

State of Alaska FY2015 Governor's Operating Budget

University of Alaska Statewide Services Component Budget Summary

Component: Statewide Services

Contribution to Department's Mission

The University of Alaska inspires learning, and advances and disseminates knowledge through teaching, research, and public service, emphasizing the North and its diverse peoples.

Statewide Services provides strategic leadership and support to the campuses as they deliver their mission of research, instruction, and service. Statewide Services also provides direct services to the public, Regents, and faculty. With responsibilities for staff functions as well as for direct operation, Statewide Services places a high priority on the efficient delivery of its programs and operational priorities while maintaining quality.

Statewide Services provide administrative support to the University community in an orderly, efficient, and prudent manner in accordance with federal and state statutes, regents policy and appropriate regulations, procedures, and responsible business practices.

Core Services

- Statewide Services consists of functional areas that provide support to the University of Alaska at the direction of the president and Board of Regents:
- **FINANCE AND ADMINISTRATION:**
- provides administrative services to the university in an orderly, efficient and prudent manner in accordance with federal and state statutes, regents policy and appropriate regulations, procedures and responsible business practices;
- manages, controls and reports the status and use of the financial resources of the University of Alaska;
- calculates the facilities and administrative rate (F&A) and negotiates with Office of Naval Research;
- provides and maintains a reliable and accurate financial accounting and reporting system;
- develops and administers the statewide RDU budget;
- provides financial consulting services to executive management and to fiscal officers throughout the UA system;
- promotes data driven planning and accountability throughout the UA System;
- provides comprehensive planning and management information for the University of Alaska Board of Regents, President, executive staff and the public;
- provides risk services through Enterprise Risk Management; Environmental, Health, and Safety; Emergency Management and Insurance and Claims Administration;
- provides expertise, leadership, and oversight in planning, programming, budgeting, and implementing the university's capital and operation plans as a means to provide and maintain facilities;
- analyzes, submits and presents the University of Alaska operating and capital budgets utilizing the states' Automated Budget System and maintains the university accounting system assuring compliance with the states' fiscal statutes.
- **HUMAN RESOURCES:**
- ensures that Board of Regents' policy is carried out in the recruitment and retention of faculty and staff, health and retirement, benefits administration, employee and labor relations, compensation, training and development, workforce planning, equal employment opportunity and affirmative action.
- **ACADEMIC AFFAIRS:**
- oversees the development of academic initiatives, including state and federal agendas;
- facilitates the evaluation of course credits for transferring students;
- links the university's training programs with employers and industry groups;
- ensures focused academic missions by major campus;
- encourages collaborative research and instructional programs;
- supports student services and enrollment management systems;
- provides leadership with program issues in Allied Health, Behavioral Health, workforce development, and teacher education and retention;
- organizes important linkages with employers for professional development opportunities.
- **UNIVERSITY RELATIONS:**
- pursues state and federal funding and support for the entire University;

- is the primary contact between the University, the legislature and the governor and is responsible for action on legislation that impacts the University;
- facilitates and coordinates external and internal relations and communications for the entire University.

Major Component Accomplishments in 2013

- The University of Alaska College Savings Plan's investment performance ranked among the nation's top college savings plans in the first quarter of 2013, according to Savingforcollege.com.
- Finalized implementation of a web-based time sheet system for all of University of Alaska. Benefits include paper reduction, improved processing time, easier record retention, accuracy.
- Started pilot of the Travel and Expense Management software, which automates the travel booking and travel reimbursement process. Benefits are improved accuracy, paper reduction, ability to gather travel data and report thereon. The software is for the whole University of Alaska system.
- Rolled out an initial pilot of DocuSign, the cloud-based global standard application for electronic signature to the University of Alaska system. DocuSign eliminates the need for printing, faxing, scanning or emailing documents for signature.

Key Component Challenges

Challenges for Statewide Services include:

- Driving strategic reallocation decisions to address fiscal challenges, as resources continue to become more limited.
- Providing sustainable funding for existing programs and examining revenue enhancement opportunities for new initiatives.
- Identifying solutions for major state issues that significantly impact the ability of UA campuses to provide services. Pressing issues include rising cost of health care and the ability to maintain existing facilities.
- Coordinating the University's federal agenda and requests in a tightening federal environment.

Significant Changes in Results to be Delivered in FY2015

- Continue to look for ways to reduce costs or mitigate cost increases without significant service impacts.
- Lead administrative efficiency project implementations to meet accountability and sustainability goals: human resources automation; records management/document imaging; travel management system.
- Enhance staff and faculty professional development programs.
- Comply with Board of Regents (BoR) policy regarding capital planning and facility management.
- Maximize academic and business continuity of operations planning and implementation.
- Analyze and select adequate, yet affordable, insurance and alternative risk financing mechanisms.
- Improve systemwide emergency preparedness.
- Improve readiness at all campus locations for disaster response and academic and business continuity.
- Promote private giving through increased University of Alaska Foundation support.
- Continue the systemwide marketing and outreach campaigns, which benefit every UA campus.
- Expand and improve access to the University's distance delivered programs.
- Manage retirement and health care benefit programs.
- Negotiate with certain unions affiliated with the university.
- Improve financial aid process and financial aid availability.

Statutory and Regulatory Authority

No statutes and regulations.

Contact Information

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**Statewide Services
Component Financial Summary**

All dollars shown in thousands

	FY2013 Actuals	FY2014 Management Plan	FY2015 Governor
Non-Formula Program:			
Component Expenditures:			
71000 Personal Services	18,038.9	19,387.8	19,708.6
72000 Travel	794.5	882.7	882.7
73000 Services	13,257.2	18,398.7	18,443.7
74000 Commodities	456.3	463.4	463.4
75000 Capital Outlay	25.7	77.5	77.5
77000 Grants, Benefits	30.9	160.0	160.0
78000 Miscellaneous	251.1	333.9	333.9
Expenditure Totals	32,854.6	39,704.0	40,069.8
Funding Sources:			
1002 Federal Receipts	0.0	0.0	0.0
1004 General Fund Receipts	15,647.8	16,387.4	16,547.8
1007 Interagency Receipts	78.5	228.6	228.6
1037 General Fund / Mental Health	405.0	0.0	0.0
1048 University Restricted Receipts	7,668.6	13,537.4	13,742.8
1061 Capital Improvement Project Receipts	27.2	0.0	0.0
1092 Mental Health Trust Authority Authorized Receipts	0.0	0.0	0.0
1151 Technical Vocational Education Program Account	175.0	219.0	219.0
1174 UA Intra-Agency Transfers	8,852.5	9,331.6	9,331.6
Funding Totals	32,854.6	39,704.0	40,069.8

