Broome County SUNY BROOME

Adopted BUDGET FY 2018 - 2019

SUNY Broome 2018-19 Budget Adopted Table of Contents

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2018-2019 Officials

SUNY Broome Officials

Dr. Kevin E. Drumm

Dr. Francis L. Battisti

Michael J. Sullivan Dr. Carol Ross

President

Executive Vice President & Chief Academic Officer Vice President for Administrative & Financial Affairs

Vice President for Student Development &

Chief Diversity Officer

Jesse Wells

Executive Enrollment Management Officer

SUNY Broome Board of Trustees

Marc Newman

Chairperson

Anthony Paniccia

Vice Chairperson

George F. Akel, Jr.

Sharon Ball

Margaret Coffey

Kathy Connerton

James Orband

Nicholas G. Serafini, Jr.

Orion Barber

Student Trustee

Broome County Legislature

Steven J. Flagg	1 st District	Ronald J. Keibel	9 th District
Scott D. Baker	2 nd District	Cynthia L. O'Brien	10 th District
Kelly F. Wildoner	3 rd District	Ron Heebner	11 th District
Daniel D. Reynolds	4 th District	Michael P. Sopchak	12 th District
Daniel J. Reynolds	5 th District, Chairman	Bob Weslar	13 th District
Greg W. Baldwin	6 th District	Mary A. Kaminsky	14 th District
Matthew J. Pasquale	7 th District	Mark R. Whalen	15 th District
Jason E. Shaw	8 th District		

SUNY Broome Community College Organizational Chart

SUNY Broome Board of Trustees

Diversity

College President

Shared Governance Councils

Academic

Science, Technologies, Engineering, and Mathematics (STEM)

Biology

Chemistry

Computer Sciences

Engineering Technologies

Engineering Science and Physics

Mathematics

Physical Sciences

Liberal Arts

Art and Design

Communication and Media Arts

English

Foreign Language, Speech and ESL

History, Philosophy and Social Sciences

Liberal Arts/Individual Studies

Music

Performing Arts & Theater

Physical Education & Sports Studies

Psychology and Human Services

Teacher/Early Childhood Education

Health Sciences

Clinical Laboratory Technologies

Dental Hygiene

Health Information Technology

Medical Assisting/Individual Studies

Nursing

Physical Therapist Assistant

Radiologic Technology

Business and Public Services

Accounting

Business Administration

Business Information Technology

Casino Management Criminal Justice

EMT/Paramedic

Event Management

Financial Services

Fire Protection Technology

Homeland Security

Hotel Restaurant Management

International Business

Marketing Management Sales

Office Administration

Paralegal

Sports Management

Academic Support

Academic Advising

Applied Learning & Careers

Counseling

Associate Vice President and Deans

Distance Education

Early College

Educational Opportunity Program

Executive VP / CAO Office

Learning Assistance

Library

Outreach sites

Professional Development

Student Success Squad

Teaching Resource Center

Governance, Finance, Facilities, & Support

Governance

Board of Trustees

President's Office

Shared Governance

Strategic Planning

Finances

Accounts Payable

Budget

Copy Center

Finance

Financial Aid

Fixed Asset & Inventory Management

Pavroll

Purchasing

Student Accounts

VPAFA Office

Facilities

Capital Project Management

Custodial Services

Facilities Planning

Facilities Improvement

Ice Center

Plant operation and maintenance

Utilities

Support

Alumni Affairs

Employee Wellness

General Institutional Expenses

Human Resources

Mail Room

Purchasing

Retiree benefits

Institutional Effectiveness

Institutional Reporting and Analytics

Assessment

Enrollment Management

Enrollment Planning

Fast Forward (High School Programming)

