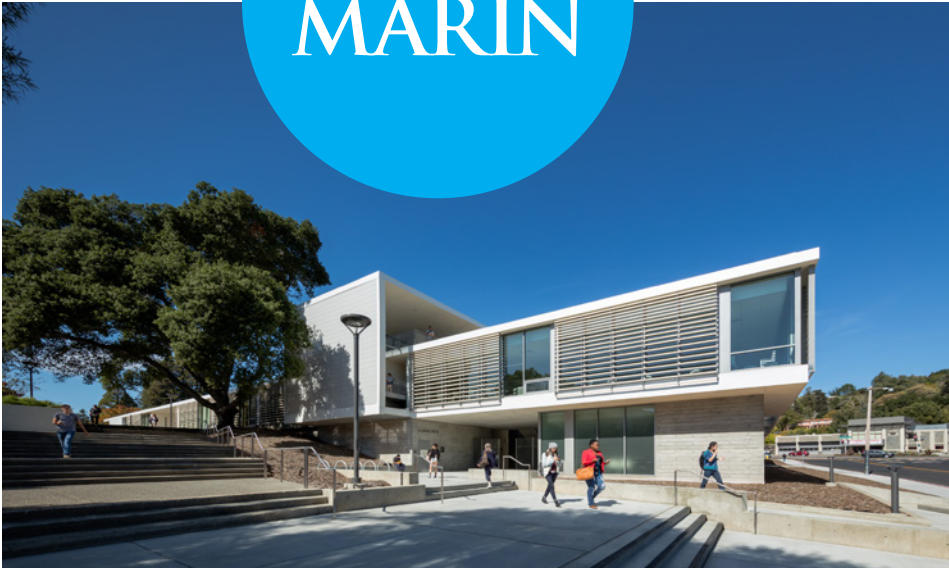


90 Years of Transforming Lives
Through Education and Training



MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET

FISCAL YEAR 2016-2017
AUGUST 16, 2016



FAST FACTS

ACADEMIC YEAR 2014-2015

HEADCOUNT ENROLLMENT *

Total 13199

Credit: 8,210 (62%)
 ESL: 2,041(15%)
 Community Education: 3,484 (26%)
 Basic Skills (credit only): 1,782 (14%)
 Kentfield Campus: 11,986 (91%)
 Indian Valley Campus: 2,783 (21%)

CLASSES OFFERED *

Total 2653

Credit: 2,019 (76%)
 ESL: 187 (7%)
 Community Education: 489 (18%)
 Basic Skills Classes (credit only): 200 (8%)
 Average Class Size: 17
 Kentfield Campus: 2,140 (81%)
 Indian Valley Campus: 513 (19%)

* Categories include duplication

FACULTY, STAFF, AND ADMINISTRATORS (fall 2014)

Total Employees 608

Administrators: 22
 Faculty: 400 (Tenured/Tenure Track: 121; Temporary: 279)
 Classified: 186
 Gender: Male 255 (42%); Female 353 (58%)
 Race/Ethnicity:
 Asian 56 (10%) Black/African American 31 (5%)
 Hispanic 39 (7%) Multi-racial 6 (1%)
 Native-American 5 (1%) White 447 (77%)

GEOGRAPHIC LOCATION (credit and noncredit)

Marin Residents 84%

Location	Students	%
Central Marin	3,959	39.7%
Novato	1,967	19.7%
South Marin	1,250	12.5%
North San Rafael	1,001	10.0%
West Marin	212	2.1%
Outside Marin	1,586	15.9%

DEGREES & CERTIFICATES (awarded for 2014-2015)

A.A. and A.S.: 303 Certificates: 64

Degree	Quantity	%
Associate of Arts	159	43.3%
Associate of Arts - Transfer	31	8.4%
Associate of Science	82	22.3%
Associate of Science - Transfer	31	8.4%
Certificates	64	17.4%

Educational Goal (Credit Students)	Students	%
Associate Degree (AA/AS)	2,852	34.7%
BA/BS Transfer (No AA/AS)	1,152	14.0%
Certificate of Achievement	229	2.8%
Advance Career Interest	1,399	17.0%
Basic Skills/High School Diploma	838	10.2%
Educational Development	743	9.0%

Educational Goal (Credit Students)	Students	%
Meet 4-year college requirements	689	8.4%
Not Specified	308	3.8%

CREDIT STUDENTS

Gender: Male 42%; Female 58%
 Median Age: 26
 Race/Ethnicity:
 Asian 697 (9%) Black/African American 477 (6%)
 Hispanic 1,903 (24%) Multi-racial 458 (6%)
 Native-American 23 (0.3%) White 4,434 (55%)
 International Students: 147[†] (Representing 34 countries)

[†] Includes credit, noncredit, and community education students

COMMUNITY EDUCATION

Gender: Male 26%; Female 74%
 Median Age: 63

ENGLISH AS A SECOND LANGUAGE (credit and noncredit)

Enrollment Status: Credit 12%; Noncredit 88%
 Gender: Male 42%; Female 58%
 Median Age: 31
 Race/Ethnicity:
 Asian 159 (10%) Black/African American 23 (1%)
 Hispanic 1272 (83%) Multi-racial 3 (0.2%)
 Native-American 1 (0.1%) White 79 (5%)

NUMBER OF STUDENTS WHO TRANSFERRED TO 4-YEAR INSTITUTIONS (2013-2014)

Total 393

Equal Opportunity Statement

The Marin Community College District is committed by policy not to discriminate on the basis of, or the perception of, race, ethnic group identification, ancestry, color, religion, age, gender, national origin, sexual orientation, disability (mental or physical), marital status, medical condition (cancer, genetic characteristics, or pregnancy), and status as a veteran, in any of its educational and employment programs and activities, its policies, practices, and procedures.

College of Marin students seeking instruction related disability accommodations should contact the Student Accessibility Services (SAS) Office, 415.485.9406.

Individuals seeking special assistance to accommodate a disability may call the Student Activities and Advocacy Office, 415.485.9376.

Marin Community College District Policy BP 3410 Nondiscrimination

The District is committed to equal opportunity in educational programs, employment, and all access to Institutional programs and activities.

The District, and each individual who represents the District, shall provide access to its services, classes, and programs without regard to national origin, religion, age, gender, race, color, gender identity, gender expression, medical condition, ancestry, sexual orientation, marital status, physical or mental disability, genetic information, or because he/she is perceived to have one or more of the foregoing characteristics, or based on association with a person or group with one or more of these actual or perceived characteristics. For more information on Marin Community College District's Nondiscrimination policy, please see Board Policy BP 3410.

Federal Income Tax Exemption IRC 501(c)(3) Public Charity Status

The Internal Revenue Service has granted Marin Community College District with a 501(c)(3) status, effective April 1, 1926. The Internal Revenue Service has approved the District to be tax-exempt from Federal income tax under the terms of section 501(c)(3) of the Internal Revenue Code. The Internal Revenue Service has classified the District as a public charity under Code 170(b)(1)(A)(ii).

Contributions to the District are deductible under section 170 of the Internal Revenue Code. The District is also qualified to receive tax deductible bequests, devises, transfers or gifts under section 2055, 2106 or 2522 of the Internal Revenue Code.



MARIN COMMUNITY COLLEGE DISTRICT

BOARD OF TRUSTEES

Ms. Stephanie O'Brien, President

Ms. Diana Conti, Vice President

Dr. Eva Long, Clerk

Ms. Brady Bevis

Mr. Philip Kranenburg

Mr. Stuart Tanenberg

Ms. Wanden Treanor

Ms. Darlene Baten-Celidon, Student Trustee

David Wain Coon, Superintendent/President

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**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

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**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

Strategic Plan 2015 — 2018

President's Message

It is with great pleasure that I present this Strategic Plan 2015–2018 that will guide our direction and priorities over the next three years. This is the third cycle of strategic planning based on our ten-year Educational Master Plan 2009–2019. Much has been accomplished. Check out our 2012-2015 strategic plan progress report for the details. www.marin.edu/StrategicPlan/

This tremendous progress demonstrates our commitment and the teamwork required to achieve big goals. In this new plan, we continue our focus on student access and success, improving systems and operations, including fiscal sustainability, and community responsiveness. We will gauge our success through specific outcome performance measures. I have no doubt we will again rise to the occasion and successfully achieve our goals.

Dr. David Wain Coon
President/Superintendent

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2016-2017

Our Vision

College of Marin will be a premier educational and cultural center that provides programs of the highest caliber to meet the needs of an increasingly interconnected global society. Our vision will be guided by our values.

Our Mission

College of Marin's commitment to educational excellence is rooted in providing equitable opportunities and fostering success for all members of our diverse community by offering:

- preparation for transfer to four-year colleges and universities
- associate degrees and certificates
- career technical education
- basic skills improvement
- English as a second language
- lifelong learning
- community and cultural enrichment

College of Marin responds to community needs by offering student-centered programs and services in a supportive, innovative learning environment that promotes social and environmental responsibility.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2016-2017

Our Values

Student and Community Centered Education

We promote student success by providing programs and services that are learner centered and reflect the changing needs of our students and surrounding community.

Academic Excellence and Innovation

We are dedicated to academic excellence and encourage innovation. We foster intellectual inquiry by encouraging critical thinking, information literacy and technical competence. We continually evaluate the effectiveness of our programs.

Collaboration and Open Communication

We cultivate a culture of mutual respect, open communication, collaborative working relationships and participation in decision making among students, faculty, staff and the communities we serve.

Diversity

We cherish a learning environment that celebrates diverse backgrounds and recognizes the knowledge and experiences among its students, faculty and staff. We provide open access and strive to remove barriers to student success.

Sustainability

We will apply environmentally sustainable and green principles in our college community to ensure the future of our planet.

Accountability

We will be accountable for our decisions and actions on behalf of the students, college and community. Our decisions will be academically, fiscally and environmentally responsible.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2016-2017

Goals · Objectives · Performance Indicators

The four major areas of focus of our 10-year Educational Master Plan are Student Access, Student Success, College Systems and Community Responsiveness. The following objectives support these foci and apply to each core element of our mission.

Student Access

Assess and make changes in class scheduling practices, education options and outreach to meet student needs and improve access.

Decrease time to degree by at least one year for the first cohort of the three-year strategic plan.

Time to degree 5.5 years or less with baseline of 6.5 years. Short-term indicators: degree-seekers' first-to-second term persistence, first term mean units attempted, and second term mean units attempted.

Increase enrollment by proactively recruiting students through various means to meet the needs of the institution and our community.

Increase headcount enrollment to 2012 levels (8,018 credit and noncredit students).

Decrease the proportion of students who register late for classes.

Percent of students registering for classes after the class start date is lower than baseline of 30% with decreasing trend over three years.

Evaluate the scope and scale of the Distance Education program to support enrollment and student success goals.

Distance Education program is appropriately scaled to support transfer and graduation requirements based on data/feedback collected.

Faculty members are trained in best practices for instructional technology.

All Distance Education courses meet a minimum score of 3 (Accomplished) based on the statewide Course Design Rubric for the Online Education Initiative.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2016-2017

Increase dual enrollment of high school students by 15 percentage points per year during the three years of this plan.
Number of high school students concurrently enrolled for credit 15 percentage points higher than same term in prior year.

Improve matriculation process through cohesive activities that support strong transitions to COM.
Increase student attendance as well as staff and faculty participation by 10% in all of the pre-college activities.

Student Success

Develop, implement, evaluate and track programs, activities and progress to support effective instruction and improve student success, with particular attention to students in the general-education, career-technical-education, and basic-skills pathways.

Increase institutional preparedness to address student equity.
Higher level of institutional preparedness in Spring 2017.

Increase the degree, certificate and/or transfer-seeking student persistence rate by 6 percentage points within 3 cohort years.
Percentage of degree, certificate and/or transfer-seeking students starting first time in 2014–15 who enrolled in the first three consecutive terms. Baseline is 50.4%.

Increase the percentage of degree, certificate and/or transfer-seeking students who earn at least 30 units within three years.
Percentage of degree, certificate and/or transfer-seeking students starting first time in Fall 2014 who achieved at least 30 units by the end of 3 years. Baseline is 39%.

Reduce disproportionate impact for students as identified in the Student Equity Plan (SEP).
Equivalent course success rates for all student populations identified in the SEP.
Equivalent percentage of all student groups identified in the SEP who finish the final ESL, Math, or English basic skills course then complete a degree-applicable course in that area.

Reduce financial aid disqualification by 5 percentage points each year.
Number and percentage of students on financial aid warning or disqualification each year as compared with AY 2014-15, with trend data showing declining percentage.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2016-2017

Institutional/programmatic decisions reflect sound data and analysis of factors impacting student success. Review of evidence indicating major student success related decisions are based on data and research.

Increase percentage of students advancing from pre-college level courses to college-level courses by 2018. Ten percent more students advancing from pre-college level courses to college-level courses.

College Systems

Develop, implement and evaluate a plan that addresses the District's physical plant, educational use, long-term financial sustainability and support of the Indian Valley campus.

Fully utilize the Indian Valley Campus (IVC) to achieve District goals of financial sustainability, enrollment growth and meeting community needs.

Increased revenue generated through IVC options. Baseline is \$98,500 (facility rentals, third-party contracts, and vendings).

Increased enrollment at IVC. Baseline is 1,204 headcount and 5,614 units (Fall 2014) and 1,142 headcount and 5,207 units (Spring 2015).

Higher space utilization ratio. Baseline from Fall 2015 is 25.3 average hours/week room use at KTD and 11.4 at IVC.

Create and implement a three-year budget strategy that maintains a minimum reserve of 7.67% while reducing deficit spending within the District each year.

Reduced deficit spending by the District by 35% in year one; an additional 35% in year two; and an additional 30% in year three.

Maintain high credit ratings among Moody's and Standard & Poor's for the District to leverage buying power with financial institutions for borrowing and bonding capabilities. Baseline is AA+ S&P and AA1 Moody's.

Maintain a minimum of an "A" rating with Moody's rating agency. Maintain a minimum of an "A" rating with Standard & Poor's rating agency.

Transfer and effectively manage account balances, formerly with the COM Foundation, to the District's accounting system as part of the District's Advancement Department.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2016-2017

In year one, transfer all applicable fund balances from dissolved foundation to the District's financial reporting system for transparent reporting with all other District funds.

Increase philanthropic support to address unfunded needs in the form of scholarships, endowments, academic student support programs and facilities within three years.

Increased number of donors in two years. Baseline for FY 2014–15 is 503 total donors, 416 individuals.

Increased number and dollar amount of gifts, grants and other forms of philanthropic support in two years. Baseline is \$405,850 for FY 2014–15 and \$38,066 to the COM Foundation.

Community Responsiveness

Solicit business and community feedback and share assessments campus-wide.

Engage community and economic development partners to participate in the assessment of industry and community demands for workforce and economic development and share findings with the campus community.

Publications and records of dialogue within the community and campus that focus on business/community needs assessment findings.

Strengthen College of Marin's visibility and image within Marin County and beyond.

Majority of respondents to a community survey recognize COM identity and image. More COM website hits and followers. Baseline for web sessions in month course schedule posted and homepage sessions each semester. Social media baseline using Lifetime Total Likes and Daily Total Consumers.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2016-2017

PRAC Charge, Responsibilities and Membership

The Planning and Resource Allocation Committee (PRAC) provides oversight and makes recommendations for institutional planning and resource allocation, linking program reviews and strategic planning to the resources needed to accomplish college goals. PRAC reviews all plans and recommendations made by participatory governance committees and ensures their compliance with board policy and planning priorities.

Charge

- Ensure that the college's planning process supports student success.
- Align Board goals and priorities with college plans and the budget process.
- Ensure that the planning process is broad-based, offers opportunities for input by appropriate constituencies, allocates necessary resources, and leads to the improvement of institutional effectiveness.
- Review and make recommendations for the tentative budget for resources, including all assets of the college; fiscal resources, facilities, equipment, and personnel resources.
- Prepare planning recommendations and decisions consistent with the Education Code, the mission, vision and values of the college, accreditation standards, and strategic institutional planning priorities.
- Using the forecast of available resources provided by Fiscal Services, work with the Program Review Committee to set parameters for program reviews and administrative work plans.
- Recommend budget resource allocations based upon the strategic plan and requests presented in the instructional program reviews, student services program reviews, and administrative program reviews.
- Make recommendations for long-term budget planning, revenue and expense assumptions.
- Recommend allocations from supplementary resources.
- Review and make recommendations for adjustments between approved funding and actual expenditures.

Responsibilities

- Establish appropriate timelines and processes, assess success after the plans are implemented, and report the activities and results.
- Follow the timeline and processes described in the Integrated Planning Manual for the review of programs and the allocation of resources.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2016-2017

- Review all college plans and other related or pertinent documents and forward recommended changes to the Superintendent/President.
- Make recommendations for the tentative budget and forward the tentative budget to the Superintendent/President.
- Use documented assessment results to set funding priorities and recommend program improvements.
- Provide oversight of the sub-committees and ad hoc committees of PRAC.
- Analyze the recommendations in the Educational Master Plan and set the college's long-term priorities.
- Provide oversight for the development of the Strategic Plan, including strategic objectives and action steps for each college priority.
- Provide oversight for instructional program reviews, student services program reviews, and administrative program reviews.
- Forward committee reports and resolutions to the Superintendent/President as recommendations and to College Council as information items.
- Review prior year budgets and develop budget assumptions that forecast the available resources for the coming fiscal year.

Membership - The following membership of PRAC made recommendations for the completion of the 2016-17 Adoption Budget:

- Yolanda Bellisimo – Faculty
- Becky Brown – Faculty
- Gina Cullen – Faculty
- Lisa Morse – Faculty
- Kathleen Smyth – Faculty
- Nancy Willet – Faculty
- Sara McKinnon, Co-Chair – Faculty
- Jonathan Eldridge, Co-Chair - Administration
- Gina Longo – Classified Professionals
- Christina Leimer – Administration
- Greg Nelson – Administration
- Patrick Ekoue-totou, Staff Resource – Administration
- Peggy Isozaki, Staff Resource – Administration
- Cari Torres, Staff Resource – Administration
- Rhonda Jones, Staff Resource – Classified Professionals

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

Adoption Budget 2016-2017

Message from Fiscal Services

It is with great pleasure that I present this Adoption Budget for Fiscal Year 2016-2017 that will guide our direction and priorities over the next year and also projections for the following three years. This budget is the culmination of months of presentations and feedback from governance groups, staff, administrators, faculty and students. With these important steps the college has created a budget that ties to the strategic plan, program reviews and other operational milestones.

This tremendous progress demonstrates our commitment and the teamwork required to achieve big goals including a multi-year budget forecast. In this document, we continue our focus on transparency of institutional accounting practices and improving systems and operations, including fiscal sustainability.

Greg Nelson
Vice President
Finance & College Operations

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**PART I – Budget Assumptions and Highlights
BUDGET ASSUMPTIONS**

REVENUE ASSUMPTIONS	FY 2016-2017 ADOPTION BUDGET	FY 2017-2018 ESTIMATED ASSUMPTIONS	FY 2018-2019 ESTIMATED ASSUMPTIONS	FY 2019-2020 ESTIMATED ASSUMPTIONS
Secured Property Taxes CCPI	County Estimate	2.0%	2.0%	2.0%
Supplemental Tax Growth	5.0%	5.0%	5.0%	5.0%
Unsecured Tax Growth	County Estimate	2.5%	2.5%	2.5%
Prior Year Tax Growth	5.0%	5.0%	5.0%	5.0%
Enrollment Fee:				
Resident	\$ 46	\$ 46	\$ 46	\$ 46
Non-Resident Tuition	\$ 211	\$ 213	\$ 215	\$ 217
Non-Resident Capital Outlay Fee	\$ 50	\$ 50	\$ 50	\$ 50
Transportation Fee per FT Student	\$35/semester	\$35/semester	\$35/semester	\$35/semester
Parking Fee:				
Primary Term	\$ 41	\$ 41	\$ 41	\$ 41
Summer	\$ 25	\$ 25	\$ 25	\$ 25
Daily	\$ 4	\$ 4	\$ 4	\$ 4
Health Fee:				
Primary Term	\$ 19	\$ 19	\$ 19	\$ 19
Summer	\$ 16	\$ 16	\$ 16	\$ 16
Technology Fee per semester	\$ 10	\$ 10	\$ 10	\$ 10
Lottery Income/Estimated FTES:				
Prop 20	\$ 45	\$ 45	\$ 45	\$ 45
Non-prop 20	\$ 144	\$ 128	\$ 128	\$ 128
State Allocations (% of prior year amount)	100%	100%	100%	100%
Prop 30 – Educational Protection Act	\$85 per FTE	\$85 per FTE	\$85 per FTE	\$85 per FTE
Mandated Claims – one time	\$344,137	\$0	\$0	\$0
Bookstore Commission	\$150,000	\$150,000	\$150,000	\$150,000
COLA for categorical programs	0%	1.11%	2.42%	2.67%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

EXPENDITURE ASSUMPTIONS	FY 2016-2017 ADOPTION BUDGET	FY 2017-2018 ESTIMATED ASSUMPTIONS	FY 2018-2019 ESTIMATED ASSUMPTIONS	FY 2019-2020 ESTIMATED ASSUMPTIONS
Negotiated Settlements:				
UPM	In process	0%	0%	0%
CSEA	1% for 2014/15; 2% effective 7/1/15; 0.5% effective 7/1/16; increases on schedule; increase in dental benefits; MCCD pays short-term disability	0%	0%	0%
SEIU	In process	0%	0%	0%
Police	In process	0%	0%	0%
Unrepresented	In process	0%	0%	0%
Salary Schedules:				
UPM	Step/Column	Step/Column	Step/Column	Step/Column
CSEA	Step/Column	Step/Column	Step/Column	Step/Column
SEIU	Step/Column	Step/Column	Step/Column	Step/Column
Unrepresented	Step/Column	Step/Column	Step/Column	Step/Column
Vacant Positions:				
UPM	Column 3, Step 11	Column 3, Step 11	Column 3, Step 11	Column 3, Step 11
CSEA	Step C of range	Step C of range	Step C of range	Step C of range
SEIU	Step C of range	Step C of range	Step C of range	Step C of range
Unrepresented	Middle of range	Middle of range	Middle of range	Middle of range
Medical benefits	Member + 1	Member + 1	Member + 1	Member + 1
Health and Welfare Premiums:				
Medical	Up to \$1,785/mo	Up to \$1,785/mo	Up to \$1,785/mo	Up to \$1,785/mo
Annual medical increase	5.5%	3% effective 10/1	3% effective 10/1	3% effective 10/1
Annual dental/vision/other increase	0%	0%	0%	0%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

EXPENDITURE ASSUMPTIONS	FY 2016-2017 ADOPTION BUDGET	FY 2017-2018 ESTIMATED ASSUMPTIONS	FY 2018-2019 ESTIMATED ASSUMPTIONS	FY 2019-2020 ESTIMATED ASSUMPTIONS
Statutory Employee Benefit Rates:				
STRS	12.58%	14.43%	16.28%	18.13%
PERS – CSEA	22.35%	25.252%	26.96%	28.78%
PERS - SEIU	20.89%	23.60%	25.20%	26.90%
PERS - unrepresented	16.21%	16.6%	18.2%	19.9%
PERS PEPRA	13.888%	16.6%	18.2%	19.9%
PERS - Public Safety	33.482%	35.992%	37.392%	38.792%
PERS PEPRA - Public Safety	12.821%	16.432%	17.832%	19.232%
Social Security	6.2%	6.2%	6.2%	6.2%
Medicare	1.45%	1.45%	1.45%	1.45%
Unemployment Insurance	0.05%	0.075%	0.10%	0.15%
Workers' Compensation	0.878%	.978%	1.055%	1.065%
Fixed Costs:				
Telephone, Water, Sewer, Pest	5.0% > actuals	5.0%	5.0%	5.0%
Gas/Electricity	3.0% > budget	1.0% > actuals	1.0% > actuals	1.0% > actuals
Insurance	5.0% > actuals	5.0%	5.0%	5.0%
Energy Savings	\$100K	\$100K	\$100K	\$100K
Operating Expenses	Budgeted by Depts.	3.0%	3.0%	3.0%
Elections	No	\$300K	No	\$300K
Transportation Expense for FT Student	\$35/semester	\$35/semester	\$35/semester	\$35/semester

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2016-2017

General Fund Highlights

Overview

Basic Aid Status

The District is a “Basic Aid” district, or, as it is now being called, a “self-supporting” district. The District’s core funding is determined by law to be the larger of the State funding formula known as apportionment, which is based on full-time equivalent student (FTES) enrollment, or a fixed percentage of the County of Marin’s property tax revenue. In fiscal year 2015-16, the District received approximately \$26.1 million more as a Basic Aid district – the “Basic Aid increment” – than it would have received from apportionment. In 2016-17, the Basic Aid increment will be approximately \$27.7 million.

The State Budget Process and College of Marin

The most significant element for the District in the State budget process in recent years has been the one-time mandated costs, especially in fiscal years 2015-16 and 2016-17. The District received \$2.1 million in fiscal year 2015-16, and expects to receive \$344 thousand in 2016-17. The passage of Proposition 30, The Schools and Local Public Safety Protection Act of 2012, also continues to contribute to revenue. The District expects to receive \$85 per FTES annually resulting in \$302 thousand in the Adoption Budget. The Chancellor’s Office has adopted a COLA of 0% for its 2016-17 budget.

Discussion of the Proposed Budget for Fiscal Year 2016-17

The Adoption Budget for 2016-17 has the following key elements:

- Budgeted expenditures exceed planned revenues resulting in \$779 thousand net decrease to the ending Fund Balance.
- The estimated Ending Fund Balance for 2016-17 is 10.6% of total Unrestricted General Fund expenses compared to the actual 12.3% for 2015-16.
- A positive CPI inflation factor adjustment of 1.01525% for secured property taxes is expected to result in an increase of \$1.9 million for 2016-17 secured property taxes.
- Increase in health benefits is approximately \$420 thousand for 2016-17.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2016-2017

Analysis and Comparison of Revenue and Expense

Projected total General Fund Revenue for 2016-17 is \$78.2 million compared to \$69.1 million for 2015-16. This is an increase of \$9.1 million or 13.2%, principally due to an increase in secured property taxes and deferred revenues of categorical programs from prior years. Projected total General Fund Expenditures for 2016-17 are \$79.0 million compared to \$68.9 million for 2015-16. This is an increase of \$10.1 million or 14.7%, principally due an increase in salaries and benefits, other operating expenses, and to carry forwards of categorical programs from prior years. The 2016-17 budgeted unrestricted revenues of \$57.6 million increased \$1.0 million or 1.8% over the 2015-16 unrestricted revenues of \$56.6 million; 2016-17 budgeted unrestricted expenditures of \$58.4 million is an increase of \$2.4 million or 4.3% more than the 2015-16 unrestricted expenditures of \$56.0 million.

Discussion of Year-end Results for Fiscal Year 2015-16

Unrestricted revenues are about \$1.06 million higher than budgeted, principally from higher secured property taxes and redevelopment agency residual payments.

Unrestricted expenditures are approximately \$1.2 million lower than budgeted, primarily due to lower benefits and operating costs than anticipated, partially offset by other outgo.

Short-Term Borrowing

The District relies on property taxes for its core funding. Property taxes are collected by the County and distributed to local agencies in December and April. The period from July through December is very difficult from a cash flow perspective and extensive borrowing occurs during that period. The District may use the County of Marin as authorized by Article XVI, Section 6, of the Constitution of California. Or, the District may use the Community College League Cash Flow Borrowing Program for arranging this financing. Both methods provide a mechanism for borrowing the needed funds, at an advantageous placement cost, due to high program participation. For 2016-17 the County of Marin will provide short-term funding not to exceed \$16 million.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

Special Fund Highlights

Scholarship and Investment Trust Fund

Previously “Foundation Trust Fund,” the name of this fund was changed in accordance with the accounting and financial statement guidelines of the California Community Colleges Chancellor’s Office. The donations in this fund are used to support scholarships and other direct financial aid to students, and other instructional and college improvement activities.

There are eighteen endowments and grants coordinated through this fund. The total fund balance in the Scholarship and Investment Trust Fund as of June 30, 2016 is projected to be \$1.3 million.

Child Development Fund

The Child Development Fund is utilized to account for the State and locally supported operation of the Child Study Centers located at the Indian Valley and Kentfield campuses, which provide child care for student parents and instructional lab support to Early Childhood Education, Pediatric Nursing, Child Psychology, Behavioral Science and related disciplines.

The Child Development Fund’s federal, state and local revenue sources are intended to support child care activities. On the other hand, most of the General Fund’s transfer supports the cost of the instructional lab support the Child Study Centers provide to the College’s academic programs and Early Childhood Education program administration. Projected results of 2015-16 operations are \$295 thousand more in expenditures than externally funded revenue. Approximately 68% or \$199 thousand of the \$295 thousand General Fund transfer is attributable to the cost of Child Study Centers providing lab and administrative support to the College’s programs and results in a \$0 year-end fund balance. The 2016-2017 Adoption Budget includes increased Parent Fees and a General Fund transfer of \$338 thousand, of which approximately 57% continues to supports the costs of instructional lab and administrative services the Centers provide to the College and continues to result in a \$0 fund balance.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2016-2017

Capital Outlay Fund – Hamilton Redevelopment and State Scheduled Maintenance

The Capital Outlay Fund has been used to finance various capital projects with lease revenue bond proceeds. Scheduled Maintenance funds, previously in this fund, are now received as part of the Physical Plant and Instructional Support funding and are accounted for in the General Fund, Restricted Funds.

Capital Outlay Fund – Measure C Building Fund

On November 2, 2004 the voters of Marin County overwhelmingly passed Measure C, a \$249.5 million bond for facilities maintenance, job training and safety, passing with more than 60 percent of the vote, easily surpassing the required 55 percent. With the bond, the College has been able to modernize science labs, classrooms, and libraries; provide modern computer technology; upgrade fire safety, campus security, disabled access, energy conservation systems and electrical wiring for computer technology; and repair, construct, acquire, and/or equip classrooms, labs, sites and facilities. The College retained Swinerton Management and Consulting, Inc. as its program and construction management provider through the end of 2012. Beginning January 1, 2013, the College retained Jacobs Project Management Co. to assume the role of program and construction management and to continue to work with COM's faculty, staff and students to implement the Measure C Program work in accordance with the Facilities Development and Master Plan.

In April 2005, \$75 million in bonds were sold. An additional \$75 million in bonds were sold in February 2009, and another \$52.505 million in bonds were sold in June 2011. In December 2012, \$46.995 million in bonds were sold. All issuances were sold pursuant to the terms of a public sale. All proceeds were delivered to the Marin County Treasury for credit of College of Marin into its building fund. The District continues to work closely with the County Treasury, providing cash flows and construction schedules, to optimize investment incomes.

Capital Outlay Fund – Measure B Building Fund

On June 7, 2016 the voters of Marin County overwhelmingly passed Measure B, a \$265 million bond for facilities maintenance, job training and safety, passing with more than 60 percent of the vote, easily surpassing the required 55 percent.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

Hamilton Redevelopment Bond Redemption Fund

In 2003/04 the District approved the issuance of a lease revenue bond. The financing was accomplished, and a total of \$3.1 million of bond funds were generated. After financing and placement costs, the District had \$2.7 million available to fund capital facilities renewal projects and capital equipment purchases, and \$213 thousand held in the required debt service reserve. The bond is repaid by the stream of revenues due to the District from the Hamilton Redevelopment Project. Debt service for 2015-16 amounted to \$111 thousand and is projected to be \$118 thousand for 2016-17.

Measure C Bond Redemption Fund

Original Issue Premiums of \$3.0 million on the sale of the bond, netted against approximately \$559 thousand in issuance and underwriting costs, were deposited and future receipts from the underlying tax rolls as well as accrued interest will be deposited into the Measure C Bond Redemption Fund. For the February 2009 bond sale, \$2.0 million issue premiums netted against \$1.2 million cost of issuance were also deposited into the Measure C Bond Redemption Fund. For the June 2011 bond sale, \$767 thousand issue premiums were deposited into this fund, and for the December 2012 bond sale, an additional \$402 thousand issue premiums were also deposited into the Measure C Bond Redemption Fund.

This fund is used for the payment of principal and interest on the bond. Debt service for 2015-16 for amounted to \$11.5 million and is projected to be \$11.3 million for 2016-17. Expenditures are covered by proceeds of the ad valorem property tax which is billed and collected by the Marin County Tax Assessor's Office.

Measure B Bond Redemption Fund

This fund will be used for the payment of principal and interest on the bond. There has been no activity yet.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

Self-Insurance Fund

The District self-insures for vision and dental coverage, with stop-loss insurance on the dental coverage. The full funding burden is borne by the District and is classified as a part of Benefits. The District does not anticipate a rate change for 2016-17.

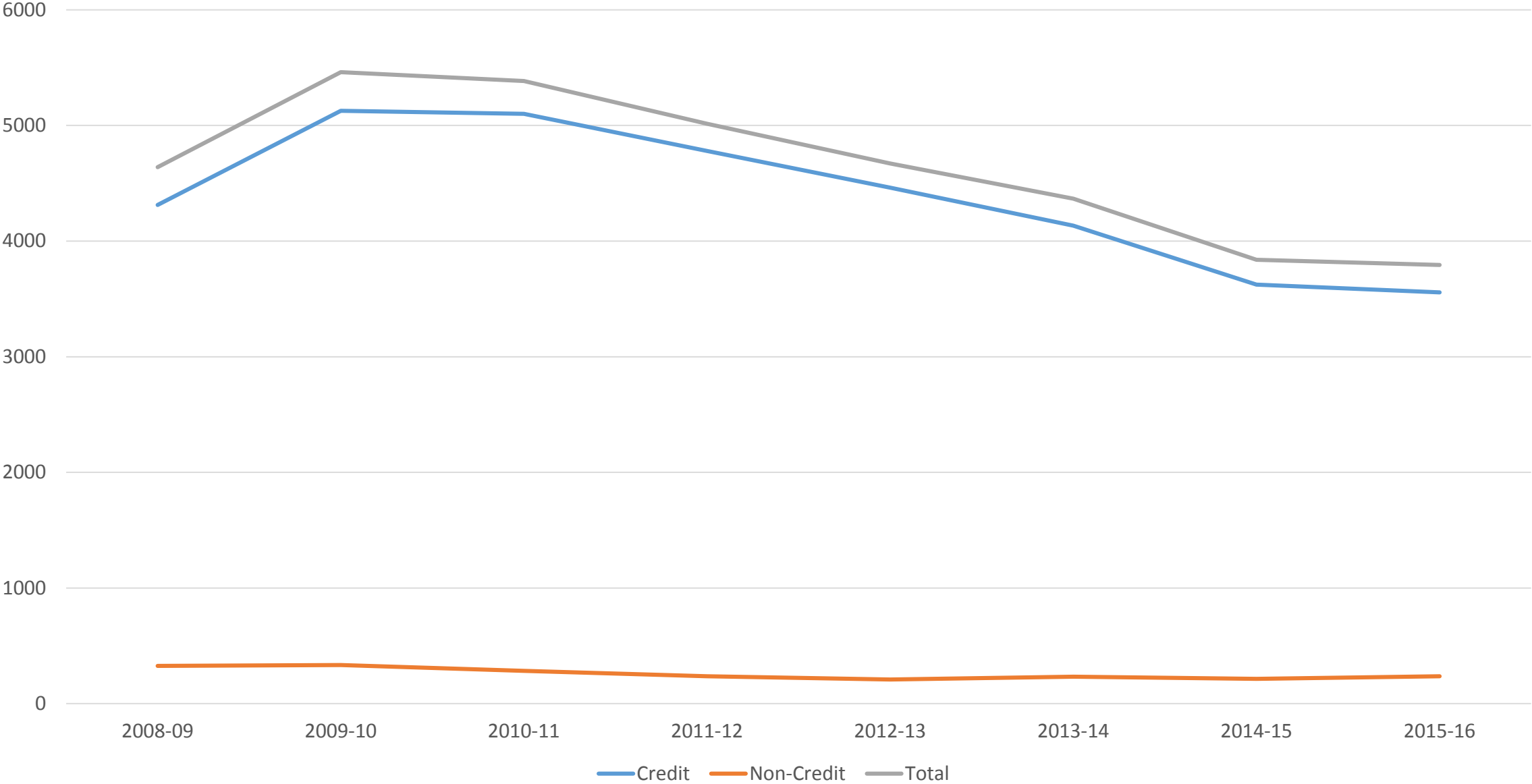
Other Post-Employment Benefits (OPEB) Trust Fund

In June 2013, the District established an irrevocable OPEB trust fund with CalPERS, formally named the California Employers' Retiree Benefit Trust (CERBT) fund, and transferred \$2.2 million balance from the previous Retiree Unfunded Medical Benefits Liability Fund to the new irrevocable OPEB Trust fund. It is anticipated that earnings from the irrevocable OPEB trust fund will allow the District to begin funding retiree benefits entirely from the trust beginning in the 2016-17 Fiscal Year. As of June 30, 2015, the most recent actuarial valuation date, the District's Total Actuarial Accrued Liability for OPEB was \$3.6 million. Market value of assets in the OPEB trust as of March 31, 2016 was \$2.7 million.

Other Agency Fund – Adult Ed Block Grant

In December 2015, the District established an agency trust fund with the County of Marin Treasury. The purpose of the Fund is to accept and disburse funds associated with the State's Adult Ed Block Grant AB104. During its first year (2015-2016) the District is projected to receive \$750 thousand and disburse \$163 thousand on behalf of the Marin Consortium. As of June 30, 2016 the fund balance is projected to be \$587 thousand.

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017
FTES TREND – FISCAL YEARS 2009-2016



**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

PART II - FTES STATISTICS, 2008-09 TO 2015-16

FTES DATA

<u>FTES</u>	<u>2008-09</u>	<u>% CH.</u>	<u>2009-10</u>	<u>% CH.</u>	<u>2010-11</u>	<u>% CH.</u>	<u>2011-12</u>	<u>% CH.</u>
Credit	4,313	6.9%	5,126	18.8%	5,101	-0.5%	4,779	-6.3%
Non-Credit	326	-16.6%	334	2.5%	284	-15.0%	236	-16.9%
TOTAL	4,639	4.9%	5,460	17.7%	5,385	-1.4%	5,015	-6.9%

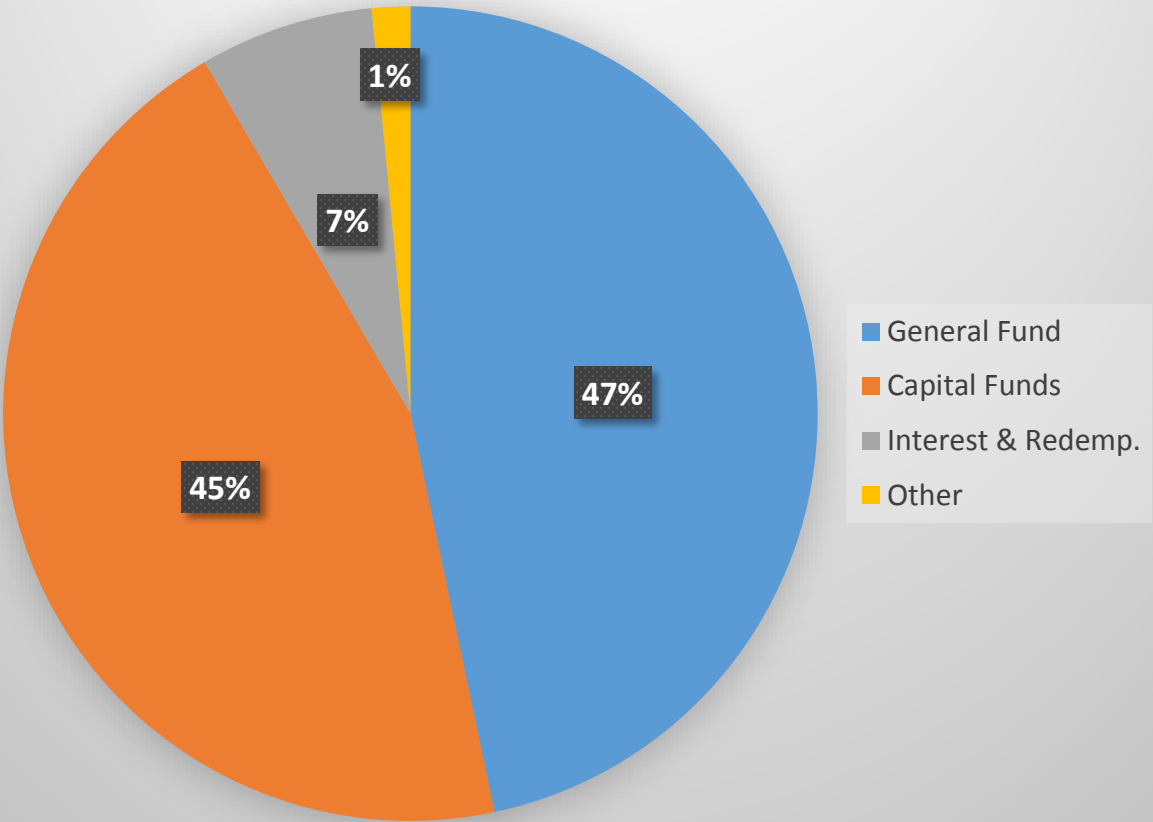
<u>FTES</u>	<u>2012-13</u>	<u>% CH.</u>	<u>2013-14</u>	<u>% CH.</u>	<u>2014-15</u>	<u>% CH.</u>	<u>(a)</u> <u>2015-16</u>	<u>% CH.</u>
Credit	4,462	-6.6%	4,134	-7.4%	3,623	-12.4%	3,557	-1.8%
Non-Credit	209	-11.4%	232	11.0%	215	-7.3%	236	9.8%
TOTAL	4,671	-6.9%	4,366	-6.5%	3,838	-12.1%	3,793	-1.2%

FTES

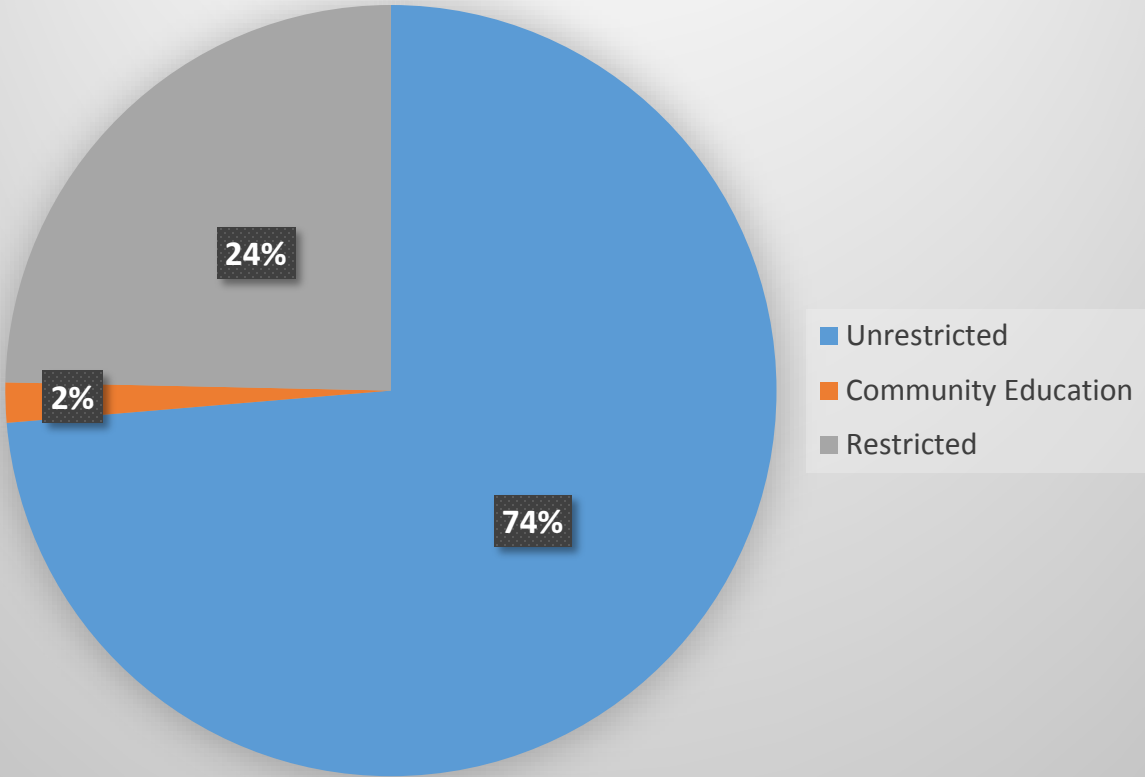
(a) CCFS-320 as of July 15, 2016

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017
SOURCES OF BUDGETED REVENUES

Sources of Revenues – All Funds



Sources of General Fund Revenues



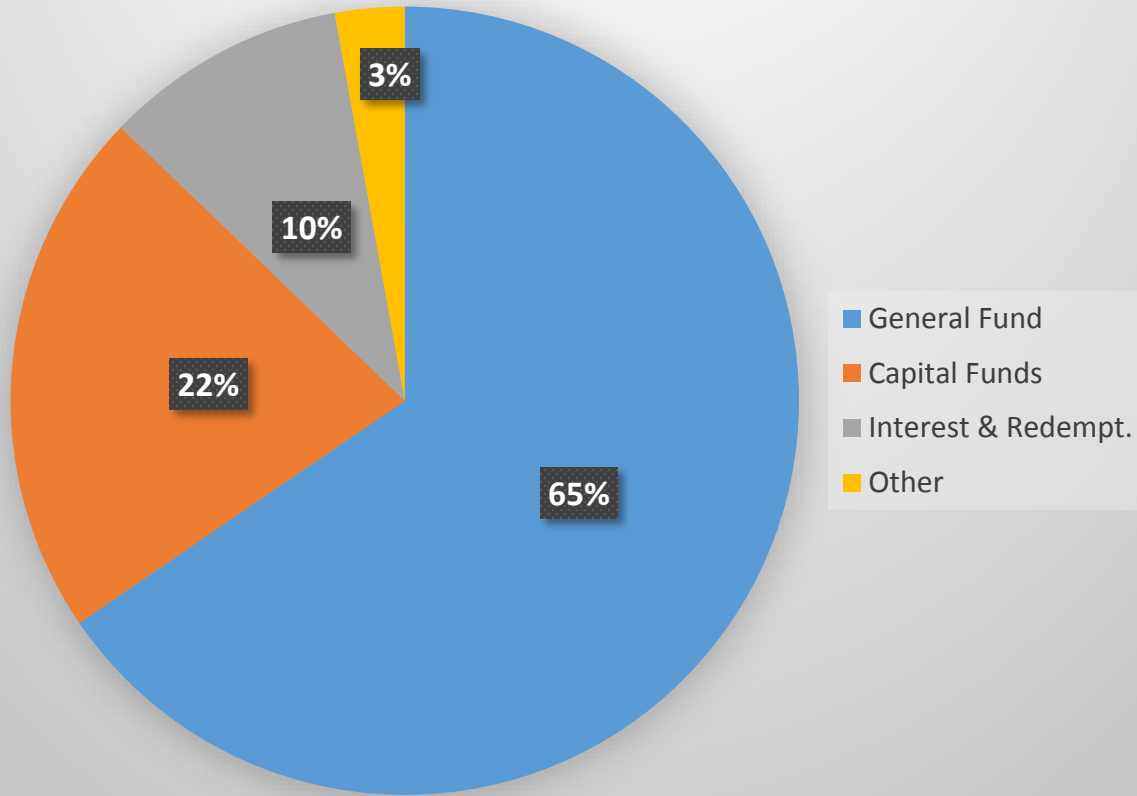
**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**PART III - SUMMARY OF FUNDS
A. REVENUES**

