

2021-2022 SALARY & WAGE RECOMMENDATION

Recommendation:

Staff recommends increasing salaries and wages by 5% for all eligible employees for an estimate of \$859,000 and adding new positions/adjustments for an estimate of \$425,000. The total estimated impact is \$1,284,000 including benefits/taxes.

Summary:

Salaries & Wages

The President, Chief Human Resource Officer, Faculty Association and the Classified Administrative Staff Organization developed the salary and wage recommendation collaboratively. The salary and wage increase for the upcoming year takes into consideration inflation and increases in retirement and medical costs. However, the most important factor considered in proposing this rate is the dedication and loyalty of our employees. NPC employees went above and beyond in adapting to new modes of operations due to the pandemic. This meant faculty had to make quick curriculum changes to move from live classes to on-line classes with many challenges to overcome, but staying focused on the needs of our students. It also required all employees to adhere to new safety protocols to keep employees and students safe. NPC employees have been working remotely for the past year from their homes, setting up offices and incurring higher costs to work from home. The disruption of the pandemic continues to be an enormous burden, but our employees continue to help our students achieve their academic goals. Further, this increase helps the college to remain competitive in retaining and attracting high caliber employees to our rural communities.

The recommended 5% would be applied as follows.

Contract employees:

- Faculty – employees will move 2 steps (approximately 3%) and the salary schedule will be adjusted by increasing the base by 2%.
- Nonexempt – employees will move 2 steps (approximately 3%) and wage schedules will be adjusted by increasing the base by 2%.
- Exempt – employees will receive a 5% salary increase that includes adjusting the salary ranges by 2%.

Noncontract employees:



Northland Pioneer College

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- Adjunct Faculty – the salary schedule will be adjusted by increasing the base by 2%.

Note: Adjustments to the base will provide a 2% 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.

New Positions & Adjustments

Based on increased demand and operational changes new full-time positions are being added and several positions require adjustments. The new positions include three faculty members (1 in welding and 2 in Nursing) and two staff positions (1 in Maintenance and 1 Office Clerk). The adjustments include moving some positions from part-time to full-time and increasing the salary range for the incoming president.

Employee Related Expenses

Health Insurance: Mountain Public Employee Benefit Trust will continue to offer a High Deductible Health Plan (HDHP) and a PPO plan. The final cost sheets for dental, medical and vision costs are not yet available, but health coverage is expected to increase approximately 3.5%. NPC pays all or nearly all of the health insurance for each employee and the employee is responsible for coverage for their family. Dental and vision benefits are voluntary benefits and paid solely by the employee electing coverage for themselves and their family.

