

1. General Information		2. Financial Data		3. Operational Data		4. Human Resources		5. Environmental Data		6. Social Data		7. Governance Data		8. Risk Data		9. Compliance Data		10. Other Data	
1.1. Company Name		1.2. Address		1.3. Phone Number		1.4. Email Address		1.5. Website		1.6. Industry		1.7. Sector		1.8. Market		1.9. Size		1.10. Age	
2.1. Revenue		2.2. Profit		2.3. Expenses		2.4. Assets		2.5. Liabilities		2.6. Equity		2.7. Debt		2.8. Cash Flow		2.9. Return on Investment		2.10. Return on Equity	
3.1. Production Volume		3.2. Quality Control		3.3. Inventory Levels		3.4. Supply Chain		3.5. Logistics		3.6. Distribution		3.7. Sales Volume		3.8. Customer Satisfaction		3.9. Employee Turnover		3.10. Training Hours	
4.1. Number of Employees		4.2. Salary Levels		4.3. Benefits		4.4. Training		4.5. Safety		4.6. Diversity		4.7. Inclusion		4.8. Ethics		4.9. Sustainability		4.10. Social Impact	
5.1. Carbon Footprint		5.2. Energy Consumption		5.3. Water Usage		5.4. Waste Management		5.5. Pollution		5.6. Climate Change		5.7. Environmental Impact		5.8. Regulatory Compliance		5.9. Environmental Stewardship		5.10. Environmental Reporting	
6.1. Community Engagement		6.2. Philanthropy		6.3. Social Responsibility		6.4. Corporate Citizenship		6.5. Stakeholder Engagement		6.6. Social Performance		6.7. Social Impact		6.8. Social Reporting		6.9. Social Stewardship		6.10. Social Accountability	
7.1. Board Composition		7.2. Executive Compensation		7.3. Board Effectiveness		7.4. Board Diversity		7.5. Board Inclusion		7.6. Board Ethics		7.7. Board Sustainability		7.8. Board Social Impact		7.9. Board Environmental Impact		7.10. Board Governance	
8.1. Risk Assessment		8.2. Risk Management		8.3. Risk Reporting		8.4. Risk Mitigation		8.5. Risk Monitoring		8.6. Risk Control		8.7. Risk Prevention		8.8. Risk Response		8.9. Risk Recovery		8.10. Risk Resilience	
9.1. Compliance Status		9.2. Compliance Training		9.3. Compliance Monitoring		9.4. Compliance Reporting		9.5. Compliance Improvement		9.6. Compliance Stewardship		9.7. Compliance Accountability		9.8. Compliance Transparency		9.9. Compliance Integrity		9.10. Compliance Excellence	
10.1. Other Data		10.2. Other Data		10.3. Other Data		10.4. Other Data		10.5. Other Data		10.6. Other Data		10.7. Other Data		10.8. Other Data		10.9. Other Data		10.10. Other Data	

University of Arizona
Service Center Rate Study

GENERAL INFORMATION

Calculated rates will likely be implemented:	FY2026
Calculated Rates are predominantly based on:	FY2024

DEPARTMENT INFORMATION

Department Name/Number	Arizona State Museum / 0201		
Name of Service Center	Arizona State Museum: State Mandated Programs		
Purpose of Service Center	The provision of mandated cultural resource management services in the removal, curation, or reburial of human remains, sacred ceremonial objects, or objects of national and tribal patrimony as the result of a construction or similar projects.		
Service Center Account Number	2488870	Primary Operational Account	
Service Center Account Number	2488880	Funds held to cover curation in perpetuity	

CONTACT INFORMATION

	Name	Email	Phone number
Account Manager	Lyons,Patrick D	plyons@email.arizona.edu	(520) 621-6281
Director, Arizona State Museum	Lyons,Patrick D	plyons@email.arizona.edu	(520) 621-6281
Associate Curator/Head of Collections	Eckert,Suzanne Lorraine	sleckert@email.arizona.edu	(520) 621-6281
Responsible Party	Cheu,Elliott C	echeu@arizona.edu	(520) 621-9131

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Rate ID	Rate Type	Name of Service	Sub Account	Unit Base	Est. Productive Billable Units	Est. Average Variable Cost Per Unit	Est. Total Fixed Cost	Total Est. Variable Costs	Direct Operational Costs	Weighting for Units	Weighted Est. Productive Billable Units	Cost Pools & Sub Accounts		
Assistants	Unit Price	Per hour charge for basic services provided.	ASSTS	Hr	2,052.50	-	-	-	-	1.00	2,052.50	Pool ID	SubAccount for Cost Pool	Est. Pooled Costs
Specialist	Unit Price	Per hour charge for specialist services provided.	SPECL	Hr	10,482.15	-	-	-	-	1.00	10,482.15	Desktop Support	SPPRT	-
Professional	Unit Price	Per hour charge for professional services provided.	PROFS	Hr	5,143.00	-	-	-	-	1.00	5,143.00	Employee Development	DVLP	-
Box	Unit Price	Curation of a 1' x 1' x 1' cubic box in perpetuity	BOXES	Ea	850.00	2,943.62	-	2,502,077.00	2,502,077.00	1.00	850.00	Environment	ENVIR	15,279.82
Files	Unit Price	Storage in perpetuity of 1 linear foot of paper files	FILES	Ft	525.00	2,020.85	-	1,060,946.25	1,060,946.25	1.00	525.00	Equipment	EQPT	6,316.97
					19,052.65			3,563,023.25	3,563,023.25		19,052.65	Office Supplies	SPLY	36,779.19
												Licenses	LICNS	5,500.00
												QuickBase	QBASE	10,765.83
												License Partial	PRTIL	4,439.76
														79,081.57