Early College

Marketing & Communications -Social Media Cooridination

-Web Development

-Media Relations

-Graphic Design -Video and Event Production

Enrollment Services

-Registrar

-Placement Asessment

-Enrollment Processing

Admissions

-Recruiting

-Admissions Counseling

-International Admissions

-Study Abroad

Information Technology

Academic Computing

Technology Services

-Instructional Technology Support

Network/Telecommunications

Student and Economic Development

Child Care Services

Continuing Education and Workforce Development

Entrepreneurship/Small Business

International Education

Open Enrollment Programs

Post Associate Degree Programs and

Partnership Programs

Workforce Development

Dean of Students

Athletics

Student Activities

Student housing liaison

Health and Safety

Public Safety

Records Management

Student Health Services Sponsored Programs

Intro No.	3	34		
Date	5	17	18	
Reviewed by Co. Attorney		di	0	
Data		4	21/2	

RESOLUTION BROOME COUNTY LEGISLATURE BINGHAMTON, NEW YORK

Permanent No. 2018-178
Date Adopted 5/17/2018
Effective Date 5/27/18

Sponsored by:

Finance and Economic Development, Education & Culture Committees

Seconded by:

Hon. Michael P. Sopchak

RESOLUTION ADOPTING THE BUDGET FOR SUNY BROOME COMMUNITY COLLEGE FOR 2018-2019

WHEREAS, the Broome County Legislature is required to approve the College's annual unrestricted operating budget, and

WHEREAS, such approval must state the total unrestricted appropriations, sponsor contribution and fiscal year for which the operating budget is approved, and

WHEREAS, the Finance Committee of the County Legislature recommends approval of the total budget and sponsor contribution as presented, now, therefore, be it

RESOLVED, that the unrestricted operating budget for SUNY Broome Community College for the fiscal year September 1, 2018 through August 31, 2019, in the sum of \$56,445,038 be approved, and be it

FURTHER RESOLVED, that the Sponsor Contribution for SUNY Broome for the College fiscal year September 1, 2018 through August 31, 2019, in the sum of \$7,334,046 be approved, and be it

FURTHER RESOLVED, that SUNY Broome Community College's operating budget be submitted to the State University Board of Trustee's for approval.

COUNTY OF BROOME) ss.: STATE OF NEW YORK)

I, the undersigned, Clerk of the Legislature of the County of Broome, DO HEREBY CERTIFY that the above is an original resolution of such Legislature duly adopted on the 17th day of May. 2018, by a majority of the members elected to the Legislature of said County at a regular meeting of said Legislature.

I FURTHER CERTIFY that at the time said resolution was adopted said Legislature was comprised of fifteen members.

,2018

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the corporate seal of said Legislature this 18th day of May, 2018.

Date sent to County Executive: May 18, 2018

5/21

Date

County Executive

ounty Executive

Clerk, County Legislature County of Broome



Office of the Broome County Executive Jason T. Garnar, County Executive

April 20th, 2018

Honorable Members Broome County Legislature Governmental Plaza Binghamton, New York 13902

Ladies and Gentlemen:

I respectfully submit the following recommended 2018-19 SUNY Broome budget for your review.

I am in full support of education, and appreciate the efforts of SUNY Broome Community College. I would express this by recommending the proposed increase in County support. However, my ability to do so is limited by scarce resources and increasing interest rates on our debt service. Therefore, I have recommended County support of \$7,334,045. This is 1% or \$72,614 increase over 2017-18 budget, and equates to 13% of the overall SUNY Broome proposed budget.

The 2018-19 budget anticipates enrollment to decline 2.4%. This would be a 3.1% decrease from actual enrollment from 2016-17 academic year.

The SUNY Broome proposed tuition increase by 2.95% equates to \$68 a semester.

SUNY Broome issued 1,274 degree in 2016-17 with 71% being awarded to Broome County residents, additionally there were 8,500 registration in non-credit continuing education and workforce development courses.

This moderate recommended increase is necessary to maintain the quality of education, retain and facilitate student success, fund benefit costs and allow facility maintenance at the College.

