

Guests

Jim & Mary Harris

Jane Falk

Starla Jones Hobbs News Sun

TINA ~~PAUL~~ Shoemaker

NEW MEXICO JUNIOR COLLEGE

BOARD MEETING
Monday, September 18, 2000
Zia Room - Library
1:30 p.m.

AGENDA

- | | |
|---|--------------|
| A. Welcome | Mr. Newman |
| B. Adoption of Agenda | Mr. Newman |
| C. Approval of Minutes of August 29, 2000 | Mr. Newman |
| D. Correspondence | Mr. Schubert |
| E. President's Report | Dr. McCleery |
| F. New Business | |
| 1. Monthly Expenditures Report | Dr. McCleery |
| 2. Monthly Revenue Report | Dr. McCleery |
| 3. Oil and Gas Revenue Report | Dr. McCleery |
| 4. Schedule of Investments | Dr. McCleery |
| 5. Consideration of Board Resignation | Dr. McCleery |
| 6. Retirement Resolution | Dr. McCleery |
| 7. Personnel Consideration - Director of Physical Plant | Dr. McCleery |
| G. Public Comments | Mr. Newman |
| H. Announcement of Next Meeting | Mr. Newman |
| I. Adjournment | Mr. Newman |

NEW MEXICO JUNIOR COLLEGE

BOARD MEETING

AUGUST 29, 2000

MINUTES

The New Mexico Junior College Board met on Tuesday, August 29, 2000, beginning at 1:30 p.m. in the Zia Room of Pannell Library. The following members were present: Mr. Monty Newman, Chairman; Mr. Gary Schubert, Secretary; Mrs. Bonnie Moran; Mr. Bill Lee; and Mr. Ferrel Caster. Not present was Mr. Donald Whitaker.

Mr. Newman called the meeting to order and welcomed visitors and guests present: Starla Jones, Hobbs News-Sun.

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

Upon a motion by Mr. Lee, seconded by Mr. Schubert, the board unanimously approved the minutes of August 15, 2000.

Under *Correspondence*, Mr. Schubert read a letter of resignation from Mrs. Irene Salgado.

Under *President's Report*, Dr. McCleery reported that the NMJC Foundation golf tournament was a success, raising \$14,000 in endowment funds for scholarships. This will be matched with Title V dollars. He also reported that the Commission on Higher Education had approved the chiller project. Robert Guthrie shared last year's highlights/successes for Phi Beta Lamda. Toodie Holstrom shared with the board the student awards for cosmetology's state and national competition. Robert Bensing gave the fall semester enrollment report. Lance Caviness invited the board to join in the Fraff Fest activities to be held all day September 4, ending with the Creedence Clearwater Revisited concert. Sam Oswald and Tom Irwin reported on the Celebration of the Arts program held this summer.

Under *New Business*, Brenda Pena presented the May expenditure report and with a motion by Mrs. Moran, seconded by Mr. Schubert, the board unanimously approved the expenditures for May 2000. Ms. Pena presented the June financial reports and with a motion by Mr. Lee, seconded by Mrs. Moran, the board unanimously approved the expenditures for June 2000. Ms. Pena

presented the July financial reports and with a motion by Mrs. Moran, seconded by Mr. Caster, the board unanimously approved the expenditures for July 2000.

Frank Collins presented Bid #899 - Purchase of New Vehicles for the College Motor Pool. After some discussion and upon a motion by Mr. Lee, seconded by Mr. Caster, the board unanimously voted to accept the bid from Watson Chevrolet for two vans for \$51,870 and reject all other bids for the remaining vehicles and re-bid.

Dr. McCleery presented the 2001 CHE Information Technology Funding requests: Open Access Training Facility \$112,500 and Media/Information Management System \$225,600. After some discussion and upon a motion by Mr. Schubert, seconded by Mr. Lee, the board unanimously approved the 2001 CHE IT funding requests.

Dr. McCleery presented the 2001 CHE Athletic Funding Request for \$39,680. The request included an expansion of \$6,080 in scholarships for women's cross country running/distance track sport. Upon a motion by Mrs. Moran, seconded by Mr. Caster, the board unanimously approved the request.

