

## **Special Meeting**

Tuesday, May 27, 2025 6:00 PM

Ambler Board Room, 1801 N. Cottonwood, Iola, KS 66749

1. **Call to order and establish quorum**
2. **Approval of Agenda**
3. **Consent Agenda**
4. **2025 Budget Amendment**
5. **Soccer Field Discussion**
6. **Arnold Group Study**
7. **Upcoming Meetings:**
8. **Adjournment**

Allen County Community College  
Direct Payment Bills Presented for Ratification  
From 04/01/2025 thru 04/30/2025

| <u>Date Paid</u> | <u>Vendor Name</u>        | <u>Fund</u> | <u>Center</u> | <u>Account</u>                       | <u>Amount</u>       |
|------------------|---------------------------|-------------|---------------|--------------------------------------|---------------------|
| 4/02/25          | Kansas Dept of Revenue    | 11          | No Center     | Kansas Sales Tax                     | 178.64              |
| 4/11/25          | KPERS                     | 11          | No Center     | Retirement/KPERS Life Payable        | 141.41              |
| 4/11/25          | KPERS                     | 11          | No Center     | Retirement/KPERS Life Payable        | 2,714.47            |
| 4/11/25          | Internal Revenue Service  | 11          | No Center     | FIT/FICA Taxes Payable               | 11,067.19           |
| 4/15/25          | KPERS                     | 11          | No Center     | Retirement/KPERS Life Payable        | 1,509.69            |
| 4/15/25          | Kansas Dept of Revenue    | 11          | No Center     | Kansas State Tax                     | 10,356.59           |
| 4/15/25          | KPERS                     | 11          | No Center     | Retirement/KPERS Life Payable        | 7,438.03            |
| 4/15/25          | Internal Revenue Service  | 11          | No Center     | FIT/FICA Taxes Payable               | 43,905.44           |
| 4/17/25          | Bay Bridge Administrators | 11          | No Center     | DISR,LIFR,ACCR,XDEP,XMED,Vision      | 13,365.00           |
| 4/17/25          | Bay Bridge Administrators | 11          | No Center     | 403B-AFA/Security Benefit plus match | 3,883.00            |
| 4/18/25          | UMB                       | 11          | No Center     | Health Savings Account               | 1,607.38            |
| 4/21/25          | KPERS                     | 11          | No Center     | Retirement/KPERS Life Payable        | 788.00              |
| 4/24/25          | Kansas Dept of Revenue    | 11          | No Center     | Consumers Use Tax                    | 13.41               |
| 4/25/25          | KPERS                     | 11          | No Center     | Retirement/KPERS Life Payable        | 2,572.02            |
| 4/25/25          | Internal Revenue Service  | 11          | No Center     | FIT/FICA Taxes Payable               | 9,880.87            |
| 4/25/25          | KPERS                     | 11          | No Center     | Retirement/KPERS Life Payable        | 140.56              |
| 4/30/25          | Internal Revenue Service  | 11          | No Center     | FIT/FICA Taxes Payable               | 67,649.22           |
| 4/30/25          | Kansas Dept of Revenue    | 11          | No Center     | Kansas State Tax                     | 16,199.31           |
| 4/30/25          | KPERS                     | 11          | No Center     | Retirement/KPERS Life Payable        | 16,164.05           |
| 4/30/25          | KPERS                     | 11          | No Center     | Retirement/KPERS Life Payable        | 243.95              |
|                  |                           |             |               |                                      | <u>\$209,818.23</u> |

Signed and approved this 13 day of MAY, 2025

ATTEST:

\_\_\_\_\_  
Chairman, Board of Trustees

Christine Treece  
Clerk, Board of Trustees

| Check No | Vendor Name                    | Fund | Center                   | Line                       | Invoice Amt |
|----------|--------------------------------|------|--------------------------|----------------------------|-------------|
| 225519   | Cardmember Service             | 11   | Baseball                 | Mtc & Service Agreements   | 45.00       |
| 225519   | Cardmember Service             | 11   | Baseball                 | Mtc & Service Agreements   | 35.00       |
| 225519   | Cardmember Service             | 11   | Baseball                 | Mtc & Service Agreements   | 160.00      |
| 225520   | Access Elevator & Lifts Inc    | 11   | Maintenance of Buildings | Repairs & Maintenance      | 3,516.70    |
| 225521   | Ad Astra Per Aspera            | 11   | Marketing                | Mtc & Service Agreements   | 2,952.00    |
| 225521   | Ad Astra Per Aspera            | 11   | Marketing                | Mtc & Service Agreements   | 2,952.00    |
| 225522   | Allen, Karl D                  | 11   | Director of Athletics    | Athletic Team Travel       | 21.92       |
| 225523   | American Fidelity              | 11   | No Center                | Accident Ins/AFA           | 59.90       |
| 225523   | American Fidelity              | 11   | No Center                | Life Insurance/Am Fidelity | 78.00       |
| 225523   | American Fidelity              | 11   | No Center                | Disability/Amer Fidelity   | 65.70       |
| 225523   | American Fidelity              | 11   | No Center                | Cancer/American Fidelity   | 38.00       |
| 225524   | Anderson Plumbing LLC          | 11   | Maintenance of Buildings | Repairs & Maintenance      | 205.08      |
| 225524   | Anderson Plumbing LLC          | 16   | Winter Hall              | Repairs & Maintenance      | 700.58      |
| 225524   | Anderson Plumbing LLC          | 16   | Winter Hall              | Repairs & Maintenance      | 260.43      |
| 225524   | Anderson Plumbing LLC          | 16   | Masterson Hall           | Repairs & Maintenance      | 1,555.86    |
| 225525   | Arteaga, Jazlyn                | 11   | No Center                | Accts Recv/Students        | 1,505.00    |
| 225526   | Blackcreek Diesel & Automotive | 11   | Maintenance of Equipment | Repairs & Maintenance      | 478.30      |
| 225530   | Cardmember Service             | 11   | Communication            | Office Supplies            | 101.86      |
| 225530   | Cardmember Service             | 11   | Concurrent Dual Credit   | Business Travel            | 19.27       |
| 225530   | Cardmember Service             | 11   | Advising & Testing       | Business Travel            | 398.96      |
| 225530   | Cardmember Service             | 11   | Financial Aid Office     | Conferences & Workshops    | 600.00      |
| 225530   | Cardmember Service             | 11   | Marketing                | Advertising                | 500.00      |
| 225530   | Cardmember Service             | 11   | Director of Athletics    | Gasoline                   | 20.00       |
| 225530   | Cardmember Service             | 11   | Women's Basketball       | Business Travel            | 581.66      |
| 225530   | Cardmember Service             | 11   | Women's Basketball       | Athletic Team Travel       | -8.79       |
| 225530   | Cardmember Service             | 11   | Women's Basketball       | Athletic Team Travel       | -38.22      |
| 225530   | Cardmember Service             | 11   | Track                    | Entry Fees                 | 641.00      |
| 225530   | Cardmember Service             | 11   | Track                    | Athletic Supplies          | 64.16       |
| 225530   | Cardmember Service             | 11   | Track                    | Athletic Supplies          | 75.04       |
| 225530   | Cardmember Service             | 11   | Track                    | Athletic Supplies          | 429.56      |
| 225530   | Cardmember Service             | 11   | Softball                 | Athletic Team Travel       | 294.02      |
| 225530   | Cardmember Service             | 11   | Softball                 | Athletic Team Travel       | -98.80      |
| 225530   | Cardmember Service             | 11   | Baseball                 | Athletic Team Travel       | 525.71      |
| 225530   | Cardmember Service             | 11   | Cheerleader/Dance        | Athletic Team Travel       | 9.32        |
| 225530   | Cardmember Service             | 11   | Cheerleader/Dance        | Athletic Team Travel       | 33.86       |
| 225530   | Cardmember Service             | 11   | Cheerleader/Dance        | Athletic Team Travel       | 48.16       |
| 225530   | Cardmember Service             | 11   | Cheerleader/Dance        | Athletic Team Travel       | 224.61      |
| 225530   | Cardmember Service             | 11   | Cheerleader/Dance        | Athletic Supplies          | 12.17       |
| 225530   | Cardmember Service             | 11   | Men's Soccer             | Business Travel            | 25.30       |
| 225530   | Cardmember Service             | 11   | Athletic Trainer         | Conferences & Workshops    | 445.00      |
| 225530   | Cardmember Service             | 11   | International Students   | Conferences & Workshops    | 90.00       |
| 225530   | Cardmember Service             | 11   | International Students   | Professional Memberships   | 199.00      |
| 225530   | Cardmember Service             | 11   | International Students   | Professional Memberships   | 499.00      |
| 225530   | Cardmember Service             | 11   | International Students   | Office Supplies            | 305.00      |

| Check No | Vendor Name          | Fund | Center                  | Line                     | Invoice Amt |
|----------|----------------------|------|-------------------------|--------------------------|-------------|
| 225530   | Cardmember Service   | 11   | Theater                 | Drama Supplies           | 48.45       |
| 225530   | Cardmember Service   | 11   | Theater                 | Drama Supplies           | 37.53       |
| 225530   | Cardmember Service   | 11   | President               | Business Travel          | 143.14      |
| 225530   | Cardmember Service   | 11   | Human Resources         | Advertising              | 435.00      |
| 225530   | Cardmember Service   | 11   | Human Resources         | Recognition Supplies     | 254.94      |
| 225530   | Cardmember Service   | 12   | Business & Industry     | Meetings & Hospitality   | 480.69      |
| 225530   | Cardmember Service   | 12   | Business & Industry     | Meetings & Hospitality   | 305.92      |
| 225530   | Cardmember Service   | 12   | Agriculture             | Meetings & Hospitality   | 133.93      |
| 225530   | Cardmember Service   | 12   | Allied Health           | Meetings & Hospitality   | 26.43       |
| 225530   | Cardmember Service   | 12   | Allied Health           | Postage                  | 11.15       |
| 225530   | Cardmember Service   | 12   | Allied Health           | Testing Fees             | 20.50       |
| 225530   | Cardmember Service   | 12   | Machining & Manufacturi | Instructional Supplies   | 54.42       |
| 225530   | Cardmember Service   | 12   | Machining & Manufacturi | Instructional Supplies   | 1,228.04    |
| 225530   | Cardmember Service   | 16   | Student Housing/Program | Student Activities       | 39.05       |
| 225530   | Cardmember Service   | 27   | Perkins Program Improv. | Advertising              | 1,932.00    |
| 225530   | Cardmember Service   | 27   | Perkins Program Improv. | Instructional Supplies   | 7,018.54    |
| 225530   | Cardmember Service   | 70   | No Center               | Athl. Training--Activity | 440.00      |
| 225530   | Cardmember Service   | 70   | No Center               | Food Pantry 70           | 763.23      |
| 225531   | Carnegie Dartlet LLC | 11   | Marketing               | Mtc & Service Agreements | 1,820.35    |
| 225531   | Carnegie Dartlet LLC | 11   | Marketing               | Mtc & Service Agreements | 983.61      |
| 225532   | Cintas               | 11   | General Inst Expenses   | Mtc & Service Agreements | 861.00      |
| 225533   | City of Iola         | 16   | Ballard House           | Natural Gas/             | 156.65      |
| 225533   | City of Iola         | 16   | Ballard House           | Electricity/             | 89.72       |
| 225533   | City of Iola         | 16   | Ballard House           | Water/                   | 102.89      |
| 225533   | City of Iola         | 16   | Ballard House           | Sewer/                   | 43.67       |
| 225534   | City of Iola         | 11   | General Inst Expenses   | Natural Gas/             | 8,730.54    |
| 225534   | City of Iola         | 11   | General Inst Expenses   | Electricity/             | 9,732.72    |
| 225534   | City of Iola         | 11   | General Inst Expenses   | Water/                   | 637.66      |
| 225534   | City of Iola         | 11   | General Inst Expenses   | Sewer/                   | 274.36      |
| 225534   | City of Iola         | 11   | Gen Inst Exp Tech Bldg  | Natural Gas/             | 1,037.04    |
| 225534   | City of Iola         | 11   | Gen Inst Exp Tech Bldg  | Electricity/             | 1,761.78    |
| 225534   | City of Iola         | 11   | Gen Inst Exp Tech Bldg  | Water/                   | 29.42       |
| 225534   | City of Iola         | 11   | Gen Inst Exp Tech Bldg  | Sewer/                   | 6.83        |
| 225534   | City of Iola         | 16   | Parkford Apartments     | Electricity/             | 1,768.28    |
| 225534   | City of Iola         | 16   | Herynk Hall             | Natural Gas/             | 255.38      |
| 225534   | City of Iola         | 16   | Herynk Hall             | Electricity/             | 231.10      |
| 225534   | City of Iola         | 16   | Herynk Hall             | Water/                   | 63.33       |
| 225534   | City of Iola         | 16   | Herynk Hall             | Sewer/                   | 23.83       |
| 225534   | City of Iola         | 16   | Horton Hall             | Natural Gas/             | 420.26      |
| 225534   | City of Iola         | 16   | Horton Hall             | Electricity/             | 1,802.62    |
| 225534   | City of Iola         | 16   | Horton Hall             | Water/                   | 1,532.84    |
| 225534   | City of Iola         | 16   | Horton Hall             | Sewer/                   | 760.60      |
| 225534   | City of Iola         | 16   | Winter Hall             | Electricity/             | 3,687.28    |
| 225534   | City of Iola         | 16   | Winter Hall             | Water/                   | 1,335.02    |

| Check No | Vendor Name                   | Fund | Center                   | Line                     | Invoice Amt |
|----------|-------------------------------|------|--------------------------|--------------------------|-------------|
| 225534   | City of Iola                  | 16   | Winter Hall              | Sewer/                   | 661.42      |
| 225534   | City of Iola                  | 16   | Red Devil Duplexes       | Natural Gas/             | 1,006.98    |
| 225534   | City of Iola                  | 16   | Red Devil Duplexes       | Electricity/             | 853.78      |
| 225534   | City of Iola                  | 16   | Red Devil Duplexes       | Water/                   | 453.32      |
| 225534   | City of Iola                  | 16   | Red Devil Duplexes       | Sewer/                   | 219.36      |
| 225534   | City of Iola                  | 16   | Masterson Hall           | Natural Gas/             | 247.16      |
| 225534   | City of Iola                  | 16   | Masterson Hall           | Electricity/             | 1,716.86    |
| 225534   | City of Iola                  | 16   | Masterson Hall           | Water/                   | 685.05      |
| 225534   | City of Iola                  | 16   | Masterson Hall           | Sewer/                   | 335.54      |
| 225535   | Collins, John Thomas          | 12   | Business & Industry      | Conferences & Workshops  | 85.00       |
| 225536   | Datasource Inc                | 11   | Human Resources          | Mtc & Service Agreements | 40.15       |
| 225537   | Ewell Educational Services    | 12   | Agriculture              | Recognition Supplies     | 400.00      |
| 225538   | Fast Lube Iola                | 11   | Maintenance of Equipment | Repairs & Maintenance    | 47.95       |
| 225539   | Folk Septic Service           | 16   | Food Service             | Mtc & Service Agreements | 500.00      |
| 225540   | Four State Maintenance Supply | 11   | Maintenance of Buildings | Janitorial Supplies      | -2.00       |
| 225540   | Four State Maintenance Supply | 11   | Maintenance of Buildings | Janitorial Supplies      | 459.35      |
| 225540   | Four State Maintenance Supply | 11   | Maintenance of Buildings | Janitorial Supplies      | 100.15      |
| 225541   | Great Western Dining          | 11   | No Center                | Fringe Benefit           | 352.36      |
| 225541   | Great Western Dining          | 16   | Food Service             | Cost of Food Service Con | 12,285.40   |
| 225541   | Great Western Dining          | 16   | Food Service             | Cost of Food Service Con | 6,725.10    |
| 225542   | Grey House Publishing         | 11   | Library                  | Library Books & Media    | 179.50      |
| 225543   | Hermreck, Bailee Cheyenne     | 11   | No Center                | Accts Recv/Students      | 1,050.00    |
| 225544   | Inceptia                      | 11   | Financial Aid Office     | Mtc & Service Agreements | 457.15      |
| 225545   | Ingram Library Services       | 11   | Library                  | Library Books & Media    | 18.74       |
| 225546   | Iola Auto Parts LLC           | 11   | Maintenance of Equipment | Maintenance Supplies     | 828.00      |
| 225546   | Iola Auto Parts LLC           | 11   | Maintenance of Grounds   | Maintenance Supplies     | 405.25      |
| 225546   | Iola Auto Parts LLC           | 11   | Maintenance of Grounds   | Maintenance Supplies     | 25.40       |
| 225546   | Iola Auto Parts LLC           | 11   | Maintenance of Grounds   | Maintenance Supplies     | -20.80      |
| 225546   | Iola Auto Parts LLC           | 11   | Maintenance of Grounds   | Maintenance Supplies     | 197.20      |
| 225546   | Iola Auto Parts LLC           | 11   | Maintenance of Grounds   | Maintenance Supplies     | 74.99       |
| 225546   | Iola Auto Parts LLC           | 11   | Maintenance of Grounds   | Maintenance Supplies     | 90.00       |
| 225547   | J W Pepper & Son Inc          | 70   | No Center                | Choir & Band 70          | 26.00       |
| 225547   | J W Pepper & Son Inc          | 70   | No Center                | Choir & Band 70          | 109.99      |
| 225547   | J W Pepper & Son Inc          | 70   | No Center                | Choir & Band 70          | 106.99      |
| 225547   | J W Pepper & Son Inc          | 70   | No Center                | Choir & Band 70          | 50.00       |
| 225548   | Jenzabar Lockbox              | 11   | Information Tech (IT)    | Major Equipment          | 44,000.00   |
| 225549   | John Deere Financial          | 11   | Baseball                 | Repairs & Maintenance    | 82.25       |
| 225549   | John Deere Financial          | 11   | Maintenance of Grounds   | Maintenance Supplies     | 34.46       |
| 225550   | MP Vantage Solutions LLC      | 70   | No Center                | Choir & Band 70          | 30.00       |
| 225551   | MV Sport-MV Corp Inc          | 16   | Bookstore                | C of GS/Soft Goods       | 413.00      |
| 225552   | New Klein Lumber Co., The     | 16   | Parkford Apartments      | Maintenance Supplies     | 5.99        |
| 225553   | New Wave Broadband            | 11   | Baseball                 | Mtc & Service Agreements | 80.00       |
| 225554   | O'Reilly Auto Stores Inc      | 11   | Maintenance of Equipment | Maintenance Supplies     | 8.99        |
| 225555   | Office of the State           | 11   | Maintenance of Buildings | Mtc & Service Agreements | 360.00      |

| Check No       | Vendor Name                | Fund | Center                   | Line                     | Invoice Amt |
|----------------|----------------------------|------|--------------------------|--------------------------|-------------|
| 225556         | Padilla, Felipe Angel      | 12   | Early Childhood Educ     | Business Travel          | 348.24      |
| 225557         | Peak Uptime                | 11   | Information Tech (IT)    | Major Equipment          | 1,520.59    |
| 225558         | Powelson, Terry S          | 12   | Business & Industry      | Conferences & Workshops  | 25.00       |
| 225559         | Rookies Sports Bar & Grill | 11   | Women's Basketball       | Athletic Team Travel     | 307.00      |
| 225560         | Sherwin-Williams Co        | 11   | Maintenance of Buildings | Maintenance Supplies     | 711.00      |
| 225561         | Shimizu, Marcos R          | 11   | Men's Soccer             | Athletic Team Travel     | 19.77       |
| 225562         | Simpson Construction       | 61   | Miscellaneous Oth Fnd Ex | Buildings                | 650,146.23  |
| 225563         | Springshare LLC            | 11   | Library                  | Mtc & Service Agreements | 2,569.00    |
| 225564         | StudentBridge Inc          | 11   | Admissions               | Mtc & Service Agreements | 7,000.00    |
| 225565         | UPS                        | 16   | Bookstore                | Postage                  | 35.41       |
| 225565         | UPS                        | 16   | Bookstore                | Postage                  | 13.60       |
| 225565         | UPS                        | 16   | Bookstore                | Postage                  | 38.21       |
| 225566         | Waxie Sanitary Supply      | 11   | Campus Services          | Duplicating Supplies     | 2,198.80    |
| 225567         | Yocham, Dallas             | 12   | Business & Industry      | Conferences & Workshops  | 45.00       |
| PAGE TOTALS    |                            |      |                          |                          | 664,977.85  |
| AP GRAND TOTAL |                            |      |                          |                          | 812,911.94  |

Signed and approved this 13 day of May, 2025

ATTEST:

Chairman, Board of Trustees

Clerk, Board of Trustees

| Check No | Vendor Name                   | Fund | Center                   | Line                     | Invoice Amt |
|----------|-------------------------------|------|--------------------------|--------------------------|-------------|
| 225568   | ACCC Petty Cash               | 17   | No Center                | Petty Cash/Cashier       | 10.24       |
| 225569   | Allen, Karl D                 | 11   | Director of Athletics    | Athletic Team Travel     | 15.72       |
| 225570   | Architect One                 | 61   | Miscellaneous Oth Fnd Ex | Buildings                | 1,575.00    |
| 225570   | Architect One                 | 61   | Miscellaneous Oth Fnd Ex | Buildings                | 3,620.00    |
| 225571   | Blanc, Gefte A                | 11   | Director of Athletics    | Athletic Team Travel     | 95.67       |
| 225572   | Bobb, Josiah Sovann_Leon      | 11   | No Center                | Accts Recv/Students      | 52.00       |
| 225573   | Bobb, Josiah Sovann_Leon      | 70   | No Center                | Allen Entrepreneurship   | 500.00      |
| 225574   | Busby, Kirstyn Michelle       | 70   | No Center                | Allen Entrepreneurship   | 750.00      |
| 225575   | Carolina Biological Supply Co | 11   | Biology                  | Instruc. Supp.-Biology   | 48.69       |
| 225575   | Carolina Biological Supply Co | 11   | Biology                  | Instruc. Supp.-Biology   | 205.73      |
| 225576   | Cheung, Morgan                | 11   | No Center                | Accts Recv/Students      | 142.00      |
| 225577   | Cox Business                  | 16   | Parkford Apartments      | Mtc & Service Agreements | 147.65      |
| 225577   | Cox Business                  | 16   | Herynk Hall              | Mtc & Service Agreements | 117.00      |
| 225577   | Cox Business                  | 16   | Red Devil Duplexes       | Mtc & Service Agreements | 193.60      |
| 225578   | Crane, Leslie Susan           | 11   | Women's Basketball       | Business Travel          | 124.39      |
| 225579   | Crossroad Tours               | 11   | Director of Athletics    | Athletic Team Travel     | 1,540.00    |
| 225579   | Crossroad Tours               | 11   | Director of Athletics    | Athletic Team Travel     | 2,825.00    |
| 225579   | Crossroad Tours               | 11   | Director of Athletics    | Athletic Team Travel     | 2,156.00    |
| 225579   | Crossroad Tours               | 11   | Director of Athletics    | Athletic Team Travel     | 1,480.00    |
| 225579   | Crossroad Tours               | 11   | Director of Athletics    | Athletic Team Travel     | 1,380.00    |
| 225579   | Crossroad Tours               | 11   | Director of Athletics    | Athletic Team Travel     | 1,380.00    |
| 225580   | Cytek Media Systems Inc       | 11   | Online Learning          | Subscriptions            | 804.00      |
| 225581   | Dairy Queen                   | 16   | Student Housing/Program  | Student Activities       | 511.86      |
| 225582   | DeGrado, Vincent Jerome       | 11   | Track                    | Entry Fees               | 1,200.00    |
| 225583   | FedEx                         | 16   | Bookstore                | Postage                  | 60.63       |
| 225583   | FedEx                         | 16   | Bookstore                | Postage                  | 73.64       |
| 225584   | Friends of Tri-Valley         | 11   | Alumni/Development Offic | Conferences & Workshops  | 140.00      |
| 225585   | Fuelman                       | 11   | Director of Athletics    | Gasoline                 | 1,802.55    |
| 225585   | Fuelman                       | 11   | General Inst Expenses    | Gasoline                 | 519.90      |
| 225586   | Gillespie, Jeff K             | 12   | Agriculture              | Instructional Supplies   | 105.22      |
| 225587   | Great Western Dining          | 11   | No Center                | Fringe Benefit           | 494.07      |
| 225587   | Great Western Dining          | 11   | Mathematics              | Meetings & Hospitality   | 322.50      |
| 225587   | Great Western Dining          | 11   | College Quiz Bowl        | Meetings & Hospitality   | 76.00       |
| 225587   | Great Western Dining          | 11   | Phi Theta Kappa          | Meetings & Hospitality   | 324.50      |
| 225587   | Great Western Dining          | 16   | Food Service             | Cost of Food Service Con | 21,418.32   |
| 225588   | Green Environmental Svcs      | 11   | Maintenance of Buildings | Mtc & Service Agreements | 1,351.05    |
| 225588   | Green Environmental Svcs      | 16   | Herynk Hall              | Mtc & Service Agreements | 150.00      |
| 225588   | Green Environmental Svcs      | 16   | Horton Hall              | Mtc & Service Agreements | 150.00      |
| 225588   | Green Environmental Svcs      | 16   | Winter Hall              | Mtc & Service Agreements | 150.00      |
| 225588   | Green Environmental Svcs      | 16   | Red Devil Duplexes       | Mtc & Service Agreements | 150.00      |
| 225588   | Green Environmental Svcs      | 16   | Masterson Hall           | Mtc & Service Agreements | 150.00      |
| 225589   | Hasty Awards                  | 11   | Alumni/Development Offic | Recognition Supplies     | 132.65      |
| 225590   | Haviland, Bobbie L            | 11   | Registrar's Office       | Business Travel          | 156.78      |
| 225591   | Ingram Library Services       | 11   | Library                  | Library Books & Media    | 102.93      |

| Check No | Vendor Name                      | Fund | Center                   | Line                     | Invoice Amt |
|----------|----------------------------------|------|--------------------------|--------------------------|-------------|
| 225591   | Ingram Library Services          | 16   | Bookstore                | Mtc & Service Agreements | 53.04       |
| 225591   | Ingram Library Services          | 70   | No Center                | Library 70               | 302.24      |
| 225592   | John Deere Financial             | 11   | Maintenance of Buildings | Maintenance Supplies     | 3.36        |
| 225592   | John Deere Financial             | 11   | Maintenance of Grounds   | Maintenance Supplies     | 11.88       |
| 225593   | Kansas HOSA                      | 11   | HOSA                     | Conferences & Workshops  | 495.00      |
| 225593   | Kansas HOSA                      | 11   | HOSA                     | Conferences & Workshops  | 625.00      |
| 225593   | Kansas HOSA                      | 11   | HOSA                     | Recognition Supplies     | 240.00      |
| 225593   | Kansas HOSA                      | 27   | Perkins Program Improv.  | Conferences & Workshops  | 50.00       |
| 225593   | Kansas HOSA                      | 27   | Perkins Program Improv.  | Conferences & Workshops  | 250.00      |
| 225594   | Kelley, Greg Alan                | 11   | No Center                | Accts Recv/Students      | 152.00      |
| 225595   | Kendall Hunt Publishing Co       | 16   | Bookstore                | C of GS/Ebook/AccessCode | 102.00      |
| 225596   | Labette Co HS FFA                | 12   | Agriculture              | Instructional Supplies   | 76.00       |
| 225597   | MV Sport-MV Corp Inc             | 16   | Bookstore                | C of GS/Soft Goods       | 744.00      |
| 225597   | MV Sport-MV Corp Inc             | 16   | Bookstore                | C of GS/Soft Goods       | 1,264.00    |
| 225598   | MV Sport-The Game                | 16   | Bookstore                | C of GS/Soft Goods       | 312.00      |
| 225598   | MV Sport-The Game                | 16   | Bookstore                | C of GS/Soft Goods       | 312.00      |
| 225599   | Marmaton Valley HS FFA           | 12   | Agriculture              | Instructional Supplies   | 146.76      |
| 225600   | McAnulty, Serena J               | 12   | Allied Health            | Instructional Supplies   | 5.63        |
| 225601   | Murry, Kimberly A                | 11   | Financial Aid Office     | Business Travel          | 132.66      |
| 225602   | OTA PlatePay                     | 11   | Director of Athletics    | Business Travel          | 3.46        |
| 225603   | Payless Concrete Products Inc    | 11   | Maintenance of Grounds   | Maintenance Supplies     | 1,221.25    |
| 225604   | Peters, Lauren Nicole            | 11   | Softball                 | Recognition Supplies     | 249.95      |
| 225605   | Pizza Hut                        | 16   | Student Housing/Program  | Student Activities       | 71.43       |
| 225606   | Reyes Aguilera, Martin_Sebastian | 70   | No Center                | Allen Entrepreneurship   | 1,000.00    |
| 225607   | Robb, Travis Micha               | 11   | Biology                  | Instruc. Supp.-Biology   | 63.21       |
| 225608   | Rookies Sports Bar & Grill       | 11   | Director of Athletics    | Recognition Supplies     | 30.00       |
| 225608   | Rookies Sports Bar & Grill       | 11   | Director of Athletics    | Recognition Supplies     | 38.85       |
| 225608   | Rookies Sports Bar & Grill       | 11   | Director of Athletics    | Recognition Supplies     | 28.50       |
| 225608   | Rookies Sports Bar & Grill       | 11   | Director of Athletics    | Recognition Supplies     | 34.35       |
| 225608   | Rookies Sports Bar & Grill       | 11   | General Inst Expenses    | Other Expense            | 1,205.00    |
| 225608   | Rookies Sports Bar & Grill       | 70   | No Center                | Athletics 70             | 1,078.00    |
| 225608   | Rookies Sports Bar & Grill       | 70   | No Center                | Athletics 70             | 100.00      |
| 225609   | SEK Inc                          | 12   | Dean-CTE & Industry Ptnr | Professional Memberships | 250.00      |
| 225610   | Sterling 6 Theatres              | 16   | Student Housing/Program  | Student Activities       | 316.48      |
| 225611   | Thompson, Jessica Marie          | 11   | Phi Theta Kappa          | Meetings & Hospitality   | 144.05      |
| 225612   | UPS                              | 16   | Bookstore                | Postage                  | 70.95       |
| 225613   | Zeitouni, Huda R                 | 11   | Soc & Behav Sciences     | Conferences & Workshops  | 75.54       |
|          |                                  |      |                          | PAGE TOTALS              | 11,258.59   |
|          |                                  |      |                          | AP GRAND TOTAL           | 59,963.88   |

| Check No | Vendor Name | Fund  | Center | Line  | Invoice Amt |
|----------|-------------|-------|--------|-------|-------------|
| -----    | -----       | ----- | -----  | ----- | -----       |

Signed and approved this 13 day of MAY, 2025

ATTEST:

\_\_\_\_\_  
Chairman, Board of Trustees

Christi Tralme  
Clerk, Board of Trustees

| Check No | Vendor Name                   | Fund | Center                   | Line                     | Invoice Amt |
|----------|-------------------------------|------|--------------------------|--------------------------|-------------|
| 225614   | AT&T                          | 11   | Information Tech (IT)    | Mtc & Service Agreements | 13.50       |
| 225615   | Allen, Chasen Jacoby          | 11   | Men's Basketball         | Game Officials           | 10.00       |
| 225615   | Allen, Chasen Jacoby          | 11   | Women's Basketball       | Game Officials           | 10.00       |
| 225616   | Balfour Company               | 11   | Registrar's Office       | Commencement Supplies    | 5,144.00    |
| 225617   | Billings, Taryn Rashelle      | 11   | Men's Basketball         | Game Officials           | 110.00      |
| 225617   | Billings, Taryn Rashelle      | 11   | Women's Basketball       | Game Officials           | 110.00      |
| 225618   | Blaufuss, Avery_Michael Shawn | 11   | No Center                | Accts Recv/Students      | 2,227.00    |
| 225619   | Boston Academic Publishing    | 16   | Bookstore                | C of GS/Ebook/AccessCode | 643.57      |
| 225620   | CPI Financial                 | 11   | Campus Services          | Repairs & Maintenance    | 1,540.31    |
| 225621   | CPI Technologies              | 11   | Campus Services          | Mtc & Service Agreements | 12.50       |
| 225636   | Cardmember Service            | 11   | Communication            | Business Travel          | 49.00       |
| 225636   | Cardmember Service            | 11   | Communication            | Business Travel          | 4.96        |
| 225636   | Cardmember Service            | 11   | Communication            | Business Travel          | 49.50       |
| 225636   | Cardmember Service            | 11   | Communication            | Business Travel          | 12.27       |
| 225636   | Cardmember Service            | 11   | Communication            | Business Travel          | 45.27       |
| 225636   | Cardmember Service            | 11   | Communication            | Business Travel          | 787.40      |
| 225636   | Cardmember Service            | 11   | Communication            | Business Travel          | 52.78       |
| 225636   | Cardmember Service            | 11   | Communication            | Business Travel          | 39.96       |
| 225636   | Cardmember Service            | 11   | Communication            | Business Travel          | 126.72      |
| 225636   | Cardmember Service            | 11   | Communication            | Business Travel          | 5.08        |
| 225636   | Cardmember Service            | 11   | Communication            | Business Travel          | 9.70        |
| 225636   | Cardmember Service            | 11   | Communication            | Business Travel          | 50.31       |
| 225636   | Cardmember Service            | 11   | Art                      | Instructional Supplies   | 7.95        |
| 225636   | Cardmember Service            | 11   | Art                      | Instructional Supplies   | 56.13       |
| 225636   | Cardmember Service            | 11   | Mathematics              | Business Travel          | 497.74      |
| 225636   | Cardmember Service            | 11   | Biology                  | Instruc. Supp.-Biology   | 69.90       |
| 225636   | Cardmember Service            | 11   | Biology                  | Instruc. Supp.-Biology   | 252.00      |
| 225636   | Cardmember Service            | 11   | Biology                  | Instruc. Supp.-Biology   | 24.99       |
| 225636   | Cardmember Service            | 11   | Concurrent Dual Credit   | Business Travel          | 11.42       |
| 225636   | Cardmember Service            | 11   | VP for Academic Affairs  | Office Supplies          | 51.35       |
| 225636   | Cardmember Service            | 11   | Professional Development | Conferences & Workshops  | 76.88       |
| 225636   | Cardmember Service            | 11   | Financial Aid Office     | Business Travel          | 100.11      |
| 225636   | Cardmember Service            | 11   | Financial Aid Office     | Business Travel          | 1,049.20    |
| 225636   | Cardmember Service            | 11   | Financial Aid Office     | Business Travel          | 46.31       |
| 225636   | Cardmember Service            | 11   | Financial Aid Office     | Business Travel          | 62.74       |
| 225636   | Cardmember Service            | 11   | Financial Aid Office     | Business Travel          | 68.56       |
| 225636   | Cardmember Service            | 11   | Registrar's Office       | Business Travel          | 24.97       |
| 225636   | Cardmember Service            | 11   | Registrar's Office       | Business Travel          | 35.46       |
| 225636   | Cardmember Service            | 11   | Registrar's Office       | Business Travel          | 32.24       |
| 225636   | Cardmember Service            | 11   | Registrar's Office       | Business Travel          | 19.26       |
| 225636   | Cardmember Service            | 11   | Registrar's Office       | Business Travel          | 5.40        |
| 225636   | Cardmember Service            | 11   | Registrar's Office       | Business Travel          | 13.28       |
| 225636   | Cardmember Service            | 11   | Registrar's Office       | Business Travel          | 35.84       |
| 225636   | Cardmember Service            | 11   | Registrar's Office       | Business Travel          | 9.04        |

| Check No    | Vendor Name        | Fund | Center                | Line                    | Invoice Amt |
|-------------|--------------------|------|-----------------------|-------------------------|-------------|
| 225636      | Cardmember Service | 11   | Registrar's Office    | Business Travel         | 12.57       |
| 225636      | Cardmember Service | 11   | Registrar's Office    | Business Travel         | 8.41        |
| 225636      | Cardmember Service | 11   | Registrar's Office    | Business Travel         | 8.71        |
| 225636      | Cardmember Service | 11   | Registrar's Office    | Business Travel         | 8.50        |
| 225636      | Cardmember Service | 11   | Registrar's Office    | Business Travel         | 1,410.10    |
| 225636      | Cardmember Service | 11   | Registrar's Office    | Business Travel         | 36.80       |
| 225636      | Cardmember Service | 11   | Registrar's Office    | Business Travel         | 54.00       |
| 225636      | Cardmember Service | 11   | Registrar's Office    | Business Travel         | 32.56       |
| 225636      | Cardmember Service | 11   | Registrar's Office    | Business Travel         | 13.79       |
| 225636      | Cardmember Service | 11   | Registrar's Office    | Business Travel         | 12.13       |
| 225636      | Cardmember Service | 11   | Registrar's Office    | Business Travel         | 19.06       |
| 225636      | Cardmember Service | 11   | Registrar's Office    | Business Travel         | 30.37       |
| 225636      | Cardmember Service | 11   | Registrar's Office    | Business Travel         | 37.49       |
| 225636      | Cardmember Service | 11   | Registrar's Office    | Business Travel         | 48.00       |
| 225636      | Cardmember Service | 11   | Registrar's Office    | Business Travel         | 105.00      |
| 225636      | Cardmember Service | 11   | Registrar's Office    | Business Travel         | 3.19        |
| 225636      | Cardmember Service | 11   | Admissions            | Conferences & Workshops | 100.00      |
| 225636      | Cardmember Service | 11   | Admissions            | Conferences & Workshops | 345.00      |
| 225636      | Cardmember Service | 11   | Marketing             | Advertising             | 287.73      |
| 225636      | Cardmember Service | 11   | Marketing             | Office Supplies         | 320.00      |
| 225636      | Cardmember Service | 11   | Director of Athletics | Business Travel         | 388.95      |
| 225636      | Cardmember Service | 11   | Women's Basketball    | Business Travel         | 236.36      |
| 225636      | Cardmember Service | 11   | Track                 | Athletic Team Travel    | 61.95       |
| 225636      | Cardmember Service | 11   | Track                 | Athletic Team Travel    | 15.58       |
| 225636      | Cardmember Service | 11   | Track                 | Athletic Team Travel    | 527.76      |
| 225636      | Cardmember Service | 11   | Track                 | Athletic Team Travel    | 34.21       |
| 225636      | Cardmember Service | 11   | Track                 | Athletic Team Travel    | 262.10      |
| 225636      | Cardmember Service | 11   | Track                 | Athletic Team Travel    | 85.54       |
| 225636      | Cardmember Service | 11   | Track                 | Athletic Team Travel    | 17.29       |
| 225636      | Cardmember Service | 11   | Track                 | Athletic Team Travel    | 127.25      |
| 225636      | Cardmember Service | 11   | Track                 | Athletic Team Travel    | 333.27      |
| 225636      | Cardmember Service | 11   | Track                 | Athletic Team Travel    | 24.66       |
| 225636      | Cardmember Service | 11   | Track                 | Athletic Team Travel    | 8.74        |
| 225636      | Cardmember Service | 11   | Track                 | Athletic Team Travel    | 228.38      |
| 225636      | Cardmember Service | 11   | Track                 | Athletic Team Travel    | 47.72       |
| 225636      | Cardmember Service | 11   | Track                 | Athletic Team Travel    | 59.29       |
| 225636      | Cardmember Service | 11   | Track                 | Athletic Team Travel    | 108.26      |
| 225636      | Cardmember Service | 11   | Track                 | Athletic Team Travel    | 131.46      |
| 225636      | Cardmember Service | 11   | Track                 | Athletic Team Travel    | 132.25      |
| 225636      | Cardmember Service | 11   | Track                 | Athletic Team Travel    | 156.23      |
| 225636      | Cardmember Service | 11   | Track                 | Entry Fees              | 864.65      |
| 225636      | Cardmember Service | 11   | Track                 | Athletic Supplies       | 36.53       |
| 225636      | Cardmember Service | 11   | Softball              | Athletic Team Travel    | 211.22      |
| 225636      | Cardmember Service | 11   | Volleyball            | Athletic Team Travel    | 126.02      |
| PAGE TOTALS |                    |      |                       |                         | 7,119.08    |

| Check No | Vendor Name        | Fund | Center            | Line                     | Invoice Amt |
|----------|--------------------|------|-------------------|--------------------------|-------------|
| 225636   | Cardmember Service | 11   | Volleyball        | Athletic Team Travel     | 63.87       |
| 225636   | Cardmember Service | 11   | Volleyball        | Athletic Team Travel     | 117.68      |
| 225636   | Cardmember Service | 11   | Volleyball        | Athletic Team Travel     | 151.86      |
| 225636   | Cardmember Service | 11   | Volleyball        | Athletic Team Travel     | 69.77       |
| 225636   | Cardmember Service | 11   | Livestock Judging | Business Travel          | 14.87       |
| 225636   | Cardmember Service | 11   | Livestock Judging | Business Travel          | 147.43      |
| 225636   | Cardmember Service | 11   | Livestock Judging | Business Travel          | 14.04       |
| 225636   | Cardmember Service | 11   | Livestock Judging | Business Travel          | 29.44       |
| 225636   | Cardmember Service | 11   | Livestock Judging | Business Travel          | 10.00       |
| 225636   | Cardmember Service | 11   | Livestock Judging | Business Travel          | 43.36       |
| 225636   | Cardmember Service | 11   | Livestock Judging | Miscellaneous Supplies   | 40.98       |
| 225636   | Cardmember Service | 11   | Livestock Judging | Miscellaneous Supplies   | 11.88       |
| 225636   | Cardmember Service | 11   | Livestock Judging | Miscellaneous Supplies   | 15.57       |
| 225636   | Cardmember Service | 11   | Livestock Judging | Miscellaneous Supplies   | 7.98        |
| 225636   | Cardmember Service | 11   | Men's Soccer      | Athletic Team Travel     | 7.07        |
| 225636   | Cardmember Service | 11   | Men's Soccer      | Athletic Team Travel     | 30.10       |
| 225636   | Cardmember Service | 11   | Men's Soccer      | Athletic Team Travel     | 271.25      |
| 225636   | Cardmember Service | 11   | Men's Soccer      | Athletic Team Travel     | 11.67       |
| 225636   | Cardmember Service | 11   | Men's Soccer      | Subscriptions            | 40.00       |
| 225636   | Cardmember Service | 11   | Women's Soccer    | Athletic Team Travel     | 152.86      |
| 225636   | Cardmember Service | 11   | Women's Soccer    | Athletic Team Travel     | 5.96        |
| 225636   | Cardmember Service | 11   | Women's Soccer    | Athletic Team Travel     | 10.33       |
| 225636   | Cardmember Service | 11   | Women's Soccer    | Subscriptions            | 40.00       |
| 225636   | Cardmember Service | 11   | Athletic Trainer  | Athletic Supplies        | 40.26       |
| 225636   | Cardmember Service | 11   | Music             | Instructional Supplies   | 98.26       |
| 225636   | Cardmember Service | 11   | Theater           | Drama Supplies           | 49.99       |
| 225636   | Cardmember Service | 11   | Theater           | Drama Supplies           | 104.90      |
| 225636   | Cardmember Service | 11   | Theater           | Drama Supplies           | 73.02       |
| 225636   | Cardmember Service | 11   | Theater           | Drama Supplies           | 3.39        |
| 225636   | Cardmember Service | 11   | College Quiz Bowl | Athletic Team Travel     | 129.03      |
| 225636   | Cardmember Service | 11   | College Quiz Bowl | Athletic Team Travel     | 572.16      |
| 225636   | Cardmember Service | 11   | College Quiz Bowl | Athletic Team Travel     | 59.30       |
| 225636   | Cardmember Service | 11   | College Quiz Bowl | Athletic Team Travel     | 64.00       |
| 225636   | Cardmember Service | 11   | College Quiz Bowl | Athletic Team Travel     | 32.24       |
| 225636   | Cardmember Service | 11   | Phi Theta Kappa   | Athletic Team Travel     | 183.92      |
| 225636   | Cardmember Service | 11   | Phi Theta Kappa   | Recognition Supplies     | 400.00      |
| 225636   | Cardmember Service | 11   | Phi Theta Kappa   | Recognition Supplies     | 334.75      |
| 225636   | Cardmember Service | 11   | HOSA              | Conferences & Workshops  | 30.42       |
| 225636   | Cardmember Service | 11   | HOSA              | Conferences & Workshops  | 19.17       |
| 225636   | Cardmember Service | 11   | HOSA              | Conferences & Workshops  | 20.00       |
| 225636   | Cardmember Service | 11   | HOSA              | Professional Memberships | 124.80      |
| 225636   | Cardmember Service | 11   | President         | Business Travel          | 1.30        |
| 225636   | Cardmember Service | 11   | President         | Business Travel          | 38.35       |
| 225636   | Cardmember Service | 11   | Accreditation     | Business Travel          | 5.63        |