License Partial Includes:

Cisco AnyConnect Virtual Private Network - \$5 annually per person prorated by Mandated Programs FTEs
Microsoft 365 Business Standard - \$12.50 per month prorated by Mandated Programs FTEs
Box Drive - \$15 per month prorated by Mandated Programs FTEs
Zoom - \$18.32 per month prorated by Mandated Programs FTEs
Adobe Creative Cloud - \$59.99 monthly for 2 people
Microsoft Visual Studio - \$250 per user per month for one user

Supporting Doc #	Item	Annual Cost
	Total Fixed Costs	-

Supporting Doc #	Annual Discount Rate	Annual Inflation Rate	Net Monthly Rate
IV-1	7.20%	2.00%	0.43%

Supporting Doc #	Item	Cost	Quantity per Box	One Time Costs
IV-2	Space and Shelving per cubic foot	546.41	1.00	546.41
IV-3	Standard white archival box	14.98	1.00	14.98
Staff Estimate	Median size bag	0.52	20.00	10.40
Staff Estimate	Acid free card stock	0.42	20.00	8.40
Staff Estimate	Archival Pen	3.01	0.50	1.51
	Total Year One Expenses			581.70

Supporting Doc #	Item	Cost	Quantity per Year	Annual Cost	Cost Per Month	Perpetuity Cost
IV-2	Space and Shelving per cubic foot	546.41	0.03	14.01	1.17	269.42
IV-3	Standard white archival box	14.98	0.14	2.14	0.18	41.15
Staff Estimate	Inventory & Inspection Against Physical Degradation Labor	106.67	1.00	106.67	8.89	2,051.35
	Total Recurring Expense	668.06		122.82	10.24	2,361.92

In order to maintain efficiency and provide realistic shelving and space costs per box, we estimate 80% efficiency on storage.

Storage Charge				
Supporting Doc #	Total cubic feet of storage	Building Cost Including Shelving	Long Term Efficiency	Cost per cubic foot
IV-2	40,000	17,485,057.41	80.00%	546.41

Supporting Doc #	Item	Annual Cost
	Total Fixed Costs	-

Supporting Doc #	Annual Discount Rate	Annual Inflation Rate	Net Monthly Rate
IV-1	7.20%	2.00%	0.43%

Supporting Doc #	Item	Cost	Quantity per Linear Ft	One Time Costs
IV-2	Space and Shelving per cubic foot	546.41	1.00	546.41
V-1	Folders	1.42	14.40	20.45
Staff Estimate	2.5" Document Box	5.72	4.80	27.46
				594.32

Supporting Doc #	Item	Cost	Quantity per Year	Annual Cost	Cost Per Month	Perpetuity Cost
IV-2	Space and Shelving per cubic foot	546.41	0.03	14.01	1.17	269.42
V-1	Folders	1.42	2.06	2.92	0.24	56.15
Staff Estimate	Inventory & Inspection Against Physical Degradation Labor	53.33	1.00	53.33	4.44	1,025.58
Staff Estimate	2.5" Document Box	5.72	0.69	3.92	0.33	75.38
				74.18	6.18	1,426.53

In order to maintain efficiency and provide realistic shelving and space costs per box, we estimate 80% efficiency on storage.

Storage Charge				
Supporting Doc #	Total cubic feet of storage	Building Cost Including Shelving	Long Term Efficiency	Cost per cubic foot
IV-2	40,000.00	17,485,057.41	80.00%	546.41

Supporting Doc #	Item	Estimated Annual Cost
Estimate	Paper, Pens & Office Supplies	6,000.00
VI-1	San Miguel Students (4 @.25 FTE)	30,779.19
Total Estimated Annual Operational Costs		36,779.19

Annual Inflation Rate
2.00%

Supporting Doc #	Item	Unit Cost	Qty	Life	Annual Depreciation
Estimate	Computers	3,121.20	-	3	-
VI-3	Photocopiers	8,509.42	2.00	7	2,431.26
VI-2	i2s CopiBook Large Bed Scanner	27,200.00	1.00	7	3,885.71
Total Annual Equipment Depreciation or Recovery for Non-Capital Items					6,316.97

<https://parking.arizona.edu/about/departments-services-applications>

Supporting Doc #	Item	Annual Cost	Annual Inflation Rate
Staff Estimate	eClimateNotebook Software Subscription	998.16	2.00%
	Total Fixed Costs	998.16	

Supporting Doc #	Item	Cost	Quantity	One Time Costs
				-
				-
				-
				-
				-
				-
	Total Year One Variable Expenses			-

Supporting Doc #	Item	Unit Cost	Qty	Life	Annual Depreciation
VII-1	PEM2 Dataloggers	328.50	39.00	5	2,562.30
VII-2	Personnel Lift	5,202.00	1.00	5	1,040.40
VII-3	AMER-X Security System	5,949.00	1.00	5	1,189.80
Estimate	Vehicle for transport between Main Campus and New Repository	79,891.64	1.00	10	7,989.16
VII-5	Parking Permits for Loading / Unloading	1,500.00	1.00	1	1,500.00
	Total Annual Depreciation Expense or Recovery for Non-Capital Items				14,281.66

Total Annual Environmental Costs 15,279.82

Substantiation for PEM2 Dataloggers. 22 already on hand, and an additional 56 needed per external auditor. 50% of these allocated to mandated services based on proportion of collection. /nbc

