



COUNTY OF ERIE

MARK C. POLONCARZ

COUNTY EXECUTIVE

May 30, 2018

Erie County Legislature
92 Franklin Street, Fourth Floor
Buffalo, New York 14202

RE: SUNY Erie Community College 2018-2019 Budget

Dear Honorable Legislators:

Please find enclosed a copy of SUNY Erie Community College's ("SUNY Erie") 2018-2019 Budget as submitted by the SUNY Erie Board of Trustees. The budget totals \$111,585,804, which is a 0.67% increase as compared to the college's 2017-2018 Adopted Budget.

As part of our due diligence, before submitting this budget to you, my administration reviewed, analyzed, and discussed the Budget with SUNY Erie's management. As you will note, included on page 35 of the budget materials is SUNY Erie's "5 Year Budget Projections" ("Plan") for the proposed years 2018-2019 and thereafter projections through 2021-2022. The Plan projects using fund balance only for the previously authorized ERP implementation project, with such fund balance usage ending in 2020-2021. There is no tuition increase proposed for 2018-2019, however there are projected increases for 2019-2020 and beyond. After a thorough review of the revenue and expenses, the Plan does appear to be reasonable in nature.

Please note that SUNY Erie's 2018-2019 Budget includes a sponsor contribution from Erie County of \$18,554,317 (combined operating and capital), which is the same amount as reflected in the Erie County 2018 Adopted Budget.

Given that there is no tuition increase for 2018-2019, no new fund balance utilization, and due to the reasonableness of the Plan, I recommend passage of the enclosed 2018-2019 Budget.

If you have any questions, please do not hesitate to contact my office.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Mark Poloncarz", with a long horizontal flourish extending to the right.

Mark C. Poloncarz, Esq.

Erie County Executive

Enclosures

cc: Dan Hocoy, Ph.D., SUNY ECC President
Dennis P. Murphy, Chairman, SUNY ECC Board of Trustees
Robert W. Keating, Director of Budget and Management



SUNY Erie Community College

2018-2019 Budget

Dan Hocoy, Ph.D.
President

Penelope Howard
*Executive Vice President of
Administration and Finance*

Michael Pietkiewicz
*Executive Vice President for Institutional
Advancement and Efficiencies*

Richard Washousky
Provost and Executive Vice President

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SUNY Erie Board of Trustees
Adopted Budget April 26, 2018

SUNY ERIE COMMUNITY COLLEGE
2018-2019 BUDGET

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SUNY Erie Community College

2018 - 2019 Budget Message

Committed to Student Success

2017- 2018 in Review

In the fall of 2017, 11,204 students attended SUNY Erie Community College. Of those, 7,262 were full-time students and 3,942 part-time. To date, the College's spring 2018 enrollment is 6,148 full-time students and 4,634 part time. Actual credit hours for 2016-17 were up 8,357 or 2.6% over budgeted and 1.5% over 2015-16 actual. Total FTE were up 279 or 2.8% over budgeted and 1.5% over 2015-16 actual. To date, fall 2017 generated 2,424 more credit hours than budgeted and 102 more FTE. Although it is still too early to have solid spring 2018 numbers, the trend looks similar with part-time credit hours already exceeding budgeted due to the growth in Advanced Studies, Pathways, and Middle College programs. With other new initiatives started in 2017-18, the College anticipates a continued positive impact on both number of students served, credit hours generated, and the fiscal stability of the institution.

The College continues to be an attractive option to a multitude of students with 90% of all students being Erie County residents, and 98% being residents of NY State. While 54% of our students are under 21 years old (7% are still in secondary education programs as well), the remaining 46% of our population are non-traditional students coming from a variety of backgrounds. Of our undergraduate first time student population, 24% of them are older than 21 years of age. The College's population is evenly split between male and female students, and 37% of students identified as a race other than white. Finally, 84% of our population is matriculated into a degree or certification seeking program while the remaining 16% are not in a program.

Accomplishments

The College is in year two of its strategic plan, *Erie Excels*, and continues to progress forward. Our focus on achieving our strategic goals, improving assessment, and managing resource allocations, dovetails with our commitment to providing a high-quality learning environment that fosters student success. Building operational effectiveness and efficiency without sacrificing student support, academic rigor or regulatory compliance requires deliberate and focused collaboration across the institution, in addition to successful partnerships with external constituents and regulatory bodies. With significant change in the leadership positions at the College, coupled with some of the successes experienced so far this year, we believe SUNY Erie is heading in the right direction.

Some of the College's accomplishments include:

- SUNY Erie put \$3.1 million into its fund balance reserve after closing out 2016-17 financial records. This was accomplished after several years of using reserve funds to balance the annual operating budget.

- The STEM Building on North campus opened successfully in time for the spring 2018 semester. STEM related enrollment at North is trending up because of this new space. This accomplishment also meets the SUNY Erie Excels strategic goal of keeping all major construction projects on-time and on-budget, which follows on the heels of the Nanotechnology Studies Center on-time and on-budget project in the prior academic year. These two academic buildings add over 60,000 square feet to the college footprint and modernize its classroom spaces to meet STEM related education needs.
- Collaboration between the DPW (Department of Public Works), Erie County Budget and Management Office, and SUNY Erie resulted in the prompt settlement of long-term outstanding issues, a new budget management process that provides better information on tracking and spending of remaining capital project dollars, and significantly improved communications between the three entities.
- MOU finalized for SUNY Erie support of Northland Workforce Training Center. Both SUNY Erie and Alfred State have partnered with Northland to provide workforce certification training. SUNY Erie is anticipating its first students in fall 2018.
- A new agreement with Canisius College provides a residence option for SUNY Erie students. This option allows for the expansion of recruitment efforts outside of the traditional area, and is of significant importance in recruiting student athletes and international students.
- The realignment of the advisement services of the College to a case management model will allow new students to receive one-on-one attention from application through the enrollment process. Additionally, this model will enable the identification of continuing students who may be struggling in their classes to receive early intervention to ensure persistence and continued success as a matriculating student.
- A new academic probation policy was implemented to ensure struggling students are mentored and supported through two consecutive academic terms before being assessed for suspension. The advisors and faculty will work collaboratively to provide these students with the tools and guidance to improve their academic performance. This support in turn improves their chance of graduating on time and obtaining meaningful work or successfully transferring to a baccalaureate program. We estimate this will positively impact about 1,000 students a semester.
- As another enrollment driver, the College has a new focus on the promotion of distance learning as an educational option for working adults and students outside of the region. SUNY Erie currently offers 8 degree and certificate options fully online with six additional programs offering at least 50% of their courses online. The National Council for State Authorization Reciprocity Agreements (NC-SARA) just approved SUNY Erie to offer online courses in 48 states, expanding the recruitment area significantly.
- SUNY Erie continues to collaborate with local school districts to teach Advanced Studies courses in the high schools. There are 2,972 seats filled in Advanced Studies courses this year, which represents a 7% increase over last year's totals.
- As of the end of April 2018, new recruitment and marketing strategies are seeing positive results with inquiries up by 16.6% and applications up by 8.5% over last year.

2018-2019 Proposed Budget

With the arrival of new executive management team members, the budgeting philosophy for the College is changing. The first step in establishing a robust, controlled, and predictable budgeting process is eliminating the practice of budgeting fund balance reserve dollars to cover annual operating expenses. Annual operating expenses are those expenses that maintain the daily operations from year to year and include things like salaries and benefits, annual contractual commitments, and upkeep of the campuses. To provide the most value for the College, fund balance reserves should be grown when possible as a normal practice and only spent on short term emergency economic situations and special project items that will leapfrog the College forward, provide an otherwise unaffordable beneficial asset, and are either one time or short term funding requests. In 2016-17, the college put \$3.1 million back into its fund balance reserve, the first significant influx of funds in over 4 years. To ensure the preservation of those funds moving forward, college administration is committed to eliminating the 2017-18 budgeted operational use of fund balance (\$1.25 million) and as a

standard practice to not budget fund balance reserves to for operational expenses moving forward. The \$2.42 million of 2017-18 budgeted fund balance for the ERP project remains earmarked for 17-18, but it is anticipated that the College will not use the entire amount to cover expenses.

The second commitment made by the new College administration is to hold tuition and fee rates flat when building the 2018-19 budget. Upon review of actual spending in 2016-17, this was solidified as a viable option because of the reduction of a number of unproductive and unfilled positions, retirements in the last three years and spending monitoring put into place to manage contractual spending. We are confident that making this commitment will not negatively affect our financial position, and will bring our tuition rates down, closer to the midpoint for all SUNY community colleges. A chart is included in the supporting materials showing SUNY Erie in comparison to other community colleges in the state.

Another tool SUNY Erie administration will use to ensure the College properly manages is the use of periodic budget reforecasting. Standing reforecasts will occur in September, October, and November, and again in February and March. Ad hoc reforecasts will occur as needed. This provides the best opportunity for the college to stay ahead of unanticipated economic or enrollment events that could negatively impact the college's ability to keep its budget balanced. If there is a significant downward shift in estimated revenues that would affect the viability of the approved budget, communication will be provided to the Board of Trustees (BOT) and County ensuring they are aware of the concerns as well as the College's mitigation plans.

The proposed revenue and appropriation budget request for 2018-19 is included in this budget packet. It includes 5 years of financial data (three actual years and two budget years) to provide trend analysis. After conversations with multiple College units, analysis of actual enrollment numbers to date for 2017-18, actual financial performance in 2016-17 and the restructuring of Marketing and Communications efforts, as well as the enrollment and student advisement models and revised probation practices, SUNY Erie management believes that the tuition and fee revenue forecast for 2017-18 is solid and maintainable for 2018-19.

The State Legislature approved increasing state aid by \$100 to \$2,847 per full-time-equivalent student; this is the seventh consecutive year where the rate has increased. Due to our flattening enrollment, our state aid is estimated to be approximately \$300,000 more than last year.

The College is not requesting increased tuition and fee rates for 2018-19. Revenues from tuition and fees are budgeted flat from 2017-18 while we monitor the impact new initiatives mentioned previously have on overall enrollment.

As stated earlier, the College is not budgeting any annual operational use of the reserved fund balance for 2018-19. We are requesting that year 2 of the ERP implementation project costs be funded out of the reserve funds, so that annual operating funds can continue to support the legacy ERP system during the implementation. The request is \$2.9 million of the total 5-year approved project. Year 2 represents the highest financial outlay as it includes the final phases of the financial module, as well as the start of the student module implementations, and the largest expense for consultant and implementation specialists to ensure a successful implementation. As occurred in the 2016-17 budget, the College expects annual operational revenues to exceed annual operational expenditures for both 2017-18 and 2018-19. These anticipated cost savings will be applied to the ERP project expenses before applying any approved fund balance dollars to cover the remainder. We cannot currently comfortably predict what those amounts will be, but preserving the fund balance reserves for future special projects is a top priority for college administration.

During the collaborative work with both DPW and the Erie County Budget and Management office, the College asked if it was possible to convert some of the annual \$1.8 bond funded equipment support into less restrictive MOE support. The County advised it is always willing to consider requests but additional annual funding is always contingent upon the economic condition forecast at the time of consideration. We appreciate the feedback and acknowledge the possibility this request will not be approved. For the 2018-19 budget and future years, the College is requesting a reallocation of a portion of the College's annual capital equipment bond funding to annual MOE support. Specifically, we are requesting that \$360,000 of the annual \$1.8 million be converted, thereby reducing the bond funded portion to \$1,440,000. This provides us with more flexibility in applying those dollars to pressing maintenance projects that do not fall within the acceptable spending parameters of the bond funding, while still maintaining a healthy equipment replacement fund.

For the 2018- 2019 budget, student tuition and fees will remain approximately 51% of our total operating revenue. State support will stay at approximately 28%, and local share will remain at approximately 17%. Personnel services (50.3%) and employee benefits (28.6%) account for approximately 79% of our total spending for the College (within the normal range for the field). Of the employee benefits spending, 18% (\$5.6 million) is for retiree healthcare. Contractual expenditures make up 20% of the remaining spending, with equipment at 1%.

Summary

SUNY Erie Community College has an immense impact on the communities of Erie County. The College will continue to improve the quality and delivery of its curriculum and services to students, while maintaining fiscal health and transparency and aligning its resources in support of SUNY Excels' goals and regulatory requirements. It will also continue to seek out new programs and partnerships to ensure the relevance and value of a SUNY Erie education. We greatly appreciate the support from Erie Country and look forward to continued collaboration in the future.

Respectfully,

Dan Hocoy, Ph.D.
President of Erie Community College

RESOLUTION

ERIE COMMUNITY COLLEGE

BOARD OF TRUSTEES

RE: 2018-2019 ECC Budget

- Whereas:** Erie Community College has continuously managed itself in a fiscally responsible manner; and
- Whereas:** Erie Community College's student population is comprised of over 90 percent of Erie County residents which is the second highest percentage of any community college in New York State; and
- Whereas:** Almost fifty-two percent of ECC's budget revenue is derived from student tuition and fees; and
- Whereas:** Erie County contributes approximately 17.1% of ECC's annual budget in its capacity as ECC's local sponsor; and
- Whereas:** State Education Law provides that four fifteenths (26.7%), or so much as may be necessary, of annual operating costs should derive from ECC's sponsor and as such Erie County's contribution is less than this percentage; and
- Whereas:** such local sponsor shortfall is approximately \$10.5 million for the 2018-2019 ECC budget; and
- Whereas:** New York State contributes approximately 28.2% of ECC's annual budget; and
- Whereas:** State Education Law provides that basic state financial assistance shall be at least one-third of a community college's operating cost and as such the State's funding is less than this percentage; and
- Whereas:** such state funding shortfall is approximately \$5.6 million for the 2018-2019 ECC budget; and
- Whereas:** the College has historically exceeded the 33.3% cap on student tuition as a percent of net operating costs which was in an amount of approximately \$7.6 million; and
- Whereas:** the historical practice of exceeding the one-third cap on student tuition has been due in large part to the failure of both Erie County and the State of New York to fulfill their prescribed funding; and
- Whereas:** State Education Law provides that so long as ECC's sponsor (Erie County) "maintains effort" by not decreasing its annual contribution, the College may continue to exceed the one-third cap on student tuition cited above; and
- Whereas:** ECC's 2018-19 budget process included a review of operations and services provided to ensure that the Erie County Executive and Erie County Legislature are presented

with a balanced budget which is austere and reasonable given current economic realities; and

Whereas: ECC's 2018-19 budget process included a review of the continued implementation of the Enterprise Resource Management platform approved by the BOT, Erie County Executive and Legislature in the 2017-18 session and the use of ECC fund balance reserves in the amount of \$2,969,489 for year 2; and

Whereas: ECC's budget may not address all of the needs necessary to fully service the approximately 20,000 unduplicated students who currently attend ECC; and

Whereas: this budget includes no increases for any collective bargaining agreements for ECC employees which may be negotiated by the County and/or ECC in the future; and

Whereas: the amount of \$18,554,317 reflected in the 2018-19 budget for sponsor contribution in no way waives ECC's rights for additional funding should pursuit of such funding become necessary; and

Whereas: ECC continues to provide significant educational opportunities to thousands of individuals in Erie County and Western New York at reasonable cost compared to other public colleges and universities in New York State; and

Whereas: studies demonstrate a community college student is much more likely to remain in the local region, thereby being employed, raising families, paying taxes, and contributing in a positive economic fashion to the vitality of the region,

NOW, THEREFORE, BE IT

Resolved: that passage and submission of this budget by the Trustees shall not constitute a waiver of ECC's rights to pursue additional funding from Erie County should that become necessary and that the College reserves all rights in this regard; and

BE IT FURTHER

Resolved: this budget submission is expressly conditioned that Erie County, as ECC's statutory sponsor, shall "maintain its effort" at the minimum amount of \$18,554,317; and

BE IT FURTHER

Resolved: ECC's undesignated fund balance shall not be expended, earmarked, utilized or otherwise designated without the approval of the Board of Trustees consistent with autonomy and fiscal standards identified through Middle States accreditation; and

Resolved: The Board of Trustees approves the use of ECC's undesignated fund balance in support of year 2 implementation of the previously approved Workday project in the amount of \$2,969,489; and

BE IT FURTHER

Resolved: that the ECC Board of Trustees and College President seek to work with the Erie County Executive and the Erie County Legislature to identify opportunities for additional funding for both "one shot" initiatives as well as increasing sponsor support; and

BE IT FINALLY

Resolved: that upon approval by the ECC Board of Trustees, a copy of this Resolution, along with ECC's 2018-2019 budget, be forwarded to the Erie County Executive and to the Erie County Legislature.



Dennis Murphy
Chair, Board of Trustees



Date

**ERIE COMMUNITY COLLEGE
Board of Trustees**

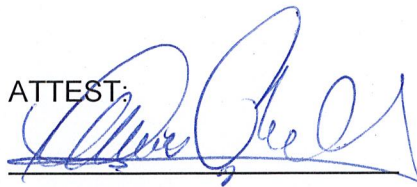
Buffalo, N.Y., April 26, 2018

To Whom It May Concern:

I hereby certify that the Erie Community College Board of Trustees adopted the following resolution on the 26th day of April A.D., 2018 of which the following is a true copy:

**Resolved, that the Erie Community College Operating Budget for
the fiscal year commencing September 1, 2018 and ending
August 31, 2019 of \$111,585,804 is approved.**

ATTEST:



Dennis Murphy
Chair, Board of Trustees

2018 – 2019 Budget Highlights

OVERVIEW

Enrollment at ECC after reaching record levels in 2010-11 started to decline in 2011-12. That decline continued throughout 2015-16 and then began to stabilize in 2016-17 with enrollment expected to stay relatively flat through 2019-2020. Although there is an anticipated minor spike nationwide in high school graduation rates in the early 2020's, the spike is not expected to last more than a couple of years before rates level out again close to current values. As such, it is incumbent upon ECC, its Board of Trustees, and Erie County to create innovative solutions now for attracting and retaining students. These solutions must think broadly about what our target populations are and build that right mix of recruitment, retention, and student/academic success programs. We must also pursue the right mix of funding sources to ensure long-term sustainability. Currently, enrollment directly generates approximately 80% of revenues in terms of student tuition, state aid, out-of-county charges and student fees. The time to start building these solutions is now, as markets take time to penetrate and produce results.

ANTICIPATED REVENUES

- STUDENT TUITION & FEE revenues are expected to stay flat from 2017-18 to 2018-19. Tuition and fees account for 52.9% of the overall budget.
 - There will be no increases in tuition and fee rates for the 2018-19 academic year. ECC currently has the third highest rate for SUNY community colleges full time residential status, charging \$380 more than the community college average rate for 2017-18.
 - There will be no use of fund balance reserves for operations in the 2018-19 budget. ECC commits to building a balanced budget by keeping its annual operating expenses within the annual operating revenue generated.
- STATE AID revenues are expected to increase by approximately \$303,000 due to flat enrollment and a \$100 per FTE increase in the state aid reimbursement rate. State aid accounts for 28.2% of the overall budget.
 - State aid base rate increased from \$2,747 per FTE to \$2,847 per FTE.
- SPONSOR CONTRIBUTION - \$18,554,317
 - Sponsor contribution accounts for 17.1% of the overall budget. The proposed 2018-2019 budget includes a continuation of the \$500,000 increase in sponsor support which was provided by the county after the 2017-18 budget proposal was approved by the BOT and submitted to the county. Sponsor contribution includes \$1,440,000 for reimbursement of equipment related expenditures due to a request to change \$360,000 of the regularly funded \$1,800,000 in bond-funded capital revenue, to annual MOE funding.
- HOUSING

- ECC is entering into a housing rental/residential support agreement with Canisius College for the 2018-19 academic year to house requesting ECC students in Canisius' vacant apartment space. ECC will market the housing opportunity to its students; Canisius will provide the staffing to manage housed ECC students and provide them access to meal plans, student facilities, and RA mentorship. The initial year is anticipated to house up to 65 students, but there is capacity to house up to 250 if future demand exists. ECC will only pay for the number of students actually housed at Canisius each semester in a pass through arrangement with the students. The room and board charge for those selecting housing with Canisius will be \$12,500 for the academic year, or \$6,250 per semester.
- **OTHER SPONSORED PROGRAMS AND SOURCES OF REVENUE**
 - These revenues come primarily from Workforce Development and community education efforts, rental income, and other miscellaneous sources such as interest. These represent less than 1% of annual funds.
- **ALLOCATED FUND BALANCE**
 - Year 2 support of the previously approved WorkDay ERP implementation in the amount of \$2,969,489. Supporting the implementation out of the fund balance allows annual operating dollars to continue to support the legacy ERP costs during the transition. It is expected that for 2017-18 and 2018-19 there will be a positive balance of revenue over expenses for annual operations that can be applied to reduce the total amount of fund balance needed to cover implementation costs, but we are unable to better predict what that amount will be until we get the new data tools included in this ERP project functional in the next year.
 - Again, there are no requests for fund balance to cover annual operating costs. ECC commits to keeping annual expenses within the annual revenue generated.

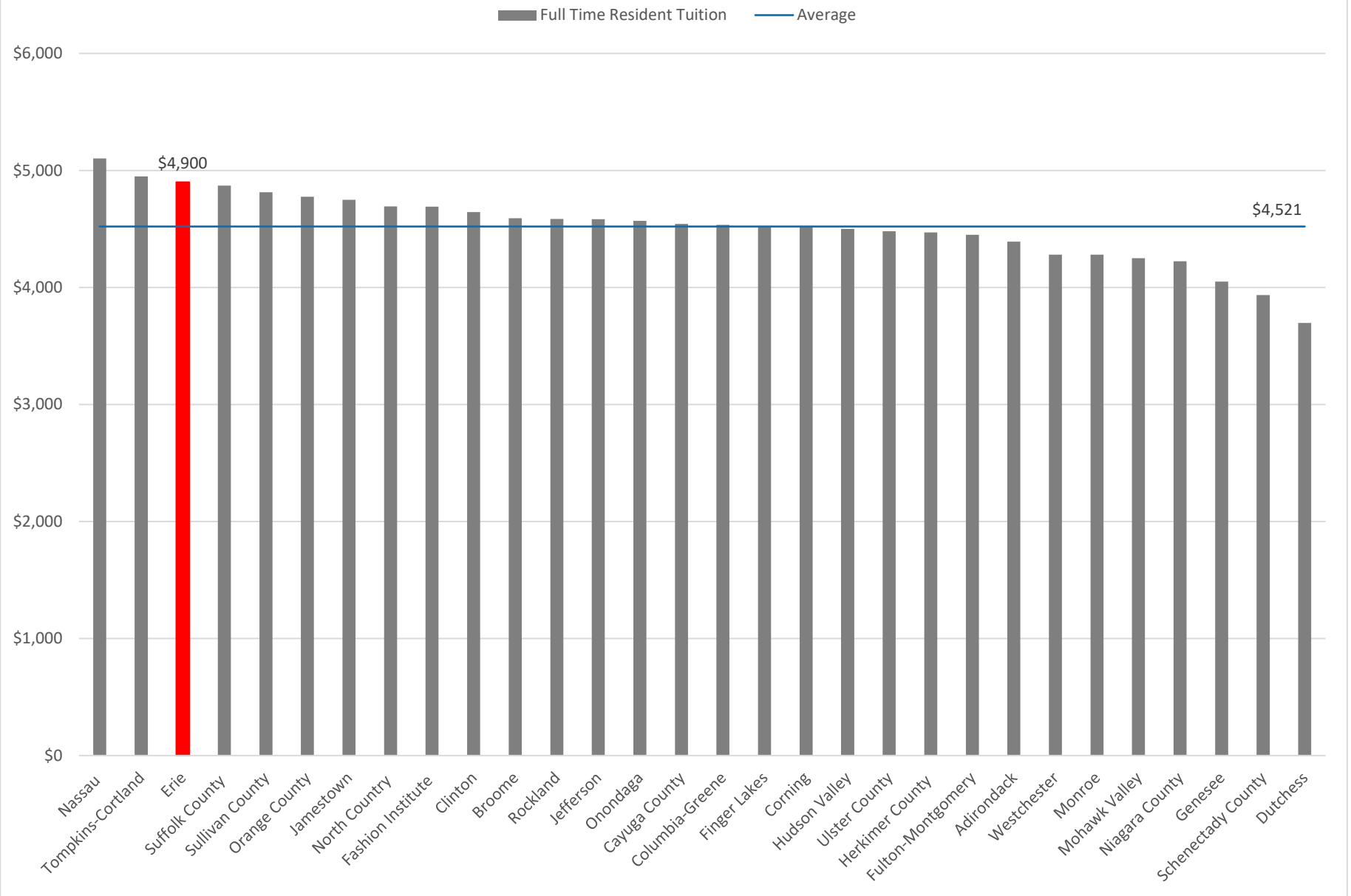
APPROPRIATIONS

- **PERSONAL SERVICES EXPENDITURES** are expected to increase approximately 3%, which captures the projected union-based annual and step increases. Highlights of employment by four union contracts and employees designated as SES (Senior Executive Staff) are as follows:
 1. FFECC – accounts for approximately 59% of total personal service costs for all four unions plus SES staff. The current contract expires August 31, 2020. All components of the contract have been factored into the budget including cost of living increases, eligible rank advancements, step increases, increases in the overload and adjunct pay rate as well as fringe benefit provisions.
 2. AAEC – accounts for approximately 16% of the total personal service costs for all four unions plus SES staff. The current contract expires August 31, 2020. All components of the contract have been factored into the budget including cost of living increases, eligible administrative advancements, step increases, as well as fringe benefit provisions.

3. CSEA – accounts for approximately 13% of the total personal service costs for all four unions plus SES staff. The current contract expires December 31, 2022. All components of the contract have been factored into the budget.
 4. AFSCME – accounts for approximately 9% of the total personal service costs for all four unions plus SES staff. The current contract expires December 31, 2022. All components of the existing contract such as step increases, and fringe benefit provisions have been factored into the budget.
 5. SES – accounts for approximately 3% of the total personal service costs for all four unions plus SES staff. Amounts reflected in the budget represent current budgeted salaries. The 2% salary increase per SES terms of employment is included.
- EQUIPMENT EXPENDITURES – a request is made of Erie County to move \$360,000 of the \$1.8 million equipment budget from capital bond funding to annual MOE revenue. If approved, expenditures for equipment would represent approximately 1.3% of the College's overall expense budget.
 - CONTRACTUAL & OTHER EXPENDITURES will increase approximately 10% and represent about 19.8% of the College's overall expense budget. Increases in facility and information related costs (to include the one-time costs related to the WorkDay ERP implementation); third-party payments as part of the Pathways contracts; license fees; and maintenance/repair costs make up this change over the previous year. Once the ERP implementation is complete in the next two years, the college will no longer need to support both the legacy and the new Workday systems. Future total contractual expenditures related to information technology are also expected to decrease even more (\$3 million over 5 years of post-implementation) as Workday's platform provides infrastructure efficiencies that could not be achieved with the legacy system.
 - EMPLOYEE BENEFITS will increase approximately 3% over prior year for health care inflation. LMHF has indicated this is a reasonable estimate for this year for budgeting purposes. Employee benefits account for approximately 26.1% of the overall budget. Combined personal services and employee benefits represent 78.9% of the overall budget. This is in line with the higher education industry standard.

