

NEW MEXICO JUNIOR COLLEGE

SPECIAL BOARD MEETING

Wednesday, May 28, 2008

Zia Room - Library

1:30 p.m.

AGENDA

- | | |
|---|----------------|
| A. Welcome | Larry Hanna |
| B. Adoption of Agenda | Larry Hanna |
| C. Consideration of 2008/2009 Employee Compensation | Steve McCleery |
| D. Public Comments | Larry Hanna |
| E. Adjournment | Larry Hanna |

New Mexico Junior College

2007-2008 Compensation Recommendation

MARKET AND YEARS OF NMJC SERVICE

Methodology: The methodology includes a combination of increases for employees, based on both market and years of service calculated as follows:

Market Calculation

Positions at 89.99% - of market	5.29% increase
Positions at 90 - 99.99% of market	4.29% increase
Positions at 100 - 109.99% of market	3.29% increase
Positions at 110% + of market	1.79% increase

Years of NMJC Service Calculation

< 1 year at NMJC	0% increase
1 through 5 years at NMJC	.5% increase
6 through 10 years at NMJC	1% increase
11 through 15 years at NMJC	1.5% increase
16 through 20 years at NMJC	2% increase
21 and over years at NMJC	2.5% increase

Salary Schedule for 2008-2009

Figured with "half" adjustments and option C, also figured straight percentage after adjustment

NEW MEXICO JUNIOR COLLEGE

2008-2009 Compensation Recommendation

Job Title	Sal before adjustment	Adjustment	Current Salary	Salary Range	Percent Increase	Old Compa-Ratio	New Compa-Ratio	\$ <MIN after Increase	\$ <MID after Increase	\$ >MAX after Increase	Svc Yrs	Option C New Salary Calc	Total Increase	Total percent Increase	%	Increase	Salary w/% Increase	Total Increase	Total percent Increase
WEB CT Administrator	\$49,967		\$49,967	50	0.00%	87.73%	87.73%	0	6,988	0	10.31	52,091	2,124	4.25%	3.38%	1,689	51,656	1,689	3.38%
Personal Computer Specialist	\$36,702		\$36,702	37	0.00%	88.83%	88.83%	0	4,615	0	7.87	38,262	1,560	4.25%	3.38%	1,241	37,943	1,241	3.38%
Custodian	\$16,575		\$16,575	8	0.00%	82.10%	82.10%	0	3,615	0	0.51	17,155	580	3.50%	3.38%	560	17,135	560	3.38%
Custodial Crew Leader	\$19,835		\$19,835	12	0.00%	84.71%	84.71%	0	3,579	0	4.49	20,579	744	3.75%	3.38%	670	20,505	670	3.38%
Administrative Support Coordinator	\$21,475	\$247	\$21,722	20	17.30%	68.20%	80.00%	0	6,298	0	5.44	22,537	1,062	4.94%	3.38%	734	22,456	981	4.57%
Administrative Support Coordinator	\$28,270		\$28,270	26	0.00%	89.78%	89.78%	0	3,219	0	1.75	29,330	1,060	3.75%	3.38%	956	29,226	956	3.38%
Mechanical Systems - Lead	\$35,165		\$35,165	29	0.00%	103.70%	103.70%	0	0	0	4.45	35,780	615	1.75%	3.38%	1,189	36,354	1,189	3.38%
Groundskeeper	\$18,167		\$18,167	10	0.00%	81.52%	81.52%	0	4,119	0	0.76	18,803	636	3.50%	3.38%	614	18,781	614	3.38%
Bookstore Clerk	\$19,800		\$19,800	15	0.00%	82.50%	82.50%	0	4,199	0	1.47	20,543	743	3.75%	3.38%	669	20,469	669	3.38%
Professor - MA	\$52,092		\$52,092	42	0.00%	106.07%	106.07%	0	0	0	23.00	54,045	1,953	3.75%	3.38%	1,761	53,853	1,761	3.38%
Coordinator of Facility Scheduling	\$24,869	\$952	\$25,821	27	3.83%	77.05%	80.00%	0	6,455	0	0.10	26,725	1,856	7.46%	3.38%	873	26,694	1,825	7.34%
Custodial Supervisor	\$32,821		\$32,821	30	0.00%	94.43%	94.43%	0	1,937	0	13.65	34,052	1,231	3.75%	3.38%	1,109	33,930	1,109	3.38%
Professor - MA	\$39,027		\$39,027	42	0.67%	79.46%	80.00%	0	9,822	0	0.73	40,393	1,366	3.50%	3.38%	1,319	40,346	1,319	3.38%
Professor - PHD	\$64,105		\$64,105	51	0.00%	101.97%	101.97%	0	0	0	32.00	66,509	2,404	3.75%	3.38%	2,167	66,272	2,167	3.38%
Head Rodeo Coach	\$43,859		\$43,859	44	0.00%	80.90%	80.90%	0	10,352	0	6.00	45,723	1,864	4.25%	3.38%	1,482	45,341	1,482	3.38%
Dean of Arts and Humanities	\$78,837		\$78,837	63	0.00%	95.57%	95.57%	0	3,651	0	18.72	82,188	3,351	4.25%	3.38%	2,665	81,502	2,665	3.38%
Director of Bookstore Services	\$39,218		\$39,218	40	2.69%	77.91%	80.00%	0	10,068	0	2.80	40,689	1,471	3.75%	3.38%	1,326	40,544	1,326	3.38%
Professor - MA	\$49,938		\$49,938	42	0.00%	101.68%	101.68%	0	0	0	17.00	51,561	1,623	3.25%	3.38%	1,688	51,626	1,688	3.38%
Professor - BA	\$42,767		\$42,767	38	0.00%	96.12%	96.12%	0	1,726	0	10.00	44,157	1,390	3.25%	3.38%	1,446	44,213	1,446	3.38%
Professor - BA	\$38,680		\$38,680	38	0.00%	86.93%	86.93%	0	5,813	0	3.00	40,131	1,451	3.75%	3.38%	1,307	39,987	1,307	3.38%
Administrative Support Coordinato	\$29,400		\$29,400	26	0.00%	93.37%	93.37%	0	2,089	0	2.00	30,209	809	2.75%	3.38%	994	30,394	994	3.38%
Professor - MA+30	\$41,929		\$41,929	41	11.39%	71.82%	80.00%	0	11,676	0	1.00	43,501	1,572	3.75%	3.38%	1,417	43,346	1,417	3.38%
Shipping & Receiving/Department	\$24,577		\$24,577	21	0.00%	82.00%	82.00%	0	5,395	0	1.00	25,499	922	3.75%	3.38%	831	25,408	831	3.38%
Assistant Director - Law Enforcem	\$47,666		\$47,666	44	0.00%	97.05%	97.05%	0	1,446	0	10.33	49,215	1,549	3.25%	3.38%	1,611	49,277	1,611	3.38%
Director of Physical Plant	\$67,782		\$67,782	58	0.00%	86.33%	86.33%	0	10,732	0	7.14	70,663	2,881	4.25%	3.38%	2,291	70,073	2,291	3.38%
Professor - MA+36	\$53,903		\$53,903	50	0.00%	90.08%	90.08%	0	5,936	0	13.50	55,924	2,021	3.75%	3.38%	1,822	55,725	1,822	3.38%