Dr. McCleery presented a recommendation to waive the out-of-district and out-of state tuition for the State of New Mexico Corrections Academy students. The students will be considered in-district and be charged \$13 per credit hour. After some discussion, and upon a motion by Mr. Lee, seconded by Mrs. Moran, the board unanimously accepted the recommendation.

Dr. McCleery presented the recommended changes from Bill Schoobridge for the 2000-2001 Employee Handbook. Upon a motion by Mr. Schubert, seconded by Mrs. Moran, the board approved the changes for the 2000-2001 employee handbook.

Brenda Pena recommended Wanda LaGrave for the Coordinator of Payroll position with an annual salary of \$28,000. Upon a motion by Mr. Schubert, seconded by Mrs. Moran, the board unanimously approved the employment of Ms. LaGrave, effective September 5, 2000.

Dr. McCleery recommended that the Personnel Consideration - Professor of Nursing be tabled at this time. Upon a motion by Mr. Lee, seconded by Mrs. Moran, the board unanimously accepted the recommendation.

Dr. McCleery recommended that Lisa DeMichele be employed as a custodian. Ms. DeMichele is related to Joy Ainsworth, a college employee in the Physical Plant Department. Upon a motion by Mr. Schubert, seconded by Mrs. Moran, the board unanimously accepted the recommendation.

Mr. Lee moved the board go into closed session for the discussion of limited personnel matters under the provisions of section 10-15-1-H(2) of the New Mexico Statutes Annotated 1978. Mr. Schubert seconded the motion. The roll call vote was as follows: Mr. Newman - yes; Mr. Lee - yes; Mr. Caster - yes; Mrs. Moran - yes; and Mr. Schubert - yes.

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

Mr. Newman called for comments from the community. There being none, the next board meeting was scheduled for September 18, 2000, beginning at 1:30 p.m. in the Zia Room of Pannell Library.

Upon a motion by Mr. Schubert, seconded by Mrs. Moran, the board unanimously voted to adjourn at 4:20 p.m.

CHAIRMAN

ATTEST: _____

SECRETARY

Others present:

Deby Beran
Brenda Pena
Frank Collins
Robert Bensing
Regina Organ
Bill Braun
Sam Oswald
Tim Perry
Richard Morris
Lance Caviness
Linda Neel

Mark Freed
Cc Nelson
Eddie Solomon
Steve Davis
Ismael Zuniga
Bill Kunko
Pat Gorman
Marilyn Jackson
Richard Fleming
Mike Williams
Bill Rash



Arts and Science

NEW MEXICO JUNIOR COLLEGE

September 18, 2000

NMJC Board Members
New Mexico Junior College
5317 Lovington Highway
Hobbs, New Mexico 88240

Dear Board Members,

On behalf of the New Mexico Junior College Faculty Senate, I would like to thank you for your support of the salary increase for all employees at the college. We appreciate your positive attitude in the move toward aligning the compensation plan to an "above market" status. We also acknowledge the Board's willingness to increase the match for the annuity plan.

It is a pleasure to work with a Board who so strongly supports the faculty. Your care and concern for all employees here is evident by the decisions that you make. Thank you again for your strong leadership and the diligent work you do for the college.

