

Maricopa Community Colleges
History of Meet and Confer Agreements and the Impact on
Salary Benefit Costs by Employee Group
(Dollars in Millions)

	FY09-10			FY08-09			FY07-08			FY06-07			FY05-06		
	Gov. Board Approval	Approved Increase *	Dollar Impact	Gov. Board Approval	Approved Increase *	Dollar Impact	Gov. Board Approval	Approved Increase	Dollar Impact	Gov. Board Approval	Approved Increase	Dollar Impact	Gov. Board Approval	Approved Increase	Dollar Impact
Faculty		no change	\$ 0	4/29/2008	1.5% & Step	\$ 4.6	4/24/2007	3%	\$ 3.8	4/25/2006	* 1% & Step; new step added plus temporary 1% for top of scale	\$ 5.5	5/24/2005	2.8% & Step, plus temporary 1%	\$ 5.6
Part-time Faculty		no change	\$ 0	4/29/2008	5% \$804	\$ 3.4	4/24/2007	3% to \$766	\$ 1.9	4/25/2006	5% \$744	\$ 2.8	4/26/2005	5% \$709	\$ 2.5
Executives		no change	\$ 0	4/29/2008	* Step, plus added new step	\$ 0.1	4/24/2007	3%	\$ 0.1	4/25/2006	3% & Step	\$ 0.2	4/26/2005	5%	\$ 0.2
Management/ Technical		no change	\$ 0	4/29/2008	1.5% & Step	\$ 4.0	4/24/2007	3%	\$ 2.5	4/25/2006	3% & Step	\$ 4.8	4/26/2005	5%	\$ 3.3
Professional Staff		no change	\$ 0	4/29/2008	* Step, plus added new step	\$ 2.7	4/24/2007	3%	\$ 2.1	4/25/2006	* Step, plus added new step	\$ 2.6	4/26/2005	5%	\$ 3.1
Maintenance & Operations		no change	\$ 0	4/29/2008	* Step, plus added new step	\$ 0.4	4/24/2007	3%	\$ 0.3	4/25/2006	3% & Step	\$ 0.5	4/26/2005	5%	\$ 0.5
Crafts		no change	\$ 0	4/29/2008	1.5% & Step	\$ 0.1	4/24/2007	3%	\$ 0.1	4/25/2006	3% & Step, plus eliminate Steps 1+2	\$ 0.2	4/26/2005	5%	\$ 0.1
College Safety Officers		no change	\$ 0	5/19/2008	* Step, plus added new step	\$ 0.1	4/24/2007	3%	\$ 0.1	4/25/2006	3% & Step	\$ 0.2	4/26/2005	5%	\$ 0.1
Early Retirees		no change	\$ 0	4/29/2008	1.50%	\$ 0.0	4/25/2006	3%	\$ 0.0	4/25/2006	3%	\$ 0.0	4/26/2005	N/A	\$ 0.0
Skill Center		no change	\$ 0	4/29/2008	1.5% & Step	\$ 0.4	4/25/2006	3%	\$ 0.2	4/25/2006	3% & Step	\$ 0.5	4/26/2005	5%	\$ 0.2
Professional Growth/CPD ⁽⁶⁾		no change	\$ 0	4/29/2008		\$ 0.3	4/25/2006		\$ 0.2	4/25/2006		\$ 0.7			\$ 0.3
Miscellaneous ⁽⁷⁾		ASRS decr fr 9.45% to 9.40%	\$ (0.1)	12/11/07	ASRS decr fr 9.6% to 9.45%	\$ (0.4)	12/12/06	ASRS incr fr 9.1% to 9.6%	\$ 1.4	12/13/05	ASRS incr fr 7.4% to 9.1%	\$ 4.4	N/A	ASRS incr fr 5.7% to 7.4%	\$ 4.1
Flex Benefits Increase a ⁽⁹⁾		no change	\$ 0	12/11/07	Flex rate from \$7,142 to \$8,178	\$ 4.8	12/12/06	Flex rate from \$6,852 to \$7,142	\$ 1.3	12/13/05	Flex rate from \$6,784 to \$6,852	\$ 0.3	11/23/2004	Flex rate from \$6,586 to \$6,784	\$ 2.3
Total Dollars			\$ (0.1)			\$ 20.3			\$ 14.0			\$ 22.7			\$ 22.2
Redlined		no change			0.75%			1.50%			1.50%			2.5%	

NOTES:
NoM&C incr for any staff for FY09-10

NOTES:
* FY07: A normal step for those eligible, and a new step given to top of scale.
* FY08: 3% COLA, no step increase
* FY09: A normal step for those eligible and a new step given to top of scale
(6) FY09 Includes Prof Growth+ other CPD \$268K
(7) FY04, FY06, FY07 and FY08: contribution increase of Arizona State Retirement System (ASRS); FY09 ASRS decrease
(9) Effective FY06, MCCC implemented self-funded medical plan.