**Summary of Component Budget Changes
From FY2014 Management Plan to FY2015 Governor**

All dollars shown in thousands

	<u>Unrestricted Gen (UGF)</u>	<u>Designated Gen (DGF)</u>	<u>Other Funds</u>	<u>Federal Funds</u>	<u>Total Funds</u>
FY2014 Management Plan	16,387.4	13,756.4	9,560.2	0.0	39,704.0
Adjustments which will continue current level of service:					
-University of Alaska Non- Unionized Staff	160.4	160.4	0.0	0.0	320.8
Proposed budget increases:					
-University of Alaska Utility Cost Increases	0.0	45.0	0.0	0.0	45.0
FY2015 Governor	16,547.8	13,961.8	9,560.2	0.0	40,069.8

**Statewide Services
Personal Services Information**

Authorized Positions			Personal Services Costs	
	FY2014 Management Plan	FY2015 Governor		
Full-time	157	157	Annual Salaries	13,241,068
Part-time	1	1	Premium Pay	0
Nonpermanent	0	0	Annual Benefits	5,150,139
			Labor Pool(s)	2,142,000
			<i>Less 4.02% Vacancy Factor</i>	<i>(824,607)</i>
Totals	158	158	Total Personal Services	19,708,600

Position Classification Summary

Job Class Title	Anchorage	Fairbanks	Juneau	Others	Total
Admin Generalist 2	0	5	0	0	5
Admin Generalist 3	2	5	0	0	7
Admin Generalist 4	0	2	0	0	2
Admin Professional 1	0	1	0	0	1
Admin Professional 2	0	1	0	0	1
Admin Specialist 2	0	8	0	0	8
Admin Specialist 3	0	6	0	0	6
Admin Specialist 4	0	1	0	0	1
Administrative Management 1	0	1	0	0	1
Administrative Management 4	0	4	0	0	4
Administrative Management 5	0	3	0	0	3
Assistant Vice President	0	1	0	0	1
Associate General Counsel	0	4	0	0	4
Associate Vice President	0	8	0	0	8
Campus Services Generalist 4	0	1	0	0	1
Chief Human Resources Officer	0	1	0	0	1
Communications Manager 2	0	1	0	0	1
Communications Specialist 2	0	1	0	0	1
Communications Specialist 3	0	2	0	0	2
Communications Specialist 4	0	1	0	0	1
Development 3	0	1	0	0	1
Development 4	0	1	0	0	1
Development 5	0	1	0	0	1
Director (Admin)	0	2	0	0	2
Environmental Health/Safety 2	0	1	0	0	1
Environmental Health/Safety 4	0	1	0	0	1
Executive Director	0	3	0	0	3
Executive Officer	0	5	0	0	5
Fiscal Manager 2	0	1	0	0	1
Fiscal Manager 3	0	1	0	0	1
Fiscal Manager 4	0	2	0	0	2
Fiscal Professional 2	0	6	0	0	6
Fiscal Professional 3	1	5	0	0	6
Fiscal Professional 4	0	6	0	0	6
Fiscal Technician 2	0	1	0	0	1
Fiscal Technician 3	0	3	0	0	3
Fiscal Technician 4	0	1	0	0	1

Position Classification Summary						
Job Class Title	Anchorage	Fairbanks	Juneau	Others	Total	
General Counsel	0	1	0	0	1	
HR Professional 3 (NonExempt)	0	1	0	0	1	
Human Resources Manager 3	0	3	0	0	3	
Human Resources Professional 2	0	2	0	0	2	
Human Resources Professional 3	0	3	0	0	3	
Human Resources Professional 4	0	4	0	0	4	
Human Resources Professional 5	1	3	0	0	4	
Internal Auditor 1	0	2	0	0	2	
Internal Auditor 2	0	2	0	0	2	
IS Consultant 4	0	1	0	0	1	
IS Ops Technician 3	0	1	0	0	1	
IS Professional 2	0	1	0	0	1	
IS Professional 3	0	3	0	0	3	
IS Professional 5	0	1	0	0	1	
President	0	1	0	0	1	
Program Specialist	0	1	0	0	1	
Real Property Specialist 1	1	0	0	0	1	
Real Property Specialist 2	0	1	0	0	1	
Real Property Specialist 3	1	2	0	0	3	
Real Property Specialist 4	2	1	0	0	3	
Research Professional 1	0	1	0	0	1	
Research Professional 2	0	2	0	0	2	
Research Professional 3	0	1	0	0	1	
Research Professional 4	0	1	0	0	1	
Risk Management 2	0	2	0	0	2	
Risk Management 3	0	1	0	0	1	
Risk Management 4	0	3	0	0	3	
Risk Management 5	1	0	0	0	1	
Special Assistant	0	1	0	0	1	
Sr. Program Specialist	0	1	0	0	1	
Student Svcs Manager 3	0	1	0	0	1	
Vice President	0	3	0	0	3	
Totals	9	149	0	0	158	

Component Detail All Funds
University of Alaska

Component: Statewide Services (AR78580) (730)
RDU: Statewide Programs and Services (234)