Salary Schedule for 2008-2009

Figured with "half" adjustments and option C, also figured straight percentage after adjustment

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2008-2009 Compensation Recommendation

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Professor - MA	\$44,629		\$44,629	38	0.00%	90.87%	90.87%	0	4,483	0	1.00	45,856	1,227	2.75%	3.38%	1,508	46,137	1,508	3.38%
Bookstore Clerk	\$19,666		\$19,666	15	0.00%	81.94%	81.94%	0	4,333	0	0.62	20,354	688	3.50%	3.38%	665	20,331	665	3.38%
Dean of Enrollment Management	\$57,291		\$57,291	53	0.00%	86.74%	86.74%	0	8,760	0	0.56	59,296	2,005	3.50%	3.38%	1,936	59,227	1,936	3.38%
Professor - MA+36	\$55,960		\$55,960	48	0.00%	93.52%	93.52%	0	3,879	0	17.00	58,338	2,378	4.25%	3.38%	1,891	57,851	1,891	3.38%
Professor - BA	\$41,782		\$41,782	38	0.00%	93.91%	93.91%	0	2,711	0	8.00	43,140	1,358	3.25%	3.38%	1,412	43,194	1,412	3.38%
Director of Transportation & Safety	\$41,601		\$41,601	43	0.00%	86.82%	86.82%	0	6,314	0	10.06	43,369	1,768	4.25%	3.38%	1,406	43,007	1,406	3.38%
Switchboard Operator/Mail Clerk/C	\$24,861		\$24,861	18	0.00%	96.19%	96.19%	0	984	0	3.31	25,545	684	2.75%	3.38%	840	25,701	840	3.38%
Security Personnel	\$23,888		\$23,888	21	0.00%	85.83%	85.83%	0	3,944	0	0.81	24,724	836	3.50%	3.38%	807	24,695	807	3.38%
Director Of Allied Health Fields	\$71,987		\$71,987	61	0.00%	89.45%	89.45%	0	8,489	0	14.72	75,406	3,419	4.75%	3.38%	2,433	74,420	2,433	3.38%
Testing Center Coordinator	\$35,599		\$35,599	28	0.00%	107.60%	107.60%	0	0	0	34.42	36,934	1,335	3.75%	3.38%	1,203	36,802	1,203	3.38%
Security Personnel	\$24,464		\$24,464	21	0.00%	87.90%	87.90%	0	3,368	0	0.81	25,320	856	3.50%	3.38%	827	25,291	827	3.38%
Financial Aid Specialist	\$25,806	\$1,322	\$27,128	29	5.12%	76.10%	80.00%	0	6,782	0	3.70	28,145	2,339	9.06%	3.38%	917	28,045	2,239	8.68%
Custodian	\$18,092		\$18,092	8	0.00%	89.61%	89.61%	0	2,098	0	0.64	18,725	633	3.50%	3.38%	612	18,704	612	3.38%
Custodian	\$19,326		\$19,326	8	0.00%	95.72%	95.72%	0	864	0	4.72	19,857	531	2.75%	3.38%	653	19,979	653	3.38%
Library Technician	\$25,088		\$25,088	21	5.50%	75.83%	80.00%	0	6,616	0	9.64	26,154	1,066	4.25%	3.38%	848	25,936	848	3.38%
Administrative Support Coordinato	\$33,146		\$33,146	26	0.00%	105.26%	105.26%	0	0	0	17.62	34,223	1,077	3.25%	3.38%	1,120	34,266	1,120	3.38%
Professor - MA	\$44,981		\$44,981	42	0.00%	91.59%	91.59%	0	4,131	0	3.00	46,218	1,237	2.75%	3.38%	1,520	46,501	1,520	3.38%
Administrative Support Assistant	\$21,994		\$21,994	12	0.00%	98.69%	98.69%	0	292	0	4.45	22,599	605	2.75%	3.38%	743	22,737	743	3.38%
Professor - PHD	\$56,713		\$56,713	51	0.00%	90.21%	90.21%	0	6,155	0	9.00	58,556	1,843	3.25%	3.38%	1,917	58,630	1,917	3.38%
Human Resources Payroll Clerk	\$21,716		\$21,716	18	0.03%	79.98%	80.00%	0	5,431	0	2.00	22,530	814	3.75%	3.38%	734	22,450	734	3.38%
Programmer Analyst	\$52,337		\$52,337	46	0.00%	101.43%	101.43%	0	0	0	16.76	54,038	1,701	3.25%	3.38%	1,769	54,106	1,769	3.38%
Dean of Public Safety	\$66,896		\$66,896	60	0.00%	91.75%	91.75%	0	6,012	0	11.14	69,405	2,509	3.75%	3.38%	2,261	69,157	2,261	3.38%
Security Personnel	\$28,862		\$28,862	21	0.00%	103.70%	103.70%	0	0	0	13.00	29,656	794	2.75%	3.38%	976	29,838	976	3.38%
Custodian	\$22,194		\$22,194	8	0.00%	109.93%	109.93%	0	0	0	9.34	22,693	499	2.25%	3.38%	750	22,944	750	3.38%
Administrative Support Coordinato	\$32,766		\$32,766	26	0.00%	104.05%	104.05%	0	0	0	16.75	33,831	1,065	3.25%	3.38%	1,107	33,873	1,107	3.38%
Library Technician	\$34,329		\$34,329	28	0.00%	103.77%	103.77%	0	0	0	13.00	35,273	944	2.75%	3.38%	1,160	35,489	1,160	3.38%
Programmer Analyst	\$45,618		\$45,618	46	0.00%	88.41%	88.41%	0	5,981	0	3.33	47,329	1,711	3.75%	3.38%	1,542	47,160	1,542	3.38%