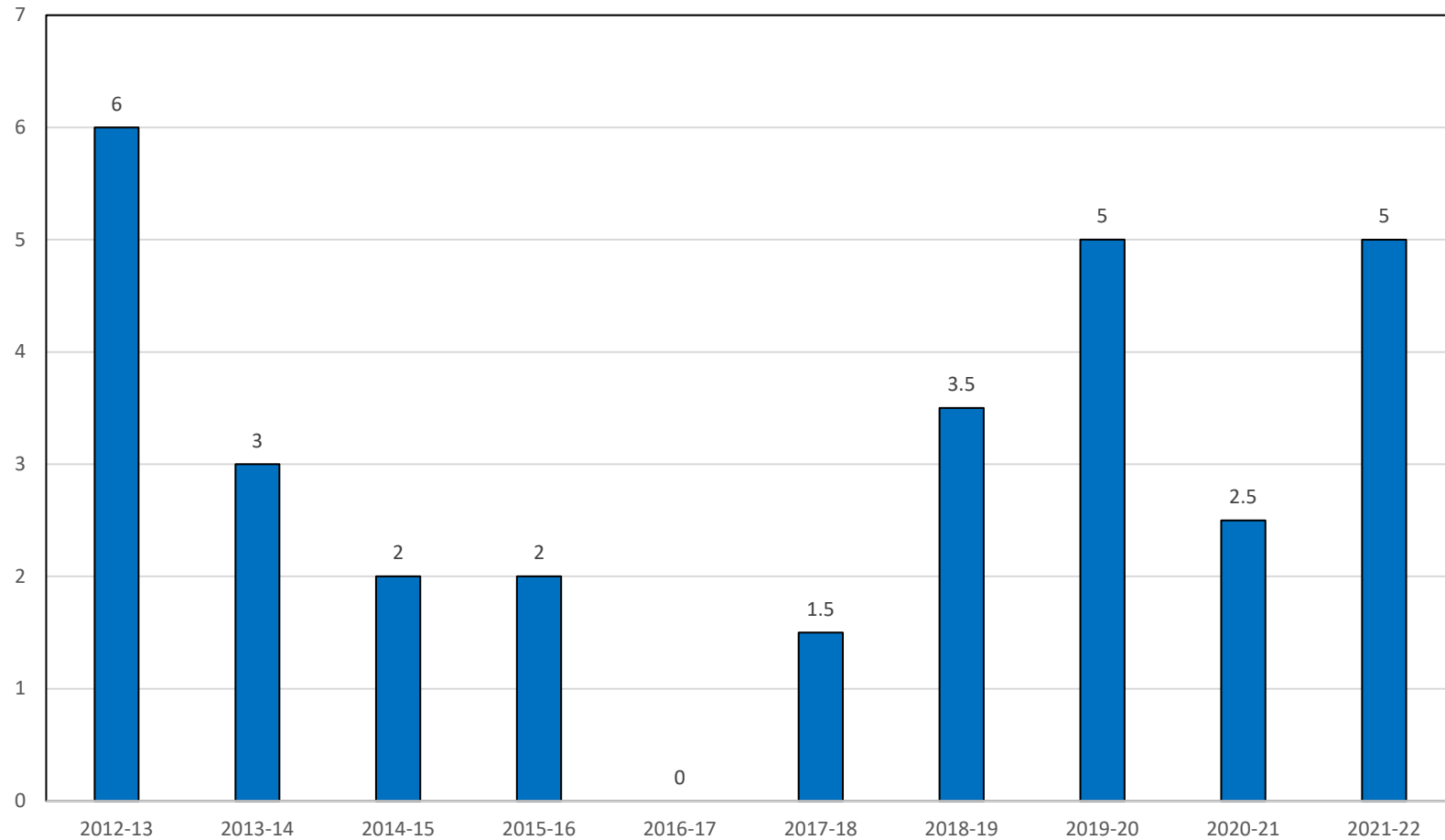
ASRS: Employee and employer ASRS contributions will increase from 12.22% to 12.41. The Alternate Contribution Rate (ACR) will be applied to all ASRS retirees who are employed under the ASRS Return to Work (RTW) provisions. The ACR is paid by NPC and the rate will increase from 10.21% to 10.22%. The impact of these changes is minimal, under \$10,000.



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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 on Salaries & Wages
FY2122

Preliminary Information Subject to Change Until

County	College	Approved
Cochise	Cochise	Possible increase of 2.5%
		Approved 1.6% increase for faculty and a flat \$1000 increase for staff/administration. Medical increase of approximately 3% will be covered by College.
Coconino	Coconino	
Graham	Eastern	No compensation increase
		Proposing a 4% increase retroactive to January 1, 2021. Currently doing a market study of employee classification which may increase salaries for certain employee groups.
Maricopa	Maricopa	
Mohave	Mohave	TBD - College may pick up increases in benefit costs.
Pima	Pima	Possible increase of 2% to 3%
		No salary increases; provided two Covid payouts during the year and may do another next year
Pinal	Central	
Yavapai	Yavapai	Proposing increase of 3%
		Proposing increase of 2% unless employee is making less than \$50k/year, then increase is 3%
Yuma	Western	

