

2020-21 SALARY & WAGE RECOMMENDATION

Recommendation:

Staff recommends adjusting salaries and wages by 2.5% for all eligible faculty, adjunct faculty and exempt employees. Nonexempt (hourly) employees will receive a \$1.00 increase to align with Arizona Minimum wage increase of \$1.00 effective January 1, 2020. The estimated impact to the base salary & wages is \$480,000 with taxes of \$91,000 for a total of \$571,000.

Summary:

Salaries & Wages

The President, faculty and staff (team) developed the salary and wage recommendation collaboratively. The team's initial salary recommendation was 4% but this figure was decreased when the state of Arizona passed a "skinny budget", which excluded nearly \$400,000 that was previously identified as Rural Aid. The salary and wage increase for the upcoming year is equivalent to a cost of living adjustment (COLA) for faculty, adjunct and exempt employees. The two-year average for COLA is 2.2% (2019, 2.8% and 2020, 1.6%); a two-year average is used to convert from a calendar year to a fiscal year. The district strives to set competitive salaries and wages to incentivize employees to do their best for the College and to encourage engagement and loyalty. It also serves as a necessary recruiting tool, which is especially important in rural Arizona. Because of their loyalty to the College and their understanding of the economic downturn related to the COVID-19 pandemic, our staff are supportive of a cost of living adjustment this year.

The recommended 2.5% and \$1.00 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 1.0%.
- Nonexempt – employees will move 1 step \$0.36 (or approximately 1.5%) and wage schedules will be adjusted by increasing the base by \$0.64 (or approximately 2.5%).
- Exempt – employees will receive a 2.5% salary increase that includes adjusting the salary ranges by 1.0%.

Noncontract employees:

- Adjunct Faculty – a 2.5% pool will be established and distributed among levels; new levels are currently under development



Northland Pioneer College

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Note: Adjustments to the base will provide a 1.0% increase for employees who have reached the maximum amount for their position based on the salary schedules. These are known internally as “redlined” employees. The number of redlined employees has declined over the years as employees retire.

Other Changes for the upcoming year:

- Procedure 2739, addressing legal holidays and college closures will be revised to provide all eligible employees two additional days during winter break for a total of five days.
- Procedure 2740, addressing annual leave will be revised to clarify the leave eligibility and to modify the maximum accumulation of leave from 14 months of leave accrual (varies by position and years of service) to a flat 200 hours. The revision will minimize any potential confusion and streamline administrative burden.

Employee Related Expenses

Health Insurance: Mountain Public Employee Benefit Trust has determined that they will make no changes to the medical benefit plan it offers to its members for 2020-21. 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 by 3.1% for a cost of approximately \$60,000 in 2020-21 for existing employees. The employees will see a decrease in children and family coverage under both medical plans.

- NPC will pay \$732 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 April.
- Dental and vision benefits are voluntary benefits and paid solely by the employee electing that coverage. There are no changes in rates for 2020-21.