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Professor - MA	\$49,340		\$49,340	42	0.00%	100.46%	100.46%	0	0	0	11.00	50,697	1,357	2.75%	3.38%	1,668	51,008	1,668	3.38%
Professor - MA	\$52,569		\$52,569	40	0.00%	107.04%	107.04%	0	0	0	8.09	53,752	1,183	2.25%	3.38%	1,777	54,346	1,777	3.38%
Professor - PHD	\$59,976		\$59,976	51	0.00%	95.40%	95.40%	0	2,892	0	16.00	62,525	2,549	4.25%	3.38%	2,027	62,003	2,027	3.38%
Institutional Effectiveness Assista	\$23,615		\$23,615	18	0.00%	91.37%	91.37%	0	2,230	0	0.33	24,205	590	2.50%	3.38%	798	24,413	798	3.38%
Switchboard Operator/Mail Clerk/C	\$21,374		\$21,374	18	0.00%	82.70%	82.70%	0	4,471	0	2.22	22,176	802	3.75%	3.38%	722	22,096	722	3.38%
Dean of Counseling	\$72,978		\$72,978	53	0.00%	118.98%	118.98%	0	0	0	32.47	74,620	1,642	2.25%	3.38%	2,467	75,445	2,467	3.38%
Vice President For Instruction	\$89,216		\$89,216	74	1.96%	78.46%	80.00%	0	22,742	0	3.00	92,562	3,346	3.75%	3.38%	3,016	92,232	3,016	3.38%
Distance Learning Instructional De	\$43,611		\$43,611	43	0.00%	91.02%	91.02%	0	4,304	0	1.76	44,810	1,199	2.75%	3.38%	1,474	45,085	1,474	3.38%
Administrative Support Coordinato	\$36,061		\$36,061	26	0.00%	114.52%	114.52%	0	0	0	10.79	36,331	270	0.75%	3.38%	1,219	37,280	1,219	3.38%
Professor - MA+12	\$52,794		\$52,794	44	0.00%	97.39%	97.39%	0	1,417	0	18.00	55,038	2,244	4.25%	3.38%	1,784	54,578	1,784	3.38%
Custodian	\$17,663		\$17,663	8	0.00%	87.48%	87.48%	0	2,527	0	2.00	18,325	662	3.75%	3.38%	597	18,260	597	3.38%
Professor - MA	\$40,741		\$40,741	42	0.00%	82.95%	82.95%	0	8,371	0	2.22	42,269	1,528	3.75%	3.38%	1,377	42,118	1,377	3.38%
Director of Del Norte Fitness Cent	\$34,570		\$34,570	38	2.96%	77.70%	80.00%	0	8,898	0	2.72	35,866	1,296	3.75%	3.38%	1,168	35,738	1,168	3.38%
Professor - MA	\$48,332		\$48,332	42	0.00%	98.41%	98.41%	0	780	0	13.00	50,144	1,812	3.75%	3.38%	1,634	49,966	1,634	3.38%
Executive Assistant	\$33,858		\$33,858	30	0.00%	97.41%	97.41%	0	900	0	13.74	35,128	1,270	3.75%	3.38%	1,144	35,002	1,144	3.38%
Professor AA 12 months	\$45,150		\$45,150	AA12	0.00%	93.34%	93.34%	0	3,221	0	2.00	46,392	1,242	2.75%	3.38%	1,526	46,676	1,526	3.38%
Administrative Support Coordinato	\$21,179	\$543	\$21,722	20	18.94%	67.26%	80.00%	0	6,298	0	4.49	22,537	1,358	6.41%	3.38%	734	22,456	1,277	6.03%
Vice President For Finance	\$87,488		\$87,488	71	0.00%	84.93%	84.93%	0	15,529	0	7.43	91,206	3,718	4.25%	3.38%	2,957	90,445	2,957	3.38%
Administrative Support Coordinato	\$28,710		\$28,710	26	0.00%	91.17%	91.17%	0	2,779	0	7.74	29,643	933	3.25%	3.38%	970	29,680	970	3.38%
General Maintenance Worker	\$28,791		\$28,791	25	0.00%	93.72%	93.72%	0	1,930	0	6.31	29,727	936	3.25%	3.38%	973	29,764	973	3.38%
Professor - MA	\$51,720		\$51,720	42	0.00%	105.31%	105.31%	0	0	0	16.00	53,401	1,681	3.25%	3.38%	1,748	53,468	1,748	3.38%
Professor - BA	\$38,138		\$38,138	38	0.00%	85.72%	85.72%	0	6,355	0	1.50	39,568	1,430	3.75%	3.38%	1,289	39,427	1,289	3.38%
Professor - MA	\$42,638		\$42,638	38	0.00%	86.82%	86.82%	0	6,474	0	4.00	44,237	1,599	3.75%	3.38%	1,441	44,079	1,441	3.38%
Administrative Support Assistant	\$20,217		\$20,217	12	0.00%	90.72%	90.72%	0	2,069	0	0.01	20,722	505	2.50%	3.38%	663	20,900	663	3.38%
Custodian	\$21,986		\$21,986	8	0.00%	108.90%	108.90%	0	0	0	8.30	22,461	495	2.25%	3.38%	743	22,729	743	3.38%
Human Resources Technician	\$25,737		\$25,737	26	0.00%	81.73%	81.73%	0	5,752	0	3.22	26,702	965	3.75%	3.38%	870	26,607	870	3.38%
Administrative Support Assistant	\$19,127		\$19,127	12	0.00%	85.83%	85.83%	0	3,159	0	2.70	19,844	717	3.75%	3.38%	646	19,773	646	3.38%

