

NEW MEXICO JUNIOR COLLEGE

BOARD MEETING

Monday, July 19, 2004

Zia Room - Library

2:00 p.m.

AGENDA

- | | |
|---|----------------|
| A. Welcome | Larry Hanna |
| B. Adoption of Agenda | Larry Hanna |
| C. Approval of Minutes of June 23 & 29, 2004 | Larry Hanna |
| D. President's Report | Dr. McCleery |
| E. New Business | |
| 1. Monthly Expenditures Report | Dan Hardin |
| 2. Monthly Revenue Report | Dan Hardin |
| 3. Oil and Gas Revenue Report | Dan Hardin |
| 4. Schedule of Investments | Dan Hardin |
| 5. Consideration of Supplemental Retirement Plan | Dr. McCleery |
| 6. Consideration of Re-Surfacing the NMJC Traffic Circle | Dr. McCleery |
| 7. Consideration of Bid #954 – Ventilators for the NMJC Dormitories | Frank Collins |
| 8. Personnel Consideration – Professor of Computer Information Systems | Mary Jean Ward |
| 9. Personnel Consideration – Professor of Biology | Mickey Best |
| 10. Personnel Consideration – Professor of PE/Cross Country & Track Coach | Mickey Best |
| F. Closure of Open Meeting | Larry Hanna |
| G. Public Comments | Larry Hanna |
| H. Announcement of Next Meeting | Larry Hanna |
| I. Adjournment | Larry Hanna |

NEW MEXICO JUNIOR COLLEGE

BOARD MEETING

JUNE 23, 2004

MINUTES

The New Mexico Junior College Board met on Wednesday, June 23, 2004, beginning at 3:00 p.m. in the Zia Room of Pannell Library. The following members were present: Mr. Larry Hanna, Chairman; Ms. Patricia Chappelle, Secretary; Mr. Phillip Jones; Mrs. Yvonne Williams; Mr. Wade Cavitt; and Mr. Guy Kesner. Not present was Mr. John Hice, Jr.

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

Upon a motion by Mr. Cavitt, seconded by Mr. Kesner, the agenda was unanimously adopted, as presented.

Under *New Business*, Mr. Frank Collins and Matt McKim, Dekker/Perich/Sabatini presented Bids for Construction: Western Heritage Center and the Ben Alexander Student Learning Center. HB Construction was the low bidder for both the Western Heritage Center Base Bid and the Additive Alternate number seven. HB Construction was also the only bidder for the Ben Alexander Student Learning Center. It was recommended to award the contract for construction to HB Construction of Albuquerque, Inc. for the total bid lot "C" which includes the Western Heritage Center, Ben Alexander Student Learning Center and all Additive Alternates totaling \$10,581,000, exclusive of New Mexico Gross Receipts Tax. Upon a motion by Mr. Cavitt, seconded by Mrs. Williams, the board unanimously accepted the recommendation. Upon a motion by Mr. Jones, seconded by Ms. Chappelle, the board unanimously approved the contract and authorized Dr. McCleery to sign as owner.

Mr. Hanna called for comments from the community. There being none, the next regular board meeting was scheduled for June 29, 2004, beginning at 4:00 p.m. in the Zia Room of Pannell Library.

The board meeting adjourned at 3:25 p.m.

NEW MEXICO JUNIOR COLLEGE

BOARD MEETING

JUNE 29, 2004

MINUTES

The New Mexico Junior College Board met on Tuesday, June 29, 2004, beginning at 4:00 p.m. in the Zia Room of Pannell Library. The following members were present: Mr. Larry Hanna, Chairman; Ms. Patricia Chappelle, Secretary; Mr. Phillip Jones; Mr. Guy Kesner; and Mr. Wade Cavitt. Not present was Mr. John Hice, Jr. and Mrs. Yvonne Williams.

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

Upon a motion by Mr. Kesner, seconded by Mr. Cavitt, the agenda was unanimously adopted, as presented.

Upon a motion by Ms. Chappelle, seconded by Mr. Jones, the board unanimously approved the minutes of May 20, 2004.

Under *President's Report*, Jennifer Jordon reported on the recent Jim Spence Memorial Golf Tournament and presented Janice Spence with a Platinum Sponsor Award. Dr. McCleery informed the board of the July 19 meeting with the College of the Southwest board. In closing, Dr. McCleery reported that construction would begin July 14.

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

Upon re-convening in open meeting, Mr. Hanna stated that the matters discussed in the closed meeting were limited only to those specified in the motion for closure.

Under *New Business*, Dan Hardin presented the May financial reports and with a motion by Mr. Jones, seconded by Ms. Chappelle, the board unanimously approved the expenditures for May 2004.

Frank Collins presented Bid #953 – Windows for the NMJC Dormitories. The administration recommended acceptance of the sole bid from City Glass & Mirror for \$56,947.48. Upon a motion by Mr. Jones, seconded by Ms. Chappelle, the board unanimously accepted the recommendation.

Dr. McCleery presented the five capital projects requests submitted to the Commission on Higher Education. After some discussion, and upon a motion by Mr. Kesner, seconded by Ms. Chappelle, the board unanimously approved the projects.

Upon a motion by Ms. Chappelle, seconded by Mr. Jones, the board unanimously approved a 4.67% salary increase for Dr. McCleery for the 2004/2005 contract year.

Dr. McCleery presented retirement resolutions for Steve Barslou, Diann Megert, and Marilyn Jackson. Upon a motion by Mr. Kesner, seconded by Mr. Cavitt, the board unanimously adopted the resolutions.

Dr. McCleery recommended Ms. Sheryl Pounds for the Department Secretary – Human Resources position. Ms. Pounds is related to Ms. Sandy Hardin, Department Secretary – Financial Aid and Mr. Dan Hardin, Vice President for Finance. Upon a motion by Mr. Jones, seconded by Ms. Chappelle, the board unanimously accepted the recommendation.

Dr. McCleery recommended Ms. Lisa Hardison for the Dean of Continuing Education/Workforce Development position at an annual salary of \$55,516. Upon a motion by Ms. Chappelle, seconded by Mr. Jones, the board approved the employment of Ms. Hardison, effective July 1, 2004. The vote was as follows: Mr. Jones – yes; Ms. Chappelle – yes; Mr. Hanna – yes; Mr. Cavitt – no; and Mr. Kesner – yes.

Upon a motion by Mr. Cavitt, seconded by Mr. Jones, the board unanimously voted to table Personnel Consideration – Professor of PE/Cross Country & Track Coach.

Mr. Hanna called for comments from the community. There being none, the next regular board meeting was scheduled for July 19, 2004, following the joint meeting with College of the Southwest in the Zia Room of Pannell Library.

Upon a motion by Mr. Cavitt, seconded by Mr. Kesner, the board meeting adjourned at 6:30 p.m.

CHAIRMAN

ATTEST: _____
SECRETARY

NEW MEXICO JUNIOR COLLEGE
Vice President for Finance

To: New Mexico Junior College Board Members
From: Dan Hardin
Date: August 16, 2004
RE: Expenditure and Revenue Reports for July

July is the first month of the 2004/2005 fiscal year, and the first month using the new SCT Banner administrative software. The expenditure report represents expenditure totals that include funds expended and encumbered. The total expended and or encumbered for the month of July was \$1,190,341.00. The expenditures will increase in August as the fall classes begin and faculty are on campus.

In the restricted funds the budget numbers for Grants will change during the year as most Grants end their year in September or October. When the new budgets are installed we will change the budget amount. The expenditure for restricted financial aid will increase tremendously in August with over 2,000,000.00 in Pell grants and Direct loans being processed in July, August, and September.

The Revenue generated in July 2004 was \$1,389,483.00. This mostly consists of tuition and fees, the allocation from the state, oil and gas accrual income, and auxiliary enterprises revenue. The monthly oil and gas budget of \$239,507.00 was used as the accrual for July 2004. The actual oil and gas revenue received during July was \$373,314.65, and is reported in the 2003-2004 fiscal year.

The investment report shows an ending balance of \$9,625,000.00. We did not have any activity in the LGIP during July. At this time last year, we had \$8,225,000.00 in LGIP investments. Of the \$9,625,000.00, 93% is designated as capital projects.

In July, we had the Johnson and Miller auditors come in for preliminary audit work. Business office personnel have been working on closing the year and preparing work papers for the auditors. On August 30th the auditors will begin their actual on sight audit work.

The Finance module for the SCT Banner went live July 1, 2004. Although we have gone live with SCT we still have to operate the student biller in the old Poise system. Interfaces are done each day to move the biller information from the Poise system to the Banner system. This will continue until next spring when the Student module and

the Financial Aid modules go live. We will continue to use the Poise system for payroll until January 2006 when the final module Human Resources goes live. Interfaces are done each payroll moving the information from the old system to the new system.

This is the Financial Report for July 2004.

NEW MEXICO JUNIOR COLLEGE
Expenditure Report
June 2004

100% of Year Completed

Fund	2002-03			2003-04			
	Final Budget	Year-to-Date Expended or Encumbered	Percentage of Budget Expended	Original Budget	Current Expended or Encumbered	Year-to-date Expended or Encumbered	Percentage of Budget Expended
CURRENT UNRESTRICTED FUND							
Instruction and General:							
Instruction	4,825,446	5,697,502	118%	6,296,492	104,923	5,843,091	93%
Academic Support	920,713	1,215,291	132%	1,289,270	76,089	1,221,813	95%
Student Services	1,072,721	1,439,721	134%	1,405,440	81,434	1,453,385	103%
Institutional Support	4,145,271	2,608,256	63%	2,468,991	210,767	2,365,951	96%
Operation & Maintenance of Plant	1,708,119	1,716,359	100%	1,931,910	127,468	2,107,642	109%
Subtotal - Instruction & General	12,672,270	12,677,129	100%	13,392,103	600,681	12,991,882	97%
Student Activities	288,156	327,245	114%	374,519	(15,805)	372,105	99%
Research	0	0	0%	0	0	0	0%
Public Service	0	0	0%	0	0	0	0%
Internal Service Departments	742,447	143,743	19%	484,350	(47,433)	530,980	110%
Student Aid	164,441	218,800	133%	358,405	60,523	316,603	88%
Auxiliary Enterprises	1,315,353	1,628,213	124%	1,457,789	45,389	1,512,297	104%
Athletics	608,969	642,381	105%	701,159	4,019	593,829	85%
Total Current Unrestricted Fund	15,791,636	15,637,511	99%	16,768,325	647,374	16,317,696	97%
CURRENT RESTRICTED FUND							
Grants	2,843,425	2,252,481	79%	2,114,855	121,181	1,733,675	82%
Student Aid	4,180,325	4,518,316	108%	4,414,319	(44,746)	4,571,960	104%
Total Current Restricted Fund	7,023,750	6,770,797	96%	6,529,174	76,435	6,305,635	97%
PLANT FUNDS							
Capital Outlay / Bldg. Renewal & Repl.							
Projects from Institutional Funds	7,543,812	1,208,606	16%	9,797,507	(39,369)	801,181	8%
Projects from State GOB Funds	5,145,397	977,188	19%	5,226,697	(659,789)	1,916,901	37%
Projects from State STB Funds	0	0	0%	1,980,000	21	103,502	0%
Projects from State E R & R	0	0	0%	130,701	0	0	0%
Projects from State B R & R	443,286	387,296	87%	390,082	13,048	247,890	64%
Projects from Auxiliary BR&R	35,986	33,221	92%	19,539	(1,474)	2,365	12%
Subtotal - Capital and BR&R	13,168,481	2,606,311	20%	17,544,526	(687,563)	3,071,839	18%
Debt Service							
Revenue Bonds	0	0	0%	0	0	0	0%
Total Plant Funds	13,168,481	2,606,311	20%	17,544,526	(687,563)	3,071,839	18%
GRAND TOTAL EXPENDITURES	35,983,867	25,014,619	70%	40,842,025	36,246	25,695,170	63%

NEW MEXICO JUNIOR COLLEGE
Revenue Report
June 2004

100% of Year Completed

Fund	2002-03			2003-04			
	Final Budget	Year-to-date Revenue	Percentage of Budget Received	Original Budget	Current Month Revenue	Year-to-date Revenue	Percentage of Budget Received
CURRENT UNRESTRICTED FUND							
Instruction and General:							
Tuition and Fees	1,277,050	1,288,571	101%	1,653,150	17,682	1,574,658	95%
State Appropriations	7,376,100	7,376,200	100%	7,684,800	619,362	7,797,591	101%
Advalorem Taxes - Oil and Gas	2,949,084	4,597,845	156%	3,409,779	372,219	4,756,643	140%
Advalorem Taxes - Property	1,800,000	2,304,794	128%	2,000,000	479,516	2,416,015	121%
Interest Income	50,000	53,723	107%	50,000	(1,256)	32,791	66%
Other Revenues	401,308	424,144	106%	316,500	14,776	300,896	95%
Subtotal - Instruction & General	13,853,542	16,045,277	116%	15,114,229	1,502,299	16,878,594	112%
Student Activities	43,400	47,251	109%	47,500	(21)	47,177	99%
Public Service	0	0	0%	0	0	0	0%
Internal Service Departments	10,000	21,594	216%	13,000	2,122	21,242	163%
Auxiliary Enterprises	1,663,000	1,790,540	108%	1,728,300	75,416	1,807,813	105%
Athletics	35,400	34,819	98%	35,400	2,875	34,921	99%
Total Current Unrestricted	15,605,342	17,939,481	115%	16,938,429	1,582,691	18,789,747	111%
CURRENT RESTRICTED FUND							
Grants	2,843,425	1,884,081	66%	2,013,499	22,805	1,202,102	60%
Student Aid	3,716,407	4,180,325	112%	4,583,429	6,141	4,583,429	100%
Total Current Restricted	6,559,832	6,064,406	92%	6,596,928	28,946	5,785,531	88%
PLANT FUNDS							
Capital Outlay / Bldg. Renewal & Repl.							
Projects from State GOB Funds	1,212,900	890,374	73%	4,593,986	123,031	2,021,825	44%
Projects from State STB Funds	0	0	0%	2,000,000	0	165,653	8%
Projects from Other State Funds	0	0	0%	680,399	0	0	0%
Interest Income	105,700	106,022	100%	100,000	16,410	128,719	129%
Total Plant Funds	1,318,600	996,396	76%	7,374,385	139,441	2,316,197	31%
GRAND TOTAL REVENUES	23,483,774	25,000,283	106%	30,909,742	1,751,078	26,891,475	87%

NEW MEXICO JUNIOR COLLEGE

Oil and Gas Revenue Report

June 2004

100% of Year Completed

		OIL		GAS		COMBINED		
Sales	Month of Distribution	Price per BBL	Lea County BBLs sold	Price per MCF	Lea County MCF sold	Monthly Revenue	2002-03 Original Budget	Variance Over (Under) Budget
Actual	July	\$26.85	2,991,006	\$4.48	16,317,305	343,217	239,507	103,710
Actual	August	\$25.32	3,451,574	\$5.26	15,862,113	337,799	239,507	98,292
Actual	September	\$25.39	3,597,704	\$4.80	17,349,678	321,605	239,507	82,098
Actual	October	\$30.08	3,068,996	\$4.56	17,740,094	427,926	239,507	188,419
Actual	November	\$26.37	2,877,972	\$4.52	16,425,079	297,713	239,507	58,206
Actual	December	\$28.16	3,127,825	\$4.39	17,293,973	341,121	239,507	101,614
Actual	January	\$29.63	2,987,545	\$4.25	16,321,118	309,412	239,507	69,905
Actual	February	\$30.37	3,173,669	\$4.74	17,433,910	356,805	239,507	117,298
Actual	March	\$32.33	3,170,048	\$5.64	17,607,065	408,619	239,507	169,112
Actual	April	\$34.66	3,116,817	\$4.69	14,688,289	371,127	239,507	131,620
Actual	May					368,674	239,507	129,167
Accrual	June					239,507	239,507	0
Y.T.D. Production Tax Revenue						4,123,525	2,874,084	1,249,441
Y.T.D. Equipment Tax Revenue						633,118	535,695	97,423
Total Year-to-Date Oil & Gas and Equipment Tax Revenue						4,756,643	3,409,779	1,346,864

