## *MT. SAN ANTONIO COLLEGE*

## *SALARY SCHEDULE OF ASSIGNMENTS FOR CONFIDENTIAL EMPLOYEES*

*Effective July 1, 2016 through June 30, 2017*

***Monthly & Annual Rates***

| Range | Title | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Range |
|---|---|---|---|---|---|---|---|---|
| 45 | Range 45 Monthly Salary | 3,938.00 | 4,135.00 | 4,341.00 | 4,558.00 | 4,786.00 | 5,027.00 | 45 |
| | Range 45 Annual Salary | 47,256.00 | 49,620.00 | 52,092.00 | 54,696.00 | 57,432.00 | 60,324.00 | |
| | No Job Classification Assigned | | | | | | | |
| 46 | Range 46 Monthly Salary | 3,976.00 | 4,176.00 | 4,383.00 | 4,603.00 | 4,834.00 | 5,075.00 | 46 |
| | Range 46 Annual Salary | 47,712.00 | 50,112.00 | 52,596.00 | 55,236.00 | 58,008.00 | 60,900.00 | |
| | No Job Classification Assigned | | | | | | | |
| 47 | Range 47 Monthly Salary | 4,015.00 | 4,217.00 | 4,426.00 | 4,648.00 | 4,881.00 | 5,126.00 | 47 |
| | Range 47 Annual Salary | 48,180.00 | 50,604.00 | 53,112.00 | 55,776.00 | 58,572.00 | 61,512.00 | |
| | No Job Classification Assigned | | | | | | | |
| 48 | Range 48 Monthly Salary | 4,058.00 | 4,258.00 | 4,473.00 | 4,699.00 | 4,930.00 | 5,176.00 | 48 |
| | Range 48 Annual Salary | 48,696.00 | 51,096.00 | 53,676.00 | 56,388.00 | 59,160.00 | 62,112.00 | |
| | No Job Classification Assigned | | | | | | | |
| 49 | Range 49 Monthly Salary | 4,097.00 | 4,304.00 | 4,516.00 | 4,742.00 | 4,980.00 | 5,229.00 | 49 |
| | Range 49 Annual Salary | 49,164.00 | 51,648.00 | 54,192.00 | 56,904.00 | 59,760.00 | 62,748.00 | |
| | No Job Classification Assigned | | | | | | | |
| 50 | Range 50 Monthly Salary | 4,139.00 | 4,345.00 | 4,562.00 | 4,790.00 | 5,030.00 | 5,280.00 | 50 |
| | Range 50 Annual Salary | 49,668.00 | 52,140.00 | 54,744.00 | 57,480.00 | 60,360.00 | 63,360.00 | |
| | No Job Classification Assigned | | | | | | | |
| 51 | Range 51 Monthly Salary | 4,179.00 | 4,387.00 | 4,608.00 | 4,837.00 | 5,079.00 | 5,333.00 | 51 |
| | Range 51 Annual Salary | 50,148.00 | 52,644.00 | 55,296.00 | 58,044.00 | 60,948.00 | 63,996.00 | |
| | No Job Classification Assigned | | | | | | | |
| 52 | Range 52 Monthly Salary | 4,220.00 | 4,432.00 | 4,653.00 | 4,887.00 | 5,132.00 | 5,387.00 | 52 |
| | Range 52 Annual Salary | 50,640.00 | 53,184.00 | 55,836.00 | 58,644.00 | 61,584.00 | 64,644.00 | |
| | No Job Classification Assigned | | | | | | | |
| 53 | Range 53 Monthly Salary | 4,264.00 | 4,477.00 | 4,703.00 | 4,936.00 | 5,181.00 | 5,443.00 | 53 |
| | Range 53 Annual Salary | 51,168.00 | 53,724.00 | 56,436.00 | 59,232.00 | 62,172.00 | 65,316.00 | |
| | No Job Classification Assigned | | | | | | | |
| 54 | Range 54 Monthly Salary | 4,307.00 | 4,521.00 | 4,747.00 | 4,984.00 | 5,235.00 | 5,496.00 | 54 |
| | Range 54 Annual Salary | 51,684.00 | 54,252.00 | 56,964.00 | 59,808.00 | 62,820.00 | 65,952.00 | |
| | No Job Classification Assigned | | | | | | | |
| 55 | Range 55 Monthly Salary | 4,349.00 | 4,567.00 | 5,793.00 | 5,035.00 | 5,285.00 | 5,551.00 | 55 |
| | Range 55 Annual Salary | 52,188.00 | 54,804.00 | 69,516.00 | 60,420.00 | 63,420.00 | 66,612.00 | |
| | No Job Classification Assigned | | | | | | | |
| 56 | Range 56 Monthly Salary | 4,391.00 | 4,613.00 | 4,844.00 | 5,084.00 | 5,339.00 | 5,606.00 | 56 |
| | Range 56 Annual Salary | 52,692.00 | 55,356.00 | 58,128.00 | 61,008.00 | 64,068.00 | 67,272.00 | |
| | No Job Classification Assigned | | | | | | | |
| 57 | Range 57 Monthly Salary | 4,436.00 | 4,656.00 | 4,890.00 | 5,136.00 | 5,392.00 | 5,663.00 | 57 |
| | Range 57 Annual Salary | 53,232.00 | 55,872.00 | 58,680.00 | 61,632.00 | 64,704.00 | 67,956.00 | |
| | No Job Classification Assigned | | | | | | | |

