

NEW MEXICO JUNIOR COLLEGE

BOARD MEETING
Tuesday, June 13, 2000
Zia Room - Library
1:30 p.m.

AGENDA

- | | |
|---|--------------|
| A. Welcome | Mr. Newman |
| B. Adoption of Agenda | Mr. Newman |
| C. Closure of Open Meeting | Mr. Newman |
| D. Old Business | |
| 1. Consideration of Employee Compensation Recommendations | Dr. McCleery |
| 2. Consideration of Hospice Building | Dr. McCleery |
| E. New Business | |
| 1. 1999-2000 Revised Operating Budget | Dr. McCleery |
| 2. Consideration of Bid #894 - Purchase of New Scissor Lift | Dr. McCleery |
| 3. Consideration of Bid #895 - Purchase of Welding Equipment & Supplies | Dr. McCleery |
| 4. Student Health Clinic Agreement | Dr. McCleery |
| 5. Personnel Consideration - Dean of Business & Technology | Dr. McCleery |
| 6. Personnel Consideration - Assistant Director/Professor of Basic Corrections Academy/Criminal Justice | Dr. McCleery |
| 7. Personnel Consideration - Director of Criminal Justice | Dr. McCleery |
| 8. Personnel Consideration - Assistant Director/Professor of Law Enforcement Academy/Criminal Justice | Dr. McCleery |
| F. Public Comments | Mr. Newman |
| G. Announcement of Next Meeting | Mr. Newman |
| H. Adjournment | Mr. Newman |

New Mexico Junior College
Board Worksession
June 12, 2000

2000-01 Compensation Options

Option A – Blanket Increase

This option provides a 7% increase for most employees. There is a recommended 13% adjustment for 5 positions that were easily validated to bring them closer to the minimum pay range reported by the consultants. Adjustments were also made for faculty completing additional graduate hours, support employees completing approved coursework, and a market adjustment to the college's lead technology position.

Option B – Market

Option B includes increases, based on market, for all employees as follows:

Positions below 80% of market (minimum)	The amount needed to bring the position closer to minimum, with no less than 9½% and no more than 13%
Positions at 80-89.99% of market	9½% increase
Positions at 90-99.99% of market	8½% increase
Positions at 100-109.99% of market	7½% increase
Positions at 110% + of market	3½% increase

As per the Employee Handbook, additional adjustments for 4 support employees were made for completing approved coursework. A market adjustment was also made to the college's lead technology position.

Option C – Market and Years of NMJC Service

Option C includes a combination of increases for employees, based on both market and years of NMJC service, calculated as follows:

Market calculation

Positions below 80% of market (minimum)	The amount needed to bring the position up to minimum, with no less than 7% and no more than 13%
Positions at 80-89.99% of market	7% increase
Positions at 90-99.99% of market	6% increase
Positions at 100-109.99% of market	5% increase
Positions at 110% + of market	3½% increase

Years of NMJC service calculation

< 1 year at NMJC	0% increase
1 through 5 years at NMJC	1% increase
6 through 10 years at NMJC	1½% increase
11 through 15 years at NMJC	2% increase
16 through 20 years at NMJC	2½% increase
21 and over years at NMJC	3% increase

As per the Employee Handbook, adjustments were made for 4 support employees who completed approved coursework. A market adjustment was also made to the college's lead technology position.

New Mexico Junior College
Board Worksession
June 12, 2000

Summary Overview

Data	Option A	Option B	Option C
Institutional cost (before fringes)	\$395,057	\$405,794	\$410,569
Overall increase	7.26%	7.35%	7.37%
<u>Less than minimum, after increase is applied</u>			
Amount remaining	\$16,424	\$9,075	\$9,075
No. of employees	11	7	7
% of payroll	0.25%	0.14%	0.14%
<u>Less than midpoint (market), after increase is applied</u>			
Amount remaining	\$396,707	\$331,486	\$367,676
No. of employees	116	110	117
% of payroll	6.00%	5.01%	5.55%
<u>Greater than maximum, after increase is applied</u>			
Amount	\$90,879	\$69,723	\$77,771
No. of employees	23	16	18
% of payroll	1.37%	1.05%	1.17%
<u>No. of positions receiving percentage increases</u>			
3-1/2% (minimum)		53	6
4%+			8
5%+			4
6%+			45
7%+	205	43	64
8%+		18	67
9%+	1	86	5
10%+		3	2
11%+		1	2
12%+		1	1
13%+	6	8	9
14%+			
15%+	1		
Total	213	213	213

Option A = Blanket Increase

Option B = Market

Option C = Market and Years of NMJC Service

OPTION A – BLANKET INCREASE
New Mexico Junior College
2000-01 Compensation

Methodology

Option A includes a 7% increase for most employees. There is a recommended 13% adjustment for 5 positions that were easily validated to bring them close to the minimum pay range reported by the consultants. Adjustments were also made for faculty completing additional graduate hours, support employees completing approved coursework, and a market adjustment to the college's lead technology position.

Pros

- All employees will receive no less than a 7% increase.
- If any positions reported as "over maximum" are later found to be under-classified, this option would not adversely affect the employees currently in those positions.
- This option is supported by the college's internal compensation committee.

Cons

- This option is based on a flat percentage and does not take into consideration years of service.
- There is less flexibility in moving up positions that are currently reported as under minimum.

**NEW MEXICO JUNIOR COLLEGE
OPTION A - BLANKET INCREASE**

7:01 PM 6/10/00
Option A for 6-12-00 worksession + blanket increase.xls

SVC Yrs	EMPLOYEE NAME	RECOMMENDED JOB CLASSIFICATION TITLE	CURRENT SALARY	Funding- Institutional	Funding- Grants	NEW SALARY	Funding- Institutional	Funding- Grants	RECOMMENDED		OLD COMPA- RATIO	NEW COMPA- RATIO	Salary after INCREASE	Salary after INCREASE	Salary after INCREASE
									PERCENTAGE INCREASE	SALARY RANGE					

Employees under minimum:

< Min	4	Balen, Ara C.	Professor - MA	29,694	29,694	31,773	31,773	17,988	7.00%	33	29,945	37,431	44,917	79.33%	84.86%	0	5,659	0
< Min	0	Benavidez, Vicki*	Department Secretary	16,181	16,181	17,988	34,240	34,240	7.48%	9	16,556	20,695	24,833	78.19%	84.02%	0	3,907	0
< Min	7	Baran, Debra, Dely* L.	Accounting Supervisor	32,000	32,000	34,240	37,579	37,579	7.00%	40	35,665	44,483	53,382	71.92%	76.96%	0	1,355	0
< Min	7	Burnett, Lisa D.*	Director of Human Resources	33,258	33,258	37,579	39,332	39,332	13.00%	43	38,332	47,915	57,488	89.41%	78.43%	0	10,253	0
< Min	7	Burnett, La Jean F.	Director of Lee County Cowboy Hall of Fame	27,160	27,160	29,061	29,061	29,061	7.00%	31	28,502	35,827	42,753	78.23%	81.57%	0	10,338	0
< Min	2	Chavez, Michael F.	Professor - MA	28,487	28,487	30,482	29,380	29,380	7.00%	33	29,945	37,431	44,917	76.13%	81.46%	0	6,939	0
< Min	2	Cook, Randy A.*	Program Coordinator/Planner-Cont Ed/CS	26,580	26,580	29,390	29,380	29,380	13.00%	34	30,693	38,387	48,040	87.77%	76.58%	0	1,313	0
< Min	9	Duff, Deetta J.	Administrative Secretary	22,580	22,580	24,171	24,171	24,171	7.00%	22	22,822	28,528	34,233	79.19%	84.73%	0	8,987	0
< Min	5	Gann, Vicki L.	Reference Technician	20,576	20,576	22,017	22,017	22,017	7.00%	25	24,577	30,721	36,865	86.98%	71.87%	0	4,357	0
< Min	5	Hancock, Beth N.	Executive Secretary	22,275	22,275	23,834	23,834	23,834	7.00%	26	24,577	30,721	36,865	72.51%	77.58%	0	8,704	0
< Min	6	Hicks, Barbara L.	Computer Operator	20,753	20,753	22,206	22,206	22,206	7.00%	22	22,822	28,528	34,233	72.75%	77.84%	0	6,987	0
< Min	1	Huddleston, David L.	Maintenance III - Carpenter	20,507	20,507	21,942	21,942	21,942	7.00%	18	20,878	25,945	31,014	79.35%	84.90%	0	6,322	0
< Min	0	Jones, Targela I.	Accounts Receivable Supervisor	19,124	19,124	20,463	20,463	20,463	7.00%	23	23,383	29,241	35,089	85.40%	89.98%	0	3,903	0
< Min	5	Kunko, W. "Bill" C.*	Director of Computer Information Systems	44,941	44,941	50,105	50,105	50,105	13.00%	51	46,703	58,379	70,055	75.89%	85.83%	0	8,274	0
< Min	8	Mahtan, Kathy R.*	Desktop Designer	24,225	24,225	25,920	25,920	25,920	13.00%	27	25,821	32,276	38,732	85.29%	73.78%	2,007	8,482	0
< Min	10	Miller, Winona C.	Executive Secretary	16,181	16,181	17,314	17,314	17,314	7.00%	9	16,556	20,695	24,833	78.19%	84.37%	0	4,801	0
< Min	2	Mitchell, Linda K.	Department Secretary	37,890	37,890	40,328	40,328	40,328	7.00%	43	47,871	58,839	71,807	78.89%	78.88%	0	3,981	0
< Min	10	Neal, Linda L.	Director of Financial Aid	41,761	41,761	47,190	47,190	47,190	13.00%	52	49,068	61,335	73,602	89.79%	84.17%	0	7,587	0
< Min	6	Nelson, Cecilia E. "C.C."*	Director of Development	18,981	18,981	21,148	18,148	18,148	7.00%	10	18,970	21,212	25,454	79.89%	85.58%	0	12,649	0
< Min	10	Oswald, Sam L.	Dean of Continuing Ed/Comm. Services	49,000	49,000	52,430	52,430	52,430	7.00%	53	49,068	61,335	73,602	79.89%	85.49%	0	8,905	0
< Min	3	Putman, Donald R.	Department Secretary	16,961	16,961	18,148	18,148	18,148	7.00%	9	16,556	20,695	24,833	78.31%	83.651	0	3,064	0
< Min	1	Ramirez, Debbie J.*	Administrative Assistant to President	20,294	20,294	21,715	21,715	21,715	7.00%	22	22,822	28,528	34,233	71.14%	83.89%	0	7,169	0
< Min	4	Shields, Jarrett A.	Registrar Assistant II	22,788	22,788	24,393	24,393	24,393	7.00%	22	22,822	28,528	34,233	79.91%	78.12%	1,107	6,813	0
< Min	9	Springer, Donna L.	Administrative Secretary	28,000	28,000	29,980	29,980	29,980	7.00%	33	29,945	37,431	44,917	74.80%	80.04%	0	4,135	0
< Min	0	Stephenson, Cynid	Academic Career Planner	28,273	28,273	29,980	29,980	29,980	7.00%	33	29,945	37,431	44,917	79.91%	80.04%	0	7,471	0
< Min	2	Taylor, Cliff "Shawn" A.	Maintenance Utility/Lead Carpenter	18,124	18,124	20,463	20,463	20,463	7.00%	23	23,383	29,241	35,089	79.59%	85.16%	0	4,339	0
< Min	1	Telles, Celia Saily C.	Inventory Control Specialist	20,507	20,507	21,942	21,942	21,942	7.00%	22	22,822	28,528	34,233	67.04%	71.73%	2,359	8,065	0
< Min	0	Tice, Robert A.	Maintenance IV - Mechanical Systems	20,507	20,507	21,942	21,942	21,942	7.00%	20	21,722	27,153	32,584	75.52%	80.81%	0	5,211	0

Employees over minimum:

0	Abbott, Barbara Gayle*G.	Director of Student Support Services	33,500	33,094	33,500	35,845	35,411	35,845	7.00%	37	33,053	41,317	49,580	81.08%	86.76%	0	5,472	0
2	Adams, Charles H.	Professor - BA	33,094	33,094	35,411	35,411	35,411	35,411	7.00%	30	27,807	34,758	41,710	95.21%	101.88%	0	24,833	0
6	Ainsworth, Joy D.	Maintenance I - Shipping, Receiving/Dept. Cle	20,294	20,294	21,715	21,715	21,715	21,715	7.00%	9	16,556	20,695	24,833	98.06%	104.63%	0	0	0
2	Alonzo, Magdalena	Custodian I - Night/Day/Time	16,748	16,748	17,920	17,920	17,920	17,920	7.00%	1	13,588	16,985	20,382	98.60%	105.50%	0	0	0
0	Anderson, Jason	Coordinator of Audio Video Services	25,000	25,000	26,750	26,750	26,750	26,750	7.00%	12	17,828	22,286	26,743	112.18%	120.03%	0	0	0
2	Baeb, Janel R.	Library Assistant	17,741	17,741	18,983	18,983	18,983	18,983	7.00%	8	16,556	20,695	24,833	85.73%	91.73%	0	1,712	7
0	Baaz, Nora G.	Custodian I - Night/Day/Time	14,788	14,788	15,834	15,834	15,834	15,834	7.00%	1	13,588	16,985	20,382	87.12%	93.22%	0	1,151	0
15	Batdwin, John A.	Professor - MA	36,875	36,875	39,456	39,456	39,456	39,456	7.00%	33	29,945	37,431	44,917	112.50%	120.81%	0	0	0
18	Barsom, Steven J.	Professor - MA	42,281	42,281	45,219	45,219	45,219	45,219	7.00%	30	29,945	37,431	44,917	112.80%	120.81%	0	0	0
5	Bascou, Charles Buddy* V.	Security Officer	19,301	19,301	20,652	20,652	20,652	20,652	7.00%	10	16,970	21,212	25,454	90.99%	87.38%	0	560	302
10	Bell, Barbara F.	Professor - MA	41,683	41,683	44,579	44,579	44,579	44,579	7.00%	30	29,945	37,431	44,917	111.31%	119.10%	0	0	0
9	Bennett, Sue E.	Professor - PHD	41,009	41,009	43,880	43,880	43,880	43,880	7.00%	40	35,895	44,483	53,382	82.17%	98.62%	0	613	0
2	Bensing, Robert M.	Dean of Admissions and Records	49,000	49,000	52,430	52,430	52,430	52,430	7.00%	42	37,397	46,746	56,095	112.18%	104.82%	0	0	0
24	Berner, Victor G.	Professor - PHD	45,593	45,593	49,785	49,785	49,785	49,785	7.00%	40	35,585	44,483	53,382	102.47%	109.65%	0	0	0

**NEW MEXICO JUNIOR COLLEGE
OPTION A - BLANKET INCREASE**

7:01 PM 6/10/00
Option A for 6-12:00 worksession + blanket increase.xls

Svc Yrs	EMPLOYEE NAME	RECOMMENDED JOB CLASSIFICATION TITLE	CURRENT SALARY	Funding- Institutional	Funding- Grants	NEW SALARY	Funding- Institutional	Funding- Grants	RECOMMENDED		OLD COMPA- RATIO	NEW COMPA- RATIO	+MIN after INCREASE	+MID after INCREASE	+MAX after INCREASE	
									Percentage Increase	SALARY RANGE						
10	Best, Mickey D.	Dean of Arts and Sciences	55,000	55,000		58,850	58,850		7.00%	47	42,311	52,989	63,467	103.99%	111.27%	0
33	Biggs, George R.	Professor - MA+45	49,956	49,956		53,453	53,453		7.00%	36	33,980	42,350	50,819	117.96%	128.22%	0
4	Birmingham, Kim D.	Bookstore Clerk II	17,741	17,741		18,983	18,983		7.00%	8	16,558	20,895	24,833	85.73%	91.73%	0
15	Birmingham, Ray J.	Professor - MA	39,289	39,289		42,018	42,018		7.00%	33	29,845	37,431	44,917	104.91%	112.26%	0
9	Black, James R.	Professor - MA	35,678	35,678		38,175	38,175		7.00%	33	29,845	37,431	44,917	95.32%	101.99%	0
2	Black, Patricia S. "Sue"	Professor - BA	30,271	30,271		32,390	32,390		7.00%	30	27,907	34,759	41,710	87.09%	93.19%	0
7	Bowman, Patricia D.	Professor - MA	39,667	39,667		42,658	42,658		7.00%	33	29,845	37,431	44,917	106.51%	108.51%	0
8	Brady, Corrie L.	Controller	39,375	39,375		42,131	42,131		7.00%	42	37,397	46,748	58,095	84.23%	90.13%	0
17	Braun, William "Bill" R.	Director of Graphic Arts Services	39,163	39,163		41,904	41,904		7.00%	29	27,128	33,910	40,693	115.49%	123.57%	0
9	Brian, Jerry R.	Director/Professor - Petroleum And Environment	43,388	43,388		46,425	46,425		7.00%	43	36,332	47,915	57,498	90.55%	96.88%	0
3	Bunney, Connie S.	Coordinator of Special Needs Services	34,778	34,778		37,212	37,212		7.00%	12	17,829	22,296	26,743	156.05%	166.98%	0
4	Burns, Joy A.	Program Director of SBDC	35,431	35,431		37,911	37,911		7.00%	38	33,980	42,350	50,819	82.66%	89.52%	0
1	Caviness, G. Lance	Director of Student Housing/Activities	34,000	34,000		41,013	41,013		7.00%	37	33,053	41,317	49,590	82.29%	88.05%	0
5	Cavitt, Terri M.	Professor - MA+38	38,330	38,330		41,013	41,013		7.00%	14	18,731	23,414	28,097	91.66%	92.77%	0
0	Chacon, Guadalupe "Lupe"	Maintenance II - General Maintenance	20,463	19,124	26,500	28,355	20,463	28,355	7.00%	12	17,829	22,296	26,743	118.91%	127.23%	0
1	Clardy, Patricia S.	ACCEL Job Coach	26,600	26,600		28,355	28,355		7.00%	26	25,191	31,489	37,787	101.62%	108.74%	0
2	Collins, Frank D.	Coordinator of Publishing	32,000	32,000		34,240	34,240		7.00%	34	30,693	38,367	46,040	87.61%	93.74%	0
9	Cornell, Linda E.	Professor - MA+12	41,839	41,839		44,788	44,788		7.00%	9	16,556	20,695	24,833	87.01%	83.11%	0
3	Coombe, Amy L.	Library Assistant	18,131	18,131		19,400	19,400		7.00%	20	21,722	27,153	32,584	80.83%	86.59%	0
19	Coones, Ronald M.	Maintenance IV - Mechanical Systems	23,627	23,627		25,281	25,281		7.00%	33	29,945	37,431	44,917	108.51%	113.96%	0
5	Cox, Hollie W. "Wayne"	Professor - MA	30,292	30,292		32,412	32,412		7.00%	22	22,822	28,528	34,233	82.32%	82.86%	0
7	Cummings, Karen S.	Learning Lab/Testing Center Supervisor	39,887	39,887		42,658	42,658		7.00%	64	50,294	62,868	75,442	82.86%	88.08%	0
26	Curry, Betty A.	Director of Allied Health	23,483	23,483		25,127	25,127		7.00%	12	14,278	17,845	21,414	101.60%	108.71%	0
21	Davis, Steven M.	Director of Allied Health	62,102	62,102		65,749	65,749		7.00%	3	1,427	17,845	21,414	101.60%	108.71%	0
2	Dopporo, Eloy O.	Custodian II - Custodial Crew Leader	18,131	18,131		19,400	19,400		7.00%	12	17,829	22,296	26,743	123.40%	132.03%	0
0	Drannen, Alan D.	ACCEL Education Trainer	27,500	27,500		29,425	29,425		7.00%	8	16,556	20,695	24,833	85.73%	91.73%	0
1	Duke, Elaine G. "Gail"	Library Assistant	17,741	17,741		18,983	18,983		7.00%	30	27,907	34,758	41,710	82.22%	87.87%	0
6	Dye, Marjyn A.	Professor - BA	28,578	28,578		30,578	30,578		7.00%	9	16,556	20,695	24,833	82.22%	87.87%	0
2	Dye, Earl K.	Library Assistant	18,981	18,981		18,148	18,148		7.00%	9	16,556	20,695	24,833	85.73%	91.73%	0
1	Edwards, Karen A.	Receptionist/Secretary	17,741	17,741		18,983	18,983		7.00%	9	16,556	20,695	24,833	82.22%	87.87%	0
14	Emmerich, Patricia "Pat" E	Professor - PhD	41,009	41,009		43,880	43,880		7.00%	40	35,585	44,483	53,392	82.17%	88.62%	0
9	Fianary, Vela Y.	Department Secretary	21,138	21,138		22,617	22,617		7.00%	36	32,247	40,309	48,371	89.31%	95.56%	0
0	Flores, Jose B.	Programmer Analyst	36,000	36,000		38,520	38,520		7.00%	1	13,588	16,985	20,382	91.72%	91.72%	0
9	Flowers, Kevin T.	Groundkeeper I	15,578	15,578		16,688	16,688		7.00%	1	13,588	16,985	20,382	88.13%	88.13%	0
3	Fons, August M.	Director/Professor - Law Enforcement Techno	40,755	40,755		43,608	43,608		7.00%	43	39,332	47,915	57,498	89.15%	95.39%	0
5	Forner, Terry L.	Security Officer	18,911	18,911		20,235	20,235		7.00%	10	16,970	21,212	25,454	85.06%	91.01%	0
1	Freed, Mark A.	Custodian I - Night/Day/Time	16,358	16,358		17,503	17,503		7.00%	28	17,128	21,212	25,454	86.31%	90.31%	0
0	Galvan, Adrian J.	ESL/Basic Skills Specialist	26,500	26,500		28,379	28,379		7.00%	12	17,829	22,296	26,743	118.91%	127.23%	0
2	Galvan, Marcia K.	Department Secretary	20,609	20,609		22,052	22,052		7.00%	9	16,556	20,695	24,833	89.59%	106.58%	0
2	Garcia, Jose C.	Professor - MA	36,277	36,277		38,818	38,818		7.00%	33	29,845	37,431	44,917	96.82%	103.70%	0
0	Gilcrease, Sam	Professor - BA	29,707	29,707		31,786	31,786		7.00%	30	27,907	34,758	41,710	85.47%	91.45%	0
1	Gilliland, Vera J.	Director of Talent Search	34,500	34,500		36,915	36,915		7.00%	37	33,053	41,317	49,590	88.41%	94.57%	0
8	Goald, Katherine D. *	Professor - MA	33,094	33,094		35,536	35,536		7.00%	30	29,845	37,431	44,917	83.50%	88.35%	0
7	Gomez, Luichda	Secretary	19,804	19,804		21,297	21,297		7.00%	9	16,556	20,695	24,833	88.18%	92.91%	0
0	Gonzales, Elpidia	Custodian I- Night/Day/Time	15,188	15,188		16,251	16,251		7.00%	1	13,588	16,985	20,382	89.42%	95.69%	0
24	Gorman, Patrick C.M.	Director of Guidance and Counseling	52,655	52,655		56,341	56,341		7.00%	44	39,280	49,112	59,935	107.21%	114.72%	0
2	Grosselt, Christie L.	Department Secretary	18,131	18,131		19,400	19,400		7.00%	9	16,556	20,695	24,833	87.61%	93.74%	0
10	Gutrie, Robert T. *	Professor - MA+12	37,474	37,474		40,854	40,854		8.02%	33	30,893	38,987	46,040	87.67%	93.74%	0
1	Halladay, Judy L.	Receptionist/Registrar	16,356	16,356		17,503	17,503		7.00%	2	13,928	17,410	20,892	83.96%	100.54%	0