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Administrative Support Coordinat	\$31,583		\$31,583	26	0.00%	100.30%	100.30%	0	0	0	14.03	32,452	869	2.75%	3.38%	1,068	32,651	1,068	3.38%
Dean of Math and Sciences	\$69,726		\$69,726	64	1.92%	78.49%	80.00%	0	17,766	0	17.69	73,387	3,661	5.25%	3.38%	2,357	72,083	2,357	3.38%
Professor - BA	\$36,552		\$36,552	38	0.00%	82.15%	82.15%	0	7,941	0	4.00	37,923	1,371	3.75%	3.38%	1,235	37,787	1,235	3.38%
Professor - MA+12	\$42,450	\$919	\$43,369	44	2.16%	78.31%	80.00%	0	10,842	0	3.00	44,995	2,545	6.00%	3.38%	1,466	44,835	2,385	5.62%
General Maintenance Foreman	\$41,893		\$41,893	42	0.00%	89.62%	89.62%	0	4,853	0	9.60	43,673	1,780	4.25%	3.38%	1,416	43,309	1,416	3.38%
Accounts Receivable Specialists/H	\$28,455		\$28,455	20	0.00%	104.79%	104.79%	0	0	0	10.74	29,095	640	2.25%	3.38%	962	29,417	962	3.38%
Professor - PHD	\$48,693		\$48,693	51	3.29%	77.45%	80.00%	0	12,574	0	6.00	50,762	2,069	4.25%	3.38%	1,646	50,339	1,646	3.38%
Professor - AA	\$32,597		\$32,597	36	0.00%	80.87%	80.87%	0	7,712	0	2.00	33,819	1,222	3.75%	3.38%	1,102	33,699	1,102	3.38%
Grants Coordinator	\$23,323		\$23,323	20	0.00%	85.89%	85.89%	0	3,830	0	0.88	24,139	816	3.50%	3.38%	788	24,111	788	3.38%
Inventory Control Specialist	\$30,504		\$30,504	25	0.00%	99.29%	99.29%	0	217	0	8.00	31,495	991	3.25%	3.38%	1,031	31,535	1,031	3.38%
Security Personnel	\$34,225		\$34,225	21	0.00%	122.97%	122.97%	0	0	827	23.08	34,995	770	2.25%	3.38%	1,157	35,362	1,157	3.38%
Director of Library Services	\$65,859		\$65,859	55	0.00%	94.91%	94.91%	0	3,536	0	8.72	67,999	2,140	3.25%	3.38%	2,226	68,085	2,226	3.38%
Assistant Director PR & Marketing	\$42,896		\$42,896	44	0.00%	87.34%	87.34%	0	6,216	0	2.43	44,505	1,609	3.75%	3.38%	1,450	44,346	1,450	3.38%
Executive Director - NMJC Found	\$49,599		\$49,599	47	0.00%	84.96%	84.96%	0	8,780	0	4.33	51,459	1,860	3.75%	3.38%	1,676	51,275	1,676	3.38%
Professor - PHD	\$53,775		\$53,775	51	0.00%	85.54%	85.54%	0	9,093	0	2.50	55,792	2,017	3.75%	3.38%	1,818	55,593	1,818	3.38%
Personal Computer Specialist	\$36,527		\$36,527	37	0.00%	88.41%	88.41%	0	4,790	0	7.33	38,079	1,552	4.25%	3.38%	1,235	37,762	1,235	3.38%
Professor - MA+24	\$46,117		\$46,117	45	0.00%	82.99%	82.99%	0	9,449	0	4.00	47,846	1,729	3.75%	3.38%	1,559	47,676	1,559	3.38%
Records Administrator	\$36,893		\$36,893	35	0.00%	93.81%	93.81%	0	2,433	0	26.00	38,645	1,752	4.75%	3.38%	1,247	38,140	1,247	3.38%
Coordinator of Learning Assistanc	\$34,490		\$34,490	36	0.00%	85.56%	85.56%	0	5,819	0	2.30	35,783	1,293	3.75%	3.38%	1,166	35,656	1,166	3.38%
Library Assistant	\$20,859		\$20,859	14	0.00%	89.09%	89.09%	0	2,555	0	2.61	21,641	782	3.75%	3.38%	705	21,564	705	3.38%
Director of Computer Information S	\$68,409		\$68,409	64	3.88%	77.01%	80.00%	0	17,766	0	13.07	71,658	3,249	4.75%	3.38%	2,312	70,721	2,312	3.38%
Administrative Support Coordinat	\$27,370		\$27,370	26	0.00%	86.92%	86.92%	0	4,119	0	5.79	28,396	1,026	3.75%	3.38%	925	28,295	925	3.38%
Professor - BA	\$38,037		\$38,037	38	0.00%	85.49%	85.49%	0	6,456	0	19.00	40,034	1,997	5.25%	3.38%	1,286	39,323	1,286	3.38%
General Maintenance Worker	\$29,109		\$29,109	25	0.00%	94.75%	94.75%	0	1,612	0	1.80	29,909	800	2.75%	3.38%	984	30,093	984	3.38%
Custodian	\$17,166		\$17,166	8	0.00%	85.02%	85.02%	0	3,024	0	2.00	17,810	644	3.75%	3.38%	580	17,746	580	3.38%
Custodian	\$22,559		\$22,559	8	0.00%	111.73%	111.73%	0	0	0	10.22	22,728	169	0.75%	3.38%	762	23,321	762	3.38%
Custodian	\$18,510		\$18,510	8	0.00%	91.68%	91.68%	0	1,680	0	3.33	19,019	509	2.75%	3.38%	626	19,136	626	3.38%