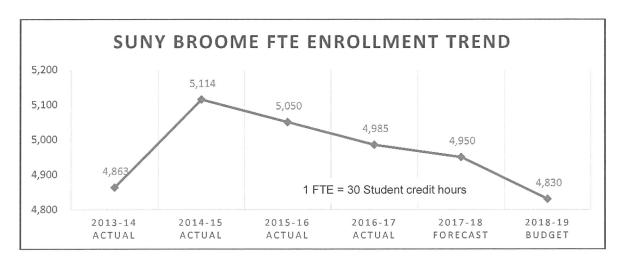
Sincerely,

Jason T. Garnar County Executive

2018-19 Broome Community College Adopted Operating Budget

	2017-18	2018-19	2018-19 budget	2018-19 additional	2018-19	6	2018-19	2018-19			
	Adopted Budget	proposed by College	proposed by College	changes recommended	budget recommended	it nded	Adopted Change	Adopted Budget	dget		
ASSUMPTIONS:											2017-18 Actual
Student enrollment FTE	5,002	(172)	\$ 4,830	. ↔	\$	4,830	(172)	↔	4,830	-3% E	Enrollment 4,950
EXPENSES:									ა 	% Change	%Budget
Personnel	\$ 31,400,000	\$ 1,430,000	\$ 32,830,000	. ↔	\$ 32,830,000	\$ 000'(1,430,000	\$ 32,830,000	000,	4.6%	58.2%
Fringe benefits	\$ 14,800,000	\$ 122,559	\$ 14,922,559		\$ 14,922,559	3,559	122,559	\$ 14,922,559	,559	%8.0	26.4%
Equipment	\$ 400,000	\$ 95,000	\$ 495,000	· · · · · · · · · · · · · · · · · · ·	\$ 495	495,000 \$	95,000	\$ 495	495,000	23.8%	%6.0
Contractual expenses	\$ 8,112,000	\$ 85,479	\$ 8,197,479	·	\$ 8,197	8,197,479 \$	85,479	\$ 8,197,479	,479	1.1%	14.5%
Total expenses	\$54,712,000	\$1,733,038	\$ 56,445,038	0\$	\$ 56,445,038	,038	\$1,733,038	\$ 56,445,038	,038	3.2%	100.0%
REVENUES:									13A63410063459.09439.9959.9949		
Tuition	\$ 23,218,529	\$ (198,051)	\$ 23,020,478		\$ 23,020,478	,478 \$	(198,051)	\$ 23,020,478		%6:0-	40.8%
Out of state fuition	\$ 1,600,000	\$ 150,000	\$ 1,750,000	. ⇔	\$ 1,750	1,750,000 \$	150,000	\$ 1,750,000	000,	9.4%	3.1%
State aid	\$ 13,970,488	\$ 88,875	\$ 14,059,363		\$ 14,059,363	363 \$	88,875	\$ 14,059,363	,363	%9:0	24.9%
Broome County (sponsor)	\$ 7,261,431	\$ 145,229	\$ 7,406,660	\$ (72,614)	\$ 7,334	7,334,046 \$	72,615	\$ 7,334,046	,046	1.0%	13.0%
Chargebacks to other counties	\$ 4,013,447	\$ 1,149,095	\$ 5,162,542	. ↔	\$ 5,162,542	.,542 \$	1,149,095	\$ 5,162,542		28.6%	9.1%
Miscellaneous revenues	\$ 4,648,105	\$ 397,890	\$ 5,045,995	\$ 72,614	\$ 5,118,609	\$ 609'8	470,504	\$ 5,118,609		10.1%	9.1%
Fund balance appropriation	. ↔	. ↔	· •	€	€	٠	1	€	#	#DIV/0i	%0:0
Total revenues	\$ 54,712,000	\$ 1,733,038	\$ 56,445,038	(0) \$	\$ 56,445,038	\$,038	1,733,038	\$ 56,445,038	,038	3.2%	100.0%

