

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
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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

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
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	Library 70	23.25
225655	Ingram Library Services	70	No Center	Library 70	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

PAGE TOTALS

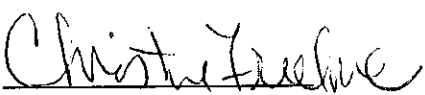
46,647.47

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
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Signed and approved this 13 day of MAY, 2025

ATTEST:

Chairman, Board of Trustees

Christy Freestone
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 2024-2025			Proposed Amendment 2024-2025 Budget
	Actual Tax Rate	Amount of Tax to be Levied	Expenditures and Transfers	Expenditures and 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.

CERTIFICATETO 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:

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 General Fund	Line	2022-2023 Audited Actual	2023-2024 Unaudited Actual	2024-2025 Proposed Budget
Unencumbered Cash Balance July 1	1	15,865,662	17,622,652	19,303,648
Transfer of Fund Balances, July 1 *	2	XXXXXXXXXX	XXXXXXXXXX	0
Adjusted Unencumbered Cash Balance, July 1	3	15,865,662	17,622,652	19,303,648
Revenues				
Student Sources:				
Tuition	4	1,989,685	2,132,546	3,154,946
Fees	5	836,305	1,543,445	1,390,501
Total Student Income	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			
Total Federal Income	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
Total State Income	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	XXXXXXXXXX
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			
Total Local Income	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			XXXXXXXXXX
Total Other Income	49	839,359	2,006,243	1,648,500
Total Revenues (9 + 19 + 29 + 39 + 49)	60	10,492,044	12,824,929	11,019,781
Total Resources Available (3 + 60)	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 General Fund	Line	2022-2023 Audited Actual	2023-2024 Unaudited Actual	2024-2025 Proposed Budget
Total Resources Available	62	26,357,706	30,447,581	30,323,429
EXPENDITURES				
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
Total Expenditures	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			
Total Transfers	89	424,452	17,457	16,643
Total Expenditures & Transfers (79 + 89)	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
Total Resources (94 thru 97)	98			35,741,485
Total Expenditures & Transfers (90)	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 Postsecondary Technical Education	Line	2022-2023 Audited Actual	2023-2024 Unaudited Actual	2024-2025 Proposed 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
Revenues				
Student Sources:				
Tuition	4	623,865	470,380	400,000
Fees	5		184,517	
Total Student Income	9	623,865	654,897	400,000
Federal Sources:				
Federal Grants	10			
Other Federal Income	11			
Total Federal Income	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
Total State Income	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		
Total Local Income	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			
Total Other Income	49	0	0	215,000
Total Revenues (9 + 19 + 29 + 39 + 49)	60	1,970,726	2,855,046	2,237,232
Total Resources Available (3 + 60)	62	2,976,681	3,861,001	3,247,520

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

Adopted Budget

Current Funds Unrestricted Postsecondary Technical Education	Line	2022-2023 Audited Actual	2023-2024 Unaudited Actual	2024-2025 Proposed Budget
Total Resources Available	62	2,976,681	3,861,001	3,247,520
EXPENDITURES				
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			
Total Transfers	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