| Check No    | Vendor Name                  | Fund | Center                   | Line                     | Invoice Amt |
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| 225636      | Cardmember Service           | 11   | Accreditation            | Business Travel          | 96.00       |
| 225636      | Cardmember Service           | 11   | Accreditation            | Business Travel          | 87.58       |
| 225636      | Cardmember Service           | 11   | Accreditation            | Business Travel          | 42.00       |
| 225636      | Cardmember Service           | 11   | Accreditation            | Business Travel          | 650.96      |
| 225636      | Cardmember Service           | 11   | Accreditation            | Meetings & Hospitality   | 162.04      |
| 225636      | Cardmember Service           | 11   | Accreditation            | Meetings & Hospitality   | 170.70      |
| 225636      | Cardmember Service           | 11   | Human Resources          | Business Travel          | 191.93      |
| 225636      | Cardmember Service           | 11   | Alumni/Development Offic | Conferences & Workshops  | 100.00      |
| 225636      | Cardmember Service           | 11   | Alumni/Development Offic | Miscellaneous Supplies   | 26.21       |
| 225636      | Cardmember Service           | 11   | Information Tech (IT)    | Subscriptions            | 89.95       |
| 225636      | Cardmember Service           | 11   | Maintenance of Buildings | Maintenance Supplies     | 75.15       |
| 225636      | Cardmember Service           | 11   | Maintenance of Buildings | Janitorial Supplies      | 13.97       |
| 225636      | Cardmember Service           | 11   | Maintenance of Equipment | Maintenance Supplies     | 171.84      |
| 225636      | Cardmember Service           | 12   | Business & Industry      | Business Travel          | 35.00       |
| 225636      | Cardmember Service           | 12   | Business & Industry      | Business Travel          | 37.00       |
| 225636      | Cardmember Service           | 12   | Business & Industry      | Business Travel          | 22.69       |
| 225636      | Cardmember Service           | 12   | Business & Industry      | Instructional Supplies   | 75.04       |
| 225636      | Cardmember Service           | 12   | Agriculture              | Meetings & Hospitality   | 95.94       |
| 225636      | Cardmember Service           | 12   | Agriculture              | Meetings & Hospitality   | 200.00      |
| 225636      | Cardmember Service           | 12   | Agriculture              | Recognition Supplies     | 301.07      |
| 225636      | Cardmember Service           | 12   | Allied Health            | Instructional Supplies   | 24.99       |
| 225636      | Cardmember Service           | 12   | Allied Health            | Instructional Supplies   | 20.92       |
| 225636      | Cardmember Service           | 12   | Allied Health            | Testing Fees             | 123.00      |
| 225636      | Cardmember Service           | 12   | Machining & Manufacturi  | Instructional Supplies   | 177.91      |
| 225636      | Cardmember Service           | 12   | Machining & Manufacturi  | Instructional Supplies   | 11.99       |
| 225636      | Cardmember Service           | 12   | Machining & Manufacturi  | Instructional Supplies   | 96.54       |
| 225636      | Cardmember Service           | 12   | Machining & Manufacturi  | Instructional Supplies   | 113.33      |
| 225636      | Cardmember Service           | 12   | Machining & Manufacturi  | Major Equipment          | 193.96      |
| 225636      | Cardmember Service           | 12   | Machining & Manufacturi  | Major Equipment          | 423.33      |
| 225636      | Cardmember Service           | 12   | Machining & Manufacturi  | Major Equipment          | 547.72      |
| 225636      | Cardmember Service           | 16   | Bookstore                | Office Supplies          | 306.39      |
| 225636      | Cardmember Service           | 16   | Bookstore                | Office Supplies          | 0.01        |
| 225636      | Cardmember Service           | 16   | Bookstore                | C of GS/Soft Goods       | 940.75      |
| 225636      | Cardmember Service           | 16   | Student Housing/Program  | Student Activities       | -40.23      |
| 225636      | Cardmember Service           | 16   | Student Housing/Program  | Student Activities       | 90.00       |
| 225636      | Cardmember Service           | 70   | No Center                | Allied Health 70         | 0.30        |
| 225636      | Cardmember Service           | 70   | No Center                | Allied Health 70         | 902.31      |
| 225637      | Chraibi, Imadeddine          | 11   | Men's Basketball         | Game Officials           | 20.00       |
| 225637      | Chraibi, Imadeddine          | 11   | Women's Basketball       | Game Officials           | 20.00       |
| 225638      | Chronicle of Higher Edu, The | 11   | President                | Subscriptions            | 199.00      |
| 225639      | Cigna                        | 11   | No Center                | Intl Health Ins Payable  | 125,641.10  |
| 225640      | Cintas                       | 11   | Maintenance of Buildings | Mtc & Service Agreements | 192.22      |
| 225640      | Cintas                       | 11   | Maintenance of Buildings | Mtc & Service Agreements | 36.30       |
| 225641      | City of Iola                 | 16   | Ballard House            | Natural Gas/             | 81.00       |
| PAGE TOTALS |                              |      |                          |                          | 132,767.91  |

| Check No | Vendor Name            | Fund | Center                   | Line                     | Invoice Amt |
|----------|------------------------|------|--------------------------|--------------------------|-------------|
| 225641   | City of Iola           | 16   | Ballard House            | Electricity/             | 93.71       |
| 225641   | City of Iola           | 16   | Ballard House            | Water/                   | 97.25       |
| 225641   | City of Iola           | 16   | Ballard House            | Sewer/                   | 40.83       |
| 225642   | City of Iola           | 11   | General Inst Expenses    | Natural Gas/             | 3,178.00    |
| 225642   | City of Iola           | 11   | General Inst Expenses    | Electricity/             | 7,493.25    |
| 225642   | City of Iola           | 11   | General Inst Expenses    | Water/                   | 535.92      |
| 225642   | City of Iola           | 11   | General Inst Expenses    | Sewer/                   | 223.35      |
| 225642   | City of Iola           | 11   | Gen Inst Exp Tech Bldg   | Natural Gas/             | 329.00      |
| 225642   | City of Iola           | 11   | Gen Inst Exp Tech Bldg   | Electricity/             | 1,565.70    |
| 225642   | City of Iola           | 11   | Gen Inst Exp Tech Bldg   | Water/                   | 63.33       |
| 225642   | City of Iola           | 11   | Gen Inst Exp Tech Bldg   | Sewer/                   | 23.83       |
| 225642   | City of Iola           | 16   | Parkford Apartments      | Electricity/             | 1,122.05    |
| 225642   | City of Iola           | 16   | Herynk Hall              | Natural Gas/             | 121.00      |
| 225642   | City of Iola           | 16   | Herynk Hall              | Electricity/             | 250.10      |
| 225642   | City of Iola           | 16   | Herynk Hall              | Water/                   | 165.06      |
| 225642   | City of Iola           | 16   | Herynk Hall              | Sewer/                   | 74.84       |
| 225642   | City of Iola           | 16   | Horton Hall              | Natural Gas/             | 362.00      |
| 225642   | City of Iola           | 16   | Horton Hall              | Electricity/             | 99.62       |
| 225642   | City of Iola           | 16   | Horton Hall              | Water/                   | 1,295.45    |
| 225642   | City of Iola           | 16   | Horton Hall              | Sewer/                   | 641.59      |
| 225642   | City of Iola           | 16   | Winter Hall              | Electricity/             | 2,085.88    |
| 225642   | City of Iola           | 16   | Winter Hall              | Water/                   | 1,809.78    |
| 225642   | City of Iola           | 16   | Winter Hall              | Sewer/                   | 899.46      |
| 225642   | City of Iola           | 16   | Red Devil Duplexes       | Natural Gas/             | 570.00      |
| 225642   | City of Iola           | 16   | Red Devil Duplexes       | Electricity/             | 832.00      |
| 225642   | City of Iola           | 16   | Red Devil Duplexes       | Water/                   | 436.36      |
| 225642   | City of Iola           | 16   | Red Devil Duplexes       | Sewer/                   | 210.86      |
| 225642   | City of Iola           | 16   | Masterson Hall           | Natural Gas/             | 217.00      |
| 225642   | City of Iola           | 16   | Masterson Hall           | Electricity/             | 1,153.90    |
| 225642   | City of Iola           | 16   | Masterson Hall           | Water/                   | 538.09      |
| 225642   | City of Iola           | 16   | Masterson Hall           | Sewer/                   | 261.87      |
| 225643   | Concept3D Inc          | 11   | Admissions               | Mtc & Service Agreements | 10,773.00   |
| 225643   | Concept3D Inc          | 11   | Marketing                | Mtc & Service Agreements | 1,200.00    |
| 225644   | DEPCO Enterprises LLC  | 12   | Business & Industry      | Major Equipment          | 5,075.00    |
| 225645   | Dale's Sheet Metal Inc | 16   | Horton Hall              | Maintenance Supplies     | 17.25       |
| 225646   | Fahnestock, Terri M    | 11   | Communication            | Business Travel          | 77.72       |
| 225647   | Fast Lube Iola         | 11   | Maintenance of Equipment | Repairs & Maintenance    | 56.95       |
| 225648   | FedEx                  | 16   | Bookstore                | Postage                  | 22.80       |
| 225648   | FedEx                  | 16   | Bookstore                | Postage                  | 36.56       |
| 225649   | Foster, Paxton Sierra  | 11   | No Center                | Accts Recv/Students      | 3,216.00    |
| 225650   | Great Western Dining   | 11   | No Center                | Fringe Benefit           | 547.69      |
| 225650   | Great Western Dining   | 11   | Alumni/Development Offic | Meetings & Hospitality   | 351.00      |
| 225650   | Great Western Dining   | 12   | Business & Industry      | Meetings & Hospitality   | 61.39       |
| 225650   | Great Western Dining   | 16   | Food Service             | Cost of Food Service Con | 21,418.32   |

| Check No    | Vendor Name                | Fund | Center                   | Line                     | Invoice Amt |
|-------------|----------------------------|------|--------------------------|--------------------------|-------------|
| 225651      | HP Inc                     | 11   | Information Tech (IT)    | Major Equipment          | 244.25      |
| 225651      | HP Inc                     | 11   | Information Tech (IT)    | Major Equipment          | 837.49      |
| 225652      | Herff Jones LLC            | 11   | Registrar's Office       | Commencement Supplies    | 43.35       |
| 225652      | Herff Jones LLC            | 11   | Registrar's Office       | Commencement Supplies    | 649.00      |
| 225653      | Hill, Lewis Daniel         | 11   | Men's Basketball         | Game Officials           | 20.00       |
| 225653      | Hill, Lewis Daniel         | 11   | Women's Basketball       | Game Officials           | 20.00       |
| 225654      | Hirschmann, Makayla Grace  | 11   | Men's Basketball         | Game Officials           | 110.00      |
| 225654      | Hirschmann, Makayla Grace  | 11   | Women's Basketball       | Game Officials           | 110.00      |
| 225655      | Ingram Library Services    | 70   | No Center                | Library70                | 23.25       |
| 225655      | Ingram Library Services    | 70   | No Center                | Library70                | 497.55      |
| 225656      | Iola Auto Parts LLC        | 11   | Maintenance of Buildings | Maintenance Supplies     | 75.13       |
| 225656      | Iola Auto Parts LLC        | 11   | Maintenance of Grounds   | Maintenance Supplies     | 34.75       |
| 225656      | Iola Auto Parts LLC        | 11   | Maintenance of Grounds   | Maintenance Supplies     | 53.04       |
| 225656      | Iola Auto Parts LLC        | 11   | Maintenance of Grounds   | Maintenance Supplies     | 55.10       |
| 225657      | J - D's Automotive Inc     | 11   | Maintenance of Equipment | Repairs & Maintenance    | 380.00      |
| 225657      | J - D's Automotive Inc     | 11   | Maintenance of Equipment | Repairs & Maintenance    | 380.00      |
| 225657      | J - D's Automotive Inc     | 11   | Maintenance of Equipment | Repairs & Maintenance    | 999.60      |
| 225657      | J - D's Automotive Inc     | 11   | Maintenance of Equipment | Repairs & Maintenance    | 214.28      |
| 225657      | J - D's Automotive Inc     | 11   | Maintenance of Equipment | Repairs & Maintenance    | 436.18      |
| 225657      | J - D's Automotive Inc     | 11   | Maintenance of Equipment | Repairs & Maintenance    | 153.22      |
| 225657      | J - D's Automotive Inc     | 11   | Maintenance of Equipment | Repairs & Maintenance    | 20.00       |
| 225658      | Jayhawk Lumber,            | 16   | Horton Hall              | Repairs & Maintenance    | 475.00      |
| 225659      | Jenzabar Lockbox           | 11   | Information Tech (IT)    | Mtc & Service Agreements | 1,099.00    |
| 225659      | Jenzabar Lockbox           | 11   | Information Tech (IT)    | Major Equipment          | 2,280.00    |
| 225659      | Jenzabar Lockbox           | 11   | Information Tech (IT)    | Major Equipment          | 9,420.00    |
| 225659      | Jenzabar Lockbox           | 11   | Information Tech (IT)    | Major Equipment          | 3,277.50    |
| 225659      | Jenzabar Lockbox           | 11   | Information Tech (IT)    | Major Equipment          | 17,710.00   |
| 225660      | John Deere Financial       | 11   | Athletic Trainer         | Athletic Supplies        | 3.99        |
| 225660      | John Deere Financial       | 11   | Maintenance of Buildings | Maintenance Supplies     | 5.98        |
| 225660      | John Deere Financial       | 11   | Maintenance of Equipment | Maintenance Supplies     | 98.00       |
| 225660      | John Deere Financial       | 11   | Maintenance of Grounds   | Maintenance Supplies     | 22.98       |
| 225660      | John Deere Financial       | 11   | Maintenance of Grounds   | Maintenance Supplies     | 54.95       |
| 225660      | John Deere Financial       | 11   | Maintenance of Grounds   | Maintenance Supplies     | 213.88      |
| 225660      | John Deere Financial       | 11   | Maintenance of Grounds   | Maintenance Supplies     | 39.97       |
| 225660      | John Deere Financial       | 11   | Maintenance of Grounds   | Maintenance Supplies     | -213.88     |
| 225660      | John Deere Financial       | 11   | Maintenance of Grounds   | Maintenance Supplies     | 205.55      |
| 225661      | Johnson, Dirk Evan         | 11   | Men's Basketball         | Game Officials           | 20.00       |
| 225661      | Johnson, Dirk Evan         | 11   | Women's Basketball       | Game Officials           | 20.00       |
| 225662      | KanREN Inc                 | 11   | Information Tech (IT)    | Mtc & Service Agreements | 11,873.58   |
| 225663      | Kansas One-Call System Inc | 11   | Maintenance of Buildings | Mtc & Service Agreements | 10.64       |
| 225664      | Kids' Corps Inc            | 11   | No Center                | Accts Recv/Students      | 283.00      |
| 225665      | Kincade, Elijah Daniel     | 11   | Men's Basketball         | Game Officials           | 40.00       |
| 225665      | Kincade, Elijah Daniel     | 11   | Women's Basketball       | Game Officials           | 40.00       |
| 225666      | Kraft Inc., Henry          | 11   | Maintenance of Buildings | Janitorial Supplies      | 502.32      |
| PAGE TOTALS |                            |      |                          |                          | 52,838.65   |

| Check No | Vendor Name                  | Fund | Center                   | Line                     | Invoice Amt |
|----------|------------------------------|------|--------------------------|--------------------------|-------------|
| 225666   | Kraft Inc., Henry            | 11   | Maintenance of Buildings | Janitorial Supplies      | 552.22      |
| 225667   | Lagoa, Isabella Simone       | 11   | Men's Basketball         | Game Officials           | 20.00       |
| 225667   | Lagoa, Isabella Simone       | 11   | Women's Basketball       | Game Officials           | 20.00       |
| 225668   | Matarazzo, Patrick P         | 11   | General Inst Expenses    | Gasoline                 | 95.14       |
| 225669   | Medco Supply Company         | 11   | Athletic Trainer         | Athletic Supplies        | 1,013.80    |
| 225670   | Meyer, Paxton Lee            | 11   | Men's Basketball         | Game Officials           | 70.00       |
| 225670   | Meyer, Paxton Lee            | 11   | Women's Basketball       | Game Officials           | 70.00       |
| 225671   | Moots, Lauren Elisabeth      | 11   | Concurrent Dual Credit   | Business Travel          | 89.11       |
| 225672   | Nelnet Campus Commerce       | 11   | Business Office          | Mtc & Service Agreements | 400.00      |
| 225672   | Nelnet Campus Commerce       | 11   | General Inst Expenses    | Service Charges          | 142.70      |
| 225673   | New Klein Lumber Co., The    | 11   | Maintenance of Buildings | Maintenance Supplies     | 19.99       |
| 225673   | New Klein Lumber Co., The    | 16   | Food Service             | Maintenance Supplies     | 28.58       |
| 225674   | New Wave Broadband           | 11   | Director of Athletics    | Mtc & Service Agreements | 80.00       |
| 225674   | New Wave Broadband           | 11   | Baseball                 | Mtc & Service Agreements | 45.00       |
| 225675   | O'Reilly Auto Stores Inc     | 11   | Maintenance of Equipment | Maintenance Supplies     | 133.98      |
| 225675   | O'Reilly Auto Stores Inc     | 11   | Maintenance of Equipment | Maintenance Supplies     | 94.33       |
| 225676   | Overman, Bryce Ian           | 11   | No Center                | Accts Recv/Students      | 2,500.00    |
| 225677   | Padilla, Felipe Angel        | 12   | Early Childhood Educ     | Promotional Products     | 281.00      |
| 225678   | Peak Uptime                  | 11   | Information Tech (IT)    | Mtc & Service Agreements | 7,595.74    |
| 225678   | Peak Uptime                  | 11   | Information Tech (IT)    | Repairs & Maintenance    | 997.50      |
| 225679   | Phillips 66 Co/SYNCB         | 11   | Director of Athletics    | Gasoline                 | 260.21      |
| 225679   | Phillips 66 Co/SYNCB         | 11   | General Inst Expenses    | Gasoline                 | 123.59      |
| 225679   | Phillips 66 Co/SYNCB         | 11   | Maintenance of Grounds   | Gasoline                 | 187.17      |
| 225680   | Pizza Hut                    | 11   | Track                    | Athletic Team Travel     | 45.96       |
| 225680   | Pizza Hut                    | 11   | Track                    | Athletic Team Travel     | 49.96       |
| 225680   | Pizza Hut                    | 11   | Track                    | Athletic Team Travel     | 39.97       |
| 225680   | Pizza Hut                    | 11   | Track                    | Athletic Team Travel     | 49.96       |
| 225681   | Powelson, Terry S            | 12   | Agriculture              | Athletic Team Travel     | 888.03      |
| 225682   | Rookies Sports Bar & Grill   | 11   | Men's Basketball         | Athletic Team Travel     | 488.00      |
| 225682   | Rookies Sports Bar & Grill   | 11   | Men's Basketball         | Athletic Team Travel     | 1,009.00    |
| 225683   | Sanchez, Hope Kaylynn        | 11   | Men's Basketball         | Game Officials           | 80.00       |
| 225683   | Sanchez, Hope Kaylynn        | 11   | Women's Basketball       | Game Officials           | 80.00       |
| 225684   | Storrer Implement            | 11   | Maintenance of Equipment | Repairs & Maintenance    | 729.47      |
| 225685   | Thomas, Brandon Joseph       | 11   | Men's Basketball         | Game Officials           | 330.00      |
| 225685   | Thomas, Brandon Joseph       | 11   | Women's Basketball       | Game Officials           | 330.00      |
| 225686   | Thompson Brothers Supply Inc | 11   | Maintenance of Buildings | Mtc & Service Agreements | 45.00       |
| 225687   | Tri-Valley                   | 11   | General Inst Expenses    | Mtc & Service Agreements | 43.80       |
| 225688   | Triple K Parts & Service     | 11   | Maintenance of Equipment | Maintenance Supplies     | 52.00       |
| 225689   | Turf Solutions Inc           | 11   | Men's Soccer             | Mtc & Service Agreements | 704.00      |
| 225689   | Turf Solutions Inc           | 11   | Women's Soccer           | Mtc & Service Agreements | 704.00      |
| 225690   | UPS                          | 16   | Bookstore                | Postage                  | 40.97       |
| 225691   | Van Diest Supply Company     | 11   | Maintenance of Grounds   | Maintenance Supplies     | 421.25      |
| 225692   | Vantage Apparel              | 16   | Bookstore                | C of GS/Soft Goods       | 1,129.70    |
| 225693   | Wells, Owen Matthew          | 11   | No Center                | Accts Recv/Students      | 195.00      |

| Check No | Vendor Name            | Fund | Center        | Line            | Invoice Amt |
|----------|------------------------|------|---------------|-----------------|-------------|
| 225694   | Ziegler, Christa Grace | 11   | Communication | Business Travel | 259.62      |
|          |                        |      |               | PAGE TOTALS     | 259.62      |
|          |                        |      |               | AP GRAND TOTAL  | 302,203.61  |

Signed and approved this 13 day of May, 2025

ATTEST:

Chairman, Board of Trustees

Christina Freeman  
Clerk, Board of Trustees

| Check No | Vendor Name        | Fund | Center                   | Line                     | Invoice Amt |
|----------|--------------------|------|--------------------------|--------------------------|-------------|
| 225737   | ACCC Petty Cash    | 17   | No Center                | Petty Cash/Cashier       | 9.68        |
| 225738   | Capital One        | 11   | Women's Soccer           | Athletic Team Travel     | 31.97       |
| 225738   | Capital One        | 11   | HOSA                     | Athletic Team Travel     | 198.33      |
| 225738   | Capital One        | 12   | Business & Industry      | Meetings & Hospitality   | 99.05       |
| 225738   | Capital One        | 12   | Business & Industry      | Meetings & Hospitality   | 132.94      |
| 225738   | Capital One        | 12   | Business & Industry      | Instructional Supplies   | 47.52       |
| 225738   | Capital One        | 12   | Business & Industry      | Instructional Supplies   | 18.64       |
| 225738   | Capital One        | 12   | Business & Industry      | Office Supplies          | 36.50       |
| 225738   | Capital One        | 12   | Agriculture              | Meetings & Hospitality   | 88.75       |
| 225738   | Capital One        | 12   | Agriculture              | Meetings & Hospitality   | 169.78      |
| 225738   | Capital One        | 12   | Dean-CTE & Industry Ptnr | Miscellaneous Supplies   | 150.40      |
| 225752   | Cardmember Service | 11   | Biology                  | Business Travel          | 10.53       |
| 225752   | Cardmember Service | 11   | Biology                  | Business Travel          | 40.00       |
| 225752   | Cardmember Service | 11   | Concurrent Dual Credit   | Business Travel          | 10.10       |
| 225752   | Cardmember Service | 11   | Concurrent Dual Credit   | Business Travel          | 12.45       |
| 225752   | Cardmember Service | 11   | Concurrent Dual Credit   | Business Travel          | 9.52        |
| 225752   | Cardmember Service | 11   | Professional Development | Conferences & Workshops  | 100.00      |
| 225752   | Cardmember Service | 11   | Professional Development | Conferences & Workshops  | 100.00      |
| 225752   | Cardmember Service | 11   | Professional Development | Conferences & Workshops  | 100.00      |
| 225752   | Cardmember Service | 11   | Professional Development | Conferences & Workshops  | 100.00      |
| 225752   | Cardmember Service | 11   | Marketing                | Advertising              | 500.00      |
| 225752   | Cardmember Service | 11   | Marketing                | Mtc & Service Agreements | 1,155.06    |
| 225752   | Cardmember Service | 11   | Director of Athletics    | Business Travel          | 24.46       |
| 225752   | Cardmember Service | 11   | Director of Athletics    | Business Travel          | 48.00       |
| 225752   | Cardmember Service | 11   | Director of Athletics    | Business Travel          | 49.11       |
| 225752   | Cardmember Service | 11   | Director of Athletics    | Business Travel          | 4.36        |
| 225752   | Cardmember Service | 11   | Director of Athletics    | Business Travel          | 107.90      |
| 225752   | Cardmember Service | 11   | Director of Athletics    | Business Travel          | 27.28       |
| 225752   | Cardmember Service | 11   | Director of Athletics    | Business Travel          | 29.29       |
| 225752   | Cardmember Service | 11   | Director of Athletics    | Gasoline                 | 56.27       |
| 225752   | Cardmember Service | 11   | Director of Athletics    | Gasoline                 | 62.36       |
| 225752   | Cardmember Service | 11   | Director of Athletics    | Recognition Supplies     | 384.00      |
| 225752   | Cardmember Service | 11   | Track                    | Business Travel          | 25.71       |
| 225752   | Cardmember Service | 11   | Track                    | Athletic Team Travel     | 130.25      |
| 225752   | Cardmember Service | 11   | Track                    | Athletic Team Travel     | 5.33        |
| 225752   | Cardmember Service | 11   | Track                    | Athletic Team Travel     | 73.62       |
| 225752   | Cardmember Service | 11   | Track                    | Athletic Team Travel     | 12.01       |
| 225752   | Cardmember Service | 11   | Track                    | Athletic Team Travel     | 14.18       |
| 225752   | Cardmember Service | 11   | Track                    | Athletic Team Travel     | 19.02       |
| 225752   | Cardmember Service | 11   | Track                    | Athletic Team Travel     | 9.57        |
| 225752   | Cardmember Service | 11   | Track                    | Athletic Team Travel     | 5.66        |
| 225752   | Cardmember Service | 11   | Track                    | Athletic Team Travel     | 143.00      |
| 225752   | Cardmember Service | 11   | Track                    | Athletic Team Travel     | 125.20      |
| 225752   | Cardmember Service | 11   | Track                    | Athletic Team Travel     | 100.47      |