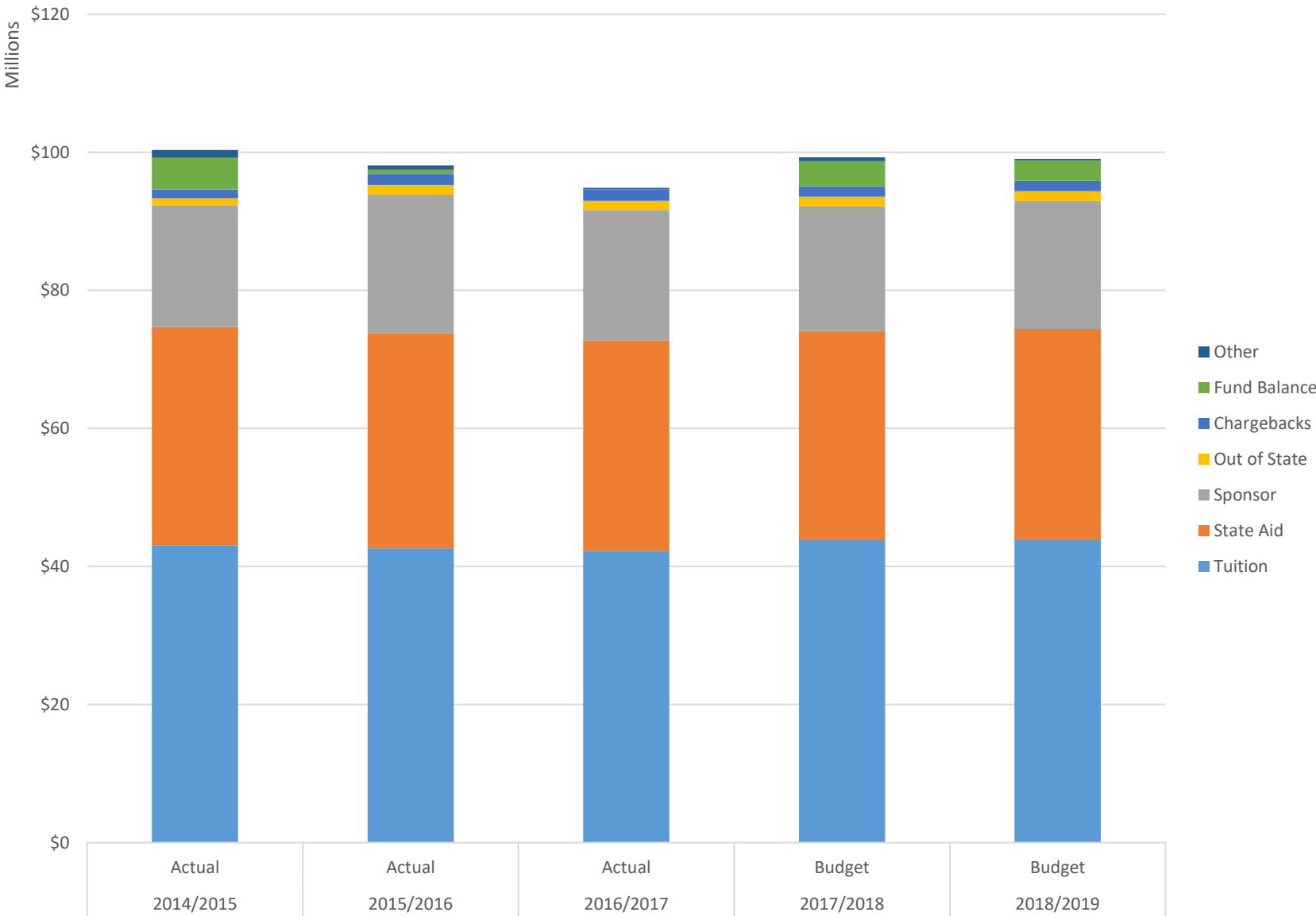
STATE UNIVERSITY OF NEW YORK						
Erie Community College						
2018 - 2019 Budget						
TUITION & FEE SCHEDULE						
TUITION	2016/2017	2017/2018	Change from P/Y	2018/2019	Change from P/Y	% Chnge from P/Y
New York State residents who are residents of the Sponsorship area, or non-residents of the sponsorship area who present a Certificate(s) of Residence:						
Full Time (per academic year)	\$ 4,733.00	\$ 4,900.00	\$ 167.00	\$ 4,900.00	\$ -	0.00%
Part Time (per credit hour)	\$ 198.00	\$ 205.00	\$ 7.00	\$ 205.00	\$ -	0.00%
New York State residents who are not residents of the Sponsorship area and do not present a Certificate(s) of Residence:						
Full Time (per academic year)	\$ 9,466.00	\$ 9,800.00	\$ 334.00	\$ 9,800.00	\$ -	0.00%
Part Time (per credit hour)	\$ 396.00	\$ 410.00	\$ 14.00	\$ 410.00	\$ -	0.00%
Non-New York State Residents:						
Full Time (per academic year)	\$ 9,466.00	\$ 9,800.00	\$ 334.00	\$ 9,800.00	\$ -	0.00%
Part Time (per credit hour)	\$ 396.00	\$ 410.00	\$ 14.00	\$ 410.00	\$ -	0.00%
Off Semester, Off Hour, Off Campus						
Part Time (per credit hour)	\$ 66.00	\$ 69.00	\$ 3.00	\$ 69.00	\$ -	0.00%
STUDENT SERVICE FEES						
<i>Specify each fee and the rate per academic year for Full-time students and the rate per semester or quarter, credit hour for part-time students.</i>						
Application Fee	\$ 25.00	\$ 25.00	\$ -	\$ 25.00	\$ -	0.00%
Clinical Rotation Fee (per clinical class)	\$ 25.00	\$ 25.00	\$ -	\$ 25.00	\$ -	0.00%
Collection Fee (% of amount owed)	30%	30%	\$ -	30%	\$ -	0.00%
Copying Fee per page	\$ 0.15	\$ 0.15	\$ -	\$ 0.15	\$ -	0.00%
Dental Hygiene Professional Development Fee (per year)	\$ 75.00	\$ 75.00	\$ -	\$ 75.00	\$ -	0.00%
Distance Learning Fee (per credit hour)	\$ 25.00	\$ 25.00	\$ -	\$ 25.00	\$ -	0.00%
EVOC Defensive Driving Fee	\$ 400.00	\$ 400.00	\$ -	\$ 400.00	\$ -	0.00%
Excess Credit Hours - \$100 for every 3 credits in excess of 18	\$ 100/3 cr.	\$ -	\$ -	\$ -	\$ -	eliminated
I.D. Card Replacement Fee (per card)	\$ 10.00	\$ 10.00	\$ -	\$ 10.00	\$ -	0.00%
I-Car Auto Body Fee	\$ 200.00	\$ 200.00	\$ -	\$ 200.00	\$ -	0.00%
Independent Study Fee	\$ 30.00	\$ 30.00	\$ -	\$ 30.00	\$ -	0.00%
Industrial Refrigeration Fee	\$ 130.00	\$ 130.00	\$ -	\$ 130.00	\$ -	0.00%
International Students - Administration Fee - Full Time (Part-Time \$150)	\$ 300.00	\$ 300.00	\$ -	\$ 300.00	\$ -	0.00%
International Students Health Insurance *	\$ 600.00	\$ 600.00	\$ -	\$ 600.00	\$ -	0.00%
Lab Fee (per lab)	\$ 80.00	\$ 80.00	\$ -	\$ 80.00	\$ -	0.00%
Late Payment Fee (not to exceed/sem)	\$ 50/\$100	\$ 50/\$100	\$ -	\$ 50/\$100	\$ -	0.00%
Life Experience Assessment Program over 6 credit hours (per credit hour)	\$ 25.00	\$ 25.00	\$ -	\$ 25.00	\$ -	0.00%
Life Experience Assessment Program up to 6 credit hours	\$ 70.00	\$ 70.00	\$ -	\$ 70.00	\$ -	0.00%
Malpractice Insurance (not to exceed/year)*	\$ 75.00	\$ 75.00	\$ -	\$ 75.00	\$ -	0.00%
Nursing Test/Evaluation Fee (per semester)	\$ 175.00	\$ 175.00	\$ -	\$ 175.00	\$ -	0.00%
Pole-Climbing Safety Gear Fee	\$ 300.00	\$ 300.00	\$ -	\$ 300.00	\$ -	0.00%
Printing Overage Black/White Fee per page	\$ 0.05	\$ 0.05	\$ -	\$ 0.05	\$ -	0.00%
Printing Overage Color Fee per page	\$ 0.25	\$ 0.25	\$ -	\$ 0.25	\$ -	0.00%
Refrigeration Handling Certification Fee	\$ 25.00	\$ 25.00	\$ -	\$ 25.00	\$ -	0.00%
Registration Fee (per semester)	\$ 30.00	\$ 30.00	\$ -	\$ 30.00	\$ -	0.00%
Re-registration Fee (per semester if cancelled due to late payment)	\$ 50.00	\$ 50.00	\$ -	\$ 50.00	\$ -	0.00%
Returned Check Fee	\$ 20.00	\$ 20.00	\$ -	\$ 20.00	\$ -	0.00%
START New Student Orientation Fee	\$ 50.00	\$ 50.00	\$ -	\$ 50.00	\$ -	0.00%
Student Accident Insurance *	\$ 12.00	\$ 12.00	\$ -	\$ 12.00	\$ -	0.00%
Technology Fee (per credit hour)	\$ 14.00	\$ 14.00	\$ -	\$ 14.00	\$ -	0.00%
Transcript Fee	\$ 5.00	\$ 5.00	\$ -	\$ 5.00	\$ -	0.00%
Transportation CRAM Pass Replacement Fee	\$ 20.00	\$ 20.00	\$ -	\$ 20.00	\$ -	0.00%
Transportation Fee (per semester)	\$ 75.00	\$ 75.00	\$ -	\$ 75.00	\$ -	0.00%
Tuition Installment Plan Fee (per semester)	\$ 75.00	\$ 75.00	\$ -	\$ 75.00	\$ -	0.00%
* Dependent upon premium charged to ECC - varies based upon age and semester attended						

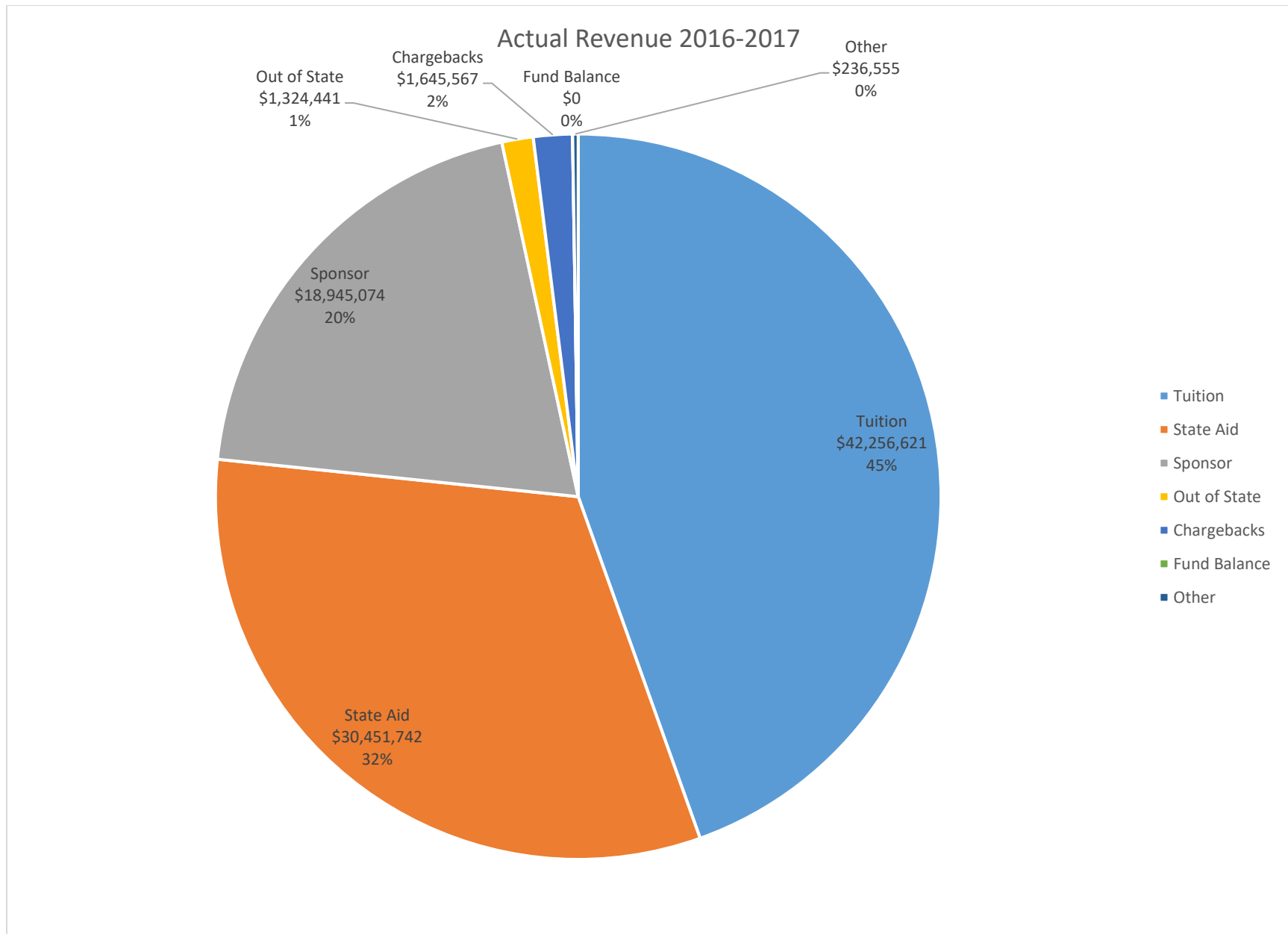
SUNY CC 2017-2018 Tuition Rates



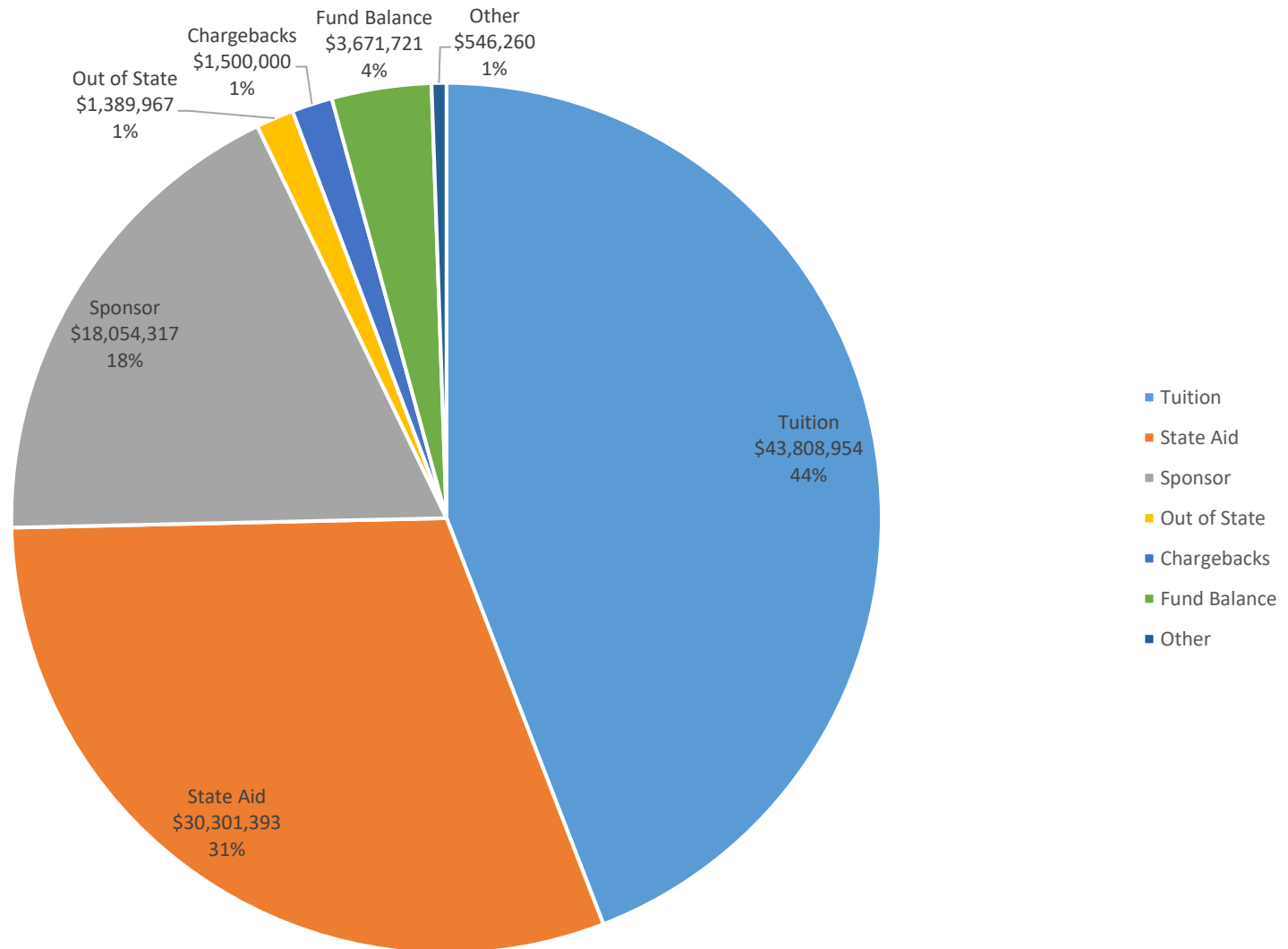
ERIE COMMUNITY COLLEGE								
2018/2019 PROPOSED BUDGET								
R E V E N U E S								
	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	AS %	PRIOR YR TO	
	ACTUAL	ACTUAL	ACTUAL	BUDGET	BUDGET	OF TOTAL	CURRENT YR %	
						BUDGET	CHANGE	
<u>TUITION & FEES</u>								
TOTAL STUDENT TUITION	\$ 43,056,822	\$ 42,623,632	\$ 42,256,621	\$ 43,808,954	\$ 43,808,954	40.3%	0%	
CHARGES TO NON-RESIDENTS	\$ 1,096,066	\$ 1,407,317	\$ 1,324,441	\$ 1,389,967	\$ 1,389,967	1.3%	0%	
STUDENT SERVICE FEES	\$ 10,864,702	\$ 10,824,095	\$ 10,948,141	\$ 10,775,372	\$ 10,775,372	9.9%	0%	
<u>TOTAL TUITION & FEES</u>	\$ 55,017,590	\$ 54,855,044	\$ 54,529,203	\$ 55,974,293	\$ 55,974,293	51.5%	0%	
<u>OTHER SPONSORED PROGRAMS</u>	\$ 740,170	\$ 718,617	\$ 1,348,884	\$ 798,000	\$ 950,000	0.9%	19%	
<u>STATE AID</u>	\$ 31,643,706	\$ 31,168,854	\$ 30,451,742	\$ 30,301,393	\$ 30,605,205	28.2%	1%	
<u>SPONSOR'S CONTRIBUTIONS</u>	\$ 17,554,317	\$ 20,054,317	\$ 18,945,074	\$ 18,054,317	\$ 18,554,317	17.1%	3%	
<u>CHARGES TO OTHER COUNTIES</u>	\$ 1,223,829	\$ 1,591,351	\$ 1,645,567	\$ 1,500,000	\$ 1,500,000	1.4%	0%	
<u>HOUSING</u>	\$ -	\$ -	\$ -	\$ -	\$ 812,500	0.7%		
<u>OTHER SOURCES</u>								
INTEREST	\$ 29,671	\$ 30,843	\$ 70,825	\$ 31,000	\$ 60,000			
RENTAL INCOME	\$ -	\$ -	\$ 81,407	\$ 455,000	\$ 100,000			
MISCELLANEOUS	\$ 1,121,740	\$ 612,677	\$ 84,323	\$ 60,260	\$ 60,000			
<u>TOTAL</u>	\$ 1,151,411	\$ 643,520	\$ 236,555	\$ 546,260	\$ 220,000	0.2%	-60%	
TOTAL ANNUAL OPERATING REVENUES	\$ 107,331,023	\$ 109,031,703	\$ 107,157,023	\$ 107,174,263	\$ 108,616,315	100.0%	1%	
<u>FUND BALANCE USE</u>	\$ 4,625,864	\$ 616,192	\$ -	\$ 3,671,721	\$ 2,969,489	2.7%	-19%	
				\$ 1,250,000				
TOTAL REVENUES	\$ 111,956,887	\$ 109,647,895	\$ 107,157,023	\$ 109,595,984	\$ 111,585,804			