NEW MEXICO JUNIOR COLLEGE
OPTION A - BLANKET INCREASE

7:01 PM 6/10/00
Option A for 6-12-00 worksession + blanket increase.xls

SVC Yrs	EMPLOYEE NAME	RECOMMENDED JOB CLASSIFICATION TITLE	CURRENT SALARY	Funding- Institutional	Funding- Grants	NEW SALARY	Funding- Institutional	Funding- Grants	RECOMMENDED				OLD		NEW		Total INCREASE	Total NEW INCREASE	
									Percentage Increase	SALARY RANGE	MINIMUM	MIDPOINT	MAXIMUM	COMPA- RATIO	NEW COMPA- RATIO				
5	Holladay, Terry K.	Professor - BA	36,482	36,482		30,036	39,036		7.00%	30	27,907	34,758	41,710	104.86%	112.31%	0	0	0	0
3	Herr, John M.	Maintenance II - General Maintenance	19,583	19,583		20,954	20,954		7.00%	14	18,731	23,414	28,097	83.64%	89.49%	0	0	2,480	0
26	Herrin, Jim R.	Professor - PHD	49,888	49,888		52,289	52,289		7.00%	40	35,595	44,483	53,382	109.83%	117.52%	0	0	0	0
8	Helm, Nelda G.	Professor - MA	38,670	38,670		41,377	41,377		7.00%	33	29,945	37,431	44,917	103.31%	110.54%	0	0	0	0
0	Hernandez, Elizabeth	Custodian I - Night/Day/Time	16,358	16,358		17,503	17,503		7.00%	1	13,568	16,985	20,382	96.31%	103.05%	0	0	0	0
7	Hilburn, Maria E.	Custodian I - Night/Day/Time	16,748	16,748		17,920	17,920		7.00%	1	13,588	16,985	20,382	96.80%	103.50%	0	0	0	0
10	Holladay, Kelly G.	Professor - MA	34,481	34,481		36,895	36,895		7.00%	33	29,945	37,431	44,917	98.60%	98.57%	0	0	538	0
6	Holstrom, Felicité Toodie	Professor - BA	34,788	34,788		37,223	37,223		7.00%	30	27,807	34,758	41,710	100.09%	107.09%	0	0	0	0
2	Huerta, Ophelia	Registrar Assistant I	17,351	17,351		18,568	18,568		7.00%	9	16,556	20,695	24,833	83.94%	89.71%	0	0	2,129	0
0	Ingram, Phillip R.	Lead Journeyman Electrician	24,637	24,637		26,383	26,383		7.00%	24	23,978	29,972	35,968	82.27%	88.03%	0	0	3,589	0
1	Ivins, Tommy Tom L.	Talent Search Coordinator	25,000	25,000	25,000	28,750	28,750	28,750	7.00%	12	17,929	22,286	26,743	112.18%	120.03%	0	0	0	7
18	Jackson, Marilyn Sue	Director of Learning & Career Services	46,559	46,559		49,818	49,818		7.00%	47	42,311	52,689	63,467	88.03%	94.19%	0	0	3,071	0
0	Jacobs, Melinda	Dept Secretary Allied Health Fields	17,741	17,741		18,983	18,983		7.00%	8	16,556	20,695	24,833	85.73%	91.73%	0	0	1,712	0
15	Jacobs, Johnny E.	Security Sergeant	23,326	23,326		24,959	24,959		7.00%	20	21,722	27,153	32,584	85.91%	91.92%	0	0	2,184	0
6	James, Tamara K.	Professor - BA	30,271	30,271		32,390	32,390		7.00%	30	27,807	34,758	41,710	87.09%	93.19%	0	0	2,388	0
0	Jenkins, Sharon D.	Director of Library Services	49,000	49,000		52,430	52,430		7.00%	45	40,272	50,340	60,408	97.34%	104.15%	0	0	0	0
4	Jimenez, Leopoldo C.	Groundskeeper I	17,528	17,528		18,755	18,755		7.00%	1	13,588	16,985	20,382	103.20%	110.42%	0	0	0	0
1	Jimenez, Sonya D.	Professor - MA	32,088	32,088		34,334	34,334		7.00%	33	29,945	37,431	44,917	85.79%	91.73%	0	0	3,097	0
0	Johns, Randy W.	Custodian II - Custodial Crew Leader	16,571	16,571		17,731	17,731		7.00%	3	14,276	17,945	21,414	82.68%	99.36%	0	0	114	0
4	Juarez, Maria R.	Tech Assistant/Placement & Financial Service	18,339	18,339	9,170	19,622	19,622	9,170	7.00%	9	16,556	20,695	24,833	88.62%	94.82%	0	0	1,073	0
3	Kadir, Sandra Jane J.	Professor - MA	30,282	30,282		32,412	32,412		7.00%	33	29,945	37,431	44,917	80.83%	86.59%	0	0	5,019	0
1	Kay, Johnnie B. Belinda*	Department Secretary	17,351	17,351		18,568	18,568		7.00%	9	16,556	20,695	24,833	83.64%	89.71%	0	0	2,129	0
10	Kippie, Mary E.	Professor - MA	40,468	40,468		43,289	43,289		7.00%	33	29,945	37,431	44,917	108.11%	115.68%	0	0	0	0
27	Klein, Harry Scott	Professor - PHD	47,558	47,558		50,887	50,887		7.00%	40	35,595	44,483	53,382	106.89%	114.37%	0	0	0	0
18	Knapp, Patricia A.	Records Administrator	22,832	22,832		24,430	24,430		7.00%	22	22,822	26,529	34,233	80.03%	85.64%	0	0	4,098	0
4	Knoll, Lynda G.	Professor - BA	34,788	34,788		37,223	37,223		7.00%	30	27,807	34,758	41,710	100.09%	107.09%	0	0	0	0
1	Lacey, Angela R.	ACCCEL Client Services Manager	30,000	30,000	30,000	32,100	32,100	32,100	7.00%	12	17,829	22,286	26,743	134.61%	144.04%	0	0	0	0
4	Laliman, Kevin D.	Professor - BA	28,013	28,013		29,974	29,974		7.00%	30	27,807	34,758	41,710	80.59%	86.24%	0	0	4,784	0
5	Lambert, Darlene	Telephone Operator/Mail Clerk	17,918	17,918		19,122	19,122		7.00%	2	13,928	17,410	20,892	102.92%	110.12%	0	0	0	0
5	Landers, Karen M.	Professor - BA	31,985	31,985		34,203	34,203		7.00%	30	27,807	34,758	41,710	91.98%	98.40%	0	0	555	0
33	Lathrop, John D.	Professor - MA+12	44,059	44,059		47,143	47,143		7.00%	30	30,893	39,387	48,040	122.89%	133.05%	0	0	0	1,103
0	Lathrop, Robert M.	Custodian I - Night/Day/Time	16,358	16,358		17,503	17,503		7.00%	1	13,568	16,985	20,382	96.31%	103.05%	0	0	0	0
2	Laetz, Dennis L.	Custodian I - Night/Day/Time	16,748	16,748		17,920	17,920		7.00%	1	13,588	16,985	20,382	96.80%	103.50%	0	0	0	0
10	Lewis, Patsy Gale	Executive Secretary	24,961	24,961		26,708	26,708		7.00%	25	24,577	30,721	38,865	81.25%	86.84%	0	0	4,013	0
9	Lloyd, Richard J.	Professor - MA	36,277	36,277		38,818	38,818		7.00%	33	29,945	37,431	44,917	98.92%	103.70%	0	0	0	0
2	Loye, Luis	Custodian I - Night/Day/Time	16,748	16,748		17,920	17,920		7.00%	1	13,588	16,985	20,382	96.80%	103.50%	0	0	0	0
5	Luellen, Ruthie D.	Bookstore Clerk II	18,911	18,911		20,235	20,235		7.00%	9	16,556	20,695	24,833	101.81%	97.79%	0	0	460	0
10	Marquez, Carol M.	Department Secretary	21,069	21,069		22,543	22,543		7.00%	9	16,556	20,695	24,833	98.60%	103.70%	0	0	0	0
0	Marquez, Dianne R.	Coordinator of Adult Basic Education	28,500	28,500		30,495	30,495		7.00%	12	17,829	22,286	26,743	101.81%	108.93%	0	0	0	0
8	Martz, Joanna	Department Secretary	19,578	19,578	19,578	20,948	20,948	20,948	7.00%	9	16,556	20,695	24,833	94.60%	101.22%	0	0	3,752	0
5	McCool, Jeffery Jahr P.	Director of Del Norte/Men's BB Coach	33,256	33,256		35,584	35,584		7.00%	29	27,128	33,910	40,683	98.07%	104.84%	0	0	0	0
17	Megert, Diana A.	Professor - MA+12	42,449	42,449		45,420	45,420		7.00%	34	30,893	39,387	48,040	80.93%	86.59%	0	0	5,019	0
1	Melton, Patrick A.	Professor - MA	30,292	30,292		32,412	32,412		7.00%	33	29,945	37,431	44,917	91.73%	97.79%	0	0	1,712	0
2	Miller, Kathleen Kathy F.	Secretary	17,741	17,741		18,983	18,983		7.00%	9	16,556	20,695	24,833	85.73%	91.73%	0	0	0	0
0	Miranda, Pedro Pele O.	Custodian I - Night/Day/Time	16,358	16,358		17,503	17,503		7.00%	1	13,568	16,985	20,382	96.31%	103.05%	0	0	0	0
10	Mitching, Peter G.	Professor - MA+24	38,287	38,287		40,946	40,946		7.00%	35	31,461	39,328	47,191	97.31%	104.12%	0	0	0	0
23	Moore, Ernestine C.	Groundskeeper - MA+12	43,058	43,058		46,072	46,072		7.00%	34	30,893	39,387	48,040	112.23%	120.08%	0	0	0	32
0	Morales, Jesse	Groundskeeper I	16,358	16,358		17,503	17,503		7.00%	1	13,588	16,985	20,382	96.31%	103.05%	0	0	0	0
0	Morales, Lutzilina	Custodian I - Night/Day/Time	14,798	14,798		15,834	15,834		7.00%	1	13,588	16,985	20,382	87.12%	93.22%	0	0	1,151	0

NEW MEXICO JUNIOR COLLEGE
OPTION A - BLANKET INCREASE

7:01 PM 6/10/00
Option A for 6-12-00 worksession + blanket increase.xls

SVC Yrs	EMPLOYEE NAME	RECOMMENDED JOB CLASSIFICATION TITLE	CURRENT SALARY	Funding- Institutional	Funding- Grants	NEW SALARY	Funding- Institutional	Funding- Grants	RECOMMENDED				OLD COMPA- RATIO	NEW COMPA- RATIO	\$-MIN after INCREASE	\$-MAX after INCREASE	\$-MAX after INCREASE	
									Percentage Increase	SALARY RANGE	MINIMUM	MIDPOINT						MAXIMUM
6	Moreland, Lyda R.	Security Officer	17,878	17,878		19,131	19,131		7.00%	10	16,970	21,212	25,454	84.29%	90.18%	0	2,081	0
14	Morris, Richard L.	Director of Athletics	50,982	50,982		54,551	54,551		7.00%	46	40,272	50,340	60,408	101.27%	108.36%	0	0	0
4	Munoz, Gloria D.	Administrative Director of SBDC	35,431		35,431	37,911		37,911	7.00%	36	33,880	42,350	50,819	83.60%	89.52%	0	4,439	0
3	Murphy, Shelly A.	Professor - BA	28,013	28,013		29,974	29,974		7.00%	30	27,907	34,759	41,710	80.59%	86.24%	0	4,784	0
0	Navarrete, Emily C.	Director of Upward Bound Program	34,000		34,000	36,380		36,380	7.00%	28	27,128	33,910	40,693	100.28%	107.25%	0	0	0
0	Necasala, Charles R.	Security Officer	18,521	18,521		19,817	19,817		7.00%	10	16,970	21,212	25,454	87.31%	93.42%	0	0	0
0	Naney, Paul L.	ACCEL Job and Community Developer	26,500		26,500	28,355		28,355	7.00%	10	17,829	22,286	26,743	118.01%	127.23%	0	1,385	0
1	Newman, Lynda L.	Professor - MA	32,088	32,088		34,334	34,334		7.00%	33	29,945	37,431	44,917	85.73%	91.73%	0	3,087	0
0	Oliver, Toni R.	Cashier	17,741	17,741		18,983	18,983		7.00%	8	16,558	20,695	24,833	85.73%	91.73%	0	1,712	0
1	Orgen, Meghan L.	Vice President For Student Services	62,500	62,500		66,876	66,876		7.00%	54	50,294	62,898	75,442	99.41%	108.37%	0	0	0
6	Ortiz, Maria Pilar P.	Hardware/Software Specialist	27,000	27,000		28,890	28,890		7.00%	26	25,191	31,489	37,787	85.74%	91.75%	0	2,589	0
4	Owens, Tanya L.	Data Gatherer/ABE Specialist	20,576		20,576	22,017		22,017	7.00%	12	17,829	22,286	26,743	92.33%	92.33%	0	0	0
0	Owens, Wiley G. "Glenn"	Groundskeeper I	16,358	16,358	20,576	17,503	17,503		7.00%	1	13,588	16,965	20,382	96.31%	96.31%	0	0	0
8	Pena, Brenda J.	Vice President For Finance	63,187	63,187		67,610	67,610		7.00%	59	56,904	71,129	85,355	88.83%	95.05%	0	3,519	0
6	Pena, Joe Jr.	Groundskeeper II	18,301	18,301		19,532	19,532		7.00%	3	14,276	17,945	21,414	108.16%	108.16%	0	0	0
12	Pena, Stan A.	Director of Physical Plant	55,832	55,832		59,740	59,740		7.00%	3	42,311	52,889	63,467	105.86%	105.86%	0	0	0
5	Perez, Deisa M.	Custodian I - Night/DayTime	17,918	17,918		18,172	18,172		7.00%	47	13,588	16,965	20,382	105.49%	105.49%	0	0	0
1	Berry, Timothy "Tim" L.	Coordinator of Public Relations/Marketing	30,000	30,000		32,100	32,100		7.00%	28	28,487	33,083	38,700	80.68%	80.68%	0	0	0
13	Phipps, Larae	Professor - MA	38,000	38,000		40,660	40,660		7.00%	36	32,247	40,309	48,371	94.27%	94.27%	0	983	0
0	Pipkins, Milna I.	Custodian I - Night/DayTime	16,358	16,358		17,503	17,503		7.00%	1	13,588	16,965	20,382	96.31%	96.31%	0	0	0
2	Pruitt, Deborah Debbie G.	Talent Search School Coordinator	33,691		24,000	36,049		36,049	7.00%	12	17,829	22,286	26,743	107.89%	107.89%	0	0	0
3	Quiroz, Santos O.	Clerk	15,188	15,188		16,251	16,251		7.00%	31	12,502	15,877	19,251	87.24%	94.57%	0	0	0
3	Rasoon, Rudy	Graphics Arts Assistant	22,759	22,759		24,352	24,352		7.00%	2	13,928	17,410	20,892	87.24%	93.34%	0	1,159	0
6	Rash, William D.	Maintenance I - Plant Warehousemen, Motor I	15,188	15,188		16,251	16,251		7.00%	9	16,556	20,695	24,833	109.55%	109.55%	0	0	0
2	Rahner, Anna L.	Department Secretary	17,351		17,351	18,568		18,568	7.00%	9	16,556	20,695	24,833	109.86%	109.86%	0	0	0
1	Rice, John R.	Professor - MA+24	37,846	37,846		40,281	40,281		7.00%	35	31,491	38,326	47,191	85.73%	92.43%	0	2,129	0
1	Richard, Donna K.*	Department Secretary	17,810	17,810		18,205	18,205		7.00%	9	16,556	20,695	24,833	83.84%	88.71%	0	0	0
26	Roan, William C.	Coordinator of Learning Assistance	43,285	43,285		46,326	46,326		7.00%	30	27,807	34,758	41,710	86.05%	92.80%	0	1,490	0
3	Robinson, Constance M.	Coordinator of Learning Assistance	20,783	20,783		22,208	22,208		7.00%	12	17,829	22,286	26,743	156.05%	156.05%	0	0	0
5	Robledo, Emilia O. "Amy"	Accounts Payable Clerk	37,474	37,474		40,097	40,097		7.00%	33	29,945	37,431	44,917	100.12%	107.12%	0	80	0
2	Sadeqmotadam, Ghulam	Professor - BA	32,530	32,530		34,907	34,907		7.00%	30	27,807	34,758	41,710	83.59%	91.72%	0	0	0
1	Sataza, Robert R.	Professor - BA	35,000		35,000	37,450		37,450	7.00%	12	17,829	22,286	26,743	157.05%	157.05%	0	0	0
8	Schaeppok, Barbara K.	ACCEL Project Coordinator	32,909	32,909		35,213	35,213		7.00%	12	17,829	22,286	26,743	147.67%	147.67%	0	0	0
5	Scott, Patricia C.	Allied Health Counselor	33,913	33,913		36,287	36,287		7.00%	12	17,829	22,286	26,743	157.05%	157.05%	0	0	0
5	Sedemohn, Dwight H.	Professor - MA+12	17,030	17,030		18,222	18,222		7.00%	34	30,693	36,387	46,040	88.38%	94.58%	0	2,080	0
0	Shelton, Lisa J.	Department Secretary	29,000	29,000		31,030	31,030		7.00%	8	16,556	20,695	24,833	82.29%	82.29%	0	2,473	0
6	Shelton, Erlene R.	Coordinator of Payroll	36,433	36,433		38,983	38,983		7.00%	12	17,829	22,286	26,743	130.13%	130.13%	0	0	0
1	Single, Deborah R.	Professor - MA+38	15,578	15,578		16,668	16,668		7.00%	37	33,053	41,317	49,580	88.18%	94.35%	0	2,334	0
5	Smith, Terry W. "Wayne"	Custodian I - Night/DayTime	29,000	29,000		31,030	31,030		7.00%	1	13,588	16,965	20,382	91.72%	91.72%	0	317	0
3	Solomon, Edward Eddle D.	Coordinator of ITV	26,607	26,607		28,489	28,489		7.00%	12	17,829	22,286	26,743	130.13%	130.13%	0	0	0
1	Switney, Peggy J.	Maintenance Foreman	17,741	17,741		18,983	18,983		7.00%	27	15,821	19,955	24,089	88.20%	91.73%	0	3,807	0
1	Teller, Francis Fritz L.	Department Secretary	32,600	32,600		34,775	34,775		7.00%	8	16,556	20,695	24,833	85.73%	91.73%	0	1,712	0
6	Thompson, Debra D.*	ACCEL Job Developer	30,836	30,836		32,974	32,974		7.00%	12	17,829	22,286	26,743	145.83%	145.83%	0	0	0
3	Thornburgh, Stewart B.	Professor - MA-12	32,688	32,688		34,974	34,974		7.00%	30	30,693	36,387	46,040	80.37%	82.88%	0	2,733	0
16	Toglia, Thomas V.	Professor - MA-24	41,372	41,372		44,288	44,288		7.00%	35	29,945	37,431	44,917	87.32%	93.44%	0	2,457	0
0	Torres, David	Receptionist	14,408	14,408		15,417	15,417		7.00%	2	13,828	17,410	20,892	112.57%	112.57%	0	0	0
1	Townsend, Stephen A.	Professor - MA+45	39,015	39,015		41,746	41,746		7.00%	36	33,880	42,350	50,819	92.13%	98.57%	0	1,983	0