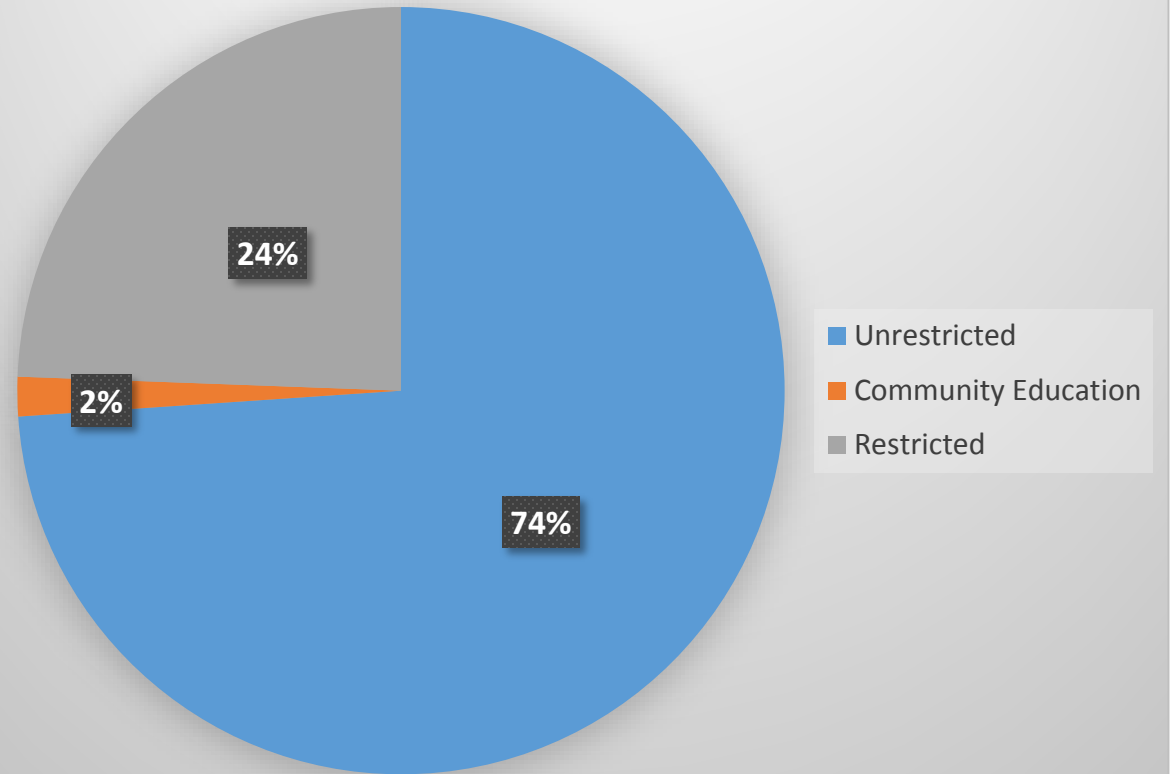
FISCAL YEAR				
REVENUE SUMMARY	ACTUAL 2013-2014	ACTUAL 2014-2015	ESTIMATED ACTUAL 2015-2016	ADOPTION BUDGET 2016-2017
FUND TITLE				
UNRESTRICTED GENERAL FUND	\$ 47,402,479	\$ 51,529,922	\$ 56,598,041	\$ 57,625,866
COMMUNITY SERVICES	1,020,128	853,467	881,472	1,310,909
RESTRICTED GENERAL FUND	17,431,113	13,046,833	11,580,953	19,289,774
TOTAL GENERAL FUND	65,853,720	65,430,222	69,060,466	78,226,549
INVESTMENT TRUST FUND	315,571	177,680	223,637	294,490
CHILD DEVELOPMENT FUND	720,850	837,411	825,953	803,825
CAPITAL OUTLAY FUND	387,554	558,539	540,384	139,593
CAPITAL OUTLAY FUND-MEASURE C	47,228	38,322	7,654	-
CAPITAL OUTLAY FUND-MEASURE B	-	-	-	75,075,000
HAMILTON REDEVELOPMENT BOND FUND	136,840	235,906	448,793	135,500
MEASURE C INTEREST/REDEMPTION FUND	12,343,514	16,180,762	13,503,530	11,435,000
MEASURE B INTEREST/REDEMPTION FUND	-	-	-	-
SELF-INSURANCE FUND	624,044	616,992	614,400	614,400
OTHER POST EMPLOYMENT BENEFITS (OPEB) TRUST FUND	337,529	243,827	852,000	20,000
AGENCY FUND - ADULT EDUCATION BLOCK GRANT	-	-	750,032	687,520
ASSOCIATED STUDENTS ORGANIZATIONS	183,205	168,263	147,357	126,725
TOTAL - ALL FUNDS	\$ 80,950,055	\$ 84,487,924	\$ 86,974,206	\$ 167,558,602

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017
SOURCES OF BUDGETED EXPENDITURES

Sources of Expenditures – All Funds



Sources of General Fund Expenditures

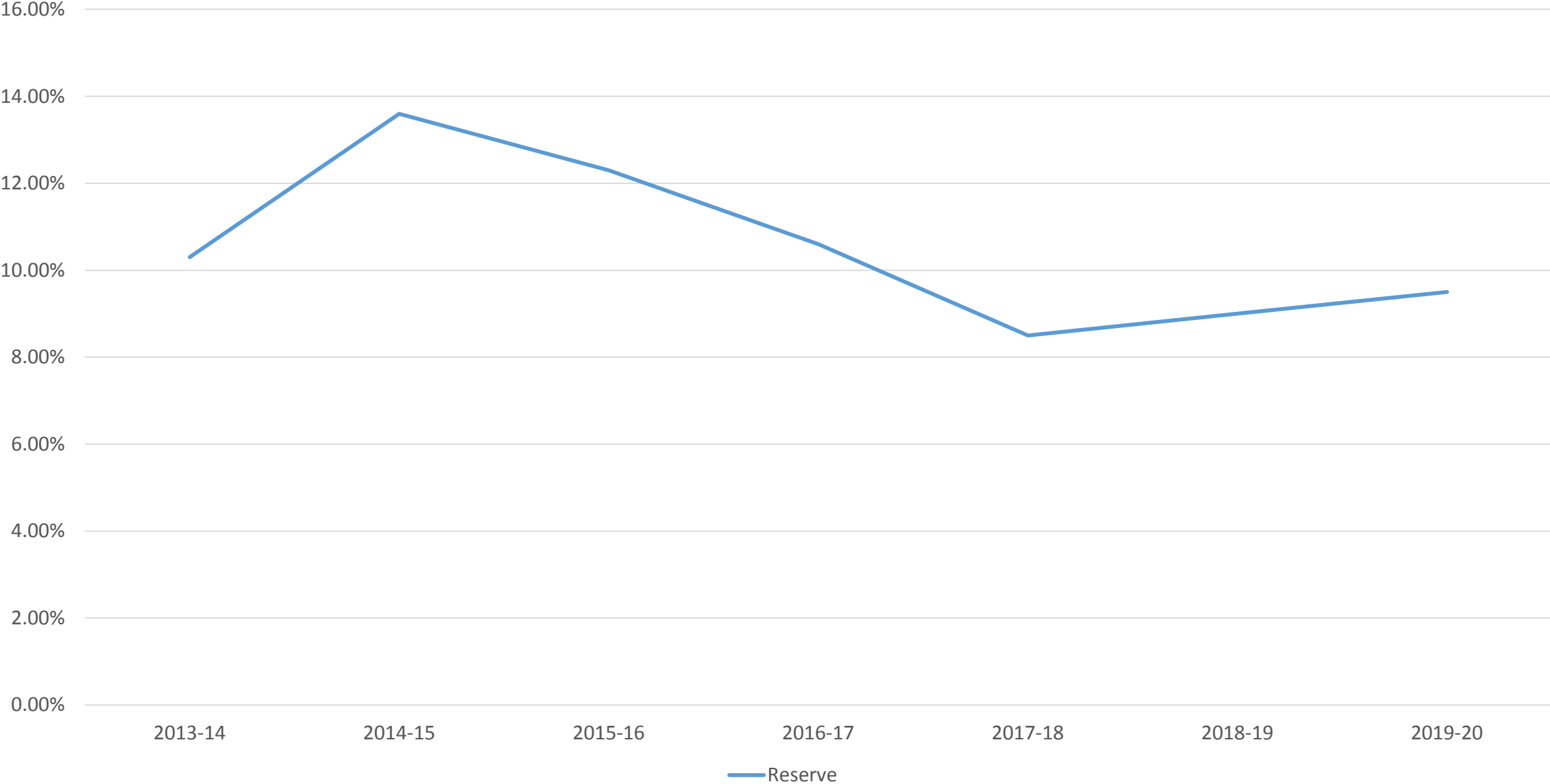


**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**PART III - SUMMARY OF FUNDS
B. EXPENDITURES**

FISCAL YEAR				
EXPENDITURE SUMMARY	ACTUAL 2013-2014	ACTUAL 2014-2015	ESTIMATED ACTUAL 2015-2016	ADOPTION BUDGET 2016-2017
FUND TITLE				
UNRESTRICTED GENERAL FUND	\$ 46,466,357	\$ 49,416,323	\$ 56,000,805	\$ 58,404,635
COMMUNITY SERVICES	1,089,760	1,022,958	1,273,487	1,310,909
RESTRICTED GENERAL FUND	17,431,113	13,046,833	11,580,953	19,289,774
TOTAL GENERAL FUND	64,987,230	63,486,114	68,855,245	79,005,318
INVESTMENT TRUST FUND	96,475	240,969	220,841	550,000
CHILD DEVELOPMENT FUND	720,850	837,411	825,953	803,825
CAPITAL OUTLAY FUND	229,199	677,423	1,277,618	959,900
CAPITAL OUTLAY FUND-MEASURE C	18,976,097	19,368,304	8,729,549	2,267,940
CAPITAL OUTLAY FUND-MEASURE B	-	-	-	23,000,000
HAMILTON REDEVELOPMENT BOND FUND	98,662	105,673	112,954	119,951
MEASURE C INTEREST/REDEMPTION FUND	12,257,843	11,870,400	11,855,619	11,286,634
MEASURE B INTEREST/REDEMPTION FUND	-	-	-	603,000
SELF-INSURANCE FUND	630,124	569,488	561,200	651,500
OTHER POST EMPLOYMENT BENEFITS (OPEB) TRUST FUND	3,228	2,642	3,000	3,000
AGENCY FUND - ADULT EDUCATION BLOCK GRANT	-	-	163,291	1,274,261
ASSOCIATED STUDENTS ORGANIZATIONS	192,850	155,236	170,539	158,675
TOTAL - ALL FUNDS	\$ 98,192,558	\$ 97,313,660	\$ 92,775,809	\$ 120,684,004

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017
RESERVE PROJECTED THROUGH FISCAL YEAR 2020

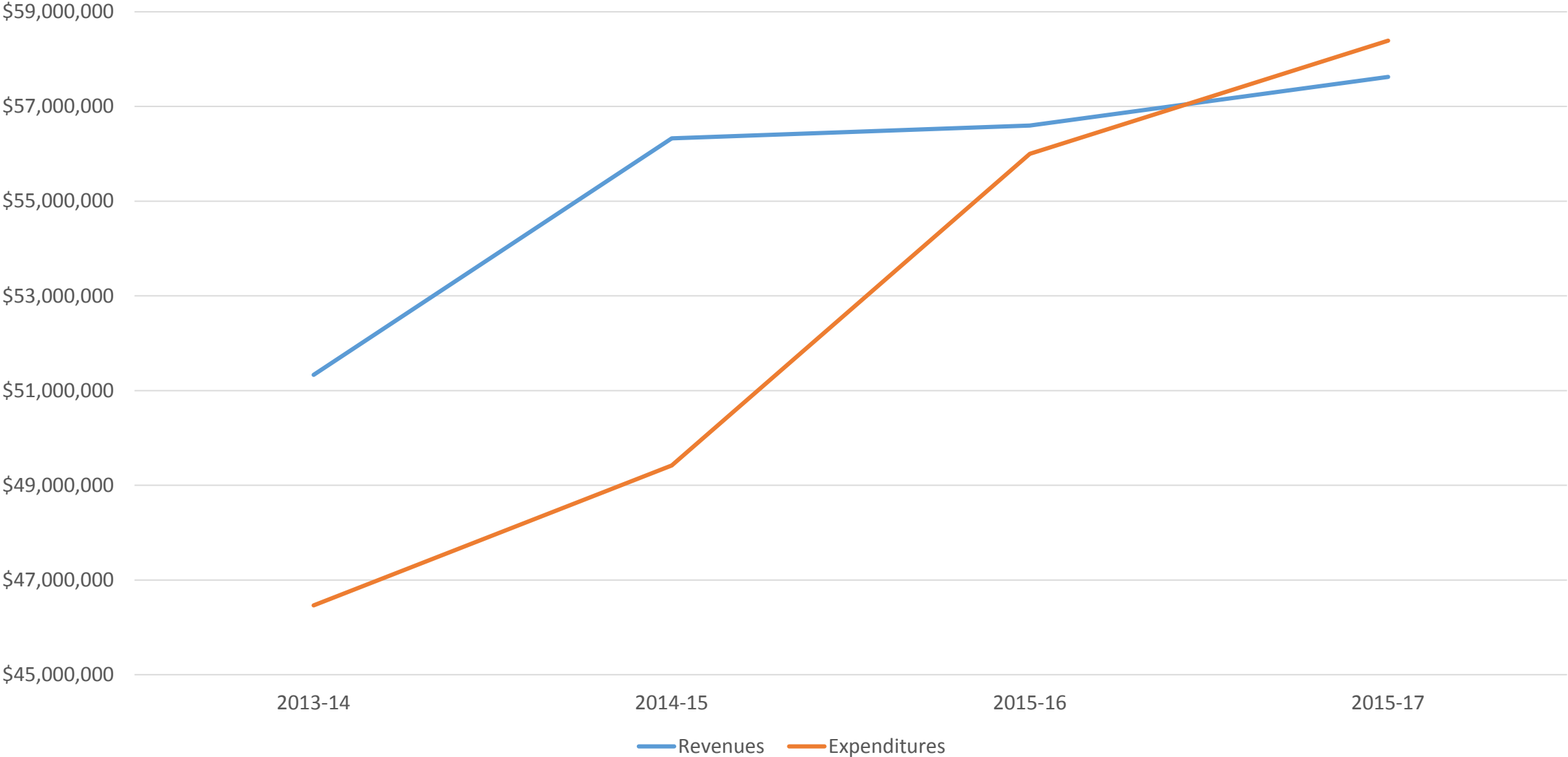


**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**PART IV - UNRESTRICTED GENERAL FUND
A. FOUR-YEAR BUDGET FORECAST**

FISCAL YEAR	ACTUAL 2013-2014	ACTUAL 2014-2015	ESTIMATED ACTUAL 2015-2016	ADOPTION BUDGET 2016-2017	BUDGET FORECAST 2017-2018	BUDGET FORECAST 2018-2019	BUDGET FORECAST 2019-2020
SOURCES OF FUNDS							
BEGINNING FUND BALANCE	\$ 3,929,633	\$ 4,796,123	\$ 6,740,231	\$ 6,945,452	\$ 6,166,683	\$ 5,090,451	\$ 5,537,494
REVENUES							
PROGRAM-BASED FUNDING	44,582,151	47,507,823	50,895,078	52,439,992	54,728,936	57,234,905	59,863,699
FEDERAL	798	-	-	-	-	-	-
OTHER STATE	1,289,477	2,411,312	4,509,350	2,898,549	2,554,412	2,554,412	2,554,412
OTHER LOCAL	1,241,950	1,151,298	1,193,613	1,662,941	1,344,455	1,440,559	1,554,058
OTHER FINANCING SOURCES	288,103	459,489	-	624,384	530,644	516,470	483,346
TOTAL REVENUE	47,402,479	51,529,922	56,598,041	57,625,866	59,158,447	61,746,346	64,455,515
TOTAL SOURCES	51,332,112	56,326,045	63,338,272	64,571,318	65,325,130	66,836,797	69,993,009
USE OF FUNDS							
SALARIES	26,947,481	28,850,949	32,557,343	34,042,041	35,117,998	35,887,824	36,676,812
BENEFITS	11,355,007	13,032,522	13,610,501	15,482,025	16,243,648	17,166,025	17,952,146
TOTAL SALARIES & BENEFITS	38,302,488	41,883,471	46,167,844	49,524,066	51,361,646	53,053,849	54,628,958
FIXED EXPENSES	2,151,354	2,248,141	2,276,912	2,707,511	2,774,682	2,844,528	2,917,179
OTHER OPERATING	2,560,241	2,607,770	4,213,095	4,158,803	4,483,567	4,422,046	4,760,258
CAPITAL OUTLAY	1,846,118	1,025,301	428,107	471,683	485,834	500,409	515,421
OTHER OUTGO	1,606,156	1,651,640	2,914,847	1,542,572	1,128,950	1,128,471	1,140,451
EXPENDITURE REDUCTIONS - 2018/2019						(650,000)	
EXPENDITURE REDUCTIONS - 2019/2020							(50,000)
TOTAL EXPENDITURES	8,163,869	7,532,852	9,832,961	8,880,569	8,873,033	8,245,454	9,283,309
TOTAL USES	46,466,357	49,416,323	56,000,805	58,404,635	60,234,679	61,299,303	63,912,267
SOURCES OVER (UNDER) USES	4,865,755	6,909,722	7,337,467	6,166,683	5,090,451	5,537,494	6,080,742
TRANSFER IN (OUT)	(69,632)	(169,491)	(392,015)	-	-	-	-
ENDING FUND BALANCE	\$ 4,796,123	\$ 6,740,231	\$ 6,945,452	\$ 6,166,683	\$ 5,090,451	\$ 5,537,494	\$ 6,080,742
RESERVE	10.3%	13.6%	12.3%	10.6%	8.5%	9.0%	9.5%
SURPLUS/(DEFICIT)	\$ 866,490	\$ 1,944,108	\$ 205,221	\$ (778,769)	\$ (1,076,232)	\$ 447,043	\$ 543,248

MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017
REVENUE AND EXPENDITURE TRENDS

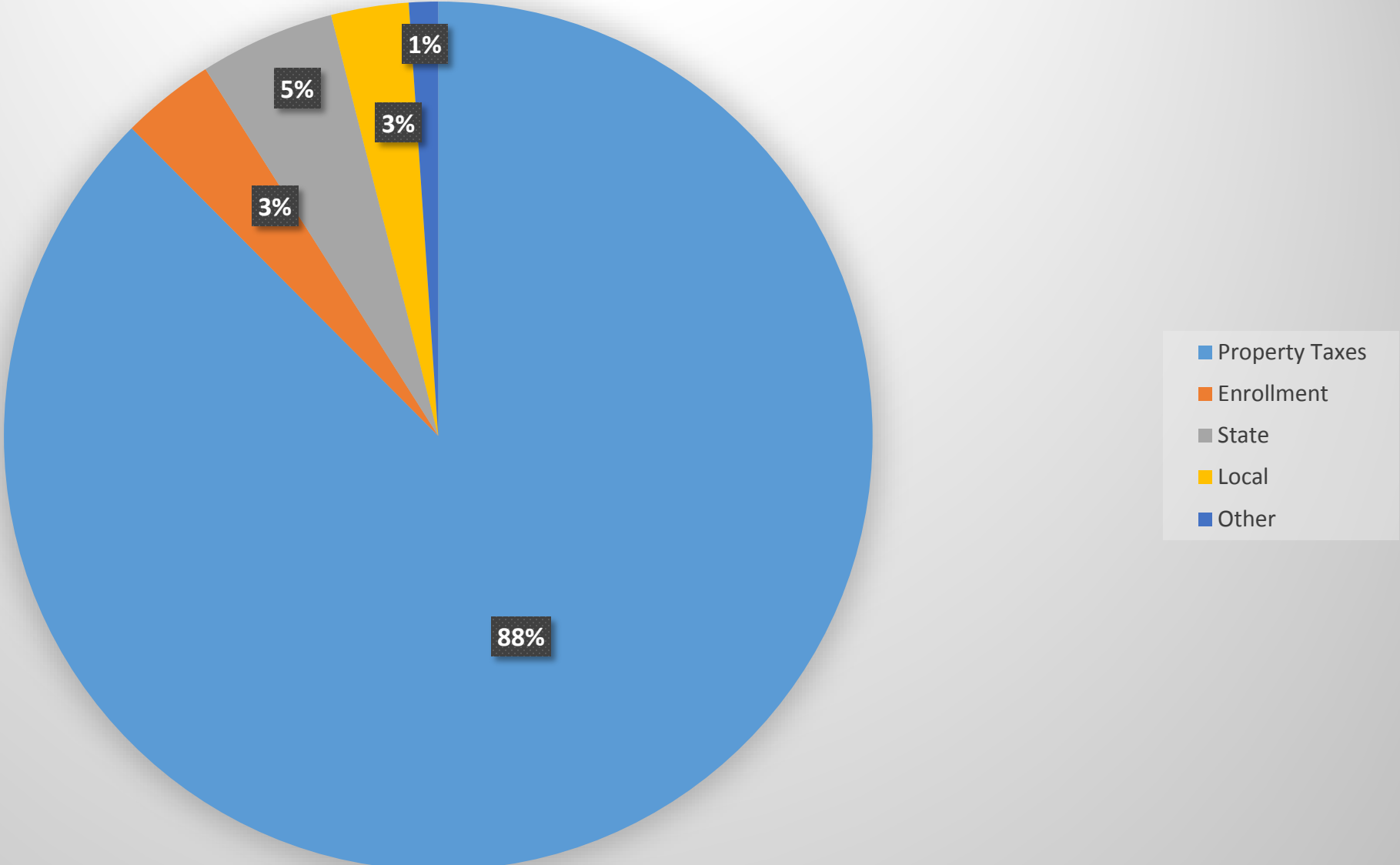


**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**PART IV - UNRESTRICTED GENERAL FUND
B. STATEMENT OF CHANGES IN FUND BALANCES**

FISCAL YEAR	ACTUAL	ACTUAL	ESTIMATED	ADOPTION	%
	2013-2014	2014-2015	ACTUAL	BUDGET	CHANGE
			2015-2016	2016-2017	
SOURCES OF FUNDS					
BEGINNING FUND BALANCE	\$ 3,929,633	\$ 4,796,123	\$ 6,740,231	\$ 6,945,452	3.0%
REVENUES					
PROGRAM-BASED FUNDING	\$ 44,670,169	\$ 47,507,823	\$ 50,895,078	\$ 52,439,992	3.0%
FEDERAL	798	-	-	-	0.0%
OTHER STATE	1,289,477	2,411,312	4,509,350	2,898,549	-35.7%
OTHER LOCAL	1,153,932	1,151,298	1,193,613	1,662,941	39.3%
OTHER FINANCING SOURCES	288,103	459,489	-	624,384	0.0%
TOTAL REVENUE	47,402,479	51,529,922	56,598,041	57,625,866	1.8%
TOTAL SOURCES	51,332,112	56,326,045	63,338,272	64,571,318	1.9%
USE OF FUNDS					
SALARIES	26,947,481	28,850,949	32,557,343	34,042,041	4.6%
BENEFITS	11,355,007	13,032,522	13,610,501	15,482,025	13.8%
TOTAL SALARIES & BENEFITS	38,302,488	41,883,471	46,167,844	49,524,066	7.3%
FIXED EXPENSES	2,151,354	2,248,141	2,276,912	2,707,511	18.9%
OTHER OPERATING	2,560,241	2,607,770	4,213,095	4,158,803	-1.3%
CAPITAL OUTLAY	1,846,118	1,025,301	428,107	471,683	10.2%
OTHER OUTGO	1,606,156	1,651,640	2,914,847	1,542,572	-47.1%
TOTAL OTHER EXPENSES	8,163,869	7,532,852	9,832,961	8,880,569	-9.7%
TOTAL USES	46,466,357	49,416,323	56,000,805	58,404,635	4.3%
SOURCES OVER (UNDER) USES	4,865,755	6,909,722	7,337,467	6,166,683	-16.0%
TRANSFER IN (OUT)	(69,632)	(169,491)	(392,015)	-	-100.0%
ENDING FUND BALANCE	\$ 4,796,123	\$ 6,740,231	\$ 6,945,452	\$ 6,166,683	-11.2%
RESERVE	10.3%	13.6%	12.3%	10.6%	
SURPLUS/(DEFICIT)	\$ 866,490	\$ 1,944,108	\$ 205,221	\$ (778,769)	

Unrestricted Fund - Budgeted Revenues

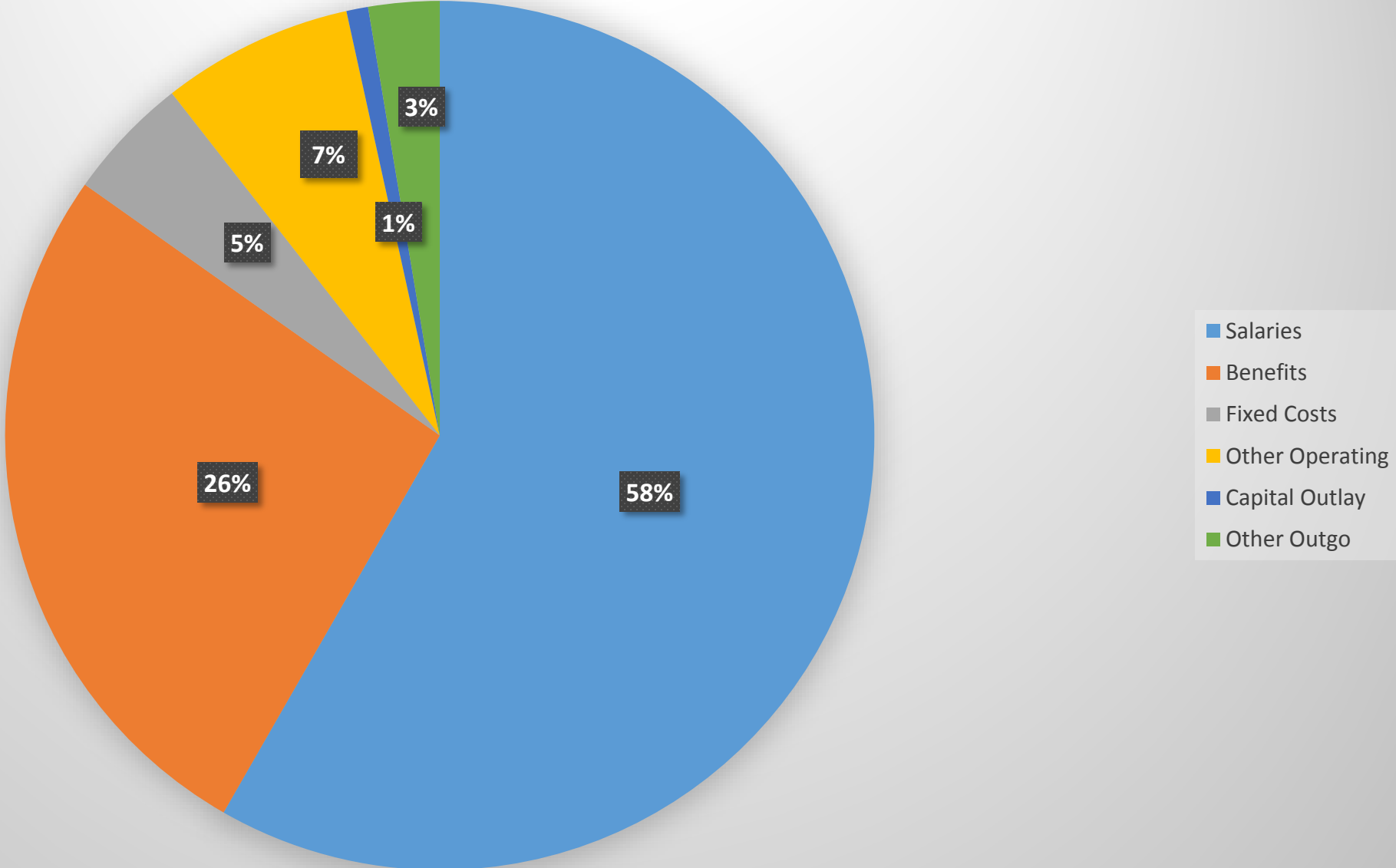


**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**UNRESTRICTED GENERAL FUND
C. STATEMENT OF SOURCES OF FUNDS**

FISCAL YEAR	ACTUAL	ACTUAL	ESTIMATED	ADOPTION	%
	2013-2014	2014-2015	ACTUAL	BUDGET	CHANGE
			2015-2016	2016-2017	
PROGRAM-BASED FUNDING					
STATE APPORTIONMENT	\$ -	\$ -	\$ 63,646	\$ -	-100.0%
STATE SUBVENTIONS	267,762	264,435	261,477	256,631	-1.9%
TOTAL	267,762	264,435	325,123	256,631	-21.1%
PROPERTY TAXES					
SECURED	40,323,979	42,741,695	45,822,698	47,724,884	4.2%
SUPPLEMENTAL	923,983	1,164,582	1,282,125	1,346,231	5.0%
UNSECURED	879,379	919,932	929,563	955,270	2.8%
PRIOR-YEAR	56,116	130,797	53,170	55,829	5.0%
RDA	88,018	284,593	481,252	100,000	-79.2%
TOTAL TAXES	42,271,475	45,241,599	48,568,808	50,182,214	3.3%
ENROLLMENT FEES	2,130,932	2,001,789	2,001,147	2,001,147	0.0%
TOTAL PROGRAM-BASED	44,670,169	47,507,823	50,895,078	52,439,992	3.0%
FEDERAL REVENUE	798	-	-	-	0.0%
STATE REVENUE					
"ON-BEHALF" PAYMENTS		945,130	1,176,892	1,447,772	23.0%
OTHER STATE	1,289,477	1,466,182	3,332,458	1,450,777	-56.5%
TOTAL STATE	1,289,477	2,411,312	4,509,350	2,898,549	-35.7%
LOCAL REVENUE					
INTEREST	4,463	12,341	5,256	5,256	0.0%
NON-RESIDENCE FEES	736,773	605,238	721,985	781,985	8.3%
OTHER STUDENT CHARGES	65,432	43,811	34,156	34,838	2.0%
NON-RESIDENCE INSURANCE	70,453	63,190	32,026	32,667	2.0%
MISCELLANEOUS	276,811	426,718	400,190	808,195	102.0%
TOTAL LOCAL	1,153,932	1,151,298	1,193,613	1,662,941	39.3%
OTHER FINANCING SOURCES	288,103	459,489	-	624,384	0.0%
TOTAL REVENUE	\$ 47,402,479	\$ 51,529,922	\$ 56,598,041	\$ 57,625,866	1.8%

Unrestricted Fund - Budgeted Expenditures

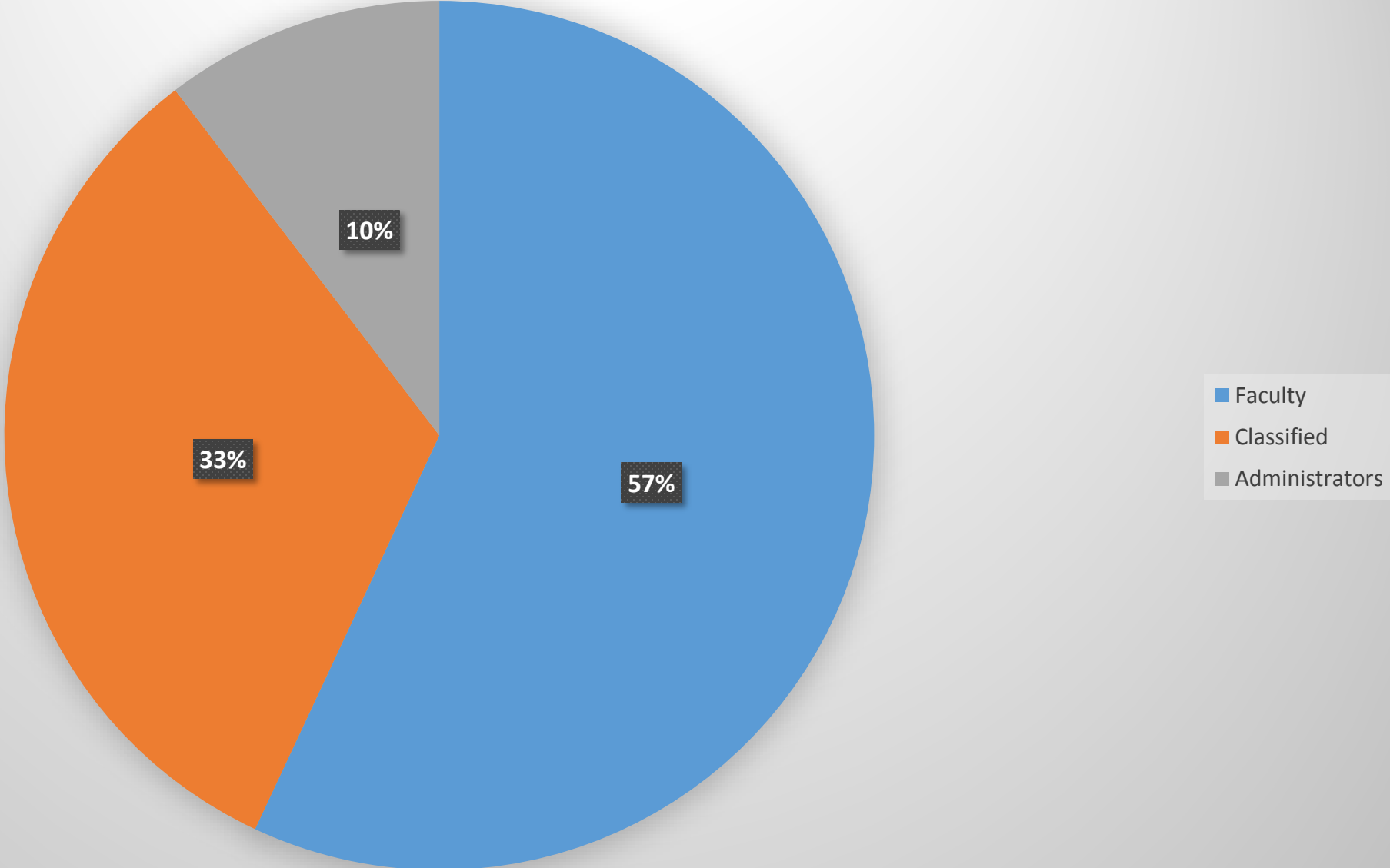


**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**UNRESTRICTED GENERAL FUND
D. STATEMENT OF USES OF FUNDS**

FISCAL YEAR	ACTUAL 2013-2014	ACTUAL 2014-2015	ESTIMATED ACTUAL 2015-2016	ADOPTION BUDGET 2016-2017	% CHANGE
USE OF FUNDS					
SALARIES	\$ 26,947,481	\$ 28,850,949	\$ 32,557,343	\$ 34,042,041	4.6%
BENEFITS	11,355,007	13,032,522	13,610,501	15,482,025	13.8%
TOTAL SALARIES & BENEFITS	38,302,488	41,883,471	46,167,844	49,524,066	7.3%
FIXED EXPENSES	2,151,354	2,248,141	2,276,912	2,707,511	18.9%
OTHER OPERATING	2,560,241	2,607,770	4,213,095	4,158,803	-1.3%
CAPITAL OUTLAY	1,846,118	1,025,301	428,107	471,683	10.2%
OTHER OUTGO	1,606,156	1,651,640	2,914,847	1,542,572	-47.1%
TOTAL OTHER EXPENSES	8,163,869	7,532,852	9,832,961	8,880,569	-9.7%
TOTAL USES	\$ 46,466,357	\$ 49,416,323	\$ 56,000,805	\$ 58,404,635	4.3%

Unrestricted Fund - Budgeted Salaries

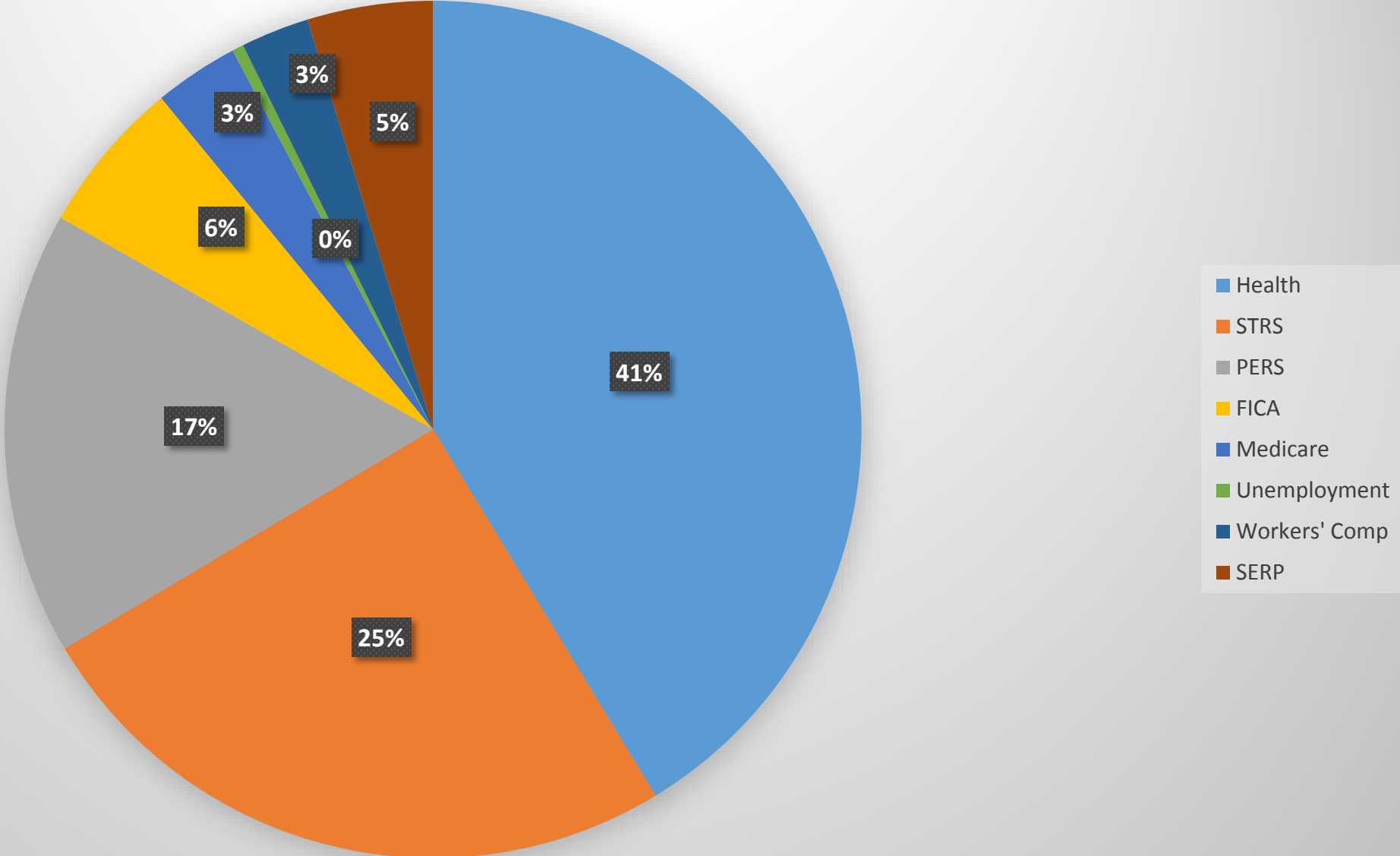


**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**UNRESTRICTED GENERAL FUND
SALARY ANALYSIS**

FISCAL YEAR	ACTUAL 2013-2014	ACTUAL 2014-2015	ESTIMATED ACTUAL 2015-2016	ADOPTION BUDGET 2016-2017	% CHANGE
SALARIES					
FACULTY					
INSTRUCTORS-REGULAR	\$ 7,082,658	\$ 7,825,882	\$ 9,546,730	\$ 9,581,178	0.4%
INSTRUCTORS-HOURLY	7,011,358	7,021,127	7,907,895	7,386,819	-6.6%
NON-INSTRUCTORS-REGULAR	1,092,421	1,106,417	1,497,379	1,556,023	3.9%
NON-INSTRUCTORS-HOURLY	652,653	621,923	941,507	867,085	-7.9%
FACULTY	15,839,090	16,575,349	19,893,511	19,391,105	-2.5%
CLASSIFIED					
STAFF - REGULAR	7,173,346	7,724,755	7,744,764	9,064,059	17.0%
INSTRUCTIONAL - REGULAR	892,402	910,589	934,076	1,340,915	43.6%
HOURLY INST./NON INST.	764,058	711,544	654,704	600,532	-8.3%
OVERTIME	124,305	81,797	106,359	109,154	2.6%
CLASSIFIED	8,954,111	9,428,685	9,439,903	11,114,660	17.7%
ADMINISTRATORS					
ACADEMIC	1,416,032	1,674,241	1,703,675	1,875,137	10.1%
CLASSIFIED	738,248	1,172,674	1,520,254	1,661,139	9.3%
ADMINISTRATORS	2,154,280	2,846,915	3,223,929	3,536,276	9.7%
TOTAL SALARIES	\$ 26,947,481	\$ 28,850,949	\$ 32,557,343	\$ 34,042,041	4.6%

Unrestricted Fund - Budgeted Benefits

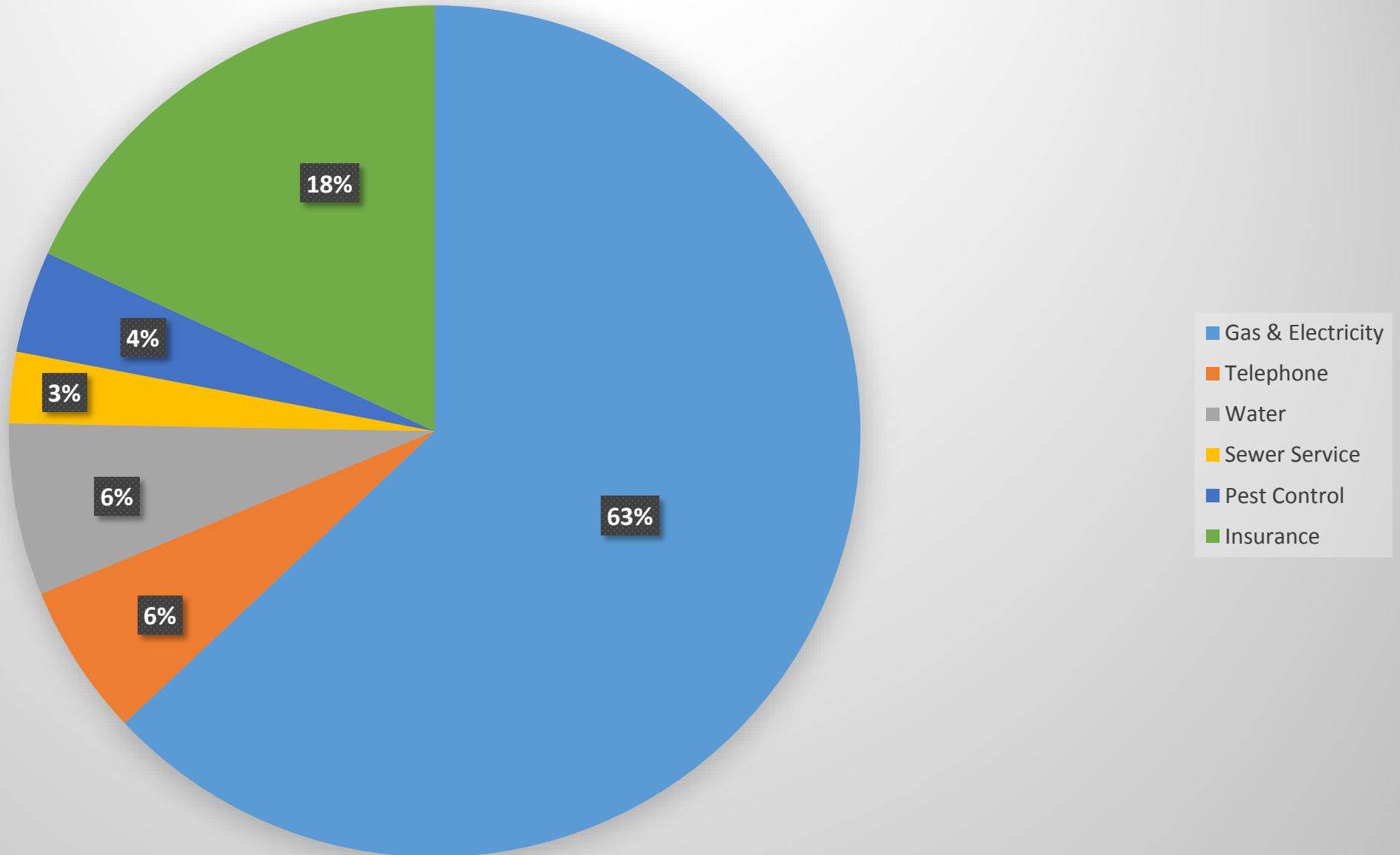


**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**UNRESTRICTED GENERAL FUND
BENEFIT ANALYSIS**

FISCAL YEAR			ESTIMATED	ADOPTION	
	ACTUAL	ACTUAL	ACTUAL	BUDGET	%
	2013-2014	2014-2015	2015-2016	2016-2017	CHANGE
PUBLIC RETIREMENT					
STRS	\$ 1,242,065	\$ 2,417,982	\$ 3,212,071	\$ 3,894,630	21.2%
PERS	1,714,625	1,981,970	1,941,427	2,594,783	33.7%
FICA	707,269	783,594	805,332	904,684	12.3%
MEDICARE	381,965	414,759	475,287	493,610	3.9%
UNEMPLOYMENT	56,450	50,636	53,616	67,022	25.0%
WORKERS COMP. INS.	335,498	317,944	411,600	398,889	-3.1%
SERP - FACULTY	233,619	394,634	306,829	306,829	0.0%
SERP - CLASSIFIED	147,522	480,472	330,850	330,850	0.0%
SERP - ADMINISTRATORS	30,388	142,533	95,823	95,823	0.0%
TOTAL	4,849,401	6,984,524	7,632,835	9,087,120	19.1%
HEALTH PROTECTION	6,505,606	6,047,998	5,977,666	6,394,905	7.0%
TOTAL BENEFITS	\$ 11,355,007	\$ 13,032,522	\$ 13,610,501	\$ 15,482,025	13.8%