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Cost Pool ID	Rate ID	Cost Category	Indirect Allocation Method	Usage %	Apportionment %	Est. Pooled Costs	Apportioned Cost
Desktop Support	Assistants	General Expenses	Utilization	10.77%	10.77%	-	-
Desktop Support	Specialist	General Expenses	Utilization	55.02%	55.02%	-	-
Desktop Support	Professional	General Expenses	Utilization	26.99%	26.99%	-	-
Desktop Support	Box	General Expenses	Utilization	4.46%	4.46%	-	-
Desktop Support	Files	General Expenses	Utilization	2.76%	2.76%	-	-
Employee Development	Assistants	General Expenses	Utilization	10.77%	10.77%	-	-
Employee Development	Specialist	General Expenses	Utilization	55.02%	55.02%	-	-
Employee Development	Professional	General Expenses	Utilization	26.99%	26.99%	-	-
Employee Development	Box	General Expenses	Utilization	4.46%	4.46%	-	-
Employee Development	Files	General Expenses	Utilization	2.76%	2.76%	-	-
Equipment	Assistants	General Expenses	Utilization	10.77%	10.77%	6,316.97	680.51
Equipment	Specialist	General Expenses	Utilization	55.02%	55.02%	6,316.97	3,475.39
Equipment	Professional	General Expenses	Utilization	26.99%	26.99%	6,316.97	1,705.18
Equipment	Box	General Expenses	Utilization	4.46%	4.46%	6,316.97	281.82
Equipment	Files	General Expenses	Utilization	2.76%	2.76%	6,316.97	174.07
Office Supplies	Assistants	General Expenses	Utilization	10.77%	11.61%	36,779.19	4,270.32
Office Supplies	Specialist	General Expenses	Utilization	55.02%	59.30%	36,779.19	21,808.61
Office Supplies	Professional	General Expenses	Utilization	26.99%	29.09%	36,779.19	10,700.26
Environment	Box	General Expenses	Utilization	4.46%	61.82%	15,279.82	9,445.71
Environment	Files	General Expenses	Utilization	2.76%	38.18%	15,279.82	5,834.11
Licenses	Assistants	General Expenses	Utilization	10.77%	10.77%	5,500.00	592.50
Licenses	Specialist	General Expenses	Utilization	55.02%	55.02%	5,500.00	3,025.92
Licenses	Professional	General Expenses	Utilization	26.99%	26.99%	5,500.00	1,484.65
Licenses	Box	General Expenses	Utilization	4.46%	4.46%	5,500.00	245.37
Licenses	Files	General Expenses	Utilization	2.76%	2.76%	5,500.00	151.55
QuickBase	Assistants	General Expenses	Utilization	10.77%	10.77%	10,765.83	1,159.78
QuickBase	Specialist	General Expenses	Utilization	55.02%	55.02%	10,765.83	5,923.01
QuickBase	Professional	General Expenses	Utilization	26.99%	26.99%	10,765.83	2,906.09
QuickBase	Box	General Expenses	Utilization	4.46%	4.46%	10,765.83	480.30
QuickBase	Files	General Expenses	Utilization	2.76%	2.76%	10,765.83	296.65
License Partial	Assistants	General Expenses	Utilization	10.77%	10.77%	4,439.76	478.29
License Partial	Specialist	General Expenses	Utilization	55.02%	55.02%	4,439.76	2,442.61
License Partial	Professional	General Expenses	Utilization	26.99%	26.99%	4,439.76	1,198.45
License Partial	Box	General Expenses	Utilization	4.46%	4.46%	4,439.76	198.07
License Partial	Files	General Expenses	Utilization	2.76%	2.76%	4,439.76	122.34
							79,081.57
Direct Operational Costs Allowed							3,563,023.25
Operational Subsidy Allowed							-
Total Operational Costs Allowed							3,642,104.82
Total Operational Costs Allowable							3,642,104.82
Variance							-