SUNY Broome FTE Enrollment Trend



- 2018-19 FTE enrollment has been budgeted to decline by 2.4% to 4,830 FTEs compared to the 2017-18 enrollment forecast of 4,950 FTEs
- Proposed 2018-19 FTE enrollment represents a 3.1% decline from the prior year's 2016-17 actual FTE enrollment level

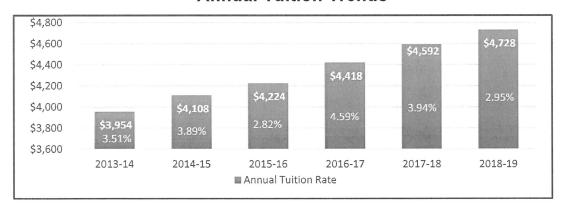
Tuition Planned to Increase By 2.95% - \$68 a Semester

In a period of enrollment decline and less-than-favorable state aid support, a tuition increase will be essential for SUNY Broome to maintain its high level of excellence. SUNY Broome's proposed tuition is \$4,728 for the 2018-19 academic year.

Under New York State regulations, tuition may fund more than one-third of the budget only if the sponsor (Broome County Government) *maintains effort* – meaning that it contributes at least as much in total to the operating budget when enrollments are level or increasing, and per resident FTE when they are not.

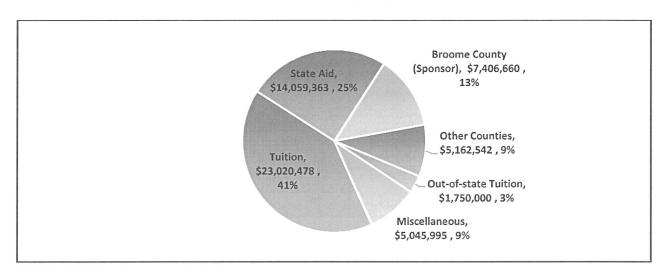
Tuition and fees are set by the SUNY Broome Board of Trustees and approved by the SUNY Board of Trustees.

Annual Tuition Trends



• Tuition is proposed to increase by 2.95%. Tuition increases have averaged 3.96%

Revenue Highlights

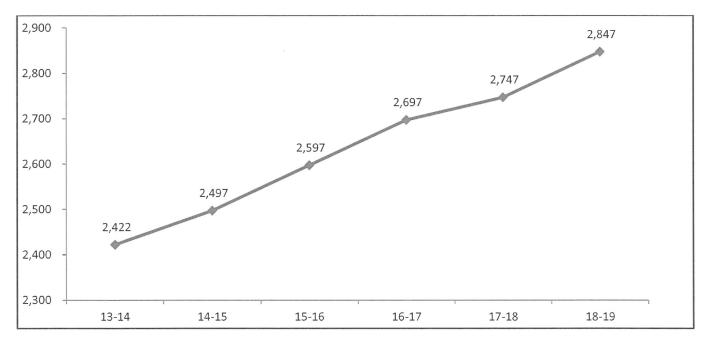


- Student Tuition represents 41% of the total 2018-19 operating revenue
- Other Counties and Out-of-State represents another 12% of revenue

State Aid Estimated to Increase \$100 (3.64%) Per Student FTE

State aid is estimated to increase by \$100 (3.64%) per full-time equivalent (FTE) student for 2018-19 to \$2,847. This will provide an additional \$483,000 in state aid revenues, which will be significantly offset by the 3.1% student enrollment decline.

State Aid per Student FTE*



^{* 1} FTE = 30 student credit hours

Requested Increase of 2% Broome County Sponsor Share

The 2018-19 operating budget includes a 2% requested increase in Broome County support. This requested financial support is essential for maintaining quality instruction and support services for SUNY Broome students.