Salary Schedule for 2008-2009

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NEW MEXICO JUNIOR COLLEGE

2008-2009 Compensation Recommendation

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Graphic Designer	\$35,670		\$35,670	34	0.00%	92.97%	92.97%	0	2,697	0	14.43	37,008	1,338	3.75%	3.38%	1,206	36,876	1,206	3.38%
Director of Financial Aid	\$47,703	\$168	\$47,871	52	8.07%	74.03%	80.00%	0	12,888	0	6.42	49,906	2,203	4.62%	3.38%	1,618	49,489	1,786	3.74%
Administrative Support Coordinator	\$28,137		\$28,137	26	0.00%	89.35%	89.35%	0	3,352	0	6.00	29,333	1,196	4.25%	3.38%	951	29,088	951	3.38%
Administrative Support Coordinator	\$28,449		\$28,449	26	0.00%	90.35%	90.35%	0	3,040	0	18.83	29,656	1,209	4.25%	3.38%	962	29,411	962	3.38%
Document Center Coordinator	\$31,499		\$31,499	34	0.00%	82.10%	82.10%	0	6,868	0	6.67	32,838	1,339	4.25%	3.38%	1,065	32,564	1,065	3.38%
Assistant Director of Financial Aid	\$31,504	\$743	\$32,247	36	15.81%	69.08%	80.00%	0	9,121	0	2.47	33,456	1,952	6.20%	3.38%	1,090	33,337	1,833	5.82%
President	\$132,000		\$132,000	87	0.00%	82.16%	82.16%	0	28,671	0	23.64	139,590	7,590	5.75%	3.38%	4,462	136,462	4,462	3.38%
Admission Specialist	\$32,865		\$32,865	34	0.00%	85.66%	85.66%	0	5,502	0	2.44	34,097	1,232	3.75%	3.38%	1,111	33,976	1,111	3.38%
Program Planner - Continuing Edu	\$36,670		\$36,670	33	0.00%	90.97%	90.97%	0	3,639	0	6.42	37,862	1,192	3.25%	3.38%	1,239	37,909	1,239	3.38%
Dean of Training and Outreach	\$67,258		\$67,258	62	0.00%	87.81%	87.81%	0	9,341	0	13.72	70,453	3,195	4.75%	3.38%	2,273	69,531	2,273	3.38%
Professor - AA	\$35,387		\$35,387	36	0.00%	87.79%	87.79%	0	4,922	0	7.00	36,891	1,504	4.25%	3.38%	1,196	36,583	1,196	3.38%
Professor - BA	\$32,720	\$660	\$33,380	38	8.79%	73.54%	80.00%	0	8,898	0	2.00	34,632	1,912	5.84%	3.38%	1,128	34,508	1,128	5.47%
Registrar Assistant	\$31,014		\$31,014	29	0.00%	91.46%	91.46%	0	2,896	0	12.52	32,177	1,163	3.75%	3.38%	1,048	32,062	1,048	3.38%
Professor - MA+12	\$47,405		\$47,405	44	0.00%	87.45%	87.45%	0	6,806	0	4.18	49,183	1,778	3.75%	3.38%	1,602	49,007	1,602	3.38%
Security Personnel	\$23,357		\$23,357	21	0.00%	83.92%	83.92%	0	4,475	0	1.00	24,233	876	3.75%	3.38%	789	24,146	789	3.38%
Administrative Support Coordinat	\$27,929		\$27,929	26	0.00%	88.69%	88.69%	0	3,560	0	8.42	29,116	1,187	4.25%	3.38%	944	28,873	944	3.38%
Human Resources Generalist	\$40,404		\$40,404	40	0.00%	90.81%	90.81%	0	4,089	0	10.29	41,717	1,313	3.25%	3.38%	1,366	41,770	1,366	3.38%
Director of Learning Communities/	\$41,049		\$41,049	35	0.00%	104.38%	104.38%	0	0	0	3.00	41,767	718	1.75%	3.38%	1,387	42,436	1,387	3.38%
Administrative Support Coordinato	\$22,164		\$22,164	20	13.66%	70.39%	80.00%	0	6,298	0	0.14	22,940	776	3.50%	3.38%	749	22,913	749	3.38%
Executive Assistant	\$35,970		\$35,970	30	0.00%	103.49%	103.49%	0	0	0	18.00	37,139	1,169	3.25%	3.38%	1,216	37,186	1,216	3.38%
Professor - MA+24	\$53,302		\$53,302	45	0.00%	95.93%	95.93%	0	2,264	0	18.00	55,567	2,265	4.25%	3.38%	1,802	55,104	1,802	3.38%
Purchasing Coordinator	\$37,013		\$37,013	36	0.00%	91.82%	91.82%	0	3,296	0	2.00	38,031	1,018	2.75%	3.38%	1,251	38,264	1,251	3.38%
Director Administrative Services	\$62,165		\$62,165	54	0.00%	89.58%	89.58%	0	7,230	0	7.47	64,807	2,642	4.25%	3.38%	2,101	64,266	2,101	3.38%
Professor - MA	\$71,369		\$71,369	42	0.00%	145.32%	145.32%	0	0	12,434	22.68	72,975	1,606	2.25%	3.38%	2,412	73,781	2,412	3.38%
Professor - MA+30	\$45,360		\$45,360	45	2.96%	77.70%	80.00%	0	11,676	0	1.00	47,061	1,701	3.75%	3.38%	1,533	46,893	1,533	3.38%
Professor - MA	\$36,932		\$36,932	40	6.38%	75.20%	80.00%	0	9,822	0	0.21	38,225	1,293	3.50%	3.38%	1,248	38,180	1,248	3.38%
Security Personnel	\$28,301		\$28,301	21	0.00%	101.69%	101.69%	0	0	0	11.76	29,079	778	2.75%	3.38%	957	29,258	957	3.38%

