



5 Year Fiscal Projections

for the Fiscal Years

2022-23 through 2026-27

as of September 9, 2022



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INTRODUCTION

In preparing the Five-Year Projections for fiscal years FY22-23 to FY26-27, the Fiscal Services department has gathered several sources of information needed to estimate the District's future revenue and expenses, as well as anticipated transfers. These sources include forward-looking statements from the Governor's FY22-23 Budget, analyses of budget information from the Chancellor's Office, historical and current spending trends, and reasonable assumptions about economic conditions such as the impact of inflation on certain expense categories. The gathering of this information allowed us to compile and prepare projections that present future fund balances within the context of reserve requirements. This information provides the District with a better assessment of anticipated revenues and the demands on these monies to serve the needs of our students. Also, as a final note, the projections presented in this report only represent the Unrestricted General Fund (UGF), and do not include any forward-looking projections related to the Higher Education Emergency Relief Fund (HEERF) or the UGF COVID Mitigation Funds.

OVERVIEW OF PROJECTIONS

Preparation of Projections

The projections for revenues involved the development of several assumptions that impact two major sources of funding: state apportionment and International/Out-of-State tuition. The state apportionment is driven primarily by the District's FTES (full-time equivalent students). In developing our projections for revenues, Fiscal Services created a reasonable forward curve for FTES (Appendix B), which took into account the impact of COVID, and the District's commitment to rebuild enrollment close to pre-Covid levels. With regard to International/Out-of-State tuition, assumptions include steady year-over-year increases in enrollment in this category, back to pre-Covid levels by FY25-26 (Appendix B). Also, the projections reflect the impact of the 5.07% COLA in FY21-22, which carries over into state apportionments in future years. This COLA is specifically calculated and applied to rates that impact the calculation of the state apportionment through the Student Centered Funding Formula (SCFF); this is not related to expenditures incurred by the District.

Expenditures in our projections reflect the impact of labor and nonlabor costs. From a labor perspective, the impact of a 5.5% salary increase in FY21-22 on both salaries and benefits is reflected in these projections; no salary increases were assumed going forward. Additionally, benefits are impacted by increasing STRS and PERS rates, as well as increased costs to health insurance (Appendix B). Nonlabor costs reflect the application of historical costs, the application of inflation to certain expense categories, and forward-looking assumptions of costs impacted by FTES.

Transfers represent an important part of our five-year projections. These expenditures allow the District to fund important support and services such as equipment for IT refresh, emergency repairs, our self-insurance fund, and program review. Other areas funded via transfers include Children's Center Fund and Food Service. Specifically, these transfers represent the transfer of funds from the Unrestricted General Fund to other funds, such as the ones mentioned above.

ASSUMPTIONS

Revenue

The District’s total revenue is impacted primarily by the Total Computational Revenue (TCR), International Tuition, and Out-of-State Tuition. These funding sources provide over 95% of the Districts revenue. In projecting these monies, many factors must be considered such as the number of Full-time Equivalent Students (FTES), the number of international students, and the number out-of-state students. Also, revenues are impacted by budget decisions from the Governor’s Office that impact the rates, through COLA, and any changes to the Student Centered Funding Formula (SCFF).

Full-time Equivalent Students (FTES)

The following are the FTES assumptions for FY22-23 (refer to Appendix B, page 12):

1. Credit FTES is projected to remain the same in fiscal year 2022-23 compared to projected FTES for fiscal year 2021-22; in the out years (FY23-24 to FY26-27), the annual rate increase is 1%.
2. Dual Enrollment FTES is projected to remain the same in fiscal year 2022-23 compared to projected FTES for fiscal year 2021-22; ; in the out years (FY23-24 to FY26-27), the annual rate increase is 2%.
3. Incarcerated Student FTES is projected to remain the same in fiscal year 2022-23; ; in the out years (FY23-24 to FY26-27), the annual rate increase is 1%.
4. Noncredit FTES is projected to remain the same in fiscal year 2022-23 compared to projected FTES for fiscal year 2021-22; ; in the out years (FY23-24 to FY26-27), the annual rate increase is 1%.
5. Enhanced Noncredit FTES is projected to remain the same in fiscal year 2022-23 compared to projected FTES for fiscal year 2021-22; ; in the out years (FY23-24 to FY26-27), the annual rate increase is 1%.

