

Request to Approve 2019-2020 Wage and Salary Schedule

Recommendation:

Staff recommends increasing salaries and wages by 5% for all eligible contract employees and adjunct faculty, with the exception of employees in the E1, E2 and D1 salary range categories who will receive an increase of 4%. The estimated impact to base salary & wages is \$600,000 with taxes of \$114,000 for a total of \$714,000.

Summary:

Salaries & Wages

NPC Administrators, faculty and staff (team) developed the salary and wage recommendation collaboratively. Retention of existing employees and recruiting for vacant positions were high priorities as alternatives were reviewed. The joint recommendation of 5% is higher than the increases provided during each of the last four years. The team addressing compensation recognize that the increase will negatively impact the Expenditure Limit for the district in fiscal year 2019-20 and in subsequent years as this is an ongoing cost and not a one-time cost. The district will continue to use its Expenditure Limit capacity known as carryforward, with a current balance of nearly \$30 million, in future years but it may be depleted faster. The team believes these are necessary risks to assume so that the district can retain its strong employees and help with recruiting vacancies. NPC continues to have many vacant IS positions some that have been unfilled for nearly two years.

The recommended 5% and 4% increase would be applied as follows.

Contract employees:

- Faculty – employees will move 1 step (1.5%) and salary schedule will be adjusted by increasing the base by 3.5%
- Nonexempt – employees will move 1 step (1.5%) and wage schedules will be adjusted by increasing the base by 3.5%
- Professional Nonexempt - employees will receive a 5.0% salary increase with the salary ranges adjusted 3.5%
- Exempt – employees will receive a 5% salary increase with the salary ranges adjusted 3.5%
- Employees in the E1, E2 and D1 salary categories will receive a 4% increase with the salary ranges adjusted 3.5%. These are the highest salary ranges and apply to Vice Presidents, Associate Vice Presidents, Deans and certain Directors.



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Note: Adjustments to the base will provide a 3.5% increase for employees who have reached the maximum amount for their position based on the salary schedules, these are known internally as “redlined” employees.

Noncontract employees:

- Adjunct Faculty – employee rate will increase 5%

Other Changes:

- All contract employees will receive one additional personal day, for a total of 4 days annually. NPC has the lowest number of paid winter break leave at 3 days compared to others that range from 7 to 10 days.
- Faculty have agreed to eliminate the use of deferred compensation, common in the education industry. If Faculty has a 9 month contract they will receive payments over 9 months instead of deferring payments over 12 months. This practice has resulted in additional administrative processing for HR/Payroll and Accounting for years to ensure financial records are accurate for the fiscal year, which differs from the academic cycle.

Employee Related Expenses

Health Insurance: Mountain Public Employee Benefit Trust has determined they will make no changes to the medical benefit plan it offers to its members for 2019-20; it will continue to offer a High Deductible Health Plan (HDHP) and a PPO plan. The employer cost of offering health insurance will be increasing 5% for a cost of approximately \$80,000 in 2019-20. The employees will also see a 5% increase for spouse/children/family coverage, under either the HDHP or PPO plan.

- NPC will pay \$709 towards health insurance for each employee. If the employee selects a medical plan that exceeds that amount, the employee is responsible for the additional cost. Open enrollment for employees will occur in March.
- Dental and vision benefits are voluntary benefits and paid solely by the employee electing that coverage.

ASRS: Employee and employer ASRS contributions will increase from 11.80 percent to 12.11 percent. The institutional impact is expected to be an increase in expenditures of approximately \$40,000. The Alternate Contribution Rate (ACR) will be applied to all ASRS retirees who are employed under the ASRS Return to Work (RTW) provisions. The ACR is paid by NPC and the rate will decrease from 10.53% to 10.41%; the impact is minimal.

Economic Indicators:

Bureau of Labor Statistics:

The Consumer Price Index for **All** Urban Consumers (CPI-U) all items index rose 1.9 percent before seasonal adjustment for the 12-month period ending December 2018. The same index rose 2.1 percent for the 12-month period ending December 2017.

Survey of Professional Forecasters:

The Survey of Professional Forecasters, which consolidates multiple well-regarded national macroeconomic forecasts, is the oldest quarterly survey of its kind in the United States. The most recent report “The Fourth Quarter 2018 Survey of Professional Forecasters” was released November 13, 2018. Measured on a fourth-quarter over fourth-quarter basis, headline CPI inflation is expected to average 2.4 percent in 2019. Over the next 10 years,



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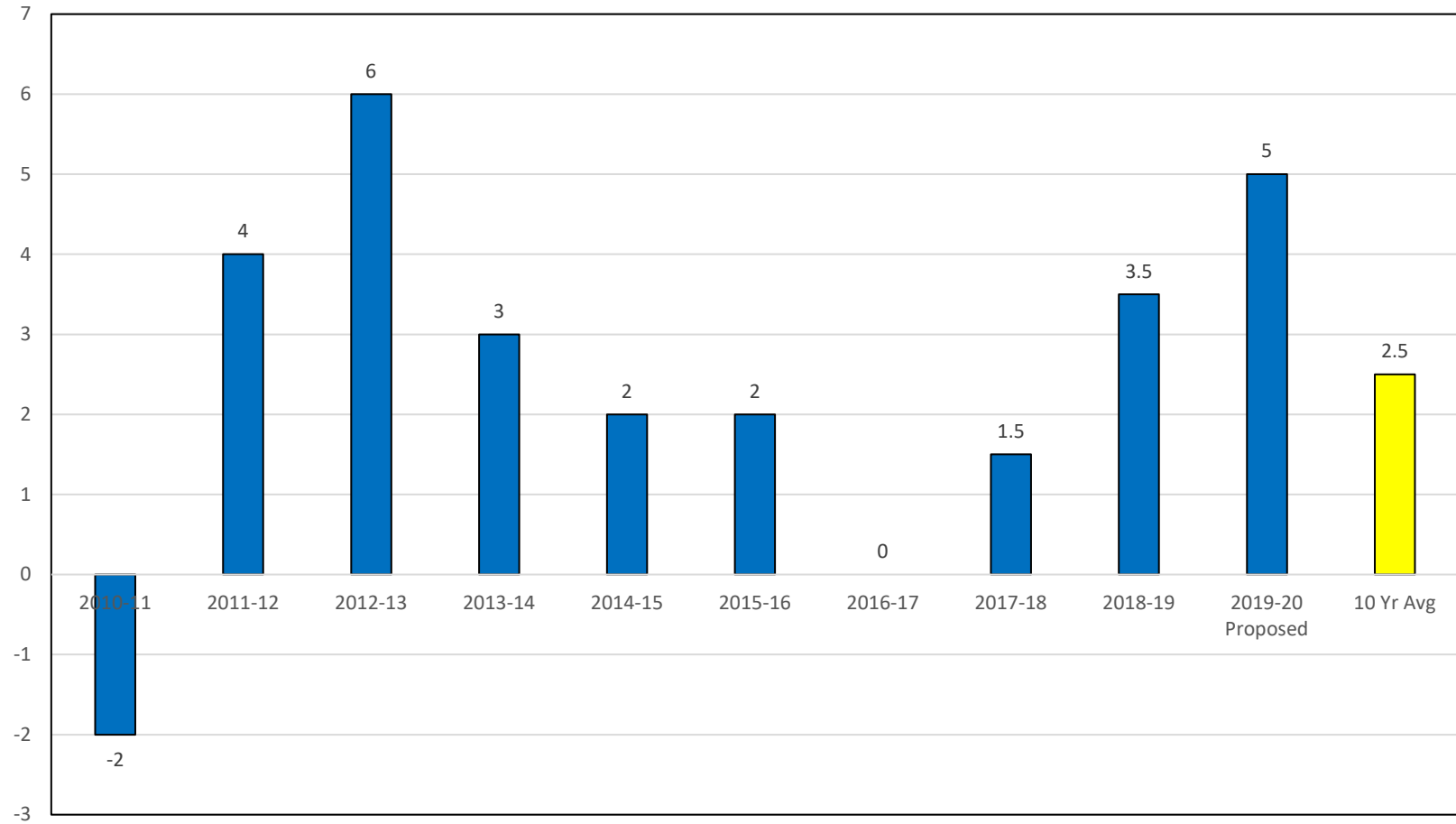
2018 to 2027, the forecasters expect headline CPI inflation to average 2.21 percent at an annual rate.