| Range | Title | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Range |
|---|---|---|---|---|---|---|---|---|
| 58 | Range 58 Monthly Salary | 4,482.00 | 4,706.00 | 4,939.00 | 5,186.00 | 5,447.00 | 5,720.00 | 58 |
| | Range 58 Annual Salary | 53,784.00 | 56,472.00 | 59,268.00 | 62,232.00 | 65,364.00 | 68,640.00 | |
| | No Job Classification Assigned | | | | | | | |
| 59 | Range 59 Monthly Salary | 5,626.00 | 4,752.00 | 4,991.00 | 5,240.00 | 5,500.00 | 5,776.00 | 59 |
| | Range 59 Annual Salary | 67,512.00 | 57,024.00 | 59,892.00 | 62,880.00 | 66,000.00 | 69,312.00 | |
| | No Job Classification Assigned | | | | | | | |
| 60 | Range 60 Monthly Salary | 4,571.00 | 4,800.00 | 5,040.00 | 5,289.00 | 5,555.00 | 5,833.00 | 60 |
| | Range 60 Annual Salary | 54,852.00 | 57,600.00 | 60,480.00 | 63,468.00 | 66,660.00 | 69,996.00 | |
| | No Job Classification Assigned | | | | | | | |
| 61 | Range 61 Monthly Salary | 4,618.00 | 4,847.00 | 5,090.00 | 5,343.00 | 5,611.00 | 5,893.00 | 61 |
| | Range 61 Annual Salary | 55,416.00 | 58,164.00 | 61,080.00 | 64,116.00 | 67,332.00 | 70,716.00 | |
| | No Job Classification Assigned | | | | | | | |
| 62 | Range 62 Monthly Salary | 4,663.00 | 4,896.00 | 5,141.00 | 5,397.00 | 5,668.00 | 5,952.00 | 62 |
| | Range 62 Annual Salary | 55,956.00 | 58,752.00 | 61,692.00 | 64,764.00 | 68,016.00 | 71,424.00 | |
| | No Job Classification Assigned | | | | | | | |
| 63 | Range 63 Monthly Salary | 4,710.00 | 4,943.00 | 5,192.00 | 5,450.00 | 5,724.00 | 6,010.00 | 63 |
| | Range 63 Annual Salary | 56,520.00 | 59,316.00 | 62,304.00 | 65,400.00 | 68,688.00 | 72,120.00 | |
| | No Job Classification Assigned | | | | | | | |
| 64 | Range 64 Monthly Salary | 4,757.00 | 4,994.00 | 5,245.00 | 5,506.00 | 5,721.00 | 6,071.00 | 64 |
| | Range 64 Annual Salary | 57,084.00 | 59,928.00 | 62,940.00 | 66,072.00 | 68,652.00 | 72,852.00 | |
| | No Job Classification Assigned | | | | | | | |
| 65 | Range 65 Monthly Salary | 4,803.00 | 5,044.00 | 5,295.00 | 5,560.00 | 5,840.00 | 6,131.00 | 65 |
| | Range 65 Annual Salary | 57,636.00 | 60,528.00 | 63,540.00 | 66,720.00 | 70,080.00 | 73,572.00 | |
| | No Job Classification Assigned | | | | | | | |
| 66 | Range 66 Monthly Salary | 4,852.00 | 5,096.00 | 5,349.00 | 5,615.00 | 5,897.00 | 6,192.00 | 66 |
| | Range 6 Annual Salary | 58,224.00 | 61,152.00 | 64,188.00 | 67,380.00 | 70,764.00 | 74,304.00 | |
| | No Job Classification Assigned | | | | | | | |
| 67 | Range 67 Monthly Salary | 4,902.00 | 5,146.00 | 5,404.00 | 5,672.00 | 5,957.00 | 6,254.00 | 67 |
| | Range 67 Annual Salary | 58,824.00 | 61,752.00 | 64,848.00 | 68,064.00 | 71,484.00 | 75,048.00 | |
| | No Job Classification Assigned | | | | | | | |
| 68 | Range 68 Monthly Salary | 5,948.00 | 5,197.00 | 5,457.00 | 5,730.00 | 6,018.00 | 6,317.00 | 68 |
| | Range 68 Annual Salary | 71,376.00 | 62,364.00 | 65,484.00 | 68,760.00 | 72,216.00 | 75,804.00 | |
| | No Job Classification Assigned | | | | | | | |
| 69 | Range 69 Monthly Salary | 5,000.00 | 5,249.00 | 5,513.00 | 5,786.00 | 6,078.00 | 6,380.00 | 69 |
| | Range 69 Annual Salary | 60,000.00 | 62,988.00 | 66,156.00 | 69,432.00 | 72,936.00 | 76,560.00 | |
| | Human Resources Specialist | | | | | | | |
| 70 | Range 70 Monthly Salary | 5,049.00 | 5,300.00 | 5,565.00 | 5,845.00 | 6,137.00 | 6,444.00 | 70 |
| | Range 70 Annual Salary | 60,588.00 | 63,600.00 | 66,780.00 | 70,140.00 | 73,644.00 | 77,328.00 | |
| | No Job Classification Assigned | | | | | | | |
| 71 | Range 71 Monthly Salary | 5,101.00 | 5,355.00 | 5,622.00 | 5,902.00 | 6,199.00 | 6,508.00 | 71 |
| | Range 71 Annual Salary | 61,212.00 | 64,260.00 | 67,464.00 | 70,824.00 | 74,388.00 | 78,096.00 | |
| | No Job Classification Assigned | | | | | | | |
| 72 | Range 72 Monthly Salary | 5,151.00 | 5,407.00 | 5,678.00 | 5,961.00 | 6,259.00 | 6,572.00 | 72 |