Total Computational Revenue (TCR)

TCR represents the highest option between the hold harmless protection amount and the SCFF Calculated Revenue. The hold harmless amount represents a minimum funding amount, derived from FY17-18. This amount represents a floor, which is adjusted by COLA on an annual basis, if provided by the Governor’s Office. As of FY20-21, this amount stood at \$77 million. With regard to the SCFF Calculated Revenue, this amount is driven by the amount of FTES, student success, and rates that are adjusted by COLA. This amount was \$81 million as of FY20-21. In calculating the final TCR, the District receives the higher of these two amounts. From a funding perspective, the District specifically receives a state apportionment based on the following calculation:

State Apportionment
+ Property Tax
+ Student Enrollment Fees
TCR Amount

With the beginning of the Pandemic, the State updated the SCFF to provide protections for districts. One of the protections provide was the Emergency Conditions Allowance (ECA). Within the SCFF, this change

positively impacted the base allocation part of the formula. This calculation is based on the application of rates applied to a district’s three year average of FTES. With declining enrollment, ECA propped up the three-year average by allowing districts to apply their FY19-20 FTES to the current year. For the District, this meant a payment on an average of 12,671 and 12,615 in FY20-21 and FY21-22, respectively. Additionally, the State added a third calculation called stability. This amount is the prior year SCFF calculated, plus any applicable COLA. In FY21-22, the district received the maximum of the following amounts:

	FY21-22
A – SCFF Calculated Revenue (w/ECA)	\$83,398,983
B – Stability (prior year SCFF + COLA)	\$85,199,516
<u>C – Hold Harmless + COLA</u>	<u>\$80,913,893</u>
TCR – Max of A, B, and C	\$85,199,516

In developing projections related to TCR, Fiscal Services gathered information from the Governor’s FY22-23 Budget. The state’s current budget includes a 6.56% COLA and other base adjustments, which are applied to the funding rates used in the calculation of the Student Centered Funding Formula (SCFF). Additionally, the COVID-19 Emergency Conditions Allowance, which allowed districts to be funded at pre-COVID FTES levels from FY19-20, was scheduled to expire at the end of fiscal year 2021-22. For FY22-23, the Chancellor’s Office has allowed districts to apply for the 2022-23 COVID-19 Emergency Conditions Allowance. As a framework for eligibility requirements, the District must conform to the following:

- a. Prepare an Emergency Conditions Recovery Plan, adopted and approved by the Board of Trustees
- b. Certification confirming that the District meets specific eligibility requirements

Finally, the hold harmless provision of SCFF will remain in effect through FY24-25. This means that our District’s FY24-25 funding will become the new “floor”.

International and Out-of-State Tuition Revenue

The District’s enrollment of international and out-of-state students was adversely affected by the Pandemic due to travel restrictions, and by the uncertainty of returning to a schedule offering in-person classes. As the District begins to recover from the negative impacts of the Pandemic, Fiscal Services projects a steady increase in enrollment in these two areas. From FY22-23 to FY26-27, Fiscal Services projects a compounded annual growth rate (CAGR) of 13.8%. Below is a table of these projections (Figure 1).

Figure 1

	FY22-23	FY23-24	FY24-25	FY25-26	FY26-27
International Tuition	5,600,000	7,600,000	9,600,000	9,800,000	9,900,000
International Students	600	800	1,000	1,000	1,000
Out-of-State Tuition	5,600,000	7,400,000	9,200,000	8,800,000	8,900,000
Out-of-State Students	540	720	900	900	900

Expenditures

In developing projections related to Expenditures, Fiscal Services identified three key areas that impact the year-end total. One of the major expenditures consists of salaries and benefits. Over the past four years, from FY17-18 to FY20-21, these costs have represented between 87.2% and 90.8% of total expenditures (refer to Appendix B, "Expenditure Distribution"). The last two years have trended higher, from a ratio perspective, due to lower operational expenditures as a result of the Pandemic. For future years, FY22-23 to FY26-27, Fiscal Services projects that the ratio of salaries and benefits to total expenditures will range between 87.3% and 87.5%.

Another major area of expenditures is Supplies & Materials. With the beginning of the Pandemic, many of these costs decreased. As the District returns to more in-person offerings of classes, Fiscal Services anticipates a return to pre-Pandemic spending in several accounts. Specifically, Student Travel, School Transportation, and Non-instructional Supplies are projected to increase. In projecting these amounts, Fiscal Services calculated a three-year, pre-Pandemic average.

A third, major area of expenditures is Other Operating Expenses & Services. Fiscal Services identified several accounts that will be impacted by inflation and higher fuel costs. There is also a projected increase to Public Transportation Expense. As the District returns to normal operations, Fiscal Services anticipates that the student use of MTD will return to pre-Pandemic levels.