| Check No | Vendor Name        | Fund | Center            | Line                     | Invoice Amt |
|----------|--------------------|------|-------------------|--------------------------|-------------|
| 225752   | Cardmember Service | 11   | Track             | Athletic Team Travel     | 24.88       |
| 225752   | Cardmember Service | 11   | Track             | Athletic Team Travel     | 53.20       |
| 225752   | Cardmember Service | 11   | Track             | Athletic Team Travel     | 8.97        |
| 225752   | Cardmember Service | 11   | Track             | Athletic Team Travel     | 160.90      |
| 225752   | Cardmember Service | 11   | Track             | Athletic Team Travel     | 16.24       |
| 225752   | Cardmember Service | 11   | Track             | Athletic Team Travel     | 117.20      |
| 225752   | Cardmember Service | 11   | Track             | Athletic Team Travel     | 56.80       |
| 225752   | Cardmember Service | 11   | Track             | Athletic Team Travel     | 204.28      |
| 225752   | Cardmember Service | 11   | Track             | Athletic Team Travel     | 30.55       |
| 225752   | Cardmember Service | 11   | Track             | Athletic Team Travel     | 176.39      |
| 225752   | Cardmember Service | 11   | Track             | Athletic Team Travel     | 112.70      |
| 225752   | Cardmember Service | 11   | Track             | Athletic Team Travel     | 158.06      |
| 225752   | Cardmember Service | 11   | Track             | Athletic Team Travel     | 70.75       |
| 225752   | Cardmember Service | 11   | Track             | Entry Fees               | 193.70      |
| 225752   | Cardmember Service | 11   | Track             | Entry Fees               | 450.00      |
| 225752   | Cardmember Service | 11   | Track             | Mtc & Service Agreements | 367.86      |
| 225752   | Cardmember Service | 11   | Track             | Athletic Supplies        | 32.58       |
| 225752   | Cardmember Service | 11   | Track             | Athletic Supplies        | 116.50      |
| 225752   | Cardmember Service | 11   | Track             | Athletic Supplies        | 102.18      |
| 225752   | Cardmember Service | 11   | Track             | Athletic Supplies        | 243.45      |
| 225752   | Cardmember Service | 11   | Track             | Athletic Apparel         | 433.91      |
| 225752   | Cardmember Service | 11   | Softball          | Athletic Team Travel     | 174.20      |
| 225752   | Cardmember Service | 11   | Softball          | Athletic Team Travel     | 376.44      |
| 225752   | Cardmember Service | 11   | Softball          | Athletic Team Travel     | 199.49      |
| 225752   | Cardmember Service | 11   | Volleyball        | Business Travel          | 21.96       |
| 225752   | Cardmember Service | 11   | Volleyball        | Business Travel          | 21.44       |
| 225752   | Cardmember Service | 11   | Volleyball        | Business Travel          | 58.74       |
| 225752   | Cardmember Service | 11   | Volleyball        | Business Travel          | 30.00       |
| 225752   | Cardmember Service | 11   | Volleyball        | Business Travel          | 7.00        |
| 225752   | Cardmember Service | 11   | Volleyball        | Business Travel          | 26.33       |
| 225752   | Cardmember Service | 11   | Volleyball        | Business Travel          | 82.75       |
| 225752   | Cardmember Service | 11   | Volleyball        | Business Travel          | 19.37       |
| 225752   | Cardmember Service | 11   | Volleyball        | Business Travel          | 23.05       |
| 225752   | Cardmember Service | 11   | Volleyball        | Athletic Team Travel     | 56.52       |
| 225752   | Cardmember Service | 11   | Volleyball        | Athletic Team Travel     | 118.00      |
| 225752   | Cardmember Service | 11   | Volleyball        | Athletic Team Travel     | 278.95      |
| 225752   | Cardmember Service | 11   | Livestock Judging | Business Travel          | 11.81       |
| 225752   | Cardmember Service | 11   | Livestock Judging | Business Travel          | 17.99       |
| 225752   | Cardmember Service | 11   | Livestock Judging | Business Travel          | 122.27      |
| 225752   | Cardmember Service | 11   | Livestock Judging | Athletic Team Travel     | 2.63        |
| 225752   | Cardmember Service | 11   | Cheerleader/Dance | Athletic Supplies        | 29.99       |
| 225752   | Cardmember Service | 11   | Women's Soccer    | Conferences & Workshops  | 108.38      |
| 225752   | Cardmember Service | 11   | Women's Soccer    | Athletic Team Travel     | 17.76       |
| 225752   | Cardmember Service | 11   | Women's Soccer    | Athletic Team Travel     | 16.69       |

| Check No    | Vendor Name        | Fund | Center                   | Line                     | Invoice Amt |
|-------------|--------------------|------|--------------------------|--------------------------|-------------|
| 225752      | Cardmember Service | 11   | Women's Soccer           | Athletic Team Travel     | 226.41      |
| 225752      | Cardmember Service | 11   | Women's Soccer           | Athletic Team Travel     | 208.00      |
| 225752      | Cardmember Service | 11   | Women's Soccer           | Athletic Team Travel     | 11.62       |
| 225752      | Cardmember Service | 11   | Women's Soccer           | Athletic Team Travel     | 155.03      |
| 225752      | Cardmember Service | 11   | Women's Soccer           | Athletic Team Travel     | 9.49        |
| 225752      | Cardmember Service | 11   | Women's Soccer           | Athletic Team Travel     | 88.62       |
| 225752      | Cardmember Service | 11   | Women's Soccer           | Athletic Team Travel     | 74.98       |
| 225752      | Cardmember Service | 11   | Women's Soccer           | Athletic Team Travel     | 82.91       |
| 225752      | Cardmember Service | 11   | Theater                  | Drama Supplies           | 119.02      |
| 225752      | Cardmember Service | 11   | Phi Theta Kappa          | Meetings & Hospitality   | 59.94       |
| 225752      | Cardmember Service | 11   | Phi Theta Kappa          | Meetings & Hospitality   | 31.68       |
| 225752      | Cardmember Service | 11   | Phi Theta Kappa          | Honorarium               | 4,813.99    |
| 225752      | Cardmember Service | 11   | Phi Theta Kappa          | Office Supplies          | 26.85       |
| 225752      | Cardmember Service | 11   | Phi Theta Kappa          | Office Supplies          | 131.99      |
| 225752      | Cardmember Service | 11   | Accreditation            | Business Travel          | 18.39       |
| 225752      | Cardmember Service | 11   | Accreditation            | Business Travel          | 1,493.40    |
| 225752      | Cardmember Service | 11   | Accreditation            | Business Travel          | 10.34       |
| 225752      | Cardmember Service | 11   | Accreditation            | Business Travel          | 134.29      |
| 225752      | Cardmember Service | 11   | Accreditation            | Business Travel          | 152.68      |
| 225752      | Cardmember Service | 11   | Accreditation            | Business Travel          | 42.90       |
| 225752      | Cardmember Service | 11   | Accreditation            | Business Travel          | 36.00       |
| 225752      | Cardmember Service | 11   | Accreditation            | Business Travel          | 746.70      |
| 225752      | Cardmember Service | 11   | Accreditation            | Business Travel          | 70.42       |
| 225752      | Cardmember Service | 11   | Accreditation            | Business Travel          | 746.70      |
| 225752      | Cardmember Service | 11   | Accreditation            | Business Travel          | 132.00      |
| 225752      | Cardmember Service | 11   | Accreditation            | Business Travel          | 1,000.19    |
| 225752      | Cardmember Service | 11   | Accreditation            | Business Travel          | 19.50       |
| 225752      | Cardmember Service | 11   | Human Resources          | Business Travel          | 518.37      |
| 225752      | Cardmember Service | 11   | Human Resources          | Advertising              | 299.00      |
| 225752      | Cardmember Service | 11   | Information Tech (IT)    | Telephone/               | 45.48       |
| 225752      | Cardmember Service | 11   | Information Tech (IT)    | Repairs & Maintenance    | 77.94       |
| 225752      | Cardmember Service | 11   | Information Tech (IT)    | Data Processing Supplies | 110.55      |
| 225752      | Cardmember Service | 11   | Information Tech (IT)    | Data Processing Supplies | 10.99       |
| 225752      | Cardmember Service | 11   | Maintenance of Buildings | Maintenance Supplies     | 459.41      |
| 225752      | Cardmember Service | 11   | Maintenance of Equipment | Maintenance Supplies     | 7.89        |
| 225752      | Cardmember Service | 11   | Maintenance of Grounds   | Maintenance Supplies     | 39.51       |
| 225752      | Cardmember Service | 12   | Business & Industry      | Meetings & Hospitality   | 395.00      |
| 225752      | Cardmember Service | 12   | Business & Industry      | Office Supplies          | 384.12      |
| 225752      | Cardmember Service | 12   | Agriculture              | Athletic Team Travel     | 294.51      |
| 225752      | Cardmember Service | 12   | Agriculture              | Athletic Team Travel     | 12.57       |
| 225752      | Cardmember Service | 12   | Agriculture              | Athletic Team Travel     | 201.12      |
| 225752      | Cardmember Service | 12   | Agriculture              | Athletic Team Travel     | 18.43       |
| 225752      | Cardmember Service | 12   | Agriculture              | Athletic Team Travel     | 283.27      |
| 225752      | Cardmember Service | 12   | Agriculture              | Athletic Team Travel     | 48.39       |
| PAGE TOTALS |                    |      |                          |                          | 13,850.59   |

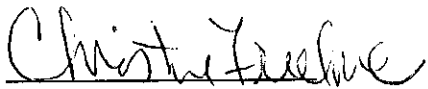
| Check No | Vendor Name                  | Fund | Center                   | Line                     | Invoice Amt |
|----------|------------------------------|------|--------------------------|--------------------------|-------------|
| 225752   | Cardmember Service           | 12   | Agriculture              | Athletic Team Travel     | 68.44       |
| 225752   | Cardmember Service           | 12   | Agriculture              | Athletic Team Travel     | 45.46       |
| 225752   | Cardmember Service           | 12   | Agriculture              | Athletic Team Travel     | 93.56       |
| 225752   | Cardmember Service           | 12   | Agriculture              | Athletic Team Travel     | -39.26      |
| 225752   | Cardmember Service           | 12   | Agriculture              | Athletic Team Travel     | 3,480.97    |
| 225752   | Cardmember Service           | 12   | Agriculture              | Professional Memberships | 100.00      |
| 225752   | Cardmember Service           | 12   | Allied Health            | Conferences & Workshops  | 820.00      |
| 225752   | Cardmember Service           | 12   | Machining & Manufacturi  | Instructional Supplies   | 72.79       |
| 225752   | Cardmember Service           | 12   | Dean-CTE & Industry Ptnr | Business Travel          | 5.11        |
| 225752   | Cardmember Service           | 12   | Dean-CTE & Industry Ptnr | Business Travel          | 6.11        |
| 225752   | Cardmember Service           | 12   | Dean-CTE & Industry Ptnr | Business Travel          | 8.00        |
| 225752   | Cardmember Service           | 12   | Dean-CTE & Industry Ptnr | Business Travel          | 7.11        |
| 225752   | Cardmember Service           | 12   | Dean-CTE & Industry Ptnr | Business Travel          | 19.57       |
| 225752   | Cardmember Service           | 12   | Dean-CTE & Industry Ptnr | Business Travel          | 16.00       |
| 225752   | Cardmember Service           | 12   | Dean-CTE & Industry Ptnr | Business Travel          | 9.65        |
| 225752   | Cardmember Service           | 12   | Dean-CTE & Industry Ptnr | Business Travel          | 10.00       |
| 225752   | Cardmember Service           | 12   | Dean-CTE & Industry Ptnr | Instructional Supplies   | 15.20       |
| 225752   | Cardmember Service           | 16   | Bookstore                | Advertising              | 25.82       |
| 225752   | Cardmember Service           | 16   | Bookstore                | Office Supplies          | 373.17      |
| 225752   | Cardmember Service           | 16   | Bookstore                | Shipping Supplies        | 35.58       |
| 225752   | Cardmember Service           | 16   | Bookstore                | C of GS/Supplies         | 62.72       |
| 225752   | Cardmember Service           | 16   | Bookstore                | Furnishings              | 188.99      |
| 225752   | Cardmember Service           | 16   | Student Housing/Program  | Conferences & Workshops  | 89.00       |
| 225752   | Cardmember Service           | 27   | Perkins Program Improv.  | Business Travel          | 270.58      |
| 225752   | Cardmember Service           | 27   | Perkins Program Improv.  | Business Travel          | 78.33       |
| 225752   | Cardmember Service           | 27   | Perkins Program Improv.  | Business Travel          | 263.35      |
| 225752   | Cardmember Service           | 27   | Perkins Program Improv.  | Conferences & Workshops  | 50.00       |
| 225752   | Cardmember Service           | 70   | No Center                | Food Pantry 70           | 356.59      |
| 225753   | Council for Higher Education | 11   | Board of Trustees        | Institutional Dues       | 430.00      |
| 225754   | FedEx                        | 16   | Bookstore                | Postage                  | 45.70       |
| 225755   | Forrester, Campbell Bailey   | 11   | No Center                | Accts Recv/Students      | 1,809.00    |
| 225756   | Gilpin, Amos James           | 11   | No Center                | Accts Recv/Students      | 3,698.00    |
| 225757   | Gilpin, Amos James           | 11   | No Center                | Accts Recv/Students      | 3,697.00    |
| 225758   | Grainger                     | 11   | Maintenance of Buildings | Small Tools              | 95.88       |
| 225759   | Great Western Dining         | 11   | No Center                | Fringe Benefit           | 589.82      |
| 225759   | Great Western Dining         | 16   | Food Service             | Cost of Food Service Con | 21,337.19   |
| 225760   | Johnson Vaughn PA            | 11   | Board of Trustees        | Legal Services           | 5,340.00    |
| 225760   | Johnson Vaughn PA            | 11   | Board of Trustees        | Legal Services           | 1,770.00    |
| 225761   | King, Tiernan Nova           | 11   | No Center                | Accts Recv/Students      | 40.00       |
| 225762   | Leffler, Lyvier L            | 11   | Phi Theta Kappa          | Meetings & Hospitality   | 94.47       |
| 225762   | Leffler, Lyvier L            | 11   | Phi Theta Kappa          | Meetings & Hospitality   | 184.25      |
| 225762   | Leffler, Lyvier L            | 11   | Phi Theta Kappa          | Meetings & Hospitality   | 131.32      |
| 225763   | MV Sport-MV Corp Inc         | 16   | Bookstore                | C of GS/Soft Goods       | 420.00      |
| 225763   | MV Sport-MV Corp Inc         | 16   | Bookstore                | C of GS/Soft Goods       | 432.00      |

| Check No | Vendor Name              | Fund | Center                   | Line                     | Invoice Amt |
|----------|--------------------------|------|--------------------------|--------------------------|-------------|
| 225764   | OTA PlatePay             | 11   | Director of Athletics    | Business Travel          | 9.31        |
| 225765   | Powelson, Terry S        | 70   | No Center                | Collegiate Farm Bureau70 | 60.23       |
| 225766   | Simpson Construction     | 61   | Miscellaneous Oth Fnd Ex | Buildings                | 509,909.04  |
| 225767   | Southerland, Bryce Syeen | 11   | No Center                | Accts Recv/Students      | 142.50      |
| 225768   | Sports Locker            | 11   | Cross Country            | Athletic Apparel         | 178.08      |
| 225769   | UPS                      | 16   | Bookstore                | Postage                  | 141.95      |
|          |                          |      |                          | PAGE TOTALS              | 510,441.11  |
|          |                          |      |                          | AP GRAND TOTAL           | 580,470.30  |

Signed and approved this 13 day of May, 2025

ATTEST:

\_\_\_\_\_  
Chairman, Board of Trustees

  
\_\_\_\_\_  
Clerk, Board of Trustees

| Check No | Vendor Name                      | Fund | Center          | Line                     | Invoice Amt |
|----------|----------------------------------|------|-----------------|--------------------------|-------------|
| 225729   | Carroll, Daniel                  | 11   | Theater         | Misc Contractual Service | 600.00      |
| 225730   | Experience the Lofts             | 70   | No Center       | Choir & Band 70          | 254.40      |
| 225731   | Hamm, Alyssa Renee               | 11   | No Center       | Accts Recv/Students      | 20.00       |
| 225732   | Mendoza-Gardner, Leticia Delfina | 11   | No Center       | Accts Recv/Students      | 2,866.00    |
| 225733   | Sewell, Mackenzie Danielle       | 11   | No Center       | Accts Recv/Students      | 1,405.00    |
| 225734   | Smith, Jason Casiday             | 70   | No Center       | Choir & Band 70          | 1,010.20    |
| 225735   | Strahm, Kara Brianne             | 11   | No Center       | Accts Recv/Students      | 400.00      |
| 225736   | USPS-POC                         | 11   | Campus Services | Postage                  | 4,000.00    |
|          |                                  |      |                 | PAGE TOTALS              | 10,555.60   |
|          |                                  |      |                 | AP GRAND TOTAL           | 10,555.60   |

Signed and approved this 13 day of May, 2025

ATTEST:

Chairman, Board of Trustees

Clerk, Board of Trustees

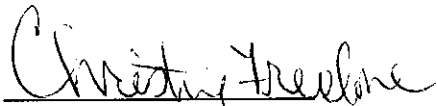
| Check No | Vendor Name                      | Fund | Center                   | Line                     | Invoice Amt |
|----------|----------------------------------|------|--------------------------|--------------------------|-------------|
| 225695   | All in One Pest                  | 11   | Maintenance of Buildings | Mtc & Service Agreements | 440.00      |
| 225696   | Blackshine LLC                   | 16   | Parkford Apartments      | Building/Room Rentals    | 1,965.00    |
| 225697   | Blackshine LLC                   | 16   | Parkford Apartments      | Building/Room Rentals    | 1,965.00    |
| 225698   | Blackshine LLC                   | 16   | Parkford Apartments      | Building/Room Rentals    | 1,310.00    |
| 225699   | Blue Cross Blue Shield of Kansas | 11   | No Center                | Hospitalization Payable  | 84,696.73   |
| 225700   | Bowlus Fine Arts Center          | 11   | Soc & Behav Sciences     | Athletic Team Travel     | 1,500.00    |
| 225700   | Bowlus Fine Arts Center          | 11   | Student & Comm Engagemnt | Honorarium               | 1,000.00    |
| 225701   | CE Water Management Inc          | 11   | Maintenance of Buildings | Mtc & Service Agreements | 242.95      |
| 225702   | Cloke Printing LLC               | 11   | Business Office          | Data Processing Supplies | 936.92      |
| 225703   | Concept3D Inc                    | 11   | Marketing                | Mtc & Service Agreements | 1,200.00    |
| 225704   | Cox Business                     | 16   | Student Union            | Mtc & Service Agreements | 240.36      |
| 225705   | Dell Marketing LP                | 12   | Business & Industry      | Major Equipment          | 2,878.14    |
| 225706   | FedEx                            | 16   | Bookstore                | Postage                  | 89.80       |
| 225707   | Four State Maintenance Supply    | 11   | Maintenance of Buildings | Janitorial Supplies      | 89.00       |
| 225707   | Four State Maintenance Supply    | 11   | Maintenance of Buildings | Janitorial Supplies      | 158.25      |
| 225708   | Great Western Dining             | 11   | No Center                | Fringe Benefit           | 631.95      |
| 225708   | Great Western Dining             | 16   | Food Service             | Cost of Food Service Con | 21,337.19   |
| 225709   | Jardine Associates               | 16   | Bookstore                | C of GS/Gifts            | 1,011.09    |
| 225710   | Jarred,, Gilmore & Phillips PA   | 11   | Business Office          | Audit Services           | 620.00      |
| 225711   | Jock's Nitch                     | 11   | Director of Athletics    | Athletic Apparel         | 562.00      |
| 225711   | Jock's Nitch                     | 11   | Men's Soccer             | Athletic Apparel         | 562.00      |
| 225712   | KWIKOM                           | 16   | Ballard House            | Mtc & Service Agreements | 75.00       |
| 225713   | Leffler, Lyvier L                | 11   | President                | Business Travel          | 158.12      |
| 225713   | Leffler, Lyvier L                | 11   | President                | Business Travel          | 140.70      |
| 225713   | Leffler, Lyvier L                | 11   | President                | Business Travel          | 500.00      |
| 225713   | Leffler, Lyvier L                | 11   | President                | Telephone/               | 100.00      |
| 225714   | McCarty's Office Machines Inc    | 11   | Information Tech (IT)    | Data Processing Supplies | 442.26      |
| 225715   | Nee, Patrick                     | 70   | No Center                | Athletics                | 117.58      |
| 225716   | Nider, Alli Shiann               | 11   | Phi Theta Kappa          | Honorarium               | 300.00      |
| 225717   | Padilla, Felipe Angel            | 12   | Early Childhood Educ     | Business Travel          | 348.24      |
| 225718   | Pur-O-Zone                       | 11   | Maintenance of Equipment | Maintenance Supplies     | 125.30      |
| 225719   | Simpson Construction             | 61   | Miscellaneous Oth Fnd Ex | Buildings                | 650,146.23  |
| 225720   | Small, Tylier Joann              | 11   | Phi Theta Kappa          | Honorarium               | 300.00      |
| 225721   | Sports Locker                    | 11   | Baseball                 | Athletic Supplies        | 2,250.00    |
| 225722   | TELUS Health (US) Ltd            | 11   | VP for Student Affairs   | Mtc & Service Agreements | 18,239.54   |
| 225722   | TELUS Health (US) Ltd            | 11   | VP for Student Affairs   | Mtc & Service Agreements | -13,679.66  |
| 225723   | Texas Life Insurance Company     | 11   | No Center                | Texas Life Insurance     | 210.80      |
| 225724   | Tezera, Temesgn Kashun           | 11   | Men's Soccer             | Business Travel          | 47.86       |
| 225725   | Toland, Elizabeth Ann            | 70   | No Center                | ECE Community Outreach   | 181.31      |
| 225726   | UPS                              | 16   | Bookstore                | Postage                  | 246.16      |
| 225727   | USD #256, Marmaton Valley HS     | 11   | Concurrent Dual Credit   | Misc Contractual Service | 600.00      |
| 225728   | Witherspoon, Reese Evelyn        | 11   | Phi Theta Kappa          | Honorarium               | 300.00      |
|          |                                  |      |                          | PAGE TOTALS              | 784,585.82  |
|          |                                  |      |                          | AP GRAND TOTAL           | 784,585.82  |

| Check No | Vendor Name | Fund | Center | Line | Invoice Amt |
|----------|-------------|------|--------|------|-------------|
|----------|-------------|------|--------|------|-------------|

Signed and approved this 13 day of MAY, 2025

ATTEST:

\_\_\_\_\_  
Chairman, Board of Trustees

  
\_\_\_\_\_  
Clerk, Board of Trustees

**BUDGET AMENDMENT INSTRUCTIONS**

Budget amendments as authorized by K.S.A. 79-2929a are permitted to increase the original budget for "...previously unbudgeted increases in revenue other than ad valorem property taxes."

**AMENDMENT PROCEDURES**

1. Publish the Notice of Hearing on Amending the 2024 Budget, see form below. Include only those funds being amended. At least ten days must elapse between Steps 1 and 2.
2. Hold the hearing on amending the budget as scheduled in Step 1.
3. File two copies of the following forms with the county clerk:
  - Certificate showing only the amended funds.
  - Individual fund budget for each fund being amended.
  - Proof of publication.