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NEW MEXICO JUNIOR COLLEGE

2008-2009 Compensation Recommendation

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Professor - MA+36	\$47,035		\$47,035	48	1.78%	78.60%	80.00%	0	11,968	0	3.00	48,799	1,764	3.75%	3.38%	1,590	48,625	1,590	3.38%
Coordinator of Assessment and Q	\$40,320		\$40,320	44	7.56%	74.38%	80.00%	0	10,842	0	1.00	41,832	1,512	3.75%	3.38%	1,363	41,663	1,363	3.38%
Professor - MA	\$45,553		\$45,553	42	0.00%	92.75%	92.75%	0	3,559	0	9.00	47,033	1,480	3.25%	3.38%	1,540	47,093	1,540	3.38%
Professor - MA+30	\$46,829		\$46,829	47	0.00%	80.22%	80.22%	0	11,550	0	1.00	48,585	1,756	3.75%	3.38%	1,583	48,412	1,583	3.38%
Vice President For Student Service	\$88,830		\$88,830	69	0.00%	90.59%	90.59%	0	9,223	0	9.53	91,717	2,887	3.25%	3.38%	3,002	91,832	3,002	3.38%
General Maintenance Worker	\$25,592		\$25,592	25	0.00%	83.30%	83.30%	0	5,129	0	1.33	26,552	960	3.75%	3.38%	865	26,457	865	3.38%
Database/Server Specialist	\$39,624		\$39,624	37	0.00%	95.90%	95.90%	0	1,693	0	14.47	41,110	1,486	3.75%	3.38%	1,339	40,963	1,339	3.38%
Administrative Support Coordinator	\$26,883		\$26,883	26	0.00%	85.37%	85.37%	0	4,606	0	2.74	27,891	1,008	3.75%	3.38%	909	27,792	909	3.38%
Groundskeeper - Irrigation Special	\$19,622		\$19,622	12	0.29%	79.77%	80.00%	0	4,920	0	4.00	20,358	736	3.75%	3.38%	663	20,285	663	3.38%
Professor - MA+12	\$41,100		\$41,100	40	5.52%	75.81%	80.00%	0	10,842	0	1.50	42,641	1,541	3.75%	3.38%	1,389	42,489	1,389	3.38%
General Maintenance Worker	\$26,739		\$26,739	25	0.00%	87.04%	87.04%	0	3,982	0	1.72	27,742	1,003	3.75%	3.38%	904	27,643	904	3.38%
Counselor	\$51,558		\$51,558	43	0.00%	107.60%	107.60%	0	0	0	9.26	52,718	1,160	2.25%	3.38%	1,743	53,301	1,743	3.38%
Assistant Director of Corrections A	\$43,514		\$43,514	44	0.00%	88.60%	88.60%	0	5,598	0	3.18	45,146	1,632	3.75%	3.38%	1,471	44,985	1,471	3.38%
Associate Dean of Students	\$48,954		\$48,954	52	5.31%	75.97%	80.00%	0	12,888	0	2.00	50,790	1,836	3.75%	3.38%	1,655	50,609	1,655	3.38%
Professor - AA	\$33,362		\$33,362	36	0.00%	82.77%	82.77%	0	6,947	0	3.00	34,613	1,251	3.75%	3.38%	1,128	34,490	1,128	3.38%
Human Resources and Payroll Sp	\$33,131		\$33,131	34	0.00%	86.35%	86.35%	0	5,236	0	4.00	34,373	1,242	3.75%	3.38%	1,120	34,251	1,120	3.38%
Grounds Supervisor	\$27,496		\$27,496	26	1.13%	79.11%	80.00%	0	6,951	0	7.31	28,665	1,169	4.25%	3.38%	929	28,425	929	3.38%
Custodian	\$18,901		\$18,901	8	0.00%	93.62%	93.62%	0	1,289	0	5.00	19,421	520	2.75%	3.38%	639	19,540	639	3.38%
Warehouse/Fleet Maintenance We	\$31,395		\$31,395	22	0.00%	100.83%	100.83%	0	0	0	2.75	20,714	356	1.75%	3.38%	688	21,046	688	3.38%
Professor - MA+45	\$43,843		\$43,843	44	11.92%	71.48%	80.00%	0	12,267	0	14.64	31,787	392	1.25%	3.38%	1,061	32,456	1,061	3.38%
Custodian	\$20,186		\$20,186	8	0.00%	99.98%	99.98%	0	4	0	6.79	20,842	656	3.25%	3.38%	682	20,868	682	3.38%
Vice President for Training and O	\$88,875		\$88,875	74	0.00%	86.27%	86.27%	0	14,142	0	1.80	92,208	3,333	3.75%	3.38%	3,004	91,879	3,004	3.38%
Professor - MA+45	\$52,444		\$52,444	49	0.00%	85.50%	85.50%	0	8,991	0	9.00	54,673	2,229	4.25%	3.38%	1,773	54,217	1,773	3.38%
Professor - MA	\$46,936		\$46,936	42	0.00%	95.57%	95.57%	0	2,176	0	9.00	48,461	1,525	3.25%	3.38%	1,586	48,522	1,586	3.38%
Custodian	\$19,848		\$19,848	8	0.00%	98.31%	98.31%	0	342	0	2.70	20,394	546	2.75%	3.38%	671	20,519	671	3.38%
Custodian	\$16,335		\$16,335	8	0.00%	80.91%	80.91%	0	3,855	0	0.17	16,907	572	3.50%	3.38%	552	16,887	552	3.38%

