Budget Projections FY04 through FY07

	А	В	I	J	K	L	М	Ν	0	Р	Q	R	S	Т	U	V	W
	tions			Actual FY03			Projected FY04		I	Projected FY05			Projected FY06			Projected FY07	,
1	Assump		Unrestricted	Restricted plus Fund IX	Total	Unrestricted	Restricted plus Fund IX	Total	Unrestricted	Restricted plus Fund IX	Total	Unrestricted	Restricted plus Fund IX	Total	Unrestricted	Restricted plus Fund IX	Total
3		Revenues															
4 5	۸	Intergovernmental State Resources	27,296,101	-	27,296,101	25,880,228	-	25,880,228	26,372,763		26,372,763	26,900,218		26,900,218	26,900,218		26,900,218
6		Federal Resources	-	16,589	16,589	20,000,220	17,000	17,000	20,012,100	32,489	32,489	20,000,210	3,457	3,457	20,000,210	(25,575)	(25,575)
7		Property Taxes	11,448,509	-	11,448,509	11,905,562	-	11,905,562	12,381,234		12,381,234	12,856,907		12,856,907	13,332,579		13,332,579
8		Other Local Sources	-	-	-	-	-	-	10,000	-	10,000	-	-	-		-	-
9 10	C	Tuition & Fees Tuition	17.246.392	77.193	17.323.585	20.653.091	793.073	21.446.164	21.306.318	821.955	- 22.128.273	21,966,442	851.073	- 22,817,515	22.627.313	880.217	- 23.507.530
11	D	Instructional Fees		2,555,047	2,555,047	20,000,001	2,772,613	2,772,613	21,000,010	3,218,385	3,218,385	21,000,442	3,136,945	3,136,945	22,027,010	3,055,518	3,055,518
12		Other Sources									-						-
13	F	Sales of Goods & Services	-	1,267,064	1,267,064	105.010	1,381,821	1,381,821		1,427,194	1,427,194		1,472,566	1,472,566	200.004	1,517,939	1,517,939
14 15	E	Interest Income Fees	131,221 331,919	5,546 1,426,243	136,767 1,758,162	165,342 343,129	6,988 1,441,747	172,330 1,784,876	405,153 315,008	1,547,206	405,153	729,858 441,725	1,652,665	729,858 2,094,390	706,221 462,539	1,758,124	706,221 2,220,663
16	F	Administrative Recovery	264,635	- 1,420,243	264,635	341,927	1,441,747	341,927	308,073	1,047,200	308,073	274,219	1,032,003	274,219	240,365	1,730,124	240,365
17	F	Other		2,136,103	2,136,103	-	1,984,942	1,984,942		2,200,523	2,200,523	-	2,416,103	2,416,103	-	2,631,684	2,631,684
20		Total Revenues	56,718,777	7,483,785	64,202,562	59,289,279	8,398,183	67,687,463	61,098,549	9,247,751	70,346,300	63,169,369	9,532,810	72,702,179	64,269,235	9,817,907	74,087,142
21																	
22		Expenditures	17 000 005	0.005.000	50 005 474	10.015.017	0.404.500	54.040.404	50.000.000	0.540.007	50.004.500	50,000,000	0.011.075	54 000 040	54.070.000	0 700 500	50.077.405
23 24		Personal Services Materials & Services	47,839,665 6,314,864	2,385,809 4,523,975	50,225,474 10,838,839	48,615,617 6,862,236	2,424,506 4,916,113	51,040,124 11,778,348	50,388,609 7,137,020	2,512,927 5,112,968	52,901,536 12,249,988	52,368,668 7,411,804	2,611,675 5,309,824	54,980,343 12,721,628	54,270,609 7,860,053	2,706,526 5,630,950	56,977,135 13,491,003
25		Capital Outlay	425,501	75,124	500,625	459,747	79,612	539,360	678,529	117,498	796,027	976,867	169,160	1,146,027	1,275,205	220,822	1,496,027
26		Contingency						-			-			-			
27		Total Expenditures	54,580,030	6,984,908	61,564,938	55,937,600	7,420,231	63,357,832	56,538,599	7,743,394	64,281,992	59,091,780	8,090,659	67,182,439	63,405,867	8,558,298	71,964,165