Transfers

The District uses transfers to fund required expenditures in funds such as Emergency Repairs and Self-Insurance, out of UGF. These costs will range from 1.4M to 1.5M over the coming years (figure 1). Transfers also allow the District to transfer funds from UGF to planned expenditures like Equipment for IT Refresh. In FY22-23 and FY23-24, expenditures for IT refresh will be covered by projected fund balances in the equipment fund.

Another important use of transfers for the District is to backfill the impact of low enrollment on the District's Special Revenue Funds. Specifically, the Pandemic adversely affected the results reported by the Children's Center Fund and Food Service. In FY20-21, net deficits in these funds were offset by lost revenue claimed through HEERF. The District anticipates a similar claim of lost revenue in FY21-22 for these funds. In future years, the District projects the need to fund the Children's Center by \$260k in FY22-23, and \$200k on an ongoing basis (figure 2). With regard to Food Service, the District projects a transfer of \$650k in FY22-23, with a tapering of transferred funds down to \$350k by FY25-26 (figure 2).

Figure 2

		FY21-22	FY22-23	FY23-24	FY24-25	FY25-26	FY26-27
Campus Store		-	375,000	375,000	375,000	375,000	375,000
Children's Center Fund	a,b	-	260,000	200,000	200,000	200,000	200,000
Emergency Repairs		500,000	650,000	650,000	650,000	650,000	650,000
Equipment for IT Refresh		780,000	500,000	950,000	1,050,000	1,160,000	1,160,000
Food Service	a,b	-	650,000	600,000	550,000	550,000	550,000
Internal Service - self insurance fund		700,000	725,000	750,000	775,000	800,000	800,000
Parking Fund	a,b	-	325,000	225,000	150,000	150,000	150,000
Program Review		200,000	450,000	200,000	200,000	200,000	200,000
Student Clubs			10,000	10,000	10,000	10,000	10,000
Total Transfers		2,180,000	3,945,000	3,960,000	3,960,000	4,095,000	4,095,000

a. In FY21-22, transfers covered by HEERF lost revenues

b. This fund is not projected to bring in enough money to offset expenditures.

With no HEERF monies projected, these funds will need to be backfilled from UGF

In compiling these projections, Fiscal Services maintained the assumption that the equipment fund balance in FY22-23 and FY23-24 would be used to fund Equipment for IT Refresh; this will require Board approval. It was determined that this fund was redundant to the purpose of maintaining a healthy reserve balance. Additionally, Fiscal Services assumed that all monies in the COVID mitigation fund would be spent by the end of FY21-22.

Reserve Balance

In accordance with Board Policy 6305, the District's Board of Trustees has designated a portion of the Unrestricted General Fund balance as reserves. A reserve fund is an established, prudent fiscal management tool, which buffers cash flow fluctuations and provides a resource for contingencies and reasonable, yet unforeseen operational needs. The reserve includes 5% of annual projected Unrestricted General Fund expenditures, recommended by the State Chancellor's Office, plus funds equivalent to any deferrals of the college's State apportionment or 15% of annual projected Unrestricted General Fund expenditures, whichever is greater. Fiscal Services has calculated the total reserve balance minimum for each of the fiscal years projected, and determined whether or not the District is in compliance with these reserve guidelines by means of a calculated Surplus/(Deficit). Below is a quick summary of projected reserve balances (figure 3).

Figure 3

	FY22-23	FY23-24	FY24-25	FY25-26	FY26-27
Ending Unrestricted General Fund Balance	37,277,723	40,751,036	43,488,941	44,906,496	44,589,094
State Mandated Contingency (5%)	5,280,026	5,327,338	5,383,728	5,432,959	5,471,735
Additional Reserve (15%)	15,840,078	15,982,015	16,151,184	16,298,876	16,415,205
Reserve Requirement	21,120,104	21,309,354	21,534,912	21,731,834	21,886,940
Reserve Surplus/(Deficit)	16,157,619	19,441,682	21,954,030	23,174,662	22,702,154



Santa Barbara City College
5 Year Fiscal Projections
2021-22 through 2026-27
as of 9/8/2022

