior Administrative Assistant	49,815	-
Senior Application Development Manager	88,351	600
Senior District Payroll Accountant	56,393	=
Senior District Reports Specialist	62,353	-
Senior Executive Assistant	38,376	-
Senior Executive Assistant	36,171	-
Senior Executive Assistant	38,435	-
Senior Executive Assistant	45,169	-
Senior Executive Assistant	43,319	-
Senior Executive Assistant	46,757	-
Senior Information Systems Manager	67,417 66,101	570
Senior Information Systems Manager	66,191 77,306	-
Senior Information Systems Manager	77,306 49,899	600
Senior Interactive & Print Designer	49,899	-

Position	Annual Salary	Emoluments
Senior Network Security Manager	94,001	1,200
Senior Research Analyst	63,000	-
Senior Research Analyst	57,284	600
Senior Research Analyst	55,722	-
Senior Research Analyst	51,391	-
Senior Research Analyst	55,539	1,320
Senior Research Analyst	56,433	-
Senior Research Analyst	59,483	-
Senior Research Analyst	57,205	-
Senior Rich Media Developer / Producer	57,423	-
Senior Rich Media Developer / Producer	57,423	-
Senior Server Administrator	76,110	600
Senior Server Administrator	77,360	1,200
Senior Systems Analyst Senior Systems Analyst	59,944 60,911	600
Senior Systems Analyst	60,911	-
Senior Systems Security Analyst	93,991	_
Senior Web Developer/Programmer	57,423	_
Senior Web Developer/Programmer Senior Web Developer/Programmer	57,947	_
Senior Web Editor/Writer	49,859	_
Senior Web Editor/Writer	49,919	_
Sergeant, College Police	49,520	-
Sergeant, College Police	47,854	-
Sergeant, College Police	48,045	-
Sergeant, College Police	48,883	600
Sergeant, College Police	50,369	-
Sergeant, College Police	50,975	-
Sergeant, College Police	51,251	-
Sergeant, College Police	47,802	-
Sergeant, College Police	51,832	-
Sergeant, College Police	47,850	-
Sergeant, College Police	57,999	600
Sergeant, College Police	48,021	-
Sergeant, College Police	52,028	-
Software/Systems Trainer I	35,432	-
Software/Systems Trainer I	37,651	-
Software/Systems Trainer II	45,668	-
Specialist I	30,298	-
Specialist III	38,376 38,376	-
Specialist III Specialist IV	,	-
Specialist V	50,934 51,865	-
Specialist V	48,465	-
Sr Coord of It Client Relations	55,648	_
Sr. Administrative AsstEduc. Affairs	50,751	_
Sr. Project Mgr. O.R.C.E.	56,748	600
Student Programs Development Crd.	32,141	-
Student Tracking and Reporting Manager	46,060	_
System Module Programming Specialist	52,383	-
System Module Programming Specialist	47,945	_
System Specialist	43,567	-
Team Leader, Educational Resources Srvs	44,634	-
Team Leader, Information Access Services	57,588	-
Vice Chan., Public & Govtl Relations	197,413	3,060
Vice President, Business Services	107,730	1,410
Vice President, Business Services	118,490	2,370
Vice President, Business Services	111,981	1,410
Vice President, Business Services	111,981	1,410
Vice President, Business Services	112,014	1,410
Vice President, Business Services	80,465	1,410
Vice President, Business Services	111,981	2,010
Vice President, Planning & Development	115,374	1,410
Vice President, Planning & Development	110,202	1,410
Voice Communications Technical Specialis	49,899	600
Voice Communications Technical Specialis	57,085	600
Voice Communications Technician II	44,957	600
Web Collaboration and Publication Manage	82,556	600
Web Collaboration and Publication Manage	82,556	600
Web Content Assistant I	28,383	600
Web Developer/Progammer I	54,418	-

Position	Annual Salary	Emoluments
Web Developer/Progammer I	45,799	-
Web Developer/Programmer II	46,995	_
Web Developer/Programmer II	50,990	600
Web Developer/Programmer II	63,144	-
Web Managing Editor	57,536	_
Web Programmer/Analyst II	57,532	600
Web Programmer/Analyst II	57,522	600
Web Programmer/Analyst II	60,331	-
Web Programmer/Analyst III	62,384	600
Web Writer/Editor I	37,592	-
Web Writer/Editor I	37,592	
Web/Writer Editor II	40,807	
Website Content Coordinator I	52,180	_
Website Content Coordinator I	50,397	
Website Content Coordinator II	49,900	1,320
Website Content Coordinator II	52,219	1,320
Website Content Coordinator II	63,267	1,520
	38,612,628	341,595
Total Institutional Support Academic & Communications Coordinator	32,496	341,393
Academic & Communications Coordinator Academic Advisor		-
	30,298	-
Academic Advisor	30,338	-
Academic Advisor	30,298	-
Academic Advisor	31,628	-
Academic Advisor	30,338	-
Academic Advisor	30,298	-
Academic Advisor	30,298	-
Academic Advisor	30,298	-
Academic Advisor	30,963	1,320
Academic Advisor	30,963	600
Academic Advisor	30,298	1,320
Academic Advisor	30,338	1,320
Academic Advisor	30,298	600
Academic Advisor	34,849	-
Academic Advisor	30,298	-
Academic Advisor	30,298	-
Academic Advisor	30,338	-
Academic Advisor	31,369	-
Academic Advisor II	34,100	_
Academic Advisor II	34,140	-
Academic Advisor II	34,879	-
Academic Advisor II	35,996	-
Academic Advisor II	34,140	_
Academic Advisor II	34,100	_
Academic Advisor II	34,100	_
Academic Advisor II	34,848	_
Academic Advisor II	37,705	
Academic Advisor II	34,159	
Academic Advisor II	42,700	1 220
Academic Advisor II	34,159	1,320
Academic Advisor II	36,491 34,103	-
Academic Advisor II	34,193	-
Academic Advisor II	34,846	-
Academic Advisor II	34,849	600
Academic Advisor II	34,159	-
Academic Advisor II	43,762	-
Academic Advisor II	35,832	-
Academic Advisor II	39,308	-
Academic Advisor II	33,565	-
Academic Advisor II	36,000	600
Academic Advisor II	34,057	-
Academic Advisor II	38,677	-
Academic Advisor II	36,573	-
Academic Advisor II	38,991	-
Academic Advisor II	34,159	-
Academic Advisor II	34,297	-
Academic Advisor II	36,024	1,320
Academic Advisor II	37,188	-
Academic Advisor II	47,872	-
Accountant	34,139	-
Accountant	34,159	-
	,	

Position	Annual Salary	Emoluments
Accountant II	38,420	-
Accountant II	40,387	-
Administrative Assistant	40,000	1,320
Administrative Assistant	32,117	-
Administrative Assistant	30,298	-
Administrative Assistant	28,557	-
Administrative Assistant	42,432	-
Administrative Assistant	34,672	-
Administrative Assistant	30,298	-
Administrative Assistant	31,369	-
Administrative Assistant	30,739	-
Administrative Assistant	32,102	-
Administrative Assistant	37,569	-
Administrative Assistant	32,259	1,920
Administrative Assistant II	34,308	-
Administrative Assistant II	34,159	1,920
Administrative Assistant II	35,500	-
Administrative Assistant II	40,606	-
Administrative Assistant II	41,094	-
Administrative Assistant II	36,464	-
Admissions and Records Assistant	22,727	-
Admissions and Records Assistant	43,100	-
Admissions Specialist	25,132	-
Admissions Specialist	23,921	1 220
Admissions Specialist	22,976	1,320
Admissions Specialist	23,921	1 020
Admissions Specialist	23,990	1,920
Admissions Specialist	24,353	-
Admissions Specialist Admissions Specialist	23,961	600
•	23,980	1 220
Admissions Specialist Admissions Specialist	25,545 34,503	1,320
Admissions Specialist Admissions Specialist	23,921	-
Admissions Specialist Admissions Specialist	23,980	-
Admissions Specialist	31,736	600
Admissions Specialist II	25,374	-
Admissions Specialist II	26,099	_
Admissions Specialist II	26,921	_
Admissions Specialist II	26,961	_
Admissions Specialist II	28,450	-
Admissions Specialist II	27,264	_
Admissions Specialist II	33,312	_
Assistant Dean, Student Support Services	78,970	570
Assistant Director, Academic Advising	44,298	-
Assistant Director, Academic Advising	47,741	-
Assistant Director, Academic Advising	53,050	-
Assistant Director, Academic Advising	55,901	-
Assistant Director, Admissions	43,190	-
Assistant Director, Admissions	44,517	-
Assistant Director, Admissions	41,105	-
Assistant Director, Admissions	48,042	-
Assistant Registrar	37,893	-
Assistant Registrar	26,961	1,320
Assoc. Dean, Learning Support Services	61,732	900
Assoc. Dean, Learning Support Services	76,180	900
Associate Dean, Student Support Services	51,423	750
Associate Dean, Student Support Services	83,923	1,410
Associate Registrar	31,369	-
Associate Registrar	35,159	-
Associate Registrar	34,388	600
Associate Registrar	62,334	-
Associate Registrar	35,001	-
Associate Registrar	34,545	1,920
Associate Registrar	30,357	-
Associate Registrar II	42,560	-
Associate Registrar II	59,679	-
Associate Registrar II	43,180	-
Associate Registrar II	38,442	_
Associate Registrar II Associate Registrar II	38,376 41,302	- 1,920

Position	Annual Salary	Emoluments
Associate Registrar II	39,471	-
Associate Registrar II	36,171	-
Associate Registrar II	39,471	-
Associate Vice President, Instruction	81,848	1,080
Asst. Dir. Enrollment Management/Registr	52,776	570
Asst. Dir. Enrollment Management/Registr	55,231	570
Asst. Dir. Intrl. Stud. Services	43,249	-
Asst. Dir. Intrl. Stud. Services	50,823	-
Awards Management Team Manager	43,230	-
Awards Management Team Specialist	38,376	-
Awards Management Team Specialist	38,416	-
Awards Management Team Specialist	38,376	600
Awards Management Team Specialist	38,416	-
Awards Management Team Specialist	38,376	-
Awards Management Team Specialist	43,539	-
Awards Management Team Specialist	38,416	-
Awards Management Team Specialist	38,416	-
Awards Management Team Specialist	38,416	-
Awards Management Team Specialist	41,767	-
Call Center Manager	58,528	-
Career Planning Assistant	26,980	1,320
Career Planning Assistant	28,364	-
Career Planning Assistant	26,961	-
Circulation and Testing Center Represent	26,961	-
Coll.Dir.School Alliance/Inst. Outreach	47,871	570
Coll.Dir.School Alliance/Inst. Outreach	47,374	570
Coll.Dir.School Alliance/Inst. Outreach	45,696	1,170
Coll.Dir.School Alliance/Inst. Outreach	63,254	570
Coll.Dir.School Alliance/Inst. Outreach	54,158	1,500
College Athletic Programs Director	48,448	570
College Degree Audit Specialist	30,298	1,920
College Degree Audit Specialist	30,298	-
College Degree Audit Specialist	30,338	-
College Director, Athletic Program	55,158	1,350
College Fa Advisor	34,100	-
College Fa Advisor	34,100	-
College Fa Advisor	34,140	- 1 220
College Fa Advisor	34,140	1,320
College Fa Advisor	34,100	1,320
College Fa Advisor	34,140	1 220
College Fa Advisor	34,140	1,320
College Fa Advisor	34,140	1,320
College Fa Advisor	34,140	-
College Fa Advisor	34,140	-
College Fa Advisor	34,140	-
College Fa Advisor	34,140	-
College Fa Advisor	34,140	-
College Fa Advisor	34,140	-
College Fa Advisor	35,508	-
College Fa Advisor	38,416	-
College Fa Advisor	34,140	-
College Fa Advisor	34,140	528
College Fa Advisor	37,322	600
College Fa Advisor	34,140	-
College Fa Advisor	47,540	-
College Fa Advisor	38,533	-
College Fa Advisor	34,140	600
College Fa Advisor	34,140	-
College Fa Advisor	39,288	600
College Fa Advisor	34,140	-
College Fa Advisor	34,100	-
College Fa Advisor	34,140	-
College Fa Advisor	37,322	-
College Fa Advisor	34,140	-
College Fa Advisor	34,140	1,320
College Nurse II	57,284	600
College Nurse II	55,195	-
	60,329	1,320
College Nurse II College Outreach & Recruitment Coord. College Rising Star Program Coordinator	60,329 44,298 45,629	1,320 - 1,320

Position	Annual Salary	Emoluments
College Rising Star Program Coordinator	45,048	-
College Rising Star Program Coordinator	43,249	_
College Rising Star Program Coordinator	47,487	-
College Rising Star Program Coordinator	48,657	-
College Transcript Evaluator	26,921	-
Compliance & Quality Assurance Specialis	39,220	-
Content Training Specialist	43,230	-
Coordinator of Academic Advising	38,376	-
Coordinator of Testing	39,675	-
Coordinator of Testing	30,338	-
Coordinator of Testing	30,357	-
Coordinator of Testing	30,338	-
Coordinator of Testing	31,754	-
Coordinator of Testing Coordinator of Testing	32,945 34,820	600
Coordinator Transfer Services	48,605	_
Coordinator Transfer Services	48,605	_
Coordinator, Outreach & Recruitment	38,435	_
Coordinator, Outreach & Recruitment	38,435	_
Coordinator, Planning Services	49,726	_
Coordinator, Planning Services	44,571	_
Coordinator, Student Services	53,477	2,070
Coordinator, Student Services	63,726	750
Counselor/Fac F/T, Salary Range 1	49,406	1,320
Counselor/Fac F/T, Salary Range 2	61,680	1,920
Counselor/Fac F/T, Salary Range 3	87,289	1,320
Counselor/Fac. F/T Salary Range 4	86,672	1,320
Dean, Student Success	73,017	1,080
Dean, Student Success	65,167	1,080
Dean, Student Success	68,382	1,080
Dean, Student Support Services	95,247	1,080
Dean, Student Support Services	69,110	1,080
Dean, Student Support Services	64,385	1,080
Dean, Student Support Services	73,871	1,080
Degree Audit System Programming Speciali	56,296	-
Degree Audit System Programming Speciali	54,022	-
Department Assistant II	21,254	-
Department Assistant II	22,331	1 220
Department Assistant II Department Assistant II	21,313	1,320
Department Assistant II	26,604 22,807	-
Department Assistant II	20,033	_
Department Assistant II	20,033	1,320
Department Assistant II	22,807	600
Department Assistant II	36,657	-
Department Assistant II	21,254	_
Department Assistant III	24,333	-
Department Assistant III	23,921	_
Department Assistant III	23,982	-
Department Assistant III	25,112	1,920
Department Assistant III	24,655	1,320
Department Assistant III	23,961	-
Department Assistant III	22,547	-
Department Assistant III	24,606	1,320
Department Assistant III	36,836	1,320
Department Assistant IV	26,921	-
Department Assistant IV	27,317	1,320
Department Assistant IV	26,961	-
Department Assistant IV	28,497	-
Department Assistant IV	32,001	-
Department Assistant IV	31,639	-
Department Assistant IV	32,952	-
Department Assistant IV	26,961	-
Dir, Academic Advising & T.S.I.	58,257	750
Dir, Academic Advising & T.S.I.	51,334	2,070
Dir. Academic Advising/Career Educ. Pemt	54,629 54,650	750 750
Dir. Academic Advising/Career Educ. Pcmt Director II	54,650 54,696	750 750
Director II	54,696 51,404	750 750
Director II	51,404 51,154	750 750
Enotion II	31,134	130