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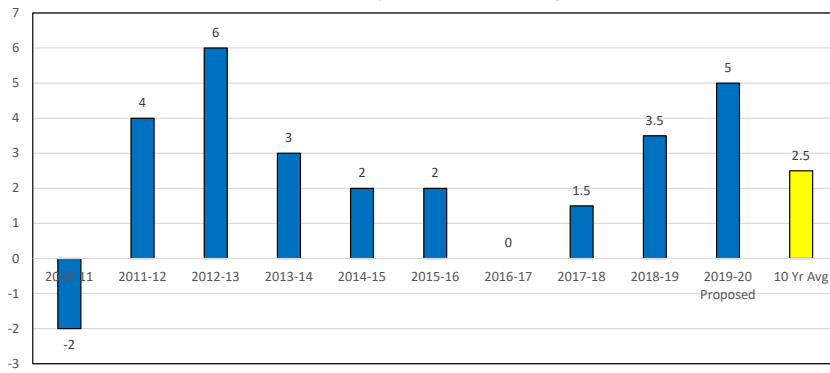
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NPC Salary Increase Percentage



FY2016-17 - \$1390 per employee (\$550 stipend plus employer paid \$360 for medical/HSA & \$480 for dental)

NPC Salary Increase Percentage



FY2016-17 - \$1390 per employee (\$550 stipend plus employer paid \$360 for medical/HSA & \$480 for dental)

Assumptions:

1% Salary Increase \$ 120,000

FY1819

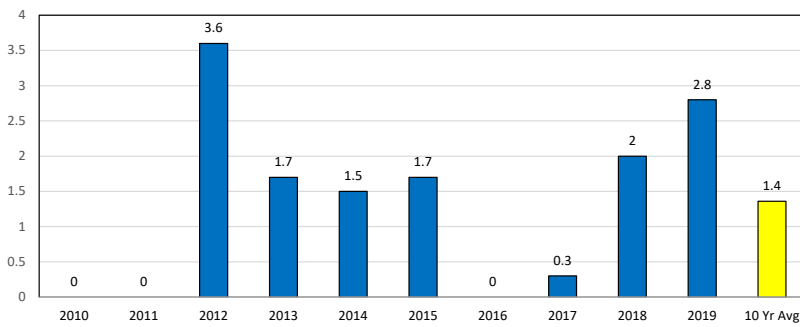
Admin Proposal

4% salary & wage increase	\$ 480,000
Estimated taxes	\$ 91,200
Total Cost	\$ 571,200

Faculty/Staff Request

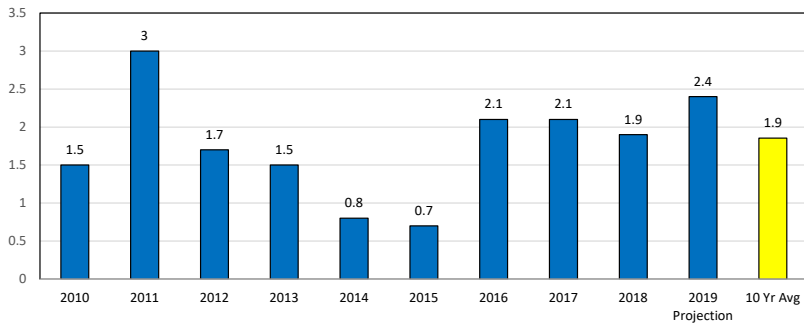
5% salary & wage increase	\$ 600,000
Estimated taxes	\$ 114,000
Total Cost	\$ 714,000

COLA Percentage



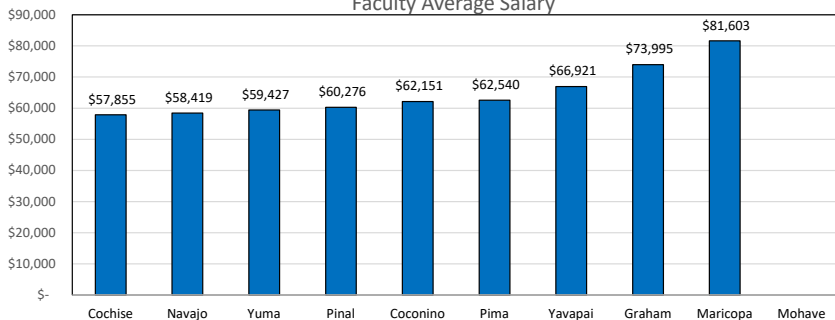
COLA is established in Oct for following year; set by Social Security Administration to help combat inflation; based on CPI for urban wage earners & clerical workers

CPI-U Annual Percentage



CPI-U measures change in prices paid by consumers for goods/service; reflects December to December comparison; 2019 projection is based on Fourth Quarter 2018 Survey of Professional Forecasters

2018-19 Salary Survey
Faculty Average Salary



Mohave did not participate in the Salary Survey

Arizona Community College
Preliminary Info
FY1920

Preliminary Salary		
County	College	Increase
Cochise	Cochise	2.0%
Coconino	Coconino	Avg 2% (mixed)
Graham	Eastern	0.0%
Maricopa	Maricopa	Avg 2% (mixed)
Mohave	Mohave	TBD
Navajo	Northland	5.0%
Pima	Pima	TBD
Pinal	Central	1-3%, based on position type
Yavapai	Yavapai	3.0%
Yuma	AZ Western	2.0%

NPC salaries are generally last when comparing to other AZ Community Colleges (based on ACCBOC Annual Salary Survey).