Northland Pioneer College
Proposed 2021-22 Faculty Salary Schedule

Step	Grade										
	1	2	3	4	5	6	7	8	9	10	11
1	\$44,892	\$45,700	\$46,523	\$47,360	\$48,213	\$49,080	\$49,964	\$50,863	\$51,779	\$52,711	\$53,660
2	\$46,476	\$47,386	\$48,311	\$49,250	\$50,203	\$51,171	\$52,153	\$53,150	\$54,163	\$55,191	\$56,234
3	\$48,116	\$49,081	\$50,061	\$51,056	\$52,066	\$53,091	\$54,131	\$55,186	\$56,256	\$57,341	\$58,441
4	\$49,815	\$50,818	\$51,837	\$52,871	\$53,920	\$54,984	\$56,063	\$57,157	\$58,266	\$59,390	\$60,528
5	\$51,573	\$52,604	\$53,647	\$54,702	\$55,771	\$56,854	\$57,951	\$59,063	\$60,190	\$61,332	\$62,488
6	\$53,394	\$54,452	\$55,521	\$56,601	\$57,692	\$58,804	\$59,937	\$61,091	\$62,256	\$63,432	\$64,619
7	\$55,279	\$56,357	\$57,446	\$58,546	\$59,657	\$60,779	\$61,912	\$63,066	\$64,231	\$65,407	\$66,594
8	\$57,230	\$58,328	\$59,437	\$60,556	\$61,685	\$62,824	\$63,973	\$65,132	\$66,301	\$67,480	\$68,669
9	\$59,250	\$60,368	\$61,496	\$62,634	\$63,782	\$64,940	\$66,108	\$67,286	\$68,474	\$69,672	\$70,880
10	\$61,342	\$62,479	\$63,626	\$64,783	\$65,950	\$67,126	\$68,312	\$69,508	\$70,714	\$71,930	\$73,156
11	\$63,507	\$64,673	\$65,848	\$67,033	\$68,227	\$69,430	\$70,642	\$71,863	\$73,094	\$74,334	\$75,583
12	\$65,749	\$66,944	\$68,148	\$69,361	\$70,583	\$71,814	\$73,054	\$74,303	\$75,561	\$76,828	\$78,104
13	\$68,070	\$69,293	\$70,525	\$71,766	\$73,015	\$74,273	\$75,540	\$76,816	\$78,101	\$79,395	\$80,698
14	\$69,091	\$70,342	\$71,599	\$72,863	\$74,134	\$75,411	\$76,694	\$77,985	\$79,284	\$80,591	\$81,906
15	\$70,473	\$71,743	\$73,019	\$74,301	\$75,588	\$76,881	\$78,180	\$79,485	\$80,796	\$82,113	\$83,436
16	\$72,902	\$74,191	\$75,486	\$76,787	\$78,093	\$79,404	\$80,720	\$82,041	\$83,367	\$84,698	\$86,034
17	\$75,476	\$76,784	\$78,097	\$79,415	\$80,738	\$82,066	\$83,399	\$84,737	\$86,080	\$87,428	\$88,781
18	\$78,140	\$79,477	\$80,819	\$82,166	\$83,518	\$84,875	\$86,237	\$87,603	\$88,974	\$90,349	\$91,728
19	\$79,312	\$80,668	\$82,029	\$83,395	\$84,766	\$86,141	\$87,520	\$88,903	\$90,291	\$91,683	\$93,079
20	\$80,898	\$82,273	\$83,653	\$85,037	\$86,426	\$87,819	\$89,217	\$90,619	\$92,025	\$93,435	\$94,848
21	\$83,753	\$85,156	\$86,563	\$87,974	\$89,389	\$90,808	\$92,231	\$93,657	\$95,086	\$96,518	\$97,953
22	\$86,709	\$88,141	\$89,577	\$91,017	\$92,461	\$93,909	\$95,361	\$96,816	\$98,274	\$99,735	\$101,199
23	\$89,770	\$91,221	\$92,675	\$94,133	\$95,594	\$97,058	\$98,525	\$100,005	\$101,487	\$102,971	\$104,458
24	\$92,939	\$94,409	\$95,882	\$97,358	\$98,837	\$100,318	\$101,801	\$103,287	\$104,775	\$106,265	\$107,757
25	\$96,220	\$97,709	\$99,201	\$100,695	\$102,191	\$103,689	\$105,189	\$106,691	\$108,195	\$109,701	\$111,208
26	\$99,616	\$101,124	\$102,635	\$104,148	\$105,663	\$107,180	\$108,699	\$110,219	\$111,741	\$113,264	\$114,788
27	\$103,132	\$104,659	\$106,189	\$107,721	\$109,255	\$110,791	\$112,328	\$113,867	\$115,407	\$116,948	\$118,490
28	\$106,773	\$108,319	\$109,868	\$111,419	\$112,971	\$114,525	\$116,080	\$117,636	\$119,193	\$120,751	\$122,310
29	\$110,543	\$112,099	\$113,657	\$115,216	\$116,777	\$118,339	\$119,901	\$121,464	\$123,028	\$124,593	\$126,158
30	\$114,445	\$116,011	\$117,579	\$119,148	\$120,718	\$122,289	\$123,860	\$125,432	\$127,005	\$128,578	\$130,151
31	\$118,485	\$120,061	\$121,638	\$123,216	\$124,794	\$126,373	\$127,952	\$129,531	\$131,111	\$132,691	\$134,271
32	\$122,667	\$124,253	\$125,840	\$127,427	\$129,014	\$130,601	\$132,188	\$133,775	\$135,362	\$136,949	\$138,535
33	\$126,997	\$128,593	\$130,189	\$131,785	\$133,381	\$134,977	\$136,573	\$138,169	\$139,765	\$141,361	\$142,956