Before amending the budget, be sure it is necessary. Certain revenue is exempt from the budget law. Also, remember that a budget cannot be amended after the year is completed. It is recommended that an explanation be included in the heading to inform taxpayers why an amendment is necessary.

**NOTICE OF HEARING ON  
AMENDING THE 2024 BUDGET**

The governing body of  
Allen County Community College  
 will meet on the 10th day of June, 2025 at 6:00 p.m, at  
Spencer Ambler Board Room

for the purpose of hearing and answering objections of taxpayers relating to the proposed amended use of funds.

Detailed budget information is available at  
Vice President of Finance and Operations  
 and will be available at this hearing.

**SUMMARY OF AMENDMENTS**

| Fund                       | Adopted Budget<br>2024-2025 |                                  |                                  | Proposed Amendment<br>2024-2025 Budget |
|----------------------------|-----------------------------|----------------------------------|----------------------------------|----------------------------------------|
|                            | Actual<br>Tax<br>Rate       | Amount<br>of Tax to<br>be Levied | Expenditures<br>and<br>Transfers | Expenditures<br>and<br>Transfers       |
| General Fund               | 16.146                      | \$3,022,448                      | \$15,858,973                     | \$17,658,647                           |
| Postsecondary Tech Ed Fund | 0                           | \$0                              | \$3,001,759                      | \$3,001,759                            |
| Auxiliary Fund             | 0                           | \$0                              | \$3,907,117                      | \$3,920,131                            |
| Capital Outlay Fund        | 2.886                       | \$540,138                        | \$8,400,000                      | \$2,500,000                            |

\_\_\_\_\_  
 Signature and Title

Save these instructions and one set of forms to use in case you need to amend your budget.

**CERTIFICATE**TO THE CLERK OF Allen County COUNTY, STATE OF KANSASWe the undersigned, duly elected, qualified and acting officers of  
Allen County Community College

certify that: (1) the hearing mentioned in the attached proof of publication was held; (2) after the Budget Hearing this budget was duly approved and adopted as the maximum expenditure for the various funds for the year 2024-2025; and (3) the Amount(s) of 2024 Tax to be Levied are within statutory limitations.

| Table of Contents:                      |           |            | 2024-2025 Adopted Budget |                                 |                         |
|-----------------------------------------|-----------|------------|--------------------------|---------------------------------|-------------------------|
| Adopted Budget and Financial Statements | K.S.A.    | Page No.   | Expenditures & Transfers | Amount of 2024 Tax to be Levied | County Clerk's Use Only |
| Statement of Indebtedness               |           |            |                          |                                 |                         |
| Statement of Conditional Lease, etc.    |           |            |                          |                                 |                         |
| Current Funds Unrestricted:             |           |            |                          |                                 |                         |
| General                                 | 71-204    |            | 17,658,647               | 3,022,088                       |                         |
| Postsecondary Technical Education       |           |            | 3,001,759                | XXXXXXXXXX                      |                         |
| Adult Education                         | 71-617    |            | 0                        | 0                               |                         |
| Adult Supplementary Education           | 74-32,261 |            | 0                        | XXXXXXXXXX                      |                         |
| Motorcycle Driver Safety                | 71-1508   |            | 0                        | XXXXXXXXXX                      |                         |
| Truck Driver Training Course            | 71-1509   |            | 0                        | XXXXXXXXXX                      |                         |
| Auxiliary Enterprise                    |           |            | 3,920,131                | XXXXXXXXXX                      |                         |
| Total Current Funds Unrestricted        |           |            | 24,580,537               | 3,022,088                       |                         |
| Plant Funds                             |           |            |                          |                                 |                         |
| Capital Outlay                          | 71-501    |            | 2,500,000                | 540,125                         |                         |
| Bond and Interest                       | 10-113    |            | 0                        | 0                               |                         |
| Special Assessment                      |           |            | 0                        | 0                               |                         |
| No Fund Warrants                        |           |            | 0                        | 0                               |                         |
| Revenue Bonds                           | 10-113    |            | 0                        | XXXXXXXXXX                      |                         |
| Total Plant Funds                       |           |            | 2,500,000                | 540,125                         |                         |
| Total – All Funds                       |           | XXXXXXXXXX | 27,080,537               |                                 |                         |
| Hearing Notice                          |           |            |                          | Final Assessed Valuation        |                         |
|                                         |           |            |                          |                                 |                         |

Assisted by:

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Revenue Neutral Rate: 17.669

Does budget require a resolution to exceed the Revenue Neutral Rate?

YES

Attest: \_\_\_\_\_, 2024

County Clerk

Rebecca Nilges, Board Chairman

Adopted Budget

Budget Form CC-B

2024-2025

| Current Funds Unrestricted<br><b>General Fund</b> | Line | 2022-2023<br>Audited<br>Actual | 2023-2024<br>Unaudited<br>Actual | 2024-2025<br>Proposed<br>Budget |
|---------------------------------------------------|------|--------------------------------|----------------------------------|---------------------------------|
| Unencumbered Cash Balance July 1                  | 1    | 15,865,662                     | 17,622,652                       | 19,303,648                      |
| Transfer of Fund Balances, July 1 *               | 2    | <del>XXXXXXXXXX</del>          | <del>XXXXXXXXXX</del>            | 0                               |
| Adjusted Unencumbered Cash Balance, July 1        | 3    | 15,865,662                     | 17,622,652                       | 19,303,648                      |
| <b>Revenues</b>                                   |      |                                |                                  |                                 |
| Student Sources:                                  |      |                                |                                  |                                 |
| Tuition                                           | 4    | 1,989,685                      | 2,132,546                        | 3,154,946                       |
| Fees                                              | 5    | 836,305                        | 1,543,445                        | 1,390,501                       |
| <b>Total Student Income</b>                       | 9    | 2,825,990                      | 3,675,991                        | 4,545,447                       |
| Federal Sources:                                  |      |                                |                                  |                                 |
| Federal Grants                                    | 10   | 3,655                          | 3,360                            | 4,000                           |
| Other Federal Income                              | 11   |                                |                                  |                                 |
| <b>Total Federal Income</b>                       | 19   | 3,655                          | 3,360                            | 4,000                           |
| State Sources:                                    |      |                                |                                  |                                 |
| Non-Tiered State Aid (Form 108)                   | 20   | 3,956,632                      | 4,006,236                        | 3,626,540                       |
| State Grants and Contracts                        | 22   |                                | 250,000                          | 250,000                         |
| State Retirement Contributions **                 | 23   |                                |                                  |                                 |
| Other State Income                                | 24   |                                |                                  | 463,827                         |
| <b>Total State Income</b>                         | 29   | 3,956,632                      | 4,256,236                        | 4,340,367                       |
| Local Sources:                                    |      |                                |                                  |                                 |
| Prior Year Ad Valorem Property Tax                | 30   | 20,145                         | 5,870                            | 183,668                         |
| Current Year Ad Valorem Property Tax              | 31   | 2,567,171                      | 2,601,430                        | <del>XXXXXXXXXX</del>           |
| Motor Vehicle Tax                                 | 32   | 240,406                        | 235,027                          | 218,358                         |
| Recreational Vehicle Tax                          | 33   | 3,936                          | 3,955                            | 4,139                           |
| Delinquent Tax                                    | 34   | 32,098                         | 33,957                           | 75,000                          |
| In Lieu of Tax - Industrial Revenue Bond          | 35   | 2,652                          | 2,860                            | 302                             |
| Other Local Income                                | 36   |                                |                                  |                                 |
| <b>Total Local Income</b>                         | 39   | 2,866,408                      | 2,883,099                        | 481,467                         |
| Other Sources:                                    |      |                                |                                  |                                 |
| Gifts                                             | 40   |                                |                                  |                                 |
| Interest                                          | 41   | 763,219                        | 1,392,085                        | 1,125,000                       |
| All Other Income                                  | 42   | 76,140                         | 614,158                          | 523,500                         |
| Cancellation of Prior Year Encumbrances           | 43   |                                |                                  | <del>XXXXXXXXXX</del>           |
| <b>Total Other Income</b>                         | 49   | 839,359                        | 2,006,243                        | 1,648,500                       |
| <b>Total Revenues</b><br>(9 + 19 + 29 + 39 + 49)  | 60   | 10,492,044                     | 12,824,929                       | 11,019,781                      |
| <b>Total Resources Available (3 + 60)</b>         | 62   | 26,357,706                     | 30,447,581                       | 30,323,429                      |

\* Must comply with K.S.A. 79-2958.

\*\* Optional – if revenue is shown, expenditures must be included.

## Adopted Budget

| CURRENT FUNDS UNRESTRICTED<br>General Fund             | Line | 2022-2023<br>Audited<br>Actual | 2023-2024<br>Unaudited<br>Actual | 2024-2025<br>Proposed<br>Budget |
|--------------------------------------------------------|------|--------------------------------|----------------------------------|---------------------------------|
| <b>Total Resources Available</b>                       | 62   | 26,357,706                     | 30,447,581                       | 30,323,429                      |
| <b>EXPENDITURES</b>                                    |      |                                |                                  |                                 |
| Education and General:                                 |      |                                |                                  |                                 |
| Instruction                                            | 63   | 2,576,285                      | 2,522,287                        | 3,239,729                       |
| Subscription expense                                   | 64   |                                | 898,775                          |                                 |
| LeaseExpense                                           | 65   |                                | 6,915                            |                                 |
| Academic Support                                       | 66   | 365,141                        | 450,615                          | 664,166                         |
| Student Services                                       | 67   | 2,606,528                      | 2,968,250                        | 4,342,598                       |
| Institutional Support                                  | 68   | 1,754,311                      | 2,118,058                        | 4,458,434                       |
| Operation and Maintenance                              | 69   | 879,588                        | 1,176,528                        | 3,825,652                       |
| Scholarships                                           | 70   | 128,749                        | 985,048                          | 1,111,425                       |
| <b>Total Expenditures</b>                              | 79   | 8,310,602                      | 11,126,476                       | 17,642,004                      |
| Transfers                                              |      |                                |                                  |                                 |
| Transfer to Vocational                                 | 81   | 408,793                        |                                  | 0                               |
| Non-Mandatory Transfers                                | 82   | 15,659                         | 17,457                           | 16,643                          |
| Mandatory Transfers                                    | 83   |                                |                                  |                                 |
| <b>Total Transfers</b>                                 | 89   | 424,452                        | 17,457                           | 16,643                          |
| <b>Total Expenditures &amp; Transfers (79 + 89)</b>    | 90   | 8,735,054                      | 11,143,933                       | 17,658,647                      |
| Unencumbered Cash Balance June 30 (62 - 90)            | 91   | 17,622,652                     | 19,303,648                       | XXXXXXXXXX                      |
| Tax Computation                                        |      |                                |                                  |                                 |
| Unencumbered Cash Balance (3)                          | 94   |                                |                                  | 19,303,648                      |
| Tax in Process (30)                                    | 95   |                                |                                  | 183,668                         |
| Total Resources less tax-in-process (60 - 30)          | 96   |                                |                                  | 10,836,113                      |
| Six Month Resources (50% of 96) *                      | 97   |                                |                                  | 5,418,056                       |
| <b>Total Resources (94 thru 97)</b>                    | 98   |                                |                                  | 35,741,485                      |
| <b>Total Expenditures &amp; Transfers (90)</b>         | 99   |                                |                                  | 17,658,647                      |
| Six Month Expenditures (50% of 99) *                   | 100  |                                |                                  | 20,372,800                      |
| Total 18 Month Expenditures (99 + 100)                 | 101  |                                |                                  | 38,735,500                      |
| Tax Required Prior to Operating Grant (101 - 98)       | 102  |                                |                                  | 2,994,015                       |
| Tiered/Non-Tiered Tax Relief Portion (Form 108 line 4) | 103  |                                |                                  | 0                               |
| Tax Required (102 - 103)                               | 104  |                                |                                  | 2,994,015                       |
| Delinquent Tax Estimate                                | 105  | 0.9%                           |                                  | 28,073                          |
| Taxes Levied (104 + 105)                               | 106  |                                |                                  | 3,022,088                       |

\* 50% is the recommended amount for the six-month allocation on lines 97 and 100. The actual amount or percentage used is discretionary for each community college.

Adopted Budget

Budget Form CC-C

2024-2025

| Current Funds Unrestricted<br><b>Postsecondary Technical Education</b> | Line | 2022-2023<br>Audited<br>Actual | 2023-2024<br>Unaudited<br>Actual | 2024-2025<br>Proposed<br>Budget |
|------------------------------------------------------------------------|------|--------------------------------|----------------------------------|---------------------------------|
| Unencumbered Cash Balance July 1                                       | 1    | 1,005,955                      | 1,005,955                        | 1,010,288                       |
| Transfer to General Fund                                               | 2    | XXXXXXXXXX                     | XXXXXXXXXX                       |                                 |
| Adjusted Unencumbered Cash Balance, July 1                             | 3    | 1,005,955                      | 1,005,955                        | 1,010,288                       |
| <b>Revenues</b>                                                        |      |                                |                                  |                                 |
| Student Sources:                                                       |      |                                |                                  |                                 |
| Tuition                                                                | 4    | 623,865                        | 470,380                          | 400,000                         |
| Fees                                                                   | 5    |                                | 184,517                          |                                 |
| <b>Total Student Income</b>                                            | 9    | 623,865                        | 654,897                          | 400,000                         |
| Federal Sources:                                                       |      |                                |                                  |                                 |
| Federal Grants                                                         | 10   |                                |                                  |                                 |
| Other Federal Income                                                   | 11   |                                |                                  |                                 |
| <b>Total Federal Income</b>                                            | 19   | 0                              | 0                                | 0                               |
| State Sources:                                                         |      |                                |                                  |                                 |
| Tiered State Aid (Form 108)                                            | 20   | 1,327,658                      | 1,245,764                        | 468,219                         |
| State Grants and Contracts                                             | 22   |                                | 915,928                          | 379,013                         |
| State Retirement Contributions **                                      | 23   |                                |                                  |                                 |
| Other State Income                                                     | 24   | 18,983                         | 38,457                           | 775,000                         |
| <b>Total State Income</b>                                              | 29   | 1,346,641                      | 2,200,149                        | 1,622,232                       |
| Local Sources:                                                         |      |                                |                                  |                                 |
| Prior Year Ad Valorem Property Tax                                     | 30   |                                |                                  | 0                               |
| Current Year Ad Valorem Property Tax                                   | 31   |                                | 0                                | XXXXXXXXXX                      |
| Motor Vehicle Tax                                                      | 32   |                                |                                  | 0                               |
| Recreational Vehicle Tax                                               | 33   |                                |                                  | 0                               |
| Delinquent Tax                                                         | 34   |                                |                                  | 0                               |
| In Lieu of Tax - Industrial Revenue Bond                               | 35   |                                |                                  | 0                               |
| Other Local Income                                                     | 36   | 220                            |                                  |                                 |
| <b>Total Local Income</b>                                              | 39   | 220                            | 0                                | 0                               |
| Other Sources:                                                         |      |                                |                                  |                                 |
| Gifts                                                                  | 40   |                                |                                  |                                 |
| Interest                                                               | 41   |                                |                                  |                                 |
| All Other Income                                                       | 42   |                                |                                  | 215,000                         |
| Cancellation of Prior Year Encumbrances                                | 43   |                                |                                  | XXXXXXXXXX                      |
| Transfer from General Fund                                             | 44   |                                |                                  |                                 |
| <b>Total Other Income</b>                                              | 49   | 0                              | 0                                | 215,000                         |
| <b>Total Revenues</b><br>(9 + 19 + 29 + 39 + 49)                       | 60   | 1,970,726                      | 2,855,046                        | 2,237,232                       |
| <b>Total Resources Available (3 + 60)</b>                              | 62   | 2,976,681                      | 3,861,001                        | 3,247,520                       |

\*\* Optional – if revenue is shown, expenditures must be included.

Adopted Budget

| Current Funds Unrestricted<br><b>Postsecondary Technical Education</b> | Line | 2022-2023<br>Audited<br>Actual | 2023-2024<br>Unaudited<br>Actual | 2024-2025<br>Proposed<br>Budget |
|------------------------------------------------------------------------|------|--------------------------------|----------------------------------|---------------------------------|
| Total Resources Available                                              | 62   | 2,976,681                      | 3,861,001                        | 3,247,520                       |
| <b>EXPENDITURES</b>                                                    |      |                                |                                  |                                 |
| Education and General:                                                 |      |                                |                                  |                                 |
| Instruction                                                            | 63   | 1,150,260                      | 1,227,093                        | 1,477,789                       |
| Research                                                               | 64   |                                |                                  |                                 |
| Public Service                                                         | 65   |                                |                                  |                                 |
| Academic Support                                                       | 66   | 76,351                         | 90,744                           | 95,285                          |
| Student Services                                                       | 67   | 238,027                        | 182,926                          | 192,072                         |
| Institutional Support                                                  | 68   | 366,830                        | 399,687                          | 419,665                         |
| Operation and Maintenance                                              | 69   | 182,971                        | 327,883                          | 344,277                         |
| Scholarships                                                           | 70   | 365,080                        | 622,380                          | 472,671                         |
| Total Expenditures                                                     | 79   | 2,379,519                      | 2,850,713                        | 3,001,759                       |
| Transfers                                                              |      |                                |                                  |                                 |
| Non-Mandatory Transfers                                                | 82   | (408,793)                      | 0                                |                                 |
| Mandatory Transfers                                                    | 83   |                                |                                  |                                 |
| <b>Total Transfers</b>                                                 | 89   | (408,793)                      | 0                                | 0                               |
| Total Expenditures & Transfers (79 + 89)                               | 90   | 1,970,726                      | 2,850,713                        | 3,001,759                       |
| Unencumbered Cash Balance June 30 (62 - 90)                            | 93   | 1,005,955                      | 1,010,288                        | xxxxxxxx                        |

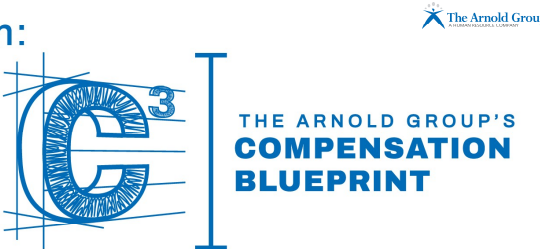
Adopted Budget

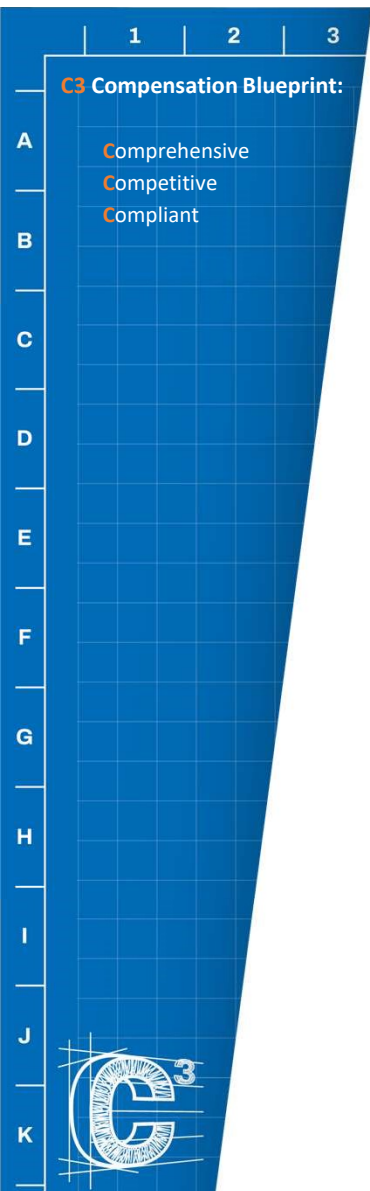
| Plant Funds<br>Capital Outlay                       | Line | 2022-2023<br>Audited<br>Actual | 2023-2024<br>Unaudited<br>Actual | 2024-2025<br>Proposed<br>Budget |
|-----------------------------------------------------|------|--------------------------------|----------------------------------|---------------------------------|
| <b>Unencumbered Cash Balance July 1</b>             | 3    | 2,477,426                      | 2,532,718                        | 3,180,558                       |
| <b>Revenues</b>                                     |      |                                |                                  |                                 |
| Federal Sources:                                    |      |                                |                                  |                                 |
| Federal Grants                                      | 10   |                                |                                  |                                 |
| Other Federal Income                                | 11   |                                |                                  |                                 |
| <b>Total Federal Income</b>                         | 19   | 0                              | 0                                | 0                               |
| State Sources:                                      |      |                                |                                  |                                 |
| Other State Income                                  | 24   |                                | 245,785                          | 289,314                         |
| PEI Loan Program Income                             | 25   |                                |                                  |                                 |
| <b>Total State Income</b>                           | 29   | 0                              | 245,785                          | 289,314                         |
| Local Sources:                                      |      |                                |                                  |                                 |
| Prior Year Ad Valorem Property Tax                  | 30   | 4,194                          | 0                                | 32,820                          |
| Current Year Ad Valorem Property Tax                | 31   | 535,330                        | 464,933                          | xxxxxxxx                        |
| Motor Vehicle Tax                                   | 32   | 50,117                         | 49,813                           | 42,892                          |
| Recreational Vehicle Tax                            | 33   | 820                            | 4,869                            | 740                             |
| Delinquent Tax                                      | 34   | 6,663                          | 7,117                            | 14,000                          |
| In Lieu of Tax - Industrial Revenue Bond            | 35   | 553                            | 586                              | 600                             |
| Other Local Income                                  | 36   |                                |                                  |                                 |
| <b>Total Local Income</b>                           | 39   | 597,677                        | 527,318                          | 91,052                          |
| Other Sources:                                      |      |                                |                                  |                                 |
| Gifts                                               | 40   |                                |                                  |                                 |
| Interest                                            | 41   |                                |                                  |                                 |
| All Other Income                                    | 42   |                                |                                  | 0                               |
| Cancellation of Prior Year Encumbrances             | 43   |                                |                                  | xxxxxxxx                        |
| Tax Credit Donations Income                         | 44   |                                |                                  |                                 |
| <b>Total Other Income</b>                           | 49   | 0                              | 0                                | 0                               |
| <b>Total Revenues</b><br><b>(19 + 29 + 39 + 49)</b> | 60   | 597,677                        | 773,103                          | 380,366                         |
| <b>Total Resources Available (3 + 60)</b>           | 62   | 3,075,103                      | 3,305,821                        | 3,560,924                       |