OPTION B – MARKET
New Mexico Junior College
2000-01 Compensation

Methodology

Option B includes increases, based on market, for all employees as follows:

Positions under 80% of market (minimum)	The amount needed to bring the position closer to minimum, with no less than 9½% and no more than 13%
Positions at 80-89.99% of market	9½% increase
Positions at 90-99.99% of market	8½% increase
Positions at 100-109.99% of market	7½% increase
Positions at 110% + of market	3½% increase

As per the Employee Handbook, additional adjustments for 4 support employees were made for completing approved coursework. A market adjustment was also made to the college's lead technology position.

Pros

- Provides more flexibility in moving positions under minimum closer to minimum.
- Provides more flexibility in moving positions at the low end of a pay range to midpoint (e.g. positions farthest from the midpoint receive a larger increase).

Cons

- Does not consider years of service.

**NEW MEXICO JUNIOR COLLEGE
OPTION B - MARKET**

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Option B for 6-12-00 worksheet + market.xls

Svc Yrs	EMPLOYEE NAME	RECOMMENDED JOB CLASSIFICATION TITLE	CURRENT SALARY	Funding- Institutional	Funding- Grants	NEW SALARY	Funding- Institutional	Funding- Grants	RECOMMENDED		MINIMUM	MIDPOINT	MAXIMUM	OLD COMPA- RATIO	NEW COMPA- RATIO	6-MONTH INCREASE	6-MONTH INCREASE	6-MONTH INCREASE
									Percentage Increase	SALARY RANGE								
5	Halladay, Terry K.	Professor - BA	36,482	36,482		37,759	37,759		3.50%	30	27,807	34,759	41,710	104.96%	109.63%	0	0	0
3	Hare, John M.	Maintenance II - General Maintenance	18,583	18,583		21,444	21,444		9.50%	14	18,731	23,414	28,097	83.64%	91.59%	0	1,870	0
26	Harris, Jim R.	Professor - PHD	48,888	48,888		50,578	50,578		3.50%	40	35,595	44,493	53,392	109.83%	113.69%	0	0	0
8	Hahn, Nelda G.	Professor - MA	38,670	38,670		40,023	40,023		3.50%	33	29,945	37,431	44,917	103.31%	106.83%	0	0	0
0	Hernandez, Elizabeth	Custodian I - Night/Day/Time	16,358	16,358		17,585	17,585		7.50%	1	13,588	16,985	20,382	96.31%	103.59%	0	0	0
7	Hilburn, Maria E.	Custodian I - Night/Day/Time	16,748	16,748		18,004	18,004		7.50%	1	13,588	16,985	20,382	96.31%	103.59%	0	0	0
10	Holladay, Kelly G.	Professor - MA	34,481	34,481		37,397	37,397		8.50%	33	29,945	37,431	44,917	100.00%	106.00%	0	0	0
8	Holstrom, Felicia T	Professor - BA	34,788	34,788		37,397	37,397		7.50%	30	27,807	34,759	41,710	100.09%	107.59%	0	19	0
2	Huerta, Ophelia	Registrar Assistant I	17,351	17,351		18,999	18,999		9.50%	9	16,556	20,695	24,833	83.84%	91.81%	0	1,698	0
0	Ingram, Philip R.	Lead Journeyman Electrician	24,857	24,857		26,989	26,989		8.50%	24	17,829	22,286	26,743	82.27%	90.08%	0	2,973	0
1	Ingrin, Tommy Tom	Talent Search Coordinator	25,000	25,000		26,875	26,875		7.50%	12	17,829	22,286	26,743	112.18%	116.11%	0	0	0
18	Jackson, Marilyn Sue	Director of Learning & Career Services	46,559	46,559		50,982	50,982		9.50%	47	42,311	52,989	63,467	88.03%	96.39%	0	1,807	0
0	Jacobo, Melinda	Dept Secretary-Allied Health Fields	17,741	17,741		19,428	19,428		9.50%	9	18,558	20,695	24,833	85.73%	88.87%	0	1,289	0
15	Jacobs, Johnny E.	Security Sergeant	23,326	23,326		25,542	25,542		9.50%	20	21,722	27,153	32,584	85.91%	94.07%	0	1,611	0
0	James, Tamara K.	Professor - BA	30,271	30,271		33,147	33,147		9.50%	30	27,807	34,759	41,710	87.09%	95.36%	0	1,611	0
0	Jenkins, Sharon D.	Director of Library Services	49,000	49,000		52,675	52,675		7.50%	45	40,272	50,340	60,408	87.94%	104.64%	0	0	0
4	Jimenez, Leopoldo C	Groundskeeper I	17,528	17,528		18,141	18,141		3.50%	1	13,588	16,985	20,382	103.20%	106.81%	0	0	0
0	Jimenez, Sonya D.	Professor - MA	32,088	32,088		35,138	35,138		9.50%	33	29,945	37,431	44,917	85.73%	93.87%	0	2,285	0
0	Johns, Randy W.	Custodian II - Custodial Crew Leader	16,571	16,571		17,980	17,980		8.50%	9	16,556	20,695	24,833	82.89%	100.76%	0	0	0
4	Juarez, Maria R.	Tech Assistant/Placement & Financial Services	18,339	18,339	9,170	20,081	20,081	10,040	8.50%	9	14,278	17,945	21,414	88.62%	97.04%	0	614	0
1	Kacir, Sandra Jane	Professor - MA	30,282	30,282		33,170	33,170		9.50%	33	29,945	37,431	44,917	80.83%	96.82%	0	4,261	0
3	Kaye, Johnnie B.	Dept Secretary	17,351	17,351		18,999	18,999		9.50%	9	16,556	20,695	24,833	83.84%	91.81%	0	1,898	0
10	Kayle, Mary E.	Professor - MA	40,486	40,486		41,882	41,882		3.50%	39	29,945	37,431	44,917	108.11%	111.89%	0	0	0
27	Kein, Harry Scott	Professor - PHD	47,558	47,558		49,223	49,223		3.50%	40	35,595	44,493	53,392	108.88%	110.63%	0	0	0
18	Knapp, Patricia A.	Records Administrator	22,832	22,832		25,001	25,001		9.50%	22	22,822	28,528	34,233	80.03%	87.64%	0	3,527	0
4	Kroll, Lynda G.	Professor - BA	34,788	34,788		37,397	37,397		7.50%	30	27,807	34,759	41,710	100.08%	107.08%	0	0	0
1	Lacey, Angela R.	ACCEL Client Services Manager	30,000	30,000	30,000	31,050	31,050	31,050	3.50%	12	17,829	22,286	26,743	134.61%	139.33%	0	0	4,307
4	Lalithan, Kevin D.	Professor - BA	28,013	28,013		30,674	30,674		9.50%	30	27,807	34,759	41,710	100.08%	107.08%	0	0	0
5	Lambert, Darlene	Telephone Operator/Mail Clerk	17,918	17,918		19,545	19,545		9.50%	2	13,928	17,410	20,892	102.82%	106.52%	0	4,084	0
5	Landers, Karen M.	Professor - BA	31,985	31,985		34,682	34,682		8.50%	30	27,807	34,759	41,710	91.96%	99.76%	0	78	0
33	Lathrop, John D.	Professor - MA+12	44,059	44,059		45,801	45,801		3.50%	30	30,683	36,367	46,040	114.84%	118.86%	0	0	0
0	Leeds, Dennis L.	Custodian I - Night/Day/Time	16,358	16,358		17,585	17,585		7.50%	1	13,588	16,985	20,382	96.31%	103.53%	0	0	0
2	Lewis, Patsy Gale	Custodian I - Night/Day/Time	16,748	16,748		18,004	18,004		7.50%	1	13,588	16,985	20,382	96.31%	103.53%	0	0	0
10	Lloyd, Richard J.	Executive Secretary	24,981	24,981		27,332	27,332		9.50%	25	19,985	24,577	29,165	81.25%	88.97%	0	3,389	0
2	Loyr, Luis	Professor - MA	36,277	36,277		39,688	39,688		7.50%	33	29,945	37,431	44,917	88.82%	96.82%	0	0	0
5	Lustien, Ruthie D.	Custodian I - Night/Day/Time	16,748	16,748		18,004	18,004		7.50%	1	13,588	16,985	20,382	81.38%	88.97%	0	0	0
10	Marquez, Carol M.	Bookstore Clerk II	18,911	18,911		20,518	20,518		8.50%	9	16,556	20,695	24,833	101.81%	109.44%	0	177	0
0	Marquez, Diana R.	Coordinator of Adult Basic Education	21,089	21,089		22,648	22,648		7.50%	9	16,556	20,695	24,833	98.90%	106.00%	0	0	0
8	Martinez, Diana R.	Department Secretary	26,800	26,800		28,498	28,498		6.50%	12	17,829	22,286	26,743	127.88%	132.36%	0	0	2,755
5	Martiz, Joanna	Department Secretary	19,578	19,578		21,046	21,046		7.50%	8	16,556	20,695	24,833	94.80%	101.70%	0	0	0
17	McCool, Jeffrey Jeff	Director of Del Norte/Allen's BB Coach	33,256	33,256	18,578	35,750	35,750	29,498	7.50%	29	27,128	33,910	40,693	88.07%	105.42%	0	0	0
1	Mellon, Patrick A.	Professor - MA	42,449	42,449		43,935	43,935		3.50%	34	30,683	38,367	46,040	110.64%	114.51%	0	0	0
0	Mendoza, Virginia A.	Department Secretary	30,292	30,292		33,170	33,170		9.50%	33	29,945	37,431	44,917	80.93%	88.62%	0	0	0
2	Miller, Kathleen Karh	Secretary	17,741	17,741		19,428	19,428		9.50%	8	16,556	20,695	24,833	85.73%	93.87%	0	1,289	0
0	Miranda, Pedro P	18 Custodian I - Night/Day/Time	19,652	19,652		21,126	21,126		7.50%	9	16,556	20,695	24,833	84.96%	92.06%	0	0	0
10	Mladinic, Peter G.	Professor - MA+24	38,267	38,267		41,137	41,137		7.50%	35	31,461	39,326	47,181	87.31%	104.61%	0	0	0
23	Moore, Ernestine C.	Professor - MA+12	43,056	43,056		44,565	44,565		3.50%	34	30,683	38,367	46,040	112.23%	116.16%	0	0	0
0	Mozales, Jesse	Groundskeeper I	16,358	16,358		17,585	17,585		7.50%	1	13,588	16,985	20,382	96.31%	103.53%	0	0	0
0	Morales, Luzdivina	Custodian I - Night/Day/Time	14,798	14,798		16,204	16,204		9.50%	1	13,588	16,985	20,382	87.12%	95.40%	0	781	0

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SVC Yrs	EMPLOYEE NAME	RECOMMENDED JOB CLASSIFICATION TITLE	CURRENT SALARY	Funding- Institutional	Funding- Grants	NEW SALARY	Funding- Institutional	Funding- Grants	RECOMMENDED SALARY RANGE			OLD COMP-RATIO	NEW COMP-RATIO	% INCR after INCREASE	% INCR after INCREASE	% INCR after INCREASE	
									MINIMUM	MIDPOINT	MAXIMUM						
6	Moreland, Lyda R.	Security Officer	17,879	17,879		18,578	19,578		10	16,970	21,212	25,454	84.29%	92.30%	0	1,634	0
14	Morris, Richard L.	Director of Athletics	50,982	50,982		54,808	54,808		45	40,272	50,340	60,408	101.27%	109.87%	0	0	0
3	Munoz, Gloria D.	Administrative Director of SBDC	35,431		35,431	38,797	38,797		38	33,890	42,350	50,819	83.68%	91.61%	0	3,553	0
0	Murphy, Shelly A.	Professor - BA	28,013	28,013		30,674	30,674		30	27,807	34,758	41,710	80.59%	88.25%	0	4,084	0
0	Nevenraie, Emily C.	Director of Upward Bound Program	34,000		34,000	36,550	36,550		29	27,128	33,910	40,683	100.28%	107.78%	0	0	0
0	Necasles, Charles R.	Security Officer	18,821	18,821		20,280	20,280		10	18,970	21,212	25,454	87.31%	95.61%	0	832	0
0	Newey, Paul L.	ACCEL Job and Community Developer	28,500		28,500	27,428	27,428		12	17,829	22,288	28,743	118.91%	123.07%	0	0	685
0	Newman, Lynda L.	Professor - MA	32,098	32,098		35,138	35,138		33	29,945	37,431	44,917	85.73%	93.87%	0	2,295	0
0	Olyas, Toni R.	Cashier	17,741	17,741		19,428	19,428		9	16,556	20,695	24,833	85.73%	93.87%	0	1,289	0
1	Organ, Regina L.	Vice President For Student Services	82,500	82,500		87,188	87,188		64	50,294	82,888	75,442	98.41%	106.87%	0	0	0
6	Ortiz, Maria Pilar P.	Hardware/Software Specialist	27,000	27,000		29,585	29,585		28	25,191	32,489	37,787	85.74%	93.89%	0	1,924	0
4	Owens, Tanya L.	Data Gatherer/ABE Specialist	20,576	20,576		22,325	22,325		12	17,829	22,288	28,743	92.33%	100.18%	0	0	0
0	Owens, Wiley G.	Gift Groundskeeper I	16,358	16,358		17,585	17,585		1	13,588	16,985	20,382	88.31%	97.27%	0	0	0
8	Pena, Brenda J.	Vice President For Finance	63,187	63,187		69,190	69,190		59	56,904	71,129	85,355	88.31%	97.27%	0	1,939	0
6	Pena, Joe Jr.	Groundskeeper II	19,301	19,301		19,977	19,977		3	14,278	17,945	21,414	108.16%	108.28%	0	0	0
12	Pena, Stan A.	Director of Physical Plant	55,832	55,832		57,786	57,786		47	42,311	52,889	63,487	105.58%	108.28%	0	0	0
5	Perez, Delta M.	Custodian I - Night/Day/Time	17,918	17,918		18,545	18,545		1	13,588	16,985	20,382	105.49%	108.18%	0	0	0
1	Perry, Timothy T.	Coordinator of Public Relations/Marketing	30,000	30,000		32,550	32,550		28	26,467	33,053	38,700	90.88%	98.39%	0	533	0
1	Phillips, Larae	Counselor	38,000	38,000		40,850	40,850		36	32,247	40,309	48,371	94.27%	101.34%	0	0	0
0	Piñon, Mirna I.	Custodian I - Night/Day/Time	16,358	16,358		17,585	17,585		33	29,945	37,431	44,917	104.91%	108.59%	0	0	0
0	Pickens, Shannon	Talent Search School Coordinator	24,000		24,000	24,840	24,840		12	17,829	22,288	28,743	107.89%	111.46%	0	0	0
2	Pruitt, Deborah D.	Director of Security/Prot. Law Em't Tech/CJ	33,691	33,691		36,218	36,218		31	28,502	35,627	42,753	94.57%	101.68%	0	0	0
3	Quiroz, Santos O.	Clerk	15,188	15,188		16,631	16,631		9	13,928	17,410	20,892	87.24%	95.53%	0	0	0
6	Rascon, Rudy	Graphics Arts Assistant	22,670	22,670		23,463	23,463		9	16,556	20,695	24,833	109.88%	113.98%	0	0	0
2	Raeh, William D.	Maintenance I - Plant Warehousemen, Motor I	22,759	22,759		23,558	23,558		9	16,556	20,695	24,833	109.88%	113.98%	0	0	0
1	Rehner, Anna L.	Department Secretary	17,351	17,351		18,989	18,989		8	16,556	20,695	24,833	83.84%	91.81%	0	1,098	0
1	Rice, John R.	Professor - MA+24	37,846	37,846		40,469	40,469		35	31,461	39,326	47,191	95.73%	102.91%	0	0	0
26	Riordan, Donna K.	Department Secretary	17,810	17,810		19,845	19,845		9	16,556	20,695	24,833	86.09%	94.83%	0	0	0
1	Riordan, William G.	Professor - BA	43,285	43,285		44,810	44,810		30	27,907	34,758	41,710	124.68%	126.82%	0	3,100	0
3	Robinson, Constance	Coordinator of Learning Assistance	34,778	34,778		35,995	35,995		12	17,829	22,288	28,743	158.05%	161.52%	0	0	9,252
5	Rodolfo, Emilia O.	*Accounts Payable Clerk	20,753	20,753		22,517	22,517		12	17,829	22,288	28,743	83.12%	101.04%	0	0	0
2	Sadeqimohammad, C	Professor - MA	37,474	37,474		40,285	40,285		33	29,945	37,431	44,917	100.12%	107.63%	0	0	0
1	Sakazar, Robert R.	Professor - BA	32,530	32,530		34,970	34,970		30	27,907	34,758	41,710	83.59%	100.61%	0	0	0
1	Schlaephor, Barbara	ACCEL Project Coordinator	35,000		35,000	36,225	36,225		12	17,829	22,288	28,743	157.05%	162.55%	0	0	9,482
8	Scott, Patricia C.	Allied Health Counselor	32,809	32,809		34,061	34,061		12	17,829	22,288	28,743	147.97%	152.84%	0	0	8,482
5	Sedemahin, Dwight H	Professor - MA+12	33,913	33,913		37,135	37,135		34	30,683	38,367	46,040	88.39%	90.79%	0	1,332	0
0	Shelton, Lisa J.	Department Secretary	17,030	17,030		18,648	18,648		9	16,556	20,695	24,833	82.29%	90.11%	0	2,047	0
0	Shelton, Etienne R.	Coordinator of Payroll	29,000	29,000		30,015	30,015		12	17,829	22,288	28,743	130.13%	134.89%	0	3,272	0
6	Shelton, Mary L.	Professor - MA+36	36,433	36,433		39,894	39,894		37	33,053	41,317	49,580	88.16%	96.56%	0	1,423	0
1	Slagle, Deborah R.	Custodian I - Night/Day/Time	15,678	15,678		16,902	16,902		1	13,588	16,985	20,382	81.72%	89.51%	0	83	0
5	Smith, Terry W.	*Wva Coordinator of ITV	29,000	29,000		30,015	30,015		12	17,829	22,288	28,743	130.13%	134.89%	0	0	0
3	Solomon, Edward Ed	Maintenance Foreman	28,807	28,807		29,135	29,135		27	25,821	32,276	38,732	82.43%	90.27%	0	3,141	0
1	Swiney, Peggy J.	Department Secretary	17,741	17,741		18,428	18,428		9	16,556	20,695	24,833	85.73%	93.87%	0	1,289	0
1	Teller, Francis F.	ACCEL Job Developer	32,500		32,500	33,638	33,638		12	17,829	22,288	28,743	145.83%	150.94%	0	6,895	0
6	Thompson, Debra	Professor - MA+12	30,838	30,838		33,785	33,785		30	30,693	38,367	46,040	80.37%	88.01%	0	4,602	0
3	Thomburgh, Stewart	Professor - MA	32,686	32,686		35,791	35,791		33	29,945	37,431	44,917	87.32%	95.82%	0	1,840	0
16	Toglia, Thomas V.	Professor - MA+24	41,372	41,372		42,820	42,820		35	31,461	39,326	47,191	105.20%	108.89%	0	0	0
0	Torres, David	Receptionist	14,408	14,408		15,777	15,777		2	13,928	17,410	20,892	82.76%	90.62%	0	1,833	0
1	Townsend, Stephen	Professor - MA+45	39,015	39,015		42,331	42,331		38	33,890	42,350	50,819	92.13%	99.98%	0	19	0