	FY2013 Actuals	FY2014 Conference Committee	FY2014 Authorized	FY2014 Management Plan	FY2015 Governor	FY2014 Management Plan vs FY2015 Governor	
71000 Personal Services	18,038.9	19,057.3	19,057.3	19,387.8	19,708.6	320.8	1.7%
72000 Travel	794.5	929.6	929.6	882.7	882.7	0.0	0.0%
73000 Services	13,257.2	20,558.6	20,558.6	18,398.7	18,443.7	45.0	0.2%
74000 Commodities	456.3	456.3	456.3	463.4	463.4	0.0	0.0%
75000 Capital Outlay	25.7	86.0	86.0	77.5	77.5	0.0	0.0%
77000 Grants, Benefits	30.9	160.0	160.0	160.0	160.0	0.0	0.0%
78000 Miscellaneous	251.1	180.0	180.0	333.9	333.9	0.0	0.0%
Totals	32,854.6	41,427.8	41,427.8	39,704.0	40,069.8	365.8	0.9%
Fund Sources:							
1002Fed Rcpts (Fed)	0.0	1,240.4	1,240.4	0.0	0.0	0.0	0.0%
1004Gen Fund (UGF)	15,647.8	15,765.4	15,765.4	16,387.4	16,547.8	160.4	1.0%
1007I/A Rcpts (Other)	78.5	46.8	46.8	228.6	228.6	0.0	0.0%
1037GF/MH (UGF)	405.0	405.0	405.0	0.0	0.0	0.0	0.0%
1048Univ Rcpt (DGF)	7,668.6	14,788.6	14,788.6	13,537.4	13,742.8	205.4	1.5%
1061CIP Rcpts (Other)	27.2	0.0	0.0	0.0	0.0	0.0	0.0%
1092MHTAAR (Other)	0.0	180.0	180.0	0.0	0.0	0.0	0.0%
1151VoTech Ed (DGF)	175.0	152.8	152.8	219.0	219.0	0.0	0.0%
1174UA I/A (Other)	8,852.5	8,848.8	8,848.8	9,331.6	9,331.6	0.0	0.0%
Unrestricted General (UGF)	16,052.8	16,170.4	16,170.4	16,387.4	16,547.8	160.4	1.0%
Designated General (DGF)	7,843.6	14,941.4	14,941.4	13,756.4	13,961.8	205.4	1.5%
Other Funds	8,958.2	9,075.6	9,075.6	9,560.2	9,560.2	0.0	0.0%
Federal Funds	0.0	1,240.4	1,240.4	0.0	0.0	0.0	0.0%
Positions:							
Permanent Full Time	161	161	161	157	157	0	0.0%
Permanent Part Time	1	1	1	1	1	0	0.0%
Non Permanent	0	0	0	0	0	0	0.0%

Change Record Detail - Multiple Scenarios with Descriptions
University of Alaska

Component: Statewide Services (730)
RDU: Statewide Programs and Services (234)

Scenario/Change Record Title	Trans Type	Totals	Personal Services	Travel	Services	Commodities	Capital Outlay	Grants, Benefits	Miscellaneous	Positions		NP
										PFT	PPT	
***** Changes From FY2014 Conference Committee To FY2014 Authorized *****												
FY2014 Conference Committee												
	ConfCom	41,427.8	19,057.3	929.6	20,558.6	456.3	86.0	160.0	180.0	161	1	0
1002 Fed Rcpts		1,240.4										
1004 Gen Fund		15,765.4										
1007 I/A Rcpts		46.8										
1037 GF/MH		405.0										
1048 Univ Rcpt		14,788.6										
1092 MHTAAR		180.0										
1151 VoTech Ed		152.8										
1174 UA I/A		8,848.8										
	Subtotal	41,427.8	19,057.3	929.6	20,558.6	456.3	86.0	160.0	180.0	161	1	0
***** Changes From FY2014 Authorized To FY2014 Management Plan *****												
Systemwide Transfers to Implement Approved Budget												
	Trout	-7,500.0	0.0	0.0	-7,500.0	0.0	0.0	0.0	0.0	0	0	0
1048 Univ Rcpt		-7,500.0										
1048 U of A Receipts Budget Reduction												
19,500.0 Budget Reductions/Additions - Systemwide												
(7,500.0) Statewide Services												
(10,000.0) Fairbanks Campus												
(2,000.0) Juneau Campus												
Systemwide Transfers to Implement Approved Budget												
	Trin	24.5	0.0	0.0	24.5	0.0	0.0	0.0	0.0	0	0	0
1004 Gen Fund		24.5										
1004 General Funds M&R												
(\$1,000.0) Budget Reductions/Additions - Systemwide												
24.5 Statewide Services												
427.5 Anchorage Campus												
1.0 Kenai Peninsula Campus												
28.0 Matanuska Susitna College												
43.0 Prince William Sounds CC												
217.0 Fairbanks Campus												
18.5 Bristol Bay Campus												
10.5 Chukchi Campus												
10.0 Interior Campus												

Change Record Detail - Multiple Scenarios with Descriptions
University of Alaska

Component: Statewide Services (730)
RDU: Statewide Programs and Services (234)

Scenario/Change Record Title	Trans Type	Totals	Personal Services	Travel	Services	Commodities	Capital Outlay	Grants, Benefits	Miscellaneous	Positions		NP	
										PFT	PPT		
63.5 Kuskokwim Campus													
10.5 Northwest Campus													
24.0 Rural College													
105.5 Juneau Campus													
11.0 Ketchikan Campus													
5.5 Sitka Campus													
1004 General Funds Student Advising													
(\$400.0) Budget Reductions/Additions - Systemwide													
225.0 Anchorage Campus													
35.0 Rural College													
70.0 UAF Community and technical College													
70.0 Juneau Campus													
Technical Vocational Education Program Transfers													
	Trin	66.2	0.0	0.0	66.2	0.0	0.0	0.0	0.0	0.0	0	0	0
1151 VoTech Ed		66.2											
Transfers between allocations to reallocate Vocational Technical Funding to FY2014 Programs approved by the UA Workforce Development Committee.													
69.1 Systemwide Budget Reduct & Add													
66.2 Statewide Services													
162.8 Systemwide Education/Outreach													
(5.8) Anchorage Campus													
(41.2) Kenai Peninsula Campus													
105.6 Kodiak College													
(123.7) Matanuska Susitna College													
(122.8) Prince William Sounds CC													
(1.9) Fairbanks Campus													
60.0 Kuskokwim Campus													
(15.2) Bristol Bay Campus													
(21.0) Interior Campus													
(4.7) Northwest Campus													
(29.0) Rural College													
(8.0) UAF Comm Tech College													
(134.2) Juneau Campus													
(53.5) Ketchikan Campus													
97.3 Sitka Campus													
Allocation Transfers to Align Budget with Anticipated Revenue													
	Trin	597.5	0.0	0.0	597.5	0.0	0.0	0.0	0.0	0.0	0	0	0
1004 Gen Fund		597.5											

Change Record Detail - Multiple Scenarios with Descriptions
University of Alaska

Component: Statewide Services (730)
RDU: Statewide Programs and Services (234)