Sincerely,

Tami Cavitt
Faculty Senate President

NEW MEXICO JUNIOR COLLEGE

Expenditure Report

August 2000

17% of Year Completed

Fund	1999-00			2000-01			
	Final Budget	Year-to-Date Expended or Encumbered	Percentage of Budget Expended	Original Budget	Current Expended or Encumbered	Year-to-date Expended or Encumbered	Percentage of Budget Expended
CURRENT UNRESTRICTED FUND							
Instruction and General:							
Instruction	5,164,065	478,195	9%	5,322,453	256,219	531,605	10%
Academic Support	967,389	251,086	26%	1,012,220	130,395	223,701	22%
Student Services	1,055,411	183,692	17%	1,020,190	96,389	207,872	20%
Institutional Support	1,865,986	303,430	16%	2,321,133	186,025	400,793	17%
Operation & Maintenance of Plant	1,551,571	231,855	15%	1,674,751	153,673	270,803	16%
Subtotal - Instruction & General	10,604,422	1,448,258	14%	11,350,747	822,701	1,634,774	14%
Student Activities	113,642	18,868	17%	118,724	21,283	29,113	25%
Public Service	24,949	3,027	12%	24,968	0	53	0%
Internal Service Departments	308,980	124,368	40%	309,131	8,476	16,522	5%
Student Aid	142,815	69,312	49%	139,605	36,933	105,614	76%
Auxiliary Enterprises	1,356,584	291,911	22%	1,254,436	31,733	57,859	5%
Athletics	545,509	161,906	30%	558,129	78,591	97,851	18%
Total Current Unrestricted Fund	13,096,901	2,117,650	16%	13,755,740	999,717	1,941,786	14%
CURRENT RESTRICTED FUND							
Grants	3,289,056	289,007	9%	3,135,237	293,674	518,237	17%
Student Aid	3,204,007	997,893	31%	3,204,007	676,692	1,377,465	43%
Total Current Restricted Fund	6,493,063	1,286,900	20%	6,339,244	970,366	1,895,702	30%
PLANT FUNDS							
Capital Outlay / Bldg. Renewal & Repl.							
Projects from Institutional Funds	1,244,868	426,754	34%	2,126,546	39,907	355,400	17%
Projects from State GOB Funds	686	0	0%	0	0	0	0%
Projects from State STB Funds	374,617	0	0%	0	0	0	0%
Projects from Other State Funds	156,793	4,931	3%	116,172	0	0	0%
Subtotal - Capital and BR&R	1,776,964	431,685	24%	2,242,718	39,907	355,400	16%
Debt Service							
Revenue Bonds	263,723	132,881	50%	264,845	133,141	133,541	50%
Total Plant Funds	2,040,687	564,566	28%	2,507,563	173,048	488,941	19%
GRAND TOTAL EXPENDITURES	21,630,651	3,969,116	18%	22,602,547	2,143,131	4,326,429	19%

NEW MEXICO JUNIOR COLLEGE

Revenue Report

August 2000

17% of Year Completed

Fund	1999-00			2000-01			
	Fiscal Budget	Year-to-date Revenue	Percentage of Budget Received	Original Budget	Current Month Revenue	Year-to-date Revenue	Percentage of Budget Received
CURRENT UNRESTRICTED FUND							
Instruction and General:							
Tuition and Fees	1,146,429	612,292	53%	1,168,950	151,660	652,073	56%
State Appropriations	5,884,500	938,700	16%	6,566,300	540,317	1,070,634	16%
Advalorem Taxes - Oil and Gas	2,975,000	356,138	12%	2,500,000	356,052	665,343	27%
Advalorem Taxes - Property	1,900,000	48,900	3%	1,900,000	22,480	44,960	2%
Interest Income	197,000	43,402	22%	125,500	17,873	32,664	26%
Other Revenues	257,967	29,438	11%	384,886	2,716	6,338	2%
Subtotal - Instruction & General	12,360,896	2,028,870	16%	12,645,636	1,091,098	2,472,012	20%
Student Activities	40,300	23,316	58%	40,000	4,639	24,899	62%
Public Service	0	0	0%	0	0	0	0%
Internal Service Departments	37,400	20,625	55%	21,000	3,117	3,310	16%
Auxiliary Enterprises	1,398,814	709,714	51%	1,442,050	489,031	784,364	54%
Athletics	34,100	5,434	16%	33,600	2,717	5,434	16%
Total Current Unrestricted	13,871,510	2,787,959	20%	14,182,286	1,590,602	3,290,019	23%
CURRENT RESTRICTED FUND							
Grants	3,289,056	289,007	9%	3,135,237	293,674	518,237	17%
Student Aid	3,204,007	997,893	31%	3,204,007	676,692	1,377,465	43%
Total Current Restricted	6,493,063	1,286,900	20%	6,339,244	970,366	1,895,702	30%
PLANT FUNDS							
Capital Outlay / Bldg. Renewal & Repl.							
Projects from State GOB Funds	686	0	0%	0	0	0	0%
Projects from State STB Funds	374,617	0	0%	0	0	0	0%
Projects from Other State Funds	156,793	4,931	3%	116,172	0	0	0%
Interest Income	0	5,549	0%	0	7,422	16,713	0%
Subtotal - Capital & BR&R	532,096	10,480	2%	116,172	7,422	16,713	14%
Debt Service							
Interest Income	15,000	0	0%	55,000	6,871	14,421	26%
Total Plant Funds	547,096	10,480	2%	171,172	14,293	31,134	18%
LOAN FUND							
Interest Income / Service Fees	0	60	0%	0	60	89	0%
Total Loan Fund	0	60	0%	0	60	89	0%
GRAND TOTAL REVENUES	20,911,669	4,085,399	20%	20,892,702	2,575,321	3,216,944	25%