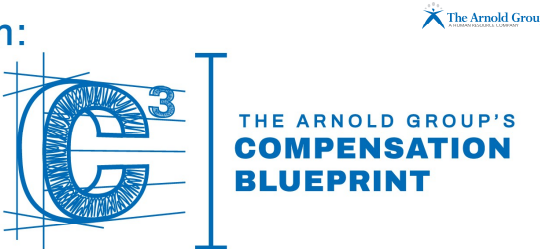
Adopted Budget

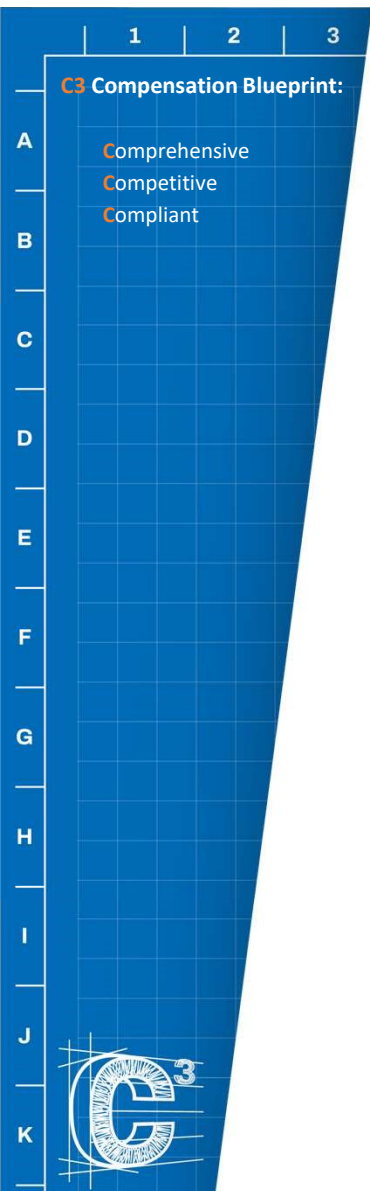
Plant Funds		2022-2023	2023-2024	2024-2025
Capital Outlay	Line	Audited Actual	Unaudited Actual	Proposed Budget
Unencumbered Cash Balance July 1	3	2,477,426	2,532,718	3,180,558
Revenues				
Federal Sources:				
Federal Grants	10			
Other Federal Income	11			
Total Federal Income	19	0	0	0
State Sources:				
Other State Income	24		245,785	289,314
PEI Loan Program Income	25			
Total State Income	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			
Total Local Income	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			
Total Other Income	49	0	0	0
Total Revenues (19 + 29 + 39 + 49)	60	597,677	773,103	380,366
Total Resources Available (3 + 60)	62	3,075,103	3,305,821	3,560,924

Adopted Budget

Plant Funds Capital Outlay	Line	2022-2023 Audited Actual	2023-2024 Unaudited Actual	2024-2025 Proposed Budget
Total Resources Available	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			
Total Expenditures	79	542,385	125,263	2,500,000
Total Transfers	89			
Total Expenditures & Transfers (79+89)	90	542,385	125,263	2,500,000
Unencumbered Cash Balance June 30 (62 - 90)	93	2,532,718	3,180,558	XXXXXXXXXX
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
Total Resources (94 thru 97)	98			3,734,697
Total Expenditures & Transfers (90)	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: Allen County Community College		
Project: Classification, Salary Survey and Compensation Plan		
Project Architect(s): Dr. Lyvier Leffler, President Karen Gillespie, Executive HR Director		
Senior Architect(s): Phillip Hayes, Vice President 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

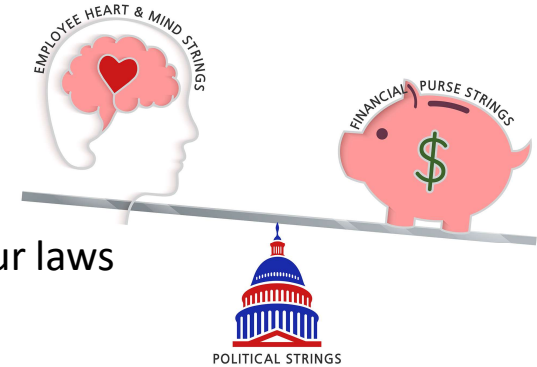
- Consistent practices
- Competitive pay

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

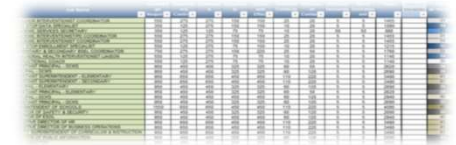
- TAG Reviews Job Descriptions
 - TAG Assessment

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		
11	300 - 475	31	1280 - 1580	40	2805 - 3305
12	475 - 675	32	1580 - 1905		
13	675 - 900	33	1905 - 2255	41	3305 - 3855
14	900 - 1150	34	2255 - 2630		
15	1150 - 1425	35	2630 - 3030	42	3855 - 4480

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 routine 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 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