Scenario/Change Record Title	Trans Type	Totals	Personal Services	Travel	Services	Commodities	Capital Outlay	Grants, Benefits	Miscellaneous	Positions		NP
										PFT	PPT	
Transfers between allocations deemed necessary for FY2014.												
1004 General Fund - State Appr												
597.5 Statewide Services												
(4.6) Office of Information Technology												
(592.9) Systemwide Education and Outreach												
(201.2) Anchorage Campus												
90.0 Kenai Peninsula College												
55.0 Matanuska-Susitna College												
23.7 Juneau Campus												
(45.7) Ketchikan Campus												
78.2 Sitka Campus												
Allocation Transfers to Align Budget with Anticipated Revenue												
	Trout	-1,240.4	0.0	0.0	-1,240.4	0.0	0.0	0.0	0.0	0	0	0
1002 Fed Rcpts		-1,240.4										
Transfers between allocations deemed necessary for FY2014.												
1002 Federal Receipts												
(369.5) Office of Information Technology												
(1,240.4) Statewide Services												
1,609.9 Systemwide Education and Outreach												
50.0 Chukchi Campus												
(2,000.0) Fairbanks Campus												
2,000.0 Fairbanks Organized Research												
(50.0) Interior-Aleutians Campus												
Allocation Transfers to Align Budget with Anticipated Revenue												
	Trin	181.8	0.0	0.0	181.8	0.0	0.0	0.0	0.0	0	0	0
1007 I/A Rcpts		181.8										
Transfers between allocations deemed necessary for FY2014.												
1007 Inter-Agency Receipts												
(331.6) Office of Information Technology												
181.8 Statewide Services												
149.8 Systemwide Education and Outreach												
Allocation Transfers to Align Budget with Anticipated Revenue												
	Trout	-405.0	0.0	0.0	-405.0	0.0	0.0	0.0	0.0	0	0	0
1037 GF/MH		-405.0										

Change Record Detail - Multiple Scenarios with Descriptions
University of Alaska

Component: Statewide Services (730)
RDU: Statewide Programs and Services (234)

Scenario/Change Record Title	Trans Type	Totals	Personal Services	Travel	Services	Commodities	Capital Outlay	Grants, Benefits	Miscellaneous	Positions		NP
										PFT	PPT	
Transfers between allocations deemed necessary for FY2014.												
1037 GF/Mental Health Trust (405.0) Statewide Services 50.0 Fairbanks Campus 355.0 Anchorage Campus												
Allocation Transfers to Align Budget with Anticipated Revenue												
1092 MHTAAR	Trout	-180.0	0.0	0.0	0.0	0.0	0.0	0.0	-180.0	0	0	0
Transfers between allocations deemed necessary for FY2014.												
1092 Mental Hlth Trust Auth Receipts (180.0) Statewide Services 180.0 Anchorage Campus												
Allocation Transfers to Align Budget with Anticipated Revenue												
1174 UA I/A	Trin	482.8	0.0	0.0	482.8	0.0	0.0	0.0	0.0	0	0	0
Transfers between allocations deemed necessary for FY2014.												
1174 UA Intra-Agency Transfers (132.8) Office of Information Technology 482.8 Statewide Services (350.0) Systemwide Education and Outreach 1,000.0 Fairbanks Campus (1,000.0) Fairbanks Organized Research												
Align Authority with Anticipated Expenditures												
	LIT	0.0	330.5	-46.9	-616.1	7.1	-8.5	0.0	333.9	0	0	0
Transfers within the allocation that University management and the Board of Regents have deemed necessary to accurately reflect revenue and expenditure levels for FY2014												
Allocation Transfers to Align Budget with Anticipated Revenue												
1048 Univ Rcpt	Trin	6,248.8	0.0	0.0	6,248.8	0.0	0.0	0.0	0.0	0	0	0
Transfers between allocations deemed necessary for FY2014.												
1048 U of A Receipts												

Change Record Detail - Multiple Scenarios with Descriptions
University of Alaska

Component: Statewide Services (730)
RDU: Statewide Programs and Services (234)

Scenario/Change Record Title	Trans Type	Totals	Personal Services	Travel	Services	Commodities	Capital Outlay	Grants, Benefits	Miscellaneous	Positions		NP
										PFT	PPT	
(2,620.5) Office of Information Technology												
(3,628.3) Systemwide Education and Outreach												
6,248.8 Statewide Services												
(1,500.0) College of Rural and Community Development												
1,500.0 Fairbanks Campus												
(1,724.5) Anchorage Campus												
1,463.1 Kenai Peninsula College												
261.4 Kodiak College												
(180.0) Ketchikan Campus												
(150.0) Sitka Campus												
330.0 Juneau Campus												
Budget Implementation Revision												
PosAdj		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	-4	0	0
Position transfers deemed necessary to accurately reflect University position assignments for FY2014.												
Subtotal		39,704.0	19,387.8	882.7	18,398.7	463.4	77.5	160.0	333.9	157	1	0
***** Changes From FY2014 Management Plan To FY2015 Governor *****												
University of Alaska Non-Unionized Staff												
SalAdj		320.8	320.8	0.0	0.0	0.0	0.0	0.0	0.0	0	0	0
1004 Gen Fund	160.4											
1048 Univ Rcpt	160.4											
Compensation increases will be applied pursuant to University of Alaska regulation, and include salary and benefit increases for the University of Alaska non-unionized staff. The University of Alaska Board of Regents approved a 2% grid increase plus an additional day of leave for non-unionized staff.												
University of Alaska Utility Cost Increases												
Inc		45.0	0.0	0.0	45.0	0.0	0.0	0.0	0.0	0	0	0
1048 Univ Rcpt	45.0											
The projected FY2015 utility and fuel oil cost increases are estimated to be a 7.6% increase over FY2014. Half of the FY2014 increases are expected to be offset through a utility fuel trigger mechanism. Similar assumptions are held for FY2015 increases.												
Totals		40,069.8	19,708.6	882.7	18,443.7	463.4	77.5	160.0	333.9	157	1	0

Personal Services Expenditure Detail
University of Alaska

Scenario: FY2015 Governor (11059)
Component: Statewide Services (730)
RDU: Statewide Programs and Services (234)