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Svc Yes	EMPLOYEE NAME	RECOMMENDED JOB CLASSIFICATION TITLE	CURRENT SALARY	Funding- Institutional	Funding- Grants	NEW SALARY	Funding- Institutional	Funding- Grants	RECOMMENDED						OLD COMP- RATIO	NEW COMP- RATIO	1- YEAR INCR	3- YEAR INCR	5- YEAR INCR
									Percentage Increase	SALARY RANGE	MINIMUM	MIDPOINT	MAXIMUM	RATIO					
27	Turner, Robert L.	Pcmt. Coord./Minority Recruiter/Dir. of Evening	42,321	21,161	21,160	49,802	21,901	21,901	3.50%	34	30,693	39,367	46,040	110.31%	114.17%	0	0	0	
4	Vick, Maria E.	Professor - BA	30,271	30,271		33,147	33,147	33,147	9.50%	30	27,807	34,758	41,710	87.09%	95.36%	0	1,611	0	
0	Vigil, Oscar R.	Coordinator of Network Systems	33,000	33,000		36,135	36,135	36,135	9.50%	34	30,693	36,367	46,040	86.01%	94.18%	0	2,232	0	
3	Vitt, Douglas W.	Professor - MA-36	33,272	33,272		36,433	36,433	36,433	9.50%	37	33,053	41,317	49,580	80.53%	88.18%	0	4,894	0	
0	Vozza, Manuel L.	ABE Assessment/Retention Clerk	17,741	17,741	17,741	18,428	18,428	18,428	8.60%	9	16,556	20,695	24,833	85.73%	83.87%	0	1,289	0	
3	Watson, Walters P.	Department Secretary	16,729	16,729		20,393	20,393	20,393	8.89%	9	18,556	20,695	24,833	90.50%	98.64%	0	302	0	
4	Wampler, Wende D.	Assistant Director of Financial Aid	27,713	27,713		30,346	30,346	30,346	8.50%	28	28,467	33,083	39,700	83.77%	91.73%	0	2,797	0	
6	Weiler, Martha L.	Professor - BA	37,046	37,046		42,472	42,472	42,472	7.50%	30	27,807	34,758	41,710	108.59%	110.31%	0	0	0	
6	Whicker, Timothy R.	Professor - MA-24	38,509	38,509		44,908	44,908	44,908	7.50%	33	31,461	38,326	47,181	108.07%	108.00%	0	0	0	
20	Whitlock, Lawrence P.	Professor - MA-36	43,989	43,989		44,908	44,908	44,908	2.00%	37	33,053	41,317	49,580	105.02%	108.68%	0	0	0	
6	Williams, Carl Miller	Professor - MA	38,072	38,072		40,927	40,927	40,927	7.60%	33	28,945	37,431	44,917	101.71%	109.34%	0	0	0	
1	Williams, Dennis L.	Clerk	15,578	15,578		17,058	17,058	17,058	9.50%	2	13,828	17,410	20,992	89.48%	97.86%	0	0	0	
0	Wilson, Garry A.	Professor - BA	33,094	33,094		35,576	35,576	35,576	7.50%	30	27,807	34,758	41,710	95.21%	102.35%	0	352	0	
16	Wilson, Margaret L.	Professor - MA	42,261	42,261		43,740	43,740	43,740	3.50%	33	28,945	37,431	44,917	112.80%	116.66%	0	0	0	
0	Wingfield, Rosita	Custodian I - Night/Day/Time	14,408	14,408		15,777	15,777	15,777	9.50%	1	13,588	16,985	20,382	107.69%	111.48%	0	1,208	0	
4	Wynn, Evelyn S.	Sue Department Secretary	18,911	18,911		20,518	20,518	20,518	8.50%	9	16,556	20,695	24,833	84.83%	89.15%	0	1,208	0	
1	Winters, Scott A.	Lienancy Coordinator	24,000	24,000	24,000	24,840	24,840	24,840	3.50%	12	17,829	22,296	28,743	107.69%	111.48%	0	1,77	0	
4	Zaragoza, Guadalupe	Custodian I - Night/Day/Time	17,528	17,528		18,141	18,141	18,141	3.50%	1	16,556	20,695	24,833	106.81%	108.81%	0	0	0	
0	Zim, Robert W.	Custodian I - Night/Day/Time	14,408	14,408		15,777	15,777	15,777	9.50%	1	13,588	16,985	20,382	103.20%	106.81%	0	1,208	0	
20	Zuriga, Jmael V.	Custodial Supervisor	33,096	33,096		34,254	34,254	34,254	3.50%	14	18,731	23,414	28,097	141.35%	146.30%	0	1,208	0	

< Min 15 McCleery, F. Steve President 86,000 86,000 86,000 86,000 0.00% 76 86,586 108,232 129,878 79.46% 79.46% 588 22,232 0

6,165,495 5,419,028 746,467 6,619,382 5,824,822 793,560 405,794 Institutional cost
7.35% Overall % Increase

84.37% 101.26% 9.075 331,486 69,723 Percentage of Payroll 0.14% 5.01% 1.05%

OPTION C – MARKET and YEARS OF NMJC SERVICE

New Mexico Junior College 2000-01 Compensation

Methodology

Option C includes a combination of increases for employees, based on both market and years of service calculated as follows:

Market calculation

Positions below 80% of market (minimum)	The amount needed to bring the position up to minimum, with no less than 7% and no more than 13%
Positions at 80-89.99% of market	7% increase
Positions at 90-99.99% of market	6% increase
Positions at 100-109.99% of market	5% increase
Positions at 110% + of market	3½% increase

Years of NMJC service calculation

< 1 year at NMJC	0% increase
1 through 5 years at NMJC	1% increase
6 through 10 years at NMJC	1½% increase
11 through 15 years at NMJC	2% increase
16 through 20 years at NMJC	2½% increase
21 and over years at NMJC	3% increase

As per the Employee Handbook, adjustments were made for 4 support employees who completed approved coursework. A market adjustment was also made to the college's lead technology position.

Pros

- Provides workforce stability by considering both market and rewarding years of service.
- Provides more flexibility in moving positions under minimum closer to minimum.
- Provides more flexibility in moving positions at the low end of a pay range closer to midpoint (e.g. positions farthest from the midpoint receive a larger increase).

Cons

- New employees may receive less of an increase.

**NEW MEXICO JUNIOR COLLEGE
OPTION C - MARKET and YEARS of NMJC SERVICE**

7:08 PM 6/10/00
Option C for 6-12-00 worksheet + service.xls

Svc Yrs	EMPLOYEE NAME	RECOMMENDED JOB CLASSIFICATION TITLE	CURRENT SALARY	Funding- Institutional	Funding- Grants	NEW SALARY	Funding- Institutional	Funding- Grants	RECOMMENDED			OLD COMPA- RATIO	NEW COMPA- RATIO	1-1st after INCREASE	2-1st after INCREASE	3-1st after INCREASE		
									Percentage Increase	SALARY RANGE	MINIMUM						MIDPOINT	MAXIMUM
< Min	4 Batan, Ara C.	Professor - MA	29,694	28,694		32,070	32,070		8.00%	33	29,945	37,431	44,917	79,33%	86,89%	0	5,361	0
< Min	0 Benavidez, Vicki	Department Secretary	16,181		16,181	17,386		17,386	7.45%	9	16,536	20,695	24,833	78.19%	84,01%	0	3,309	0
< Min	4 Beran, Debra "Deby"	Accounting Supervisor	32,000	32,000		35,915	35,915		12.23%	40	35,595	44,493	53,392	71.92%	80,72%	0	8,579	0
< Min	7 Brown, Lisa D.	Director of Human Resources	33,256	33,256		37,579	37,579		13.00%	43	36,332	47,915	57,498	69.41%	78.43%	753	10,338	0
< Min	2 Burnett, La Jean F.	Director of Lea County Cowboy Hall of Fame	27,160	27,160		29,469	29,469		8.50%	31	28,502	35,627	42,763	76.23%	82,71%	0	6,158	0
< Min	2 Chavez, Michael F.	Professor - MA	28,487	28,487		30,777	30,777		8.00%	33	29,945	37,431	44,917	78.13%	82,22%	0	6,654	0
< Min	2 Cook, Randy A.	Program Coordinator/Planner-Cont Ed/CES	26,000	26,000		28,510	28,510		13.00%	34	30,693	39,367	48,040	67.77%	76.59%	1,313	8,987	0
< Min	5 Duff, Deetta J.	Administrative Secretary	22,590	22,590		24,510	24,510		8.50%	22	22,822	28,528	34,233	79.19%	85,92%	0	5,984	0
< Min	5 Gann, Vicki L.	Reference Technician	20,576	20,576		23,251	23,251		13.00%	25	24,577	30,721	36,865	68.98%	75.89%	1,326	7,470	0
< Min	5 Hancock, Beth N.	Executive Secretary	22,275	22,275		24,800	24,800		11.94%	25	24,577	30,721	36,865	72.51%	80.73%	0	5,921	0
< Min	6 Hicks, Barbara L.	Computer Operator	20,753	20,753		23,133	23,133		8.00%	16	22,822	28,528	34,233	72.75%	81.09%	0	5,394	0
< Min	1 Huddleston, David L.	Maintenance III - Carpenter	20,507	20,507		22,148	22,148		8.00%	19	20,676	26,585	31,014	79.35%	85.70%	0	3,697	0
< Min	0 Jones, Tangela I.	Accounts Receivable Supervisor	19,124	19,124		21,610	21,610		13.00%	23	23,393	29,241	35,088	65.40%	73.90%	1,783	7,631	0
< Min	5 Kunko, W. "Bill" C.	Director of Computer Information Systems	44,341	44,341		50,105	50,105		13.00%	51	48,703	58,379	70,055	75.05%	85.83%	0	8,274	0
< Min	8 Mahan, Kathy R.	Desktop Designer	24,225	24,225		26,294	26,294		8.50%	25	24,577	30,721	36,865	78.85%	85.56%	2,007	4,437	0
< Min	10 Miller, Wilrona C.	Executive Secretary	16,181	16,181		17,475	17,475		8.00%	9	16,536	20,695	24,833	78.19%	84.44%	0	3,220	0
< Min	2 Mitchell, Linda K.	Department Secretary	37,690	37,690		40,994	40,994		8.50%	43	38,332	47,915	57,498	78.06%	85.35%	0	7,021	0
< Min	10 Neel, Linda L.	Director of Financial Aid	41,781	41,781		47,190	47,190		13.00%	52	47,871	59,839	71,807	69.79%	78.69%	861	12,649	0
< Min	6 Nelson, Cecilia E. "C"	Director of Development	49,000	49,000		53,165	53,165		8.50%	53	49,088	61,335	73,602	79.89%	88.69%	0	8,170	0
< Min	10 Orseld, Sam L.	Dean of Continuing Ed/Comm. Services	16,981	16,981		18,318	18,318		8.00%	10	16,970	21,212	25,454	76.31%	83.10%	0	3,488	0
< Min	3 Putman, Donald R.	Security Officer	15,791		15,791	17,197		17,197	8.90%	9	16,566	20,695	24,833	78.51%	83.10%	0	2,894	0
< Min	1 Ramirez, Debbie J.	Department Secretary	34,882	34,882		38,196	38,196		9.50%	40	35,595	44,493	53,392	78.40%	85.85%	0	6,297	0
< Min	16 Shields, Jereff A.	Administrative Assistant to President	20,294	20,294		22,932	22,932		13.00%	22	22,822	28,528	34,233	71.14%	80.39%	0	5,596	0
< Min	4 Sisco, Jackie L.	Registrar Assistant II	22,798	22,798		24,735	24,735		8.50%	22	22,822	28,528	34,233	79.91%	86.71%	0	3,793	0
< Min	9 Springer, Donna L.	Administrative Secretary	29,000	29,000		31,335	31,335		7.00%	33	29,945	37,431	44,917	74.90%	80.04%	0	4,106	0
< Min	0 Stephenson, Cyndi	Academic Career Planner	23,273	23,273	29,960	25,135	25,135	29,960	7.00%	23	23,393	29,241	35,088	76.69%	85.89%	0	4,106	0
< Min	2 Taylor, Cliff "Shawn"	Maintenance Utility/Lead Carpenter	19,124	19,124		21,610	21,610		13.00%	22	22,822	28,528	34,233	67.04%	75.75%	1,212	6,918	0
< Min	1 Tellez, Celia "Sally" C	Inventory Control Specialist	20,507	20,507		21,942	21,942		7.00%	20	21,722	27,153	32,584	76.52%	80.81%	0	5,211	0
< Min	0 Tice, Robert A.	Maintenance IV - Mechanical Systems																

Employees above minimum:

0	Abbott, Barbara "Gay"	Director of Student Support Services	33,500	33,500	33,500	35,845	35,845		7.00%	37	33,053	41,317	49,580	81.08%	86.76%	0	5,472	0
2	Adams, Charles H.	Professor - BA	33,094	33,094		35,411	35,411		7.00%	30	27,807	34,758	41,710	85.21%	101.88%	0	0	0
6	Answorth, Joy D.	Maintenance I - Shpping, Reselling/Dept. Clerk	20,294	20,294		21,816	21,816		7.50%	9	16,556	20,695	24,833	98.06%	105.42%	0	0	0
2	Alonzo, Magdalena	Custodian I - Night/DayTime	16,748	16,748		17,920	17,920		7.00%	1	13,588	16,985	20,382	88.60%	105.50%	0	0	0
0	Anderson, Jason	Coordinator of Audio Video Services	25,000	25,000		26,875	26,875		3.50%	12	17,829	22,286	26,743	112.18%	116.11%	0	0	0
2	Babb, Janell R.	Library Assistant	17,741	17,741		19,160	19,160		8.00%	9	16,556	22,286	26,743	112.18%	116.11%	0	0	0
0	Baeza, Nora G.	Custodian I - Night/DayTime	14,798	14,798		15,834	15,834		7.00%	1	13,588	16,985	20,382	87.12%	93.22%	0	1,535	0
15	Baldwin, John A.	Professor - MA	36,875	36,875		39,825	39,825		8.00%	33	38,825	47,917	56,82%	108.40%	119.89%	0	0	0
16	Barclou, Steven J.	Professor - MA	42,261	42,261		44,797	44,797		6.00%	30	29,945	37,431	44,917	112.90%	119.89%	0	0	0
5	Bascom, Charles"Bur"	Security Officer	18,301	18,301		20,652	20,652		7.00%	10	16,970	21,212	25,454	80.99%	97.36%	0	560	0
10	Bell, Barbara F.	Professor - MA	41,863	41,863		43,746	43,746		5.00%	30	29,945	37,431	44,917	118.31%	118.87%	0	0	0
9	Bennett, Sue E.	Professor - PHD	41,009	41,009		44,085	44,085		7.50%	40	35,595	44,493	53,392	92.17%	99.08%	0	408	0
2	Benning, Robert M.	Dean of Admissions and Records	49,000	49,000		51,940	51,940		6.00%	42	37,397	46,746	56,095	104.82%	111.11%	0	0	0

