

LOS RIOS COMMUNITY COLLEGE DISTRICT

BOARD MEETING AGENDA

Wednesday, May 10, 2023

5:30pm

Meeting Location:

Los Rios Community College District
Board Room
1919 Spanos Court
Sacramento, CA 95825

Masks are strongly recommended for all students, employees, and visitors in any indoor space at Los Rios Community College District, regardless of vaccination status.

| | |
|-------------------------|-----------------|
| 1. CALL TO ORDER | Board President |
|-------------------------|-----------------|

2. ORAL COMMUNICATIONS

The public may comment on any items within the Board's jurisdiction, even if the items are not on the agenda only during this portion of the meeting. However, the law prohibits action by the Board on non-agenda items. Speakers are limited to up to three minutes. If you wish to speak to a particular item on the current board agenda, your comments will be taken up at the time the Board takes up that item.

Members of the public have two options to offer public comment:

1. *Email your full name and the matter you wish to speak about to board@losrios.edu by 3:00pm on the day of the meeting, and you will be called on by the Board President during this portion of the meeting.*
2. *Submit a yellow "Speaker's Card" to the Clerk of the Board before the meeting is called to order.*

3. CONSENT CONSIDERATIONS

A member of the Board may request that an item be removed for further discussion and separate action.

| | |
|--|-----------------|
| A. Board Meeting Minutes: April 12, 2023 (page 3) | Brian King |
| B. Curriculum Proposals: ARC/CRC/FLC/SCC (page 13) | Jamey Nye |
| C. District Quarterly Financial Status Report (311Q) (page 21) | Mario Rodriguez |
| D. Los Rios Colleges Foundation – Quarterly Investment Report (page 25) | Mario Rodriguez |
| E. Special Event Authorization (page 28) | Jake Knapp |
| F. Disposition of Surplus Equipment (page 29) | Mario Rodriguez |
| G. Ratify: Affiliation and Other Agreements (page 30) | Mario Rodriguez |
| H. Ratify: Bid Transactions (page 31) | Mario Rodriguez |
| I. Ratify: Grants and Contracts Awarded (page 33) | Brian King |
| J. Purchase Orders, Warrants, Checks and Electronic Transfers (page 35) | Mario Rodriguez |
| K. Resolution No. 2023-07: Approval of Salary Schedules for Fiscal Years 2016-17 through 2021-22 to Comply with CalPERS Requirements (page 37) | Mario Rodriguez |
| L. Human Resources Transactions (page 160) | Mario Rodriguez |

4. FIRST READING

| | |
|---|-----------------|
| A. Board Policy Amendments: P-8912 Campus Police and Safety Services (page 175) | Jake Knapp |
| B. Five Year Capital Outlay Plan (page 183) | Mario Rodriguez |

5. ACTION

| | |
|--|-----------------|
| A. Resolution No. 2023-08: Recognizing Classified Employees (page 185) | Brian King |
| B. American River College President Employment Agreement (page 187) | Mario Rodriguez |

6 INFORMATION

| | |
|--|-----------|
| A. Strategic Enrollment Management Update (page 188) | Jamey Nye |
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7. BOARD MEMBER REPORTS

8. FUTURE AGENDA ITEMS

- 9. REPORTS and COMMENTS**
- Student Association
 - Classified Senate
 - Academic Senate
 - Other Recognized Constituencies
 - Chancellor’s Report

10. CLOSED SESSION
Closed session may be held as authorized by law for matters including, but not limited to collective bargaining (Rodda Act), Education Code provisions, pending litigation, etc. Closed Session is not open to the public.