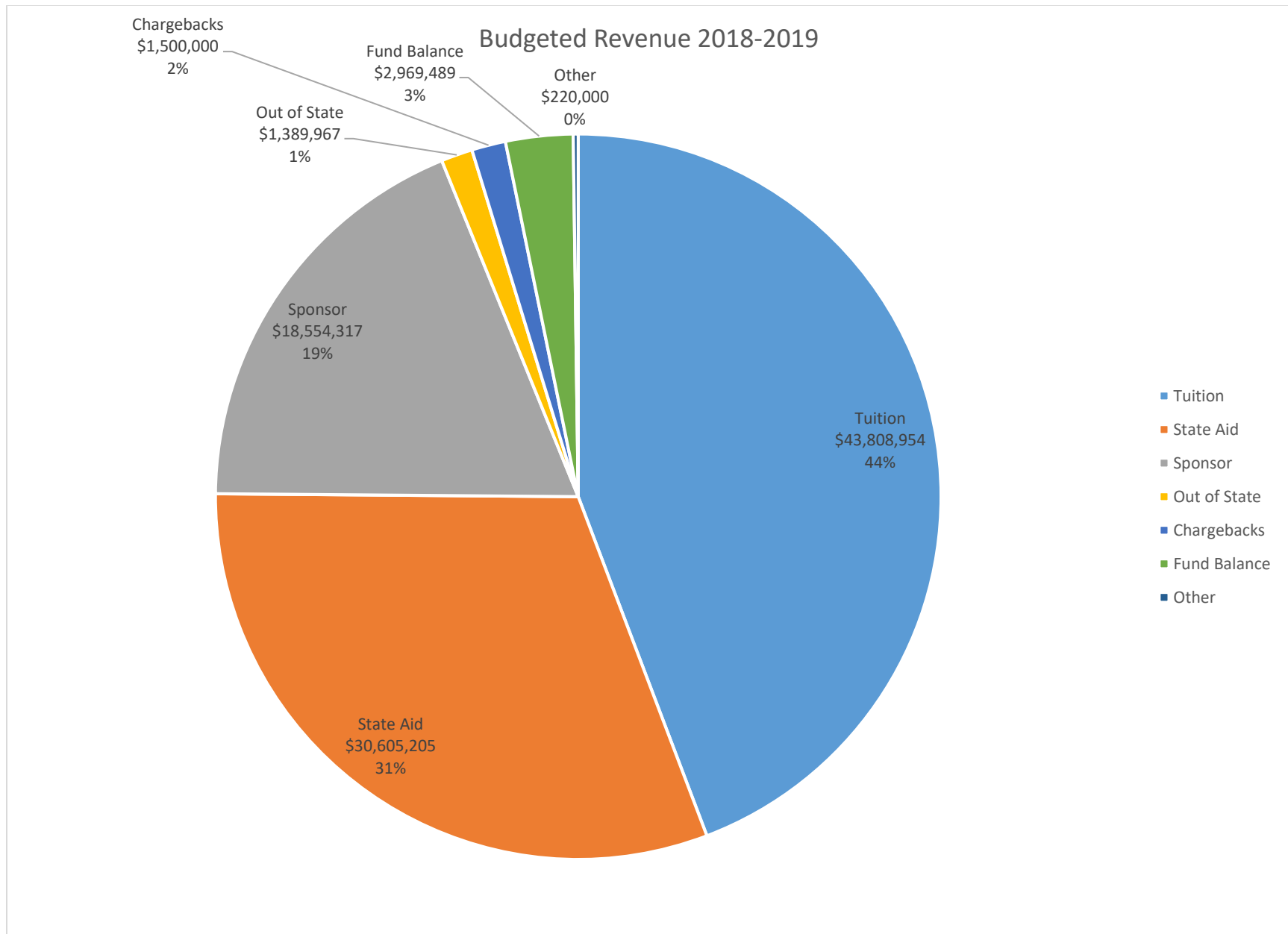
5 Year Revenue Category Comparison





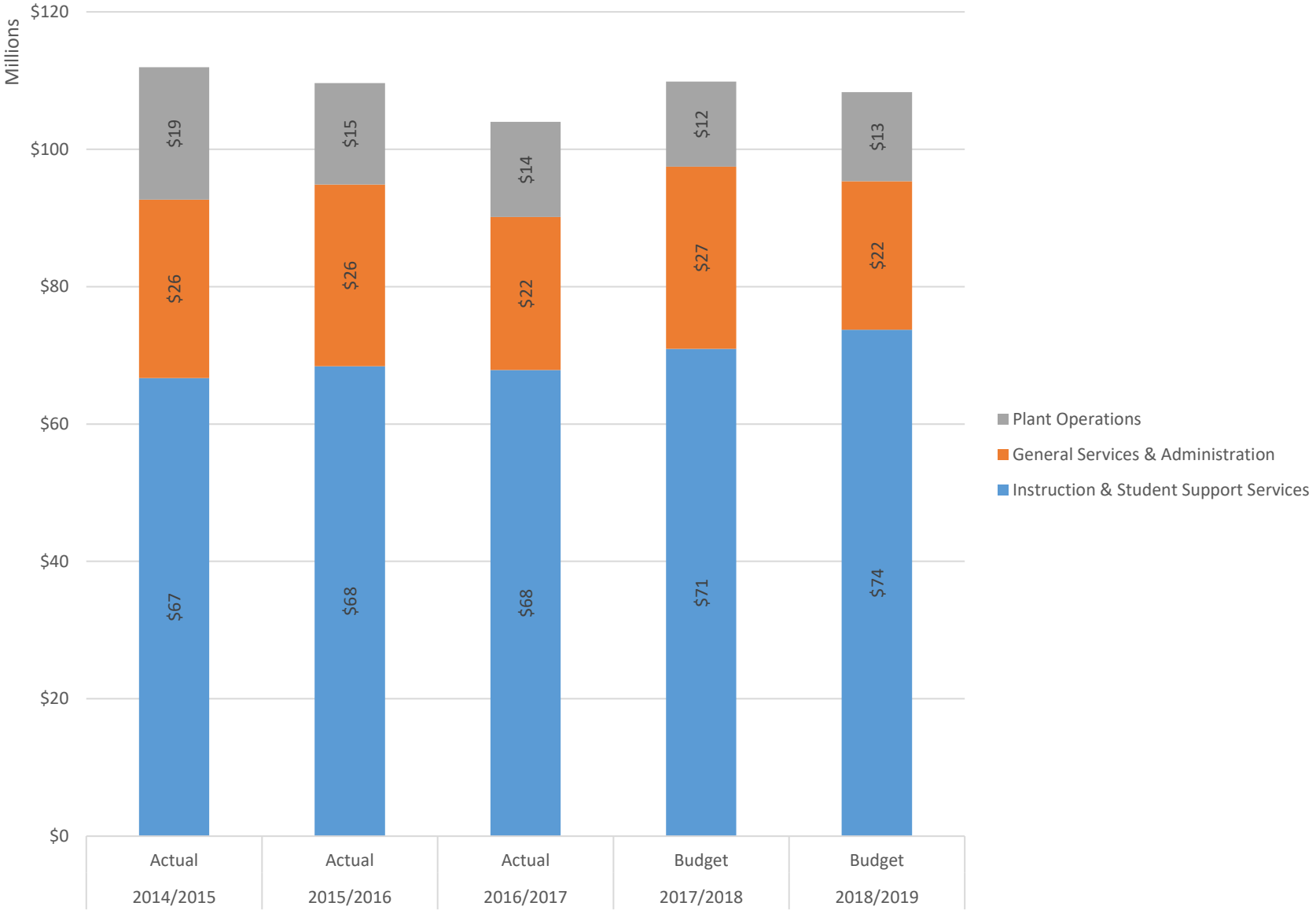
Budget Revenue 2017-2018



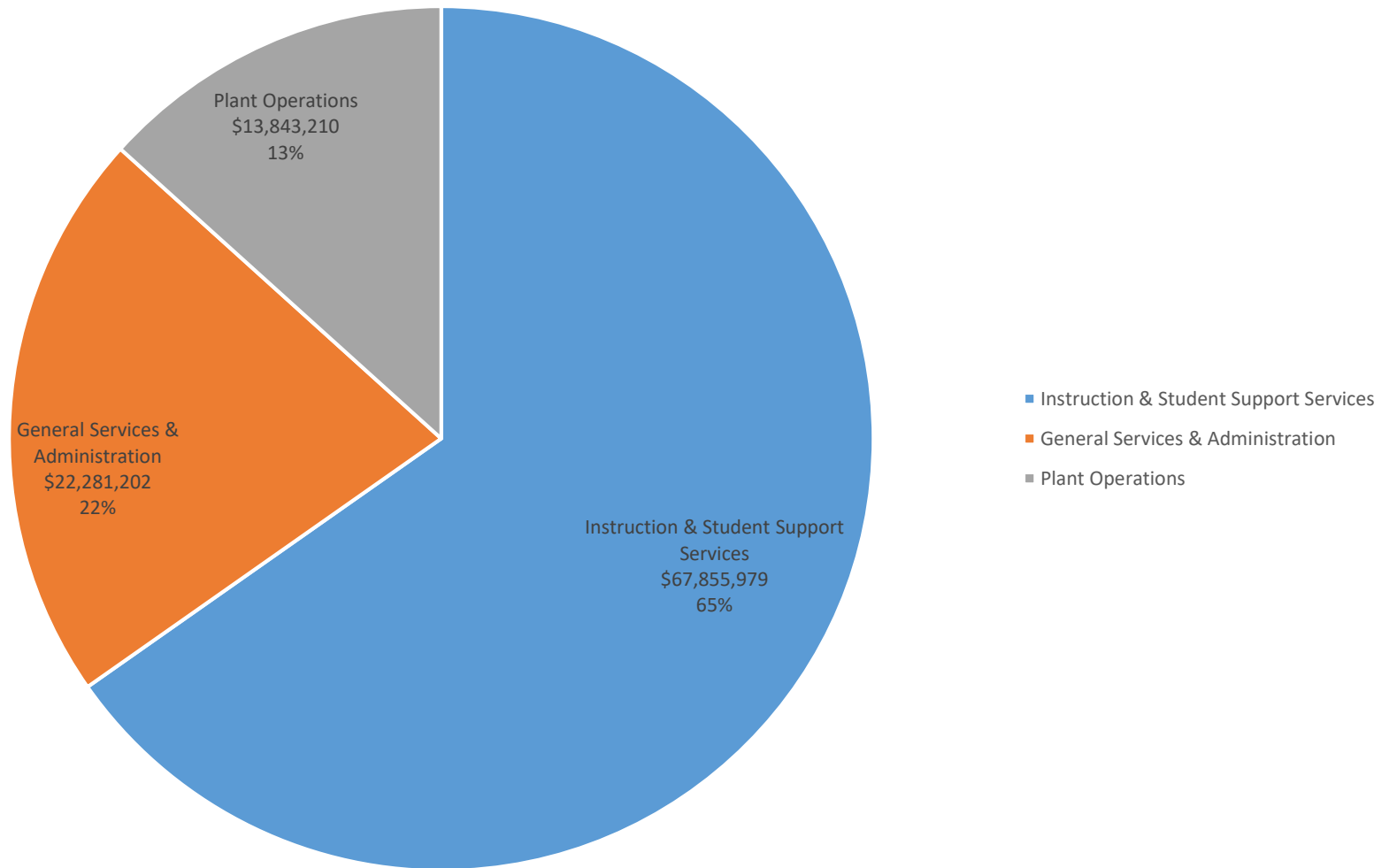


APPROPRIATIONS							
	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	AS % OF TOTAL	PRIOR YR TO CURRENT YR %
	ACTUAL	ACTUAL	ACTUAL	BUDGET	BUDGET	BUDGET	CHANGE
<u>TOTAL INSTRUCTION</u>							
Personal Services	\$ 31,819,980	\$ 33,550,824	\$ 31,619,230	\$ 31,327,612	\$ 32,251,614	28.9%	3%
Equipment	\$ 239,146	\$ 235,715	\$ 199,855	\$ -	\$ 200,000	0.2%	100%
Contractual Expenses	\$ 1,757,943	\$ 1,809,611	\$ 4,563,557	\$ 1,352,448	\$ 4,563,557	4.1%	237%
Employee Benefits	\$ 12,125,358	\$ 11,572,798	\$ 11,392,181	\$ 15,121,488	\$ 15,575,133	14.0%	3%
TOTAL	\$ 45,942,427	\$ 47,168,948	\$ 47,774,822	\$ 47,801,548	\$ 52,590,303	47.1%	10%
<u>NON-CREDIT & NON-STATE AIDABLE</u>							
Personal Services	\$ 267,791	\$ 409,827	\$ 193,496	\$ 389,890	\$ 299,366	0.3%	-23%
Equipment	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	0%
Contractual Expenses	\$ -	\$ -	\$ 347,039	\$ -	\$ 353,979	0.3%	100%
Employee Benefits	\$ 28,146	\$ 26,615	\$ 24,306	\$ 77,978	\$ 76,535	0.1%	-2%
TOTAL	\$ 295,937	\$ 436,442	\$ 564,841	\$ 467,868	\$ 729,880	0.7%	56%
<u>ACADEMIC SUPPORT</u>							
Personal Services	\$ 3,376,715	\$ 3,375,553	\$ 3,015,645	\$ 3,431,126	\$ 3,126,958	2.8%	-9%
Equipment	\$ 63,367	\$ 45,136	\$ 27,646	\$ 213,750	\$ 37,646	0.0%	-82%
Contractual Expenses	\$ 298,174	\$ 296,566	\$ 239,777	\$ 323,077	\$ 244,572	0.2%	-24%
Employee Benefits	\$ 1,384,282	\$ 1,352,390	\$ 1,226,088	\$ 1,684,396	\$ 1,288,620	1.2%	-23%
TOTAL	\$ 5,122,538	\$ 5,069,645	\$ 4,509,155	\$ 5,652,349	\$ 4,697,796	4.2%	-17%
<u>LIBRARIES</u>							
Personal Services	\$ 1,207,985	\$ 1,283,686	\$ 1,274,556	\$ 1,294,285	\$ 1,300,048	1.2%	0%
Equipment	\$ -	\$ 23,670	\$ -	\$ -	\$ 35,000	0.0%	100%
Contractual Expenses	\$ 390,016	\$ 408,299	\$ 408,840	\$ 380,485	\$ 417,017	0.4%	10%
Employee Benefits	\$ 521,308	\$ 521,752	\$ 500,634	\$ 635,386	\$ 515,653	0.5%	-19%
TOTAL	\$ 2,119,309	\$ 2,237,407	\$ 2,184,031	\$ 2,310,156	\$ 2,267,717	2.0%	-2%
<u>STUDENT SERVICES</u>							
Personal Services	\$ 7,563,257	\$ 7,999,954	\$ 7,636,183	\$ 8,380,681	\$ 7,890,906	7.1%	-6%
Equipment	\$ 50,710	\$ 25,825	\$ 14,231	\$ -	\$ 35,000	0.0%	100%
Contractual Expenses	\$ 2,307,475	\$ 2,235,348	\$ 2,037,265	\$ 2,202,446	\$ 2,246,495	2.0%	2%
Employee Benefits	\$ 3,293,947	\$ 3,251,293	\$ 3,135,453	\$ 4,114,214	\$ 3,281,016	2.9%	-20%
TOTAL	\$ 13,215,389	\$ 13,512,420	\$ 12,823,131	\$ 14,697,341	\$ 13,453,418	12.1%	-8%
<u>MAINTENANCE & OPERATION OF PLANT</u>							
Personal Services	\$ 5,780,103	\$ 5,713,100	\$ 5,498,818	\$ 4,482,159	\$ 4,616,624	4.1%	3%
Equipment	\$ 145,715	\$ 258,004	\$ 490,929	\$ 175,000	\$ 550,000	0.5%	214%
Contractual Expenses	\$ 10,515,714	\$ 6,233,054	\$ 5,512,974	\$ 5,508,600	\$ 5,500,000	4.9%	0%
Employee Benefits	\$ 2,839,682	\$ 2,588,118	\$ 2,340,490	\$ 2,200,366	\$ 2,288,381	2.1%	4%
TOTAL	\$ 19,281,214	\$ 14,792,276	\$ 13,843,210	\$ 12,366,125	\$ 12,955,004	11.6%	5%
<u>GENERAL ADMINISTRATION</u>							
Personal Services	\$ 3,095,658	\$ 3,115,479	\$ 2,978,353	\$ 3,134,690	\$ 3,134,690	2.8%	0%
Equipment	\$ 164,429	\$ 10,413	\$ 149,046	\$ 253,000	\$ 150,000	0.1%	-41%
Contractual Expenses	\$ 3,177,283	\$ 3,432,207	\$ 945,879	\$ 3,916,567	\$ 2,414,255	2.2%	-38%
Employee Benefits	\$ 1,344,967	\$ 1,316,469	\$ 1,170,715	\$ 1,538,871	\$ 1,538,871	1.4%	0%
TOTAL	\$ 7,782,337	\$ 7,874,568	\$ 5,243,993	\$ 8,843,128	\$ 7,237,816	6.5%	-18%
<u>GENERAL INSTITUTIONAL</u>							
Personal Services	\$ 3,761,358	\$ 4,109,536	\$ 4,112,882	\$ 3,270,597	\$ 3,540,009	3.2%	8%
Equipment	\$ 1,085,544	\$ 778,006	\$ 892,549	\$ 1,158,250	\$ 432,354	0.4%	-63%
Contractual Expenses	\$ 5,589,713	\$ 5,909,782	\$ 5,033,194	\$ 6,366,395	\$ 6,381,506	5.7%	0%
Employee Benefits	\$ 7,761,122	\$ 7,758,865	\$ 6,998,585	\$ 6,662,228	\$ 7,300,000	6.5%	10%
TOTAL	\$ 18,197,737	\$ 18,556,189	\$ 17,037,209	\$ 17,457,470	\$ 17,653,869	15.8%	1%
<u>TOTAL COSTS</u>							
Personal Services	\$ 56,872,847	\$ 59,557,959	\$ 56,329,163	\$ 55,711,040	\$ 56,160,215	50.3%	1%
Equipment	\$ 1,748,911	\$ 1,376,769	\$ 1,774,256	\$ 1,800,000	\$ 1,440,000	1.3%	-20%
Contractual Expenses	\$ 24,036,318	\$ 20,324,867	\$ 19,088,522	\$ 20,050,018	\$ 22,121,381	19.8%	10%
Employee Benefits	\$ 29,298,812	\$ 28,388,300	\$ 26,788,450	\$ 32,034,927	\$ 31,864,209	28.6%	-1%
GRAND TOTAL	\$ 111,956,888	\$ 109,647,895	\$ 103,980,391	\$ 109,595,985	\$ 111,585,804	100.0%	

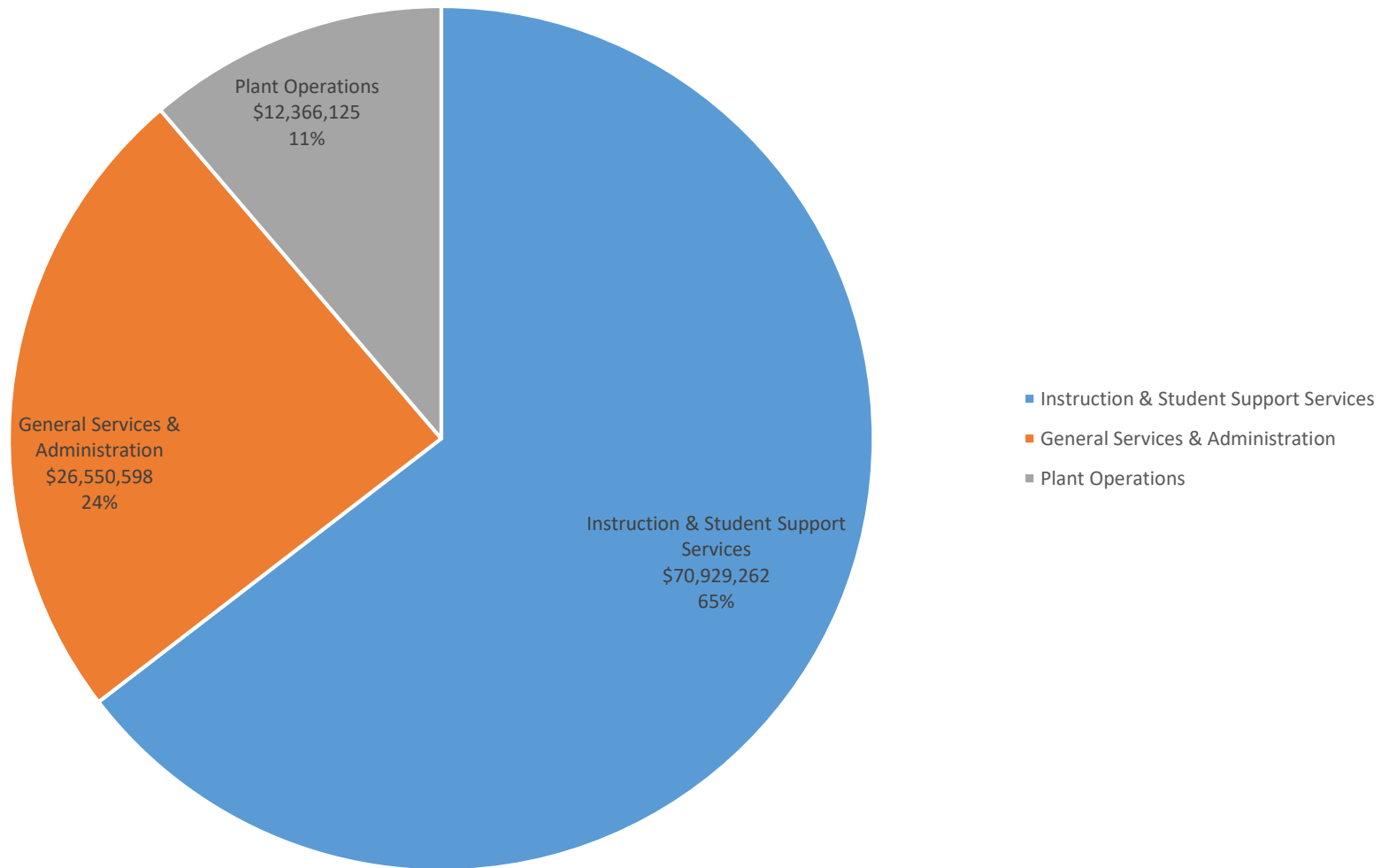
5 Year Spend Category Comparison



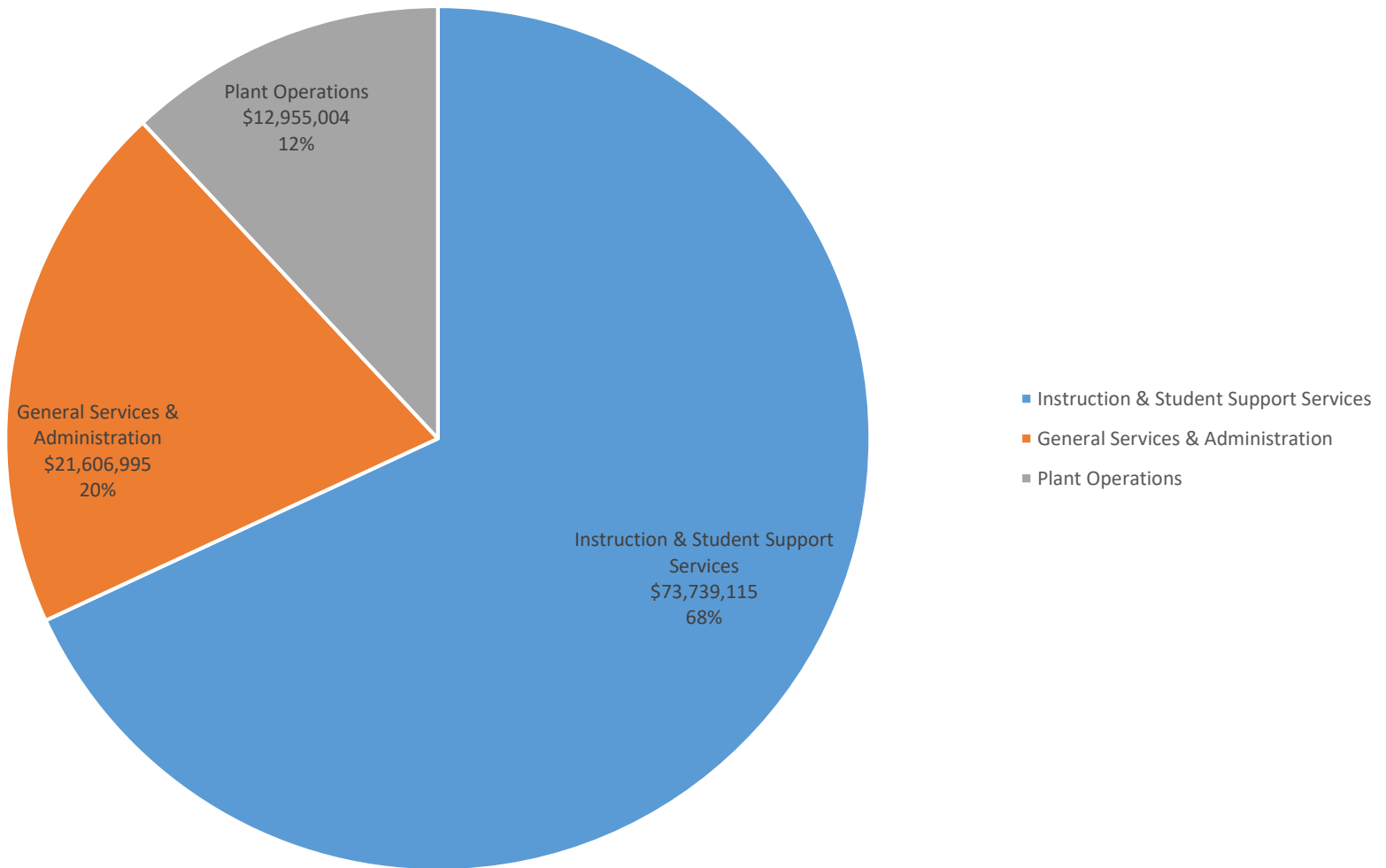
Actual Expenditures 2016-2017



Adopted Budget 2017-2018



Proposed Budget 2018-2019





2019 Capital Budget Request

The Capital Projects Committee is beginning its review of capital projects for inclusion in the 2019 Erie County Budget and Capital Improvement Program. To submit a proposal for review, please complete this form and return one (1) paper copy to the Capital Projects Committee via Julie Barry, Deputy Commissioner of Environment and Planning NO LATER THAN Friday, April 6, 2018. You must also submit an electronic version (excel file) of each request to Scott Bylewski, Deputy Budget Director via email at scott.bylewski@erie.gov. Please do not submit additional documentation at this time. Detailed cost estimates with back-up will be required at the time of your meeting to review your requests with the Capital Projects Committee. Any questions concerning this form should be directed to Scott Bylewski at (716) 858-2715.

Department:	Erie Community College			Business Area:	122
Contact :	Penelope G. Howard				
Phone:	851-1700		Email:	howardp@ecc.edu	
Project Name:	College-wide Improvements and Renovations				
Rank:	1	of	2	Business Area in which Project will be Budgeted:	122

Project Description (include project timeline)

NOTE: Construction for the 2019 phase of a project must be complete within three years. You must also be ready to commence your project in 2019.

Continue multi-year phased capital improvements to the College's City, North and South campus buildings, which will include, but not limited to, (a) Exterior Building Envelope Rehabilitation work including but not limited to repair and/or replacement of roofs, masonry, doors, windows and exterior facades; (b) Mechanical, Electrical and Plumbing work including but not limited to power, lighting, communications, energy consumption, plumbing, mechanicals, fire alarm systems, HVAC, backup generators and miscellaneous items; (c) Site work infrastructure improvements including but not limited to road, parking lot, lighting, signage, drainage, sewer, sidewalk, ADA Accessible ramps and curb replacement and repairs as necessary; (d) Life Safety and Code Compliance upgrades and repairs to miscellaneous building components and including the competition pool as necessary to address issues involving ADA, electrical, life safety, environmental and/or asbestos abatement compliance; and other miscellaneous items.

Statement of Need:

Many of the College's buildings are greatly in need of exterior repairs and maintenance. (a) The building exteriors require repairs to keep them from further deteriorating and causing major environmental issues. Preserving the exterior envelope of the buildings will help improve energy performance and reduce maintenance, operational and energy costs; and preserve the structures for a longer useful life. At North Campus, 88,500 square footage of roof replacement or recoating are still needed. Buildings K,G and L are in need of window and door replacements. (b) The existing HVAC (Heating, Ventilation, Air Conditioning), plumbing (including fuel piping), fire detection and electrical systems in various College buildings are over 30 years in age and are beyond their useful life and must be replaced. The systems operate at reduced capacity and efficiency and at reduced safety levels for electrical systems, especially for fire protection. New systems will reduce the College's maintenance, operational and energy costs. Since 2014, the College has expended in excess of **\$9.4 million** from its operating budget for MEP related work. (c) Campus roads and parking lots are generally poor condition reflecting their age. Potholes, cracks, and deteriorated curbing and sewer drains are evident and in need of repair/replacement. The resulting undermining is causing large sink holes throughout the campus. It is estimated replacement/repair of the roadways, parking lots, catch basins and sidewalks would cost \$14,765,000 today. The college expended in excess of **\$3.4 million** from its operating budget in the last 6 years. Furthermore, there has been a rise in insurance claims due to disrepair and a hike in the premium. (d) The NY State Education Department of Civil Rights has directed the College with a Letter of Findings identifying several non ADA code-compliant issues that involve toilet rooms, signage, parking, ramps, concrete curbs that are strongly recommended to be addressed by 2020. In addition, life safety issues has been identified at the Athletic Center's competition pool which will

Status of Plans and Site Control:

Indicate below whether the project is ready to go (construction plans, etc.) and if applicable, are there any "site control" issues, i.e. does the County own the land, is it under some kind of lease, etc.

The work has been started with previous county provided funding and is a continuation of rehabilitation of the various buildings and features. There are no site control issues.

Financial Overview

Funding request: Indicate in the chart below, Phase 1 of the project (2019 budget) and any additional cost that may be required for additional phases of the project from 2019-2024. Include revenue estimates where applicable. ***Chart below contains formulas**

Capital Project	Phase 1 2019	Phase 2 2020	Phase 3 2021	Phase 4 2022	Phase 5 2023	Phase 6 2024	Total Project		
Total Project Cost	13,500,000	13,500,000	13,500,000	13,500,000	13,500,000	13,500,000	81,000,000		
Revenue									
State							-		
Federal							-		
Other							-		
Total Non County Revenue	-	-	-	-	-	-	-		
County Share	13,500,000	13,500,000	13,500,000	13,500,000	13,500,000	13,500,000	81,000,000		



2019 Capital Budget Request

The Capital Projects Committee is beginning its review of capital projects for inclusion in the 2019 Erie County Budget and Capital Improvement Program. To submit a proposal for review, please complete this form and return one (1) paper copy to the Capital Projects Committee via Julie Barry, Deputy Commissioner of Environment and Planning NO LATER THAN Friday, April 6, 2018. You must also submit an electronic version (excel file) of each request to Scott Bylewski, Deputy Budget Director via email at scott.bylewski@erie.gov. Please do not submit additional documentation at this time. Detailed cost estimates with back-up will be required at the time of your meeting to review your requests with the Capital Projects Committee. Any questions concerning this form should be directed to Scott Bylewski at (716) 858-2715.

Department:	Erie Community College			Business Area:	122
Contact :	Penelope G. Howard				
Phone:	851-1700		Email:	howardp@ecc.edu	
Project Name:	College-wide Equipment				
Rank:	2	of	2	Business Area in which Project will be Budgeted:	122

Project Description (include project timeline)

NOTE: Construction for the 2019 phase of a project must be complete within three years. You must also be ready to commence your project in 2019.

For the past several years all equipment purchased by ECC has been funded by Erie County as a capital project. After multiple conversations with Robert Keating, Erie County Director of Budget and Management, the college requests the conversion of \$360,000 of the previously capital annual funding of \$1,800,000 be converted to maintenance of effort funding for annual operations, and the remaining balance of \$1,440,000 to remain capital for the acquisition of various equipment including vehicles, buildings and grounds equipment, and technology related capital needs, as well as furniture and fixtures.

Statement of Need:

Equipment, especially related to technology, requires continuous reinvestment in order to provide the learning environment to offer excellent education experience for students.

Status of Plans and Site Control:

Indicate below whether the project is ready to go (construction plans, etc.) and if applicable, are there any "site control" issues, i.e. does the County own the land, is it under some kind of lease, etc.

The annual capital allocation is spent down by ECC throughout the year and reimbursed by the county upon submission of equipment invoices totaling \$1.8 million. There are no site control issues.