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	FY04-05 ⁽⁸⁾			FY03-04			FY02-03			FY 01-02 ⁽⁵⁾		
	Gov. Board Approval	Approved Increase	Dollar Impact	Gov. Board Approval	Approved Increase	Dollar Impact	Gov. Board Approval	Approved Increase	Dollar Impact	Gov. Board Approval	Approved Increase	Dollar Impact
Faculty	4/27/2004	Step & new step added	\$ 3.6	4/22/2003	2% + step	\$ 3.7	4/23/2002	1% +Step	\$ 2.7	4/24/2001	3% + Step	\$ 4.2
Part-time Faculty	4/27/2004	5% \$675	\$ 2.3	4/22/2003	2% \$643	\$ 0.8	4/23/2002	5.00% \$630	\$ 1.6	4/24/2001	5.26% \$600	\$ 1.6
Executives	4/27/2004	Step & new step added	\$ 0.1	4/22/2003	2% + step	\$ 0.1	4/23/2002	1% +Step	\$ 0.1	4/24/2001	3% + Step	\$ 0.1
Management/ Technical	4/27/2004	Step & new step added	\$ 2.3	4/22/2003	2% + step	\$ 2.2	4/23/2002	1% +Step	\$ 1.6	4/24/2001	3% + Step	\$ 2.1
Professional Staff	4/27/2004	Step & new step added	\$ 2.4	4/22/2003	2% + step	\$ 2.2	4/23/2002	1% +Step	\$ 1.7	4/24/2001	3% + Step	\$ 2.4
Maintenance & Operations	4/27/2004	Step & new step added	\$ 0.5	4/22/2003	2% + step	\$ 0.4	4/23/2002	1% +Step	\$ 0.3	4/24/2001	3% + Step	\$ 0.4
Crafts	4/27/2004	Step & new step added	\$ 0.1	4/22/2003	2% + step	\$ 0.1	4/23/2002	1% +Step	\$ 0.1	4/24/2001	3% + Step	\$ 0.1
College Safety Officers	4/27/2004	Step & new step added	\$ 0.1	4/22/2003	2% + step	\$ 0.1	4/23/2002	1% +Step	\$ 0.1	4/24/2001	3% + Step	\$ 0.1
Early Retirees	4/27/2004	N/A	\$ 0.0	4/22/2003	2%	\$ 0.0	4/23/2002	1% +Step	\$ 0.0	4/24/2001	3% + Step	\$ 0.0
Skill Center	4/27/2004	Step & new step added	\$ 0.2	4/22/2003	2% + step	\$ 0.2	4/23/2002	1% +Step	\$ 0.1	4/24/2001	3% + Step	\$ 0.2
Professional Growth/CPD⁽⁶⁾			\$ 0.3			\$ 0.3	Varied		\$ 0.1			
Miscellaneous⁽⁷⁾	N/A	N/A	N/A	N/A	ASRS incr fr 2.49% to 5.7%	\$ 6.4	N/A	N/A	N/A	4/24/2001	N/A	\$ 0.7
Flex Benefits Increase a (9)	12/9/2003	Flex rate from \$5,721 to \$6,586	\$ 3.6	1/28/2003	Flex rate from \$5,073 to \$5,721	\$ 3.4	4/23/2002	Flex rate from \$4,620 to \$5,073	\$ 2.4	4/24/2001	Flex rate from \$4,300 to \$4,620	\$ 1.9
Total Dollars			\$ 15.5			\$ 19.9			\$ 10.9			\$ 13.9
Redlined		1.5%			1%			0.50%			* 1.5%	

NOTES:

- (1) Estimated cost for Fund 1 (not including Professional Growth)
- (2) Estimated cost for Fund 2 (not including professional growth)
- (3) Estimated cost for Fund 3 (not including professional growth)
- (4) No salary adjustments for this year
- (5) FY02 Dollars reflect both salary and benefit increases (including flex)
- (6) Note that Professional Growth/CPD increases have occurred in most years
- (7) FY04, FY06, FY07 and FY08: contribution increase of Arizona State Retirement System (ASRS); FY09 ASRS decrease
- (8) FY05 A normal step for those eligible, and a new step given to top of scale.