Position Annual Salary Director II 75,586 Director II 54,397 Director II 51,404 Director II 51,404 Director III 66,207 Director III 57,830 Director III 69,315 Director of Financial Aid 51,364 Director of Health Center 59,972	750 2,070 750 750 3,000 900 2,100
Director II 51,404 Director II 51,404 Director III 66,207 Director III 57,830 Director III 69,315 Director of Financial Aid 51,364 Director of Health Center 59,972	750 750 3,000 900
Director II 51,404 Director III 66,207 Director III 57,830 Director III 69,315 Director of Financial Aid 51,364 Director of Health Center 59,972	750 3,000 900
Director III 66,207 Director III 57,830 Director III 69,315 Director of Financial Aid 51,364 Director of Health Center 59,972	3,000 900
Director III 57,830 Director III 69,315 Director of Financial Aid 51,364 Director of Health Center 59,972	900
Director III69,315Director of Financial Aid51,364Director of Health Center59,972	
Director of Financial Aid Director of Health Center 51,364 59,972	2,100
Director of Health Center 59,972	
	750
	570
Director of Testing 53,691	570
Director of Testing 51,927	570
Director of Testing II 52,489	2,070
Director of Testing II 68,835	750
Director, Admissions/Registrar 56,847	1,350
Director, Admissions/Registrar 54,896 Director, Admissions/Registrar 65,175	2,070 750
Director, Admissions/Registrar 65,175 Director, Career Services 51,552	570
Director, Career Services 50,043	570
Director, Corporate & Community Relation 94,161	1,410
Director, Outreach and Recruitment 58,749	1,800
Director, Student & Community Engagement 57,849	900
Dist. Crd., Transcript Evaluation 48,505	-
Dist. Dir. Academic & Student Records 77,448	1,680
Dist. Dir., Artic/Transfer Srvs & Unv Rl 70,083	2,040
Dist. Financial Aid Communications Manag 43,314	-,
District Accounting Specialist 50,267	-
District Coordinator, Student Programs 47,171	-
District Director, Curriculum Management 65,983	2,280
District Director, Student and Academic 84,911	1,080
District Financial Aid Coordinator 43,211	-
District Financial Aid Coordinator 53,100	-
District Office Outreach Coordinator 43,249	600
District Transcript Evaluator 34,100	-
District Transcript Evaluator 34,140	-
District Transcript Evaluator 34,159	=
District Transcript Evaluator 34,159	-
District Transcript Evaluator II 40,015	-
District Transcript Evaluator II 39,471	-
District Transcript Evaluator II 38,403	-
District Transcript Evaluator II 41,605	600
Dn. Stud. Retention & Title III Adm. 75,464	1,080
Enrollment Services Generalist 30,298 Enrollment Services Generalist 30,357	-
Enrollment Services Generalist 30,298	-
Enrollment Services Generalist 30,298	_
Enrollment Services Generalist 30,338	600
Enrollment Services Generalist 30,357	-
Enrollment Services Generalist 30,298	_
Enrollment Services Generalist 30,298	-
Enrollment Services Representative 38,416	-
Enrollment Services Representative 38,416	-
Enrollment Services Representative 38,435	-
Enrollment Services Representative 38,435	-
Enrollment Services Representative 39,474	-
Enrollment Services Representative 38,376	-
Enrollment Services Representative 38,416	-
Enrollment Services Representative 38,416	-
Enrollment Services Representative 41,302	-
Enrollment Services Representative 38,435	-
Enrollment Services Representative 38,416	-
Enrollment Services Representative 41,302	-
Enrollment Services Representative 38,435	-
Enrollment Services Representative 39,474	600
Exec. Dean, Student & Enrollment Srvs 79,846	1,080
Exec. Dean, Student & Enrollment Srvs 88,343	1,080
Exec. Dean, Student & Enrollment Srvs 104,377	3,600
Exec. Dn, Student Dev. & Support Srvs. 87,710	2,400
Executive Assistant 26,921	-
Executive Assistant 26,961	-
Executive Dean, Learning Support Srvs. 87,288	1,080

Position	Annual Salary	Emoluments
Executive Dist. Dir. Financial Aid & Sch	93,100	2,610
Financial Aid Call Ctr Supervisor	38,416	-
Financial Aid Information Call Center Ag	32,141	_
Financial Aid Information Call Center Ag	34,100	-
Financial Aid Information Call Center Ag	34,140	-
Financial Aid Information Call Center Ag	34,140	-
Financial Aid Information Call Center Ag	34,140	-
Financial Aid Information Call Center Ag	34,100	-
Financial Aid Information Call Center Ag	34,140	-
Financial Aid Information Call Center Ag	34,100	600
Financial Aid Information Call Center Ag	34,140	600
Financial Aid Information Call Center Ag	34,140	-
Financial Aid Information Call Center Ag	34,140	-
Financial Aid Information Call Center Ag	36,491	-
Financial Aid Information Call Center Ag	34,140	600
Financial Aid Information Call Center Ag Financial Aid Information Call Center Ag	34,140 34,140	-
Financial Aid Information Call Center Ag	34,140	-
Financial Aid Information Call Center Ag	34,140	_
Financial Aid Information Call Center Ag	34,139	
Financial Aid Information Call Center Ag	34,140	_
Financial Aid Information Call Center Ag	34,140	_
Information Desk Representative	30,338	1,320
Information Desk Representative	30,560	-
Information Desk Representative	30,298	_
Information Desk Representative	30,298	_
Instructional Support Associate	44,621	_
International Student Coordinator	39,220	-
International Student Coordinator	38,484	-
Interpreter I	42,134	-
Interpreter I	44,126	600
Interpreter I	43,304	1,320
Interpreter II	49,537	600
Interpreter II	48,525	-
Interpreter III	55,106	-
Interpreter III	54,563	-
Int'l. Student Specialist II	34,100	-
Int'l. Student Specialist II	35,182	-
Int'l. Student Specialist II	34,100	-
Int'l. Student Specialist II	34,197	1,320
Int'l. Student Specialist II	42,734	600
Int'l. Student Specialist II	38,096	-
Int'l. Student Specialist II	56,699	-
Loan Default Aversion Specialist Location Imaging Assistant	42,959	-
0 0	29,435 31,365	-
Location Imaging Assistant LRC STAFF F/T S R 1	31,365 76,799	-
LRC STAFF F/T S R 4	92,809	_
Manager, College Testing Center	34,160	1,320
Manager, College Testing Center	34,160	
Manager, College Testing Center	39,642	_
Manager, Office Support Services	30,298	_
Manager, Office Support Services	30,367	_
Manager, Office Support Services	30,298	-
Outreach & Recruitment Communications Sp	44,804	600
Outreach & Recruitment Specialist II	34,159	-
Outreach & Recruitment Specialist II	35,833	1,920
Professional Counselor	68,016	-
Professional Counselor	66,840	-
Professional Counselor	74,719	-
Professional Counselor	66,899	-
Professional Counselor	68,016	-
Program Director Career & Continuing Edu	61,432	570
Program Services Assistant II	44,864	-
Program Services Coordinator	38,416	-
Program Services Coordinator	40,983	1,320
Program Services Coordinator	40,415	-
Program Services Coordinator	43,559	-
Program Services Coordinator Program Services Coordinator Program Services Specialist	43,559 46,142 34,140	1,320

Position	Annual Salary	Emoluments
Program Services Specialist	35,514	1,320
Program Services Specialist	34,100	=
Program Services Specialist	34,159	-
Project Mgr I - Instructional Web Mgr, C	62,332	600
Rehabilitation Specialist	35,826	-
Retention Services Coordinator	40,984	1,320
Retention Services Coordinator	39,471	-
Richland Collegiate H.S. Asst. Director,	46,597	-
Richland Collegiate H.S. Sr. Academic Ad	43,190	-
Richland Collegiate H.S. Sr. Academic Ad	43,247 43,230	-
Richland Collegiate H.S. Sr. Academic Ad Richland Collegiate H.S. Sr. Academic Ad	43,230	-
Richland Collegiate H.S. Sr. Academic Ad	43,190	_
Rising Star Prgm Admissions Spec	30,357	600
Secretary I	21,721	-
Secretary II	24,447	-
Secretary II	38,732	-
Senior Academic Advisor	36,171	-
Senior Academic Advisor	38,376	-
Senior Academic Advisor	36,171	-
Senior Academic Advisor	39,220	-
Senior Academic Advisor	39,471	-
Senior Academic Advisor	38,853	-
Senior Academic Advisor	43,902	-
Senior Academic Advisor	43,539	-
Senior Academic Advisor	37,256	-
Senior Academic Advisor	38,475	-
Senior Academic Advisor	41,561	=
Senior Academic Advisor	39,791	-
Senior Academic Advisor	41,036	-
Senior Academic Advisor	62,298	1,320
Senior Academic Advisor	39,471	600
Senior Academic Advisor	40,419	1 220
Senior Academic Advisor	38,481	1,320
Senior Academic Advisor Senior Academic Advisor	45,666	-
Senior Academic Advisor	40,319 49,446	1,920
Senior Academic Advisor	56,985	1,920
Senior Academic Advisor	45,554	-
Senior Academic Advisor	50,800	-
Senior Administrative Assistant	45,329	-
Senior Administrative Assistant	45,365	-
Senior Administrative Assistant	47,187	-
Senior Career Planning Specialist	43,893	-
Senior College Degree Audit Specialist	43,230	-
Senior College Degree Audit Specialist	46,574	-
Senior College Degree Audit Specialist	43,190	-
Senior College Degree Audit Specialist	44,314	-
Senior College Degree Audit Specialist	43,190	-
Senior Rehabilitation Specialist	38,376	-
Senior Rehabilitation Specialist	38,535	-
Senior Rehabilitation Specialist	41,036	-
Senior Rehabilitation Specialist	38,433	-
Senior Rehabilitation Specialist	45,505	-
Senior Rehabilitation Specialist	50,532	-
Senior Rehabilitation Specialist	38,435	-
Senior Rehabilitation Specialist Senior Rehabilitation Specialist	37,256	-
Special Assistant to the Vice President	41,593 48,818	-
Special Assistant to the Vice President	45,329	
Specialist III	38,376	-
Specialist III	38,376	- -
Specialist III	36,171	-
Specialist V	52,081	-
Specialist V	48,465	-
Sr. Coord. Health Occupations Admissons	40,543	-
Telecommunications Information Specialis	39,849	_
Testing Assistant	24,354	600
Testing Assistant	26,732	-
Testing Assistant	24,718	-

Position	Annual Salary	Emoluments
esting Assistant	31,772	600
esting Assistant	33,099	-
esting Assistant	25,481	600
esting Assistant	32,747	-
esting Assistant	25,545	-
esting Assistant	30,837	-
esting Assistant II	27,959	-
esting Assistant II	32,930	1,320
esting Clerk I	20,854	1,920
esting Clerk II	21,254	600
esting Clerk II	21,254	-
esting Clerk II	22,299	-
P. Student Srvs./Enrollment Mgmt.	112,933	1,410
P. Student Srvs./Enrollment Mgmt.	112,933	1,410
P. Student Srvs./Enrollment Mgmt.	112,933	2,370
P. Student Srvs./Enrollment Mgmt.	112,933	1,410
eteran Affairs Coordinator	36,171	-
eteran Affairs Coordinator	38,376	-
eteran Affairs Coordinator	36,171	-
eteran Affairs Coordinator	39,920	-
eteran Affairs Coordinator	42,587	-
eteran Affairs Coordinator	42,592	-
eteran Affairs Coordinator	47,572	-
eteran Affairs Coordinator	63,578	-
eterans Affairs Specialist	24,675	-
ice President, Student Development	118,490	1,410
eb Content Assistant II	30,766	-
ebsite Content Coordinator I	43,354	600
otal Student Services	20,852,055	173,898
cademic Advisor	30,963	1,320
count Sales Representative	48,563	-
dmin. Asst. to Instructional Dean	32,496	-
dmin. Asst. to Instructional Dean	39,866	-
dmin. Asst. to Instructional Dean	30,298	-
dmin. Asst. to Instructional Dean	33,496	-
dmin. Asst. to Instructional Dean	30,357	-
dmin. Asst. to Instructional Dean	46,607	-
dmin. Asst. to Instructional Dean	30,338	-
dmin. Asst. to Instructional Dean	31,369	-
dmin. Asst. to Instructional Dean	30,629	-
lmin. Asst. to Instructional Dean	56,403	-
dmin. Asst. to Instructional Dean	35,998	-
lmin. Asst. to Instructional Dean lmin. Asst. to Instructional Dean	47,190	-
	30,338	-
dmin. Asst. to Instructional Dean	30,297	-
lmin. Asst. to Instructional Dean	38,544	-
lmin. Asst. to Instructional Dean	30,629	-
lmin. Asst. to Instructional Dean	33,265	-
lmin. Asst. to Instructional Dean	31,798	-
lmin. Asst. to Instructional Dean	37,051 32,840	-
lmin. Asst. to Instructional Dean	32,840	-
lmin. Asst. to Instructional Dean	37,638	-
dmin. Asst. to Instructional Dean	31,369	-
lmin. Asst. to Instructional Dean	30,385	-
lmin. Asst. to Instructional Dean	30,338	-
lmin. Asst. to Instructional Dean	30,338	-
lmin. Asst. to Instructional Dean	30,338	-
Iministrative Assistant	32,496	-
lministrative Assistant	48,278	-
Iministrative Assistant	33,496 31,034	600
Iministrative Assistant	31,934	1,920
Iministrative Assistant	47,176	1,320
Iministrative Assistant	30,298	=
dministrative Assistant		_
	30,357	
dministrative Assistant	38,463	-
dministrative Assistant	38,463 44,746	
dministrative Assistant	38,463 44,746 36,038	-
dministrative Assistant dministrative Assistant dministrative Assistant	38,463 44,746 36,038 30,298	- - - 1,320
dministrative Assistant	38,463 44,746 36,038	1,320

Position	Annual Salary	Emoluments
Administrative Assistant	30,298	-
Administrative Assistant II	34,159	_
Administrative Assistant II	40,821	1,320
Administrative Assistant II	44,495	1,320
Administrative Assistant II	40,043	1,320
Administrative Assistant II	34,198	1,320
Administrative Assistant II	38,270	1,320
Administrative Assistant II	40,074	1,920
Administrative Assistant II	42,576	-
Admissions Specialist	24,447	1,920
Assistant Dean, Business & Technology	58,922	2,070
Assoc Dn, World Languages, Cultures/Comm Associate Dean, Instructional Support	59,241	750 900
Associate Dean, Instructional Support	88,717 82,206	900
Associate Dean, Instructional Support	73,626	900
Associate Dean, Instructional Support	63,006	900
Associate Dean, Instructional Support	70,746	900
Associate Dean, Instructional Support	60,154	900
Associate Dean, Instructional Support	70,375	900
Associate Dean, Performing Arts	63,917	900
Associate Dean, Workforce Development	65,257	750
Associate Dean, Workforce Development	68,464	900
Associate Instructional Dean	58,749	750
Associate Instructional Dean	58,296	750
Associate Instructional Dean	59,241	750
Associate Instructional Dean	58,138	750
Associate Instructional Dean	54,818	750
Asst. Dean, C.E. & Contract Training	71,927	1,350
Asst. Dean, Center for Independent Study	58,922	2,070
Asst. Dean, Center for Independent Study	48,513	570
Child Care Cook	32,473	-
Child Development Specialist I	21,294	-
Child Development Specialist I	21,988	600
Child Development Specialist II	31,153	-
Classroom Technology Specialist	37,651	-
Clinical Coordinator, E.M.S. Program	49,643	-
Coll. Dir. Faculty Training & Developmen	54,896	2,070
College Athletic Program Assistant	38,376	1 250
College Director, Athletic Program	51,423	1,350 1,350
College Director, Athletic Program Computer Lab Administrator	55,158 47,951	1,170
Content Training Specialist	43,190	1,170
Coord, Allied Health & Simulation Lab	34,140	1,320
Coord, Supplemental Instruction Program	38,416	1,320
Coord. Health Occupations Admissions	41,395	-
Coordinator Audio/Video Production	34,159	_
Coordinator, Academic Programs	48,465	-
Coordinator, Academic Programs	48,465	-
Coordinator, Instructional Labs	39,471	-
Coordinator, Instructional Labs	38,462	_
Coordinator, Instructional Labs	38,376	-
Coordinator, Instructional Labs	40,423	-
Coordinator, Instructional Labs	48,849	-
Coordinator, Instructional Labs	39,471	-
Coordinator, Instructional Labs	38,486	-
Coordinator, Instructional Labs	39,646	-
Coordinator, Instructional Labs	38,376	-
Coordinator, Instructional Labs	38,376	-
Coordinator, Instructional Learning Lab	32,141	-
Coordinator, Instructional Learning Lab	37,702	-
Coordinator, Instructional Learning Lab	34,140	-
Coordinator, Instructional Learning Lab	57,598	-
Coordinator, Instructional Learning Lab	35,827	-
Coordinator, Instructional Learning Lab	44,529	1,320
Coordinator, Instructional Learning Lab	41,767	-
Coordinator, Instructional Learning Lab	36,572	-
Coordinator, Instructional Learning Lab	16.022	_
-	46,033	
Coordinator, Instructional Learning Lab	44,738	-
-		-