Financial Overview

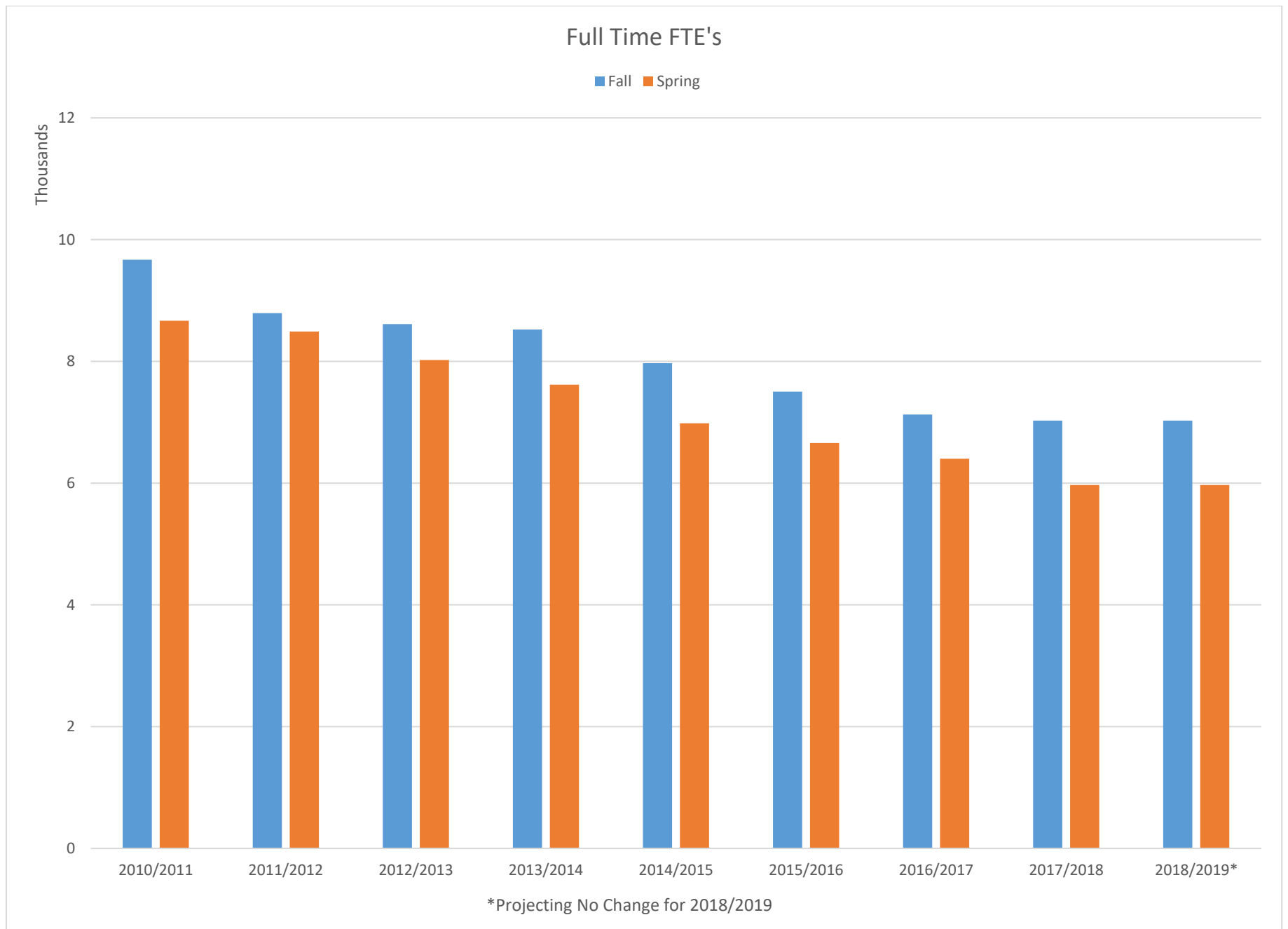
Funding request: Indicate in the chart below, Phase 1 of the project (2019 budget) and any additional cost that may be required for additional phases of the project from 2019-2024. Include revenue estimates where applicable. ***Chart below contains formulas**

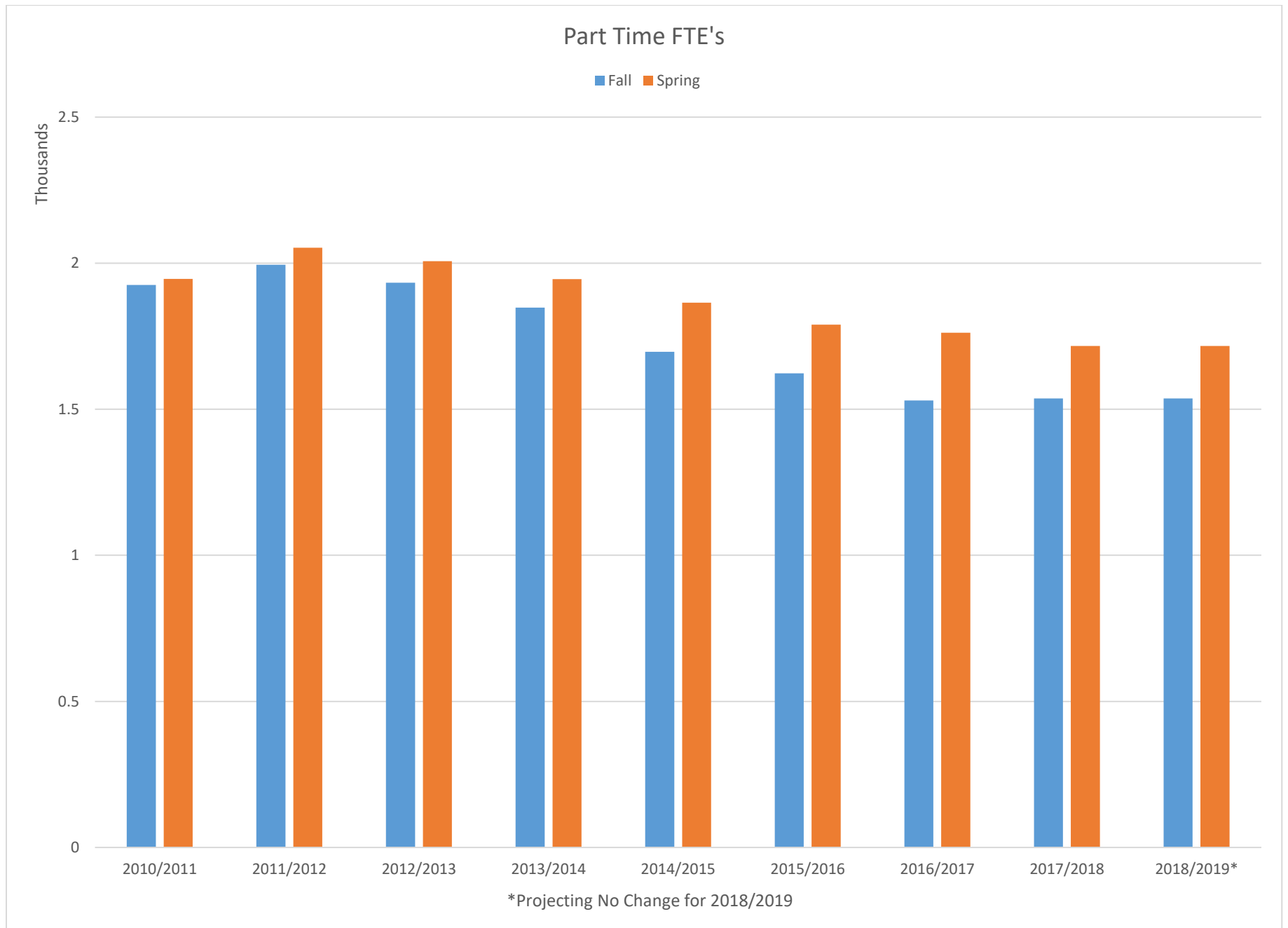
Capital Project	Phase 1 2019	Phase 2 2020	Phase 3 2021	Phase 4 2022	Phase 5 2023	Phase 6 2024	Total Project
Total Project Cost	1,440,000	1,440,000	1,440,000	1,440,000	1,440,000	1,440,000	8,640,000
Revenue							
State							-
Federal							-
Other							-
Total Non County Revenue	-	-	-	-	-	-	-
County Share	1,440,000	1,440,000	1,440,000	1,440,000	1,440,000	1,440,000	8,640,000

Impact on the Operating Budget: Summarize below, in general categories, how completion of the project will have either a positive or negative impact on the operating budget. Describe the nature of the item and provide cost estimates if reasonable.

Revenue	Description	Estimated Financial Impact on Annual Basis
Fees, Fines or charges		
State Reimbursement		
Other Revenue	Changing \$360,000 to maintenance of effort revenue	360,000
Expense		
Personnel Related		
Supplies		
Maintenance and Rent		
Utilities		
Other		

ERIE COMMUNITY COLLEGE							
2018/2019 BUDGET							
ENROLLMENT							
						BUDGETED	
	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	INCREASE	%
	ACTUAL	ACTUAL	ACTUAL	BUDGET	BUDGET	(DECREASE)	VARIANCE
FTE STUDENTS							
FALL SEMESTER - CREDIT HOURS							
Full-Time	119,457.0	112,330.0	107,574.0	105,177.0	105,177.0	0.0	0.0%
Part-Time	25,342.0	24,521.3	23,220.9	22,629.0	22,629.0	0.0	0.0%
Non-credit	12,665.1	11,984.2	21,542.0	21,164.0	21,164.0	0.0	0.0%
TOTAL	157,464.1	148,835.5	152,336.9	148,970.0	148,970.0	0.0	0.0%
WINTER - CREDIT HOURS							
Part-Time	1,630.0	1,671.5	1,722.0	1,722.0	1,722.0	0.0	0.0%
SPRING SEMESTER - CREDIT HOURS							
Full-Time	104,452.5	99,822.0	97,430.0	97,273.9	97,273.9	0.0	0.0%
Part-Time	27,911.5	26,854.5	26,549.5	23,218.1	23,218.1	0.0	0.0%
Non-credit	18,989.7	15,254.5	19,852.0	21,066.7	21,066.7	0.0	0.0%
TOTAL	151,353.7	141,931.0	143,831.5	141,558.7	141,558.7	0.0	0.0%
SUMMER SESSION - CREDIT HOURS							
Full-Time/Part-Time	16,762.0	15,561.5	13,897.5	13,170.0	13,170.0	0.0	0.0%
Non-Credit	14,460.9	11,106.4	12,182.0	17,066.7	17,066.7	0.0	0.0%
TOTAL	31,222.9	26,667.9	26,079.5	30,236.7	30,236.7	0.0	0.0%
TOTAL CREDIT HOURS	341,670.7	319,105.9	323,969.9	322,487.3	322,487.3		0.0%
FTEs							
Fall	4,826.6	4,561.7	4,359.8	4,260.2	4,260.2	0.0	0.0%
Winter	54.3	55.7	57.4	57.4	57.4	0.0	0.0%
Spring	4,412.1	4,222.6	4,132.7	4,016.4	4,016.4	0.0	0.0%
Summer	558.7	518.7	463.3	439.0	439.0	0.0	0.0%
Subtotal	9,851.8	9,358.7	9,013.1	8,773.0	8,773.0		0.0%
Non-Credit	1,537.2	1,278.2	1,785.9	1,976.6	1,976.6	0.0	0.0%
Total FTEs	11,389.0	10,636.9	10,799.0	10,749.6	10,749.6		0.0%
HEADCOUNT							
Fall	12,774	12,151	11,961	11,129	11,129	0	0.0%
Winter	448	452	362	492	492	0	0.0%
Spring	12,172	11,609	11,498	10,605	10,605	0	0.0%
Summer	3,406	3,295	2,290	3,616	3,616	0	0.0%
Total Headcount	28,800	27,507	26,111	25,842	25,842		0.0%
Note:							
1. Current year credit enrollment drives current tuition revenue.							
2. P/Y enrollment drives current year state aid. The 2018/19 budget based upon 8,773.04 credit FTEs for tuition and 10,912.74 FTEs for state aid using 3 year weighted average.							
3. Headcounts include cross-registered students as state aid is received for those students.							





Erie Community College 5 Year Fund Balance Summary						
	<u>FY 12-13</u>	<u>FY 13-14</u>	<u>FY 14-15</u>	<u>FY 15-16</u>	<u>FY 16-17</u>	<u>* Estimated FY 17-18</u>
Beginning Fund Balance	\$ 19,719,645	\$ 22,360,903	\$ 19,530,832	\$ 15,108,630	\$ 14,492,438	\$ 17,669,068
Fund Balance Added/(Used)	\$ 2,641,258	\$ (2,830,071)	\$ (4,422,202)	\$ (616,192)	\$ 3,176,630	\$ (2,421,721)
Fund Balance at end of FY	\$ 22,360,903	\$ 19,530,832	\$ 15,108,630	\$ 14,492,438	\$ 17,669,068	\$ 15,247,347
<p>* Fund Balance Use for replacement implementation of Enterprise Resource Platform - WorkDay - project approved by BOT and County in 2017-18</p> <p>* BOT and County also approved \$1,250,000 use of fund balance to cover operating expenses in this budget, the College has committed to keeping operating expenses within the operating revenues generated for the year and does not anticipate spending this additional fund balance amount</p>						

SUMMARY OF ECC GRANTS										
APPROPRIATIONS AND REVENUES FY 2018-19										
				Grant Fiscal	Total	Total	Federal	State	County	Local/Private
				Year	Revenue	Appropriation	Share	Share	Share	Share
Unit Code	Student Aid									
21001	Federal Work Study Program (FWS) - Yearly			7/1/18-6/30/19	\$ 318,426	\$ 318,426	\$ 318,426			
002	Federal Supplemental Education Opportunity Grant (SEOG) - Yearly			7/1/18-6/30/19	\$ 330,615	\$ 330,615	\$ 330,615			
003	Federal PELL Grant Program - Yearly			7/1/18-6/30/19	\$ 22,850,000	\$ 22,850,000	\$ 22,850,000			
015	Educational Opportunity Program Foster Care - Yearly			7/1/18-6/30/19	\$ 30,000	\$ 30,000		\$ 30,000		
021	Educational Opportunity Program (EOP) - Yearly			7/1/18-6/30/19	\$ 459,900	\$ 459,900		\$ 459,900		
	Total Student Aid Grants				\$ 23,988,941	\$ 23,988,941	\$ 23,499,041	\$ 489,900	\$ -	\$ -
	Institutional									
005	NSF - Nanotechnology Professional Development Partnership Yr 2 of 3			5/1/18 - 4/30/19	\$ 13,999	\$ 13,999	\$ 13,999			
007	Child Care Access Means Parents in School (CCAMPIS) Yr 2 of 4			10/01/18 - 09/30/19	\$ 76,000	\$ 76,000	\$ 76,000			
010	ME2 - Moms Ed to Employment Yr 3 of 3			9/1/18-8/31/19	\$ 89,739	\$ 89,739				\$ 89,739
011	Perkins - Yearly			7/1/18-6/30/19	\$ 821,962	\$ 821,962		\$ 821,962		
013	Buffalo Promise Neighborhood - Casey Foundation - Yearly			1/1/19 - 12/31/19	\$ 138,219	\$ 138,219				\$ 138,219
017	Youth Engagement Services (YES) - Yearly			1/1/19 - 12/31/19	\$ 190,000	\$ 190,000			\$ 190,000	
027	SUNY Child Care Development and Block Grant - Yearly			10/01/18 - 09/30/19	\$ 153,000	\$ 153,000		\$ 153,000		
028	Readers Aid - Yearly			9/1/18-8/31/19	\$ 10,200	\$ 10,200		\$ 10,200		
031	SUNY Fab Lab Yr 2 of 2			1/1/19 - 12/31/19	\$ 51,180	\$ 51,180		\$ 51,180		
042	Library Collection Aid - Yearly			7/1/18-6/30/19	\$ 13,715	\$ 13,715		\$ 13,715		
045	Ptech - BeSolar - Yearly			7/1/18-6/30/19	\$ 29,230	\$ 29,230				\$ 29,230
046	SUNY Plasma Aided Mfg Lab - Yr 2 of 2			1/1/19 - 12/31/19	\$ 8,235	\$ 8,235		\$ 8,235		
048	SUNY Child Care Grant - Yearly			10/01/18 - 09/30/19	\$ 206,500	\$ 206,500		\$ 206,500		
052	Pre-Collegiate Studies - Yearly			9/1/18-8/31/19	\$ 346,662	\$ 258,765				\$ 258,765
053	Workforce Investment Act One Stop Center - Yearly			7/1/18-6/30/19	\$ 605,706	\$ 605,706	\$ 605,706			
054	Rise Bridge Program - Yearly			9/1/18-8/31/19	\$ 44,528	\$ 40,219				\$ 40,219
059	ECC/BPS Pathways Program - Yearly			9/1/18-8/31/19	\$ 2,870,304	\$ 2,629,841				\$ 2,629,841
060	Central Police Academy - Yearly			9/1/18-8/31/19	\$ 2,023,035	\$ 1,472,859				\$ 1,472,859
061	English Learning Community - Yr 2 of 2			1/1/19 - 12/31/19	\$ 10,000	\$ 10,000		\$ 10,000		
063	Department of Social Services-Career and Success Training (CAST) - Yearly			1/1/19 - 12/31/19	\$ 500,000	\$ 500,000			\$ 500,000	
064	ECC/WNY Pathways Program - Yearly			9/1/18-8/31/19	\$ 1,336,261	\$ 721,297				\$ 721,297
081	Emergency Medical Tech - Yearly			9/1/18-8/31/19	\$ 32,500	\$ 32,500				\$ 32,500
082	Wellness Center - Yearly			9/1/18-8/31/19	\$ 51,000	\$ 155,000				\$ 155,000
	Ptech - Pathways Lackawanna High School			7/1/18-6/30/19	\$ 29,230	\$ 29,230				\$ 29,230
	Total Institutional Grants				\$ 9,607,976	\$ 8,214,167	\$ 681,706	\$ 1,274,792	\$ 690,000	\$ 5,567,669
	Workforce Development/Corporate Training									
051	SUNY Contract Courses - Yearly			10/01/18 - 09/30/19	\$ 133,019	\$ 133,019		\$ 133,019		
058	Health Professional Opportunity Program - Year 3 of 5			10/01/18 - 09/30/19	\$ 118,400	\$ 118,400	\$ 118,400			
067	GMSTC - Yearly			1/1/19 - 12/31/19	\$ 43,680	\$ 43,680				\$ 43,680
068	Hazard Abatement Board - Yearly			9/1/18-8/31/19	\$ 172,274	\$ 172,274		\$ 172,274		
085	Ford Resources - Yearly			9/1/18-8/31/19	\$ 117,600	\$ 117,600				\$ 117,600
	Total Workforce Development/Corporate Training Grants				\$ 584,973	\$ 584,973	\$ 118,400	\$ 305,293	\$ -	\$ 161,280
	Total Grants				\$ 34,181,890	\$ 3				

Erie Community College						
5 Year Budget Projections						
Revenue Source:	2016-17 Actual	2017-18 Approved Budget	2018/19 Proposed Budget	2019/20 Projection	2020/21 Projection	2021/22 Projection
Student Tuition	\$ 42,256,621	\$ 43,256,621	\$ 43,808,954	\$ 44,685,133	\$ 46,025,687	\$ 47,406,458
Charges to Non-Residents	\$ 1,324,441	\$ 1,389,967	\$ 1,389,967	\$ 1,417,766	\$ 1,460,299	\$ 1,504,108
Student Service Fees	\$ 10,948,141	\$ 10,775,372	\$ 10,775,372	\$ 10,775,372	\$ 10,990,879	\$ 11,210,697
Other Sponsored Programs	\$ 1,348,884	\$ 798,000	\$ 950,000	\$ 1,000,000	\$ 1,050,000	\$ 1,100,000
State Aid	\$ 30,421,742	\$ 30,301,393	\$ 30,605,205	\$ 31,142,750	\$ 31,997,053	\$ 32,866,840
Sponsors Contributions	\$ 18,945,074	\$ 18,054,317	\$ 18,554,317	\$ 18,739,860	\$ 18,927,259	\$ 19,116,531
Charges to Other Counties	\$ 1,645,567	\$ 15,000	\$ 1,500,000	\$ 1,530,000	\$ 1,560,600	\$ 1,591,812
Housing	\$ -	\$ -	\$ 812,500	\$ 853,125	\$ 895,781	\$ 940,570
NonOperating Revenue	\$ 236,555	\$ 546,260	\$ 220,000	\$ 226,600	\$ 233,398	\$ 240,400
Total Revenue	\$ 107,127,025	\$ 105,136,930	\$ 108,616,315	\$ 110,370,607	\$ 113,140,956	\$ 115,977,417
Fund Balance Use (ERP)	\$ -	\$ 2,421,721	\$ 2,969,489	\$ 2,500,000	\$ 1,200,000	\$ -
Revenue Summary	\$ 107,127,025	\$ 107,558,651	\$ 111,585,804	\$ 112,870,607	\$ 114,340,956	\$ 115,977,417
Expenditures by Function						
Instruction	\$ 47,774,822	\$ 47,801,548	\$ 52,590,303	\$ 53,042,730	\$ 53,773,393.49	\$ 54,486,283.73
Non-credit/non-aidable	\$ 564,841	\$ 467,868	\$ 729,880	\$ 736,159	\$ 746,299.64	\$ 756,193.57
Academic Support	\$ 4,509,155	\$ 5,652,349	\$ 4,697,796	\$ 4,738,211	\$ 4,803,479.32	\$ 4,867,160.51
Libraries	\$ 2,184,031	\$ 2,310,156	\$ 2,267,717	\$ 2,287,226	\$ 2,318,732.38	\$ 2,349,472.52
Student Services	\$ 12,823,131	\$ 14,697,341	\$ 13,453,418	\$ 13,569,156	\$ 13,756,070.96	\$ 13,938,439.38
Maintenance	\$ 13,843,210	\$ 12,366,125	\$ 12,955,004	\$ 13,066,454	\$ 13,246,444.46	\$ 13,422,056.60
General Administration	\$ 5,243,993	\$ 8,843,128	\$ 7,237,816	\$ 7,300,082	\$ 7,400,640.53	\$ 7,498,753.07
General Institution	\$ 17,037,209	\$ 17,457,470	\$ 17,653,869	\$ 17,805,743	\$ 18,051,016.83	\$ 18,290,324.65
Total Expenditures by Function	\$ 103,980,392	\$ 109,595,985	\$ 111,585,803	\$ 112,545,761	\$ 114,096,078	\$ 115,608,684
Expenditures by Object						
Personnel Services	\$ 56,329,163	\$ 55,711,040	\$ 56,160,215	\$ 56,721,817	\$ 57,856,253	\$ 58,434,816
Equipment	\$ 1,774,256	\$ 1,800,000	\$ 1,440,000	\$ 1,440,000	\$ 1,440,000	\$ 1,440,000
Contractual	\$ 19,088,522	\$ 20,050,018	\$ 22,121,381	\$ 21,563,809	\$ 20,995,085	\$ 21,414,986
Employee Benefits	\$ 26,788,450	\$ 32,034,927	\$ 31,864,209	\$ 32,820,135	\$ 33,804,739	\$ 34,318,882
Total Expenditures by Object	\$ 103,980,391	\$ 109,595,985	\$ 111,585,805	\$ 112,545,761	\$ 114,096,078	\$ 115,608,684
Assumptions:						
- Fund Balance use limited to special projects						
- 2% Tuition and Fee increase 19/20 and 20/21, 3% increase 21/22, same for out of area revenue to stay at 2x tuition						
- \$50 per FTE State Aid increase from 19/20 to 21/22						
- Personnel Services 1-2% COLA annually						
- Employee Benefits 3% COLA annually, retiree health care starts to decline in 21/22						
- Housing Revenue and related expenses grow by 5% annually as we house more students						
- Out of Area student revenue increase 2% annually as we market/recruit out of area						
- Sponsor Contribution 1% annually starting in 19/20						
- Enrollment projections stay flat to 1% overall as declining traditional student population is offset by growing non-traditional, base 10,750 FTE						
- 2% inflationary growth annually for contractual services, decreases in overall spend as new ERP system comes online						
- Student Service Fees flat 19/20, then 2%increase 20/21 through 21/22						

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
President	Full-Time Perm	President ECC	\$225,000.00	\$229,500.00
Senior Executive Staff	Full-Time Perm	EVP Admin & Finance	\$140,000.00	\$142,800.00
Senior Executive Staff	Full-Time Perm	VP of Security and Facilities Operations	\$90,000.00	\$91,800.00
Senior Executive Staff	Full-Time Perm	Empl Relat Mngr & Chief Divers	\$71,400.00	\$72,828.00
Senior Executive Staff	Full-Time Perm	Dir of Talent Mgt & Employee E	\$62,220.00	\$63,464.00
Senior Executive Staff	Full-Time Perm	VP of HR, Equity & Inclusion	\$96,035.00	\$97,955.00
Senior Executive Staff	Full-Time Perm	Chief Info Off Vice Provost	\$111,180.00	\$113,403.00
Senior Executive Staff	Full-Time Perm	EVP Inst Advanc & Effic	\$145,656.00	\$148,569.00
Senior Executive Staff	Full-Time Perm	Asst to EVP Inst Adv & Effic	\$46,894.00	\$47,831.00
Senior Executive Staff	Full-Time Perm	Vice Provost IRAAP	\$98,838.00	\$100,814.00
Senior Executive Staff	Full-Time Temp	Exec Sec to the Pres & BOT	\$62,936.00	\$64,194.00
Senior Executive Staff	Full-Time Temp	Confidential Office Assistant	\$51,260.00	\$52,285.00
Senior Executive Staff	Full-Time Perm	Pres Legal Affairs Assistant	\$46,894.00	\$47,831.00
Senior Executive Staff	Full-Time Perm	Asst to Provost/EVP	\$51,260.00	\$52,285.00
Senior Executive Staff	Full-Time Perm	Provost/EVP	\$140,000.00	\$142,800.00
Senior Executive Staff	Full-Time Perm	VP of Student Affairs	\$93,636.00	\$95,508.00
Senior Executive Staff	Full-Time Perm Probation	Interim VP of Enrollment Mgt	\$93,636.00	\$95,508.00
Senior Executive Staff	Full-Time Perm	Vice Provost Health Sciences	<u>\$113,655.00</u>	<u>\$115,928.00</u>
			\$1,740,500.00	\$1,775,303.00

*** No New SES Positions Requested or Budgeted**

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Lump Sum Wage Pool 17-18	Lump Sum Wage Pool 18-19
Non-Union	Part-Time Temporary	Lifeguards, Tutors, Interns, Other	\$ 1,694,970	\$ 1,694,970