Source: New Mexico Taxation and Revenue Department

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

NEW MEXICO JUNIOR COLLEGE

Schedule of Investments

June 2004

100% of Year Completed

Financial Institution	Amount Invested	Date Invested	Maturity Date	Period of Investment (Days)	Account Number	Interest Rate	Interest Earned
State of New Mexico Local Government Investment Pool	9,625,000	N/A	N/A	N/A	7102-1348	1.88%	15,155
Total Investments	<u>9,625,000</u>						<u>15,155</u>

Summary of Current Month's Activity	
Beginning amount	9,625,000
Plus: deposits	0
Less: withdrawals	0
Capital Projects	9,018,565
Reserves Invested	606,435
Total LGIP Investment	9,625,000

Capital Projects	6/30/2004
Technology Upgrade	293,230.20
Workforce Training Center	1,191,750.14
High Tech Start Up	163,345.90
Docutech	519,755.00
Vehicles	108,708.49
CISCO Networking Equipment	1,970.63
Western Heritage Center	1,415,000.00
Drawings and Master Plan	94,153.70
Baseball Field	204,472.61
Rodeo Arena	11,623.96
Dormitory Landscape	45,900.93
Lea County Beautification	0.00
Circle Drive	143,632.64
Dorm Construction	0.00
Roadway Parking Lot Seal Coat	100,000.00
Dorm Recreation Area	116,740.89
BR&R Carryover	19,539.49
Water Rights	9,465.59
Firing Range Upgrade	5,559.66
Millen Fence/Landscape	175,000.00
Ben Alexander Student Center	3,265,438.94
JASI	405,279.04
Computer Equipment Rebates	10,997.37
Clerk of the Works	70,000.00
Marketing	80,000.00
West Texas ITV	50,000.00
Dorms	242,000.00
Equestrian Center	150,000.00
Telephone	125,000.00
Total	9,018,565.18

NOTE: Capital projects total does not include encumbered funds

NEW MEXICO JUNIOR COLLEGE

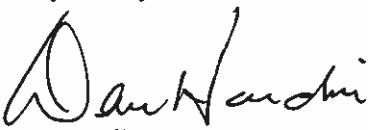
Vice President for Finance

5317 Lovington Highway
Hobbs, NM 88240
Phone: (505)392-5210
Fax: (505)392-2526

To: Board Members
From: Dan Hardin
RE: Supplemental Retirement Plan
Date: July 9, 2004

During the budget process in April, the Supplement Retirement Plan budget was increased from \$170,000.00 to \$270,000.00. The college uses the Supplement Retirement Plan to match up to 2.5% of a participating employee's gross salary. It is the administration's recommendation that the Board approve the increase in the SRP matching percentage from 2.5% to 3.5%.

Respectfully,


Dan Hardin

NEW MEXICO JUNIOR COLLEGE

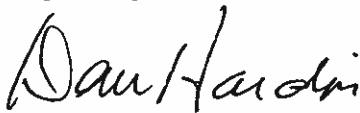
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RE: Supplemental Retirement Plan
Date: July 9, 2004

During the budget process in April, the Supplement Retirement Plan budget was increased from \$170,000.00 to \$270,000.00. The college uses the Supplement Retirement Plan to match up to 2.5% of a participating employee's gross salary. It is the administration's recommendation that the Board approve the increase in the SRP matching percentage from 2.5% to 3.5%. On page five of the attached information you will see the total amount of SRP expended for 2003/2004 is \$170,246.86. Also on page five is the projected cost on base salaries if all participants in the SRP increased their participation to 3.5%. The projected cost on the 2004/2005 base salaries at 3.5% matching is \$217,505.90, if we added 3.5% or \$35,000.00 for the potential \$1,000,000.00 in additional salaries from page six we will have a total expense of \$252,505.90. This would leave \$17,494.10 to cover the cost of matching participant's overtime, overloads, and stipends. Again from this information, the recommendation is to increase the SRP matching percentage to 3.5%.

Respectfully,



Dan Hardin

2004-2005 Estimated Supplemental Retirement Calculations

Note: Does not include overloads, special comps or overtime hours.

Job Title	New Salary 2004-2005	Current SRP Percentage	Current \$ amount contributed	NMJC MATCHING 2.5%	3.00%	3.25%	3.50%
DIRECTOR OF STUDENT SUPPORT SERVICES	41,186	2.50%	\$ 1,029.66	\$ 1,029.66	\$ 1,235.59	\$ 1,338.58	\$ 1,441.52
PROFESSOR, TELECOMMUNICATIONS	39,350	2.50%	\$ 983.75	\$ 983.75	\$ 1,180.50	\$ 1,278.87	\$ 1,377.25
PERSONAL COMPUTER SPECIALIST	31,185	3.00%	\$ 935.55	\$ 779.63	\$ 935.55	\$ 1,013.51	\$ 1,091.48
INVENTORY CONTROL SPECIALIST	26,391	3.00%	\$ 791.72	\$ 659.77	\$ 791.72	\$ 857.70	\$ 923.67
CUSTODIAN I - NIGHT/DAYTIME	15,159						
RECEPTIONIST/REGISTRAR - CNT ED/COM SRVS	18,507						
DIR/PROF OF RDLGCLNTRLANDWSTEHNDLGTCH	48,429						
MAINTENANCE II - GENERAL MAINTENANCE	24,479						
MAINTENANCE II - GENERAL MAINTENANCE	22,632	2.50%	\$ 565.79	\$ 565.79	\$ 678.95	\$ 735.53	\$ 792.11
DEL NORTE CENTER CLERK	15,612						
LIBRARY ASSISTANT - CIRCULATION SERVICES	22,124	2.50%	\$ 553.10	\$ 553.10	\$ 663.72	\$ 719.03	\$ 774.34
PROFESSOR, P.E./ASST. MEN'S BSKTB COACH	44,891						
SECURITY OFFICER	23,619	2.50%	\$ 590.49	\$ 590.49	\$ 708.58	\$ 767.63	\$ 826.68
PROFESSOR, P.E./HEAD WOMEN'S BSKTB COACH	37,205	2.50%	\$ 930.13	\$ 930.13	\$ 1,116.15	\$ 1,209.17	\$ 1,302.18
GRANTS ACCOUNTANT	24,438	2.50%	\$ 610.95	\$ 610.95	\$ 733.14	\$ 794.24	\$ 855.33
DEAN OF ENROLLMENT MANAGEMENT	58,688	2.50%	\$ 1,467.19	\$ 1,467.19	\$ 1,760.83	\$ 1,907.35	\$ 2,054.07
ACCOUNTING SUPERVISOR	43,281	5.00%	\$ 2,164.05	\$ 1,082.03	\$ 1,298.43	\$ 1,406.63	\$ 1,514.84
PROFESSOR, CHEMISTRY/ASTRONOMY	55,245	2.50%	\$ 1,381.12	\$ 1,381.12	\$ 1,657.94	\$ 1,795.45	\$ 1,933.56
RODEO COACH/CONF FMLS RODEO DIRECTOR	37,796	2.50%	\$ 944.89	\$ 944.89	\$ 1,133.87	\$ 1,228.38	\$ 1,322.84
DEAN OF ARTS AND SCIENCES	67,619	2.50%	\$ 1,690.47	\$ 1,690.47	\$ 2,028.56	\$ 2,197.81	\$ 2,366.66
BOOKSTORE CLERK	21,806	2.50%	\$ 545.15	\$ 545.15	\$ 654.18	\$ 708.69	\$ 763.20
PROFESSOR, P.E./HEAD BASEBALL COACH	46,692	2.50%	\$ 1,167.31	\$ 1,167.31	\$ 1,400.77	\$ 1,517.51	\$ 1,634.24
PROFESSOR, P.E./GOLF COACH	43,449	2.50%	\$ 1,086.22	\$ 1,086.22	\$ 1,303.47	\$ 1,412.09	\$ 1,520.71
PROFESSOR, OFFICE TECHNOLOGY	37,031	2.50%	\$ 925.77	\$ 925.77	\$ 1,110.93	\$ 1,203.50	\$ 1,296.08
DEL NORTE CENTER CLERK	17,177	2.50%	\$ 429.43	\$ 429.43	\$ 515.31	\$ 558.25	\$ 601.20
PROFESSOR, THEATRE/SCENIC DESGN/TECH DIR	44,561	2.50%	\$ 1,114.02	\$ 1,114.02	\$ 1,338.62	\$ 1,448.22	\$ 1,559.62
DIRECTOR OF HUMAN RESOURCES	46,349	\$ 100.00	\$ 1,200.00	\$ 1,158.73	\$ 1,390.47	\$ 1,506.34	\$ 1,622.22
ASST DIR/PROF OF BASIC CORREC ACADEMY/CJ	45,978	2.50%	\$ 1,149.45	\$ 1,149.45	\$ 1,379.34	\$ 1,494.29	\$ 1,609.23
DIRECTOR OF LEA CNTY COWBOY H OF FMHC	35,681	\$ 100.00	\$ 1,200.00	\$ 892.03	\$ 1,070.43	\$ 1,159.63	\$ 1,248.84
DIRECTOR OF LEARNING COMMUNIT./RETENTION	32,212	\$ 10.00	\$ 120.00	\$ 120.00	\$ 966.36	\$ 1,046.89	\$ 1,127.42
PROFESSOR, ENGLISH	34,727						
DIRECTOR OF PHYSICAL PLANT	58,783	2.50%	\$ 1,469.58	\$ 1,469.58	\$ 1,763.49	\$ 1,910.45	\$ 2,057.41
DIRECTOR OF STUDENT LIFE	43,012	\$ 100.00	\$ 1,200.00	\$ 1,075.31	\$ 1,290.37	\$ 1,397.90	\$ 1,505.43
PROFESSOR, SPANISH & ESL	46,452	3.00%	\$ 1,393.57	\$ 1,161.30	\$ 1,393.57	\$ 1,509.70	\$ 1,625.83
DIRECTOR OF UPWARD BOUND PROGRAM	40,673						
COORDINATOR OF INTRAMURALS/SST ACTIVITIES	31,207	2.00%	\$ 624.14	\$ 624.14	\$ 838.21	\$ 1,014.22	\$ 1,092.24
COORDINATOR OF PURCHASING	36,155	\$ 100.00	\$ 1,200.00	\$ 903.87	\$ 1,084.65	\$ 1,175.03	\$ 1,265.42
DEPT. SECTY. - ARTS & SCIENCES	19,041	\$ 10.00	\$ 120.00	\$ 120.00	\$ 571.22	\$ 618.82	\$ 666.42
PROFESSOR, ENGLISH	48,688	2.50%	\$ 1,217.19	\$ 1,217.19	\$ 1,460.63	\$ 1,582.35	\$ 1,704.07
PROFESSOR, COMPUTER INFORMATION SYSTEMS	36,179						
PROGRAM COORDINATOR/PLANNER - CONT ED/CS	35,682	2.50%	\$ 892.05	\$ 892.05	\$ 1,070.47	\$ 1,159.67	\$ 1,248.88
ADMIN. SECTY. - DIRECTOR OF CRIMINAL JUST	24,248	2.50%	\$ 606.20	\$ 606.20	\$ 727.44	\$ 788.06	\$ 848.68
GENERAL MAINTENANCE - MECHANICAL SYSTEMS	30,298						
PROFESSOR, AGLIVESTOCK JDG. TEAM COACH	38,130	2.50%	\$ 953.26	\$ 953.26	\$ 1,143.91	\$ 1,239.23	\$ 1,334.56
DIRECTOR OF ALLIED HEALTH FIELDS	62,073	2.50%	\$ 1,551.81	\$ 1,551.81	\$ 1,882.18	\$ 2,017.36	\$ 2,172.54
LEARNING LAB/TESTING CENTER SUPERVISOR	30,679	\$ 100.00	\$ 1,200.00	\$ 766.97	\$ 920.36	\$ 997.06	\$ 1,073.75
PROFESSOR, BARBERING/COSMETOLOGY	28,824	5.00%	\$ 1,441.20	\$ 720.60	\$ 864.72	\$ 936.78	\$ 1,008.84
CUSTODIAN I - NIGHT/DAYTIME	15,520						