Br	oon	ne County Op	era	ting Budg	et Support		Broome (County	/ Capital:	Support	Total
Fiscal Vear		Amount		Increase	% Change	% Budget	Debt Service		: Capital	Net Broome	Amount
2013-14 Actual 2014-15 Actual 2015-16 Actual		Amount		mereuse	70 change	Funded by	Payments	Cha	rgeback	County Capital	
2013-14 Actual	\$	6,978,776	\$	136,839	2%	13.8%	\$ 1,063,596	\$	(364,500)	\$ 699,096	\$ 7,636,001
2014-15 Actual		6,978,776		-0-	0%	13.3%	1,539,134		(483,325)	1,055,809	8,017,985
2015-16 Actual		7,118,352		139,576	2%	13.2%	1,570,761		(505,161)	1,065,600	8,289,117
2016-17 Actual		7,189,536		71,184	1%	13.3%	1,542,064		(535,630)	1,006,434	8,195,970
2017-18 Estimate		7,261,431		71,895	1%	13.1%	2,289,235		(529,000)	1,760,235	9,021,666
2018-19 Proposed		7.406.660		145,229	2%	13.1%	2,375,000		(500,000)	1,875,000	9,281,660

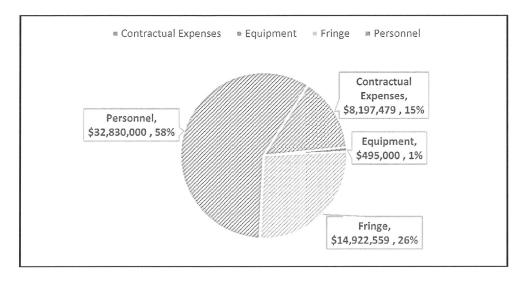
Chargebacks to Other NYS Counties

The chargeback budget for 2018-19 has increased compared to prior years due to a smaller impact of the Excelsior Scholarship program. It is expected, out-of-county student enrollment trends will continue to increase for the 2018-19 budget year.

Miscellaneous Revenues & Fees Budgeted to Increase

Student fees are proposed to increase by approximately \$425,000 for three fees: (1) technology fee which is necessary for additional technology investments including classroom equipment, computer hardware, computer software, and other recurring technology costs; (2) distance learning fee to fund additional and higher staffing costs associated with online courses which have doubled during the past decade; and (3) transportation fee for additional capital investments for equipment and repairs to the College's roads and parking lot infrastructure.

Expense Highlights



- SUNY Broome Community College 2018-19 Budget reflects a 1.2% increase in total expenses compared to the 2017-18 budget forecast. The budget includes funding for salary and wage increases for the three labor agreements.
- Furniture, Furnishings and Equipment (FF&E) is budgeted for \$495,000, which is slightly more than 2017-18 spending levels. Contractual expenses, inclusive of utilities, supplies and maintenance costs, are also budgeted above 2017-18 spending levels. Campus facility maintenance, capital project improvements and repairs continue to be a high priority to extend the useful life of approximately \$50 million of fixed assets.
- Personnel and fringe benefits comprise 84% of the 2018-19 operating budget.

SUNY Broome Spending Comparison

SUNY Broome spending continues to be student-focused, with approximately one-half (50%) of operating costs invested directly into instruction. Instructional costs include personnel (labor), fringe benefits, contractual expenses, and equipment costs. As a percentage of operating costs, SUNY Broome invests more in the instructional areas than two-thirds of all other SUNY community colleges. For non-instructional costs, the college ranks 25th in spending out of 30 community colleges, which is very efficient.