**NEW MEXICO JUNIOR COLLEGE
OPTION C - MARKET and YEARS of NMJC SERVICE**

7:08 PM 6/10/00
Option C for 6-12-00 worksession + service.xls

Svc Yrs	EMPLOYEE NAME	RECOMMENDED JOB CLASSIFICATION TITLE	CURRENT SALARY	Funding- Institutional	Funding- Grants	NEW SALARY	Funding- Institutional	Funding- Grants	RECOMMENDED			OLD COMPA- RATIO	NEW COMPA- RATIO	6-MON after INCREASE	6-MON after INCREASE	6-MAX after INCREASE	
									Percentage Increase	SALARY RANGE	MINIMUM						MIDPOINT
24	Berner, Victor G.	Professor - PHD	45,593	45,593		49,240	49,240		8.00%	40	35,595	44,493	53,392	102.47%	110.67%	0	0
10	Best, Mickey D.	Dean of Arts and Sciences	55,000	55,000		58,575	58,575		6.50%	47	42,311	52,989	63,467	103.99%	110.75%	0	0
33	Biggs, George R.	Professor - MA+45	49,956	49,956		53,203	53,203		6.50%	38	33,980	42,350	50,819	117.99%	125.63%	0	0
4	Birmingham, Kim D.	Bookstore Clerk II	17,741	17,741		19,160	19,160		8.00%	9	16,556	20,695	24,833	85.73%	92.58%	0	2,384
15	Birmingham, Ray J.	Professor - MA	38,269	38,269		42,018	42,018		7.00%	33	29,945	37,431	44,917	104.91%	112.28%	0	1,535
2	Black, James R.	Professor - MA	35,678	35,678		38,354	38,354		7.50%	33	29,945	37,431	44,917	95.32%	102.47%	0	0
9	Black, Patricia S.	SI Professor - BA	30,271	30,271		32,693	32,693		8.00%	30	27,807	34,759	41,710	87.09%	94.06%	0	0
7	Bowman, Patricia D.	Professor - MA	39,887	39,887		42,458	42,458		6.50%	33	29,945	37,431	44,917	108.51%	113.43%	0	2,065
6	Brady, Connie L.	Controller	39,375	39,375		42,722	42,722		8.50%	42	37,397	46,746	56,095	108.51%	113.43%	0	0
17	Braun, William 'Bill'	Director of Graphic Arts Services	39,163	39,163		41,513	41,513		6.00%	29	27,128	33,910	40,693	116.49%	122.42%	0	4,024
9	Britan, Jerry R.	Director/Professor - Petroleum And Environmental	43,388	43,388		46,642	46,642		7.50%	43	38,332	47,915	57,498	90.55%	97.34%	0	0
3	Brumley, Connie S.	Coordinator of Special Needs Services	34,778	34,778		36,285	36,285		4.50%	12	17,829	22,286	26,743	158.05%	163.08%	0	1,273
4	Brunley, Joy A.	Program Director of SBDC	35,431	35,431		38,245	38,245		8.00%	37	33,053	41,317	49,580	82.29%	88.67%	0	4,085
1	Cawthess, G. Laroc	Director of Student Housing/Activities	34,000	34,000		41,013	41,013		7.00%	37	33,053	41,317	49,580	82.77%	89.27%	0	4,597
5	Cavitt, Terri M.	Professor - MA+38	38,330	38,330		40,463	40,463		4.50%	14	18,731	23,414	28,097	81.69%	87.40%	0	304
0	Chacon, Guadalupe	Maintenance II - General Maintenance	26,500	26,500		27,693	27,693		4.50%	12	17,829	22,286	26,743	118.91%	124.28%	0	2,951
1	Charfy, Patricia S.	ACCEL Job Coach	19,124	19,124		20,463	20,463		7.00%	14	18,731	23,414	28,097	82.29%	87.40%	0	0
0	Collins, Frank D.	Coordinator of Purchasing	32,000	32,000		41,839	41,839		6.00%	26	25,191	31,489	37,787	101.62%	107.72%	0	0
9	Cornell, Linda E.	Professor - MA+12	41,839	41,839		44,559	44,559		6.50%	34	30,693	39,387	48,040	109.05%	116.14%	0	0
3	Coombes, Amy L.	Library Assistant	18,131	18,131		19,581	19,581		8.00%	20	16,556	20,695	24,833	87.61%	94.62%	0	1,114
19	Cooper, Ronald M.	Maintenance IV - Mechanical Systems	23,627	23,627		25,872	25,872		9.50%	20	21,722	27,153	32,584	87.01%	95.29%	0	1,281
5	Cox, Hollis W.	Way Professor - MA	30,282	30,282		32,715	32,715		8.00%	33	29,945	37,431	44,917	80.83%	87.40%	0	4,716
7	Cummings, Karen S.	Professor - MA	39,867	39,867		42,458	42,458		6.50%	33	29,945	37,431	44,917	106.51%	113.43%	0	0
26	Curry, Barb A.	Learning Lab/Testing Center Supervisor	23,483	23,483		25,832	25,832		10.00%	54	22,822	28,528	34,239	82.32%	90.55%	0	2,896
21	Davis, Steven M.	Director of Allied Health	52,102	52,102		57,312	57,312		10.00%	22	44,276	50,284	56,294	82.89%	91.16%	0	0
2	Dopoto, Eloy O.	Custodian II - Custodial Crew Leader	18,131	18,131		19,219	19,219		6.00%	3	14,276	17,945	21,414	101.80%	107.70%	0	5,556
0	Dreman, Elaine G.	Library Assistant	27,500	27,500		28,463	28,463		3.50%	12	17,829	22,286	26,743	123.40%	127.72%	0	0
1	Duke, Marjyn A.	Professor - BA	17,741	17,741		18,318	18,318		8.50%	9	16,556	20,695	24,833	85.73%	89.21%	0	1,535
2	Dye, Earl K.	Library Assistant	18,981	18,981		20,007	20,007		5.50%	30	27,907	34,758	41,710	82.22%	88.21%	0	3,751
1	Edwards, Karen A.	Receptionist/Secretary	17,741	17,741		18,318	18,318		8.00%	9	16,556	20,695	24,833	81.96%	88.52%	0	0
14	Emmerich, Patricia Pe	Professor - PHD	41,009	41,009		43,880	43,880		7.00%	40	35,595	44,493	53,392	85.73%	92.58%	0	0
8	Flanary, Vela Y.	Department Secretary	21,138	21,138		22,617	22,617		7.00%	9	16,556	20,695	24,833	82.17%	88.62%	0	613
0	Flores, Jose B.	Programmer Analyst	36,000	36,000		38,090	38,090		8.50%	36	32,247	40,309	48,371	88.31%	102.14%	0	1,249
0	Flowers, Kevin T.	Groundskeeper I	15,578	15,578		16,513	16,513		6.00%	1	13,588	16,985	20,382	91.72%	97.22%	0	472
3	Fons, August M.	Director/Professor - Law Enforcement Technology	40,755	40,755		44,015	44,015		8.00%	43	38,332	47,915	57,498	85.06%	91.88%	0	3,900
5	Forther, Terry L.	Security Officer	18,911	18,911		20,424	20,424		8.00%	10	16,970	21,212	25,454	98.15%	98.29%	0	788
5	Fowler, Mark D.	Custodian I - Night/DayTime	16,358	16,358		17,503	17,503		7.00%	1	13,588	16,985	20,382	86.31%	90.05%	0	0
0	Freed, Mark A.	Director of Bookstore Services	31,289	31,289		33,479	33,479		7.00%	29	27,128	33,910	40,693	82.27%	89.73%	0	431
8	Galvan, Adrian J.	ESL/Basic Skills Specialist	26,500	26,500		27,428	27,428		3.50%	12	17,829	22,286	26,743	118.91%	123.07%	0	0
0	Galvayan, Merida K.	Department Secretary	20,609	20,609		22,155	22,155		7.50%	9	16,556	20,695	24,833	89.59%	96.92%	0	0
2	Garcia, Jose C.	Professor - MA	38,277	38,277		40,816	40,816		7.00%	33	29,945	37,431	44,917	96.92%	103.70%	0	0
0	Garcia, Jose C.	Professor - BA	28,707	28,707		31,786	31,786		7.00%	30	27,807	34,758	41,710	85.47%	91.45%	0	2,972
1	Gilliland, Vera J.	Director of Talent Search	34,500	34,500		37,260	37,260		8.00%	37	33,053	41,317	49,580	83.50%	90.18%	0	4,057
9	Goed, Katherine D.	Secretary - MA	18,904	18,904		21,397	21,397		8.50%	30	29,945	37,431	44,917	86.41%	95.93%	0	1,524
7	Gomez, Lucinda	Secretary	15,188	15,188		16,251	16,251		7.00%	1	16,556	20,695	24,833	86.18%	90.38%	0	0
0	Gonzales, Euphida	Custodian I-Night/DayTime	52,655	52,655		56,887	56,887		8.00%	44	48,112	58,935	69,422	89.42%	95.68%	0	734
24	Grossart, Patrick C.M.	Director of Guidance and Counseling	52,655	52,655		56,887	56,887		8.00%	44	48,112	58,935	69,422	107.21%	115.78%	0	0
2	Grossart, Christilla L.	Department Secretary	18,131	18,131		19,581	19,581		8.00%	9	16,556	20,695	24,833	87.61%	94.62%	0	0
10	Guthrie, Robert T.	Professor - MA+12	37,474	37,474		40,285	40,285		7.50%	33	30,693	39,387	48,040	97.67%	105.00%	0	0

**NEW MEXICO JUNIOR COLLEGE
OPTION C - MARKET and YEARS of NMJC SERVICE**

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Svc Yrs	EMPLOYEE NAME	RECOMMENDED JOB CLASSIFICATION TITLE	CURRENT SALARY	Funding- Institutional	Funding- Grants	NEW SALARY	Funding- Institutional	Funding- Grants	RECOMMENDED			OLD COMP-A- RATIO	NEW COMP-A- RATIO	%-CHG after INCREASE	%-CHG after INCREASE	%-MAX after INCREASE	
									PERCENTAGE INCREASE	SALARY RANGE	RANGE						
1	Halladay, Judy L.	Receptionist/Registrar	16,356	16,356		17,503	17,503		7.00%	2	13,928	17,410	20,892	83.98%	100.54%	0	0
5	Halladay, Terry K.	Professor - BA	36,482	36,482		38,671	38,671		6.00%	30	27,807	34,758	41,710	104.96%	111.26%	0	0
3	Hale, John M.	Maintenance II - General Maintenance	19,583	19,583		21,150	21,150		8.00%	14	18,731	23,414	28,097	83.64%	90.33%	0	0
26	Harris, Jim R.	Professor - PHD	48,868	48,868		52,777	52,777		8.00%	40	36,595	44,489	53,392	109.83%	118.82%	0	0
0	Helms, Nelda G.	Professor - MA	38,670	38,670		41,184	41,184		6.50%	33	29,945	37,431	44,917	103.31%	110.03%	0	0
0	Hernandez, Elizabeth	Custodian I - Night/Day/Time	16,356	16,356		17,339	17,339		6.00%	1	13,588	16,985	20,382	96.31%	102.08%	0	0
7	Hilburn, Maria E.	Custodian I - Night/Day/Time	16,748	16,748		18,004	18,004		7.50%	1	13,588	16,985	20,382	96.67%	106.00%	0	0
10	Holladay, Kelly G.	Professor - MA	34,481	34,481		37,087	37,087		7.50%	33	29,945	37,431	44,917	92.12%	106.99%	0	0
6	Holstrom, Felicitas Toc	Professor - BA	34,788	34,788		37,049	37,049		6.50%	30	27,807	34,758	41,710	100.09%	106.59%	0	0
2	Huerta, Optelia	Registrar Assistant I	17,351	17,351		18,739	18,739		8.00%	9	16,556	20,695	24,833	83.84%	90.55%	0	0
0	Ingram, Philip R.	Lead Journeyman Electrician	24,657	24,657		26,383	26,383		7.00%	24	17,828	22,972	28,116	82.27%	88.03%	0	0
1	Jackson, Marilyn Sue	Director of Learning & Career Services	25,000		25,000	26,125		4.50%	12	17,828	22,972	28,116	112.16%	117.23%	0	0	
0	Jacob, Melinda	Dept Secretary- Allied Health Fields	49,559	48,559		50,982	50,982		9.50%	47	42,311	52,889	63,467	88.03%	98.39%	0	0
15	Jacobs, Johnny E.	Security Sergeant	17,741	17,741		18,983	18,983		7.00%	9	16,556	20,695	24,833	85.73%	91.73%	0	0
6	James, Tamara K.	Professor - BA	23,326	23,326		25,425	25,425		9.00%	20	21,722	27,153	32,584	85.91%	83.64%	0	0
0	Jenkins, Sharon D.	Director of Library Services	30,271	30,271		32,874	32,874		8.60%	30	27,807	34,758	41,710	87.08%	84.49%	0	0
4	Jimenez, Leopoldo C	Groundskeeper I	49,000	49,000		51,940	51,940		6.00%	45	40,272	50,340	60,408	97.34%	103.18%	0	0
1	Jimenez, Sonya D.	Professor - MA	17,528	17,528		18,580	18,580		6.00%	1	13,588	16,985	20,382	103.20%	102.39%	0	0
0	Johns, Handy W.	Custodian II - Custodial Crew Leader	16,571	16,571		17,665	17,665		6.60%	3	14,278	17,645	21,414	92.86%	92.86%	0	0
4	Juarez, Maria R.	Tech Assistant/Placement & Financial Services	19,359	16,571		19,906	17,665		8.00%	9	16,556	20,695	24,833	88.82%	85.71%	0	0
3	Kadir, Sandra 'Jane'	Professor - MA	30,282	30,282		32,715	32,715		8.00%	33	29,945	37,431	44,917	80.89%	87.40%	0	0
1	Keys, Johnnie B.	Bel Department Secretary	17,351	17,351		18,739	18,739		8.00%	9	16,556	20,695	24,833	83.64%	90.55%	0	0
27	Kiehl, Henry Scott	Professor - MA	40,466	40,466		43,068	43,068		6.50%	39	29,945	37,431	44,917	108.11%	115.14%	0	0
10	Knappp, Patricia A.	Records Administrator	47,558	47,558		51,363	51,363		8.00%	40	35,585	44,489	53,392	106.88%	115.44%	0	0
4	Kroll, Lynda G.	Professor - BA	22,682	22,682		25,001	25,001		9.50%	22	22,622	29,528	34,233	80.03%	87.64%	0	0
1	Lacey, Angela R.	ACCEL Client Services Manager	34,788	34,788		36,875	36,875		6.00%	30	27,807	34,758	41,710	100.09%	106.09%	0	0
4	Lalman, Kevin D.	Professor - BA	30,000		30,000	31,350		4.50%	12	17,828	22,972	28,116	134.61%	140.67%	0	0	
5	Lambert, Darlene	Telephone Operator/Mail Clerk	28,013	28,013		30,254	30,254		8.00%	30	27,807	34,758	41,710	80.59%	87.04%	0	0
3	Landers, Karen M.	Professor - BA	17,918	17,918		18,983	18,983		6.00%	2	13,928	17,410	20,892	102.92%	109.09%	0	0
33	Lathrop, John D.	Professor - MA+12	31,865	31,865		34,203	34,203		7.00%	30	27,807	34,758	41,710	91.86%	98.40%	0	0
0	Lathrop, Robert M.	Custodian I - Night/Day/Time	16,356	16,356		17,339	17,339		6.50%	30	30,683	38,367	46,040	98.31%	122.30%	0	0
2	Leeds, Dennis L.	Custodian I - Night/Day/Time	16,748	16,358		17,920	17,339		7.00%	1	13,588	16,985	20,382	96.31%	102.08%	0	0
10	Lewis, Patsy Gale	Executive Secretary	24,981	24,981		27,082	27,082		8.50%	25	15,588	19,985	24,382	88.60%	105.50%	0	0
9	Lloyd, Richard J.	Professor - MA	24,981	24,981		27,082	27,082		8.50%	1	13,588	16,985	20,382	81.25%	88.15%	0	0
2	Loya, Luis	Custodian I - Night/Day/Time	36,277	36,277		38,989	38,989		7.50%	33	29,945	37,431	44,917	98.92%	104.19%	0	0
5	Luelien, Ruthie D.	Bookstore Clerk II	16,748	16,748		17,920	17,920		7.00%	1	13,588	16,985	20,382	88.60%	105.50%	0	0
10	Martinez, Carol M.	Department Secretary	18,911	18,911		20,235	20,235		7.00%	9	16,556	20,695	24,833	91.39%	97.78%	0	0
0	Martinez, Dharma R.	Coordinator of Adult Basic Education	21,089	21,089		22,438	22,438		6.50%	9	16,556	20,695	24,833	101.81%	108.42%	0	0
8	Martiz, Joaquina	Department Secretary	28,500	28,500		29,498	29,498		3.50%	12	17,828	22,972	28,116	88.07%	132.38%	0	0
5	McCool, Jeffery 'Jeff'	Director of Del Norte/Allen's BB Coach	19,578	19,578		21,046	21,046		7.50%	9	16,556	20,695	24,833	94.80%	101.70%	0	0
17	Magert, Dianne A.	Professor - MA+12	33,256	33,256		35,584	35,584		7.00%	29	27,128	33,910	40,693	98.07%	104.94%	0	0
1	Mendonza, Virginia A.	Professor - MA	42,449	42,449		44,998	44,998		6.00%	34	30,693	38,367	46,040	110.84%	117.23%	0	0
0	Miller, Kathleen 'Kath'	Department Secretary	30,292	30,292		32,715	32,715		8.00%	33	29,945	37,431	44,917	80.83%	87.40%	0	0
2	Miller, Kathleen 'Kath'	Secretary	17,741	17,741		18,983	18,983		7.00%	9	16,556	20,695	24,833	85.73%	91.73%	0	0
0	Miranda, Pedro 'Pete'	Custodian I - Night/Day/Time	19,652	19,652		21,028	21,028		7.00%	9	16,556	20,695	24,833	94.98%	101.61%	0	0
10	Mladinic, Peter G.	Professor - MA+24	16,358	16,358		17,339	17,339		6.00%	1	13,588	16,985	20,382	96.31%	102.08%	0	0
23	Moore, Emseline G.	Professor - MA+12	38,267	38,267		41,137	41,137		7.50%	35	31,461	39,326	47,191	97.31%	104.61%	0	0
0	Morales, Jesse	Groundskeeper I	43,058	43,058		45,857	45,857		6.50%	34	30,683	38,367	46,040	112.23%	119.52%	0	0
0			16,358	16,358		17,339	17,339		6.00%	1	13,588	16,985	20,382	96.31%	102.08%	0	0