Job Title	New Salary 2004-2005	Current SRP Percentage	Current \$ amount contributed	NMJC MATCHING 2.5%	3.00%	3.25%	3.50%
DIRECTOR OF LEARNING AND ASSESSMENT	51,250	2.50%	\$ 1,281.25	\$ 1,281.25	\$ 1,537.50	\$ 1,665.63	\$ 1,793.75
CUSTODIAN I - NIGHT/DAYTIME	17,326						
LIBRARY ASSISTANT - CATALOG. & MA. PROC.	21,724	3.00%	\$ 651.72	\$ 543.10	\$ 651.72	\$ 706.03	\$ 760.34
ADMIN. SECTY. - DEAN OF BUSINESS & TECH.	28,565	2.50%	\$ 714.11	\$ 714.11	\$ 856.94	\$ 928.35	\$ 999.76
PROFESSOR, P.E./ASST MEN'S BASEBALL COACH	41,220						
LIBRARY ASSISTANT - GOVT. PUBLICATIONS	21,150						
PROFESSOR, COMMERCIAL GRAPHIC DESIGN/CS	40,988	2.50%	\$ 1,024.70	\$ 1,024.70	\$ 1,229.64	\$ 1,332.11	\$ 1,434.58
DEPT. SECTY. - CRIMINAL JUSTICE	17,811						
PROFESSOR, GOVERNMENT/HISTORY	49,108	2.50%	\$ 1,227.70	\$ 1,227.70	\$ 1,473.24	\$ 1,596.01	\$ 1,718.78
WEBMASTER	35,870	2.50%	\$ 896.75	\$ 896.75	\$ 1,076.10	\$ 1,165.78	\$ 1,255.45
PROGRAMMER ANALYST	45,104	3.00%	\$ 1,353.13	\$ 1,127.61	\$ 1,353.13	\$ 1,465.89	\$ 1,576.65
DIRECTOR OF CRIMINAL JUSTICE	56,048	2.50%	\$ 1,401.20	\$ 1,401.20	\$ 1,681.44	\$ 1,821.56	\$ 1,961.68
SECURITY OFFICER	23,358						
CUSTODIAN I - NIGHT/DAYTIME	19,403						
TALENT SEARCH SCHOOL COORDINATOR	31,438	2.50%	\$ 785.95	\$ 785.95	\$ 943.14	\$ 1,021.74	\$ 1,100.33
UPWARD BOUND ACADEMIC COORDINATOR	33,823	100.00%	\$ 1,200.00	\$ 845.58	\$ 1,014.70	\$ 1,099.26	\$ 1,183.81
ADMIN. SECTY. - DEAN OF ARTS & SCIENCES	28,237	4.00%	\$ 1,129.46	\$ 705.92	\$ 847.10	\$ 917.69	\$ 986.28
REFERENCE TECHNICIAN	29,584	2.50%	\$ 739.61	\$ 739.61	\$ 887.53	\$ 961.49	\$ 1,035.45
PROFESSOR, SOCIOLOGY	43,135						
PROFESSOR, AUTOMOTIVE TECHNOLOGY (AVHS)	36,179	2.50%	\$ 904.48	\$ 904.48	\$ 1,085.38	\$ 1,175.83	\$ 1,266.28
DIRECTOR OF TALENT SEARCH	42,409	2.00%	\$ 848.18	\$ 848.18	\$ 1,272.27	\$ 1,378.29	\$ 1,484.32
PROFESSOR, BIOLOGY	47,400	300.00%	\$ 3,600.00	\$ 1,421.99	\$ 1,421.99	\$ 1,540.48	\$ 1,659.98
FINANCIAL AID SPECIALIST - PELL	24,022	2.50%	\$ 600.55	\$ 600.55	\$ 720.66	\$ 780.72	\$ 840.77
DEAN OF COUNSELING	63,801	2.50%	\$ 1,595.02	\$ 1,595.02	\$ 1,914.03	\$ 2,073.53	\$ 2,233.03
PROFESSOR, COSMETOLOGY	30,496						
PROFESSOR, MUSIC	36,414	10.00%	\$ 120.00	\$ 120.00	\$ 1,092.42	\$ 1,183.46	\$ 1,274.49
FINANCIAL AID SPECIALIST - LOAN	22,179	1.50%	\$ 332.69	\$ 332.69	\$ 665.37	\$ 720.82	\$ 776.27
PROFESSOR, ACCOUNTING	45,714	4.00%	\$ 1,828.57	\$ 1,142.86	\$ 1,371.43	\$ 1,485.72	\$ 1,600.00
DEPT. SECTY. - COLLEGE COMMUNICATIONS	20,094	20.00%	\$ 240.00	\$ 240.00	\$ 602.81	\$ 653.05	\$ 703.28
PROFESSOR, AUTOMOTIVE TECHNOLOGY	42,050	2.50%	\$ 1,051.24	\$ 1,051.24	\$ 1,261.49	\$ 1,366.61	\$ 1,471.73
PROFESSOR, ENGLISH	37,977	2.50%	\$ 949.44	\$ 949.44	\$ 1,139.32	\$ 1,234.27	\$ 1,329.21
EXEC. SECTY. TO VP FOR FINANCE	29,179	150.00%	\$ 1,800.00	\$ 728.49	\$ 875.38	\$ 948.33	\$ 1,021.28
BOOKSTORE CLERK	18,251	2.50%	\$ 456.28	\$ 456.28	\$ 547.53	\$ 593.16	\$ 638.79
VICE PRESIDENT FOR FINANCE	75,396	1.00%	\$ 753.96	\$ 753.96	\$ 2,261.88	\$ 2,450.37	\$ 2,638.66
DEPT. SECTY. - FINANCIAL AID	20,656	2.50%	\$ 516.40	\$ 516.40	\$ 619.67	\$ 671.31	\$ 722.96
DEAN OF CONTINUING EDUCATION/WORKFORCE DEVELOPMENT	55,516	2.50%	\$ 1,387.90	\$ 1,387.90	\$ 1,665.48	\$ 1,804.27	\$ 1,943.06
GENERAL MAINTENANCE - MECHANICAL SYSTEMS	26,619						
CUSTODIAN II - CUSTODIAL CREW LEADER	17,981						
MAINTENANCE II - GENERAL MAINTENANCE	22,734	2.50%	\$ 568.36	\$ 568.36	\$ 682.03	\$ 738.87	\$ 795.71
PROFESSOR, PHYSICAL EDUCATION	44,999	2.50%	\$ 1,124.98	\$ 1,124.98	\$ 1,349.98	\$ 1,462.48	\$ 1,574.98
ABE ASSESSMENT/RETENTION CLERK	20,268	2.50%	\$ 506.71	\$ 506.71	\$ 608.05	\$ 658.73	\$ 709.40
CUSTODIAN I - NIGHT/DAYTIME	19,221	25.00%	\$ 300.00	\$ 300.00	\$ 576.63	\$ 624.68	\$ 672.73
ADMIN. SECTY. - DIR OF CMPTR INFO SYSTEMS	27,218	5.00%	\$ 1,360.89	\$ 890.44	\$ 616.53	\$ 884.58	\$ 952.62
PROFESSOR, SCIENCE/AQUATICS	42,590	2.50%	\$ 1,064.75	\$ 1,064.75	\$ 1,277.70	\$ 1,384.17	\$ 1,490.65
GENERAL MAINTENANCE - LEAD WELDER	28,366						
CASHIER	21,579	2.50%	\$ 539.48	\$ 539.48	\$ 647.37	\$ 701.32	\$ 756.27
PROFESSOR, ENGLISH	40,272	2.50%	\$ 1,006.80	\$ 1,006.80	\$ 1,208.16	\$ 1,308.84	\$ 1,409.52
BUSINESS SPECIALIST - SBDC	28,123						
PUBLIC RELATIONS/MARKETING WRITER/EDITOR	26,016	2.50%	\$ 650.41	\$ 650.41	\$ 780.48	\$ 845.53	\$ 910.57

Note: Does not include overloads, special comps or overtime hours.

Job Title	New Salary 2004-2005	Current SRP Percentage	Current \$ amount contributed	NMJC MATCHING 2.5%	3.00%	3.25%	3.50%
PROFESSOR, NURSING	43,493	3.00%	\$ 1,304.78	\$ 1,087.32	\$ 1,304.78	\$ 1,413.52	\$ 1,522.25
GENERAL MAINTENANCE FOREMAN	32,334	2.50%	\$ 808.36	\$ 808.36	\$ 970.03	\$ 1,050.87	\$ 1,131.70
DEPT. SECTY. - ALLIED HEALTH FIELDS	22,167						
SECURITY SERGEANT	29,921						
PROFESSOR, NURSING	40,796	2.50%	\$ 1,019.89	\$ 1,019.89	\$ 1,223.87	\$ 1,325.86	\$ 1,427.85
DIRECTOR OF LIBRARY SERVICES	37,577	2.50%	\$ 1,439.42	\$ 1,439.42	\$ 1,727.31	\$ 1,871.25	\$ 2,015.19
PROFESSOR, NURSING	37,524	3.00%	\$ 1,125.73	\$ 938.11	\$ 1,125.73	\$ 1,219.54	\$ 1,313.35
PROFESSOR, ENGLISH	39,445						
MAINTENANCE III - SHPG, RCVG/DEPT. CLERK	23,646	2.50%	\$ 591.15	\$ 591.15	\$ 709.38	\$ 768.49	\$ 827.61
EXECUTIVE DIRECTOR - NMJC FOUNDATION	43,153						
PERSONAL COMPUTER SPECIALIST	28,719	2.50%	\$ 717.98	\$ 717.98	\$ 861.57	\$ 933.37	\$ 1,005.17
DEPT. SECTY. - STUDENT LIFE	21,330	4.00%	\$ 853.19	\$ 533.25	\$ 639.90	\$ 693.22	\$ 748.55
ASST DIR/PROF. - LAW ENFORCMT ACADEMY/CJ	43,923	2.50%	\$ 1,098.08	\$ 1,098.08	\$ 1,317.69	\$ 1,427.50	\$ 1,537.31
RECORDS ADMINISTRATOR	31,201	2.50%	\$ 780.03	\$ 780.03	\$ 936.03	\$ 1,014.03	\$ 1,092.04
PROFESSOR, NURSING	44,358	2.50%	\$ 1,108.95	\$ 1,108.95	\$ 1,330.74	\$ 1,441.64	\$ 1,552.53
PROFESSOR, COMM GRAPHIC DESIGN/C GRPHCS	40,560	2.50%	\$ 1,013.99	\$ 1,013.99	\$ 1,216.79	\$ 1,318.16	\$ 1,419.58
DIRECTOR OF COMPUTER INFORMATION SYSTEMS	58,399	2.50%	\$ 1,459.98	\$ 1,459.98	\$ 1,751.98	\$ 1,897.98	\$ 2,043.97
TELEPHONE OPERATOR & MAIL CLERK	21,003	2.50%	\$ 525.08	\$ 525.08	\$ 630.10	\$ 682.60	\$ 735.11
PROFESSOR, BUSINESS & ECONOMICS	52,644	4.00%	\$ 2,105.78	\$ 1,316.11	\$ 1,579.33	\$ 1,710.94	\$ 1,842.56
ADMIN. SECTY. - INSTITUTIONAL DEVELOPMENT & NMJC FOUNDATION	23,588						
PROFESSOR, P.E./ASST WN'S BSKTBALL COACH	35,369	2.50%	\$ 884.22	\$ 884.22	\$ 1,061.06	\$ 1,149.48	\$ 1,237.90
CUSTODIAN I - NIGHT/DAYTIME	15,231						
CUSTODIAN I - NIGHT/DAYTIME	19,674						
PROFESSOR, RDG/WRTG IN TRANS STUDS(DEVL)	32,319	2.50%	\$ 807.98	\$ 807.98	\$ 968.57	\$ 1,050.37	\$ 1,131.17
PROFESSOR, NURSING	32,109	2.50%	\$ 802.73	\$ 802.73	\$ 963.28	\$ 1,043.55	\$ 1,123.83
PROFESSOR, P.E./ATHLETIC TRAINER	48,408	2.50%	\$ 1,210.20	\$ 1,210.20	\$ 1,452.24	\$ 1,573.25	\$ 1,694.27
CUSTODIAN I - NIGHT/DAYTIME	19,722	2.50%	\$ 493.05	\$ 493.05	\$ 591.66	\$ 640.96	\$ 690.27
DIRECTOR OF BOOKSTORE SERVICES	34,416	70.00%	\$ 840.00	\$ 840.00	\$ 1,032.49	\$ 1,118.53	\$ 1,204.57
DESKTOP DESIGNER	30,450	4.00%	\$ 1,218.00	\$ 781.25	\$ 913.50	\$ 989.63	\$ 1,065.75
GROUNDKEEPER I	17,924						
ACCOUNTS RECEIVABLE SUPERVISOR	29,214	2.50%	\$ 730.35	\$ 730.35	\$ 876.42	\$ 949.46	\$ 1,022.49
ADMIN. SECTY. - DEAN OF TRANSNLTN STUDIES	24,248						
DEPT. SECTY. - AUTOMOTIVE TECHNLOGY/AVHS	24,991	6.00%	\$ 1,486.46	\$ 624.78	\$ 749.73	\$ 812.21	\$ 874.69
DIRECTOR OF ADULT BASIC EDUCATION	33,893	2.50%	\$ 847.33	\$ 847.33	\$ 1,016.79	\$ 1,101.53	\$ 1,186.26
DOCUMENT CENTER SUPERVISOR	27,030						
DEPT. SECTY. - CONT ED/COMMUNITY SERVICES	21,038	2.00%	\$ 420.76	\$ 420.76	\$ 511.14	\$ 546.74	\$ 583.33
DIRECTOR OF DEL NORTE/HEAD MEN'S BB CO.	39,534	1.00%	\$ 395.34	\$ 395.34	\$ 474.41	\$ 505.85	\$ 537.39
GROUNDKEEPER III	18,274						
COORDINATOR OF LEARNING ASSISTANCE CNTR	35,875	20.00%	\$ 7,175.00	\$ 896.88	\$ 1,076.25	\$ 1,165.94	\$ 1,255.63
PROFESSOR, BUSINESS, MKTG. AND MID-MNGT	37,589	1.00%	\$ 375.89	\$ 375.89	\$ 451.07	\$ 481.64	\$ 512.21
DEPT. SECTY. - PANNEL LIBRARY	22,027	2.50%	\$ 550.67	\$ 550.67	\$ 660.80	\$ 715.87	\$ 770.94
DEPT. SECTY. - STUDENT RECRUITING	19,041						
BENEFITS SPECIALIST	29,081	5.00%	\$ 1,454.05	\$ 727.02	\$ 872.43	\$ 945.13	\$ 1,017.83
EXEC. SECTY. TO VP FOR STUDENT SERVICES	30,851	2.50%	\$ 771.27	\$ 771.27	\$ 925.52	\$ 1,002.65	\$ 1,079.77
PROFESSOR, ENGLISH	46,154	150.00%	\$ 1,800.00	\$ 1,153.86	\$ 1,384.63	\$ 1,500.01	\$ 1,615.40
CASHIER	21,402	2.50%	\$ 535.04	\$ 535.04	\$ 642.05	\$ 695.56	\$ 749.06
COORDINATOR OF PAYROLL	25,214	2.50%	\$ 630.35	\$ 630.35	\$ 756.42	\$ 819.46	\$ 882.49
ASST TO PRSDNT INTERNAL/EXTERNAL AFFAIRS	43,849						
DIRECTOR OF ATHLETICS	61,798	185.00%	\$ 2,220.00	\$ 1,544.96	\$ 1,853.95	\$ 2,008.44	\$ 2,182.94