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	FY 00-01			FY 99-00			FY 98-99			FY 97-98			FY 96-97		
	Gov. Board Approval	Approved Increase	Dollar Impact	Gov. Board Approval	Approved Increase	Dollar Impact	Gov. Board Approval	Approved Increase	Dollar Impact	Gov. Board Approval	Approved Increase	Dollar Impact	Gov. Board Approval	Approved Increase	Dollar Impact
Faculty	4/25/2000	2% + Step	\$ 2.8	4/27/1999	2% + Step	\$ 2.8	5/26/1998	3% + Step	\$ 3.4	5/27/1997	1% + Step plus a temporary 1%	\$ 3.0	6/25/1996	2% + Step	\$ 2.7
Part-time Faculty	4/25/2000	5.56% \$570	\$ 1.8	4/27/1999	2% \$540	\$ 0.5	5/26/1998	3% \$529	\$ 0.6	5/27/1997	1% plus a temporary 1% \$514	\$ 0.4	5/28/1996	5.6% \$509	\$ 1.0
Executives	4/25/2000	2% + Step	\$ 0.1	4/27/1999	2% + Step	\$ 0.1	5/26/1998	3% + Step	\$ 0.1	5/27/1997	1% + Step plus a temporary 1%	\$ 0.1	5/28/1996	2% + Step	\$ 0.1
Management/ Technical	4/25/2000	2% + Step	\$ 1.6	4/27/1999	2% + Step	\$ 1.4	5/26/1998	3% + Step	\$ 1.5	5/27/1997	1% + Step plus a temporary 1%	\$ 1.2	5/28/1996	2% + Step	\$ 0.9
Professional Staff	4/25/2000	2% + Step	\$ 1.7	4/27/1999	2% + Step	\$ 1.5	5/26/1998	3% + Step	\$ 1.7	5/27/1997	1% + Step plus a temporary 1%	\$ 1.3	5/14/1996	2% + Step	\$ 1.0
Maintenance & Operations	4/25/2000	2% + Step	\$ 0.3	4/27/1999	2% + Step	\$ 0.2	5/26/1998	3% + Step	\$ 0.3	5/27/1997	1% + Step plus a temporary 1%	\$ 0.2	5/14/1996	2% + Step	\$ 0.2
Crafts	4/25/2000	2% + Step	\$ 0.1	4/27/1999	2% + Step	\$ 0.1	5/26/1998	3% + Step	\$ 0.1	5/27/1997	1% + Step plus a temporary 1%	\$ 0.1	6/25/1996	2% + Step	\$ 0.05
College Safety Officers	4/25/2000	2% + Step	\$ 0.1	4/27/1999	2% + Step	\$ 0.1	6/23/1998	3% + Step New Salary Schedule	\$ 0.001	5/27/1997	Included w/M&O	N/A	N/A	part of M&O	N/A
Early Retirees	4/25/2000	2%	\$ 0.05	4/27/1999	2%	\$ 0.1	5/26/1998	3%	\$ 0.1	5/27/1997	(same as applicable employee group)	\$ 0.04	6/25/1996	2%	\$ 0.1
Skill Center	4/25/2000	2% + Step	\$ 0.2	4/27/1999	2% + Step	\$ 0.1	5/26/1998	3% + Step	\$ 0.2	5/27/1997	1% + Step plus a temporary 1%	\$ 0.1	6/25/1996	New Salary Schedule placement	\$ 0.1
Professional Growth/CPD ⁽⁶⁾															
Miscellaneous ⁽⁷⁾	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Flex Benefits Increase a ⁽⁹⁾	4/25/2000	Flex rate from \$4,100 to \$4,300	\$ 0.7	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Dollars			\$ 9.2			\$ 6.8			\$ 8.0			\$ 6.4			\$ 6.1
Redlined		* 1%			* 1%			* 1%			* 1%			* 1%	

NOTES:

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- (4) No salary adjustments for this year
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	FY 95-96			FY 94-95 ⁽¹⁾			FY 93-94 ⁽⁴⁾			FY 92-93 ⁽¹⁾			FY 91-92 ⁽¹⁾⁽²⁾		
	Gov. Board Approval	Approved Increase	Dollar Impact	Gov. Board Approval	Approved Increase	Dollar Impact	Gov. Board Approval	Approved Increase	Dollar Impact	Gov. Board Approval	Approved Increase	Dollar Impact	Gov. Board Approval	Approved Increase	Dollar Impact
Faculty	8/8/1995	2% + Step	\$ 2.6	7/26/1994	Step in August '94 and 1% COLA in January '95	\$ 2.1	9/14/1993	no change	\$ 0	9/29/1992	Step on 8/17/92, 3% on 12/18/92, 3% on 4/5/93	\$ 4.7	5/28/1991	5% (restructured salary schedule)	\$ 5.6
Part-time Faculty	5/23/1995	3.7% \$482	\$ 0.5	7/26/1994	From \$457 to \$460.50 on 7-1-94; then to \$465 on 1-1-95	\$ 0.2	7/27/1993	no change	\$ 0	7/6/1992	3% on 1-1-93	\$ 1.3	6/11/1991	5% \$457	\$ 0.1
Executives	4/25/1995	2% + Step	\$ 0.2	7/26/1994	1% on 7-1-94; then Step and add'l 1% on 1-1-95	\$ 0.1	6/22/1993	no change	\$ 0	7/6/1992	3% + Step on 9-7-92	\$ 0.1	6/11/1991	Step only	\$ 0.1
Management/ Technical	7/25/1995	2% + Step	\$ 1.0	7/26/1994	1% on 7-1-94; then Step and add'l 1% on 1-1-95	\$ 0.9	7/27/1993	no change	\$ 0	7/6/1992	3% + Step on 9-7-92	\$ 1.2	6/11/1991	Step only	\$ 0.2
Professional Staff	6/13/1995	2% + Step	\$ 0.9	7/26/1994	1% on 7-1-94; then Step and add'l 1% on 1-1-95	\$ 1.1	6/22/1993	no change	\$ 0	7/6/1992	3% + Step on 9-7-92	\$ 1.4	6/11/1991	3% + Step	\$ 1.2
Maintenance & Operations	6/27/1995	2% + Step	\$ 0.2	7/26/1994	1% on 7-1-94; then Step and add'l 1% on 1-1-95	\$ 0.2	6/22/1993	no change	\$ 0	7/6/1992	3% + Step on 9-7-92	\$ 0.2	6/11/1991	3% + Step	\$ 0.2
Crafts	8/8/1995	2% + Step	\$ 0.05	7/26/1994	1% on 7-1-94; then Step and add'l 1% on 1-1-95	\$ 0.04	6/22/1993	no change	\$ 0	7/6/1992	3% + Step on 9-7-92	\$ 0.1	6/11/1991	3% + Step	\$ 0.01
College Safety Officers	N/A	part of M&O	N/A	N/A	part of M&O	N/A	N/A	part of M&O	N/A	N/A	part of M&O	N/A	N/A	part of M&O	N/A
Early Retirees	5/23/1995	2%	\$ 0.1	7/26/1994	(same as applicable employee group)	\$ 0.1	6/22/1993	no change	\$ 0	7/6/1992	(same as applicable employee group)	\$ 0.2	6/11/1991	(same as applicable employee group)	\$ 0.2
Skill Center	6/27/1995	2% + Step	\$ 0.1	6/28/1994	2%	\$ 0.1	6/22/1993	no change	\$ 0	7/6/1992	1% + Step	\$ 0.1	6/11/1991	2% + Step	\$ 0.1
Professional Growth/CPD ⁽⁶⁾															
Miscellaneous ⁽⁷⁾	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Flex Benefits Increase a ⁽⁹⁾	N/A	N/A	N/A	7/26/1994	Flex Benefits to Tiered Plan	\$ 1.5	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total Dollars			\$ 5.6			\$ 6.2			\$ 0.0			\$ 9.2			\$ 7.6
Redlined		* 1%			1% on 7-1-94; add'l .5% on 1-1-95			no change			0.015			1% - 1.5%	

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- (5) FY02 Dollars reflect both salary and benefit increases (including flex)
- (7) FY04 and FY06: contribution increase of Arizona State Retirement System (ASRS)