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Administrators' Assoc. of ECC	Full-Time Perm	Asst Coord St Serv II	Activities	\$71,511.00	\$72,941.00
Administrators' Assoc. of ECC	Full-Time Perm	Asst Project Coord St Engageme	Activities	\$41,277.00	\$42,102.00
Administrators' Assoc. of ECC	Full-Time Perm	Asst Coord of Recruitment & Ou	Admissions	\$66,131.00	\$67,453.00
Administrators' Assoc. of ECC	Full-Time Perm	Admissions Recruiter	Admissions	\$41,277.00	\$42,102.00
Administrators' Assoc. of ECC	Full-Time Perm	Coord Fin Aid II	Admissions	\$85,848.00	\$87,564.00
Administrators' Assoc. of ECC	Full-Time Perm	Admissions Recruiter II	Admissions	\$67,878.00	\$69,235.00
Administrators' Assoc. of ECC	Full-Time Perm	Dir Profess Develop Workforce	Admissions	\$96,060.00	\$97,981.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Asst Coord of Admissions	Admissions	\$55,546.00	\$56,656.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Coll Admin Asst	Admissions	\$40,419.00	\$41,227.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Director of Admissions	Admissions	\$74,440.00	\$75,928.00
Administrators' Assoc. of ECC	Regular Part-Time Perm	Coll Admin Asst II RPT	Admissions	\$49,978.00	\$50,977.00
Administrators' Assoc. of ECC	Regular Part-Time Perm	Coll Admin Asst RPT	Admissions	\$37,903.00	\$38,661.00
Administrators' Assoc. of ECC	RPT Perm Probation	Asst Coord Admissions RPT	Admissions	\$51,596.00	\$52,627.00
Administrators' Assoc. of ECC	Full-Time Perm	Coord Advanced Studies II	Advanced Studies 2408	\$88,150.00	\$89,913.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Director of Alumni Relations	Alumni	\$50,393.00	\$51,400.00
Administrators' Assoc. of ECC	Full-Time Perm	Athletic Fac Coord II	Athletics	\$71,511.00	\$72,941.00
Administrators' Assoc. of ECC	Full-Time Perm	Athl Recruiter/Coach II	Athletics	\$66,131.00	\$67,453.00
Administrators' Assoc. of ECC	Full-Time Perm	Director of Athletics	Athletics	\$96,060.00	\$97,981.00
Administrators' Assoc. of ECC	Full-Time Perm	Asst Dir Athletics II	Athletics	\$81,471.00	\$83,100.00
Administrators' Assoc. of ECC	Full-Time Perm	Athl Recruiter/Coach II	Athletics	\$67,878.00	\$69,235.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Athl Recruiter/Coach	Athletics	\$47,923.00	\$48,881.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Athl Recruiter/Coach	Athletics	\$47,923.00	\$48,881.00
Administrators' Assoc. of ECC	Regular Part-Time Perm	Coll Admin Asst II RPT	Athletics	\$51,145.00	\$52,167.00
Administrators' Assoc. of ECC	Full-Time Perm	Dir of Global Ed & Intl Studen	Bilingual Program	\$92,954.00	\$94,813.00
Administrators' Assoc. of ECC	Full-Time Perm	Coll Admin Asst II	Bilingual Program	\$54,927.00	\$56,025.00
Administrators' Assoc. of ECC	Full-Time Perm	Bursar II	Bursar	\$80,540.00	\$82,150.00
Administrators' Assoc. of ECC	Full-Time Perm	Asst Business Manager II	Business Office	\$80,540.00	\$82,150.00
Administrators' Assoc. of ECC	Full-Time Perm	Business Manager II	Business Office	\$104,047.00	\$106,127.00
Administrators' Assoc. of ECC	Full-Time Perm	Coll Admin Asst II	Business Office	\$52,457.00	\$53,506.00
Administrators' Assoc. of ECC	Full-Time Perm	Coll Admin Asst II	Business Office	\$48,988.00	\$49,967.00
Administrators' Assoc. of ECC	RPT- Temp	Project Director RPT	Car. Expl. Intern. Pgm. Grant	\$79,434.00	\$81,022.00
Administrators' Assoc. of ECC	Full-Time Perm	Coord of Career Services II	Career Services	\$85,848.00	\$87,564.00
Administrators' Assoc. of ECC	Full-Time Perm	Dir of Career Services	Career Services	\$73,805.00	\$75,281.00
Administrators' Assoc. of ECC	Full-Time Perm	Job Developer	Casey Foundation E2R	\$45,439.00	\$46,347.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Job Developer	Casey Foundation E2R	\$47,923.00	\$48,881.00
Administrators' Assoc. of ECC	Part-Time	Job Developer PT	CAST	\$20,050.47	\$20,451.00
Administrators' Assoc. of ECC	Full-Time Perm	Job Developer II	CAST Grant	\$66,131.00	\$67,453.00
Administrators' Assoc. of ECC	Regular Part-Time Perm	Dir Workforce Dev II RPT	CAST Grant	\$50,655.00	\$51,668.00
Administrators' Assoc. of ECC	RPT- Temp	Job Developer RPT	CAST Grant	\$56,835.00	\$57,971.00
Administrators' Assoc. of ECC	RPT- Temp	Case Manager RPT	CAST Grant	\$49,160.00	\$50,143.00
Administrators' Assoc. of ECC	Full-Time Perm	Financial Coord Grants II	Central Accounting Office	\$78,445.00	\$80,013.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Administrators' Assoc. of ECC	Full-Time Perm	Chief Accountant	Central Accounting Office	\$61,232.00	\$62,456.00
Administrators' Assoc. of ECC	Retired-Rehired	Chief Accountant PT	Central Accounting Office	\$49,422.33	\$50,410.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Corp Training Representativ	Corporate Training 2408	\$59,802.00	\$60,998.00
Administrators' Assoc. of ECC	Part-Time	Coll Admin Asst PT	Counseling	\$18,465.62	\$18,834.00
Administrators' Assoc. of ECC	Full-Time Perm	Dean of Business & Pub Service	Dean of Business & Public Se	\$109,669.00	\$111,862.00
Administrators' Assoc. of ECC	Full-Time Perm	Dean of Eng & Tech II	Dean of Eng & Technology	\$106,761.00	\$108,896.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Dean Liberal Arts & Sciences	Dean of Liberal Arts & Science	\$98,650.00	\$100,623.00
Administrators' Assoc. of ECC	Full-Time Perm	Dean of Students II	Dean of Students	\$115,699.00	\$118,012.00
Administrators' Assoc. of ECC	Full-Time Perm	Dean of Students	Dean of Students	\$65,416.00	\$66,724.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Dean of Students	Dean of Students	\$96,060.00	\$97,981.00
Administrators' Assoc. of ECC	Full-Time Perm	Asst Prof/Dept Head	Dental Assisting	\$78,445.00	\$80,013.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Prof/Dept Head	Dental Hygiene	\$66,346.00	\$67,672.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Prof/Dept Head	Dental Laboratory Technology	\$85,049.00	\$86,749.00
Administrators' Assoc. of ECC	Full-Time Perm	Dir Distance Learning & Altern	Distance Learning	\$96,060.00	\$97,981.00
Administrators' Assoc. of ECC	Part-Time	Coord of Internships PT	Distance Learning	\$24,864.01	\$25,361.00
Administrators' Assoc. of ECC	Regular Part-Time Perm	Asst Project Director II RPT	Distance Learning	\$78,526.00	\$80,096.00
Administrators' Assoc. of ECC	Regular Part-Time Perm	Coll Admin Asst II RPT	Distance Learning	\$49,978.00	\$50,977.00
Administrators' Assoc. of ECC	RPT Perm Probation	Asst Dir Distance Learning & A	Distance Learning	\$52,226.00	\$53,270.00
Administrators' Assoc. of ECC	Part-Time	Coll Admin Asst PT	Driving Program 2408	\$20,766.97	\$21,182.00
Administrators' Assoc. of ECC	Regular Part-Time Perm	Asst Proj Coord II RPT	Driving Program 2408	\$64,477.00	\$65,766.00
Administrators' Assoc. of ECC	Regular Part-Time Perm	Coll Admin Asst II RPT	Driving Program 2408	\$49,978.00	\$50,977.00
Administrators' Assoc. of ECC	Full-Time Perm	Case Manager II	ECC/BPS Pathways Pgm. Gra	\$66,131.00	\$67,453.00
Administrators' Assoc. of ECC	Full-Time Perm	ESL Case Manager II	ECC/BPS Pathways Pgm. Gra	\$69,665.00	\$71,058.00
Administrators' Assoc. of ECC	Full-Time Perm	Coll Admin Asst	ECC/BPS Pathways Pgm. Gra	\$51,260.00	\$52,285.00
Administrators' Assoc. of ECC	Full-Time Perm	Dir Pathways & Pre-Coll Stu	ECC/BPS Pathways Pgm. Gra	\$85,848.00	\$87,564.00
Administrators' Assoc. of ECC	Full-Time Perm	Case Manager II	ECC/BPS Pathways Pgm. Gra	\$66,131.00	\$67,453.00
Administrators' Assoc. of ECC	Full-Time Perm	Asst Proj Coord	ECC/BPS Pathways Pgm. Gra	\$42,893.00	\$43,750.00
Administrators' Assoc. of ECC	Full-Time Perm	Case Manager II	ECC/BPS Pathways Pgm. Gra	\$66,131.00	\$67,453.00
Administrators' Assoc. of ECC	Full-Time Perm	Case Manager	ECC/BPS Pathways Pgm. Gra	\$52,924.00	\$53,982.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Case Manager	ECC/BPS Pathways Pgm. Gra	\$41,277.00	\$42,102.00
Administrators' Assoc. of ECC	Part-Time	Case Manager PT	ECC/BPS Pathways Pgm. Gra	\$21,583.55	\$22,015.00
Administrators' Assoc. of ECC	Part-Time	Case Manager PT	ECC/BPS Pathways Pgm. Gra	\$19,611.80	\$20,004.00
Administrators' Assoc. of ECC	Regular Part-Time Perm	Asst Project Director II RPT	ECC/BPS Pathways Pgm. Gra	\$76,483.00	\$78,012.00
Administrators' Assoc. of ECC	RPT Perm Probation	Asst Project Coordinator RPT	Education to Recovery Progra	\$59,806.00	\$61,002.00
Administrators' Assoc. of ECC	Full-Time Perm	Dir of Edu Opportunity Prg II	EOP	\$91,134.00	\$92,956.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Exec Dir of ERP	Erp	\$97,047.00	\$98,987.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Asst Coord Strategic Planning	Erp	\$44,280.00	\$45,165.00
Administrators' Assoc. of ECC	Full-Time Perm	Asst Coord Fin Aid II	Financial Aid	\$74,408.00	\$75,896.00
Administrators' Assoc. of ECC	Full-Time Perm	Coll Admin Asst	Financial Aid	\$37,308.00	\$38,054.00
Administrators' Assoc. of ECC	Full-Time Perm	Coll Admin Asst	Financial Aid	\$40,419.00	\$41,227.00
Administrators' Assoc. of ECC	Full-Time Perm	Dir Fin Aid II	Financial Aid	\$101,311.00	\$103,337.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Administrators' Assoc. of ECC	Full-Time Perm	Asst Coord Fin Aid II	Financial Aid	\$78,333.00	\$79,899.00
Administrators' Assoc. of ECC	Part-Time	Coll Admin Asst PT	Financial Aid	\$15,610.40	\$15,922.00
Administrators' Assoc. of ECC	Part-Time	Coll Admin Asst PT	Financial Aid	\$15,607.73	\$15,919.00
Administrators' Assoc. of ECC	Part-Time	Job Locator & Developer PT	Financial Aid	\$22,763.42	\$23,218.00
Administrators' Assoc. of ECC	Part-Time	Job Locator & Developer PT	Financial Aid	\$22,763.42	\$23,218.00
Administrators' Assoc. of ECC	Regular Part-Time Perm	Coll Admin Asst RPT	Financial Aid	\$44,420.00	\$45,308.00
Administrators' Assoc. of ECC	Regular Part-Time Perm	Coll Admin Asst RPT	Financial Aid	\$32,036.00	\$32,676.00
Administrators' Assoc. of ECC	RPT Perm Probation	Coll Admin Asst RPT	Financial Aid	\$32,595.00	\$33,246.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Corp Training Specialist	Ford Apprentice	\$49,974.00	\$50,973.00
Administrators' Assoc. of ECC	Full-Time Perm	Project Director	General Studies 2401	\$63,107.00	\$64,369.00
Administrators' Assoc. of ECC	Full-Time Perm	Coord of General Studies II	General Studies 2401	\$92,954.00	\$94,813.00
Administrators' Assoc. of ECC	Full-Time Perm	Coord Grants II	Grants	\$84,918.00	\$86,616.00
Administrators' Assoc. of ECC	Full-Time Perm	Prof/Dept Head II	Health Information Technology	\$118,016.00	\$120,376.00
Administrators' Assoc. of ECC	Full-Time Perm	Nurse College	Health Office	\$59,651.00	\$60,844.00
Administrators' Assoc. of ECC	Full-Time Perm	Nurse College	Health Office	\$68,916.00	\$70,294.00
Administrators' Assoc. of ECC	Part-Time	Nurse PT	Health Office	\$25,548.79	\$26,059.00
Administrators' Assoc. of ECC	Part-Time	Nurse PT	Health Office	\$23,215.23	\$23,679.00
Administrators' Assoc. of ECC	Part-Time	Nurse PT	Health Office	\$31,195.11	\$31,819.00
Administrators' Assoc. of ECC	Regular PT Provisional	Project Director RPT	Hlth Profession Opportunity G	\$57,091.00	\$58,232.00
Administrators' Assoc. of ECC	Full-Time Perm	Coll Admin Asst	Human Resources	\$38,875.00	\$39,652.00
Administrators' Assoc. of ECC	Full-Time Perm	Asst Software Specialist II	Info Tech Services 2480	\$66,131.00	\$67,453.00
Administrators' Assoc. of ECC	Full-Time Perm	Network Oper Spec-ECC II	Info Tech Services 2480	\$78,333.00	\$79,899.00
Administrators' Assoc. of ECC	Full-Time Perm	Dir Erp Sys & Info Service II	Info Tech Services 2480	\$106,761.00	\$108,896.00
Administrators' Assoc. of ECC	Full-Time Perm	End User Supp Spec II	Info Tech Services 2480	\$66,131.00	\$67,453.00
Administrators' Assoc. of ECC	Full-Time Perm	End User Supp Spec II	Info Tech Services 2480	\$67,878.00	\$69,235.00
Administrators' Assoc. of ECC	Full-Time Perm	Dir Network Sys Adm II	Info Tech Services 2480	\$101,269.00	\$103,294.00
Administrators' Assoc. of ECC	Full-Time Perm	Network Oper Spec-ECC II	Info Tech Services 2480	\$68,916.00	\$70,294.00
Administrators' Assoc. of ECC	Full-Time Perm	ITS Coordinator	Info Tech Services 2480	\$64,206.00	\$65,490.00
Administrators' Assoc. of ECC	Full-Time Perm	Coord Instr Sys Design II	Info Tech Services 2480	\$91,134.00	\$92,956.00
Administrators' Assoc. of ECC	Full-Time Perm	Network Oper Spec-ECC II	Info Tech Services 2480	\$68,916.00	\$70,294.00
Administrators' Assoc. of ECC	Full-Time Perm	Dir of Acad & User Tech Serv	Info Tech Services 2480	\$101,269.00	\$103,294.00
Administrators' Assoc. of ECC	Full-Time Perm	Database Coord II	Info Tech Services 2480	\$80,540.00	\$82,150.00
Administrators' Assoc. of ECC	Full-Time Perm	Software Specialist II	Info Tech Services 2480	\$72,516.00	\$73,966.00
Administrators' Assoc. of ECC	Full-Time Perm	Coll Admin Asst	Info Tech Services 2480	\$40,419.00	\$41,227.00
Administrators' Assoc. of ECC	Full-Time Perm	Web Page Master II	Info Tech Services 2480	\$59,221.00	\$60,405.00
Administrators' Assoc. of ECC	Full-Time Perm	Asst Coord of Info Tech Serv I	Info Tech Services 2480	\$68,916.00	\$70,294.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Information Security Officer	Info Tech Services 2480	\$52,345.00	\$53,391.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Network Administration Special	Info Tech Services 2480	\$52,345.00	\$53,391.00
Administrators' Assoc. of ECC	Full-Time Perm	Coord Inst Services II	Institutional Service	\$88,150.00	\$89,913.00
Administrators' Assoc. of ECC	Full-Time Perm	College Accountant Auditor	Internal Audit	\$62,936.00	\$64,194.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Case Manager	Int'l Student Services	\$61,340.00	\$62,566.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Administrators' Assoc. of ECC	Full-Time Perm	Dir Research II	IRAAP-IR,Assess,Accred&Pla	\$104,047.00	\$106,127.00
Administrators' Assoc. of ECC	Full-Time Perm	Coord of Assessment	IRAAP-IR,Assess,Accred&Pla	\$80,540.00	\$82,150.00
Administrators' Assoc. of ECC	Full-Time Perm	Asst Coord IRAAP	IRAAP-IR,Assess,Accred&Pla	\$66,131.00	\$67,453.00
Administrators' Assoc. of ECC	Full-Time Perm	Asst Coord IRAAP II	IRAAP-IR,Assess,Accred&Pla	\$72,516.00	\$73,966.00
Administrators' Assoc. of ECC	RPT Perm Probation	End User Supp Spec RPT	IRAAP-IR,Assess,Accred&Pla	\$41,156.00	\$41,979.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Dir of Envir Helath & Safety	Maintenance	\$57,216.00	\$58,360.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Coll Admin Asst	Maintenance	\$34,186.00	\$34,869.00
Administrators' Assoc. of ECC	Full-Time Perm	Public Information Officer	Marketing & Communications	\$48,988.00	\$49,967.00
Administrators' Assoc. of ECC	Full-Time Perm	Events Specialist II	Marketing & Communications	\$59,221.00	\$60,405.00
Administrators' Assoc. of ECC	Full-Time Perm	Dir Marking & Communication	Marketing & Communications	\$57,216.00	\$58,360.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Case Manager	Me2 - Moms Ed to Employer	\$41,277.00	\$42,102.00
Administrators' Assoc. of ECC	Full-Time Perm	Prof/Dept Head II	Medical Office Assistant	\$114,890.00	\$117,187.00
Administrators' Assoc. of ECC	Full-Time Perm	Case Manager II	Middle College	\$67,878.00	\$69,235.00
Administrators' Assoc. of ECC	Full-Time Perm	Executive Dean of Nursing	Nursing	\$118,198.00	\$120,561.00
Administrators' Assoc. of ECC	Regular Part-Time Perm	Coll Admin Asst II RPT	Nursing	\$45,721.00	\$46,635.00
Administrators' Assoc. of ECC	Full-Time Perm	Prof/Dept Head	Occupational Therapy	\$81,042.00	\$82,662.00
Administrators' Assoc. of ECC	Full-Time Perm	Job Dev WIA Inv Pr II	One-Stop Center	\$66,131.00	\$67,453.00
Administrators' Assoc. of ECC	Full-Time Perm	Case Manager II	One-Stop Center	\$67,878.00	\$69,235.00
Administrators' Assoc. of ECC	Full-Time Perm	Dean of Employm & Train Svs II	One-Stop Center	\$101,269.00	\$103,294.00
Administrators' Assoc. of ECC	Full-Time Perm	Asst Project Director II	One-Stop Center	\$80,540.00	\$82,150.00
Administrators' Assoc. of ECC	Full-Time Perm	Job Dev WIA Inv Pr	One-Stop Center	\$41,277.00	\$42,102.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Case Manager	One-Stop Center	\$42,211.00	\$43,055.00
Administrators' Assoc. of ECC	Full-Time Perm	Asst Proj Coord	Opportunity Programs & Servic	\$41,277.00	\$42,102.00
Administrators' Assoc. of ECC	Full-Time Perm	Payroll Systems Supervisor I	Payroll	\$74,408.00	\$75,896.00
Administrators' Assoc. of ECC	Full-Time Perm	Payroll Specialis	Payroll	\$48,777.00	\$49,752.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Asst Project Director Grant	Perkins Grant	\$48,874.00	\$49,851.00
Administrators' Assoc. of ECC	Full-Time Perm	Asst Coord Place Test II	Placement Testing 2450	\$76,349.00	\$77,875.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Natatorium Mgr	Pool	\$46,677.00	\$47,610.00
Administrators' Assoc. of ECC	Full-Time Perm	Exec Dean Strag Initiat in Aca	Provost/Exec Vice President	\$124,719.00	\$127,213.00
Administrators' Assoc. of ECC	Full-Time Perm	College Admin Assist II	Purchasing	\$53,681.00	\$54,754.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Prof/Dept Head	Radiation Therapy Technology	\$67,845.00	\$69,201.00
Administrators' Assoc. of ECC	Full-Time Perm	Dir Recruitment II	Recruitment	\$115,699.00	\$118,012.00
Administrators' Assoc. of ECC	Full-Time Perm	Coll Admin Asst	Registrar	\$38,875.00	\$39,652.00
Administrators' Assoc. of ECC	Full-Time Perm	Dir Registration II	Registrar	\$115,699.00	\$118,012.00
Administrators' Assoc. of ECC	Full-Time Perm	Registrar	Registrar	\$70,865.00	\$72,282.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Coll Admin Asst	Registrar	\$38,875.00	\$39,652.00
Administrators' Assoc. of ECC	Full-Time Perm Probation	Registrar	Registrar	\$67,450.00	\$68,799.00
Administrators' Assoc. of ECC	RPT Perm Probation	Coll Admin Asst RPT	Registrar	\$39,408.00	\$40,196.00
Administrators' Assoc. of ECC	Full-Time Perm	Prof/Dept Head II	Respiratory Care	\$118,016.00	\$120,376.00
Administrators' Assoc. of ECC	Full-Time Perm	Asst Project Coordinator	START Orientation	\$47,923.00	\$48,881.00
Administrators' Assoc. of ECC	Regular Part-Time Perm	Coll Admin Asst RPT	START Orientation	\$32,036.00	\$32,676.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Administrators' Assoc. of ECC	Full-Time Perm	Dir of Student Access and Vet	Student Access Center	\$70,246.00	\$71,650.00
Administrators' Assoc. of ECC	Full-Time Perm	Coll Admin Asst	Student Services	\$38,875.00	\$39,652.00
Administrators' Assoc. of ECC	Full-Time Perm	Asst Project Coordinator II	Student Services	\$66,131.00	\$67,453.00
Administrators' Assoc. of ECC	Regular Part-Time Perm	Project Coordinator RPT	Student Services	\$58,159.00	\$59,322.00
Administrators' Assoc. of ECC	Regular Part-Time Perm	Asst Project Coordinator RPT	Student Transportation	\$41,820.00	\$42,656.00
Administrators' Assoc. of ECC	Part-Time	Prof/Dept Head PT	Teacher Preparation	\$32,226.68	\$32,871.00
Administrators' Assoc. of ECC	Part-Time	Project Director PT	Tutors	\$28,275.77	\$28,841.00
Administrators' Assoc. of ECC	Full-Time Perm	Prof/Dept Head II	Vision Care Technology	<u>\$108,898.00</u>	<u>\$111,075.00</u>
				\$10,969,047.31	\$11,188,339.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
AFSCME	Provisional FT	Sr Offset Machine Oper	Duplicating	\$33,186.00	\$33,849.00
AFSCME	Regular PT Provisional	Offset Machine Operator RPT	Duplicating	\$28,700.00	\$29,274.00
AFSCME	Part-Time	Laborer PT	Institutional Service	\$13,543.50	\$13,814.00
AFSCME	Part-Time	Laborer PT	Institutional Service	\$13,543.50	\$13,814.00
AFSCME	Part-Time	Laborer PT	Institutional Service	\$16,614.21	\$16,946.00
AFSCME	Part-Time	Laborer PT	Institutional Service	\$14,420.85	\$14,709.00
AFSCME	Full-Time Perm	Bldg Maint Mechanic HVAC	Maintenance	\$51,380.00	\$52,407.00
AFSCME	Full-Time Perm	Head Gardener	Maintenance	\$48,154.00	\$49,117.00
AFSCME	Full-Time Perm	Bldg Maint Mechanic Elec	Maintenance	\$41,637.00	\$42,469.00
AFSCME	Full-Time Perm	Bldg Maint Mechanic	Maintenance	\$35,809.00	\$36,525.00
AFSCME	Full-Time Perm	Laborer	Maintenance	\$37,906.00	\$38,664.00
AFSCME	Full-Time Perm	Head Laborer	Maintenance	\$38,684.00	\$39,457.00
AFSCME	Full-Time Perm	Laborer	Maintenance	\$33,130.00	\$33,792.00
AFSCME	Full-Time Perm	Bldg Maint Mechanic HVAC	Maintenance	\$41,637.00	\$42,469.00
AFSCME	Full-Time Perm	Laborer	Maintenance	\$37,906.00	\$38,664.00
AFSCME	Full-Time Perm	Bldg Maint Mechanic Elec	Maintenance	\$46,008.00	\$46,928.00
AFSCME	Full-Time Perm	Stationary Engineer	Maintenance	\$41,789.00	\$42,624.00
AFSCME	Full-Time Perm	Truck Driver	Maintenance	\$39,300.00	\$40,086.00
AFSCME	Full-Time Perm	Bldg Maint Mechanic Elec	Maintenance	\$49,223.00	\$50,207.00
AFSCME	Full-Time Perm	Laborer	Maintenance	\$36,161.00	\$36,884.00
AFSCME	Full-Time Perm	Truck Driver	Maintenance	\$36,828.00	\$37,564.00
AFSCME	Full-Time Perm	Laborer	Maintenance	\$37,906.00	\$38,664.00
AFSCME	Full-Time Perm	Laborer	Maintenance	\$34,977.00	\$35,676.00
AFSCME	Full-Time Perm	Stationary Engineer	Maintenance	\$56,071.00	\$57,192.00
AFSCME	Full-Time Perm	Head Laborer	Maintenance	\$39,300.00	\$40,086.00
AFSCME	Full-Time Perm	Truck Driver	Maintenance	\$37,924.00	\$38,682.00
AFSCME	Full-Time Perm	Laborer	Maintenance	\$35,558.00	\$36,269.00
AFSCME	Full-Time Perm	Laborer	Maintenance	\$32,207.00	\$32,851.00
AFSCME	Full-Time Perm	Bldg Maint Mechanic Elec	Maintenance	\$51,380.00	\$52,407.00
AFSCME	Full-Time Perm	Laborer	Maintenance	\$37,906.00	\$38,664.00
AFSCME	Full-Time Perm	Bldg Maint Mechanic Elec	Maintenance	\$35,809.00	\$36,525.00
AFSCME	Full-Time Perm	Laborer	Maintenance	\$37,906.00	\$38,664.00
AFSCME	Full-Time Perm	Bldg Maint Mechanic Elec	Maintenance	\$46,008.00	\$46,928.00
AFSCME	Full-Time Perm	Truck Driver	Maintenance	\$33,276.00	\$33,941.00
AFSCME	Full-Time Perm	Laborer	Maintenance	\$36,161.00	\$36,884.00
AFSCME	Full-Time Perm	Laborer	Maintenance	\$37,906.00	\$38,664.00
AFSCME	Full-Time Perm	Laborer	Maintenance	\$32,207.00	\$32,851.00
AFSCME	Full-Time Perm	Laborer	Maintenance	\$37,321.00	\$38,067.00
AFSCME	Full-Time Perm	Laborer	Maintenance	\$36,737.00	\$37,471.00
AFSCME	Full-Time Perm	Bldg Maint Mechanic HVAC	Maintenance	\$51,380.00	\$52,407.00
AFSCME	Full-Time Perm Probation	Bldg Maint Mechanic Elec	Maintenance	\$37,265.00	\$38,010.00
AFSCME	Full-Time Perm Probation	Bldg Maint Mechanic HVAC	Maintenance	\$37,265.00	\$38,010.00
AFSCME	Full-Time Perm Probation	Bldg Maint Mechanic	Maintenance	\$37,265.00	\$38,010.00
AFSCME	Full-Time Perm Probation	Bldg Maint Mechanic HVAC	Maintenance	\$37,265.00	\$38,010.00
AFSCME	Full-Time Perm Probation	Bldg Maint Mechanic Elec	Maintenance	\$35,809.00	\$36,525.00
AFSCME	Full-Time Perm Probation	Bldg Maint Mechanic	Maintenance	\$38,721.00	\$39,495.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
AFSCME	Full-Time Perm Probation	Bldg Maint Mechanic	Maintenance	\$38,721.00	\$39,495.00
AFSCME	Full-Time Perm Probation	Bldg Maint Mechanic Plumber	Maintenance	\$37,265.00	\$38,010.00
AFSCME	Full-Time Temp	Laborer	Maintenance	\$37,906.00	\$38,664.00
AFSCME	Part-Time	Cleaner PT	Maintenance	\$12,820.29	\$13,076.00
AFSCME	Part-Time	Bldg Maint Mechanic PT	Maintenance	\$18,392.61	\$18,760.00
AFSCME	Part-Time	Cleaner PT	Maintenance	\$12,820.29	\$13,076.00
AFSCME	Part-Time	Laborer Seasonal	Maintenance	\$13,982.18	\$14,261.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$13,982.18	\$14,261.00
AFSCME	Part-Time	Cleaner PT	Maintenance	\$12,820.29	\$13,076.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$14,420.85	\$14,709.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$14,859.52	\$15,156.00
AFSCME	Part-Time	Cleaner PT	Maintenance	\$12,820.29	\$13,076.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$13,980.20	\$14,259.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$13,980.20	\$14,259.00
AFSCME	Part-Time	Cleaner PT	Maintenance	\$12,820.29	\$13,076.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$13,543.50	\$13,814.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$14,859.52	\$15,156.00
AFSCME	Part-Time	Bldg Maint Mechanic PT	Maintenance	\$21,853.57	\$22,290.00
AFSCME	Part-Time	Laborer Seasonal	Maintenance	\$13,543.50	\$13,814.00
AFSCME	Part-Time	Cleaner PT	Maintenance	\$12,820.29	\$13,076.00
AFSCME	Part-Time	Cleaner PT	Maintenance	\$12,820.29	\$13,076.00
AFSCME	Part-Time	Cleaner PT	Maintenance	\$12,820.29	\$13,076.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$13,982.18	\$14,261.00
AFSCME	Part-Time	Cleaner PT	Maintenance	\$12,820.29	\$13,076.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$15,298.19	\$15,604.00
AFSCME	Part-Time	Bldg Maint Mechanic PT	Maintenance	\$17,701.01	\$18,055.00
AFSCME	Part-Time	Cleaner PT	Maintenance	\$12,820.29	\$13,076.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$13,982.18	\$14,261.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$13,543.50	\$13,814.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$14,420.85	\$14,709.00
AFSCME	Part-Time	Cleaner PT	Maintenance	\$12,820.29	\$13,076.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$13,980.20	\$14,259.00
AFSCME	Part-Time	Laborer Seasonal	Maintenance	\$13,543.50	\$13,814.00
AFSCME	Part-Time	Cleaner PT	Maintenance	\$12,820.29	\$13,076.00
AFSCME	Part-Time	Cleaner PT	Maintenance	\$12,820.29	\$13,076.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$16,614.21	\$16,946.00
AFSCME	Part-Time	Cleaner PT	Maintenance	\$12,820.29	\$13,076.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$13,982.18	\$14,261.00
AFSCME	Part-Time	Cleaner PT	Maintenance	\$12,820.29	\$13,076.00
AFSCME	Part-Time	Cleaner PT	Maintenance	\$12,820.29	\$13,076.00
AFSCME	Part-Time	Cleaner PT	Maintenance	\$12,820.29	\$13,076.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$16,889.86	\$17,227.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$13,982.18	\$14,261.00
AFSCME	Part-Time	Cleaner PT	Maintenance	\$12,820.29	\$13,076.00
AFSCME	Part-Time	Cleaner PT	Maintenance	\$12,820.29	\$13,076.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$14,859.52	\$15,156.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
AFSCME	Part-Time	Cleaner PT	Maintenance	\$12,820.29	\$13,076.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$14,420.85	\$14,709.00
AFSCME	Part-Time	Cleaner PT	Maintenance	\$13,225.37	\$13,489.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$13,982.18	\$14,261.00
AFSCME	Part-Time	Cleaner PT	Maintenance	\$12,820.29	\$13,076.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$13,982.18	\$14,261.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$13,980.20	\$14,259.00
AFSCME	Part-Time	Stationary Engineer PT	Maintenance	\$19,849.91	\$20,246.00
AFSCME	Part-Time	Cleaner PT	Maintenance	\$12,820.29	\$13,076.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$13,543.50	\$13,814.00
AFSCME	Part-Time	Laborer PT	Maintenance	\$13,982.18	\$14,261.00
AFSCME	Regular Part-Time Perm	Laborer RPT	Maintenance	\$29,600.00	\$30,192.00
AFSCME	Regular Part-Time Perm	Laborer RPT	Maintenance	\$31,401.00	\$32,029.00
AFSCME	Regular Part-Time Perm	Laborer RPT	Maintenance	\$31,401.00	\$32,029.00
AFSCME	Regular Part-Time Perm	Laborer RPT	Maintenance	\$28,700.00	\$29,274.00
AFSCME	Regular Part-Time Perm	Truck Driver RPT	Maintenance	\$30,535.00	\$31,145.00
AFSCME	Regular Part-Time Perm	Laborer RPT	Maintenance	\$31,401.00	\$32,029.00
AFSCME	Regular Part-Time Perm	Laborer RPT	Maintenance	\$30,501.00	\$31,111.00
AFSCME	Regular Part-Time Perm	Laborer RPT	Maintenance	\$29,600.00	\$30,192.00
AFSCME	Regular Part-Time Perm	Laborer RPT	Maintenance	\$32,301.00	\$32,947.00
AFSCME	Regular Part-Time Perm	Laborer RPT	Maintenance	\$34,102.00	\$34,784.00
AFSCME	Regular Part-Time Perm	Laborer RPT	Maintenance	\$34,102.00	\$34,784.00
AFSCME	Regular Part-Time Perm	Laborer RPT	Maintenance	\$29,600.00	\$30,192.00
AFSCME	Regular Part-Time Perm	Laborer RPT	Maintenance	\$29,600.00	\$30,192.00
AFSCME	Regular Part-Time Perm	Laborer Rpt	Maintenance	\$29,600.00	\$30,192.00
AFSCME	Regular Part-Time Perm	Laborer RPT	Maintenance	\$30,501.00	\$31,111.00
AFSCME	Regular Part-Time Perm	Laborer RPT	Maintenance	\$28,700.00	\$29,274.00
AFSCME	Retired-Rehired	Bldg Maint Mechanic PT	Maintenance	\$19,085.20	\$19,466.00
AFSCME	Retired-Rehired	Truck Driver PT	Maintenance	\$17,200.09	\$17,544.00
AFSCME	RPT Perm Probation	Laborer RPT	Maintenance	\$34,102.00	\$34,784.00
AFSCME	RPT Perm Probation	Laborer RPT	Maintenance	\$31,401.00	\$32,029.00
AFSCME	RPT Perm Probation	Laborer RPT	Maintenance	\$28,700.00	\$29,274.00
AFSCME	RPT Perm Probation	Laborer RPT	Maintenance	\$33,202.00	\$33,866.00
AFSCME	RPT Perm Probation	Laborer RPT	Maintenance	\$28,700.00	\$29,274.00
AFSCME	RPT Perm Probation	Laborer RPT	Maintenance	\$30,501.00	\$31,111.00
AFSCME	RPT Perm Probation	Laborer RPT	Maintenance	\$28,700.00	\$29,274.00
AFSCME	RPT- Temp	Laborer RPT	Maintenance	\$27,799.00	\$28,354.00
AFSCME	Full-Time Perm	Campus Pub Safety Off	Security	\$41,958.00	\$51,131.00
AFSCME	Full-Time Perm	Bldg Guard	Security	\$37,436.00	\$38,184.00
AFSCME	Full-Time Perm	Bldg Guard	Security	\$38,684.00	\$39,457.00
AFSCME	Full-Time Perm	Campus Pub Safety Off	Security	\$33,367.00	\$39,224.00
AFSCME	Full-Time Perm	Campus Pub Safety Off	Security	\$41,958.00	\$51,131.00
AFSCME	Full-Time Perm	Campus Pub Safety Off	Security	\$46,650.00	\$57,192.00
AFSCME	Full-Time Perm	Bldg Guard	Security	\$37,436.00	\$38,184.00
AFSCME	Full-Time Perm	Campus Pub Safety Off	Security	\$35,822.00	\$39,224.00
AFSCME	Full-Time Perm	Bldg Guard	Security	\$39,300.00	\$40,086.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
AFSCME	Full-Time Perm	Campus Pub Safety Off	Security	\$35,822.00	\$39,224.00
AFSCME	Full-Time Perm	Campus Pub Safety Off	Security	\$35,822.00	\$39,224.00
AFSCME	Full-Time Perm	Campus Pub Safety Off	Security	\$33,367.00	\$39,224.00
AFSCME	Full-Time Perm	Campus Pub Safety Off	Security	\$46,650.00	\$57,192.00
AFSCME	Full-Time Perm	Bldg Guard	Security	\$39,300.00	\$40,086.00
AFSCME	Full-Time Perm Contingent	Campus Pub Safety Off	Security	\$33,367.00	\$39,224.00
AFSCME	Full-Time Perm Prob Cont	Campus Pub Safety Off	Security	\$33,367.00	\$39,224.00
AFSCME	Full-Time Perm Probation	Campus Pub Safety Off	Security	\$34,592.00	\$39,224.00
AFSCME	Full-Time Perm Probation	Campus Pub Safety Off	Security	\$33,367.00	\$39,224.00
AFSCME	Part-Time	Bldg Guard PT	Security	\$17,200.09	\$17,544.00
AFSCME	Part-Time	Bldg Guard PT	Security	\$17,200.09	\$17,544.00
AFSCME	Part-Time	Dispatcher PT	Security	\$13,947.60	\$14,226.00
AFSCME	Part-Time	Dispatcher PT	Security	\$13,947.60	\$14,226.00
AFSCME	Part-Time	Bldg Guard PT	Security	\$17,200.09	\$17,544.00
AFSCME	Part-Time	Campus Pub Safety Off PT	Security	\$16,431.43	\$18,592.00
AFSCME	Part-Time	Campus Pub Safety Off PT	Security	\$16,431.43	\$18,592.00
AFSCME	Part-Time	Dispatcher PT	Security	\$13,947.60	\$14,226.00
AFSCME	Part-Time	Dispatcher PT	Security	\$13,947.60	\$14,226.00
AFSCME	Part-Time	Bldg Guard PT	Security	\$15,806.02	\$16,122.00
AFSCME	Part-Time	Dispatcher PT	Security	\$13,947.60	\$14,226.00
AFSCME	Part-Time	Campus Pub Safety Off PT	Security	\$17,597.27	\$18,592.00
AFSCME	Part-Time	Bldg Guard PT	Security	\$16,271.37	\$16,596.00
AFSCME	Part-Time	Dispatcher PT	Security	\$13,947.60	\$14,226.00
AFSCME	Part-Time	Bldg Guard PT	Security	\$17,200.09	\$17,544.00
AFSCME	Part-Time	Dispatcher PT	Security	\$13,950.56	\$14,229.00
AFSCME	Part-Time	Dispatcher PT	Security	\$13,947.60	\$14,226.00
AFSCME	Part-Time	Dispatcher PT	Security	\$13,947.60	\$14,226.00
AFSCME	Part-Time	Bldg Guard PT	Security	\$15,806.02	\$16,122.00
AFSCME	Part-Time	Campus Pub Safety Off PT	Security	\$16,431.43	\$18,592.00
AFSCME	Part-Time	Bldg Guard PT	Security	\$17,782.02	\$18,137.00
AFSCME	Part-Time	Bldg Guard PT	Security	\$16,271.37	\$16,596.00
AFSCME	Part-Time	Bldg Guard PT	Security	\$17,782.02	\$18,137.00
AFSCME	Part-Time	Dispatcher PT	Security	\$13,947.60	\$14,226.00
AFSCME	Part-Time	Campus Pub Safety Off PT	Security	\$17,015.34	\$18,592.00
AFSCME	Part-Time	Bldg Guard PT	Security	\$17,200.09	\$18,592.00
AFSCME	Part-Time	Campus Pub Safety Off PT	Security	\$15,849.50	\$16,166.00
AFSCME	Part-Time	Bldg Guard PT	Security	\$17,200.09	\$17,544.00
AFSCME	Part-Time	Bldg Guard PT	Security	\$16,271.37	\$16,596.00
AFSCME	Provisional FT	Campus Pub Safety Off	Security	\$35,822.00	\$39,224.00
AFSCME	Provisional FT	Campus Pub Safety Off	Security	\$38,276.00	\$39,224.00
AFSCME	Provisional FT	Campus Pub Safety Off	Security	\$41,958.00	\$51,131.00
				\$4,603,954.49	\$4,789,422.00