Job Title	New Salary 2004-2005	Current SRP Percentage	Current \$ amount contributed	NMJC MATCHING 2.5%	3.00%	3.25%	3.50%
DIRECTOR OF S.B.D.C.	46,601	2.50%	\$ 1,165.04	\$ 1,165.04	\$ 1,398.04	\$ 1,514.55	\$ 1,631.05
PROFESSOR, NURSING	37,494	2.50%	\$ 937.36	\$ 937.36	\$ 1,124.83	\$ 1,218.56	\$ 1,312.30
GROUNDKEEPER I	17,531	2.50%	\$ 438.28	\$ 438.28	\$ 525.93	\$ 569.76	\$ 613.59
SECURITY OFFICER	22,988	2.50%	\$ 574.69	\$ 574.69	\$ 689.63	\$ 747.10	\$ 804.57
DIRECTOR OF FINANCIAL AID	48,346	2.50%	\$ 1,208.66	\$ 1,208.66	\$ 1,450.39	\$ 1,571.26	\$ 1,692.13
DIRECTOR OF DEVELOPMENT	56,270	2.50%	\$ 1,406.76	\$ 1,406.76	\$ 1,688.11	\$ 1,828.78	\$ 1,969.46
PROFESSOR, READING/EDUCATION	39,445	8.00%	\$ 3,155.58	\$ 851.56	\$ 1,183.34	\$ 1,281.95	\$ 1,380.56
ASST. DIRECTOR OF FINANCIAL AID	34,063	2.50%	\$ 851.56	\$ 851.56	\$ 1,021.88	\$ 1,107.03	\$ 1,192.19
VICE PRESIDENT FOR STUDENT SERVICES	76,918	2.50%	\$ 1,922.96	\$ 1,922.96	\$ 2,307.55	\$ 2,498.84	\$ 2,682.14
HARDWARE/SOFTWARE SPECIALIST	33,826	2.50%	\$ 845.64	\$ 845.64	\$ 1,014.77	\$ 1,098.34	\$ 1,183.90
GROUNDKEEPER I	15,758						
GROUNDKEEPER II	22,351	2.50%	\$ 558.78	\$ 558.78	\$ 670.54	\$ 726.42	\$ 782.29
REGISTRAR ASSISTANT II	26,855	2.00%	\$ 537.11	\$ 537.11	\$ 805.66	\$ 872.80	\$ 939.94
DIRECTOR OF COLLEGE COMMUNICATIONS	43,155	2.50%	\$ 1,078.88	\$ 1,078.88	\$ 1,294.65	\$ 1,402.54	\$ 1,510.43
COUNSELOR	45,074	2.50%	\$ 1,126.85	\$ 1,126.85	\$ 1,352.21	\$ 1,464.90	\$ 1,577.58
PROFESSOR, ANATOMY & PHYSIOLOGY/MICROBIO	51,163	2.50%	\$ 1,279.07	\$ 1,279.07	\$ 1,534.88	\$ 1,662.79	\$ 1,790.69
TALENT SEARCH SCHOOL COORDINATOR	28,955	1.00%	\$ 289.55	\$ 289.55	\$ 868.66	\$ 941.04	\$ 1,013.42
DEPT. SECTY. - HUMAN RESOURCES	22,471						
PROFESSOR, PSYCHOLOGY	48,621	2.50%	\$ 1,215.53	\$ 1,215.53	\$ 1,458.84	\$ 1,580.19	\$ 1,701.75
GROUND SUPERVISOR	22,734						
CUSTODIAN I - NIGHT/DAYTIME	15,159	2.50%	\$ 378.98	\$ 378.98	\$ 454.77	\$ 482.67	\$ 530.57
SECURITY OFFICER	22,800	2.00%	\$ 456.00	\$ 456.00	\$ 684.00	\$ 741.00	\$ 798.00
CUSTODIAN I - NIGHT/DAYTIME	15,339						
PUBLIC RELATIONS/MARKETING ASSISTANT	26,004	2.50%	\$ 650.10	\$ 650.10	\$ 780.12	\$ 845.13	\$ 910.14
MAINTENANCE III - PLANT WAREHOUSEMAN, MP	27,647	10.00%	\$ 120.00	\$ 120.00	\$ 829.41	\$ 898.53	\$ 967.65
PROFESSOR, COMMUNICATIONS/THEATRE	45,411						
COORDINATOR OF EVENTS/AUDIO VISUAL SRVCS	23,970						
ACCOUNTS PAYABLE CLERK	25,365	2.50%	\$ 634.13	\$ 634.13	\$ 760.95	\$ 824.36	\$ 887.78
CUSTODIAN I - NIGHT/DAYTIME	17,563						
PROFESSOR, MATHEMATICS	39,132						
PROFESSOR, WELDING	48,500						
ACCOUNTANT	40,398	5.00%	\$ 2,425.01	\$ 1,212.51	\$ 1,455.01	\$ 1,576.26	\$ 1,697.51
PROFESSOR, AUTOMOTIVE TECHNOLOGY	38,585	2.50%	\$ 1,009.95	\$ 1,009.95	\$ 1,211.94	\$ 1,312.94	\$ 1,413.93
DEPT. SECTY. - TALENT SEARCH	18,251						
LIBRARY ASST. - SERIALS & MICROFORMS	21,402						
PROFESSOR, MATHEMATICS	36,927						
PROFESSOR, PSYCHOLOGY	37,031	2.50%	\$ 925.78	\$ 925.78	\$ 1,110.93	\$ 1,203.51	\$ 1,296.09
DEPT. SECTY. - LEA CNTY COWBY HALL OF FA	21,236	45.00%	\$ 540.00	\$ 530.81	\$ 637.09	\$ 690.18	\$ 743.28
PROFESSOR, READING/EDUCATION	46,128	2.50%	\$ 1,153.20	\$ 1,153.20	\$ 1,383.84	\$ 1,498.16	\$ 1,614.48
ADMINISTRATIVE ASST TO THE PRESIDENT	45,800	2.50%	\$ 1,145.00	\$ 1,145.00	\$ 1,374.00	\$ 1,488.50	\$ 1,603.01
PROGRAMMER ANALYST	43,155						
EXEC. SECTY. TO THE VP FOR INSTRUCTION	30,407	2.50%	\$ 760.18	\$ 760.18	\$ 912.21	\$ 988.23	\$ 1,064.25
PROFESSOR, PSYCHOLOGY/SOCIOLOGY	34,935	15.00%	\$ 5,240.25	\$ 873.38	\$ 1,048.05	\$ 1,135.39	\$ 1,222.73
ACADEMIC/CAREER PLANNER	34,423	2.50%	\$ 860.58	\$ 860.58	\$ 1,032.70	\$ 1,118.76	\$ 1,204.82
PROFESSOR, NURSING	36,378	2.50%	\$ 909.44	\$ 909.44	\$ 1,091.33	\$ 1,182.27	\$ 1,273.22
PROFESSOR, COSMETOLOGY	29,214	2.50%	\$ 730.35	\$ 730.35	\$ 878.42	\$ 949.46	\$ 1,022.49
DEPT. SECTY. - HUMAN RESOURCES	22,471	2.50%	\$ 561.77	\$ 561.77	\$ 674.12	\$ 730.29	\$ 786.47
GENERAL MAINTENANCE - LEAD JRNYM/ELECTN	30,030	2.50%	\$ 750.74	\$ 750.74	\$ 900.89	\$ 975.97	\$ 1,051.04
DEPT. SECTY. - ATHLETICS/PHYS ED - CAC	21,847	2.50%	\$ 546.18	\$ 546.18	\$ 655.42	\$ 710.04	\$ 764.66

Note: Does not include overloads, special comps or overtime hours.

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Job Title	New Salary 2004-2005	Current SRP Percentage	Current \$ amount contributed	NMJC MATCHING 2.5%	3.00%	3.25%	3.50%
GENERAL MAINTENANCE - LEAD CARPENTER	29,020						
PROFESSOR, AUTOMOTIVE TECHNOLOGY	54,340	2.50%	\$ 1,358.50	\$ 1,358.50	\$ 1,630.20	\$ 1,766.05	\$ 1,901.90
PROFESSOR, GOVERNMENT/HISTORY	48,576	2.50%	\$ 1,214.41	\$ 1,214.41	\$ 1,457.29	\$ 1,578.74	\$ 1,700.18
COOR OF PLMNT/MIN RORTMT/TITLE V ACTVY I	50,569	2.50%	\$ 1,264.22	\$ 1,264.22	\$ 1,517.06	\$ 1,643.48	\$ 1,769.91
ACADEMIC ADVISOR	31,461	2.00%	\$ 629.22	\$ 629.22	\$ 943.83	\$ 1,022.48	\$ 1,101.14
GROUNDKEEPER I	15,422						
PROFESSOR/COORDINATOR, COSMETOLOGY	37,907	2.50%	\$ 947.67	\$ 947.67	\$ 1,137.20	\$ 1,231.97	\$ 1,326.74
COORDINATOR OF NETWORK SYSTEMS	41,560	2.50%	\$ 1,039.00	\$ 1,039.00	\$ 1,248.80	\$ 1,350.70	\$ 1,454.80
PROFESSOR/COORDINATOR, PARALEGAL PROGRAM	42,311	3.00%	\$ 1,269.33	\$ 1,057.78	\$ 1,269.33	\$ 1,375.11	\$ 1,480.89
DEAN OF BUSINESS AND TECHNOLOGY	56,888	2.50%	\$ 1,422.20	\$ 1,422.20	\$ 1,706.64	\$ 1,848.86	\$ 1,991.08
PROFESSOR, ENGLISH	35,963						
LIBRARY ASST. - CIRCULATION & IL LOAN	21,248	2.50%	\$ 531.20	\$ 531.20	\$ 637.43	\$ 690.55	\$ 743.67
DIRECTOR OF STMT INFO TRKGINST RESEARCH	55,244	2.00%	\$ 1,104.87	\$ 1,104.87	\$ 1,657.31	\$ 1,795.41	\$ 1,933.52
PROFESSOR, AUTOMOTIVE TECHNOLOGY	50,913	2.50%	\$ 1,272.82	\$ 1,272.82	\$ 1,527.38	\$ 1,654.67	\$ 1,781.95
CUSTODIAN I - NIGHT/DAYTIME	18,134	10.00%	\$ 1,813.36	\$ 453.34	\$ 544.01	\$ 589.34	\$ 634.67
PROFESSOR, ART	52,331	2.50%	\$ 1,308.26	\$ 1,308.26	\$ 1,569.92	\$ 1,700.74	\$ 1,831.57
PROFESSOR, ENGLISH	48,142	2.50%	\$ 1,203.54	\$ 1,203.54	\$ 1,444.25	\$ 1,564.80	\$ 1,684.96
PROFESSOR, COMPUTER INFO. SYS./CAD/AVHS	38,888						
DEPT. SECTY. - COUNSELING	22,811						
PROFESSOR, OFFICE TECHNOLOGY/BUSINESS	36,476	2.50%	\$ 911.91	\$ 911.91	\$ 1,094.29	\$ 1,185.48	\$ 1,276.67
PROFESSOR, EMT-B/AVHS	36,179	2.00%	\$ 723.59	\$ 723.59	\$ 1,085.38	\$ 1,175.83	\$ 1,266.28
PROFESSOR, MATHEMATICS	39,662	\$ 150.00	\$ 1,800.00	\$ 981.54	\$ 1,189.85	\$ 1,289.00	\$ 1,388.15
COUNSELOR/SPECIAL NEEDS SERVICES COOR.	40,412	2.50%	\$ 1,010.29	\$ 1,010.29	\$ 1,212.35	\$ 1,313.38	\$ 1,414.41
CUSTODIAN I - NIGHT/DAYTIME	20,398						
CUSTODIAL SUPERVISOR	39,360	2.50%	\$ 984.00	\$ 984.00	\$ 1,180.80	\$ 1,279.20	\$ 1,377.60
	7,590,849						
PRESIDENT							
	112,000	2.50%	\$ 2,800.00	\$ 2,800.00	\$ 3,360.00	\$ 3,640.00	\$ 3,920.00
TOTAL (Base Salary Only)				\$ 147,770.10	\$ 186,433.63	\$ 201,969.77	\$ 217,505.90
Plus matching on overtime hours, overloads and stipends				\$ 22,476.76			
TOTALS				\$ 170,246.86			

Job Title	New Salary 2004-2005	Current SRP Percentage	Current \$ amount contributed	NMJC MATCHING 2.5%	3.00%	3.25%	3.50%
New Hires and Vacant Positions							
(Professor - Master's degree level)	Midpoint						
PROFESSOR, ACT (Adv. Career & Tech) Acad. Hlth Occ/AH	43,408						
PROFESSOR, BIOLOGY	43,408						
PROFESSOR, CIS	43,408						
PROFESSOR, CIS/MATHEMATICS	43,408						
PROFESSOR, CIS/CAD/AVHS	43,408						
PROFESSOR, MUSIC	43,408						
PROFESSOR, NURSING	43,408						
PROFESSOR, PE/HEAD X CNTRY TRACK COACH	43,408						
PROFESSOR, PHYSICS & MATHEMATICS	43,408						
PROFESSOR, RDG/WRTG IN TRANS STUDS(DEVL)	31,500						
ADMISSION SPECIALIST - GENERAL	38,367						
ADMISSION SPECIALIST - INSTRUCTIONAL	38,367						
COORDINATOR OF INTRAMURALS/STUDENT ACTIVITIES	33,083						
COORDINATOR OF TECHNICAL SERVICES	44,483						
COUNSELOR	48,746						
DEAN, CENTER FOR MATHEMATICS AND SCIENCES	72,808						
DIRECTOR OF WESTERN HERITAGE CENTER	48,746						
VICE PRESIDENT FOR INSTRUCTION	83,328						
ACCOUNTS RECEIVABLE SPECIALIST	25,214						
CUSTODIAN I - Night/Daytime (4Positions available)	19,697						
CUSTODIAN II - Custodial Crew Leader	20,685						
REGISTRAR ASSISTANT I	23,414						
SECURITY OFFICER	27,832						

Note: Does not include overloads, special comps or overtime hours.

NEW MEXICO JUNIOR COLLEGE

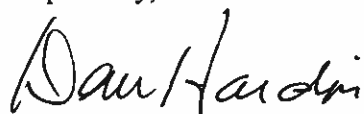
Vice President for Finance

5317 Lovington Highway
Hobbs, NM 88240
Phone: (505)392-5210
Fax: (505)392-2526

To: Board Members
From: Dan Hardin
RE: Supplemental Retirement Plan
Date: July 9, 2004

During the budget process in April, the Supplement Retirement Plan budget was increased from \$170,000.00 to \$270,000.00. The college uses the Supplement Retirement Plan to match up to 2.5% of a participating employee's gross salary. It is the administration's recommendation that the Board approve the increase in the SRP matching percentage from 2.5% to 3.5%. On page five of the attached information you will see the total amount of SRP expended for 2003/2004 is \$170,246.86. Also on page five is the projected cost on base salaries if all participants in the SRP increased their participation to 3.5%. The projected cost on the 2004/2005 base salaries at 3.5% matching is \$217,505.90, if we added 3.5% or \$35,000.00 for the potential \$1,000,000.00 in additional salaries from page six we will have a total expense of \$252,505.90. This would leave \$17,494.10 to cover the cost of matching participant's overtime, overloads, and stipends. Again from this information, the recommendation is to increase the SRP matching percentage to 3.5%.

Respectfully,



Dan Hardin

2004-2005 Estimated Supplemental Retirement Calculations

Note: Does not include overloads, special comp or overtime hours.