NEW MEXICO JUNIOR COLLEGE

Oil and Gas Revenue Report

August 2000

17% of Year Completed

		OIL		GAS		COMBINED		
Month of	Sales	Price per BBL	Lea County BBLs sold	Price per MCF	Lea County MCF sold	Monthly Revenue	2000-01 Original Budget	Variance Over (Under) Budget
Distribution								
April	July	\$25.13	3,385,212	\$3.20	16,968,001	309,135	177,083	132,052
May	August	\$27.75	3,566,511	\$3.36	17,837,831	356,052	177,083	178,969
June	September						177,083	
July	October						177,083	
August	November						177,083	
September	December						177,083	
October	January						177,083	
November	February						177,083	
December	March						177,083	
January	April						177,083	
February	May						177,083	
March	June						177,087	
Production Tax Revenue						665,187	2,125,000	311,021
Equipment Tax Revenue						156	375,000	0
Total Year-to-Date Oil and Gas Revenue						665,343	2,500,000	311,021

Source: New Mexico Taxation and Revenue Department

In order to stabilize the budgetary process for the 2000-01 fiscal year, oil and gas revenues were budgeted at a long-term historical average of \$15.00 per bbl for oil and \$1.90 per mcf for gas. It is recognized that actual collections will exceed this conservative historical average. Therefore, collections for the 2000-01 year that exceed this budgeted amount will be considered for transfer to the college's capital fund at the end of the year.

NEW MEXICO JUNIOR COLLEGE
Schedule of Investments
August 2000

17% of Year Completed

Financial Institution	Amount Invested	Date Invested	Maturity Date	Period of Investment (Days)	Account Number	Interest Rate	Interest Earned
State of New Mexico							
Local Government Investment Pool	6,450,000	N/A	N/A	N/A	102-2394	6.21%	30,411
Wells Fargo Bank of Hobbs	<u>250,000</u>	8/8/00	2/8/01	183	231611237	6.06%	<u>1,286</u>
Total investments	<u>6,700,000</u>						<u>31,697</u>

Summary of Current Month's Activity	
Beginning amount	5,950,000
Plus: deposits	750,000
Less: withdrawals	<u>0</u>
Ending amount	<u>6,700,000</u>

Certificate of Deposit matured 08/08/00; it was renewed at 6.06% for six months.

SALGADO

*Irene Salgado
1221 S. McKinley St.
Hobbs, New Mexico 88240
08/22/00*

Monty Newman
Chairman - NMJC
1207 West Joe Harvey Blvd.
Hobbs, NM 88240

Dear Monty:

Please accept my resignation as board member at New Mexico Junior College. Because of health reasons it has become necessary for me to resign. It has been a good experience to have worked with a board that always works in unity.

Since my term doesn't expire until 2003 I recommend that my position is filled as soon as possible.

It has been a pleasure and honor to have served for 13 years as a board member at this outstanding institution of higher learning. I wish each and every one of you continued success.

Sincerely,

Irene V. Salgado
Irene V. Salgado

xc: Steve McCleery, NMJC President

RECEIVED

AUG 23 2000

PRESIDENT'S OFFICE
N.M.J.C.

RESOLUTION

Jane R. Falk

WHEREAS, Jane R. Falk being one of the Part-Time Staff Members of New Mexico Junior College, has faithfully served the College for twenty-five years, and

WHEREAS, Jane R. Falk served as Part-Time Piano Professor from 1975-2000; and

WHEREAS, Jane R. Falk as a part-time staff member, has always reflected a favorable image for New Mexico Junior College; and

WHEREAS, Jane R. Falk has elected to retire the 1st day of July 2000.