Northland Pioneer College
2019 - 2020 Faculty Salary Schedule PROPOSED

	Grade										
	1	2	3	4	5	6	7	8	9	10	11
1	\$43,576	\$44,360	\$45,159	\$45,972	\$46,799	\$47,642	\$48,499	\$49,372	\$50,261	\$51,166	\$52,086
2	\$44,230	\$45,026	\$45,836	\$46,661	\$47,501	\$48,356	\$49,227	\$50,113	\$51,015	\$51,933	\$52,868
3	\$44,893	\$45,701	\$46,524	\$47,361	\$48,214	\$49,082	\$49,965	\$50,864	\$51,780	\$52,712	\$53,661
4	\$45,566	\$46,387	\$47,222	\$48,072	\$48,937	\$49,818	\$50,715	\$51,627	\$52,557	\$53,503	\$54,466
5	\$46,250	\$47,082	\$47,930	\$48,793	\$49,671	\$50,565	\$51,475	\$52,402	\$53,345	\$54,305	\$55,283
6	\$46,944	\$47,789	\$48,649	\$49,525	\$50,416	\$51,324	\$52,247	\$53,188	\$54,145	\$55,120	\$56,112
7	\$47,648	\$48,506	\$49,379	\$50,267	\$51,172	\$52,093	\$53,031	\$53,986	\$54,957	\$55,947	\$56,954
8	\$48,363	\$49,233	\$50,119	\$51,021	\$51,940	\$52,875	\$53,827	\$54,795	\$55,782	\$56,786	\$57,808
9	\$49,088	\$49,972	\$50,871	\$51,787	\$52,719	\$53,668	\$54,634	\$55,617	\$56,618	\$57,638	\$58,675
10	\$49,824	\$50,721	\$51,634	\$52,564	\$53,510	\$54,473	\$55,453	\$56,452	\$57,468	\$58,502	\$59,555
11	\$50,572	\$51,482	\$52,409	\$53,352	\$54,312	\$55,290	\$56,285	\$57,298	\$58,330	\$59,380	\$60,449
12	\$51,330	\$52,254	\$53,195	\$54,152	\$55,127	\$56,119	\$57,130	\$58,158	\$59,205	\$60,270	\$61,355
13	\$52,100	\$53,038	\$53,993	\$54,965	\$55,954	\$56,961	\$57,986	\$59,030	\$60,093	\$61,174	\$62,276
14	\$52,882	\$53,834	\$54,803	\$55,789	\$56,793	\$57,816	\$58,856	\$59,916	\$60,994	\$62,092	\$63,210
15	\$53,675	\$54,641	\$55,625	\$56,626	\$57,645	\$58,683	\$59,739	\$60,814	\$61,909	\$63,023	\$64,158
16	\$54,480	\$55,461	\$56,459	\$57,475	\$58,510	\$59,563	\$60,635	\$61,727	\$62,838	\$63,969	\$65,120
17	\$55,297	\$56,293	\$57,306	\$58,337	\$59,388	\$60,456	\$61,545	\$62,653	\$63,780	\$64,928	\$66,097
18	\$56,127	\$57,137	\$58,166	\$59,213	\$60,278	\$61,363	\$62,468	\$63,592	\$64,737	\$65,902	\$67,088
19	\$56,969	\$57,994	\$59,038	\$60,101	\$61,183	\$62,284	\$63,405	\$64,546	\$65,708	\$66,891	\$68,095
20	\$57,823	\$58,864	\$59,924	\$61,002	\$62,100	\$63,218	\$64,356	\$65,514	\$66,694	\$67,894	\$69,116
21	\$58,691	\$59,747	\$60,822	\$61,917	\$63,032	\$64,166	\$65,321	\$66,497	\$67,694	\$68,913	\$70,153
22	\$59,571	\$60,643	\$61,735	\$62,846	\$63,977	\$65,129	\$66,301	\$67,495	\$68,709	\$69,946	\$71,205
23	\$60,464	\$61,553	\$62,661	\$63,789	\$64,937	\$66,106	\$67,296	\$68,507	\$69,740	\$70,995	\$72,273
24	\$61,371	\$62,476	\$63,601	\$64,746	\$65,911	\$67,097	\$68,305	\$69,535	\$70,786	\$72,060	\$73,357
25	\$62,292	\$63,413	\$64,555	\$65,717	\$66,900	\$68,104	\$69,330	\$70,578	\$71,848	\$73,141	\$74,458
26	\$63,226	\$64,364	\$65,523	\$66,702	\$67,903	\$69,125	\$70,370	\$71,636	\$72,926	\$74,238	\$75,575
27	\$64,175	\$65,330	\$66,506	\$67,703	\$68,922	\$70,162	\$71,425	\$72,711	\$74,020	\$75,352	\$76,708
28	\$65,137	\$66,310	\$67,503	\$68,719	\$69,955	\$71,215	\$72,497	\$73,801	\$75,130	\$76,482	\$77,859
29	\$66,114	\$67,305	\$68,516	\$69,749	\$71,005	\$72,283	\$73,584	\$74,908	\$76,257	\$77,629	\$79,027
30	\$67,106	\$68,314	\$69,544	\$70,796	\$72,070	\$73,367	\$74,688	\$76,032	\$77,401	\$78,794	\$80,212
31	\$68,113	\$69,339	\$70,587	\$71,857	\$73,151	\$74,468	\$75,808	\$77,173	\$78,562	\$79,976	\$81,415
32	\$69,134	\$70,379	\$71,646	\$72,935	\$74,248	\$75,585	\$76,945	\$78,330	\$79,740	\$81,175	\$82,637
33	\$70,171	\$71,435	\$72,720	\$74,029	\$75,362	\$76,718	\$78,099	\$79,505	\$80,936	\$82,393	\$83,876

Adjunct Faculty Rate/Load Unit
 Level 1 \$772
 Level 2 \$794
 Level 3 \$815

Substitute Rate/Hour
 \$ 22

Northland Pioneer College
Hourly Rate 2019-2020 Schedule PROPOSED
Hourly Rate - Nonexempt Staff