	Actuals**	Adopted	Projections			
	FY21-22	FY22-23	FY23-24	FY24-25	FY25-26	FY26-27
FTES	Stability 10,535	ECA 10,535	Stability 10,648	Stability 10,763	Hold Harmless 10,878	Hold Harmless 10,996
Revenues						
State Revenues						
State Principal Apportionment: Ongoing Funding	35,206,522	43,429,281	46,018,014	44,193,315	47,797,647	46,449,761
State Principal Apportionment: One-time Funding	1,800,533	3,246,419	3,485,482	2,986,948	-	-
COLA	4,111,179	4,925,373	2,435,529	1,927,425	-	-
Other	6,317,820	5,633,956	5,634,004	5,634,342	5,633,382	5,633,683
Total State Revenues	47,436,053	57,235,029	57,573,029	54,742,029	53,431,029	52,083,443
Local Revenues						
Local Secured Taxes	37,573,375	38,702,000	39,863,000	41,059,000	42,291,000	43,560,000
Enrollment Fees	6,506,303	7,117,877	7,194,387	7,271,768	7,350,032	7,429,190
International Tuition	4,487,513	5,600,000	7,600,000	9,600,000	9,800,000	9,900,000
Out-of-State Tuition	4,538,185	5,600,000	7,400,000	9,200,000	8,800,000	8,900,000
Other	1,434,984	1,699,666	1,849,666	1,999,666	1,999,666	1,999,666
Total Local Revenues	54,540,359	58,719,543	63,907,053	69,130,434	70,240,698	71,788,856
Other Financing Sources	3,305,018	400,000	400,000	400,000	400,000	400,000
Total Revenues	105,281,429	116,354,572	121,880,082	124,272,463	124,071,727	124,272,299
Expenditures						
Academic Salaries	42,921,534	44,766,057	45,082,057	45,398,057	45,714,057	46,000,057
Classified Salaries	21,990,831	23,276,353	23,380,353	23,484,353	23,588,353	23,692,353
Employee Benefits	21,840,158	24,140,216	24,516,463	25,074,251	25,638,866	26,024,394
Supplies And Materials	2,407,863	1,770,200	1,770,200	1,770,200	1,770,200	1,770,200
Other Operating Expenses & Services	11,119,232	11,215,447	11,365,447	11,515,447	11,515,447	11,515,447
Capital Outlay	774,570	432,250	432,250	432,250	432,250	432,250
Other Outgo	1,099,923	-	-	-	-	-
Appropriation For Contingencies (Salary Increases, Positions, Strategic Planning)						
FY22-23		5,500,000	5,500,000	5,500,000	5,500,000	5,500,000
FY23-24			2,400,000	2,400,000	2,400,000	2,400,000
FY24-25				2,000,000	2,000,000	2,000,000
Total Appropriation For Contingencies	-	5,500,000	7,900,000	9,900,000	9,900,000	9,900,000
Transfers Out	2,180,000	3,945,000	3,960,000	3,960,000	4,095,000	5,255,000
Total Expenditures	104,334,111	115,045,522	118,406,770	121,534,558	122,654,172	124,589,701
Net Change in Fund Balance	947,319	1,309,050	3,473,312	2,737,905	1,417,555	(317,402)
Beginning Fund Balance	35,021,354	35,968,674	37,277,723	40,751,036	43,488,941	44,906,496
Change in Fund Balance	947,319	1,309,050	3,473,312	2,737,905	1,417,555	(317,402)
Ending Fund Balance	35,968,674	37,277,723	40,751,036	43,488,941	44,906,496	44,589,094
Reserve Requirement	20,210,838	21,120,104	21,309,354	21,534,912	21,731,834	21,886,940
Undesignated Reserve	15,757,836	16,157,619	19,441,682	21,954,030	23,174,662	22,702,154

** These are unaudited actuals, which will get finalized as part of the District's year-end close.

CONCLUSION

Fiscal Services has prepared these five-year projections based on several assumptions impacting the District's Revenue, Expenditures, Transfers, and Ending Fund Balances. These assumptions have been refined through a continued analysis of the Governor's FY22-23 Budget. The District will continue conversations regarding its financial health over the next few years. This is an iterative and continuous process that requires the input of many stakeholders. We both encourage and look forward to the participatory input from the community, as we refine these five-year projections, with an end goal of realizing the District's vision of building "a socially conscious community where knowledge and respect empower individuals to transform our world."

APPENDIX A – DEFINITION OF TERMS

DEFERRAL – IOU issued from the State when they do not have enough cash to fund obligations.

DEFICIT – Occurs when the District's expenses are more than the District's Revenues.

DEFICIT FACTOR – When the total money allocated to the Community College System is not sufficient to fund the TCR based on the SCFF Calculations

EMERGENCY CONDITIONS ALLOWANCES– Funding allowances due to emergency conditions (including pandemics) that allows districts to not lose FTES apportionment as a result of an emergency or extraordinary condition.

FTES – Full Time Equivalent Students (roughly calculated as 1 FTES = 15 semester units of enrollment)

GROWTH FUNDING – Funding allocated in the state budget to allow for enrollment growth.

STUDENT CENTERED FUNDING FORMULA (SCFF) – Formula used to calculate the Total Computational Revenue for all colleges in the Community College System. Funding is provided based on FTES Enrollment (70%), the Number of Low Income Students we serve (20%), and Student Success in 8 different Factors (10%).