University of Arizona
Service Center Rate Study

Job Function Description	Job Family Description	Jobcode Description	Person Name	Job Function Name	Jobcode Description2	Direct Labor Employee?	Indirect Labor Apportionment Method	FTE	FY 2024 Annual Salary	Min (2025)	Mid (2025)	Max (2025)	Future Anticipated Annual Salary	Appointment Type	Paid Holiday s?	ERE Class	Managerial, General Support or PTO Time
Academic Administration	Academic Program Manage	Academic Programs Manager IV	-	-	Director	Yes	Utilization	1.00	152,782.00	117,883.00	153,248.00	188,613.00	158,954.00	Fiscal	Yes	Employee Full Benefit	400
Finance	Accounting	Accountant I	-	Financial	Accountant I	No	Utilization	1.00	50,120.00	47,356.00	59,195.00	71,034.00	52,145.00	Fiscal	Yes	Employee Full Benefit	2,088
Finance	Accounting	Accountant I	-	Financial	Accountant I	No	Utilization	1.00	49,268.00	47,356.00	59,195.00	71,034.00	51,258.00	Fiscal	Yes	Employee Full Benefit	2,088
Finance	Accounting	Accountant I	-	Financial	Accountant I	No	Utilization	1.00	53,000.00	47,356.00	59,195.00	71,034.00	55,141.00	Fiscal	Yes	Employee Full Benefit	2,088
Finance	Accounting	Accounting Manager I	-	Financial	Accounting Manager I	No	Utilization	1.00	78,590.00	75,540.00	98,201.00	120,863.00	81,765.00	Fiscal	Yes	Employee Full Benefit	2,088
Finance	Accounting	Accounting Manager IV	-	Financial	Accounting Manager IV	No	Utilization	1.00	122,642.00	117,883.00	153,248.00	188,613.00	127,597.00	Fiscal	Yes	Employee Full Benefit	2,088
Organizational Administration	Administrative Strategy	Administrative Strategy Manager IV	-	OrgAdmin	Senior Vice President	No	Utilization	1.00	454,230.00	139,102.00	180,833.00	222,564.00	472,581.00	Fiscal	Yes	Employee Full Benefit	2,088
Organizational Administration	Administrative Strategy	Administrative Strategy Manager IV	-	OrgAdmin	Professor, Geosciences	No	Utilization	1.00	209,250.00	139,102.00	180,833.00	222,564.00	217,704.00	Fiscal	Yes	Employee Full Benefit	2,088
Organizational Administration	Administrative Support	Administrative Support Assistant II	-	OrgAdmin	Admin Sppt Asst II	No	Utilization	1.00	42,981.12	37,752.00	47,190.00	56,628.00	44,718.00	Fiscal	Yes	Employee Full Benefit	2,088
Organizational Administration	Administrative Support	Administrative Support Professional I	-	OrgAdmin	Admin Sppt Pro I	No	Utilization	1.00	64,555.30	53,039.00	66,299.00	79,558.00	67,163.00	Fiscal	Yes	Employee Full Benefit	2,088
Cultural Institutions	Archivist	Archivist II	-	CultInst	Archivist II	No	Utilization	0.50	54,367.04	53,039.00	66,299.00	79,558.00	56,563.00	Fiscal	Yes	Employee Full Benefit	1,044
Cultural Institutions	Archivist	Archivist III	-	CultInst	Archivist II	Yes	Utilization	1.00	66,829.00	59,404.00	74,254.00	89,105.00	69,529.00	Fiscal	Yes	Employee Full Benefit	400
Outreach and Community Engager	Community Outreach	Community Outreach Professional III	-	OutreachCo	Comty Outreach Pro III	No	Utilization	1.00	62,362.00	53,039.00	66,299.00	79,558.00	64,881.00	Fiscal	Yes	Employee Full Benefit	2,088
Cultural Institutions	Conservator	Conservator III	-	CultInst	Conservator III	No	Utilization	0.60	48,540.96	47,356.00	59,195.00	71,034.00	50,502.00	Fiscal	Yes	Employee Full Benefit	1,253
Cultural Institutions	Conservator	Conservator III	-	CultInst	Conservator III	No	Utilization	1.00	59,186.00	47,356.00	59,195.00	71,034.00	61,577.00	Fiscal	Yes	Employee Full Benefit	2,088
Cultural Institutions	Cultural Institutions Compl	Cultural Institutions Compliance Professional I	-	CultInst	Cultural Instit Compl Pro I	Yes	Utilization	1.00	47,566.50	42,282.00	52,851.00	63,423.00	49,488.00	Fiscal	Yes	Employee Full Benefit	400
Cultural Institutions	Cultural Institutions Compl	Cultural Institutions Compliance Manager II	-	CultInst	Cultural Instit Compl Pro III	Yes	Utilization	1.00	86,870.50	75,540.00	98,201.00	120,863.00	90,380.00	Fiscal	Yes	Employee Full Benefit	400
Cultural Institutions	Cultural Institutions Compl	Cultural Institutions Compliance Manager II	-	CultInst	Cultural Instit Compl Pro IV	Yes	Utilization	1.00	98,201.00	75,540.00	98,201.00	120,863.00	102,168.00	Fiscal	Yes	Employee Full Benefit	200
Cultural Institutions	Cultural Institutions Compl	Cultural Institutions Compliance Manager II	-	CultInst	TBH - Manager, ARO	Yes	Utilization	1.00	98,201.00	75,540.00	98,201.00	120,863.00	102,168.00	Fiscal	Yes	Employee Full Benefit	400
Cultural Institutions	Cultural Institutions Compl	Cultural Institutions Compliance Professional II	-	CultInst	Cultural Instit Compl Pro II	Yes	Utilization	1.00	48,540.00	47,356.00	59,195.00	71,034.00	50,501.00	Fiscal	Yes	Employee Full Benefit	400
Cultural Institutions	Cultural Institutions Compl	Cultural Institutions Compliance Professional II	-	CultInst	Cultural Instit Compl Pro II	Yes	Utilization	1.00	48,540.00	47,356.00	59,195.00	71,034.00	50,501.00	Fiscal	Yes	Employee Full Benefit	400
Cultural Institutions	Cultural Institutions Compl	Cultural Institutions Compliance Professional II	-	CultInst	Cultural Instit Compl Pro II	Yes	Utilization	1.00	50,000.00	47,356.00	59,195.00	71,034.00	52,020.00	Fiscal	Yes	Employee Full Benefit	400