Position	Annual Salary	Emoluments
Coordinator, Instructional Learning Lab	35,996	-
Coordinator, Jail Programs	55,303	1,890
Coordinator, Nursing Lab	34,159	1,320
Coordinator, Science Learning Lab	46,255	-,
Coordinator, Science Learning Lab	32,294	_
Coordinator, Science Learning Lab	54,749	_
Coordinator, Science Learning Lab	34,171	_
Coordinator, Science Learning Lab	45,942	_
Coordinator, Science Learning Lab	36,493	_
Coordinator, Science Learning Lab	34,159	_
Coordinator, Science Learning Lab	50,502	_
Coordinator, Science Learning Lab	35,182	_
Coordinator, Science Learning Lab	42,556	_
Coordinator, Science Learning Lab	44,901	_
Coordinator, Science Learning Lab	42,734	_
Coordinator, Science Learning Lab	35,996	_
Coordinator, Science Learning Lab	36,007	_
Coordinator, Science Learning Lab	36,811	
Coordinator, Science Learning Lab	35,826	-
Coordinator, Science Learning Lab		-
	37,705	1 220
Coordinator, Science Learning Lab	35,182	1,320
Coordinator, Science Learning Lab	34,160	-
Coordinator, Theatre Technical Services	44,228	-
Counselor/Fac F/T, Salary Range 1	54,608	-
Counselor/Fac F/T, Salary Range 3	57,079	-
Crd. C.E. & Workforce Development	45,365	1,320
Crd. C.E. & Workforce Development	46,361	-
Crd. C.E. & Workforce Development	50,799	-
Crd. C.E. & Workforce Development	43,249	-
Dean of Education Center	68,807	900
Dean, Educational/Administrative Tech.	73,817	1,080
Dean, Health Occupations	98,880	2,400
Dean, Health Occupations/Nursing	84,271	1,080
Department Assistant II	22,807	-
Department Assistant II	22,299	1,320
Department Assistant III	25,431	-
Department Assistant III	37,847	-
Department Assistant III	26,570	-
Department Assistant III	23,961	-
Department Assistant III	25,949	_
Department Assistant III	23,921	1,320
Department Assistant III	24,802	´-
Department Assistant IV	26,921	_
Department Assistant IV	26,921	_
Department Assistant IV	26,961	_
Dfw Education Center Facilities Coord	34,140	_
Dir. Nursing/Allied Health Skills Lab 3	57,830	900
Dir. Nursing/Allied Health Skills Lab 3	60,715	900
Director of Instrumental Music	60,036	750
Director, College Programs	50,005	570
Director, Community Programs		570
	45,638	
Director, Off-Site Facility	63,104	750
Division Secretary	31,188	-
Division Secretary	26,921	-
Division Secretary	28,283	-
Division Secretary	26,961	1,320
Division Secretary	28,951	-
Division Secretary	26,921	-
Division Secretary	28,638	-
Division Secretary	30,485	-
Division Secretary	26,921	-
Division Secretary	31,154	-
Division Secretary	32,930	-
Division Secretary	29,268	-
Division Secretary	26,961	-
Division Secretary	35,975	-
Division Secretary	37,575	-
Division Secretary	28,650	-
Emeritus Program Director	60,348	570
Enrollment Services Generalist	30,298	1,320
Enrollment Services Generalist	30,298	1,3

Position	Annual Salary	Emoluments
Equipment/Tool Room COORDINATOR	23,177	-
Equipment/Tool Room COORDINATOR	22,825	-
Exec. Dn. I T Programs/Systems Support	98,001	1,680
Exec.Dn. Comms/Math & Student Supp. Srvs	89,296	3,000
Executive Assistant	29,268	-
Executive Assistant	26,643	1,320
Executive Assistant	26,980	-
Executive Dean	91,770	1,080
Executive Dean	102,163	1,080
Executive Dean	82,992	1,080
Executive Dean Executive Dean	91,121 102,480	1,080 1,080
Executive Dean Executive Dean	83,657	1,080
Executive Dean	86,829	1,080
Executive Dean (2005)	86,709	1,080
Executive Dean (2005)	80,116	1,080
Executive Dean (2005)	87,746	1,080
Executive Dean (2005)	106,969	2,400
Executive Dean (2005)	86,450	1,080
Executive Dean (2005)	94,782	1,080
Executive Dean (2005)	100,226	1,080
Executive Dean (2005)	91,799	1,080
Executive Dean (2005)	87,868	1,080
Executive Dean (2005)	88,970	1,080
Executive Dean (2005)	78,673	1,080
Executive Dean (2005) Executive Dean (2005)	103,433 78,992	1,080 1,080
Executive Dean (2005) Executive Dean (2005)	104,033	1,080
Executive Dean (2005) Executive Dean (2005)	87,746	1,080
Executive Dean (2005)	74,239	1,080
Executive Dean (2005)	78,992	1,080
Executive Dean (2005)	84,893	1,080
Executive Dean, Arts and Sciences	64,318	2,400
Executive Dean, Business & Professions	89,351	1,080
Faculty Contract & Load Specialist	34,446	-
Faculty Contract & Load Specialist	34,805	-
Faculty Full-Time, Range 1	67,893	-
Faculty Full-Time, Range 1	54,371	8,000
Faculty Full-Time, Range 1	62,856	-
Faculty Full-Time, Range 1	72,948	9,320
Faculty Full-Time, Range 1	61,113	9,320
Faculty Full-Time, Range 1 Faculty Full-Time, Range 1	47,043 69,633	8,000
Faculty Full-Time, Range 1	61,372	-
Faculty Full-Time, Range 1	59,264	_
Faculty Full-Time, Range 1	44,930	-
Faculty Full-Time, Range 1	55,790	_
Faculty Full-Time, Range 1	75,706	-
Faculty Full-Time, Range 1	53,778	-
Faculty Full-Time, Range 1	48,934	-
Faculty Full-Time, Range 1	62,768	-
Faculty Full-Time, Range 1	62,747	1,320
Faculty Full-Time, Range 1	59,398	-
Faculty Full-Time, Range 1	56,109	1,932
Faculty Full-Time, Range 1	48,934	9,320
Faculty Full-Time, Range 1	48,934	-
Faculty Full-Time, Range 1	49,061	- 0.220
Faculty Full-Time, Range 1 Faculty Full-Time, Range 1	49,406 49,010	9,320
Faculty Full-Time, Range 1	49,010	-
Faculty Full-Time, Range 1	49,406	9,320
Faculty Full-Time, Range 1	49,406	6,320
Faculty Full-Time, Range 1	67,979	-
Faculty Full-Time, Range 1	64,955	9,320
Faculty Full-Time, Range 1	59,620	-
Faculty Full-Time, Range 1	45,653	-
Faculty Full-Time, Range 1	49,074	-
Faculty Full-Time, Range 1	49,406	9,320
Faculty Full-Time, Range 1	56,149	1,320
Faculty Full-Time, Range 1	55,967	8,000

Position	Annual Salary	Emoluments
Faculty Full-Time, Range 1	49,080	-
Faculty Full-Time, Range 1	59,356	-
Faculty Full-Time, Range 1	49,406	-
Faculty Full-Time, Range 1	69,633	1,320
Faculty Full-Time, Range 1	48,934	6,320
Faculty Full-Time, Range 1	62,743	-
Faculty Full-Time, Range 1	49,406	9,320
Faculty Full-Time, Range 1	49,101	-
Faculty Full-Time, Range 1	49,100	1,320
Faculty Full-Time, Range 1	77,902	9,320
Faculty Full-Time, Range 1	46,709	-
Faculty Full-Time, Range 1	49,036	1,320
Faculty Full-Time, Range 1	49,406	1,320
Faculty Full-Time, Range 1	49,098	1,320
Faculty Full-Time, Range 1	49,725	1,320
Faculty Full-Time, Range 1	49,138	-
Faculty Full-Time, Range 1	49,406	9,320
Faculty Full-Time, Range 1	57,089	-
Faculty Full-Time, Range 1	49,725	1,320
Faculty Full-Time, Range 1	49,119	-
Faculty Full-Time, Range 1	49,198	-
Faculty Full-Time, Range 1	49,151	-
Faculty Full-Time, Range 1	49,725	-
Faculty Full-Time, Range 1	49,087	-
Faculty Full-Time, Range 1	49,247	-
Faculty Full-Time, Range 1	74,599	-
Faculty Full-Time, Range 1	47,013	1,320
Faculty Full-Time, Range 1	49,010	-
Faculty Full-Time, Range 1	54,608	-
Faculty Full-Time, Range 1	45,820	-
Faculty Full-Time, Range 1	74,599	-
Faculty Full-Time, Range 1	49,725	-
Faculty Full-Time, Range 1	47,599	-
Faculty Full-Time, Range 1	44,485	1,320
Faculty Full-Time, Range 1	48,622	5,000
Faculty Full-Time, Range 1	44,485	1,320
Faculty Full-Time, Range 1	57,528	8,000
Faculty Full-Time, Range 1	56,983	-
Faculty Full-Time, Range 1	49,639	-
Faculty Full-Time, Range 1	49,157	-
Faculty Full-Time, Range 1	49,221	-
Faculty Full-Time, Range 1	48,934	-
Faculty Full-Time, Range 1	44,485	-
Faculty Full-Time, Range 1	44,485	1,320
Faculty Full-Time, Range 1	49,157	600
Faculty Full-Time, Range 1	61,771	-
Faculty Full-Time, Range 1	49,725	-
Faculty Full-Time, Range 1	55,249	-
Faculty Full-Time, Range 1	77,902	-
Faculty Full-Time, Range 1	77,902	-
Faculty Full-Time, Range 1	48,044	-
Faculty Full-Time, Range 1	49,010	1,320
Faculty Full-Time, Range 1	56,868	-
Faculty Full-Time, Range 1	51,887	-
Faculty Full-Time, Range 1	66,004	-
Faculty Full-Time, Range 1	49,132	-
Faculty Full-Time, Range 1	44,485	-
Faculty Full-Time, Range 1	49,157	-
Faculty Full-Time, Range 1	56,436	-
Faculty Full-Time, Range 1	51,172	6,320
Faculty Full-Time, Range 1	52,437	-
Faculty Full-Time, Range 1	62,214	9,320
Faculty Full-Time, Range 1	77,902	- -
Faculty Full-Time, Range 1	49,725	1,320
Faculty Full-Time, Range 1	49,157	-
Faculty Full-Time, Range 1	49,226	1,320
Faculty Full-Time, Range 1	52,876	1,320
Faculty Full-Time, Range 1	52,876	-
Faculty Full-Time, Range 1	49,230	1,320
Faculty Full-Time, Range 1	62,768	-,520
7	32,700	

Position	Annual Salary	Emoluments
Faculty Full-Time, Range 1	49,232	1,320
Faculty Full-Time, Range 1	44,485	-
Faculty Full-Time, Range 1	60,122	-
Faculty Full-Time, Range 1	49,138	1,320
Faculty Full-Time, Range 1	49,234	-
Faculty Full-Time, Range 1	57,245	-
Faculty Full-Time, Range 1	51,550	1,320
Faculty Full-Time, Range 1	49,559	-
Faculty Full-Time, Range 1	71,293	9,320
Faculty Full-Time, Range 1	49,639	-
Faculty Full-Time, Range 1	72,948	-
Faculty Full-Time, Range 1	49,208	-
Faculty Full-Time, Range 1	50,660	-
Faculty Full-Time, Range 1	49,061	-
Faculty Full-Time, Range 1	50,060	-
Faculty Full-Time, Range 1	49,327	-
Faculty Full Time, Range 1	49,151	1 220
Faculty Full-Time, Range 1	54,363	1,320
Faculty Full Time, Range 1	49,725	-
Faculty Full-Time, Range 1 Faculty Full-Time, Range 1	46,042 48,129	-
Faculty Full-Time, Range 1	49,406	9,320
Faculty Full-Time, Range 1	74,599	1,320
Faculty Full-Time, Range 1	56,829	1,320
Faculty Full-Time, Range 1	58,461	- -
Faculty Full-Time, Range 1	77,902	_
Faculty Full-Time, Range 1	60,397	_
Faculty Full-Time, Range 1	49,725	_
Faculty Full-Time, Range 1	49,725	_
Faculty Full-Time, Range 1	62,768	-
Faculty Full-Time, Range 1	58,478	-
Faculty Full-Time, Range 1	48,935	-
Faculty Full-Time, Range 1	49,406	-
Faculty Full-Time, Range 1	55,640	-
Faculty Full-Time, Range 1	57,089	8,000
Faculty Full-Time, Range 1	50,083	1,320
Faculty Full-Time, Range 1	49,641	-
Faculty Full-Time, Range 1	67,596	5,000
Faculty Full-Time, Range 1	49,725	-
Faculty Full-Time, Range 1	49,215	-
Faculty Full-Time, Range 1	50,565	-
Faculty Full-Time, Range 1	56,829	-
Faculty Full-Time, Range 1	51,172	9,320
Faculty Full-Time, Range 1	59,119	-
Faculty Full-Time, Range 1	60,292	-
Faculty Full-Time, Range 1	49,061	-
Faculty Full-Time, Range 1	45,375	-
Faculty Full-Time, Range 1	49,240	-
Faculty Full-Time, Range 1	53,834	-
Faculty Full-Time, Range 1	49,725	1,320
Faculty Full-Time, Range 1	50,538	-
Faculty Full-Time, Range 1	45,820	1 220
Faculty Full Time, Range 1	55,640	1,320
Faculty Full-Time, Range 1 Faculty Full-Time, Range 1	62,747 45,597	-
Faculty Full-Time, Range 1 Faculty Full-Time, Range 1	56,756	-
Faculty Full-Time, Range 1	49,010	- -
Faculty Full-Time, Range 1	58,879	1,320
Faculty Full-Time, Range 1	44,485	1,320
Faculty Full-Time, Range 1	49,180	_
Faculty Full-Time, Range 1	48,155	_
Faculty Full-Time, Range 1	57,738	-
Faculty Full-Time, Range 1	61,548	-
Faculty Full-Time, Range 1	54,280	9,320
Faculty Full-Time, Range 1	62,816	1,320
Faculty Full-Time, Range 1	57,917	6,320
Faculty Full-Time, Range 1	53,385	-
Faculty Full-Time, Range 1	55,639	6,320
Faculty Full-Time, Range 1	59,119	-
Faculty Full-Time, Range 1	51,711	-

	Position	Annual Salary	Emoluments
Faculty Full-Time, Range 1		58,474	1,320
Faculty Full-Time, Range 1		48,934	6,320
Faculty Full-Time, Range 1		49,125	-
Faculty Full-Time, Range 1		51,540	_
Faculty Full-Time, Range 1		49,010	1,320
Faculty Full-Time, Range 1		49,725	1,320
Faculty Full-Time, Range 1		56,804	· -
Faculty Full-Time, Range 1		51,172	1,320
Faculty Full-Time, Range 1		54,908	· -
Faculty Full-Time, Range 1		50,535	-
Faculty Full-Time, Range 1		51,172	1,320
Faculty Full-Time, Range 1		57,421	· -
Faculty Full-Time, Range 1		56,829	-
Faculty Full-Time, Range 1		49,725	6,320
Faculty Full-Time, Range 1		49,725	1,320
Faculty Full-Time, Range 1		53,592	-
Faculty Full-Time, Range 1		54,280	-
Faculty Full-Time, Range 1		56,518	-
Faculty Full-Time, Range 1		51,493	-
Faculty Full-Time, Range 1		49,725	1,320
Faculty Full-Time, Range 1		55,639	9,320
Faculty Full-Time, Range 1		54,248	· -
Faculty Full-Time, Range 1		49,203	-
Faculty Full-Time, Range 1		57,187	1,320
Faculty Full-Time, Range 1		49,641	-
Faculty Full-Time, Range 1		77,902	_
Faculty Full-Time, Range 1		53,392	_
Faculty Full-Time, Range 1		52,875	_
Faculty Full-Time, Range 1		49,512	-
Faculty Full-Time, Range 1		52,394	-
Faculty Full-Time, Range 1		49,725	_
Faculty Full-Time, Range 1		52,066	-
Faculty Full-Time, Range 1		49,781	-
Faculty Full-Time, Range 1		49,247	1,320
Faculty Full-Time, Range 1		56,657	· -
Faculty Full-Time, Range 1		54,711	-
Faculty Full-Time, Range 1		54,720	-
Faculty Full-Time, Range 1		52,506	600
Faculty Full-Time, Range 1		54,937	-
Faculty Full-Time, Range 1		49,214	-
Faculty Full-Time, Range 1		49,639	-
Faculty Full-Time, Range 1		51,496	-
Faculty Full-Time, Range 1		52,066	-
Faculty Full-Time, Range 1		56,665	6,320
Faculty Full-Time, Range 1		49,244	· -
Faculty Full-Time, Range 1		33,042	_
Faculty Full-Time, Range 1		56,738	_
Faculty Full-Time, Range 1		59,958	_
Faculty Full-Time, Range 1		51,810	-
Faculty Full-Time, Range 1		53,965	-
Faculty Full-Time, Range 1		57,188	-
Faculty Full-Time, Range 1		77,902	_
Faculty Full-Time, Range 1		48,711	_
Faculty Full-Time, Range 1		49,291	_
Faculty Full-Time, Range 1		49,221	_
Faculty Full-Time, Range 1		49,725	1,320
Faculty Full-Time, Range 1		77,902	-
Faculty Full-Time, Range 1		54,937	_
Faculty Full-Time, Range 1		55,521	_
Faculty Full-Time, Range 1		49,010	_
Faculty Full-Time, Range 1		49,406	-
Faculty Full-Time, Range 1		53,973	_
Faculty Full-Time, Range 1		49,406	-
Faculty Full-Time, Range 1		48,970	_
Faculty Full-Time, Range 1		49,300	_
Faculty Full-Time, Range 1		52,274	_
Faculty Full-Time, Range 1		59,345	- -
Faculty Full-Time, Range 1		52,937	_
Faculty Full-Time, Range 1		55,640	_
Faculty Full-Time, Range 1		52,876	1,320
, - un 1 mie, runge 1		52,010	1,520