Unrestricted Fund - Budgeted Fixed Expenses

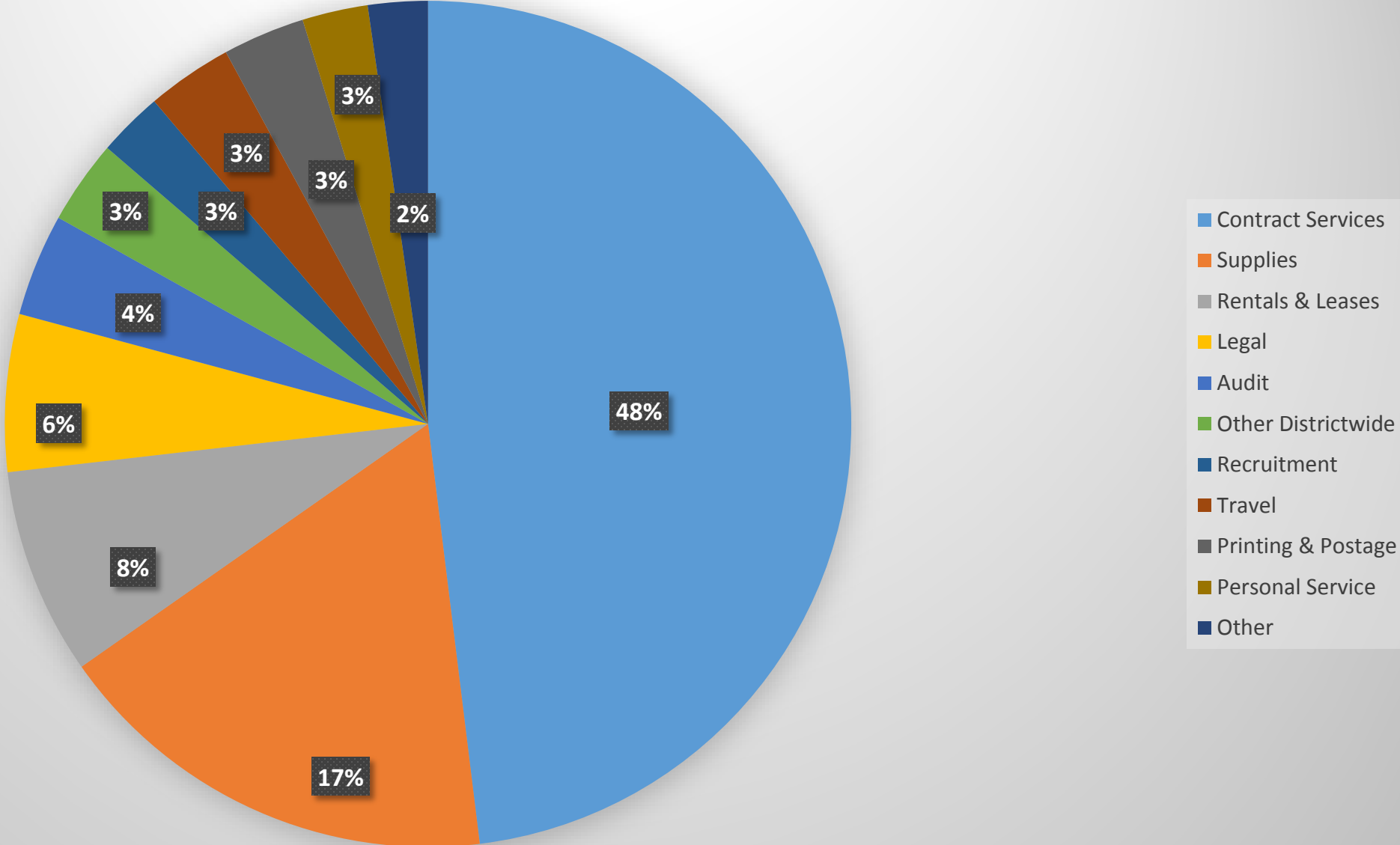


**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**UNRESTRICTED GENERAL FUND
FIXED EXPENSES ANALYSIS**

FISCAL YEAR	ACTUAL	ACTUAL	ESTIMATED	ADOPTION	%
	2013-2014	2014-2015	ACTUAL	BUDGET	CHANGE
			2015-2016	2016-2017	
FIXED EXPENSES					
UTILITIES					
SEWER SERVICE	\$ 84,371	\$ 74,608	\$ 69,686	\$ 73,170	5.0%
TELEPHONE	105,289	110,384	149,085	156,539	5.0%
WATER	135,868	154,998	168,479	176,903	5.0%
GAS & ELECTRICITY	1,301,770	1,300,619	1,322,268	1,705,136	29.0%
PEST CONTROL	76,295	96,576	99,629	104,610	5.0%
	<u>1,703,593</u>	<u>1,737,185</u>	<u>1,809,147</u>	<u>2,216,358</u>	<u>22.5%</u>
INSURANCE	<u>447,761</u>	<u>510,956</u>	<u>467,765</u>	<u>491,153</u>	<u>5.0%</u>
TOTAL	<u><u>\$ 2,151,354</u></u>	<u><u>\$ 2,248,141</u></u>	<u><u>\$ 2,276,912</u></u>	<u><u>\$ 2,707,511</u></u>	<u><u>18.9%</u></u>

Unrestricted Fund - Budgeted Operating Expenses

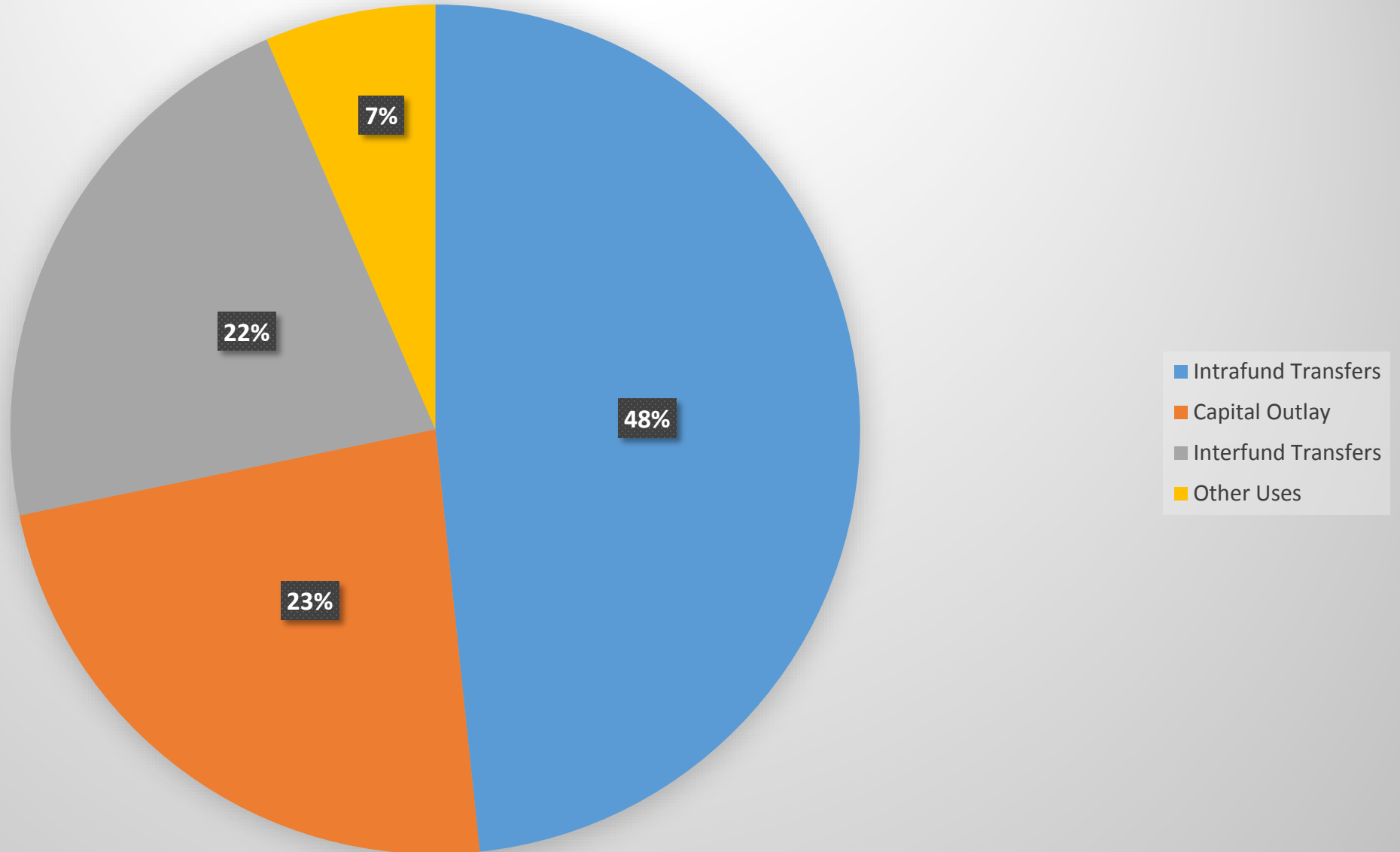


**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**UNRESTRICTED GENERAL FUND
OTHER OPERATING EXPENSES ANALYSIS**

FISCAL YEAR			ESTIMATED	ADOPTION	
	ACTUAL	ACTUAL	ACTUAL	BUDGET	%
	2013-2014	2014-2015	2015-2016	2016-2017	CHANGE
OTHER OPERATING EXPENSES					
SUPPLIES & MATERIALS	\$ 513,942	\$ 494,291	\$ 618,497	\$ 716,260	15.8%
PERSONAL SVCE, LECTURE	96,364	106,440	124,614	104,236	-16.4%
TRAVEL & CONFERENCE	142,284	122,539	135,678	136,115	0.3%
DUES & MEMBERSHIP	85,293	101,263	73,966	90,084	21.8%
LEGAL	169,263	296,151	473,420	250,000	-47.2%
AUDITS & ELECTION	302,139	81,100	469,733	162,750	-65.4%
CONTRACTED SERVICES	619,526	1,265,520	1,602,933	1,998,235	24.7%
POSTAGE	75,556	58,450	58,439	60,513	3.5%
PRINTING & PUBLICATION	83,840	86,251	58,604	69,927	19.3%
RENTAL & LEASES	51,254	241,821	284,171	328,776	15.7%
RECRUITMENT	181,369	93,600	140,159	103,618	-26.1%
OTHER DISTRICT-WIDE EXP.	234,001	(344,772)	168,410	133,448	-20.8%
MISCELLANEOUS	5,410	5,116	4,471	4,841	8.3%
TOTAL	\$ 2,560,241	\$ 2,607,770	\$ 4,213,095	\$ 4,158,803	-1.3%

Unrestricted Fund - Budgeted Capital and Other Outgo

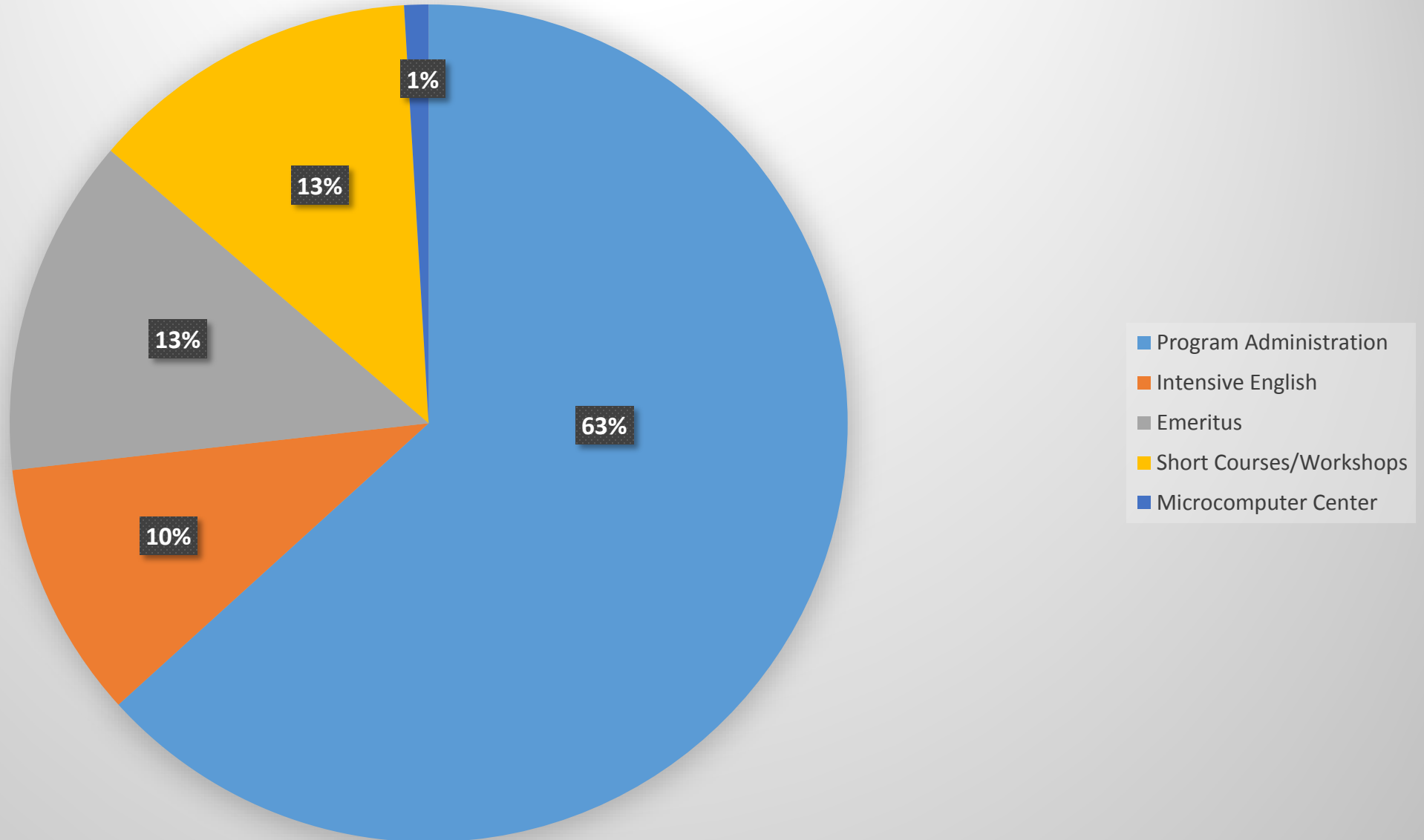


**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**UNRESTRICTED GENERAL FUND
CAPITAL OUTLAY ANALYSIS**

FISCAL YEAR	ACTUAL	ACTUAL	ESTIMATED	ADOPTION	%
	2013-2014	2014-2015	ACTUAL	BUDGET	CHANGE
			2015-2016	2016-2017	
CAPITAL OUTLAY					
LIBRARY BOOKS/PERIODICALS	\$ 68,561	\$ 58,858	\$ 72,524	\$ 87,596	20.8%
EQUIPMENT NEW & LEASED	1,777,557	966,443	355,583	384,087	8.0%
TOTAL	\$ 1,846,118	\$ 1,025,301	\$ 428,107	471,683	10.2%
OTHER OUTGO					
INTERFUND TRANSFERS:					
MAINTENANCE MANAGEMENT FUND	\$ 214,231	\$ 291,181	\$ 333,204	\$ -	-100.0%
CAPITAL OUTLAY FUND		104,575	93,160	-	-100.0%
INSTRUCT. & ADMIN. SUPPORT FOR LAB SCHOOL	173,710	192,679	199,051	191,881	-3.6%
CHILD DEVELOPMENT FUND	75,547	66,298	95,700	146,340	52.9%
HAMILTON REDEV. BOND REDEMPTION	88,018	181,788	388,092	100,000	-74.2%
TECHNOLOGY FUND	-	-	-	-	0.0%
TOTAL INTERFUND TRANSFERS:	\$ 551,506	\$ 836,521	\$ 1,109,207	\$ 438,221	-60.5%
INTRAFUND TRANSFERS:					
ADVANCEMENT	\$ -	\$ 95,046	\$ 266,157	\$ 319,534	20.1%
SAS	203,622	158,310	252,466	324,806	28.7%
PUENTE	84,779	86,173	77,679	80,593	3.8%
BFAP/FA	96,193	113,647	35,239	70,000	98.6%
STUDENT SUCCESS-CREDIT	13,974	-	-	-	0.0%
STUDENT SUCCESS-NONCREDIT	64,234	9,058	-	-	0.0%
EOPS/CARE	3,531	-	-	-	0.0%
SINGLE STOP	-	10,187	-	-	0.0%
HEALTH CENTER	-	16,881	-	-	0.0%
PARKING	-	3,101	174,609	177,829	1.8%
BRANSON	24,326	10,954	-	-	0.0%
MISCELLANEOUS	7,684	110	786	750	-4.6%
TOTAL INTRAFUND TRANSFERS:	\$ 498,343	\$ 503,467	\$ 806,936	\$ 973,512	20.6%
OTHER USES:					
DEBT RETIREMENT	\$ 12,177	\$ 61,652	\$ 133,704	\$ 130,839	-2.1%
STUDENT FINANCIAL AID	544,130	-	15,000	-	-100.0%
CERBT (OPEB) CONTRIBUTIONS		250,000	850,000		-100.0%
TOTAL OTHER USES	\$ 556,307	\$ 311,652	\$ 998,704	\$ 130,839	-86.9%
TOTAL OTHER OUTGO	\$ 1,606,156	\$ 1,651,640	\$ 2,914,847	\$ 1,542,572	-47.1%

Budgeted Community Services Expenditures



**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

E. COMMUNITY SERVICES

FISCAL YEAR			ESTIMATED	ADOPTION	
	ACTUAL	ACTUAL	ACTUAL	BUDGET	%
	2013-2014	2014-2015	2015-2016	2016-2017	CHANGE
TOTAL REVENUE	\$ 1,020,128	\$ 853,467	\$ 881,472	\$ 1,310,909	48.7%
EXPENDITURES BY PROGRAM					
PROGRAM ADMINISTRATION	\$ 537,627	\$ 550,461	\$ 701,668	\$ 829,398	18.2%
FACILITIES USE	5,098	4,777	13,520	-	-100.0%
INTENSIVE ENGLISH	120,832	129,118	223,033	130,365	-41.5%
EMERITUS	178,693	164,996	174,283	171,346	-1.7%
SHORT COURSES/WORKSHOPS	225,184	170,129	159,733	167,500	4.9%
MICROCOMPUTER CENTER	22,326	3,477	1,250	12,300	884.0%
Total Expenditures	\$ 1,089,760	\$ 1,022,958	\$ 1,273,487	\$ 1,310,909	2.9%
TRANSFER IN FROM UNRESTRICTED	\$ (69,632)	\$ (169,491)	\$ (392,015)	\$ -	n/a

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

F. GENERAL FUND - RESTRICTED PROGRAMS

REVENUE AND EXPENDITURE BUDGET

FISCAL YEAR	ACTUAL	ACTUAL	ESTIMATED	ADOPTION	%
	2013-2014	2014-2015	ACTUAL	BUDGET	CHANGE
			2015-2016	2016-2017	
FEDERAL SOURCES					
Child Development Training Consortium	\$ 10,504	\$ 8,050	\$ 3,013	\$ 10,200	238.5%
College Work Study Program	281,814	163,506	173,047	272,336	57.4%
ECE Mentor Program	3,200	2,122	2,225	3,200	43.8%
Foster Care Education Program (42% Federal)	35,129	29,401	34,273	34,273	0.0%
Office of Emergency Services – Preparedness Plan Carry Fwd	-	361	-	1,439	0.0%
PELL (Grants & Admin) & Direct Loan Programs	10,483,000	6,303,131	3,582,471	5,550,000	54.9%
Supplemental Education Opportunity Grants	183,500	224,925	228,000	165,580	-27.4%
Transitional Assistance to Needy Families (50% Federal)	15,097	16,008	15,465	14,692	-5.0%
VTEA - Tech. Prep.	44,025	43,269	45,119	45,119	0.0%
Vocational & Applied Tech. Education	128,759	130,873	131,572	111,669	-15.1%
TOTAL FEDERAL	\$ 11,185,028	\$ 6,921,646	\$ 4,215,185	\$ 6,208,508	47.3%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

E. GENERAL FUND - RESTRICTED PROGRAMS

REVENUE AND EXPENDITURE BUDGET

FISCAL YEAR	ACTUAL	ACTUAL	ESTIMATED	ADOPTION	%
	2013-2014	2014-2015	ACTUAL	BUDGET	CHANGE
			2015-2016	2016-2017	
STATE SOURCES					
AB 86 Adult Education Planning/Adult Ed Block Grant (AEBG)	\$ 19	\$ 217,539	\$ 31,095	\$ 235,000	655.7%
Adult Ed Block Grant (AEBG) Carry Forward	-	-	\$ -	203,905	0.0%
Basic Skills	121,070	82,143	41,893	90,000	114.8%
Basic Skills Carry Forward	-	-	52,955	49,125	-7.2%
Basic Skills Transformation Grant	-	-	-	278,100	0.0%
Board Financial Assistance Program Admin. Allowance/R2T4	198,231	202,309	241,818	182,293	-24.6%
CAL Grants	291,279	286,589	268,146	290,000	8.2%
CALWORKS	144,215	130,308	133,535	133,535	0.0%
Cooperative Agencies Resources for Education	37,254	37,006	62,169	59,196	-4.8%
Cooperative Agencies Resources for Education Carry Fwd	-	-	248	143	-42.3%
Disabled Student Programs & Services (Student Accessibility & S	666,144	832,351	791,057	790,460	-0.1%
Enrollment Fee Waiver - 2% Administrative	43,518	45,451	57,701	57,701	0.0%
Extended Opportunity Programs & Services	441,286	441,173	597,148	567,290	-5.0%
Extended Opportunity Programs & Services-Carry Forward	-	-	113	-	-100.0%
Faculty and Staff Development-Carry Forward	-	-	-	6,049	0.0%
Faculty and Staff Diversity	4,380	4,106	4,106	-	-100.0%
Foster Care Education Program (58% State)	37,500	40,949	38,648	38,648	0.0%
Full Time Student Success Grant (FTSSG)	-	-	67,800	82,500	21.7%
Full Time Student Success Grant (FTSSG)-Carry Fwd	-	-	-	14,818	0.0%
Hazardous Substances Carry Forward	6,320	-	-	4,880	0.0%
SUB-TOTAL	\$ 1,991,216	\$ 2,319,924	\$ 2,388,432	\$ 3,083,643	29.1%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

E. GENERAL FUND - RESTRICTED PROGRAMS

REVENUE AND EXPENDITURE BUDGET

	ACTUAL 2013-2014	ACTUAL 2014-2015	ESTIMATED ACTUAL 2015-2016	ADOPTION BUDGET 2016-2017	% CHANGE
STATE SOURCES CONTINUED					
SUB-TOTAL (PREVIOUS PAGE)	\$ 1,991,216	\$ 2,319,924	\$ 2,388,432	\$ 3,083,643	29.1%
Instructional Equipment & Library Materials Carry Forward	-	103,787	6,516	-	-100.0%
Nursing/Economic Development	236,839	129,587	129,587	119,800	-7.6%
Peace Officers Training	3,179	1,561	2,807	2,000	-28.7%
Physical Plant and Instructional Support	-	101,295	915,234	602,039	-34.2%
Physical Plant and Instructional Support Carry Forward	-	-	-	64,688	0.0%
Prop. 20 – Lottery – Instructional Supplies	65,521	67,141	59,576	171,039	187.1%
Prop. 20 – Lottery – Instructional Supplies Carry Forward	-	-	-	662,330	0.0%
Scheduled Maintenance & Repairs	72,101	187,851	-	-	0.0%
Scheduled Maintenance Carry-Forward	-	-	-	150,871	0.0%
Student Equity	-	87,683	298,110	358,856	20.4%
Student Equity Carry Forward	-	-	-	236,580	0.0%
Student Success & Support Program (Credit)	378,959	570,866	768,882	762,212	-0.9%
Student Success & Support Program (Credit) Carry Fwd	-	-	-	377,211	0.0%
Student Success & Support Program (Non-Credit)	59,154	55,643	80,751	194,553	140.9%
Student Success & Support Program (Non-Credit) Carry F	-	-	-	40,974	0.0%
Transfer and Articulation , Carry Forward (10-12)	-	-	40	-	-100.0%
Transitional Assistance to Needy Families (50% State)	15,098	16,008	15,465	14,692	-5.0%
TOTAL STATE	\$ 2,822,067	\$ 3,641,346	\$ 4,665,400	\$ 6,841,488	46.6%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

E. GENERAL FUND - RESTRICTED PROGRAMS

REVENUE AND EXPENDITURE BUDGET

FISCAL YEAR	ACTUAL 2013-2014	ACTUAL 2014-2015	ESTIMATED ACTUAL 2015-2016	ADOPTION BUDGET 2016-2017	% CHANGE
LOCAL SOURCES					
Advancement	\$ 135,867	\$ 88,524	\$ 276,952	\$ 405,200	46.3%
Advancement Carry Forward	-	-	-	340,140	0.0%
Annual Fund Drive	61,726	48,516	99,527	100,000	0.5%
Annual Fund Drive Carry Forward	-	-	-	195,520	0.0%
Branson	124,656	134,394	112,943	122,341	8.3%
Cabrillo-60% CTE Enhanced & 40% System Building	-	-	81,024	-	-100.0%
Cabrillo-60% CTE Enhanced & 40% System Building Carry Fwd	-	-	-	103,845	0.0%
COM Foundation:	-	-	-	-	0.0%
Donations	193	-	-	-	0.0%
Donations Carry Forward	-	-	-	5,485	0.0%
Scholarships & Carry Forward	-	-	-	4,137	0.0%
Electronic Vehicle Training Consortium	-	-	-	-	0.0%
Electronic Vehicle Training Consortium Carry Forward	-	-	-	19,855	0.0%
Energize Colleges	-	-	-	17,500	0.0%
Health Services - Restricted	314,000	225,194	229,087	222,096	-3.1%
Maintenance Management & Carry Forward	495,920	351,912	288,173	331,680	15.1%
MCCD Facility Rentals	-	-	-	50,000	0.0%
MCF – College Skills & Career Bridges for ESL Students Carry Fwd	(6,440)	628	-	-	0.0%
Napa Valley Community College - Green III	-	-	-	162	0.0%
Napa Valley Community College - Green V Multimedia	49,598	-	-	402	0.0%
Napa Valley Community College - Green V Business Office System	3,847	49,324	-	2,829	0.0%
Napa Valley - 40% CTE Food Systems	-	-	-	43,000	0.0%
Nor Cal Career Pathways Alliance	-	98,150	14,937	144,981	870.6%
Nor Cal Career Pathways Alliance Carry Forward	-	-	83,321	111,148	33.4%
Outside Scholarships	30,824	48,790	40,016	75,000	87.4%
Parking	816,772	748,979	485,424	488,296	0.6%
SUB-TOTAL	<u>\$ 2,026,963</u>	<u>\$ 1,794,411</u>	<u>\$ 1,711,404</u>	<u>\$ 2,783,617</u>	<u>62.7%</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

E. GENERAL FUND - RESTRICTED PROGRAMS

REVENUE AND EXPENDITURE BUDGET

FISCAL YEAR	ACTUAL 2013-2014	ACTUAL 2014-2015	ESTIMATED ACTUAL 2015-2016	ADOPTION BUDGET 2016-2017	% CHANGE
LOCAL SOURCES CONTINUED					
SUB-TOTAL (PREVIOUS PAGE)	\$ 2,026,963	\$ 1,794,411	\$ 1,711,404	\$ 2,783,617	62.7%
President's Circle	4,022	-	-	26,760	0.0%
Risk Margin (RM)/ RM Carry Forward	807,081	83,747	-	189,439	0.0%
San Mateo CC - CALSTEP	-	11,432	33,351	43,420	30.2%
San Rafael Redevelopment Carry Fwd	-	-	-	530,521	0.0%
Santa Rosa Multimedia Collaborative	-	-	-	3,853	0.0%
Single Stop	86,109	89,284	-	-	0.0%
Student Technology	-	-	100,896	74,740	-25.9%
Student Technology Carry Forward	-	-	-	112,416	0.0%
Transportation - Marin Transit	-	-	-	-	0.0%
UC Berkeley - Puente Fund	1,500	1,500	1,500	1,500	0.0%
Youth & Entrepreneurship Program (YEP)	-	-	16,281	-	-100.0%
YEP - Cabrillo	-	-	30,000	-	-100.0%
TOTAL LOCAL	\$ 2,925,675	\$ 1,980,374	\$ 1,893,432	\$ 3,766,266	98.9%
OTHER FINANCING SOURCES/OUTGO					
Inter/Intrafund Transfers In/(Out)	498,343	503,467	806,936	973,512	20.6%
Contingency for Additional Grants	-	-	-	1,500,000	0.0%
TOTAL RESTRICTED PROGRAMS	\$ 17,431,113	\$ 13,046,833	\$ 11,580,953	\$ 19,289,774	66.6%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

PART V – SPECIAL FUND / PROGRAM BENEFITS

A. OVERVIEW

The General Fund of the Marin Community College District reflects most of the District's educational activities. There are other funds within the District that support related operations that are either legislatively mandated or directed by the Board. A brief review of each of these funds is provided along with a summary fiscal analysis of the operation for the 2013-14, 2014-15 and 2015-16 Fiscal Years, and a proposed Adoption Budget for the 2016-17 Fiscal Year. The following funds or programs are included in this section:

- 1. Investment Trust Fund (Formerly Foundation Trust Fund)**
- 2. Child Development Fund**
- 3. Capital Outlay Fund – Hamilton Redevelopment and State Scheduled Maintenance**
- 4. Capital Outlay – Measure C Building Fund**
- 5. Capital Outlay – Measure B Building Fund**
- 6. Hamilton Redevelopment Bond Redemption Fund**
- 7. Measure C Bond Interest and Redemption Fund**
- 8. Measure B Bond Interest and Redemption Fund**
- 9. Self-Insurance Fund**
- 10. Other Post-Employment Benefits (OPEB) Trust Fund**
- 11. Other Agency Fund**
- 12. Associated Student Organizations**

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

B. NARRATIVE TEXT AND FINANCIAL STATEMENTS

SCHOLARSHIP AND INVESTMENT TRUST FUNDS REVENUE AND EXPENDITURE REPORT

This fund was established as a result of a very generous donation made in December 1982. The purpose of the donation was to establish two permanent endowment funds of \$50,000 each. One of the endowments is to be used for scholarships and other direct financial aid to students, while the other is to be used for instructional improvement activities. There have been additional gifts made since that time.

One grant was shifted to the College of Marin Foundation in 1996-97, and the R. A. Brown Journalism Chair endowment was shifted to the Foundation in 1997-98 at the donor's request. Of the original thirteen endowments and grants, five were Financial Aid/Scholarship endowments that were transferred in 2004-05 from the District to the College of Marin Foundation. All endowments are for student scholarships/aid and the Foundation already administers an extensive scholarship program. The principal portions of the endowments are: Irwin P. Diamond Outstanding Graduate Award (\$7,444), the Florence Gastonguay Financial Aid Fund (\$6,175), Frank D. Gomez Scholarship Fund (\$50,000), Charles and Aida McLeran Student Loan Fund (\$2,000) and Kim R. Cortright Scholarship Fund (\$50,000). The total endowment principal transferred was \$115,619.

Since the 1992-93 Fiscal Year, the College became a residuary beneficiary of the Carolyne DeBorba Trust, receiving \$465,147. One-fourth of this amount was transferred to the COM Foundation and the remainder was deposited into this Fund. The intended expenditures of the revenues from these funds are: one quarter Scholarships, one quarter Facilities & Grounds, and one half at Board discretion. During 2012-13, the College became the beneficiary of the Thomas Frederic Humiston Trust, receiving \$200,000. Also during 2012-13 the College began to receive an annual Clara Hamilton nursing scholarship contribution which over the last two years has been \$53,208 and \$56,562 respectively. During 2013-14, the College received a \$200,000 anonymous donation via the Marin Community Foundation for the benefit of the general scholarship fund and Emeritus.

There are currently eighteen endowments and grants coordinated through these funds. The total fund balance in the Scholarship and Investment Trust Funds as of June 30, 2016 is projected at \$1.3 million.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

B. NARRATIVE TEXT AND FINANCIAL STATEMENTS

**SCHOLARSHIP AND INVESTMENT TRUST FUND
(Formerly Foundation Trust Fund)
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR	ACTUAL	ACTUAL	ESTIMATED	ADOPTION	%
	2013-2014	2014-2015	ACTUAL	BUDGET	CHANGE
			2015-2016	2016-2017	
REVENUE					
Interest Income	\$ 1,274	\$ 2,470	\$ 2,346	\$ 1,490	-36.5%
Additional Scholarship Income	275,851	101,901	117,310	140,000	19.3%
Additional Endowment Income	38,446	73,309	103,981	153,000	47.1%
Total Revenue	315,571	177,680	223,637	294,490	31.7%
EXPENDITURES					
Financial Aid/Support	16,510	178,783	168,177	250,000	48.7%
Instructional/College Improvements	79,965	62,186	52,664	100,000	89.9%
Contingency	-	-	-	200,000	0.0%
Total Expenditures	96,475	240,969	220,841	550,000	149.0%
Excess of Revenue Over Expenditures	219,096	(63,289)	2,796	(255,510)	-9238.4%
Beginning Fund Balance	1,102,141	1,321,237	1,257,948	1,260,744	0.2%
ENDING FUND BALANCE	\$ 1,321,237	\$ 1,257,948	\$ 1,260,744	\$ 1,005,234	-20.3%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**CHILD DEVELOPMENT FUND
REVENUE AND EXPENDITURE REPORT**

The Child Development Fund is utilized to account for the State and locally supported operation of the Child Study Centers located at the Indian Valley and Kentfield campuses.

Federal funding has declined over the last decade and currently includes mainly the food program. Also as a result of the Tax Bailout funding reduction (\$80,000) during 2009-10, State funding has also decreased significantly. The 2016-17 Adoption Budget includes State Tax Bailout and Department of Ed preschool contract funding levels consistent with 2015-16. Although the State budget picture has improved with the passage of Proposition 30 and the Great Recession recovery, Pre-school funding is still extremely uncertain and dependent upon the level of state certified enrollments. Over the last two years state certified enrollments have decreased while private pay enrollment has increased. Locally, Child Study Center management and staff continue to make significant progress with other funding sources, principally parent fee income.

2016-17 expenses are budgeted to increase as a result of staffing related costs including benefits.

The 2015-16 deficit is covered by a transfer of \$295 thousand from the General Fund. 2016-17's budgeted deficit of \$338 thousand will also need to be entirely funded by the General Fund.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**CHILD DEVELOPMENT FUND
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR	ACTUAL 2013-2014	ACTUAL 2014-2015	ESTIMATED ACTUAL 2015-2016	ADOPTION BUDGET 2016-2017	% CHANGE
REVENUE					
Interest Income	\$ 62	\$ (236)	\$ (7)	\$ 50	814.3%
Federal Income	21,752	20,524	11,852	15,000	26.6%
State Income	225,259	229,795	202,063	175,758	-13.0%
Other Local Income	114,461	213,343	185,289	169,796	-8.4%
Grants/Contributions	110,059	115,008	132,005	105,000	-20.5%
Interfund Transfer-In for Instr'l & Admin. Support	173,710	192,679	199,051	191,881	-3.6%
Interfund Transfer-In - General Fund	75,547	66,298	95,700	146,340	52.9%
Total Revenue	720,850	837,411	825,953	803,825	-2.7%
EXPENDITURES					
Certificated Salaries	362,268	433,322	447,159	443,815	-0.7%
Classified Salaries	104,496	129,486	102,542	104,704	2.1%
Fringe Benefits	222,543	238,261	246,502	219,006	-11.2%
Supplies	8,913	11,058	8,506	9,000	5.8%
Food	20,812	21,866	19,830	22,000	10.9%
Other Operating Expenses	1,818	3,418	1,414	5,300	274.8%
Total Expenditures	720,850	837,411	825,953	803,825	-2.7%
Excess of Revenue Over Expenditures	-	-	-	-	0.0%
Beginning Fund Balance	-	-	-	-	0.0%
ENDING FUND BALANCE	\$ -	\$ -	\$ -	\$ -	0.0%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**CAPITAL OUTLAY FUND
REVENUE AND EXPENDITURE REPORT**

The Capital Outlay Fund has been used to finance various capital projects with lease revenue bond proceeds. Scheduled Maintenance funds, previously in this fund, are now received as part of the Physical Plant and Instructional Support funding and are accounted for in the General Fund, Restricted Funds.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**CAPITAL OUTLAY FUND
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR			ESTIMATED	ADOPTION	
	ACTUAL	ACTUAL	ACTUAL	BUDGET	%
	2013-2014	2014-2015	2015-2016	2016-2017	CHANGE
REVENUE					
Interest Income	\$ 3,138	\$ 5,162	\$ 2,898	\$ 3,000	3.5%
Prop 39 CA Clean Energy Jobs Act	170,185	123,359	111,122	136,593	22.9%
Other Local Income	-	34,262	-	-	0.0%
Interfund Transfers	214,231	395,756	426,364	-	-100.0%
Total Revenue	387,554	558,539	540,384	139,593	-74.2%
EXPENDITURES					
Facilities Assessment	75,680	-	-	-	0.0%
Building Improvements	14,270	454,582	1,182,957	273,390	-76.9%
Prop 39 Projects	119,242	69,769	-	386,510	0.0%
Pool Improvements	17,000	16,679	-	-	0.0%
Other	3,007	136,393	94,661	300,000	216.9%
Total Expenditures and Transfers	229,199	677,423	1,277,618	959,900	-24.9%
Excess of Revenue Over Expenditures	158,355	(118,884)	(737,234)	(820,307)	11.3%
Beginning Fund Balance	3,021,754	3,180,109	3,061,225	2,323,991	-24.1%
ENDING FUND BALANCE	\$ 3,180,109	\$ 3,061,225	\$ 2,323,991	\$ 1,503,684	-35.3%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**CAPITAL OUTLAY FOR MEASURE C BUILDING FUND
REVENUE AND EXPENDITURE REPORT**

On November 2, 2004 the voters of Marin County overwhelmingly passed Measure C, a \$249.5 million bond for facilities maintenance, job training and safety, passing with more than 60 percent of the vote, easily surpassing the required 55 percent. With the bond, the College has been able to modernize science labs, classrooms, and libraries; provide modern computer technology; upgrade fire safety, campus security, disabled access, energy conservation systems and electrical wiring for computer technology; and repair, construct, acquire, and/or equip classrooms, labs, sites and facilities. The College retained Swinerton Management and Consulting, Inc. as its program and construction management provider through the end of 2012. Beginning January 1, 2013, the College retained Jacobs Project Management Co. to assume the role of program and construction management and to continue to work with COM's faculty, staff and students to implement the Measure C Program work in accordance with the Facilities Development and Master Plan.

In April 2005, \$75 million in bonds were sold. An additional \$75 million in bonds were sold in February 2009, and another \$52.505 million in bonds were sold in June 2011. In December 2012, \$46.995 million in bonds were sold. All issuances were sold pursuant to the terms of a public sale. All proceeds were delivered to the Marin County Treasury for credit of College of Marin into its building fund. The District continues to work closely with the County Treasury, providing cash flows and construction schedules, to optimize investment incomes.

To date, the Measure C Program has completed five new and three renovated buildings, including the Academic Center, LEED certified Science and Math and Nursing Building, the Child Study Center, the Performing Arts and Fine Arts Buildings, the Diamond PE Center and track, and the Main Building and Transportation Technology Complex at the Indian Valley Campus. As well, many accessibility, renewable energy, utility infrastructure and technology projects have been completed.

The 2015-16 estimated actual outlines approximately \$8.7 million in facilities renewal and modernization costs, including construction, architectural and civil, geotechnical and MEP engineering services, plus landscape architect and industrial hygienist. Construction and modernization plans outlined for the upcoming fiscal year include the final completion of the ADA building upgrades at IVC Pomo Cluster, infrastructure, and technology projects.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**CAPITAL OUTLAY FUND FOR MEASURE C
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR	ACTUAL 2013-2014	ACTUAL 2014-2015	ESTIMATED ACTUAL 2015-2016	ADOPTION BUDGET 2016-2017	% CHANGE
REVENUE					
Interest Income	\$ 47,228	\$ 38,322	\$ 7,654	\$ -	n/a
Total Revenue	47,228	38,322	7,654	-	n/a
EXPENDITURES					
PROGRAM LEVEL					
Assessments and Studies	234,067	156,783	264,355		n/a
Program Management	1,043,536	770,925	454,688		n/a
Program Support	463,294	621,329	346,147	36,520	n/a
Program Services and Fees	14,718	51,820	15,280		n/a
Non-Project Budget Contingency	-	-	-	38,480	n/a
Subtotal	1,755,615	1,600,858	1,080,470	75,000	n/a
DISTRICT WIDE					
Information Technology	1,386,623	1,269,223	217,539		n/a
Swing Space	117,949	135,389	113,429		n/a
Project Contingency	-	-	-	1,308,491	n/a
Project Commitments	-	-	-	884,449	n/a
	1,504,572	1,404,612	330,968	2,192,940	n/a
PROJECTS					
KENTFIELD CAMPUS					
New Central Plant/ Sewer Line/ Joint Trench	7,913	340,782	3,000		n/a
Austin Science Alterations	12,945	1,024,805	1,371,188		n/a
Science Math & Nursing	1,186,074	24,136	18,515		n/a
Modernize Performing Arts Center & Exhibition Space	287,280	83,128	305,267		n/a
New Fine Arts	37,862	18,307	26,631		n/a
Fine Arts Weatherization	788,235	124,160	5,346		n/a
Diamond PE Center Modernization	7,026	12,974	-		n/a
Academic Center	12,622,207	12,178,770	2,471,649		n/a
Child Study Center	112,949	23,467	27,611		n/a
Learning Resource Center	10,040	37,356	10,827		n/a
PE Track Renovations	8,767	5,592	-		n/a
Misc. Sitework			255,964		n/a
ADA Upgrades	630,131	1,643,672	57,672		n/a
Fusselman Hall Modernization		5,890	321,758		n/a
Site - Lot 2 Paving		-	78,506		n/a
Kentfield Campus Expenditures	15,711,429	15,523,038	4,953,934	-	n/a
INDIAN VALLEY CAMPUS					
Transportation Tech Complex	3,000	2,860	-		n/a
IVC Main Building	817	12,346	31,667		n/a
Pool Repairs			79,620		n/a
Misc IVC	664	-	4,480		n/a
Bridges/Pathways			373,596		n/a
ADA, Roofs and Building Improvements		824,589	1,874,814		n/a
Indian Valley Campus Expenditures	4,481	839,795	2,364,177	-	n/a
Total Expenditures	18,976,097	19,368,304	8,729,549	2,267,940	n/a
Excess of Revenue Over Expenditures	(18,928,869)	(19,329,982)	(8,721,895)	(2,267,940)	n/a
Beginning Fund Balance	49,248,686	30,319,817	10,989,835	2,267,940	n/a
ENDING FUND BALANCE	\$ 30,319,817	\$ 10,989,835	\$ 2,267,940	\$ 0	n/a

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**CAPITAL OUTLAY FOR MEASURE B BUILDING FUND
REVENUE AND EXPENDITURE REPORT**

On June 7, 2016 the voters of Marin County overwhelmingly passed Measure B, a \$265 million bond for facilities maintenance, job training and safety, passing with more than 60 percent of the vote, easily surpassing the required 55 percent.

The District plans to sell a bond issue in Fall 2016. In anticipation of the delayed sale, in April 2016 the Board of Trustees authorized the District to advance certain of its own funds toward the start of Projects knowing that the District will be reimbursed from the subsequent sale of any bonds for amounts expended on the Projects.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**CAPITAL OUTLAY FUND FOR MEASURE B
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR	ADOPTION BUDGET 2016-2017	% CHANGE
REVENUE		
Measure B Bond Proceeds	\$ 75,000,000	n/a
Interest Income	75,000	n/a
Total Revenue	75,075,000	n/a
EXPENDITURES		
PROGRAM LEVEL		
Non-Project Budget Contingency	2,000,000	n/a
Subtotal	2,000,000	n/a
DISTRICT WIDE		
Project Contingency	1,000,000	n/a
	1,000,000	n/a
PROJECTS		
KENTFIELD CAMPUS		
Project Contingency	10,000,000	
Kentfield Campus Expenditures	10,000,000	n/a
INDIAN VALLEY CAMPUS		
Project Contingency	10,000,000	
Indian Valley Campus Expenditures	10,000,000	n/a
Total Expenditures	23,000,000	n/a
Excess of Revenue Over Expenditures	52,075,000	n/a
Beginning Fund Balance	-	n/a
ENDING FUND BALANCE	\$ 52,075,000	n/a

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**HAMILTON REDEVELOPMENT BOND REDEMPTION FUND
REVENUE AND EXPENDITURE REPORT**

In 2003/04 the District approved the issuance of a lease revenue bond. The financing was accomplished, and a total of \$3,070,834 of bond funds was generated. After financing and placement costs, the District had \$2,705,598 available to fund capital facilities renewal projects and capital equipment purchases, and \$213,438 held in the required debt service reserve.

The bond is repaid by the stream of revenues due to the District from the Hamilton Redevelopment Project. Debt service for 2015-16 amounted to \$111,139 and is projected to be \$117,951 for 2016-17.

The bonding and its component asset, liability, expense and income elements are accounted for in accordance with the accounting and financial statement guidelines of the California Community College Chancellor's Office, as set out in the Budget and Accounting Manual (BAM).

In accordance with the BAM, the Hamilton Redevelopment Bond Redemption Fund has been created to account for the bond redemption process, including the debt service reserve, payments and other expenses, and any offsetting interest earned. The receipt of funds due to the District from the Hamilton Redevelopment Project is also recorded in this fund.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**HAMILTON REDEVELOPMENT BOND REDEMPTION FUND
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR	ACTUAL 2013-2014	ACTUAL 2014-2015	ESTIMATED ACTUAL 2015-2016	ADOPTION BUDGET 2016-2017	% CHANGE
REVENUE					
Interest	\$ 183	\$ 429	\$ 500	\$ 500	0.0%
Other Local Revenue	48,638	53,689	60,201	35,000	-41.9%
Interfund Transfer In	88,019	181,788	388,092	100,000	-74.2%
Total Revenue	136,840	235,906	448,793	135,500	-69.8%
EXPENDITURES					
Bond Principal	65,000	75,000	85,000	95,000	11.8%
Interest	31,132	28,858	26,139	22,951	-12.2%
Transaction fees	2,530	1,815	1,815	2,000	10.2%
Total Expenditures	98,662	105,673	112,954	119,951	6.2%
Excess of Revenue Over Expenditures	38,178	130,233	335,839	15,549	-95.4%
Beginning Fund Balance	385,007	423,185	553,418	889,257	60.7%
ENDING FUND BALANCE	\$ 423,185	\$ 553,418	\$ 889,257	\$ 904,806	1.7%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**MEASURE C BOND INTEREST AND REDEMPTION FUND
REVENUE AND EXPENDITURE REPORT**

This fund is used for the payment of principal and interest on the bond.

Original Issue Premiums of \$3,015,266 on the sale of the bond, netted against approximately \$559,158 in issuance and underwriting costs, were deposited and future receipts from the underlying tax rolls as well as accrued interest will be deposited into the Measure C debt service fund.

In relation to the February 2009 bond sale, \$1,982,513 issue premiums netted against \$1,180,240 cost of issuance and underwriting fees. In December 2009 we received a reimbursement of \$32,042 towards the Issuance of the Bond. For the June 2011 bond sale, \$767,032 issue premiums were deposited into the Measure C Bond Redemption Fund. Related issuance costs of \$260,719 were charged against the bond issue of \$52,505,000 in the Measure C Building Fund. For the December 2012 bond sale, \$401,662 issue premiums were deposited into the Measure C Bond Redemption Fund, and paid the underwriting cost of \$120,809. Related issuance costs of \$101,675 were charged against the bond issue of \$46,995,000 in the Measure C Building Fund.

In March 2016, the District took advantage of low interest rates and refinanced previously-issued general obligation bonds. This refinancing is also known as "refunding." In this bond refunding, the District deposited refunding bond proceeds of \$40,845,000 and related net premium of \$2,109,198 into the Measure C Bond Redemption Fund. In addition, the District placed \$42,601,665 into a refunded bond escrow trust account to pay for the refunded bonds. The refunding bond transaction incurred \$103,704 underwriting costs and \$221,829 issuance costs. In total, the 2016 bond refinancing transaction represents a net present value savings to the taxpayers of \$4.29 million over the life of the bonds. The District previously closed two bond refundings in December 2012 and June 2015, which saved taxpayers approximately \$6.36 million and \$1.91 million, respectively, over of the life of the refunded bonds.