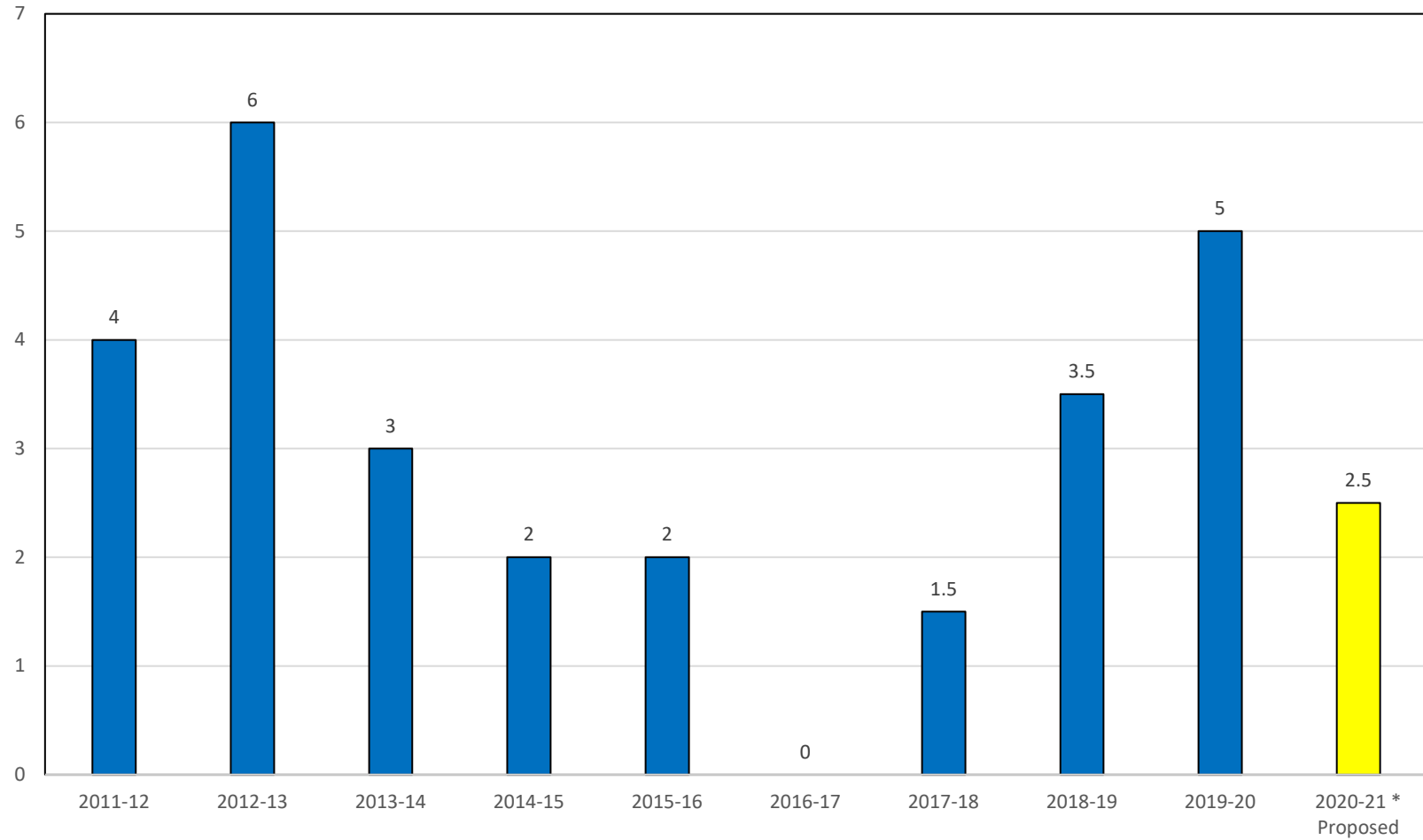
ASRS: Employee and employer ASRS contributions will increase from 12.11% to 12.22%. The Alternate Contribution Rate (ACR) will be applied to all ASRS retirees who are employed under the ASRS Return to Work (RTW) provisions. The ACR is paid by NPC and the rate will decrease from 10.41% to 10.21%. The impact of these changes are expected to be minimal.



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NPC Salary Increase Percentage



FY2020-21 - 2.5% is related to Faculty & Exempt; proposal for Nonexempt employees is \$1.00/hour

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

**Arizona Community College
Preliminary Info
FY2021**

Preliminary Information Subject to Change Until Approved		
County	College	
Cochise	Cochise	Address Compression
		2.5-3%
Coconino	Coconino	Based on classification
Graham	Eastern	1 step
Maricopa	Maricopa	2-3% COLA
Mohave	Mohave	TBD
		2.5% Faculty & Exempt
Navajo	Northland	\$1.00 for Nonexempt
Pima	Pima	TBD
Pinal	Central	No increase
Yavapai	Yavapai	3%
Yuma	Western	2%