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Accounts Payable Clerk	\$29,153		\$29,153	21	0.00%	97.27%	97.27%	0	819	0	13.83	30,246	1,093	3.75%	3.38%	985	30,138	985	3.38%
Administrative Support Coordinato	\$20,887	\$835	\$21,722	20	20.61%	66.33%	80.00%	0	6,296	0	0.10	22,482	1,595	7.64%	3.38%	734	22,456	1,569	7.51%
Professor - AA	\$33,362		\$33,362	36	0.00%	82.77%	82.77%	0	6,947	0	3.00	34,613	1,251	3.75%	3.38%	1,128	34,490	1,128	3.38%
Director of Instructional Technolog	\$51,880		\$51,880	50	0.00%	88.76%	88.76%	0	5,385	0	2.69	53,826	1,946	3.75%	3.38%	1,754	53,634	1,754	3.38%
Professor - MA+45	\$55,477		\$55,477	49	0.00%	90.45%	90.45%	0	5,858	0	10.00	57,280	1,803	3.25%	3.38%	1,875	57,352	1,875	3.38%
Accountant (Controller)	\$51,613		\$51,613	50	0.00%	90.62%	90.62%	0	5,342	0	7.10	53,290	1,677	3.25%	3.38%	1,745	53,358	1,745	3.38%
Cashier/Data Entry Assistant	\$19,279		\$19,279	14	0.00%	82.34%	82.34%	0	4,135	0	0.33	19,954	675	3.50%	3.38%	652	19,931	652	3.38%
Custodian	\$16,963		\$16,963	8	0.00%	84.02%	84.02%	0	3,227	0	1.17	17,599	636	3.75%	3.38%	573	17,536	573	3.38%
Professor - MA	\$46,880		\$46,880	42	0.00%	95.45%	95.45%	0	2,232	0	1.00	48,169	1,289	2.75%	3.38%	1,585	48,465	1,585	3.38%
Library Technician	\$24,598		\$24,598	21	7.60%	74.35%	80.00%	0	6,616	0	7.76	25,643	1,045	4.25%	3.38%	831	25,429	831	3.38%
Training Consultant	\$41,289		\$41,289	40	0.00%	92.80%	92.80%	0	3,204	0	1.32	42,424	1,135	2.75%	3.38%	1,396	42,685	1,396	3.38%
Counselor	\$41,240		\$41,240	43	0.00%	86.07%	86.07%	0	6,675	0	1.29	42,787	1,547	3.75%	3.38%	1,394	42,634	1,394	3.38%
Professor - MA	\$42,849		\$42,849	42	0.00%	87.25%	87.25%	0	6,263	0	5.00	44,456	1,607	3.75%	3.38%	1,448	44,297	1,448	3.38%
Director of Lea County Cowboy He	\$46,981		\$46,981	46	0.00%	91.05%	91.05%	0	4,618	0	10.54	48,508	1,527	3.25%	3.38%	1,588	48,569	1,588	3.38%
Financial Aid Specialist	\$24,577	\$2,551	\$27,128	29	10.38%	72.48%	80.00%	0	6,782	0	1.54	28,145	3,568	14.52%	3.38%	917	28,045	3,468	14.11%
Executive Assistant to the Preside	\$53,651		\$53,651	47	0.00%	101.44%	101.44%	0	0	0	24.63	55,663	2,012	3.75%	3.38%	1,813	55,464	1,813	3.38%
Professor - BA	\$41,377		\$41,377	38	0.00%	93.00%	93.00%	0	3,116	0	7.00	42,722	1,345	3.25%	3.38%	1,399	42,776	1,399	3.38%
Professor - BA	\$32,237	\$1,643	\$33,880	38	10.42%	72.45%	80.00%	0	8,898	0	1.00	35,151	2,914	9.04%	3.38%	1,145	35,025	1,145	8.65%
Professor - MA+12	\$41,331		\$41,331	40	4.93%	76.24%	80.00%	0	10,842	0	1.00	42,881	1,550	3.75%	3.38%	1,397	42,728	1,397	3.38%
Executive Director - Western Herit	\$70,000		\$70,000	51	0.00%	108.63%	108.63%	0	0	0	1.00	71,225	1,225	1.75%	3.38%	2,366	72,366	2,366	3.38%
Executive Assistant	\$35,283		\$35,283	30	0.00%	101.51%	101.51%	0	0	0	17.76	36,430	1,147	3.25%	3.38%	1,193	36,476	1,193	3.38%
Professor - MA	\$44,348		\$44,348	42	0.00%	90.30%	90.30%	0	4,764	0	5.00	45,568	1,220	2.75%	3.38%	1,499	45,847	1,499	3.38%
Professor - MA+30	\$44,452		\$44,452	45	5.06%	76.14%	80.00%	0	11,676	0	1.00	46,119	1,667	3.75%	3.38%	1,502	45,954	1,502	3.38%
Database/Server Specialist	\$40,421		\$40,421	37	0.00%	97.83%	97.83%	0	896	0	2.00	41,533	1,112	2.75%	3.38%	1,366	41,787	1,366	3.38%
Electrician - Lead Journeyman	\$38,807		\$38,807	36	0.00%	91.64%	91.64%	0	3,543	0	1.54	39,874	1,067	2.75%	3.38%	1,312	40,119	1,312	3.38%
Administrative Support Coordinato	\$32,411		\$32,411	26	0.00%	102.93%	102.93%	0	0	0	5.77	32,978	567	1.75%	3.38%	1,095	33,506	1,095	3.38%
Custodian	\$19,697		\$19,697	8	0.00%	97.56%	97.56%	0	493	0	3.68	20,239	542	2.75%	3.38%	666	20,363	666	3.38%

Salary Schedule for 2008-2009

Figured with "half" adjustments and option C, also figured straight percentage after adjustment