## Adopted Budget

| Plant Funds<br>Capital Outlay                      | Line | 2022-2023<br>Audited<br>Actual | 2023-2024<br>Unaudited<br>Actual | 2024-2025<br>Proposed<br>Budget |
|----------------------------------------------------|------|--------------------------------|----------------------------------|---------------------------------|
| <b>Total Resources Available</b>                   | 62   | 3,075,103                      | 3,305,821                        | 3,560,924                       |
| Expenditures                                       |      |                                |                                  |                                 |
| Plant Equipment and Facility                       | 71   | 542,385                        | 125,263                          | 2,500,000                       |
| Principal on Bonds                                 | 72   |                                |                                  |                                 |
| Interest and Fees                                  | 73   |                                |                                  |                                 |
| Payments to Reserves                               | 74   |                                |                                  |                                 |
| Cash-Basis Reserve                                 | 75   |                                |                                  |                                 |
| <b>Total Expenditures</b>                          | 79   | 542,385                        | 125,263                          | 2,500,000                       |
| <b>Total Transfers</b>                             | 89   |                                |                                  |                                 |
| <b>Total Expenditures &amp; Transfers (79+89)</b>  | 90   | 542,385                        | 125,263                          | 2,500,000                       |
| <b>Unencumbered Cash Balance June 30 (62 - 90)</b> | 93   | 2,532,718                      | 3,180,558                        | xxxxxxxx                        |
| Tax Computation                                    |      |                                |                                  |                                 |
| Unencumbered Cash Balance (3)                      | 94   |                                |                                  | 3,180,558                       |
| Tax in Process (40)                                | 95   |                                |                                  | 32,820                          |
| Total Resources (60 - 40)                          | 96   |                                |                                  | 347,546                         |
| Six month Resources (50% of 96)                    | 97   |                                |                                  | 173,773                         |
| <b>Total Resources (94 thru 97)</b>                | 98   |                                |                                  | 3,734,697                       |
| <b>Total Expenditures &amp; Transfers (90)</b>     | 99   |                                |                                  | 2,500,000                       |
| Six Month Expenditures (50% of 99) *               | 100  |                                |                                  | 1,769,852                       |
| Total 18 Month Expenditures (99 + 100)             | 101  |                                |                                  | 4,269,852                       |
| Tax Required (101 - 98)                            | 102  |                                |                                  | 535,155                         |
| Delinquent Tax Percent                             | 103  | 0.9%                           |                                  | 4,969                           |
| Taxes Levied (102 + 103)                           | 104  |                                |                                  | 540,125                         |

\* Recommended

|                                                                                                  |                                                      |                                                                                            |
|--------------------------------------------------------------------------------------------------|------------------------------------------------------|--------------------------------------------------------------------------------------------|
| Client: <b>Allen County Community College</b>                                                    |                                                      |         |
| Project: <b>Classification, Salary Survey and Compensation Plan</b>                              |                                                      |                                                                                            |
| Project Architect(s):<br>Dr. Lyvier Leffler, President<br>Karen Gillespie, Executive HR Director |                                                      |                                                                                            |
| Senior Architect(s):<br>Phillip Hayes, Vice President<br>Heather Poorman, HR Business Partner    |                                                      | Firm:  |
| Proposal Date: August 1, 2024                                                                    |                                                      |                                                                                            |
| Job # 092724                                                                                     | Blueprint Focus: C3 Comp Blueprint   Implementation  |                                                                                            |
| Version # 3                                                                                      | Presentation Date: May 6, 2025   President's Council |                                                                                            |



# Project Overview

1. Establish a system and method to positively impact recruiting and retention efforts
2. The C3 Blueprint is a best-practice approach to compensation
  - Ensures compensation is competitive in the local market
  - Supports fair, consistent, and appropriate pay adjustments and decisions
3. Address overall market adjustment to current base wages
  - Employment Journeys
    - External RTV experience/skills as well as full internal employment journeys
4. Deliverables will include:
  - CompBook – Designed and built specifically for each client
  - Roll-out recommendations to include timelines, plan implementation steps, compensation administration policy, and related communication messaging

1 2 3  
C3 Compensation Blueprint:

- Comprehensive
- Competitive
- Compliant

# Project Foundation



# Project Foundation

## 1. Fairness & Equity

- Internal Equity
  - Ensures EEs are paid fairly --> relative to roles & responsibilities
- External Competitiveness
  - Ensures compensation is competitive w/ similar positions in the market

## 2. Attracting & Retaining Talent

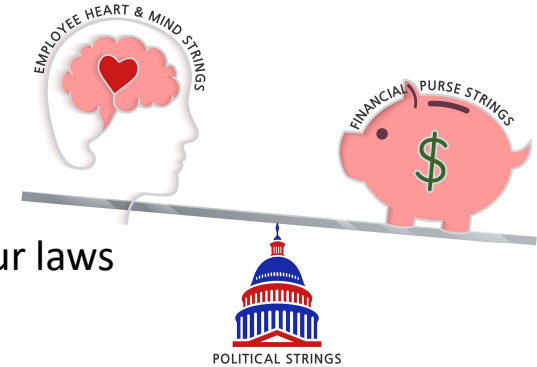
- Consistent practices
- Competitive pay

## 3. Legal Compliance – Defensible

- Ensures compliance w/ federal, state & local wage/hour laws
- Addresses pay disparities based on protected classes

## 4. Cost Management

- Budget Planning



1 2 3

#### The Hay Method:

- Job Evaluation System
- Widely Used to Evaluate & Compare Jobs w/in an Organization
  - Structured
  - Consistent
- Purposes:
  - Setting Salaries
  - Defining Roles
  - Career Pathing

# Compensation Plan | Internal Equity – The HAY Methodology

## 1. Job Evaluations

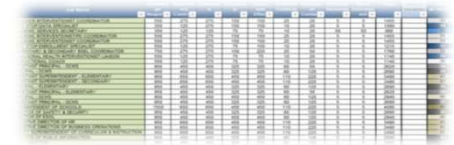
- TAG Reviews Job Descriptions
  - TAG Assessment

## 2. The HAY Method (*Internal Equity*)

- Point Factor Analysis (PFA) completed on each position
  - Nine Compensable Factors = **PFA Composite Score**
  - PFA Composite Score = **Job Grade**
  - **Defensible** Job Grading System

## 3. Stakeholder Discussion

- Discuss Job Duties
  - Forced Ranking (“Gut Check”) Discussions
    - TAG / Project Team / Department Heads / Directors
    - Employees only under DH / Director Purview



#### Compensable Factors:

1. Job Knowledge
2. Supervisory Control
3. Guidelines
4. Scope & Effect
5. Complexity
6. Personal Contacts
7. Purpose of Contacts
8. Physical Demands
9. Work Environment



- Point Factor Analysis:**
- Most Popular Job Evaluation Method Used in Comp Planning to Establish Internal Equity
  - Structured, Quantitative Way to Assign "Points" to Jobs based on Compensable Factors
  - Factors Broken Down into Levels: Pt. Values
  - Objectively Determine Relative Value of Jobs w/in an Organization
  - Helps Place Positions into Pay Grade and Salary Band
  - Links Internal Job Value w/ External Market Value to Create A Balanced & Strategic Comp System

**Why Use PFA?**

- Objectivity
- Internal Equity
- Foundation for Pay Structure
- Defensible
- Transparent
- Scalable



# Compensation Plan | Internal Equity – Point Factor Analysis (PFA)

## 4. Final PFA Determination

| Grade Conversion Table                                 |             |                                                       |             |                      |             |
|--------------------------------------------------------|-------------|-------------------------------------------------------|-------------|----------------------|-------------|
| Operations / Industrial / Clerical / Office Job Grades |             | Management / Administrative / Professional Job Grades |             | Executive Job Grades |             |
| Grade                                                  | Points      | Grade                                                 | Points      | Grade                | Points      |
| 10                                                     | 190 - 300   | 30                                                    | 1005 - 1280 | 40                   | 2805 - 3305 |
| 11                                                     | 300 - 475   | 31                                                    | 1280 - 1580 |                      |             |
| 12                                                     | 475 - 675   | 32                                                    | 1580 - 1905 | 41                   | 3305 - 3855 |
| 13                                                     | 675 - 900   | 33                                                    | 1905 - 2255 |                      |             |
| 14                                                     | 900 - 1150  | 34                                                    | 2255 - 2630 | 42                   | 3855 - 4480 |
| 15                                                     | 1150 - 1425 | 35                                                    | 2630 - 3030 |                      |             |

| Compensable Factors |           |                     |            |            |                |                   |                     |                  |                  |          |
|---------------------|-----------|---------------------|------------|------------|----------------|-------------------|---------------------|------------------|------------------|----------|
| Level               | Knowledge | Supervisory Control | Guidelines | Complexity | Scope & Effect | Personal Contacts | Purpose of Contacts | Physical Demands | Work Environment | Min Max  |
| 1                   | 50        | 25                  | 25         | 25         | 25             | 10                | 20                  | 5                | 5                |          |
| 2                   | 200       | 125                 | 125        | 75         | 75             | 25                | 50                  | 20               | 20               |          |
| 3                   | 350       | 275                 | 275        | 150        | 150            | 60                | 120                 | 50               | 50               |          |
| 4                   | 550       | 450                 | 450        | 225        | 225            | 110               | 220                 |                  |                  | 190 4480 |
| 5                   | 750       | 650                 | 650        | 325        | 325            |                   |                     |                  |                  |          |
| 6                   | 950       |                     |            | 450        | 450            |                   |                     |                  |                  |          |
| 7                   | 1550      |                     |            |            |                |                   |                     |                  |                  |          |
| 8                   | 1850      |                     |            |            |                |                   |                     |                  |                  |          |

**Compensable Factors:**

1. Job Knowledge
2. Supervisory Control
3. Guidelines
4. Scope & Effect
5. Complexity
6. Personal Contacts
7. Purpose of Contacts
8. Physical Demands
9. Work Environment

**Factor 1: Knowledge** - The nature and kind of skills needed and how these knowledge and skills are used in doing the work - that is, how much of a particular kind of knowledge is needed to do a particular task. Depth of knowledge spans from education to work experience to specialized technical and professional skills.

**Level 1-1:** Knowledge of simple, routine or repetitive tasks or operations or skill to carry out manual tasks. Job typically involves one-to-one instructions and requires little or no previous training or experience. **50 Points**

**Level 1-2:** Knowledge of basic or commonly used rules, procedures, or operations. Basic literacy and numeracy plus work instructions for performance of repetitive operational or clerical duties, which may involve use of common tools and standard single-purpose machines. **200 Points**

**Level 1-3:** Knowledge of a body of standardized rules, procedures, or operations requiring considerable training and experience to perform the full range of standard assignments and resolve recurring problems. Procedural or systematic proficiency, which may involve use of specialized equipment. **350 Points**

**Level 1-4:** Knowledge of an extensive body of rules, procedures, or operations requiring extended training and experience to perform a wide variety of interrelated or nonstandard procedural assignments and resolve a wide range of problems. Some specialized skills acquired on or off the job, give additional breadth or depth to a generally single function. **550 Points**

**Level 1-5:** Knowledge acquired through a pertinent bachelor's educational program or equivalent experience, training, or independent study, of basic principles, concepts, and methodology of a professional or administrative occupation, and skill in applying this knowledge to carry out elementary assignments, operations or procedures. Practical knowledge of standard procedures and technical methods, requiring extended training or experience to carry out limited projects involving the use of specialized, complicated techniques. **750 Points**

**Level 1-6:** Knowledge of the principles, concepts, and methodology of a professional or administrative occupation as defined in Level 5, supplemented by skill gained through job experience to permit independent performance of recurring assignments or to be required professional or administrative knowledge gained through relevant graduate study or experience, to provide skill in carrying out assignments, operations, and procedures that are significantly more difficult and complex than those in Level 5. Practical knowledge of a wide range of technical methods, principles, and practices comparable to a narrow area of a professional field, and skill in applying this knowledge to assignments such as the design and planning of difficult but well-precedented projects. **950 Points**

**Level 1-7:** Knowledge of a wide range of concepts, principles, and practices in a professional or administrative occupation, such as would be gained through extended graduate study or experience, and skill in applying this knowledge to difficult and complex work assignments, or a comprehensive, intensive, practical knowledge of a technical field and skill in applying this knowledge to the development of new methods, approaches, or procedures. **1550 Points**

**Level 1-8:** Mastery of a professional or administrative field to apply experimental theories and new developments to problems not amenable to treatment by accepted methods or to make decisions or recommendations significantly changing, interpreting, or developing important policies or programs. **1850 Points**

| Job Scoring and Grading Example:                                                                                                                 |                                                                                                |     |     |     |    |     |    |    |    |    |      |
|--------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|-----|-----|-----|----|-----|----|----|----|----|------|
| Point Factor Analysis (PFA) for <i>Position</i> based on written job description                                                                 |                                                                                                |     |     |     |    |     |    |    |    |    |      |
| PFA Scoring using Compensable Factors                                                                                                            | PFA:                                                                                           | 550 | 125 | 125 | 75 | 150 | 25 | 20 | 20 | 20 | 1110 |
|                                                                                                                                                  | Grade: 14 OR 30?                                                                               |     |     |     |    |     |    |    |    |    |      |
|                                                                                                                                                  | 14 if no FLSA exemption exists<br>30 if FLSA exemption exists and minimum salary threshold met |     |     |     |    |     |    |    |    |    |      |
| Overlap Job Grade Selection: FLSA Exempt Status Survey results should serve as the general governing factor to determine the job grade selection |                                                                                                |     |     |     |    |     |    |    |    |    |      |

1 2 3

### External Competitiveness:

- How an organization's pay compares to the external job market, using data from salary surveys to guide decisions

### Apples to Apples?

#### 1. Comp Plan Structures

- None
- Different
- Legacy

#### 2. How is Pay Reported

- Incumbent Actual \$
- Min – Mid – Max

#### 3. Inconsistent Titles

- Titles Vary Wildly
  - Equip. Operator
  - EO I, II, III
- Chasing Every Job Title:
  - Time-Consuming
  - Overcomplicated
  - Risk of Over-paying or Misaligning due to Title Inflation

#### 4. Hierarchy

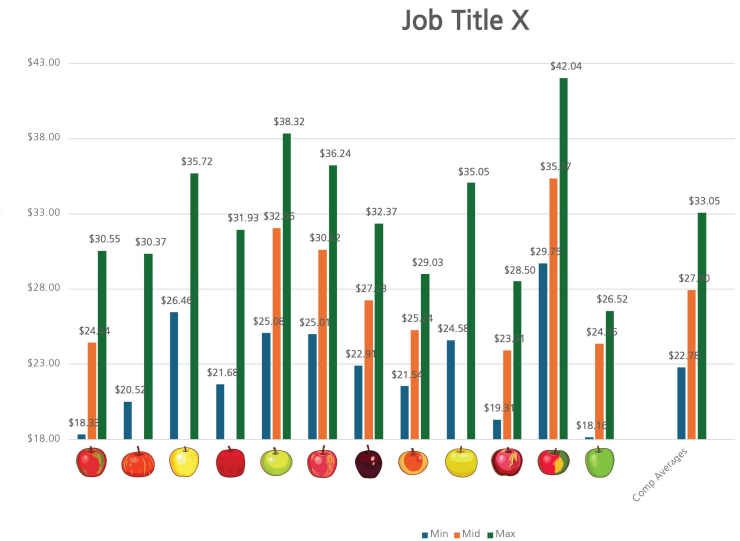
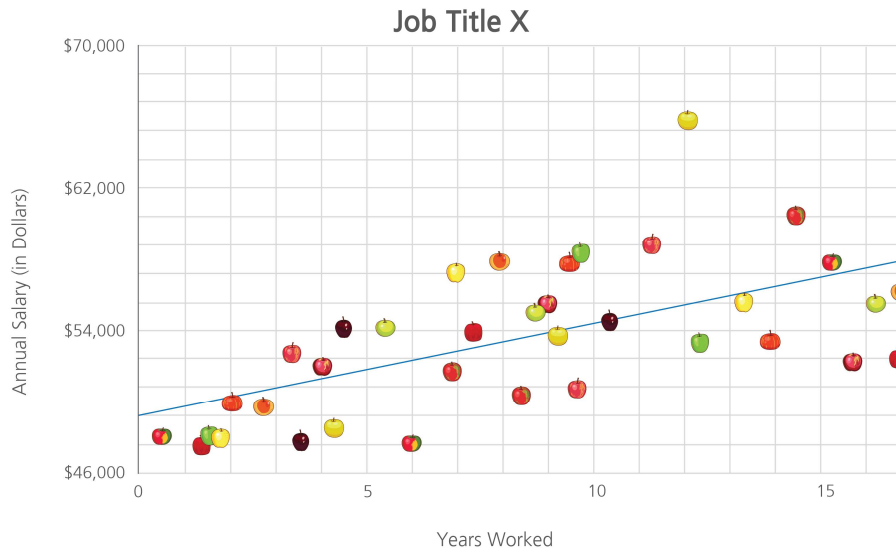
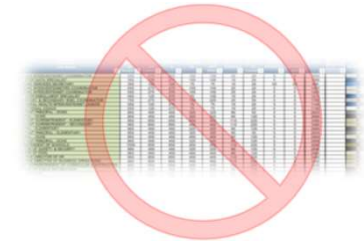
- Flat
- Deep



# Compensation Plan | External Competitiveness – Use Caution

## 5. Salary Surveys (*External Competitiveness*)

- Specific Salary Comps - Job Title
  - Not a true apples to apples comparison

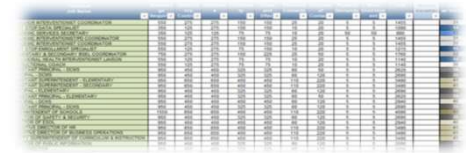


|   | 1                                                                                                                                                                                                                            | 2 | 3 |
|---|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---|
| A | <b>External Competitiveness:</b>                                                                                                                                                                                             |   |   |
| B | <ul style="list-style-type: none"> <li>How an organization's pay compares to the external job market, using data from salary surveys to guide decisions</li> </ul>                                                           |   |   |
| C | <b>Why It Matters?</b>                                                                                                                                                                                                       |   |   |
| D | <ul style="list-style-type: none"> <li>Attracts &amp; Retains the RIGHT Talent</li> <li>Builds Employer Credibility</li> <li>Reflects Current Market Realities</li> <li>Supports Long-Term Organizational Success</li> </ul> |   |   |
| E | <b>Benchmark Positions:</b>                                                                                                                                                                                                  |   |   |
| F | <ul style="list-style-type: none"> <li>Common in Market</li> <li>Well-Defined Duties</li> <li>Market Data Available</li> <li>Representative</li> <li>Stable &amp; Consistent</li> </ul>                                      |   |   |
| G | <b>Strategies:</b>                                                                                                                                                                                                           |   |   |
| H | <ul style="list-style-type: none"> <li>Lead the Market</li> <li>Match the Market</li> <li>Lag the Market</li> <li>Mixed Market</li> </ul>                                                                                    |   |   |
| I | <ul style="list-style-type: none"> <li>Diff. pay levels for diff. roles or depts based on org. priorities, talent demand or budget.</li> </ul>                                                                               |   |   |
| J |                                                                                                                                            |   |   |
| K |                                                                                                                                                                                                                              |   |   |

# Compensation Plan | External Competitiveness – Use Benchmarking

## 5. Salary Surveys (*External Competitiveness*)

- Specific Salary Comps - Job Title
  - Not a true apples to apples comparison
- TAG: Benchmark Positions
  - United States
  - State of Kansas
  - Non-Metro (Balance of State)
  - Local Area V
  - Topeka, KS



123

Realistic Pay Scales:

- Ensures Fairness, Competitiveness, & Sustainability – both for the employee experience and organization’s bottom line

Why It Matters:

- Attracting Talent
- Employee Retention
- Internal Equity
- External Competitiveness
- Budget Control
- Compliance & Legal Protection

# Compensation Plan | Putting It All Together

6. Realistic Pay Scales
7. Employment Journeys
 
  - External RTV
8. Compensation Policy



Starting Wage Evaluation Worksheet

2025 Pay Scale

Section 1: Candidate and Position Information:

Candidate Name:

Sam Houston

Position Title:

Admin Assistant

Hiring Manager:

Neil Armstrong

Grade / Minimum:

14 / \$19.15

Application Date:

12/15/24

Resume Attached:

Yes

Section 2: Relevant, Transferable, & Verifiable (RTV) External Candidate Experience:

Work experience levels based on the objectives of the job, required skills, level of responsibility, type of decision making, and types of interactions within the organization.

| RTV – Company Name & Position Title             | Years | Notes |
|-------------------------------------------------|-------|-------|
| Smallville, KS - Admin Clerk/Dep. Town Clerk    | 3.0   |       |
| ABC, LLC - Exec. Admin Asst/Bookkeeper          | 4.0   |       |
| Highlander Homes - Trans Coord/AP Clerk         | 0.0   |       |
| BLT Construction - Office Manager               | 0.4   |       |
| H&P Containter - Office Manager                 | 0.8   |       |
| Oversupply Oil - Ordering/Store Support Analyst | 0.0   |       |
| TOTAL External RTV Experience:                  | 8.0   |       |
| Applied RTV Variable:                           | 4.0   |       |

Section 3: Final Wage Recommendation

Recommended Grade / Step Alignment: (Grade / Step)

Grade 14 / Step 4

Recommended Starting Wage: (Hourly / Salary)

\$21.55

Approvals:

Human Resources:

Finance:

Hiring Manager:

Date:

Date:

Date:

# Employment Journey | Ex. A: No RTV & 2 Promotions

| First Name | Last Name | Job Grade | Pro / Demotion % | Pro / Demotion \$ | Hiring Rate of Pay | EJ Alignment |
|------------|-----------|-----------|------------------|-------------------|--------------------|--------------|
|            |           | 14C       | N/A              | \$20.45           |                    | 0            |

| EJ Stop 1 Grade | Grade & Step \$ Value<br>Calculated EJ Pay Alignment |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
|-----------------|------------------------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 14C             | \$20.45                                              | \$20.75 | \$21.06 | \$21.38 | \$21.70 | \$22.01 | \$22.31 | \$22.59 | \$22.86 | \$23.14 | \$23.41 | \$23.70 | \$23.98 | \$24.27 | \$24.56 | \$24.85 | \$25.15 | \$25.45 | \$25.76 | \$26.07 |
|                 | 0                                                    | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      | 13      | 14      | 15      | 16      | 17      | 18      | 19      |

| First Name | Last Name | Job Grade | Pro / Demotion % | Pro / Demotion \$ | Hiring Rate of Pay | EJ Alignment |
|------------|-----------|-----------|------------------|-------------------|--------------------|--------------|
|            |           | 15C       | 5.00%            | \$21.79           |                    | 1            |

| EJ Stop 2 Grade | Grade & Step \$ Value<br>Calculated EJ Pay Alignment |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
|-----------------|------------------------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 15C             | \$21.47                                              | \$21.79 | \$22.11 | \$22.45 | \$22.78 | \$23.11 | \$23.42 | \$23.72 | \$24.00 | \$24.29 | \$24.58 | \$24.88 | \$25.18 | \$25.48 | \$25.78 | \$26.09 | \$26.41 | \$26.72 | \$27.04 | \$27.37 |
|                 | 0                                                    | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      | 13      | 14      | 15      | 16      | 17      | 18      | 19      |

| First Name | Last Name | Job Grade | Pro / Demotion % | Pro / Demotion \$ | Hiring Rate of Pay | EJ Alignment |
|------------|-----------|-----------|------------------|-------------------|--------------------|--------------|
|            |           | 15C       | 0.00%            | \$22.11           |                    | 2            |

| EJ Stop 3 Grade | Grade & Step \$ Value<br>Calculated EJ Pay Alignment |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
|-----------------|------------------------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 15C             | \$21.47                                              | \$21.79 | \$22.11 | \$22.45 | \$22.78 | \$23.11 | \$23.42 | \$23.72 | \$24.00 | \$24.29 | \$24.58 | \$24.88 | \$25.18 | \$25.48 | \$25.78 | \$26.09 | \$26.41 | \$26.72 | \$27.04 | \$27.37 |
|                 | 0                                                    | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      | 13      | 14      | 15      | 16      | 17      | 18      | 19      |

| First Name | Last Name | Job Grade | Pro / Demotion % | Pro / Demotion \$ | Hiring Rate of Pay | EJ Alignment |
|------------|-----------|-----------|------------------|-------------------|--------------------|--------------|
|            |           | 30C       | 5.00%            | \$24.65           |                    | 0            |

| EJ Stop 4 Grade | Grade & Step \$ Value<br>Calculated EJ Pay Alignment |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
|-----------------|------------------------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 30C             | \$24.65                                              | \$25.01 | \$25.39 | \$25.77 | \$26.16 | \$26.53 | \$26.89 | \$27.23 | \$27.56 | \$27.89 | \$28.22 | \$28.56 | \$28.90 | \$29.25 | \$29.60 | \$29.96 | \$30.32 | \$30.68 | \$31.05 | \$31.42 |
|                 | 0                                                    | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      | 13      | 14      | 15      | 16      | 17      | 18      | 19      |

| First Name | Last Name | Job Grade | Pro / Demotion % | Pro / Demotion \$ | Hiring Rate of Pay | EJ Alignment |
|------------|-----------|-----------|------------------|-------------------|--------------------|--------------|
|            |           | 30S       | 0.00%            | \$25.59           |                    | 0            |

| EJ Stop 5 Grade | Grade & Step \$ Value<br>Calculated EJ Pay Alignment |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
|-----------------|------------------------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 30S             | \$25.59                                              | \$25.98 | \$26.37 | \$26.76 | \$27.16 | \$27.55 | \$27.92 | \$28.28 | \$28.62 | \$28.96 | \$29.31 | \$29.66 | \$30.02 | \$30.38 | \$30.74 | \$31.11 | \$31.48 | \$31.86 | \$32.24 | \$32.63 |
|                 | 0                                                    | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      | 13      | 14      | 15      | 16      | 17      | 18      | 19      |

| First Name | Last Name | Job Grade | Pro / Demotion % | Pro / Demotion \$ | Hiring Rate of Pay | EJ Alignment |
|------------|-----------|-----------|------------------|-------------------|--------------------|--------------|
|            |           | 30S       | 0.00%            | \$25.98           |                    | 1            |

| EJ Stop 6 Grade | Grade & Step \$ Value<br>Calculated EJ Pay Alignment |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
|-----------------|------------------------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 30S             | \$25.59                                              | \$25.98 | \$26.37 | \$26.76 | \$27.16 | \$27.55 | \$27.92 | \$28.28 | \$28.62 | \$28.96 | \$29.31 | \$29.66 | \$30.02 | \$30.38 | \$30.74 | \$31.11 | \$31.48 | \$31.86 | \$32.24 | \$32.63 |
|                 | 0                                                    | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      | 13      | 14      | 15      | 16      | 17      | 18      | 19      |

|                           |                            |
|---------------------------|----------------------------|
| EE-EJ ID:                 | 182                        |
| Current Pay:              | \$25.66                    |
| Calculated EJ Target Pay: | \$26.76                    |
| Calculated EJ Impact:     | \$1.10                     |
| Calculated EJ Position:   | Under Calculated EJ Target |

- 8 yrs of service w/ Org.