STRUCTURAL DEFICIT – Occurs when deficits are consistently projected into the future due to regular ongoing annual expenditures exceeding annual revenues.

TOTAL COMPUTATIONAL REVENUE (TCR) – The total revenue the District receives from State Apportionment, Education Protection Act Funds, Local Property Taxes, and Local Enrollment Fees.

APPENDIX B – SUPPORTING TABLES & CHARTS

Historical and Projection Fiscal Information

	FY12-13 Actuals	FY13-14 Actuals	FY14-15 Actuals	FY15-16 Actuals	FY16-17 Actuals	FY17-18 Actuals	FY18-19 Actuals	FY19-20 Actuals	FY20-21 Actuals	(Unaudited) FY21-22 Actuals	FY22-23 Projection	FY23-24 Projection	FY24-25 Projection	FY25-26 Projection	FY26-27 Projection
COLA's & Other Adjustments															
State COLA to District	0.00%	1.57%	0.85%	1.02%	0.00%	1.56%	2.71%	3.26%	0.00%	5.07%	6.56%	0.00%	0.00%	0.00%	0.00%
District Salary Increase to Employees	0.00%	1.57%	0.85%	1.02%	0.00%	1.56%	7.00%	0.00%	0.00%	5.50%	0.00%	0.00%	0.00%	0.00%	0.00%
District One-Time Lump Sum to Employees	3.00%	0.00%	1.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.00%	0.00%	0.00%	0.00%	0.00%	0.00%
STRS/PERS/Health & Welfare															
STRS Expense	2,586,701	2,705,678	3,135,342	3,644,916	4,348,166	4,324,911	5,317,404	6,165,248	5,307,121	5,851,588	5,903,061	6,100,352	6,299,824	6,501,477	6,700,943
STRS Rate	8.25%	8.25%	8.88%	10.73%	12.58%	14.43%	16.28%	17.10%	16.15%	16.92%	19.10%	19.60%	20.10%	20.60%	20.60%
PERS Expense	1,829,658	1,997,938	2,107,469	2,248,779	2,573,078	2,701,834	3,469,263	3,900,470	3,868,252	4,522,479	5,267,189	5,249,064	5,406,913	5,565,954	5,726,185
PERS Rate	11.42%	11.44%	11.77%	11.85%	13.89%	15.53%	18.06%	19.72%	20.70%	22.91%	25.40%	25.20%	24.60%	23.60%	23.60%
Health & Welfare Expense	6,584,147	6,913,575	7,330,263	7,577,212	7,707,627	7,689,736	7,663,387	8,144,698	8,016,281	6,870,229	8,463,159	8,632,422	8,805,071	8,981,172	8,981,172
SISC Medical Only Rate Increases	10.10%	4.60%	1.30%	2.00%	2.90%	4.80%	(2.00%)	4.60%	3.60%	1.30%	2.00%	2.00%	2.00%	2.00%	2.00%
Cost per Employee								\$22,190	\$22,860	\$23,376	unknown	unknown	unknown	unknown	unknown

Historical and Projection FTES

FTES Category	FY12-13 Actuals	FY13-14 Actuals	FY14-15 Actuals	FY15-16 Actuals	FY16-17 Actuals	FY17-18 Actuals	FY18-19 Actuals	FY19-20 Actuals	FY20-21 Actuals	FY21-22 Actuals	FY22-23 Projection	FY23-24 Projection	FY24-25 Projection	FY25-26 Projection	FY26-27 Projection
Credit CA Resident	13,369	12,735	13,573	12,675	11,806	11,660	11,423	11,704	9,881	9,535	9,535	9,638	9,743	9,848	9,955
Noncredit	987	844	773	535	574	774	1,172	1,729	946	1,000	1,000	1,010	1,020	1,030	1,040
Total FTES	14,356	13,579	14,346	13,210	12,380	12,434	12,595	13,433	10,827	10,535	10,535	10,648	10,763	10,878	10,996
Nonresident FTES	2,482	2,477	2,818	2,592	2,256	2,015	1,827	1,639	933	1,029	1,140	1,520	1,900	1,900	1,900
Total (including Non Resident)	16,838	16,056	17,164	15,802	14,636	14,449	14,422	15,072	11,760	11,564	11,675	12,168	12,663	12,778	12,896