| Range | Title | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Range |
|---|---|---|---|---|---|---|---|---|
| 72 | Range 72 Annual Salary | 61,812.00 | 64,884.00 | 68,136.00 | 71,532.00 | 75,108.00 | 78,864.00 | 72 |
| | No Job Classification Assigned | | | | | | | |
| 73 | Range 73 Monthly Salary | 5,203.00 | 5,461.00 | 5,735.00 | 6,023.00 | 6,323.00 | 6,639.00 | 73 |
| | Range 73 Annual Salary | 62,436.00 | 65,532.00 | 68,820.00 | 72,276.00 | 75,876.00 | 79,668.00 | |
| | Executive Assistant I | | | | | | | |
| 74 | Range 74 Monthly Salary | 5,255.00 | 5,519.00 | 5,791.00 | 6,083.00 | 6,387.00 | 6,707.00 | 74 |
| | Range 74 Annual Salary | 63,060.00 | 66,228.00 | 69,492.00 | 72,996.00 | 76,644.00 | 80,484.00 | |
| | No Job Classification Assigned | | | | | | | |
| 75 | Range 75 Monthly Salary | 5,308.00 | 5,571.00 | 5,849.00 | 6,143.00 | 6,450.00 | 6,773.00 | 75 |
| | Range 75 Annual Salary | 63,696.00 | 66,852.00 | 70,188.00 | 73,716.00 | 77,400.00 | 81,276.00 | |
| | No Job Classification Assigned | | | | | | | |
| 76 | Range 76 Monthly Salary | 5,360.00 | 5,629.00 | 5,909.00 | 6,205.00 | 6,515.00 | 6,841.00 | 76 |
| | Range 76 Annual Salary | 64,320.00 | 67,548.00 | 70,908.00 | 74,460.00 | 78,180.00 | 82,092.00 | |
| | No Job Classification Assigned | | | | | | | |
| 77 | Range 77 Monthly Salary | 5,414.00 | 5,682.00 | 5,968.00 | 6,264.00 | 6,580.00 | 6,910.00 | 77 |
| | Range 77 Annual Salary | 64,968.00 | 68,184.00 | 71,616.00 | 75,168.00 | 78,960.00 | 82,920.00 | |
| | No Job Classification Assigned | | | | | | | |
| 78 | Range 78 Monthly Salary | 5,467.00 | 5,740.00 | 6,028.00 | 6,330.00 | 6,647.00 | 6,978.00 | 78 |
| | Range 78 Annual Salary | 65,604.00 | 68,880.00 | 72,336.00 | 75,960.00 | 79,764.00 | 83,736.00 | |
| | No Job Classification Assigned | | | | | | | |
| 79 | Range 79 Monthly Salary | 5,524.00 | 5,798.00 | 6,087.00 | 6,392.00 | 6,713.00 | 7,048.00 | 79 |
| | Range 79 Annual Salary | 66,288.00 | 69,576.00 | 73,044.00 | 76,704.00 | 80,556.00 | 84,576.00 | |
| | No Job Classification Assigned | | | | | | | |
| 80 | Range 80 Monthly Salary | 5,577.00 | 5,855.00 | 6,149.00 | 6,457.00 | 6,779.00 | 7,117.00 | 80 |
| | Range 80 Annual Salary | 66,924.00 | 70,260.00 | 73,788.00 | 77,484.00 | 81,348.00 | 85,404.00 | |
| | No Job Classification Assigned | | | | | | | |
| 81 | Range 81 Monthly Salary | 5,635.00 | 5,915.00 | 6,212.00 | 6,521.00 | 6,846.00 | 7,188.00 | 81 |
| | Range 81 Annual Salary | 67,620.00 | 70,980.00 | 74,544.00 | 78,252.00 | 82,152.00 | 86,256.00 | |
| | No Job Classification Assigned | | | | | | | |
| 82 | Range 82 Monthly Salary | 5,689.00 | 5,974.00 | 6,272.00 | 6,586.00 | 6,915.00 | 7,263.00 | 82 |
| | Range 82 Annual Salary | 68,268.00 | 71,688.00 | 75,264.00 | 79,032.00 | 82,980.00 | 87,156.00 | |
| | No Job Classification Assigned | | | | | | | |
| 83 | Range 83 Monthly Salary | 5,746.00 | 6,034.00 | 6,335.00 | 6,653.00 | 6,985.00 | 7,332.00 | 83 |
| | Range 83 Annual Salary | 68,952.00 | 72,408.00 | 76,020.00 | 79,836.00 | 83,820.00 | 87,984.00 | |
| | No Job Classification Assigned | | | | | | | |
| 84 | Range 84 Monthly Salary | 5,805.00 | 6,094.00 | 6,398.00 | 6,719.00 | 7,055.00 | 7,408.00 | 84 |
| | Range 84 Annual Salary | 69,660.00 | 73,128.00 | 76,776.00 | 80,628.00 | 84,660.00 | 88,896.00 | |
| | No Job Classification Assigned | | | | | | | |
| 85 | Range 85 Monthly Salary | 5,864.00 | 6,155.00 | 6,461.00 | 6,784.00 | 7,126.00 | 7,481.00 | 85 |
| | Range 85 Annual Salary | 70,368.00 | 73,860.00 | 77,532.00 | 81,408.00 | 85,512.00 | 89,772.00 | |
| | Executive Assistant II | | | | | | | |
| 86 | Range 86 Monthly Salary | 5,921.00 | 6,218.00 | 6,527.00 | 6,855.00 | 7,196.00 | 7,558.00 | 86 |
| | Range 86 Annual Salary | 71,052.00 | 74,616.00 | 78,324.00 | 82,260.00 | 86,352.00 | 90,696.00 | |