28	C.2	Additional Equipment Replacement	-		-	200,000		200,000	350,000		350,000	350,000		350,000	350,000		350,000
29		Total Expenditures	54,580,030	6,984,908	61,564,938	56,137,600		63,557,832	56,888,599		64,631,992	59,441,780		67,532,439	63,755,867		72,314,165
30		•															
31		Revenues over (under) expenditures	2,138,747	498,877	2,637,624	3,151,679	977,952	4,129,631	4,209,950	1,504,358	5,714,308	3,727,589	1,442,151	5,169,741	513,368	1,259,609	1,772,977
32 33	ш	Other Financing Sources															
34	m	Operating Transfers In	1,038,515	241,867	1,280,382	1,038,515	58,629	1,097,144	1,038,515	294,143	1,332,658	1,038,515	529,658	1,568,173	1,038,515	765,173	1,803,688
35		Operating Transfers Out	(4,536,302)	(345,444)		(3,839,517)		(3,839,517)	(4,392,362)		(4,392,362)	(5,071,207)		(5,071,207)	(5,750,051)		(5,750,051)
36		Additional Facilities Transfer Out				(300,000))	(300,000)	(426,000)		(426,000)	(426,000)		(426,000)	(426,000)		(426,000)
37		LASR Debt Service (10 years)				075 400	(075, 400)		(400,000)	(000,000)	(400,000)	(200,000)	(000,000)	(200,000)	(200,000)	(000,000)	(200,000)
38 39		Intrafund Transfer	(3,497,787)	(103,577)	(3,601,364)	875,428 (2,225,574)	(875,428) (816,799)	(3,042,373)	<u>900,000</u> (3,279,847)	(900,000) (605,857)	(3.885,703)	900,000 (3,758,692)	(900,000) (370,342)	(4,129,033)	900,000 (4,437,536)	(900,000) (134,827)	(4,572,364)
40		Total Other Financing Sources	(3,497,787)	(103,577)	(3,001,304)	(2,225,574)	(010,799)	(3,042,373)	(3,219,041)	(005,057)	(3,003,703)	(3,758,692)	(370,342)	(4,129,033)	(4,437,530)	(134,627)	(4,572,304)
		Revenues over (under) Expenditures & Other Financing															
41		Sources	(1,359,040)	395,300	(963,740)	926,105	161,153	1,087,258	930,104	898,501	1,828,605	(31,102)	1,071,809	1,040,707	(3,924,168)	1,124,782	(2,799,387)
42																	
43	IV	Beginning Fund Balance	4,291,877	3,602,452	7,894,329	2,932,837	3,997,752	6,930,589	3,858,942	4,158,905	8,017,847	4,329,046	5,057,406	9,386,452	3,837,944	6,129,215	9,967,159
44	IV	Total Ending Fund Balance	2,932,837	3,997,752	6,930,589	3,858,942	4,158,905	8,017,847	5,139,046	5,057,406	10,196,452	4,647,944	6,129,215	10,777,159	263,775	7,253,997	7,517,772
45	С	Deferred Maintenance catch-up							(810,000)		(810,000)	(350,000)		(350,000)	(350,000)		(350,000)
46	D	Facilities Capital Reserve						-	<u> </u>		-	(460,000)		(460,000)	(460,000)		(460,000)
		Ending Fund Balance after															
47		adjustments	2,932,837	3,997,752	6,930,589	3,858,942	4,158,905	8,017,847	4,329,046	5,057,406	9,386,452	3,837,944	6,129,215	9,967,159	(546,225)	7,253,997	6,707,772
48		Minimum fund balance (not available for appropriation)	(2,010,000)		(2,010,000)	(2,080,000))	(2,080,000)	(2,060,000)		(2,060,000)	(2,170,000)		(2,170,000)	(2,330,000)		(2,330,000)
49		Ending Fund Balance (available for current year appropriation)	922,837		4,920,589	1,778,942		5,937,847	2,269,046		7,326,452	1,667,944		7,797,159	(2,876,225)		4,377,772
51		State Revenue Scenario				Likely			Likely			Likely		<u> </u>	Likely		
52		Tuition Rate Increases				\$14.00			\$1.50			\$2.00			\$2.00		