Position	Annual Salary	Emoluments
Faculty Full-Time, Range 1	52,488	-
Faculty Full-Time, Range 1	54,688	-
Faculty Full-Time, Range 1	54,927	6,320
Faculty Full-Time, Range 1	52,876	-
Faculty Full-Time, Range 1	49,226	-
Faculty Full-Time, Range 1	54,362	-
Faculty Full-Time, Range 1	49,226	9,320
Faculty Full-Time, Range 1	49,406	9,320
Faculty Full-Time, Range 1	52,875	-
Faculty Full-Time, Range 1	55,640	_
Faculty Full-Time, Range 1	54,857	_
Faculty Full-Time, Range 1	49,725	9,320
Faculty Full-Time, Range 1	44,485	-
Faculty Full-Time, Range 1	49,208	1,320
Faculty Full-Time, Range 1	49,725	1,320
Faculty Full-Time, Range 1	57,578	- 1,520
Faculty Full-Time, Range 1	49,010	1,320
Faculty Full-Time, Range 1	57,427	8,000
Faculty Full-Time, Range 1	59,220	-
Faculty Full-Time, Range 1	58,546	1,320
•		1,320
Faculty Full Time, Range 1	49,725	6 220
Faculty Full Time, Range 1	52,066	6,320
Faculty Full-Time, Range 1	56,043	-
Faculty Full-Time, Range 1	54,926	-
Faculty Full-Time, Range 1	55,640	6,320
Faculty Full-Time, Range 1	77,902	-
Faculty Full-Time, Range 1	49,226	-
Faculty Full-Time, Range 1	49,725	1,320
Faculty Full-Time, Range 1	49,725	-
Faculty Full-Time, Range 1	55,915	-
Faculty Full-Time, Range 1	74,733	-
Faculty Full-Time, Range 1	45,152	-
Faculty Full-Time, Range 1	53,970	-
Faculty Full-Time, Range 1	58,232	1,320
Faculty Full-Time, Range 1	55,908	9,320
Faculty Full-Time, Range 1	53,973	-
Faculty Full-Time, Range 1	49,641	1,320
Faculty Full-Time, Range 1	74,410	-
Faculty Full-Time, Range 1	49,406	-
Faculty Full-Time, Range 1	52,963	-
Faculty Full-Time, Range 1	48,934	-
Faculty Full-Time, Range 1	59,219	6,320
Faculty Full-Time, Range 1	52,066	1,320
Faculty Full-Time, Range 1	49,406	-
Faculty Full-Time, Range 1	58,232	-
Faculty Full-Time, Range 1	52,066	-
Faculty Full-Time, Range 1	53,107	-
Faculty Full-Time, Range 1	53,499	1,320
Faculty Full-Time, Range 1	51,534	1,320
Faculty Full-Time, Range 1	55,164	8,000
Faculty Full-Time, Range 1	49,725	9,320
Faculty Full-Time, Range 1	49,226	9,320
Faculty Full-Time, Range 1	57,363	9,320
Faculty Full-Time, Range 1	48,934	9,320
Faculty Full-Time, Range 1	54,450	1,320
Faculty Full-Time, Range 1	60,313	1,320
Faculty Full-Time, Range 1	53,821	-
Faculty Full-Time, Range 1		-
•	50,060	-
Faculty Full Time, Range 1	49,725	-
Faculty Full Time, Range 1	49,406	-
Faculty Full-Time, Range 1	48,934	5,000
Faculty Full-Time, Range 1	48,934	-
Faculty Full-Time, Range 1	57,363	6,320
Faculty Full-Time, Range 1	56,440	-
Faculty Full-Time, Range 1	54,688	-
Faculty Full-Time, Range 1	57,059	-
Faculty Full-Time, Range 1	48,934	-
Faculty Full-Time, Range 1	49,247	-
Faculty Full-Time, Range 1	56,181	8,000
Faculty Full-Time, Range 1	48,934	6,320

Position	Annual Salary	Emoluments
Faculty Full-Time, Range 1	54,213	1,320
Faculty Full-Time, Range 1	49,157	-
Faculty Full-Time, Range 1	49,959	-
Faculty Full-Time, Range 1	52,876	_
Faculty Full-Time, Range 1	49,208	-
Faculty Full-Time, Range 1	49,048	-
Faculty Full-Time, Range 1	49,010	-
Faculty Full-Time, Range 1	49,725	_
Faculty Full-Time, Range 1	56,211	_
Faculty Full-Time, Range 1	57,084	600
Faculty Full-Time, Range 1	44,485	-
Faculty Full-Time, Range 1	50,809	_
Faculty Full-Time, Range 1	51,927	_
Faculty Full-Time, Range 1	53,889	-
Faculty Full-Time, Range 1	49,406	9,320
Faculty Full-Time, Range 1	51,168	-
Faculty Full-Time, Range 1	49,170	_
Faculty Full-Time, Range 1	49,406	_
Faculty Full-Time, Range 1	49,055	_
Faculty Full-Time, Range 1	49,029	- -
Faculty Full-Time, Range 1	49,406	- -
Faculty Full-Time, Range 1	49,406	1,320
Faculty Full-Time, Range 1	44,485	1,320
Faculty Full-Time, Range 1	49,021	1,320
Faculty Full-Time, Range 1	56,657	1,320
Faculty Full-Time, Range 1	52,876	- -
Faculty Full-Time, Range 1	49,170	- -
Faculty, Full-Time, Range 2	66,051	- -
Faculty, Full-Time, Range 2	85,582	9,320
Faculty, Full-Time, Range 2	58,723	7,320
Faculty, Full-Time, Range 2	73,072	-
Faculty, Full-Time, Range 2 Faculty, Full-Time, Range 2	84,530	-
Faculty, Full-Time, Range 2 Faculty, Full-Time, Range 2	65,574	-
Faculty, Full-Time, Range 2 Faculty, Full-Time, Range 2	46,613	1,320
		1,320
Faculty, Full-Time, Range 2	76,799 76,500	8,000
Faculty, Full-Time, Range 2	76,500 68,269	8,000
Faculty, Full-Time, Range 2		
Faculty, Full-Time, Range 2 Faculty, Full-Time, Range 2	58,591 74,570	-
Faculty, Full-Time, Range 2 Faculty, Full-Time, Range 2	74,570 68,759	-
Faculty, Full-Time, Range 2 Faculty, Full-Time, Range 2	75,684	-
Faculty, Full-Time, Range 2 Faculty, Full-Time, Range 2	84,530	- -
Faculty, Full-Time, Range 2 Faculty, Full-Time, Range 2	52,066	-
•	69,106	6,320
Faculty, Full-Time, Range 2		0,320
Faculty, Full-Time, Range 2 Faculty, Full-Time, Range 2	84,530 51,234	-
	51,234	-
Faculty, Full-Time, Range 2	60,021	-
Faculty, Full-Time, Range 2	84,530	- 0.000
Faculty, Full-Time, Range 2	66,241	8,000
Faculty, Full-Time, Range 2	48,944	-
Faculty, Full-Time, Range 2	84,530	1 220
Faculty, Full-Time, Range 2	62,503	1,320
Faculty, Full-Time, Range 2	75,972	9,320
Faculty, Full-Time, Range 2	61,197	-
Faculty, Full-Time, Range 2	66,465	-
Faculty, Full-Time, Range 2	51,367	-
Faculty, Full-Time, Range 2	60,357	-
Faculty, Full-Time, Range 2	51,977	-
Faculty, Full-Time, Range 2	51,944	-
Faculty, Full-Time, Range 2	49,410	-
Faculty, Full-Time, Range 2	51,431	-
Faculty, Full-Time, Range 2	78,453	-
Faculty, Full-Time, Range 2	62,842	-
Faculty, Full-Time, Range 2	50,342	-
Faculty, Full-Time, Range 2	51,875	1,320
Faculty, Full-Time, Range 2	53,315	-
Faculty, Full-Time, Range 2	70,718	6,320
Faculty, Full-Time, Range 2	68,940	-
Faculty, Full-Time, Range 2	65,984	-
Faculty, Full-Time, Range 2	53,422	-

Position	Annual Salary	Emoluments
Faculty, Full-Time, Range 2	57,866	-
Faculty, Full-Time, Range 2	56,696	-
Faculty, Full-Time, Range 2	51,406	-
Faculty, Full-Time, Range 2	54,232	-
Faculty, Full-Time, Range 2	61,026	-
Faculty, Full-Time, Range 2	57,484	-
Faculty, Full-Time, Range 2	51,366	_
Faculty, Full-Time, Range 2	64,797	_
Faculty, Full-Time, Range 2	62,772	9,320
Faculty, Full-Time, Range 2	76,799	- ,
Faculty, Full-Time, Range 2	52,588	-
Faculty, Full-Time, Range 2	56,471	-
Faculty, Full-Time, Range 2	55,004	_
Faculty, Full-Time, Range 2	60,019	_
Faculty, Full-Time, Range 2	56,360	_
Faculty, Full-Time, Range 2	54,336	_
Faculty, Full-Time, Range 2	48,478	_
Faculty, Full-Time, Range 2	51,274	_
Faculty, Full-Time, Range 2	54,949	_
Faculty, Full-Time, Range 2	59,367	_
Faculty, Full-Time, Range 2	61,253	_
Faculty, Full-Time, Range 2	51,747	_
Faculty, Full-Time, Range 2	57,232	_
Faculty, Full-Time, Range 2	50,575	
Faculty, Full-Time, Range 2	59,231	_
Faculty, Full-Time, Range 2	59,430	_
Faculty, Full-Time, Range 2	66,437	1,320
Faculty, Full-Time, Range 2	58,205	1,320
Faculty, Full-Time, Range 2	59,215	1,320
Faculty, Full-Time, Range 2	54,761	1,320
Faculty, Full-Time, Range 2	55,455	_
Faculty, Full-Time, Range 2	56,186	-
Faculty, Full-Time, Range 2	58,599	- -
•	51,831	9,320
Faculty, Full Time, Range 2		
Faculty, Full Time, Range 2	59,745 52,066	=
Faculty, Full Time, Range 2	52,066 50,476	1 220
Faculty, Full Time, Range 2	59,476	1,320
Faculty, Full Time, Range 2	51,381	-
Faculty, Full Time, Range 2	51,441 56,751	-
Faculty, Full-Time, Range 2 Faculty, Full-Time, Range 2	51,534	1,320
		1,320
Faculty, Full-Time, Range 2 Faculty, Full-Time, Range 2	52,662 52,066	6,320
Faculty, Full-Time, Range 2 Faculty, Full-Time, Range 2		0,320
•	51,486	-
Faculty, Full Time, Range 2	51,747	=
Faculty, Full-Time, Range 2	52,495	-
Faculty, Full-Time, Range 3	92,003	-
Faculty, Full-Time, Range 3	88,935	-
Faculty, Full Time, Range 3	60,804	-
Faculty, Full Time, Range 3	85,632	-
Faculty, Full-Time, Range 3	64,397	-
Faculty, Full Time, Range 3	51,665	-
Faculty, Full Time, Range 3	90,595	-
Faculty, Full-Time, Range 3	69,503	-
Faculty, Full-Time, Range 3	53,615	-
Faculty, Full-Time, Range 3	92,003	-
Faculty, Full-Time, Range 3	92,003	-
Faculty, Full-Time, Range 3	48,985	-
Faculty, Full-Time, Range 3	88,935	-
Faculty, Full Time, Range 3	92,003	1,320
Faculty, Full-Time, Range 3	82,914	-
Faculty, Full-Time, Range 3	49,107	-
Faculty, Full-Time, Range 3	50,325	-
Faculty, Full-Time, Range 3	62,025	9,320
Faculty, Full-Time, Range 3	92,003	-
Faculty, Full-Time, Range 3	53,538	1,320
Faculty, Full-Time, Range 3	75,879	-
Faculty, Full-Time, Range 3	87,070	-
Faculty, Full-Time, Range 3	89,145	-
Faculty, Full-Time, Range 3	92,003	-

Position	Annual Salary	Emoluments
Faculty, Full-Time, Range 3	54,088	-
Faculty, Full-Time, Range 3	59,309	
Faculty, Full-Time, Range 3	83,356	
Faculty, Full-Time, Range 3	92,003	
Faculty, Full-Time, Range 3	90,595	-
Faculty, Full-Time, Range 3	88,935	-
Faculty, Full-Time, Range 3	65,557	_
Faculty, Full-Time, Range 3	88,460	
Faculty, Full-Time, Range 3	77,353	-
Faculty, Full-Time, Range 3	77,333	1,320
Faculty, Full-Time, Range 3	88,859	1,320
Faculty, Full-Time, Range 3	70,728	- -
	90,595	-
Faculty, Full-Time, Range 3		-
Faculty, Full-Time, Range 3	89,145	-
Faculty, Full-Time, Range 3	92,003	-
Faculty, Full Time, Range 3	53,333 53,615	-
Faculty, Full-Time, Range 3	53,615	-
Faculty, Full-Time, Range 3	82,844	-
Faculty, Full-Time, Range 3	76,518	-
Faculty, Full-Time, Range 3	86,658	-
Faculty, Full-Time, Range 3	53,612	1 220
Faculty, Full-Time, Range 3	53,697	1,320
Faculty, Full-Time, Range 3	59,416	1 220
Faculty, Full-Time, Range 3	92,003	1,320
Faculty, Full-Time, Range 3	93,412	-
Faculty, Full-Time, Range 3	69,457	-
Faculty, Full-Time, Range 3	69,324	-
Faculty, Full-Time, Range 3	53,682	-
Faculty, Full-Time, Range 3	92,003	-
Faculty, Full-Time, Range 3	55,999	-
Faculty, Full-Time, Range 3	83,975	-
Faculty, Full-Time, Range 3	53,962	-
Faculty, Full-Time, Range 3	90,595	-
Faculty, Full-Time, Range 3	53,682	-
Faculty, Full-Time, Range 3	80,046	-
Faculty, Full-Time, Range 3	87,891	-
Faculty, Full-Time, Range 3	90,595	-
Faculty, Full-Time, Range 3	90,595	-
Faculty, Full-Time, Range 3	90,595	-
Faculty, Full-Time, Range 3	92,003	1 220
Faculty, Full-Time, Range 3	69,973	1,320
Faculty, Full-Time, Range 3	90,595	-
Faculty, Full-Time, Range 3	65,976	-
Faculty, Full-Time, Range 3	53,752	-
Faculty, Full-Time, Range 3	92,003	-
Faculty, Full-Time, Range 3	58,725	-
Faculty, Full-Time, Range 3	67,431	1 220
Faculty, Full-Time, Range 3	69,462	1,320
Faculty, Full-Time, Range 3	59,208	-
Faculty, Full-Time, Range 3	56,025	-
Faculty, Full-Time, Range 3	65,631	-
Faculty, Full-Time, Range 3	88,923	-
Faculty, Full-Time, Range 3	59,439	1.020
Faculty, Full-Time, Range 3	64,556	1,920
Faculty, Full-Time, Range 3	73,169	-
Faculty, Full-Time, Range 3	90,595	-
Faculty, Full-Time, Range 3	55,806	-
Faculty, Full-Time, Range 3	85,632	-
Faculty, Full-Time, Range 3	85,632	-
Faculty, Full-Time, Range 3	57,203 71,500	-
Faculty, Full-Time, Range 3	71,599	-
Faculty, Full-Time, Range 3	70,702	-
Faculty, Full-Time, Range 3	56,408	1,320
Faculty, Full-Time, Range 3	82,196	-
Faculty, Full-Time, Range 3	61,985	-
Faculty, Full-Time, Range 3	56,334	-
Faculty, Full-Time, Range 3	90,595	-
Faculty, Full-Time, Range 3	49,960	-
Faculty, Full-Time, Range 3	54,088	1,320
Faculty, Full-Time, Range 3	53,764	-