# Employment Journey | *Ex. B: RTV Only*

| First Name | Last Name | Job Grade | Pro / Demotion % | Hiring Rate of Pay | EJ Alignment |
|------------|-----------|-----------|------------------|--------------------|--------------|
|            |           | 31S       | N/A              | \$31.28            | 9            |

| EJ Stop 1 Grade | Grade & Step \$ Value<br>Calculated EJ Pay Alignment |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |
|-----------------|------------------------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 31S             | \$27.64                                              | \$28.06 | \$28.48 | \$28.90 | \$29.34 | \$29.75 | \$30.16 | \$30.54 | \$30.91 | \$31.28 | \$31.65 | \$32.03 | \$32.42 | \$32.81 | \$33.20 | \$33.60 | \$34.00 | \$34.41 | \$34.82 | \$35.24 |
|                 | 0                                                    | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      | 13      | 14      | 15      | 16      | 17      | 18      | 19      |
|                 |                                                      |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         |         | 20      |

|                           |                            |
|---------------------------|----------------------------|
| EE-EJ ID:                 | 189                        |
| Current Pay:              | \$31.11                    |
| Calculated EJ Target Pay: | \$35.24                    |
| Calculated EJ Impact:     | \$4.13                     |
| Calculated EJ Position:   | Under Calculated EJ Target |

- 10 yrs of service w/ Org.

# Employment Journey | Ex. C: RTV, 1 Demotion & Promotion

| First Name | Last Name | Job Grade | Pro / Demotion % | Pro / Demotion \$ | Hiring Rate of Pay | EJ Alignment |
|------------|-----------|-----------|------------------|-------------------|--------------------|--------------|
|            |           | 15        | N/A              | \$22.52           |                    | 6            |
|            |           |           |                  |                   |                    | 0            |

| First Name | Last Name | Job Grade | Pro / Demotion % | Pro / Demotion \$ | Hiring Rate of Pay | EJ Alignment |
|------------|-----------|-----------|------------------|-------------------|--------------------|--------------|
|            |           | 14        | -5.00%           | \$21.39           |                    | 5            |
|            |           |           |                  |                   |                    | 0            |

| First Name | Last Name | Job Grade | Pro / Demotion % | Pro / Demotion \$ | Hiring Rate of Pay | EJ Alignment |
|------------|-----------|-----------|------------------|-------------------|--------------------|--------------|
|            |           | 15        | 5.00%            | \$22.22           |                    | 5            |
|            |           |           |                  |                   |                    | 1            |

| First Name | Last Name | Job Grade | Pro / Demotion % | Pro / Demotion \$ | Hiring Rate of Pay | EJ Alignment |
|------------|-----------|-----------|------------------|-------------------|--------------------|--------------|
|            |           | 15        | 0.00%            | \$22.52           |                    | 6            |
|            |           |           |                  |                   |                    | 1            |
|            |           |           |                  |                   |                    | 2            |

| EJ Stop 1<br>Grade | Grade & Step \$ Value<br>Calculated EJ Pay Alignment |              |              |              |              |              |              |              |              |              |               |               |               |               |               |               |               |               |               |               |               |
|--------------------|------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 15                 | \$20.64<br>0                                         | \$20.95<br>1 | \$21.26<br>2 | \$21.58<br>3 | \$21.91<br>4 | \$22.22<br>5 | \$22.52<br>6 | \$22.81<br>7 | \$23.08<br>8 | \$23.36<br>9 | \$23.64<br>10 | \$23.92<br>11 | \$24.21<br>12 | \$24.50<br>13 | \$24.79<br>14 | \$25.09<br>15 | \$25.39<br>16 | \$25.70<br>17 | \$26.00<br>18 | \$26.32<br>19 | \$26.63<br>20 |

| EJ Stop 2<br>Grade | Grade & Step \$ Value<br>Calculated EJ Pay Alignment |              |              |              |              |              |              |              |              |              |               |               |               |               |               |               |               |               |               |               |               |
|--------------------|------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 14                 | \$19.66<br>0                                         | \$19.95<br>1 | \$20.25<br>2 | \$20.56<br>3 | \$20.87<br>4 | \$21.16<br>5 | \$21.45<br>6 | \$21.72<br>7 | \$21.98<br>8 | \$22.25<br>9 | \$22.51<br>10 | \$22.78<br>11 | \$23.06<br>12 | \$23.33<br>13 | \$23.61<br>14 | \$23.90<br>15 | \$24.18<br>16 | \$24.48<br>17 | \$24.77<br>18 | \$25.07<br>19 | \$25.37<br>20 |

| EJ Stop 3<br>Grade | Grade & Step \$ Value<br>Calculated EJ Pay Alignment |              |              |              |              |              |              |              |              |              |               |               |               |               |               |               |               |               |               |               |               |
|--------------------|------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 15                 | \$20.64<br>0                                         | \$20.95<br>1 | \$21.26<br>2 | \$21.58<br>3 | \$21.91<br>4 | \$22.22<br>5 | \$22.52<br>6 | \$22.81<br>7 | \$23.08<br>8 | \$23.36<br>9 | \$23.64<br>10 | \$23.92<br>11 | \$24.21<br>12 | \$24.50<br>13 | \$24.79<br>14 | \$25.09<br>15 | \$25.39<br>16 | \$25.70<br>17 | \$26.00<br>18 | \$26.32<br>19 | \$26.63<br>20 |

| EJ Stop 4<br>Grade | Grade & Step \$ Value<br>Calculated EJ Pay Alignment |              |              |              |              |              |              |              |              |              |               |               |               |               |               |               |               |               |               |               |               |
|--------------------|------------------------------------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 15                 | \$20.64<br>0                                         | \$20.95<br>1 | \$21.26<br>2 | \$21.58<br>3 | \$21.91<br>4 | \$22.22<br>5 | \$22.52<br>6 | \$22.81<br>7 | \$23.08<br>8 | \$23.36<br>9 | \$23.64<br>10 | \$23.92<br>11 | \$24.21<br>12 | \$24.50<br>13 | \$24.79<br>14 | \$25.09<br>15 | \$25.39<br>16 | \$25.70<br>17 | \$26.00<br>18 | \$26.32<br>19 | \$26.63<br>20 |

|                           |                            |
|---------------------------|----------------------------|
| EE-EJ ID:                 | 160                        |
| Current Pay:              | \$20.22                    |
| Calculated EJ Target Pay: | \$22.81                    |
| Calculated EJ Impact:     | \$2.59                     |
| Calculated EJ Position:   | Under Calculated EJ Target |

- 2 yrs of service w/ Org.

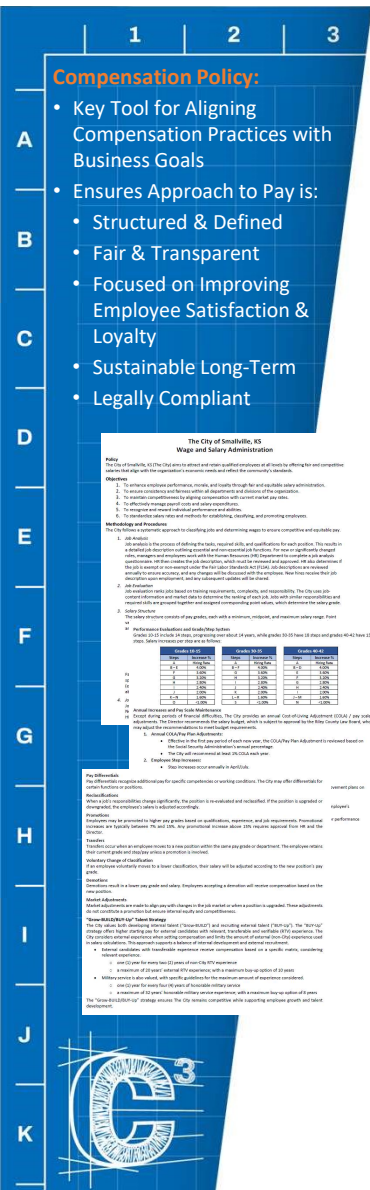
|   | 1                                                                    | 2 | 3 |
|---|----------------------------------------------------------------------|---|---|
|   | <b>Purpose of PS Alignment:</b>                                      |   |   |
| A | • Ensure internal equity                                             |   |   |
| B | • Maintain external competitiveness                                  |   |   |
| C | • Provide Transparent, predictable, & consistent compensation growth |   |   |
| D | • Support strategic workforce planning, engagement, and retention    |   |   |
|   | <b>Why It Matters:</b>                                               |   |   |
| E | • Promote internal equity                                            |   |   |
| F | • Enhance external competitiveness                                   |   |   |
| G | • Support talent strategy                                            |   |   |
| H | • Improve budget control and planning                                |   |   |
| I | • Ensure compliance and reduces legal risk                           |   |   |
| J | • Encourages transparent career paths                                |   |   |
| K |                                                                      |   |   |

# Compensation Plan | Importance of Pay Scale Alignment

**Pay Scale Alignment** is a critical component of strategic compensation management. It ensures that employee pay is fair, competitive, and aligned with business goals. By implementing structured pay grades, defined pay ranges, and consistent progression criteria, the organization achieves:

- **Fairness & Equity:** Aligns pay with job responsibilities and employee experience, fostering trust and minimizing internal disparities.
- **Market Competitiveness:** Keeps compensation aligned with external benchmarks to attract and retain top talent.
- **Transparency & Engagement:** Provides employees with clear expectations for growth and earning potential.
- **Operational Consistency:** Standardizes pay decisions for promotions, transfers, and hiring, reducing risk and enhancing compliance.
- **Financial Discipline:** Enables proactive workforce planning and cost control through predictable, scalable compensation structures.

Aligned pay structures support talent strategy, reduce turnover, and strengthen organizational performance.



Compensation Policy:

- Key Tool for Aligning Compensation Practices with Business Goals
- Ensures Approach to Pay is:
  - Structured & Defined
  - Fair & Transparent
  - Focused on Improving Employee Satisfaction & Loyalty
  - Sustainable Long-Term
  - Legally Compliant

# Wage & Salary Administration | *Sample Policy*

## Policy

ABC Employer aims to attract and retain qualified employees at all levels by offering fair and competitive salaries that align with the organization’s economic needs and reflect the community’s standards.

## Objectives

1. To enhance employee performance, morale, and loyalty through fair and equitable salary administration.
2. To ensure consistency and fairness within all departments and divisions of the organization.
3. To maintain competitiveness by aligning compensation with current market pay rates.
4. To effectively manage payroll costs and salary expenditures.
5. To recognize and reward individual performance and abilities.
6. To standardize salary rates and methods for establishing, classifying, and promoting employees.

## Additional Components

Additional language recommended to promote a transparent and consistent compensation structure policy through a set of guidelines and rules that define how employees are paid and rewarded for their work.

Defined strategy to assist in attracting and retaining talent, aligning your pay practices with your business goals, and foster a culture of fairness and trust.

|   | 1                                                                                                                                                                                                                                                                                                                           | 2 | 3 |
|---|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---|
| A | Pay Compression:                                                                                                                                                                                                                                                                                                            |   |   |
|   | <ul style="list-style-type: none"> <li>Small pay diff. between EEs despite big diff. in exp., skills, tenure, and/or responsibilities</li> </ul>                                                                                                                                                                            |   |   |
| B | Pay Compression Examples:                                                                                                                                                                                                                                                                                                   |   |   |
|   | <ul style="list-style-type: none"> <li>New hires get paid almost as much (or sometimes more) than long-time employees in the same role</li> <li>Junior employees make nearly the same as more experienced colleagues</li> <li>Managers or team leads make just a little more than the people they supervise</li> </ul>      |   |   |
| C | Why Does It Happen?                                                                                                                                                                                                                                                                                                         |   |   |
|   | <ul style="list-style-type: none"> <li>Market pay rates increase faster than internal raises</li> <li>Companies offer higher salaries to attract new talent, but don't adjust pay for current EEs</li> <li>Flat pay structures or limited budgets for raises</li> <li>Inflation / COLAs not being evenly applied</li> </ul> |   |   |
| D |                                                                                                                                                                                                                                                                                                                             |   |   |
| E |                                                                                                                                                                                                                                                                                                                             |   |   |
| F |                                                                                                                                                                                                                                                                                                                             |   |   |
| G |                                                                                                                                                                                                                                                                                                                             |   |   |
| H |                                                                                                                                                                                                                                                                                                                             |   |   |
| I |                                                                                                                                                                                                                                                                                                                             |   |   |
| J |                                                                                                                                                                                                                                                                                                                             |   |   |
| K |                                                                                                                                                                                                                                                                                                                             |   |   |

# Wage & Salary Administration | Bridging the GAP

## A. Employee Wage Compression (*and Why It's a Problem*)

- *Hurts morale* among longer-term or more experienced employees
- Leads to *high turnover*... especially if people feel undervalued
- Affects *team dynamics*, especially if EEs doing more complex work aren't paid accordingly

## B. Employee Journeys

- External RTV Experience/Skills
- Promotions
- Market Adjustments
- Demotions
- Transfers

## C. Pay Scales

- Current Employees: Full Employment Journey **Current Pay Alignment**
- New Employees: **Starting Pay Rate Alignment**
  - Different starting pay rates based on relevant & transferable experience/skills



|   | 1                                                                                                                          | 2 | 3 |
|---|----------------------------------------------------------------------------------------------------------------------------|---|---|
|   | Why Use Job Identifiers:                                                                                                   |   |   |
| A | <ul style="list-style-type: none"> <li>• Built on Core Compensation Framework</li> </ul>                                   |   |   |
| B | <ul style="list-style-type: none"> <li>• Integrated - Maintains Consistency</li> </ul>                                     |   |   |
| C | <ul style="list-style-type: none"> <li>• Market-Specific &amp; Operational Flexibility</li> </ul>                          |   |   |
| D | <ul style="list-style-type: none"> <li>• Guide Positions in Same Base Grade to be Compensated Differently</li> </ul>       |   |   |
| E | Benefits:                                                                                                                  |   |   |
| F | <ul style="list-style-type: none"> <li>• Internal Equity</li> </ul>                                                        |   |   |
| G | <ul style="list-style-type: none"> <li>• Maintain fairness (PFA)</li> </ul>                                                |   |   |
| H | <ul style="list-style-type: none"> <li>• Market Responsiveness</li> </ul>                                                  |   |   |
| I | <ul style="list-style-type: none"> <li>• Tailored adjust. for roles w/ atypical labor market conditions</li> </ul>         |   |   |
| J | <ul style="list-style-type: none"> <li>• Administrative Simplicity</li> </ul>                                              |   |   |
| K | <ul style="list-style-type: none"> <li>• Unified structure</li> </ul>                                                      |   |   |
|   | <ul style="list-style-type: none"> <li>• Clear notation for flexibility</li> </ul>                                         |   |   |
|   | <ul style="list-style-type: none"> <li>• Scalability</li> </ul>                                                            |   |   |
|   | <ul style="list-style-type: none"> <li>• Supports growth and workforce segmentation w/o restructuring full plan</li> </ul> |   |   |

# Wage & Salary Administration | Job Identifiers

## 1. Purpose

- Each job assigned to a base grade may include an identifier reflecting its workforce segment or market category

## 2. Core Structure w/ Variable Grades

- PFA = base grade
- Pay range for base grades remains constant across the organization, ensuring internal equity
- Identifiers allow for controlled variation w/in each grade through

## 3. Common Job Identifiers:

- **O** – Other Critical Identified Roles
- **M** – Hybrid/Mixed Market Positions

|   | 1                                                                                                                                                                                                                                                                                                                                                                                         | 2 | 3 |
|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---|
|   | Pay Scale Tempo:                                                                                                                                                                                                                                                                                                                                                                          |   |   |
| A | <ul style="list-style-type: none"> <li>Pace or frequency pay adjustments occur</li> <li>How quickly/slowly employees move through a pay range based on: <ul style="list-style-type: none"> <li>Performance</li> <li>Tenure</li> <li>Market Changes</li> <li>Policy</li> </ul> </li> </ul>                                                                                                 |   |   |
| B |                                                                                                                                                                                                                                                                                                                                                                                           |   |   |
| C | Tempo Influencers:                                                                                                                                                                                                                                                                                                                                                                        |   |   |
| D | <ul style="list-style-type: none"> <li>Organizational Budget</li> <li>Pay Philosophy</li> <li>Employee Performance</li> <li>Positional Tenure</li> <li>Market Shifts/Inflation</li> <li>Contracts</li> </ul>                                                                                                                                                                              |   |   |
| E |                                                                                                                                                                                                                                                                                                                                                                                           |   |   |
| F | Why It Matters:                                                                                                                                                                                                                                                                                                                                                                           |   |   |
| G | <ul style="list-style-type: none"> <li>Sets expectations</li> <li>Manages Internal Equity</li> <li>Budget Predictability</li> <li>Tempo Influences Retention <ul style="list-style-type: none"> <li>Too slow... <ul style="list-style-type: none"> <li>EEs Leave</li> </ul> </li> <li>Too fast... <ul style="list-style-type: none"> <li>Unsustainable</li> </ul> </li> </ul> </li> </ul> |   |   |
| H |                                                                                                                                                                                                                                                                                                                                                                                           |   |   |
| I |                                                                                                                                                                                                                                                                                                                                                                                           |   |   |
| J |                                                                                                                                                                                                                                                                                                                                                                                           |   |   |
| K |                                                                                                                                                                                                                                                                                                                                                                                           |   |   |

# Comp Plan Adoption | Pay Scale Variables & Employee Impact

## Pay Scale Variables:

- Primary Pay Scale Tempo Variable: 2.75%
- Pay Scale Decelerator Applied (*common, strategic pacing mechanism*)
  - Total Number of Steps
    - Grades 10-15: 23 Steps
    - Grades 30-35: 29 Steps
    - Grades 40-42: 16 Steps

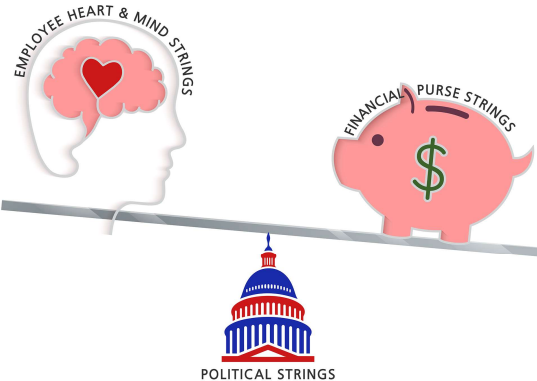
|                                 |        |         |         |         |         |         |         |         |         |        |        |        |        |        |        |
|---------------------------------|--------|---------|---------|---------|---------|---------|---------|---------|---------|--------|--------|--------|--------|--------|--------|
| 10-15 Variable Annual Increase: | 0.00%  | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 90.00%  | 80.00%  | 70.00% | 60.00% | 50.00% | 50.00% | 50.00% | 50.00% |
| 10-15 Std Annu Inc %:           | 2.750% | 0.000%  | 2.750%  | 2.750%  | 2.750%  | 2.750%  | 2.750%  | 2.475%  | 2.200%  | 1.925% | 1.650% | 1.375% | 1.375% | 1.375% | 1.375% |
| 30-35 Variable Annual Increase: | 0.00%  | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 90.00% | 80.00% | 70.00% | 60.00% | 50.00% | 50.00% |
| 30-35 Std Annu Inc %:           | 2.750% | 0.000%  | 2.750%  | 2.750%  | 2.750%  | 2.750%  | 2.750%  | 2.750%  | 2.750%  | 2.475% | 2.200% | 1.925% | 1.650% | 1.375% | 1.375% |
| 40-42 Variable Annual Increase: | 0.00%  | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 100.00% | 90.00%  | 80.00%  | 70.00% | 60.00% | 50.00% | 50.00% | 50.00% | 50.00% |
| 40-42 Std Annu Inc %:           | 2.750% | 0.000%  | 2.750%  | 2.750%  | 2.750%  | 2.750%  | 2.750%  | 2.475%  | 2.200%  | 1.925% | 1.650% | 1.375% | 1.375% | 1.375% | 1.375% |
| Job Grades & Steps              | A      | B       | C       | D       | E       | F       | G       | H       | I       | J      | K      | L      | M      | N      | O      |
| Grade Vertical Count            | 0.0    | 0.5     | 1.0     | 2.0     | 3.0     | 4.0     | 5.0     | 6.0     | 7.0     | 8.0    | 9.0    | 10.0   | 11.0   | 12.0   | 13.0   |

## Employee Annual Impact Summary:

- Current Base Wages: \$4,094,953
  - 20 Employees with No Pay Compression
  - 1 Employees Over Max Proposed Pay Scale
  - 23 Employees Under Min Proposed Pay Scale
    - \$0.14 (least) | \$9.78 (most) | \$1.78 (average)
  - 54 Employees with Pay Compression
    - \$386,991 Total Compression Dollars
    - \$0.03 (least) | \$11.93 (most) | \$2.85 (average)