PCN	Job Class Title	Time Status	Benefit Code	Barg Unit	Location	Component	Split / Count	Salary Increase	Annual Salaries	COLA	Premium Pay	Annual Benefits	Total Costs	GF Amount
10-0000	President	FT	E	XX	Fairbanks	12.0		Y	330,481	0	0	95,839	426,320	426,320
10-0001	Admin Generalist 4	FT	C	XX	Fairbanks	12.0		Y	69,113	0	0	34,833	103,946	103,946
10-0002	Admin Specialist 3	FT	X	XX	Fairbanks	12.0		Y	57,796	0	0	24,217	82,013	82,013
10-0003	Executive Officer	FT	E	XX	Fairbanks	12.0		Y	90,782	0	0	26,327	117,109	117,109
10-0004	Special Assistant	FT	E	XX	Fairbanks	12.0		Y	105,661	0	0	30,642	136,303	136,303
10-0005	Associate Vice President	FT	E	XX	Fairbanks	12.0		Y	136,398	0	0	39,555	175,953	175,953
10-0006	Vice President	FT	E	XX	Fairbanks	12.0		Y	200,769	0	0	58,223	258,992	258,992
10-0007	Fiscal Professional 4	FT	X	XX	Fairbanks	12.0		Y	69,113	0	0	28,958	98,071	98,071
10-0008	Associate Vice President	FT	E	XX	Fairbanks	12.0		Y	110,423	0	0	32,023	142,446	142,446
10-0010	Admin Specialist 2	FT	C	XX	Fairbanks	12.0		Y	46,437	0	0	23,404	69,841	69,841
10-0012	Admin Generalist 3	FT	C	XX	Fairbanks	12.0		Y	37,688	0	0	18,995	56,683	56,683
10-0013	Internal Auditor 1	FT	X	XX	Fairbanks	12.0		Y	49,277	0	0	20,647	69,924	69,924
10-0014	Director (Admin)	FT	E	XX	Fairbanks	12.0		Y	122,612	0	0	35,557	158,169	158,169
10-0015	Communications Specialist 3	FT	C	XX	Fairbanks	12.0		Y	56,668	0	0	28,561	85,229	85,229
10-0017	Campus Services Generalist 4	PT	C	XX	Fairbanks	12.0		Y	25,902	0	0	13,055	38,957	38,957
10-0018	Admin Specialist 2	FT	C	XX	Fairbanks	12.0		Y	77,402	0	0	39,011	116,413	116,413
10-0020	Human Resources Professional 5	FT	X	XX	Fairbanks	12.0		Y	99,932	0	0	41,872	141,804	141,804
10-0021	Communications Specialist 4	FT	X	XX	Fairbanks	12.0		Y	77,131	0	0	32,318	109,449	109,449
10-0022	Admin Generalist 2	FT	X	XX	Fairbanks	12.0		Y	62,556	0	0	26,211	88,767	88,767
10-0030	Associate Vice President	FT	E	XX	Fairbanks	12.0		Y	137,552	0	0	39,890	177,442	177,442
10-0031	Admin Generalist 3	FT	C	XX	Fairbanks	12.0		Y	49,277	0	0	24,836	74,113	74,113
10-0032	Communications Manager 2	FT	X	XX	Fairbanks	12.0		Y	63,302	0	0	26,524	89,826	89,826
10-0033	Associate General Counsel	FT	E	XX	Fairbanks	12.0		Y	125,593	0	0	36,422	162,015	162,015
10-0100	General Counsel	FT	E	XX	Fairbanks	12.0		Y	180,692	0	0	52,401	233,093	233,093
10-0101	Associate General Counsel	FT	E	XX	Fairbanks	12.0		Y	131,399	0	0	38,106	169,505	169,505
10-0102	Admin Generalist 4	FT	C	XX	Fairbanks	12.0		Y	52,325	0	0	26,372	78,697	78,697
10-0103	Admin Professional 2	FT	X	XX	Fairbanks	12.0		Y	73,372	0	0	30,743	104,115	104,115
10-0104	Human Resources Professional 4	FT	C	XX	Fairbanks	12.0		Y	78,676	0	0	39,653	118,329	118,329
10-0105	Associate General Counsel	FT	E	XX	Fairbanks	12.0		Y	131,399	0	0	38,106	169,505	169,505
10-0200	Chief Human Resources Officer	FT	E	XX	Fairbanks	12.0		Y	133,539	0	0	38,726	172,265	172,265
10-0204	Admin Specialist 2	FT	C	XX	Fairbanks	12.0		Y	70,512	0	0	35,538	106,050	106,050
10-0205	Human Resources Professional 2	FT	X	XX	Fairbanks	12.0		Y	43,938	0	0	18,410	62,348	62,348

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Personal Services Expenditure Detail
University of Alaska

Scenario: FY2015 Governor (11059)
Component: Statewide Services (730)
RDU: Statewide Programs and Services (234)