54		COLA				1.4%			2.3%			2.3%			2.3%		
55		Insurance Increases				24.6%			12.2%			10.0%			10.0%		
56		OPE Rate				49.9%			54.7%			56.7%			58.3%		
57	Bud	get Assumptions are indexed in red and re	eference the Budget	Assumptions Exe	cutive Summar		•						L	<u> </u>			
<u> </u>		o provincia di					1										

OPE Estimate

	A	С	D	E	F	G	Н	I	J	К	L	М
1		Estimate		Estimate		Estimate		Projected		Actual		
2		FY07	% Change	FY06	% Change	FY05	% Change	FY04	% Change	FY03	% Change	FY02
	Full Time OPE Rate	58.3%	<u> </u>	56.7%		54.7%	Jan 19	49.9%	<u> </u>	46.7%	J. J	45%
	Part Time OPE Rate	36.3%		35.8%		34.7%		32.3%		27.0%		21%
5	Insurance Rebates							0.00			-100.0%	153,895
6	Transfer in-Gen Fund)
7	OPE Revenue (PT)	3.091.671		2.930.600		2.731.812		2.447.096		-		
8	OPE Revenue (FT)	20,715,500	6.2%	19,476,884	7.5%	18,113,135	14.5%	15,765,966	7.0%	17,028,332	0.7%	16,913,219
9	Total Revenue	23,807,171	0.270	22,407,484		20,844,947		18,213,063		17,028,332		17,067,114
10	\$ Revenue per % F/T OPE	355,282		343,319		330,973		315,951		364,632		375,849
11		, -		,				/		,		/
12	Classified Unit Employee							-		-	4.7%	806
13	Classified Employee OPE							-		-	4.7%	327
	FICA-Social Security	2,719,307	3.6%	2,625,375	3.8%	2,529,822	4.6%	2,418,411	-10.6%	2,706,121	2.8%	2,631,823
	FICA-Medicare	635,967	3.6%	613,999	3.8%	591,652	4.6%	565,596	-11.1%	636,061	-0.4%	638,905
-	PERS Employer Contribution	1,061,614	3.6%	1,024,883	3.8%	987,532	4.6%	944,028	-84.2%	5,989,194	-6.1%	6,380,975
	Debt Service on pension bonds	2,913,606	5.2%	2,768,606	16.2%	2,383,606	2.9%	2,315,479				
	Reserve for PERS changes	1,724,573	3.6%	1,664,904	3.8%	1,604,228	10.7%	1,449,337				
	PERS Employee Pickup	2,643,023	3.6%	2,551,577	3.8%	2,458,587	4.6%	2,350,276				
	Workers Compensation	405,169	5.0%	385,875	5.0%	367,500	5.0%	350,000	2.6%	340,995	4.7%	257,997
	Unemployment	486,203	5.0%	463,050	5.0%	441,000	5.0%	420,000	0.3%	418,743	149.1%	168,084
	Staff Health/Life/LTD Insurance	9,641,528	10.0%	8,765,025	10.0%	7,968,205	18.0%	6,750,538	6.9%	6,314,651	0.9%	6,255,945
26	Tuition Waiver-Managers	21,675	2.4%	21,171	2.4%	20,678	2.4%	20,198	21.7%	16,601	13.2%	14,671
27	Tuition Waiver-Classified	205,087	2.4%	200,317	2.4%	195,659	2.4%	191,108	28.6%	148,611	10.3%	134,763
28	Tuition Waiver-Faculty	111,341	2.4%	108,751	2.4%	106,222	2.4%	103,752	19.9%	86,553	30.0%	66,558
29	Tuition Waiver-Others	-						· · ·		75,272	-24.5%	99,691
30	Early Retirement/Stipend									-		-
31	Early Retirement Insurance	783,471	0.0%	783,471	0.0%	783,471	0.0%	783,471	0.0%	783,471	0.0%	783,471
	Annuities-Insurance Residue	-						-	-100.0%	322,854	-12.2%	367,842
	Hourly Classified Stipend	137,894	10.2%	125,078	11.4%	112,262	12.9%	99,445	32.3%	67,313	-23.0%	82,800
34	Operating Supplies	1,759	3.0%	1,708	3.0%	1,658	3.0%	1,610	3.0%	1,563	3.0%	2,394
35	Travel/Staff Development									-	Undef	-
36	Employee Assistance Program	21,670	1.1%	21,434	1.1%	21,197	1.1%	20,961	6.2%	19,656	-1.1%	19,870
37	Wellness Program	101,620	4.0%	97,711	4.0%	93,953	4.0%	90,340				
	Health Clinic	192,525	4.0%	185,120	4.0%	178,000		-				
	Bus Pass Program							-				