Step	Grade >										
	1	2	3	4	5	6	7	8	9	10	11
1	\$ 13.68	\$ 14.04	\$ 14.40	\$ 14.76	\$ 15.12	\$ 15.48	\$ 15.84	\$ 16.20	\$ 16.56	\$ 16.92	\$ 17.28
2	\$ 14.04	\$ 14.40	\$ 14.76	\$ 15.12	\$ 15.48	\$ 15.84	\$ 16.20	\$ 16.56	\$ 16.92	\$ 17.28	\$ 17.64
3	\$ 14.40	\$ 14.76	\$ 15.12	\$ 15.48	\$ 15.84	\$ 16.20	\$ 16.56	\$ 16.92	\$ 17.28	\$ 17.64	\$ 18.00
4	\$ 14.76	\$ 15.12	\$ 15.48	\$ 15.84	\$ 16.20	\$ 16.56	\$ 16.92	\$ 17.28	\$ 17.64	\$ 18.00	\$ 18.36
5	\$ 15.12	\$ 15.48	\$ 15.84	\$ 16.20	\$ 16.56	\$ 16.92	\$ 17.28	\$ 17.64	\$ 18.00	\$ 18.36	\$ 18.72
6	\$ 15.48	\$ 15.84	\$ 16.20	\$ 16.56	\$ 16.92	\$ 17.28	\$ 17.64	\$ 18.00	\$ 18.36	\$ 18.72	\$ 19.08
7	\$ 15.84	\$ 16.20	\$ 16.56	\$ 16.92	\$ 17.28	\$ 17.64	\$ 18.00	\$ 18.36	\$ 18.72	\$ 19.08	\$ 19.44
8	\$ 16.20	\$ 16.56	\$ 16.92	\$ 17.28	\$ 17.64	\$ 18.00	\$ 18.36	\$ 18.72	\$ 19.08	\$ 19.44	\$ 19.80
9	\$ 16.56	\$ 16.92	\$ 17.28	\$ 17.64	\$ 18.00	\$ 18.36	\$ 18.72	\$ 19.08	\$ 19.44	\$ 19.80	\$ 20.16
10	\$ 16.92	\$ 17.28	\$ 17.64	\$ 18.00	\$ 18.36	\$ 18.72	\$ 19.08	\$ 19.44	\$ 19.80	\$ 20.16	\$ 20.52
11	\$ 17.28	\$ 17.64	\$ 18.00	\$ 18.36	\$ 18.72	\$ 19.08	\$ 19.44	\$ 19.80	\$ 20.16	\$ 20.52	\$ 20.88
12	\$ 17.64	\$ 18.00	\$ 18.36	\$ 18.72	\$ 19.08	\$ 19.44	\$ 19.80	\$ 20.16	\$ 20.52	\$ 20.88	\$ 21.24
13	\$ 18.00	\$ 18.36	\$ 18.72	\$ 19.08	\$ 19.44	\$ 19.80	\$ 20.16	\$ 20.52	\$ 20.88	\$ 21.24	\$ 21.60
14	\$ 18.36	\$ 18.72	\$ 19.08	\$ 19.44	\$ 19.80	\$ 20.16	\$ 20.52	\$ 20.88	\$ 21.24	\$ 21.60	\$ 21.96
15	\$ 18.72	\$ 19.08	\$ 19.44	\$ 19.80	\$ 20.16	\$ 20.52	\$ 20.88	\$ 21.24	\$ 21.60	\$ 21.96	\$ 22.32
16	\$ 19.08	\$ 19.44	\$ 19.80	\$ 20.16	\$ 20.52	\$ 20.88	\$ 21.24	\$ 21.60	\$ 21.96	\$ 22.32	\$ 22.68
Level 1											
			Level 2								
						Level 3					

Hourly Rate - Technical and Skilled Craft

Step	Grade >											
	1	2	3	4	5	6	7	8	9	10	11	12
1	\$ 15.59	\$ 15.95	\$ 16.31	\$ 16.67	\$ 17.03	\$ 17.39	\$ 17.75	\$ 18.11	\$ 18.47	\$ 18.83	\$ 19.19	\$ 19.55
2	\$ 15.95	\$ 16.31	\$ 16.67	\$ 17.03	\$ 17.39	\$ 17.75	\$ 18.11	\$ 18.47	\$ 18.83	\$ 19.19	\$ 19.55	\$ 19.91
3	\$ 16.31	\$ 16.67	\$ 17.03	\$ 17.39	\$ 17.75	\$ 18.11	\$ 18.47	\$ 18.83	\$ 19.19	\$ 19.55	\$ 19.91	\$ 20.27
4	\$ 16.67	\$ 17.03	\$ 17.39	\$ 17.75	\$ 18.11	\$ 18.47	\$ 18.83	\$ 19.19	\$ 19.55	\$ 19.91	\$ 20.27	\$ 20.63
5	\$ 17.03	\$ 17.39	\$ 17.75	\$ 18.11	\$ 18.47	\$ 18.83	\$ 19.19	\$ 19.55	\$ 19.91	\$ 20.27	\$ 20.63	\$ 20.99
6	\$ 17.39	\$ 17.75	\$ 18.11	\$ 18.47	\$ 18.83	\$ 19.19	\$ 19.55	\$ 19.91	\$ 20.27	\$ 20.63	\$ 20.99	\$ 21.35
7	\$ 17.75	\$ 18.11	\$ 18.47	\$ 18.83	\$ 19.19	\$ 19.55	\$ 19.91	\$ 20.27	\$ 20.63	\$ 20.99	\$ 21.35	\$ 21.71
8	\$ 18.11	\$ 18.47	\$ 18.83	\$ 19.19	\$ 19.55	\$ 19.91	\$ 20.27	\$ 20.63	\$ 20.99	\$ 21.35	\$ 21.71	\$ 22.07
9	\$ 18.47	\$ 18.83	\$ 19.19	\$ 19.55	\$ 19.91	\$ 20.27	\$ 20.63	\$ 20.99	\$ 21.35	\$ 21.71	\$ 22.07	\$ 22.43
10	\$ 18.83	\$ 19.19	\$ 19.55	\$ 19.91	\$ 20.27	\$ 20.63	\$ 20.99	\$ 21.35	\$ 21.71	\$ 22.07	\$ 22.43	\$ 22.79
11	\$ 19.19	\$ 19.55	\$ 19.91	\$ 20.27	\$ 20.63	\$ 20.99	\$ 21.35	\$ 21.71	\$ 22.07	\$ 22.43	\$ 22.79	\$ 23.15
12	\$ 19.55	\$ 19.91	\$ 20.27	\$ 20.63	\$ 20.99	\$ 21.35	\$ 21.71	\$ 22.07	\$ 22.43	\$ 22.79	\$ 23.15	\$ 23.51
13	\$ 19.91	\$ 20.27	\$ 20.63	\$ 20.99	\$ 21.35	\$ 21.71	\$ 22.07	\$ 22.43	\$ 22.79	\$ 23.15	\$ 23.51	\$ 23.87
14	\$ 20.27	\$ 20.63	\$ 20.99	\$ 21.35	\$ 21.71	\$ 22.07	\$ 22.43	\$ 22.79	\$ 23.15	\$ 23.51	\$ 23.87	\$ 24.23
15	\$ 20.63	\$ 20.99	\$ 21.35	\$ 21.71	\$ 22.07	\$ 22.43	\$ 22.79	\$ 23.15	\$ 23.51	\$ 23.87	\$ 24.23	\$ 24.59
16	\$ 20.99	\$ 21.35	\$ 21.71	\$ 22.07	\$ 22.43	\$ 22.79	\$ 23.15	\$ 23.51	\$ 23.87	\$ 24.23	\$ 24.59	\$ 24.95
Level T1												
				Level T2								
							Level T3					

Northland Pioneer College
Exempt Salary Range Chart 2019-2020 PROPOSED

12 Month Staff		
Group	Base	Max
B2	\$36,893	\$51,649
B1	\$40,039	\$56,107
C3	\$41,063	\$57,486
C2	\$44,964	\$62,949
C1	\$47,855	\$66,997
D3	\$53,394	\$74,750
D2	\$66,841	\$93,580
D1	\$87,013	\$117,469
E2	\$100,292	\$135,130
E1	\$109,905	\$148,372