NOW, THEREFORE BE IT RESOLVED that Jane R. Falk be declared Professor Emeritus of New Mexico Junior College with all the rights and privileges pertaining thereto;

ADOPTED THIS 18th day of September, 2000.

ATTEST:

New Mexico Junior College Board Chairman

New Mexico Junior College Board Secretary



RESOLUTION

Jim R. Harris

WHEREAS, **Jim R. Harris** being one of the Staff Members of New Mexico Junior College, has faithfully served the College for 26 years, and

WHEREAS, **Jim R. Harris** has served as Professor of English and Business Communications from 1974-1975; and

WHEREAS, **Jim R. Harris** has served as Professor of English from 1975-1976; and

WHEREAS, **Jim R. Harris** has served as Professor of English and Developmental Studies from 1976-1977; and

WHEREAS, **Jim R. Harris** has served as Professor of English from 1977-2000; and

WHEREAS, **Jim R. Harris** has served on various committees at New Mexico Junior College and in the community from 1974 to 2000; and

WHEREAS, **Jim R. Harris** has been a devoted, enthusiastic and loyal faculty member at New Mexico Junior College; and

WHEREAS, **Jim R. Harris** as an educator, has always reflected a favorable image for New Mexico Junior College; and

WHEREAS, **Jim R. Harris** has elected to retire the 1st day of July 2000.

NOW, THEREFORE BE IT RESOLVED that **Jim R. Harris** be declared Professor Emeritus of New Mexico Junior College with all the rights and privileges pertaining thereto:

ADOPTED THIS 18th day of September, 2000.

ATTEST:

New Mexico Junior College Board Chairman



New Mexico Junior College Board Secretary

NEW MEXICO JUNIOR COLLEGE
Personnel Recommendation for Board Consideration



The following candidate is being recommended for employment as follows: Date 9-11-00

Candidate's name Edward "Eddie" D. Solomon

Position title Director of Physical Plant

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 9/19/00 Standard contract length 12 mos. 9 mos. other _____

Funding source NMJC Operating Budget - Physical Plant

Paid advertising beyond *standard Line ad 7/30/00: Albuquerque Journal, Lubbock Avalanche Journal,
(* Standard: Direct Mail to approximately 65 colleges in a 5-state region, NM Dept. of Labor, NMJC Website & KLMA Radio)
Midland Reporter Telegram, Odessa American

Posted salary range \$42,311-\$52,889 Recommended annual salary \$50,200.00 Prorated salary yes no
(Employment date through June 30)

Account number(s) with respective % allocation(s) 1-2042-15-810 - 100%

Recommended and approved by:

Steve McCleery
Supervisor

Steve McCleery
Dean/Director
President

Vice President

Selection Committee Members: Joy Ainsworth Regina Organ
Mickey Best Sam Oswald
Steve Davis Bill Rash
Rich Fleming Ismeal Zuniga
Steve McCleery

Comments: Mr. Solomon meets the qualifications for this position. He has been employed with
New Mexico Junior College for approximately 4 years. During this time he has been acting
Director of Physical Plant in the absence of the Director. He has done an excellent job.
The selection committee unanimously recommends Mr. Solomon for the Director of Physical Plant.