Cultural Institutions	Cultural Institutions Compl	Cultural Institutions Compliance Professional II	-	CultInst	Cultural Instit Compl Pro II	Yes	Utilization	1.00	50,458.00	47,356.00	59,195.00	71,034.00	52,497.00	Fiscal	Yes	Employee Full Benefit	400
Cultural Institutions	Cultural Institutions Compl	Cultural Institutions Compliance Professional II	-	CultInst	Cultural Instit Compl Pro II	Yes	Utilization	1.00	53,275.50	47,356.00	59,195.00	71,034.00	55,428.00	Fiscal	Yes	Employee Full Benefit	400
Cultural Institutions	Cultural Institutions Compl	Cultural Institutions Compliance Professional II	-	CultInst	Cultural Instit Compl Pro II	Yes	Utilization	1.00	53,275.50	47,356.00	59,195.00	71,034.00	55,428.00	Fiscal	Yes	Employee Full Benefit	400
Cultural Institutions	Cultural Institutions Compl	Cultural Institutions Compliance Professional II	-	CultInst	Cultural Instit Compl Pro II	Yes	Utilization	1.00	57,134.00	47,356.00	59,195.00	71,034.00	59,442.00	Fiscal	Yes	Employee Full Benefit	400
Cultural Institutions	Cultural Institutions Compl	Cultural Institutions Compliance Professional II	-	CultInst	Cultural Instit Compl Pro II	Yes	Utilization	1.00	57,134.00	47,356.00	59,195.00	71,034.00	59,442.00	Fiscal	Yes	Employee Full Benefit	400
Cultural Institutions	Cultural Institutions Compl	Cultural Institutions Compliance Professional II	-	CultInst	Cultural Instit Compl Pro II	No	Utilization	1.00	53,275.50	47,356.00	59,195.00	71,034.00	55,428.00	Fiscal	Yes	Employee Full Benefit	2,088
Cultural Institutions	Cultural Institutions Compl	Cultural Institutions Compliance Professional III	-	CultInst	Cultural Instit Compl Pro III	Yes	Utilization	1.00	54,365.00	53,039.00	66,299.00	79,558.00	56,561.00	Fiscal	Yes	Employee Full Benefit	400
Cultural Institutions	Cultural Institutions Compl	Cultural Institutions Compliance Professional III	-	CultInst	Cultural Instit Compl Pro III	Yes	Utilization	1.00	58,342.90	53,039.00	66,299.00	79,558.00	60,700.00	Fiscal	Yes	Employee Full Benefit	400
Cultural Institutions	Cultural Institutions Compl	Cultural Institutions Compliance Professional III	-	CultInst	Cultural Instit Compl Pro III	Yes	Utilization	1.00	62,163.20	53,039.00	66,299.00	79,558.00	64,675.00	Fiscal	Yes	Employee Full Benefit	200
Cultural Institutions	Cultural Institutions Compl	Cultural Institutions Compliance Professional III	-	CultInst	Cultural Instit Compl Pro III	Yes	Utilization	1.00	62,163.20	53,039.00	66,299.00	79,558.00	64,675.00	Fiscal	Yes	Employee Full Benefit	522
Cultural Institutions	Cultural Institutions Compl	Cultural Institutions Compliance Professional III	-	CultInst	Cultural Instit Compl Pro III	Yes	Utilization	1.00	53,039.00	53,039.00	66,299.00	79,558.00	55,182.00	Fiscal	Yes	Employee Full Benefit	400
Cultural Institutions	Cultural Institutions Compl	Cultural Institutions Compliance Professional IV	-	CultInst	Cultural Instit Compl Pro IV	Yes	Utilization	1.00	63,295.00	59,404.00	74,254.00	89,105.00	65,852.00	Fiscal	Yes	Employee Full Benefit	400
Cultural Institutions	Cultural Institutions Compl	Cultural Institutions Compliance Professional IV	-	CultInst	Cultural Instit Compl Pro IV	Yes	Utilization	1.00	65,351.00	59,404.00	74,254.00	89,105.00	67,991.00	Fiscal	Yes	Employee Full Benefit	320
Cultural Institutions	Curator	Curator II	-	CultInst	Curator II	Yes	Utilization	1.00	59,669.00	53,039.00	66,299.00	79,558.00	62,080.00	Fiscal	Yes	Employee Full Benefit	400
Cultural Institutions	Curator	Curator III	-	-	Assistant Curator	No	Utilization	1.00	80,000.00	59,404.00	74,254.00	89,105.00	83,232.00	Fiscal	Yes	Employee Full Benefit	400
Cultural Institutions	Curator	Curator III	-	-	Associate Curator	No	Utilization	1.00	79,950.00	59,404.00	74,254.00	89,105.00	83,180.00	Fiscal	Yes	Employee Full Benefit	2,088
Cultural Institutions	Curator	Curator III	-	-	Assistant Curator	No	Utilization	1.00	78,612.00	59,404.00	74,254.00	89,105.00	81,788.00	Fiscal	Yes	Employee Full Benefit	2,088
Cultural Institutions	Curator	Curator IV	-	-	Associate Curator	No	Utilization	1.00	76,875.00	65,687.00	85,393.00	105,099.00	79,981.00	Fiscal	Yes	Employee Full Benefit	2,088
Cultural Institutions	Curator	Curator IV	-	-	Curator	No	Utilization	1.00	105,534.00	65,687.00	85,393.00	105,099.00	109,798.00	Fiscal	Yes	Employee Full Benefit	2,088
Cultural Institutions	Curator	Curator IV	-	-	Associate Curator	No	Utilization	1.00	90,610.00	65,687.00	85,393.00	105,099.00	94,271.00	Fiscal	Yes	Employee Full Benefit	2,088
Cultural Institutions	Curator	Curator IV	-	-	Associate Curator	No	Utilization	1.00	95,030.00	65,687.00	85,393.00	105,099.00	98,869.00	Fiscal	Yes	Employee Full Benefit	2,088
Cultural Institutions	Curator	Curator IV	-	CultInst	Curator IV	Yes	Utilization	1.00	81,533.00	65,687.00	85,393.00	105,099.00	84,827.00	Fiscal	Yes	Employee Full Benefit	80
Cultural Institutions	Curator	Curatorial Assistant II	-	CultInst	Curatorial Asst II	Yes	Utilization	1.00	37,752.00	37,752.00	47,190.00	56,628.00	39,277.00	Fiscal	Yes	Employee Full Benefit	2,088
Cultural Institutions	Curator	Curatorial Manager II	-	-	Curator	Yes	Utilization	1.00	98,440.00	75,540.00	98,201.00	120,863.00	102,417.00	Fiscal	Yes	Employee Full Benefit	400
