

Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
4	Range 4 Monthly Salary	6,878.00	7,142.00	7,395.00	7,660.00	7,910.00	8,066.00	4
	Range 4 Annual Salary	82,536.00	85,704.00	88,740.00	91,920.00	94,920.00	96,792.00	
No Job Classification Assigned								
5	Range 5 Monthly Salary	7,395.00	7,660.00	7,910.00	8,173.00	8,442.00	8,608.00	5
	Range 5 Annual Salary	88,740.00	91,920.00	94,920.00	98,076.00	101,304.00	103,296.00	
No Job Classification Assigned								
6	Range 6 Monthly Salary	7,910.00	8,173.00	8,442.00	8,694.00	8,960.00	9,135.00	6
	Range 6 Annual Salary	94,920.00	98,076.00	101,304.00	104,328.00	107,520.00	109,620.00	
Assistant Director, Center of Excellence Assistant Director, Child Development Center Assistant Director, Writing Center								
7	Range 7 Monthly Salary	8,442.00	8,694.00	8,960.00	9,219.00	9,471.00	9,660.00	7
	Range 7 Annual Salary	101,304.00	104,328.00	107,520.00	110,628.00	113,652.00	115,920.00	
Manager, SCE Testing Center Manager, Tutorial Services								
8	Range 8 Monthly Salary	8,960.00	9,219.00	9,471.00	9,741.00	9,997.00	10,195.00	8
	Range 8 Annual Salary	107,520.00	110,628.00	113,652.00	116,892.00	119,964.00	122,340.00	
Manager, Environmental Safety and Emergency Services Manager, Facilities Projects								
9	Range 9 Monthly Salary	9,471.00	9,741.00	9,997.00	10,250.00	10,514.00	10,723.00	9
	Range 9 Annual Salary	113,652.00	116,892.00	119,964.00	123,000.00	126,168.00	128,676.00	
Assistant Director, Community and Contract Education Assistant Director, Student Life Director, AANAPISI Director, Basic Needs Resources Director, Grounds and Transportation Director, Rising Scholars Director, Special Program Manager, Academic Support Coordination Manager, Financial Aid and Special Programs Manager, Maintenance and Operations Manager, Recruitment and Employment Services Manager, Student Services								
10	Range 10 Monthly Salary	9,997.00	10,250.00	10,514.00	10,774.00	11,033.00	11,250.00	10
	Range 10 Annual Salary	119,964.00	123,000.00	126,168.00	129,288.00	132,396.00	135,000.00	
Assistant Director, Adult Basic Education Director, Writing Center Manager, English as a Second Language Instructional Support Manager, Facilities Support Services Manager, Farm Manager, Planetarium and Astronomy Observatory Center Sergeant, Police and Campus Safety								
11	Range 11 Monthly Salary	10,514.00	10,774.00	11,033.00	11,299.00	11,549.00	11,776.00	11
	Range 11 Annual Salary	126,168.00	129,288.00	132,396.00	135,588.00	138,588.00	141,312.00	
Director, CalWORKs Director, Child Development Center								
12	Range 12 Monthly Salary	11,033.00	11,299.00	11,549.00	11,803.00	12,056.00	12,295.00	12
	Range 12 Annual Salary	132,396.00	135,588.00	138,588.00	141,636.00	144,672.00	147,540.00	
No Job Classification Assigned								

Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
13	Range 13 Monthly Salary	11,549.00	11,803.00	12,056.00	12,336.00	12,579.00	12,828.00	13
	Range 13 Annual Salary	138,588.00	141,636.00	144,672.00	148,032.00	150,948.00	153,936.00	
	Assistant Director, Admissions and Records Assistant Director, Behavioral Health Services Assistant Director, Capital Construction Programs Assistant Director, EOPS/CARE and CalWORKs Assistant Director, Facilities Planning and Management Assistant Director, Financial Aid Assistant Director, Grant Development and Administration Assistant Director, NextUp/Guardian Scholars Assistant Director, Professional and Organizational Development Assistant Director, Public Safety Programs Director, Center for Black Culture and Student Success Director, Center of Excellence Director, Deaf and Hard of Hearing Services Director, El Centro Director, International Students Director, Mathematics, Engineering, Science Achievement (MESA) Director, Outreach and Entry Services Director, Promise+Plus Director, Title V Grant Director, Transfer Center Director, TRIO Programs Manager, Noncredit Workforce							
14	Range 14 Monthly Salary	12,056.00	12,336.00	12,579.00	12,842.00	13,112.00	13,370.00	14
	Range 14 Annual Salary	144,672.00	148,032.00	150,948.00	154,104.00	157,344.00	160,440.00	
	Director, Athletics Special Events Director, Development and Alumni Relations Director, Public Affairs Manager, Broadcast Services Manager, Construction Projects Manager, Regional Adult Education Consortium							
15	Range 15 Monthly Salary	12,579.00	12,842.00	13,112.00	13,362.00	13,624.00	13,892.00	15
	Range 15 Annual Salary	150,948.00	154,104.00	157,344.00	160,344.00	163,488.00	166,704.00	
	Assistant Director, Maintenance and Operations Director, Accessibility Resource Centers for Students Director, Accounting Director, Adult Basic Education Director, Budget and Financial Programs Director, Community and Contract Education Director, Distance Learning and Instructional Technology Director, Dual Enrollment Director, Education for Older Adults and Adults with Disabilities Programs Director, English as a Second Language and Intercultural Programs Director, Fiscal Resources Director, Grants Director, Honors Program Director, Learning Assistance Center Director, Off Campus High School Program Director, Payroll Director, Professional and Organizational Development Director, Short-Term Vocational Programs Director, Student Health Services Director, Student Life Director, Systems and Operations, School of Continuing Education Executive Director, Development Lieutenant, Police and Campus Safety Senior Facilities Planner							
16	Range 16 Monthly Salary	13,112.00	13,362.00	13,624.00	13,890.00	14,142.00	14,421.00	16
	Range 16 Annual Salary	157,344.00	160,344.00	163,488.00	166,680.00	169,704.00	173,052.00	
	Assistant Director, Academic Technology Assistant Director, Audio Visual Services Manager, Technical Support							
17	Range 17 Monthly Salary	13,624.00	13,890.00	14,142.00	14,404.00	14,671.00	14,963.00	17
	Range 17 Annual Salary	163,488.00	166,680.00	169,704.00	172,848.00	176,052.00	179,556.00	
	Assistant Director, Enterprise Application Systems Assistant Director, Technical Services Assistant Director, Web and Portal Services Director, Civil Infrastructure and Energy Management Director, EOPS/CARE CalWORKs and NextUp/Guardian Scholars Director, Equal Employment Opportunity (EEO), Title IV, and Leaves Administration Director, Information Technology Project Implementation/Fiscal Integration Director, Public Safety Programs Director, Purchasing, Printing, and Mail Services Director, Safety and Risk Management Senior Manager, Construction Projects							

Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
18	Range 18 Monthly Salary	14,142.00	14,404.00	14,671.00	14,928.00	15,173.00	15,476.00	18
	Range 18 Annual Salary	169,704.00	172,848.00	176,052.00	179,136.00	182,076.00	185,712.00	
No Job Classification Assigned								
19	Range 19 Monthly Salary	14,671.00	14,928.00	15,173.00	15,445.00	15,699.00	16,010.00	19
	Range 19 Annual Salary	176,052.00	179,136.00	182,076.00	185,340.00	188,388.00	192,120.00	
Associate Dean, Arts Associate Dean, Business Associate Dean, Career Education and Strong Workforce Associate Dean, Continuing Education Programs and Services Associate Dean, Counseling Associate Dean, Dual Enrollment Associate Dean, Humanities and Social Sciences Associate Dean, Instruction Associate Dean, Kinesiology, Athletics and Dance Associate Dean, Library and Learning Resources Associate Dean, Natural Sciences Associate Dean, Student Engagement Associate Dean, Student Success and Equity Associate Dean, Technology and Health Chief, Police and Campus Safety Director, Financial Aid Director, Library Director, Marketing and Communication Director, Office of the President/CEO and Board of Trustees Director, Research and Institutional Effectiveness Senior Director, Labor Relations and Employee Services Senior Director, Maintenance and Operations								
20	Range 20 Monthly Salary	15,173.00	15,445.00	15,699.00	15,974.00	16,218.00	16,540.00	20
	Range 20 Annual Salary	182,076.00	185,340.00	188,388.00	191,688.00	194,616.00	198,480.00	
Director, Academic Computing and Infrastructure Director, Academic Technology Director, Enterprise Application Systems Director, Infrastructure and Data Security								
21	Range 21 Monthly Salary	15,699.00	15,974.00	16,218.00	16,482.00	16,733.00	17,063.00	21
	Range 21 Annual Salary	188,388.00	191,688.00	194,616.00	197,784.00	200,796.00	204,756.00	
Dean, ACCESS and Wellness Dean, Arts Dean, Business Dean, Continuing Education and Workforce Development Dean, Continuing Education Programs and Services Dean, Counseling Dean, Enrollment Management Dean, Humanities and Social Sciences Dean, Instruction Dean, Kinesiology, Athletics, and Dance Dean, Library, Learning Resources, and Distance Learning Dean, Natural Sciences Dean, Student Services Dean, Technology and Health Director, Technical Services								
22	Range 22 Monthly Salary	16,218.00	16,482.00	16,733.00	16,997.00	17,257.00	17,601.00	22
	Range 22 Annual Salary	194,616.00	197,784.00	200,796.00	203,964.00	207,084.00	211,212.00	
Executive Director, Facilities Planning and Management								
23	Range 23 Monthly Salary	16,733.00	16,997.00	17,257.00	17,512.00	17,775.00	18,127.00	23
	Range 23 Annual Salary	200,796.00	203,964.00	207,084.00	210,144.00	213,300.00	217,524.00	
Chief Compliance and Budget Officer Chief Fiscal Services Officer Deputy Chief, Technology Officer								
24	Range 24 Monthly Salary	17,257.00	17,512.00	17,775.00	18,037.00	18,293.00	18,657.00	24
	Range 24 Annual Salary	207,084.00	210,144.00	213,300.00	216,444.00	219,516.00	223,884.00	
No Job Classification Assigned								
25	Range 25 Monthly Salary	17,775.00	18,037.00	18,293.00	18,561.00	18,820.00	19,191.00	25
	Range 25 Annual Salary	213,300.00	216,444.00	219,516.00	222,732.00	225,840.00	230,292.00	
No Job Classification Assigned								

Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
26	Range 26 Monthly Salary	18,293.00	18,561.00	18,820.00	19,069.00	19,330.00	19,714.00	26
	Range 26 Annual Salary	219,516.00	222,732.00	225,840.00	228,828.00	231,960.00	236,568.00	
No Job Classification Assigned								
27	Range 27 Monthly Salary	18,820.00	19,069.00	19,330.00	19,593.00	19,850.00	20,243.00	27
	Range 27 Annual Salary	225,840.00	228,828.00	231,960.00	235,116.00	238,200.00	242,916.00	
Associate Vice President, Administrative Services Associate Vice President, Human Resources Associate Vice President, Instruction Associate Vice President, School of Continuing Education Associate Vice President, Student Services Chief Technology Officer								
28	Range 28 Monthly Salary	19,330.00	19,593.00	19,850.00	20,115.00	20,368.00	20,774.00	28
	Range 28 Annual Salary	231,960.00	235,116.00	238,200.00	241,380.00	244,416.00	249,288.00	
No Job Classification Assigned								
29	Range 29 Monthly Salary	19,850.00	20,115.00	20,368.00	20,630.00	20,885.00	21,299.00	29
	Range 29 Annual Salary	238,200.00	241,380.00	244,416.00	247,560.00	250,620.00	255,588.00	
No Job Classification Assigned								
30	Range 30 Monthly Salary	20,368.00	20,754.00	21,152.00	21,534.00	21,925.00	22,359.00	30
	Range 30 Annual Salary	244,416.00	249,048.00	253,824.00	258,408.00	263,100.00	268,308.00	
No Job Classification Assigned								

LONGEVITY:

After 10 years = 3.5% above base

After 15 years = An additional 5% (compounded as 8.68% above base salary)

After 20 years = An additional 3.5% (compounded as 12.48% above base salary)

After 25 years = An additional 3.5% (compounded as 16.42% above base salary)

After 30 years = An additional 3.5% (compounded as 20.49% above base salary)

After 35 years = An additional 3.5% (compounded as 24.71% above base salary)

Board Approved May 10, 2023

Updated 9.18.23