Job Title	New Salary 2004-2005	Current SRP Percentage	Current \$ amount contributed	NMJC MATCHING 2.5%	3.00%	3.25%	3.50%
DIRECTOR OF STUDENT SUPPORT SERVICES	41,186	2.50%	\$ 1,029.66	\$ 1,029.66	\$ 1,236.59	\$ 1,338.56	\$ 1,441.52
PROFESSOR, TELECOMMUNICATIONS	39,350	2.50%	\$ 983.75	\$ 983.75	\$ 1,180.50	\$ 1,278.87	\$ 1,377.25
PERSONAL COMPUTER SPECIALIST	31,185	3.00%	\$ 935.55	\$ 779.63	\$ 935.55	\$ 1,013.51	\$ 1,091.48
INVENTORY CONTROL SPECIALIST	26,391	3.00%	\$ 791.72	\$ 659.77	\$ 791.72	\$ 857.70	\$ 925.67
CUSTODIAN I - NIGHT/DAYTIME	15,159						
RECEPTIONIST/REGISTRAR - CNT ED/COM SRVS	18,507						
DIR/PROF OF RDLGCLNTRLANDWSTEHNLDLGTCH	48,429						
MAINTENANCE II - GENERAL MAINTENANCE	24,479						
MAINTENANCE II - GENERAL MAINTENANCE	22,632	2.50%	\$ 565.79	\$ 565.79	\$ 678.95	\$ 735.53	\$ 792.11
DEL NORTE CENTER CLERK	15,612						
LIBRARY ASSISTANT - CIRCULATION SERVICES	22,124	2.50%	\$ 553.10	\$ 553.10	\$ 663.72	\$ 718.03	\$ 774.34
PROFESSOR, P.E./ASST. MEN'S BSKTB COACH	44,891						
SECURITY OFFICER	23,619	2.50%	\$ 590.49	\$ 590.49	\$ 708.58	\$ 767.63	\$ 826.68
PROFESSOR, P.E./HEAD WOMEN'S BSKTB COACH	37,205	2.50%	\$ 930.13	\$ 930.13	\$ 1,116.15	\$ 1,209.17	\$ 1,302.18
GRANTS ACCOUNTANT	24,438	2.50%	\$ 610.95	\$ 610.95	\$ 733.14	\$ 794.24	\$ 855.33
DEAN OF ENROLLMENT MANAGEMENT	58,688	2.50%	\$ 1,467.19	\$ 1,467.19	\$ 1,760.63	\$ 1,907.35	\$ 2,054.07
ACCOUNTING SUPERVISOR	43,281	5.00%	\$ 2,164.05	\$ 1,082.03	\$ 1,298.43	\$ 1,406.63	\$ 1,514.84
PROFESSOR, CHEMISTRY/ASTRONOMY	55,245	2.50%	\$ 1,381.12	\$ 1,381.12	\$ 1,657.34	\$ 1,795.45	\$ 1,933.56
RODEO COACH/CONF FNLS RODEO DIRECTOR	37,796	2.50%	\$ 944.89	\$ 944.89	\$ 1,133.87	\$ 1,228.36	\$ 1,322.84
DEAN OF ARTS AND SCIENCES	67,619	2.50%	\$ 1,690.47	\$ 1,690.47	\$ 2,028.56	\$ 2,197.61	\$ 2,366.66
BOOKSTORE CLERK	21,806	2.50%	\$ 545.15	\$ 545.15	\$ 654.18	\$ 708.69	\$ 763.20
PROFESSOR, P.E./HEAD BASEBALL COACH	46,692	2.50%	\$ 1,167.31	\$ 1,167.31	\$ 1,400.77	\$ 1,517.51	\$ 1,634.24
PROFESSOR, P.E./GOLF COACH	43,449	2.50%	\$ 1,086.22	\$ 1,086.22	\$ 1,303.47	\$ 1,412.09	\$ 1,520.71
PROFESSOR, OFFICE TECHNOLOGY	37,031	2.50%	\$ 925.77	\$ 925.77	\$ 1,110.93	\$ 1,203.50	\$ 1,296.08
DEL NORTE CENTER CLERK	17,177	2.50%	\$ 429.43	\$ 429.43	\$ 515.31	\$ 558.25	\$ 601.20
PROFESSOR, THEATRE/SCENIC DESGN/TECH DIR	44,561	2.50%	\$ 1,114.02	\$ 1,114.02	\$ 1,336.82	\$ 1,448.22	\$ 1,559.62
DIRECTOR OF HUMAN RESOURCES	46,349	100.00	\$ 1,200.00	\$ 1,158.73	\$ 1,390.47	\$ 1,506.34	\$ 1,622.22
ASST DIR/PROF OF BASIC CORREC ACADEMY/CJ	45,978	2.50%	\$ 1,149.45	\$ 1,149.45	\$ 1,379.34	\$ 1,494.29	\$ 1,609.23
DIRECTOR OF LEA CNTY COWBOY H OF FWHC	35,681	100.00	\$ 1,200.00	\$ 892.03	\$ 1,070.43	\$ 1,159.63	\$ 1,248.84
DIRECTOR OF LEARNING COMMUNIT /RETENTION	32,212	10.00	\$ 120.00	\$ 120.00	\$ 966.36	\$ 1,046.89	\$ 1,127.42
PROFESSOR, ENGLISH	34,727						
DIRECTOR OF PHYSICAL PLANT	58,783	2.50%	\$ 1,469.58	\$ 1,469.58	\$ 1,763.49	\$ 1,910.45	\$ 2,057.41
DIRECTOR OF STUDENT LIFE	43,012	100.00	\$ 1,200.00	\$ 1,075.31	\$ 1,290.37	\$ 1,397.90	\$ 1,505.43
PROFESSOR, SPANISH & ESL	46,452	3.00%	\$ 1,393.57	\$ 1,161.30	\$ 1,393.57	\$ 1,509.70	\$ 1,625.83
DIRECTOR OF UPWARD BOUND PROGRAM	40,673						
COORDINATOR OF INTRAMURALS/SIST ACTIVITIES	31,207	2.00%	\$ 624.14	\$ 624.14	\$ 936.21	\$ 1,014.22	\$ 1,092.24
COORDINATOR OF PURCHASING	36,155	100.00	\$ 1,200.00	\$ 903.87	\$ 1,084.65	\$ 1,175.03	\$ 1,266.42
DEPT. SECTY. - ARTS & SCIENCES	19,041	10.00	\$ 120.00	\$ 120.00	\$ 571.22	\$ 618.82	\$ 666.42
PROFESSOR, ENGLISH	48,688	2.50%	\$ 1,217.19	\$ 1,217.19	\$ 1,460.63	\$ 1,582.35	\$ 1,704.07
PROFESSOR, COMPUTER INFORMATION SYSTEMS	36,179						
PROGRAM COORDINATOR/PLANNER - CONT ED/CS	35,682	2.50%	\$ 892.05	\$ 892.05	\$ 1,070.47	\$ 1,159.67	\$ 1,248.88
ADMIN. SECTY. - DIRECTOR OF CRIMINAL JUST	24,248	2.50%	\$ 606.20	\$ 606.20	\$ 727.44	\$ 788.06	\$ 848.68
GENERAL MAINTENANCE - MECHANICAL SYSTEMS	30,298						
PROFESSOR, AGL/VESTOCK JDG. TEAM COACH	38,130	2.50%	\$ 953.26	\$ 953.26	\$ 1,143.91	\$ 1,239.23	\$ 1,334.56
DIRECTOR OF ALLIED HEALTH FIELDS	62,073	2.50%	\$ 1,551.81	\$ 1,551.81	\$ 1,862.18	\$ 2,017.36	\$ 2,172.54
LEARNING LAB/TESTING CENTER SUPERVISOR	30,679	100.00	\$ 1,200.00	\$ 766.97	\$ 920.36	\$ 997.06	\$ 1,073.75
PROFESSOR, BARBERING/COSMETOLOGY	28,824	5.00%	\$ 1,441.20	\$ 720.60	\$ 864.72	\$ 936.78	\$ 1,008.84
CUSTODIAN I - NIGHT/DAYTIME	15,520						

Job Title	New Salary 2004-2005	Current SRP Percentage	Current \$ amount contributed	NMJC MATCHING 2.5%	3.00%	3.25%	3.50%
DIRECTOR OF LEARNING AND ASSESSMENT	51,250	2.50%	\$ 1,281.25	\$ 1,281.25	\$ 1,537.50	\$ 1,665.63	\$ 1,793.75
CUSTODIAN I - NIGHT/DAYTIME	17,326						
LIBRARY ASSISTANT - CATALOG. & MA. PROC.	21,724	3.00%	\$ 651.72	\$ 543.10	\$ 651.72	\$ 706.03	\$ 760.34
ADMIN. SECTY. - DEAN OF BUSINESS & TECH.	28,565	2.50%	\$ 714.11	\$ 714.11	\$ 856.94	\$ 928.35	\$ 996.76
PROFESSOR, P.E./ASST MEN'S BASEBALL COACH	41,220						
LIBRARY ASSISTANT - GOVT. PUBLICATIONS	21,150						
PROFESSOR, COMMERCIAL GRAPHIC DESIGN/CS	40,988	2.50%	\$ 1,024.70	\$ 1,024.70	\$ 1,229.84	\$ 1,332.11	\$ 1,434.58
DEPT. SECTY. - CRIMINAL JUSTICE	17,811						
PROFESSOR, GOVERNMENT/HISTORY	49,108	2.50%	\$ 1,227.70	\$ 1,227.70	\$ 1,473.24	\$ 1,596.01	\$ 1,718.78
WEBMASTER	35,870	2.50%	\$ 896.75	\$ 896.75	\$ 1,076.10	\$ 1,165.78	\$ 1,255.45
PROGRAMMER ANALYST	45,104	3.00%	\$ 1,353.13	\$ 1,127.61	\$ 1,353.13	\$ 1,465.89	\$ 1,576.65
DIRECTOR OF CRIMINAL JUSTICE	56,048	2.50%	\$ 1,401.20	\$ 1,401.20	\$ 1,681.44	\$ 1,821.56	\$ 1,961.68
SECURITY OFFICER	23,358						
CUSTODIAN I - NIGHT/DAYTIME	19,403						
TALENT SEARCH SCHOOL COORDINATOR	31,438	2.50%	\$ 785.95	\$ 785.95	\$ 943.14	\$ 1,021.74	\$ 1,100.33
UPWARD BOUND ACADEMIC COORDINATOR	33,823	100.00%	\$ 1,200.00	\$ 845.58	\$ 1,014.70	\$ 1,099.26	\$ 1,183.81
ADMIN. SECTY. - DEAN OF ARTS & SCIENCES	28,237	4.00%	\$ 1,129.48	\$ 705.92	\$ 847.10	\$ 917.69	\$ 983.28
REFERENCE TECHNICIAN	29,584	2.50%	\$ 739.61	\$ 739.61	\$ 887.53	\$ 961.49	\$ 1,035.45
PROFESSOR, SOCIOLOGY	43,135						
PROFESSOR, AUTOMOTIVE TECHNOLOGY (AVHS)	36,179	2.50%	\$ 904.48	\$ 904.48	\$ 1,085.38	\$ 1,175.83	\$ 1,266.28
DIRECTOR OF TALENT SEARCH	42,409	2.00%	\$ 848.18	\$ 848.18	\$ 1,272.27	\$ 1,378.29	\$ 1,484.32
PROFESSOR, BIOLOGY	47,400	300.00%	\$ 3,600.00	\$ 1,184.99	\$ 1,421.99	\$ 1,540.48	\$ 1,658.98
FINANCIAL AID SPECIALIST - PELL	24,022	2.50%	\$ 600.55	\$ 600.55	\$ 720.66	\$ 780.72	\$ 840.77
DEAN OF COUNSELING	63,801	2.50%	\$ 1,595.02	\$ 1,595.02	\$ 1,914.03	\$ 2,073.53	\$ 2,233.03
PROFESSOR, COSMETOLOGY	30,496						
PROFESSOR, MUSIC	36,414	10.00%	\$ 120.00	\$ 120.00	\$ 1,092.42	\$ 1,183.46	\$ 1,274.49
FINANCIAL AID SPECIALIST - LOAN	22,179	1.50%	\$ 332.69	\$ 332.69	\$ 665.37	\$ 720.82	\$ 776.27
PROFESSOR, ACCOUNTING	45,714	4.00%	\$ 1,828.57	\$ 1,142.86	\$ 1,371.43	\$ 1,485.72	\$ 1,600.00
DEPT. SECTY. - COLLEGE COMMUNICATIONS	20,094	20.00%	\$ 240.00	\$ 240.00	\$ 602.81	\$ 653.05	\$ 703.28
PROFESSOR, AUTOMOTIVE TECHNOLOGY	42,050	2.50%	\$ 1,051.24	\$ 1,051.24	\$ 1,261.49	\$ 1,366.61	\$ 1,471.73
PROFESSOR, ENGLISH	37,977	2.50%	\$ 949.44	\$ 949.44	\$ 1,139.32	\$ 1,234.27	\$ 1,329.21
EXEC. SECTY. TO VP FOR FINANCE	29,179	150.00%	\$ 1,800.00	\$ 729.49	\$ 875.38	\$ 948.33	\$ 1,021.28
BOOKSTORE CLERK	18,251	2.50%	\$ 456.28	\$ 456.28	\$ 547.53	\$ 593.16	\$ 638.79
VICE PRESIDENT FOR FINANCE	75,396	1.00%	\$ 753.96	\$ 753.96	\$ 2,261.88	\$ 2,450.37	\$ 2,638.86
DEPT. SECTY. - FINANCIAL AID	20,656	2.50%	\$ 516.40	\$ 516.40	\$ 619.67	\$ 671.31	\$ 722.95
DEAN OF CONTINUING EDUCATION/WORKFORCE DEVELOPMENT	55,516	2.50%	\$ 1,387.90	\$ 1,387.90	\$ 1,665.48	\$ 1,804.27	\$ 1,943.06
GENERAL MAINTENANCE - MECHANICAL SYSTEMS	26,619						
CUSTODIAN II - CUSTODIAL CREW LEADER	17,981						
MAINTENANCE II - GENERAL MAINTENANCE	22,734	2.50%	\$ 568.36	\$ 568.36	\$ 682.03	\$ 738.87	\$ 795.71
PROFESSOR, PHYSICAL EDUCATION	44,999	2.50%	\$ 1,124.98	\$ 1,124.98	\$ 1,349.98	\$ 1,462.48	\$ 1,574.98
ABE ASSESSMENT/RETENTION CLERK	20,268	2.50%	\$ 506.71	\$ 506.71	\$ 608.05	\$ 653.73	\$ 709.40
CUSTODIAN I - NIGHT/DAYTIME	19,221	25.00%	\$ 300.00	\$ 300.00	\$ 576.63	\$ 624.68	\$ 672.73
ADMIN. SECTY. - DIR OF CMPTR INFO SYSTEMS	27,218	5.00%	\$ 1,360.89	\$ 680.44	\$ 816.53	\$ 864.58	\$ 912.62
PROFESSOR, SCIENCE/AQUATICS	42,590	2.50%	\$ 1,064.75	\$ 1,064.75	\$ 1,277.70	\$ 1,384.17	\$ 1,490.65
GENERAL MAINTENANCE - LEAD WELDER	28,366						
CASHIER	21,579	2.50%	\$ 539.48	\$ 539.48	\$ 647.37	\$ 701.32	\$ 755.27
PROFESSOR, ENGLISH	40,272	2.50%	\$ 1,006.80	\$ 1,006.80	\$ 1,208.16	\$ 1,308.84	\$ 1,409.52
BUSINESS SPECIALIST - SBDC	28,123						
PUBLIC RELATIONS/MARKETING WRITER/EDITOR	26,016	2.50%	\$ 650.41	\$ 650.41	\$ 780.49	\$ 845.53	\$ 910.57

Note: Does not include overloads, special compens or overtime hours.

Notes: Does not include overloads, special comp or overtime hours.