Northland Pioneer College
2020-21 Faculty Salary Schedule PROPOSED

Step	Grade										
	1	2	3	4	5	6	7	8	9	10	11
1	\$44,012	\$44,804	\$45,611	\$46,432	\$47,267	\$48,118	\$48,984	\$49,866	\$50,764	\$51,677	\$52,608
2	\$44,672	\$45,476	\$46,295	\$47,128	\$47,976	\$48,840	\$49,719	\$50,614	\$51,525	\$52,453	\$53,397
3	\$45,342	\$46,158	\$46,989	\$47,835	\$48,696	\$49,573	\$50,465	\$51,373	\$52,298	\$53,239	\$54,198
4	\$46,022	\$46,851	\$47,694	\$48,553	\$49,427	\$50,316	\$51,222	\$52,144	\$53,083	\$54,038	\$55,011
5	\$46,713	\$47,554	\$48,410	\$49,281	\$50,168	\$51,071	\$51,990	\$52,926	\$53,879	\$54,849	\$55,836
6	\$47,413	\$48,267	\$49,136	\$50,020	\$50,920	\$51,837	\$52,770	\$53,720	\$54,687	\$55,671	\$56,673
7	\$48,125	\$48,991	\$49,873	\$50,770	\$51,684	\$52,615	\$53,562	\$54,526	\$55,507	\$56,506	\$57,523
8	\$48,846	\$49,726	\$50,621	\$51,532	\$52,460	\$53,404	\$54,365	\$55,344	\$56,340	\$57,354	\$58,386
9	\$49,579	\$50,472	\$51,380	\$52,305	\$53,246	\$54,205	\$55,181	\$56,174	\$57,185	\$58,214	\$59,262
10	\$50,323	\$51,229	\$52,151	\$53,090	\$54,045	\$55,018	\$56,008	\$57,016	\$58,043	\$59,087	\$60,151
11	\$51,078	\$51,997	\$52,933	\$53,886	\$54,856	\$55,843	\$56,848	\$57,872	\$58,913	\$59,974	\$61,053
12	\$51,844	\$52,777	\$53,727	\$54,694	\$55,679	\$56,681	\$57,701	\$58,740	\$59,797	\$60,873	\$61,969
13	\$52,622	\$53,569	\$54,533	\$55,515	\$56,514	\$57,531	\$58,567	\$59,621	\$60,694	\$61,787	\$62,899
14	\$53,411	\$54,372	\$55,351	\$56,347	\$57,362	\$58,394	\$59,445	\$60,515	\$61,604	\$62,713	\$63,842
15	\$54,212	\$55,188	\$56,181	\$57,192	\$58,222	\$59,270	\$60,337	\$61,423	\$62,528	\$63,654	\$64,800
16	\$55,025	\$56,016	\$57,024	\$58,050	\$59,095	\$60,159	\$61,242	\$62,344	\$63,466	\$64,609	\$65,772
17	\$55,851	\$56,856	\$57,879	\$58,921	\$59,982	\$61,061	\$62,160	\$63,279	\$64,418	\$65,578	\$66,758
18	\$56,688	\$57,709	\$58,747	\$59,805	\$60,881	\$61,977	\$63,093	\$64,229	\$65,385	\$66,562	\$67,760
19	\$57,539	\$58,574	\$59,629	\$60,702	\$61,795	\$62,907	\$64,039	\$65,192	\$66,365	\$67,560	\$68,776
20	\$58,402	\$59,453	\$60,523	\$61,613	\$62,722	\$63,851	\$65,000	\$66,170	\$67,361	\$68,573	\$69,808
21	\$59,278	\$60,345	\$61,431	\$62,537	\$63,662	\$64,808	\$65,975	\$67,162	\$68,371	\$69,602	\$70,855
22	\$60,167	\$61,250	\$62,352	\$63,475	\$64,617	\$65,780	\$66,965	\$68,170	\$69,397	\$70,646	\$71,918
23	\$61,069	\$62,169	\$63,288	\$64,427	\$65,587	\$66,767	\$67,969	\$69,192	\$70,438	\$71,706	\$72,996
24	\$61,985	\$63,101	\$64,237	\$65,393	\$66,570	\$67,769	\$68,989	\$70,230	\$71,494	\$72,781	\$74,091
25	\$62,915	\$64,048	\$65,201	\$66,374	\$67,569	\$68,785	\$70,023	\$71,284	\$72,567	\$73,873	\$75,203
26	\$63,859	\$65,008	\$66,179	\$67,370	\$68,582	\$69,817	\$71,074	\$72,353	\$73,655	\$74,981	\$76,331
27	\$64,817	\$65,984	\$67,171	\$68,380	\$69,611	\$70,864	\$72,140	\$73,438	\$74,760	\$76,106	\$77,476
28	\$65,789	\$66,973	\$68,179	\$69,406	\$70,655	\$71,927	\$73,222	\$74,540	\$75,882	\$77,247	\$78,638
29	\$66,776	\$67,978	\$69,202	\$70,447	\$71,715	\$73,006	\$74,320	\$75,658	\$77,020	\$78,406	\$79,817
30	\$67,778	\$68,998	\$70,240	\$71,504	\$72,791	\$74,101	\$75,435	\$76,793	\$78,175	\$79,582	\$81,015
31	\$68,794	\$70,033	\$71,293	\$72,576	\$73,883	\$75,213	\$76,567	\$77,945	\$79,348	\$80,776	\$82,230
32	\$69,826	\$71,083	\$72,363	\$73,665	\$74,991	\$76,341	\$77,715	\$79,114	\$80,538	\$81,988	\$83,463
33	\$70,874	\$72,149	\$73,448	\$74,770	\$76,116	\$77,486	\$78,881	\$80,301	\$81,746	\$83,217	\$84,715