Debt service for 2015-16 amounted to \$11,522,779 and is projected to be \$11,283,634 for 2016-17. Expenditures are covered by proceeds of the ad valorem property tax which is billed and collected by the Marin County Tax Assessor's Office.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**MEASURE C BOND INTEREST AND REDEMPTION FUND
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR	ACTUAL 2013-2014	ACTUAL 2014-2015	ESTIMATED ACTUAL 2015-2016	ADOPTION BUDGET 2016-2017	% CHANGE
REVENUE					
Interest	\$ 4,366	\$ 7,818	\$ 3,000	\$ 3,000	0.0%
Proceeds from Ad Valorem Tax	12,339,148	11,701,329	11,391,332	11,432,000	0.4%
Measure C Premium	-	4,471,615	2,109,198	-	-100.0%
Total Revenue	12,343,514	16,180,762	13,503,530	11,435,000	-15.3%
EXPENDITURES					
Bond - Cost of Issuance	(12,283)	336,091	329,320	-	-100.0%
Bond Principal	2,670,000	2,260,000	3,030,000	2,940,000	-3.0%
Interest	9,597,359	9,269,175	8,492,779	8,343,634	-1.8%
Miscellaneous Expenses	2,767	5,134	3,520	3,000	-14.8%
Total Expenditures	12,257,843	11,870,400	11,855,619	11,286,634	-4.8%
Excess of Revenue Over Expenditures	85,671	4,310,362	1,647,911	148,366	-91.0%
Other Financing Sources - Refunding Bond Proceeds	-	32,055,000	40,845,000	-	-100.0%
(Other Outgo - Payment to Refunded Bonds Escrow Agent)	-	(36,190,524)	(42,601,665)	-	-100.0%
Beginning Fund Balance	7,374,384	7,460,055	7,634,893	7,526,139	-1.4%
ENDING FUND BALANCE	\$ 7,460,055	\$ 7,634,893	\$ 7,526,139	\$ 7,674,505	2.0%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**MEASURE B BOND INTEREST AND REDEMPTION FUND
REVENUE AND EXPENDITURE REPORT**

This fund will be used for the payment of principal and interest on the bond. There has been no activity yet.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**MEASURE B BOND INTEREST AND REDEMPTION FUND
REVENUE AND EXPENDITURE REPORT**

FISCAL YEAR	ADOPTION BUDGET 2016-2017	% CHANGE
REVENUE		
Interest	\$ -	n/a
Total Revenue	-	n/a
EXPENDITURES		
Bond - Cost of Issuance	600,000	n/a
Miscellaneous Expenses	3,000	n/a
Total Expenditures	603,000	n/a
Excess of Revenue Over Expenditures	(603,000)	n/a
Beginning Fund Balance	-	n/a
ENDING FUND BALANCE	\$ (603,000)	n/a

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**SELF-INSURANCE FUND
REVENUE AND EXPENDITURE REPORT**

The District self-insures for vision service and for dental coverage. All revenue for these programs comes from the General Fund. The 2016-17 Adoption Budget has revenue generally flat over the actual revenue for 2015-16.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**SELF-INSURANCE FUND
REVENUE AND EXPENDITURE FUND**

FISCAL YEAR	ACTUAL	ACTUAL	ESTIMATED	ADOPTION	%
	2013-2014	2014-2015	ACTUAL	BUDGET	CHANGE
			2015-2016	2016-2017	
REVENUE					
Vision Care	\$ 57,071	\$ 56,948	\$ 57,000	\$ 57,000	0.0%
Dental	566,813	559,442	557,000	557,000	0.0%
Interest Income	160	602	400	400	0.0%
Total Revenue	624,044	616,992	614,400	614,400	0.0%
EXPENDITURES					
Vision Care:					
Administrative Fees	5,090	2,628	2,700	3,400	25.9%
Claims	45,637	43,703	39,000	46,400	19.0%
Dental:					
Administrative Fees	32,923	5,246	5,500	7,700	40.0%
Claims	546,474	517,911	514,000	594,000	15.6%
Total Expenditures	630,124	569,488	561,200	651,500	16.1%
Excess of Revenue Over Expenditures	(6,080)	47,504	53,200	(37,100)	-169.7%
Beginning Fund Balance	119,848	113,768	161,272	214,472	33.0%
ENDING FUND BALANCE	\$ 113,768	\$ 161,272	\$ 214,472	\$ 177,372	-17.3%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**OTHER POST-EMPLOYMENT BENEFITS (OPEB) TRUST FUND
REVENUE AND EXPENDITURE REPORT**

In 2004, the Government Accounting Standards Board issued Statement No. 45, Accounting and Financial Reporting by Employers for Post-Employment Benefits Other Than Pensions, which requires public agencies, including school districts to report their costs and obligations for post-employment healthcare and other post-employment benefits (called “OPEBs”) much like they now report pension plan obligations. The philosophy behind the rule is that the costs of these post-employment benefits should be recognized as a current cost during the working years of an employee (like a CalPERS or STRS pension) rather than after they retire.

GASB 45 requires that Districts with annual revenue between \$10 million and \$100 million must comply in the fiscal year after December 15, 2007, thus for College of Marin mandated compliance began with Fiscal Year 2008-09.

The District’s Board of Trustees elected early application of the GASB pronouncement and in the fall of 2004 commissioned Total Compensation System, Inc. to perform the OPEB actuarial study which was completed in the spring of 2005. The Board further directed funding the obligation in advance rather than on the prior “pay as you go” basis, and in Fiscal Year 2005-06 \$1,000,000 of pre-funding the obligation was set aside and transferred out of the General Fund into the Retiree Unfunded Medical Benefits Liability Fund. In 2007-08, an additional \$500,000 was transferred from the General Fund into the Retiree Unfunded Medical Benefits Liability Fund. And, in 2009-10, an additional \$500,000 was transferred from the General Fund into the Retiree Unfunded Medical Benefits Liability Fund. In June 2013, the funds were transferred into an irrevocable trust fund.

In December 2014, the District’s Board of Trustees approved a \$250,000 contribution to the irrevocable trust fund, and in FY 2015-16, the Board of Trustees approved a \$850,000 contribution to the irrevocable trust fund. The FY 2016-17 Adoption Budget includes “pay-as-you-go” reimbursements from the trust fund for its retiree medical and dental premium payments.

As of June 30, 2015, the most recent actuarial valuation date, the District’s Actuarial Accrued Liability for OPEB was \$3.6 million. The market value of assets in the OPEB trust as of March 31, 2016 was \$2.7 million. A new actuarial study will be completed in FY 2016-17 for the period ending June 30, 2017.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

OTHER POST EMPLOYMENT BENEFITS (OPEB) TRUST FUND

FISCAL YEAR	ACTUAL	ACTUAL	ESTIMATED	ADOPTION	%
	2013-2014	2014-2015	ACTUAL	BUDGET	CHANGE
			2015-2016	2016-2017	
REVENUE					
Investment Income	\$ 337,529	\$ (6,173)	\$ 2,000	\$ 20,000	900.0%
Total Revenue	337,529	(6,173)	2,000	20,000	900.0%
EXPENDITURES					
Administrative Fees	3,228	2,642	3,000	3,000	0.0%
Total Expenditures	3,228	2,642	3,000	3,000	0.0%
Excess of Revenue Over Expenditures	334,301	(8,815)	(1,000)	17,000	-1800.0%
Other Financing Sources - Contributions	-	250,000	850,000	-	-100.0%
(Other Outgo - "Pay As You Go" Reimbursements)	-	-	-	(624,384)	0.0%
Beginning Fund Balance	2,167,491	2,501,792	2,742,977	3,591,977	31.0%
ENDING FUND BALANCE	\$ 2,501,792	\$ 2,742,977	\$ 3,591,977	\$ 2,984,593	-16.9%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**OTHER AGENCY FUND
REVENUE AND EXPENDITURE REPORT**

In December 2015, the Marin Community College District Board of Trustees authorized the establishment of an Other Agency Fund with the County of Marin Treasury. The purpose of the Fund is to accept and disburse monies on behalf of the Adult Education Block Grant (AEBG) AB 104 Marin Consortium. For fiscal year 2015-2016 the Marin Consortium members include: College of Marin, Marin County Office of Education, Novato Unified School District, San Rafael City Schools and Tamalpais Union High School District.

As of June 30, 2016 the fund balance is projected to be \$587 thousand on \$750 thousand of revenue.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

OTHER AGENCY FUND

FISCAL YEAR	ACTUAL	ACTUAL	ESTIMATED	ADOPTION	%
	2013-2014	2014-2015	ACTUAL	BUDGET	CHANGE
			2015-2016	2016-2017	
REVENUE					
Interest	\$ -	\$ -	\$ 32	\$ 20	-37.5%
State Sources	-	-	750,000	687,500	-8.3%
Total Revenue	-	-	750,032	687,520	-8.3%
EXPENDITURES					
Contract Services	-	-	163,291	1,274,261	680.4%
Total Expenditures	-	-	163,291	1,274,261	680.4%
Excess of Revenue Over Expenditures	-	-	586,741	(586,741)	-200.0%
Other Financing Sources - Contributions	-	-	-	-	0.0%
Beginning Fund Balance	-	-	-	586,741	0.0%
ENDING FUND BALANCE	\$ -	\$ -	\$ 586,741	\$ -	-100.0%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

**ASSOCIATED STUDENTS ORGANIZATIONS
REVENUE AND EXPENDITURE REPORT**

Adoption Budget for Fiscal Year 2016-2017

The budgets of the Associated Students organizations reflect the financial translation of their major objectives, goals and priorities. The proposed budgets will fund projects to meet the needs of the respective student bodies, promote student activities on the campuses, and provide extended educational experiences for students.

Goals and objectives supported by these budgets include:

- Providing opportunities for students to participate in campus governance and decision-making activities and processes.
- Supporting students in initiating, developing and administering student-oriented and directed projects, programs and services.
- Offering student educational experiences through participation in student government, budget development, and organizational management.
- Promoting student leadership opportunities and contributions on campus.
- Broadening extra-curricular and educational opportunities on campus for students.
- Providing revenues to fund Associated Students' programs, activities and services.
- Scheduling various types of events, readings, extra-curricular activities and community lectures.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

ASSOCIATED STUDENTS COLLEGE OF MARIN - KTD IVC

FISCAL YEAR	ACTUAL	ACTUAL	ESTIMATED	ADOPTION	%
	2013-2014	2014-2015	ACTUAL	BUDGET	CHANGE
			2015-2016	2016-2017	
REVENUE					
Other Local Income	\$ 156,540	\$ 134,281	\$ 116,971	\$ 87,600	-25.1%
Total Revenue	156,540	134,281	116,971	87,600	-25.1%
EXPENDITURES					
Supplies	27,779	27,972	22,649	31,250	38.0%
Contracted Services	4,877	4,576	2,084	3,300	58.3%
Travel/Conference	18,318	7,027	5,850	2,200	-62.4%
Membership & Dues	-	-	-	-	0.0%
Printing	6,954	2,265	2,181	3,200	46.7%
Other Operating Expense	65	-	-	125	0.0%
Equipment	17,248	3,011	2,900	5,000	72.4%
Other Outgo:					0.0%
Intrafund Transfers-Club Support & Emergency Loan Fund	19,525	23,665	12,521	16,000	27.8%
Interfund Transfers-MCCD	67,150	60,569	103,043	37,000	-64.1%
Leadership & Service Awards/Other Student Support	-	1,000	1,000	2,000	100.0%
Bookstore Vouchers	-	-	-	-	0.0%
Contingency	-	-	-	19,475	0.0%
Total Expenditures	161,916	130,086	152,228	119,550	-21.5%
Excess of Revenue Over Expenditures	(5,376)	4,196	(35,257)	(31,950)	-9.4%
Beginning Fund Balance	261,207	255,831	260,027	224,770	-13.6%
ENDING FUND BALANCE	\$ 255,831	\$ 260,027	\$ 224,770	\$ 192,820	-14.2%

The above results reflect the combination of the Kentfield and IVC campus Associated Student Body organizations. Additionally during fiscal year 2010-11, the student body approved the assessment of a voluntary \$8 per term Student Activity Fee. The fee's purpose is to support various student activities and projects throughout the entire student population.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

ASSOCIATED STUDENTS EMERITUS COLLEGE

FISCAL YEAR	ACTUAL	ACTUAL	ESTIMATED	ADOPTION	%
	2013-2014	2014-2015	ACTUAL	BUDGET	CHANGE
			2015-2016	2016-2017	
REVENUE					
Other Local Income	\$ 13,566	\$ 22,984	\$ 22,604	\$ 22,725	0.5%
Contingency	-	-	-	4,375	0.0%
Total Revenue	13,566	22,984	22,604	27,100	19.9%
EXPENDITURES					
Supplies	4,172	3,369	4,731	7,150	51.1%
Travel/Conference	-	125	-	400	0.0%
Contracted Services	200	350	400	550	37.5%
Postage	802	1,672	2,382	4,400	84.7%
Printing	2,963	2,802	2,170	3,000	38.2%
Marketing & Advertising	-	2,039	729	2,000	174.3%
Equipment	365	-	-	2,000	0.0%
Other Outgo:					0.0%
Lecture Series	-	-	-	600	0.0%
Grants/Scholarships	2,400	2,400	3,500	5,000	42.9%
Contingency	-	-	-	2,000	0.0%
Total Expenditures	10,902	12,758	13,912	27,100	94.8%
Excess of Revenue Over Expenditures	2,664	10,226	8,692	-	-100.0%
Beginning Fund Balance	31,461	34,125	44,351	53,043	19.6%
ENDING FUND BALANCE	\$ 34,125	\$ 44,351	\$ 53,043	\$ 53,043	0.0%

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

ASSOCIATED STUDENTS REPRESENTATION FEE FUND

FISCAL YEAR	ACTUAL	ACTUAL	ESTIMATED	ADOPTION	%
	2013-2014	2014-2015	ACTUAL	BUDGET	CHANGE
			2015-2016	2016-2017	
REVENUE					
Other Local Income	\$ 13,099	\$ 10,998	\$ 7,782	\$ 12,025	54.5%
Total Revenue	13,099	10,998	7,782	12,025	54.5%
EXPENDITURES					
Supplies	150	-	49	-	-100.0%
Travel / Conference	19,787	12,393	4,275	11,925	178.9%
Membership & Dues	75	-	75	100	33.3%
Postage	20	-	-	-	0.0%
Contingency	-	-	-	-	0.0%
Total Expenditures	20,032	12,393	4,399	12,025	173%
Excess of Revenue Over Expenditures	(6,933)	(1,395)	3,384	-	-100.0%
Beginning Fund Balance	98,636	91,703	90,308	93,691	3.7%
ENDING FUND BALANCE	\$ 91,703	\$ 90,308	\$ 93,691	\$ 93,691	0.0%

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**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

PART VI - INFORMATION DOCUMENTS

A. OVERVIEW

The objective of this section of the budget document is to provide the reader with the information documents utilized as supplementary material to the budget development presentation. These documents are:

Gann Appropriation Limit Worksheet

It is legislatively mandated that appropriations limit be approved as part of the Adoption Budget presentation. The worksheet summarizing the calculation to estimate the Gann Limit is displayed.

2016-17 Authorized Staffing

A list of all full-time equivalent staff and positions.

2015-16 Actual Gross Earnings, Employer-Paid Benefits and Total Compensation

Actual fiscal year 2015-16 gross earnings, employer-paid benefits, and total compensation is provided for permanent District staff. The date is based on payroll batches recorded in the financial system for the 2015-16 fiscal year. Gross earnings include all earnings such as regular pay, overload, stipends, overtime, etc. Employer-paid benefits include all District costs such as health and welfare insurance, and statutory costs such as STRS, PERS, Medicare, Social Security, workers' compensation insurance, etc. Included for reference is the employee's position title from the Banner HR module. Two listings are presented: First, in employee alphabetical order and, second, by total employee compensation in descending order.

2015-16 Average Employer Benefits Rates

Average fiscal year 2015-2016 employer benefit rates for each employee class.

Dictionary of Accounting and Budgeting Terms

A dictionary of commonly used accounting and budgeting terms is presented for the user's reference.

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

B. GANN APPROPRIATION LIMIT WORKSHEET

I. **2016-17** Appropriations Limit:

A. 2015-16 Appropriations Limit		\$	48,529,263
B. 2016-17 Price Factor:	1.0537		
C. Population Factor:			
1. 2014-15 Second Period Actual FTES:	3,884.00		
2. 2015-16 Second Period Actual FTES:	3,737.00		
3. 2016-17 Population Change Factor:	0.9622		
(line C.2. divided by line C.1.)			
D. 2015-16 Limit adjusted by inflation and population factors (line A multiplied by line B and Line C.3.)			49,202,371
E. Adjustments to Increase Limit			
1. Transfers in of financial responsibility		-	
2. Temporary voter approved increases		-	
3. Total adjustment - increase		-	
Subtotal			49,202,371
F. Adjustments to Decrease Limit			
1. Transfers out of financial responsibility		-	
2. Lapses of voter approved increases		-	
3. Total adjustment - decrease		-	
G. 2016-17 Appropriations Limit		\$	<u>49,202,371</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

B. GANN APPROPRIATION LIMIT WORKSHEET

II. **2016-17** Appropriations Subject to Limit:

A. State Aid (General Apportionment, Apprenticeship Allowance, Basic Skills, Partnership for Excellence)	\$ 123,838
B. State Subventions (Home Owners Property Tax Relief, Timber Yield tax, etc.)	256,631
C. Local Property taxes	50,182,214
D. Estimated Excess Debt Service taxes	-
E. Estimated Parcel taxes, Square Foot taxes, etc.	-
F. Interest on proceeds of taxes	5,256
G. Local appropriations from taxes for unreimbursed State, court and federal mandates	-
	<hr/>
H. 2016-17 Appropriations Subject to Limit	<u><u>\$ 50,567,939</u></u>

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**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

C. AUTHORIZED STAFFING

	Faculty	Classified	Administrators	Totals
Unrestricted General Fund	110.65	148.94	24.75	284.34
Community Education and Services	-	5.23	2.00	7.23
Restricted General Fund	10.35	28.09	5.25	43.69
Child Development Fund	7.80	0.88	1.00	9.68
Capital Outlay Fund for Measure C	-	1.00	-	1.00
Capital Outlay Fund for Measure B	-	4.00	1.00	5.00
District Totals	128.80	188.14	34.00	350.94

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>FACULTY</u>			
COUNSELOR	BRICENO-MORENO	LUZ	0.50
COUNSELOR	CULLEN	GINA	1.00
COUNSELOR	ESCOBAR	CAITLIN	0.69
COUNSELOR	FURUYA	BRUCE	1.00
COUNSELOR	KLEIN	RACHEL	0.14
COUNSELOR	MAGALLANES-RIVERA	ALEXANDRA	1.00
COUNSELOR	MUSANTE	DANILA	1.00
COUNSELOR	PERRONE	KRISTIN	1.00
COUNSELOR	RAMEY	BYRON	1.00
COUNSELOR	ROBINSON	KAREN	0.58
COUNSELOR	STEVENSON	TROY	0.14
INSTRUCTOR	ACREDOLO	KRISTIN	1.00
INSTRUCTOR	ADAMS	GEORGE	1.00
INSTRUCTOR	AGUDELO-SILVA	FERNANDO	1.00
INSTRUCTOR	ALLEN	MAULA	1.00
INSTRUCTOR	ARNOLD	CHESTER	1.00
INSTRUCTOR	BARASHKOV	ANDREI	1.00
INSTRUCTOR	BEAL	REBECCA	1.00
INSTRUCTOR	BELLISIMO	YOLANDA	1.00
INSTRUCTOR	BERRINGER	STEVEN	1.00
INSTRUCTOR	BJORKLUND	TREVOR	1.00
INSTRUCTOR	BONANDER	BARBARA	1.00
INSTRUCTOR	BORENSTEIN	BONNIE	1.00
INSTRUCTOR	BOYD	SANDY	1.00
INSTRUCTOR	BROWN	BECKY	1.00
INSTRUCTOR	CHENEY	PAUL	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>FACULTY</u>			
INSTRUCTOR	CHIA	MIA	1.00
INSTRUCTOR	CHRISTENSEN	TINA	1.00
INSTRUCTOR	COTTLE	WINDEE	1.00
INSTRUCTOR	CROSBY	FRANK	1.00
INSTRUCTOR	DA SILVA	PAUL	1.00
INSTRUCTOR	DENERIS	JAMIE	1.00
INSTRUCTOR	DODGE	MARGARET	1.00
INSTRUCTOR	DUNMIRE	ERIK	1.00
INSTRUCTOR	DUNN	JASON	1.00
INSTRUCTOR	EDWARDS	SHAQUAM	1.00
INSTRUCTOR	EGERT	DAVID	1.00
INSTRUCTOR	EVERITT	DAVID	1.00
INSTRUCTOR	FARA	NICK	1.00
INSTRUCTOR	GOLITZIN	GEORGE	1.00
INSTRUCTOR	GONZALEZ	JAMES	1.00
INSTRUCTOR	GONZALEZ	MARCO	1.00
INSTRUCTOR	HERSCH	TONYA	1.00
INSTRUCTOR	HINDS	JOHN	1.00
INSTRUCTOR	HULIN	PATRICIA	1.00
INSTRUCTOR	JOHNSON	CAROL	1.00
INSTRUCTOR	JONES	DAVID	1.00
INSTRUCTOR	KELLY	INGRID	1.00
INSTRUCTOR	KELLY	PATRICK	1.00
INSTRUCTOR	KING	DAVID	1.00
INSTRUCTOR	KLINGER	ALISA	1.00
INSTRUCTOR	KOENIG	KAREN	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>FACULTY</u>			
INSTRUCTOR	KREIT	CARA	1.00
INSTRUCTOR	KUHN	KRISTI	1.00
INSTRUCTOR	LAGER	WARREN	1.00
INSTRUCTOR	LANGINGER	JEANNIE	1.00
INSTRUCTOR	LEFKOWITZ	SARALYN	1.00
INSTRUCTOR	LI	CHRISTINE	1.00
INSTRUCTOR	LUTZ	ARTHUR	1.00
INSTRUCTOR	MARMYSZ	JOHN	1.00
INSTRUCTOR	MARTINISI	MICHELE	1.00
INSTRUCTOR	MASSION	CHEO	1.00
INSTRUCTOR	MCCOY	ROBERT	1.00
INSTRUCTOR	MCKINNON	SARA	1.00
INSTRUCTOR	MICHELANGELO	LORI	1.00
INSTRUCTOR	MILLER	TRINE	1.00
INSTRUCTOR	MORSE	LISA	1.00
INSTRUCTOR	MUELLER	JOSEPH	1.00
INSTRUCTOR	MULLER	KEVIN	1.00
INSTRUCTOR	NEWTON	STEVEN	1.00
INSTRUCTOR	O'KEEFE	PATRICIA	1.00
INSTRUCTOR	ORDIN	LAURIE	1.00
INSTRUCTOR	PACULA	NORMAN	1.00
INSTRUCTOR	PAGANI	ROSSANA	1.00
INSTRUCTOR	PALMER	RONALD	1.00
INSTRUCTOR	PARK	JESSICA	1.00
INSTRUCTOR	PASQUEL	ALICIA	1.00
INSTRUCTOR	PASSER	JOYCE	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>FACULTY</u>			
INSTRUCTOR	PATEL	BETH	1.00
INSTRUCTOR	POMAJULCA	CESAR	1.00
INSTRUCTOR	PURCELL	SHAWN	1.00
INSTRUCTOR	QUICK	DAYNA	1.00
INSTRUCTOR	RAHMAN	SUSAN	1.00
INSTRUCTOR	REINHARD	HOLLY	1.00
INSTRUCTOR	RITCHIE	ALAN	1.00
INSTRUCTOR	RODERICK	IRINA	1.00
INSTRUCTOR	ROONEY	KATHLEEN	1.00
INSTRUCTOR	RUDDLE	JOANNA	1.00
INSTRUCTOR	SANKO	NADIA	1.00
INSTRUCTOR	SCHMITT	FREDERICK	1.00
INSTRUCTOR	SEERY	PATRICIA	1.00
INSTRUCTOR	SERAFIN	SCOTT	1.00
INSTRUCTOR	SHARP	LEAH	1.00
INSTRUCTOR	SMYTH	KATHLEEN	1.00
INSTRUCTOR	STEINMETZ	POLLY	1.00
INSTRUCTOR	STOPHER	JIM	1.00
INSTRUCTOR	SUTHERLAND	JOHN	1.00
INSTRUCTOR	TIPTON	JAMES	1.00
INSTRUCTOR	TURNER	WALTER	1.00
INSTRUCTOR	VACANT		2.60
INSTRUCTOR	WAGNER	KATHERINE	1.00
INSTRUCTOR	WALSH	WENDY	1.00
INSTRUCTOR	WELDON	SANDRA	1.00
INSTRUCTOR	WELLS	STEPHANIE	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>FACULTY</u>			
INSTRUCTOR	WILLET	NANCY	1.00
INSTRUCTOR	WILSON	DEREK	1.00
INSTRUCTOR	WOODLIEF	BLAZE	1.00
INSTRUCTOR	YOUNG	MARIA	1.00
INSTRUCTOR	ZAFFRAN	DAN	1.00
LIBRARIAN	ERDMANN	JOHN	1.00
LIBRARIAN	FRYE	SARAH	1.00
LIBRARIAN	PATTERSON	DAVID	1.00
TOTAL FACULTY FTE			<u>110.65</u>
<u>CLASSIFIED</u>			
ACCOMPANIST	PAUL	JEFFREY	0.33
ACCOUNTANT	HAGGITT	BRIANNA	1.00
ACCOUNTING TECHNICIAN	SHRESTHA	DEVENDRA	1.00
ACCOUNTING TECHNICIAN	GAFFNEY	KELI	1.00
ACCOUNTING TECHNICIAN	SHAW	ELLEN	1.00
ACCOUNTING TECHNICIAN	VACANT		0.80
ACCOUNTS PAYABLE SPECIALIST	AVILES	FRANCISCO	1.00
ACCOUNTS PAYABLE SPECIALIST	SEDIE	THEO	1.00
ADMINISTRATIVE ASSISTANT	BACIGALUPI	LINDSAY	0.89
ADMINISTRATIVE ASSISTANT	BORISOV	OLGA	1.00
ADMINISTRATIVE ASSISTANT	CALLAHAN	SHAWNA	0.40
ADMINISTRATIVE ASSISTANT	LAMKE	VICTORIA	1.00
ADMINISTRATIVE ASSISTANT	OLSEN	VIVIAN	1.00
ADMINISTRATIVE ASSISTANT	OYLE	JULIE	0.50

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
ADMINISTRATIVE ASSISTANT	PEREZ	CHELSEY	0.50
ADMINISTRATIVE ASSISTANT	PINCKNEY	JOANNA	1.00
ADMINISTRATIVE ASSISTANT	RAMIREZ	MAYRA	1.00
ADMINISTRATIVE ASSISTANT	ROMO PADILLA	GUADALUPE	0.53
ADMINISTRATIVE ASSISTANT	RUDOLPH	MONICA	1.00
ADMINISTRATIVE ASSISTANT	SUAREZ MALDONADO	ALEJANDRO	1.00
ADMINISTRATIVE ASSISTANT DEAN/DIRECTOR (CABINET LEVEL)	ACKER	EILEEN	1.00
ADMINISTRATIVE ASSISTANT DEAN/DIRECTOR (CABINET LEVEL)	FAW	DIANNE	1.00
ADMINISTRATIVE ASSISTANT DEAN/DIRECTOR (CABINET LEVEL)	JACQUES	ROSE	0.80
ADMINISTRATIVE ASSISTANT DEAN/DIRECTOR (CABINET LEVEL)	LONGO	GINA	1.00
ADMINISTRATIVE ASSISTANT DEAN/DIRECTOR (CABINET LEVEL)	NAMVAR	MINA	1.00
ADMINISTRATIVE ASSISTANT DEAN/DIRECTOR (CABINET LEVEL)	OLDENDICK	NICOLE	1.00
ADMINISTRATIVE ASSISTANT DEAN/DIRECTOR (CABINET LEVEL)	OLMANSON	ANGELA	1.00
ADMINISTRATIVE SYSTEMS ANALYST	NGUYEN	DONG	1.00
ADMINISTRATIVE SYSTEMS ANALYST	SCHANE	BURTON	1.00
ADMINISTRATIVE SYSTEMS ANALYST	THAYER	DEBRA	1.00
ARTICULATION SPECIALIST	HAGOS	ALGANESH	1.00
ARTICULATION SPECIALIST	KUROMIYA	JAMES	1.00
ATHLETIC TRAINER	SCARCELLA	JOSEPH	1.00
BOX OFFICE CASHIER	VACANT		0.29
BUYER	ERLENHEIM	DAVID	1.00
CURRICULUM & ARTICULATION SPECIALIST	VACANT		1.00
CUSTODIAL SERVICES SUPERVISOR	COX	JEFFERY	1.00
CUSTODIAN	BUI	XUAN	1.00
CUSTODIAN	CRUZ	JULIO	1.00
CUSTODIAN	CRUZ VIERA	MERCEDES	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
CUSTODIAN	DE YOUNG	SCOTT	1.00
CUSTODIAN	DIAZ MARROQUIN	ABNER	1.00
CUSTODIAN	DODGE	GEORGE	1.00
CUSTODIAN	GALZAGORRY	JEANFELIX	1.00
CUSTODIAN	GALZAGORRY	MARIE	1.00
CUSTODIAN	KEENER	DANIEL	1.00
CUSTODIAN	KEENER	MARGARITA	1.00
CUSTODIAN	LARRE	CHRISTELLE	1.00
CUSTODIAN	MARTINEZ	MANUEL	1.00
CUSTODIAN	PEREZ	RAMIRO	1.00
CUSTODIAN	RULLEN	JEANEFFER	1.00
CUSTODIAN	SMITH	MICHAEL	1.00
CUSTODIAN	TESFAY	YONAS	1.00
DATABASE ADMINISTRATOR	OSHEROFF	AARON	1.00
DESIGNER STAGE TECHNICIAN	WHITE	DAVID	1.00
EMPLOYMENT SERVICES COORDINATOR	BREAKSTONE	JULIE	1.00
EMPLOYMENT SERVICES COORDINATOR	GISLE	KIRSTEN	0.80
ENROLLMENT SERVICES ASSOCIATE I	DEO	LEE	0.60
ENROLLMENT SERVICES ASSOCIATE I	KIDD	THELMA	0.60
ENROLLMENT SERVICES ASSOCIATE I	SPEASE	JENNIFER	0.60
ENROLLMENT SERVICES ASSOCIATE I	TEER	JOANNE	0.60
ENROLLMENT SERVICES ASSOCIATE II	BANKS	CECILE	1.00
ENROLLMENT SERVICES ASSOCIATE II	JAMES	PATIENCE	1.00
ENROLLMENT SERVICES ASSOCIATE II	PAULINO	JOAN	1.00
ENROLLMENT SERVICES ASSOCIATE II	VILLARREAL	SEANNA	1.00
ENROLLMENT SERVICES ASSOCIATE II	REYES	RUBY	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
ENROLLMENT SERVICES ASSOCIATE II	BARNETT	MARIXA	0.60
ENROLLMENT SERVICES ASSOCIATE III	BAGTAS-CARMONA	EMY	1.00
ENROLLMENT SERVICES ASSOCIATE III	HUNTER	ANDREA	1.00
EOPS/CARE & CALWORKS COORDINATOR	MARTINEZ	ALLYSON	0.15
EQUITY COORDINATOR	YANG	CHRISTOPHER	0.29
EXECUTIVE ASSISTANT I	BAUER	KATHERINE	1.00
EXECUTIVE ASSISTANT I	CRUZ	NICOLE	1.00
EXECUTIVE ASSISTANT I	JONES	RHONDA	1.00
EXECUTIVE ASSISTANT I	MOLLOY	MELINDA	1.00
EXECUTIVE ASSISTANT II	JOYNER	KATHLEEN	1.00
EVALUATION ANALYST	CARROLL	SHELDON	1.00
GARDENER	AMOS	SCOTT	1.00
GARDENER	CRAIG	RODNEY	1.00
GARDENER	FAHY	PHILIP	1.00
GARDENER	GARRETT	STEVEN	1.00
GARDENER	WADSWORTH	WILLIAM	1.00
GARDENER	VACANT		1.00
GRAPHICS DESIGN SPECIALIST	DORMANN	ROGER	1.00
GRAPHICS DESIGN SPECIALIST	MAHONEY	DAVID	1.00
HUMAN RESOURCES TECHNICIAN II	LEE	LESLIE	0.80
HUMAN RESOURCES TECHNICIAN II	VACANT		1.00
INSTRUCTIONAL ASSISTANT - BUS & INFO SYS	BARTHELEMY	LANCE	0.28
INSTRUCTIONAL ASSISTANT - BUS & INFO SYS	WOODS	JULIA	0.67
INSTRUCTIONAL ASSISTANT - COURT REPORTING	ROSS	MARY	0.38
INSTRUCTIONAL ASSISTANT - MACHINE & METALS	DEINES	MARK	0.28
INSTRUCTIONAL SPECIALIST - BUS & INFO SYS	SMITH	GREGORY	0.83

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
INSTRUCTIONAL SPECIALIST - COLLEGE SKILLS	CADY	JEFFREY	0.35
INSTRUCTIONAL SPECIALIST - COLLEGE SKILLS	DRISDELL	LUCAS	0.35
INSTRUCTIONAL SPECIALIST - DENTAL ASSISTING	CANADY-WILLIAMS	KIM	0.38
INSTRUCTIONAL SPECIALIST - ENGLISH	ATKINSON	JUSTIN	0.83
INSTRUCTIONAL SPECIALIST - ENGLISH	BEAM	RUSTIN	0.83
INSTRUCTIONAL SPECIALIST - ENGLISH	HERNANDEZ	BARBARA	0.38
INSTRUCTIONAL SPECIALIST - ENGLISH	ROLSTON	CAITLYN	0.38
INSTRUCTIONAL SPECIALIST - ENGLISH	SHEOFSKY	ELIZABETH	0.34
INSTRUCTIONAL SPECIALIST - ENGLISH	SMITH	RION	0.83
INSTRUCTIONAL SPECIALIST - MATHEMATICS	JESTADT	JESSE	0.60
INSTRUCTIONAL SPECIALIST - MATHEMATICS	WALKER	SANTON	0.60
INSTRUCTIONAL SPECIALIST - MEDICAL ASSISTING	WILTEY	ANA	0.38
INSTRUCTIONAL SUPPORT COORDINATOR	HUDGENS	MICHAEL	1.00
INSTRUCTIONAL TECHNOLOGIST	LINCE	STACEY	1.00
INTERNATIONAL STUDENT ADVISOR	WELCH	ALISON	1.00
KINESIOLOGY & ATHLETICS EQUIPMENT MANAGER	VACANT		1.00
LABORATORY TECHNICIAN - AUTO TECHNOLOGY	LOEFFLER	PETER	1.00
LABORATORY TECHNICIAN - BIOLOGY	ENTY	AFTAB	1.00
LABORATORY TECHNICIAN - CERAMICS	YOUNG	BRIAN	0.49
LABORATORY TECHNICIAN - CHEMISTRY	VACANT		1.00
LABORATORY TECHNICIAN - CHEMISTRY	VACANT		0.43
LABORATORY TECHNICIAN - COMPUTER TECHNOLOGY	DUNKLE	CHRISTOPHER	1.00
LABORATORY TECHNICIAN - COMPUTER TECHNOLOGY	WEST	KEVIN	1.00
LABORATORY TECHNICIAN - COMMUNICATIONS	GUDMUNDSSON	JON	1.00
LABORATORY TECHNICIAN - DENTAL ASSISTING	HEW	CAROLYN	0.17
LABORATORY TECHNICIAN - MICROBIOLOGY	MARTINEZ	DEIRDRE	0.92

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
LABORATORY TECHNICIAN - MUSEUM & GALLERIES	LIEBERMAN	ZACHERY	0.50
LABORATORY TECHNICIAN - NURSING	VACANT		0.33
LABORATORY TECHNICIAN - PHYSICS	ROBINSON	MARK	1.00
LABORATORY TECHNICIAN - SCULPTURE & FINE ARTS	CASTILLO	NATHAN	0.59
LEAD CUSTODIAN	LAMBERT	GABRIEL	1.00
LEAD CUSTODIAN	THOMAS	JOSEPH	1.00
LIBRARY TECHNICIAN I	LONG	LAN-LING	1.00
LIBRARY TECHNICIAN I	NGUYEN THUY	TRANG	1.00
LIBRARY TECHNICIAN II	FONTENO	AMBER	1.00
LIBRARY TECHNICIAN III	DELLA SANTINA	JOSEPH	1.00
LIBRARY TECHNICIAN III	MCSWEEN	KAREN	1.00
LOCKSMITH/CARPENTER	PEREZ	ALEXIO	1.00
MAINTENANCE CARPENTER	RODRIGUEZ	JOHN	1.00
MAINTENANCE ELECTRICIAN	MARCUM	JEFFREY	1.00
MAINTENANCE ELECTRICIAN	WILSON	PAUL	1.00
MAINTENANCE HVAC MECHANIC	MITCHELL	DAVID	1.00
MAINTENANCE HVAC MECHANIC	YOHANNES	HAILE	1.00
MAINTENANCE MECHANIC	STANGE	DODD	1.00
MAINTENANCE PAINTER	OROPEZA	GUADALUPE	1.00
MAINTENANCE PLUMBER	DIAZ	CHRISTOPHER	1.00
NETWORK ADMINISTRATOR	VACANT		1.00
NETWORK/PC/TELEPHONE TECHNICIAN	CHI	BRIAN	1.00
NETWORK/PC/TELEPHONE TECHNICIAN	GARDINER	DAVID	1.00
NETWORK/PC/TELEPHONE TECHNICIAN	VACANT		1.00
OFFICE TECHNICIAN - SWITCHBOARD	URQUHART	GAYLENE	0.83
PAYROLL SPECIALIST	TERRY	LINDA	1.00

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
POLICE OFFICER	ADAMS	JOHN	1.00
POLICE SERGEANT	VACANT		1.00
POOL MAINTENANCE WORKER	THOMAS	TRACY	1.00
POOL MAINTENANCE WORKER	VACANT		1.00
PRINT PRODUCTION SPECIALIST	SO	ALBERT	1.00
PRODUCTION TECHNICIAN	FOULGER	KIM	1.00
RECEIVING CLERK	VACANT		1.00
REPROGRAPHICS MAIL CLERK	HARBISON	JESSE	1.00
REPROGRAPHICS MAIL CLERK	KLEIN	MICHAEL	1.00
RESEARCH ANALYST	CREEL	MELODY	1.00
SCHOOL & COMMUNITY PARTNERSHIPS PROG. COORDINATOR	VACANT		0.44
SENIOR ACCOUNTANT	BARKER	LESLIE	1.00
SENIOR ACCOUNTANT	GREITZER	MICHELLE	1.00
SENIOR BENEFITS ANALYST	OWEN	RONALD	1.00
SENIOR CREATIVE DESIGNER	CHUNG	SHOOK-CHU	1.00
SENIOR HUMAN RESOURCES ANALYST	KINKA RUIZ	DEVON	1.00
SENIOR PAYROLL SPECIALIST	TUCKER	DORIS	1.00
SENIOR RESEARCH AND EVALUATION SPECIALIST	SHAFER	HOLLEY	0.67
STAFF ACCOUNTANT	BARZEGAR	NAGHMEH	1.00
STAFF ACCOUNTANT	FRAGATA	MARILOU	1.00
SYSTEM SUPPORT TECHNICIAN	LEE	WENDY	1.00
SYSTEM ADMINISTRATOR	INDI	FERHAT	1.00
SYSTEM ADMINISTRATOR	VACANT		1.00
TELECOMMUNICATIONS & ELECTRONICS SPECIALIST	HABER	JOHN	1.00
TRANSFER & CAREER CENTER COORDINATOR	MANN	ANDREA	1.00
TUTORING CENTER COORDINATOR	PENSABENE	OKSANA	0.80
TOTAL CLASSIFIED FTE			<u>148.94</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>ADMINISTRATORS</u>			
<u>ACADEMIC:</u>			
SUPERINTENDENT/PRESIDENT	COON	DAVID WAIN	1.00
SR. VICE PRESIDENT OF STUDENT SERVICES/STUDENT LEARNING	ELDRIDGE	JONATHAN	0.80
ASSISTANT VICE PRESIDENT FOR INSTRUCTIONAL SUPPORT	TORRES	CARI	1.00
DEAN OF ARTS & HUMANITIES	SNYDER	DAVID	1.00
DEAN OF CAREER AND TECHNICAL EDUCATION	PRATT	BETH	1.00
DEAN OF ENROLLMENT SERVICES	TRAVERSI	DIANE	0.85
DEAN OF HEALTH SCIENCES	ALAMEIDA	MARSHALL	1.00
DEAN OF MATH AND SCIENCES	HERNANDEZ	CAROL	1.00
DEAN OF STUDENT SUCCESS	LEVY	DEREK	0.60
DIRECTOR OF EOPS/CARE & CALWORKS	REETZ	BECKY	0.50
DIRECTOR OF KINESIOLOGY AND ATHLETICS	BYRNE	RYAN	1.00
DIRECTOR OF PLANNING, RESEARCH & INST. EFFECTIVENESS	LEIMER	CHRISTINA	1.00
DIRECTOR OF STUDENT ACTIVITIES AND ADVOCACY	SULAIMAN HARA	SADIKA	1.00
TOTAL ACADEMIC ADMINISTRATORS			<u>11.75</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

C. UNRESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED:</u>			
VICE PRESIDENT OF FINANCE & COLLEGE OPERATIONS	NELSON	GREGORY	1.00
EXECUTIVE DIRECTOR OF HR & LABOR RELATIONS	COMBS	KRISTINA	1.00
CHIEF INFORMATION OFFICER /DIRECTOR OF INFO. TECHNOLOGY	EKOUE TOTOU	PATRICK	1.00
DIRECTOR OF COLLEGE SERVICES	RICCIUTI	ANNA	1.00
DIRECTOR OF FACILITIES PLANNING, MAINT. & OPERATIONS	RANK	HEIDI	1.00
DIRECTOR OF FISCAL SERVICES	ISOZAKI	PEGGY	1.00
DIRECTOR OF SCHOOL AND COMMUNITY PARTNERSHIPS	PILLOTON	ANNA	1.00
ASST. DEAN OF ENROLLMENT SVCS./STUDENT FIN. ASSIST.	VACANT		1.00
ASST. DIRECTOR OF FACILITIES PLANNING, MAINT. & OPERATIONS	VACANT		1.00
ASST. DIRECTOR OF HUMAN RESOURCES	VACANT		1.00
MANAGER, EMPLOYEE & LABOR RELATIONS	LEHUA	CONSTANCE	1.00
POLICE SERVICES - CHIEF OF POLICE	VACANT		1.00
PROGRAM ADMINISTRATOR - HEALTH SCIENCE	VACANT		1.00
TOTAL CLASSIFIED ADMINISTRATORS			<u>13.00</u>
TOTAL ADMINISTRATIVE FTE			<u>24.75</u>
TOTAL UNRESTRICTED FTE			<u>284.34</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

C. COMMUNITY EDUCATION AND SERVICES AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
ADMINISTRATIVE ASSISTANT DEAN/DIRECTOR (CABINET LEVEL)	LOEFFLER	LAURA	1.00
COMMUNITY EDUCATION & SERVICES PROG. SPEC.	CARLSON	CHERYL	1.00
COMMUNITY EDUCATION & SERVICES PROG. SPEC.	MARCKWORDT	VALERIE	1.00
INTENSIVE ENGLISH ESL OFFICE TECHNICIAN	VACANT		0.23
OFFICE TECHNICIAN	PEITZ	HEATHER	1.00
OFFICE TECHNICIAN	VACANT		1.00
TOTAL CLASSIFIED FTE			<u>5.23</u>
<u>ADMINISTRATORS</u>			
<u>ACADEMIC</u>			
DIRECTOR OF COMMUNITY ED., LIFELONG LEARNING & INT'L ED.	HILDEBRAND	CAROL	1.00
TOTAL ACADEMIC ADMINISTRATORS			<u>1.00</u>
<u>CLASSIFIED:</u>			
PROGRAM ADMIN., COMM. ED., LIFELONG LEARNING & INT'L ED.	HAMPSON	ELIZABETH	1.00
TOTAL CLASSIFIED ADMINISTRATORS			<u>1.00</u>
TOTAL ADMINISTRATIVE FTE			<u>2.00</u>
TOTAL COMMUNITY EDUCATION AND SERVICES FTE			<u>7.23</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

C. RESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>FACULTY</u>			
COUNSELOR	ARBONA	SHAILA	1.00
COUNSELOR	BRICENO-MORENO	LUZ	0.50
COUNSELOR	EARLY	RINETTA	1.00
COUNSELOR	ESCOBAR	CAITLIN	0.31
COUNSELOR	KLEIN	RACHEL	0.86
COUNSELOR	COLEY	WILLIAM	1.00
COUNSELOR	ROBINSON	KAREN	0.42
COUNSELOR	STEVENSON	TROY	0.86
COUNSELOR	URENA	JAVIER JOSE	1.00
COUNSELOR	WITTENMEIER	TONI	1.00
INSTRUCTOR	FINLAYSON	LUNA	1.00
INSTRUCTOR	LEE	JUNE	1.00
INSTRUCTOR	VACANT		0.40
TOTAL FACULTY FTE			<u>10.35</u>

CLASSIFIED

ADMINISTRATIVE ASSISTANT	OYLE	JULIE	0.50
ADMINISTRATIVE ASSISTANT	PEREZ	CHELSEY	0.50
ADMINISTRATIVE ASSISTANT DEAN/DIRECTOR (CABINET LEVEL)	JACQUES	ROSE	0.20
ADMINISTRATIVE ASSISTANT DEAN/DIRECTOR (CABINET LEVEL)	SIEGENTHALER	CONNIE	1.00
ASSISTIVE TECHNOLOGY SPECIALIST-SAS	DIMOPOULOS	ELIANA	1.00
CAREER INTERNSHIPS and SERVICE LEARNING PROGRAM COORDINATOR	FLORES	LISSETTE	1.00
COLLEGE POLICE SVCS. ASST.	MINOIA	MARCO	1.00
COLLEGE POLICE SVCS. ASST.	TUCKER	JESSICA	1.00
COMPASS COORDINATOR	ROMERO	ELISA	1.00
ENROLLMENT SERVICES ASSOCIATE I	DEO	LEE	0.40
ENROLLMENT SERVICES ASSOCIATE I	KIDD	THELMA	0.40

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

C. RESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
ENROLLMENT SERVICES ASSOCIATE I	SPEASE	JENNIFER	0.40
ENROLLMENT SERVICES ASSOCIATE I	TEER	JOANNE	0.40
ENROLLMENT SERVICES ASSOCIATE II	BARNETT	MARIXA	0.40
EOPS/CARE AND CALWORKS COORDINATOR	MARTINEZ	ALLYSON	0.85
EOPS/CARE & CALWORKS SPECIALIST	GUILLEN	HUGO	1.00
EQUITY & ACTIVITIES PROGRAM COORDINATOR	YANG	CHRISTOPHER	0.71
LEAD GARDENER	DOMINGUEZ	PAUL	1.00
HEALTH SERVICES ASST.	VACANT		0.60
HEALTH SERVICES ASST.	TIMPANE	SHANNON	0.40
INSTRUCTIONAL ASST., LRNG.DISABILITIES	DEIONGH	KYLE	0.32
INSTRUCTIONAL ASST., LRNG.DISABILITIES	HEDEMARK	GORDON	0.54
INSTRUCTIONAL SPECIALIST., ADAPTED PE	DAVISON	JEANETTE	0.32
INSTRUCTIONAL ASST., ADAPTED PE	THOMPSON-SMITH	CYNTHIA	0.32
INSTRUCTIONAL SPECIALIST, SAS	SCRANTON	DIANA	0.38
OFFICE TECHNICIAN	VACANT		0.42
POLICE OFFICER	LANGEVELD	MARTINUS	1.00
POLICE OFFICER	RUIZ	DUSTIN	1.00
POLICE OFFICER	VACANT		1.00
POLICE OFFICER	VACANT		1.00
PROGRAM TECHNICIAN, SAS	MAYO	MILES	0.49
SAS E-TEXT ASSISTANT	SAGE	MARY	0.53
SAS SPECIALIST	SCHWARTZ	CAROL	0.50
SAS SUPPORT SERV.TECH	ZARREHPARVAR	XENIA	0.92
SCHOOL & COMMUNITY PARTNERSHIPS PROG. COORDINATOR	VACANT		0.56
SENIOR RESEARCH AND EVALUATION SPECIALIST	SHAFER	HOLLEY	0.33