Job Title	New Salary 2004 2005	Current SRP Percentage	Current \$ amount contributed	NMJC MATCHING 2.5%	3.00%	3.25%	3.50%
PROFESSOR, NURSING	43,493	3.00%	\$ 1,304.78	\$ 1,087.32	\$ 1,304.78	\$ 1,413.52	\$ 1,522.25
GENERAL MAINTENANCE FOREMAN	32,334	2.50%	\$ 808.36	\$ 808.36	\$ 970.03	\$ 1,050.87	\$ 1,131.70
DEPT. SECTY. - ALLIED HEALTH FIELDS	22,167						
SECURITY SERGEANT	29,921						
PROFESSOR, NURSING	40,796	2.50%	\$ 1,019.89	\$ 1,019.89	\$ 1,223.87	\$ 1,325.86	\$ 1,427.85
DIRECTOR OF LIBRARY SERVICES	57,577	2.50%	\$ 1,439.42	\$ 1,439.42	\$ 1,727.31	\$ 1,871.25	\$ 2,015.19
PROFESSOR, NURSING	37,524	3.00%	\$ 1,125.73	\$ 938.11	\$ 1,125.73	\$ 1,219.54	\$ 1,313.35
PROFESSOR, ENGLISH	39,445						
MAINTENANCE III - SHPG, RCVG/DEPT. CLERK	23,646	2.50%	\$ 591.15	\$ 591.15	\$ 709.38	\$ 768.49	\$ 827.61
EXECUTIVE DIRECTOR - NMJC FOUNDATION	43,153						
PERSONAL COMPUTER SPECIALIST	28,719	2.50%	\$ 717.98	\$ 717.98	\$ 861.57	\$ 933.37	\$ 1,005.17
DEPT. SECTY. - STUDENT LIFE	21,330	4.00%	\$ 853.19	\$ 533.25	\$ 639.90	\$ 693.22	\$ 746.55
ASST DIR/PROF - LAW ENFORCMT ACADEMY/CJ	43,923	2.50%	\$ 1,098.08	\$ 1,098.08	\$ 1,317.69	\$ 1,427.50	\$ 1,537.31
RECORDS ADMINISTRATOR	31,201	2.50%	\$ 780.03	\$ 780.03	\$ 936.03	\$ 1,014.03	\$ 1,092.04
PROFESSOR, NURSING	44,358	2.50%	\$ 1,108.95	\$ 1,108.95	\$ 1,330.74	\$ 1,441.64	\$ 1,552.53
PROFESSOR, COMM'L GRAPHIC DESIGN/C GRPHCS	40,560	2.50%	\$ 1,013.99	\$ 1,013.99	\$ 1,216.79	\$ 1,316.18	\$ 1,419.58
DIRECTOR OF COMPUTER INFORMATION SYSTEMS	58,399	2.50%	\$ 1,459.98	\$ 1,459.98	\$ 1,751.98	\$ 1,897.98	\$ 2,043.97
TELEPHONE OPERATOR & MAIL CLERK	21,003	2.50%	\$ 525.08	\$ 525.08	\$ 630.10	\$ 682.60	\$ 735.11
PROFESSOR, BUSINESS & ECONOMICS	52,644	4.00%	\$ 2,105.78	\$ 1,316.11	\$ 1,579.33	\$ 1,710.94	\$ 1,842.56
ADMIN. SECTY. - INSTITUTIONAL DEVELOPMENT & NMJC FOUNDATION	23,588						
PROFESSOR, P.E./ASST WN'S BSKTBALL COACH	35,369	2.50%	\$ 884.22	\$ 884.22	\$ 1,061.06	\$ 1,149.48	\$ 1,237.90
CUSTODIAN I - NIGHT/DAYTIME	15,231						
CUSTODIAN I - NIGHT/DAYTIME	19,674						
PROFESSOR, RDG/WRTG IN TRANS STUDS(DEVL)	32,319	2.50%	\$ 807.98	\$ 807.98	\$ 969.57	\$ 1,050.37	\$ 1,131.17
PROFESSOR, NURSING	32,109	2.50%	\$ 802.73	\$ 802.73	\$ 963.28	\$ 1,043.55	\$ 1,123.83
PROFESSOR, P.E/ATHLETIC TRAINER	48,408	2.50%	\$ 1,210.20	\$ 1,210.20	\$ 1,452.24	\$ 1,573.25	\$ 1,694.27
CUSTODIAN I - NIGHT/DAYTIME	19,722	2.50%	\$ 493.05	\$ 493.05	\$ 591.66	\$ 640.96	\$ 690.27
DIRECTOR OF BOOKSTORE SERVICES	34,416	70.00%	\$ 840.00	\$ 840.00	\$ 1,032.49	\$ 1,118.53	\$ 1,204.57
DESKTOP DESIGNER	30,450	4.00%	\$ 1,218.00	\$ 761.25	\$ 913.50	\$ 989.63	\$ 1,065.75
GROUNDKEEPER I	17,924						
ACCOUNTS RECEIVABLE SUPERVISOR	29,214	2.50%	\$ 730.35	\$ 730.35	\$ 876.42	\$ 949.46	\$ 1,022.49
ADMIN. SECTY. - DEAN OF TRANSTNL STUDIES	24,248						
DEPT. SECTY. - AUTOMOTIVE TECHNLOGY/AVHS	24,991	6.00%	\$ 1,499.46	\$ 624.78	\$ 749.73	\$ 812.21	\$ 874.69
DIRECTOR OF ADULT BASIC EDUCATION	33,893	2.50%	\$ 847.33	\$ 847.33	\$ 1,016.79	\$ 1,101.53	\$ 1,186.26
DOCUMENT CENTER SUPERVISOR	27,030						
DEPT. SECTY. - CONT ED/COMMUNITY SERVICES	21,038	2.00%	\$ 420.76	\$ 420.76	\$ 631.14	\$ 683.74	\$ 736.33
DIRECTOR OF DEL NORTE/HEAD MEN'S BB CO.	39,534	1.00%	\$ 395.34	\$ 395.34	\$ 1,186.02	\$ 1,284.85	\$ 1,383.69
GROUNDKEEPER III	18,274						
COORDINATOR OF LEARNING ASSISTANCE CNTR	35,875	20.00%	\$ 7,175.00	\$ 896.88	\$ 1,076.25	\$ 1,165.94	\$ 1,255.63
PROFESSOR, BUSINESS, MKRTG. AND MID-MNGT	37,589	1.00%	\$ 375.89	\$ 375.89	\$ 1,127.67	\$ 1,221.64	\$ 1,315.62
DEPT. SECTY. - PANNELL LIBRARY	22,027	2.50%	\$ 550.67	\$ 550.67	\$ 660.80	\$ 715.87	\$ 770.94
DEPT. SECTY. - STUDENT RECRUITING	19,041						
BENEFITS SPECIALIST	29,081	5.00%	\$ 1,454.05	\$ 727.02	\$ 872.43	\$ 945.13	\$ 1,017.83
EXEC. SECTY. TO VP FOR STUDENT SERVICES	30,851	2.50%	\$ 771.27	\$ 771.27	\$ 925.52	\$ 1,002.65	\$ 1,079.77
PROFESSOR, ENGLISH	46,154	150.00%	\$ 1,800.00	\$ 1,153.86	\$ 1,384.63	\$ 1,500.01	\$ 1,615.40
CASHIER	21,402	2.50%	\$ 535.04	\$ 535.04	\$ 642.05	\$ 696.56	\$ 749.06
COORDINATOR OF PAYROLL	25,214	2.50%	\$ 630.35	\$ 630.35	\$ 756.42	\$ 819.46	\$ 882.49
ASST TO PRSDNT INTERNAL/EXTERNAL AFFAIRS	43,849						
DIRECTOR OF ATHLETICS	61,798	185.00%	\$ 2,220.00	\$ 1,544.96	\$ 1,853.95	\$ 2,008.44	\$ 2,182.94

Note: Does not include overloads, special comp or overtime hours.

Job Title	New Salary 2004 2005	Current SRP Percentage	Current \$ amount contributed	NIMJC MATCHING 2.5%	3.00%	3.25%	3.50%
DIRECTOR OF S.B.D.C.	46,601	2.50%	\$ 1,165.04	\$ 1,165.04	\$ 1,396.04	\$ 1,514.55	\$ 1,631.05
PROFESSOR, NURSING	37,494	2.50%	\$ 937.36	\$ 937.36	\$ 1,124.83	\$ 1,218.56	\$ 1,312.30
GROUNDKEEPER I	17,531	2.50%	\$ 438.28	\$ 438.28	\$ 525.93	\$ 569.76	\$ 613.59
SECURITY OFFICER	22,988	2.50%	\$ 574.69	\$ 574.69	\$ 689.63	\$ 747.10	\$ 804.57
DIRECTOR OF FINANCIAL AID	48,346	2.50%	\$ 1,208.66	\$ 1,208.66	\$ 1,450.39	\$ 1,571.28	\$ 1,692.13
DIRECTOR OF DEVELOPMENT	56,270	2.50%	\$ 1,406.76	\$ 1,406.76	\$ 1,688.11	\$ 1,828.78	\$ 1,969.46
PROFESSOR, READING/EDUCATION	39,445	8.00%	\$ 3,165.58	\$ 986.12	\$ 1,183.34	\$ 1,281.95	\$ 1,380.56
ASST. DIRECTOR OF FINANCIAL AID	34,063	2.50%	\$ 851.58	\$ 851.58	\$ 1,021.88	\$ 1,107.03	\$ 1,192.19
VICE PRESIDENT FOR STUDENT SERVICES	76,918	2.50%	\$ 1,922.96	\$ 1,922.96	\$ 2,307.55	\$ 2,498.84	\$ 2,692.14
HARDWARE/SOFTWARE SPECIALIST	33,826	2.50%	\$ 845.84	\$ 845.84	\$ 1,014.77	\$ 1,099.34	\$ 1,183.90
GROUNDKEEPER I	15,758						
GROUNDKEEPER II	22,351	2.50%	\$ 558.78	\$ 558.78	\$ 670.54	\$ 726.42	\$ 782.29
REGISTRAR ASSISTANT II	26,855	2.00%	\$ 637.11	\$ 537.11	\$ 805.66	\$ 872.80	\$ 939.94
DIRECTOR OF COLLEGE COMMUNICATIONS	43,155	2.50%	\$ 1,078.88	\$ 1,078.88	\$ 1,294.65	\$ 1,402.54	\$ 1,510.43
COUNSELOR	45,074	2.50%	\$ 1,126.85	\$ 1,126.85	\$ 1,352.21	\$ 1,464.90	\$ 1,577.58
PROFESSOR, ANATOMY & PHYSIOLOGY/MICROBIO	51,163	2.50%	\$ 1,279.07	\$ 1,279.07	\$ 1,534.88	\$ 1,662.79	\$ 1,790.69
TALENT SEARCH SCHOOL COORDINATOR	28,955	1.00%	\$ 289.55	\$ 289.55	\$ 868.65	\$ 941.04	\$ 1,013.42
DEPT. SECTY. - HUMAN RESOURCES	22,471						
PROFESSOR, PSYCHOLOGY	48,621	2.50%	\$ 1,215.63	\$ 1,215.63	\$ 1,458.64	\$ 1,580.19	\$ 1,701.75
GROUND SUPERVISOR	22,734						
CUSTODIAN I - NIGHT/DAYTIME	15,159	2.50%	\$ 378.98	\$ 378.98	\$ 454.77	\$ 492.67	\$ 530.57
SECURITY OFFICER	22,800	2.00%	\$ 456.00	\$ 456.00	\$ 684.00	\$ 741.00	\$ 798.00
CUSTODIAN I - NIGHT/DAYTIME	15,339						
PUBLIC RELATIONS/MARKETING ASSISTANT	26,004	2.50%	\$ 650.10	\$ 650.10	\$ 780.12	\$ 845.13	\$ 910.14
MAINTENANCE III - PLANT WAREHOUSEMAN, MP	27,647	\$ 10.00	\$ 120.00	\$ 120.00	\$ 829.41	\$ 898.53	\$ 967.65
PROFESSOR, COMMUNICATIONS/THEATRE	45,411						
COORDINATOR OF EVENTS/AUDIO VISUAL SRVCS	23,970						
ACCOUNTS PAYABLE CLERK	25,365	2.50%	\$ 634.13	\$ 634.13	\$ 760.95	\$ 824.36	\$ 887.78
CUSTODIAN I - NIGHT/DAYTIME	17,563						
PROFESSOR, MATHEMATICS	39,132						
PROFESSOR, WELDING	48,500	5.00%	\$ 2,425.01	\$ 1,212.51	\$ 1,455.01	\$ 1,576.26	\$ 1,697.51
ACCOUNTANT	40,398	2.50%	\$ 1,009.95	\$ 1,009.95	\$ 1,211.94	\$ 1,312.94	\$ 1,413.93
PROFESSOR, AUTOMOTIVE TECHNOLOGY	38,585						
DEPT. SECTY. - TALENT SEARCH	18,251						
LIBRARY ASST. - SERIALS & MICRIFORMS	21,402						
PROFESSOR, MATHEMATICS	36,927						
PROFESSOR, PSYCHOLOGY	37,031	2.50%	\$ 925.78	\$ 925.78	\$ 1,110.93	\$ 1,203.51	\$ 1,296.09
DEPT. SECTY. - LEA CNTY COWBY HALL OF FA	21,236	\$ 45.00	\$ 540.00	\$ 530.91	\$ 637.09	\$ 690.18	\$ 743.28
PROFESSOR, READING/EDUCATION	46,128	2.50%	\$ 1,153.20	\$ 1,153.20	\$ 1,383.84	\$ 1,498.16	\$ 1,614.48
ADMINISTRATIVE ASST TO THE PRESIDENT	45,800	2.50%	\$ 1,145.00	\$ 1,145.00	\$ 1,374.00	\$ 1,488.50	\$ 1,603.01
PROGRAMMER ANALYST	43,155						
EXEC. SECTY. TO THE VP FOR INSTRUCTION	30,407	2.50%	\$ 760.18	\$ 760.18	\$ 912.21	\$ 988.23	\$ 1,064.25
PROFESSOR, PSYCHOLOGY/SOCIOLOGY	34,935	15.00%	\$ 5,240.25	\$ 873.38	\$ 1,048.05	\$ 1,135.39	\$ 1,222.73
ACADEMIC/CAREER PLANNER	34,423	2.50%	\$ 860.58	\$ 860.58	\$ 1,032.70	\$ 1,118.76	\$ 1,204.82
PROFESSOR, NURSING	36,378	2.50%	\$ 909.44	\$ 909.44	\$ 1,091.33	\$ 1,182.27	\$ 1,273.22
PROFESSOR, COSMETOLOGY	29,214	2.50%	\$ 730.35	\$ 730.35	\$ 876.42	\$ 949.46	\$ 1,022.49
DEPT. SECTY. - HUMAN RESOURCES	22,471	2.50%	\$ 561.77	\$ 561.77	\$ 674.12	\$ 730.29	\$ 788.47
GENERAL MAINTENANCE - LEAD JRNYMIN ELECTN	30,030	2.50%	\$ 750.74	\$ 750.74	\$ 900.89	\$ 975.97	\$ 1,051.04
DEPT. SECTY. - ATHLETICS/PHYS ED - CAC	21,847	2.50%	\$ 546.18	\$ 546.18	\$ 655.42	\$ 710.04	\$ 764.66

Note: Does not include overloads, special compens or overtime hours.

Job Title	New Salary 2004-2005	Current SRP Percentage	Current \$ amount contributed	NIMJC MATCHING 2.5%	3.00%	3.25%	3.50%
GENERAL MAINTENANCE - LEAD CARPENTER	29,020						
PROFESSOR, AUTOMOTIVE TECHNOLOGY	54,340	2.50%	\$ 1,358.50	\$ 1,358.50	\$ 1,630.20	\$ 1,766.05	\$ 1,901.90
PROFESSOR, GOVERNMENT/HISTORY	48,576	2.50%	\$ 1,214.41	\$ 1,214.41	\$ 1,457.29	\$ 1,578.74	\$ 1,700.18
COOR OF PLCMT/MIN RCRTMT/TITLE V ACTVY I	50,569	2.50%	\$ 1,264.22	\$ 1,264.22	\$ 1,517.06	\$ 1,643.48	\$ 1,769.91
ACADEMIC ADVISOR	31,461	2.00%	\$ 629.22	\$ 629.22	\$ 943.83	\$ 1,022.48	\$ 1,101.14
GROUNDKEEPER I	15,422						
PROFESSOR/COORDINATOR, COSMETOLOGY	37,907	2.50%	\$ 947.67	\$ 947.67	\$ 1,137.20	\$ 1,231.97	\$ 1,326.74
COORDINATOR OF NETWORK SYSTEMS	41,560	2.50%	\$ 1,039.00	\$ 1,039.00	\$ 1,246.80	\$ 1,350.70	\$ 1,454.60
PROFESSOR/COORDINATOR, PARALEGAL PROGRAM	42,311	3.00%	\$ 1,269.33	\$ 1,057.78	\$ 1,269.33	\$ 1,375.11	\$ 1,480.88
DEAN OF BUSINESS AND TECHNOLOGY	56,888	2.50%	\$ 1,422.20	\$ 1,422.20	\$ 1,706.64	\$ 1,848.86	\$ 1,991.08
PROFESSOR, ENGLISH	35,963						
LIBRARY ASST. - CIRCULATION & IL LOAN	21,248	2.50%	\$ 531.20	\$ 531.20	\$ 637.43	\$ 680.55	\$ 743.67
DIRECTOR OF STINT INFO TRKGINST RESEARCH	55,244	2.00%	\$ 1,104.87	\$ 1,104.87	\$ 1,657.31	\$ 1,795.41	\$ 1,933.52
PROFESSOR, AUTOMOTIVE TECHNOLOGY	50,913	2.50%	\$ 1,272.82	\$ 1,272.82	\$ 1,527.38	\$ 1,654.67	\$ 1,781.95
CUSTODIAN I - NIGHT/DAYTIME	18,134	10.00%	\$ 1,813.36	\$ 453.34	\$ 544.01	\$ 589.34	\$ 634.67
PROFESSOR, ART	52,331	2.50%	\$ 1,308.28	\$ 1,308.28	\$ 1,569.92	\$ 1,700.74	\$ 1,831.57
PROFESSOR, ENGLISH	48,142	2.50%	\$ 1,203.54	\$ 1,203.54	\$ 1,444.25	\$ 1,584.60	\$ 1,684.96
PROFESSOR, COMPUTER INFO. SYS./CAD/AVHS	38,888						
DEPT. SECTY. - COUNSELING	22,811						
PROFESSOR, OFFICE TECHNOLOGY/BUSINESS	36,476	2.50%	\$ 911.91	\$ 911.91	\$ 1,094.29	\$ 1,185.48	\$ 1,276.67
PROFESSOR, EMT-B/AVHS	36,179	2.00%	\$ 723.59	\$ 723.59	\$ 1,085.38	\$ 1,175.83	\$ 1,266.28
PROFESSOR, MATHEMATICS	39,662	150.00%	\$ 1,800.00	\$ 991.54	\$ 1,189.85	\$ 1,289.00	\$ 1,388.15
COUNSELOR/SPECIAL NEEDS SERVICES COOR.	40,412	2.50%	\$ 1,010.29	\$ 1,010.29	\$ 1,212.35	\$ 1,313.38	\$ 1,414.41
CUSTODIAN I - NIGHT/DAYTIME	20,398						
CUSTODIAL SUPERVISOR	39,360	2.50%	\$ 984.00	\$ 984.00	\$ 1,180.80	\$ 1,279.20	\$ 1,377.60
	7,590,849						
PRESIDENT	112,000	2.50%	\$ 2,800.00	\$ 2,800.00	\$ 3,360.00	\$ 3,640.00	\$ 3,920.00
TOTAL (Base Salary Only)			\$ 147,770.10	\$ 147,770.10	\$ 186,433.63	\$ 201,969.77	\$ 217,505.90
Plus matching on overtime hours, overloads and sabbonds			\$ 22,476.76	\$ 22,476.76			
TOTALS			\$ 170,246.86	\$ 170,246.86			

Note: Does not include overloads, special comp or overtime hours.