| Range | Title | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Range |
|---|---|---|---|---|---|---|---|---|
| | No Job Classification Assigned | | | | | | | |
| 87 | **Range 87 Monthly Salary** | **5,979.00** | **6,279.00** | **6,593.00** | **6,923.00** | **7,269.00** | **7,632.00** | **87** |
| | **Range 87 Annual Salary** | **71,748.00** | **75,348.00** | **79,116.00** | **83,076.00** | **87,228.00** | **91,584.00** | |
| | No Job Classification Assigned | | | | | | | |
| 88 | **Range 88 Monthly Salary** | **6,040.00** | **6,340.00** | **6,657.00** | **6,990.00** | **7,342.00** | **7,708.00** | **88** |
| | **Range 88 Annual Salary** | **72,480.00** | **76,080.00** | **79,884.00** | **83,880.00** | **88,104.00** | **92,496.00** | |
| | No Job Classification Assigned | | | | | | | |
| 89 | **Range 89 Monthly Salary** | **6,100.00** | **6,403.00** | **6,726.00** | **7,060.00** | **7,414.00** | **7,785.00** | **89** |
| | **Range 89 Annual Salary** | **73,200.00** | **76,836.00** | **80,712.00** | **84,720.00** | **88,968.00** | **93,420.00** | |
| | No Job Classification Assigned | | | | | | | |
| 90 | **Range 90 Monthly Salary** | **6,162.00** | **6,467.00** | **6,791.00** | **7,134.00** | **7,488.00** | **7,861.00** | **90** |
| | **Range 90 Annual Salary** | **73,944.00** | **77,604.00** | **81,492.00** | **85,608.00** | **89,856.00** | **94,332.00** | |
| | No Job Classification Assigned | | | | | | | |
| 91 | **Range 91 Monthly Salary** | **6,224.00** | **6,533.00** | **6,861.00** | **7,204.00** | **7,563.00** | **7,942.00** | **91** |
| | **Range 91 Annual Salary** | **74,688.00** | **78,396.00** | **82,332.00** | **86,448.00** | **90,756.00** | **95,304.00** | |
| | No Job Classification Assigned | | | | | | | |
| 92 | **Range 92 Monthly Salary** | **6,285.00** | **6,599.00** | **6,929.00** | **7,274.00** | **7,640.00** | **8,022.00** | **92** |
| | **Range 92 Annual Salary** | **75,420.00** | **79,188.00** | **83,148.00** | **87,288.00** | **91,680.00** | **96,264.00** | |
| | No Job Classification Assigned | | | | | | | |
| 93 | **Range 93 Monthly Salary** | **6,347.00** | **6,663.00** | **6,997.00** | **7,349.00** | **7,713.00** | **8,102.00** | **93** |
| | **Range 93 Annual Salary** | **76,164.00** | **79,956.00** | **83,964.00** | **88,188.00** | **92,556.00** | **97,224.00** | |