*** No new AFSCME positions requested or budgeted**

***Equity Adjustment budgeted Campus Safety Police Officers to bring them from PG 7 to PG 8, more closely aligning average pay to regional norm - see 18-19 New Funding Requests**

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17- 18	Primary Position Base Salary 18- 19
Civil Service Employees Assoc	Full-Time Perm	Sr Acct Clerk	Accounts Payable	\$43,397.00	\$44,373.00
Civil Service Employees Assoc	Full-Time Perm	Supv Accts Payable	Accounts Payable	\$54,741.00	\$55,972.00
Civil Service Employees Assoc	Part-Time	Sr Acct Clerk PT	Accounts Payable	\$15,985.84	\$16,345.00
Civil Service Employees Assoc	Part-Time	Sr Acct Clerk PT	Accounts Payable	\$15,985.84	\$16,345.00
Civil Service Employees Assoc	Retired-Rehired	Sr Acct Clerk PT	Accounts Payable	\$16,924.44	\$17,305.00
Civil Service Employees Assoc	Full-Time Perm	Data Entry Operator	Admissions	\$36,294.00	\$37,110.00
Civil Service Employees Assoc	Full-Time Perm	Data Entry Operator	Admissions	\$36,294.00	\$37,110.00
Civil Service Employees Assoc	Full-Time Perm	Receptionist	Admissions	\$36,454.00	\$37,274.00
Civil Service Employees Assoc	Full-Time Perm	Sr Acct Clerk	Admissions	\$41,640.00	\$42,576.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Steno	Admissions	\$39,168.00	\$40,049.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Admissions	\$36,294.00	\$37,110.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Admissions	\$36,294.00	\$37,110.00
Civil Service Employees Assoc	Full-Time Perm Probation	Sr Clerk Typist	Admissions	\$33,971.00	\$34,735.00
Civil Service Employees Assoc	Regular Part-Time Perm	Data Entry Oper RPT	Admissions	\$35,386.00	\$36,182.00
Civil Service Employees Assoc	Regular Part-Time Perm	Data Entry Oper RPT	Admissions	\$35,386.00	\$36,182.00
Civil Service Employees Assoc	Regular Part-Time Perm	Sr Clerk Typist RPT	Admissions	\$34,254.00	\$35,024.00
Civil Service Employees Assoc	Regular Part-Time Perm	Sr Clerk Typist RPT	Admissions	\$34,254.00	\$35,024.00
Civil Service Employees Assoc	Regular Part-Time Perm	Sr Clerk Typist RPT	Admissions	\$34,254.00	\$35,024.00
Civil Service Employees Assoc	Regular Part-Time Perm	Receptionist RPT	Athletics	\$34,476.00	\$35,251.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Automotive Technology	\$36,294.00	\$37,110.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Building Mgt/Building Trades	\$35,133.00	\$35,923.00
Civil Service Employees Assoc	Full-Time Perm	Sr Acct Clerk	Bursar	\$35,630.00	\$36,431.00
Civil Service Employees Assoc	Full-Time Perm	Sr Acct Clerk	Bursar	\$42,519.00	\$43,475.00
Civil Service Employees Assoc	Full-Time Perm	Sr Acct Clerk	Bursar	\$46,003.00	\$47,038.00
Civil Service Employees Assoc	Full-Time Perm	Sr Acct Clerk	Bursar	\$40,125.00	\$41,027.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Business Administration	\$38,596.00	\$39,464.00
Civil Service Employees Assoc	Full-Time Perm	Administrative Clerk	Business Office	\$50,382.00	\$51,515.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Career Services	\$36,876.00	\$37,705.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Career Services	\$38,596.00	\$39,464.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Career Services	\$36,294.00	\$37,110.00
Civil Service Employees Assoc	Full-Time Perm	Acct Clerk	Central Accounting Office	\$39,168.00	\$40,049.00
Civil Service Employees Assoc	Full-Time Perm	Sr Acct Clerk	Central Accounting Office	\$45,130.00	\$46,145.00
Civil Service Employees Assoc	Regular Part-Time Perm	Administrative Clerk RPT	Cfo & Sr Vp of Admin & Finance	\$42,474.00	\$43,429.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Steno	Chemistry	\$39,168.00	\$40,049.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Civil Technology	\$36,876.00	\$37,705.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Dean of Business & Public Serv	\$36,294.00	\$37,110.00
Civil Service Employees Assoc	Regular Part-Time Perm	Sr Clerk Typist RPT	Dean of Eng & Technology	\$34,254.00	\$35,024.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Dean of Liberal Arts & Science	\$36,294.00	\$37,110.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Dean of Liberal Arts & Science	\$35,133.00	\$35,923.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17- 18	Primary Position Base Salary 18- 19
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Dean of Students	\$35,133.00	\$35,923.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Dean of Students	\$36,294.00	\$37,110.00
Civil Service Employees Assoc	Full-Time Perm Probation	Sr Clerk Typist	Dean of Students	\$31,683.00	\$32,395.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Dental Hygiene	\$36,294.00	\$37,110.00
Civil Service Employees Assoc	Full-Time Perm Probation	Sr Clerk Typist	English	\$33,971.00	\$34,735.00
Civil Service Employees Assoc	Regular Part-Time Perm	Sr Clerk Typist RPT	English	\$35,386.00	\$36,182.00
Civil Service Employees Assoc	Regular Part-Time Perm	Sr Clerk Typist RPT	English	\$34,254.00	\$35,024.00
Civil Service Employees Assoc	Full-Time Perm Probation	Sr Clerk Typist	Equity & Diversity	\$33,971.00	\$34,735.00
Civil Service Employees Assoc	Full-Time Perm	Secretarial Stenographer	Financial Aid	\$49,377.00	\$50,487.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Financial Aid	\$36,294.00	\$37,110.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	General Studies 2401	\$36,294.00	\$37,110.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	General Studies 2401	\$35,133.00	\$35,923.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Health, Wellness & Physical Ed	\$38,022.00	\$38,877.00
Civil Service Employees Assoc	Regular Part-Time Perm	Sr Clerk Steno RPT	Hospitality Management	\$38,189.00	\$39,048.00
Civil Service Employees Assoc	Full-Time Perm	Administrative Clerk	Human Resources	\$49,377.00	\$50,487.00
Civil Service Employees Assoc	Full-Time Perm	Chief Personnel Clerk	Human Resources	\$54,332.00	\$55,554.00
Civil Service Employees Assoc	Full-Time Perm	Prin Personnel Clerk	Human Resources	\$51,432.00	\$52,589.00
Civil Service Employees Assoc	Full-Time Perm	Sr Acct Clerk	Human Resources	\$46,003.00	\$47,038.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist 55A	Human Resources	\$36,876.00	\$37,705.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Industrial Technology	\$35,133.00	\$35,923.00
Civil Service Employees Assoc	Provisional FT	Erp Basis Administrator	Info Tech Services 2408	\$63,515.00	\$64,944.00
Civil Service Employees Assoc	Full-Time Perm	Computer Operator	Info Tech Services 2480	\$48,385.00	\$49,473.00
Civil Service Employees Assoc	Full-Time Perm	Computer Operator	Info Tech Services 2480	\$50,382.00	\$51,515.00
Civil Service Employees Assoc	Full-Time Perm	Principal Systems Analyst-ECC	Info Tech Services 2480	\$76,675.00	\$78,400.00
Civil Service Employees Assoc	Full-Time Perm	Sr Coll MiniComp Software Spec	Info Tech Services 2480	\$81,858.00	\$83,699.00
Civil Service Employees Assoc	Provisional FT	Programmer Analyst -ECC	Info Tech Services 2480	\$71,829.00	\$73,445.00
Civil Service Employees Assoc	Provisional FT	Business Analyst-ECC	Institutional Adv & Efficiency	\$51,101.00	\$52,250.00
Civil Service Employees Assoc	Regular Part-Time Perm	Receptionist RPT	Institutional Service	\$32,875.00	\$33,614.00
Civil Service Employees Assoc	Full-Time Perm	Computer Programmer	IRAAP-IR,Assess,Accred&Plan	\$49,229.00	\$50,336.00
Civil Service Employees Assoc	Full-Time Perm	Programmer Analyst	IRAAP-IR,Assess,Accred&Plan	\$67,120.00	\$68,630.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Steno	IRAAP-IR,Assess,Accred&Plan	\$38,596.00	\$39,464.00
Civil Service Employees Assoc	Full-Time Perm	Acct Clerk Typist	Library Resource Center	\$37,436.00	\$38,278.00
Civil Service Employees Assoc	Full-Time Perm	Principal Library Clerk	Library Resource Center	\$43,397.00	\$44,373.00
Civil Service Employees Assoc	Full-Time Perm	Principal Library Clerk	Library Resource Center	\$45,130.00	\$46,145.00
Civil Service Employees Assoc	Full-Time Perm	Principal Library Clerk	Library Resource Center	\$43,397.00	\$44,373.00
Civil Service Employees Assoc	Full-Time Perm	Principal Library Clerk	Library Resource Center	\$43,397.00	\$44,373.00
Civil Service Employees Assoc	Full-Time Perm	Principal Library Clerk	Library Resource Center	\$46,003.00	\$47,038.00
Civil Service Employees Assoc	Full-Time Perm	Principal Library Clerk	Library Resource Center	\$46,003.00	\$47,038.00
Civil Service Employees Assoc	Full-Time Perm	Sr Library Clerk	Library Resource Center	\$35,133.00	\$35,923.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17- 18	Primary Position Base Salary 18- 19
Civil Service Employees Assoc	Full-Time Perm	Sr Library Clerk	Library Resource Center	\$35,133.00	\$35,923.00
Civil Service Employees Assoc	Full-Time Perm	Mailroom Oper Clerk-ECC	Mail Room	\$39,110.00	\$39,989.00
Civil Service Employees Assoc	Full-Time Perm	Administrative Aide-College	Maintenance	\$44,254.00	\$45,249.00
Civil Service Employees Assoc	Full-Time Perm	Custodian Bldgs & Grounds	Maintenance	\$74,969.00	\$76,655.00
Civil Service Employees Assoc	Full-Time Perm	Custodian Bldgs & Grounds	Maintenance	\$73,395.00	\$75,046.00
Civil Service Employees Assoc	Full-Time Perm	Supv Maint Mechanic	Maintenance	\$43,493.00	\$44,471.00
Civil Service Employees Assoc	Full-Time Perm	Supv Maint Mechanic	Maintenance	\$48,300.00	\$49,386.00
Civil Service Employees Assoc	Full-Time Perm	Supv Maint Mechanic	Maintenance	<u>\$48,300.00</u>	<u>\$49,386.00</u>
Civil Service Employees Assoc	Regular Part-Time Perm	Receptionist RPT	Maintenance	\$33,950.00	\$34,713.00
Civil Service Employees Assoc	Full-Time Perm	Administrative Clerk	Marketing & Communications Cnt	\$49,377.00	\$50,487.00
Civil Service Employees Assoc	Full-Time Perm	Graphic Artist	Marketing & Communications Cnt	\$48,385.00	\$49,473.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Steno	Mathematics	\$36,876.00	\$37,705.00
Civil Service Employees Assoc	Regular Part-Time Perm	Sr Clerk Typist RPT	Mathematics	\$34,254.00	\$35,024.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Medical Office Assistant	\$35,133.00	\$35,923.00
Civil Service Employees Assoc	Part-Time	Medical Director PT	Medical Office Assistant	\$42,923.66	\$43,889.00
Civil Service Employees Assoc	Full-Time Perm	Data Entry Operator	Nursing	\$36,294.00	\$37,110.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Steno	Nursing	\$39,168.00	\$40,049.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Nursing	\$38,596.00	\$39,464.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Steno	Occupational Therapy	\$38,596.00	\$39,464.00
Civil Service Employees Assoc	Full-Time Perm	Receptionist Spanish	Opportunity Programs & Service	\$31,562.00	\$32,272.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Steno	PARALEGAL	\$38,596.00	\$39,464.00
Civil Service Employees Assoc	Full-Time Perm	Payroll Specialist	Payroll	\$48,385.00	\$49,473.00
Civil Service Employees Assoc	Full-Time Perm	Sr Payroll Clerk	Payroll	\$44,254.00	\$45,249.00
Civil Service Employees Assoc	Full-Time Perm	Sr Payroll Clerk	Payroll	\$41,640.00	\$42,576.00
Civil Service Employees Assoc	Full-Time Perm	Sr Payroll Clerk	Payroll	\$40,125.00	\$41,027.00
Civil Service Employees Assoc	Full-Time Perm	Sr Payroll Clerk	Payroll	\$41,640.00	\$42,576.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Police Academy Grant	\$38,596.00	\$39,464.00
Civil Service Employees Assoc	Regular Part-Time Perm	Receptionist RPT	Police Academy Grant	\$34,476.00	\$35,251.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Provost/Exec Vice President	\$35,133.00	\$35,923.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Provost/Exec Vice President	\$35,133.00	\$35,923.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Provost/Exec Vice President	\$35,133.00	\$35,923.00
Civil Service Employees Assoc	Full-Time Perm	Buyer	Purchasing	\$69,495.00	\$71,058.00
Civil Service Employees Assoc	Full-Time Perm	Administrative Aide-College	Registrar	\$46,003.00	\$47,038.00
Civil Service Employees Assoc	Full-Time Perm	Principal Clerk	Registrar	\$46,003.00	\$47,038.00
Civil Service Employees Assoc	Regular Part-Time Perm	Receptionist RPT	Registrar	\$33,950.00	\$34,713.00
Civil Service Employees Assoc	Regular Part-Time Perm	Sr Clerk Typist RPT	Registrar	\$35,386.00	\$36,182.00
Civil Service Employees Assoc	Regular Part-Time Perm	Sr Clerk Typist RPT	Registrar	\$35,386.00	\$36,182.00
Civil Service Employees Assoc	RPT Perm Probation	Sr Clerk Typist RPT	Registrar	\$33,121.00	\$33,866.00
Civil Service Employees Assoc	Part-Time	Medical Director PT	Respiratory Care	\$42,923.66	\$43,889.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17- 18	Primary Position Base Salary 18- 19
Civil Service Employees Assoc	Full-Time Perm	Administrative Aide-College	Security	\$45,130.00	\$46,145.00
Civil Service Employees Assoc	Full-Time Perm	Principal Security Officer	Security	\$55,505.00	\$56,753.00
Civil Service Employees Assoc	Full-Time Perm	Principal Security Officer	Security	\$43,493.00	\$44,471.00
Civil Service Employees Assoc	Provisional FT	Principal Security Officer	Security	\$45,899.00	\$46,931.00
Civil Service Employees Assoc	Provisional FT	Principal Security Officer	Security	\$54,300.00	\$55,521.00
Civil Service Employees Assoc	Regular Part-Time Perm	Receptionist RPT	Security	\$32,875.00	\$33,614.00
Civil Service Employees Assoc	Regular Part-Time Perm	Receptionist RPT	Security	\$32,875.00	\$33,614.00
Civil Service Employees Assoc	Full-Time Perm	Receptionist	Social Science	\$37,538.00	\$38,382.00
Civil Service Employees Assoc	Full-Time Perm	Administrative Clerk	Student Services	\$43,564.00	\$44,544.00
Civil Service Employees Assoc	RPT Perm Probation	Sr Clerk Typist RPT	Student Transportation	\$33,121.00	\$33,866.00
Civil Service Employees Assoc	Full-Time Perm	Sr Clerk Typist	Vice Provost Health Sciences	\$36,876.00	\$37,705.00
				\$5,296,224.44	\$5,415,322.00