NEW MEXICO JUNIOR COLLEGE

2008-2009 Compensation Recommendation

Job Title	Sal before adjustment	Adjustment	Current Salary	Salary Range	Percent Increase	Old Compa-Ratio	New Compa-Ratio	\$ <MIN after Increase	\$ <MID after Increase	\$ >MAX after Increase	Svc Yrs	Option C New Salary Calc	Total Increase	Total percent Increase	%	Increase	Salary w/% Increase	Total Increase	Total percent increase
Administrative Support Coordinator	\$23,648	\$1,543	\$25,191	26	6.52%	75.10%	80.00%	0	6,298	0	0.60	26,073	2,425	10.25%	3.38%	851	26,042	2,394	10.13%
Coordinator of Intramurals/Student	\$37,565		\$37,565	31	0.00%	105.44%	105.44%	0	0	0	3.65	38,222	657	1.75%	3.38%	1,270	38,895	1,270	3.38%
Professor - MA+45	\$54,186		\$54,186	47	0.00%	88.34%	88.34%	0	7,149	0	3.00	56,218	2,032	3.75%	3.38%	1,831	56,017	1,831	3.38%
Divisional Academic Coordinator/F	\$48,156	\$2,200	\$50,356	47	4.57%	91.05%	95.21%	0	2,533	0	3.55	51,741	3,585	7.44%	3.38%	1,702	52,058	3,902	8.10%
Professor - PHD	\$56,099		\$56,099	51	0.00%	89.23%	89.23%	0	6,769	0	9.00	58,483	2,384	4.25%	3.38%	1,896	57,995	1,896	3.38%
Groundskeeper	\$20,623		\$20,623	10	0.00%	92.54%	92.54%	0	1,663	0	0.14	21,139	516	2.50%	3.38%	697	21,320	697	3.38%
Director of PR & Marketing	\$51,092		\$51,092	51	6.01%	75.47%	80.00%	0	13,540	0	2.78	53,008	1,916	3.75%	3.38%	1,727	52,819	1,727	3.38%
Professor - BA	\$43,360		\$43,360	38	0.00%	97.45%	97.45%	0	1,133	0	12.00	44,986	1,626	3.75%	3.38%	1,466	44,826	1,466	3.38%
Coordinator of Network Systems	\$48,454		\$48,454	47	0.00%	91.61%	91.61%	0	4,435	0	8.40	50,029	1,575	3.25%	3.38%	1,638	50,092	1,638	3.38%
Professor - BA	\$50,008		\$50,008	38	0.00%	112.39%	112.39%	0	0	0	2.00	50,133	125	0.25%	3.38%	1,690	51,698	1,690	3.38%
Administrative Support Coordinato	\$25,000		\$25,000	20	0.76%	79.39%	80.00%	0	6,298	0	0.17	25,875	875	3.50%	3.38%	845	25,845	845	3.38%
Dean of Careers and Technology	\$66,896		\$66,896	60	0.00%	85.20%	85.20%	0	11,618	0	4.83	69,405	2,509	3.75%	3.38%	2,261	69,157	2,261	3.38%
Custodian	\$20,099		\$20,099	8	0.00%	99.55%	99.55%	0	91	0	2.05	20,652	553	2.75%	3.38%	679	20,778	679	3.38%
Professor - MA+12	\$41,730		\$41,730	44	3.93%	76.98%	80.00%	0	10,842	0	5.00	43,295	1,565	3.75%	3.38%	1,410	43,140	1,410	3.38%
Coordinator of Technical Services	\$45,316		\$45,316	44	0.00%	92.27%	92.27%	0	3,796	0	1.62	46,562	1,246	2.75%	3.38%	1,532	46,848	1,532	3.38%
Professor - MA+30	\$44,401		\$44,401	45	5.18%	76.06%	80.00%	0	11,676	0	3.00	46,066	1,665	3.75%	3.38%	1,501	45,902	1,501	3.38%
Library Technician	\$24,421		\$24,421	21	8.38%	73.82%	80.00%	0	6,616	0	7.70	25,459	1,038	4.25%	3.38%	825	25,246	825	3.38%
Professor - PHD	\$61,739		\$61,739	51	0.00%	98.20%	98.20%	0	1,129	0	14.00	64,054	2,315	3.75%	3.38%	2,087	63,826	2,087	3.38%
Custodian	\$20,843		\$20,843	8	0.00%	103.24%	103.24%	0	0	0	6.60	21,312	469	2.25%	3.38%	704	21,547	704	3.38%
Videographer/Writer PR & Marketi	\$28,575		\$28,575	28	0.00%	82.21%	82.21%	0	6,183	0	0.10	29,575	1,000	3.50%	3.38%	966	29,541	966	3.38%
Professor - MA	\$42,320		\$42,320	42	0.00%	86.17%	86.17%	0	6,792	0	1.00	43,907	1,587	3.75%	3.38%	1,430	43,750	1,430	3.38%
Professor - PHD	\$54,019		\$54,019	51	0.00%	85.92%	85.92%	0	8,849	0	4.00	56,045	2,026	3.75%	3.38%	1,826	55,845	1,826	3.38%
Director of Athletics	\$70,000		\$70,000	57	0.00%	103.39%	103.39%	0	0	0	0.69	71,050	1,050	1.50%	3.38%	2,366	72,366	2,366	3.38%
Professor - BA	\$42,552		\$42,552	38	0.00%	95.64%	95.64%	0	1,941	0	8.00	43,935	1,383	3.25%	3.38%	1,438	43,990	1,438	3.38%
Professor - MA	\$45,586		\$45,586	42	0.00%	92.82%	92.82%	0	3,526	0	6.00	47,068	1,482	3.25%	3.38%	1,541	47,127	1,541	3.38%
Library Assistant	\$19,640		\$19,640	14	0.00%	83.88%	83.88%	0	3,774	0	0.88	20,327	687	3.50%	3.38%	664	20,304	664	3.38%
Counselor	\$46,448		\$46,448	43	0.00%	96.94%	96.94%	0	1,467	0	5.75	47,725	1,277	2.75%	3.38%	1,570	48,018	1,570	3.38%