Spending Level	Instruction
High	54%
SUNY Broome	50%
Rank/30	8th Highest
Average	45%
Low	35%

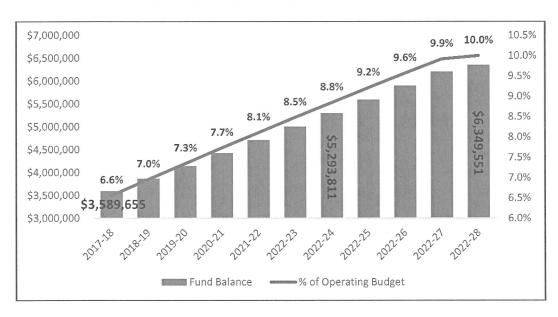
Spending Level	Non-Instruction
High	21%
Average	9%
SUNY Broome	6%
Rank/30	5th Lowest
Low	5%

Fund Balance Trend

Year	Fund Balance	Fund Balance as % of Operating Budget
2012/13 Actual	\$3,099,243	7.1%
 2013/14 Actual	2,775,307	5.7%
2014/15 Actual	3,903,753	7.5%
2015/16 Actual	3,466,639	6.6%
2016/17 Actual	3,589,655	6.7%

- The appropriation of fund balance for 2018-19 is budgeted at \$-0-. The College is forecasting a balanced budget for the 2017-18 fiscal year.
- New York State Education Code 602.1d requires the fund balance to be "maintained at a level consistent with sound cash management procedures." A fiscally sound fund balance is recommended by SUNY and GASB to fall within a range of 5% to 15%. SUNY Broome's 2016-17 audited financial statements reflects a fund balance at approximately 6.7%, which is in the low range of the SUNY/GASB benchmark.

SUNY Broome Fund Balance Plan



To establish a fund balance at the mid-range level of 10% of the SUNY/GASB benchmark, it
would necessitate an approximate one-half percent (1/2%) surplus each year (i.e. \$275,000
on average) for the next ten years

SUNY Broome Operating Budget Review and Approval Process

There are four governing bodies which review and approve the SUNY Broome operating budget, in accordance with New York State and SUNY regulations:

Broome County Government Approves total appropriation of the budget and the County's

contribution

New York State Government Approves state aid, per student FTE

government services, student enrollment FTE, and full-time

position count

SUNY Board of Trustees Approves budget, tuition and fees, and state aid

Profile of SUNY Broome Students and Graduates for 2016-17

- 1,274 degrees awarded with 894 graduates (71%) from Broome County
- 346 Business & Public Services, 367 Health Sciences, 414 Liberal Arts and 147 STEM graduates
- 57 registered associate degrees and 18 certificate programs offered
- More than 8,500 registrations in non-credit continuing education and workforce development courses
- 36% of the local high school graduates attend SUNY Broome
- 59% students are Broome County residents, 37% are from other New York counties and 4% are from outof-state, including international students from 16 different countries.
- 27% students are younger than 18, 45% are 18-21, 16% are 22-29, and 12% are 30 years or older
- 55% students are female, 45% male
- 12,086 student registrations in 890 fully online sections in the last academic year, 2016-17
- 1,735 high school students were enrolled in 72 Fast Forward college courses offered at 22 partnering schools, a 12.5% increase from last year.
- 9,375 students (unduplicated) were enrolled in credit courses in 2016-17, including Fast Forward (1,655) and Early College (61) programs.
- 2,420 registrants in 136 "blended" online/classroom sections last year
- 191 Certified Excelsior Scholarship Students for Fall 2017
- 3,245 Pell recipients for the 2016-17 academic year, this represents approximately 62% of all SUNY Broome degree seeking students
- More than 47,000 alumni

SUNY Broome Community College Full-Time Regular Positions

403 full-time positions are approved 2017-18. 25 (6.2%) - 10 teaching and 15 non-teaching are vacant.