PCN	Job Class Title	Time Status	Benefit Code	Barg Unit	Location	Component	Split / Count	Salary Increase	Annual Salaries	COLA	Premium Pay	Annual Benefits	Total Costs	GF Amount
10-0206	Human Resources Manager 3	FT	X	XX	Fairbanks	12.0		Y	102,918	0	0	43,123	146,041	146,041
10-0210	Environmental Health/Safety 4	FT	X	XX	Fairbanks	12.0		Y	98,929	0	0	41,451	140,380	140,380
10-0212	IS Consultant 4	FT	X	XX	Fairbanks	12.0		Y	67,087	0	0	28,109	95,196	95,196
10-0213	Admin Specialist 3	FT	X	XX	Fairbanks	12.0		Y	55,541	0	0	23,272	78,813	78,813
10-0215	Administrative Management 5	FT	X	XX	Fairbanks	12.0		Y	108,179	0	0	45,327	153,506	153,506
10-0301	Research Professional 2	FT	X	XX	Fairbanks	12.0		Y	56,105	0	0	23,508	79,613	79,613
10-0302	Fiscal Professional 2	FT	X	XX	Fairbanks	12.0		Y	50,801	0	0	21,286	72,087	72,087
10-0305	Admin Specialist 4	FT	X	XX	Fairbanks	12.0		Y	67,776	0	0	28,398	96,174	96,174
10-0400	Associate Vice President	FT	E	XX	Fairbanks	12.0		Y	139,676	0	0	40,506	180,182	180,182
10-0401	Executive Officer	FT	E	XX	Fairbanks	12.0		Y	108,413	0	0	31,440	139,853	139,853
10-0402	Human Resources Manager 3	FT	X	XX	Fairbanks	12.0		Y	87,780	0	0	36,780	124,560	124,560
10-0403	Human Resources Professional 5	FT	X	XX	Anchorage	12.0		Y	99,932	0	0	41,872	141,804	
10-0410	Director (Admin)	FT	E	XX	Fairbanks	12.0		Y	95,276	0	0	27,630	122,906	122,906
10-0411	Internal Auditor 2	FT	X	XX	Fairbanks	12.0		Y	59,529	0	0	24,943	84,472	84,472
10-0412	Internal Auditor 2	FT	X	XX	Fairbanks	12.0		Y	62,556	0	0	26,211	88,767	88,767
10-0421	Admin Specialist 3	FT	X	XX	Fairbanks	12.0		Y	54,977	0	0	23,035	78,012	78,012
10-0422	Vice President	FT	E	XX	Fairbanks	12.0		Y	203,580	0	0	59,038	262,618	262,618
10-0423	Executive Officer	FT	E	XX	Fairbanks	12.0		Y	152,685	0	0	44,279	196,964	196,964
10-0425	Administrative Management 4	FT	X	XX	Fairbanks	12.0		Y	98,929	0	0	41,451	140,380	140,380
10-0426	Fiscal Professional 2	FT	X	XX	Fairbanks	12.0		Y	67,087	0	0	28,109	95,196	95,196
10-0430	Executive Officer	FT	E	XX	Fairbanks	12.0		Y	150,577	0	0	43,667	194,244	194,244
10-0432	Fiscal Manager 2	FT	X	XX	Fairbanks	12.0		Y	83,520	0	0	34,995	118,515	118,515
10-0434	Research Professional 3	FT	X	XX	Fairbanks	12.0		Y	56,906	0	0	23,844	80,750	80,750
10-0440	Research Professional 2	FT	X	XX	Fairbanks	12.0		Y	50,801	0	0	21,286	72,087	72,087
10-0441	Associate Vice President	FT	E	XX	Fairbanks	12.0		Y	124,668	0	0	36,154	160,822	
10-0442	Admin Generalist 2	FT	C	XX	Fairbanks	12.0		Y	39,630	0	0	19,974	59,604	59,604
10-0443	Risk Management 4	FT	X	XX	Fairbanks	12.0		Y	50,801	0	0	21,286	72,087	72,087
10-0444	Administrative Management 5	FT	X	XX	Fairbanks	12.0		Y	123,129	0	0	51,591	174,720	
10-0445	Risk Management 5	FT	X	XX	Anchorage	12.0		Y	99,932	0	0	41,872	141,804	
10-0450	Fiscal Manager 4	FT	X	XX	Fairbanks	12.0		Y	104,985	0	0	43,989	148,974	148,974
10-0451	Fiscal Manager 4	FT	X	XX	Fairbanks	12.0		Y	96,027	0	0	40,235	136,262	136,262
10-0453	Assistant Vice President	FT	E	XX	Fairbanks	12.0		Y	127,947	0	0	37,105	165,052	165,052

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Personal Services Expenditure Detail
University of Alaska

Scenario: FY2015 Governor (11059)
Component: Statewide Services (730)
RDU: Statewide Programs and Services (234)

PCN	Job Class Title	Time Status	Benefit Code	Barg Unit	Location	Component	Split / Count	Salary Increase	Annual Salaries	COLA	Premium Pay	Annual Benefits	Total Costs	GF Amount
10-0455	Associate Vice President	FT	E	XX	Fairbanks	12.0		Y	131,472	0	0	38,127	169,599	169,599
10-0456	Fiscal Technician 2	FT	C	XX	Fairbanks	12.0		Y	48,817	0	0	24,604	73,421	73,421
10-0457	Communications Specialist 3	FT	C	XX	Fairbanks	12.0		Y	46,438	0	0	23,405	69,843	69,843
10-0458	Fiscal Professional 4	FT	X	XX	Fairbanks	12.0		Y	69,113	0	0	28,958	98,071	98,071
10-0459	Fiscal Manager 3	FT	X	XX	Fairbanks	12.0		Y	99,932	0	0	41,872	141,804	141,804
10-0460	Human Resources Professional 2	FT	C	XX	Fairbanks	12.0		Y	50,279	0	0	25,341	75,620	75,620
10-0461	Admin Specialist 3	FT	X	XX	Fairbanks	12.0		Y	42,237	0	0	17,697	59,934	59,934
10-0462	Fiscal Professional 4	FT	X	XX	Fairbanks	12.0		Y	94,127	0	0	39,439	133,566	133,566
10-0464	Admin Generalist 3	FT	C	XX	Fairbanks	12.0		Y	50,801	0	0	25,604	76,405	76,405
10-0465	Risk Management 4	FT	X	XX	Fairbanks	12.0		Y	80,284	0	0	33,639	113,923	102,531
10-0466	Fiscal Technician 4	FT	C	XX	Fairbanks	12.0		Y	46,437	0	0	23,404	69,841	69,841
10-0467	Fiscal Professional 3	FT	X	XX	Fairbanks	12.0		Y	68,069	0	0	28,521	96,590	96,590
10-0468	Human Resources Manager 3	FT	X	XX	Fairbanks	12.0		Y	109,265	0	0	45,782	155,047	155,047
10-0469	Administrative Management 4	FT	X	XX	Fairbanks	12.0		Y	106,050	0	0	44,435	150,485	150,485
10-0471	Fiscal Professional 3	FT	X	XX	Fairbanks	12.0		Y	74,855	0	0	31,364	106,219	106,219
10-0472	Fiscal Technician 3	FT	X	XX	Fairbanks	12.0		Y	65,772	0	0	27,558	93,330	93,330
10-0473	IS Professional 3	FT	X	XX	Fairbanks	12.0		Y	107,094	0	0	44,872	151,966	151,966
10-0474	Fiscal Professional 3	FT	X	XX	Fairbanks	12.0		Y	65,104	0	0	27,279	92,383	92,383
10-0475	Human Resources Professional 4	FT	X	XX	Fairbanks	12.0		Y	70,512	0	0	29,545	100,057	
10-0476	Risk Management 4	FT	X	XX	Fairbanks	12.0		Y	81,870	0	0	34,304	116,174	
10-0477	Fiscal Technician 3	FT	C	XX	Fairbanks	12.0		Y	100	0	0	50	150	150
10-0478	HR Professional 3 (NonExempt)	FT	X	XX	Fairbanks	12.0		Y	74,855	0	0	31,364	106,219	106,219
10-0480	Human Resources Professional 4	FT	X	XX	Fairbanks	12.0		Y	58,380	0	0	24,461	82,841	82,841
10-0482	Human Resources Professional 3	FT	X	XX	Fairbanks	12.0		Y	69,113	0	0	28,958	98,071	98,071
10-0500	Human Resources Professional 5	FT	X	XX	Fairbanks	12.0		Y	100,913	0	0	42,283	143,196	
10-0501	Human Resources Professional 5	FT	X	XX	Fairbanks	12.0		Y	99,932	0	0	41,872	141,804	
10-0502	Internal Auditor 1	FT	X	XX	Fairbanks	12.0		Y	47,377	0	0	19,851	67,228	67,228
10-0504	Fiscal Technician 3	FT	C	XX	Fairbanks	12.0		Y	100	0	0	50	150	150
10-0505	Executive Director	FT	E	XX	Fairbanks	12.0		Y	125,288	0	0	36,334	161,622	161,622