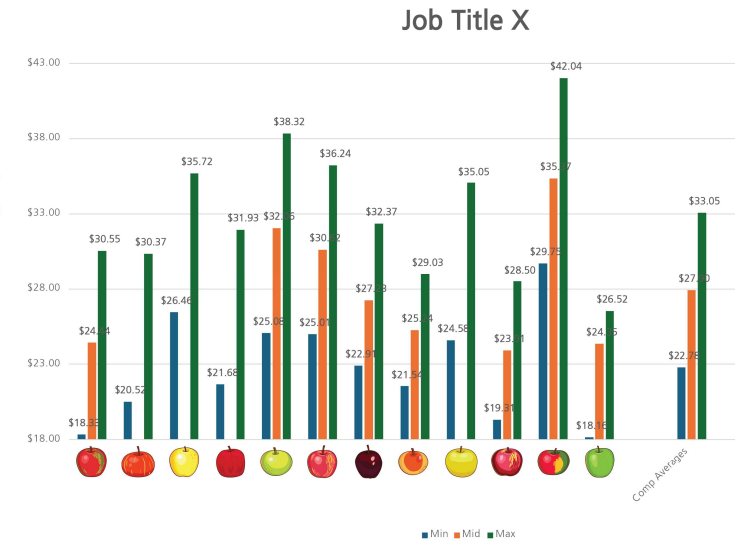
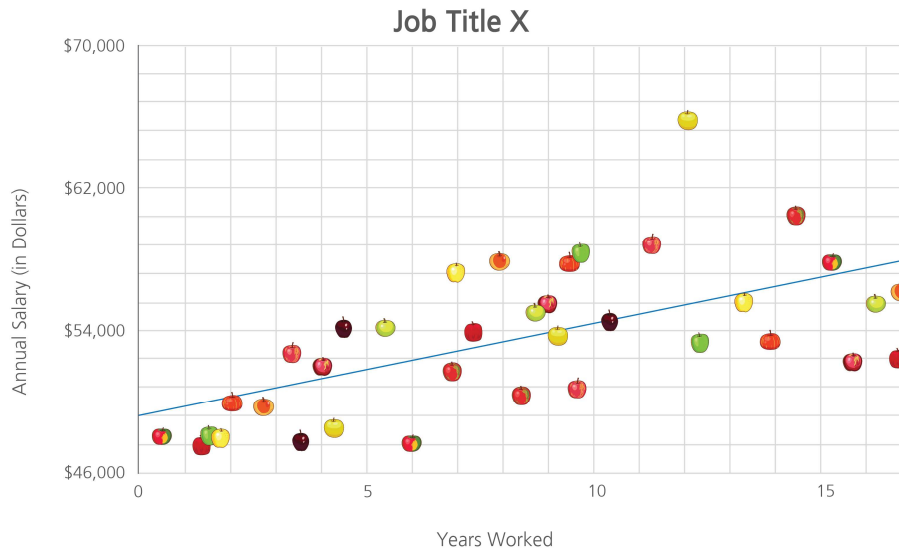
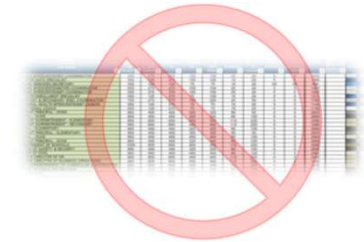
- Flat
- Deep



Compensation Plan | External Competitiveness – Use Caution

5. Salary Surveys (*External Competitiveness*)

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

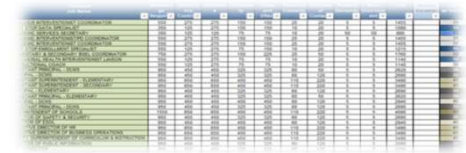


	1	2	3
A	External Competitiveness:		
B	How an organization's pay compares to the external job market, using data from salary surveys to guide decisions		
C	Why It Matters?		
D	- Attracts & Retains the RIGHT Talent - Builds Employer Credibility - Reflects Current Market Realities - Supports Long-Term Organizational Success		
E	Benchmark Positions:		
F	- Common in Market - Well-Defined Duties - Market Data Available - Representative - Stable & Consistent		
G	Strategies:		
H	- Lead the Market - Match the Market - Lag the Market - Mixed Market		
I	Diff. pay levels for diff. roles or depts based on org. priorities, talent demand or budget.		
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

3

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 \$	EJ Alignment
		14C	N/A	\$20.45	0

EJ Stop 1 Grade	Grade & Step \$ Value 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 \$	EJ Alignment
		15C	5.00%	\$21.79	1

EJ Stop 2 Grade	Grade & Step \$ Value 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 \$	EJ Alignment
		15C	0.00%	\$22.11	2

EJ Stop 3 Grade	Grade & Step \$ Value 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 \$	EJ Alignment
		30C	5.00%	\$24.65	0

EJ Stop 4 Grade	Grade & Step \$ Value 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 \$	EJ Alignment
		30S	0.00%	\$25.59	0