NEW MEXICO JUNIOR COLLEGE OPTION C - MARKET and YEARS of NMJC SERVICE

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SVC Yrs	EMPLOYEE NAME	RECOMMENDED JOB CLASSIFICATION TITLE	CURRENT SALARY	Funding- Institutional	Funding- Grants	NEW SALARY	Funding- Institutional	Funding- Grants	RECOMMENDED			OLD COMPA- RATIO	NEW COMPA- RATIO	%-IN after INCREASE	%+IN after INCREASE	%+MAX after INCREASE		
									Percentage Increase	SALARY RANGE	MINIMUM						MIDPOINT	MAXIMUM
0	Morales, Luzdivina	Custodian I - Night/Day/Time	14,788	14,788		15,834	15,834		7.00%	1	13,898	18,985	20,382	87.12%	83.22%	0	1.151	0
6	Moreland, Lyda R.	Security Officer	17,879	17,879		19,399	18,399		8.50%	10	16,970	21,212	25,454	84.28%	81.45%	0	1.193	0
14	Morris, Richard L.	Director of Athletics	50,982	50,982		54,551	54,551		7.00%	45	40,272	50,340	60,408	101.27%	108.36%	0	0	0
4	Munoz, Gloria D.	Administrative Director of SRDC	35,431	35,431		38,265	38,265		8.00%	38	33,860	42,350	50,819	83.66%	90.39%	0	4.085	0
3	Murphy, Shelly A.	Professor - BA	28,013	28,013		30,254	30,254		8.00%	30	27,807	34,758	41,710	80.58%	87.04%	0	4.504	0
0	Navaretta, Emily C.	Director of Upward Bound Program	34,000	34,000		35,700	35,700		5.00%	29	27,128	33,910	40,693	100.26%	105.28%	0	0	0
3	Necasato, Charles R.	Security Officer	18,521	18,521		20,003	20,003		8.00%	10	16,970	21,212	25,454	87.31%	84.30%	0	1.209	0
0	Newey, Paul L.	ACCEL Job and Community Developer	26,500	26,500		27,428	27,428		3.50%	12	17,629	22,288	28,743	118.91%	123.07%	0	0	685
1	Newman, Lynda L.	Professor - MA	32,088	32,088		34,655	34,655		8.00%	33	29,945	37,431	44,917	85.73%	92.59%	0	2.778	0
0	Olivas, Toni R.	Cashier	17,741	17,741		18,983	18,983		7.00%	9	16,558	20,885	24,833	85.73%	91.73%	0	1.712	0
1	Orgen, Regina L.	Vice President For Student Services	62,500	62,500		66,875	66,875		7.00%	54	50,294	62,888	75,442	89.41%	106.57%	0	0	0
6	Ortiz, Maria "Pilar" P.	Hardware/Software Specialist	27,000	27,000		29,285	29,285		8.50%	26	25,191	31,489	37,787	85.74%	89.03%	0	2.194	0
4	Owens, Tanya L.	Data Gatherer/MBE Specialist	20,576	20,576		22,017	22,017		7.00%	12	17,829	22,286	26,743	82.33%	86.79%	0	2.89	0
0	Owens, Wiley G.	Gift Groundskeeper I	16,358	16,358		17,339	17,339		6.00%	1	13,588	18,985	20,382	86.31%	102.08%	0	0	0
8	Pena, Brenda J.	Vice President For Finance	63,187	63,187		68,558	68,558		8.50%	59	56,904	71,129	85,355	88.83%	96.38%	0	2.571	0
6	Pena, Joe Jr.	Groundskeeper II	19,301	19,301		20,556	20,556		6.50%	3	14,278	17,945	21,414	108.16%	115.18%	0	0	0
12	Pena, Stan A.	Director of Physical Plant	55,832	55,832		59,740	59,740		7.00%	47	42,311	52,889	63,467	108.16%	111.82%	0	0	0
5	Perez, Delta M.	Custodian I - Night/Day/Time	17,918	17,918		18,983	18,983		6.00%	1	13,588	17,945	20,382	105.49%	112.28%	0	0	0
1	Perry, Timothy "Tim"	Coordinator of Public Relations/Marketing	30,000	30,000		32,100	32,100		7.00%	28	26,467	33,083	39,700	90.88%	97.03%	0	0	0
1	Phillips, Larae	Counselor	38,000	38,000		40,680	40,680		7.00%	36	32,247	40,309	48,371	94.27%	100.87%	0	0	0
13	Pierce, Brenda C.	Professor - MA	39,289	39,289		42,018	42,018		6.00%	33	29,945	37,431	44,917	104.81%	112.28%	0	0	0
0	Pipkins, Shannon	Talent Search School Coordinator	24,000	24,000		25,200	25,200		5.00%	12	17,829	22,286	26,743	107.69%	113.08%	0	0	0
2	Prullit, Deborah/Deb	Director of Security/Prof. Law Enl Techn/CJ	33,681	33,681		36,049	36,049		7.00%	31	28,502	35,827	42,753	87.24%	94.22%	0	1.007	0
3	Quiroz, Santos O.	Clark	15,188	15,188		16,403	16,403		8.00%	2	13,928	17,410	20,892	94.57%	101.18%	0	0	0
3	Rascon, Rudy	Graphics Arts Assistant	22,670	22,670		24,030	24,030		6.00%	9	16,558	20,885	24,833	109.65%	118.12%	0	0	0
6	Rash, William D.	Maintenance I - Plant Warehouseman, Motor Pool	22,759	22,759		24,238	24,238		6.50%	9	16,558	20,885	24,833	109.88%	117.12%	0	0	0
2	Rehner, Anna L.	Department Secretary	17,351	17,351		18,739	18,739		8.00%	9	16,558	20,885	24,833	83.84%	90.55%	0	1.958	0
1	Rico, John R.	Professor - MA+24	37,946	37,946		40,281	40,281		7.00%	35	31,461	39,328	47,191	95.73%	102.43%	0	0	0
1	Richards, Donna K.	Department Secretary	17,810	17,810		19,378	19,378		8.80%	9	16,558	20,885	24,833	86.09%	93.64%	0	1.317	0
26	Roan, William C.	Professor - BA	43,285	43,285		46,109	46,109		6.50%	30	27,807	34,758	41,710	124.66%	132.68%	0	0	4,389
3	Robinson, Constance	Coordinator of Learning Assistance	34,778	34,778		36,343	36,343		4.50%	12	17,829	22,286	26,743	158.05%	163.08%	0	0	9,600
5	Robledo, Emilia O.	% Accounts Payable Clerk	20,753	20,753		22,208	22,208		7.00%	12	17,829	22,286	26,743	83.12%	89.64%	0	80	0
2	Sadeqimohammedam, C	Professor - MA	37,474	37,474		39,722	39,722		6.00%	33	29,945	37,431	44,917	100.12%	106.14%	0	0	0
1	Salaazar, Robert R.	Professor - BA	32,530	32,530		34,807	34,807		7.00%	30	27,807	34,758	41,710	93.59%	100.14%	0	0	0
1	Schagphok, Barbara	ACCEL Project Coordinator	35,000	35,000		36,575	36,575		4.50%	12	17,829	22,286	26,743	157.05%	164.12%	0	0	9,932
8	Scott, Patricia C.	Allied Health Counselor	32,909	32,909		34,554	34,554		5.00%	12	17,829	22,286	26,743	147.87%	155.05%	0	0	7,811
5	Sedethorn, Dwight H	Professor - MA+12	33,913	33,913		36,626	36,626		8.00%	34	30,889	38,287	46,040	88.39%	95.48%	0	1.741	0
2	Seed, Lisa J.	Department Secretary	17,030	17,030		18,393	18,393		8.00%	9	16,558	20,885	24,833	82.29%	88.86%	0	2.302	0
0	Shelton, Etienne R.	Coordinator of Payroll	29,000	29,000		30,015	30,015		3.50%	12	17,829	22,286	26,743	130.13%	134.69%	0	0	3,272
8	Shelton, Mary L.	Professor - MA+38	36,433	36,433		39,530	39,530		8.50%	37	33,053	41,317	49,580	88.18%	95.68%	0	1.787	0
1	Single, Deborah R.	Custodian I - Night/Day/Time	15,578	15,578		16,888	16,888		7.00%	1	13,588	18,985	20,382	91.72%	98.13%	0	3.17	0
5	Smith, Terry W.	%WA Coordinator of IT/IV	29,000	29,000		30,305	30,305		4.50%	12	17,829	22,286	26,743	130.13%	135.98%	0	0	3,582
3	Solomon, Edward/Ed	Maintenance Foreman	28,607	28,607		28,736	28,736		8.00%	27	25,821	32,278	38,732	82.43%	89.03%	0	3.640	0
1	Switney, Peggy J.	Department Secretary	17,741	17,741		18,160	18,160		8.00%	9	16,558	20,885	24,833	85.73%	92.58%	0	1.535	0
1	Teller, Francis/Fritz	ACCEL Job Developer	32,500	32,500		33,457	33,457		4.50%	12	17,829	22,286	26,743	145.83%	152.40%	0	0	7,220
9	Thompson, Debra L	Professor - MA+12	30,896	30,896		33,301	33,301		8.00%	30	30,693	38,967	46,040	87.20%	94.31%	0	4.910	0
3	Thornburgh, Stewart	Professor - MA	32,688	32,688		35,301	35,301		8.00%	33	29,945	37,431	44,917	80.37%	87.32%	0	2.130	0
16	Toglia, Thomas V.	Professor - MA+24	41,372	41,372		44,475	44,475		7.50%	35	31,461	39,328	47,191	105.20%	113.09%	0	0	0
0	Torres, David	Receptionist	14,408	14,408		15,417	15,417		7.00%	2	13,828	17,410	20,892	82.78%	88.55%	0	1.993	0

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SVC Yrs	EMPLOYEE NAME	RECOMMENDED JOB CLASSIFICATION TITLE	CURRENT SALARY	Funding- Institutional	Funding- Grants	NEW SALARY	Funding- Institutional	Funding- Grants	RECOMMENDED			OLD COMPA-RATIO	NEW COMPA-RATIO	Ratio after INCREASE	Ratio after INCREASE	Ratio after INCREASE		
									MINIMUM	MIDPOINT	MAXIMUM							
1	Townsend, Stephen /	Professor - MA+45	39,015	39,015		41,748	41,748		7.00%	38	33,890	42,350	50,819	92.13%	98.57%	0	0	0
27	Turner, Robert L.	Picmt. Coord./Inquiry Recuriter/Dir. of Evening Pr	42,921	21,181	21,180	45,072	22,536	22,536	6.50%	34	30,693	42,350	46,040	110.31%	117.48%	0	0	0
4	Vick, Marie E.	Professor - BA	30,271	30,271		32,893	32,893		8.00%	30	27,807	34,758	41,710	87.09%	84.08%	0	0	0
0	Vigli, Oscar R.	Coordinator of Network Systems	33,000	33,000		35,310	35,310		7.00%	34	30,893	38,967	46,040	86.01%	92.03%	0	0	0
3	Vitt, Douglas W.	Professor - MA+38	33,272	33,272		35,934	35,934		8.00%	37	33,053	41,317	49,580	90.53%	86.97%	0	0	0
0	Voza, Manuel L.	ABE Assessment/Retention Clerk	17,741		17,741	18,983		18,983	7.00%	9	16,556	20,695	24,833	85.73%	91.73%	0	0	0
3	Watson, Wathena P.	Department Secretary	16,729	16,729		20,112	20,112		7.99%	9	16,556	20,695	24,833	90.50%	87.18%	0	0	0
4	Wampler, Wende D.	Assistant Director of Financial Aid	27,713	27,713		29,890	29,890		8.00%	28	26,467	33,089	39,700	83.77%	90.47%	0	0	0
6	Weller, Martha L.	Professor - BA	37,046	37,046		39,454	39,454		6.50%	30	27,807	34,758	41,710	106.58%	108.59%	0	0	0
6	Whicker, Timothy R.	Professor - MA+24	39,509	39,509		42,077	42,077		6.50%	33	31,461	39,326	47,191	100.47%	107.00%	0	0	0
20	Wilcox, Lawrence P.	Professor - MA+38	43,389	43,389		46,843	46,843		7.50%	37	33,053	41,317	49,580	101.71%	108.39%	0	0	0
6	Williams, Carl 'Mike'	Professor - MA	38,072	38,072		40,547	40,547		6.50%	33	29,945	37,431	44,917	105.02%	112.89%	0	0	0
1	Williams, Dennis L.	Clerk	15,578	15,578		16,824	16,824		8.00%	2	17,410	17,410	20,892	101.71%	108.39%	0	0	0
0	Wilson, Garry A.	Professor - BA	33,094	33,094		35,080	35,080		6.00%	30	27,807	34,758	41,710	89.48%	96.64%	0	0	0
18	Wilson, Margaret L.	Professor - MA	42,261	42,261		44,797	44,797		6.00%	33	29,945	37,431	44,917	112.90%	119.88%	0	0	0
0	Whingfield, Rosita	Custodian I - Night/Day/Time	14,408	14,408		15,417	15,417		7.00%	1	13,588	16,995	20,382	95.21%	100.63%	0	0	0
4	Whyn, Evelyn S.	Sue Department Secretary	18,911	18,911		20,235	20,235		7.00%	9	16,556	20,695	24,833	119.88%	126.77%	0	0	0
1	Winters, Scott A.	Literacy Coordinator	24,000	24,000		25,440	25,440		6.00%	12	17,828	22,286	26,743	91.38%	97.78%	0	0	0
4	Zaragoza, Guadalupe	Custodian I - Night/Day/Time	17,528	17,528		18,580	18,580		6.00%	1	13,588	16,995	20,382	103.20%	109.38%	0	0	0
0	Zim, Robert W.	Custodian I - Night/Day/Time	14,408	14,408		15,417	15,417		7.00%	1	13,588	16,995	20,382	90.77%	90.77%	0	0	0
20	Zuniga, James V.	Custodial Supervisor	33,096	33,096		35,082	35,082		6.00%	14	18,731	23,414	28,097	141.35%	149.83%	0	0	0
			6,185,485	5,419,028	746,487	6,820,113	5,829,597	780,516						94.37% AVG	101.14% AVG	9,075	367,676	77,771

410,569 Institutional cost
7.37% Overall % Increase

Percentage of Payroll 0.14% 5.55% 1.17%

< Min 15 McCreery, F. Steve President

86,000 86,000

86,000 86,000

0.00%

76

86,586

108,232

128,878

79,46%

79,46%

596

22,232

0

NM COMMISSION ON HIGHER EDUCATION

___XXX_ Unrestricted Funds

STATE OF NEW MEXICO

___ Restricted Funds

BUDGET ADJUSTMENT REQUEST

Date: 6/6/00

New Mexico Junior College

FY 1999-2000

Page 1 of 3

Description	Current Approved Budget	Requested Increase (Decrease)	Revised Budget
REVENUES			
Instruction and General	11,253,500	1,107,396	12,360,896
Student Activities	38,000	2,300	40,300
Research	0	0	0
Public Service	0	0	0
Internal Service Depts.	77,000	(39,600)	37,400
Student Aid	0	0	0
Auxiliary Enterprises	1,297,900	100,914	1,398,814
Athletics	37,600	(3,500)	34,100
Independent Operations	0	0	0
Subtotal Current Funds	12,704,000	1,167,510	13,871,510
Capital Outlay	0	0	0
Renewal & Replacement	0	0	0
Debt Service	0	15,000	15,000
TOTAL REVENUES	12,704,000	1,182,510	13,886,510
BEGINNING BALANCES			
Instruction and General	3,514,797	944,067	4,458,864
Student Activities	0	0	0
Research	0	0	0
Public Service	0	141,850	141,850
Internal Service Depts.	0	0	0
Student Aid	13,606	63	13,669
Auxiliary Enterprises	0	0	0
Athletics	0	0	0
Independent Operations	0	0	0
Subtotal Current Funds	3,528,403	1,085,980	4,614,383
Capital Outlay	434,404	898,008	1,332,412
Renewal & Replacement	7,284	157,259	164,543
Debt Service	269,546	14,473	284,019
TOTAL BEGINNING BALANCES	4,239,637	2,155,720	6,395,357
TOTAL AVAILABLE			
Instruction and General	14,768,297	2,051,463	16,819,760
Student Activities	38,000	2,300	40,300
Research	0	0	0
Public Service	0	141,850	141,850
Internal Service Depts.	77,000	(39,600)	37,400
Student Aid	13,606	63	13,669
Auxiliary Enterprises	1,297,900	100,914	1,398,814
Athletics	37,600	(3,500)	34,100
Independent Operations	0	0	0
Subtotal Current Funds	16,232,403	2,253,490	18,485,893
Capital Outlay	434,404	898,008	1,332,412
Renewal & Replacement	7,284	157,259	164,543
Debt Service	269,546	29,473	299,019
GRAND TOTAL AVAILABLE	16,943,637	3,338,230	20,281,867

For CHE Use Only		Control No. _____	For DFA Use Only	
CHE Analyst	Date	Accept	Reject	
DFA Analyst	_____	_____	_____	

NM COMMISSION ON HIGHER EDUCATION

_XXX_Unrestricted Funds

STATE OF NEW MEXICO

____ Restricted Funds

BUDGET ADJUSTMENT REQUEST

Date: 6/6/00

New Mexico Junior College

FY 1999-2000

Page 2 of 3

Description	Current Approved Budget	Requested Increase (Decrease)	Revised Budget
EXPENDITURES			
Instruction and General	10,068,918	535,504	10,604,422
Student Activities	109,847	3,795	113,642
Research	0	0	0
Public Service	24,949	0	24,949
Internal Service Depts.	308,980	0	308,980
Student Aid	153,705	(10,890)	142,815
Auxiliary Enterprises	1,294,716	61,868	1,356,584
Athletics	581,756	(36,247)	545,509
Independent Operations	0	0	0
Subtotal Current Funds	12,542,871	554,030	13,096,901
Capital Outlay	36,000	797,779	833,779
Renewal & Replacement	246,546	164,543	411,089
Debt Service	263,723	0	263,723
TOTAL EXPENDITURES	13,089,140	1,516,352	14,605,492
TRANSFERS TO or (FROM)			
Instruction and General	(1,569,722)	(2,418,182)	(3,987,904)
Student Activities	71,847	1,495	73,342
Research	0	0	0
Public Service	24,949	0	24,949
Internal Service Depts.	231,980	39,600	271,580
Student Aid	153,705	(10,890)	142,815
Auxiliary Enterprises	(3,184)	(39,046)	(42,230)
Athletics	544,156	(32,747)	511,409
Independent Operations	0	0	0
Subtotal Current Funds	(546,269)	(2,459,770)	(3,006,039)
Capital Outlay	36,000	1,259,770	1,295,770
Renewal & Replacement	246,546	0	246,546
Debt Service	263,723	1,200,000	1,463,723
TOTAL NET TRANSFERS	0	0	0
ENDING BALANCES			
Instruction and General	3,129,657	(902,223)	2,227,434
Student Activities	0	0	0
Research	0	0	0
Public Service	0	141,850	141,850
Internal Service Depts.	0	0	0
Student Aid	13,606	63	13,669
Auxiliary Enterprises	0	0	0
Athletics	0	0	0
Independent Operations	0	0	0
Subtotal Current Funds	3,143,263	(760,310)	2,382,953
Capital Outlay	434,404	1,359,999	1,794,403
Renewal & Replacement	7,284	(7,284)	0
Debt Service	269,546	1,229,473	1,499,019
TOTAL ENDING BALANCES	3,854,497	1,821,878	5,676,375
TOTAL EXPEND. TRANS. & BAL.	16,943,637	3,338,230	20,281,867

**NM COMMISSION ON HIGHER EDUCATION
BUDGET ADJUSTMENT REQUEST**

 XXX Unrestricted Funds

 Restricted Funds

Summary of Instruction and General

Date: 6/6/00

New Mexico Junior College

FY 1999-2000

Page 3 of 3

Instruction & General	Current Approved Budget	Requested Increase (Decrease)	Revised Budget
REVENUES			
Tuition & Misc. Fees	1,162,200	(15,771)	1,146,429
Gov't. Approp. - Federal	0	0	0
Gov't. Approp. - State	5,884,500	0	5,884,500
Gov't. Approp. - Local	3,875,000	1,000,000	4,875,000
Gov't. Grants / Contracts - Federal	72,000	68,000	140,000
Gov't. Grants / Contracts - State	0	0	0
Gov't. Grants / Contracts - Local	0	0	0
Private Gifts, Grants & Contracts	28,500	(26,330)	2,170
Sales of Educational Services	0	0	0
Other Sources	231,300	81,497	312,797
Total Revenues	11,253,500	1,107,396	12,360,896
BEGINNING BALANCES			
	3,514,797	944,067	4,458,864
TOTAL AVAILABLE	14,768,297	2,051,463	16,819,760
EXPENDITURES			
Instruction	5,128,542	35,523	5,164,065
Academic Support	919,691	47,698	967,389
Student Services	849,842	205,569	1,055,411
Institutional Support	1,578,862	287,124	1,865,986
Operations & Maint. of Plant	1,591,981	(40,410)	1,551,571
Total Expenditures	10,068,918	535,504	10,604,422
TRANSFERS TO or (FROM)			
Capital Outlay	36,000	1,259,770	1,295,770
Renewal & Replacement	246,546	0	246,546
Debt Service	260,539	1,160,954	1,421,493
Other (Specify)			
Student Activities	71,847	1,495	73,342
Research	0	0	0
Public Service	24,949	0	24,949
Internal Service Depts.	231,980	39,600	271,580
Student Aid	153,705	(10,890)	142,815
Auxiliary Enterprises	0	0	0
Athletics	544,156	(32,747)	511,409
Total Net Transfers	1,569,722	2,418,182	3,987,904
ENDING BALANCE	3,129,657	(902,223)	2,227,434

Explanation & Justification: This budget adjustment request reflects increases and decreases resulting from the following:

REVENUES:

EXPENDITURES (cont)

SEE ATTACHED

CAPITAL OUTLAY

EXPENDITURES:

SEE ATTACHED

SEE ATTACHED

NM COMMISSION ON HIGHER EDUCATION
FINAL BUDGET ADJUSTMENT REQUEST
1999-2000

ATTACHMENT

Revenues

Revenues have been adjusted to reflect the following changes:

- Decrease in tuition and fees of approximately \$15,771
- Increase in local ad valorem taxes by approximately \$1,000,000
- Increase in indirect cost revenues received from grants by \$68,000
- Increase in interest income and other miscellaneous sources of \$81,497
- Increase in auxiliary revenues of approximately \$100,914 from sales of services

Expenditures

Expenditures have been adjusted to reflect the following changes:

- Budget transfers within functional areas
- Increases in auxiliary operations of approximately \$61,868
- Increase in expenditures by \$205,569 for learning and career services to students and matching funds for grant programs
- Increase in institutional support expenditures for compensation and consulting fees

Transfers

Transfers have been adjusted to reflect the following changes:

- Increase in transfers from I&G to capital fund by \$1,259,770 for purchase of vehicles, equipment, and future capital projects
- Increase in transfers to debt service of \$1,200,000 for the early retirement of revenue bonds

Capital Outlay

Capital outlay expenditures have been adjusted to reflect completion of the Automotive Training Center, purchase of vans from reserves and road construction.