Position	Annual Salary	Emoluments
Faculty, Full-Time, Range 3	59,045	-
Faculty, Full-Time, Range 3	55,555	_
Faculty, Full-Time, Range 3	53,635	
Faculty, Full-Time, Range 3	59,344	
Faculty, Full-Time, Range 3	62,141	_
Faculty, Full-Time, Range 3	56,945	_
Faculty, Full-Time, Range 3	56,761	_
Faculty, Full-Time, Range 3	53,761	
Faculty, Full-Time, Range 3	61,477	-
Faculty, Full-Time, Range 3	59,755	-
Faculty, Full-Time, Range 3	64,705	_
Faculty, Full-Time, Range 3	61,356	-
•	53,366	-
Faculty, Full-Time, Range 3		-
Faculty, Full Time, Range 3	54,088	-
Faculty, Full-Time, Range 3	54,088	-
Faculty, Full Time, Range 3	62,089 58,503	-
Faculty, Full-Time, Range 3	58,503	-
Faculty, Full-Time, Range 3	53,764	-
Faculty, Full-Time, Range 3	54,407	-
Faculty, Full-Time, Range 3	50,345	-
Faculty, Full-Time, Range 3	62,809	-
Faculty, Full-Time, Range 3	53,939	-
Faculty, Full-Time, Range 3	61,335	1 220
Faculty, Full-Time, Range 3	56,888	1,320
Faculty, Full-Time, Range 3	60,385	-
Faculty, Full-Time, Range 3	62,410	-
Faculty, Full-Time, Range 3	56,783	-
Faculty, Full-Time, Range 3	60,613	-
Faculty, Full-Time, Range 3	58,698	-
Faculty, Full-Time, Range 3	53,668	-
Faculty, Full-Time, Range 3	53,631	-
Faculty, Full-Time, Range 3	53,752	1 220
Faculty, Full-Time, Range 3	54,088	1,320
Faculty, Full-Time, Range 3	53,971	600
Faculty, Full-Time, Range 3	53,733	-
Faculty, Full-Time, Range 3	56,590	-
Faculty, Full-Time, Range 3	55,723	-
Faculty, Full-Time, Range 3	62,047	-
Faculty, Full-Time, Range 3	59,092	-
Faculty, Full-Time, Range 3	60,116	-
Faculty, Full-Time, Range 3	58,567	-
Faculty, Full-Time, Range 4	99,526	-
Faculty, Full-Time, Range 4	89,493	-
Faculty, Full-Time, Range 4	73,149	-
Faculty, Full-Time, Range 4	74,058	-
Faculty, Full-Time, Range 4	60,494	-
Faculty, Full-Time, Range 4	70,746	-
Faculty, Full-Time, Range 4	53,921	-
Faculty, Full-Time, Range 4	75,852	9,320
Faculty, Full-Time, Range 4	76,473	-
Faculty, Full-Time, Range 4	99,246	-
Faculty, Full-Time, Range 4	73,089	-
Faculty, Full-Time, Range 4	77,489	-
Faculty, Full-Time, Range 4	76,247	=
Faculty, Full-Time, Range 4	55,956	-
Faculty, Full-Time, Range 4	52,569	-
Faculty, Full-Time, Range 4	86,179	-
Faculty, Full-Time, Range 4	56,032	-
Faculty, Full-Time, Range 4	85,550	-
Faculty, Full-Time, Range 4	51,378	-
Faculty, Full-Time, Range 4	70,724	-
Faculty, Full-Time, Range 4	88,588	-
Faculty, Full-Time, Range 4	75,852	-
Faculty, Full-Time, Range 4	94,455	-
Faculty, Full-Time, Range 4	66,339	-
Faculty, Full-Time, Range 4	53,412	-
Faculty, Full-Time, Range 4	75,692	-
Faculty, Full-Time, Range 4	92,809	-
Faculty, Full-Time, Range 4	82,748	-
Faculty, Full-Time, Range 4	55,940	8,000

Position	Annual Salary	Emoluments
Faculty, Full-Time, Range 4	83,399	-
Faculty, Full-Time, Range 4	98,146	-
Faculty, Full-Time, Range 4	52,649	-
Faculty, Full-Time, Range 4	75,852	-
Faculty, Full-Time, Range 4	56,428	-
Faculty, Full-Time, Range 4	55,852	-
Faculty, Full-Time, Range 4	87,838	-
Faculty, Full-Time, Range 4	96,110	-
Faculty, Full-Time, Range 4	56,428	-
Faculty, Full-Time, Range 4	55,991	-
Faculty, Full-Time, Range 4	55,834	-
Faculty, Full-Time, Range 4	64,122	-
Faculty, Full-Time, Range 4	55,848	-
Faculty, Full-Time, Range 4	56,428	-
Faculty, Full-Time, Range 4	56,428	-
Faculty, Full-Time, Range 4	98,146	-
Faculty, Full-Time, Range 4	93,200	-
Faculty, Full-Time, Range 4	94,455	-
Faculty, Full-Time, Range 4	94,344	-
Faculty, Full-Time, Range 4	75,826	1,320
Faculty, Full-Time, Range 4	55,849	-
Faculty, Full-Time, Range 4	55,912	-
Faculty, Full-Time, Range 4	56,021	-
Faculty, Full-Time, Range 4	65,555	-
Faculty, Full-Time, Range 4	65,718	8,000
Faculty, Full-Time, Range 4	97,755	-
Faculty, Full-Time, Range 4	94,819	-
Faculty, Full-Time, Range 4	98,007	-
Faculty, Full-Time, Range 4	56,748	-
Faculty, Full-Time, Range 4	56,748	-
Faculty, Full-Time, Range 4	56,033	-
Faculty, Full-Time, Range 4	56,428	-
Faculty, Full-Time, Range 4	55,871	- 0.220
Faculty, Full-Time, Range 4	56,748	9,320
Faculty, Full-Time, Range 4	55,903	-
Faculty, Full-Time, Range 4	55,875	-
Faculty, Full-Time, Range 4	56,258	-
Faculty, Full-Time, Range 4	96,501 07,755	-
Faculty, Full-Time, Range 4 Faculty, Full-Time, Range 4	97,755 98,146	-
Faculty, Full-Time, Range 4 Faculty, Full-Time, Range 4	92,809	-
Faculty, Full-Time, Range 4	98,146	-
Faculty, Full-Time, Range 4	56,430	_
Faculty, Full-Time, Range 4	92,809	_
Faculty, Full-Time, Range 4	92,809	
Faculty, Full-Time, Range 4	56,018	_
Faculty, Full-Time, Range 4	79,638	_
Faculty, Full-Time, Range 4	56,428	1,320
Faculty, Full-Time, Range 4	98,119	-
Faculty, Full-Time, Range 4	87,820	1,320
Faculty, Full-Time, Range 4	55,991	
Faculty, Full-Time, Range 4	55,944	-
Faculty, Full-Time, Range 4	65,250	-
Faculty, Full-Time, Range 4	81,734	1,320
Faculty, Full-Time, Range 4	66,635	-
Faculty, Full-Time, Range 4	82,744	_
Faculty, Full-Time, Range 4	89,776	_
Faculty, Full-Time, Range 4	86,273	-
Faculty, Full-Time, Range 4	57,787	-
Faculty, Full-Time, Range 4	57,956	8,000
Faculty, Full-Time, Range 4	78,646	· -
Faculty, Full-Time, Range 4	57,188	-
Faculty, Full-Time, Range 4	55,934	-
Faculty, Full-Time, Range 4	84,530	-
Faculty, Full-Time, Range 4	98,146	-
Faculty, Full-Time, Range 4	92,809	-
Faculty, Full-Time, Range 4	57,449	-
Faculty, Full-Time, Range 4	69,692	-
Faculty, Full-Time, Range 4	56,165	-
Faculty, Full-Time, Range 4	76,473	-

Position	Annual Salary	Emoluments
Faculty, Full-Time, Range 4	56,018	-
Faculty, Full-Time, Range 4	58,026	_
Faculty, Full-Time, Range 4	72,698	-
Faculty, Full-Time, Range 4	56,088	-
Faculty, Full-Time, Range 4	68,070	-
Faculty, Full-Time, Range 4	97,004	_
Faculty, Full-Time, Range 4	55,922	_
Faculty, Full-Time, Range 4	55,893	_
Faculty, Full-Time, Range 4	57,877	_
Faculty, Full-Time, Range 4	59,295	1,320
Faculty, Full-Time, Range 4	57,788	-
Faculty, Full-Time, Range 4	57,907	_
Faculty, Full-Time, Range 4	75,060	=
Faculty, Full-Time, Range 4	87,445	_
Faculty, Full-Time, Range 4	60,563	_
Faculty, Full-Time, Range 4	55,937	_
Faculty, Full-Time, Range 4	56,258	_
Faculty, Full-Time, Range 4	73,047	-
Faculty, Full-Time, Range 4	94,280	
Faculty, Full-Time, Range 4	70,759	8,000
Faculty, Full-Time, Range 4	87,838	0,000
Faculty, Full-Time, Range 4	76,473	_
Faculty, Full-Time, Range 4	91,146	-
Faculty, Full-Time, Range 4	88,369	
Faculty, Full-Time, Range 4 Faculty, Full-Time, Range 4	89,493	1,320
Faculty, Full-Time, Range 4 Faculty, Full-Time, Range 4	60,494	6,320
Faculty, Full-Time, Range 4	60,493	0,520
Faculty, Full-Time, Range 4	94,706	
Faculty, Full-Time, Range 4	64,095	-
Faculty, Full-Time, Range 4	81,448	-
Faculty, Full-Time, Range 4	70,576	
Faculty, Full-Time, Range 4 Faculty, Full-Time, Range 4	60,751	-
Faculty, Full-Time, Range 4 Faculty, Full-Time, Range 4	78,819	-
Faculty, Full-Time, Range 4 Faculty, Full-Time, Range 4	63,681	-
		-
Faculty, Full-Time, Range 4 Faculty, Full-Time, Range 4	87,901 70,567	-
•	79,567 86,179	-
Faculty, Full-Time, Range 4		-
Faculty, Full-Time, Range 4	55,778	-
Faculty, Full-Time, Range 4	60,604	-
Faculty, Full-Time, Range 4	71,762	-
Faculty, Full-Time, Range 4	56,028	-
Faculty, Full Time, Range 4	59,559 65,026	-
Faculty, Full-Time, Range 4	65,026	-
Faculty, Full-Time, Range 4	59,121	-
Faculty, Full-Time, Range 4	92,811	-
Faculty, Full-Time, Range 4	62,161	-
Faculty, Full-Time, Range 4	64,095	-
Faculty, Full-Time, Range 4	55,969	-
Faculty, Full-Time, Range 4	56,428	600
Faculty, Full-Time, Range 4	56,428	-
Faculty, Full-Time, Range 4	63,266	-
Faculty, Full-Time, Range 4	64,188	-
Faculty, Full-Time, Range 4	67,039	-
Faculty, Full-Time, Range 4	64,152	-
Faculty, Full-Time, Range 4	60,494	-
Faculty, Full-Time, Range 4	65,558	-
Faculty, Full-Time, Range 4	59,420	-
Faculty, Full-Time, Range 4	55,956	-
Faculty, Full-Time, Range 4	63,170	-
Faculty, Full-Time, Range 4	66,624	-
Faculty, Full-Time, Range 4	70,735	-
Faculty, Full-Time, Range 4	72,546	-
Faculty, Full-Time, Range 4	56,043	-
Faculty, Full-Time, Range 4	55,925	-
Faculty, Full-Time, Range 4	62,953	-
Faculty, Full-Time, Range 4	61,907	-
Faculty, Full-Time, Range 4	55,959	-
Faculty, Full-Time, Range 4	67,976	-
Faculty, Full-Time, Range 4	55,848	-
Faculty, Full-Time, Range 4	72,511	8,000

Position	Annual Salary	Emoluments
Faculty, Full-Time, Range 4	55,956	-
Faculty, Full-Time, Range 4	92,809	_
Faculty, Full-Time, Range 4	62,781	-
Faculty, Full-Time, Range 4	63,704	1,320
Faculty, Full-Time, Range 4	63,349	-
Faculty, Full-Time, Range 4	66,710	-
Faculty, Full-Time, Range 4 Faculty, Full-Time, Range 4	55,869 64,692	-
Faculty, Full-Time, Range 4 Faculty, Full-Time, Range 4	56,428	-
Faculty, Full-Time, Range 4	62,396	-
Faculty, Full-Time, Range 4	56,428	-
Faculty, Full-Time, Range 4	59,183	-
Faculty, Full-Time, Range 4	64,026	-
Faculty, Full-Time, Range 4	56,428	-
Faculty, Full-Time, Range 4	56,829	- 0.000
Faculty, Full-Time, Range 4 Faculty, Full-Time, Range 4	66,241 56,428	8,000 8,000
Faculty, Full-Time, Range 4 Faculty, Full-Time, Range 4	65,916	-
Faculty, Full-Time, Range 4	61,632	- -
Faculty, Full-Time, Range 4	92,809	_
Faculty, Full-Time, Range 4	56,018	-
Faculty, Full-Time, Range 4	56,032	-
Faculty, Full-Time, Range 4	63,475	-
Faculty, Full-Time, Range 4	62,543	-
Faculty, Full-Time, Range 4	67,856	-
Faculty, Full-Time, Range 4	56,038	-
Faculty, Full-Time, Range 4 Faculty, Full-Time, Range 4	61,486 62,221	-
Faculty, Full-Time, Range 4	56,748	9,320
Faculty, Full-Time, Range 4	59,195	-
Faculty, Full-Time, Range 4	63,318	-
Faculty, Full-Time, Range 4	53,412	-
Faculty/Special Program, Range 3	64,905	-
G.E.D. Chief Examiner	45,081	-
Gallery Coordinator	49,414	-
Gallery Coordinator	30,357	-
Gallery Coordinator Health Programs Compliance Manager	35,767 36,171	1,320
Information Technology Access Coordinato	53,371	-
Inst. Spec. I, Distance Vet Tech Program	39,083	-
Inst. Spec. I, Distance Vet Tech Program	39,114	-
Inst. Spec. I, Distance Vet Tech Program	35,418	-
Instructional Appl. Integration Specialist	35,182	1,320
Instructional Assistant	35,369	-
Instructional Assistant	22,807	-
Instructional Assistant Instructional Assistant	22,825 31,050	600 1,320
Instructional Assistant Instructional Dean/Division Chair	86,456	1,080
Instructional Specialist I	30,338	-
Instructional Specialist I	30,357	-
Instructional Specialist I	30,298	600
Instructional Specialist I	31,369	-
Instructional Specialist II	41,109	-
Instructional Specialist II	37,462	-
Instructional Specialist II Instructional Specialist III	44,622 36,171	-
Instructional Specialist III	38,376	-
Instructional Specialist III	38,416	_
Instructional Specialist III	38,376	=
Instructional Specialist III	38,416	-
Instructional Specialist III	41,303	-
Instructional Specialist III	39,471	-
Instructional Specialist III	40,387	-
Instructional Specialist III	38,416	-
Instructional Specialist III Instructional Specialist III	43,918 43,592	-
Instructional Specialist III	43,392	-
Instructional Specialist III	44,566	- -
Instructional Specialist III	38,416	-
Instructional Specialist III	38,435	-

Instructional Specialist III Instructional Support Associate	47,400 52,330 53,713 38,376 39,471 47,400 43,592 41,989 39,471 36,171 28,557 28,557 30,338 28,557 32,496 30,298 36,180 30,357 55,470 47,598 30,357 40,003 30,298 49,521	Emoluments
Instructional Specialist III Instructional Support Associate	52,330 53,713 38,376 39,471 47,400 43,592 41,989 39,471 36,171 28,557 28,557 30,338 28,557 32,496 30,298 36,180 30,357 55,470 47,598 30,357 40,003 30,298 49,521	- - - - - - - - - - - - - - - - - - -
Instructional Specialist III Instructional Support Associate	53,713 38,376 39,471 47,400 43,592 41,989 39,471 36,171 28,557 28,557 30,338 28,557 32,496 30,298 36,180 30,357 55,470 47,598 30,357 40,003 30,298 49,521	- - - - - - - - - - 1,320
Instructional Specialist III Instructional Support Associate	38,376 39,471 47,400 43,592 41,989 39,471 36,171 28,557 28,557 30,338 28,557 32,496 30,298 36,180 30,357 55,470 47,598 30,357 40,003 30,298 49,521	- - - - - - - - - 1,320
Instructional Specialist III Instructional Support Associate	39,471 47,400 43,592 41,989 39,471 36,171 28,557 28,557 30,338 28,557 32,496 30,298 36,180 30,357 55,470 47,598 30,357 40,003 30,298 49,521	- - - - - - - - 1,320
Instructional Specialist III Instructional Specialist III Instructional Specialist III Instructional Specialist III Instructional Support Associate	47,400 43,592 41,989 39,471 36,171 28,557 28,557 30,338 28,557 32,496 30,298 36,180 30,357 55,470 47,598 30,357 40,003 30,298 49,521	- - - - - - - - - 1,320
Instructional Specialist III Instructional Specialist III Instructional Specialist III Instructional Specialist III Instructional Support Associate	43,592 41,989 39,471 36,171 28,557 28,557 30,338 28,557 32,496 30,298 36,180 30,357 55,470 47,598 30,357 40,003 30,298 49,521	- - - - - - - - 1,320
Instructional Specialist III Instructional Specialist III Instructional Specialist III Instructional Support Associate	41,989 39,471 36,171 28,557 28,557 30,338 28,557 32,496 30,298 36,180 30,357 55,470 47,598 30,357 40,003 30,298 49,521	- - - - - - - - 1,320
Instructional Specialist III Instructional Specialist III Instructional Support Associate	39,471 36,171 28,557 28,557 30,338 28,557 32,496 30,298 36,180 30,357 55,470 47,598 30,357 40,003 30,298 49,521	- - - - - - - 1,320
Instructional Support Associate	36,171 28,557 28,557 30,338 28,557 32,496 30,298 36,180 30,357 55,470 47,598 30,357 40,003 30,298 49,521	- - - - - - 1,320
Instructional Support Associate	28,557 28,557 30,338 28,557 32,496 30,298 36,180 30,357 55,470 47,598 30,357 40,003 30,298 49,521	- - - - - - 1,320
Instructional Support Associate	28,557 30,338 28,557 32,496 30,298 36,180 30,357 55,470 47,598 30,357 40,003 30,298 49,521	- - - - - 1,320
Instructional Support Associate	30,338 28,557 32,496 30,298 36,180 30,357 55,470 47,598 30,357 40,003 30,298 49,521	- - - - 1,320
Instructional Support Associate	28,557 32,496 30,298 36,180 30,357 55,470 47,598 30,357 40,003 30,298 49,521	- - - - 1,320
Instructional Support Associate	32,496 30,298 36,180 30,357 55,470 47,598 30,357 40,003 30,298 49,521	- - - 1,320 - -
Instructional Support Associate	30,298 36,180 30,357 55,470 47,598 30,357 40,003 30,298 49,521	1,320
Instructional Support Associate	36,180 30,357 55,470 47,598 30,357 40,003 30,298 49,521	- 1,320 - -
Instructional Support Associate	30,357 55,470 47,598 30,357 40,003 30,298 49,521	1,320
Instructional Support Associate	55,470 47,598 30,357 40,003 30,298 49,521	
Instructional Support Associate	47,598 30,357 40,003 30,298 49,521	-
Instructional Support Associate	30,357 40,003 30,298 49,521	-
Instructional Support Associate	40,003 30,298 49,521	
Instructional Support Associate	30,298 49,521	-
Instructional Support Associate	49,521	1 220
Instructional Support Associate	,	1,320
Instructional Support Associate		-
Instructional Support Associate	32,117	-
Instructional Support Associate	32,117	-
Instructional Support Associate	54,363	-
Instructional Support Associate	30,357	-
Instructional Support Associate	34,880	-
Instructional Support Associate	42,855	-
Instructional Support Associate	41,514	-
Instructional Support Associate	30,338	-
Instructional Support Associate	30,338	-
Instructional Support Associate	30,357	1,320
Instructional Support Associate	33,395	-
Instructional Support Associate Instructional Support Associate Instructional Support Associate	32,092	1,320
Instructional Support Associate Instructional Support Associate	30,357	1,320
Instructional Support Associate Instructional Support Associate	33,496	-
	32,604	-
Instructional Support Associate	51,566	-
	33,265	-
Instructional Support Associate	32,092	1,320
Instructional Support Associate	39,577	-
Instructional Support Associate	30,338	_
Instructional Support Associate	30,338	_
Instructional Support Associate	31,623	_
Instructional Support Associate	32,815	_
Instructional Support Associate	33,402	_
Instructional Support Associate	31,369	1,320
Instructional Support Associate	41,767	1,320
Instructional Support Associate	42,856	
Instructional Support Associate		-
**	32,117	-
Instructional Support Associate	31,369	-
Instructional Support Associate	31,947	-
Instructional Support Associate	35,830	-
Instructional Support Associate	30,338	-
Instructional Support Associate	30,357	-
Kennel Manager/Technician	30,364	600
Lab Assistant	26,921	-
Lab Assistant	26,961	-
Lab Assistant	26,984	-
Lab Coordinator	27,513	-
Lab Coordinator	26,961	-
Lab Coordinator	26,980	1,320
Lab Coordinator	20,700	-
Lab Coordinator	28,648	1,320
Lab Coordinator		1,320
LRC STAFF F/T S R 1	28,648	
LRC STAFF F/T S R 2	28,648 42,049	-
LRC STAFF F/T S R 4	28,648 42,049 26,961	-