11 Month Staff		
B2	\$33,346	\$46,685
B1	\$36,191	\$50,666
C3	\$37,114	\$51,959
C2	\$40,641	\$56,896
C1	\$43,255	\$60,556

10 Month Staff		
B2	\$30,508	\$42,709
B1	\$33,108	\$46,351
C3	\$33,954	\$47,537
C2	\$37,179	\$52,052
C1	\$39,572	\$58,584

Positions by Salary Group	
B2	Center Manager
B2	Data Analyst
B2	Financial Aid Systems Technician
B2	Network Support Technician
B2	Procurement Manager
B2	Silver Creek Facilities Coordinator
B2	Sytem Support Technician
B2	Technical Designer/Production Manager
B1	Associate Librarian
B1	Campus Manager
B1	Lead Campus Manager
B1	Payroll Manager
B1	Small Business Analyst
B1	SBDC Client & Events Coordinator
B1	Training Coordinator
C3	Academic Advisor
C3	Academic Advisor and Student Activities Coordinator
C3	Academic Advisor - Apache County
C3	Grant Project Coordinator for GEAR UP
C3	Instructional Support Specialist
C3	Maintenance Supervisor
C3	Manager of Career Services
C2	Assistant Registrar
C2	Assistant to the President
C2	Assistant to the VP for Admin Services
C2	Biology Lab Manager
C2	Grant Accountant
C2	Human Resources Generalist
C2	Manager of Financial Aid Operations
C2	Media Relations Coordinator
C2	Student Account Manager
C1	Accounting Manager
C1	Administrative System Analyst
C1	ADOC Program Coordinator
C1	Adult Ed Special Sites Coord - Dist Learning
C1	Coordinator of High School Programs & Recruiting
C1	Desktop Support Engineer
C1	Disabilities Resource & Access Coordinator
C1	Grant Project Coordinator-Instructor
C1	Institutional Research Analyst
C1	Instructional Support Specialist/C Perkins
C1	Manager of Technical Services
C1	Network & Systems Engineer
C1	System Engineer
D3	Apache County Coordinator
D3	Community and Corporate Learning Coordinator
D3	Coordinator of Administrative Systems & Projects
D3	Director of Library Services
D3	Director of Small Business Development Center
D3	Network & Systems Administrator
D3	Project Director for Title III TALON Grant
D2	Associate Dean of Education and CCP
D2	Construction Manager
D2	Director of Budgets & Payroll
D2	Director of Enrollment Services
D2	Director of Facilities & Vehicles
D2	Director of Human Resources
D2	Director of Institutional Effectiveness
D2	Director of Marketing & Public Relations
D2	Director of Public Safety Education
D2	Director of Student Services
D1	Dean of Arts and Sciences
D1	Dean of Career and Technical Education
D1	Director of Financial Services/Controller
D1	Dean of Nursing & Allied Health
D1	Program Director - NPC Friends & Family
E2	Chief Information Officer, Associate VP
E1	VP for Administrative Services/CBO
E1	Vice President for Learning & Student Services

Northland Pioneer College
2018 - 2019 Faculty Salary Schedule APPROVED

	Grade										
	1	2	3	4	5	6	7	8	9	10	11
1	\$42,102	\$42,860	\$43,631	\$44,417	\$45,216	\$46,030	\$46,859	\$47,702	\$48,561	\$49,435	\$50,325
2	\$42,734	\$43,503	\$44,286	\$45,083	\$45,894	\$46,721	\$47,561	\$48,418	\$49,289	\$50,176	\$51,079
3	\$43,375	\$44,155	\$44,950	\$45,759	\$46,583	\$47,421	\$48,275	\$49,144	\$50,028	\$50,929	\$51,846
4	\$44,025	\$44,818	\$45,624	\$46,446	\$47,282	\$48,133	\$48,999	\$49,881	\$50,779	\$51,693	\$52,623
5	\$44,686	\$45,490	\$46,309	\$47,142	\$47,991	\$48,855	\$49,734	\$50,629	\$51,541	\$52,468	\$53,413
6	\$45,356	\$46,172	\$47,003	\$47,849	\$48,711	\$49,587	\$50,480	\$51,389	\$52,314	\$53,255	\$54,214
7	\$46,036	\$46,865	\$47,708	\$48,567	\$49,441	\$50,331	\$51,237	\$52,160	\$53,098	\$54,054	\$55,027
8	\$46,727	\$47,568	\$48,424	\$49,296	\$50,183	\$51,086	\$52,006	\$52,942	\$53,895	\$54,865	\$55,853
9	\$47,428	\$48,281	\$49,150	\$50,035	\$50,936	\$51,853	\$52,786	\$53,736	\$54,703	\$55,688	\$56,690
10	\$48,139	\$49,006	\$49,888	\$50,786	\$51,700	\$52,630	\$53,578	\$54,542	\$55,524	\$56,523	\$57,541
11	\$48,861	\$49,741	\$50,636	\$51,547	\$52,475	\$53,420	\$54,381	\$55,360	\$56,357	\$57,371	\$58,404
12	\$49,594	\$50,487	\$51,395	\$52,321	\$53,262	\$54,221	\$55,197	\$56,191	\$57,202	\$58,232	\$59,280
13	\$50,338	\$51,244	\$52,166	\$53,105	\$54,061	\$55,034	\$56,025	\$57,033	\$58,060	\$59,105	\$60,169
14	\$51,093	\$52,013	\$52,949	\$53,902	\$54,872	\$55,860	\$56,865	\$57,889	\$58,931	\$59,992	\$61,072
15	\$51,859	\$52,793	\$53,743	\$54,710	\$55,695	\$56,698	\$57,718	\$58,757	\$59,815	\$60,892	\$61,988
16	\$52,637	\$53,585	\$54,549	\$55,531	\$56,531	\$57,548	\$58,584	\$59,639	\$60,712	\$61,805	\$62,917
17	\$53,427	\$54,389	\$55,368	\$56,364	\$57,379	\$58,411	\$59,463	\$60,533	\$61,623	\$62,732	\$63,861
18	\$54,228	\$55,204	\$56,198	\$57,210	\$58,239	\$59,288	\$60,355	\$61,441	\$62,547	\$63,673	\$64,819
19	\$55,042	\$56,032	\$57,041	\$58,068	\$59,113	\$60,177	\$61,260	\$62,363	\$63,485	\$64,628	\$65,791
20	\$55,867	\$56,873	\$57,897	\$58,939	\$60,000	\$61,080	\$62,179	\$63,298	\$64,438	\$65,598	\$66,778
21	\$56,705	\$57,726	\$58,765	\$59,823	\$60,900	\$61,996	\$63,112	\$64,248	\$65,404	\$66,581	\$67,780
22	\$57,556	\$58,592	\$59,647	\$60,720	\$61,813	\$62,926	\$64,058	\$65,211	\$66,385	\$67,580	\$68,797
23	\$58,419	\$59,471	\$60,541	\$61,631	\$62,740	\$63,870	\$65,019	\$66,190	\$67,381	\$68,594	\$69,829
24	\$59,295	\$60,363	\$61,449	\$62,555	\$63,681	\$64,828	\$65,995	\$67,182	\$68,392	\$69,623	\$70,876
25	\$60,185	\$61,268	\$62,371	\$63,494	\$64,637	\$65,800	\$66,985	\$68,190	\$69,418	\$70,667	\$71,939
26	\$61,088	\$62,187	\$63,307	\$64,446	\$65,606	\$66,787	\$67,989	\$69,213	\$70,459	\$71,727	\$73,018
27	\$62,004	\$63,120	\$64,256	\$65,413	\$66,590	\$67,789	\$69,009	\$70,251	\$71,516	\$72,803	\$74,114
28	\$62,934	\$64,067	\$65,220	\$66,394	\$67,589	\$68,806	\$70,044	\$71,305	\$72,589	\$73,895	\$75,225
29	\$63,878	\$65,028	\$66,198	\$67,390	\$68,603	\$69,838	\$71,095	\$72,375	\$73,677	\$75,004	\$76,354
30	\$64,836	\$66,003	\$67,191	\$68,401	\$69,632	\$70,885	\$72,161	\$73,460	\$74,783	\$76,129	\$77,499
31	\$65,809	\$66,993	\$68,199	\$69,427	\$70,677	\$71,949	\$73,244	\$74,562	\$75,904	\$77,271	\$78,661
32	\$66,796	\$67,998	\$69,222	\$70,468	\$71,737	\$73,028	\$74,342	\$75,681	\$77,043	\$78,430	\$79,841
33	\$67,798	\$69,018	\$70,261	\$71,525	\$72,813	\$74,123	\$75,458	\$76,816	\$78,198	\$79,606	\$81,039