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Personal Services Expenditure Detail
University of Alaska

Scenario: FY2015 Governor (11059)
Component: Statewide Services (730)
RDU: Statewide Programs and Services (234)

PCN	Job Class Title	Time Status	Benefit Code	Barg Unit	Location	Component	Split / Count	Salary Increase	Annual Salaries	COLA	Premium Pay	Annual Benefits	Total Costs	GF Amount
10-0507	Executive Officer	FT	E	XX	Fairbanks	12.0		Y	88,339	0	0	25,618	113,957	
10-0508	Admin Specialist 3	FT	X	XX	Fairbanks	12.0		Y	81,870	0	0	34,304	116,174	
10-0509	IS Professional 3	FT	X	XX	Fairbanks	12.0		Y	75,606	0	0	31,679	107,285	107,285
10-0600	Communications Specialist 2	FT	C	XX	Fairbanks	12.0		Y	56,668	0	0	28,561	85,229	85,229
10-0601	Admin Generalist 2	FT	C	XX	Fairbanks	12.0		Y	46,437	0	0	23,404	69,841	69,841
10-0602	Human Resources Professional 4	FT	X	XX	Fairbanks	12.0		Y	75,606	0	0	31,679	107,285	107,285
10-0603	Administrative Management 4	FT	X	XX	Fairbanks	12.0		Y	99,932	0	0	41,872	141,804	
10-0605	Risk Management 3	FT	C	XX	Fairbanks	12.0		Y	55,541	0	0	27,993	83,534	
10-0606	Vice President	FT	E	XX	Fairbanks	12.0		Y	231,697	0	0	67,192	298,889	298,889
10-0607	Sr. Program Specialist	FT	X	XX	Fairbanks	12.0		Y	71,911	0	0	30,131	102,042	102,042
10-0608	IS Professional 5	FT	X	XX	Fairbanks	12.0		Y	87,286	0	0	36,573	123,859	123,859
10-0609	Associate Vice President	FT	E	XX	Fairbanks	12.0		Y	154,592	0	0	44,832	199,424	199,424
10-0610	Fiscal Professional 3	FT	X	XX	Fairbanks	12.0		Y	84,355	0	0	35,345	119,700	119,700
10-0611	Associate General Counsel	FT	E	XX	Fairbanks	12.0		Y	111,969	0	0	32,471	144,440	144,440
10-0612	Executive Director	FT	E	XX	Fairbanks	12.0		Y	104,763	0	0	30,381	135,144	135,144
10-0613	Administrative Management 1	FT	X	XX	Fairbanks	12.0		Y	75,606	0	0	31,679	107,285	107,285
10-0614	Risk Management 2	FT	C	XX	Fairbanks	12.0		Y	43,305	0	0	21,826	65,131	
10-0615	Fiscal Professional 2	FT	X	XX	Fairbanks	12.0		Y	67,087	0	0	28,109	95,196	95,196
10-0616	Fiscal Professional 4	FT	X	XX	Fairbanks	12.0		Y	85,211	0	0	35,703	120,914	
10-0618	Real Property Specialist 4	FT	X	XX	Fairbanks	12.0		Y	113,164	0	0	47,416	160,580	160,580
10-0619	Admin Specialist 2	FT	C	XX	Fairbanks	12.0		Y	63,830	0	0	32,170	96,000	96,000
10-0620	Admin Specialist 3	FT	X	XX	Fairbanks	12.0		Y	51,004	0	0	21,371	72,375	72,375
10-0621	Executive Director	FT	E	XX	Fairbanks	12.0		Y	154,212	0	0	44,721	198,933	
10-0622	Human Resources Professional 3	FT	X	XX	Fairbanks	12.0		Y	61,930	0	0	25,949	87,879	87,879
10-0623	Development 5	FT	X	XX	Fairbanks	12.0		Y	100,913	0	0	42,283	143,196	143,196
10-0624	Fiscal Professional 4	FT	X	XX	Fairbanks	12.0		Y	82,727	0	0	34,663	117,390	117,390
10-0625	Program Specialist	FT	C	XX	Fairbanks	12.0		Y	57,796	0	0	29,129	86,925	86,925
10-0626	Fiscal Professional 2	FT	X	XX	Fairbanks	12.0		Y	77,882	0	0	32,633	110,515	110,515
10-0627	Admin Professional 1	FT	X	XX	Fairbanks	12.0		Y	86,903	0	0	36,412	123,315	123,315
10-0629	Fiscal Professional 4	FT	X	XX	Fairbanks	12.0		Y	87,780	0	0	36,780	124,560	124,560
10-0630	Associate Vice President	FT	E	XX	Fairbanks	12.0		Y	132,257	0	0	38,355	170,612	170,612
10-0632	Environmental Health/Safety 2	FT	X	XX	Fairbanks	12.0		Y	66,419	0	0	27,830	94,249	94,249
10-0635	Development 3	FT	X	XX	Fairbanks	12.0		Y	64,477	0	0	27,016	91,493	91,493

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Personal Services Expenditure Detail
University of Alaska

Scenario: FY2015 Governor (11059)
Component: Statewide Services (730)
RDU: Statewide Programs and Services (234)