Adjunct Faculty Rate/Load Unit

Level 1	\$791
Level 2	\$816
Level 3	\$867

Substitute Rate/Hour

\$ 27

Northland Pioneer College
Proposed Hourly Rate 2021-2022 Schedule

Step	Grade >											
	1	2	3	4	5	6	7	8	9	10	11	
1	\$ 14.79	\$ 15.15	\$ 15.51	\$ 15.87	\$ 16.23	\$ 16.59	\$ 16.95	\$ 17.31	\$ 17.67	\$ 18.03	\$ 18.39	
2	\$ 15.15	\$ 15.51	\$ 15.87	\$ 16.23	\$ 16.59	\$ 16.95	\$ 17.31	\$ 17.67	\$ 18.03	\$ 18.39	\$ 18.75	
3	\$ 15.51	\$ 15.87	\$ 16.23	\$ 16.59	\$ 16.95	\$ 17.31	\$ 17.67	\$ 18.03	\$ 18.39	\$ 18.75	\$ 19.11	
4	\$ 15.87	\$ 16.23	\$ 16.59	\$ 16.95	\$ 17.31	\$ 17.67	\$ 18.03	\$ 18.39	\$ 18.75	\$ 19.11	\$ 19.47	
5	\$ 16.23	\$ 16.59	\$ 16.95	\$ 17.31	\$ 17.67	\$ 18.03	\$ 18.39	\$ 18.75	\$ 19.11	\$ 19.47	\$ 19.83	
6	\$ 16.59	\$ 16.95	\$ 17.31	\$ 17.67	\$ 18.03	\$ 18.39	\$ 18.75	\$ 19.11	\$ 19.47	\$ 19.83	\$ 20.19	
7	\$ 16.95	\$ 17.31	\$ 17.67	\$ 18.03	\$ 18.39	\$ 18.75	\$ 19.11	\$ 19.47	\$ 19.83	\$ 20.19	\$ 20.55	
8	\$ 17.31	\$ 17.67	\$ 18.03	\$ 18.39	\$ 18.75	\$ 19.11	\$ 19.47	\$ 19.83	\$ 20.19	\$ 20.55	\$ 20.91	
9	\$ 17.67	\$ 18.03	\$ 18.39	\$ 18.75	\$ 19.11	\$ 19.47	\$ 19.83	\$ 20.19	\$ 20.55	\$ 20.91	\$ 21.27	
10	\$ 18.03	\$ 18.39	\$ 18.75	\$ 19.11	\$ 19.47	\$ 19.83	\$ 20.19	\$ 20.55	\$ 20.91	\$ 21.27	\$ 21.63	
11	\$ 18.39	\$ 18.75	\$ 19.11	\$ 19.47	\$ 19.83	\$ 20.19	\$ 20.55	\$ 20.91	\$ 21.27	\$ 21.63	\$ 21.99	
12	\$ 18.75	\$ 19.11	\$ 19.47	\$ 19.83	\$ 20.19	\$ 20.55	\$ 20.91	\$ 21.27	\$ 21.63	\$ 21.99	\$ 22.35	
13	\$ 19.11	\$ 19.47	\$ 19.83	\$ 20.19	\$ 20.55	\$ 20.91	\$ 21.27	\$ 21.63	\$ 21.99	\$ 22.35	\$ 22.71	
14	\$ 19.47	\$ 19.83	\$ 20.19	\$ 20.55	\$ 20.91	\$ 21.27	\$ 21.63	\$ 21.99	\$ 22.35	\$ 22.71	\$ 23.07	
15	\$ 19.83	\$ 20.19	\$ 20.55	\$ 20.91	\$ 21.27	\$ 21.63	\$ 21.99	\$ 22.35	\$ 22.71	\$ 23.07	\$ 23.43	
16	\$ 20.19	\$ 20.55	\$ 20.91	\$ 21.27	\$ 21.63	\$ 21.99	\$ 22.35	\$ 22.71	\$ 23.07	\$ 23.43	\$ 23.79	