Full-time regular positions are approved by the College Board of Trustees

Title	Unit	Grade	2016-17	2017-18	2018-19
Counselor	Faculty	8	2	2	2
Librarian	Faculty	8	1	0	0
Professor	Faculty	8	52	54	54
Applied Learning & Career Specialist	Faculty	7A	1	1	1
Programmer Analyst II	Faculty	7A	5	5	5
Senior Instructional Designer	Faculty	7	1	1	1
Systems Analyst	Faculty	7A	2	2	2
Associate Counselor -12	Faculty	6A	1	1	1
Associate Librarian -12	Faculty	6A	1	1	1
Associate Professor	Faculty	6	47	51	51
Clinical Nursing Skills Center Instructional Specialist II	Faculty	5	1	1	1
Clinical Radiologic Tech Instructional Specialist	Faculty	5A	2	2	2
Instructional Designer	Faculty	5A	2	2	2
Network Telecommunications Specialist	Faculty	5A	1	1	1
Staff Associate	Faculty	5	1	1	1
Staff Associate -12	Faculty	5A	7	8	8
Staff Associate - Special Events-12	Faculty	5A	1	1	1
Staff Associate - Web & Graphic Design-12	Faculty	5A	1	1	1
Learning Disabilities Specialist -12	Faculty	5A	1	1	1
Learning Disabilities Specialist -10	Faculty	5	0	1	1
Learning Specialist - 12	Faculty	5A	1	1	1
Learning Specialist	Faculty	5	3	3	3
Assistant Counselor -12	Faculty	4A	1	1 '	1
Assistant Counselor	Faculty	4	1	1	1
Assistant Librarian	Faculty	4	1	1	1
Assistant Librarian -12	Faculty	4A	1	1	1
Assistant Professor	Faculty	4	54	46	46
Clinical Nursing Skills Center Instructional Specialist I	Faculty	4	1	1	1
Academic Advisor	Faculty	3A	7	7	7
Instructor	Faculty	3	3	3	3
Staff Librarian-12	Faculty	3A	1	1	1
Technical Assistant II	Faculty	2	3	3	3
Technical Assistant IIA - 12	Faculty	2A	13	12	12
Director of Campus Operations	Guild	13	1	0	0
Director of Enrollment Services	Guild	12	1	1	1
Director Continuing Education & Workforce Development	Guild	11	1	1	1
Director of Financial Aid	Guild	11	1	1	1
Director of Health and Safety	Guild	11	1	1	1
Director of Information Technology	Guild	11	1	1	1
Director of LRC and LAD	Guild	10	1	1	1
Director of Networking / Telecommunications	Guild	9	1	1	1
Director of Admissions	Guild	9	1	1	1
Director of Athletics	Guild	9	1	1	1
Director of Ice Center	Guild	9	1	1	1
Director of Student Activities	Guild	9	1	1	1
Assistant Director Administrative Information Systems	Guild	8	1	1	1
Assistant Director Technology Services	Guild	7	1	1	1

SUNY Broome Community College Full-Time Regular Positions

403 full-time positions are approved 2017-18. 25 (6.2%) - 10 teaching and 15 non-teaching are vacant.