*** No CSEA position funded**

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Part-Time	Counselor PT	Admissions	\$19,200.00	\$19,584.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Advanced Studies 2408	\$19,200.00	\$19,584.00
Faculty Federation of ECC	Part-Time	Mentor PT	Advanced Studies 2408	\$52,800.00	\$53,856.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Alcohol/Substance Abuse	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Alcohol/Substance Abuse	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Alcohol/Substance Abuse	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Alcohol/Substance Abuse	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Alcohol/Substance Abuse	\$2,700.00	\$2,754.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Architecture Technology	\$58,459.00	\$59,628.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Architecture Technology	\$45,616.00	\$46,528.00
Faculty Federation of ECC	Full-Time Perm	Sr Athletic Trainer	Athletics	\$59,741.00	\$60,935.00
Faculty Federation of ECC	Full-Time Perm	Sr Athletic Trainer	Athletics	\$59,741.00	\$60,935.00
Faculty Federation of ECC	Part-Time	Athletic Coach PT	Athletics	\$25,800.00	\$26,316.00
Faculty Federation of ECC	Part-Time	Athletic Coach PT	Athletics	\$14,400.00	\$14,688.00
Faculty Federation of ECC	Part-Time	Athletic Coach PT	Athletics	\$18,000.00	\$18,360.00
Faculty Federation of ECC	Part-Time	Athletic Trainer PT	Athletics	\$14,400.00	\$14,688.00
Faculty Federation of ECC	Part-Time	Mentor PT	Athletics	\$22,800.00	\$23,256.00
Faculty Federation of ECC	Part-Time	Mentor PT	Athletics	\$38,400.00	\$39,168.00
Faculty Federation of ECC	Part-Time	Mentor PT	Athletics	\$14,100.00	\$14,382.00
Faculty Federation of ECC	Retired-Rehired	Athletic Coach PT	Athletics	\$32,284.60	\$32,930.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Autobody Repair	\$64,759.00	\$66,054.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Autobody Repair	\$67,577.00	\$68,928.00
Faculty Federation of ECC	Full-Time Perm	Technical Assistant	Autobody Repair	\$37,212.00	\$37,956.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Autobody Repair	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Automotive Technology	\$64,105.00	\$65,387.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Automotive Technology	\$67,577.00	\$68,928.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Automotive Technology	\$65,992.00	\$67,311.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Automotive Technology	\$53,471.00	\$54,540.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Automotive Technology	\$45,616.00	\$46,528.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Automotive Technology	\$45,616.00	\$46,528.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Automotive Technology	\$49,844.00	\$50,840.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Automotive Technology	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Automotive Technology	\$14,400.00	\$14,688.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Automotive Technology	\$14,400.00	\$14,688.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Automotive Technology	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Automotive Technology	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Automotive Technology	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Regular Part-Time Perm	Sr Technical Assistant RPT	Automotive Technology	\$6,211.20	\$6,335.00
Faculty Federation of ECC	Retired-Rehired	Asst Professor PT	Automotive Technology	\$9,556.20	\$9,747.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Full-Time Perm	Master Technical Assistant	Bilingual Program	\$69,834.00	\$71,230.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Biology	\$67,148.00	\$68,490.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Biology	\$64,105.00	\$65,387.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Biology	\$64,105.00	\$65,387.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Biology	\$67,148.00	\$68,490.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Biology	\$64,105.00	\$65,387.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Biology	\$64,105.00	\$65,387.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Biology	\$58,459.00	\$59,628.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Biology	\$43,481.00	\$44,350.00
Faculty Federation of ECC	Full-Time Perm	Professor	Biology	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Full-Time Perm	Professor	Biology	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Professor	Biology	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Full-Time Perm	Professor	Biology	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Professor	Biology	\$74,550.00	\$76,041.00
Faculty Federation of ECC	Full-Time Perm	Professor	Biology	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Professor	Biology	\$78,105.00	\$79,667.00
Faculty Federation of ECC	Full-Time Perm	Professor	Biology	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Professor	Biology	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Full-Time Perm	Professor	Biology	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Technical Assistant	Biology	\$34,490.00	\$35,179.00
Faculty Federation of ECC	Full-Time Perm	Technical Assistant	Biology	\$33,128.00	\$33,790.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Biology	\$41,616.00	\$42,448.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Biology	\$41,616.00	\$42,448.00
Faculty Federation of ECC	Full-Time Perm Probation	Technical Assistant	Biology	\$35,851.00	\$36,568.00
Faculty Federation of ECC	Full-Time Perm Probation	Technical Assistant	Biology	\$38,569.00	\$39,340.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$12,150.00	\$12,393.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$18,900.00	\$19,278.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$16,200.00	\$16,524.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$12,150.00	\$12,393.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$3,600.00	\$3,672.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biology	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Biology	\$15,600.00	\$15,912.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Biology	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Retired-Rehired	Asst Professor PT	Biology	\$12,104.40	\$12,346.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Biotechnological Sciences	\$43,481.00	\$44,350.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biotechnological Sciences	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Biotechnological Sciences	\$19,800.00	\$20,196.00
Faculty Federation of ECC	Part-Time	Technical Assistant PT	Biotechnological Sciences	\$14,090.40	\$14,372.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Building Mgt/Building Trades	\$67,148.00	\$68,490.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Building Mgt/Building Trades	\$63,557.00	\$64,828.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Building Mgt/Building Trades	\$47,736.00	\$48,690.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Building Mgt/Building Trades	\$43,481.00	\$44,350.00
Faculty Federation of ECC	Full-Time Perm	Professor	Building Mgt/Building Trades	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Building Mgt/Building Trades	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Building Mgt/Building Trades	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Building Mgt/Building Trades	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Building Mgt/Building Trades	\$9,000.00	\$9,180.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Building Mgt/Building Trades	\$19,800.00	\$20,196.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Building Mgt/Building Trades	\$18,000.00	\$18,360.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Building Mgt/Building Trades	\$18,000.00	\$18,360.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Building Mgt/Building Trades	\$9,000.00	\$9,180.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Building Mgt/Building Trades	\$9,000.00	\$9,180.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Business Administration	\$67,577.00	\$68,928.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Business Administration	\$58,459.00	\$59,628.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Business Administration	\$58,459.00	\$59,628.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Business Administration	\$43,481.00	\$44,350.00
Faculty Federation of ECC	Full-Time Perm	Professor	Business Administration	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Professor	Business Administration	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Full-Time Perm	Professor	Business Administration	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Professor	Business Administration	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Professor	Business Administration	\$82,580.00	\$84,231.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Business Administration	\$43,481.00	\$44,350.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Business Administration	\$43,481.00	\$44,350.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Business Administration	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Business Administration	\$43,481.00	\$44,350.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Business Administration	\$41,616.00	\$42,448.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Business Administration	\$41,616.00	\$42,448.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Business Administration	\$23,400.00	\$23,868.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Business Administration	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Business Administration	\$8,100.00	\$8,262.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Business Administration	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Business Administration	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Business Administration	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Business Administration	\$27,000.00	\$27,540.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Business Administration	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Business Administration	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Business Administration	\$7,200.00	\$7,344.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Business Administration	\$7,200.00	\$7,344.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Business Administration	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Business Administration	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Business Administration	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Business Administration	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Business Administration	\$28,800.00	\$29,376.00
Faculty Federation of ECC	Retired-Rehired	Asst Professor PT	Business Administration	\$12,104.40	\$12,346.00
Faculty Federation of ECC	Retired-Rehired	ISS PT Student Advise	Business Administration	\$31,085.20	\$31,706.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	CADD Technology	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	CADD Technology	\$49,844.00	\$50,840.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	CADD Technology	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	CADD Technology	\$7,200.00	\$7,344.00
Faculty Federation of ECC	RPT- Temp	Mentor RPT	Car. Expl. Intern. Pgm. Grant	\$1,800.00	\$1,836.00
Faculty Federation of ECC	Regular Part-Time Perm	Technical Assistant RPT	Career Services	\$20,386.40	\$20,794.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	CAST Grant	\$10,800.00	\$11,016.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	CAST Grant	\$31,500.00	\$32,130.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Chemistry	\$43,481.00	\$44,350.00
Faculty Federation of ECC	Full-Time Perm	Professor	Chemistry	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Full-Time Perm	Professor	Chemistry	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Full-Time Perm	Professor	Chemistry	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Full-Time Perm	Professor	Chemistry	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Full-Time Perm	Professor	Chemistry	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Professor	Chemistry	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Full-Time Perm	Technical Assistant	Chemistry	\$33,128.00	\$33,790.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Chemistry	\$49,844.00	\$50,840.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Chemistry	\$18,000.00	\$18,360.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Chemistry	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Chemistry	\$22,500.00	\$22,950.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Chemistry	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Chemistry	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Chemistry	\$25,200.00	\$25,704.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Chemistry	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Chemistry	\$22,800.00	\$23,256.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Chemistry	\$22,800.00	\$23,256.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Civil Technology	\$75,867.00	\$77,384.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Civil Technology	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Communication Arts	\$63,557.00	\$64,828.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Communication Arts	\$45,616.00	\$46,528.00
Faculty Federation of ECC	Full-Time Perm	Professor	Communication Arts	\$39,783.00	\$40,578.00
Faculty Federation of ECC	Full-Time Perm	Professor	Communication Arts	\$74,550.00	\$76,041.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Community Education 2401	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Community Education 2401	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Community Education 2401	\$17,100.00	\$17,442.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Community Education 2401	\$9,450.00	\$9,639.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Community Education 2401	\$18,000.00	\$18,360.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Community Education 2401	\$22,800.00	\$23,256.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Community Education 2401	\$19,350.00	\$19,737.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Computer & Electronics Tech	\$45,616.00	\$46,528.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Computer & Electronics Tech	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Computer & Electronics Tech	\$43,481.00	\$44,350.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Computer & Electronics Tech	\$41,616.00	\$42,448.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Computer & Electronics Tech	\$9,600.00	\$9,792.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Computer & Electronics Tech	\$7,200.00	\$7,344.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Computer & Electronics Tech	\$9,000.00	\$9,180.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Part-Time	Asst Professor PT	Computer & Electronics Tech	\$6,000.00	\$6,120.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Computer & Electronics Tech	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Computer & Electronics Tech	\$1,800.00	\$1,836.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Construction Technology	\$73,114.00	\$74,576.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Construction Technology	\$58,459.00	\$59,628.00
Faculty Federation of ECC	Full-Time Perm	Professor	Construction Technology	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Professor	Construction Technology	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Full-Time Perm	Professor	Construction Technology	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Construction Technology	\$9,000.00	\$9,180.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Construction Technology	\$9,000.00	\$9,180.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Construction Technology	\$9,036.00	\$9,216.00
Faculty Federation of ECC	Regular Part-Time Perm	Technical Assistant RPT	Construction Technology	\$20,386.40	\$20,794.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Corporate Training 2401	\$7,200.00	\$7,344.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Corporate Training 2401	\$22,800.00	\$23,256.00
Faculty Federation of ECC	Full-Time Perm	Counselor	Counseling	\$54,866.00	\$55,963.00
Faculty Federation of ECC	Full-Time Perm	Prin Counselor	Counseling	\$83,446.00	\$85,114.00
Faculty Federation of ECC	Full-Time Perm	Prin Counselor	Counseling	\$79,933.00	\$81,531.00
Faculty Federation of ECC	Full-Time Perm	Prin Counselor	Counseling	\$81,462.00	\$83,091.00
Faculty Federation of ECC	Full-Time Perm	Prin Counselor	Counseling	\$79,933.00	\$81,531.00
Faculty Federation of ECC	Full-Time Perm	Prin Counselor	Counseling	\$74,840.00	\$76,336.00
Faculty Federation of ECC	Full-Time Perm	Prin Counselor	Counseling	\$83,031.00	\$84,691.00
Faculty Federation of ECC	Full-Time Perm	Prin Counselor	Counseling	\$83,031.00	\$84,691.00
Faculty Federation of ECC	Full-Time Perm	Prin Counselor	Counseling	\$83,446.00	\$85,114.00
Faculty Federation of ECC	Full-Time Perm	Prin Counselor	Counseling	\$79,933.00	\$81,531.00
Faculty Federation of ECC	Full-Time Perm	Prin Counselor	Counseling	\$74,840.00	\$76,336.00
Faculty Federation of ECC	Full-Time Perm	Prin Counselor Bi-Lingual	Counseling	\$81,462.00	\$83,091.00
Faculty Federation of ECC	Full-Time Perm	Sr Counselor	Counseling	\$70,360.00	\$71,767.00
Faculty Federation of ECC	Part-Time	Counselor PT	Counseling	\$19,200.00	\$19,584.00
Faculty Federation of ECC	Part-Time	Counselor PT	Counseling	\$18,900.00	\$19,278.00
Faculty Federation of ECC	Part-Time	Counselor PT	Counseling	\$22,800.00	\$23,256.00
Faculty Federation of ECC	Part-Time	Counselor PT	Counseling	\$22,800.00	\$23,256.00
Faculty Federation of ECC	Part-Time	Counselor PT	Counseling	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Counselor PT	Counseling	\$21,000.00	\$21,420.00
Faculty Federation of ECC	Part-Time	Counselor PT	Counseling	\$18,900.00	\$19,278.00
Faculty Federation of ECC	Part-Time	Mentor PT	Counseling	\$22,800.00	\$23,256.00
Faculty Federation of ECC	Part-Time	Mentor PT	Counseling	\$22,800.00	\$23,256.00
Faculty Federation of ECC	Regular Part-Time Perm	Sr Counselor RPT	Counseling	\$44,094.00	\$44,975.00
Faculty Federation of ECC	Regular Part-Time Perm	Sr Counselor RPT	Counseling	\$30,192.00	\$30,795.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Criminal Justice	\$67,148.00	\$68,490.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Criminal Justice	\$64,105.00	\$65,387.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Criminal Justice	\$64,105.00	\$65,387.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Criminal Justice	\$60,963.00	\$62,182.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Criminal Justice	\$58,459.00	\$59,628.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Criminal Justice	\$60,963.00	\$62,182.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Criminal Justice	\$60,963.00	\$62,182.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Criminal Justice	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Full-Time Perm	Professor	Criminal Justice	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Professor	Criminal Justice	\$71,147.00	\$72,569.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Criminal Justice	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Criminal Justice	\$49,844.00	\$50,840.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Criminal Justice	\$7,200.00	\$7,344.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Criminal Justice	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Criminal Justice	\$2,700.00	\$2,754.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Criminal Justice	\$2,400.00	\$2,448.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Criminal Justice	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Criminal Justice	\$3,600.00	\$3,672.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Criminal Justice	\$9,000.00	\$9,180.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Criminal Justice	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Criminal Justice	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Criminal Justice	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Criminal Justice	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Criminal Justice	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Criminal Justice	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Dental Hygiene	\$60,963.00	\$62,182.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Dental Hygiene	\$67,577.00	\$68,928.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Dental Hygiene	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Dental Hygiene	\$43,481.00	\$44,350.00
Faculty Federation of ECC	Full-Time Perm	Professor	Dental Hygiene	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Professor	Dental Hygiene	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Full-Time Perm	Professor	Dental Hygiene	\$74,550.00	\$76,041.00
Faculty Federation of ECC	Full-Time Perm	Professor	Dental Hygiene	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Full-Time Perm	Professor	Dental Hygiene	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Dental Hygiene	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Full-Time Perm Probation	Technical Assistant	Dental Hygiene	\$34,490.00	\$35,179.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Hygiene	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Hygiene	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Hygiene	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Hygiene	\$11,088.00	\$11,309.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Hygiene	\$27,216.00	\$27,760.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Hygiene	\$27,468.00	\$28,017.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Hygiene	\$11,088.00	\$11,309.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Hygiene	\$13,788.00	\$14,063.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Hygiene	\$16,632.00	\$16,964.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Hygiene	\$11,088.00	\$11,309.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Hygiene	\$35,640.00	\$36,352.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Hygiene	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Hygiene	\$11,844.00	\$12,080.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Hygiene	\$19,980.00	\$20,379.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Hygiene	\$21,672.00	\$22,105.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Hygiene	\$32,814.00	\$33,470.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Hygiene	\$11,088.00	\$11,309.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Hygiene	\$10,836.00	\$11,052.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Dental Hygiene	\$22,800.00	\$23,256.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Dental Hygiene	\$44,400.00	\$45,288.00
Faculty Federation of ECC	Part-Time	Technical Assistant PT	Dental Hygiene	\$12,607.20	\$12,859.00
Faculty Federation of ECC	Part-Time	Technical Assistant PT	Dental Hygiene	\$28,180.80	\$28,744.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Dental Laboratory Technology	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Laboratory Technology	\$5,544.00	\$5,654.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Laboratory Technology	\$16,380.00	\$16,707.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Laboratory Technology	\$16,434.00	\$16,762.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Laboratory Technology	\$18,000.00	\$18,360.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Dental Laboratory Technology	\$21,564.00	\$21,995.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Dental Laboratory Technology	\$21,000.00	\$21,420.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Diet Tech	\$64,759.00	\$66,054.00
Faculty Federation of ECC	Full-Time Perm	Professor	Diet Tech	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Diet Tech	\$7,200.00	\$7,344.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Diet Tech	\$10,836.00	\$11,052.00
Faculty Federation of ECC	Part-Time	Mentor Pt	Distance Learning	\$20,400.00	\$20,808.00
Faculty Federation of ECC	Part-Time	Technical Assistant PT	Distance Learning	\$6,489.00	\$6,618.00
Faculty Federation of ECC	Regular Part-Time Perm	Instructional Designer RPT	Distance Learning	\$51,849.00	\$52,885.00
Faculty Federation of ECC	Regular Part-Time Perm	Instructional Designer RPT	Distance Learning	\$14,515.40	\$14,805.00
Faculty Federation of ECC	Regular Part-Time Perm	Mentor RPT	Distance Learning	\$13,160.60	\$13,423.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Drinking Driving 2401	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Drinking Driving 2401	\$18,000.00	\$18,360.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Drinking Driving 2401	\$18,000.00	\$18,360.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Drinking Driving 2401	\$33,600.00	\$34,272.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Driving Program 2401	\$9,900.00	\$10,098.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Part-Time	Asst Professor PT	Driving Program 2401	\$9,900.00	\$10,098.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Driving Program 2401	\$6,750.00	\$6,885.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Driving Program 2401	\$13,050.00	\$13,311.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Driving Program 2401	\$6,300.00	\$6,426.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Driving Program 2401	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Full-Time Perm	Professor	Early Childhood	\$74,550.00	\$76,041.00
Faculty Federation of ECC	Full-Time Perm	Professor	Early Childhood	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Early Childhood	\$47,736.00	\$48,690.00
Faculty Federation of ECC	Full-Time Perm Probation	Technical Assistant	Early Childhood	\$39,987.00	\$40,786.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Early Childhood	\$4,500.00	\$4,590.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Early Childhood	\$7,200.00	\$7,344.00
Faculty Federation of ECC	Part-Time	Mentor PT	ECC/BPS Pathways Pgm. Grant	\$28,800.00	\$29,376.00
Faculty Federation of ECC	Part-Time	Mentor PT	ECC/BPS Pathways Pgm. Grant	\$5,175.00	\$5,278.00
Faculty Federation of ECC	Part-Time	Mentor PT	ECC/BPS Pathways Pgm. Grant	\$3,600.00	\$3,672.00
Faculty Federation of ECC	Part-Time	Mentor PT	ECC/BPS Pathways Pgm. Grant	\$32,400.00	\$33,048.00
Faculty Federation of ECC	Part-Time	Mentor PT	Education to Recovery Program	\$36,790.60	\$37,526.00
Faculty Federation of ECC	Regular PT Provisional	Technical Assistant RPT	Education to Recovery Program	\$12,099.20	\$12,341.00
Faculty Federation of ECC	RPT Perm Probation	Mentor RPT	Education to Recovery Program	\$31,772.40	\$32,407.00
Faculty Federation of ECC	RPT Perm Probation	Technical Assistant RPT	Education to Recovery Program	\$24,846.00	\$25,342.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Electrical Engineering Tech	\$58,459.00	\$59,628.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Electrical Engineering Tech	\$45,616.00	\$46,528.00
Faculty Federation of ECC	Full-Time Perm	Master Tech Supp Spec 1	Electrical Engineering Tech	\$68,120.00	\$69,482.00
Faculty Federation of ECC	Full-Time Perm	Professor	Electrical Engineering Tech	\$71,147.00	\$72,569.00
Faculty Federation of ECC	Full-Time Perm	Technical Assistant	Electrical Engineering Tech	\$35,851.00	\$36,568.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Electrical Engineering Tech	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Electrical Engineering Tech	\$3,150.00	\$3,213.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Electrical Engineering Tech	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Electrical Engineering Tech	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Electrical Engineering Tech	\$7,200.00	\$7,344.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Electrical Engineering Tech	\$3,600.00	\$3,672.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Emergency Management	\$55,957.00	\$57,076.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Emergency Medical Technology	\$77,288.00	\$78,833.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Emergency Medical Technology	\$65,992.00	\$67,311.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Emergency Medical Technology	\$58,459.00	\$59,628.00
Faculty Federation of ECC	Full-Time Perm	Professor	Emergency Medical Technology	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Emergency Medical Technology	\$47,736.00	\$48,690.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Emergency Medical Technology	\$14,400.00	\$14,688.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Emergency Medical Technology	\$7,200.00	\$7,344.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Emergency Medical Technology	\$7,200.00	\$7,344.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Part-Time	Asst Professor PT	Emergency Medical Technology	\$12,616.00	\$12,868.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Emergency Medical Technology	\$17,700.00	\$18,054.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Emergency Medical Technology	\$4,500.00	\$4,590.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Emergency Medical Technology	\$4,020.40	\$4,100.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Emergency Medical Technology	\$18,000.00	\$18,360.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Emergency Medical Technology	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Emergency Medical Technology	\$18,900.00	\$19,278.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Emergency Medical Technology	\$2,700.00	\$2,754.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Emergency Medical Technology	\$3,213.60	\$3,277.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Emergency Medical Technology	\$7,650.00	\$7,803.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Emergency Medical Technology	\$4,306.80	\$4,392.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Emergency Medical Technology	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Emergency Medical Technology	\$7,650.00	\$7,803.00
Faculty Federation of ECC	Retired-Rehired	Asst Professor PT	Emergency Medical Technology	\$11,467.40	\$11,696.00
Faculty Federation of ECC	Full-Time Perm	Professor	Engineering Science	\$78,105.00	\$79,667.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Engineering Science	\$3,150.00	\$3,213.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	English	\$64,105.00	\$65,387.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	English	\$67,148.00	\$68,490.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	English	\$64,105.00	\$65,387.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	English	\$70,181.00	\$71,584.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	English	\$70,181.00	\$71,584.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	English	\$58,459.00	\$59,628.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	English	\$60,963.00	\$62,182.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	English	\$58,459.00	\$59,628.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	English	\$60,963.00	\$62,182.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	English	\$60,963.00	\$62,182.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	English	\$55,957.00	\$57,076.00
Faculty Federation of ECC	Full-Time Perm	Professor	English	\$71,147.00	\$72,569.00
Faculty Federation of ECC	Full-Time Perm	Professor	English	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Full-Time Perm	Professor	English	\$74,550.00	\$76,041.00
Faculty Federation of ECC	Full-Time Perm	Professor	English	\$78,105.00	\$79,667.00
Faculty Federation of ECC	Full-Time Perm	Professor	English	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Full-Time Perm	Professor	English	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Full-Time Perm	Professor	English	\$71,147.00	\$72,569.00
Faculty Federation of ECC	Full-Time Perm	Professor	English	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Professor	English	\$74,550.00	\$76,041.00
Faculty Federation of ECC	Full-Time Perm	Professor	English	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Full-Time Perm	Professor	English	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	English	\$41,616.00	\$42,448.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	English	\$47,736.00	\$48,690.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	English	\$47,736.00	\$48,690.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	English	\$47,736.00	\$48,690.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	English	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	English	\$49,844.00	\$50,840.00
Faculty Federation of ECC	Full-Time Perm Probation	Sr Technical Assistant	English	\$34,490.00	\$35,179.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	English	\$7,006.80	\$7,146.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	English	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	English	\$8,550.00	\$8,721.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	English	\$28,800.00	\$29,376.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	English	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	English	\$11,700.00	\$11,934.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	English	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	English	\$2,100.00	\$2,142.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	English	\$24,000.00	\$24,480.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	English	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	English	\$27,000.00	\$27,540.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	English	\$50,400.00	\$51,408.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	English	\$34,800.00	\$35,496.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	English	\$23,400.00	\$23,868.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	English	\$27,000.00	\$27,540.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	English	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	English	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	English	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	English	\$12,600.00	\$12,852.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	English	\$3,600.00	\$3,672.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	English	\$22,800.00	\$23,256.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	English	\$21,000.00	\$21,420.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	English	\$27,600.00	\$28,152.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	English	\$24,900.00	\$25,398.00
Faculty Federation of ECC	Retired-Rehired	Asst Professor PT	English	\$5,415.20	\$5,523.00
Faculty Federation of ECC	Retired-Rehired	Asst Professor PT	English	\$12,104.40	\$12,346.00
Faculty Federation of ECC	RPT Perm Probation	Technical Assistant RPT	English	\$23,253.60	\$23,718.00
Faculty Federation of ECC	RPT Perm Probation	Technical Assistant RPT	English	\$31,267.40	\$31,892.00
Faculty Federation of ECC	Full-Time Perm	Prin Counselor	EOP	\$79,933.00	\$81,531.00
Faculty Federation of ECC	Part-Time	Mentor PT	EOP Grant	\$36,790.60	\$37,526.00
Faculty Federation of ECC	Part-Time	Mentor PT	EOP Grant	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Regular Part-Time Perm	Mentor RPT	EOP Grant	\$14,708.80	\$15,002.00
Faculty Federation of ECC	Part-Time	Mentor PT	Financial Aid	\$2,400.00	\$2,448.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Full-Time Perm	Instructor	General Studies 2401	\$45,616.00	\$46,528.00
Faculty Federation of ECC	Full-Time Perm	Professor	General Studies 2401	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	General Studies 2401	\$43,481.00	\$44,350.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	General Studies 2401	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	General Studies 2401	\$17,100.00	\$17,442.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	General Studies 2401	\$17,100.00	\$17,442.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	General Studies 2401	\$1,723.00	\$1,757.00
Faculty Federation of ECC	Retired-Rehired	Asst Professor PT	General Studies 2401	\$10,188.80	\$10,392.00
Faculty Federation of ECC	Retired-Rehired	ISS PT Student Advise	General Studies 2401	\$25,867.40	\$26,384.00
Faculty Federation of ECC	Retired-Rehired	ISS PT Student Advise	General Studies 2401	\$29,092.60	\$29,674.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	HAB Grant Funds	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	HAB Grant Funds	\$15,300.00	\$15,606.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	HAB Grant Funds	\$34,800.00	\$35,496.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	HAB Grant Funds	\$48,000.00	\$48,960.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Health Information Technology	\$43,481.00	\$44,350.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Health Information Technology	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Health Information Technology	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Health Information Technology	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Health, Wellness & Physical Ed	\$75,867.00	\$77,384.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Health, Wellness & Physical Ed	\$64,105.00	\$65,387.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Health, Wellness & Physical Ed	\$73,114.00	\$74,576.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Health, Wellness & Physical Ed	\$70,181.00	\$71,584.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Health, Wellness & Physical Ed	\$43,481.00	\$44,350.00
Faculty Federation of ECC	Full-Time Perm	Professor	Health, Wellness & Physical Ed	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Full-Time Perm	Professor	Health, Wellness & Physical Ed	\$74,550.00	\$76,041.00
Faculty Federation of ECC	Full-Time Perm	Professor	Health, Wellness & Physical Ed	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Health, Wellness & Physical Ed	\$43,481.00	\$44,350.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Health, Wellness & Physical Ed	\$47,736.00	\$48,690.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Health, Wellness & Physical Ed	\$12,600.00	\$12,852.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Health, Wellness & Physical Ed	\$2,850.00	\$2,907.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Health, Wellness & Physical Ed	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Health, Wellness & Physical Ed	\$14,850.00	\$15,147.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Health, Wellness & Physical Ed	\$12,600.00	\$12,852.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Health, Wellness & Physical Ed	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Homeland Security	\$3,600.00	\$3,672.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Homeland Security	\$22,800.00	\$23,256.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Hospitality Management	\$64,105.00	\$65,387.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Hospitality Management	\$67,148.00	\$68,490.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Hospitality Management	\$55,957.00	\$57,076.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Hospitality Management	\$58,459.00	\$59,628.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Hospitality Management	\$55,957.00	\$57,076.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Hospitality Management	\$58,459.00	\$59,628.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Hospitality Management	\$47,736.00	\$48,690.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Hospitality Management	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Full-Time Perm Probation	Technical Assistant	Hospitality Management	\$32,478.00	\$33,127.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$9,600.00	\$9,792.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$14,400.00	\$14,688.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$48,600.00	\$49,572.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$25,200.00	\$25,704.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$36,000.00	\$36,720.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$37,800.00	\$38,556.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$32,400.00	\$33,048.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$5,022.00	\$5,122.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$18,864.00	\$19,241.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$14,400.00	\$14,688.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$22,680.00	\$23,133.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$45,000.00	\$45,900.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$25,272.00	\$25,777.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$6,300.00	\$6,426.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$22,347.00	\$22,793.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Hospitality Management	\$9,036.00	\$9,216.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Humanities	\$64,105.00	\$65,387.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Humanities	\$58,459.00	\$59,628.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Humanities	\$58,459.00	\$59,628.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Humanities	\$58,459.00	\$59,628.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Humanities	\$45,616.00	\$46,528.00
Faculty Federation of ECC	Full-Time Perm	Professor	Humanities	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Professor	Humanities	\$79,567.00	\$81,158.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Full-Time Perm	Professor	Humanities	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Full-Time Perm	Professor	Humanities	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Humanities	\$47,736.00	\$48,690.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Humanities	\$43,481.00	\$44,350.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Humanities	\$47,736.00	\$48,690.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Humanities	\$43,481.00	\$44,350.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Humanities	\$14,400.00	\$14,688.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Humanities	\$39,150.00	\$39,933.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Humanities	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Humanities	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Humanities	\$19,386.00	\$19,773.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Humanities	\$39,276.00	\$40,061.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Humanities	\$9,000.00	\$9,180.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Humanities	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Humanities	\$26,300.00	\$26,826.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Humanities	\$22,800.00	\$23,256.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Humanities	\$25,200.00	\$25,704.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Humanities	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Humanities	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Humanities	\$24,500.00	\$24,990.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Humanities	\$22,700.00	\$23,154.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Humanities	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Humanities	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Humanities	\$24,300.00	\$24,786.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Humanities	\$7,200.00	\$7,344.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Humanities	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Humanities	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Industrial Technology	\$67,148.00	\$68,490.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Industrial Technology	\$64,105.00	\$65,387.00
Faculty Federation of ECC	Full-Time Perm	Sr Technical Assistant	Industrial Technology	\$56,318.00	\$57,444.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Industrial Technology	\$49,844.00	\$50,840.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Industrial Technology	\$47,736.00	\$48,690.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Industrial Technology	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Industrial Technology	\$18,000.00	\$18,360.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Industrial Technology	\$14,400.00	\$14,688.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Industrial Technology	\$14,400.00	\$14,688.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Industrial Technology	\$17,400.00	\$17,748.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Industrial Technology	\$9,000.00	\$9,180.00
Faculty Federation of ECC	Part-Time	Technical Assistant PT	Industrial Technology	\$30,533.20	\$31,143.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Full-Time Perm	Master Tech Supp Spec 1	Info Tech Services 2408	\$68,120.00	\$69,482.00
Faculty Federation of ECC	Full-Time Perm	Master Tech Supp Spec 1	Info Tech Services 2408	\$68,120.00	\$69,482.00
Faculty Federation of ECC	Full-Time Perm	Master Tech Supp Spec 1	Info Tech Services 2408	\$69,834.00	\$71,230.00
Faculty Federation of ECC	Full-Time Perm	Master Tech Supp Spec 1	Info Tech Services 2408	\$65,918.00	\$67,236.00
Faculty Federation of ECC	Full-Time Perm	Master Tech Supp Spec 1	Info Tech Services 2408	\$69,834.00	\$71,230.00
Faculty Federation of ECC	Full-Time Perm	Master Tech Support Spec 1	Info Tech Services 2408	\$62,753.00	\$64,008.00
Faculty Federation of ECC	Full-Time Perm	Master Technical Assistant	Info Tech Services 2408	\$56,870.00	\$58,007.00
Faculty Federation of ECC	Full-Time Perm	Tech Support Spec	Info Tech Services 2408	\$44,613.00	\$45,505.00
Faculty Federation of ECC	Full-Time Perm	Tech Support Spec	Info Tech Services 2408	\$42,436.00	\$43,284.00
Faculty Federation of ECC	Full-Time Perm	Tech Support Spec	Info Tech Services 2408	\$46,792.00	\$47,727.00
Faculty Federation of ECC	Full-Time Perm	Tech Support Spec	Info Tech Services 2408	\$42,436.00	\$43,284.00
Faculty Federation of ECC	Full-Time Temp	Tech Support Spec	Info Tech Services 2408	\$56,318.00	\$57,444.00
Faculty Federation of ECC	Part-Time	Sr Technical Assistant PT	Info Tech Services 2408	\$13,719.60	\$13,993.00
Faculty Federation of ECC	Part-Time	Technical Assistant PT	Info Tech Services 2408	\$31,944.60	\$32,583.00
Faculty Federation of ECC	RPT Perm Probation	Tech Support Spec Rpt	Info Tech Services 2408	\$31,085.20	\$31,706.00
Faculty Federation of ECC	Full-Time Perm	Master Tech Supp Spec 1	Info Tech Services 2480	\$65,918.00	\$67,236.00
Faculty Federation of ECC	Full-Time Perm	Master Tech Supp Spec 1	Info Tech Services 2480	\$65,918.00	\$67,236.00
Faculty Federation of ECC	Full-Time Perm	Master Tech Supp Spec 1	Info Tech Services 2480	\$65,918.00	\$67,236.00
Faculty Federation of ECC	Full-Time Perm	Master Tech Support Spec 1	Info Tech Services 2480	\$56,870.00	\$58,007.00
Faculty Federation of ECC	Full-Time Perm	Tech Support Spec	Info Tech Services 2480	\$56,318.00	\$57,444.00
Faculty Federation of ECC	Full-Time Perm Probation	Tech Support Spec	Info Tech Services 2480	\$42,436.00	\$43,284.00
Faculty Federation of ECC	Part-Time	Sr Technical Assistant PT	Info Tech Services 2480	\$14,090.40	\$14,372.00
Faculty Federation of ECC	Part-Time	Sr Technical Assistant PT	Info Tech Services 2480	\$14,090.40	\$14,372.00
Faculty Federation of ECC	Part-Time	Technical Assistant PT	Info Tech Services 2480	\$31,365.80	\$31,993.00
Faculty Federation of ECC	Part-Time	Technical Assistant PT	Info Tech Services 2480	\$36,229.20	\$36,953.00
Faculty Federation of ECC	Part-Time	Technical Assistant PT	Info Tech Services 2480	\$7,500.00	\$7,650.00
Faculty Federation of ECC	Part-Time	Technical Assistant PT	Info Tech Services 2480	\$8,250.00	\$8,415.00
Faculty Federation of ECC	Regular Part-Time Perm	Technical Assistant RPT	Info Tech Services 2480	\$9,556.20	\$9,747.00
Faculty Federation of ECC	Full-Time Perm	Professor	Information Technology	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Information Technology	\$41,616.00	\$42,448.00
Faculty Federation of ECC	Full-Time Perm	College Librarian	Library Resource Center	\$41,616.00	\$42,448.00
Faculty Federation of ECC	Full-Time Perm	College Librarian	Library Resource Center	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Full-Time Perm	Prin Coll Librarian	Library Resource Center	\$64,105.00	\$65,387.00
Faculty Federation of ECC	Full-Time Perm	Prin Coll Librarian	Library Resource Center	\$64,105.00	\$65,387.00
Faculty Federation of ECC	Full-Time Perm	Professor (Library)	Library Resource Center	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Full-Time Perm	Sr Coll Librarian	Library Resource Center	\$60,963.00	\$62,182.00
Faculty Federation of ECC	Full-Time Perm	Systems Librarian	Library Resource Center	\$45,616.00	\$46,528.00
Faculty Federation of ECC	Full-Time Perm Probation	College Librarian	Library Resource Center	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Full-Time Perm Probation	College Librarian	Library Resource Center	\$47,736.00	\$48,690.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Full-Time Perm Probation	College Librarian	Library Resource Center	\$41,616.00	\$42,448.00
Faculty Federation of ECC	Full-Time Perm Probation	College Librarian	Library Resource Center	\$49,844.00	\$50,840.00
Faculty Federation of ECC	Part-Time	Coll Librarian PT	Library Resource Center	\$14,400.00	\$14,688.00
Faculty Federation of ECC	Part-Time	Coll Librarian PT	Library Resource Center	\$7,200.00	\$7,344.00
Faculty Federation of ECC	Part-Time	Coll Librarian PT	Library Resource Center	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Coll Librarian PT	Library Resource Center	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Coll Librarian PT	Library Resource Center	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Coll Librarian PT	Library Resource Center	\$8,100.00	\$8,262.00
Faculty Federation of ECC	Part-Time	Coll Librarian PT	Library Resource Center	\$27,000.00	\$27,540.00
Faculty Federation of ECC	Part-Time	Coll Librarian PT	Library Resource Center	\$13,680.00	\$13,953.00
Faculty Federation of ECC	Part-Time	Coll Librarian PT	Library Resource Center	\$13,680.00	\$13,953.00
Faculty Federation of ECC	Part-Time	Coll Librarian PT	Library Resource Center	\$14,090.40	\$14,372.00
Faculty Federation of ECC	Part-Time	Coll Librarian PT	Library Resource Center	\$14,708.80	\$15,002.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Mathematics	\$73,114.00	\$74,576.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Mathematics	\$70,181.00	\$71,584.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Mathematics	\$73,114.00	\$74,576.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Mathematics	\$64,105.00	\$65,387.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Mathematics	\$77,674.00	\$79,227.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Mathematics	\$67,148.00	\$68,490.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Mathematics	\$73,114.00	\$74,576.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Mathematics	\$64,105.00	\$65,387.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Mathematics	\$60,963.00	\$62,182.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Mathematics	\$55,957.00	\$57,076.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Mathematics	\$60,963.00	\$62,182.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Mathematics	\$60,963.00	\$62,182.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Mathematics	\$58,459.00	\$59,628.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Mathematics	\$60,963.00	\$62,182.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Mathematics	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Full-Time Perm	Master Technical Assistant	Mathematics	\$56,870.00	\$58,007.00
Faculty Federation of ECC	Full-Time Perm	Professor	Mathematics	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Full-Time Perm	Professor	Mathematics	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Full-Time Perm	Professor	Mathematics	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Full-Time Perm	Professor	Mathematics	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Full-Time Perm	Professor	Mathematics	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Professor	Mathematics	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Professor	Mathematics	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Full-Time Perm	Professor	Mathematics	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Full-Time Perm	Professor	Mathematics	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Full-Time Perm	Professor	Mathematics	\$81,061.00	\$82,682.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Full-Time Perm	Professor	Mathematics	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Full-Time Perm	Professor	Mathematics	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Professor	Mathematics	\$78,105.00	\$79,667.00
Faculty Federation of ECC	Full-Time Perm	Professor	Mathematics	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Full-Time Perm	Professor	Mathematics	\$74,550.00	\$76,041.00
Faculty Federation of ECC	Full-Time Perm	Professor	Mathematics	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Full-Time Perm	Sr Technical Assistant	Mathematics	\$50,709.00	\$51,723.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Mathematics	\$47,736.00	\$48,690.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Mathematics	\$47,736.00	\$48,690.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Mathematics	\$47,736.00	\$48,690.00
Faculty Federation of ECC	Full-Time Perm Probation	Technical Assistant	Mathematics	\$32,478.00	\$33,127.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$9,000.00	\$9,180.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$14,400.00	\$14,688.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$8,100.00	\$8,262.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$19,800.00	\$20,196.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$29,700.00	\$30,294.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$9,000.00	\$9,180.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$832.00	\$848.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$7,200.00	\$7,344.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$18,000.00	\$18,360.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$14,400.00	\$14,688.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$14,400.00	\$14,688.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mathematics	\$12,600.00	\$12,852.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Mathematics	\$34,200.00	\$34,884.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Mathematics	\$22,800.00	\$23,256.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Mathematics	\$20,400.00	\$20,808.00
Faculty Federation of ECC	Retired-Rehired	Asst Professor PT	Mathematics	\$10,666.40	\$10,879.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Full-Time Perm	Professor	Mechanical Engr Technology	\$74,550.00	\$76,041.00
Faculty Federation of ECC	Full-Time Perm	Professor	Mechanical Engr Technology	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Mechanical Engr Technology	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Technical Assistant PT	Mechanical Engr Technology	\$11,700.00	\$11,934.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Medical Office Assistant	\$63,557.00	\$64,828.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Medical Office Assistant	\$60,963.00	\$62,182.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Medical Office Assistant	\$45,616.00	\$46,528.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Medical Office Assistant	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Full-Time Perm	Master Technical Assistant	Medical Office Assistant	\$56,870.00	\$58,007.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Medical Office Assistant	\$49,844.00	\$50,840.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Medical Office Assistant	\$14,400.00	\$14,688.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Medical Office Assistant	\$7,200.00	\$7,344.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Medical Office Assistant	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Medical Office Assistant	\$33,600.00	\$34,272.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Medical Office Assistant	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Medical Office Assistant	\$9,000.00	\$9,180.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Medical Office Assistant	\$7,200.00	\$7,344.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Networking & Telecomm Tech	\$7,200.00	\$7,344.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Networking & Telecomm Tech	\$18,630.00	\$19,002.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Networking & Telecomm Tech	\$3,600.00	\$3,672.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Networking & Telecomm Tech	\$22,800.00	\$23,256.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Networking & Telecomm Tech	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Networking & Telecomm Tech	\$10,728.00	\$10,942.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Networking & Telecomm Tech	\$27,000.00	\$27,540.00
Faculty Federation of ECC	Part-Time	Technical Assistant PT	Networking & Telecomm Tech	\$26,400.00	\$26,928.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Nursing	\$58,459.00	\$59,628.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Nursing	\$55,957.00	\$57,076.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Nursing	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Full-Time Perm	Master Technical Assistant	Nursing	\$65,918.00	\$67,236.00
Faculty Federation of ECC	Full-Time Perm	Master Technical Assistant	Nursing	\$65,918.00	\$67,236.00
Faculty Federation of ECC	Full-Time Perm	Professor	Nursing	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Full-Time Perm	Professor	Nursing	\$71,147.00	\$72,569.00
Faculty Federation of ECC	Full-Time Perm Probation	Asst Professor	Nursing	\$55,957.00	\$57,076.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Nursing	\$43,481.00	\$44,350.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Nursing	\$41,616.00	\$42,448.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Nursing	\$45,616.00	\$46,528.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Nursing	\$41,616.00	\$42,448.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Nursing	\$49,844.00	\$50,840.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Nursing	\$54,215.00	\$55,299.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Part-Time	Asst Professor PT	Nursing	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Nursing	\$14,400.00	\$14,688.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Nursing	\$14,400.00	\$14,688.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Nursing	\$13,500.00	\$13,770.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Nursing	\$40,500.00	\$41,310.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Nursing	\$7,200.00	\$7,344.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Nursing	\$14,400.00	\$14,688.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Nursing	\$14,400.00	\$14,688.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Nursing	\$19,584.00	\$19,975.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Nursing	\$9,180.00	\$9,363.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Nursing	\$6,930.00	\$7,068.00
Faculty Federation of ECC	Part-Time	Mentor PT	Nursing	\$2,400.00	\$2,448.00
Faculty Federation of ECC	Retired-Rehired	Asst Professor PT	Nursing	\$11,786.00	\$12,021.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Occupational Therapy	\$45,616.00	\$46,528.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Occupational Therapy	\$13,266.00	\$13,531.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Occupational Therapy	\$14,652.00	\$14,945.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Occupational Therapy	\$13,860.00	\$14,137.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Occupational Therapy	\$22,800.00	\$23,256.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Office Management & Admin	\$73,114.00	\$74,576.00
Faculty Federation of ECC	Full-Time Perm	Professor	Office Management & Admin	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Office Management & Admin	\$14,652.00	\$14,945.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Office Management & Admin	\$14,688.00	\$14,981.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Office Management & Admin	\$18,450.00	\$18,819.00
Faculty Federation of ECC	Full-Time Perm	Master Technical Assistant	Office of Transition Programs	\$65,918.00	\$67,236.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Office of Transition Programs	\$20,400.00	\$20,808.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Office of Transition Programs	\$7,200.00	\$7,344.00
Faculty Federation of ECC	Part-Time	Mentor PT	Office of Transition Programs	\$14,090.40	\$14,372.00
Faculty Federation of ECC	Full-Time Perm	Mentor	Opportunity Programs & Service	\$40,256.00	\$41,061.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	PARALEGAL	\$70,181.00	\$71,584.00
Faculty Federation of ECC	Full-Time Perm	Professor	PARALEGAL	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	PARALEGAL	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	PARALEGAL	\$30,078.00	\$30,679.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	PARALEGAL	\$7,326.00	\$7,472.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	PARALEGAL	\$31,320.00	\$31,946.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Physics	\$58,459.00	\$59,628.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Physics	\$45,616.00	\$46,528.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Physics	\$45,616.00	\$46,528.00
Faculty Federation of ECC	Full-Time Perm	Master Technical Assistant	Physics	\$65,918.00	\$67,236.00
Faculty Federation of ECC	Full-Time Perm	Professor	Physics	\$74,550.00	\$76,041.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Full-Time Perm	Professor	Physics	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Professor	Physics	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Full-Time Perm	Professor	Physics	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Professor	Physics	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Full-Time Perm	Professor	Physics	\$78,105.00	\$79,667.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Physics	\$1,944.00	\$1,982.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Physics	\$32,940.00	\$33,598.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Physics	\$9,000.00	\$9,180.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Physics	\$18,000.00	\$18,360.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Physics	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Physics	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Physics	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Physics	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Physics	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Physics	\$18,000.00	\$18,360.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Physics	\$9,000.00	\$9,180.00
Faculty Federation of ECC	Part-Time	Technical Assistant PT	Physics	\$4,800.00	\$4,896.00
Faculty Federation of ECC	Part-Time	Technical Assistant PT	Placement Testing 2450	\$52,582.60	\$53,634.00
Faculty Federation of ECC	Part-Time	Technical Assistant Seas PT	Placement Testing 2450	\$47,325.40	\$48,271.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Point Reduction	\$25,200.00	\$25,704.00
Faculty Federation of ECC	Full-Time Perm	Prin Police Training Prof	Police Academy Grant	\$81,462.00	\$83,091.00
Faculty Federation of ECC	Full-Time Perm	Senior Police Training Prof	Police Academy Grant	\$73,644.00	\$75,116.00
Faculty Federation of ECC	Full-Time Perm	Senior Police Training Prof	Police Academy Grant	\$76,491.00	\$78,020.00
Faculty Federation of ECC	Part-Time	Police Training Prof PT	Police Academy Grant	\$10,753.20	\$10,968.00
Faculty Federation of ECC	Part-Time	Police Training Prof PT	Police Academy Grant	\$14,090.40	\$14,372.00
Faculty Federation of ECC	Part-Time	Police Training Prof PT	Police Academy Grant	\$11,865.60	\$12,102.00
Faculty Federation of ECC	Part-Time	Police Training Prof PT	Police Academy Grant	\$12,607.20	\$12,859.00
Faculty Federation of ECC	Part-Time	Police Training Prof PT	Police Academy Grant	\$11,680.20	\$11,913.00
Faculty Federation of ECC	Part-Time	Police Training Prof PT	Police Academy Grant	\$11,863.60	\$12,100.00
Faculty Federation of ECC	Part-Time	Police Training Prof PT	Police Academy Grant	\$14,090.40	\$14,372.00
Faculty Federation of ECC	Part-Time	Police Training Prof PT	Police Academy Grant	\$12,978.00	\$13,237.00
Faculty Federation of ECC	Part-Time	Police Training Prof PT	Police Academy Grant	\$14,090.40	\$14,372.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Radiation Therapy Technology	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Radiation Therapy Technology	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Radiation Therapy Technology	\$19,800.00	\$20,196.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Respiratory Care	\$55,957.00	\$57,076.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Respiratory Care	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Respiratory Care	\$9,000.00	\$9,180.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Respiratory Care	\$12,600.00	\$12,852.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Part-Time	Asst Professor PT	Respiratory Care	\$7,200.00	\$7,344.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Respiratory Care	\$9,000.00	\$9,180.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Respiratory Care	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Respiratory Care	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Respiratory Care	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Respiratory Care	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Respiratory Care	\$3,600.00	\$3,672.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Social Science	\$70,181.00	\$71,584.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Social Science	\$67,148.00	\$68,490.00
Faculty Federation of ECC	Full-Time Perm	Assoc Professor	Social Science	\$64,105.00	\$65,387.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Social Science	\$58,459.00	\$59,628.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Social Science	\$55,957.00	\$57,076.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Social Science	\$60,963.00	\$62,182.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Social Science	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Full-Time Perm	Professor	Social Science	\$71,147.00	\$72,569.00
Faculty Federation of ECC	Full-Time Perm	Professor	Social Science	\$71,147.00	\$72,569.00
Faculty Federation of ECC	Full-Time Perm	Professor	Social Science	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Full-Time Perm	Professor	Social Science	\$74,550.00	\$76,041.00
Faculty Federation of ECC	Full-Time Perm	Professor	Social Science	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Full-Time Perm	Professor	Social Science	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Professor	Social Science	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Professor	Social Science	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Professor	Social Science	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Full-Time Perm	Professor	Social Science	\$81,061.00	\$82,682.00
Faculty Federation of ECC	Full-Time Perm	Professor	Social Science	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm	Professor	Social Science	\$82,994.00	\$84,653.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Social Science	\$42,656.00	\$43,509.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Social Science	\$49,844.00	\$50,840.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Social Science	\$49,844.00	\$50,840.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Social Science	\$47,736.00	\$48,690.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Social Science	\$49,844.00	\$50,840.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$12,528.00	\$12,778.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$1,728.00	\$1,762.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$7,128.00	\$7,270.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$7,128.00	\$7,270.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$7,128.00	\$7,270.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$864.00	\$881.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$900.00	\$918.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$10,800.00	\$11,016.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$3,600.00	\$3,672.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$18,900.00	\$19,278.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$24,000.00	\$24,480.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$26,400.00	\$26,928.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$13,200.00	\$13,464.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$19,200.00	\$19,584.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$7,200.00	\$7,344.00