Position	Annual Salary	Emoluments
Manager, Instructional Support Services	43,190	-
Manager, Instructional Support Services	46,821	-
Manager, Instructional Support Services	43,190	=
Manager, Office Support Services	30,471	1,320
Manager, Office Support Services	34,531	-
Marketing Information Specialist	47,872	1,320
Network Services Manager II	57,423	-
Network/Server Support Specialist II	49,829	-
Network/Server Support Specialist II	43,294	-
Network/Server Support Specialist III	49,859	-
Network/Server Support Specialist III Network/Server Support Specialist III	63,206 63,205	-
Network/Server Support Specialist III	57,940	_
Network/Server Support Specialist III	59,384	_
Network/Server Support Specialist III	60,805	<u>-</u>
Network/Server Support Specialist III	64,793	1,320
Network/Server Support Specialist III	52,219	1,920
Network/Systems Specialist II	43,294	-
P C Support Specialist I	38,951	_
P C Support Specialist I	38,684	-
P C Support Specialist II	53,221	-
P C Support Specialist II	43,294	-
P C Support Specialist II	53,221	-
P C Support Specialist II	48,706	1,920
P C Support Specialist III	50,673	-
P C Technician I	28,383	-
Phased Faculty, Retired, Salary Range 1	34,536	-
Phased Faculty, Retired, Salary Range 1	30,751	-
Phased Faculty, Retired, Salary Range 1	33,672	-
Phased Faculty, Retired, Salary Range 1	32,587	-
Phased Faculty, Retired, Salary Range 1	28,193	-
Phased Faculty, Retired, Salary Range 3	38,139	1,320
Phased Faculty, Retired, Salary Range 3	40,529	300
Phased Faculty, Retired, Salary Range 3	40,346	-
Phased Faculty, Retired, Salary Range 3	31,781	-
Phased Faculty, Retired, Salary Range 3	41,177	300
Phased Faculty, Retired, Salary Range 3 Phased Faculty, Retired, Salary Range 3	37,408 41,177	300
Phased Faculty, Retired, Salary Range 3	41,177	
Phased Faculty, Retired, Salary Range 3	35,541	_
Phased Faculty, Retired, Salary Range 4	34,978	_
Phased Faculty, Retired, Salary Range 4	42,164	_
Phased Faculty, Retired, Salary Range 4	39,259	-
Phased Faculty, Retired, Salary Range 4	43,101	-
Phased Faculty, Retired, Salary Range 4	44,474	-
Phased Faculty, Retired, Salary Range 4	37,318	-
Phased Faculty, Retired, Salary Range 4	39,759	-
Phased Faculty, Retired, Salary Range 4	43,826	-
Phased Faculty, Retiree, Salary Range 2	35,552	-
Phased Faculty, Retiree, Salary Range 2	36,345	-
Phased Faculty, Retiree, Salary Range 2	26,079	-
Program Administrator	56,749	570
Program Administrator II	61,558	750
Program Administrator II	60,482	2,070
Program Administrator II	60,994	750
Program Administrator II	56,925	750
Program Administrator II	55,440	750
Program Coordinator	62,024	750
Program Coordinator Program Director Corocs & Continuing Edu	50,220 54,086	570 570
Program Director Career & Continuing Edu Program Director Career & Continuing Edu	54,986 60,824	570 570
Program Director Career & Continuing Edu Program Director Career & Continuing Edu	45,564	570
Program Services Coordinator	45,512	- -
Program Services Coordinator	56,840	-
Program Services Specialist	34,100	-
Program Services Specialist	38,601	-
Program Services Specialist		-
Program Services Specialist Ranch Manager/Herdsman	34,140 45,554	-
-	34,140	- - -

Secretary II Senior Adult Students Advisor Senior Equipment/Toolroom Coordinator Senior Equipment/Toolroom Coordinator Senior Executive Assistant Senior Executive Assistant Senior Executive Assistant Senior Executive Secretary Senior Information Systems Manager Senior Information Systems Manager Senior Information Systems Manager Senior Information Systems Manager Senior Program Development Specialist Specialist IV Specialist IV Specialist V Specialist II Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II	26,653 22,805 25,565 28,624 25,565 24,357 32,105 41,715 39,255 39,814 47,800 43,670 43,613 73,855 74,276 66,239 43,249 44,298 46,060 43,249 44,298 46,060 43,249 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980 30,963
Secretary II Senior Adult Students Advisor Senior Equipment/Toolroom Coordinator Senior Equipment/Toolroom Coordinator Senior Executive Assistant Senior Executive Assistant Senior Executive Assistant Senior Executive Secretary Senior Information Systems Manager Senior Information Systems Manager Senior Information Systems Manager Senior Program Development Specialist Specialist IV Specialist IV Specialist IV Specialist V Specialist Technician Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II	22,805 25,565 28,624 25,565 24,357 32,105 41,715 39,255 39,814 47,800 43,670 43,613 73,855 74,276 66,239 43,249 44,298 46,060 43,249 39,669 59,469 56,617 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Secretary II Secretary II Secretary II Secretary II Secretary II Secretary II Senior Adult Students Advisor Senior Equipment/Toolroom Coordinator Senior Equipment/Toolroom Coordinator Senior Executive Assistant Senior Executive Assistant Senior Executive Assistant Senior Executive Secretary Senior Information Systems Manager Senior Information Systems Manager Senior Information Systems Manager Senior Information Systems Manager Senior Program Development Specialist Supecialist IV Specialist V Specialist II Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II	25,565 28,624 25,565 24,357 32,105 41,715 39,255 39,814 47,800 43,670 43,613 73,855 74,276 66,239 43,249 44,298 46,060 43,249 39,669 59,469 56,617 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Secretary II Secretary II Secretary II Secretary II Senior Adult Students Advisor Senior Equipment/Toolroom Coordinator Senior Equipment/Toolroom Coordinator Senior Executive Assistant Senior Executive Assistant Senior Executive Assistant Senior Executive Secretary Senior Information Systems Manager Senior Information Systems Manager Senior Information Systems Manager Senior Program Development Specialist Specialist III Specialist IV Specialist V Student Lab Technician Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II	28,624 25,565 24,357 32,105 41,715 39,255 39,814 47,800 43,670 43,613 73,855 74,276 66,239 43,249 44,298 46,060 43,249 39,669 59,469 56,617 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Secretary II Secretary II Senior Adult Students Advisor Senior Equipment/Toolroom Coordinator Senior Equipment/Toolroom Coordinator Senior Executive Assistant Senior Executive Assistant Senior Executive Secretary Senior Information Systems Manager Senior Information Systems Manager Senior Information Systems Manager Senior Information Systems Manager Senior Program Development Specialist Specialist III Specialist III Specialist V Specialist Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II	25,565 24,357 32,105 41,715 39,255 39,814 47,800 43,670 43,613 73,855 74,276 66,239 43,249 44,298 46,060 43,249 39,669 59,469 56,617 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Secretary II Secretary II Senior Adult Students Advisor Senior Equipment/Toolroom Coordinator Senior Equipment/Toolroom Coordinator Senior Equipment/Toolroom Coordinator Senior Executive Assistant Senior Executive Assistant Senior Executive Secretary Senior Information Systems Manager Senior Information Systems Manager Senior Information Systems Manager Senior Program Development Specialist Specialist IV Specialist IV Specialist IV Specialist V Specialist V Specialist V Specialist V Student Lab Technician Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II Technic	24,357 32,105 41,715 39,255 39,814 47,800 43,670 43,613 73,855 74,276 66,239 43,249 44,298 46,060 43,249 39,669 59,469 56,617 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Secretary II Senior Adult Students Advisor Senior Equipment/Toolroom Coordinator Senior Equipment/Toolroom Coordinator Senior Equipment/Toolroom Coordinator Senior Executive Assistant Senior Executive Assistant Senior Executive Secretary Senior Information Systems Manager Senior Information Systems Manager Senior Information Systems Manager Senior Information Systems Manager Senior Program Development Specialist Specialist III Specialist IV Specialist V Specialist V Specialist V Specialist V Specialist V Specialist V Student Lab Technician Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II	32,105 41,715 39,255 39,814 47,800 43,670 43,613 73,855 74,276 66,239 43,249 44,298 46,060 43,249 39,669 59,469 56,617 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Senior Adult Students Advisor Senior Equipment/Toolroom Coordinator Senior Equipment/Toolroom Coordinator Senior Equipment/Toolroom Coordinator Senior Executive Assistant Senior Executive Assistant Senior Executive Assistant Senior Executive Secretary Senior Information Systems Manager Senior Information Systems Manager Senior Information Systems Manager Senior Program Development Specialist Specialist IV Specialist IV Specialist IV Specialist V Specialist V Specialist V Specialist V Student Lab Technician Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II	41,715 39,255 39,814 47,800 43,670 43,613 73,855 74,276 66,239 43,249 44,298 46,060 43,249 39,669 59,469 56,617 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Senior Equipment/Toolroom Coordinator Senior Equipment/Toolroom Coordinator Senior Executive Assistant Senior Executive Assistant Senior Executive Secretary Senior Information Systems Manager Senior Information Systems Manager Senior Information Systems Manager Senior Information Systems Manager Senior Program Development Specialist Specialist III Specialist IV Specialist V Specialist Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II	39,255 39,814 47,800 43,670 43,613 73,855 74,276 66,239 43,249 44,298 46,060 43,249 39,669 59,469 56,617 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Senior Equipment/Toolroom Coordinator Senior Executive Assistant Senior Executive Assistant Senior Executive Secretary Senior Information Systems Manager Senior Information Systems Manager Senior Information Systems Manager Senior Information Systems Manager Senior Program Development Specialist Specialist IV Specialist IV Specialist IV Specialist V Specialist V Specialist V Specialist V Student Lab Technician Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Tetonical Theatre Specialist II Tutor Coordinator Tutor Coordinator Tutor Coordinator Tutor Coordinator Tutor Program Instr Apps Integration Spe Total Instruction Academic Advisor Academic Advisor II	47,800 43,670 43,613 73,855 74,276 66,239 43,249 44,298 46,060 43,249 39,669 59,469 56,617 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Senior Executive Assistant Senior Executive Secretary Senior Information Systems Manager Senior Information Systems Manager Senior Information Systems Manager Senior Information Systems Manager Senior Program Development Specialist Specialist III Specialist IV Specialist V Specialist V Specialist V Specialist V Specialist V Student Lab Technician Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Tetor Coordinator Tutor Coordinator	43,670 43,613 73,855 74,276 66,239 43,249 44,298 46,060 43,249 39,669 59,469 56,617 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Senior Executive Secretary Senior Information Systems Manager Senior Information Systems Manager Senior Information Systems Manager Senior Program Development Specialist Specialist IV Specialist IV Specialist V Specialist V Specialist V Specialist V Specialist V Student Lab Technician Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II Tethin Assistant II Tutor Coordinator Tutor Coordinator Tutor Coordinator Tutor Coordinator Tutor Lab Instruction 66, Academic Advisor Academic Advisor II	43,613 73,855 74,276 66,239 43,249 44,298 46,060 43,249 39,669 59,469 56,617 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Senior Information Systems Manager Senior Information Systems Manager Senior Information Systems Manager Senior Program Development Specialist Specialist III Specialist IV Specialist V Specialist V Specialist V Specialist V Specialist V Specialist V Student Lab Technician Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II Tethin Sassistant II Tutor Coordinator Tutor Coordinator Tutor Coordinator Tutor Coordinator Teth Instruction Total Instruction 66, Academic Advisor Academic Advisor II	73,855 74,276 66,239 43,249 44,298 46,060 43,249 39,669 59,469 56,617 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Senior Information Systems Manager Senior Information Systems Manager Senior Program Development Specialist Specialist III Specialist IV Specialist V Specialist V Specialist V Specialist V Specialist V Student Lab Technician Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II Tetonical Theatre Specialist II Technical Theatre Specialist II T	74,276 66,239 43,249 44,298 46,060 43,249 39,669 59,469 56,617 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Senior Information Systems Manager Senior Program Development Specialist Specialist III Specialist IV Specialist V Specialist V Specialist V Specialist V Specialist V Student Lab Technician Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II Tetonical Theatre Specialist II	66,239 43,249 44,298 46,060 43,249 39,669 59,469 56,617 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Senior Program Development Specialist Specialist III Specialist IV Specialist V Specialist V Specialist V Specialist V Specialist V Specialist V Student Lab Technician Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Testing Assistant II Tutor Coordinator Tutor Coordinator Tutor Coordinator Tutor Pym Instr Apps Integration Spe Total Instruction 66, Academic Advisor Academic Advisor II	43,249 44,298 46,060 43,249 39,669 59,469 56,617 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Senior Program Development Specialist Senior Program Development Specialist Senior Program Development Specialist Specialist III Specialist IV Specialist V Student Lab Technician Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Testing Assistant II Tutor Coordinator Academic Advisor Academic Advisor II	44,298 46,060 43,249 39,669 59,469 56,617 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Senior Program Development Specialist Senior Program Development Specialist Specialist III Specialist IV Specialist V Specialist V Specialist V Specialist V Specialist V Sudent Lab Technician Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Testing Assistant II Tutor Coordinator Tutor Coordinator Vet Tech Prgm Instr Apps Integration Spe Total Instruction 66,0 Academic Advisor Academic Advisor II	46,060 43,249 39,669 59,469 56,617 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Senior Program Development Specialist Specialist III Specialist IV Specialist V Student Lab Technician Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Tutor Coordinator Tutor Coordinator Tutor Coordinator Tutor Coordinator Tutor Apps Integration Spe	43,249 39,669 59,469 56,617 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Specialist III Specialist IV Specialist V Student Lab Technician Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Tethical Theatre Specialist II Tutor Coordinator Tutor Coordinator Tutor Coordinator Tutor Coordinator Vet Tech Prgm Instr Apps Integration Spe Total Instruction 66, Academic Advisor Academic Advisor II	39,669 59,469 56,617 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Specialist IV Specialist V Specialist V Specialist V Specialist V Specialist V Specialist V Student Lab Technician Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Testing Assistant II Tutor Coordinator Tutor Coordinator Vet Tech Prgm Instr Apps Integration Spe Total Instruction 66, Academic Advisor Academic Advisor II	59,469 56,617 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Specialist V Specialist V Specialist V Specialist V Specialist V Student Lab Technician Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Tethical Theatre Specialist II Tutor Coordinator Tutor Coordinator Tutor Coordinator Tutor Coordinator Vet Tech Prgm Instr Apps Integration Spe Total Instruction 66, Academic Advisor Academic Advisor	56,617 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Specialist V Specialist V Specialist V Specialist V Specialist V Student Lab Technician Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Tethical Theatre Specialist II Tutor Coordinator Tutor Coordinator Tutor Coordinator Tutor Coordinator Vet Tech Prgm Instr Apps Integration Spe Total Instruction 66, Academic Advisor Academic Advisor	56,617 49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Specialist V Specialist V Specialist V Student Lab Technician Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Tethical Theatre Specialist II Tutor Coordinator Vet Tech Prgm Instr Apps Integration Spe Total Instruction 66,4 Academic Advisor Academic Advisor II	49,919 48,465 48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Specialist V Student Lab Technician Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Tethnical Theatre Specialist II Tutor Coordinator Tutor Coordinator Tutor Coordinator Vet Tech Prgm Instr Apps Integration Spe Total Instruction 66,9 Academic Advisor Academic Advisor II	48,582 32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Specialist V Student Lab Technician Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Tethnical Theatre Specialist II Tutor Coordinator Tutor Coordinator Tutor Coordinator Vet Tech Prgm Instr Apps Integration Spe Total Instruction 66,9 Academic Advisor Academic Advisor II	32,604 57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Supervisor, Nursing Lab Coordinator Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II Testing Assistant II Tutor Coordinator Tutor Coordinator Vet Tech Prgm Instr Apps Integration Spe Total Instruction 66,9 Academic Advisor Academic Advisor II	57,653 45,579 38,376 39,220 30,338 30,298 38,207 26,980
Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II Testing Assistant II Tutor Coordinator Tutor Coordinator Vet Tech Prgm Instr Apps Integration Spe Total Instruction 66, Academic Advisor Academic Advisor II	45,579 38,376 39,220 30,338 30,298 38,207 26,980
Technical Theatre Coordinator Technical Theatre Coordinator Technical Theatre Specialist II Testing Assistant II Tutor Coordinator Tutor Coordinator Vet Tech Prgm Instr Apps Integration Spe Total Instruction 66, Academic Advisor Academic Advisor II	38,376 39,220 30,338 30,298 38,207 26,980
Technical Theatre Coordinator Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Testing Assistant II Tutor Coordinator Tutor Coordinator Vet Tech Prgm Instr Apps Integration Spe Total Instruction 66, Academic Advisor Academic Advisor II	38,376 39,220 30,338 30,298 38,207 26,980
Technical Theatre Specialist II Technical Theatre Specialist II Technical Theatre Specialist II Testing Assistant II Tutor Coordinator Tutor Coordinator Vet Tech Prgm Instr Apps Integration Spe Total Instruction Academic Advisor Academic Advisor II	30,338 30,298 38,207 26,980
Technical Theatre Specialist II Technical Theatre Specialist II Testing Assistant II Tutor Coordinator Tutor Coordinator Vet Tech Prgm Instr Apps Integration Spe Total Instruction 66, Academic Advisor Academic Advisor II	30,298 38,207 26,980
Technical Theatre Specialist II Technical Theatre Specialist II Testing Assistant II Tutor Coordinator Tutor Coordinator Vet Tech Prgm Instr Apps Integration Spe Total Instruction 66, Academic Advisor Academic Advisor II	30,298 38,207 26,980
Technical Theatre Specialist II Testing Assistant II Tutor Coordinator Tutor Coordinator Vet Tech Prgm Instr Apps Integration Spe Total Instruction 66, Academic Advisor Academic Advisor II	38,207 26,980
Testing Assistant II Tutor Coordinator Tutor Coordinator Vet Tech Prgm Instr Apps Integration Spe Total Instruction 66, Academic Advisor Academic Advisor II	
Tutor Coordinator Tutor Coordinator Vet Tech Prgm Instr Apps Integration Spe Total Instruction 66, Academic Advisor Academic Advisor II	
Tutor Coordinator Vet Tech Prgm Instr Apps Integration Spe Total Instruction 66, Academic Advisor Academic Advisor II	
Total Instruction 66, Academic Advisor Academic Advisor II	30,760
Total Instruction 66, Academic Advisor Academic Advisor II	35,182
Academic Advisor II	082,248 847
	30,298
Account Sales Representative	34,159
1 200 and Dates Representative	48,549
Account Sales Representative	48,465
Admin. Asst. to Instructional Dean	43,983
Administrative Assistant	34,680
Administrative Assistant	41,060
Administrative Assistant	39,890
Administrative Assistant	34,733
Administrative Assistant	31,369
Administrative Assistant	57,679
Administrative Assistant II	53,757
Administrative Assistant II	37,340
Administrative Assistant II	47,320
Administrative Assistant II	34,159
Admissions Specialist	25,554
Admissions Specialist	29,128
Admissions Specialist	26,165
Assistant Coordinator, Graphics	37,137
Assistant Dean, Cont. Education II	63,254
Assistant Dean, Continuing Education I	44,624
Assistant to Vice President II	59,981
Assoc. Dean, Educational Resources	72,159
	105,353
Associate Dean, Workforce Development	61,380
Asst. Dean, C.E. & Contract Training	58,257
Asst. Dean, Educational Resources	63,141
Audio/Video Production Technician	32,400
Cable/Broadcast T.V. Producer	52,423
	· ·
Circulation and Testing Center Represent	25,374