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

C. RESTRICTED AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
TESTING CENTER COORDINATOR	WONG	SALLY	1.00
TESTING TECHNICIAN	GARRETSON	PATRICK	1.00
TESTING TECHNICIAN	VACANT		0.50
TUTORING CENTER COORDINATOR	PENSABENE	OKSANA	0.20
VETERANS RESOURCE SPECIALIST	GRAY	MARIJKE	1.00
WORKFORCE SPECIALIST	VACANT		1.00
TOTAL CLASSIFIED FTE			<u>28.09</u>
 <u>ADMINISTRATORS</u>			
<u>ACADEMIC:</u>			
VICE PRESIDENT OF STUDENT SERVICES	ELDRIDGE	JONATHAN	0.20
DEAN OF ENROLLMENT SERVICES	TRAVERSI	DIANE	0.15
DEAN OF STUDENT SUCCESS	LEVY	DEREK	0.40
DIRECTOR OF BASIC SKILLS PROGRAMS	VACANT		1.00
DIRECTOR OF EOPS/CARE & CALWORKS	REETZ	BECKY	0.50
DIRECTOR OF STUDENT ACCESSIBILITY SERVICES	JONES	SVEN	1.00
TOTAL ACADEMIC ADMINISTRATORS			<u>3.25</u>
<u>CLASSIFIED:</u>			
CP & WD GRANTS ADMINISTRATOR	HORTON	KATHERYN	1.00
EXECUTIVE DIRECTOR OF DEVELOPMENT	FRANK	LINDA	1.00
TOTAL CLASSIFIED ADMINISTRATORS			<u>2.00</u>
TOTAL ADMINISTRATIVE FTE			<u>5.25</u>
TOTAL RESTRICTED FTE			<u>43.69</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

C. CHILD DEVELOPMENT AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>FACULTY</u>			
INSTRUCTOR - IVC SITE SUPERVISOR	BIGGART	MAUREEN	1.00
INSTRUCTOR - KTD SITE SUPERVISOR	MORACA	LORI	1.00
INSTRUCTOR	BOWEN	NORA	1.00
INSTRUCTOR	COOKE	INDICA	1.00
INSTRUCTOR	DELGADO	MARY	1.00
INSTRUCTOR	MALOUF	JANEATTE	1.00
INSTRUCTOR	MORALES	HELEN	0.80
INSTRUCTOR	VACANT		1.00
TOTAL FACULTY FTE			<u>7.80</u>
<u>CLASSIFIED</u>			
ADMIN ASSISTANT	FAHY	LINDA	0.88
TOTAL CLASSIFIED FTE			<u>0.88</u>
<u>ADMINISTRATORS</u>			
<u>ACADEMIC:</u>			
DIRECTOR OF CHILD DEVELOPMENT PROGRAMS	VACANT		1.00
TOTAL ADMINISTRATIVE FTE			<u>1.00</u>
TOTAL CHILD DEVELOPMENT FUND FTE			<u>9.68</u>

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

C. CAPITAL OUTLAY FUND FOR MEASURE B AUTHORIZED STAFFING

TITLE	LAST	FIRST	FTE
<u>CLASSIFIED</u>			
ACCOUNTANT	VACANT		1.00
ACCOUNTS PAYABLE SPECIALIST	VACANT		1.00
ADMINISTRATIVE ASSISTANT TO THE DEAN/DIR. (CABINET LEVEL)	VACANT		1.00
BUYER	VACANT		1.00
TOTAL CLASSIFIED FTE			<u>4.00</u>
<u>ADMINISTRATORS</u>			
<u>CLASSIFIED:</u>			
DIRECTOR OF MODERNIZATION	VACANT		1.00
TOTAL CLASSIFIED ADMINISTRATORS			<u>1.00</u>
TOTAL ADMINISTRATIVE FTE			<u>1.00</u>
TOTAL MEASURE B BOND FUND FTE			<u>5.00</u>
DISTRICT TOTALS			<u>350.94</u>

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**MARIN COMMUNITY COLLEGE DISTRICT
2015-16 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Abe, Helen	Temporary Faculty Instrl CES	\$ 1,092	\$ 95	\$ 1,187
Abouaf, Jeffrey	Temporary Faculty Instrl	51,387	11,984	63,371
Abright, William	Instructor	6,454	855	7,309
Acker, Eileen	Admin Asst Dean Dir Cabinet	63,926	38,303	102,229
Acredolo, Kristin	Instructor	91,153	29,009	120,162
Adams, Alisa	Hourly Transcriptionist	260	23	283
Adams, George	Instructor	133,213	29,352	162,565
Adams, John	Police Officer	108,045	38,947	146,992
Adib Sereshki, Mohammad	Hourly Tutor	124	1	125
Admassu, Salem	Instructional Specialist	12,277	1,071	13,348
Agudelo-Silva, Fernando	Instructor	199,609	50,433	250,043
Aguilar, Amber	Hourly Transcriptionist	625	6	631
Aguirre Gutierrez, Mayko	Hourly Department Aide	4,646	47	4,694
Airey-Van Diem, Peggy	Hourly Tutor	12,819	1,118	13,937
Al Ahmadih, Rawan	Hourly Tutor	3,567	36	3,603
Alameida, Marshall	Dean of Health Sciences	132,547	47,211	179,758
Alatriste Flores, Oldhina	Board of Trustee - Student	1,776	18	1,794
Alcaraz Arreola, Maria	Hourly Tutor	1,201	12	1,213
Allee, Autumn	Temporary Faculty Instrl CES	2,647	231	2,878
Allen, Francine	Retiree	-	14,508	14,508
Allen, Maula	Instructor	164,055	45,248	209,303
Allen, Rebecca	Temporary Faculty Instrl	39,589	6,738	46,327
Altobelli, Erika	Temporary Faculty Instrl	191	17	207
Alvarado-Mira, Christina	Hourly Dept Asst Library	2,980	30	3,010

**MARIN COMMUNITY COLLEGE DISTRICT
2015-16 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Ament, Alexandra	Hourly Tutor	1,361	14	1,375
Amos, Lynette	Hourly Custodian	17,917	1,563	19,480
Amos, Scott	Gardener	54,083	35,074	89,158
Anderson, Stephen	Retiree	-	7,606	7,606
Andrews, Nilda	Temporary Faculty Instrl	7,758	677	8,435
Anthes, Roberta	Temporary Faculty Instrl	806	107	913
Appleton, Carolyn	Retiree	-	13,736	13,736
Appleton, Guy	Retiree	-	12,194	12,194
Arbona, Shaila	Temporary Faculty Non-Instrl	14,349	1,901	16,250
Ariano, Vaughan	Temporary Faculty Instrl	17,576	2,451	20,027
Arnold, Chester	Instructor	109,364	33,446	142,810
Arrick, Janet	Temporary Faculty Instrl	40,819	5,409	46,228
Ashton, Christine	Temporary Faculty Instrl	613	81	695
Atkins, Michael	Hourly Tutor	2,009	130	2,139
Atkinson, Justin	Instructional Specialist	41,786	19,426	61,212
Attardi, Thomas	Temporary Faculty Instrl CES	2,737	239	2,976
Aviles, Francisco	Accounts Payable Specialist	52,700	38,342	91,041
Avrutin, Edward	Temporary Faculty Non-Instrl	191	17	207
Bacigalupi, Lindsay	Administrative Assistant	76,204	33,344	109,547
Bagtas-Carmona, Emy	Enrollment Services Assoc III	70,106	43,175	113,282
Baker, Hursey	Temporary Faculty Instrl CES	4,213	367	4,580
Banks, Cecile	Enrollment Services Assoc II	71,329	40,441	111,770
Banos, Robert	Temporary Faculty Instrl	13,031	1,727	14,758
Barashkov, Andrei	Instructor	96,353	27,570	123,923

**MARIN COMMUNITY COLLEGE DISTRICT
2015-16 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Barker, Leslie	Senior Accountant	106,289	49,407	155,695
Barnett, Marixa	Accounting Technician	48,269	29,706	77,975
Barnett, Sharon	Temporary Faculty Instrl CES	5,433	474	5,907
Barr, James	Retiree	-	10,546	10,546
Barr, Maridel	Admin Asst Dean Dir Cabinet	36,067	21,304	57,370
Barrall, Mark	Temporary Faculty Instrl	59,604	5,199	64,803
Barr-Vickers, Claudia	Temporary Faculty Instrl	51,601	24,522	76,123
Barthelemy, Lance	Instructional Specialist	7,820	1,538	9,357
Barzegar, Naghmeh	Staff Accountant	81,520	43,090	124,610
Baten-Celidon, Darlene	Hourly Library Asst II	2,550	26	2,576
Bauer, Katherine	Executive Assistant I	11,910	5,192	17,102
Bauman, Marcia	Temporary Faculty Instrl CES	9,896	863	10,759
Bawden, Douglas	Hourly Tutor	3,526	36	3,562
Beadle, Carole	Temporary Faculty Instrl	29,395	3,895	33,290
Beal, Rebecca	Instructor	99,844	24,915	124,759
Beam, Rustin	Instructional Specialist	42,337	19,168	61,504
Beaty, Claire	Hourly Lifeguard	1,524	38	1,562
Beaver, Scott	Temporary Faculty Instrl	16,312	4,423	20,734
Bedi, Pushpinder	Hourly Assistant	18,507	1,614	20,121
Behr, Thomas	Temporary Faculty Instrl	1,944	258	2,202
Belenky, Diana	Temporary Faculty Instrl	2,672	354	3,026
Bell, Clark	Temporary Faculty Instrl	512	45	556
Bell, Jennifer	Temporary Faculty Instrl	5,395	715	6,110
Bellisimo, Yolanda	Instructor	168,809	46,465	215,274

MARIN COMMUNITY COLLEGE DISTRICT
2015-16 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Bencich, Lawrence	Temporary Faculty Instrl CES	6,446	562	7,008
Benjamin, Janet	Temporary Faculty Instrl CES	291	25	316
Bennett, Maureen	Temporary Faculty Instrl	8,475	739	9,214
Benz, Sacha	Hourly Lab Assistant	563	6	568
Berberian, Edward	Temporary Faculty Instrl	23,648	3,134	26,782
Berkelhammer, Larry	Temporary Faculty Instrl	2,535	221	2,756
Berluzconi, Luz Carolina	Hourly Department Assistant	2,031	21	2,052
Berringer, Steven	Interim Dir. Kinesiology and Athletics	110,747	46,218	156,965
Bertuol-Okun, Sueli	Temporary Faculty Instrl	45,543	18,972	64,515
Best, Karen	Temporary Faculty Instrl	9,753	851	10,604
Bestmartini, Elizabeth	Temporary Faculty Instrl CES	4,282	373	4,655
Beutler, Susan	Health Services Assistant	27,773	11,182	38,955
Bevis Dresden, Brady	Board of Trustee	3,551	20,094	23,645
Bigeagle, Norman	Temporary Faculty Instrl	10,265	623	10,888
Biggart, Maureen	Childrens Center Site Supv	62,464	28,161	90,625
Bikaran, Matin	Hourly Tutor	1,175	12	1,187
Binnings, Celeste	Temporary Faculty Instrl CES	1,972	172	2,144
Bird, Conor	Kinesiology & Athletics Equipment M	73,600	32,938	106,538
Bjorklund, Trevor	Instructor	89,414	35,379	124,794
Blakemore, Roger	Hourly Department Assistant	2,253	23	2,276
Blusseau, Francoise	Temporary Faculty Instrl	13,712	1,817	15,529
Bohlke, Wende	Temporary Faculty Instrl	34,519	4,465	38,984
Bonander, Barbara	Instructor	132,688	41,689	174,377
Borenstein, Bonnie	Instructor	151,001	31,705	182,706

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Borisov, Ekaterina	Hourly Gallery Assistant	210	18	228
Borisov, Olga	Administrative Assistant	55,142	39,020	94,162
Bowen, Nora	Children Center Teacher	36,175	18,832	55,007
Bowsher, James	Temporary Faculty Instrl	11,847	1,570	13,417
Boyce, Sima	Temporary Faculty Instrl	40,324	11,019	51,343
Boyd, Melina	Hourly Administrative Assistant	12,245	1,068	13,313
Boyd, Sandy	Instructor	84,511	35,041	119,552
Boyte, Tommy	Retiree	-	5,582	5,582
Bradley, Kathleen	Temporary Faculty Instrl	45,862	4,000	49,862
Brady, Stephen	Temporary Faculty Instrl	48,909	6,481	55,390
Breakstone, Julie	Employment Services Coordinator	74,510	41,360	115,870
Brett, Elizabeth	Hourly Tutor	688	7	695
Briceno-Moreno, Luz	Counselor	133,027	38,340	171,368
Briffa, Jennifer	Temporary Faculty Instrl	14,632	1,939	16,571
Bright, Ted	Temporary Faculty Instrl	2,990	75	3,065
Britton, Ruth	Temporary Faculty Instrl	51	1	52
Broderick, Diane	Temporary Faculty Instrl	48,612	21,284	69,896
Broida, David	Temporary Faculty Instrl CES	145	13	158
Brookshire, Guy	Temporary Faculty Instrl	27,696	3,670	31,366
Brown, Andrea	Temporary Faculty Instrl	11,835	1,568	13,404
Brown, Becky	Instructor	141,181	39,439	180,620
Brown, Diana	Hourly Reader	1,020	89	1,109
Brown, Ineatha	Hourly Department Assistant	4,071	42	4,113
Brown, Roosevelt	Hourly Police Officer	35,578	3,103	38,681

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Brown, Steven	Retiree	-	10,546	10,546
Brown, Teresa	Hourly Office Technician	12,065	861	12,926
Brown-Carson, Jamelia	Temporary Faculty Instrl	6,726	891	7,618
Bruce, Robert	Temporary Faculty Instrl	13,491	1,177	14,668
Buckley, Bo	Hourly Tutor	1,814	19	1,832
Buckner, Mary	Temporary Faculty Instrl	14,072	1,227	15,299
Bui, Xuan	Custodian	43,997	23,326	67,323
Buquen, Kenny	Temporary Faculty Instrl	52,697	12,850	65,547
Burchard, Peter	Temporary Faculty Instrl	14,802	1,291	16,093
Burke, Thomas	Retiree	-	19,550	19,550
Burnett, Linda	Temporary Faculty Instrl	29,949	755	30,705
Bustinza Nguyen, Consuelo	Hourly Administrative Assistant	14,219	1,240	15,459
Bykle, Tron	Temporary Faculty Instrl	1,998	265	2,263
Cady, Jeffrey	Instructional Specialist	86,197	28,869	115,066
Cairns, Michael	Temporary Faculty Instrl	20,884	1,821	22,705
Callahan, Shawna	Administrative Assistant	11,085	967	12,052
Camera, Mia	Hourly Special Projects Assistant	295	3	298
Canady-Williams, Kim	Hourly Instructional Specialist	15,055	1,313	16,368
Cantarutti, Lido	Temporary Faculty Instrl	4,263	372	4,635
Carlson, Cheryl	Comm Ed and Svcs Program Spec	80,026	41,719	121,746
Carlson, Sharon	Temporary Faculty Instrl	33,369	4,422	37,791
Carnahan, Casey	Temporary Faculty Instrl	5,402	716	6,118
Carrara, Alana	Hourly Tutor	1,905	19	1,925
Carroll, Nathan	Hourly Tutor	10,616	262	10,878

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Carroll, Sheldon	Evaluation Analyst	56,862	22,528	79,390
Case, Marshel	Hourly Department Assistant	397	4	401
Casper, Harris	Temporary Faculty Instrl	53,014	13,775	66,790
Castillo, Liliana	Temporary Faculty Instrl	532	46	579
Castillo, Nathan	Lab Tech Fine Arts-Sculpture	37,427	7,786	45,213
Caudill, Michael	Hourly Department Aide	4,173	43	4,215
Cavanaugh, Shannon	Hourly Department Aide	5,552	57	5,608
Centolella, Thomas	Temporary Faculty Instrl CES	5,481	478	5,959
Chadwin, Daniel	Hourly Police Officer	4,280	373	4,653
Chaille, Michael	Temporary Faculty Instrl	30,412	15,609	46,021
Chainey, Stephen	Retiree	-	4,129	4,129
Chan, Sheila	Temporary Faculty Instrl	30,814	4,083	34,897
Chang, Yungching	Temporary Faculty Instrl	8,359	729	9,088
Charlson, Katherine	Temporary Faculty Instrl	8,956	781	9,737
Chavez, Semiiar	Hourly Tutor	179	2	181
Cheney, Paul	Instructor	90,026	36,025	126,051
Chero de La Rocca, Ysabel	Hourly Department Assistant II	3,416	35	3,451
Chew, Jackie	Hourly Assistant	375	4	379
Chi, Brian	Network PC Telephone Tech	83,329	45,083	128,412
Chia, Mia	Instructor	88,753	23,444	112,197
Chinn, Jett	Temporary Faculty Instrl	41,050	23,282	64,331
Christensen, Anders	Hourly Tutor	1,018	89	1,107
Christensen, Tina	Instructor	66,758	27,688	94,446
Chung, Shook-Chu	Senior Creative/Lead Web Dsgr.	75,140	41,542	116,682

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Clifford, Patricia	Temporary Faculty Instrl CES	192	17	209
Coad, Victoria	Retiree	-	8,384	8,384
Coffield, Rose	Childrens Center Site Supv	54,907	15,396	70,302
Cohen, Crystal	Temporary Faculty Instrl	6,384	557	6,941
Cohn, Julie	Temporary Faculty Instrl CES	4,420	385	4,805
Coleman Smith, Edna	Hourly Human Resources Assistant	10,880	949	11,829
Coley, William	Counselor	23,963	5,905	29,868
Colla, Christel	Hourly Tutor	6,474	565	7,039
Collins, Marshall	Temporary Faculty Instrl	25,512	2,225	27,737
Combs, Kristina	Exec. Dir. of HR and Labor Rel	153,329	36,746	190,075
Conti, Diana	Board of Trustee	4,262	14,356	18,618
Contini, Victor	Temporary Faculty Instrl	38,468	22,940	61,408
Cook, Lexi	Hourly Office Assistant	906	9	916
Cook, Nicole	Temporary Faculty Instrl	42,105	20,400	62,504
Cook, Patrick	Hourly Adapted PE Aide	296	26	322
Cooke, Indica	Children Center Teacher	34,506	15,214	49,721
Coombes, Judith	Hourly Nursing Skills Assistant	609	15	624
Coon, David Wain	Superintendent President	284,140	49,536	333,676
Cooper, Germaine	Temporary Faculty Instrl	1,813	158	1,971
Cooper, Laura	Laboratory Technician Chemistry	13,059	5,452	18,510
Cooper, Marisa	Hourly ECE Teacher Intern	13,961	1,218	15,179
Cordova, Taria	Hourly Department Assistant	10,086	103	10,189
Costa, Carol	Temporary Faculty Instrl	254	6	261
Cottle, Windee	Instructor	99,376	37,222	136,598

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Cox, Carl	Retiree	-	9,466	9,466
Cox, Jeffery	Custodial Services Supervisor	61,136	26,399	87,535
Cox, Jennifer	Hourly Department Assistant	775	8	783
Craig, Rodney	Gardener	48,604	33,592	82,196
Craver, Yosifah	Temporary Faculty Instrl	24,510	618	25,129
Creel, Melody	Research Analyst	79,133	36,882	116,015
Crosby, Frank	Instructor	120,710	36,727	157,437
Crowley, Patrick	Hourly Adapted PE Aide	297	26	323
Cruz Viera, Mercedes	Custodian	28,734	22,424	51,158
Cruz, Julio	Custodian	64,265	34,282	98,547
Cruz, Nicole	Executive Assistant I	70,902	41,108	112,010
Cruz, Teresa	Hourly Department Assistant	4,245	43	4,288
Cruz, William	Temporary Faculty Instrl	29,184	3,868	33,052
Cuellar Salinas, Jesus	Hourly Student Ambassador	4,165	43	4,208
Cullen, Gina	Counselor	155,129	44,655	199,784
Cunningham, James	Temporary Faculty Instrl	15,695	2,080	17,775
Cureton, Dawn	Counselor	99,260	35,245	134,505
Curtis, Ariel-Judith	Hourly Adapted PE Aide	572	6	578
da Silva, Paul	Instructor	77,147	35,520	112,667
Dadgar, Mehri	Temporary Faculty Instrl CES	291	25	316
D'Agostino, Lisa	Temporary Faculty Instrl	57,889	14,836	72,724
Danberg, Anne	Temporary Faculty Instrl CES	2,889	252	3,142
Darawsha, Khaoula	Hourly Department Assistant	2,347	24	2,371
Darcangelo, Robin	Interim Assistant Dean ES/SFA	46,798	19,261	66,059

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Davis, Karen	Temporary Faculty Instrl	1,143	100	1,242
Davis, Tyrian	Hourly Dept Asst Kinesiology	1,665	17	1,682
Davison, Jeanette	Instructional Specialist	10,683	932	11,615
De Young, Scott	Custodian	50,254	27,848	78,102
Deines, Mark	Instructional Assistant	13,622	1,188	14,810
Deiongh, Kyle	Instructional Assistant	8,879	774	9,654
Del Grande, David	Temporary Faculty Instrl	10,228	1,355	11,583
Delgado, Mary	Childrens Center Lead Teacher	37,073	15,762	52,835
Della Santina, Joseph	Instructional Specialist	57,323	25,753	83,076
DeMartini, Terry	Temporary Faculty Instrl	1,504	131	1,635
Demegillo, Julian	Hourly Tutor	110	1	111
Deneris, Jamie	Instructor	62,283	34,981	97,264
Deo, Lee	Enrollment Services Assoc I	54,394	29,718	84,112
Devega, Theresa	Temporary Faculty Instrl	242	32	274
Diaz Marroquin, Abner	Custodian	44,665	35,385	80,049
Diaz, Bateli	Hourly Job Placement Student Assist	3,116	32	3,148
Diaz, Christopher	Maintenance Plumber	68,602	14,068	82,670
Diaz, Imira	Hourly Department Assistant	450	5	455
Dibenedetto, Luz	Temporary Faculty Instrl CES	8,901	776	9,678
Dimopoulos, Eliana	Assistive Tech Specialist	57,112	22,528	79,640
Dodge, George	Custodian	33,019	15,437	48,455
Dodge, Margaret	Instructor	112,068	38,874	150,942
Dodson, Steven	Computer Access Specialist	56,363	19,720	76,083
Doermann, Elisabeth	Temporary Faculty Instrl	42,889	5,684	48,572

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Dominguez, Paul	Lead Gardener	68,291	40,562	108,854
Dormann, Roger	Graphics Design Specialist	58,208	27,647	85,854
Dorney, Cody	Hourly Lab Assistant	750	8	758
Dorney, Sierra	Hourly Department Assistant	4,322	44	4,366
Dorsey, Caitlyn	Hourly Office Technician	20,460	1,864	22,324
Douglass, Sandra	Temporary Faculty Instrl	42,645	16,301	58,946
Dowling, R	Temporary Faculty Instrl	1,289	112	1,401
Dresel, Aislinn	Hourly Lifeguard	527	46	573
Dreskin, Wendy	Temporary Faculty Instrl CES	10,681	932	11,613
Drisdell, Lucas	Temporary Faculty Instrl	74,855	10,007	84,862
Duchamp, Carol	Temporary Faculty Instrl CES	552	48	601
Duffy, Anthony	Hourly Tutor	1,921	20	1,941
Duisenberg, Karen	Temporary Faculty Instrl	9,314	1,234	10,549
Dundes, Suresa	Temporary Faculty Instrl CES	3,197	279	3,476
Dunkle, Christopher	Laboratory Technician	47,541	23,748	71,289
Dunmire, Erik	Instructor	172,406	43,555	215,961
Dunn, James	Temporary Faculty Instrl	29,717	749	30,466
Dunn, Jason	Instructor	85,894	35,462	121,356
Duong, Eric	Hourly Department Assistant	1,006	10	1,017
Durbin, Deanna	Retiree	-	8,384	8,384
Dutton, Caroline	Temporary Faculty Instrl	11,617	1,539	13,156
Dyer, Nequeshe	Hourly Assistant	2,959	30	2,989
Early, Rinetta	Counselor	168,893	34,065	202,958
Easy, Collet	Temporary Faculty Instrl	10,854	947	11,801

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Ebinger, Terry	Temporary Faculty Instrl	2,779	242	3,022
Edmondson, Chris	Retiree	-	9,666	9,666
Edmondson, Nathan	Hourly Tutor	1,406	14	1,421
Edwards, Shaquam	Instructor	111,921	38,846	150,768
Egbert, Roger	Retiree	-	13,736	13,736
Egert, David	Instructor	127,988	28,690	156,678
Ekoue Totou, Patrick	CIO/Dir of Info. Technology	135,872	56,591	192,463
Eldridge, Jon	Senior VP Student Learning & Studer	188,923	37,313	226,236
Elfenbaum, Adrian	Temporary Faculty Instrl	12,759	1,691	14,450
Elston, Puni	Temporary Faculty Instrl CES	1,565	137	1,702
Emami, Hamid	Temporary Faculty Instrl CES	2,741	239	2,980
Enty, Aftab	Laboratory Technician	55,631	39,064	94,695
Epperson Beyries, Viona	Temporary Faculty Instrl	39,300	12,710	52,010
Erdmann, John	Librarian	107,623	34,961	142,584
Erlenheim, David	Buyer	71,888	31,599	103,487
Escobar, Caitlin	Counselor	96,719	33,487	130,206
Escobar, Linette	Temporary Faculty Instrl	4,470	592	5,063
Eskildsen, Harriet	Instructor	6,454	855	7,309
Esparza, Loretta	Temporary Faculty Non-Instrl	19,281	2,555	21,836
Essick, Edward	Temporary Faculty Instrl	40,031	1,010	41,041
Evans, Lindsey	Hourly Assistant	2,225	194	2,419
Everitt, David	Instructor	126,163	40,832	166,995
Fahy, Linda	Administrative Assistant	51,183	34,622	85,805
Fahy, Philip	Gardener	49,051	24,656	73,707

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Fane, Chloe	Temporary Faculty Instrl	13,595	1,781	15,376
Fara, Nick	Instructor	115,376	36,013	151,389
Farahmand, Arash	Temporary Faculty Instrl	1,066	141	1,207
Farriss, Carl	Temporary Faculty Instrl	3,029	264	3,294
Faw, Dianne	Admin Asst Dean Dir Cabinet	63,672	38,229	101,901
Faw, Leah	Temporary Faculty Instrl CES	567	49	617
Feeney, Mary	Temporary Faculty Instrl	599	79	678
Feldman, Jared	Hourly Assistant - Sports	11,444	998	12,442
Ferguson, Carolyn	Retiree	-	5,504	5,504
Fields, Marjorie	Temporary Faculty Instrl CES	888	77	966
Filane, Leonard	Temporary Faculty Instrl	54,932	16,283	71,215
Finch, Alison	Temporary Faculty Non-Instrl	17,843	1,556	19,400
Finlayson, Luna	Counselor	87,170	32,236	119,406
Finley, Cynthia	Temporary Faculty Instrl	47,298	13,770	61,068
Fitzgerald, David	Gardener	41,632	17,321	58,954
Fitzpatrick, Mary	Temporary Faculty Instrl	37,606	4,984	42,589
Flandreau, Tara	Temporary Faculty Instrl	7,618	10,738	18,356
Fletcher, Sandra	Temporary Faculty Instrl	23,634	2,061	25,695
Fonteno, Amber	Library Technician II	1,593	1,230	2,823
Forsyth, Susan	Temporary Faculty Instrl	39,982	5,298	45,281
Foss, Donald	Retiree	-	14,508	14,508
Foster, Paulette	Retiree	-	9,466	9,466
Foulger, Kim	Administrative Assistant	47,765	33,634	81,400
Fragata, Marilou	Staff Accountant	62,332	37,671	100,003

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Fraites, Dolores	Testing Center Coordinator	39,754	9,462	49,217
Franco, Michelle	Temporary Faculty Instrl	13,712	1,196	14,908
Frank, Linda	Executive Dir. of Development	149,997	47,884	197,881
Freeland, Rebecca	Office Technician	1,679	301	1,979
Freschi, Kathryn	Retiree	-	13,424	13,424
Friedman, Aileen	Temporary Faculty Instrl	17,645	1,539	19,184
Friedman, Carol	Temporary Faculty Instrl CES	1,616	141	1,757
Friedman, Phyllis	Temporary Faculty Instrl CES	64	6	70
Frohmaster, Jerry	Temporary Faculty Instrl CES	1,588	139	1,727
Frye, Sarah	Librarian	105,564	25,600	131,164
Fuller Innes, Abigail	Temporary Faculty Instrl	6,049	802	6,851
Furuya, Bruce	Counselor	128,917	28,811	157,728
Gaffney, Keli	Accounting Technician	56,803	30,285	87,088
Gaiz, Ronald	Retiree	-	14,508	14,508
Galiani, Stephen	Temporary Faculty Instrl	827	72	899
Gallagher, Kaitlyn	Temporary Faculty Instrl	660	58	718
Galzagorry, Jeanfelix	Custodian	52,527	25,656	78,184
Galzagorry, Marie	Custodian	52,369	25,692	78,060
Gamal, Arif	Temporary Faculty Instrl	52,654	6,978	59,631
Gammill, Elwanda	Hourly Project Coord. Nursing Grant	5,916	149	6,065
Gamshad, Mohsen	Temporary Faculty Instrl	22,272	1,943	24,214
Gardiner, David	Network PC Telephone Tech	90,830	38,404	129,234
Gardner, Beau	Hourly Assistant Coach	550	48	598
Garretson, Candice	Retiree	-	19,550	19,550

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Garretson, Patrick	Testing Technician	47,379	19,145	66,524
Garrett, Steven	Gardener	54,952	38,159	93,110
Garrison, Greg	Retiree	-	13,736	13,736
Gearhart, Anne	Temporary Faculty Instrl	29,685	3,934	33,619
George, Tricia	Temporary Faculty Instrl CES	5,516	481	5,997
Gibbs, Marjorie	Temporary Faculty Instrl CES	1,258	110	1,367
Giles, Geoffery	Hourly Tutor	3,341	34	3,375
Gill, Elizabeth	Temporary Faculty Instrl	18,078	1,577	19,655
Ginis, Rachel	Temporary Faculty Instrl CES	378	33	411
Gisle, Kirsten	Employment Services Coordinator	65,038	18,583	83,622
Gloistein, Barbara	Temporary Faculty Instrl	18,545	1,617	20,162
Godsey, Michael	Retiree	-	13,393	13,393
Gold, Kathleen	Retiree	-	5,504	5,504
Goldberg, Georgia	Temporary Faculty Instrl	66,769	16,350	83,119
Goldberg, Wendy	Temporary Faculty Instrl	128	11	139
Golitzin, George	Instructor	144,375	43,220	187,594
Gonzalez, James	Instructor	143,913	39,802	183,714
Gonzalez, Marco	Instructor	115,928	39,353	155,281
Goodale, Jayme	Temporary Faculty Instrl	43,213	5,727	48,940
Goodwin, Ross	Temporary Faculty Instrl	52,273	6,927	59,200
Goshorn, Fredrick	Temporary Faculty Instrl	1,279	112	1,391
Gougis, Amber	Hourly Department Assistant	31,214	6,872	38,086
Govrin, Dvora	Temporary Faculty Instrl CES	6,699	584	7,283
Graham, Deborah	Temporary Faculty Instrl	38,496	21,443	59,940

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Graham, Thomas	Temporary Faculty Instrl	2,291	304	2,595
Gramajo, Kevin	Hourly Student Ambassador	4,739	48	4,787
Granucci, David	Temporary Faculty Instrl	16,635	2,205	18,840
Gray, Maria	Temporary Faculty Instrl	40,204	5,328	45,532
Green, Edward	Temporary Faculty Instrl CES	2,831	247	3,078
Greitzer, Michelle	Senior Accountant	101,224	45,077	146,301
Grist, Gregory	Temporary Faculty Instrl	72,120	18,561	90,682
Groshong, Bonnie	Temporary Faculty Non-Instrl	4,048	536	4,584
Grossman, David	Temporary Faculty Non-Instrl	3,325	290	3,615
Gudmundsson, Jon	Laboratory Technician	68,656	29,850	98,507
Guillen, Hugo	EOPS/CalWorks Specialist	31,824	14,617	46,441
Gunnarson, John	Temporary Faculty Instrl	7,510	995	8,506
Gurka, Constance	Retiree	-	13,736	13,736
Haber, John	Telecomm and Electronics Spec	77,391	31,966	109,357
Haggitt, Brianna	Accountant	65,993	33,580	99,573
Hagos, Alganesh	Hourly Instructional Specialist	60,372	37,241	97,613
Hain, Diane	Temporary Faculty Instrl CES	1,197	104	1,301
Hain, Milton	Temporary Faculty Instrl CES	2,944	74	3,018
Haley, Jean	Temporary Faculty Instrl	30,761	18,776	49,537
Hall, Richard	Temporary Faculty Instrl	95	2	98
Hampshire, Chelsea	Hourly Office Assistant	681	7	688
Hampson, Elizabeth	Prog. Admin. Com Ed, LL, IE	13,130	6,037	19,167
Hanna, Virginia	Counselor	2,000	50	2,050
Harbison, Jesse	Reprographics Mail Clerk	50,151	34,682	84,833

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Harkins, Erika	Temporary Faculty Instrl CES	5,583	487	6,069
Harms, Sharon	Temporary Faculty Instrl	15,200	2,014	17,215
Harris, Carol-Joy	Hourly Reader	300	26	326
Harris, Nekoda	Interim Asst Director of HR	102,145	32,019	134,163
Hartman, Rosalind	Retiree	284	8,391	8,675
Hasmandova, Adela	Temporary Faculty Instrl	52,757	12,856	65,613
Hatcher, Kiara	Hourly Assistant Coach	16,209	166	16,374
Hatfield, Miho	Hourly Tutor	3,596	314	3,909
Hathaway, Allison	Temporary Faculty Instrl CES	131	11	143
Hatiya, Rochelle	Hourly Library Aide III	725	63	788
Hayman, Ildi	Hourly Tutor	4,916	50	4,966
Hayne, Katherine	Temporary Faculty Instrl	58,991	7,817	66,809
Healey, Bernard	Temporary Faculty Instrl CES	1,266	110	1,377
Heckman, Shani	Temporary Faculty Instrl	5,128	680	5,808
Hedemark, Gordon	Instructional Assistant	35,015	17,223	52,238
Hellerstein, Michelle	Temporary Faculty Instrl	471	62	534
Helmer, James	Temporary Faculty Instrl	22,037	2,920	24,957
Helmy, Anna-Lisa	Temporary Faculty Instrl	11,498	1,524	13,022
Hemphill, Pamela	Temporary Faculty Instrl	13,450	1,173	14,623
Hennessee, Remy	Hourly Nursing Skills Assistant	2,252	196	2,448
Hernandez, Barbara	Instructional Specialist	14,312	1,941	16,252
Hernandez, Carol	Dean of Math and Sciences	125,259	40,099	165,358
Herrera, Christina	Hourly Department Assistant	1,015	10	1,025
Hersch, Tonya	Instructor	105,685	42,548	148,234

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Hew, Carolyn	Laboratory Technician	11,669	1,018	12,686
Highland, William	Temporary Faculty Instrl CES	1,754	153	1,907
Hildebrand, Carol	Dir of Comm Ed, LL, and Int Ed	108,991	32,847	141,839
Hill, Rachel	Hourly Lab Assistant	150	2	152
Hinds, John	Instructor	128,798	31,933	160,732
Hirschman -de Blanc, Louise	Temporary Faculty Non-Instrl	34,424	868	35,292
Ho, Andrew	Temporary Faculty Instrl	3,828	507	4,335
Hoffman, Casey	Hourly Transcriptionist	470	5	475
Holder, Grant	Temporary Faculty Instrl	44,286	5,869	50,155
Honey-Costa, Coral	Hourly Assistant	513	5	518
Horton, Katheryn	CP & WD Grants Administrator	14,052	6,227	20,279
Houston, Ato	Hourly Tutor	7,779	79	7,858
Hritz, George	Retiree	-	16,610	16,610
Hudgens, Michael	Instuational Support Coordinator	71,696	40,547	112,243
Hug, Elizabeth	Temporary Faculty Instrl CES	6,914	603	7,517
Hui, Julie	Temporary Faculty Instrl	11,258	1,492	12,750
Hulin, Patricia	Instructor	94,529	24,218	118,747
Hunter, Andrea	Enrollment Services Assoc III	78,693	32,526	111,219
Hurley, John	Hourly EMT Lab Asst	1,710	149	1,859
Ibars, Nuria	Hourly Recording Tech - Music	861	75	936
Imazumi, Sandra	Hourly Tutor	5,974	61	6,035
Indart, Loretta	Retiree	-	19,550	19,550
Indi, Ferhat	Systems Administrator	93,119	37,507	130,626
Irish, Tamara	Hourly Tutor	1,629	142	1,772

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Isozaki, Margaret	Director of Fiscal Services	137,762	48,061	185,823
Ivry, Jessica	Temporary Faculty Instrl	8,623	1,143	9,765
Jackson, Zane	Hourly Lifeguard	520	45	565
Jacob, John	Instructor	113,347	38,646	151,993
Jacques, Rose	Admin Asst Dean Dir Cabinet	58,908	40,204	99,112
Jacunski, Neal	Temporary Faculty Instrl	12,134	1,058	13,192
James, Patience	Enrollment Services Assoc II	71,625	21,765	93,389
Jarrell, Boyd	Temporary Faculty Instrl	51,787	21,705	73,491
Jenkins, Paige	Hourly Job Placement/Vet Tech	30,982	3,388	34,370
Jessell, Lori	Temporary Faculty Instrl	28,250	2,464	30,714
Jestadt, Jesse	Instructional Specialist	37,531	16,107	53,637
Jeung, Yeun Soon	Temporary Faculty Instrl	25,083	633	25,715
Johnson Rudnick, Wendy	Temporary Faculty Instrl	20,539	1,791	22,331
Johnson, Andrew	Temporary Faculty Instrl	935	124	1,059
Johnson, Anthony	Temporary Faculty Instrl	22,776	3,018	25,794
Johnson, Carol	Instructor	112,184	38,989	151,173
Johnson, Daniel	Temporary Faculty Instrl	697	92	790
Johnson, George	Hourly Kinesiology Assistant	450	5	455
Johnson, Linda	Hourly Reader - Court Reporting	2,048	179	2,227
Johnson, Nancy	Temporary Faculty Instrl CES	4,558	398	4,956
Johnson, Phyllis	Temporary Faculty Instrl	19,701	2,611	22,312
Johnson, Sarah	Temporary Faculty Instrl	38,417	5,091	43,508
Jones, David	Instructor	109,884	26,251	136,136
Jones, Michieal	Temporary Faculty Instrl	21,995	2,915	24,909

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Jones, Rhonda	Executive Assistant I	70,902	28,808	99,710
Jones, Suzanne	Temporary Faculty Instrl	25,738	8,245	33,983
Jones, Sven	Director of SAS	107,376	35,760	143,136
Joseph, Sarah	Hourly Administrative Assistant	3,729	325	4,054
Joyner, Kathleen	Executive Assistant II	93,054	46,873	139,927
Juarez, Kimberly	Temporary Faculty Instrl	16,833	1,468	18,301
Jucker, Stephanie	Temporary Faculty Instrl CES	2,105	184	2,289
Kahn, Georgia	Temporary Faculty Instrl CES	552	48	601
Karel, Ellen	Temporary Faculty Instrl	8,148	711	8,858
Kaufmann, Michael	Temporary Faculty Instrl	29,455	9,903	39,358
Keator, Richard	Temporary Faculty Instrl	8,982	783	9,765
Keefer, Amy	Temporary Faculty Instrl	413	36	450
Keener, Daniel	Custodian	53,718	26,002	79,721
Keener, Margarita	Custodian	36,671	18,258	54,929
Kelly, Alex	Temporary Faculty Instrl	12,465	1,087	13,552
Kelly, Ingrid	Instructor	159,833	41,899	201,732
Kelly, Kyle	Hourly Tutor	881	9	890
Kelly, Patrick	Instructor	147,615	40,290	187,905
Kennedy, Robert	Retiree	-	14,508	14,508
Kessler, Michael	Police Officer	51,551	9,266	60,817
Khazaeli Parsa, Poupak	Temporary Faculty Instrl	44,004	20,673	64,677
Kidd, Thelma	Enrollment Services Assoc I	57,406	32,614	90,020
Kidder, Todd	Police Sergeant	88,220	19,960	108,179
Killam, Paul	Temporary Faculty Instrl	13,388	1,168	14,555

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Kincheloe, John	Temporary Faculty Instrl	1,094	145	1,239
King, Brian	Temporary Faculty Non-Instrl	2,733	69	2,802
King, Christopher	Temporary Faculty Instrl	27,611	11,412	39,023
King, David	Instructor	75,566	10,944	86,510
Kinka Ruiz, Devon	Senior HR Analyst	81,608	34,803	116,411
Kirkpatrick, Kathleen	Retiree	-	10,546	10,546
Klein, Jesse Jane	Comm Ed and Svcs Program Spec	67,576	27,410	94,986
Klein, Michael	Reprographics Mail Clerk	48,067	33,721	81,788
Klein, Rachel	Counselor	91,499	31,093	122,593
Klett, Mia	Substitute for Child Development De	2,404	468	2,872
Klinger, Alisa	Instructor	115,443	35,979	151,422
Klinger, Talya	Hourly Tutor	1,138	12	1,149
Klopp, Theodore	Retiree	-	2,370	2,370
Klunk, Michael	Hourly Assistant Coach	2,000	174	2,174
Knickerbocker, Katherine	Temporary Faculty Instrl	31,188	2,720	33,909
Knoop, Michelle	Temporary Faculty Instrl	7,217	956	8,173
Knott, Lauren	Hourly Lifeguard	1,742	152	1,894
Knott, Philip	Hourly Lifeguard	463	40	504
Koenig, Justin	Hourly Police Cadet	2,300	24	2,324
Koenig, Karen	Instructor	116,622	34,180	150,803
Koffman, Linda	Temporary Faculty Instrl	42,067	13,343	55,410
Kosta, Walter	Temporary Faculty Instrl	24,317	3,223	27,540
Kostyrko, Jacek	Instructor	109,166	15,593	124,759
Kranenburg, Philip	Board of Trustee	3,906	23,584	27,490

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Krause, Marshall	Temporary Faculty Instrl CES	596	52	648
Kregeloh, Marion	Temporary Faculty Instrl CES	131	11	143
Kreit, Cara	Instructor	91,764	13,106	104,870
Krempetz, Ronald	Temporary Faculty Instrl	46,953	4,095	51,048
Kreuzer, Susanne	Temporary Faculty Instrl	13,640	1,808	15,448
Kuchta, Patricia	Temporary Faculty Instrl	2,767	241	3,008
Kudler, Jacqueline	Temporary Faculty Instrl CES	2,132	186	2,317
Kuhn, Kristi	Instructor	109,459	35,220	144,680
Kuo, Man	Hourly Department Assistant	991	10	1,001
Kuromiya, James	Instructional Support Specialist	57,068	36,301	93,369
Kurzman, Pamela	Counselor	37,770	8,219	45,989
La Scala, Lisa	Laboratory Technician	17,825	1,555	19,379
Labriola, Caterina	Temporary Faculty Instrl CES	102	9	110
Lack, Larry	Temporary Faculty Instrl CES	3,285	286	3,571
Lacke, Suzanne	Temporary Faculty Instrl	49,046	19,120	68,166
Lager, Warren	Instructor	74,740	37,538	112,277
Laird, Hayley	Temporary Faculty Instrl	1,311	174	1,485
Lambert, Gabriel	Lead Custodian	43,759	10,447	54,206
Lamke, Victoria	Administrative Assistant	62,713	37,952	100,665
Langeveld, Martinus	Police Officer	59,995	13,801	73,796
Langinger, Jeannie	Instructor	141,165	33,484	174,648
Langley, Candace	Enrollment Services Assoc I	29,514	17,528	47,042
Lansing, Ira	Retiree	-	18,050	18,050
Laos, Lilia	Hourly Department Assistant	3,691	38	3,728

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Larocca, David	Retiree	-	10,546	10,546
Larre, Christelle	Custodian	52,393	25,778	78,171
Lau, Andrea	Hourly Instructional Specialist	14,628	1,276	15,903
Lavin, Robin	Retiree	-	13,736	13,736
Lawrence, Barbara	Temporary Faculty Instrl CES	4,040	352	4,392
Laws, Minjae	Temporary Faculty Instrl CES	2,440	213	2,653
Le, Jennifer	Hourly Department Assistant	3,000	31	3,031
Lebas, Anne-Marie	Temporary Faculty Instrl CES	5,349	467	5,816
Lee, Emma	Hourly Department Assistant	735	64	799
Lee, June	Health Center Nurse	116,753	39,529	156,282
Lee, Leslie	Human Resources Technician II	61,796	17,708	79,503
Lee, Wendy	System Support Technician	87,090	46,987	134,077
Lefkowitz, Carol	Temporary Faculty Instrl	68,651	23,672	92,322
Lefkowitz, Saralyn	Instructor	122,738	17,260	139,998
Lehua, Constance	Manager Employee & Labor Relation	106,906	46,979	153,885
Leighton, Jeannette	Temporary Faculty Instrl	47,351	6,275	53,626
Leimer, Christina	Executive Director of P.R.I.E.	150,424	18,808	169,232
Lemay, Mitchell	Chief of Police	66,711	15,547	82,259
Lerner-Wright, Anne	Temporary Faculty Instrl	7,959	1,055	9,014
Levin, Magdalena	Temporary Faculty Instrl	67,016	19,345	86,361
Levy, Derek	Dean of Student Success	128,127	40,433	168,560
Li, Christine	Instructor	133,547	38,309	171,856
Lieberman, Linda	Temporary Faculty Instrl	48,428	21,243	69,671
Lieberman, Zachary	Laboratory Technician	19,141	1,670	20,811

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Lima, Quinn	Hourly Tutor	488	5	492
Limm, Peter	Temporary Faculty Instrl	5,983	151	6,134
Lince, Stacey	Instructional Technologist	63,817	35,968	99,785
Littlejohn, Francisco	Hourly Lab Assistant	1,013	10	1,023
Liu, Shuyu	Temporary Faculty Instrl	23,042	3,054	26,096
Lloyd, Sean	Temporary Faculty Instrl	46,936	11,596	58,532
Lockhart, Glenda	Hourly Box Office Assistant	2,930	30	2,960
Loeffler, Laura	Admin Asst Dean Dir Cabinet	69,558	39,930	109,488
Loeffler, Peter	Laboratory Technician	62,055	19,512	81,567
Loft, Deborah	Temporary Faculty Instrl	640	16	656
Logan, Jason	Hourly Student Ambassador	840	9	849
Long, Eva	Board of Trustee	5,462	2,251	7,713
Long, Kevin	Hourly Tutor	4,254	43	4,298
Long, Lan-Ling	Library Technician I	55,883	39,235	95,118
Longo, Gina	Admin Asst Dean Dir Cabinet	67,267	42,143	109,410
Lopez Gutierrez, Gloria	Temporary Faculty Instrl	19,858	501	20,359
Lozano-Fonseca, Keyly	Hourly Department Assistant	5,775	59	5,834
Lucier, Dawn	Hourly Office Assistant	563	6	568
Luna-Sanchez, Maritza	Hourly Dept Aide IV	9,594	837	10,431
Luo, Nancy	Hourly Lab Assistant Biology	750	8	758
Lutz, Arthur	Instructor	126,698	37,456	164,154
Lux, Jesse	Network Administrator	2,059	576	2,634
Ly, Pearl	Director of Library Services	20,497	1,586	22,083
Maciel, Monica	Hourly Student Ambassador	3,333	34	3,367