Adjunct Faculty Rate/Load Unit

Level 1	\$735
Level 2	\$756
Level 3	\$776

Substitute Rate/Hour

\$ 21

Northland Pioneer College
Hourly Rate 2018-2019 Schedule APPROVED
Hourly Rate - Nonexempt Staff

Grade >												
Step	1	2	3	4	5	6	7	8	9	10	11	
1	\$ 12.91	\$ 13.27	\$ 13.63	\$ 13.99	\$ 14.35	\$ 14.71	\$ 15.07	\$ 15.43	\$ 15.79	\$ 16.15	\$ 16.51	
2	\$ 13.27	\$ 13.63	\$ 13.99	\$ 14.35	\$ 14.71	\$ 15.07	\$ 15.43	\$ 15.79	\$ 16.15	\$ 16.51	\$ 16.87	
3	\$ 13.63	\$ 13.99	\$ 14.35	\$ 14.71	\$ 15.07	\$ 15.43	\$ 15.79	\$ 16.15	\$ 16.51	\$ 16.87	\$ 17.23	
4	\$ 13.99	\$ 14.35	\$ 14.71	\$ 15.07	\$ 15.43	\$ 15.79	\$ 16.15	\$ 16.51	\$ 16.87	\$ 17.23	\$ 17.59	
5	\$ 14.35	\$ 14.71	\$ 15.07	\$ 15.43	\$ 15.79	\$ 16.15	\$ 16.51	\$ 16.87	\$ 17.23	\$ 17.59	\$ 17.95	
6	\$ 14.71	\$ 15.07	\$ 15.43	\$ 15.79	\$ 16.15	\$ 16.51	\$ 16.87	\$ 17.23	\$ 17.59	\$ 17.95	\$ 18.31	
7	\$ 15.07	\$ 15.43	\$ 15.79	\$ 16.15	\$ 16.51	\$ 16.87	\$ 17.23	\$ 17.59	\$ 17.95	\$ 18.31	\$ 18.67	
8	\$ 15.43	\$ 15.79	\$ 16.15	\$ 16.51	\$ 16.87	\$ 17.23	\$ 17.59	\$ 17.95	\$ 18.31	\$ 18.67	\$ 19.03	
9	\$ 15.79	\$ 16.15	\$ 16.51	\$ 16.87	\$ 17.23	\$ 17.59	\$ 17.95	\$ 18.31	\$ 18.67	\$ 19.03	\$ 19.39	
10	\$ 16.15	\$ 16.51	\$ 16.87	\$ 17.23	\$ 17.59	\$ 17.95	\$ 18.31	\$ 18.67	\$ 19.03	\$ 19.39	\$ 19.75	
11	\$ 16.51	\$ 16.87	\$ 17.23	\$ 17.59	\$ 17.95	\$ 18.31	\$ 18.67	\$ 19.03	\$ 19.39	\$ 19.75	\$ 20.11	
12	\$ 16.87	\$ 17.23	\$ 17.59	\$ 17.95	\$ 18.31	\$ 18.67	\$ 19.03	\$ 19.39	\$ 19.75	\$ 20.11	\$ 20.47	
13	\$ 17.23	\$ 17.59	\$ 17.95	\$ 18.31	\$ 18.67	\$ 19.03	\$ 19.39	\$ 19.75	\$ 20.11	\$ 20.47	\$ 20.83	
14	\$ 17.59	\$ 17.95	\$ 18.31	\$ 18.67	\$ 19.03	\$ 19.39	\$ 19.75	\$ 20.11	\$ 20.47	\$ 20.83	\$ 21.19	
15	\$ 17.95	\$ 18.31	\$ 18.67	\$ 19.03	\$ 19.39	\$ 19.75	\$ 20.11	\$ 20.47	\$ 20.83	\$ 21.19	\$ 21.55	
16	\$ 18.31	\$ 18.67	\$ 19.03	\$ 19.39	\$ 19.75	\$ 20.11	\$ 20.47	\$ 20.83	\$ 21.19	\$ 21.55	\$ 21.91	
Level 1												
			Level 2									
						Level 3						