Adjunct Faculty Rate/Load Unit

Level 1	TBD
Level 2	TBD
Level 3	TBD

Substitute Rate/Hour

\$ 23

Northland Pioneer College
Hourly Rate 2020-2021 Schedule PROPOSED
Hourly Rate - Nonexempt Staff

	Grade >											
Step	1	2	3	4	5	6	7	8	9	10	11	
1	\$ 14.32	\$ 14.68	\$ 15.04	\$ 15.40	\$ 15.76	\$ 16.12	\$ 16.48	\$ 16.84	\$ 17.20	\$ 17.56	\$ 17.92	
2	\$ 14.68	\$ 15.04	\$ 15.40	\$ 15.76	\$ 16.12	\$ 16.48	\$ 16.84	\$ 17.20	\$ 17.56	\$ 17.92	\$ 18.28	
3	\$ 15.04	\$ 15.40	\$ 15.76	\$ 16.12	\$ 16.48	\$ 16.84	\$ 17.20	\$ 17.56	\$ 17.92	\$ 18.28	\$ 18.64	
4	\$ 15.40	\$ 15.76	\$ 16.12	\$ 16.48	\$ 16.84	\$ 17.20	\$ 17.56	\$ 17.92	\$ 18.28	\$ 18.64	\$ 19.00	
5	\$ 15.76	\$ 16.12	\$ 16.48	\$ 16.84	\$ 17.20	\$ 17.56	\$ 17.92	\$ 18.28	\$ 18.64	\$ 19.00	\$ 19.36	
6	\$ 16.12	\$ 16.48	\$ 16.84	\$ 17.20	\$ 17.56	\$ 17.92	\$ 18.28	\$ 18.64	\$ 19.00	\$ 19.36	\$ 19.72	
7	\$ 16.48	\$ 16.84	\$ 17.20	\$ 17.56	\$ 17.92	\$ 18.28	\$ 18.64	\$ 19.00	\$ 19.36	\$ 19.72	\$ 20.08	
8	\$ 16.84	\$ 17.20	\$ 17.56	\$ 17.92	\$ 18.28	\$ 18.64	\$ 19.00	\$ 19.36	\$ 19.72	\$ 20.08	\$ 20.44	
9	\$ 17.20	\$ 17.56	\$ 17.92	\$ 18.28	\$ 18.64	\$ 19.00	\$ 19.36	\$ 19.72	\$ 20.08	\$ 20.44	\$ 20.80	
10	\$ 17.56	\$ 17.92	\$ 18.28	\$ 18.64	\$ 19.00	\$ 19.36	\$ 19.72	\$ 20.08	\$ 20.44	\$ 20.80	\$ 21.16	
11	\$ 17.92	\$ 18.28	\$ 18.64	\$ 19.00	\$ 19.36	\$ 19.72	\$ 20.08	\$ 20.44	\$ 20.80	\$ 21.16	\$ 21.52	
12	\$ 18.28	\$ 18.64	\$ 19.00	\$ 19.36	\$ 19.72	\$ 20.08	\$ 20.44	\$ 20.80	\$ 21.16	\$ 21.52	\$ 21.88	
13	\$ 18.64	\$ 19.00	\$ 19.36	\$ 19.72	\$ 20.08	\$ 20.44	\$ 20.80	\$ 21.16	\$ 21.52	\$ 21.88	\$ 22.24	
14	\$ 19.00	\$ 19.36	\$ 19.72	\$ 20.08	\$ 20.44	\$ 20.80	\$ 21.16	\$ 21.52	\$ 21.88	\$ 22.24	\$ 22.60	
15	\$ 19.36	\$ 19.72	\$ 20.08	\$ 20.44	\$ 20.80	\$ 21.16	\$ 21.52	\$ 21.88	\$ 22.24	\$ 22.60	\$ 22.96	
16	\$ 19.72	\$ 20.08	\$ 20.44	\$ 20.80	\$ 21.16	\$ 21.52	\$ 21.88	\$ 22.24	\$ 22.60	\$ 22.96	\$ 23.32	