NM COMMISSION ON HIGHER EDUCATION

Unrestricted Funds

STATE OF NEW MEXICO

XXX Restricted Funds

BUDGET ADJUSTMENT REQUEST

Date: 6/6/00

New Mexico Junior College

FY 1999-2000

Page 1 of 3

Description	Current Approved Budget	Requested Increase (Decrease)	Revised Budget
REVENUES			
Instruction and General	1,649,289	554,214	2,203,503
Student Activities		0	0
Research		0	0
Public Service	779,246	288,290	1,067,536
Internal Service Depts.		0	0
Student Aid	3,098,629	105,378	3,204,007
Auxiliary Enterprises	19,439	(7,281)	12,158
Athletics	13,413	(7,554)	5,859
Independent Operations	0	0	0
Subtotal Current Funds	5,560,016	933,047	6,493,063
Capital Outlay	196,000	336,096	532,096
Renewal & Replacement	0	0	0
Debt Service	0	0	0
TOTAL REVENUES	5,756,016	1,269,143	7,025,159
BEGINNING BALANCES			
Instruction and General	0	0	0
Student Activities	0	0	0
Research	0	0	0
Public Service	0	0	0
Internal Service Depts.	0	0	0
Student Aid	0	0	0
Auxiliary Enterprises	0	0	0
Athletics	0	0	0
Independent Operations	0	0	0
Subtotal Current Funds	0	0	0
Capital Outlay	0	0	0
Renewal & Replacement	0	0	0
Debt Service	0	0	0
TOTAL BEGINNING BALANCES	0	0	0
TOTAL AVAILABLE			
Instruction and General	1,649,289	554,214	2,203,503
Student Activities	0	0	0
Research	0	0	0
Public Service	779,246	288,290	1,067,536
Internal Service Depts.	0	0	0
Student Aid	3,098,629	105,378	3,204,007
Auxiliary Enterprises	19,439	(7,281)	12,158
Athletics	13,413	(7,554)	5,859
Independent Operations	0	0	0
Subtotal Current Funds	5,560,016	933,047	6,493,063
Capital Outlay	196,000	336,096	532,096
Renewal & Replacement	0	0	0
Debt Service	0	0	0
GRAND TOTAL AVAILABLE	5,756,016	1,269,143	7,025,159

For CHE Use Only		Control No. _____	For DFA Use Only	
CHE Analyst	Date _____	Accept _____	Reject _____	
DFA Analyst	_____	_____	_____	

Unrestricted Funds

STATE OF NEW MEXICO

XXX Restricted Funds

BUDGET ADJUSTMENT REQUEST

Date: 6/6/00

New Mexico Junior College

FY 1999-2000

Page 2 of 3

Description	Current Approved Budget	Requested Increase (Decrease)	Revised Budget
EXPENDITURES			
Instruction and General	1,649,289	554,214	2,203,503
Student Activities	0	0	0
Research	0	0	0
Public Service	779,246	288,290	1,067,536
Internal Service Depts.	0	0	0
Student Aid	3,098,629	105,378	3,204,007
Auxiliary Enterprises	19,439	(7,281)	12,158
Athletics	13,413	(7,554)	5,859
Independent Operations	0	0	0
Subtotal Current Funds	5,560,016	933,047	6,493,063
Capital Outlay	196,000	336,096	532,096
Renewal & Replacement	0	0	0
Debt Service	0	0	0
TOTAL EXPENDITURES	5,756,016	1,269,143	7,025,159
TRANSFERS TO or (FROM)			
Instruction and General	0	0	0
Student Activities	0	0	0
Research	0	0	0
Public Service	0	0	0
Internal Service Depts.	0	0	0
Student Aid	0	0	0
Auxiliary Enterprises	0	0	0
Athletics	0	0	0
Independent Operations	0	0	0
Subtotal Current Funds	0	0	0
Capital Outlay	0	0	0
Renewal & Replacement	0	0	0
Debt Service	0	0	0
TOTAL NET TRANSFERS	0	0	0
ENDING BALANCES			
Instruction and General	0	0	0
Student Activities	0	0	0
Research	0	0	0
Public Service	0	0	0
Internal Service Depts.	0	0	0
Student Aid	0	0	0
Auxiliary Enterprises	0	0	0
Athletics	0	0	0
Independent Operations	0	0	0
Subtotal Current Funds	0	0	0
Capital Outlay	0	0	0
Renewal & Replacement	0	0	0
Debt Service	0	0	0
TOTAL ENDING BALANCES	0	0	0
TOTAL EXPEND. TRANS. & BAL.	5,756,016	1,269,143	7,025,159

**NM COMMISSION ON HIGHER EDUCATION
BUDGET ADJUSTMENT REQUEST**

Unrestricted Funds

XXX Restricted Funds

Summary of Instruction and General

Date: 6/6/00

New Mexico Junior College

FY 1999-2000

Page 3 of 3

Instruction & General	Current Approved Budget	Requested Increase (Decrease)	Revised Budget
REVENUES			
Tuition & Misc. Fees			
Gov't. Approp. - Federal			
Gov't. Approp. - State			
Gov't. Approp. - Local			
Gov't. Grants / Contracts - Federal	1,311,619	519,704	1,831,323
Gov't. Grants / Contracts - State	314,670	26,899	341,569
Gov't. Grants / Contracts - Local			
Private Gifts, Grants & Contracts	23,000	7,611	30,611
Sales of Educational Services			
Other Sources			
Total Revenues	1,649,289	554,214	2,203,503
BEGINNING BALANCES	0	0	0
TOTAL AVAILABLE	1,649,289	554,214	2,203,503
EXPENDITURES			
Instruction	328,670	44,355	373,025
Academic Support	26,847	(3,260)	23,587
Student Services	1,231,506	534,248	1,765,754
Institutional Support	54,974	(22,475)	32,499
Operations & Maint. of Plant	7,292	1,346	8,638
Total Expenditures	1,649,289	554,214	2,203,503
TRANSFERS TO or (FROM)			
Capital Outlay			
Renewal & Replacement			
Debt Service			
Other (Specify)			
Student Activities			
Research			
Public Service			
Internal Service Depts.			
Student Aid			
Auxiliary Enterprises			
Athletics			
Total Net Transfers	0	0	0
ENDING BALANCE	0	0	0

Explanation & Justification: This budget adjustment request reflects increases and decreases resulting from the following:

REVENUES and EXPENDITURES:

Restricted revenues and corresponding expenditures have been adjusted to reflect actual grant awards received subsequent to preparation of the original budget, as well as new grants received during the year.

CAPITAL OUTLAY

Restricted capital outlay expenditures have been adjusted to reflect actual appropriations and prior year budget carryovers of state funded-projects for infrastructure and the Western Heritage Museum.

NEW MEXICO JUNIOR COLLEGE

Invitation to Bid #894

**Purchase of A New Scissor Lift for the
Physical Plant Department**

BOARD DOCUMENTS

Date: June 7, 2000
Prepared by: Frank D. Collins
Coordinator of Purchasing

Invitation to Bid #894

BOARD DOCUMENTS

General Information

- 1) On May 11, 2000 a legal notice was posted on the NMJC Bulletin Board and faxed to the following newspaper requesting sealed bids for a new scissor lift for the physical plant department.

(1) Hobbs Daily News Sun
- 2) On that same date bid packets were sent to four (4) potential bidders. One vendor requested a bid packet via telephone. That packet was shipped Federal Express letter to that vendor May 17, 2000.
- 3) Two (2) bidders submitted sealed bids. Of the two, one was received within the time specified and one was received late.
- 4) No bidders were present at the opening.
- 5) The Business Office and the Physical Plant have evaluated the bids received and their recommendations are shown on Page 3.

Invitation to Bid #894

BOARD DOCUMENTS

Evaluation and Recommendations

Two vendors responded to our Invitation to Bid #894. Forklift Enterprises, Hobbs, New Mexico, submitted their sealed bid within the time specified.

The item and price as bid were evaluated by the Business Office and the Physical Plant Department approved the acceptance of the items as specified in our Invitation.

The Administration recommends acceptance of the Forklift Enterprise Bid Price of \$10,079.75.

Source of funding: Maintenance Department - Major Equipment
Account Number: 1-2741-15-810

NEW MEXICO JUNIOR COLLEGE

Invitation to Bid #894

Specifications for Scissor Lift

New 2000 Year Model per the following specifications:

Specifications:

Maximum Overall Width: 30" (cannot exceed this width)

Minimum Working Height: 25' (can exceed this height)

3 feet roll-out Deck Extension

Proportional Controls

25 AMP Battery Charger with Ammeter

Lift Points

Wiring for AC Power on Platform

Descent Alarm

Tilt Alarm

Motion Alarm

Non-Marking Tires

Swing-Out Service Modules

Lift Up Rear Guard Rail for Material Loading

Parts and Service Manual

NEW MEXICO JUNIOR COLLEGE

Invitation to Bid #895

**Purchase of New Welding Equipment & Supplies
for the Welding Program**

BOARD DOCUMENTS

Date: June 7, 2000
Prepared by: Frank D. Collins
Coordinator of Purchasing

Invitation to Bid #895

BOARD DOCUMENTS

General Information

- 1) On May 11, 2000 a legal notice was posted on the NMJC Bulletin Board and faxed to the following newspaper requesting bid proposals for the purchase of new welding equipment and supplies for the welding department.
 - (1) Hobbs Daily News Sun
- 2) On that same date bid packets were sent to seven (7) potential bidders.
- 3) Three (3) bidders submitted sealed bids. Of the three, two were submitted within the time specified and one was received late.
- 4) No bidders were present at the opening.
- 5) The Business Office and the Welding Department have evaluated the bids and their recommendations are shown on Page 3. The Bid Quote Form is shown on Page 4 for the items recommended for Board approval.

Invitation to Bid #895

BOARD DOCUMENTS

Evaluation and Recommendations

Three vendors responded to our Invitation to Bid #895. Two bids were received in accordance with our due date and time and one vendor responded late.

The two vendors that responded within the time specified are GTI Microsystems, Tempe, AZ, and Struers Inc., Westlake, OH. GTI Microsystems bid only on the Neomet Model Binocular Microscope; however, the microscope they presented did not meet specifications; therefore, it was rejected. Struers Inc. was the sole bidder for the items shown on Page 4.

The item and prices as bid were evaluated by the Business Office and the Welding Department approved the acceptance of the items as shown on the Bid Quote Form.

The Administration recommends acceptance of the Struers Inc. Bid Price of \$3,855.00.

Source of funding: Major Equipment Account #1-2741-11-590 for the Grinder/Polisher only. Amount of equipment and accessories is \$3,220.00.

Source of funding for the remainder of the items totaling \$635.00 is: Supplies & Expense Account #1-2435-11-590.

Total of Purchases: \$3,855.00.

NEW MEXICO JUNIOR COLLEGE
ITB #895 Welding Equipment and Supplies Bid Quote Form

Item #	QTY	Description	Part Number	Unit Bid Price	Total Price	Comments
1	1	Buehler/MetaServ 2000 Grinder/Polisher, 8" (203mm), single unit, cast aluminum chassis, 1/3 HP high torque motor, quiet V-Belt Drive, variable speed, 50-500 rpm, glass reinforced plastic housing, integral bowl wash, large water drain, 1 PVC Platen, mounting for AUTOPOOL attachment and instructions. For operation on all single phase voltages.	95-2809	\$2,760	\$2,760*	LAP05-LabPOL-5: Grinding/polishing machine with variable speed, (50-500rpm) for 200mm polishing discs/230mm wet grinding discs. Includes water inlet/outlet and a water tap. Includes (1) 200mm Polishing Disc, PVC (DEPKI)
2	2	PVC Wheel, 8" (203mm) diameter	95-2313	\$120	\$240*	ROMO-Wet grinding disc
3	1	Neomet Model MCB-1 Binocular Microscope, (15971) with paired NWF 10X eyepieces and flatfield planachromatic objectives MFSX, MF10X, MF20X, and MF40X	0601-0900	NO BID		DEPKI - Polishing Disc, 200mm, PVC
4	1	Buehler-Met II Metallographic Grinding Discs, 8 (203mm), 120 grit, 100/box	30-5308-120-100	\$39	\$39	PAPER120-SiC non-adhesive backed, 50/pkg.
5	1	Buehler-Met II Metallographic Grinding Discs, 8 (203mm), 240 Grit, 100/box	30-5308-240-100	\$34	\$34	PAPER220-SiC non-adhesive backed, 50/pkg.
6	1	Buehler-Met II Metallographic Grinding Discs, 8 (203mm), 320 Grit, 100/box	30-5308-320-100	\$65	\$65	PAPER500-SiC non-adhesive backed, 50/pkg.
7	1	Buehler-Met II Metallographic Grinding Discs, 8 (203mm), 400 Grit, 100/Box	30-5308-400-100	\$65	\$65	PAPER800-SiC non-adhesive backed, 100/pkg.
8	1	Buehler-Met II Metallographic Grinding Discs, 8 (203mm), 600 Grit, 100/Box	30-5308-600-100	\$65	\$65	PAPER 1200-SiC non-adhesive backed, 100/pkg.
9	1	Texmet 1000 Polishing Cloth for 8 (20.3cm) wheel, PSA back, 10/pkg	40-7618	\$65	\$65	POVOA-SP-PoliPan (200mm/8") 10/pkg.
10	1	Metadi II Diamond Polishing Compound, 6 Micron, 5 grams	40-6250	\$82	\$82	SVAXI -DP-Paste, monocrySTALLINE product, 6micron
11	1	Metadi Fluid, 32 Oz. (0.95 l) Refill	40-6032	\$21	\$21	DEPTI- DP Lubricant Blue, 1ltr
12	1	Sampl-Kwick Fast Cure Acrylic Kit, consisting of 1 lb. (0.45 kg) Sampl-Kwick Powder, 12 oz. (0.36 l) Sampl-Kwick Liquid, plastic Scoop, 8 paper cups, and 20 stirring sticks.	20-3560	\$99	\$99	CIFIM-Citofix kit: 750g resin powder, 500ml hardening liquid and mixing utensils
13	1	Rubber Mounting Cups, 1-1 1/4" (reusable), 5/pkg.	20-8182	\$48	\$48	SIIOU-Flexiform cold mounting mold cups, 1 1/4"
14	1	Microcloth Polishing Cloth for 8" (20.3cm) dia. Wheel, PSA back, 10/pkg.	40-7218	\$34	\$34	POFHA-SP-PoliFleece, 200mm/8" 10/pkg.
15	1	Masterprep Polishing Suspension (Alumina 0.05 micron), 32 oz.	40-6377-032	\$18	\$18	TSALOC-.05-Alumina Suspension, 6oz/pkg.
16	1	Mathy Dearman Jolly Chain Beveling Machine Mignon	NO BID			
				TOTAL	\$3,855	
		* Five percent discount is applicable for educational discount				
		LAP05=\$2,622, ROMO=\$209, DEPKI=\$228				

Company Name: **Struers Inc.**

Signature of Authorized Representative: *Karli Anderson*

Date: **May 17, 2000**

**JOINT POWERS AGREEMENT
FOR THE ESTABLISHMENT AND OPERATION
OF
HEALTH CARE FOR STUDENTS**

THIS AGREEMENT made this _____ day of _____, 2000, between New Mexico Junior College (“NMJC”) and the New Mexico Department of Health, (“Health Department”); and

WHEREAS, the parties to this agreement are public agencies; and

WHEREAS, the purpose of this agreement is to establish and operate a health care facility for only students of NMJC free of cost to the students; and

WHEREAS, it is necessary that the parties provide a method by which the purpose of this agreement can be accomplished and the manner in which any power will be exercised under this agreement.

NOW, THEREFORE, it is mutually agreed as follows:

I. AGREEMENT OF PARTIES AND TERM.

The parties to this agreement and are acting pursuant to the Joint Powers Act, Sections 11-1-1 through 11-1-7, NMSA, 1978 Comp. and subject to the approval of the Department of Finance and Administration for a period commencing with the approval of this agreement and expiring 5/11/00, unless this agreement is lawfully extended or renewed.

II. PURPOSE OF AGREEMENT.

The purpose of this agreement is to establish and operate a facility for health care and referrals to properly identified students of NMJC on Tuesday and Thursday afternoons and such other times as the parties may agree.

III. GOVERNING BODY.

A. The parties hereto delegate to the governing body the authority and power to take such action as it deems necessary to establish the health care facility and establish

other facilities for treatment, health care, referrals and other matters necessary to carry out the purpose of this agreement.

B. The governing body shall consist of two (2) members; one selected by the President of NMJC and one selected by the Health Department for a term of one (1) year.

C. The governing body shall each have one vote. In the event a vacancy occurs, the party representative creating the vacancy shall select a successor.

D. Regular meetings of the governing body shall be held quarterly on the first Monday of each quarter based on a calendar year at the office of the President of NMJC.

E. Special meetings may be held when both members are present.

F. The majority of the members of the governing body shall constitute a quorum for the transaction of business at any meeting of the governing body.

G. The act of the majority shall be the act of the governing body.

IV. SUPERVISION AND CONTROL.

The governing body shall designate a person or persons to carry out the policies established by the governing body and such person or persons shall be directly responsible to the governing body.

V. LOCATION OF HEALTH FACILITY.

A. The office for the Health Facility shall be located at NMJC in Hobbs, New Mexico.

B. NMJC shall furnish, at its expense:

1. Equipment and supplies.

2. Room or rooms sufficient for the health services to be provided hereunder.

VI. OBJECTIVES OF HEALTH DEPARTMENT.

The Health Department shall provide basic services, but is not limited to, usual health services and referrals to physicians for major medical services.

VII. OPERATING COSTS.

A. To provide initial funds for health services, NMJC shall contribute not more than \$ 2,500 for the first fiscal year's operation.

B. It is expressly understood that health services, expenses, and salaries of the nurses, doctors, and other personnel in furnishing the services are employees of the Health Department.

VIII. INSURANCE.

Health Department shall furnish medical malpractice and workmans compensation for its employees. The medical malpractice policy shall protect NMJC and its employees from any claims of medical malpractice or other claims asserted against NMJC by any student or third parties.

IX. CONFIDENTIALITY.

The partners hereto shall at all times maintain confidentiality of all patients.

X. AMENDMENT.

This agreement may be amended by the parties from time to time, but any amendment shall be in writing, executed, and approved by all the then parties thereto.

The following amendments to the Joint Powers Agreement for the establishment and operation of the Health Center for students have been approved by all parties:

1) A Strategic Plan will be developed for the operation of the health center (Approved January 11, 1999).

2) A Student/Faculty/Staff Advisory Council will be developed and utilized in the implementation of the Strategic Plan (Approved January 11, 1999).

THIS AGREEMENT shall become effective upon the approval of all of the State agencies who must approve the agreement.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals by their duly authorized officers, agency, or representatives.

Steve McCleery, President
New Mexico Junior College

John Guzman, Ph.D.
New Mexico Department of Health

Evan Nelson, M.D.
New Mexico Department of Health

NEW MEXICO JUNIOR COLLEGE
Personnel Recommendation for Board Consideration



The following candidate is being recommended for employment as follows: Date 6/6/00

Candidate's name Steven M. Davis

Position title Dean of Business & Technology

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 7/1/00 Standard contract length 12 mos. 9 mos. other _____

Funding source Institutional

Paid advertising beyond *standard Chronical of Higher Education
(* Standard: Direct Mail to approximately 65 colleges in a 5-state region, NM Dept. of Labor, NMJC Website & KLMA Radio)

Posted salary range \$55,000 - \$63,000 Recommended annual salary \$55,000* Prorated salary yes no
* plus any raise given to the Dean of Arts & Sciences (Employment date through June 30)
Account number(s) with respective % allocation(s) 1-2041-12-520

Recommended and approved by:

Supervisor _____ Vice President _____
Dean/Director Steve McClung President

Selection Committee Members: Robert Bensing Martha Weller Mary Kipple
Mark Freed Margaret Wilson Mickey Best
Brenda Pena Regina Organ Robert Guthrie
DeEtta Duff Sam Karrah
Sam Oswald Joy Buhalts

Comments: Mr. Davis has been an employee of NMJC since 1978 and has served as a professor and Director of Nursing. Mr. Davis' qualifications meet and exceed the minimum standard. In addition, Mr. Davis has served as the Interim Dean of Business & Technology since August of 1999 and has proven himself to be a tireless leader.