| | No Job Classification Assigned | | | | | | | |
| 94 | **Range 94 Monthly Salary** | **6,411.00** | **6,732.00** | **7,066.00** | **7,420.00** | **7,793.00** | **8,180.00** | **94** |
| | **Range 94 Annual Salary** | **76,932.00** | **80,784.00** | **84,792.00** | **89,040.00** | **93,516.00** | **98,160.00** | |
| | No Job Classification Assigned | | | | | | | |
| 95 | **Range 95 Monthly Salary** | **6,475.00** | **6,799.00** | **7,139.00** | **7,496.00** | **7,872.00** | **8,264.00** | **95** |
| | **Range 95 Annual Salary** | **77,700.00** | **81,588.00** | **85,668.00** | **89,952.00** | **94,464.00** | **99,168.00** | |
| | No Job Classification Assigned | | | | | | | |
| 96 | **Range 96 Monthly Salary** | **6,539.00** | **6,866.00** | **7,209.00** | **7,569.00** | **7,948.00** | **8,346.00** | **96** |
| | **Range 96 Annual Salary** | **78,468.00** | **82,392.00** | **86,508.00** | **90,828.00** | **95,376.00** | **100,152.00** | |
| | No Job Classification Assigned | | | | | | | |
| 97 | **Range 97 Monthly Salary** | **6,605.00** | **6,934.00** | **7,281.00** | **7,647.00** | **8,030.00** | **8,431.00** | **97** |
| | **Range 97 Annual Salary** | **79,260.00** | **83,208.00** | **87,372.00** | **91,764.00** | **96,360.00** | **101,172.00** | |
| | Human Resources Analyst<br>Human Resources Analyst - Position Management | | | | | | | |
| 98 | **Range 98 Monthly Salary** | **6,670.00** | **7,003.00** | **7,355.00** | **7,723.00** | **8,109.00** | **8,513.00** | **98** |
| | **Range 98 Annual Salary** | **80,040.00** | **84,036.00** | **88,260.00** | **92,676.00** | **97,308.00** | **102,156.00** | |
| | No Job Classification Assigned | | | | | | | |
| 99 | **Range 99 Monthly Salary** | **6,738.00** | **7,075.00** | **7,428.00** | **7,800.00** | **8,191.00** | **8,599.00** | **99** |
| | **Range 99 Annual Salary** | **80,856.00** | **84,900.00** | **89,136.00** | **93,600.00** | **98,292.00** | **103,188.00** | |
| | No Job Classification Assigned | | | | | | | |
| 100 | **Range 100 Monthly Salary** | **6,805.00** | **7,146.00** | **7,502.00** | **7,879.00** | **8,271.00** | **8,686.00** | **100** |
| | **Range 100 Annual Salary** | **81,660.00** | **85,752.00** | **90,024.00** | **94,548.00** | **99,252.00** | **104,232.00** | |