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Madden, Eileen	Retiree	-	6,910	6,910
Madril, Edwardo	Temporary Faculty Instrl	33,744	2,943	36,687
Magallanes-Rivera, Alexandra	Counselor	106,838	38,280	145,118
Magana, Teresa	Hourly EOPS Specialist	2,456	25	2,481
Mahmoud, Eiman	Temporary Faculty Instrl	27,220	2,374	29,594
Mahoney, David	Graphics Design Specialist	62,573	41,194	103,767
Malouf, Janeatte	Children Center Teacher	35,291	15,526	50,817
Manalani, Alan	Hourly Lab Assistant III	1,332	14	1,346
Mann, Andrea	Transfer & Career Center Coordinato	54,215	21,983	76,198
Manwaring, John	Temporary Faculty Instrl CES	2,379	208	2,587
Maoujoudi, Abdelhak	Temporary Faculty Instrl	47,434	14,538	61,971
Marcum, Jeffrey	Maintenance Electrician	64,363	32,869	97,232
Marhenke, Jonathan	Instructor	6,547	868	7,415
Marinko, Vicki	Hourly Tutor	1,664	145	1,809
Marmysz, John	Instructor	153,086	39,364	192,450
Marshall, Mary	Hourly Testing Technician	10,696	933	11,628
Martinez, Allyson	EOPS/CARE & CalWorks Coord.	40,872	10,770	51,642
Martinez, Danae	Temporary Faculty Instrl	23,253	3,082	26,334
Martinez, Deirdre	Laboratory Technician	56,557	39,429	95,987
Martinez, Manuel	Custodian	61,578	38,186	99,764
Martinisi, Michele	Instructor	144,148	20,066	164,214
Massion, Cheo	Instructor	94,172	24,072	118,244
Mathalise, Ntsieni	Hourly Teacher's Aide	12,826	131	12,957
Matthews, Benjamin	Testing Technician	11,196	1,351	12,547

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Maunupau Robertson, Rhoda	Hourly Department Assistant	1,300	13	1,313
Mautner, Daria	Temporary Faculty Instrl CES	1,390	121	1,511
Maxon, Victoria	Hourly Gallery Assistant	7,511	655	8,166
Mayo, Ruth	Program Technician, SAS	27,154	13,118	40,272
Mazariegos, Jimmy	Hourly Police Cadet	11,315	116	11,431
Mazariegos, Karen	Hourly Teacher's Aide	1,206	12	1,219
Mccann, Larissa	Hourly Office Aide	644	7	651
McCarty, Laura	Director of Modernization	135,872	56,767	192,639
McClendon, Dosh	Temporary Faculty Instrl CES	256	22	278
McCluskey, Katherine	Temporary Faculty Instrl	620	54	674
McCormick, Susan	Temporary Faculty Instrl CES	139	12	151
McCoy, Caitlin	Hourly Department Assistant	1,356	14	1,370
McCoy, Robert	Instructor	76,979	21,951	98,930
McGee, Pdraig	Temporary Faculty Instrl	21,660	1,889	23,549
McGovern, Terence	Temporary Faculty Instrl CES	1,827	159	1,986
McInnes, Nancy	Temporary Faculty Instrl CES	2,436	212	2,648
McKinnon, Sara	Instructor	111,092	29,485	140,576
McKnight, Sheila	Temporary Faculty Instrl	36,867	12,388	49,255
McMillan, Jerry	Temporary Faculty Instrl	42,920	10,493	53,413
McNevin, Lauren	Hourly Lifeguard	597	52	649
McSween, Karen	Library Technician III	48,271	16,579	64,850
Meade, Martha	Temporary Faculty Instrl CES	4,282	373	4,655
Meadow, Kelly	Librarian	12,215	1,065	13,281
Meecham, William	Temporary Faculty Instrl CES	662	58	720

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Middleton, Holly	Temporary Faculty Instrl	11,683	1,019	12,702
Mielke, Arthur	Temporary Faculty Instrl	31,013	2,705	33,718
Mihal, Colleen	Temporary Faculty Instrl	44,829	11,412	56,241
Mikalonis, Zachary	Temporary Faculty Instrl CES	341	30	371
Miller, Eve-Marie	Temporary Faculty Non-Instrl	1,450	298	1,748
Miller, Julie	Temporary Faculty Instrl	34,058	19,355	53,413
Miller, Trine	Instructor	67,193	11,339	78,532
Minoia, Marco	College Police Services Asstistant	63,406	31,743	95,149
Mira, Olger	Hourly Police Cadet	11,481	117	11,599
Misif, Shirene	Hourly Tutor	5,578	57	5,635
Mitchell, David	Maintenance HVAC Mechanic	80,789	45,268	126,056
Molloy, Melinda	Executive Assistant I	73,702	40,806	114,508
Moraca, Lori	Interim Dir of Child. Prog	111,159	28,888	140,047
Morales-Orozco, Helen	Children Center Teacher	34,702	26,819	61,521
Morgan Mok, Julia	Temporary Faculty Instrl	14,419	1,258	15,677
Morin, Thomas	Temporary Faculty Instrl	41,728	14,534	56,262
Morris, Tracy	Hourly Adapted PE Aide	5,172	451	5,624
Morrison, Ronald	Temporary Faculty Instrl	11,474	1,520	12,994
Morse, Lisa	Instructor	111,596	35,490	147,086
Mortimer, Cheryl	Temporary Faculty Instrl	24,243	3,213	27,456
Moua, Tou	Police Officer	77,160	35,266	112,426
Mouton-Williams, Rachel	Hourly Department Assistant	4,654	48	4,702
Mueller, Heinz	Hourly Tutor	894	78	972
Mueller, Joseph	Instructor	128,277	35,442	163,719

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Mueller-Delia, Faye	Hourly Instructional Specialist	4,199	366	4,565
Muilenburg, Jo	Retiree	-	13,424	13,424
Muldowney, Claudette	Retiree	-	17,918	17,918
Mulla, Bushra	Hourly Tutor	7,369	75	7,444
Muller, Beverly	Temporary Faculty Instrl	12,445	1,649	14,095
Muller, Kevin	Instructor	93,992	26,117	120,109
Murphy, Christy	Temporary Faculty Instrl	6,856	1,334	8,190
Murray, Heather	Temporary Faculty Instrl	27,018	4,332	31,351
Musante, Danila	Temporary Faculty Non-Instrl	11,271	1,494	12,764
Mushiana, Swapandeeep	Temporary Faculty Instrl	1,808	158	1,965
Myers, Nicole	Temporary Faculty Instrl	22,376	2,965	25,342
Nahas, Lauren	Temporary Faculty Instrl	168	22	190
Namvar, Mina	Admin Asst Dean Dir Cabinet	70,237	39,715	109,952
Nardo, Maryann	Temporary Faculty Instrl CES	1,458	127	1,585
Naythons, Jessica	Retiree	2,163	13,159	15,322
Negrado, Joseph	Hourly Student Ambassador	1,065	11	1,076
Negus, Sean	Hourly Instructional Specialist	280	24	304
Nelson, Clifford	Temporary Faculty Instrl	48,717	21,298	70,015
Nelson, Gregory	VP of Finance & College Operations	167,560	62,721	230,281
Nelson, Lori	Temporary Faculty Instrl	4,317	572	4,889
Nelson, Tannea	Temporary Faculty Instrl	27,312	2,382	29,694
Newton, Steven	Instructor	111,830	26,530	138,360
Ng-Jung, Bessie	Retiree	-	14,508	14,508
Nguyen, Andy	Hourly Student Ambassador	5,428	55	5,483

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Nguyen, Dong	Administrative Systems Analyst	97,889	50,087	147,977
Nguyen, Hang	Hourly Tutor	363	32	394
Nguyen, Thuy Trang	Library Technician 1	56,511	27,157	83,668
Nicholson, Sachiko	Temporary Faculty Instrl	41,067	12,944	54,011
Niklasson, Sten Johan	Temporary Faculty Instrl	7,268	963	8,231
Noble Brown, Linda	Temporary Faculty Instrl	37,253	19,779	57,032
Noble, Mary	Temporary Faculty Instrl	23,111	2,016	25,127
Numaguchi, Vivian	Temporary Faculty Instrl	20,693	2,742	23,435
O'Brien, Stephanie	Board of Trustee	4,262	17,434	21,696
O'Connor, Brian	Temporary Faculty Non-Instrl	249	33	282
O'Gara, Kim	Curriculum and Artcln Spec	66,240	35,667	101,907
Ohanian-Quinn, Christina	Temporary Faculty Instrl CES	2,072	181	2,253
O'Keefe, Patricia	Instructor	131,364	41,490	172,855
Oldendick, Nicole	Admin Asst Dean Dir Cabinet	22,497	14,323	36,820
Olmanson, Angela	Admin Asst Dean Dir Cabinet	51,539	21,433	72,971
Olsen, Vivian	Administrative Assistant	62,305	28,830	91,135
O'Neill, Liam	Hourly Lifeguard	300	26	327
Opong Mensah, Kofi	Temporary Faculty Instrl	41,071	20,285	61,356
Ordin, Laurie	Instructor	162,466	36,411	198,878
Oropeza, Guadalupe	Maintenance Painter	56,593	26,903	83,496
Ortiz, Yvonne	Temporary Faculty Instrl	56,986	15,054	72,040
Oser, Sara Louise	Hourly Prof Expert - Intensive ESL	17,968	1,567	19,535
Osheroff, Aaron	Database Administrator	104,777	52,908	157,686
Ostojic-Portello, Radica	Temporary Faculty Instrl	46,977	19,893	66,871

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ALPHABETICAL ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Oswald, Gary	Temporary Faculty Instrl	952	83	1,035
Ovetz, Robert	Temporary Faculty Instrl	57,239	22,573	79,813
Owen, Ron	Senior Benefits Analyst	81,608	34,884	116,491
Owens, Jim	Temporary Faculty Instrl	3,944	344	4,288
Oyle, Julie	Administrative Assistant	56,670	39,309	95,979
Pacula, Norman	Instructor	148,789	41,646	190,435
Padula, Carlo Domenico	Hourly Tutor	2,213	23	2,235
Pagani, Rossana	Instructor	165,651	36,855	202,505
Palmer, Ronald	Instructor	226,065	50,689	276,753
Pantenkova, Svetlana	Hourly Gallery Assistant	9,734	550	10,283
Park, Jessica	Instructor	120,538	36,650	157,188
Pasquel, Alicia	Instructor	171,474	53,802	225,276
Passer, Joyce	Instructor	125,763	31,565	157,328
Pate, Billy	Interim Asst. Dir M&O	62,828	22,901	85,730
Patel, Beth	Instructor	95,537	33,331	128,868
Patlolla, Sandhyarani	Temporary Faculty Instrl	23,898	2,084	25,983
Patterson, David	Librarian	120,566	18,671	139,237
Paul, Jeffrey	Accompanist	18,647	1,626	20,274
Paules, Marian	Temporary Faculty Instrl	25,661	2,238	27,900
Paulino, Joan	Enrollment Services Assoc II	62,260	40,898	103,157
Peck, Jeffery	Retiree	-	19,550	19,550
Peitz, Heather	Office Technician	48,595	33,874	82,469
Peng, Emily	Temporary Faculty Instrl	3,196	279	3,474
Peninger, Thomas J	Hourly Tutor	294	3	297

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Pennisi, Laurie	Hourly Department Assistant	4,340	44	4,384
Pensabene, Oksana	Tutoring/Learning Ctr. Coord.	58,677	31,777	90,454
Perez, Alexio	Locksmith Carpenter	56,217	34,490	90,706
Perez, Chelsey	Administrative Assistant	3,798	2,433	6,231
Perez, Ramiro	Custodian	43,542	23,184	66,726
Perrone, Kristin	Counselor	87,057	35,602	122,658
Perry, Deborah	Hourly Department Assistant	3,478	36	3,514
Perteete, De'Undrae	Hourly Assistant Coach	2,500	218	2,718
Peterson, Murray	Temporary Faculty Instrl	8,895	224	9,119
Peterson, Stephen	Temporary Faculty Instrl	40,830	18,403	59,234
Peterson, Ted	Temporary Faculty Instrl	1,420	124	1,543
Petrovsky, John	Temporary Faculty Instrl	11,734	1,555	13,289
Pham, Christine	Hourly Department Aide	5,365	55	5,420
Pieper-Warren, Mary	Temporary Faculty Instrl	2,918	74	2,992
Pilloton, Anna	Dir School & Comm Partnerships	110,901	48,303	159,203
Pinckney, Joanna	Administrative Assistant	56,572	39,240	95,812
Pintos Souza, Vanessa	Hourly Police Cadet	10,188	104	10,292
Planinshek, Christopher	Maintenance Carpenter	37,147	14,827	51,974
Polen, Patricia	Temporary Faculty Instrl	13,851	1,689	15,540
Poluha, Lauren	Temporary Faculty Instrl	11,763	1,026	12,789
Pomajulca, Cesar	Instructor	97,394	33,584	130,979
Pometta, Michael	Temporary Faculty Instrl	662	58	720
Powers, April	Temporary Faculty Instrl	18,594	6,216	24,810
Pratchenko, Margaret	Office Technician WFD	14,297	4,038	18,335

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Pratt, Elizabeth	Dean of Career and Tech Svcs	122,735	45,173	167,908
Prince, Kuniko	Temporary Faculty Instrl	42,079	5,576	47,655
Privitt, Karen	Temporary Faculty Instrl	49,525	13,313	62,838
Proctor, Robert	Temporary Faculty Instrl	7,743	1,026	8,769
Psomas, Nikolas	Temporary Faculty Instrl	23,604	3,128	26,732
Puertas Acosta, Sonia	Hourly Student Ambassador	1,918	20	1,938
Pupp, Jonathan	Hourly Tutor	454	5	458
Purcell, Shawn	Instructor	112,559	35,592	148,152
Quick, Dayna	Instructor	95,322	33,324	128,646
Quince, Adrian	Hourly Stage Manager - Music	375	33	408
Quinlan, Robert	Temporary Faculty Instrl	12,940	1,129	14,068
Quinn, Brian	Temporary Faculty Instrl	7,443	649	8,092
Rahman, Susan	Instructor	117,881	36,339	154,220
Ramey, Byron	Counselor	95,467	24,326	119,793
Ramirez, Mayra	Administrative Assistant	50,880	25,530	76,411
Ramos, Ruben	Hourly Department Assistant	498	5	503
Rank, Heidi	Dir Facilities Planning M&O	134,413	41,231	175,644
Ransom, Michael	Retiree	-	5,504	5,504
Rapko, John	Temporary Faculty Instrl	27,607	3,658	31,265
Rappaport, Betty	Temporary Faculty Instrl	7,163	625	7,788
Reardon, Keara	Hourly Student Ambassador	3,035	31	3,066
Redrick, Hanako	Hourly Instructional Specialist	23,476	2,048	25,524
Reetz, Becky	Director of EOPS/CARE & CalWorks	114,566	51,999	166,565
Reeves, Bobby	Hourly Department Assistant	2,343	24	2,366

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Regelous, Megan	Hourly Technical Asst II	4,860	50	4,910
Reilly, Sheila	Temporary Faculty Instrl	50,811	11,182	61,993
Reinhard, Holly	Temporary Faculty Instrl	12,475	1,653	14,129
Reyes, Ruby	Enrollment Services Assoc II	43,528	17,976	61,504
Ricciuti, Anna	Director of College Services	89,278	42,429	131,707
Richards, Sandra	Temporary Faculty Instrl	891	118	1,009
Ridley, Diane	Instructor	169,561	36,209	205,770
Ridout, Amy	Temporary Faculty Instrl	306	27	333
Rilla, Paul	Temporary Faculty Instrl	11,091	967	12,058
Riswold, Erik	Temporary Faculty Instrl CES	2,440	213	2,653
Ritchie, Alan	Instructor	160,143	45,324	205,467
Rivera, Eloise	Temporary Faculty Instrl	32,356	816	33,173
Roberts, Mitchell	Hourly Tutor	3,485	36	3,521
Robertson, Noel	Temporary Faculty Instrl	52,214	17,999	70,213
Robinson, Karen	Counselor	125,877	37,320	163,198
Robinson, Mark	Laboratory Technician	56,527	27,121	83,648
Robles, Russell	Temporary Faculty Instrl CES	12,802	1,111	13,913
Rocky, Alice	Temporary Faculty Instrl	31,593	8,299	39,892
Rodas Gramajo, Yaquelin	Hourly Student Ambassador	720	7	727
Roderick, Irina	Instructor	216,464	45,130	261,595
Rodriguez Rosales, Angelly	Hourly Student Ambassador	2,894	30	2,924
Rodriguez, Elena	Temporary Faculty Instrl	5,671	143	5,814
Rodriguez, John	Maintenance Carpenter	73,812	40,797	114,609
Rodriguez, Juan	Hourly Lab Assistant	594	6	600

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Roe, Sharon	Temporary Faculty Instrl CES	473	41	514
Rogers, Marilee	Temporary Faculty Instrl	128	3	131
Rogow, Cheryl	Instructor	71,036	9,994	81,031
Roitman, Karina Yael	Temporary Faculty Instrl	3,459	458	3,917
Rollins, Corina	Temporary Faculty Instrl	31,975	11,739	43,714
Rolston, Caitlin	Instructional Specialist	49,240	16,640	65,880
Rolston, Katherine	Temporary Faculty Instrl CES	4,558	398	4,955
Romero, Mariella	Hourly Department Assistant	1,477	15	1,492
Romo Padilla, Guadalupe	Administrative Assistant	43,168	19,968	63,136
Rooney, Kathleen	Instructor	134,866	29,580	164,446
Rosas, Aaron	Hourly Police Cadet	4,590	47	4,637
Ross, Mary	Instructional Specialist Court Reporti	20,488	1,811	22,299
Rothbart, George	Temporary Faculty Instrl	57,066	4,977	62,043
Rovin, Robert	Temporary Faculty Instrl CES	1,191	104	1,295
Rowe, Eric	Temporary Faculty Instrl	573	14	587
Ruddle, Joanna	Instructor	116,874	39,546	156,420
Rudolph, Monica	Administrative Assistant	43,076	31,891	74,967
Ruiz, Dustin	Police Officer	94,072	37,885	131,956
Rullen, Jeaneffer	Custodian	46,295	23,287	69,582
Russakovskii, Yevgeniy	Temporary Faculty Instrl	31,243	4,140	35,384
Russell, Marc	Retiree	-	3,278	3,278
Russell, Marian	Temporary Faculty Instrl	11,569	1,009	12,579
Rusting, John	Temporary Faculty Instrl	42,111	13,083	55,193
Sadava, Dana	Hourly Acommpanist	401	35	436

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Sage, Mary	SAS E-Text Assistant	32,395	15,354	47,749
Salazar, Dolores	Hourly Lab Assistant	1,138	12	1,149
Saldana, Tristan	Temporary Faculty Instrl	37,613	4,985	42,598
Salomone-Smith, Ilia	Temporary Faculty Instrl CES	2,741	239	2,980
Sameon, Ken Benedict	Hourly Tutor	1,691	17	1,709
Sampiere-Prochnow, Noah	Hourly Lifeguard	1,297	113	1,411
Sanchez Vasquez, Marta	Temporary Faculty Instrl	1,717	43	1,761
Sandoval, Perla	Hourly Dept Aide IV	1,444	15	1,459
Sandri, David	Temporary Faculty Instrl CES	1,633	142	1,775
Sankham, Cattleya	Hourly Assistant Outreach	5,957	61	6,018
Sanko, Nadia	Instructor	81,098	31,222	112,320
Sarrafzadeh, Isabelle	Hourly Lifeguard	1,670	146	1,816
Saunders, Lisa	Temporary Faculty Instrl CES	1,450	126	1,577
Saura, Rhea	Hourly Lifeguard	1,678	146	1,825
Scaife, Mariah	Hourly Assistant Coach	2,000	174	2,174
Scarcella, Joseph	Athletic Trainer	68,469	41,139	109,608
Schane, Burton	Administrative Systems Analyst	110,507	30,535	141,042
Schiff, Cynthia	Temporary Faculty Instrl	16,150	2,140	18,290
Schlafer, Annalise	Hourly Lifeguard	1,464	128	1,592
Schleeter, Robert	Temporary Faculty Instrl	13,885	1,840	15,725
Schmitt, Frederick	Instructor	120,710	34,927	155,637
Schmitz, Leslie	Hourly Lifeguard	825	72	897
Schneider, Peter	Retiree	-	5,504	5,504
Schneider, Timothy	EOPS/CARE & CalWorks Coord.	6,838	3,063	9,901

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Schoon, Keith	Counselor	497	66	563
Schuster, Emily	Hourly Tutor	3,989	41	4,030
Schwartz, Carol	SAS Specialist	27,322	8,546	35,868
Schwartz, Maureen	Temporary Faculty Instrl CES	378	33	411
Scialli, Carol	Hourly Office Technician	4,369	381	4,751
Scofield, Alan	Temporary Faculty Instrl	35,472	19,543	55,015
Scott, Gareth	Temporary Faculty Non-Instrl	700	61	761
Scott, John	Temporary Faculty Instrl	35,711	19,574	55,285
Scranton, Diana	Instructional Specialist	48,546	19,591	68,138
Sedie, Theo	Accounts Payable Specialist	51,719	38,151	89,870
Seery, Patricia	Instructor	110,220	38,142	148,362
Seiler, Karina	Hourly Department Aide	8,421	86	8,507
Serafin, Scott	Instructor	160,553	36,168	196,721
Sereno, Prartho	Temporary Faculty Instrl CES	3,984	347	4,331
Shafer, Holley	Sr Research & Eval. Specialist	79,178	39,593	118,771
Shankar, Ravi	Hourly Police Cadet	1,794	18	1,812
Shapiro, Aaron	Hourly Tutor	431	4	436
Sharp, Leah	Instructor	100,398	14,176	114,573
Shaw, Brianna	Temporary Faculty Instrl	10,670	1,414	12,084
Shaw, Ellen	Accounting Technician	61,187	37,396	98,583
Sheikh, Gulam Mohamed	Hourly Student Ambassador	6,803	329	7,132
Sheofsky, Elizabeth	Instructional Specialist	46,820	10,037	56,856
Shing, April	ECE Teacher Intern	12,292	1,072	13,364
Shrestha, Devendra	Accounting Technician	19,469	12,266	31,735

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Shroyer, Misty	Hourly Enrollment Services Assistant	19,103	1,666	20,770
Siegenthaler, Connie	Admin Asst Dean Dir Cabinet	30,064	14,383	44,447
Sieminski, Slawomir	Temporary Faculty Instrl	946	125	1,072
Silin, Alexey	Hourly Student Ambassador	684	7	691
Sillcocks, Emily	Asst. Dean Enrollment Services/SFA	76,565	22,810	99,375
Simon, Cynthia	Hourly Adapted PE Aide	5,680	495	6,175
Singer, Ann	Temporary Faculty Instrl	34,085	2,973	37,058
Sinkevych, Mykhaylo	Temporary Faculty Instrl	6,762	896	7,659
Sirianni, Patricia	Temporary Faculty Instrl	40,301	12,843	53,144
Sklove, Brett	Temporary Faculty Non-Instrl	16,727	2,217	18,944
Skolnick, David	Temporary Faculty Instrl	18,450	2,445	20,895
Smith, David	Hourly Box Office Assistant	6,970	608	7,578
Smith, Gregory	Instructional Specialist	47,763	24,630	72,393
Smith, James	Retiree	-	5,504	5,504
Smith, Michael	Custodian	40,451	34,732	75,183
Smith, Paul	Temporary Faculty Instrl	24,556	20,169	44,725
Smith, Rion	Instructional Specialist	51,483	25,419	76,902
Smith, Victor	Temporary Faculty Instrl	36,457	20,864	57,321
Smyth, Kathleen	Instructor	172,093	39,781	211,874
Smyth, Trevor	Temporary Faculty Non-Instrl	4,676	408	5,084
Snyder, David	Dean of Arts and Humanities	134,049	28,863	162,912
So, Albert	Print Production Specialist	54,484	26,571	81,056
Soluri, Kathaeryne	Temporary Faculty Instrl	23,699	6,893	30,591
Sorensen, Clayton	Hourly Assistant Soccer Coach	3,500	305	3,805

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Sosa De Leon, Tifani	Hourly Student Ambassador	720	7	727
Southard, Rowena	Temporary Faculty Instrl	42,594	17,013	59,607
Spease, Jennifer	Enrollment Services Assoc I	63,307	41,379	104,687
Squeri Jr, Richard	Temporary Faculty Instrl	5,967	645	6,612
Stahl-Ricco, Gina	Temporary Faculty Instrl	24,346	3,978	28,324
Stange, Dodd	Maintenance Mechanic	67,694	29,096	96,790
Steinberg, Steven	Temporary Faculty Instrl	10,155	1,346	11,500
Steiner, Lawrence	Retiree	-	9,466	9,466
Steinmetz, Polly	Instructor	111,686	38,929	150,615
Stevenson, Troy	Counselor	84,697	21,911	106,607
Stewart, Anita	Hourly Box Office Assistant	1,026	89	1,116
Stewart, Susan	Temporary Faculty Instrl CES	3,890	339	4,230
Stocker, Christy	Temporary Faculty Instrl	1,356	118	1,474
Stopher, James	Instructor	72,918	31,696	104,615
Strickling, Amy	Temporary Faculty Instrl	14,744	1,286	16,030
Stroud, Joanne	Bookstore Operations Assistant	1,550	135	1,685
Strozier, Stephanie	Instructor	63,432	20,829	84,262
Stupp, Salomon	Hourly Tutor	7,138	623	7,761
Suarez Maldonado, Alejandro	Administrative Assistant	51,731	32,492	84,224
Suarez, Juan	Temporary Faculty Instrl	2,861	250	3,110
Subramanian, N	Temporary Faculty Instrl	87,843	11,641	99,484
Sukoski, Martha	Temporary Faculty Instrl	22,339	7,452	29,792
Sulaiman Hara, Sadika	Director of Student Activities & Advc	104,583	37,330	141,914
Sutherland, John	Instructor	138,275	39,035	177,310

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Sywulak, Daria	Temporary Faculty Instrl	10,427	1,354	11,781
Tachihara, Sandra	Retiree	1,744	18,069	19,814
Takemoto, Kathy	Workforce Program Specialist	42,238	13,323	55,561
Tanenberg, Stuart	Board of Trustee	4,262	2,162	6,424
Tanner Mack, Sandra	Temporary Faculty Instrl	38,613	19,959	58,572
Taylor, Laurie	Temporary Faculty Instrl	44,853	20,786	65,639
Taylor, William	Temporary Faculty Instrl	12,893	732	13,625
Teer, Joann	Enrollment Services Assoc I	66,705	29,533	96,238
Tenison-Scott, Joetta	Temporary Faculty Instrl	1,344	34	1,378
Tercero Lopez, Luis	Hourly Tutor	3,855	336	4,191
Terhune, Jamine	Temporary Faculty Instrl	30,080	15,986	46,066
Terry, Linda	Payroll Specialist	69,479	39,806	109,286
Terry, Michael	Hourly Assistant Coach	2,500	218	2,718
Tesfay, Yonas	Custodian	33,823	18,057	51,880
Tesler, Patrick	Human Resources Technician II	54,571	32,252	86,823
Testa, Dana	Temporary Faculty Instrl	18,752	1,636	20,388
Thaler, Reid	Temporary Faculty Instrl CES	4,408	384	4,793
Thayer, Debra	Administrative Systems Analyst	84,762	34,384	119,146
Thomas, Craig	Temporary Faculty Instrl CES	608	53	661
Thomas, Joseph	Lead Custodian	45,875	27,254	73,129
Thomas, Tracy	Pool Maintenance Worker	57,955	17,635	75,590
Thompson Smith, Cynthia	Instructional Assistant	8,461	738	9,200
Thompson, Grant	Hourly Department Assistant	1,347	14	1,361
Thompson, Robert	Hourly Locksmith Carpenter	16,459	415	16,874

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Thompson, Rose	Counselor	7,071	18,103	25,174
Thu, Zin	Laboratory Technician	31,203	3,633	34,836
Timmel, Michael	Retiree	-	17,450	17,450
Timpone, Shannon	Health Services Assistant	18,225	2,266	20,491
Tindall, Douglas	Hourly Lab Assistant	750	8	758
Tipton, James	Instructor	121,563	36,747	158,309
Tirado, Patricia	Temporary Faculty Instrl	15,009	5,741	20,750
Tjernell, Lawrence	Instructor	6,666	14,661	21,327
Torres-Benavides, Cari	Assistant Vice President	140,043	57,374	197,416
Traversi, Diane	Dean of Enrollment Management	130,542	53,202	183,744
Treanor, Wanden	Board of Trustee	3,906	14,360	18,267
Troy, Jasmine	Temporary Faculty Instrl	10,175	887	11,062
Tucker, Doris	Senior Payroll Specialist	100,721	36,756	137,477
Tucker, Jessica	College Police Services Asstistant	37,489	6,141	43,630
Tudor, Connie	Temporary Faculty Instrl	16,493	1,438	17,931
Turner, Walter	Instructor	175,254	43,906	219,160
Tweedie, Yolanda	Children Center Teacher	36,314	17,692	54,006
Tyree, Juanita	Temporary Faculty Instrl	29,005	3,844	32,849
Ugalde, Maureen	Custodian	10,432	6,275	16,707
Unser, Manda	Hourly Department Assistant	270	3	273
Unterberger, Richard	Temporary Faculty Instrl CES	3,045	266	3,311
Urena, Jose	Counselor	64,751	15,322	80,073
Uriostegui, Jessica	Hourly Department Assistant	1,453	15	1,467
Urquhart, Gaylene	Office Tech - Enrollment Serv	39,304	22,166	61,469

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Ursin-Smith, Rolf	Temporary Faculty Instrl CES	678	59	737
Valente, Mary	Temporary Faculty Instrl CES	449	39	488
Van Buuren, Saskia	Hourly Police Cadet	10,344	106	10,449
Van Dorn, Eric	Temporary Faculty Instrl	30,611	12,309	42,919
Van Kriedt, Karen	Retiree	-	13,670	13,670
Van Rozeboom, Leonor	Houlrly Office Aide IV	986	10	996
Van Trump, Gregory	Temporary Faculty Instrl	1,413	187	1,600
Vaquero, Gilberto	Hourly Police Cadet	4,300	44	4,344
Vartanian, Sharon	Temporary Faculty Instrl	61,251	17,121	78,372
Vaughan, Michele	Temporary Faculty Instrl	48,176	6,146	54,322
Vaughn, Desiree	Hourly Department Assistant	7,780	80	7,860
Vavrek, Karl	Temporary Faculty Instrl	2,222	194	2,415
Vejby, Mara	Temporary Faculty Instrl	5,293	701	5,995
Velazquez-Cortes, Samantha	Hourly Department Aide IV	9,856	101	9,957
Vereshagin, Alexander	Temporary Faculty Instrl CES	1,523	133	1,655
Vetter, Melanie	Temporary Faculty Instrl	945	82	1,028
Villarreal, Seanna	Enrollment Services Assoc II	66,884	39,157	106,041
Villeda Ochoa, Jonathan	Hourly Assistant Coach	1,500	15	1,515
Vinik, Sean	Hourly Tutor	1,358	14	1,372
Vivio, Diane	Hourly Administrative Assistant	668	58	726
Wadenius, Adam	Temporary Faculty Instrl	13,057	1,730	14,788
Wadsworth, William	Gardener	54,639	26,348	80,987
Wagner, Katherine	Instructor	84,819	29,704	114,522
Waldman, Leslie	Temporary Faculty Instrl	51,555	14,334	65,889

**MARIN COMMUNITY COLLEGE DISTRICT
2015-16 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
ALPHABETICAL ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Walker, Santon	Instructional Specialist	28,450	5,831	34,280
Wallace, William	Temporary Faculty Instrl CES	1,390	121	1,511
Walsh, Wendy	Instructor	115,962	39,499	155,461
Wang, Andrea	Temporary Faculty Instrl	76,853	26,451	103,305
Warren, Deborah	Temporary Faculty Instrl	11,330	988	12,318
Webster, Rachael	Instructor	6,132	813	6,944
Weiland, Michael	Hourly Lab Assistant	2,719	28	2,747
Welch, Alison	Office Technician	28,067	3,527	31,594
Welch, Kyle	Hourly Carpenter	5,673	495	6,167
Weldon, Sandra	Instructor	115,128	26,953	142,081
Wells, Stephanie	Instructor	106,704	27,803	134,507
Wenck-Reilly, Brennan	Temporary Faculty Instrl	8,649	1,146	9,795
Werlin, Rebecca	Temporary Faculty Instrl	31,748	2,769	34,517
West, Kevin	Laboratory Technician	62,551	41,208	103,759
West, Walter	Temporary Faculty Instrl	74,331	18,104	92,435
Wheeler, Craig	Hourly Lab Assistant	438	4	442
White, David	Designer Stage Technician	65,655	41,617	107,272
Whittingslow, Robert	Hourly Lab Assistant	4,359	45	4,403
Widenhofer, Allan	Temporary Faculty Instrl	37,279	15,782	53,061
Widger, Daniel	Hourly Police Officer	21,360	539	21,899
Wiebers, Deborah	Retiree	-	9,666	9,666
Wik, Tamara	Temporary Faculty Instrl	28,406	14,478	42,884
Wilcoxon, Heather	Temporary Faculty Instrl	191	17	207
Willet, Nancy	Instructor	109,419	25,024	134,443

**MARIN COMMUNITY COLLEGE DISTRICT
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ALPHABETICAL ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Williams, Jeannine	Temporary Faculty Instrl	67,022	17,886	84,908
Willits, Ronald	Temporary Faculty Instrl	40,690	5,392	46,082
Wilson, Benjamin	Hourly Tutor	9,638	98	9,736
Wilson, Brian	Temporary Faculty Instrl	34,214	863	35,077
Wilson, Clyde	Temporary Faculty Instrl	1,998	174	2,173
Wilson, Derek	Instructor	115,678	36,047	151,725
Wilson, Paul	Maintenance Electrician	66,290	24,121	90,412
Wiltey, Ana	Instructional Specialist	7,062	616	7,678
Winstead, Nicholas	Hourly Assistant Coach	800	70	870
Wittenmeier, Toni	Counselor	120,710	29,128	149,838
Wolff, Maxwell	Hourly Lab Assistant	131	1	133
Womack, Christopher	Temporary Faculty Instrl	350	46	396
Wong, Sally	Testing Center Coordinator	17,522	9,257	26,779
Wood, Hazel	Temporary Faculty Instrl CES	1,450	126	1,577
Wood, Robyn	Temporary Faculty Instrl	71,045	24,477	95,522
Wood, Scott	Temporary Faculty Instrl	38,855	5,149	44,004
Woodlief, Blaze	Instructor	117,086	39,545	156,631
Woods, Julia	Instructional Assistant	34,878	11,344	46,223
Wuterich, Gabriele	Hourly Tutor	250	3	253
Yachdav, Edan	Hourly Tutor	5,653	58	5,711
Yaryan, Eugenie	Retiree	-	8,384	8,384
Yee, Gloria	Temporary Faculty Instrl	11,427	1,514	12,941
Yohannes, Haile	Maintenance HVAC Mechanic	81,383	46,193	127,577
Yokell, June	Office Technician	20,563	6,186	26,749

**MARIN COMMUNITY COLLEGE DISTRICT
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ALPHABETICAL ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Young, Andrew	Hourly Lab Assistant	1,213	12	1,225
Young, Brian	Laboratory Technician	24,771	3,121	27,892
Young, Maria	Instructor	115,517	37,380	152,897
Zarrehparvar, Xenia	SAS Support Services Coord	56,512	32,892	89,404
Zeller, Brent	Temporary Faculty Instrl CES	5,893	514	6,407
Zerrudo, Mark	Hourly Student Ambassador	750	8	758
Ziedrich, Cheryl	Temporary Faculty Instrl	35,585	10,587	46,172
Zvanut, Jason	Temporary Faculty Instrl	1,154	101	1,254

**MARIN COMMUNITY COLLEGE DISTRICT
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DESCENDING ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Coon, David Wain	Superintendent President	\$ 284,140	\$ 49,536	\$ 333,676
Palmer, Ronald	Instructor	226,065	50,689	276,753
Roderick, Irina	Instructor	216,464	45,130	261,595
Agudelo-Silva, Fernando	Instructor	199,609	50,433	250,043
Nelson, Gregory	VP of Finance & College Operations	167,560	62,721	230,281
Eldridge, Jon	Senior VP Student Learning & Studer	188,923	37,313	226,236
Pasquel, Alicia	Instructor	171,474	53,802	225,276
Turner, Walter	Instructor	175,254	43,906	219,160
Dunmire, Erik	Instructor	172,406	43,555	215,961
Bellisimo, Yolanda	Instructor	168,809	46,465	215,274
Smyth, Kathleen	Instructor	172,093	39,781	211,874
Allen, Maula	Instructor	164,055	45,248	209,303
Ridley, Diane	Instructor	169,561	36,209	205,770
Ritchie, Alan	Instructor	160,143	45,324	205,467
Early, Rinetta	Counselor	168,893	34,065	202,958
Pagani, Rossana	Instructor	165,651	36,855	202,505
Kelly, Ingrid	Instructor	159,833	41,899	201,732
Cullen, Gina	Counselor	155,129	44,655	199,784
Ordin, Laurie	Instructor	162,466	36,411	198,878
Frank, Linda	Executive Dir. of Development	149,997	47,884	197,881
Torres-Benavides, Cari	Assistant Vice President	140,043	57,374	197,416
Serafin, Scott	Instructor	160,553	36,168	196,721
McCarty, Laura	Director of Modernization	135,872	56,767	192,639
Ekoue Totou, Patrick	CIO/Dir of Info. Technology	135,872	56,591	192,463

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DESCENDING ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Marmysz, John	Instructor	153,086	39,364	192,450
Pacula, Norman	Instructor	148,789	41,646	190,435
Combs, Kristina	Exec. Dir. of HR and Labor Rel	153,329	36,746	190,075
Kelly, Patrick	Instructor	147,615	40,290	187,905
Golitzin, George	Instructor	144,375	43,220	187,594
Isozaki, Margaret	Director of Fiscal Services	137,762	48,061	185,823
Traversi, Diane	Dean of Enrollment Management	130,542	53,202	183,744
Gonzalez, James	Instructor	143,913	39,802	183,714
Borenstein, Bonnie	Instructor	151,001	31,705	182,706
Brown, Becky	Instructor	141,181	39,439	180,620
Alameida, Marshall	Dean of Health Sciences	132,547	47,211	179,758
Sutherland, John	Instructor	138,275	39,035	177,310
Rank, Heidi	Dir Facilities Planning M&O	134,413	41,231	175,644
Langinger, Jeannie	Instructor	141,165	33,484	174,648
Bonander, Barbara	Instructor	132,688	41,689	174,377
O'Keefe, Patricia	Instructor	131,364	41,490	172,855
Li, Christine	Instructor	133,547	38,309	171,856
Briceno-Moreno, Luz	Counselor	133,027	38,340	171,368
Leimer, Christina	Executive Director of P.R.I.E.	150,424	18,808	169,232
Levy, Derek	Dean of Student Success	128,127	40,433	168,560
Pratt, Elizabeth	Dean of Career and Tech Svcs	122,735	45,173	167,908
Everitt, David	Instructor	126,163	40,832	166,995
Reetz, Becky	Director of EOPS/CARE & CalWorks	114,566	51,999	166,565
Hernandez, Carol	Dean of Math and Sciences	125,259	40,099	165,358

**MARIN COMMUNITY COLLEGE DISTRICT
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DESCENDING ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Rooney, Kathleen	Instructor	134,866	29,580	164,446
Martinisi, Michele	Instructor	144,148	20,066	164,214
Lutz, Arthur	Instructor	126,698	37,456	164,154
Mueller, Joseph	Instructor	128,277	35,442	163,719
Robinson, Karen	Counselor	125,877	37,320	163,198
Snyder, David	Dean of Arts and Humanities	134,049	28,863	162,912
Adams, George	Instructor	133,213	29,352	162,565
Hinds, John	Instructor	128,798	31,933	160,732
Pilloton, Anna	Dir School & Comm Partnerships	110,901	48,303	159,203
Tipton, James	Instructor	121,563	36,747	158,309
Furuya, Bruce	Counselor	128,917	28,811	157,728
Osheroff, Aaron	Database Administrator	104,777	52,908	157,686
Crosby, Frank	Instructor	120,710	36,727	157,437
Passer, Joyce	Instructor	125,763	31,565	157,328
Park, Jessica	Instructor	120,538	36,650	157,188
Berringer, Steven	Interim Dir. Kinesiology and Athletics	110,747	46,218	156,965
Egert, David	Instructor	127,988	28,690	156,678
Woodlief, Blaze	Instructor	117,086	39,545	156,631
Ruddle, Joanna	Instructor	116,874	39,546	156,420
Lee, June	Health Center Nurse	116,753	39,529	156,282
Barker, Leslie	Senior Accountant	106,289	49,407	155,695
Schmitt, Frederick	Instructor	120,710	34,927	155,637
Walsh, Wendy	Instructor	115,962	39,499	155,461
Gonzalez, Marco	Instructor	115,928	39,353	155,281

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DESCENDING ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Rahman, Susan	Instructor	117,881	36,339	154,220
Lehua, Constance	Manager Employee & Labor Relation	106,906	46,979	153,885
Young, Maria	Instructor	115,517	37,380	152,897
Jacob, John	Instructor	113,347	38,646	151,993
Wilson, Derek	Instructor	115,678	36,047	151,725
Klinger, Alisa	Instructor	115,443	35,979	151,422
Fara, Nick	Instructor	115,376	36,013	151,389
Johnson, Carol	Instructor	112,184	38,989	151,173
Dodge, Margaret	Instructor	112,068	38,874	150,942
Koenig, Karen	Instructor	116,622	34,180	150,803
Edwards, Shaquam	Instructor	111,921	38,846	150,768
Steinmetz, Polly	Instructor	111,686	38,929	150,615
Wittenmeier, Toni	Counselor	120,710	29,128	149,838
Seery, Patricia	Instructor	110,220	38,142	148,362
Hersch, Tonya	Instructor	105,685	42,548	148,234
Purcell, Shawn	Instructor	112,559	35,592	148,152
Nguyen, Dong	Administrative Systems Analyst	97,889	50,087	147,977
Morse, Lisa	Instructor	111,596	35,490	147,086
Adams, John	Police Officer	108,045	38,947	146,992
Greitzer, Michelle	Senior Accountant	101,224	45,077	146,301
Magallanes-Rivera, Alexandra	Counselor	106,838	38,280	145,118
Kuhn, Kristi	Instructor	109,459	35,220	144,680
Jones, Sven	Director of SAS	107,376	35,760	143,136
Arnold, Chester	Instructor	109,364	33,446	142,810

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DESCENDING ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Erdmann, John	Librarian	107,623	34,961	142,584
Weldon, Sandra	Instructor	115,128	26,953	142,081
Sulaiman Hara, Sadika	Director of Student Activities & Advc	104,583	37,330	141,914
Hildebrand, Carol	Dir of Comm Ed, LL, and Int Ed	108,991	32,847	141,839
Schane, Burton	Administrative Systems Analyst	110,507	30,535	141,042
McKinnon, Sara	Instructor	111,092	29,485	140,576
Moraca, Lori	Interim Dir of Child. Prog	111,159	28,888	140,047
Lefkowitz, Saralyn	Instructor	122,738	17,260	139,998
Joyner, Kathleen	Executive Assistant II	93,054	46,873	139,927
Patterson, David	Librarian	120,566	18,671	139,237
Newton, Steven	Instructor	111,830	26,530	138,360
Tucker, Doris	Senior Payroll Specialist	100,721	36,756	137,477
Cottle, Windee	Instructor	99,376	37,222	136,598
Jones, David	Instructor	109,884	26,251	136,136
Wells, Stephanie	Instructor	106,704	27,803	134,507
Cureton, Dawn	Counselor	99,260	35,245	134,505
Willet, Nancy	Instructor	109,419	25,024	134,443
Harris, Nekoda	Interim Asst Director of HR	102,145	32,019	134,163
Lee, Wendy	System Support Technician	87,090	46,987	134,077
Ruiz, Dustin	Police Officer	94,072	37,885	131,956
Ricciuti, Anna	Director of College Services	89,278	42,429	131,707
Frye, Sarah	Librarian	105,564	25,600	131,164
Pomajulca, Cesar	Instructor	97,394	33,584	130,979
Indi, Ferhat	Systems Administrator	93,119	37,507	130,626

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Escobar, Caitlin	Counselor	96,719	33,487	130,206
Gardiner, David	Network PC Telephone Tech	90,830	38,404	129,234
Patel, Beth	Instructor	95,537	33,331	128,868
Quick, Dayna	Instructor	95,322	33,324	128,646
Chi, Brian	Network PC Telephone Tech	83,329	45,083	128,412
Yohannes, Haile	Maintenance HVAC Mechanic	81,383	46,193	127,577
Mitchell, David	Maintenance HVAC Mechanic	80,789	45,268	126,056
Cheney, Paul	Instructor	90,026	36,025	126,051
Bjorklund, Trevor	Instructor	89,414	35,379	124,794
Beal, Rebecca	Instructor	99,844	24,915	124,759
Kostyrko, Jacek	Instructor	109,166	15,593	124,759
Barzegar, Naghmeh	Staff Accountant	81,520	43,090	124,610
Barashkov, Andrei	Instructor	96,353	27,570	123,923
Perrone, Kristin	Counselor	87,057	35,602	122,658
Klein, Rachel	Counselor	91,499	31,093	122,593
Carlson, Cheryl	Comm Ed and Svcs Program Spec	80,026	41,719	121,746
Dunn, Jason	Instructor	85,894	35,462	121,356
Acredolo, Kristin	Instructor	91,153	29,009	120,162
Muller, Kevin	Instructor	93,992	26,117	120,109
Ramey, Byron	Counselor	95,467	24,326	119,793
Boyd, Sandy	Instructor	84,511	35,041	119,552
Finlayson, Luna	Counselor	87,170	32,236	119,406
Thayer, Debra	Administrative Systems Analyst	84,762	34,384	119,146
Shafer, Holley	Sr Research & Eval. Specialist	79,178	39,593	118,771

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DESCENDING ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Hulin, Patricia	Instructor	94,529	24,218	118,747
Massion, Cheo	Instructor	94,172	24,072	118,244
Chung, Shook-Chu	Senior Creative/Lead Web Dsgr.	75,140	41,542	116,682
Owen, Ron	Senior Benefits Analyst	81,608	34,884	116,491
Kinka Ruiz, Devon	Senior HR Analyst	81,608	34,803	116,411
Creel, Melody	Research Analyst	79,133	36,882	116,015
Breakstone, Julie	Employment Services Coordinator	74,510	41,360	115,870
Cady, Jeffrey	Instructional Specialist	86,197	28,869	115,066
Rodriguez, John	Maintenance Carpenter	73,812	40,797	114,609
Sharp, Leah	Instructor	100,398	14,176	114,573
Wagner, Katherine	Instructor	84,819	29,704	114,522
Molloy, Melinda	Executive Assistant I	73,702	40,806	114,508
Bagtas-Carmona, Emy	Enrollment Services Assoc III	70,106	43,175	113,282
da Silva, Paul	Instructor	77,147	35,520	112,667
Moua, Tou	Police Officer	77,160	35,266	112,426
Sanko, Nadia	Instructor	81,098	31,222	112,320
Lager, Warren	Instructor	74,740	37,538	112,277
Hudgens, Michael	Instuctional Support Coordinator	71,696	40,547	112,243
Chia, Mia	Instructor	88,753	23,444	112,197
Cruz, Nicole	Executive Assistant I	70,902	41,108	112,010
Banks, Cecile	Enrollment Services Assoc II	71,329	40,441	111,770
Hunter, Andrea	Enrollment Services Assoc III	78,693	32,526	111,219
Namvar, Mina	Admin Asst Dean Dir Cabinet	70,237	39,715	109,952
Scarcella, Joseph	Athletic Trainer	68,469	41,139	109,608