Full-time regular positions are approved by the College Board of Trustees

Full-titile regular positions are approved by					
Director of International Education	Guild	8	1	1	1
Director of Sponsored Programs	Guild	7	1	1	1
Director of Educational Opportunity Program	Guild	7	1	1	1
Assistant Director Public Safety	Guild	7	1	1	1
Assistant Director of Security & Health	Guild	7	1	1	1
Assistant Registrar	Guild	6	1	1	1
Bursar	Guild	6	1	1	1
Assistant Controller	Guild	6	1	1	1
Assistant Director of Network/Telecommunications	Guild	6	1	1	1
Assistant to Director of Campus Operations for Custodial Services	Guild	6	1	1	1
Assistant to Director of Campus Operations for Physical Plant	Guild	6	1	1	1
Assistant to Director of Campus Operations for Technical Services	Guild	6	1	1	1
Assistant Director of Financial Aid - Operations	Guild	6	1	1	1
Assistant Director of Financial Aid - Veteran's Affairs	Guild	6	1	1	1
Resource/Compliance Officer	Guild	6	1	1	1
Assistant Director Ice Center	Guild	5	1	1	1
Assistant Bursar	Guild	4	1	1	1
Assistant Director of Athletics	Guild	4	1	1	1
Assistant Director of Admissions / International Student Services	Guild	4	1	1	1
Senior Staff Assistant	Guild	3	1	3	3
Staff Assistant	Guild	3	9	8	8
Stall / looktant	Mgmt		Ü		
President	Conf	15	1	1	1
	Mgmt				
Executive Vice President and Chief Academic Officer	Conf	14	1	1	1
	Mgmt				
Vice President for Administrative and Financial Affairs	Conf	14	1	1	1
	Mgmt	40			4
Vice President for Student Development & Chief Diversity Officer	Conf	13	1	1	1
Associate VP & Controller	Mgmt Conf	12	1	1	1
Associate VP & Controller	Mgmt	12	1	1	1
Associate VP and Dean	Conf	10	4	4	4
7.0300 date VI and Bear	Mgmt				•
Associate VP Student Development & Dean of Students	Conf	11	0	1	1
	Mgmt				
Executive Enrollment Management Officer	Conf	10	1	1	1
	Mgmt				
Dean of Institutional Effectiveness & Enrollment Planning	Conf	11	1	1	1
	Mgmt	0	4	4	4
Human Resources Officer	Conf	6	1	1	1
Human Basauraca Specialist	Mgmt Conf	6	1	1	1
Human Resources Specialist	Mgmt	0		1	ı
Sr Associate to the EVP & CAO	Conf	5	1	1	1
of Addodate to the EVI & OAG	Mgmt	_		,	,
Budget & Institutional Effectivness Specialist	Conf	5	1	1	1
Ŭ	Mgmt				
Personnel Specialist	Conf	4	1	1	1

SUNY Broome Community College Full-Time Regular Positions

403 full-time positions are approved 2017-18. 25 (6.2%) - 10 teaching and 15 non-teaching are vacant.

Full-time regular positions are approved by the College Board of Trustees

	Conf	Doard Or 11			
Secretary to the President	Clerical	17	1	1	1
,	Conf				
Benefits Assistant	Clerical	16	1	1	1
	Conf				
Secretary	Clerical	15	4	5	5
Personnel Assistant	Conf Clerical	11	4	4	4
Electrician	ESPA	23	1	1	1
Plumber	ESPA	23	1	1	1
Purchasing Agent	ESPA	20	1	1	1
Campus Peace Officer	ESPA	20 19A	1	1	1
Senior Accountant	ESPA	19A 18	6	6	6
Payroll Supervisor	ESPA	17	1	2	2
•			1	1	1
Accountant (County)	ESPA ESPA	16 16	1	1	2
Office Manager	ESPA	16 13	4	4	4
Campus Safety Officer			2	2	2
Principal Account Clerk	ESPA	13	1	1	2
Secretary Series Publication Contact Wedge	ESPA	13	15	15	15
Senior Duplicating Center Worker	ESPA	13	1	1	1
Senior Maintenance Mechanic	ESPA	13	1	1	1
Stenographic Secretary	ESPA	13	4	4	4
Student Accounts Specialist	ESPA	13	4	4	4
Custodial Supervisor	ESPA	11	1	1	1
Senior Recorder	ESPA	11	2	2	2
Maintenance Mechanic	ESPA	10	5	5	5
Painter	ESPA	10	1	1	1
Courier	ESPA	9	2	2	2
Recorder	ESPA	9	2	2	2
Senior Account Clerk	ESPA	9	7	9	11
Student Records Specialist	ESPA	9	9	9	10
Keyboard Specialist	ESPA	8	4	3	3
Senior Clerk	ESPA	8	2	2	2
Account Clerk	ESPA	7	1	0	1
Duplicating Center Worker	ESPA	7	2	2	2
Maintenance Worker	ESPA	7	5	5	7
Custodial Worker	ESPA	6	26	26	28
Library Clerk	ESPA	6	3	3	3
Total full-time positions			402	403	413

[&]quot;A" denotes 12 month position in Faculty