	Capital Outlay											
	Volunteer Tuition Waivers											
42	Other Miscellaneous Expenses									4,009		31,556
43	Total Expenditures	23,808,030		22,408,055		20,845,232		18,874,549	5.3%	17,931,668	0.0%	17,938,479
44												
45	Revenue Over (Under) Expenses	(858)		(571)		(285)		(661,486)		(903,336)		(871,365)
46	*Beginning Fund Balance	-		-		-		-		288,988		1,160,353
47	Ending Fund Balance	(858)		(571)		(285)		(661,486)		(614,348)		288,988
48	*Note: Negative fund balances covered in year incl	ırred			-							
49												
50	COLA =	2.3%		2.3%		2.3%		1.4%				
51	Insurance increase =	10.0%		10.0%		12.2%		24.6%				
52	Tuition increase per credit =	\$2.00		\$2.00		\$1.50						
52	rution merease per credit -	ψ2.00		Ψ2.00		ψ1.50						

FY05 OPE Calculations per FTE By Employee Group

-	A	-			-	_		
		В	С	D Lana Camm	E Linity College	F	G	j
1	PAYROLL FIXED CHARGES CALCULATION				unity College			
2	2004-2005 YEAR		Percentage	2004-2005				
3	Projection includes all funds	*	/Total	Management	Classified	Faculty		
	Staff FTE	aa	716.61	64.41	407.14	245.06		
6	average salary per FTE			70 070 07	20 720 04			
6	Staff # Employees	aa	801.00	73,978.37 67	36,732.61 470	54,585.54 264		
-	average salary per employee		001.00					
8 9	average salary per employee			71,121.92	31,819.90	50,669.45		
	FICA-Social Security	ab	6.20%	4,573.11	2,265.36	3,365.07		
	FICA-Social Security FICA-Medicare	ab	1.45%	1,069.52	529.80	786.99		
	PERS Employer Contribution	ac	2.41%	1,782.88	885.26	1,315.51		
13	Debt Service on pension bonds		5.82%	4,303.33	2,136.74	3,175.25		
14	Reserve for PERS changes		3.92%	2,896.25	1,438.08	2,137.02		
	PERS Employee Pickup	ac	6.00%	4,438.70	2,203.96	3,275.13		
	Health/Life/LTD Insurance	ad	20.33%	10,377.64	11,194.67	9,656.47		
	Workers Compensation	af	\$414.22	414.22	414.22	414.22		
	Unemployment Insurance	ag	\$497.06	497.06	497.06	497.06		
	Early Retirement Stipend & Insurance Staff & Family Tuition Waivers	ah		1,357.42 321.03	480.57	2,840.27 433.45		
	Wellness Program	ai	\$105.90	105.90	105.90	105.90		
	Health Clinic		\$200.63	200.63	200.63	200.63		
	Miscellaneous Expenses	ai	\$25.44	25.44	25.44	25.44		
27		- 7	¢20111		-			
28	Average Other Payroll Expenses	ak		32,363.13	22,377.68	28,228.42		
29	Calculated OPE Rate by Employee Group	al		43.75%	60.92%	51.71%		
30		ui		4011 0 /0	00.0270	011170		
31			Total	Management	Classified	Faculty	Part-	time
32								
33	Total Budgeted Direct Salary	aa	33,097,254	4,765,168	14,955,352	13,376,734	\$	7,879,196
34	% of Total Salaries (Full-time & Part-time)		80.8%					19.2%
				\backslash		Total calculated		
35 36						part-time OPE	\$	2,731,812
30			Calculated	4				
37	% OPE to cover costs from model projections	am	Rate/FTE	54.7%		\$ 18,113,135		34.7%
38		um	Rate/FTE	▲ (10)		¢ 10,110,100		• /•
				Total				
				Calculated Full-		Total calculated	Total Ca	loulated
39				time rate		full-time OPE	Part-tim	
	* Footnotes:							
	(aa) Staff FTE and Total Budgeted Direct Salary per Budg	get Offi	ice. Average Sala	ry = Total Budge	eted Direct Salary	/Staff FTE		
	(ab) Social Security per 2001 Circular E.							