PCN	Job Class Title	Time Status	Benefit Code	Barg Unit	Location	Component	Split / Count	Salary Increase	Annual Salaries	COLA	Premium Pay	Annual Benefits	Total Costs	GF Amount
10-0637	Admin Generalist 2	FT	C	XX	Fairbanks	12.0		Y	42,052	0	0	21,194	63,246	63,246
10-0638	Fiscal Professional 3	FT	X	XX	Fairbanks	12.0		Y	88,656	0	0	37,147	125,803	125,803
10-0640	IS Ops Technician 3	FT	C	XX	Fairbanks	12.0		Y	46,917	0	0	23,646	70,563	70,563
10-0641	Admin Specialist 2	FT	C	XX	Fairbanks	12.0		Y	56,105	0	0	28,277	84,382	84,382
10-0642	Admin Specialist 2	FT	C	XX	Fairbanks	12.0		Y	66,419	0	0	33,475	99,894	99,894
10-0643	Admin Specialist 2	FT	C	XX	Fairbanks	12.0		Y	57,796	0	0	29,129	86,925	86,925
10-0644	Admin Generalist 3	FT	C	XX	Fairbanks	12.0		Y	44,621	0	0	22,489	67,110	67,110
10-0645	Admin Generalist 3	FT	C	XX	Anchorage	12.0		Y	49,799	0	0	25,099	74,898	74,898
10-0646	IS Professional 3	FT	X	XX	Fairbanks	12.0		Y	82,727	0	0	34,663	117,390	117,390
10-0647	IS Professional 2	FT	X	XX	Fairbanks	12.0		Y	60,134	0	0	25,196	85,330	85,330
10-1040	Fiscal Professional 2	FT	X	XX	Fairbanks	12.0		Y	50,801	0	0	21,286	72,087	72,087
10-1047	Fiscal Professional 2	FT	X	XX	Fairbanks	12.0		Y	67,087	0	0	28,109	95,196	95,196
10-1048	Risk Management 2	FT	C	XX	Fairbanks	12.0		Y	51,803	0	0	26,109	77,912	77,912
10-3011	Research Professional 4	FT	X	XX	Fairbanks	12.0		Y	101,936	0	0	42,711	144,647	144,647
10-4000	Real Property Specialist 4	FT	X	XX	Anchorage	12.0		Y	103,962	0	0	43,560	147,522	147,522
10-4001	Real Property Specialist 1	FT	C	XX	Anchorage	12.0		Y	55,541	0	0	27,993	83,534	83,534
10-4002	Administrative Management 4	FT	X	XX	Fairbanks	12.0		Y	130,709	0	0	54,767	185,476	185,476
10-4003	Admin Generalist 3	FT	C	XX	Fairbanks	12.0		Y	51,803	0	0	26,109	77,912	77,912
10-4004	Student Svcs Manager 3	FT	X	XX	Fairbanks	12.0		Y	104,985	0	0	43,989	148,974	148,974
10-4005	Real Property Specialist 2	FT	X	XX	Fairbanks	12.0		Y	65,104	0	0	27,279	92,383	92,383
10-4007	Admin Generalist 3	FT	C	XX	Anchorage	12.0		Y	46,437	0	0	23,404	69,841	69,841
10-4008	Fiscal Professional 3	FT	X	XX	Anchorage	12.0		Y	67,776	0	0	28,398	96,174	96,174
10-4009	Real Property Specialist 4	FT	X	XX	Anchorage	12.0		Y	120,461	0	0	50,473	170,934	170,934
10-4011	Human Resources Professional 3	FT	X	XX	Fairbanks	12.0		Y	65,772	0	0	27,558	93,330	93,330
10-4012	Real Property Specialist 3	FT	X	XX	Anchorage	12.0		Y	67,087	0	0	28,109	95,196	95,196
10-4013	Real Property Specialist 3	FT	X	XX	Fairbanks	12.0		Y	74,855	0	0	31,364	106,219	106,219
10-4015	Real Property Specialist 3	FT	X	XX	Fairbanks	12.0		Y	77,882	0	0	32,633	110,515	110,515
10-9055	Development 4	FT	X	XX	Fairbanks	12.0		Y	60,740	0	0	25,450	86,190	86,190
10-9057	Research Professional 1	FT	X	XX	Fairbanks	12.0		Y	50,801	0	0	21,286	72,087	72,087
10-9061	Admin Generalist 2	FT	X	XX	Fairbanks	12.0		Y	84,355	0	0	35,345	119,700	119,700
10-9901	Administrative Management 5	FT	X	XX	Fairbanks	12.0		Y	50,801	0	0	21,286	72,087	72,087
12-0001	Admin Specialist 2	FT	C	XX	Fairbanks	12.0		Y	67,087	0	0	33,812	100,899	100,899

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Personal Services Expenditure Detail
University of Alaska

Scenario: FY2015 Governor (11059)
Component: Statewide Services (730)
RDU: Statewide Programs and Services (234)

	Total								Total Salary Costs: 13,241,068
	Positions	New	Deleted						Total COLA: 0
Full Time Positions:	157	0	0						Total Premium Pay: 0
Part Time Positions:	1	0	0						Total Benefits: 5,150,139
Non Permanent Positions:	0	0	0						Total Postion Costs: 18,391,207
Positions in Component:	158	0	0						Plus Labor Pool Amounts: 2,142,000
Total Component Months:	1,896.0								Total Pre-Vacancy: 20,533,207
									Minus Vacancy Adjustment of 4.02%: 824,607
									Personal Services Line 100 (Post-Vacancy): 19,708,600

Funding Sources:	PCN Funding	Labor Pool Funding	Pre-Vacancy Totals	Post-Vacancy Totals
1004 General Fund Receipts	11,271,956	2,142,000	13,413,956	12,875,256
1007 Interagency Receipts	25,857	0	25,857	24,819
1048 University Restricted Receipts	4,958,880	0	4,958,880	4,759,733
1174 UA Intra-Agency Transfers	2,134,514	0	2,134,514	2,048,793
Total UA Funding:	18,391,207	2,142,000	20,533,207	19,708,600

Labor Pool Benefit	Salary Amount	Benefit Percent	Benefit Cost	Pre-Vacancy Labor Pool Total	Post-Vacancy Labor Pool Total
Ext Temp > 6 Mths Class/Apt	500,000	33.40%	167,000	667,000	640,213
PERS Overtime	200,000	50.40%	100,800	300,800	288,720
Students	525,000	0.00%	0	525,000	503,916
Temporary < 6 Mths Class/Apt	600,000	8.20%	49,200	649,200	623,128
Total Labor Pool Amounts:	1,825,000		317,000	2,142,000	2,055,978

Note: If a position is split, an asterisk (*) will appear in the Split/Count column. If the split position is also counted in the component, two asterisks (**) will appear in this column. [No valid job title] appearing in the Job Class Title indicates that the PCN has an invalid class code or invalid range for the class code effective date of this scenario.