Hourly Rate - Technical and Skilled Craft

Grade >													
Step	1	2	3	4	5	6	7	8	9	10	11	12	
1	\$ 14.75	\$ 15.11	\$ 15.47	\$ 15.83	\$ 16.19	\$ 16.55	\$ 16.91	\$ 17.27	\$ 17.63	\$ 17.99	\$ 18.35	\$ 18.71	
2	\$ 15.11	\$ 15.47	\$ 15.83	\$ 16.19	\$ 16.55	\$ 16.91	\$ 17.27	\$ 17.63	\$ 17.99	\$ 18.35	\$ 18.71	\$ 19.07	
3	\$ 15.47	\$ 15.83	\$ 16.19	\$ 16.55	\$ 16.91	\$ 17.27	\$ 17.63	\$ 17.99	\$ 18.35	\$ 18.71	\$ 19.07	\$ 19.43	
4	\$ 15.83	\$ 16.19	\$ 16.55	\$ 16.91	\$ 17.27	\$ 17.63	\$ 17.99	\$ 18.35	\$ 18.71	\$ 19.07	\$ 19.43	\$ 19.79	
5	\$ 16.19	\$ 16.55	\$ 16.91	\$ 17.27	\$ 17.63	\$ 17.99	\$ 18.35	\$ 18.71	\$ 19.07	\$ 19.43	\$ 19.79	\$ 20.15	
6	\$ 16.55	\$ 16.91	\$ 17.27	\$ 17.63	\$ 17.99	\$ 18.35	\$ 18.71	\$ 19.07	\$ 19.43	\$ 19.79	\$ 20.15	\$ 20.51	
7	\$ 16.91	\$ 17.27	\$ 17.63	\$ 17.99	\$ 18.35	\$ 18.71	\$ 19.07	\$ 19.43	\$ 19.79	\$ 20.15	\$ 20.51	\$ 20.87	
8	\$ 17.27	\$ 17.63	\$ 17.99	\$ 18.35	\$ 18.71	\$ 19.07	\$ 19.43	\$ 19.79	\$ 20.15	\$ 20.51	\$ 20.87	\$ 21.23	
9	\$ 17.63	\$ 17.99	\$ 18.35	\$ 18.71	\$ 19.07	\$ 19.43	\$ 19.79	\$ 20.15	\$ 20.51	\$ 20.87	\$ 21.23	\$ 21.59	
10	\$ 17.99	\$ 18.35	\$ 18.71	\$ 19.07	\$ 19.43	\$ 19.79	\$ 20.15	\$ 20.51	\$ 20.87	\$ 21.23	\$ 21.59	\$ 21.95	
11	\$ 18.35	\$ 18.71	\$ 19.07	\$ 19.43	\$ 19.79	\$ 20.15	\$ 20.51	\$ 20.87	\$ 21.23	\$ 21.59	\$ 21.95	\$ 22.31	
12	\$ 18.71	\$ 19.07	\$ 19.43	\$ 19.79	\$ 20.15	\$ 20.51	\$ 20.87	\$ 21.23	\$ 21.59	\$ 21.95	\$ 22.31	\$ 22.67	
13	\$ 19.07	\$ 19.43	\$ 19.79	\$ 20.15	\$ 20.51	\$ 20.87	\$ 21.23	\$ 21.59	\$ 21.95	\$ 22.31	\$ 22.67	\$ 23.03	
14	\$ 19.43	\$ 19.79	\$ 20.15	\$ 20.51	\$ 20.87	\$ 21.23	\$ 21.59	\$ 21.95	\$ 22.31	\$ 22.67	\$ 23.03	\$ 23.39	
15	\$ 19.79	\$ 20.15	\$ 20.51	\$ 20.87	\$ 21.23	\$ 21.59	\$ 21.95	\$ 22.31	\$ 22.67	\$ 23.03	\$ 23.39	\$ 23.75	
16	\$ 20.15	\$ 20.51	\$ 20.87	\$ 21.23	\$ 21.59	\$ 21.95	\$ 22.31	\$ 22.67	\$ 23.03	\$ 23.39	\$ 23.75	\$ 24.11	
Level T1													
				Level T2									
							Level T3						

Northland Pioneer College
Professional Nonexempt Salary Range Chart 2018-2019 APPROVED

12 Month Staff		
Group	Base	Max
B2	\$35,645	\$49,902
B1	\$38,685	\$54,210
C3	\$39,674	\$55,542
C2	\$43,443	\$60,820
C1	\$46,237	\$64,731

11 Month Staff		
B2	\$32,218	\$45,106
B1	\$34,967	\$48,953
C3	\$35,859	\$50,202
C2	\$39,267	\$54,972
C1	\$41,792	\$58,508

10 Month Staff		
B2	\$29,476	\$41,265
B1	\$31,988	\$44,784
C3	\$32,806	\$45,929
C2	\$35,922	\$50,292
C1	\$38,234	\$56,603

Positions by Salary Group	
B2	Center Manager
B2	Data Analyst
B2	Purchasing Manager
B2	Silver Creek Facilities Coordinator
B1	Associate Librarian
B1	Campus Manager
B1	Payroll Manager
B1	Small Business Analyst
C3	Academic Advisor
C2	Assistant to the President
C2	Assistant to the Chief Business Officer
C2	Biology Lab Manager
C2	Grant Accountant
C2	Student Account Coordinator

Northland Pioneer College
Exempt Salary Range Chart 2018-2019 APPROVED

12 Month Staff		
Group	Base	Max
B2	\$35,645	\$49,902
B1	\$38,685	\$54,210
C3	\$39,674	\$55,542
C2	\$43,443	\$60,820
C1	\$46,237	\$64,731
D3	\$51,588	\$72,222
D2	\$64,581	\$90,415
D1	\$84,071	\$113,497
E2	\$96,900	\$130,560
E1	\$106,188	\$143,355

11 Month Staff		
B2	\$32,218	\$45,106
B1	\$34,967	\$48,953
C3	\$35,859	\$50,202
C2	\$39,267	\$54,972
C1	\$41,792	\$58,508

10 Month Staff		
B2	\$29,476	\$41,265
B1	\$31,988	\$44,784
C3	\$32,806	\$45,929
C2	\$35,922	\$50,292
C1	\$38,234	\$56,603

Positions by Salary Group	
B2	Financial Aid Advisor/Technician
B2	Network Technician
B2	Technical Designer/Production Manager
B1	Small Business Analyst
C3	Maintenance Supervisor
C3	Manager of Career Services
C2	Media Relations Coordinator
C1	Accounting Manager
C1	ADOC Program Coordinator
C1	AE Special Sites Coordinator
C1	Database Administrator
C1	Disabilities Resource & Access Coordinator
C1	High School Programs & Recruitment Coordinator
C1	Institutional Research Analyst
C1	Instructional Support Specialist/C Perkins
C1	Jr. Network and Systems Administrator
C1	Manager of Technical Services
C1	Network Security Coordinator
C1	System Analyst
D3	Apache County Coordinator
D3	Community and Corporate Learning Coordinator
D3	Coordinator of Administrative Services & Projects
D3	Director of Financial Aid
D3	Director of Library Services
D3	Director of Small Business Development Center
D3	Network & Systems Administrator
D2	Associate Dean of Education and CCP
D2	Controller
D2	Director of Enrollment Services
D2	Director of Facilities & Vehicles
D2	Director of Human Resources
D2	Director of Marketing & Public Relations
D2	Director of Public Safety Education
D2	Director of Student Services
D1	Dean of Arts and Sciences
D1	Dean of Career and Technical Education
D1	Dean of Nursing & Allied Health
D1	Director of NPC Friends & Family
E2	Chief Business Officer, Associate VP
E2	Chief Operating Officer, Associate VP
E2	Chief Information Officer, Associate VP
E1	Vice President for Learning & Student Services

NORTHLAND PIONEER COLLEGE

NPC Insurance Costs for Employees

Effective July 1, 2019

Mountain Public Employee Benefits Trust

2019-2020 Contribution Rates

PPO Plan	Medical Insurance Cost	Employer will pay	Employee will pay
Employee only	\$745.00	\$709.00	\$36.00
Employee & Spouse	\$1,492.00	\$709.00	\$783.00
Employee & Child(ren)	\$1,407.00	\$709.00	\$698.00
Employee & Family	\$1,655.00	\$709.00	\$946.00

HDHP Plan *	Medical Insurance Cost	Employer will pay	Employee will pay
Employee only	\$709.00	\$709.00	\$0.00
Employee & Spouse	\$1,285.00	\$709.00	\$576.00
Employee & Child(ren)	\$1,205.00	\$709.00	\$496.00
Employee & Family	\$1,412.00	\$709.00	\$703.00

**For new and existing enrollees in the HDHP, \$1000 will be contributed to the employee Health Savings Account (\$500 in September 2019 and \$500 in January 2020).*

VOLUNTARY DEDUCTIONS – Optional elections for employee.