Expenditure Distribution

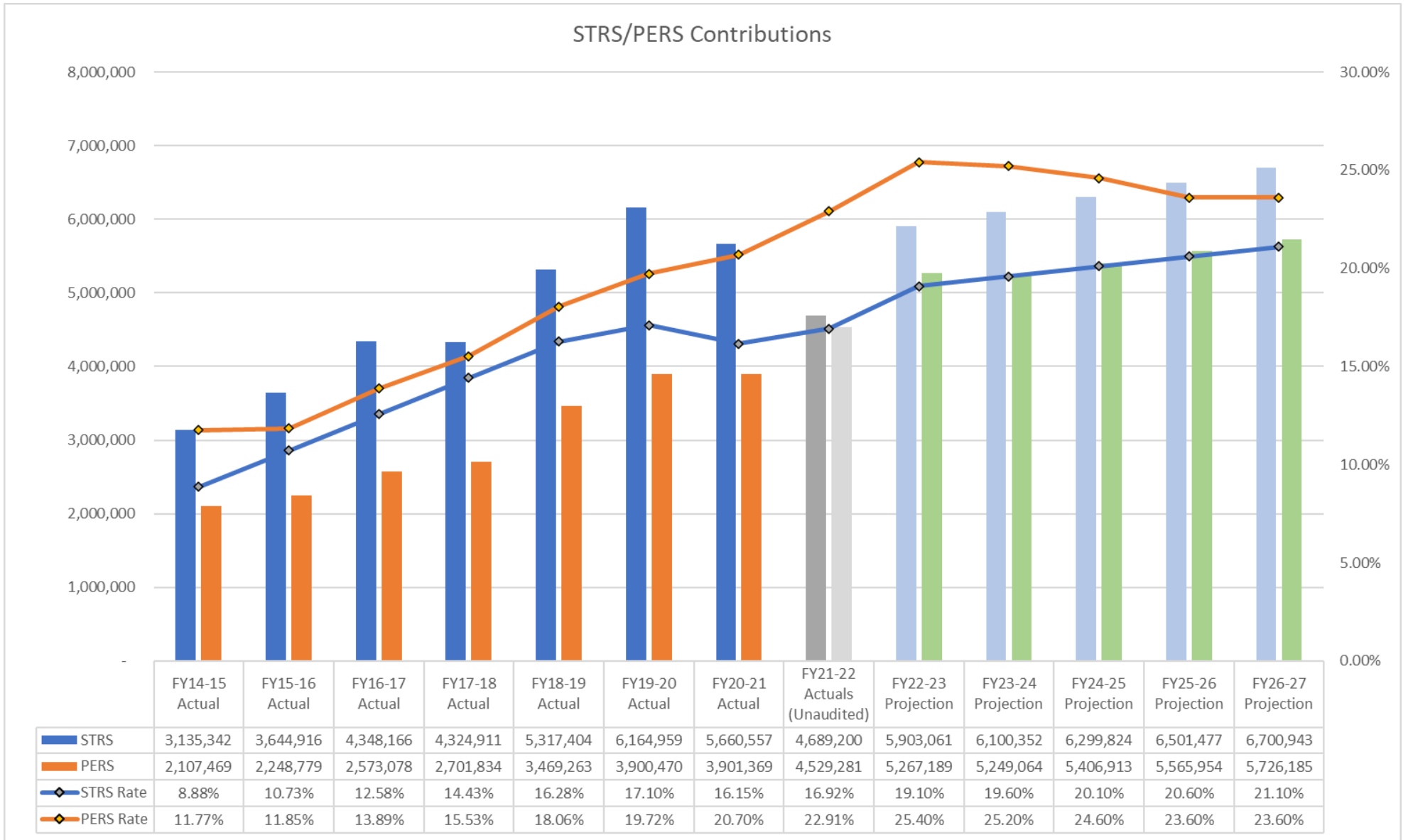
Expenditure Distribution



	FY17-18 Actuals	FY18-19 Actuals	FY19-20 Actuals	FY20-21 Actuals	FY21-22 Actuals (Unaudited)	FY22-23 Projection	FY23-24 Projection	FY24-25 Projection	FY25-26 Projection	FY26-27 Projection
Other Expenses as % of Expenditures	12.8%	12.7%	11.0%	9.2%	14.2%	12.7%	12.7%	12.7%	12.6%	12.5%
Salaries & Benefits as % of Expenditures	87.2%	87.3%	89.0%	90.8%	85.8%	87.3%	87.3%	87.3%	87.4%	87.5%
Other Expenditures	\$11,682,732	\$12,706,689	\$11,107,391	\$8,275,554	\$14,301,665	\$13,417,897	\$13,567,897	\$13,717,897	\$13,717,897	\$13,717,897
Salaries & Benefits	\$79,718,202	\$87,378,193	\$89,567,486	\$81,456,233	\$86,752,523	\$92,182,625	\$92,978,873	\$93,956,661	\$94,941,275	\$95,716,804

Note: Expenditures excludes “Other Outgo” and “Appropriation for Contingencies”.