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	\$ 16.23	\$ 16.59	\$ 16.95	\$ 17.31	\$ 17.67	\$ 18.03	\$ 18.39	\$ 18.75	\$ 19.11	\$ 19.47	\$ 19.83	\$ 20.19
2	\$ 16.59	\$ 16.95	\$ 17.31	\$ 17.67	\$ 18.03	\$ 18.39	\$ 18.75	\$ 19.11	\$ 19.47	\$ 19.83	\$ 20.19	\$ 20.55
3	\$ 16.95	\$ 17.31	\$ 17.67	\$ 18.03	\$ 18.39	\$ 18.75	\$ 19.11	\$ 19.47	\$ 19.83	\$ 20.19	\$ 20.55	\$ 20.91
4	\$ 17.31	\$ 17.67	\$ 18.03	\$ 18.39	\$ 18.75	\$ 19.11	\$ 19.47	\$ 19.83	\$ 20.19	\$ 20.55	\$ 20.91	\$ 21.27
5	\$ 17.67	\$ 18.03	\$ 18.39	\$ 18.75	\$ 19.11	\$ 19.47	\$ 19.83	\$ 20.19	\$ 20.55	\$ 20.91	\$ 21.27	\$ 21.63
6	\$ 18.03	\$ 18.39	\$ 18.75	\$ 19.11	\$ 19.47	\$ 19.83	\$ 20.19	\$ 20.55	\$ 20.91	\$ 21.27	\$ 21.63	\$ 21.99
7	\$ 18.39	\$ 18.75	\$ 19.11	\$ 19.47	\$ 19.83	\$ 20.19	\$ 20.55	\$ 20.91	\$ 21.27	\$ 21.63	\$ 21.99	\$ 22.35
8	\$ 18.75	\$ 19.11	\$ 19.47	\$ 19.83	\$ 20.19	\$ 20.55	\$ 20.91	\$ 21.27	\$ 21.63	\$ 21.99	\$ 22.35	\$ 22.71
9	\$ 19.11	\$ 19.47	\$ 19.83	\$ 20.19	\$ 20.55	\$ 20.91	\$ 21.27	\$ 21.63	\$ 21.99	\$ 22.35	\$ 22.71	\$ 23.07
10	\$ 19.47	\$ 19.83	\$ 20.19	\$ 20.55	\$ 20.91	\$ 21.27	\$ 21.63	\$ 21.99	\$ 22.35	\$ 22.71	\$ 23.07	\$ 23.43
11	\$ 19.83	\$ 20.19	\$ 20.55	\$ 20.91	\$ 21.27	\$ 21.63	\$ 21.99	\$ 22.35	\$ 22.71	\$ 23.07	\$ 23.43	\$ 23.79
12	\$ 20.19	\$ 20.55	\$ 20.91	\$ 21.27	\$ 21.63	\$ 21.99	\$ 22.35	\$ 22.71	\$ 23.07	\$ 23.43	\$ 23.79	\$ 24.15
13	\$ 20.55	\$ 20.91	\$ 21.27	\$ 21.63	\$ 21.99	\$ 22.35	\$ 22.71	\$ 23.07	\$ 23.43	\$ 23.79	\$ 24.15	\$ 24.51
14	\$ 20.91	\$ 21.27	\$ 21.63	\$ 21.99	\$ 22.35	\$ 22.71	\$ 23.07	\$ 23.43	\$ 23.79	\$ 24.15	\$ 24.51	\$ 24.87
15	\$ 21.27	\$ 21.63	\$ 21.99	\$ 22.35	\$ 22.71	\$ 23.07	\$ 23.43	\$ 23.79	\$ 24.15	\$ 24.51	\$ 24.87	\$ 25.23
16	\$ 21.63	\$ 21.99	\$ 22.35	\$ 22.71	\$ 23.07	\$ 23.43	\$ 23.79	\$ 24.15	\$ 24.51	\$ 24.87	\$ 25.23	\$ 25.59
Level T1												
				Level T2								
							Level T3					