Job Title	New Salary 2004-2005	Current SRP Percentage	Current \$ amount contributed	NMJC MATCHING 2.5%	3.00%	3.25%	3.50%
New Hires and Vacant Positions							
(Professor - Master's degree level)	Midpoint						
PROFESSOR, ACT (Adv. Career & Tech) Acad. Hlth Occ/AH	43,408						
PROFESSOR, BIOLOGY	43,408						
PROFESSOR, CIS	43,408						
PROFESSOR, CIS/MATHEMATICS	43,408						
PROFESSOR, CIS/CAD/AVHS	43,408						
PROFESSOR, MUSJC	43,408						
PROFESSOR, NURSING	43,408						
PROFESSOR, PE/HEAD X CNTRY TRACK COACH	43,408						
PROFESSOR, PHYSICS & MATHEMATICS	43,408						
PROFESSOR, RDG/WRTG IN TRANS STUDS(DEVL)	31,500						
ADMISSION SPECIALIST - GENERAL	36,367						
ADMISSION SPECIALIST - INSTRUCTIONAL	36,367						
COORDINATOR OF INTRAMURALS/STUDENT ACTIVITIES	33,083						
COORDINATOR OF TECHNICAL SERVICES	44,483						
COUNSELOR	46,746						
DEAN, CENTER FOR MATHEMATICS AND SCIENCES	72,908						
DIRECTOR OF WESTERN HERITAGE CENTER	46,746						
VICE PRESIDENT FOR INSTRUCTION	93,328						
ACCOUNTS RECEIVABLE SPECIALIST	25,214						
CUSTODIAN I - Night/Daytime (4Positions available)	19,697						
CUSTODIAN II - Custodial Crew Leader	20,695						
REGISTRAR ASSISTANT I	23,414						
SECURITY OFFICER	27,832						



PETTIGREW and ASSOCIATES

1110 N. GRIMES
HOBBS, NEW MEXICO 88240
(505) 393-9827

DEBRA P. HICKS, P.E.
WILLIAM M. HICKS, III, P.E.

2 July, 2004

New Mexico Junior College
5317 Lovington Highway
Hobbs, New Mexico 88240

ATTN: Dr. Steve McCleery

RE: Bid No. 928
Re-Surfacing/Striping of NMJC Circle Drive
And Entrance for Two-Way Traffic

Dear Mr. McCleery:

Attached hereto are the proposals marked Exhibit "A" and Exhibit "B" from Ramirez and Sons addressing remedy of the deficiencies for the Re-Surfacing on the NMJC Circle. Ramirez and Sons and their subcontractor, Constructors, Inc. propose a 1" overlay of plant mix bituminous pavement (Exhibit "A").

I have estimated the total construction cost of this task to approximate \$70,000. Ramirez and Sons propose that New Mexico Junior College participate in the cost of the materials only for this work.

Outlay for 1" overlay	\$25,000.00
Less retainage	<u>(5703.88)</u>
Total Outlay for upgrade of surfacing	\$19,296.12

Mr. Shoup of Constructors, Inc. has indicated that the actual *laying* of the mix will take one day, with miscellaneous preparatory and clean up work occurring as needed before and after construction. This work will be performed on the day designated by New Mexico Junior College.

Secondarily, upon my questioning with regard to the striping necessitated by the remedial action, Ramirez and Sons has provided us with a quotation for re-striping the NMJC Circle and Entrance. The amount of this quotation is \$11,667.45. Mr. Ramirez proposes to share this cost equally with NMJC.

It is our recommendation that New Mexico Junior College share in the expense of the 1" overlay of plant mix bituminous pavement in an amount of \$19,296.12 (excluding gross receipts tax) per Exhibit "A". This overlay will add structural value to the pavement section, (strengthening the pavement) as well as extend the life cycle of the pavement. Whereas, the original project chip seal was intended solely to extend the life cycle of the pavement.

2 July, 2004

New Mexico Junior College

ATTN: Dr. Steve McCleery

Page 2 of 2

We believe this product will satisfy the desires of the College and the structural needs for the roadway at a great value.

With regard to the quotation for re-striping the pavement at the completion of the remedy (Exhibit "B"), it is our recommendation that New Mexico Junior College elect not to participate in the cost of re-striping. Ramirez & Sons would have to re-stripe the project regardless of the selected remedy.

Should you have any questions regarding this correspondence, please do not hesitate to contact me.

Sincerely,

PETTIGREW & ASSOCIATES, P.A.



Debra P. Hicks, PE/LSI
President

Xc: Mr. Dan Hardin
Attachments



1110 North Grimes
 Hobbs, NM 88240

Tel: 505-393-9827
 Fax: 505-393-1543

To: Dr. McCleery and Mr. Dan Hardin

Company Name: NMJC

Fax Number: 392-2526

From: Debra P. Hicks, PE/LSI

Description: Recommendation for Ramirez & Sons

Number of pages (including cover): 6

Date sent: July 2, 2004

Time sent: 1:35 PM

If there are any problems receiving
 this transmission please call.

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RAMIREZ AND SONS3212 ENTERPRISE DR
HOBBS, NM 88240

May 24, 2004

Debbie Hicks
Pettigrew and Associates

Dear Debbie:

David Shoupe and I would like to propose to the N.M.J.C. that they consider some payment for the proposed 1" Hot Mix Bituminous Pavement overlay in lieu of a single penetration type pavement.


The 1" overlay will be a more desirable surface than the penetration but will be more costly.

Our proposal to the College is they pay \$25,000.00 to cover some of the material costs. The school would keep the retainage, also.

We thank you for this consideration.

Yours truly;

Sincerely,

Alonzo Ramirez, III
Vice President

QUOTATION

FROM:
SAN BAR CONSTRUCTION CORP
BRAD BARGER
ESTIMATING DEPARTMENT
NMDOT DBE # 99-10-13 CDOT DBE # 5632/MBE/HA

TO:
RAMIREZ & SONS

HOBBS, NM 88240
ATTN: LOLO EMRIQUEZ
PHONE: (505) 492-0480
FAX: (505) 492-0479



SAN BAR CONSTRUCTION CORP.

9101 BROADWAY S.E.
ALBUQUERQUE, N.M. 87105
PHONE (505) 452-8000
FAX (505) 452-8800

PROJECT JUNIOR COLLEGE
CUSTOMER RAMIREZ & SONS
LOCATION HOBBS
COUNTY LEA
SAN BAR #
BID DATE 06/24/2004
QUOTATION # 6228

PLEASE FIND BELOW OUR QUOTATION FOR CONSTRUCTION, LABOR & MATERIALS COMPLETE IN PLACE.

QUANTITY	UNIT	DESCRIPTION	PRICE/UNIT	TOTAL
24670	LF	REFLECTORIZED PAINTED MARKINGS 4"	\$0.175	\$6,067.25
367	LF	REFLECTORIZED PAINTED MARKINGS 8"	\$0.35	\$233.45
1,167	LF	REFLECTORIZED PAINTED MARKINGS 12"	\$0.55	\$641.85
59	LF	REFLECTORIZED PAINTED MARKINGS 24"	\$1.10	\$64.90
2	EA	REFLECTORIZED PAINTED COMBO ARROW (THRU & RIGHT)	\$160.00	\$320.00
2	EA	REFLECTORIZED PAINTED RIGHT ARROW	\$110.00	\$220.00
22	EA	REFLECTORIZED PAINTED LEFT ARROW	\$110.00	\$2,420.00
3	EA	REFLECTORIZED PAINTED THRU ARROW	\$100.00	\$300.00
6	EA	REFLECTORIZED PAINTED WORD "ONLY"	\$140.00	\$840.00
4	EA	REFLECTORIZED PAINTED WORD "STOP"	\$140.00	\$560.00
			SUBTOTAL	\$11,667.45
			TAX	
			FREIGHT	
			QUOTE GRAND TOTAL	\$11,667.45

THANK YOU FOR THE OPPORTUNITY TO QUOTE YOUR COMPANY!

NOTE:
--STRIPING INCLUDES TWO (2) MOVE-INS & TWO (2) APPLICATIONS. ANY ADDITIONAL MOVE-INS @ \$800.00/EA +STRIPING
--QUOTE EXCLUDES LAY-OUT, SWEEPING, TRAFFIC CONTROL REMOVAL OF TEMP. MARKINGS, OR REMOVAL OF CURING COMPOUND ON CONCRETE SURFACES

If you have any Questions concerning this QUOTATION please call our Estimating Department at above phone number

6-30-04

Re: Striping the circular drive at N.M.J.C.

Attention: Debra Hicks

Pettigrew And Associates
1110 N. Grimes
Hobbs, N.M. 88240

Dear Debra:

Enclosed is the striping quotation from San Bar
for striping the circular drive.

Their quote is for two applications and move-ins.

Our proposal to the Junior College is to share
equally in this expense.

Appreciate your consideration of this proposal.

Sincerely,



Alonzo Ramirez III

Invitation to Bid # 954

**Purchase & Installation of Ventilators for
the NMJC Dormitories**

BOARD DOCUMENTS

**Date: July 13, 2004
Prepared by: Frank D. Collins
Coordinator of Purchasing**

NEW MEXICO JUNIOR COLLEGE

BOARD DOCUMENTS

General Information

1. On June 3, 2004, legal notices were sent out to three newspapers requesting sealed bids for the purchase and installation of ventilators for NMJC dormitories:
2. Hobbs Daily News Sun
Carlsbad Current Argus
Roswell Daily Record
3. Bid packets were sent to six potential bidders. The bid was also posted on the college website.
4. One bidder submitted a bid within the time frame specified by the bid package.
5. The Business Office and Maintenance Department have evaluated the bid received. Their recommendation is shown on Page 3.

NEW MEXICO JUNIOR COLLEGE

BOARD DOCUMENTS

Evaluation and Recommendations

The bidder responding to Invitation to Bid #954 was A. G. Custom Sheet Metal Air Conditioning & Heating of Hobbs NM.

The Administration recommends acceptance of the bid for \$30,996.99. The specifications are shown on Page 4 and the bid price form is on Page 5.

Source of Funding: - Building Renovation or Construction - Zia Hall
Account #: 9-2729-03-017
Amount: \$ 15,498.49

Building Renovation or Construction – Thunderbird Hall
Account #: 9-2729-03-016
Amount: \$ 15,498.50

TOTAL: \$ 30,996.99

NEW MEXICO JUNIOR COLLEGE

SCOPE OF WORK AND PROJECT AREA REQUIREMENTS

Scope of Work:

Install new bathroom/shower ventilators to control humidity and must use the existing ventilator system. Removal of air must occur through the roof. Work is to be done in all shower areas of the Thunderbird and Zia Halls. We are requesting that you furnish and install fifty-four (54) bathroom ventilators. Price quote must include complete installation, equipment, materials, electrical wiring, sealing and texturing of ceiling openings. Areas must be painted where installation was performed. Price quote must include cost of labor including gross receipts tax.

The contractor will note that summer session classes will be in session during all phases of the work. There may be students or participants in sports camps and law enforcement academies occupying the dormitory rooms during most of the summer. The contractor shall take all necessary precautions to protect students, faculty, and employees of New Mexico Junior College.

The contractor may not use interior facilities of the college, but must provide its own temporary toilet facilities.

Access areas must be identified and posted as danger areas. Any equipment, supplies, or materials may be stored inside the access area. The construction site must be cleaned daily and kept free of unnecessary trash and debris. All items must be stored neatly within the project area.

Barriers must be erected around the construction area and will be limited to contractor's personnel and representatives of New Mexico Junior College.

New Mexico Junior College will not be responsible for security of contractor's equipment, materials, supplies, or vehicles.

Successful contractor shall provide all MSDS data sheets for materials being used for this project. Contractor shall comply with all applicable provisions of OSHA, State, and Local Regulations.

NEW MEXICO JUNIOR COLLEGE

Invitation to Bid #954 - Bid Price Form

The undersigned as an authorized representative of the company whose information is contained herein and on page 6, proposes to provide all labor, supplies, equipment to install fifty four (54) bathroom/shower ventilators at Thunderbird Hall and Zia Hall as stipulated by the specifications on page 5. You may review the project area by contacting Charley Carroll, Director of Physical Plant or Phillip Ingram, Maintenance Foreman, (505) 392.5530, extension #637 and (505) 392.3972, respectively.

Indicate cost of Materials and Supplies: \$ 14,074.00

Indicate cost of Labor: \$ 5,040.00

Gross Receipts Tax: \$ 1,788.99

Indicate cost of Permits: \$ 374.00

Indicate any other costs associated with this project: \$ 9,720.00

(Please explain and describe in detail below):

Electrical and drywall work


Any Special Equipment required for this project? Yes No
(Please explain and describe in detail below): X

Indicate the cost of special equipment:

\$ _____

TOTAL COST OF THE PROJECT: \$ 30,996.99

Name of Company: A.G. Custom Sheet Metal, Inc.

Signature of Authorized Representative: 

Date: 6-28-04

Phone Number: (505) 393-1340

Please allow approximately four (4) weeks delivery after notification to proceed.

VENDOR DATA

Invitation to Bid #954 Due date: June 16, 2004 Time: 3:00 P.M. NMJC Time

Title: Purchase and installation of Ventilators for the NMJC dormitories

The following information must be completed and returned with your bid:

RESIDENTIAL PREFERENCE

Residential Preference Number SPD08C81

Is material grown, produced or wholly manufactured in New Mexico?