Position	Annual Salary	Emoluments
Circulation and Testing Center Represent	26,961	-
Circulation Assistant	21,294	-
Circulation Assistant	21,254	_
Circulation Assistant	22,299	_
Circulation Assistant	22,299	-
Circulation Assistant	21,313	-
Circulation Assistant	21,313	-
Circulation Assistant	21,254	_
Circulation Assistant	22,300	1,920
Circulation Assistant	32,171	· -
Circulation Assistant	32,983	_
Circulation Assistant	32,171	-
Circulation Assistant II	22,785	_
Circulation Assistant II	25,312	_
Circulation Coordinator	26,921	_
Circulation Coordinator	26,980	_
Circulation Coordinator	28,645	_
Circulation Coordinator	28,391	_
Circulation Coordinator	28,646	1,320
Circulation Coordinator	36,293	-
Circulation Supervisor, Library	43,592	_
Classroom Technology Specialist	35,609	-
Classroom Technology Specialist Classroom Technology Specialist	37,592	-
Coll. Crd. Curriculum Management		1,320
Coll. Dir. School Alliance/Inst. Outreach	48,818	
	53,014	1,170
College Services Assistant	25,564	-
College Video Film Maker	36,535	-
Continuing Education Office Manager II	30,357	-
Continuing Education Office Manager II	38,364	-
Continuing Education Office Manager II	39,502	-
Continuing Education Office Manager II	41,170	-
Coord., Grants Management & Compliance	48,505	-
Coordinator Audio/Video Production	40,003	-
Coordinator Audio/Video Production	38,907	-
Coordinator Audio/Video Production	42,638	-
Coordinator, Client Management	37,117	-
Coordinator, Cont. Education Admissions	27,513	-
Coordinator, Media Distribution	32,924	-
Coordinator, Media Distribution	31,359	-
Coordinator, Media Distribution	32,171	-
Crd. C.E. & Workforce Development	44,298	-
Crd. C.E. & Workforce Development	49,589	-
Crd. C.E. & Workforce Development	46,361	-
Crd. C.E. & Workforce Development	44,298	-
Crd. C.E. & Workforce Development	43,249	_
Crd. C.E. & Workforce Development	48,818	_
Crd. Visual Media Prod. Srvs	46,753	1,320
Dean of Instruction	80,508	1,080
Dean, Educational Resources	78,092	1,080
Dean, Educational Resources	73,184	1,080
Dean, External & Community Relations	72,833	1,080
Dean, Instr. Support/Outreach Srvs.	77,496	1,080
Dean, Instructional Support & Distance E	65,627	1,080
Dean, Resource Development		
	84,584	1,080
Dean, Technical/Occupational Programming	64,505	1,080
Dean, Technical/Occupational Programming	90,416	1,080
Department Assistant I	21,622	1,320
Department Assistant II	23,720	1,920
Department Assistant II	21,294	-
Department Assistant II	34,772	-
Department Assistant II	22,807	-
Department Assistant II	33,301	-
Department Assistant II	30,401	-
Department Assistant III	27,928	1,320
Department Assistant III	26,706	-
Department Assistant III	31,197	-
Department Assistant III	31,785	-
Department Assistant III		
•	25,565	-
Department Assistant III Department Assistant III		- -

Position	Annual Salary	Emoluments
Department Assistant III	37,137	-
Department Assistant IV	28,512	-
Department Assistant IV	25,374	-
Department Assistant IV	26,980	-
Department Assistant IV	25,374	-
Director of Production	87,551	900
Director, College Programs	52,776	570
Director, Community Relations	68,981	900
Director, Library Services	54,949	750
Division Secretary	27,982	-
Educational Technologies Assistant	32,604	=
Electronics Technician II	30,357	-
Enrollment Services Generalist	30,298	-
Enrollment Services Generalist	30,582	-
Evening Administrator	51,423	1,350
Evening Administrator	51,423	1,350
Exec Dean, Corporate/Cont. Ed.	78,333	1,080
Exec. Dean, Educational Partnerships	80,964	1,080
Exec. Dist. Dir., Educ. Planning, Policy	111,512	2,010
Exec. V.P. Academic Aff. & Student Succe	119,635	1,410
Exec. V.P. Academic Aff. & Student Succe Executive Dean	123,112	2,370
Executive Dean Executive Dean	91,121 86,718	1,080
Executive Dean Executive Dean	86,718 95,010	1,080 750
Executive Dean (2005)	93,010 87,391	1,080
Executive Dean (2005) Executive Dean (2005)	89,835	1,740
Faculty Contract & Load Specialist	39,172	1,740
Faculty, Full-Time, Range 2	85,582	_
Faculty, Full-Time, Range 3	106,673	_
Faculty, Full-Time, Range 4	71,488	-
Faculty, Full-Time, Range 4	92,809	_
Graphic Designer II	45,823	-
Instructional Appl. Integration Specialist	36,159	1,320
Instructional Dean/Division Chair	76,061	945
Instructional Dean/Division Chair	78,239	1,080
Instructional Designer	52,273	750
Instructional Designer	69,772	750
Instructional Designer	61,488	750
Instructional Specialist III	45,544	-
Instructional Support Services Specialis	44,837	600
Librarian I	26,980	-
Librarian III	43,190	-
Librarian III	43,249	-
Librarian III	45,376	-
Librarian III	43,249	-
Librarian III	43,230	-
Librarian III	49,593	-
Librarian III	43,249	-
Librarian III	69,691	1,320
Librarian III	64,322	-
Librarian III	51,086	-
Librarian IV	49,281	570
Librarian IV	44,624	570
Librarian IV	46,886 45,564	570
Librarian IV	45,564 45,638	570
Librarian IV	45,638 61,765	570 570
Librarian IV	61,765	570
Librarian IV	64,221 63,997	1,890
Librarian IV	63,997 82,300	570
LRC STAFF F/T S R 3	82,309 97,755	-
LRC STAFF F/T S R 4 Manager, Instructional Support Services	97,755 44,980	-
Manager, Library Circulation	44,980 45,366	-
Manager, Library Circulation Manager, Library Circulation	43,300 44,139	1,320
managor, Liotary Chediation	44,139	1,320

Position	Annual Salary	Emoluments
Manager, Library Circulation	50,219	-
Manager, Media Support Services	41,513	-
Manager, Media Support Services	47,861	-
Manager, Media/Production Services	43,304	-
Manager, Office Support Services	45,398	-
Media Center Circulation Assistant	29,360	-
Media Distribution Assistant	21,254	-
Media Distribution Assistant	21,313	-
Media Distribution Assistant	26,165	-
Media Distribution Assistant	33,495	-
Media Distribution Assistant	21,254	-
Media Distribution Assistant	37,618	-
Motion Imaging Transmission Technician	44,735	-
P C Support Specialist I	37,592	-
P C Support Specialist I	37,592	-
Program Services Assistant	26,653	600
Program Services Coordinator	39,120	-
Program Services Coordinator	39,471	-
Program Services Coordinator	44,845	-
Program Services Coordinator	61,930	-
Program Services Specialist	34,198	600
Program Services Specialist	42,629	-
Project Leader	68,496	1,080
Project Leader	61,919	750
Room USE Coordinator	35,977	-
Senior Academic Advisor	42,165	-
Senior Administrative Assistant	46,227	1,320
Senior Administrative Assistant	43,314	-
Senior Administrative Assistant	43,190	-
Senior Administrative Assistant	44,832	-
Senior Editor	56,122	-
Senior Executive Assistant	38,416	-
Senior Executive Assistant	43,242	-
Senior Manager, Graphics Communications	54,000	-
Senior Room USE Coordinator	34,159	1,920
Special Assistant to the Vice President	43,306	-
Special Assistant to the Vice President	45,329	-
Sr Mgr, Media and Production Services	48,505	-
Sr. Crd., Media Distribution Svcs	34,100	-
Superintendent, Charter H.S./Assoc. V.P.	111,050	1,410
Tech Prep Program Specialist	45,365	-
Telecourse Web/Graphic Specialist	63,144	-
Telecourse Web/Graphic Specialist	63,227	-
V P, Community & Economic Development	112,532	1,410
V.P., Academic Affairs & Student Success	118,440	1,410
V.P., Academic Affairs & Student Success	118,440	1,410
V.P., Academic Affairs & Student Success	118,440	1,410
V.P., Academic Affairs & Student Success	120,789	1,410
Vice President, Instruction	118,440	1,410
Website Content Coordinator I	43,881	-
Total Academic Support	10,783,336	80,655
Administrative Assistant	30,338	-
Administrative Assistant II	40,434	-
Admissions Specialist II	27,285	1,320
Assistant Dean, Cont. Education II	60,807	2,070
Assoc. V.P. Workforce/Cont. Education	92,837	1,671
Associate Dean, Workforce Development	61,141	2,220
Associate Dean, Workforce Development	57,846	2,220
Asst. Dean, C.E. & Contract Training	55,430	1,350
C.E. & Workforce Specialist	36,211	· -
C.E. & Workforce Specialist	33,395	-
Coord. Health Occupations Admissions	36,024	_
Crd. C.E. & Workforce Development	43,190	_
Crd. C.E. & Workforce Development	46,361	-
Crd. C.E. & Workforce Development	44,298	-
Crd. C.E. & Workforce Development	43,230	-
Crd. C.E. & Workforce Development	44,488	-
Crd. C.E. & Workforce Development	50,532	- -
Crd. C.E. & Workforce Development	47,187	
Crd. C.E. & Workforce Development	40,709	1,320
C.C. C.E. & Workforce Development	40,707	1,320

Position	Annual Salary	Emoluments
Department Assistant II	22,825	-
Department Assistant II	21,254	-
Department Assistant II	37,575	-
Department Assistant III	23,961	-
Department Assistant III	24,974	-
Department Assistant III	25,797	-
Department Assistant IV	28,366	-
Executive Assistant	26,921	600
Manager, Office Support Services	30,385	-
Mgr. Grants Management & Compliance	51,423	750
Program Administrator	57,874	570
Program Development Specialist	36,211	-
Program Director Career & Continuing Edu	44,624	570
Program Director Career & Continuing Edu	45,638	570
Program Services Coordinator	41,252	-
Senior Administrative Assistant	45,357	1,320
Senior Executive Assistant	38,435	-
Senior Executive Assistant	39,471	600
Senior Program Development Specialist	43,249	-
Senior Program Development Specialist	55,373	-
Senior Program Development Specialist	57,934	-
V P, Community & Economic Development	108,421	2,010
Total Public Service	1,799,065	19,161
Administrative Assistant	31,628	1,320
Administrative Assistant	38,324	-
Administrative Assistant II	34,292	-
Administrative Assistant II	35,996	-
Apprentice Electrician	32,364	-
Apprentice Electrician	35,486	-
Apprentice Electrician	38,062	-
Assistant Director, Facilities Services	50,141	-
Assistant Director, Facilities Services	51,584	-
Assistant Director, Facilities Services	51,344	1,920
Assistant Director, Facilities Services	51,897	-
Assistant Director, Facilities Services	52,291	-
Assistant Director, Facilities Services	54,772	-
Assistant Director, Facilities Services	51,967	-
Assistant Director, Facilities Services	62,472	-
Assistant Director, Facilities Services	73,664	600
Assoc. V.C., Facil. Mgmt/Dist.Architect	167,529	2,430
Automotive & Small Engine Mechanic	34,199	-
Building Crafts Helper	23,951	-
Building Maintenance Supervisor	48,158	-
Building Maintenance Supervisor	53,864	-
Building Maintenance Supervisor	56,099	-
Building Maintenance Supervisor	51,555	600
Building Mechanical Services Supervisor	46,124	600
Building Operations Supervisor	46,104	-
Building Operations Supervisor	46,064	600
Building Operations Supervisor	46,124	1,920
Building Operations Supervisor	49,740	-
Building Operations Supervisor	53,891	-
Building Operations Supervisor	47,180	-
Building Operations Supervisor	48,077	1,920
Building Services Assistant	25,552	-
Building Services Assistant	27,787	-
Building Services Supervisor	46,124	-
Building Services Supervisor	51,277	-
Building Services Supervisor	55,752	1,920
Building Services Supervisor	51,395	-
Carpenter I	29,776	-
Carpenter I	28,709	=
Carpenter I	28,769	-
Carpenter I	33,401	1,320
Carpenter I	30,324	1,320
Carpenter I	30,162	-
Carpenter II	36,419	-
Carpenter II	36,438	-
Carpenter II	38,362	-