	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	\$ 16.74	\$ 17.10	\$ 17.46	\$ 17.82	\$ 18.18	\$ 18.54	\$ 18.90	\$ 19.26	\$ 19.62	\$ 19.98	\$ 20.34	\$ 20.70
2	\$ 17.10	\$ 17.46	\$ 17.82	\$ 18.18	\$ 18.54	\$ 18.90	\$ 19.26	\$ 19.62	\$ 19.98	\$ 20.34	\$ 20.70	\$ 21.06
3	\$ 17.46	\$ 17.82	\$ 18.18	\$ 18.54	\$ 18.90	\$ 19.26	\$ 19.62	\$ 19.98	\$ 20.34	\$ 20.70	\$ 21.06	\$ 21.42
4	\$ 17.82	\$ 18.18	\$ 18.54	\$ 18.90	\$ 19.26	\$ 19.62	\$ 19.98	\$ 20.34	\$ 20.70	\$ 21.06	\$ 21.42	\$ 21.78
5	\$ 18.18	\$ 18.54	\$ 18.90	\$ 19.26	\$ 19.62	\$ 19.98	\$ 20.34	\$ 20.70	\$ 21.06	\$ 21.42	\$ 21.78	\$ 22.14
6	\$ 18.54	\$ 18.90	\$ 19.26	\$ 19.62	\$ 19.98	\$ 20.34	\$ 20.70	\$ 21.06	\$ 21.42	\$ 21.78	\$ 22.14	\$ 22.50
7	\$ 18.90	\$ 19.26	\$ 19.62	\$ 19.98	\$ 20.34	\$ 20.70	\$ 21.06	\$ 21.42	\$ 21.78	\$ 22.14	\$ 22.50	\$ 22.86
8	\$ 19.26	\$ 19.62	\$ 19.98	\$ 20.34	\$ 20.70	\$ 21.06	\$ 21.42	\$ 21.78	\$ 22.14	\$ 22.50	\$ 22.86	\$ 23.22
9	\$ 19.62	\$ 19.98	\$ 20.34	\$ 20.70	\$ 21.06	\$ 21.42	\$ 21.78	\$ 22.14	\$ 22.50	\$ 22.86	\$ 23.22	\$ 23.58
10	\$ 19.98	\$ 20.34	\$ 20.70	\$ 21.06	\$ 21.42	\$ 21.78	\$ 22.14	\$ 22.50	\$ 22.86	\$ 23.22	\$ 23.58	\$ 23.94
11	\$ 20.34	\$ 20.70	\$ 21.06	\$ 21.42	\$ 21.78	\$ 22.14	\$ 22.50	\$ 22.86	\$ 23.22	\$ 23.58	\$ 23.94	\$ 24.30
12	\$ 20.70	\$ 21.06	\$ 21.42	\$ 21.78	\$ 22.14	\$ 22.50	\$ 22.86	\$ 23.22	\$ 23.58	\$ 23.94	\$ 24.30	\$ 24.66
13	\$ 21.06	\$ 21.42	\$ 21.78	\$ 22.14	\$ 22.50	\$ 22.86	\$ 23.22	\$ 23.58	\$ 23.94	\$ 24.30	\$ 24.66	\$ 25.02
14	\$ 21.42	\$ 21.78	\$ 22.14	\$ 22.50	\$ 22.86	\$ 23.22	\$ 23.58	\$ 23.94	\$ 24.30	\$ 24.66	\$ 25.02	\$ 25.38
15	\$ 21.78	\$ 22.14	\$ 22.50	\$ 22.86	\$ 23.22	\$ 23.58	\$ 23.94	\$ 24.30	\$ 24.66	\$ 25.02	\$ 25.38	\$ 25.74
16	\$ 22.14	\$ 22.50	\$ 22.86	\$ 23.22	\$ 23.58	\$ 23.94	\$ 24.30	\$ 24.66	\$ 25.02	\$ 25.38	\$ 25.74	\$ 26.10
Level T1				Level T2			Level T3					