Delta Dental Insurance	Employee will pay
Employee only	\$46.70
Employee & Spouse	\$64.26
Employee & Child(ren)	\$75.38
Employee & Family	\$126.46

For benefit questions call 1-800-352-6132

Locate a Delta Provider at www.deltadentalaz.com

Avesis Vision Insurance	Employee will pay
Employee only	\$8.05
Employee & Spouse	\$15.13
Employee & Child(ren)	\$16.58
Employee & Family	\$20.93

For benefit questions call 1-800-828-9341

Locate an AVESIS Provider at www.avesis.com



Contribution Rates

ASRS Defined Benefit Plan

The Arizona State Retirement System Defined Benefit Plan is the primary retirement plan for ASRS members and will provide lifelong monthly retirement income.

The plan is tax qualified under section 401(a) of the Internal Revenue Code. It is a "cost sharing" model, meaning both the member and the employer contribute equally. Members are also mandated to participate and contribute to the ASRS Long Term Disability Income Plan.

Contribution rates are actuarially determined and are adjusted annually to ensure the plan remains fiscally sound and able to meet current and future obligations.

There are two portions to the ASRS contribution rate - the Retirement Pension & Health Insurance Benefit, and the Long Term Disability Income Plan. The Pension Plan contribution is a pre-tax deduction, and the Long-Term Disability deduction is post-tax. Tax on pension benefits is deferred until payment is made to the member as a benefit or refund.

For additional rate details, please see the [Employer Contribution Reporting](#) page.

Alternate Contribution Rate - for Retired, Returned to Work Members

For members who retire, then returned to work for an ASRS employer while keeping their monthly pension, an Alternate Contribution Rate (ACR) is required. [Read more on the ACR page.](#)

Fiscal YR 2018 - 2019 (Effective July 1, 2018)

	RETIREMENT PENSION & HEALTH INSURANCE BENEFIT	LONG TERM DISABILITY INCOME PLAN	TOTAL
Employee	11.64%	0.16%	11.80%
Employer	11.64%	0.16%	11.80%

Fiscal YR 2019 - 2020 (Effective July 1, 2019)

	RETIREMENT PENSION & HEALTH INSURANCE BENEFIT	LONG TERM DISABILITY INCOME PLAN	TOTAL
Employee	11.94%	0.17%	12.11%
Employer	11.94%	0.17%	12.11%

Log in to Check Your Balance

By logging in, you can see your contribution history as well as service credit and benefit estimates based on those contributions.



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Alternate Contribution Rate

General Information

Legislation passed in 2011 under Senate Bill 1609 authorizes the ASRS to implement an Alternate Contribution Rate (ACR) to employers who hire ASRS retirees who return to work. The rate will be charged to and remitted to the ASRS by the employer. The purpose of the legislation is to mitigate the potential actuarial impact that retired members who return to work may have on the Trust Fund.

Here is a summary of the provisions now contained in Arizona Revised Statute 38-768.02:

- › Beginning July 1, 2012, requires employers to pay an Alternate Contribution Rate (ACR) for members who return to work in any capacity and in a position ordinarily filled by an employee of the employer.
- › Charges the ACR starting the first day after retirement for a member who reached normal retirement and for a member who is an early retiree working less than 20/20 for as long as that member stays in service and for any future employment periods during which the member does not suspend their benefits and resume active membership.
- › States that the retired member does not accrue credited service, member service (for UORP), account balances, retirement benefits or LTD Program benefits, and the time is not later eligible for service purchase.
- › Requires employers to pay the ACR on behalf of any retiree that it employs regardless of 20/20 status, direct/leasing/contracting arrangement, or whether the retiree satisfied the 12-month break in service without working in a leased or contract arrangement.
- › States that late contributions are subject to interest (8%) and may be recovered in court or by state revenue offsets.
- › Requires employers to submit any reports, data, paperwork, or materials required by the ASRS to determine the function, utilization, efficacy or operation of the return to work program.
- › Includes a Legislative Intent clause that states the purpose of the legislation is to mitigate the potential actuarial impact that retired members who return to work might have on the Trust Fund.

Current ACR Information

Alternate Contribution Rate

Fiscal year 2019-20, effective July 1, 2019: 10.41%

Fiscal year 2018-19, effective July 1, 2018: 10.53%

[ACR Guide](#) - Step-by-step instructions for online alternate contribution rate processing and payment. (Updated March 2018)

[ACR Template](#) - This template is for web-based contribution reporting employers to provide the required ACR data to the ASRS.

Frequently Asked Questions

When is the ACR effective?

The ACR became effective on July 1, 2012 and applies only to wages earned on and after that date. Pay periods which began prior to July 1, 2012 and end on or after July 1, 2012 must be split for ACR purposes. This is only applicable for the initiation of the ACR and is contrary to conventional reporting of active contributions, in which pay periods are not split and one rate is applied to an entire pay period based upon the rate in effect on the Pay Period Ending (PPE) date.

Is there a grandfather clause?

For which ASRS retirees is the ACR applicable?

What is the ACR this year, and how is it determined?

ASRS Return to Work - Violations

- › Clarifies the period for which a member shall repay suspended pensions to the ASRS starts with the date the ASRS notifies the member in writing that their employment violated the statute, the date the ASRS determines the member knew or should have known that their employment violated the statute, or any other time period that approximates the duration of the violation, as determined by the ASRS.
- › Requires an employer that employed a member whose pension was suspended to pay the ASRS the ACR starting with the date the member returned to employment. The employer is required to make the ACR payment through the earlier of:
 - › The date the member terminates employment,
 - › The date the employer begins making the ACR payment required by the new Return to Work statute, or
 - › The date the member resumes active membership in the ASRS.

- + How is the ACR applied?
- + Does the ACR apply to ASRS retirees who are hired to work less than 20 hours per week or less than 20 weeks?
- + What kind of data is collected for ACR payments?
- + What if an employer uses a third party employer for staffing purposes?
- + How are ACR data and payments submitted to ASRS?
- + Can there be multiple files for the same pay period?
- + How frequently is ACR due?
- + Can the employer pass the cost of the contribution required by the ACR on to the employee?