EJ Stop 5 Grade	Grade & Step \$ Value 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 \$	EJ Alignment
		30S	0.00%	\$25.98	1

EJ Stop 6 Grade	Grade & Step \$ Value 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 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 \$	EJ Alignment
		15	N/A	\$22.52	6
					0

First Name	Last Name	Job Grade	Pro / Demotion %	Pro / Demotion \$	EJ Alignment
		14	-5.00%	\$21.39	5
					0

First Name	Last Name	Job Grade	Pro / Demotion %	Pro / Demotion \$	EJ Alignment
		15	5.00%	\$22.22	5
					1

First Name	Last Name	Job Grade	Pro / Demotion %	Pro / Demotion \$	EJ Alignment
		15	0.00%	\$22.52	6
					1
					2

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

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

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

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

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.

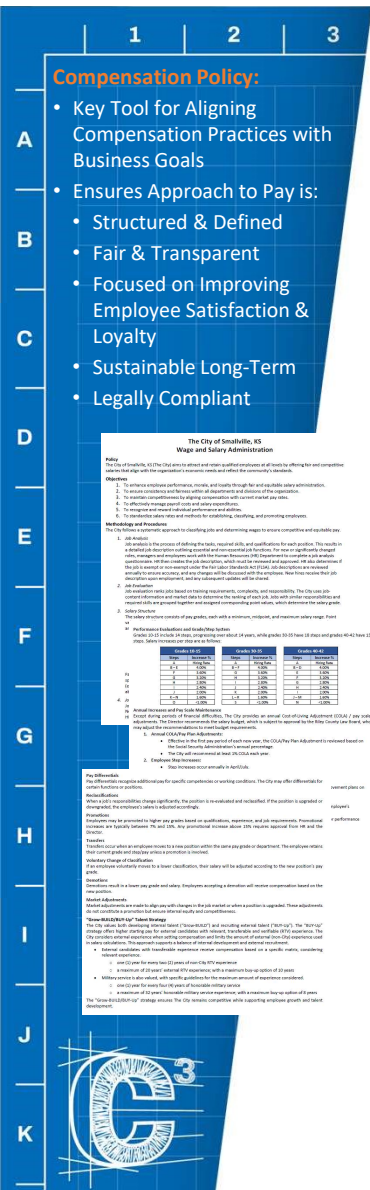
	1	2	3
	Purpose of PS Alignment:		
A	• Ensure internal equity		
B	• Maintain external competitiveness		
C	• Provide Transparent, predictable, & consistent compensation growth		
D	• Support strategic workforce planning, engagement, and retention		
	Why It Matters:		
E	• Promote internal equity		
F	• Enhance 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:		
B	Pay Compression Examples:		
C	Why Does It Happen?		
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	• Built on Core Compensation Framework		
B	• Integrated - Maintains Consistency		
C	• Market-Specific & Operational Flexibility		
D	• Guide Positions in Same Base Grade to be Compensated Differently		
E	Benefits:		
F	• Internal Equity		
G	• Maintain fairness (PFA)		
H	• Market Responsiveness		
I	• Tailored adjust. for roles w/ atypical labor market conditions		
J	• Administrative Simplicity		
K	• Unified structure		
	• Clear notation for flexibility		
	• Scalability		
	• Supports growth and workforce segmentation w/o restructuring full plan		

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	- Pace or frequency pay adjustments occur - How quickly/slowly employees move through a pay range based on: - Performance - Tenure - Market Changes - Policy		
B			
C	Tempo Influencers:		
D	- Organizational Budget - Pay Philosophy - Employee Performance - Positional Tenure - Market Shifts/Inflation - Contracts		
E			
F	Why It Matters:		
G	- Sets expectations - Manages Internal Equity - Budget Predictability - Tempo Influences Retention - Too slow... - EEs Leave - Too fast... - Unsustainable		
H			
I			
J			
K			

Comp Plan Adoption | Pay Scale Variables & Employee Impact

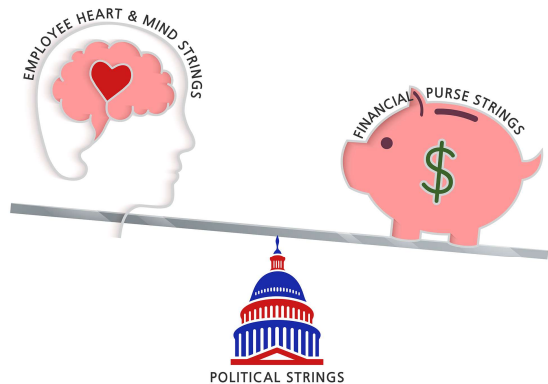
Pay Scale Variables:

- 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 Annl 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 Annl 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 Annl 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)

123

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

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Compensation Plan

Proposed Pay Scales

A Realistic Pay Scale is About Balance:

- Competitive enough to attract and keep great people
- Fair enough to maintain internal harmony
- Strategic enough to support business goals long-term

Operations, Industrial, Clerical, and Office

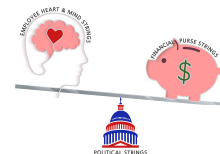
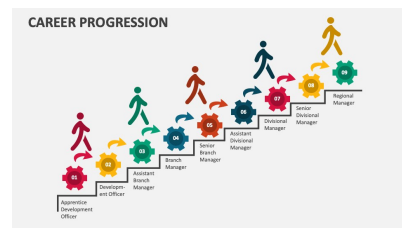
	Base Grade	Base Grade		
		Min	Mid	Max
Annually	10	\$30,867	\$38,563	\$46,280
Monthly		\$2,572	\$3,214	\$3,857
Bi Weekly		\$1,187	\$1,483	\$1,780
Hourly		\$14.84	\$18.54	\$22.25
Annually	11	\$32,469	\$40,581	\$48,714
Monthly		\$2,706	\$3,382	\$4,059
Bi Weekly		\$1,249	\$1,561	\$1,874
Hourly		\$15.61	\$19.51	\$23.42
Annually	12	\$34,174	\$42,702	\$51,251
Monthly		\$2,848	\$3,559	\$4,271
Bi Weekly		\$1,314	\$1,642	\$1,971
Hourly		\$16.43	\$20.53	\$24.64
Annually	13	\$35,963	\$44,949	\$53,955
Monthly		\$2,997	\$3,746	\$4,496
Bi Weekly		\$1,383	\$1,729	\$2,075
Hourly		\$17.29	\$21.61	\$25.94
Annually	14	\$37,773	\$47,216	\$56,659
Monthly		\$3,148	\$3,935	\$4,722
Bi Weekly		\$1,453	\$1,816	\$2,179
Hourly		\$18.16	\$22.70	\$27.24
Annually	15	\$39,686	\$49,587	\$59,509
Monthly		\$3,307	\$4,132	\$4,959
Bi Weekly		\$1,526	\$1,907	\$2,289
Hourly		\$19.08	\$23.84	\$28.61

Management, Administrative, Sales, Creative, and Professional

	Base Grade	Base Grade		
		Min	Mid	Max
Annually	30	\$42,407	\$56,542	\$70,678
Monthly		\$3,534	\$4,712	\$5,890
Bi Weekly		\$1,631	\$2,175	\$2,718
Hourly		\$20.39	\$27.18	\$33.98
Annually	31	\$45,800	\$61,066	\$76,333
Monthly		\$3,817	\$5,089	\$6,361
Bi Weekly		\$1,762	\$2,349	\$2,936
Hourly		\$22.02	\$29.36	\$36.70
Annually	32	\$49,464	\$65,952	\$82,440
Monthly		\$4,122	\$5,496	\$6,870
Bi Weekly		\$1,902	\$2,537	\$3,171
Hourly		\$23.78	\$31.71	\$39.63
Annually	33	\$53,422	\$71,229	\$89,037
Monthly		\$4,452	\$5,936	\$7,420
Bi Weekly		\$2,055	\$2,740	\$3,425
Hourly		\$25.68	\$34.24	\$42.81
Annually	34	\$57,696	\$76,928	\$96,160
Monthly		\$4,808	\$6,411	\$8,013
Bi Weekly		\$2,219	\$2,959	\$3,698
Hourly		\$27.74	\$36.98	\$46.23
Annually	35	\$62,313	\$83,083	\$103,854
Monthly		\$5,193	\$6,924	\$8,655
Bi Weekly		\$2,397	\$3,196	\$3,994
Hourly		\$29.96	\$39.94	\$49.93