Employee Primary Position Bargaining Unit	Current Status	Primary Position	Primary Department	Primary Position Base Salary 17-18	Primary Position Base Salary 18-19
Faculty Federation of ECC	Part-Time	Asst Professor PT	Social Science	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Retired-Rehired	Asst Professor PT	Social Science	\$12,104.40	\$12,346.00
Faculty Federation of ECC	Full-Time Perm	Master Technical Assistant	Student Access Center	\$71,590.00	\$73,021.00
Faculty Federation of ECC	Full-Time Perm	Prin Counselor	Student Access Center	\$79,933.00	\$81,531.00
Faculty Federation of ECC	Full-Time Perm Probation	Counselor	Student Access Center	\$49,731.00	\$50,725.00
Faculty Federation of ECC	Full-Time Perm Probation	Counselor	Student Access Center	\$52,304.00	\$53,350.00
Faculty Federation of ECC	Part-Time	Mentor PT	Student Access Center	\$14,090.40	\$14,372.00
Faculty Federation of ECC	Part-Time	Technical Assistant PT	Student Access Center	\$22,200.00	\$22,644.00
Faculty Federation of ECC	Part-Time	Technical Assistant PT	Student Access Center	\$6,600.00	\$6,732.00
Faculty Federation of ECC	Regular Part-Time Perm	Technical Assistant RPT	Student Access Center	\$31,904.40	\$32,542.00
Faculty Federation of ECC	Regular Part-Time Perm	Technical Assistant RPT	Student Access Center	\$10,830.20	\$11,046.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Student Services	\$25,200.00	\$25,704.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Student Services	\$22,800.00	\$23,256.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	SUNY Contract Courses Grant	\$21,738.00	\$22,172.00
Faculty Federation of ECC	Part-Time	Technical Assistant PT	Tutors	\$26,100.00	\$26,622.00
Faculty Federation of ECC	Full-Time Perm	Asst Professor	Vision Care Technology	\$58,459.00	\$59,628.00
Faculty Federation of ECC	Full-Time Perm Probation	Instructor	Vision Care Technology	\$49,844.00	\$50,840.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Vision Care Technology	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Vision Care Technology	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	Vision Care Technology	\$10,125.00	\$10,327.00
Faculty Federation of ECC	Full-Time Perm	Instructor	Visual Communications Tech.	\$45,616.00	\$46,528.00
Faculty Federation of ECC	Full-Time Perm	Professor	Visual Communications Tech.	\$79,567.00	\$81,158.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Visual Communications Tech.	\$5,400.00	\$5,508.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Visual Communications Tech.	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Visual Communications Tech.	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Visual Communications Tech.	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Visual Communications Tech.	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	Visual Communications Tech.	\$16,200.00	\$16,524.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	WNY Pre-Collegiate Studies	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	WNY Pre-Collegiate Studies	\$2,700.00	\$2,754.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	WNY Pre-Collegiate Studies	\$21,600.00	\$22,032.00
Faculty Federation of ECC	Part-Time	Asst Professor PT	WNY Pre-Collegiate Studies	\$10,800.00	\$11,016.00
Faculty Federation of ECC	Part-Time	Inst Supp Spec PT	WNY Pre-Collegiate Studies	\$8,550.00	\$8,721.00
				\$30,422,309.20	\$31,030,531.00

***12 New FFECC positions requested, 5 funded - see 18-19 New Funding Requests for details**

<u>New Position Requested</u>	<u>Estimated Salary</u>	<u>Estimated Fringe</u>	<u>2018-19 Budget</u>	<u>Hold Pending Further Analysis</u>	<u>Employment Type</u>	<u>Justification for Request</u>
Mathematics Faculty	\$ 70,000	\$ 35,000	\$ 105,000		FFECC	expanding enrollments in courses as prerequisite for other degrees and programs, no faculty hires in last 4 years, three retirements in that same timeframe
Mathematics Faculty	\$ 70,000	\$ 35,000		\$ 105,000	FFECC	expanding enrollments in courses as prerequisite for other degrees and programs, no faculty hires in last 4 years, three retirements in that same timeframe, waitlisted
Biology Faculty	\$ 70,000	\$ 35,000	\$ 105,000		FFECC	expanding enrollments with new STEM building online and allied health programs, aging faculty nearing retirement
Biology Faculty	\$ 70,000	\$ 35,000		\$ 105,000	FFECC	expanding enrollments with new STEM building online and allied health programs, aging faculty nearing retirement, waitlisted
Culinary Medicine Faculty	\$ 50,000	\$ 25,000	\$ 75,000		FFECC	new certificate and program agreements, specifically the Culinary Medicine Program
Biotechnological Faculty	\$ 75,000	\$ 37,500	\$ 112,500			expanding enrollments, new partnership with UB Biotechnology program for transfer, currently only one dedicated faculty since departure of second faculty in 2015
English Faculty	\$ 60,000	\$ 30,000		\$ 90,000	FFECC	Working on English Degree program, waitlisted
Humanities/Philosophy Faculty	\$ 60,000	\$ 30,000	\$ 90,000		FFECC	No Philosophy Faculty
Humanities/Philosophy Faculty	\$ 60,000	\$ 30,000		\$ 90,000	FFECC	No Philosophy Faculty, waitlisted
Social Science Faculty	\$ 60,000	\$ 30,000		\$ 90,000	FFECC	Needs further support, waitlisted
Social Science Faculty	\$ 60,000	\$ 30,000		\$ 90,000	FFECC	Needs further support, waitlisted
Culinary NTTP	\$ 35,000	\$ 17,500		\$ 52,500	FFECC	Needs further support, waitlisted
Academic Positions	\$ 740,000	\$ 370,000	\$ 487,500	\$ 622,500		
						addresses 2016-17 external financial audit finding and recommendation by EFPR, external audit firm hired to provide analysis of college financial business processes. Provides dedicated financial resource focused on daily budget control, analysis, modeling, and coordinates activities with College Accountant and EVP for Finance and Administration to increase fiscal transparency. Year 1 goals include managing the build and implementation of comprehensive three year rolling budget process, building, coordinating and documenting weekly review processes with College Accountant to ensure accuracy and completeness of financial data, and creating, managing and documenting budget policies, procedures, and training. Supports EVP for Finance and Administration in preparing Financial Health Committee reporting to ensure accuracy, timeliness, and clarity of college financial data - including but not limited to financial analysis of vacancy report/cost savings, budget to actual monthly reporting, annual budget presentations, etc., waitlisted
Budget Manager/Director	\$ 60,000	\$ 30,000		\$ 90,000	AAECC	

<u>New Position Requested</u>	<u>Estimated Salary</u>	<u>Estimated Fringe</u>	<u>2018-19 Budget</u>	<u>Hold Pending Further Analysis</u>	<u>Employment Type</u>	<u>Justification for Request</u>
Internal Audit Senior/Manager	\$ 52,000	\$ 26,000		\$ 78,000	AAECC	Position to help college and BOT identify control deficiencies and strengths of the college, as well as provide transparency into the functions of the college not normally covered in financial reviews, waitlisted
Campus Public Safety Officers	\$ 100,000	\$ 20,000	\$ 120,000		AFSCME	Equity Adjustment for all AFSCME PG 7 positions to move to PG 8 to closer align pay with regional average
Junior Buyer, Procurement	\$ 40,000	\$ 20,000		\$ 60,000	CSEA or AAECC	To help manage the procurement workload, needs further analysis to determine best way to cover this need, waitlisted
Administrative Positions	\$ 252,000	\$ 96,000	\$ 120,000	\$ 228,000		
One Time Provost Transition	\$ 140,000	\$ 70,000	\$ 210,000			Recruitment of new Provost for 2018-19 and transition year for current Provost to provide institutional knowledge transfer to replacement as well as assist in the completion of several critical items for the college, to include the Northlands project.
<u>New Annual</u>						
Annual Performance Incentives Awards			\$ 100,000			incentivize engaged work behaviors and reward those faculty and staff, whom through annual performance evaluations and other designated indicators, consistently perform above and beyond documented expectations.
<u>Total Requested New Spending</u>			\$ 917,500	\$ 850,500		
Total Budgeted New Spend			\$ 917,500			

ASSUMPTIONS

- **Hiring priority order and timing would be determined by president in consultation with executive, administrative, and academic leadership**
- Performance Incentive Awards open to all employee types, all unions
- **Performance Incentive Awards criteria will be defined and process documented prior to any awards**
- Periodic budget reforecasting will be done during the academic year to ensure anticipated new revenues remain intact to support initiatives and proposed hires
- **Items requested during the budget process and listed here are not guaranteed to funded or hired during the fiscal year**
- Items not requested during the budget process but determined to be of a higher priority during the fiscal year may be prioritized over items on the list
- **This list is based on estimations of cost, it is management's fiscal responsibility to ensure that actual costs remain inside of approved budget totals, and the recruitment, hiring and procurement of comply with applicable college and legislative (county, state, federal) policies and guidelines**

Budgeted Use of Estimated New Revenues and Salary Savings													
Sources of Potential Funding													
* Salary Savings from positions vacated and reallocated during the year, as warranted - no estimated salary savings used in 18-19 calculation													
- Collapse Part Time Positions as vacated into fewer Full Time Positions													
- Adjunct to FT Faculty - proposed													
- PT and RPT Administrative to FT Administrative (all unions) - proposed													
- Analyze continued need for positions as vacated, reallocate funds to other existing lines or proposed new positions as warranted by needs analysis													
* Additional Revenues generated from the variety of funding sources leveraged by the college													
- Other Sponsored Programs - estimated							\$	152,000					
- State Aid - estimated							\$	303,000					
- Sponsor Contribution													
Current Unbudgeted Actual (new county support for 17-18, never included in budget)							\$	500,000					
Estimated Reclass from Capital to MOE							\$	360,000					
- Housing - estimated							\$	36,000					
TOTAL ESTIMATED ADDITIONAL REVENUE							\$	1,351,000					
Total Estimated Additional Revenue not related to salary savings							\$	1,351,000					
Total New Academic Positions Budgeted							\$	(487,500)					
Total New Administrative Equity Funded							\$	(120,000)					
Total Other Funded							\$	(310,000)					
Remainder Estimated New Revenue							\$	433,500					
<u>ASSUMPTIONS</u>													
- Approved Faculty/Provost Recruitment would occur during summer for Academic Year Start													
- Approved Administrative Equity would occur in August/September 2018 as the actual fiscal position of the college becomes clearer through enrollment													
- Other Funding Requests will be funded based on information obtained in monthly budget to actual analysis and periodic budget reforecasts													
- Periodic budget reforecasting will be done periodically during the academic year to ensure anticipated new revenues remain intact to support initiatives and proposed hires													
- If funding variables change significantly during the course of the academic year as identified in the monthly budget to actual and periodic budget reforecasts and warrant a downward adjustment of approved budget values, such information will be provided promptly to the BOT, County, and State and immediate steps will be taken to adjust spending to ensure the maintenance of a balanced budget													