Position	Annual Salary	Emoluments
Carpenter II	36,419	-
Carpenter II	37,989	-
Carpenter II	37,467	-
Carpenter II	47,245	-
Carpenter II	42,392	600
Carpenter II	43,378	-
Civil Engineer	60,245	2,010
College Director, Facilities Management	86,554	900
College Director, Facilities Management	78,293	900
College Director, Facilities Management	85,681	1,500
College Director, Facilities Management	78,933	1,500
College Director, Facilities Management	66,530	900
College Director, Facilities Management	69,624	2,670
College Purchasing Transaction Specialis	38,444	1,320
Coordinator of Facilities Services	36,444	600
Coordinator, Custodial/Maintenance Srvs.	33,699	1,320
Coordinator, Custodial/Maintenance Srvs.	46,245	-
Crd. Custodial/Maintenance Services II	36,438	600
Crd. Custodial/Maintenance Services II	42,741	600
Custodian Foreman	23,710	600
Department Assistant III	23,979	-
Director, Facilities Engineering	94,135	2,010
District Facilities & Interior Designer	66,036	750
Executive Assistant	39,908	-
Facilities Maintenance Assistant	24,046	-
Facilities Maintenance Assistant	24,046	1 220
Facilities Maintenance Assistant	26,803	1,320
Facilities Maintenance Assistant Facilities Services Clerk II	29,719	-
Facilities Services Supervisor	28,468 52,076	-
Facilities Support Services Coordinator	34,744	-
Facilities Support Services Coordinator	34,199	-
Facilities Support Services Coordinator	49,254	_
Grounds Coordinator	32,324	600
Grounds Coordinator	30,467	-
Grounds Equipment Operator I	20,854	_
Grounds Equipment Operator I	20,894	_
Grounds Equipment Operator I	23,900	_
Grounds Equipment Operator I	22,534	_
Grounds Equipment Operator II	23,710	_
Grounds Equipment Operator II	23,710	-
Grounds Equipment Operator II	26,077	-
Grounds Equipment Operator II	28,263	-
Grounds Equipment Operator II	36,610	-
Grounds Equipment Operator II	35,370	-
Grounds Equipment Operator II	22,720	-
Grounds Equipment Operator II	31,604	-
Grounds Foreman	37,675	-
Grounds Supervisor	46,064	-
Grounds Supervisor	49,382	-
Grounds Supervisor	47,180	-
Groundskeeper	21,312	-
Groundskeeper	29,783	-
Hvac Technician	30,772	-
Hvac Technician	32,324	1,320
Hvac Technician	32,324	-
Hvac Technician	32,383	-
Hvac Technician	33,401	-
Hvac Technician	32,324	-
Hvac Technician	32,324	-
Hvac Technician	42,404	-
Hvac Technician	32,383	1,320
Hvac Technician	34,707	1,320
Hvac Technician	32,324	-
Hvac Technician	32,324	-
Hyac Technician	34,704 33,401	1 220
Hvac Technician	33,401	1,320

Position	Annual Salary	Emoluments
Hvac Technician	34,704	-
Hvac Technician	34,704	-
Hvac Technician	44,017	-
Hvac Technician II	36,186	1,320
Hvac Technician II	36,438	-
Hvac Technician II	36,495	-
Hvac Technician II	37,908	-
Hvac Technician II	36,575	-
Hvac Technician II	46,911	-
Hvac Technician II	36,419	-
Hvac Technician II	36,419	-
Hvac Technician II	47,100	-
Hvac Technician II	45,323	-
Hvac Technician II	41,004	-
Inv Control/Voice Comm Specialist	37,917	-
Inventory Control Specialist	40,302	-
Irrigation Technician	27,468	-
Irrigation Technician II	32,364	600
Journeyman Electrician	36,419	-
Journeyman Electrician	46,911	-
Journeyman Electrician	36,419	-
Journeyman Electrician	38,162	1,320
Journeyman Electrician	36,175	-
Loc. Ops./Maint. Specialist II	41,003	600
Loc. Ops./Maint. Specialist II	41,003	-
Loc. Ops./Maint. Specialist II	48,212	600
Loc. Ops./Maint. Specialist II	50,553	600
Location Ops/Maint Specialist	37,467	-
Location Ops/Maint Specialist	40,031	-
Location Ops/Maint Specialist	41,369	-
Location Ops/Maint Specialist	37,032	1,320
Location Services Specialist	40,224	-
Master Electrician	41,003	-
Master Electrician	47,666	-
Mechanic	27,194	600
Painter I	25,512	-
Painter I	28,286	-
Painter I	34,309	1,320
Painter II	28,769	-
Plumber	37,929	-
Plumber II	40,944	_
Plumber II	38,592	_
Receiving Clerk a	20,854	_
Receiving Clerk a	20,854	_
Receiving Clerk a	21,178	_
Receiving Clerk B	25,552	_
Receiving Clerk B	25,532	1,320
Receiving Clerk B	25,552	1,320
Receiving Clerk B	25,512	1,320
Receiving Clerk B	27,620	_
Receiving Supervisor	40,534	_
Receiving Supervisor	32,324	
Senior Administrative Assistant		-
Senior Hyac Technician	43,249	-
	40,944	-
Senior Hyac Technician	42,046	-
Senior Hyac Technician	47,007	600
Senior Hyac Technician	41,003	-
Senior Hvac Technician	50,126	1 220
Senior Hvac Technician	41,003	1,320
Senior Hyac Technician	40,944	-
Senior Hyac Technician	48,396	-
Senior Hyac Technician	52,552	-
Senior Hvac Technician	43,681	1,320
Senior Mailroom Coordinator	42,734	-
Sr. Crd. Custodial/Maintenance Srvs	52,405	600
Sr. Preventative Maintenance Technician	32,383	-
Sr. Preventative Maintenance Technician	34,704	-
Technical Theatre Specialist II	30,357	-
Total Operation & Maintenance of Plant	7,442,577	57,210
TOTAL UNRESTRICTED	145,571,909	1,519,672

Position	Annual Salary	Emoluments
Administrative Assistant	30,298	-
Administrative Assistant	30,378	-
Administrative Assistant	34,525	-
Administrative Assistant	34,500	-
Assistant Accountant	36,676	-
Assistant Coach	42,749	=
Assistant to Director Teleconferencing	42,312	-
Asst. Dir. Student Programs/Resources	44,644	570
Asst. Dir. Student Programs/Resources	52,374	570
Coll.Dir. Athletics & Recreational Progr	62,717	750
Coll.Dir. Athletics & Recreational Progr	68,360	750
College Athletic Program Coordinator	42,187	=
College Athletic Program Coordinator	42,238	1 250
College Director, Athletic Program College Director, Athletic Program	58,922 53,694	1,350 750
College Director, Athletic Program	56,053	750 750
College Nurse II	55,537	-
College Nurse II	73,508	_
College Police/Safety Officer	43,011	_
College Rising Star Program Coordinator	50,994	-
Content Training Specialist	45,379	_
Department Assistant III	26,918	_
Department Assistant IV	26,961	_
Department Assistant IV	27,333	_
Dir. Marketing, Telecollege - Telearning	70,754	900
Dir. S.P.A.R. II	58,387	750
Dir. S.P.A.R. II	52,494	750
Dir. Student Programs and Health Service	75,069	750
Director, Facilities Services	68,321	1,710
Director, Student Programs & Resources	45,519	1,890
Director, Student Programs & Resources	48,139	570
Director, Student Programs & Resources	52,776	570
Director, Student Programs & Resources	86,971	570
Gallery Coordinator	37,314	1,320
Head Athletic Coach	34,159	-
Head Athletic Coach	34,159	-
Head Athletic Coach	35,184	-
Head Athletic Coach	35,996	-
Head Athletic Coach	35,182	-
Head Athletic Coach	35,182	-
Instructional Specialist III	38,435	-
Loc. Ops./Maint. Specialist II	45,828	600
Manager, Academic Partnerships	56,605	750
Manager, Academic Partnerships Manager, Student Publications	67,358	750
Manager, Student Publications Manager, Student Publications	34,140 36,493	-
Manager, Student Fublications Manager, Student Publications	42,917	- -
Mgr. Business Incubation Center	50,043	750
Multimedia Graphics Designer	38,400	-
Natatorium Supervisor	38,435	- -
Program Director Career & Continuing Edu	50,220	570
Program Services Assistant II	31,116	-
Program Services Coordinator	39,128	-
Program Services Coordinator	36,530	-
Program Services Coordinator	39,952	-
Program Services Coordinator	38,435	-
Project Leader	61,248	750
Senior Head Athletic Coach	39,471	-
Senior Head Athletic Coach	42,804	-
Student Program Development Specialist	29,985	-
Student Program Development Specialist	30,338	-
Student Program Development Specialist	30,298	-
Student Program Development Specialist	30,357	-
Student Programs Development Crd.	37,716	-
Student Programs Development Crd.	36,024	-
TOTAL AUXILIARY FUND	2,910,150	19,440
Academic Advisor II	34,849	-
Accountant II	38,376	-
Administrative Assistant	32,496	-
Administrative Assistant	30,338	-

Position	Annual Salary	Emoluments
Administrative Assistant II	36,491	-
Administrative Assistant II	47,450	-
Audio/Video Production Technician	41,062	-
College Video Film Maker	49,654	-
Coordinator, Academic Programs	45,681	-
Coordinator, Instructional Labs	38,376	1,320
Counselor/Fac F/T, Salary Range 1	58,048	1,320
Counselor/Fac. F/T Salary Range 4	63,670	-
Crd. Resource Development	51,364	2,070
Dean, Instr. Support/Outreach Srvs.	74,734	1,680
Dir. Teleconf. Trng. Network Director IV	99,836 68,131	900 2,400
Grants Program Coordinator	40,709	1,320
Grants Program Coordinator	44,300	1,320
Instructional Designer	54,630	750
Instructional Designer	60,849	2,070
Instructional Specialist II	34,100	-
Outreach & Recruitment Specialist I	28,557	_
Professional Counselor	71,400	-
Program Administrator II	60,612	750
Program Administrator II	63,079	570
Program Services Coordinator	38,376	1,320
Program Services Coordinator	38,376	1,320
Program Services Coordinator	38,433	-
Receptionist	28,557	1,320
Research Analyst II	49,531	-
Research Associate II	36,171	-
Senior Administrative Assistant	43,250	-
Senior Research Analyst	52,615	-
Specialist V	48,505	-
Telecommunications Marketing Coord. II	39,220	-
Vice President, Instruction	150,119	-
Total Institutional Support	1,831,941	20,430
Administrative Assistant Administrative Assistant	30,584	-
Coll.Dir.School Alliance/Inst. Outreach	38,555 51,552	570
Coll.Dir.School Alliance/Inst. Outreach	47,506	570
Coll.Dir.School Alliance/Inst. Outreach	56,873	1,170
Coll.Dir.School Alliance/Inst. Outreach	55,038	570
Coordinator, Student Services	61,921	750
Department Assistant II	26,649	-
Department Assistant II	34,772	-
Department Assistant IV	27,982	-
Department Assistant IV	26,921	-
Director, Community Programs	44,695	1,140
Director, Community Programs	50,617	570
Director, Services to Special Population	60,157	750
Program Services Assistant II	31,628	-
Program Services Assistant II	30,338	-
Program Services Assistant II	30,338	-
Program Services Assistant II	33,237	-
Program Services Coordinator	38,376	-
Program Services Coordinator	38,416	-
Program Services Coordinator	39,471	-
Program Services Coordinator	39,471	-
Program Services Coordinator	40,415	-
Program Services Coordinator		-
Program Services Coordinator	49,634	
	39,471	600
•	39,471 40,415	600
Program Services Coordinator	39,471 40,415 36,171	600 - -
Program Services Coordinator Program Services Coordinator	39,471 40,415 36,171 43,629	600 - - -
Program Services Coordinator Program Services Coordinator Program Services Coordinator	39,471 40,415 36,171 43,629 46,095	600 - - - -
Program Services Coordinator Program Services Coordinator Program Services Coordinator Program Services Specialist	39,471 40,415 36,171 43,629 46,095 34,100	600 - - - - -
Program Services Coordinator Program Services Coordinator Program Services Coordinator Program Services Specialist Program Services Specialist	39,471 40,415 36,171 43,629 46,095 34,100 34,140	- - - - -
Program Services Coordinator Program Services Coordinator Program Services Coordinator Program Services Specialist Program Services Specialist Program Services Specialist	39,471 40,415 36,171 43,629 46,095 34,100 34,140 35,182	- - - - -
Program Services Coordinator Program Services Coordinator Program Services Coordinator Program Services Specialist	39,471 40,415 36,171 43,629 46,095 34,100 34,140 35,182 34,140	- - - - -
Program Services Coordinator Program Services Coordinator Program Services Coordinator Program Services Specialist	39,471 40,415 36,171 43,629 46,095 34,100 34,140 35,182 34,140 34,100	- - - - -
Program Services Specialist Program Services Specialist Program Services Specialist	39,471 40,415 36,171 43,629 46,095 34,100 34,140 35,182 34,140 34,100	- - - - -
Program Services Coordinator Program Services Coordinator Program Services Coordinator Program Services Specialist	39,471 40,415 36,171 43,629 46,095 34,100 34,140 35,182 34,140 34,100	600 - - - - - 600 - - - -

Position	Annual Salary	Emoluments
Senior Academic Advisor	36,869	600
Tutor Coordinator	36,024	-
Tutor III	30,357	600
Total Student Services	1,577,663	9,090
Academic Advisor II	32,141	1,320
Academic Advisor II	34,140	-
Account Sales Representative	51,254	-
Administrative Assistant II	34,140	-
Assistant Director, Academic Advising	40,709	-
Coord. Health Occupations Admissions	34,174	-
Coord., Grants Management & Compliance	48,465	-
Crd. C.E. & Workforce Development	43,249	-
Crd. C.E. & Workforce Development	43,230 43,249	-
Crd. C.E. & Workforce Development Crd. C.E. & Workforce Development	45,249	-
Dean, Resource Development	63,767	2,400
Faculty Full-Time, Range 1	52,695	8,000
Faculty Full-Time, Range 1	56,181	8,000
Faculty Full-Time, Range 1	49,406	9,320
Faculty, Full-Time, Range 2	59,804	9,320
Grants Manager II	34,849	-
Grants Program Coordinator	45,365	-
Grants Program Coordinator	43,314	1,320
Instructional Specialist II	34,140	-,
Program Administrator II	52,273	750
Program Services Coordinator	50,457	-
Program Services Specialist	34,139	-
Research Analyst II	48,465	1,320
Senior Academic Advisor	38,416	-
Total Instruction	1,114,825	41,750
Administrative Assistant II	34,100	-
Assoc. Regional Dir., S.B.D.C.	77,625	-
Coord., Grants Management & Compliance	48,505	-
Crd. Small Business Development Training	55,038	-
Crd. Small Business Management Counselin	44,624	-
Crd. Small Business Management Counselin	47,507	-
Crd. Small Business Management Counselin	44,584	600
Department Assistant IV	27,982	-
Dir. Best Sthwest Sbdc Dir. Conten for Covernment Contracting	58,121	600
Dir. Center for Government Contracting Dir. Dallas Small Bus Dev Cntr	62,187 69,325	000
Dir. Environmental Assistance Center	66,137	-
Dir. Small Business Dev. Sub-Center Intl	57,292	-
Dir. Technology Assistance Center	58,257	_
Executive Assistant	26,921	_
Executive Assistant	26,976	_
Executive Assistant	29,779	-
International Small Business Svcs Coordi	34,153	-
Intl Small Business Research Asst	28,557	-
Reg.Dir. North Tx Small Bus. Deve. Cntr	92,914	600
Small Business Advisor	43,270	-
Small Business Advisor	43,966	=
Small Business Advisor	43,270	-
Small Business Advisor	43,270	-
Training Coordinator, G.C.S.B.D.C.	50,709	<u> </u>
Total Public Service	1,215,070	1,800
TOTAL RESTRICTED	5,739,499	73,070
GRAND TOTAL	154,221,557	1,612,182