Executive and Highly Specialized

	Base Grade	Base Grade		
		Min	Mid	Max
Annually	40	\$100,336	\$118,042	\$135,749
Monthly		\$8,361	\$9,837	\$11,312
Bi Weekly		\$3,859	\$4,540	\$5,221
Hourly		\$48.24	\$56.75	\$65.26
Annually	41	\$112,377	\$132,208	\$152,040
Monthly		\$9,365	\$11,017	\$12,670
Bi Weekly		\$4,322	\$5,085	\$5,848
Hourly		\$54.03	\$63.56	\$73.10
Annually	42	\$125,863	\$148,073	\$170,284
Monthly		\$10,489	\$12,339	\$14,190
Bi Weekly		\$4,841	\$5,695	\$6,549
Hourly		\$60.51	\$71.19	\$81.87



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: (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
Total Investment / Cost:	\$254,056.61
Total Cost - Annual Impact %	5.95%
Impact Summary:	
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	
Most \$	\$42,687.48
Average	\$3,136.50
Least \$	\$0.00

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

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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

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

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

0.000% PS Maintenance Impact

Implementation Scenario Impact Summary: (Filtered Employee Record Totals)			
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
Total Investment / Cost:	\$53,198.72
Total Cost - Annual Impact %	1.18%
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: (Filtered Employee Record Totals)			
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
Total Investment / Cost:	\$85,928.72
Total Cost - Annual Impact %	1.90%
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: (Filtered Employee Record Totals)			
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
Total Investment / Cost:	\$154,689.25
Total Cost - Annual Impact %	3.42%
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

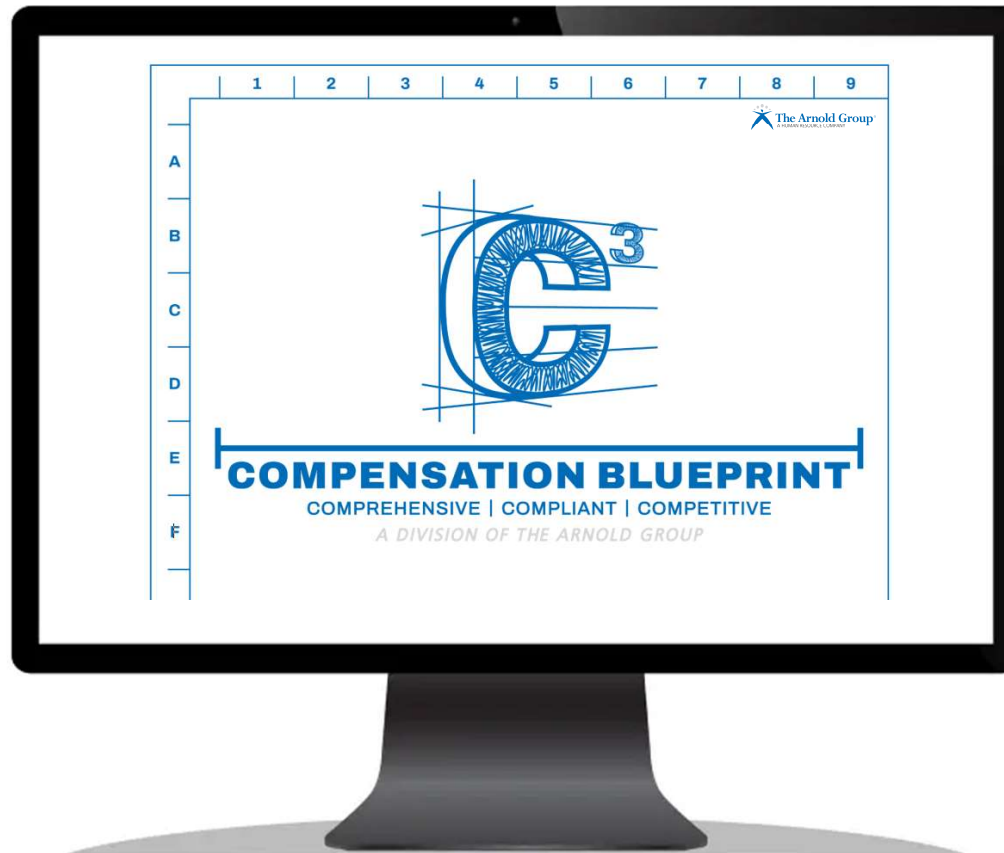


Questions / Comments

C3 Compensation
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Phil Hayes
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