Northland Pioneer College
Exempt Salary Range Chart 2020-2021 PROPOSED

12 Month Staff		
Group	Base	Max
B2	\$37,262	\$52,165
B1	\$40,439	\$56,668
C3	\$41,474	\$58,061
C2	\$45,414	\$63,578
C1	\$48,334	\$67,667
D3	\$53,928	\$75,498
D2	\$67,509	\$94,516
D1	\$87,883	\$118,644
E2	\$101,295	\$136,481
E1	\$111,004	\$149,856

11 Month Staff		
B2	\$33,679	\$47,152
B1	\$36,553	\$51,173
C3	\$37,485	\$52,479
C2	\$41,047	\$57,465
C1	\$43,688	\$61,162

10 Month Staff		
B2	\$30,813	\$43,136
B1	\$33,439	\$46,815
C3	\$34,294	\$48,012
C2	\$37,551	\$52,573
C1	\$39,968	\$59,170

Positions by Salary Group	
B2	Center Manager
B2	Data Analyst
B2	Graphic Design & Digital Media Specialist
B2	Network Support Technician
B2	Senior Financial Aid Specialist
B2	SBDC Program Coordinator
B2	Sytem Support Technician
B2	Technical Designer/Production Manager
B1	Associate Librarian
B1	Campus Manager
B1	Lead Campus Manager
B1	Network Technician
B1	Small Business Analyst
B1	Training Coordinator
C3	Academic Advisor
C3	Academic Advisor and Student Activities Coordinator
C3	Academic Advisor - Apache County
C3	Early Childhood Learning Collaborative Coordinator
C3	Maintenance Supervisor
C3	Manager of Career Services
C3	Procurement Manager
C2	Accounting Manager
C2	Assistant Registrar
C2	Assistant to the President
C2	Assistant to the VP for Admin Services
C2	Assistant to the VP for Learning & Student Services
C2	Grant Accountant
C2	Human Resource Generalist
C2	Manager of Emergency Services & Public Safety
C2	Manager of Financial Aid Operations
C2	Media Relations Coordinator
C2	Science Lab Manager
C2	Student Account Manager
C1	Administrative System Analyst
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	Network & Systems Engineer
C1	Systems Engineer
D3	Apache County Coordinator
D3	Coordinator of Technical Services
D3	Database Analyst
D3	Director of Budget & Payroll
D2	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 Enrollment Services
D2	Director of Facilities & Vehicles
D2	Director of Institutional Effectiveness
D2	Director of Marketing & Public Relations
D2	Director of Nursing & Allied Health
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 Instruction & Innovation
D1	Director of Financial Services/Controller
D1	Director of Information Services/CIO
D1	Program Director - NPC Friends & Family
E2	Assoc VP/Chief Human Resources Officer
E1	VP for Learning & Student Services
E1	VP for Administrative Services/CFO