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DESCENDING ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Bacigalupi, Lindsay	Administrative Assistant	76,204	33,344	109,547
Loeffler, Laura	Admin Asst Dean Dir Cabinet	69,558	39,930	109,488
Longo, Gina	Admin Asst Dean Dir Cabinet	67,267	42,143	109,410
Haber, John	Telecomm and Electronics Spec	77,391	31,966	109,357
Terry, Linda	Payroll Specialist	69,479	39,806	109,286
Dominguez, Paul	Lead Gardener	68,291	40,562	108,854
Kidder, Todd	Police Sergeant	88,220	19,960	108,179
White, David	Designer Stage Technician	65,655	41,617	107,272
Stevenson, Troy	Counselor	84,697	21,911	106,607
Bird, Conor	Kinesiology & Athletics Equipment IV	73,600	32,938	106,538
Villarreal, Seanna	Enrollment Services Assoc II	66,884	39,157	106,041
Kreit, Cara	Instructor	91,764	13,106	104,870
Spease, Jennifer	Enrollment Services Assoc I	63,307	41,379	104,687
Stopher, James	Instructor	72,918	31,696	104,615
Mahoney, David	Graphics Design Specialist	62,573	41,194	103,767
West, Kevin	Laboratory Technician	62,551	41,208	103,759
Erlenheim, David	Buyer	71,888	31,599	103,487
Wang, Andrea	Temporary Faculty Instrl	76,853	26,451	103,305
Paulino, Joan	Enrollment Services Assoc II	62,260	40,898	103,157
Acker, Eileen	Admin Asst Dean Dir Cabinet	63,926	38,303	102,229
O'Gara, Kim	Curriculum and Artcln Spec	66,240	35,667	101,907
Faw, Dianne	Admin Asst Dean Dir Cabinet	63,672	38,229	101,901
Lamke, Victoria	Administrative Assistant	62,713	37,952	100,665
Fragata, Marilou	Staff Accountant	62,332	37,671	100,003

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Lince, Stacey	Instructional Technologist	63,817	35,968	99,785
Martinez, Manuel	Custodian	61,578	38,186	99,764
Jones, Rhonda	Executive Assistant I	70,902	28,808	99,710
Haggitt, Brianna	Accountant	65,993	33,580	99,573
Subramanian, N	Temporary Faculty Instrl	87,843	11,641	99,484
Sillcocks, Emily	Asst. Dean Enrollment Services/SFA	76,565	22,810	99,375
Jacques, Rose	Admin Asst Dean Dir Cabinet	58,908	40,204	99,112
McCoy, Robert	Instructor	76,979	21,951	98,930
Shaw, Ellen	Accounting Technician	61,187	37,396	98,583
Cruz, Julio	Custodian	64,265	34,282	98,547
Gudmundsson, Jon	Laboratory Technician	68,656	29,850	98,507
Hagos, Alganesh	Hourly Instructional Specialist	60,372	37,241	97,613
Deneris, Jamie	Instructor	62,283	34,981	97,264
Marcum, Jeffrey	Maintenance Electrician	64,363	32,869	97,232
Stange, Dodd	Maintenance Mechanic	67,694	29,096	96,790
Teer, Joann	Enrollment Services Assoc I	66,705	29,533	96,238
Martinez, Deirdre	Laboratory Technician	56,557	39,429	95,987
Oyle, Julie	Administrative Assistant	56,670	39,309	95,979
Pinckney, Joanna	Administrative Assistant	56,572	39,240	95,812
Wood, Robyn	Temporary Faculty Instrl	71,045	24,477	95,522
Minoia, Marco	College Police Services Asstistant	63,406	31,743	95,149
Long, Lan-Ling	Library Technician I	55,883	39,235	95,118
Klein, Jesse Jane	Comm Ed and Svcs Program Spec	67,576	27,410	94,986
Enty, Aftab	Laboratory Technician	55,631	39,064	94,695

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Christensen, Tina	Instructor	66,758	27,688	94,446
Borisov, Olga	Administrative Assistant	55,142	39,020	94,162
James, Patience	Enrollment Services Assoc II	71,625	21,765	93,389
Kuromiya, James	Instructional Support Specialist	57,068	36,301	93,369
Garrett, Steven	Gardener	54,952	38,159	93,110
West, Walter	Temporary Faculty Instrl	74,331	18,104	92,435
Lefkowitz, Carol	Temporary Faculty Instrl	68,651	23,672	92,322
Olsen, Vivian	Administrative Assistant	62,305	28,830	91,135
Aviles, Francisco	Accounts Payable Specialist	52,700	38,342	91,041
Perez, Alexio	Locksmith Carpenter	56,217	34,490	90,706
Grist, Gregory	Temporary Faculty Instrl	72,120	18,561	90,682
Biggart, Maureen	Childrens Center Site Supv	62,464	28,161	90,625
Pensabene, Oksana	Tutoring/Learning Ctr. Coord.	58,677	31,777	90,454
Wilson, Paul	Maintenance Electrician	66,290	24,121	90,412
Kidd, Thelma	Enrollment Services Assoc I	57,406	32,614	90,020
Sedie, Theo	Accounts Payable Specialist	51,719	38,151	89,870
Zarrehparvar, Xenia	SAS Support Services Coord	56,512	32,892	89,404
Amos, Scott	Gardener	54,083	35,074	89,158
Cox, Jeffery	Custodial Services Supervisor	61,136	26,399	87,535
Gaffney, Keli	Accounting Technician	56,803	30,285	87,088
Tesler, Patrick	Human Resources Technician II	54,571	32,252	86,823
King, David	Instructor	75,566	10,944	86,510
Levin, Magdalena	Temporary Faculty Instrl	67,016	19,345	86,361
Dormann, Roger	Graphics Design Specialist	58,208	27,647	85,854

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Fahy, Linda	Administrative Assistant	51,183	34,622	85,805
Pate, Billy	Interim Asst. Dir M&O	62,828	22,901	85,730
Williams, Jeannine	Temporary Faculty Instrl	67,022	17,886	84,908
Drisdell, Lucas	Temporary Faculty Instrl	74,855	10,007	84,862
Harbison, Jesse	Reprographics Mail Clerk	50,151	34,682	84,833
Strozier, Stephanie	Instructor	63,432	20,829	84,262
Suarez Maldonado, Alejandro	Administrative Assistant	51,731	32,492	84,224
Deo, Lee	Enrollment Services Assoc I	54,394	29,718	84,112
Nguyen, Thuy Trang	Library Technician 1	56,511	27,157	83,668
Robinson, Mark	Laboratory Technician	56,527	27,121	83,648
Gisle, Kirsten	Employment Services Coordinator	65,038	18,583	83,622
Oropeza, Guadalupe	Maintenance Painter	56,593	26,903	83,496
Goldberg, Georgia	Temporary Faculty Instrl	66,769	16,350	83,119
Della Santana, Joseph	Instructional Specialist	57,323	25,753	83,076
Diaz, Christopher	Maintenance Plumber	68,602	14,068	82,670
Peitz, Heather	Office Technician	48,595	33,874	82,469
Lemay, Mitchell	Chief of Police	66,711	15,547	82,259
Craig, Rodney	Gardener	48,604	33,592	82,196
Klein, Michael	Reprographics Mail Clerk	48,067	33,721	81,788
Loeffler, Peter	Laboratory Technician	62,055	19,512	81,567
Foulger, Kim	Administrative Assistant	47,765	33,634	81,400
So, Albert	Print Production Specialist	54,484	26,571	81,056
Rogow, Cheryl	Instructor	71,036	9,994	81,031
Wadsworth, William	Gardener	54,639	26,348	80,987

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Urena, Jose	Counselor	64,751	15,322	80,073
Diaz Marroquin, Abner	Custodian	44,665	35,385	80,049
Ovetz, Robert	Temporary Faculty Instrl	57,239	22,573	79,813
Keener, Daniel	Custodian	53,718	26,002	79,721
Dimopoulos, Eliana	Assistive Tech Specialist	57,112	22,528	79,640
Lee, Leslie	Human Resources Technician II	61,796	17,708	79,503
Carroll, Sheldon	Evaluation Analyst	56,862	22,528	79,390
Miller, Trine	Instructor	67,193	11,339	78,532
Vartanian, Sharon	Temporary Faculty Instrl	61,251	17,121	78,372
Galzagorry, Jeanfelix	Custodian	52,527	25,656	78,184
Larre, Christelle	Custodian	52,393	25,778	78,171
De Young, Scott	Custodian	50,254	27,848	78,102
Galzagorry, Marie	Custodian	52,369	25,692	78,060
Barnett, Marixa	Accounting Technician	48,269	29,706	77,975
Smith, Rion	Instructional Specialist	51,483	25,419	76,902
Ramirez, Mayra	Administrative Assistant	50,880	25,530	76,411
Mann, Andrea	Transfer & Career Center Coordinato	54,215	21,983	76,198
Barr-Vickers, Claudia	Temporary Faculty Instrl	51,601	24,522	76,123
Dodson, Steven	Computer Access Specialist	56,363	19,720	76,083
Thomas, Tracy	Pool Maintenance Worker	57,955	17,635	75,590
Smith, Michael	Custodian	40,451	34,732	75,183
Rudolph, Monica	Administrative Assistant	43,076	31,891	74,967
Langeveld, Martinus	Police Officer	59,995	13,801	73,796
Fahy, Philip	Gardener	49,051	24,656	73,707

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Jarrell, Boyd	Temporary Faculty Instrl	51,787	21,705	73,491
Thomas, Joseph	Lead Custodian	45,875	27,254	73,129
Olmanson, Angela	Admin Asst Dean Dir Cabinet	51,539	21,433	72,971
DAgostino, Lisa	Temporary Faculty Instrl	57,889	14,836	72,724
Smith, Gregory	Instructional Specialist	47,763	24,630	72,393
Ortiz, Yvonne	Temporary Faculty Instrl	56,986	15,054	72,040
Dunkle, Christopher	Laboratory Technician	47,541	23,748	71,289
Filane, Leonard	Temporary Faculty Instrl	54,932	16,283	71,215
Coffield, Rose	Childrens Center Site Supv	54,907	15,396	70,302
Robertson, Noel	Temporary Faculty Instrl	52,214	17,999	70,213
Nelson, Clifford	Temporary Faculty Instrl	48,717	21,298	70,015
Broderick, Diane	Temporary Faculty Instrl	48,612	21,284	69,896
Lieberman, Linda	Temporary Faculty Instrl	48,428	21,243	69,671
Rullen, Jeaneffer	Custodian	46,295	23,287	69,582
Lacke, Suzanne	Temporary Faculty Instrl	49,046	19,120	68,166
Scranton, Diana	Instructional Specialist	48,546	19,591	68,138
Bui, Xuan	Custodian	43,997	23,326	67,323
Ostojic-Portello, Radica	Temporary Faculty Instrl	46,977	19,893	66,871
Hayne, Katherine	Temporary Faculty Instrl	58,991	7,817	66,809
Casper, Harris	Temporary Faculty Instrl	53,014	13,775	66,790
Perez, Ramiro	Custodian	43,542	23,184	66,726
Garretson, Patrick	Testing Technician	47,379	19,145	66,524
Darcangelo, Robin	Interim Assistant Dean ES/SFA	46,798	19,261	66,059
Waldman, Leslie	Temporary Faculty Instrl	51,555	14,334	65,889

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Rolston, Caitlin	Instructional Specialist	49,240	16,640	65,880
Taylor, Laurie	Temporary Faculty Instrl	44,853	20,786	65,639
Hasmandova, Adela	Temporary Faculty Instrl	52,757	12,856	65,613
Buquen, Kenny	Temporary Faculty Instrl	52,697	12,850	65,547
McSween, Karen	Library Technician III	48,271	16,579	64,850
Barrall, Mark	Temporary Faculty Instrl	59,604	5,199	64,803
Khazaeli Parsa, Poupak	Temporary Faculty Instrl	44,004	20,673	64,677
Bertuol-Okun, Sueli	Temporary Faculty Instrl	45,543	18,972	64,515
Chinn, Jett	Temporary Faculty Instrl	41,050	23,282	64,331
Abouaf, Jeffrey	Temporary Faculty Instrl	51,387	11,984	63,371
Romo Padilla, Guadalupe	Administrative Assistant	43,168	19,968	63,136
Privitt, Karen	Temporary Faculty Instrl	49,525	13,313	62,838
Cook, Nicole	Temporary Faculty Instrl	42,105	20,400	62,504
Rothbart, George	Temporary Faculty Instrl	57,066	4,977	62,043
Reilly, Sheila	Temporary Faculty Instrl	50,811	11,182	61,993
Maoujoudi, Abdelhak	Temporary Faculty Instrl	47,434	14,538	61,971
Morales-Orozco, Helen	Children Center Teacher	34,702	26,819	61,521
Beam, Rustin	Instructional Specialist	42,337	19,168	61,504
Reyes, Ruby	Enrollment Services Assoc II	43,528	17,976	61,504
Urquhart, Gaylene	Office Tech - Enrollment Serv	39,304	22,166	61,469
Contini, Victor	Temporary Faculty Instrl	38,468	22,940	61,408
Opong Mensah, Kofi	Temporary Faculty Instrl	41,071	20,285	61,356
Atkinson, Justin	Instructional Specialist	41,786	19,426	61,212
Finley, Cynthia	Temporary Faculty Instrl	47,298	13,770	61,068

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Kessler, Michael	Police Officer	51,551	9,266	60,817
Graham, Deborah	Temporary Faculty Instrl	38,496	21,443	59,940
Gamal, Arif	Temporary Faculty Instrl	52,654	6,978	59,631
Southard, Rowena	Temporary Faculty Instrl	42,594	17,013	59,607
Peterson, Stephen	Temporary Faculty Instrl	40,830	18,403	59,234
Goodwin, Ross	Temporary Faculty Instrl	52,273	6,927	59,200
Fitzgerald, David	Gardener	41,632	17,321	58,954
Douglass, Sandra	Temporary Faculty Instrl	42,645	16,301	58,946
Tanner Mack, Sandra	Temporary Faculty Instrl	38,613	19,959	58,572
Lloyd, Sean	Temporary Faculty Instrl	46,936	11,596	58,532
Barr, Maridel	Admin Asst Dean Dir Cabinet	36,067	21,304	57,370
Smith, Victor	Temporary Faculty Instrl	36,457	20,864	57,321
Noble Brown, Linda	Temporary Faculty Instrl	37,253	19,779	57,032
Sheofsky, Elizabeth	Instructional Specialist	46,820	10,037	56,856
Morin, Thomas	Temporary Faculty Instrl	41,728	14,534	56,262
Mihal, Colleen	Temporary Faculty Instrl	44,829	11,412	56,241
Takemoto, Kathy	Workforce Program Specialist	42,238	13,323	55,561
Koffman, Linda	Temporary Faculty Instrl	42,067	13,343	55,410
Brady, Stephen	Temporary Faculty Instrl	48,909	6,481	55,390
Scott, John	Temporary Faculty Instrl	35,711	19,574	55,285
Rusting, John	Temporary Faculty Instrl	42,111	13,083	55,193
Scofield, Alan	Temporary Faculty Instrl	35,472	19,543	55,015
Bowen, Nora	Children Center Teacher	36,175	18,832	55,007
Keener, Margarita	Custodian	36,671	18,258	54,929

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Vaughan, Michele	Temporary Faculty Instrl	48,176	6,146	54,322
Lambert, Gabriel	Lead Custodian	43,759	10,447	54,206
Nicholson, Sachiko	Temporary Faculty Instrl	41,067	12,944	54,011
Tweedie, Yolanda	Children Center Teacher	36,314	17,692	54,006
Jestadt, Jesse	Instructional Specialist	37,531	16,107	53,637
Leighton, Jeannette	Temporary Faculty Instrl	47,351	6,275	53,626
McMillan, Jerry	Temporary Faculty Instrl	42,920	10,493	53,413
Miller, Julie	Temporary Faculty Instrl	34,058	19,355	53,413
Sirianni, Patricia	Temporary Faculty Instrl	40,301	12,843	53,144
Widenhofer, Allan	Temporary Faculty Instrl	37,279	15,782	53,061
Delgado, Mary	Childrens Center Lead Teacher	37,073	15,762	52,835
Hedemark, Gordon	Instructional Assistant	35,015	17,223	52,238
Epperson Beyries, Viona	Temporary Faculty Instrl	39,300	12,710	52,010
Planinshek, Christopher	Maintenance Carpenter	37,147	14,827	51,974
Tesfay, Yonas	Custodian	33,823	18,057	51,880
Martinez, Allyson	EOPS/CARE & CalWorks Coord.	40,872	10,770	51,642
Boyce, Sima	Temporary Faculty Instrl	40,324	11,019	51,343
Cruz Viera, Mercedes	Custodian	28,734	22,424	51,158
Krempetz, Ronald	Temporary Faculty Instrl	46,953	4,095	51,048
Malouf, Janeatte	Children Center Teacher	35,291	15,526	50,817
Holder, Grant	Temporary Faculty Instrl	44,286	5,869	50,155
Bradley, Kathleen	Temporary Faculty Instrl	45,862	4,000	49,862
Cooke, Indica	Children Center Teacher	34,506	15,214	49,721
Haley, Jean	Temporary Faculty Instrl	30,761	18,776	49,537

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
McKnight, Sheila	Temporary Faculty Instrl	36,867	12,388	49,255
Fraites, Dolores	Testing Center Coordinator	39,754	9,462	49,217
Goodale, Jayme	Temporary Faculty Instrl	43,213	5,727	48,940
Doermann, Elisabeth	Temporary Faculty Instrl	42,889	5,684	48,572
Dodge, George	Custodian	33,019	15,437	48,455
Sage, Mary	SAS E-Text Assistant	32,395	15,354	47,749
Prince, Kuniko	Temporary Faculty Instrl	42,079	5,576	47,655
Langley, Candace	Enrollment Services Assoc I	29,514	17,528	47,042
Guillen, Hugo	EOPS/CalWorks Specialist	31,824	14,617	46,441
Allen, Rebecca	Temporary Faculty Instrl	39,589	6,738	46,327
Arrick, Janet	Temporary Faculty Instrl	40,819	5,409	46,228
Woods, Julia	Instructional Assistant	34,878	11,344	46,223
Ziedrich, Cheryl	Temporary Faculty Instrl	35,585	10,587	46,172
Willits, Ronald	Temporary Faculty Instrl	40,690	5,392	46,082
Terhune, Jamine	Temporary Faculty Instrl	30,080	15,986	46,066
Chaille, Michael	Temporary Faculty Instrl	30,412	15,609	46,021
Kurzman, Pamela	Counselor	37,770	8,219	45,989
Gray, Maria	Temporary Faculty Instrl	40,204	5,328	45,532
Forsyth, Susan	Temporary Faculty Instrl	39,982	5,298	45,281
Castillo, Nathan	Lab Tech Fine Arts-Sculpture	37,427	7,786	45,213
Smith, Paul	Temporary Faculty Instrl	24,556	20,169	44,725
Siegenthaler, Connie	Admin Asst Dean Dir Cabinet	30,064	14,383	44,447
Wood, Scott	Temporary Faculty Instrl	38,855	5,149	44,004
Rollins, Corina	Temporary Faculty Instrl	31,975	11,739	43,714

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Tucker, Jessica	College Police Services Asstistant	37,489	6,141	43,630
Johnson, Sarah	Temporary Faculty Instrl	38,417	5,091	43,508
Van Dorn, Eric	Temporary Faculty Instrl	30,611	12,309	42,919
Wik, Tamara	Temporary Faculty Instrl	28,406	14,478	42,884
Saldana, Tristan	Temporary Faculty Instrl	37,613	4,985	42,598
Fitzpatrick, Mary	Temporary Faculty Instrl	37,606	4,984	42,589
Essick, Edward	Temporary Faculty Instrl	40,031	1,010	41,041
Mayo, Ruth	Program Technician, SAS	27,154	13,118	40,272
Rocky, Alice	Temporary Faculty Instrl	31,593	8,299	39,892
Kaufmann, Michael	Temporary Faculty Instrl	29,455	9,903	39,358
King, Christopher	Temporary Faculty Instrl	27,611	11,412	39,023
Bohlke, Wende	Temporary Faculty Instrl	34,519	4,465	38,984
Beutler, Susan	Health Services Assistant	27,773	11,182	38,955
Brown, Roosevelt	Hourly Police Officer	35,578	3,103	38,681
Gougis, Amber	Hourly Department Assistant	31,214	6,872	38,086
Carlson, Sharon	Temporary Faculty Instrl	33,369	4,422	37,791
Singer, Ann	Temporary Faculty Instrl	34,085	2,973	37,058
Oldendick, Nicole	Admin Asst Dean Dir Cabinet	22,497	14,323	36,820
Madril, Edwardo	Temporary Faculty Instrl	33,744	2,943	36,687
Schwartz, Carol	SAS Specialist	27,322	8,546	35,868
Russakovskii, Yevgeniy	Temporary Faculty Instrl	31,243	4,140	35,384
Hirschman -de Blanc, Louise	Temporary Faculty Non-Instrl	34,424	868	35,292
Wilson, Brian	Temporary Faculty Instrl	34,214	863	35,077
Chan, Sheila	Temporary Faculty Instrl	30,814	4,083	34,897

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Thu, Zin	Laboratory Technician	31,203	3,633	34,836
Werlin, Rebecca	Temporary Faculty Instrl	31,748	2,769	34,517
Jenkins, Paige	Hourly Job Placement/Vet Tech	30,982	3,388	34,370
Walker, Santon	Instructional Specialist	28,450	5,831	34,280
Jones, Suzanne	Temporary Faculty Instrl	25,738	8,245	33,983
Knickerbocker, Katherine	Temporary Faculty Instrl	31,188	2,720	33,909
Mielke, Arthur	Temporary Faculty Instrl	31,013	2,705	33,718
Gearhart, Anne	Temporary Faculty Instrl	29,685	3,934	33,619
Beadle, Carole	Temporary Faculty Instrl	29,395	3,895	33,290
Rivera, Eloise	Temporary Faculty Instrl	32,356	816	33,173
Cruz, William	Temporary Faculty Instrl	29,184	3,868	33,052
Tyree, Juanita	Temporary Faculty Instrl	29,005	3,844	32,849
Shrestha, Devendra	Accounting Technician	19,469	12,266	31,735
Welch, Alison	Office Technician	28,067	3,527	31,594
Brookshire, Guy	Temporary Faculty Instrl	27,696	3,670	31,366
Murray, Heather	Temporary Faculty Instrl	27,018	4,332	31,351
Rapko, John	Temporary Faculty Instrl	27,607	3,658	31,265
Jessell, Lori	Temporary Faculty Instrl	28,250	2,464	30,714
Burnett, Linda	Temporary Faculty Instrl	29,949	755	30,705
Soluri, Kathaeryne	Temporary Faculty Instrl	23,699	6,893	30,591
Dunn, James	Temporary Faculty Instrl	29,717	749	30,466
Coley, William	Counselor	23,963	5,905	29,868
Sukoski, Martha	Temporary Faculty Instrl	22,339	7,452	29,792
Nelson, Tannea	Temporary Faculty Instrl	27,312	2,382	29,694

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Mahmoud, Eiman	Temporary Faculty Instrl	27,220	2,374	29,594
Stahl-Ricco, Gina	Temporary Faculty Instrl	24,346	3,978	28,324
Paules, Marian	Temporary Faculty Instrl	25,661	2,238	27,900
Young, Brian	Laboratory Technician	24,771	3,121	27,892
Collins, Marshall	Temporary Faculty Instrl	25,512	2,225	27,737
Kosta, Walter	Temporary Faculty Instrl	24,317	3,223	27,540
Kranenburg, Philip	Board of Trustee	3,906	23,584	27,490
Mortimer, Cheryl	Temporary Faculty Instrl	24,243	3,213	27,456
Berberian, Edward	Temporary Faculty Instrl	23,648	3,134	26,782
Wong, Sally	Testing Center Coordinator	17,522	9,257	26,779
Yokell, June	Office Technician	20,563	6,186	26,749
Psomas, Nikolas	Temporary Faculty Instrl	23,604	3,128	26,732
Martinez, Danae	Temporary Faculty Instrl	23,253	3,082	26,334
Liu, Shuyu	Temporary Faculty Instrl	23,042	3,054	26,096
Patlolla, Sandhyarani	Temporary Faculty Instrl	23,898	2,084	25,983
Johnson, Anthony	Temporary Faculty Instrl	22,776	3,018	25,794
Jeung, Yeun Soon	Temporary Faculty Instrl	25,083	633	25,715
Fletcher, Sandra	Temporary Faculty Instrl	23,634	2,061	25,695
Redrick, Hanako	Hourly Instructional Specialist	23,476	2,048	25,524
Myers, Nicole	Temporary Faculty Instrl	22,376	2,965	25,342
Thompson, Rose	Counselor	7,071	18,103	25,174
Craver, Yosifah	Temporary Faculty Instrl	24,510	618	25,129
Noble, Mary	Temporary Faculty Instrl	23,111	2,016	25,127
Helmer, James	Temporary Faculty Instrl	22,037	2,920	24,957

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Jones, Michieal	Temporary Faculty Instrl	21,995	2,915	24,909
Powers, April	Temporary Faculty Instrl	18,594	6,216	24,810
Gamshad, Mohsen	Temporary Faculty Instrl	22,272	1,943	24,214
Bevis Dresden, Brady	Board of Trustee	3,551	20,094	23,645
McGee, Pdraig	Temporary Faculty Instrl	21,660	1,889	23,549
Numaguchi, Vivian	Temporary Faculty Instrl	20,693	2,742	23,435
Cairns, Michael	Temporary Faculty Instrl	20,884	1,821	22,705
Johnson Rudnick, Wendy	Temporary Faculty Instrl	20,539	1,791	22,331
Dorsey, Caitlyn	Hourly Office Technician	20,460	1,864	22,324
Johnson, Phyllis	Temporary Faculty Instrl	19,701	2,611	22,312
Ross, Mary	Instructional Specialist Court Reporti	20,488	1,811	22,299
Ly, Pearl	Director of Library Services	20,497	1,586	22,083
Widger, Daniel	Hourly Police Officer	21,360	539	21,899
Esparza, Loretta	Temporary Faculty Non-Instrl	19,281	2,555	21,836
O'Brien, Stephanie	Board of Trustee	4,262	17,434	21,696
Tjernell, Lawrence	Instructor	6,666	14,661	21,327
Skolnick, David	Temporary Faculty Instrl	18,450	2,445	20,895
Lieberman, Zachary	Laboratory Technician	19,141	1,670	20,811
Shroyer, Misty	Hourly Enrollment Services Assistant	19,103	1,666	20,770
Tirado, Patricia	Temporary Faculty Instrl	15,009	5,741	20,750
Beaver, Scott	Temporary Faculty Instrl	16,312	4,423	20,734
Timpane, Shannon	Health Services Assistant	18,225	2,266	20,491
Testa, Dana	Temporary Faculty Instrl	18,752	1,636	20,388
Lopez Gutierrez, Gloria	Temporary Faculty Instrl	19,858	501	20,359

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Horton, Katheryn	CP & WD Grants Administrator	14,052	6,227	20,279
Paul, Jeffrey	Accompanist	18,647	1,626	20,274
Gloistein, Barbara	Temporary Faculty Instrl	18,545	1,617	20,162
Bedi, Pushpinder	Hourly Assistant	18,507	1,614	20,121
Ariano, Vaughan	Temporary Faculty Instrl	17,576	2,451	20,027
Tachihara, Sandra	Retiree	1,744	18,069	19,814
Gill, Elizabeth	Temporary Faculty Instrl	18,078	1,577	19,655
Burke, Thomas	Retiree	-	19,550	19,550
Garretson, Candice	Retiree	-	19,550	19,550
Indart, Loretta	Retiree	-	19,550	19,550
Peck, Jeffery	Retiree	-	19,550	19,550
Oser, Sara Louise	Hourly Prof Expert - Intensive ESL	17,968	1,567	19,535
Amos, Lynette	Hourly Custodian	17,917	1,563	19,480
Finch, Alison	Temporary Faculty Non-Instrl	17,843	1,556	19,400
La Scala, Lisa	Laboratory Technician	17,825	1,555	19,379
Friedman, Aileen	Temporary Faculty Instrl	17,645	1,539	19,184
Hampson, Elizabeth	Prog. Admin. Com Ed, LL, IE	13,130	6,037	19,167
Sklove, Brett	Temporary Faculty Non-Instrl	16,727	2,217	18,944
Granucci, David	Temporary Faculty Instrl	16,635	2,205	18,840
Conti, Diana	Board of Trustee	4,262	14,356	18,618
Cooper, Laura	Laboratory Technician Chemistry	13,059	5,452	18,510
Flandreau, Tara	Temporary Faculty Instrl	7,618	10,738	18,356
Pratchenko, Margaret	Office Technician WFD	14,297	4,038	18,335
Juarez, Kimberly	Temporary Faculty Instrl	16,833	1,468	18,301

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Schiff, Cynthia	Temporary Faculty Instrl	16,150	2,140	18,290
Treanor, Wanden	Board of Trustee	3,906	14,360	18,267
Lansing, Ira	Retiree	-	18,050	18,050
Tudor, Connie	Temporary Faculty Instrl	16,493	1,438	17,931
Muldowney, Claudette	Retiree	-	17,918	17,918
Cunningham, James	Temporary Faculty Instrl	15,695	2,080	17,775
Timmel, Michael	Retiree	-	17,450	17,450
Harms, Sharon	Temporary Faculty Instrl	15,200	2,014	17,215
Bauer, Katherine	Executive Assistant I	11,910	5,192	17,102
Thompson, Robert	Hourly Locksmith Carpenter	16,459	415	16,874
Ugalde, Maureen	Custodian	10,432	6,275	16,707
Hritz, George	Retiree	-	16,610	16,610
Briffa, Jennifer	Temporary Faculty Instrl	14,632	1,939	16,571
Hatcher, Kiara	Hourly Assistant Coach	16,209	166	16,374
Canady-Williams, Kim	Hourly Instructional Specialist	15,055	1,313	16,368
Hernandez, Barbara	Instructional Specialist	14,312	1,941	16,252
Arbona, Shaila	Temporary Faculty Non-Instrl	14,349	1,901	16,250
Burchard, Peter	Temporary Faculty Instrl	14,802	1,291	16,093
Strickling, Amy	Temporary Faculty Instrl	14,744	1,286	16,030
Lau, Andrea	Hourly Instructional Specialist	14,628	1,276	15,903
Schleeter, Robert	Temporary Faculty Instrl	13,885	1,840	15,725
Morgan Mok, Julia	Temporary Faculty Instrl	14,419	1,258	15,677
Polen, Patricia	Temporary Faculty Instrl	13,851	1,689	15,540
Blusseau, Francoise	Temporary Faculty Instrl	13,712	1,817	15,529

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Bustinza Nguyen, Consuelo	Hourly Administrative Assistant	14,219	1,240	15,459
Kreuzer, Susanne	Temporary Faculty Instrl	13,640	1,808	15,448
Fane, Chloe	Temporary Faculty Instrl	13,595	1,781	15,376
Naythons, Jessica	Retiree	2,163	13,159	15,322
Buckner, Mary	Temporary Faculty Instrl	14,072	1,227	15,299
Cooper, Marisa	Hourly ECE Teacher Intern	13,961	1,218	15,179
Franco, Michelle	Temporary Faculty Instrl	13,712	1,196	14,908
Deines, Mark	Instructional Assistant	13,622	1,188	14,810
Wadenius, Adam	Temporary Faculty Instrl	13,057	1,730	14,788
Banos, Robert	Temporary Faculty Instrl	13,031	1,727	14,758
Bruce, Robert	Temporary Faculty Instrl	13,491	1,177	14,668
Hemphill, Pamela	Temporary Faculty Instrl	13,450	1,173	14,623
Killam, Paul	Temporary Faculty Instrl	13,388	1,168	14,555
Allen, Francine	Retiree	-	14,508	14,508
Foss, Donald	Retiree	-	14,508	14,508
Gaiz, Ronald	Retiree	-	14,508	14,508
Kennedy, Robert	Retiree	-	14,508	14,508
Ng-Jung, Bessie	Retiree	-	14,508	14,508
Elfenbaum, Adrian	Temporary Faculty Instrl	12,759	1,691	14,450
Reinhard, Holly	Temporary Faculty Instrl	12,475	1,653	14,129
Muller, Beverly	Temporary Faculty Instrl	12,445	1,649	14,095
Quinlan, Robert	Temporary Faculty Instrl	12,940	1,129	14,068
Airey-Van Diem, Peggy	Hourly Tutor	12,819	1,118	13,937
Robles, Russell	Temporary Faculty Instrl CES	12,802	1,111	13,913

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Appleton, Carolyn	Retiree	-	13,736	13,736
Egbert, Roger	Retiree	-	13,736	13,736
Garrison, Greg	Retiree	-	13,736	13,736
Gurka, Constance	Retiree	-	13,736	13,736
Lavin, Robin	Retiree	-	13,736	13,736
Van Kriedt, Karen	Retiree	-	13,670	13,670
Taylor, William	Temporary Faculty Instrl	12,893	732	13,625
Kelly, Alex	Temporary Faculty Instrl	12,465	1,087	13,552
Freschi, Kathryn	Retiree	-	13,424	13,424
Muilenburg, Jo	Retiree	-	13,424	13,424
Bowsher, James	Temporary Faculty Instrl	11,847	1,570	13,417
Brown, Andrea	Temporary Faculty Instrl	11,835	1,568	13,404
Godsey, Michael	Retiree	-	13,393	13,393
Shing, April	ECE Teacher Intern	12,292	1,072	13,364
Admassu, Salem	Instructional Specialist	12,277	1,071	13,348
Boyd, Melina	Hourly Administrative Assistant	12,245	1,068	13,313
Petrovsky, John	Temporary Faculty Instrl	11,734	1,555	13,289
Meadow, Kelly	Librarian	12,215	1,065	13,281
Jacunski, Neal	Temporary Faculty Instrl	12,134	1,058	13,192
Dutton, Caroline	Temporary Faculty Instrl	11,617	1,539	13,156
Helmy, Anna-Lisa	Temporary Faculty Instrl	11,498	1,524	13,022
Morrison, Ronald	Temporary Faculty Instrl	11,474	1,520	12,994
Mathalise, Ntsieni	Hourly Teacher's Aide	12,826	131	12,957
Yee, Gloria	Temporary Faculty Instrl	11,427	1,514	12,941

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Brown, Teresa	Hourly Office Technician	12,065	861	12,926
Poluha, Lauren	Temporary Faculty Instrl	11,763	1,026	12,789
Musante, Danila	Temporary Faculty Non-Instrl	11,271	1,494	12,764
Hui, Julie	Temporary Faculty Instrl	11,258	1,492	12,750
Middleton, Holly	Temporary Faculty Instrl	11,683	1,019	12,702
Hew, Carolyn	Laboratory Technician	11,669	1,018	12,686
Russell, Marian	Temporary Faculty Instrl	11,569	1,009	12,579
Matthews, Benjamin	Testing Technician	11,196	1,351	12,547
Feldman, Jared	Hourly Assistant - Sports	11,444	998	12,442
Warren, Deborah	Temporary Faculty Instrl	11,330	988	12,318
Appleton, Guy	Retiree	-	12,194	12,194
Shaw, Brianna	Temporary Faculty Instrl	10,670	1,414	12,084
Rilla, Paul	Temporary Faculty Instrl	11,091	967	12,058
Callahan, Shawna	Administrative Assistant	11,085	967	12,052
Coleman Smith, Edna	Hourly Human Resources Assistant	10,880	949	11,829
Easy, Collet	Temporary Faculty Instrl	10,854	947	11,801
Sywulak, Daria	Temporary Faculty Instrl	10,427	1,354	11,781
Marshall, Mary	Hourly Testing Technician	10,696	933	11,628
Davison, Jeanette	Instructional Specialist	10,683	932	11,615
Dreskin, Wendy	Temporary Faculty Instrl CES	10,681	932	11,613
Mira, Olger	Hourly Police Cadet	11,481	117	11,599
Del Grande, David	Temporary Faculty Instrl	10,228	1,355	11,583
Steinberg, Steven	Temporary Faculty Instrl	10,155	1,346	11,500
Mazariegos, Jimmy	Hourly Police Cadet	11,315	116	11,431

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Troy, Jasmine	Temporary Faculty Instrl	10,175	887	11,062
Bigeagle, Norman	Temporary Faculty Instrl	10,265	623	10,888
Carroll, Nathan	Hourly Tutor	10,616	262	10,878
Bauman, Marcia	Temporary Faculty Instrl CES	9,896	863	10,759
Best, Karen	Temporary Faculty Instrl	9,753	851	10,604
Duisenberg, Karen	Temporary Faculty Instrl	9,314	1,234	10,549
Barr, James	Retiree	-	10,546	10,546
Brown, Steven	Retiree	-	10,546	10,546
Kirkpatrick, Kathleen	Retiree	-	10,546	10,546
Larocca, David	Retiree	-	10,546	10,546
Van Buuren, Saskia	Hourly Police Cadet	10,344	106	10,449
Luna-Sanchez, Maritza	Hourly Dept Aide IV	9,594	837	10,431
Pintos Souza, Vanessa	Hourly Police Cadet	10,188	104	10,292
Pantenkova, Svetlana	Hourly Gallery Assistant	9,734	550	10,283
Cordova, Taria	Hourly Department Assistant	10,086	103	10,189
Velazquez-Cortes, Samantha	Hourly Department Aide IV	9,856	101	9,957
Schneider, Timothy	EOPS/CARE & CalWorks Coord.	6,838	3,063	9,901
Wenck-Reilly, Brennan	Temporary Faculty Instrl	8,649	1,146	9,795
Keator, Richard	Temporary Faculty Instrl	8,982	783	9,765
Ivry, Jessica	Temporary Faculty Instrl	8,623	1,143	9,765
Charlson, Katherine	Temporary Faculty Instrl	8,956	781	9,737
Wilson, Benjamin	Hourly Tutor	9,638	98	9,736
Dibenedetto, Luz	Temporary Faculty Instrl CES	8,901	776	9,678
Edmondson, Chris	Retiree	-	9,666	9,666

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Wiebers, Deborah	Retiree	-	9,666	9,666
Deiongh, Kyle	Instructional Assistant	8,879	774	9,654
Cox, Carl	Retiree	-	9,466	9,466
Foster, Paulette	Retiree	-	9,466	9,466
Steiner, Lawrence	Retiree	-	9,466	9,466
Barthelemy, Lance	Instructional Specialist	7,820	1,538	9,357
Bennett, Maureen	Temporary Faculty Instrl	8,475	739	9,214
Thompson Smith, Cynthia	Instructional Assistant	8,461	738	9,200
Peterson, Murray	Temporary Faculty Instrl	8,895	224	9,119
Chang, Yungching	Temporary Faculty Instrl	8,359	729	9,088
Lerner-Wright, Anne	Temporary Faculty Instrl	7,959	1,055	9,014
Karel, Ellen	Temporary Faculty Instrl	8,148	711	8,858
Proctor, Robert	Temporary Faculty Instrl	7,743	1,026	8,769
Hartman, Rosalind	Retiree	284	8,391	8,675
Seiler, Karina	Hourly Department Aide	8,421	86	8,507
Gunnarson, John	Temporary Faculty Instrl	7,510	995	8,506
Andrews, Nilda	Temporary Faculty Instrl	7,758	677	8,435
Coad, Victoria	Retiree	-	8,384	8,384
Durbin, Deanna	Retiree	-	8,384	8,384
Yaryan, Eugenie	Retiree	-	8,384	8,384
Niklasson, Sten Johan	Temporary Faculty Instrl	7,268	963	8,231
Murphy, Christy	Temporary Faculty Instrl	6,856	1,334	8,190
Knoop, Michelle	Temporary Faculty Instrl	7,217	956	8,173
Maxon, Victoria	Hourly Gallery Assistant	7,511	655	8,166

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Quinn, Brian	Temporary Faculty Instrl	7,443	649	8,092
Vaughn, Desiree	Hourly Department Assistant	7,780	80	7,860
Houston, Ato	Hourly Tutor	7,779	79	7,858
Rappaport, Betty	Temporary Faculty Instrl	7,163	625	7,788
Stupp, Salomon	Hourly Tutor	7,138	623	7,761
Long, Eva	Board of Trustee	5,462	2,251	7,713
Wiltey, Ana	Instructional Specialist	7,062	616	7,678
Sinkevych, Mykhaylo	Temporary Faculty Instrl	6,762	896	7,659
Brown-Carson, Jamelia	Temporary Faculty Instrl	6,726	891	7,618
Anderson, Stephen	Retiree	-	7,606	7,606
Smith, David	Hourly Box Office Assistant	6,970	608	7,578
Hug, Elizabeth	Temporary Faculty Instrl CES	6,914	603	7,517
Mulla, Bushra	Hourly Tutor	7,369	75	7,444
Marhenke, Jonathan	Instructor	6,547	868	7,415
Abright, William	Instructor	6,454	855	7,309
Eskildsen, Harriet	Instructor	6,454	855	7,309
Govrin, Dvora	Temporary Faculty Instrl CES	6,699	584	7,283
Sheikh, Gulam Mohamed	Hourly Student Ambassador	6,803	329	7,132
Colla, Christel	Hourly Tutor	6,474	565	7,039
Bencich, Lawrence	Temporary Faculty Instrl CES	6,446	562	7,008
Webster, Rachael	Instructor	6,132	813	6,944
Cohen, Crystal	Temporary Faculty Instrl	6,384	557	6,941
Madden, Eileen	Retiree	-	6,910	6,910
Fuller Innes, Abigail	Temporary Faculty Instrl	6,049	802	6,851

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Squeri Jr, Richard	Temporary Faculty Instrl	5,967	645	6,612
Tanenberg, Stuart	Board of Trustee	4,262	2,162	6,424
Zeller, Brent	Temporary Faculty Instrl CES	5,893	514	6,407
Perez, Chelsey	Administrative Assistant	3,798	2,433	6,231
Simon, Cynthia	Hourly Adapted PE Aide	5,680	495	6,175
Welch, Kyle	Hourly Carpenter	5,673	495	6,167
Limm, Peter	Temporary Faculty Instrl	5,983	151	6,134
Carnahan, Casey	Temporary Faculty Instrl	5,402	716	6,118
Bell, Jennifer	Temporary Faculty Instrl	5,395	715	6,110
Harkins, Erika	Temporary Faculty Instrl CES	5,583	487	6,069
Gammill, Elwanda	Hourly Project Coord. Nursing Grant	5,916	149	6,065
Imazumi, Sandra	Hourly Tutor	5,974	61	6,035
Sankham, Cattleya	Hourly Assistant Outreach	5,957	61	6,018
George, Tricia	Temporary Faculty Instrl CES	5,516	481	5,997
Vejby, Mara	Temporary Faculty Instrl	5,293	701	5,995
Centolella, Thomas	Temporary Faculty Instrl CES	5,481	478	5,959
Barnett, Sharon	Temporary Faculty Instrl CES	5,433	474	5,907
Lozano-Fonseca, Keyly	Hourly Department Assistant	5,775	59	5,834
Lebas, Anne-Marie	Temporary Faculty Instrl CES	5,349	467	5,816
Rodriguez, Elena	Temporary Faculty Instrl	5,671	143	5,814
Heckman, Shani	Temporary Faculty Instrl	5,128	680	5,808
Yachdav, Edan	Hourly Tutor	5,653	58	5,711
Misif, Shirene	Hourly Tutor	5,578	57	5,635
Morris, Tracy	Hourly Adapted PE Aide	5,172	451	5,624

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Cavanaugh, Shannon	Hourly Department Aide	5,552	57	5,608
Boyte, Tommy	Retiree	-	5,582	5,582
Ferguson, Carolyn	Retiree	-	5,504	5,504
Gold, Kathleen	Retiree	-	5,504	5,504
Ransom, Michael	Retiree	-	5,504	5,504
Schneider, Peter	Retiree	-	5,504	5,504
Smith, James	Retiree	-	5,504	5,504
Nguyen, Andy	Hourly Student Ambassador	5,428	55	5,483
Pham, Christine	Hourly Department Aide	5,365	55	5,420
Smyth, Trevor	Temporary Faculty Non-Instrl	4,676	408	5,084
Escobar, Linette	Temporary Faculty Instrl	4,470	592	5,063
Hayman, Ildi	Hourly Tutor	4,916	50	4,966
Johnson, Nancy	Temporary Faculty Instrl CES	4,558	398	4,956
Rolston, Katherine	Temporary Faculty Instrl CES	4,558	398	4,955
Regelous, Megan	Hourly Technical Asst II	4,860	50	4,910
Nelson, Lori	Temporary Faculty Instrl	4,317	572	4,889
Cohn, Julie	Temporary Faculty Instrl CES	4,420	385	4,805
Thaler, Reid	Temporary Faculty Instrl CES	4,408	384	4,793
Gramajo, Kevin	Hourly Student Ambassador	4,739	48	4,787
Scialli, Carol	Hourly Office Technician	4,369	381	4,751
Mouton-Williams, Rachel	Hourly Department Assistant	4,654	48	4,702
Aguirre Gutierrez, Mayko	Hourly Department Aide	4,646	47	4,694
Meade, Martha	Temporary Faculty Instrl CES	4,282	373	4,655
Bestmartini, Elizabeth	Temporary Faculty Instrl CES	4,282	373	4,655

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Chadwin, Daniel	Hourly Police Officer	4,280	373	4,653
Rosas, Aaron	Hourly Police Cadet	4,590	47	4,637
Cantarutti, Lido	Temporary Faculty Instrl	4,263	372	4,635
Groshong, Bonnie	Temporary Faculty Non-Instrl	4,048	536	4,584
Baker, Hursey	Temporary Faculty Instrl CES	4,213	367	4,580
Mueller-Delia, Faye	Hourly Instructional Specialist	4,199	366	4,565
Whittingslow, Robert	Hourly Lab Assistant	4,359	45	4,403
Lawrence, Barbara	Temporary Faculty Instrl CES	4,040	352	4,392
Pennisi, Laurie	Hourly Department Assistant	4,340	44	4,384
Dorney, Sierra	Hourly Department Assistant	4,322	44	4,366
Vaquero, Gilberto	Hourly Police Cadet	4,300	44	4,344
Ho, Andrew	Temporary Faculty Instrl	3,828	507	4,335
Sereno, Prartho	Temporary Faculty Instrl CES	3,984	347	4,331
Long, Kevin	Hourly Tutor	4,254	43	4,298
Cruz, Teresa	Hourly Department Assistant	4,245	43	4,288
Owens, Jim	Temporary Faculty Instrl	3,944	344	4,288
Stewart, Susan	Temporary Faculty Instrl CES	3,890	339	4,230
Caudill, Michael	Hourly Department Aide	4,173	43	4,215
Cuellar Salinas, Jesus	Hourly Student Ambassador	4,165	43	4,208
Tercero Lopez, Luis	Hourly Tutor	3,855	336	4,191
Chainey, Stephen	Retiree	-	4,129	4,129
Brown, Ineatha	Hourly Department Assistant	4,071	42	4,113
Joseph, Sarah	Hourly Administrative Assistant	3,729	325	4,054
Schuster, Emily	Hourly Tutor	3,989	41	4,030