ABBREVIATED RESUME

Position

Director of Physical Plant

Personal Data

Name: Edward "Eddie" D. Solomon

Education

Diploma, Hobbs High School, Hobbs, NM, 1982

Certificate, Great Lakes Boiler & Maintenance School, Great Lakes, IL, 1983

Certificate, State of New Mexico Backflow Prevention, 1994

Professional Experience

New Mexico Junior College, Hobbs, NM

Interim Director of Physical Plant

8/1/00 to Present

General Maintenance Foreman

11/1/96 to 8/1/00

Hobbs Municipal Schools, Hobbs, NM

Boiler Operations and Air Conditioning

10/31/91 to 11/1/96

Substitute Teacher

11/90 to 10/31/91

Vito Pauld Inc., Hobbs, NM

2/90 to 11/90

Tile and Marble Setter

United States Navy

8/3/83 to 1/24/90

Boiler Technician/Leading Petty Officer

Licenses/Certification

State of New Mexico Journeyman Boiler Operators License # 01283

State of New Mexico Journeyman Plumbing #10115

State of New Mexico Journeyman Gas-Fitter License #08262

Basic Motor and Controls Certification

Boiler Operations and Maintenance Certification

ASE Refrigerant and Recycling Program Certification



New Mexico Junior College Career Opportunities

Position Announcement • July, 2000

Position Title: Director of Physical Plant

Position Description: New Mexico Junior College is accepting applications for the position of Director of Physical Plant. This position reports to the President of the college and is responsible for the college's physical plant operations including: maintenance, custodial, motor pool, warehouse, central receiving, construction and renovations, utilities, roads, parking and grounds, long range planning, and promoting a team and service oriented work environment to achieve campus missions and goals.

Qualifications: A bachelor's degree in engineering, architecture, management, or related field preferred. All degrees must be from a regionally accredited institution. A minimum of five years management/supervisory experience with an emphasis on maintenance and construction required. Must have hands on experience and knowledge of applicable building codes and standards, preventive maintenance methods, construction and renovations. It is desirable that applicants have professional experience in planning, organizing, and directing a journey-level work force in an institutional setting.

Additional Qualifications: Experience in and knowledge of building codes, mechanical codes, OSHA, ADA, health and safety regulations. Experience in budget administration and computer applications, including facilities management systems, CAD, spreadsheets, and word processing. Excellent organizational, verbal and written communication skills and the ability to work in a team-based environment. Must be able and willing to work variable hours and obtain construction licenses as required by the President. Must pass a pre-employment background check, possess a valid drivers license and be approved to drive a college vehicle.

Salary/Benefits: This is a full-time, exempt, professional position with a salary range of \$42,311 to \$52,889. Standard NMJC benefits apply. Note: NMJC does not participate in social security deductions.

Application Deadline: August 11, 2000 at 5:00 p.m. MDT. To ensure consideration, all application materials must be received by the deadline. Please do not send any application materials via e-mail.

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

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

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.

"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

APPLICANT LIST

Position: Director of Physical Plant

<u>Applicant</u>	<u>Interview</u>	<u>Offer</u>	<u>Remark</u>
Bond, Alan	No	No	Withdrew application
Solomon, Edward	Yes	Yes	Start Date: pending Board approval
Hicks, James	Yes	No	
Miller, Daniel	No	No	Withdrew application
Carpenter, Roy, Jr.	No	No	Incomplete application materials
Dean, James	No	No	Incomplete application materials
Bowen, Gerrid	Yes	No	
Lewis, William	Yes	No	

Registrar's Office
5317 Lovington Highway
Hobbs, New Mexico 88240
E mail: rbensing@nmic.cc.nm.us
(505) 392-5092

MEMO

TO: Dr. McCleery and Board Members
FROM: Robert Bensing
DATE: 9/18/00
RE: 1999-00 FALL Enrollment Report

Attached is a copy of the FALL Enrollment Report for 2000 and a comparison for the last ten years.

YEAR	HEAD COUNT	% and # Change in Headcount from Previous Year	FTE	% and # Change in FTE from Previous Year
2000	3201	3.8% / +117	1741	7.1% / +116
1999	3084	10.4% / +291	1625	5.4% / +83
1998	2793	1.3% / +36	1542	1.6% / +25
1997	2757	-4.5% / -125	1517	-8.6% / -130
1996	2882	4.7% / 130	1647	3.1% / +50
1995	2752	-2.7% / -77	1597	-1.3% / -20
1994	2829	5.1% / +138	1617	7.3% / +110
1993	2691	-4.5% / -121	1507	-0.9% / -14
1992	2812	12.0% / +301	1521	14.4% / +192
1991	2511	3.0% / +73	1329	5.1% / +64
10 Yr Avg	2831		1564	
10 Yr # Change	690	3201 - 2511 = +690	412	1741 - 1329 = +412
10 Yr % Change	27.5%	3201 / 2511 = +27.5%	31.0%	1741 / 1329 = +31.0%