Northland Pioneer College
2019 - 2020 Faculty Salary Schedule APPROVED

	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 APPROVED
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 APPROVED

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
D2	Director of Budgets & Payroll
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 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

NPC Insurance Costs for Employees

Effective July 1, 2020

Mountain Public Employee Benefits Trust

2020-2021 Contribution Rates

PPO Plan	Medical Insurance Cost	Employer will pay	Employee will pay (per month)	Employee will pay (per payperiod)
Employee only	\$777.00	\$732.00	\$45.00	\$22.50
Employee & Spouse	\$1,476.00	\$732.00	\$744.00	\$372.00
Employee & Child(ren)	\$1,320.00	\$732.00	\$588.00	\$294.00
Employee & Family	\$1,554.00	\$732.00	\$822.00	\$411.00

HDHP Plan *	Medical Insurance Cost	Employer will pay	Employee will pay (per month)	Employee will pay (per payperiod)
Employee only	\$732.00	\$732.00	\$0.00	\$0.00
Employee & Spouse	\$1,316.00	\$732.00	\$584.00	\$292.00
Employee & Child(ren)	\$1,186.00	\$732.00	\$454.00	\$227.00
Employee & Family	\$1,381.00	\$732.00	\$649.00	\$324.50

**For new and existing enrollees in the HDHP, \$1000 will be contributed to the employee Health Savings Account (\$500 in September 2020 and \$500 in January 2021).*

VOLUNTARY DEDUCTIONS – Optional elections for employee.

Delta Dental Insurance	Employee will pay (per month)
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 (per month)
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

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Contribution Rates

ASRS Defined Benefit Plan

The Arizona State Retirement System Defined Benefit Plan provides for lifelong monthly retirement income for qualified members.

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.

[myASRS Login](#)**Was this page helpful?:**

Average: 4.1 (112 votes)

Fiscal Year 2019-20. 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%

Fiscal Year 2020-21. Effective July 1, 2020

	RETIREMENT PENSION & HEALTH INSURANCE BENEFIT	LONG TERM DISABILITY INCOME PLAN	TOTAL
Employee	12.04%	0.18%	12.22%
Employer	12.04%	0.18%	12.22%

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.

For more than 50 years, the Arizona State Retirement System has provided retirement security to Arizona's public servants, including teachers, municipal workers and other government employees. The ASRS proudly serves more than a half-million members, including more than 100,000 retired members.

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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 38-766.02:

Effective August 27, 2019, an amendment to this statute provides that an employer is not required to pay alternate contributions if the retired member is working in a position that is currently filled by another employee who is actively contributing to the ASRS. This means if an active member employee is on paid leave (and therefore actively contributing to the ASRS), and the employer hires a retired member to fill in during the active member's paid leave, then the employer is not required to pay ACR for the retired member. For further information please refer to the Employer Manual Chapter 6 page 11.

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 (7.5%) 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

Current ACR Information

Alternate Contribution Rate

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

Fiscal year 2020-21, effective July 1, 2020: 10.21%

[ACR Guide](#) - Step-by-step instructions for online alternate contribution rate processing and payment. (Updated March 2016)

[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?

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?

to work might have on the Trust Fund.

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.

Was this page helpful?:

Average: 3.8 (31 votes)

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?

About Us

For more than 50 years, the Arizona State Retirement System has provided retirement security to Arizona's public servants, including teachers, municipal workers and other government employees. The ASRS proudly serves more than a half-million members, including more than 100,000 retired members.

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