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Roitman, Karina Yael	Temporary Faculty Instrl	3,459	458	3,917
Hatfield, Miho	Hourly Tutor	3,596	314	3,909
Sorensen, Clayton	Hourly Assistant Soccer Coach	3,500	305	3,805
Laos, Lilia	Hourly Department Assistant	3,691	38	3,728
Grossman, David	Temporary Faculty Non-Instrl	3,325	290	3,615
Al Ahmadieh, Rawan	Hourly Tutor	3,567	36	3,603
Lack, Larry	Temporary Faculty Instrl CES	3,285	286	3,571
Bawden, Douglas	Hourly Tutor	3,526	36	3,562
Roberts, Mitchell	Hourly Tutor	3,485	36	3,521
Perry, Deborah	Hourly Department Assistant	3,478	36	3,514
Dundes, Suresa	Temporary Faculty Instrl CES	3,197	279	3,476
Peng, Emily	Temporary Faculty Instrl	3,196	279	3,474
Chero de La Rocca, Ysabel	Hourly Department Assistant II	3,416	35	3,451
Giles, Geoffery	Hourly Tutor	3,341	34	3,375
Maciel, Monica	Hourly Student Ambassador	3,333	34	3,367
Unterberger, Richard	Temporary Faculty Instrl CES	3,045	266	3,311
Farriss, Carl	Temporary Faculty Instrl	3,029	264	3,294
Russell, Marc	Retiree	-	3,278	3,278
Diaz, Bateli	Hourly Job Placement Student Assist	3,116	32	3,148
Danberg, Anne	Temporary Faculty Instrl CES	2,889	252	3,142
Suarez, Juan	Temporary Faculty Instrl	2,861	250	3,110
Green, Edward	Temporary Faculty Instrl CES	2,831	247	3,078
Reardon, Keara	Hourly Student Ambassador	3,035	31	3,066
Bright, Ted	Temporary Faculty Instrl	2,990	75	3,065

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Le, Jennifer	Hourly Department Assistant	3,000	31	3,031
Belenky, Diana	Temporary Faculty Instrl	2,672	354	3,026
Ebinger, Terry	Temporary Faculty Instrl	2,779	242	3,022
Hain, Milton	Temporary Faculty Instrl CES	2,944	74	3,018
Alvarado-Mira, Christina	Hourly Dept Asst Library	2,980	30	3,010
Kuchta, Patricia	Temporary Faculty Instrl	2,767	241	3,008
Pieper-Warren, Mary	Temporary Faculty Instrl	2,918	74	2,992
Dyer, Nequeshe	Hourly Assistant	2,959	30	2,989
Emami, Hamid	Temporary Faculty Instrl CES	2,741	239	2,980
Salomone-Smith, Ilia	Temporary Faculty Instrl CES	2,741	239	2,980
Attardi, Thomas	Temporary Faculty Instrl CES	2,737	239	2,976
Lockhart, Glenda	Hourly Box Office Assistant	2,930	30	2,960
Rodriguez Rosales, Angelly	Hourly Student Ambassador	2,894	30	2,924
Allee, Autumn	Temporary Faculty Instrl CES	2,647	231	2,878
Klett, Mia	Substitute for Child Development De	2,404	468	2,872
Fonteno, Amber	Library Technician II	1,593	1,230	2,823
King, Brian	Temporary Faculty Non-Instrl	2,733	69	2,802
Berkelhammer, Larry	Temporary Faculty Instrl	2,535	221	2,756
Weiland, Michael	Hourly Lab Assistant	2,719	28	2,747
Perteete, De'Undrae	Hourly Assistant Coach	2,500	218	2,718
Terry, Michael	Hourly Assistant Coach	2,500	218	2,718
Laws, Minjae	Temporary Faculty Instrl CES	2,440	213	2,653
Riswold, Erik	Temporary Faculty Instrl CES	2,440	213	2,653
McInnes, Nancy	Temporary Faculty Instrl CES	2,436	212	2,648

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EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Lux, Jesse	Network Administrator	2,059	576	2,634
Graham, Thomas	Temporary Faculty Instrl	2,291	304	2,595
Manwaring, John	Temporary Faculty Instrl CES	2,379	208	2,587
Baten-Celidon, Darlene	Hourly Library Asst II	2,550	26	2,576
Magana, Teresa	Hourly EOPS Specialist	2,456	25	2,481
Hennessee, Remy	Hourly Nursing Skills Assistant	2,252	196	2,448
Evans, Lindsey	Hourly Assistant	2,225	194	2,419
Vavrek, Karl	Temporary Faculty Instrl	2,222	194	2,415
Darawsha, Khaoula	Hourly Department Assistant	2,347	24	2,371
Klopp, Theodore	Retiree	-	2,370	2,370
Reeves, Bobby	Hourly Department Assistant	2,343	24	2,366
Koenig, Justin	Hourly Police Cadet	2,300	24	2,324
Kudler, Jacqueline	Temporary Faculty Instrl CES	2,132	186	2,317
Jucker, Stephanie	Temporary Faculty Instrl CES	2,105	184	2,289
Blakemore, Roger	Hourly Department Assistant	2,253	23	2,276
Bykle, Tron	Temporary Faculty Instrl	1,998	265	2,263
Ohanian-Quinn, Christina	Temporary Faculty Instrl CES	2,072	181	2,253
Padula, Carlo Domenico	Hourly Tutor	2,213	23	2,235
Johnson, Linda	Hourly Reader - Court Reporting	2,048	179	2,227
Behr, Thomas	Temporary Faculty Instrl	1,944	258	2,202
Klunk, Michael	Hourly Assistant Coach	2,000	174	2,174
Scaife, Mariah	Hourly Assistant Coach	2,000	174	2,174
Wilson, Clyde	Temporary Faculty Instrl	1,998	174	2,173
Binnings, Celeste	Temporary Faculty Instrl CES	1,972	172	2,144

MARIN COMMUNITY COLLEGE DISTRICT
2015-16 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Atkins, Michael	Hourly Tutor	2,009	130	2,139
Berluzconi, Luz Carolina	Hourly Department Assistant	2,031	21	2,052
Hanna, Virginia	Counselor	2,000	50	2,050
McGovern, Terence	Temporary Faculty Instrl CES	1,827	159	1,986
Freeland, Rebecca	Office Technician	1,679	301	1,979
Cooper, Germaine	Temporary Faculty Instrl	1,813	158	1,971
Mushiana, Swapandeeep	Temporary Faculty Instrl	1,808	158	1,965
Duffy, Anthony	Hourly Tutor	1,921	20	1,941
Puertas Acosta, Sonia	Hourly Student Ambassador	1,918	20	1,938
Carrara, Alana	Hourly Tutor	1,905	19	1,925
Highland, William	Temporary Faculty Instrl CES	1,754	153	1,907
Knott, Lauren	Hourly Lifeguard	1,742	152	1,894
Hurley, John	Hourly EMT Lab Asst	1,710	149	1,859
Buckley, Bo	Hourly Tutor	1,814	19	1,832
Saura, Rhea	Hourly Lifeguard	1,678	146	1,825
Sarrafzadeh, Isabelle	Hourly Lifeguard	1,670	146	1,816
Shankar, Ravi	Hourly Police Cadet	1,794	18	1,812
Marinko, Vicki	Hourly Tutor	1,664	145	1,809
Alatriste Flores, Oldhina	Board of Trustee - Student	1,776	18	1,794
Sandri, David	Temporary Faculty Instrl CES	1,633	142	1,775
Irish, Tamara	Hourly Tutor	1,629	142	1,772
Sanchez Vasquez, Marta	Temporary Faculty Instrl	1,717	43	1,761
Friedman, Carol	Temporary Faculty Instrl CES	1,616	141	1,757
Miller, Eve-Marie	Temporary Faculty Non-Instrl	1,450	298	1,748

**MARIN COMMUNITY COLLEGE DISTRICT
2015-16 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Frohmaster, Jerry	Temporary Faculty Instrl CES	1,588	139	1,727
Sameon, Ken Benedict	Hourly Tutor	1,691	17	1,709
Elston, Puni	Temporary Faculty Instrl CES	1,565	137	1,702
Stroud, Joanne	Bookstore Operations Assistant	1,550	135	1,685
Davis, Tyrian	Hourly Dept Asst Kinesiology	1,665	17	1,682
Vereshagin, Alexander	Temporary Faculty Instrl CES	1,523	133	1,655
DeMartini, Terry	Temporary Faculty Instrl	1,504	131	1,635
Van Trump, Gregory	Temporary Faculty Instrl	1,413	187	1,600
Schlafer, Annalise	Hourly Lifeguard	1,464	128	1,592
Nardo, Maryann	Temporary Faculty Instrl CES	1,458	127	1,585
Saunders, Lisa	Temporary Faculty Instrl CES	1,450	126	1,577
Wood, Hazel	Temporary Faculty Instrl CES	1,450	126	1,577
Beaty, Claire	Hourly Lifeguard	1,524	38	1,562
Peterson, Ted	Temporary Faculty Instrl	1,420	124	1,543
Villeda Ochoa, Jonathan	Hourly Assistant Coach	1,500	15	1,515
Mautner, Daria	Temporary Faculty Instrl CES	1,390	121	1,511
Wallace, William	Temporary Faculty Instrl CES	1,390	121	1,511
Romero, Mariella	Hourly Department Assistant	1,477	15	1,492
Laird, Hayley	Temporary Faculty Instrl	1,311	174	1,485
Stocker, Christy	Temporary Faculty Instrl	1,356	118	1,474
Uriostegui, Jessica	Hourly Department Assistant	1,453	15	1,467
Sandoval, Perla	Hourly Dept Aide IV	1,444	15	1,459
Edmondson, Nathan	Hourly Tutor	1,406	14	1,421
Sampiere-Prochnow, Noah	Hourly Lifeguard	1,297	113	1,411

MARIN COMMUNITY COLLEGE DISTRICT
2015-16 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Dowling, R	Temporary Faculty Instrl	1,289	112	1,401
Goshorn, Fredrick	Temporary Faculty Instrl	1,279	112	1,391
Tenison-Scott, Joetta	Temporary Faculty Instrl	1,344	34	1,378
Healey, Bernard	Temporary Faculty Instrl CES	1,266	110	1,377
Ament, Alexandra	Hourly Tutor	1,361	14	1,375
Vinik, Sean	Hourly Tutor	1,358	14	1,372
McCoy, Caitlin	Hourly Department Assistant	1,356	14	1,370
Gibbs, Marjorie	Temporary Faculty Instrl CES	1,258	110	1,367
Thompson, Grant	Hourly Department Assistant	1,347	14	1,361
Manalani, Alan	Hourly Lab Assistant III	1,332	14	1,346
Maunupau Robertson, Rhoda	Hourly Department Assistant	1,300	13	1,313
Hain, Diane	Temporary Faculty Instrl CES	1,197	104	1,301
Rovin, Robert	Temporary Faculty Instrl CES	1,191	104	1,295
Zvanut, Jason	Temporary Faculty Instrl	1,154	101	1,254
Davis, Karen	Temporary Faculty Instrl	1,143	100	1,242
Kincheloe, John	Temporary Faculty Instrl	1,094	145	1,239
Young, Andrew	Hourly Lab Assistant	1,213	12	1,225
Mazariegos, Karen	Hourly Teacher's Aide	1,206	12	1,219
Alcaraz Arreola, Maria	Hourly Tutor	1,201	12	1,213
Farahmand, Arash	Temporary Faculty Instrl	1,066	141	1,207
Abe, Helen	Temporary Faculty Instrl CES	1,092	95	1,187
Bikaran, Matin	Hourly Tutor	1,175	12	1,187
Salazar, Dolores	Hourly Lab Assistant	1,138	12	1,149
Klinger, Talya	Hourly Tutor	1,138	12	1,149

**MARIN COMMUNITY COLLEGE DISTRICT
2015-16 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Stewart, Anita	Hourly Box Office Assistant	1,026	89	1,116
Brown, Diana	Hourly Reader	1,020	89	1,109
Christensen, Anders	Hourly Tutor	1,018	89	1,107
Negrido, Joseph	Hourly Student Ambassador	1,065	11	1,076
Sieminski, Slawomir	Temporary Faculty Instrl	946	125	1,072
Johnson, Andrew	Temporary Faculty Instrl	935	124	1,059
Oswald, Gary	Temporary Faculty Instrl	952	83	1,035
Vetter, Melanie	Temporary Faculty Instrl	945	82	1,028
Herrera, Christina	Hourly Department Assistant	1,015	10	1,025
Littlejohn, Francisco	Hourly Lab Assistant	1,013	10	1,023
Duong, Eric	Hourly Department Assistant	1,006	10	1,017
Richards, Sandra	Temporary Faculty Instrl	891	118	1,009
Kuo, Man	Hourly Department Assistant	991	10	1,001
Van Rozeboom, Leonor	Houlry Office Aide IV	986	10	996
Mueller, Heinz	Hourly Tutor	894	78	972
Fields, Marjorie	Temporary Faculty Instrl CES	888	77	966
Ibars, Nuria	Hourly Recording Tech - Music	861	75	936
Cook, Lexi	Hourly Office Assistant	906	9	916
Anthes, Roberta	Temporary Faculty Instrl	806	107	913
Galiani, Stephen	Temporary Faculty Instrl	827	72	899
Schmitz, Leslie	Hourly Lifeguard	825	72	897
Kelly, Kyle	Hourly Tutor	881	9	890
Winstead, Nicholas	Hourly Assistant Coach	800	70	870
Logan, Jason	Hourly Student Ambassador	840	9	849

**MARIN COMMUNITY COLLEGE DISTRICT
2015-16 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Lee, Emma	Hourly Department Assistant	735	64	799
Johnson, Daniel	Temporary Faculty Instrl	697	92	790
Hatiya, Rochelle	Hourly Library Aide III	725	63	788
Cox, Jennifer	Hourly Department Assistant	775	8	783
Scott, Gareth	Temporary Faculty Non-Instrl	700	61	761
Dorney, Cody	Hourly Lab Assistant	750	8	758
Tindall, Douglas	Hourly Lab Assistant	750	8	758
Zerrudo, Mark	Hourly Student Ambassador	750	8	758
Luo, Nancy	Hourly Lab Assistant Biology	750	8	758
Ursin-Smith, Rolf	Temporary Faculty Instrl CES	678	59	737
Rodas Gramajo, Yaquelin	Hourly Student Ambassador	720	7	727
Sosa De Leon, Tifani	Hourly Student Ambassador	720	7	727
Vivio, Diane	Hourly Administrative Assistant	668	58	726
Meecham, William	Temporary Faculty Instrl CES	662	58	720
Pometta, Michael	Temporary Faculty Instrl	662	58	720
Gallagher, Kaitlyn	Temporary Faculty Instrl	660	58	718
Ashton, Christine	Temporary Faculty Instrl	613	81	695
Brett, Elizabeth	Hourly Tutor	688	7	695
Silin, Alexey	Hourly Student Ambassador	684	7	691
Hampshire, Chelsea	Hourly Office Assistant	681	7	688
Feeney, Mary	Temporary Faculty Instrl	599	79	678
McCluskey, Katherine	Temporary Faculty Instrl	620	54	674
Thomas, Craig	Temporary Faculty Instrl CES	608	53	661
Loft, Deborah	Temporary Faculty Instrl	640	16	656

**MARIN COMMUNITY COLLEGE DISTRICT
2015-16 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Mccann, Larissa	Hourly Office Aide	644	7	651
McNevin, Lauren	Hourly Lifeguard	597	52	649
Krause, Marshall	Temporary Faculty Instrl CES	596	52	648
Aguilar, Amber	Hourly Transcriptionist	625	6	631
Coombes, Judith	Hourly Nursing Skills Assistant	609	15	624
Faw, Leah	Temporary Faculty Instrl CES	567	49	617
Duchamp, Carol	Temporary Faculty Instrl CES	552	48	601
Kahn, Georgia	Temporary Faculty Instrl CES	552	48	601
Rodriguez, Juan	Hourly Lab Assistant	594	6	600
Gardner, Beau	Hourly Assistant Coach	550	48	598
Rowe, Eric	Temporary Faculty Instrl	573	14	587
Castillo, Liliana	Temporary Faculty Instrl	532	46	579
Curtis, Ariel-Judith	Hourly Adapted PE Aide	572	6	578
Dresel, Aislinn	Hourly Lifeguard	527	46	573
Benz, Sacha	Hourly Lab Assistant	563	6	568
Lucier, Dawn	Hourly Office Assistant	563	6	568
Jackson, Zane	Hourly Lifeguard	520	45	565
Schoon, Keith	Counselor	497	66	563
Bell, Clark	Temporary Faculty Instrl	512	45	556
Hellerstein, Michelle	Temporary Faculty Instrl	471	62	534
Honey-Costa, Coral	Hourly Assistant	513	5	518
Roe, Sharon	Temporary Faculty Instrl CES	473	41	514
Knott, Philip	Hourly Lifeguard	463	40	504
Ramos, Ruben	Hourly Department Assistant	498	5	503

**MARIN COMMUNITY COLLEGE DISTRICT
2015-16 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Lima, Quinn	Hourly Tutor	488	5	492
Valente, Mary	Temporary Faculty Instrl CES	449	39	488
Hoffman, Casey	Hourly Transcriptionist	470	5	475
Pupp, Jonathan	Hourly Tutor	454	5	458
Johnson, George	Hourly Kinesiology Assistant	450	5	455
Diaz, Imira	Hourly Department Assistant	450	5	455
Keefer, Amy	Temporary Faculty Instrl	413	36	450
Wheeler, Craig	Hourly Lab Assistant	438	4	442
Sadava, Dana	Hourly Acommpanist	401	35	436
Shapiro, Aaron	Hourly Tutor	431	4	436
Ginis, Rachel	Temporary Faculty Instrl CES	378	33	411
Schwartz, Maureen	Temporary Faculty Instrl CES	378	33	411
Quince, Adrian	Hourly Stage Manager - Music	375	33	408
Case, Marshel	Hourly Department Assistant	397	4	401
Womack, Christopher	Temporary Faculty Instrl	350	46	396
Nguyen, Hang	Hourly Tutor	363	32	394
Chew, Jackie	Hourly Assistant	375	4	379
Mikalonis, Zachary	Temporary Faculty Instrl CES	341	30	371
Ridout, Amy	Temporary Faculty Instrl	306	27	333
O'Neill, Liam	Hourly Lifeguard	300	26	327
Harris, Carol-Joy	Hourly Reader	300	26	326
Crowley, Patrick	Hourly Adapted PE Aide	297	26	323
Cook, Patrick	Hourly Adapted PE Aide	296	26	322
Benjamin, Janet	Temporary Faculty Instrl CES	291	25	316

**MARIN COMMUNITY COLLEGE DISTRICT
2015-16 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Dadgar, Mehri	Temporary Faculty Instrl CES	291	25	316
Negus, Sean	Hourly Instructional Specialist	280	24	304
Camera, Mia	Hourly Special Projects Assistant	295	3	298
Peninger, Thomas J	Hourly Tutor	294	3	297
Adams, Alisa	Hourly Transcriptionist	260	23	283
O'Connor, Brian	Temporary Faculty Non-Instrl	249	33	282
McClendon, Dosh	Temporary Faculty Instrl CES	256	22	278
Devega, Theresa	Temporary Faculty Instrl	242	32	274
Unser, Manda	Hourly Department Assistant	270	3	273
Costa, Carol	Temporary Faculty Instrl	254	6	261
Wuterich, Gabriele	Hourly Tutor	250	3	253
Borisov, Ekaterina	Hourly Gallery Assistant	210	18	228
Clifford, Patricia	Temporary Faculty Instrl CES	192	17	209
Altobelli, Erika	Temporary Faculty Instrl	191	17	207
Avrutin, Edward	Temporary Faculty Non-Instrl	191	17	207
Wilcoxon, Heather	Temporary Faculty Instrl	191	17	207
Nahas, Lauren	Temporary Faculty Instrl	168	22	190
Chavez, Semiiar	Hourly Tutor	179	2	181
Broida, David	Temporary Faculty Instrl CES	145	13	158
Hill, Rachel	Hourly Lab Assistant	150	2	152
McCormick, Susan	Temporary Faculty Instrl CES	139	12	151
Hathaway, Allison	Temporary Faculty Instrl CES	131	11	143
Kregeloh, Marion	Temporary Faculty Instrl CES	131	11	143
Goldberg, Wendy	Temporary Faculty Instrl	128	11	139

**MARIN COMMUNITY COLLEGE DISTRICT
2015-16 ACTUAL GROSS EARNINGS, EMPLOYER-PAID BENEFITS, AND TOTAL COMPENSATION
DESCENDING ORDER**

EMPLOYEE	JOB TITLE	GROSS EARNINGS	EMPLOYER-PAID BENEFITS	TOTAL COMPENSATION
Wolff, Maxwell	Hourly Lab Assistant	131	1	133
Rogers, Marilee	Temporary Faculty Instrl	128	3	131
Adib Sereshki, Mohammad	Hourly Tutor	124	1	125
Demegillo, Julian	Hourly Tutor	110	1	111
Labriola, Caterina	Temporary Faculty Instrl CES	102	9	110
Hall, Richard	Temporary Faculty Instrl	95	2	98
Friedman, Phyllis	Temporary Faculty Instrl CES	64	6	70
Britton, Ruth	Temporary Faculty Instrl	51	1	52

**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

E. Average FY 2015-2016 Employer Benefit Rates

AVERAGE EMPLOYER BENEFIT RATES AS A PERCENTAGE OF TOTAL EMPLOYEE EARNINGS BY EMPLOYEE GROUP:

EMPLOYEE GROUP	CSEA Staff	SEIU Staff	SEIU (Police)	Full Time Faculty	Children Center Faculty	Temporary Faculty	Confidential Staff	Supervisory Staff	Mgmt., Academic	Mgmt., Classified	Supt./Pres.	Grand Total
SOCIAL SECURITY	5.91%	5.89%	0.00%	0.17%	1.25%	2.01%	6.02%	6.11%	2.32%	5.36%	0.00%	2.51%
MEDICARE	1.43%	1.42%	1.44%	1.40%	1.40%	1.45%	1.41%	1.43%	1.44%	1.44%	1.45%	1.42%
STATE UNEMPLOYMENT INS.	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%	0.05%
WORKER'S COMP. INS.	1.02%	1.02%	1.02%	1.02%	1.02%	1.02%	1.02%	1.02%	1.02%	1.02%	1.02%	1.02%
STRS	0.28%	0.34%	0.00%	10.57%	8.19%	6.58%	0.00%	0.00%	6.02%	0.00%	9.73%	5.98%
PERS	16.76%	16.13%	15.52%	0.24%	1.01%	0.15%	15.90%	13.85%	6.14%	15.40%	0.00%	5.99%
HEALTH & WELFARE	23.71%	26.42%	14.36%	14.95%	27.61%	11.55%	21.68%	22.58%	14.25%	12.67%	5.18%	16.76%
TOTAL	49.16%	51.27%	32.39%	28.40%	40.53%	22.81%	46.08%	45.04%	31.24%	35.94%	17.43%	33.73%

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**MARIN COMMUNITY COLLEGE DISTRICT
ADOPTION BUDGET 2016-2017**

D. DICTIONARY OF ACCOUNTING AND BUDGETING TERMS

Academic Employee

A district employee who is required to meet minimum academic standards as a condition of employment. Note that this could be an academic administrator – see Educational Administrator, below.

Account Code

A sequence of numbers and/or letters assigned to general ledger accounts to classify transactions by fund, object, activity, etc.

Accounts Payable

Amounts due and owing **to** persons, business firms, governmental units or others for goods and services not yet paid.

Accounts Receivable

Amounts due and owing **from** persons, business firms, governmental units or others for goods and services provided, but not yet collected.

Accrual Basis

The method of accounting that calls for recognizing revenue/gains and expenses/losses in the accounting period in which the transactions occur regardless of the timing of the related cash flows. (Contrast with cash basis.)

Activity

A set of institutional functions or operations related to an academic discipline or a grouping of services.

Actuarial Basis

A basis used in computing the amount of contributions to be made periodically to a fund or account so that the total contributions plus the compounded earnings will equal the required payments to be made out of the fund.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2016-2017

Administrator

For the purpose of Education Code Section 84362, “Administrator” means any employee in a position having significant responsibilities for formulating district policies or administering district programs. Note that there are academic and classified administrators/managers.

Adoption Budget

The district budget that is approved by the board in August, after the state allocation is determined.

Allocation

Division or distribution of resources according to a predetermined plan.

Annual Appropriation Limit (Gann Limit)

In California, all governmental jurisdictions, including community college districts, must compute an annual appropriation limit based on the amount in prior years adjusted for changes in population, cost-of-living, and other factors, if applicable (Article XIII-B of the State Constitution). Calculated on CCSF 311 report.

Appropriation

An allocation of budgetary funds made by a governing board for specific purposes and limited as to the time period in which it may be expended.

Apportionment

Federal, state or local monies distributed to college districts or other governmental units according to legislative and regulatory formulas.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2016-2017

Apportionment – Advance

In July (or whenever a budget is enacted), CDE and the Chancellor’s Office determine monthly allocations to districts from July through January based on the “advance.” The advance is based on prior-year funding levels adjusted by the estimated statewide change in K–12 average daily attendance (ADA)/CCC enrollment growth, any applicable COLA, local property tax estimates, and CCC fee revenue estimates.

Apportionment – First Principal (P-1)

In February, CDE and the Chancellor’s Office use actual ADA and enrollment information from the fall, as well as revised property tax estimates, to recalculate monthly payments for each district. These revised estimates, known as the “first principal apportionment” (or P–1), are used to make payments from February through May.

Apportionment – Second Principal (P-2)

The “second principal apportionment” (or P–2) uses revised attendance/enrollment information up to April 15 and is used for the June payment for each district.

Assessed Value

The value of land, homes or businesses set by the county assessor for property tax purposes. Assessed value is either the appraised value of any newly built or purchased property or the value on March 1, 1975 of continuously owned property, plus an annual increase. This increase is tied to the California Consumer Price Index but may not exceed 2 percent per year.

Assessment Districts

A geographical area—much like a school, water or college district—created by residents to pay for special projects, such as capital improvement programs.

Asset Management

Managing assets, such as excess district property or facilities, to reduce costs or generate revenue. Common examples are golf driving ranges and leased property for private development.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2016-2017

Attendance Accounting

Apportionment is based on student attendance accounting mechanisms which can be calculated in a variety of ways, including Weekly Student Contact Hours, Daily Student Contact Hours and Actual Hours of Attendance (Positive Attendance). More details can be found in the Chancellor's Office Student Attendance Accounting Manual.

Audit

An examination of financial statements and related documents, records, and accounts for the purpose of determining the propriety of transactions, whether transactions are recorded properly and whether statements drawn from accounts reflect an accurate picture of financial operations and financial status. Audits may also include reviews of compliance with applicable laws and regulations, economy and efficiency of operations and effectiveness in achieving program results. The general focus of the annual audit conducted on the district is usually on financial statements and compliance with certain regulations.

Audit Report

The report prepared by an external or independent auditor. As a rule, the report includes: a) a statement of the scope of the audit; b) explanatory comments (if any) concerning exceptions by the auditor as to application of generally accepted auditing standards; c) opinions; d) explanatory comments (if any) concerning verification procedures; e) financial statements and schedules; and f) statistical tables, supplementary comments, and recommendations.

Auditor's Opinion

A statement signed by an external or independent auditor which states that she or he has examined the financial statements of the entity in accordance with generally accepted auditing standards (with exceptions, if any) and expresses an opinion on the financial position and results of operations of some or all of the constituent funds and balanced account groups.

Auxiliary Operations. Service activities of the college, the finances of which must be accounted for separately. Food service, bookstores, dormitories, and certain types of foundations are examples of auxiliary operations. These will appear as separate funds (rather than the general fund) in budget documents.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2016-2017

Average Daily Attendance

The unit that was used as the basis for computation of support for California Community Colleges until July 1, 1991. One requirement of State law is that the regular college day must be maintained not less than three hours per day, per five-day college week, for thirty-five weeks (175 days times three hours per day equals 525 hours = 1 ADA). The unit now used for computation of support is Full-Time Equivalent Student (FTES).

Balance Sheet

A basic financial statement that shows assets, liabilities, and equity of an entity as of a specific date, in accordance with GAAP.

Base Year

A year to which comparisons are made when projecting a specific condition.

Basic Aid Districts

There are a few districts in which the property tax revenues generated in the district are equal to or greater than the state allocation amount generated through the state apportionment formula. They receive the amount of the revenue generated from local property tax and fee revenues, and are known as “basic aid districts.” There are a handful of basic aid districts, and MCCD is one of these. Basic aid status sometimes exempts such districts from other Title 5 provisions or penalties.

Block Grant

A fixed sum of money, not linked to enrollment measures, provided to a college district by the state. Now a component of the new SB 361 budget formula.

Bonds

Investment securities (encumbrances) sold by a district through a financial firm for the purpose of raising funds for various capital expenditures. A written promise to pay a specified sum of money, called the face value, at a specified date or dates in the future, called the maturity date(s), together with periodic interest at a specified rate.

MARIN COMMUNITY COLLEGE DISTRICT ADOPTION BUDGET 2016-2017

Bonded Debt Limit

The maximum amount of bonded debt for which a community college may legally obligate itself. The total amount of bonds issued cannot exceed a stipulated percent of the assessed valuation of the district.

Budget

A plan of financial operation for a given period for specific purposes consisting of an estimate of proposed income and expenditures.

Budget Document

A written statement translating the educational plan or programs into costs, usually for one future fiscal year, and estimating income by sources to meet these costs.

Budget Act

The legislative vehicle for the State's appropriations. The Constitution requires that it be passed by a two-thirds vote of each house and sent to the Governor by June 15 each year. The governor may reduce or delete, but not increase, individual items.

Budget Change Proposals (BCPs). Documents developed by the Chancellor and provided to the Governor to request changes and increases in the amount of money the state provides to community colleges.

Capital Outlay

The acquisition of or additions to fixed assets, including land or existing buildings, improvements of grounds, construction of buildings, additions to buildings, remodeling of buildings, or equipment.

Cash

An asset account reflecting currency, checks, money orders, bank deposits, and banker's drafts either on hand or on deposit with an official or agent designated as custodian of cash. Any restrictions or limitations as to the use of cash must be indicated.

Cash Basis

Method of accounting in which income and expenditures are recorded only when cash is actually received or disbursed.

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Categorical Funds

Also called restricted funds, these are monies that can only be spent for the designated purpose. Examples: funding to serve students with disabilities (DSPS) or the economically disadvantaged, low-income (EOPS), scheduled maintenance, and instructional equipment. They are often exempt from certain requirements, for example, the Basic Skills Initiative funds are exempt from the 50% law calculations.

CCFS

The form number/name/acronym of a variety of financial status reports in the California Community College system – such as 311 for annual financial report, 311Q for quarterly reports and 320 for enrollment.

CDE

California Department of Education.

Census and Census Week

The number of students enrolled in a full semester course on the Monday of census week, which is the third week of a full semester or 20% of the course. Apportionment funding is based on enrollment at census week rather than beginning or ending enrollment.

Compensated Absences

Absences, such as vacation, illness and holidays, for which it is expected employees will be paid. The term does not encompass severance or termination pay, postretirement benefits, deferred compensation or other long-term fringe benefits, such as group insurance and long-term disability pay.

Consumer Price Index (CPI)

A measure of the cost of living compiled by the United States Bureau of Labor Statistics. These indices of inflation are calculated regularly for the United States, California, some regions within California, and selected cities. The CPI is one of several measures of economic stability or change.

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Contingencies Fund (also Undistributed Reserve)

That portion of the current fiscal year's budget not appropriated for any specific purpose and held subject to transfer to other specific appropriations as needed during the fiscal year.

Cost of Living Adjustments (COLA)

An increase in funding for revenue limits or categorical programs tied to increases in the cost of living. Current law ties COLAs to indices of inflation, although different amounts may be appropriated by the legislature.

Current Expense of Education

A term used to refer to the unrestricted general fund expenditures of a community college district in Objects of Expenditure 1000 through 5000, and 6400 for activity codes 0100 through 6700. Excluded from the current expense of education are expenditures for student transportation, food services, community services, lease agreements for plant and equipment, and other costs specified in law and regulations. Amounts expended from state lottery proceeds are also excluded. (EC sections 84362, Title 5 CCR sections 59200 et seq. This is used in the calculations for the 50% law.

Deficit

The excess of liabilities over assets or the excess of expenditures or expenses over revenues during an accounting period. Deficit Factor. One common method for reducing funding allocations to districts in times of budgetary shortfalls or reductions is known as a deficit factor whereby each district receives only a percentage of the originally allocated funds.

Designated Income

Income received for a specific purpose.

Disabled Student Programs & Services (DSPS)

Categorical or restricted funds designated to provide services that integrate disabled students into the general college program.

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Education Code

The body of law that regulates education in California. Other laws that affect colleges are found in the Government Code, Public Contracts Code, Penal Code and others. Available online at <http://www.leginfo.ca.gov/calaw.html>.

Employee Benefits

Amounts paid by an employer on behalf of employees. Examples are group health or life insurance payments, contributions to employee retirement, district share of O.A.S.D.I. (Social Security) taxes, and worker's compensation insurance payments. These amounts are over and above the gross salary. While not paid directly to employees, they are a part of the total cost of employees.

Educational Administrator

Education Code Section 87002 and California Code of Regulations Section 53402(c) define "educational administrator" as an administrator who is employed in an academic position designated by the governing board of the district as having direct responsibility for supervising the operation of or formulating policy regarding the instructional or student services program of the college or district. Educational administrators include, but are not limited to, chancellors, presidents, and other supervisory or management employees designated by the governing board as educational administrators.

Educational Master Plan

Title 5, Sections 55402-55404 require that each community college district submit an educational master plan for each college and the districts as a whole. The plan addresses the educational objectives and future plans for transfer, occupational, continuing education, and developmental programs. It includes enrollment projections and related needs for ancillary services. Encumbered Funds. Obligations in the form of purchase orders, contracts, salaries, and other commitments for which part of an appropriation is reserved.

Ending Balance

A sum of money available in the district's account at year end after subtracting accounts payable from accounts receivable or the difference between assets and liabilities at the end of the year.

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Enterprise Funds

Used to account for operations when the governing board has decided either that the total cost of providing goods and services on a continuing basis is financed or recovered primarily through user charges; or that the periodic determination of revenues earned, expenses incurred, and/or net income is appropriate for capital maintenance, public policy, management control, accountability, or other purposes. Examples include bookstore and food services funds.

Equipment

Tangible property with a purchase price of at least \$200 and a useful life of more than one year, other than land or buildings and improvements thereon. (See the Budget and Accounting Manual for current dollar limits).

Estimated Income

Expected receipt or accruals of monies from revenue or non-revenue sources (abatements, loan receipts) during a given period.

Expenditures

Amounts disbursed for all purposes. Accounts kept on an accrual basis include all charges whether paid or not. Accounts kept on a cash basis include only actual cash disbursements.

Expense of Education

This includes all General Fund expenditures, restricted and unrestricted, for all objects of expenditure 1000 through 5000 and all expenditures of activity from 0100 through 6700. See Current Expense of Education.

Extended Opportunity Programs and Services (EOPS)

Categorical funds designated for supplemental services for disadvantaged students.

Faculty Obligation Number (FON)

The annual figure provided to each district by the Chancellor's Office for the number of full-time credit faculty positions required to comply with "75/25" goals.

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FCMAT

Fiscal Crisis and Management Assistance Team, a non-profit organization that provides fiscal advice, management assistance, training and other related educational business services.

Fee

A charge to students for services related to their education. The System Office annually publishes a list of mandated, authorized and prohibited fees.

Fifty-Percent Law (50 % Law)

The “50 Percent Law”, as defined in Education Code Section 84362 and California Code of Regulations Section 59200 et seq., requires California Community College districts to spend each fiscal year 50% of the current expense of education for payment of salaries of classroom instructors. The intent of the statute is to limit class size and contain the relative growth of administrative and non-instructional costs. The Annual Financial and Budget Report (CCFS-311) includes actual data on the district’s current expense of education and compliance with the 50% Law.

Fiscal Year

Twelve calendar months; for governmental agencies in California, it begins July 1 and ends June 30. Some special projects have a fiscal year beginning October 1 and ending September 30, which is consistent with the federal government’s fiscal year.

Foundation

A separate entity created by the districts as an auxiliary organization and/or 501(c)3 to receive, raise and manage funds from private sources.

Fixed Assets

Long-lived tangible assets having continuing value such as land, buildings, machinery, furniture, and equipment.

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Fixed Costs

Costs of providing goods and services that do not vary proportionately to enrollment or to the volume of goods or services provided (e.g., insurance and contributions to retirement systems).

Full-Time Equivalent (FTE) Employees

Ratio of the hours worked based upon the standard work hours of one full-time employee. For example, classified employees may have a standard work load of 40 hours per week, if several classified employees worked 380 hours in one week, the FTE conversion would be 380/40 or 9.5 FTE. FTEF may be used to refer to faculty positions.

Full-Time Equivalent Students (FTES)

An FTES represents 525 class (contact) hours of student instruction/activity in credit and noncredit courses, generally 15 semester credit hours. Full-time equivalent student (FTES) is the workload measure used to compute state funding for California Community Colleges.

Fund

An independent fiscal and accounting entity with a self-balanced set of accounts for recording cash and other financial resources, together with all related liabilities and residual equities or balances, and changes therein.

Fund Balance

The difference between assets and liabilities in a fund. The fund balance is measured at a specific point in time and represents the balance from a prior specific point in time, plus revenues received during the intervening time period, minus expenditures made during the same time period.

GAAP (Generally Accepted Accounting Principles) and GAAS (Generally Accepted Audit Standards)

Uniform minimum standards and guidelines for financial accounting and reporting.

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Gann Limitation

A ceiling on each year's appropriations supported by tax dollars. The limit applies to all governmental entities, including school districts. The base year was 1978-79. The amount is adjusted each year, based on a price index and the growth of the student population.

General Fund

The fund used to account for the ordinary operations of the district. It is available for any legally authorized purpose not specified for payment by other funds.

General Obligation Bonds (GO Bonds)

Debt instruments issued by districts (or other state or local public governmental bodies) to raise funds for public works and capital expenditures. These bonds are backed by the taxing and borrowing power of the entity that issues them.

General Reserve

An account to record the reserve budgeted to provide operating cash in the succeeding fiscal year until taxes and state funds become available.

Governmental Accounting

The composite activity of analyzing, recording, summarizing, reporting, and interpreting the financial transactions of a governmental entity.

Governmental Accounting Standards Board (GASB)

The national authoritative accounting and financial reporting standard-setting body for governmental entities.

Governor's Budget

The Governor proposes a budget for the state each January, which is revised in May (the May Revise) in accordance with updated revenue projections.

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Grants

Contributions or gifts of cash or other assets from a government or private organization to be used for a specified purpose, activity or facility.

Headcount

Represents an unduplicated count of students enrolled in at least one credit course.

Indirect Expenses or Costs

The elements of cost necessary in the production of a good or service that are not directly traceable to the product or service. Usually these costs relate to expenditures that are not an integral part of the finished product or service, such as rent, heat, light, supplies, management and supervision.

Internal Control Structure

An organization plan in which employees' duties are arranged and records and procedures are designated to provide a self-checking system, thereby enhancing accounting control over assets, liabilities, income, and expenditures. Under such a system the employees' work is subdivided so that no one employee performs a complete cycle of operations.

Invoice

An itemized statement of charges from the vendor to the purchaser for merchandise sold or services rendered.

Lease Revenue Bonds

Bonds secured by a lease agreement and rental payments. Community colleges use lease revenue bonds to finance construction or purchase of facilities.

Levy

The imposition of taxes, special assessments, or service charges for the support of governmental activities; the total amount of taxes, special assessments, or service charges imposed by a governmental unit.

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Long-term debt

A loan that extends for more than one year from the beginning of the fiscal year.

Lottery Funds

The share of income from the State Lottery, which has added about 1-3 percent to community college funding. A minimum of 34 percent of state lottery revenues must be used for “education of pupils.”

Mandated Costs

Expenditures that occur as a result of (or are mandated by) federal or state law, court decisions, administrative regulations, or initiative measures.

May Revise

The Governor revises his or her budget proposal in May in accordance with up-to-date projections in revenues and expenses.

Marginal costs

Costs incurred as a result of adding one unit of enrollment or production.

Modified Accrual Basis (modified cash basis)

The accrual basis of accounting adapted to governmental funds. Revenues and other financial resources (e.g., bond issue proceeds) are recognized when they become susceptible to accrual, that is, when they become both “measurable” and “available” to finance expenditures of the current period. “Available” means collectible in the current period or soon enough thereafter to be used to pay liabilities of the current period. Expenditures are recognized when the fund liability is incurred (except for inventories of materials and supplies that may be considered expenditures either when purchased or when used, and prepaid insurance and similar items that may be considered expenditures either when paid for or when consumed). All governmental funds, expendable trust funds and agency funds use the modified accrual basis of accounting.

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Noncredit

Courses that are taught for which no college credit is given. Adult education and basic English as a Second Language are two examples. The state reimbursement for non-credit education is less than for credit courses.

Nonresident Tuition

A student who is not a resident of California is required, under the uniform student residency requirements, to pay tuition. The fee shall not be less than the average statewide cost per student, and is set by the local board of trustees.

Object Code

The system of codes used in the California community colleges to classify budget and expenditures. The general classification numbers are:

- 1000 Certificated salaries
- 2000 Classified salaries
- 3000 Employee benefits
- 4000 Books, supplies, materials
- 5000 Operation expenses
- 6000 Capital outlay
- 7000 Other outgo
- 8000 Revenues

OPEB

Other Post-Employment Benefits, primarily retiree healthcare benefits. Operating Expenses. Expenses related directly to the fund's primary activities. Operating Income. Income related directly to the fund's primary activities.

Operating Budget

The current General Fund operating expenditures excluding food services, community services, capital outlay, and outgoing transfers.

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Outsourcing

The practice of contracting with private companies for services such as data processing, food services, etc.

P1 and P2

See Apportionment, above.

PERS (or CalPERS) California Public Employees' Retirement System

One of the two major retirement systems in which community college employees participate. State law requires district classified employees, districts and the State to contribute to the fund for full-time classified employees.

Proposition 13

An initiative passed in June 1978 adding Article XIII A to the California Constitution. It provided that tax rates on secured property were restricted to no more than 1 percent of full cash value. Proposition 13 also defined assessed value and required a two-thirds vote to change existing or levy new taxes.

Proposition 39

An initiative passed in 2000 that reduced the voting threshold required for local bonds from two-thirds to 55% and added conditions for proposing and using bond funds.

Proposition 98

An initiative passed in November 1988, guaranteeing at least 40 percent of the state's budget for K-12 and the community colleges. The split was proposed to be 89 percent (K-12) and 11 percent (CCC), although the split has not been maintained.

Purchase Order

A document authorizing the delivery of specified merchandise or the rendering of certain services and charging for them.

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Reserves

Funds set aside in a college district budget to provide for future expenditures or to offset future losses, for working capital, or for other purposes. There are different categories of reserves, including contingency, general, restricted and reserves for long-term liabilities.

Restricted Funds

Money that must be spent for a specific purpose either by law or by local board action. Revenue and expenditures are recorded in separate funds. Funds restricted by board action may be called “designated” or “committed” to differentiate them from those restricted by external agencies. Examples of restricted funds include the federal vocational education act and other federal program funds; state “categorical” programs such as those for disabled and disadvantaged students; state monies targeted for specific purposes, such as instructional equipment replacement; grants for specific programs; and locally generated revenues such as the health and parking fees. Funds restricted by local board action may later be unrestricted by board action.

Retiree Health Benefits

Benefits provided to retirees provide health insurance, negotiated through collective bargaining. Also called “Other Post-Employment Benefits.”

Revenue

Income from all sources.

Revenue Bonds

Bonds whose principal and interest are payable exclusively from earnings of the funded facilities operations.

Revenue Limit

The specific amount of student enrollment fees, state and local taxes that a college district may receive per student for its general education budget. Annual increases are determined by Proposition 98 formula or the Legislature.

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Revolving Fund

A revolving cash account used to secure or purchase services or materials.

Rollover Budgeting

A budget constructed by rolling forward the previous year's budget as the starting point and then making adjustments.

75/25 Ratio

The goal established by AB1725 for the ratio of classes taught by full-time faculty to those taught by part-time faculty. Districts not at the 75% level have an obligation to make progress toward the goal—a "full time faculty obligation (FTO)." Compliance is achieved through the use of the annual Faculty Obligation Number (FON).

Scheduled Maintenance

A defined schedule for major repairs of buildings and equipment. Some matching state funds may be available to districts for a scheduled maintenance program.

Shortfall

An insufficient allocation of money, which will require additional appropriations, reduction in expenditures, and/or will result in deficits.

Short-Term Debt

Debt with a maturity of one year or less after the date of issuance. Short-term debt usually includes variable-rate debt, bond anticipation notes, tax revenue anticipation notes and revenue anticipation notes.

Special Revenue Funds

A category of funds used to account for proceeds of specific legally restricted revenue for and generated from activities not directly related to the educational program of the college.

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State Apportionment

An allocation of state money paid to a district on a monthly basis once the state budget is enacted.

STRS (CalSTRS) California State Teachers' Retirement System. State law requires that school district employees, school districts and the State contribute to the fund for full- time academic employees.

Student Financial Aid Funds

Funds designated for grants and loans to students; includes federal Pell grants, College Work-Study, and the state funded EOPS grants and fee waiver programs.

Subventions

Provision of assistance or financial support, usually from higher governmental units to local governments or college districts, for example to compensate for loss of funds due to tax exemptions.

Supervisor

For the purpose of Education Code Section 84362 (the Fifty Percent Law), "Supervisor" means any employee having authority, on behalf of the district, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, discipline other employees, adjust their grievances, or effectively recommend such action, if the exercise of such authority is not of a merely routine or clerical nature.

Supplanting

To use one type of funds to provide goods or services previously paid for with another type of funds. Generally, it is prohibited to use state or federal funds to replace local funds.

Tentative Budget

The preliminary budget approved by the Board of Trustees in June, prior to when state allocations have been finalized.

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Title 5, California Code of Regulations

The section of the California Administrative Code that regulates community colleges. The Board of Governors adopts Title 5 regulations. Available online at <http://government.westlaw.com/linkedslice/default.asp?RS=GVT1.0&VR=2.0&SP=CCR-1000&Action=Welcome>

TOP Code

Taxonomy of Programs, in which numbers are assigned to programs to use in budgeting and reporting.

TRANS

Tax and Revenue Anticipation Notes: instruments issued to secure short-term moneys borrowed in expectation of collection of taxes and other revenues. The notes are paid off with operating revenue.

Unappropriated Fund Balance

The portion of a fund balance not segregated for specific purposes. All assets and estimated income available for appropriation are credited to the account and General Reserve; budgeted appropriations and other obligations are debited. The net value of the account represents the Unappropriated Fund Balance.

Unencumbered Balance

That portion of an appropriation or allotment not yet expended or obligated.

Unfunded FTES

FTES that are generated in excess of the enrollment/FTES cap.

Unrestricted Funds

Generally those monies of the General Fund that are not designated by law or a donor agency for a specific purpose. They are legally regarded as unrestricted since their use is at the Board's discretion.

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Vacation Accruals

The amount of vacation accrued by employees but not yet taken. It may be shown as a liability.

Warrants

A written order drawn to pay a specified amount to a designated payee.

Work Order

A written authorization for the performance of a particular job containing a description of the nature and location of the job and specifications for the work to be performed.

WSCH

Weekly Student Contact Hours, the number of weekly hours that a student spends in classes for a full-census course (17 weeks), e.g. three WSCH for a three unit course. It is part of the formula used to determine faculty workload as well as apportionment.

Zero Based Budgeting

A budget constructed by starting each line allocation from zero – rather than the previous year's figure – and then justifying additions.

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