STRS/PERS Contributions



Total Computational Revenue (TCR)

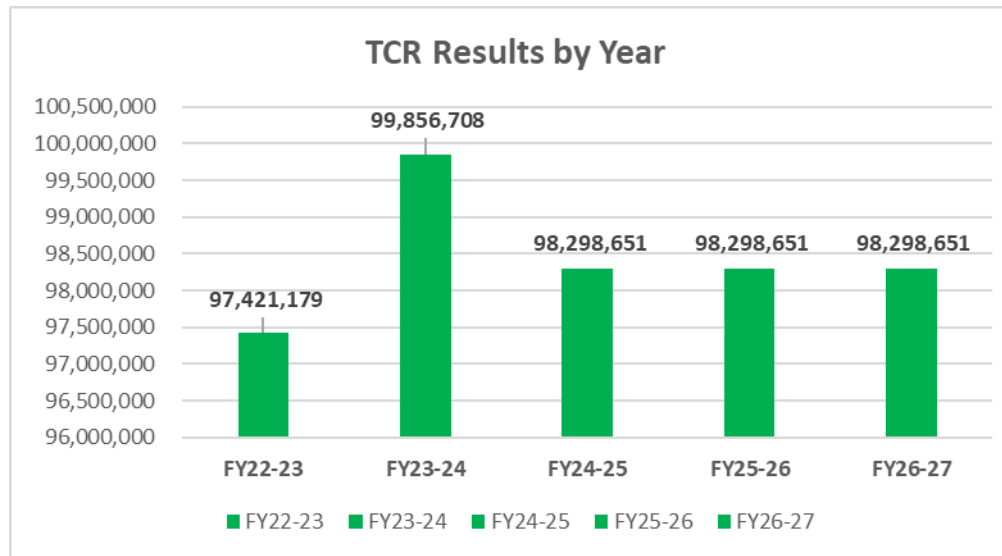
Total Computational Revenue (TCR) is the revenue the District receives from State Apportionment, Education Protection Act Funds, Local Property Taxes, and Local Enrollment Fees. The table and chart below summarize the results of TCR, by year. For example, in FY22-23, the TCR is \$97.4 million. This amount is option A, which is the maximum value of options A, B and C (see description of options below).

Description of Options

- Option A - Student Centered Funding Formula (SCFF) Calculated Revenue
- Option B - Prior Year SCFF Calculated Revenue + COLA (if applicable)
- Option C - Hold Harmless

Heat Map Legend				
82,000,000	85,000,000	90,000,000	92,500,000	97,500,000
Low				High

	FY22-23	FY23-24	FY24-25	FY25-26	FY26-27
	Scenario 1	Scenario 1	Scenario 1	Scenario 1	Scenario 1
Option A	97,421,179	96,371,226	95,311,703	94,382,712	96,917,322
Option B	88,869,956	99,856,708	98,298,651	-	-
Option C	86,221,845	88,377,391	90,144,939	98,298,651	98,298,651
Max of A,B,C	97,421,179	99,856,708	98,298,651	98,298,651	98,298,651