| Range | Title | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Range |
|---|---|---|---|---|---|---|---|---|
| | No Job Classification Assigned | | | | | | | |
| 101 | **Range 101 Monthly Salary** | **6,873.00** | **7,217.00** | **7,579.00** | **7,958.00** | **8,355.00** | **8,773.00** | 101 |
| | **Range 101 Annual Salary** | **82,476.00** | **86,604.00** | **90,948.00** | **95,496.00** | **100,260.00** | **105,276.00** | |
| | No Job Classification Assigned | | | | | | | |
| 102 | **Range 102 Monthly Salary** | **6,944.00** | **7,289.00** | **7,652.00** | **8,036.00** | **8,438.00** | **8,861.00** | 102 |
| | **Range 102 Annual Salary** | **83,328.00** | **87,468.00** | **91,824.00** | **96,432.00** | **101,256.00** | **106,332.00** | |
| | No Job Classification Assigned | | | | | | | |
| 103 | **Range 103 Monthly Salary** | **7,010.00** | **7,363.00** | **7,730.00** | **8,115.00** | **8,522.00** | **8,957.00** | 103 |
| | **Range 103 Annual Salary** | **84,120.00** | **88,356.00** | **92,760.00** | **97,380.00** | **102,264.00** | **107,484.00** | |
| | No Job Classification Assigned | | | | | | | |
| 104 | **Range 104 Monthly Salary** | **7,082.00** | **7,436.00** | **7,808.00** | **8,198.00** | **8,606.00** | **9,037.00** | 104 |
| | **Range 104 Annual Salary** | **84,984.00** | **89,232.00** | **93,696.00** | **98,376.00** | **103,272.00** | **108,444.00** | |
| | Executive Assistant to the President and Board of Trustees | | | | | | | |

**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)

**Board Approved November 9, 2016**

Updated 5.10.17

f:Salary Schedules/Confidentialt/2016-17