Northland Pioneer College
Proposed Exempt Salary Range Chart 2021-2022

12 Month Staff		
Group	Base	Max
B2	\$38,007	\$53,208
B1	\$41,248	\$57,801
C3	\$42,303	\$59,222
C2	\$46,322	\$64,850
C1	\$49,301	\$69,020
D3	\$55,007	\$77,008
D2	\$68,859	\$96,406
D1	\$89,641	\$121,017
E2	\$103,321	\$139,211
E1	\$113,224	\$152,853

11 Month Staff		
B2	\$34,353	\$48,095
B1	\$37,284	\$52,196
C3	\$38,235	\$53,529
C2	\$41,868	\$58,614
C1	\$44,562	\$62,385

10 Month Staff		
B2	\$31,429	\$43,999
B1	\$34,108	\$47,751
C3	\$34,980	\$48,972
C2	\$38,302	\$53,624
C1	\$40,767	\$60,353

Positions by Salary Group	
B2	Center Manager
B2	Community Recruiter North
B2	Community Recruiter South
B2	Data Analyst
B2	Graphic Design & Digital Media Specialist
B2	Interim Financial Aid Systems Technician
B2	Network Support Technician
B2	SBDC Program Coordinator
B2	Senior Financial Aid Specialist
B2	System Support Technician
B2	Technical Designer/Production Manager
B1	Associate Librarian
B1	Campus Manager
B1	Network Technician
B1	Small Business Analyst
C3	Academic Advisor
C3	Academic Advisor - Apache County
C3	Early Childhood Learning Collaborative Coordinator
C3	Early College Advisor
C3	Maintenance Supervisor
C3	Manager of Career Services
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	Manager of Emergency Services & Public Safety (PT)
C2	Manager of Financial Aid Operations
C2	Media Relations Coordinator
C2	Science Lab Manager
C2	Student Account Manager
C1	Administrative System Analyst
C1	Desktop Support Engineer
C1	Disabilities Resource & Access Coordinator
C1	Early College Program Coordinator
C1	Grant Project Coordinator-Instructor
C1	Human Resource Generalist
C1	Institutional Research Analyst
C1	Lead Campus Manager
C1	Network & Systems Engineer
C1	Procurement Manager
C1	Systems Engineer
D3	Apache County Coordinator
D3	Coordinator of Technical Services
D3	Database Analyst
D3	Director of Budget & Payroll
D2	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	Construction Manager
D2	Director of Facilities & Vehicles
D2	Director of Institutional Effectiveness
D2	Director of Marketing & Public Relations
D2	Director of Public Safety Education
D2	Director of Student Services/ Registrar
D1	Dean of Arts and Sciences
D1	Dean of Career and Technical Education
D1	Dean of Instructional Innovation
D1	Dean of Nursing & Allied Health
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	Interim VP for Learning & Student Services
E1	VP for Administrative Services/CFO

Northland Pioneer College
2020-21 Faculty Salary Schedule APPROVED 04-14-20

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	\$775
Level 2	\$800
Level 3	\$850

Substitute Rate/Hour

\$ 26

Northland Pioneer College
Hourly Rate 2020-2021 Schedule APPROVED 04-14-20
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 APPROVED 04-14-20

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

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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 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

Current ACR Information

Alternate Contribution Rate

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

Fiscal year 2021-22, effective July 1, 2021: 10.22%

[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.

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?

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?

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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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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 also participate and contribute to the ASRS Long Term Disability Income Plan, which provides benefits for actively contributing members.

Contribution rates as a percent of pay are actuarially determined and 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.

Contribution Rates

Fiscal Year 2020-21. Effective July 1, 2020

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

Fiscal Year 2021-22. Effective July 1, 2021

	PENSION & HEALTH INSURANCE BENEFIT	LONG TERM DISABILITY INCOME PLAN	TOTAL
Employee	12.22%	0.19%	12.41%
Employer	12.22%	0.19%	12.41%

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.

Log in to Check Your Balance

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

[myASRS Login](#)

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