	(ac) PERS Retirement calculated at 9.49% of direct salary	/ (emp	oyer's contributio		/ (picked up by c	ollege)		
	Total FY04 Debt Service on PERS pension bonds			\$ 2,383,606				
	(ad) Insurance assumes an increase of:			25%				
46	Life/LTD Insurance (per employee)			\$ -	\$ -	\$-		
47	Annual adjustment for employee Sec 125 accounts			\$ (14,077)	\$ (79,215)	\$ (76,014)	\$	(3,570)
	(ae) Management insurance residue only in FY03; phasin	g out r	esidue	0.00 367,500				
	(af) Workers Compensation estimated expenditure (ag) Unemployment estimate			441,000				
	(ah) Actuarially determined Annual Required Contribution	for FY	02 & FY03	783,471				
	(ai) Staff tuition waivers projected using historical trend ar		02 01 100	Management	Classified	Faculty		
53	(a) etan tanon narore projected deing meteried. Rond di	laryoro		20,678.46	195,658.55	106,222.22		
54	COLA			2.3%	,			
55	Tuition increase =			2.38%				
56	Wellness Program			\$ 93,953				
57	Health Clinic			\$ 178,000				
58	Bus Pass program			\$ -				
	(aj) Miscellaneous Expenses include early return to work			22,571				
	(ak) Total average OPE expenses for each full-time emplo							
	(al) OPE rate for each employee group = Total Average C							
	(am) Rate/FTE calculation (full-time) = Average OPE * St							
63	Rate/FTE calculation (part-time) = Total OPE (part-tin	10)/10	nai buugeted Dire	eor Salary (part-t	ine)			

FY05 OPE Calculations per FTE By Employee Group

	Н	Ι		J		K		L	Μ		N
1											
2											
									tes		
3									tro		
4									Part-time Footnotes		
5									eF		
~				0		F			tim		
6		Management		Classified		Faculty	A	II Full-Time	art-		art-Time
7		Annual		Annual		Annual		Annual			Annual
8		Totals		Totals		Totals		Totals	*		Totals
9											
		004 500		000.000		004.045		0.044.500			400.000
	FICA-Social Security	294,568		922,320		824,645		2,041,533	an		488,289
	FICA-Medicare	68,891	_	215,704		192,860		477,455	an		114,197
	PERS Employer Contribution	114,841		360,424		322,379		797,644	ao		189,889
13	Debt Service on pension bonds	277,191		869,955		778,127		1,925,272			458,334
14	Reserve for PERS court challenges	186,556	;	585,502		523,699		1,295,757			308,471
15	PERS Employee Pickup	285,910	1	897,321		802,604		1,985,835	ao		472,752
	Health Insurance	668,455		4,557,811		2,366,414		7,592,680	ap		487,786
	SAIF	26,681	_	168,645		101,508		296,835	aq		70,665
	Unemployment Insurance	32,017		202,374		121,810		356,202	ar		84,798
			_	202,374					ai		04,790
	Early Retirement Stipend & Insurance	87,435	_	-	I	696,036		783,471			
	Staff & Family Tuition Waivers	20,678		195,659	I	106,222		322,559	as		-
	Wellness Program	6,821		43,115		25,951		75,887			18,066
25	Health Clinic	12,923		81,684		49,166		143,773			34,227
	Miscellaneous Expenses	1,639	1	10,358		6,234		18,231	at		4,340
27	•	· · · · ·	- -	· · ·		,		· · ·			· · · ·
	TOTALS	¢ 0.004.606		0 1 4 0 973	•	6 047 656	¢	40 440 405		¢	0 704 040
28	TUTALS	\$ 2,084,606		\$ 9,110,873	<u>\$</u>	6,917,656	\$	18,113,135		<u>\$</u>	2,731,812
29											
30	* Part-time Footnotes										
31	(an) Social Security per 2001 Circular E.										
	(ao) PERS Retirement calculated at 9.49		10	molover's cont	tribut	$ion) \pm 6\% of$	داده	ry (nicked up h		(ممما	
	(ab) I LING Retirement calculated at 3.43	/0 OF UNECL Salary									
	(an) la suma a se se sum a la sus se sf			inployer 3 com	lindut				,	- 3 - /	
33	(ap) Insurance assumes increase of:	25%	6								
33	(ap) Insurance assumes increase of: (aq) Workers Compensation calculated a	25%	6								
33	(1)	25%	6								
33 34	(aq) Workers Compensation calculated a	25% at part-time perce	6 ntag	ge (page 1, lin	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35	(aq) Workers Compensation calculated a	25% at part-time perce d at part-time perce	6 ntag cent	ge (page 1, lin tage (page 1, l	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35	(aq) Workers Compensation calculated a	25% at part-time perce d at part-time perce	6 ntag cent	ge (page 1, lin tage (page 1, l	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35 36	(aq) Workers Compensation calculated a	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35 36 37	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35 36	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35 36 37	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35 36 37	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35 36 37 38	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35 36 37 38 39	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35 36 37 38 39 40	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35 36 37 38 39 40 41	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35 36 37 38 39 40	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35 36 37 38 39 40 41 42	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35 36 37 38 39 40 41 42 43	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35 36 37 38 39 40 41 42 43 44	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35 36 37 38 39 40 41 42 43 44 45	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
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33 34 35 36 37 38 39 40 41 42 43 44 45 46 47	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 49	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35 36 37 38 38 39 40 41 42 43 44 45 46 47 48 49 50 51	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 99 50 50 51 52 52	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
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33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 53	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 55	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
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33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 56 57 58	(aq) Workers Compensation calculated a (ar) Unemployment insurance calculated (as) Tuition waivers discontinued for non	259 at part-time percer d at part-time perc -bargaining unit e	k ntag cent mp	ge (page 1, lin tage (page 1, l loyees	e 30)) of total expe	ense	estimated by	carrie	er	
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