BUSINESS SIZE/CLASSIFICATION

Small Business Concern

Large Business Concern

Disadvantaged Business Concern

Women Owned

Please note that the above information is for reporting purposes only and will not be used in evaluating or awarding the contract.

TELEPHONE NUMBER FOR OFFER CLARIFICATION:

Name: Albert Gonzales Telephone Number: (505) 393-1340

Title: President

ACKNOWLEDGMENT OF ADDENDA:

The undersigned acknowledges receipt of the following addendum

Addendum No. 1 Dated 6-14-04

Addendum No. 2 Dated 6-21-04

The undersigned, as an authorized representative for the Company named below, acknowledges that he/she has examined this Invitation to Bid with it's related documents, and being familiar with all the conditions surrounding the described materials and/or services, including the availability of materials and labor, hereby offers to furnish all labor, materials and supplies necessary to comply with the specifications in accordance with the Terms and Conditions set forth herein and at the prices stated in the price quote.

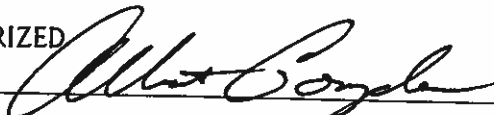
COMPANY NAME: A.G. Custom Sheet Metal, Inc.

ADDRESS: 820 E. Bender

CITY/STATE/ZIP: Hobbs, NM 88240

SIGNATURE OF AUTHORIZED

REPRESENTATIVE:



PRINTED OR TYPED

NAME: Albert Gonzales

TITLE: President

DATE: 6-28-04

FAX (505) 392-9955 PHONE (505) 393-1340

NEW MEXICO JUNIOR COLLEGE
Personnel Recommendation for Board Consideration



The following candidate is being recommended for employment as follows: Date 7-13-04

Candidate's name Angila D. Shook

Position title Professor of Computer Information Systems

New position Existing position Classification Faculty Professional Other

Is candidate related to another NMJC employee? yes no If so, to whom

Effective date of employment August 16, 2004 Standard contract length 12 mos. 9 mos. other

Funding source NMJC Operating Budget

Paid advertising beyond *standard Chronicle of Higher Education

(* Standard: The Hobbs News-Sun, Direct Mail to approximately 51 colleges in a 5-state region, NM Dept. of Labor, NMJC Website, KLMA Radio & Lubbock TX Workforce Development Website)

Posted salary range \$31,461 to \$39,326 Recommended annual salary \$36,000 Prorated salary yes no
(Employment date through June 30)

Account number(s) with respective % allocation(s) 1-2011-11-517 100%

Recommended and approved by:

Supervisor

Mary Jane Ward
Dean/Director

Vice President

Steve McCreary
President

Selection Committee Members:

Charles Adams, Professor of Computer Information Systems

Darryl Cook, Professor of Computer Information Systems

DeEtta Duff, Admin. Secty. - Dean of Business and Technology

Robert Guthrie, Professor of Accounting

Oscar Vigil, Coordinator of Network Systems

Comments: Garry Wilson, Professor of Computer Information Systems/CAD/AVHS

Ms. Shook meets and/or exceeds the minimum qualifications for this position.

ABBREVIATED RESUME

Position

Professor of Computer Information Systems

Personal Data

Name: Angila D. Shook

Education

B.B.A., Tarleton State University, Stephenville, TX, 1994

Professional Experience

New Mexico Junior College, Hobbs, NM Programmer Analyst Part-time Business and Technology Instructor	8/01 to Present
Plains Cotton Cooperative, Lubbock, TX Applications Programmer/Analyst	6/98 to 8/01
Ballard Milk Company, Stephenville, TX Administrative Assistant	9/97 to 5/98
Law Office of Grady Swindle, Stephenville, TX Part-time Legal Assistant	1996 to 9/97



New Mexico Junior College Career Opportunities

Position Announcement • April 2004

Position Title: Professor of Computer Information Systems

Position Description: The position reports to the Dean of Business & Technology. Duties and responsibilities include, but are not limited to, the following: (1) teach courses in Computer Information Systems; (2) may be assigned to teach courses in the Area Vocational High School Program or at the college level; and (3) serve on college committees as requested by the administrative team.

Qualifications: Bachelor's degree in Computer Science/Computer Information Systems or related field required. Master's degree preferred. All degrees must be from a regionally accredited institution. Some knowledge of Object oriented programming, networking, PC repair and upgrade required. Web designing and programming preferred. Knowledge of various office and business software packages including word processing spreadsheets, and database management. Two years of teaching and/or occupational experience preferred.

Salary/Benefits: Salary is based on the NMJC faculty salary schedule and is commensurate with education, teaching experience and occupational-related experience for a nine-month position. Standard NMJC benefits apply. Note: NMJC does not participate in social security deductions.

Application Deadline: May 17, 2004 at 5:00 p.m. MDT. Position starts August 16, 2004. To ensure consideration, all application materials must be received by the deadline. Please do not send any application materials via e-mail.

To Apply: Submit NMJC application form, letter of application, resume, unofficial transcripts (official transcripts required prior to employment), and three or more letters of reference to:

**Lisa Brown
Director of Human Resources
New Mexico Junior College
5317 Lovington Highway
Hobbs, NM 88240**

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"Equal Opportunity Education and Employment"

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NEW MEXICO JUNIOR COLLEGE Personnel Recommendation for Board Consideration



The following candidate is being recommended for employment as follows: Date 7-14-04

Candidate's name Jack H. McCaw

Position title Professor of Biology

New position Existing position Classification Faculty Professional Other

Is candidate related to another NMJC employee? yes no If so, to whom _____

Effective date of employment August 16, 2004 Standard contract length 12 mos. 9 mos. other _____

Funding source NMJC Operating Budget

Paid advertising beyond *standard Chronicle of Higher Education

(* Standard: The Hobbs News-Sun, Direct Mail to approximately 51 colleges in a 5-state region, NM Dept. of Labor, NMJC Website, KLMA Radio & Lubbock TX Workforce Development Website)

Posted salary range \$34,727 to \$43,408 Recommended annual salary \$39,067 Prorated salary yes no
(Employment date through June 30)

Account number(s) with respective % allocation(s) 1-2011-11-507 100%

Recommended and approved by:

W. D. Best
Supervisor

W. D. Best
Dean/Director

Vice President

Steve McClung
President

Selection Committee Members:

Katherine Goad, Professor of Biology

Kelly Holladay, Professor of Science/Aquatics

Brenda Pierce, Professor of Anatomy & Physiology/Microbiology

Comments: Mr. McCaw meets and/or exceeds the minimum qualifications for this position.

ABBREVIATED RESUME

Position

Professor of Biology

Personal Data

Name: Jack H. McCaw

Education

B.S., New Mexico State University, Las Cruces, NM, 1988
M.S., New Mexico State University, Las Cruces, NM, 1995

Professional Experience

Lovington Municipal Schools, Lovington, NM Science Teacher	8/97 to Present
U.S.D.A. Forest Service, Ruidoso, NM Temporary Biological Science Technician	6/02 to 8/03
New Mexico Junior College, Hobbs, NM Part-time Temporary Biology Instructor Laboratory Instructor	5/04 to 6/04 1/02 to 5/02
Pathology Consultants of New Mexico, Roswell, NM Pathologists' Assistant	7/96 to 5/97
U.S. Fish and Wildlife Cooperative Research Unit, NMSU, Las Cruces, NM Part-time Graduate Research Assistant Wildlife Research Technician	1/93 to 5/95 1/92 to 5/94
New Mexico State Engineer's Office, Roswell, NM Water Resource Technician	5/89 to 4/90
USDI Bureau of Land Management, Glenwood Springs, CO Temporary Range Technician	5/88 to 9/88
Diamond A Cattle Co., Roswell, NM Assistant Wildlife Manager	5/86 to 5/87

Licenses/Awards

NM Secondary Teachers License – Level III-A
S.E. New Mexico Science Teacher's Awards, 2000-2003



New Mexico Junior College Career Opportunities

Position Announcement • May 2004 (revised 6-30-04)

Position Title: Professor of Biology

Position Description: The Professor of Biology reports to the Dean of Arts and Sciences. Duties and responsibilities shall be, but are not limited to, the following: (1) teach Biology and/or related courses per fall and per spring semesters (day and/or evening/s), as enrollment requires. (2) serve on college committees as assigned; (3) serve as an advisor to assigned students; (4) post and maintain approved office hours per week; (5) attend orientation meetings and other in-service meetings/workshops, as scheduled; (6) maintain accurate student records; (7) involve oneself in the general recruitment of students for the institution; (8) assume other professional responsibilities associated with the position of Professor of Biology; and (9) nothing contained herein shall limit the President in assigning the employee to any of the various college activities for which he/she would be qualified, in order to meet the needs of New Mexico Junior College.

Qualifications: A Master's degree in Biology or a related field, from a regionally accredited institution required. Successful community college teaching experience is desired. Must be committed to excellence in instruction and willing to work with other, full-time divisional instructors and staff. NOTE: Computer proficiency is required.

Salary/Benefits: Salary is based on the NMJC faculty salary schedule and is commensurate with education and experience for a nine month position. The successful candidate may have the option of teaching during the Summer I and II terms for additional compensation. Standard NMJC benefits apply. NOTE: NMJC does not participate in social security deductions.

Application Deadline: Open until filled. Interviews will be conducted by a selection committee and will commence upon receipt of completed applications by qualified applicants. To ensure consideration, all application materials must be received by the deadline. Please do not send any application materials via e-mail.

To Apply: Submit NMJC application form, letter of application, resume, unofficial transcripts (official transcripts required prior to employment), and three or more letters of reference to:

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New Mexico Junior College Career Opportunities

Position Announcement • May 2004

Position Title: Professor of Biology

Position Description: The Professor of Biology reports to the Dean of Arts and Sciences. Duties and responsibilities shall be, but are not limited to, the following: (1) teach Biology and/or related courses per fall and per spring semesters (day and/or evening/s), as enrollment requires. (2) serve on college committees as assigned; (3) serve as an advisor to assigned students; (4) post and maintain approved office hours per week; (5) attend orientation meetings and other in-service meetings/workshops, as scheduled; (6) maintain accurate student records; (7) involve oneself in the general recruitment of students for the institution; (8) assume other professional responsibilities associated with the position of Professor of Biology; and (9) nothing contained herein shall limit the President in assigning the employee to any of the various college activities for which he/she would be qualified, in order to meet the needs of New Mexico Junior College.

Qualifications: A Master's degree in Biology or a related field, from a regionally accredited institution required. Successful community college teaching experience is desired. Must be committed to excellence in instruction and willing to work with other, full-time divisional instructors and staff. NOTE: Computer proficiency is required.

Salary/Benefits: Salary is based on the NMJC faculty salary schedule and is commensurate with education and experience for a nine month position. The successful candidate may have the option of teaching during the Summer I and II terms for additional compensation. Standard NMJC benefits apply. NOTE: NMJC does not participate in social security deductions.

Application Deadline: June 14, 2004 5:00 p.m. MDT. Interviews will be conducted by a selection committee and will commence upon receipt of completed applications by qualified applicants. To ensure consideration, all application materials must be received by the deadline. Please do not send any application materials via e-mail.

To Apply: Submit NMJC application form, letter of application, resume, unofficial transcripts (official transcripts required prior to employment), and three or more letters of reference to:

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NEW MEXICO JUNIOR COLLEGE
Personnel Recommendation for Board Consideration



The following candidate is being recommended for employment as follows: Date July 12, 2004

Candidate's name Richard Kyle Cranford

Position title Professor of Physical Education/Head Women's Cross Country/Indoor and Outdoor Track Coach

New position Existing position Classification Faculty Professional Other

Is candidate related to another NMJC employee? yes no If so, to whom

Effective date of employment August 16, 2004 Standard contract length 12 mos. 9 mos. other

Funding source NMJC Operating Budget

Paid advertising beyond *standard NCAA Job Website, NJCAA Job Website

(* Standard: The Hobbs News-Sun, Direct Mail to approximately 51 colleges in a 5-state region, NM Dept. of Labor, NMJC Website, KLMA Radio & Lubbock TX Workforce Development Website)

Posted salary range \$34,727-\$43,408 Recommended annual salary \$35,500 Prorated salary yes no
(Employment date through June 30)

Account number(s) with respective % allocation(s) 1-2011-11-420

Recommended and approved by:

Supervisor [Signature] Dean/Director [Signature]

Vice President [Signature] President [Signature]

Selection Committee Members:

John Baldwin, Professor of P.E./Assistant Men's Basketball Coach

Nelda Helms, Professor of P.E.

Richard Lloyd, Professor of P.E./Athletic Trainer

Jeff McCool, Director of Del Norte/Head Men's Basketball Coach

[Signature] Richard Morris, Director of Athletics

Comments: Barbara Summers, Dept. Secty. - Athletics/P.E. - Caster Activity Cn

Mr. Cranford meets and/or exceeds the minimum qualifications for this position.

ABBREVIATED RESUME

Position

Professor of Physical Education/Head Women's Cross Country/Indoor and Outdoor Track Coach

Personal Data

Name: Richard Kyle Cranford

Education

B.A., Wayland Baptist University, Plainview, TX, 1990

M.Ed., Texas Tech University, Lubbock, TX, 1995

Professional Experience

Socorro ISD, El Paso, TX 9/03 to 6/04
Junior High History Teacher

Cranford Home Improvement, Paducah, TX 9/99 to 8/03
Self-employed Carpenter

University of Oklahoma, Norman, OK 8/97 to 6/99
Head Men's and Women's Cross Country/Assistant Track and Field Coach/Recruiting Coordinator

Columbia University, New York City, NY 8/95 to 5/97
Assistant Men's and Women's Cross-Country /Track and Field Coach

Texas Tech University, Lubbock, TX 8/93 to 5/95
Assistant Men's Cross-Country/Track and Field Coach

Muleshoe ISD, Muleshoe, TX 8/90 to 5/93
High School and Junior High Cross-Country/Distance Coach; Junior High Assistant Football and Basketball Coach



New Mexico Junior College

Career Opportunities

Position Announcement • May 2004

Position Title: Professor of Physical Education/Head Women's Cross Country/Indoor and Outdoor Track Coach

Position Description: The position is responsible to the Vice President for Student Services, Dean, Center for Mathematics and Sciences and the Director of Athletics. Duties and responsibilities include, but are not limited to the following: (1) teach classes (day and/or evening) in Physical Education; (2) serve on college committees as assigned; (3) serve as a sponsor for student groups as assigned; (4) post and maintain supervisor approved office hours per week; (5) assume other professional responsibilities associated with the position of professor; and (6) Head Women's Cross Country/Distance Track Coach; (7) nothing contained herein shall limit the president in assigning the employee to any of the various college activities for which he/she would be qualified in order to meet the needs of New Mexico Junior College.

Qualifications: Master's degree in Physical Education preferred. Bachelor's degree required. All degrees must be from a regionally accredited institution. Successful community college teaching experience preferred. Must be committed to excellence in instruction and willing to work with other full-time instructors in coordinating the offerings and providing substitute instruction when needed.

Salary/Benefits: Salary is based on the NMJC faculty salary schedule and is commensurate with education and experience for a nine month position. Standard employee benefits apply. The successful applicant may have the option of teaching during the summer terms for income above his/her base salary. Note: NMJC does not participate in social security deductions.

Application Deadline: Open until filled. Interviews begin June 10, 2004. Position starts August 16, 2004. To ensure consideration, all application materials must be received by the deadline. Please do not send any application materials via e-mail.

To Apply: Submit NMJC application form, letter of application, resume, unofficial transcripts (official transcripts required prior to employment), and three or more letters of reference to:

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