ABBREVIATED RESUME

Position

Dean of Business & Technology

Personal Data

Name: Steven M. Davis

Education

M.S. in Nursing, University of Texas at El Paso, El Paso, TX, 1981

B.S. in Nursing, West Texas State University, Canyon, TX, 1975

Professional Experience

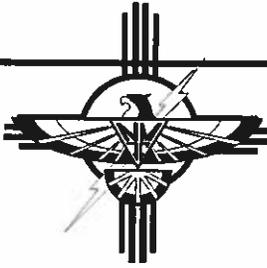
New Mexico Junior College, Hobbs, NM	
Interim Dean of Business & Technology	8/99 to Present
Director of Allied Health	8/94 to Present
Professor of Nursing	8/78 to 8/94
New Mexico State Board of Nursing, Albuquerque, NM	1985 to Present
ADN Program evaluator	
Lea Regional Hospital, Hobbs, NM	
PRN Staff Nurse	1978 to 1990
Consultant	1985 to 1988
Emergency Medical Services Academy, Albuquerque, NM	1985 to 1988
Part-time Intermediate Instructor for Emergency Medical Technicians	

Organizations

National League of Nursing, Member and Program Evaluator
New Mexico League of Nursing, Member, Vice President 1985- 1987

Awards/Honors

•NMJC Professor of the Year, 1991, •Who's Who in American Nursing, 1988



POSITION ANNOUNCEMENT
JULY 1999

POSITION TITLE: Dean of Business and Technology

DESCRIPTION: This position reports to the Vice President for Instruction. Duties and responsibilities include, but are not limited to the following: Manage all aspects of the Business & Technology division and the Area Vocational High School (AVHS). The Business & Technology division is one of two instructional divisions with departments including Nursing, Computer Science, Business, Computer Aided Drafting, Automotive, Welding, Cosmetology, Office Technology, Graphic Arts, Agriculture, Drafting and Small Business Development Center. The dean is responsible for administering the division's budget, designing curricula, evaluating faculty, recommending faculty and staff for employment, maintaining a divisional inventory, designing class schedules, coordinating the usage of the division's facilities, serving as a liaison between the college and businesses/industries with which the college has partnerships, and representing the college with various state education agencies. As director of the Area Vocational High School (AVHS), the dean will serve on the AVHS council and coordinate the AVHS educational activities with five public schools. Additionally, while serving in this capacity, the dean will be involved in School-To-Work, Instructional Television, Tech-Prep, Articulation, and other college to public school initiatives. The dean also serves on the President's administrative cabinet.

QUALIFICATIONS: A minimum of a master's degree in one of the disciplines within the division or a closely related field is required. A doctorate is preferred. All degrees must be from a regionally accredited institution. Teaching experience at the community college level and experience managing grants highly desirable. Micro-computer literacy required. Experience in working with public schools and knowledge of public school curriculum, relative to articulation of credit, etc., is desirable.

SALARY/BENEFITS: This is a full-time, exempt, twelve month administrative position. Salary range is \$55,000 to \$63,000, commensurate with education and experience. Standard employee benefits apply. Note: NMJC does not participate in social security deductions.

APPLICATION DEADLINE: Application deadline is September 30, 1999 at 5:00 p.m., MST. Interviews may commence with completed applications by qualified candidates.

TO APPLY: Submit NMJC application form, letter of application, resume, unofficial transcripts required (official transcripts required prior to employment), three or more letters of reference, and personal statement of community college and position philosophy to:

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

New Mexico Junior College is an Equal Opportunity, Affirmative Action Employer and does not discriminate against any applicant for employment because of race, color, national origin, sex, age, disability, or veteran status. Qualified applicants are encouraged to apply.

APPLICANT LIST

Position: Dean of Business & Technology

<u>Applicant</u>	<u>Interview</u>	<u>Offer</u>	<u>Remark</u>
Clardy, Terry	No	No	
Berglund, Douglas	No	No	Incomplete application materials
Broucek, Willard	No	No	
Revell, Leana	No	No	
Newman, Vincent	No	No	
Shepard, Virgil	No	No	Incomplete application materials
Walle, David	No	No	Incomplete application materials
El Etribi, Mohamed	No	No	Incomplete application materials
Jackson, Marilyn	Yes	No	
Ely, John	No	No	Incomplete application materials
Trybul, Thodore	No	No	Incomplete application materials
Avellano, George	No	No	Incomplete application materials
Fons, August	Yes	No	
Adalikwu, Chris	No	No	
Davis, Steven	Yes	Yes	Start Date: July 1, 2000 pending Board approval

NEW MEXICO JUNIOR COLLEGE
Personnel Recommendation for Board Consideration



The following candidate is being recommended for employment as follows: Date June 6, 2000

Candidate's name Brown, Willie E.

Position title Assistant Director/Professor of Basic Corrections Academy/Criminal Justice

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 July 1, 2000 Standard contract length 12 mos. 9 mos. other _____

Funding source Externally funded by Wackenhut Corrections Corp.

Paid advertising beyond *standard Chronicle of Higher Education

(* Standard: Direct Mail to approximately 65 colleges in a 5-state region, NM Dept. of Labor, NMJC Website & KLMA Radio)

Posted salary range Comms. w/Ed. and Exp. Recommended annual salary \$38,332.00 Prorated salary yes no
(Employment date through June 30)

Account number(s) with respective % allocation(s) 1 - 2042 - 11513

Recommended and approved by:

August M. Fons [Signature]
Supervisor

Vice President

Mickey D. Best [Signature]
Dean/Director

Steve McChesney [Signature]
President

per phone 6/7/00

Selection Committee Members: August M. Fons, Chair

Debbie Pruitt

Joe Williams

Tony Knott

Comments: _____

ABBREVIATED RESUME

Position

Director/Professor of Basic Corrections Academy/Criminal Justice

Personal Data

Name: Willie R. Brown

Education

A.A. in Criminal Justice, University of New Mexico University, Albuquerque, NM, 1999

Professional Experience

State of New Mexico Corrections Department, Los Lunas, NM	
Classification Case Manager	11/98 to Present
Correctional Sergeant	2/98 to 11/98
Correction Officer	10/94 to 2/98
U.S. Army, Ft. Lewis, WA	
Missile Crew Specialist	8/90 to 8/94

Awards/Honors

Director's List, Spring 1998, Fall 1999, Spring 1999
Central New Mexico Correctional Facility Color Guard
Army Achievement Letter, Good Conduct Medal, Basic Training Honor Graduate



New Mexico Junior College Career Opportunities

Position Announcement • February, 2000

Position Title: Director/Professor of Basic Corrections Academy/Criminal Justice

Position Description: The position will report to the Dean of Arts and Sciences. Duties and responsibilities include the following: (1) plan, organize, direct, control and/or coordinate all activities related to the Basic Corrections Academy; (2) work with approving federal, state, regional and local agencies to promote and direct the efforts and objectives of the Basic Corrections Academy; (3) recruit and aid in placing students in the Basic Corrections Academy; (4) supervise the part-time instructors in the various Basic Corrections Academy and Criminal Justice Program of the college; (5) teach classes (day and/or evening); (6) serve as academic advisor to assigned students; (7) serve on college committees; (8) post and maintain supervisor approved office hours per week; and (9) assume other professional responsibilities associated with the position of Director/Professor of Basic Corrections Academy/Criminal Justice. **Computer proficiency is required.**

Qualifications: Master's degree with a minimum of eighteen (18) graduate hours in law enforcement from a regionally accredited institution is preferred and ten years of related corrections experience and/or training. Successful teaching experience at the community college level is preferred. The applicant must be committed to excellence in instruction and be willing to supervise and work with other part-time instructors in coordinating the program offerings.

Salary/Benefits: Salary and benefits are competitive and commensurate with experience and qualifications for a twelve-month position. Note: NMJC does not participate in social security deductions.

Application Deadline: April 30, 2000 at 5:00 p.m. MST. Position starts June 1, 2000. To ensure consideration, all application materials must be received by the deadline. Please do not send any application materials via e-mail.

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

5317 Lovington Highway, Hobbs, NM, 88240 • Phone: (505) 392-5229 • Fax: (505) 392-3589 • Toll Free: 1-800-657-6260 • E-mail: lbrown@nmjc.cc.nm.us



New Mexico Junior College Career Opportunities

Position Announcement • February, 2000 (Search revised and reopened 5/19/00)

Position Title: Director/Professor of Basic Corrections Academy/Criminal Justice

Position Description: The position will report to the Dean of Arts and Sciences. Duties and responsibilities include the following: (1) plan, organize, direct, control and/or coordinate all activities related to the Basic Corrections Academy; (2) work with approving federal, state, regional and local agencies to promote and direct the efforts and objectives of the Basic Corrections Academy; (3) recruit and aid in placing students in the Basic Corrections Academy; (4) supervise the part-time instructors in the various Basic Corrections Academy and Criminal Justice Program of the college; (5) teach classes (day and/or evening); (6) serve as academic advisor to assigned students; (7) serve on college committees; (8) post and maintain supervisor approved office hours per week; and (9) assume other professional responsibilities associated with the position of Director/Professor of Basic Corrections Academy/Criminal Justice. **Computer proficiency is required.**

Qualifications: A combination of experience and education equivalent to a Master's degree with a minimum of eighteen (18) graduate hours in corrections from a regionally accredited four-year college/university and/or ten (10) years related experience/training. Successful teaching experience at the community college level is preferred. The applicant must be committed to excellence in instruction and be willing to supervise and work with other part-time instructors in coordinating the program offerings.

Salary/Benefits: Salary and benefits are competitive and commensurate with experience and qualifications for a twelve-month position. Note: NMJC does not participate in social security deductions.

Application Deadline: May 26, 2000 at 5:00 p.m. MST. Position starts June 1, 2000. To ensure consideration, all application materials must be received by the deadline. Please do not send any application materials via e-mail.

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

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

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New Mexico Junior College Career Opportunities

Position Announcement • February, 2000 (Search revised and reopened 5/19/00, 5/25/00)

Position Title: Director/Professor of Basic Corrections Academy/Criminal Justice

Position Description: The position will report to the Dean of Arts and Sciences. Duties and responsibilities include the following: (1) plan, organize, direct, control and/or coordinate all activities related to the Basic Corrections Academy; (2) work with approving federal, state, regional and local agencies to promote and direct the efforts and objectives of the Basic Corrections Academy; (3) recruit and aid in placing students in the Basic Corrections Academy; (4) supervise the part-time instructors in the various Basic Corrections Academy and Criminal Justice Program of the college; (5) teach classes (day and/or evening); (6) serve as academic advisor to assigned students; (7) serve on college committees; (8) post and maintain supervisor approved office hours per week; and (9) assume other professional responsibilities associated with the position of Director/Professor of Basic Corrections Academy/Criminal Justice. **Computer proficiency is required.**

Qualifications: A combination of experience and education equivalent to a Master's degree with a minimum of eighteen (18) graduate hours in corrections from a regionally accredited four-year college/university and/or ten (10) years related experience/training. Successful teaching experience at the community college level is preferred. The applicant must be committed to excellence in instruction and be willing to supervise and work with other part-time instructors in coordinating the program offerings.

Salary/Benefits: Salary and benefits are competitive and commensurate with experience and qualifications for a twelve-month position. Note: NMJC does not participate in social security deductions.

Application Deadline: June 2, 2000 at 5:00 p.m. MST. Position starts June 19, 2000. To ensure consideration, all application materials must be received by the deadline. Please do not send any application materials via e-mail.

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

Position: Director/Professor of Basic Corrections Academy/Criminal Justice

<u>Applicant</u>	<u>Interview</u>	<u>Offer</u>	<u>Remark</u>
Dempsey, Tom	No	No	Incomplete application materials
Roe, Herman	No	No	Incomplete application materials
Hill, John	No	No	
Paul, Robert	No	No	
Hamlin, Albert	No	No	Declined Interview
Barreto, Adolfo	No	No	
Valles, Erasmo	Yes	No	
Newey, Paul	Yes	No	
Brown, Willie	Yes	Yes	Start Date: 7-1-00, pending Board approval

NEW MEXICO JUNIOR COLLEGE
Personnel Recommendation for Board Consideration



The following candidate is being recommended for employment as follows: Date June 6, 2000

Candidate's name Fons, August M.

Position title Director of Criminal Justice

New position Existing position Classification Faculty Professional Other Position Upgrade
See attached memo

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

Effective date of employment July 1, 2000 Standard contract length 12 mos. 9 mos. other _____

Funding source 2000/2001 operating budget

Paid advertising beyond *standard N/A
(* Standard: Direct Mail to approximately 65 colleges in a 5-state region, NM Dept. of Labor, NMJC Website & KLMA Radio)

Posted salary range N/A Recommended annual salary \$49,000.00 Prorated salary yes no
(Employment date through June 30)

Account number(s) with respective % allocation(s) 1 - 2042 - 11512 -- \$24,500.00 (Law Enforcement)
1 - 2042 - 11513 -- \$24,500.00 (Corrections)

Recommended and approved by:

Mickey D. Best Mickey D. Best
Supervisor

Vice President

Mickey D. Best Mickey D. Best
Dean/Director
Steve McClurg
President
per phone call

Selection Committee Members: N/A

Comments: Please see attached memo.



Dean of Arts and Science

NEW MEXICO JUNIOR COLLEGE

MEMORANDUM

DA: 6/6/2000
TO: Dr. Steve McCleery, President
FR: Mickey D. Best, Dean of Arts and Sciences *WDB*
RE: Position upgrade request for Mr. August Fons

Due to restructuring of our Criminal Justice program, the need exists for oversight of two academy directors, in addition to our current academic tracks for the Associate in Applied Science and Certificate programs in Law Enforcement Technology. The College will continue to offer the current academy in Law Enforcement and beginning July 10, 2000, will offer its very first Basic Corrections academy.

Mr. Fons currently serves as Director of Criminal Justice and Law Enforcement Technology, working specifically with the day-to-day management of the current academy, while managing and regularly teaching in the academic programs. However, with the shift toward encompassing a corrections academy and eventually the development and implementation of an academic corrections track, the common director is needed.

As you know, over the course of the recent budgetary process, we have included funds to compensate for the increase of these managerial duties. With this in mind, I would recommend a salary adjustment for Mr. August Fons, from \$40,755.00, his current wage, to \$49,000.00, beginning July 1, 2000. I believe this salary is proper and is compliant with the new duties and responsibilities to be included with the position. Further, I would recommend his title be changed to Director of Criminal Justice.

Thank you for your consideration.

NEW MEXICO JUNIOR COLLEGE
Personnel Recommendation for Board Consideration



The following candidate is being recommended for employment as follows: Date June 6, 2000

Candidate's name Pruitt, Debbie

Position title Assistant Director/Professor of Law Enforcement Academy/Criminal Justice

New position Existing position Classification Faculty Professional Other Reassignment and upgrade

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

Effective date of employment July 1, 2000 Standard contract length 12 mos. 9 mos. other _____

Funding source 2000/01 operating budget

Paid advertising beyond *standard N/A

(* Standard: Direct Mail to approximately 65 colleges in a 5-state region, NM Dept. of Labor, NMJC Website & KLMA Radio)

Posted salary range N/A Recommended annual salary \$41,500.00 Prorated salary yes no
(Employment date through June 30)

Account number(s) with respective % allocation(s) 1 - 2042 - 11512

Recommended and approved by:

August M. Fons
Supervisor

Mickey D. Best
Dean/Director

Vice President

Steve McClurg
President
open phone 161/100

Selection Committee Members: N/A

Comments: Please see attached memo



Dean of Arts and Science

NEW MEXICO JUNIOR COLLEGE

MEMORANDUM

DA: 6/6/2000
TO: Dr. Steve McCleery, President
FR: Mickey D. Best, Dean of Arts and Sciences *MOB*
RE: Request for position reassignment and upgrade for Debbie Pruitt

Currently, Ms. Debbie Pruitt serves as Director of Security/Professor of Law Enforcement and Criminal Justice for the College. With the restructuring of our Criminal Justice program, it is recommended that Ms. Pruitt be reassigned as Assistant Director/Professor of Law Enforcement/Criminal Justice. Over the course of the past two years, she has served our division with expertise and has been instrumental in the successes of our law enforcement academy and academic programs.

In addition to this request for reassignment, you are aware that Mr. August Fons has been compensated for this position for the current fiscal year. Therefore, funding is in place for the 2000 - 2001 budget year as well. Should the board consider upgrading Mr. Fons position to oversight directorship, Ms. Pruitt would be in a position to move from assisting in the program to assume the day-to-day duties and responsibilities associated with it.

I would recommend a salary adjustment for Ms. Debbie Pruitt, from \$33,691.00, her current wage, to \$41,500.00, beginning July 1, 2000. I believe this salary is proper and is compliant with the duties and responsibilities associated with the position.

Thank you for your consideration.

NEW MEXICO JUNIOR COLLEGE

OFFICE OF THE PRESIDENT

5317 Lovington Highway • Hobbs • New Mexico • 88240



505/392-5018



505/392-2526

Date: June 12, 2000

Total # of pages including cover sheet: 2

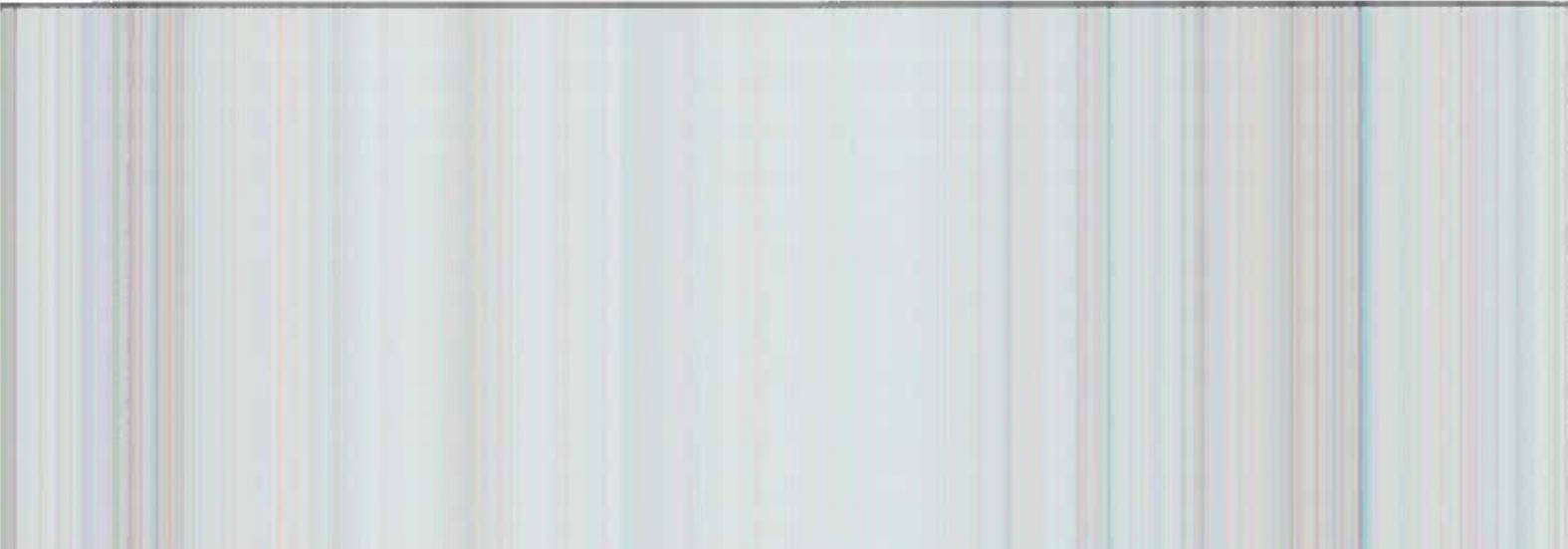
To: Michael Maresh/Hobbs News Sun

Recipient Fax: 505/393-5724

From: Jerri Shields

Memo: This is a REVISED agenda for tomorrow's board meeting. Thanks!

Fax•Fax•Fax•Fax•Fax•Fax•Fax•Fax•Fax•Fax•Fax•Fax



CONFIRMATION REPORT - MEMORY SEND

Time : JUN-12-00 15:56
Fax number: 5053922526
Name : NMJC 505 392 2526

Job : 417
Date : JUN-12 15:54
To : 9--3935724
Doc. pages : 02
Start time : JUN-12 15:54
End time : JUN-12 15:56
Pages sent : 02
Job:417

*** SEND SUCCESSFUL ***

NEW MEXICO JUNIOR COLLEGE

OFFICE OF THE PRESIDENT

6317 Lovington Highway • Hobbs • New Mexico • 88240



505/392-5018



505/392-2526

Date: June 12, 2000

Total # of pages including cover sheet: 2

To: Michael Maresh/Hobbs News Sun

Recipient Fax: 505/393-5724

From: Jerrl Shields

Memo: This is a REVISED agenda for tomorrow's board meeting. Thanks!

Fax•Fax•Fax•Fax•Fax•Fax•Fax•Fax•Fax•Fax•Fax•Fax