## Total Implementation Cost:

- Phase I: 07/01/25: +\$176,784 (2.5 & 5.0% Increases)
- Phase II: 5.95% | \$254,056 (\$51,337 PS Minimums | \$202,719 Compression)





1 2 3

### What is a Pay Scale Governor?

- Control Mechanism / Limiter

### Ensures All Adjustments:

- Stay within Budget
- Maintain Internal Equity
- Avoid Overcorrections

### Without a Governor:

- Disrupt Salary Structure
- Cause Pay Compression
- Create Resentment
- If an EE suddenly gets an excessively large bump in pay

### Why Use a Governor?

- Manage Costs
- Ensure Fairness
- Preserve Structure



# Comp Plan Adoption | Phase II: 7/1/25 Full Adoption

| Implementation Scenario Impact Summary:<br>(Filtered Employee Record Totals) |        |              |         |
|------------------------------------------------------------------------------|--------|--------------|---------|
| COLA:                                                                        | 0.000% | Compression: | 100.00% |

| Scenario 1: PS Mins - COLA - Compression                                      |                     |
|-------------------------------------------------------------------------------|---------------------|
| Pay Scale Minimums:                                                           | \$51,337.15         |
| 000% COLA (Hourly) Impact:                                                    | \$0.00              |
| 000% COLA (Lump Sum) Impact:                                                  | \$0.00              |
| 100.00% Pay Alignment / Compression Impact:                                   | \$202,719.46        |
| <b>Total Investment / Cost:</b>                                               | <b>\$254,056.61</b> |
| <b>Total Cost - Annual Impact %</b>                                           | <b>5.95%</b>        |
| <b>Impact Summary:</b>                                                        |                     |
| Addresses Compression                                                         |                     |
| All Employees Cascade Proportionally                                          |                     |
| Best Employee Psyche Alignment                                                |                     |
| Best Employee Messaging                                                       |                     |
| 1) Adopt Pay Scale; 2) All EEs Receive 3% COLA; 3) Market Adjustments Applied |                     |
| GAP Remaining to 100% Compression:                                            | \$0.00              |

| Individual Employee Annual Impact |                    |
|-----------------------------------|--------------------|
| <b>Most \$</b>                    | <b>\$42,687.48</b> |
| <b>Average</b>                    | <b>\$3,136.50</b>  |
| <b>Least \$</b>                   | <b>\$0.00</b>      |

Additional Investment  
5.95% | \$254,056

Scenario illustrated above includes Vacant/Open Positions

**Grade & Step Pay Structure:**

- Grades reflect PFA Scores

**PFA Compensable Factors:**

- Job Knowledge
- Supervisory Control
- Guidelines
- Scope & Effect
- Complexity
- Personal Contacts
- Purpose of Contacts
- Physical Demands
- Work Environment

- Steps (A-T)** w/in each grade represent incremental increases in pay, often based on time-in-service and/or performance

**CPI / COLA Impact:**

- Proportional
- Applies to the entire pay scales, not just current salaries
- Every Grade & Step amount increases
- New Hires
- Long-Term Employees



# Compensation Plan | Ex. Annual PS Maintenance (CPI / COLA)

|                                      | Midwest Consumer Price Index (CPI) % |        |        |        |        |        |        |        |        |        |        |
|--------------------------------------|--------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                                      | 2020                                 | 2021   | 2022   | 2023   | 2024   | 2025   | 2026   | 2027   | 2028   | 2029   | 2030   |
|                                      | 1.237%                               | 4.693% | 8.007% | 4.138% | 2.952% | 2.775% | 2.595% | 2.426% | 2.268% | 2.121% | 1.983% |
|                                      | Pay Scale Annual COLA % Adjustment   |        |        |        |        |        |        |        |        |        |        |
|                                      | 2020                                 | 2021   | 2022   | 2023   | 2024   | 2025   | 2026   | 2027   | 2028   | 2029   | 2030   |
| 3 Year Averages                      | 1.831%                               | 2.581% | 4.646% | 5.613% | 5.032% | 3.288% | 2.774% | 2.599% | 2.430% | 2.272% | 2.124% |
|                                      |                                      |        |        |        |        |        |        |        |        |        |        |
| CPI / COLA %   Pay Scale Adjustment: |                                      |        |        |        |        | 2.775% | 2.595% | 2.426% | 2.268% | 2.121% |        |

A COLA/CPI pay scale maintenance variable is an external adjustment applied across the entire pay scale, not tied to performance or tenure.

COLA % Adjustment Applied to Benchmark Grade Mid-Point

**CY2026****Operations / Industrial / Clerical / Office Job Grades**

|    | Hourly  |         |         | Annually |          |          |
|----|---------|---------|---------|----------|----------|----------|
|    | Min     | Mid     | Max     | Min      | Mid      | Max      |
| 10 | \$16.04 | \$19.55 | \$23.07 | \$33,363 | \$40,664 | \$47,986 |
| 11 | \$16.87 | \$20.57 | \$24.28 | \$35,090 | \$42,786 | \$50,502 |
| 12 | \$17.76 | \$21.65 | \$25.55 | \$36,941 | \$45,032 | \$53,144 |
| 13 | \$18.68 | \$22.78 | \$26.89 | \$38,854 | \$47,382 | \$55,931 |
| 14 | \$19.66 | \$23.97 | \$28.29 | \$40,893 | \$49,858 | \$58,843 |
| 15 | \$20.64 | \$25.17 | \$29.71 | \$42,931 | \$52,354 | \$61,797 |

**Management / Administrative / Professional Job Grades**

|    | Hourly  |         |         | Annually |          |           |
|----|---------|---------|---------|----------|----------|-----------|
|    | Min     | Mid     | Max     | Min      | Mid      | Max       |
| 30 | \$23.70 | \$30.58 | \$37.46 | \$49,290 | \$63,600 | \$77,910  |
| 31 | \$25.59 | \$33.02 | \$40.45 | \$53,234 | \$68,688 | \$84,143  |
| 32 | \$27.64 | \$35.67 | \$43.69 | \$57,493 | \$74,184 | \$90,876  |
| 33 | \$29.85 | \$38.52 | \$47.19 | \$62,093 | \$80,119 | \$98,146  |
| 34 | \$32.24 | \$41.60 | \$50.96 | \$67,060 | \$86,529 | \$105,999 |
| 35 | \$34.82 | \$44.93 | \$55.04 | \$72,426 | \$93,452 | \$114,479 |

**Executive Job Grades**

|    | Hourly  |         |         | Annually  |           |           |
|----|---------|---------|---------|-----------|-----------|-----------|
|    | Min     | Mid     | Max     | Min       | Mid       | Max       |
| 40 | \$50.50 | \$59.41 | \$68.32 | \$105,031 | \$123,565 | \$142,100 |
| 41 | \$58.07 | \$68.32 | \$78.56 | \$120,785 | \$142,100 | \$163,415 |
| 42 | \$66.78 | \$78.56 | \$90.35 | \$138,903 | \$163,415 | \$187,928 |

**CY2030****Operations / Industrial / Clerical / Office Job Grades**

|    | Hourly  |         |         | Annually |          |          |
|----|---------|---------|---------|----------|----------|----------|
|    | Min     | Mid     | Max     | Min      | Mid      | Max      |
| 10 | \$17.49 | \$21.32 | \$25.16 | \$36,379 | \$44,346 | \$52,333 |
| 11 | \$18.41 | \$22.44 | \$26.48 | \$38,293 | \$46,675 | \$55,078 |
| 12 | \$19.37 | \$23.62 | \$27.88 | \$40,290 | \$49,130 | \$57,990 |
| 13 | \$20.39 | \$24.86 | \$29.34 | \$42,411 | \$51,709 | \$61,027 |
| 14 | \$21.46 | \$26.16 | \$30.87 | \$44,637 | \$54,413 | \$64,210 |
| 15 | \$22.53 | \$27.47 | \$32.42 | \$46,862 | \$57,138 | \$67,434 |

**Management / Administrative / Professional Job Grades**

|    | Hourly  |         |         | Annually |           |           |
|----|---------|---------|---------|----------|-----------|-----------|
|    | Min     | Mid     | Max     | Min      | Mid       | Max       |
| 30 | \$25.97 | \$33.51 | \$41.05 | \$54,013 | \$69,693  | \$85,374  |
| 31 | \$28.05 | \$36.19 | \$44.33 | \$58,334 | \$75,269  | \$92,205  |
| 32 | \$30.29 | \$39.08 | \$47.88 | \$63,001 | \$81,291  | \$99,582  |
| 33 | \$32.71 | \$42.21 | \$51.71 | \$68,042 | \$87,795  | \$107,549 |
| 34 | \$35.33 | \$45.59 | \$55.84 | \$73,485 | \$94,819  | \$116,154 |
| 35 | \$38.16 | \$49.23 | \$60.31 | \$79,364 | \$102,405 | \$125,447 |

**Executive Job Grades**

|    | Hourly  |         |         | Annually  |           |           |
|----|---------|---------|---------|-----------|-----------|-----------|
|    | Min     | Mid     | Max     | Min       | Mid       | Max       |
| 40 | \$55.64 | \$65.46 | \$75.28 | \$115,736 | \$136,159 | \$156,583 |
| 41 | \$63.99 | \$75.28 | \$86.57 | \$133,096 | \$156,583 | \$180,071 |
| 42 | \$73.59 | \$86.57 | \$99.56 | \$153,061 | \$180,071 | \$207,082 |

# Compensation Plan | Ex. Annual PS Maintenance & Step Increases

## Grade & Step Pay Structure:

- Grades reflect PFA Scores

## PFA Compensable Factors:

- Job Knowledge
- Supervisory Control
- Guidelines
- Scope & Effect
- Complexity
- Personal Contacts
- Purpose of Contacts
- Physical Demands
- Work Environment

- Steps (A-T) w/in each grade represent incremental increases in pay, often based on time-in-service and/or performance

## CPI / COLA Impact:

- Proportional
- Applies to the entire pay scales, not just current salaries
- Every Grade & Step amount increases
- New Hires
- Long-Term Employees



|                                    | Midwest Consumer Price Index (CPI) % |        |        |        |        |        |        |        |        |        |        |
|------------------------------------|--------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                                    | 2020                                 | 2021   | 2022   | 2023   | 2024   | 2025   | 2026   | 2027   | 2028   | 2029   | 2030   |
|                                    | 1.237%                               | 4.693% | 8.007% | 4.138% | 2.952% | 2.775% | 2.595% | 2.426% | 2.268% | 2.121% | 1.983% |
| Pay Scale Annual COLA % Adjustment |                                      |        |        |        |        |        |        |        |        |        |        |
|                                    | 2020                                 | 2021   | 2022   | 2023   | 2024   | 2025   | 2026   | 2027   | 2028   | 2029   | 2030   |
| 3 Year Averages                    | 1.831%                               | 2.581% | 4.646% | 5.613% | 5.032% | 3.288% | 2.774% | 2.599% | 2.430% | 2.272% | 2.124% |

| CPI / COLA %   Pay Scale Adjustment: |  |  |  |  |  |        |        |        |        |        |  |
|--------------------------------------|--|--|--|--|--|--------|--------|--------|--------|--------|--|
|                                      |  |  |  |  |  | 2.775% | 2.595% | 2.426% | 2.268% | 2.121% |  |

A COLA/CPI pay scale maintenance variable is an external adjustment applied across the entire pay scale, not tied to performance or tenure.

COLA % Adjustment Applied to Benchmark Grade Mid-Point

|                                 | 10-15 Variable Annual Increase: |         |         |         |         |         |         |         |         |         |         |         |         |         |         |        |
|---------------------------------|---------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--------|
|                                 | 100.00%                         | 100.00% | 100.00% | 100.00% | 100.00% | 95.00%  | 90.00%  | 85.00%  | 80.00%  | 80.00%  | 80.00%  | 80.00%  | 80.00%  | 80.00%  | 80.00%  | 80.00% |
| 10-15 Std Annl Inc %:           | 1.500%                          | 1.500%  | 1.500%  | 1.500%  | 1.500%  | 1.425%  | 1.350%  | 1.275%  | 1.200%  | 1.200%  | 1.200%  | 1.200%  | 1.200%  | 1.200%  | 1.200%  | 1.200% |
| 30-35 Variable Annual Increase: | 100.00%                         | 100.00% | 100.00% | 100.00% | 100.00% | 95.00%  | 90.00%  | 85.00%  | 80.00%  | 80.00%  | 80.00%  | 80.00%  | 80.00%  | 80.00%  | 80.00%  | 80.00% |
| 30-35 Std Annl Inc %:           | 1.500%                          | 1.500%  | 1.500%  | 1.500%  | 1.500%  | 1.425%  | 1.350%  | 1.275%  | 1.200%  | 1.200%  | 1.200%  | 1.200%  | 1.200%  | 1.200%  | 1.200%  | 1.200% |
| 40-42 Variable Annual Increase: | 100.00%                         | 100.00% | 100.00% | 100.00% | 100.00% | 95.00%  | 90.00%  | 85.00%  | 80.00%  | 80.00%  | 80.00%  | 80.00%  | 80.00%  | 80.00%  | 80.00%  | 80.00% |
| 40-42 Std Annl Inc %:           | 1.500%                          | 1.500%  | 1.500%  | 1.500%  | 1.500%  | 1.425%  | 1.350%  | 1.275%  | 1.200%  | 1.200%  | 1.200%  | 1.200%  | 1.200%  | 1.200%  | 1.200%  | 1.200% |
| Job Grades & Steps              | A                               | C       | D       | E       | F       | G       | H       | I       | J       | K       | L       | M       | N       | O       | P       |        |
| Grade                           | 0.0                             | 1.0     | 2.0     | 3.0     | 4.0     | 5.0     | 6.0     | 7.0     | 8.0     | 9.0     | 10.0    | 11.0    | 12.0    | 13.0    | 14.0    |        |
| 10   CY 2026                    | \$16.04                         | \$16.28 | \$16.52 | \$16.77 | \$17.02 | \$17.27 | \$17.50 | \$17.72 | \$17.94 | \$18.15 | \$18.37 | \$18.59 | \$18.81 | \$19.04 | \$19.27 |        |
| 10   CY 2027                    | \$16.34                         | \$16.59 | \$16.83 | \$17.09 | \$17.34 | \$17.59 | \$17.83 | \$18.05 | \$18.27 | \$18.49 | \$18.71 | \$18.94 | \$19.16 | \$19.39 | \$19.63 |        |
| 10   CY 2028                    | \$16.63                         | \$16.88 | \$17.13 | \$17.39 | \$17.65 | \$17.90 | \$18.14 | \$18.38 | \$18.60 | \$18.82 | \$19.04 | \$19.27 | \$19.50 | \$19.74 | \$19.98 |        |
| 10   CY 2029                    | \$16.90                         | \$17.15 | \$17.41 | \$17.67 | \$17.94 | \$18.19 | \$18.44 | \$18.67 | \$18.90 | \$19.12 | \$19.35 | \$19.59 | \$19.82 | \$20.06 | \$20.30 |        |
| 10   CY 2030                    | \$17.16                         | \$17.42 | \$17.68 | \$17.94 | \$18.21 | \$18.47 | \$18.72 | \$18.96 | \$19.19 | \$19.42 | \$19.65 | \$19.89 | \$20.13 | \$20.37 | \$20.61 |        |

Grade / Promotion

10  
11  
...  
30  
31  
32  
...  
41  
42

Step Increases: Position Tenure and Performance

## Cumulative Effect of COLA with Step Increases

- Most EEs will also receive **step increases** annually.
- COLA stacks on step increases, leading to a **compound effect** on pay.
- Maintains **internal equity** and **external competitiveness**.

- ☐ Performance Eval: Satisfactory
- ☐ No Performance Demerits: Past Year
- ☐ Meets Attendance Standard: PTO

# 1 2 3

## What is a Pay Scale Governor?

- Control Mechanism / Limiter

## Ensures All Adjustments:

- Stay within Budget
- Maintain Internal Equity
- Avoid Overcorrections

## Without a Governor:

- Disrupt Salary Structure
- Cause Pay Compression
- Create Resentment
- If an EE suddenly gets an excessively large bump in pay

## Why Use a Governor?

- Manage Costs
- Ensure Fairness
- Preserve Structure



# Comp Plan Adoption | Phase III: July 2026+ Out Years

## 0.000% PS Maintenance Impact

| Implementation Scenario Impact Summary:<br><small>(Filtered Employee Record Totals)</small> |        |              |         |
|---------------------------------------------------------------------------------------------|--------|--------------|---------|
| COLA:                                                                                       | 0.000% | Compression: | 100.00% |

| Scenario 1: PS Mins - COLA - Compression    |                    |
|---------------------------------------------|--------------------|
| Pay Scale Minimums:                         | \$0.00             |
| 000% COLA (Hourly) Impact:                  | \$0.00             |
| 000% COLA (Lump Sum) Impact:                | \$0.00             |
| 100.00% Pay Alignment / Compression Impact: | \$53,198.72        |
| <b>Total Investment / Cost:</b>             | <b>\$53,198.72</b> |
| <b>Total Cost - Annual Impact %</b>         | <b>1.18%</b>       |

| Impact Summary:                                 |  |
|-------------------------------------------------|--|
| 0.000% COLA/CPI Pay Scale Maintenance           |  |
| Proportional Adjustment Across Entire Pay Scale |  |
| Step Increases: Position Tenure and Performance |  |

|                                    |        |
|------------------------------------|--------|
| GAP Remaining to 100% Compression: | \$0.00 |
|------------------------------------|--------|

| Individual Employee Annual Impact |            |
|-----------------------------------|------------|
| Most \$                           | \$2,993.19 |
| Average                           | \$656.77   |
| Least \$                          | \$0.00     |

## 1.000% PS Maintenance Impact

| Implementation Scenario Impact Summary:<br><small>(Filtered Employee Record Totals)</small> |        |              |         |
|---------------------------------------------------------------------------------------------|--------|--------------|---------|
| COLA:                                                                                       | 0.000% | Compression: | 100.00% |

| Scenario 1: PS Mins - COLA - Compression    |                    |
|---------------------------------------------|--------------------|
| Pay Scale Minimums:                         | \$936.00           |
| 000% COLA (Hourly) Impact:                  | \$0.00             |
| 000% COLA (Lump Sum) Impact:                | \$0.00             |
| 100.00% Pay Alignment / Compression Impact: | \$84,992.72        |
| <b>Total Investment / Cost:</b>             | <b>\$85,928.72</b> |
| <b>Total Cost - Annual Impact %</b>         | <b>1.90%</b>       |

| Impact Summary:                                 |  |
|-------------------------------------------------|--|
| 1.000% COLA/CPI Pay Scale Maintenance           |  |
| Proportional Adjustment Across Entire Pay Scale |  |
| Step Increases: Position Tenure and Performance |  |

|                                    |        |
|------------------------------------|--------|
| GAP Remaining to 100% Compression: | \$0.00 |
|------------------------------------|--------|

| Individual Employee Annual Impact |            |
|-----------------------------------|------------|
| Most \$                           | \$4,165.78 |
| Average                           | \$1,060.85 |
| Least \$                          | \$0.00     |

## 2.775% PS Maintenance Impact

| Implementation Scenario Impact Summary:<br><small>(Filtered Employee Record Totals)</small> |        |              |         |
|---------------------------------------------------------------------------------------------|--------|--------------|---------|
| COLA:                                                                                       | 0.000% | Compression: | 100.00% |

| Scenario 1: PS Mins - COLA - Compression    |                     |
|---------------------------------------------|---------------------|
| Pay Scale Minimums:                         | \$2,537.60          |
| 000% COLA (Hourly) Impact:                  | \$0.00              |
| 000% COLA (Lump Sum) Impact:                | \$0.00              |
| 100.00% Pay Alignment / Compression Impact: | \$152,151.65        |
| <b>Total Investment / Cost:</b>             | <b>\$154,689.25</b> |
| <b>Total Cost - Annual Impact %</b>         | <b>3.42%</b>        |

| Impact Summary:                                 |  |
|-------------------------------------------------|--|
| 2.775% COLA/CPI Pay Scale Maintenance           |  |
| Proportional Adjustment Across Entire Pay Scale |  |
| Step Increases: Position Tenure and Performance |  |

|                                    |        |
|------------------------------------|--------|
| GAP Remaining to 100% Compression: | \$0.00 |
|------------------------------------|--------|

| Individual Employee Annual Impact |            |
|-----------------------------------|------------|
| Most \$                           | \$6,408.36 |
| Average                           | \$1,909.74 |
| Least \$                          | \$0.00     |

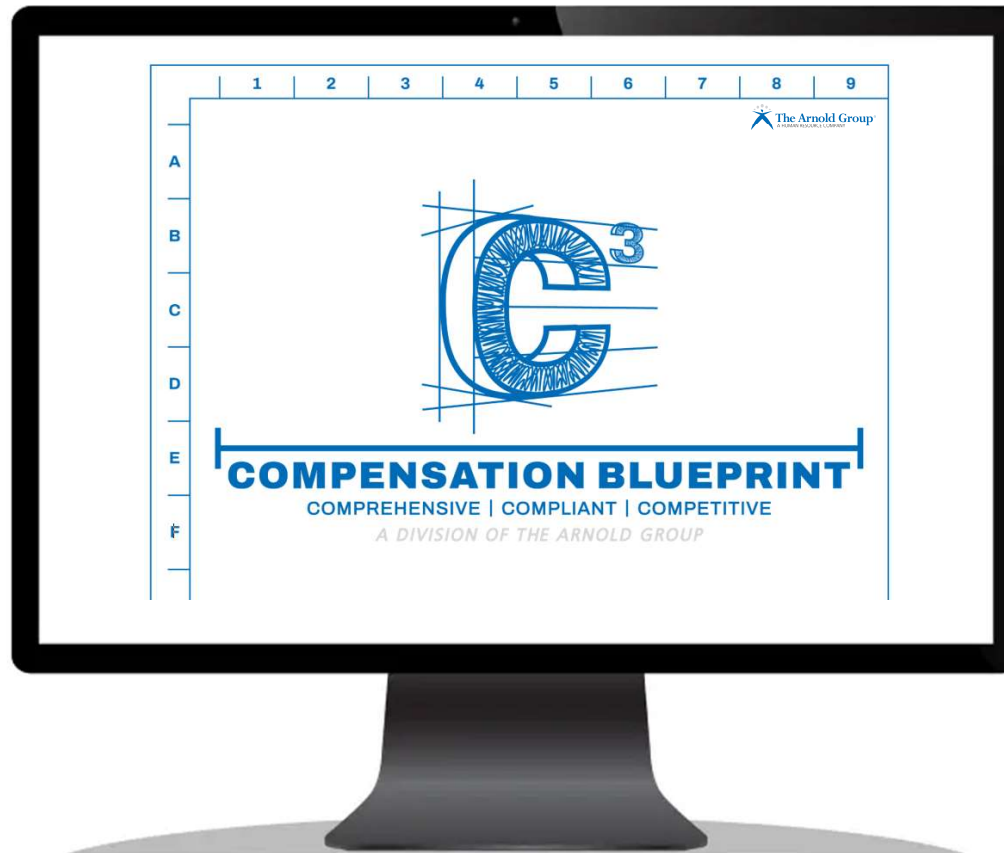
Scenarios illustrated above include Vacant/Open Positions

# Questions / Comments

C3 Compensation  
Blueprint:

TRUST  
THE PROCESS

Comprehensive  
Competitive  
Compliant



Phil Hayes  
Heather Poorman

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