Cultural Institutions	Curator	Curatorial Manager II	-	-	Curator	Yes	Utilization	1.00	106,305.00	75,540.00	98,201.00	120,863.00	110,600.00	Fiscal	Yes	Employee Full Benefit	36
Cultural Institutions	Curator	Curatorial Manager II	-	-	Curator	Yes	Utilization	1.00	108,440.00	75,540.00	98,201.00	120,863.00	112,821.00	Fiscal	Yes	Employee Full Benefit	400
Cultural Institutions	Exhibitions	Exhibit Designer II	-	CultInst	Exhibit Designer II	No	Utilization	1.00	52,099.00	47,356.00	59,195.00	71,034.00	54,204.00	Fiscal	Yes	Employee Full Benefit	2,088
Cultural Institutions	Exhibitions	Exhibit Designer III	-	CultInst	Exhibit Designer III	No	Utilization	0.75	56,520.00	53,039.00	66,299.00	79,558.00	58,803.00	Fiscal	Yes	Employee Full Benefit	2,088
Facilities, Grounds, and Infrastruct	Facilities Management and	Facilities Management Manager II	-	FacGrndInf	Facil Mgmt Mgr II	No	Utilization	1.00	83,234.70	59,404.00	74,254.00	89,105.00	86,597.00	Fiscal	Yes	Employee Full Benefit	2,088
Finance	Budget and Financial Analy	Financial Analysis Manager III	-	Financial	Financial Analysis Manager II	No	Utilization	1.00	113,089.00	99,901.00	129,871.00	159,847.00	117,658.00	Fiscal	Yes	Employee Full Benefit	2,088
Information Technology	Geographic Information Sys	Geographic Information System Professional I	-	InfoTech	GIS Pro I	Yes	Utilization	1.00	59,669.00	53,039.00	66,299.00	79,558.00	62,080.00	Fiscal	Yes	Employee Full Benefit	400
Information Technology	Geographic Information Sys	Geographic Information System Professional III	-	InfoTech	GIS Pro III	No	Utilization	1.00	72,081.00	65,687.00	85,393.00	105,099.00	74,993.00	Fiscal	Yes	Employee Full Benefit	2,088
Student Employees	Graduate	Graduate Assistant	-	-	Graduate Assistant	Yes	Utilization	0.25	43,500.00	-	1.00	1,000,000.50	45,257.00	Academic	Yes	Graduate Assistants	100
Information Technology	IT Support	IT Support Helpdesk Analyst III	-	InfoTech	IT Sppt Helpdesk Analyst III	No	Utilization	1.00	66,591.00	59,404.00	74,254.00	89,105.00	69,281.00	Fiscal	Yes	Employee Full Benefit	2,088
Libraries	Library Services	Library Services Manager III	-	-	Associate Librarian	No	Utilization	1.00	91,229.00	86,870.00	112,932.00	138,993.00	94,915.00	Fiscal	Yes	Employee Full Benefit	2,088
Libraries	Library Services	Library Services Professional I	-	Libraries	Library Svcs Pro I	No	Utilization	0.64	57,325.00	53,039.00	66,299.00	79,558.00	59,641.00	Fiscal	Yes	Employee Full Benefit	2,088
Libraries	Library Services	Library Services Professional II	-	Libraries	Library Svcs Pro II	No	Utilization	1.00	59,404.00	59,404.00	74,254.00	89,105.00	61,804.00	Fiscal	Yes	Employee Full Benefit	2,088
Communications and Marketing	Marketing	Marketing Specialist IV	-	CommMktg	Mktg Spec IV	No	Utilization	1.00	73,842.00	65,687.00	85,393.00	105,099.00	76,825.00	Fiscal	Yes	Employee Full Benefit	2,088
Communications and Marketing	Multimedia	Photographer II	-	CommMktg	Photographer II	Yes	Utilization	1.00	54,365.00	53,039.00	66,299.00	79,558.00	56,561.00	Fiscal	Yes	Employee Full Benefit	400
Cultural Institutions	Collections Management	Registrar/Collections Management Professional IV	-	CommMktg	Reg/Collect Mgmt Pro IV	Yes	Utilization	1.00	65,687.00	65,687.00	85,393.00	105,099.00	68,341.00	Fiscal	Yes	Employee Full Benefit	36
Protection and Safety	Police and Security	Security Guard II	-	ProtSafety	Security Guard II	No	Utilization	0.50	37,752.00	34,320.00	42,900.00	51,480.00	39,277.00	Fiscal	Yes	Employee Full Benefit	1,044
Protection and Safety	Police and Security	Security Guard III	-	ProtSafety	Security Guard III	No	Utilization	1.00	38,448.80	37,752.00	47,190.00	56,628.00	40,002.00	Fiscal	Yes	Employee Full Benefit	2,088
Student Employees	Undergraduate	Student Group B	-	-	Student Group B	Yes	Utilization	0.63	30,160.00	30,160.00	31,262.00	32,364.00	31,378.00	Fiscal	No	Student Employees	250
Student Employees	Undergraduate	Student Group B	-	-	Student Group B	No	Utilization	0.25	30,160.00	30,160.00	31,262.00	32,364.00	31,378.00	Fiscal	No	Student Employees	522
Student Employees	Undergraduate	Student Group B	-	-	Student Group B	Yes	Utilization	0.13	31,200.00	30,160.00	31,262.00	32,364.00	32,460.00	Fiscal	No	Student Employees	50
Student Employees	Undergraduate	Student Group B	-	-	Student Group B	No	Utilization	0.20	30,160.00	30,160.00	31,262.00	32,364.00	31,378.00	Fiscal	No	Student Employees	418
Student Employees	Undergraduate	Student Group B	-	-	Student Group B	Yes	Utilization	0.38	30,160.00	30,160.00	31,262.00	32,364.00	31,378.00	Fiscal	No	Student Employees	150
Student Employees	Undergraduate	Student Group B	-	-	Student Group B	No	Utilization	0.23	30,160.00	30,160.00	31,262.00	32,364.00	31,378.00	Fiscal	No	Student Employees	470
Student Employees	Undergraduate	Student Group B	-	-	Student Group B	Yes	Utilization	0.25	30,160.00	30,160.00	31,262.00	32,364.00	31,378.00	Fiscal	No	Student Employees	100
Student Employees	Undergraduate	Student Group B	-	-	Student Group B	No	Utilization	0.18	30,160.00	30,160.00	31,262.00	32,364.00	31,378.00	Fiscal			