Salaries & Benefits Breakout: FY23-FY27

	FY22-23				FY23-24				FY24-25				FY25-26				FY26-27			
	\$	% of Category	% of Total	% Incr/(Decr)	\$	% of Category	% of Total	% Incr/(Decr)	\$	% of Category	% of Total	% Incr/(Decr)	\$	% of Category	% of Total	% Incr/(Decr)	\$	% of Category	% of Total	% Incr/(Decr)
Academic Salaries																				
Faculty	38,711,621	86.5%	42.0%	(1.45)%	38,997,621	86.5%	41.9%	0.74%	39,283,621	86.5%	41.8%	0.73%	39,569,621	86.6%	41.7%	0.73%	39,855,621	86.6%	41.6%	0.72%
Ed Administrators	2,688,179	6.0%	2.9%	11.69%	2,718,179	6.0%	2.9%	1.12%	2,748,179	6.1%	2.9%	1.10%	2,778,179	6.1%	2.9%	1.09%	2,778,179	6.0%	2.9%	0.00%
Stipends	917,623	2.0%	1.0%	(11.48)%	917,623	2.0%	1.0%	0.00%	917,623	2.0%	1.0%	0.00%	917,623	2.0%	1.0%	0.00%	917,623	2.0%	1.0%	0.00%
Overload	2,444,533	5.5%	2.7%	(5.09)%	2,444,533	5.4%	2.6%	0.00%	2,444,533	5.4%	2.6%	0.00%	2,444,533	5.3%	2.6%	0.00%	2,444,533	5.3%	2.6%	0.00%
Other	4,100	0.0%	0.0%	(35.76)%	4,100	0.0%	0.0%	0.00%	4,100	0.0%	0.0%	0.00%	4,100	0.0%	0.0%	0.00%	4,100	0.0%	0.0%	0.00%
Total Academic Salaries	44,766,057	100%	49%	(1.19)%	45,082,057	100%	48%	0.71%	45,398,057	100%	48%	0.70%	45,714,057	100%	48%	0.70%	46,000,057	100%	48%	0.63%
Classified Salaries																				
ALA	4,070,025	17.5%	4.4%	5.03%	4,087,025	17.5%	4.4%	0.42%	4,104,025	17.5%	4.4%	0.42%	4,121,025	17.5%	4.3%	0.41%	4,138,025	17.5%	4.3%	0.41%
CS	17,498,699	75.2%	19.0%	2.94%	17,585,699	75.2%	18.9%	0.50%	17,672,699	75.3%	18.8%	0.49%	17,759,699	75.3%	18.7%	0.49%	17,846,699	75.3%	18.6%	0.49%
Hourly	1,582,875	6.8%	1.7%	5.99%	1,582,875	6.8%	1.7%	0.00%	1,582,875	6.7%	1.7%	0.00%	1,582,875	6.7%	1.7%	0.00%	1,582,875	6.7%	1.7%	0.00%
Other	124,753	0.5%	0.1%	(5.40)%	124,753	0.5%	0.1%	0.00%	124,753	0.5%	0.1%	0.00%	124,753	0.5%	0.1%	0.00%	124,753	0.5%	0.1%	0.00%
Total Classified Salaries	23,276,353	100%	25%	3.45%	23,380,353	100%	25%	0.45%	23,484,353	100%	25%	0.44%	23,588,353	100%	25%	0.44%	23,692,353	100%	25%	0.44%
Benefits																				
STRS	5,903,061	24.5%	6.4%	25.89%	6,100,352	24.9%	6.6%	3.34%	6,299,824	25.1%	6.7%	3.27%	6,501,477	25.4%	6.8%	3.20%	6,700,943	25.7%	7.0%	3.07%
PERS	5,267,189	21.8%	5.7%	16.29%	5,249,064	21.4%	5.6%	(0.34)%	5,406,913	21.6%	5.8%	3.01%	5,565,954	21.7%	5.9%	2.94%	5,726,185	22.0%	6.0%	2.88%
Health & Welfare	8,463,159	35.1%	9.2%	(5.17)%	8,632,422	35.2%	9.3%	2.00%	8,805,071	35.1%	9.4%	2.00%	8,981,172	35.0%	9.5%	2.00%	8,981,172	34.5%	9.4%	0.00%
OASDHI	1,869,566	7.7%	2.0%	(5.91)%	1,881,106	7.7%	2.0%	0.62%	1,892,646	7.5%	2.0%	0.61%	1,904,186	7.4%	2.0%	0.61%	1,914,902	7.4%	2.0%	0.56%
Medicare	893,231	3.7%	1.0%	0.84%	898,745	3.7%	1.0%	0.62%	904,259	3.6%	1.0%	0.61%	909,772	3.5%	1.0%	0.61%	914,892	3.5%	1.0%	0.56%
Unemployment	230,997	1.0%	0.3%	238.27%	232,423	0.9%	0.2%	0.62%	233,849	0.9%	0.2%	0.61%	235,275	0.9%	0.2%	0.61%	236,599	0.9%	0.2%	0.56%
Workers Compensation	1,057,512	4.4%	1.1%	(2.09)%	1,064,039	4.3%	1.1%	0.62%	1,070,567	4.3%	1.1%	0.61%	1,077,095	4.2%	1.1%	0.61%	1,083,156	4.2%	1.1%	0.56%
Early Retirement	455,500	1.9%	0.5%	(3.83)%	458,312	1.9%	0.5%	0.62%	461,123	1.8%	0.5%	0.61%	463,935	1.8%	0.5%	0.61%	466,546	1.8%	0.5%	0.56%
Total Benefits	24,140,216	100%	26%	6.64%	24,516,463	100%	26%	1.56%	25,074,251	100%	27%	2.28%	25,638,866	100%	27%	2.25%	26,024,394	100%	27%	1.50%
Total Salaries & Benefits	92,182,625		100.0%	1.92%	92,978,873		100.0%	0.86%	93,956,661		100.0%	1.05%	94,941,275		100.0%	1.05%	95,716,804		100.0%	0.82%