University of Arizona
Service Center Rate Study

Job Function Description	Job Family Description	Jobcode Description	Person Name	Job Function Name	Jobcode Description2	Direct Labor Employee?	Indirect Labor Apportionment Method	FTE	FY 2024 Annual Salary	Min (2025)	Mid (2025)	Max (2025)	Future Anticipated Annual Salary	Appointment Type	Paid Holiday s?	ERE Class	Managerial, General Support or PTO Time
Student Employees	Undergraduate	Student Group B		-	Student Group B	No	Utilization	0.25	31,200.00	30,160.00	31,262.00	32,364.00	32,460.00	Fiscal	No	Student Employees	522
Student Employees	Undergraduate	Student Group B		-	Student Group B	Yes	Utilization	0.38	30,160.00	30,160.00	31,262.00	32,364.00	31,378.00	Fiscal	No	Student Employees	150
Student Employees	Undergraduate	Student Group B		-	Student Group B	No	Utilization	0.18	30,160.00	30,160.00	31,262.00	32,364.00	31,378.00	Fiscal	No	Student Employees	365
Student Employees	Undergraduate	Student Group B		-	Student Group B	No	Utilization	0.10	30,160.00	30,160.00	31,262.00	32,364.00	31,378.00	Fiscal	No	Student Employees	209
Student Employees	Undergraduate	Student Group B		Financial	Student Group B	No	Utilization	0.25	30,276.00	30,160.00	31,262.00	32,364.00	31,499.00	Fiscal	No	Student Employees	522
Student Employees	Undergraduate	Student Group B		Financial	Student Group B	No	Utilization	0.63	31,320.00	30,160.00	31,262.00	32,364.00	32,585.00	Fiscal	No	Student Employees	1,305
Student Employees	Undergraduate	Student Group C		-	Student Group C	No	Utilization	0.63	36,400.00	30,160.00	38,570.00	46,980.00	37,871.00	Fiscal	No	Student Employees	1,305
Student Employees	Undergraduate	Student Group C		-	Student Group C	No	Utilization	0.40	33,280.00	30,160.00	38,570.00	46,980.00	34,625.00	Fiscal	No	Student Employees	835
Student Employees	Undergraduate	Student Group C		Financial	Student Group C	No	Utilization	0.38	33,408.00	30,160.00	38,570.00	46,980.00	34,758.00	Fiscal	No	Student Employees	783
Information Technology	Web Sites and Applications	Web Applications Developer II		InfoTech	IT Sppt Helpdesk Analyst I	No	Utilization	1.00	86,870.50	75,540.00	98,201.00	120,863.00	90,380.00	Fiscal	Yes	Employee Full Benefit	2,088
Information Technology	Web Sites and Applications	Web Applications Developer II		InfoTech	TBH - Web App Developer II	No	Utilization	1.00	98,201.00	75,540.00	98,201.00	120,863.00	102,168.00	Fiscal	Yes	Employee Full Benefit	400
X-1. All Active ASM and Related Employees April 2024			0					69.89	5,717,716.22				5,948,705.00				

HR website has full listing of University Staff Job Library and Pay Ranges in downloadable Excel.
<https://hr.arizona.edu/compensation/staff-compensation-program/job-functions-families>

Individuals highlighted in Yellow with Red font are no longer with the UA, but have been retained to provide an estimate of the cost of necessary replacement personnel. ASM has repeatedly needed to downsize staff due to budgetary cuts over the past several years, and in order to maintain a workforce able to deliver these services these costs need to be retained within the model. /nbc

University of Arizona
Service Center Rate Study

Employee	Jobcode Description	Account	Sub Acct	Subsidy?	% Effort	Start Date	End Date	Future Anticipated Annual Salary	FTE	Mandated FTE	Work Days	ERE Rate	Total Salary	Total ERE	Total Personnel	Direct Payroll	Indirect Payroll	Direct Labor Employee?
	Academic Programs Manager IV	2110050	-	No	95.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	Yes	5.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	Yes	0.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	4254840	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	Yes	0.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	Yes	0.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2488870	BIOAR	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2215555	DESK	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2488870	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2215555	DESK	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2488870	OPERA	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2215555	DESK	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	No	50.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	Yes	50.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2488870	OPERA	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	Yes	0.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2215555	DESK	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2488870	-	No	50.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	No	50.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2488870	-	No	10.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	No	90.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2488870	-	No	0.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2488870	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	No	60.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2488870	-	No	40.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	5303510	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2488870	-	No	0.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	No	25.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2488870	-	No	50.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	5303510	-	No	25.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2488870	OPERA	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	5303510	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2488870	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	No	90.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2488870	-	No	10.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2488870	-	No	80.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2488870	-	No	20.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	1106900	-	No	10.076%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	1145400	-	No	21.754%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	No	10.488%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	5685480	-	No	57.682%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	No	90.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	Yes	10.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2488870	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	5685420	OERGN	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	No	90.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	Yes	10.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2488870	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2488870	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	
	Academic Programs Manager IV	2110050	-	No	20.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	

	Academic Programs Manager IV	2488870	-	No	80.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2110050	-	No	95.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2110050	-	Yes	5.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2110050	-	No	50.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2488870	-	No	50.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2488860	-	No	95.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2488870	-	No	5.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	5685555	DESK	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2110050	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2110050	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2488870	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	5559000	BOOK	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2488870	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2110050	-	No	60.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2488870	-	No	40.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	5685420	OERGN	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2488870	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2488870	-	No	100.000%	8/19/24	5/25/25	-	0.00	0.00	188	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2488870	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2110050	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2488870	OPERA	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2488870	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2488860	-	No	95.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2488870	-	No	5.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2215555	DESK	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2110050	-	No	20.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2488870	-	No	80.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	4044940	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2110050	-	No	100.000%	7/1/24	6/30											

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	Academic Programs Manager IV	2119013	-	No	90.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2119013	-	Yes	10.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2119013	-	No	90.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2119013	-	Yes	10.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2119013	-	No	90.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2119013	-	Yes	10.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2119013	-	No	90.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2119013	-	Yes	10.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2119013	-	No	90.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2119013	-	Yes	10.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2119013	-	No	90.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2119013	-	Yes	10.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2119013	-	No	90.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2119013	-	Yes	10.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2488870	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2488870	-	No	60.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2110050	-	No	35.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2488860	-	No	5.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
	Academic Programs Manager IV	2488870	-	No	100.000%	7/1/24	6/30/25	-	0.00	0.00	246	0.0%	-	-	-	-	-	-
					8600.000%					0.00			-	-	-	-	-	-

Lines with the service center's account and subsidy listed as "No" will be Green with Green font. No Review of these lines is necessary.

Lines with the service center's account and subsidy listed as "Yes" will be Red with Red font. To correct either make the subsidy field read "No" or change the account number.

Lines with a non-service center account and subsidy listed as "No" will have no fill and font will remain black. Review these lines to ensure that they are not subsidization of the rates.

Lines with a non-service center account and subsidy listed as "Yes" will have Yellow fill and Yellow font. Review these lines to ensure that they are in fact subsidization of the rates.

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[illegible]

Direct Salary Allowed

Subsidy Allowed

Direct Salary Allowable -

Subsidy Allowable -

Variance

Variance	-
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Efficiency estimates for billable hours per total hours available per pool:					
Employee Class		FTE	Estimated Hrs	Available Hrs *	Time Efficiency
Assistants		0	2,053	0	#DIV/0!
Specialist		0	10,482	0	#DIV/0!
Professional		0	5,143	0	#DIV/0!

TRUE

* Available hours for all categories are reduced by 9.8 weeks

This is calculated as:

4.4 weeks of vacation annually

<https://hr.arizona.edu/pto>

2.4 weeks of sick time annually

<https://hr.arizona.edu/pto>

3 weeks of university holidays & closures <https://hr.arizona.edu/holidays-closures>

9.8 total weeks off per employee per year

392 (9.8 x 40) hours of non-billable time per 1.0 FTE benefits eligible employee annually.

1,696 of billable time available per 1.0 FTE employee

All percentages seemed reasonable given the following:

Assistants spend a larger proportion of their time providing services, but do have to attend meetings and trainings. Under the UCAP architecture they are also immediately eligible for all PTO on hire.

Specialists bear a large majority of the burden of managerial oversight of Assistants in addition to needing more training and having more meetings.

Professionals provide some oversight to Specialists in addition to training, meetings and having Administrative duties.

Service Center Rate Study

[illegible]

Rate ID	Name of Service	Weighted Est. Productive Billable Units	Direct Payroll	Indirect Payroll	Direct Operational Costs	Indirect Operational Costs	Direct Payroll Subsidy	Indirect Payroll Subsidy	Cost Subtotal	Space, Utilities, Operations, Maintenance, Interest & General Admin	FB Deficit (Surplus)	Total Cost Before Admin Service Fees	Est. Productive Billable Units	Minimum External Rate	Current Rate	% Increase	Unit Base	Rate per Billing Increment
Assistants	Per hour charge for basic services provided.	2,053	-	-	-	7,181.40	-	-	7,181.40	2,377.04	509.69	10,068.14	2,052.50	5.00	38.00	-86.84%	Hr	1.25 per 15 min
Specialist	Per hour charge for specialist services provided.	10,482	-	-	-	36,675.55	-	-	36,675.55	12,139.61	2,603.00	51,418.15	10,482.15	5.00	83.00	-93.98%	Hr	1.25 per 15 min
Professional	Per hour charge for professional services provided.	5,143	-	-	-	17,994.62	-	-	17,994.62	5,956.22	1,277.15	25,227.99	5,143.00	5.00	125.00	-96.00%	Hr	1.25 per 15 min
Box	Curation of a 1' x 1' x 1' cubic box in perpetuity	850	-	-	2,502,077.00	10,651.27	-	-	2,512,728.27	706,076.64	178,337.77	3,397,142.68	850.00	3,997.00	3,004.00	33.06%	Ea	1998.5 per half box
Files	Storage in perpetuity of 1 linear foot of paper files	525	-	-	1,060,946.25	6,578.73	-	-	1,067,524.98	299,974.52	75,766.26	1,443,265.75	525.00	2,749.00	2,577.00	6.67%	Ft	229.08 per linear inch
			-	-	3,563,023.25	79,081.57	-	-	3,642,104.82	1,026,524.03	258,493.86	4,927,122.71		6,761.00				
	Total Allowed		-	-		3,642,104.82	-	-										
	Direct Expense					3,563,023.25												
	Indirect Expense					79,081.57												
	Total Allowable		-	-		3,642,104.82	-	-										
	Variance		-	-		-	-	-										

*

1998.5 per half box

*

229.08 per linear inch