- A. Conference with Legal Counsel – Existing Litigation (Government Code Section 54956.9(d)(1)). Name of Case - WCAB #ADJ9610773, ADJ9980207
- B. Pursuant to Government Code section 54957: Public Employee Discipline/Dismissal/Release (1 employee)

11. OPEN SESSION: REPORT OF ANY ACTION TAKEN IN CLOSED SESSION, IF NECESSARY

12. ADJOURNMENT

| LOS RIOS BOARD OF TRUSTEES | | | |
|--|---|---|--|
| John Knight President ▪ Area 3 | Pamela Haynes Vice President ▪ Area 5 | Dustin Johnson ▪ Area 1 Robert Jones ▪ Area 2 Kelly Wilkerson ▪ Area 4 | Deborah Ortiz ▪ Area 6 Tami Nelson ▪ Area 7 Trajan Robinson ▪ Student Trustee |
| Regular Board Meetings are generally held every second Wednesday of the month at 5:30 pm ▪ <i>Note:</i> Meeting times and locations are subject to change. For current information, call the District Office at (916) 568-3039. Next Regular Board Meeting: June 14, 2023 | | | |
| Public records provided to the Board for the items listed on the open session portion of this agenda will be posted on the District’s website: www.losrios.edu as soon as they are available. | | | |
| Help Us Help You | | | |
| Los Rios Community College District strives to make reasonable accommodations in all of its programs, services and activities for all qualified individuals with disabilities. Notification (568-3039) 48 hours in advance will enable the District to make arrangements to ensure meeting accessibility. The District will swiftly resolve those requests consistent with the ADA and resolving any doubt in favor of accessibility. | | | |
| Los Rios Community College District Indigenous Land Acknowledgment Statement | | | |
| In the spirit of community and social justice, we acknowledge the land on which our four colleges reside as the traditional homelands of the Nisenan, Maidu, and Miwok tribal nations. These sovereign people have been the caretakers of the health of the rivers, the wildlife, the plant life, and the overall eco-social balance in the greater Sacramento region since time immemorial. | | | |
| Despite centuries of genocide and occupation, the Nisenan, Maidu, and Miwok continue as vibrant and resilient tribes and bands, both Federally recognized and unrecognized. Tribal citizens of these nations continue to be an active and important part of our Los Rios college community. We take this opportunity to acknowledge the land and our responsibility to the original peoples, the present-day Nisenan, Maidu, and Miwok tribal nations. | | | |

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: May 10, 2023

| | | | |
|------------------------------------|--|------------------------------|---|
| SUBJECT: | Board Meeting Minutes: April 12, 2023 | ATTACHMENT: Yes | |
| | | ENCLOSURE: None | |
| AGENDA ITEM: | Consent Item A | TYPE OF BOARD CONSIDERATION: | |
| RECOMMENDED BY: | Brian King, Chancellor <i>Brian King</i> | CONSENT/ROUTINE | X |
| | | FIRST READING | |
| APPROVED FOR CONSIDERATION: | Brian King, Chancellor <i>Brian King</i> | ACTION | |
| | | INFORMATION | |

STATUS:

The minutes of the Board of Trustees meetings held on April 12, 2023 are attached for the Board’s review and consideration.

RECOMMENDATION:

It is recommended that the Board of Trustees approve the minutes of the meeting held on April 12, 2023.

LOS RIOS COMMUNITY COLLEGE DISTRICT
Board Meeting Minutes
Wednesday, April 12, 2023

1. CALL TO ORDER

The board meeting was called to order by President Knight at 5:30 p.m., in the Board Room at Los Rios Community College District, 1919 Spanos Court, Sacramento, California.

Present:

Mr. John Knight, President
Ms. Pam Haynes, Vice President
Mr. Dustin Johnson
Mr. Robert Jones
Ms. Deborah Ortiz
Ms. Kelly Wilkerson
Ms. Tami Nelson

Trajan Robinson, Student Trustee

Dr. Brian King, Chancellor

2. ORAL COMMUNICATIONS

There were no oral communications.

3. CONSENT CONSIDERATIONS

A motion was made by Trustee Haynes, seconded by Trustee Wilkerson, that the Board of Trustees approve Consent Consideration items A through K.

Roll Call Vote:

Aye: Haynes, Johnson, Jones, Knight, Nelson, Ortiz, Wilkerson

No: None

Student Advisory Vote: Aye

Motion carried; 7:0

A. *Board Meeting Minutes: March 8, 2023*

That the Board of Trustees approve the minutes of the board meeting held on March 8, 2023.

B. *Curriculum Proposals: American River, Cosumnes River, Folsom Lake, College and Sacramento City College*

That the Board of Trustees approve the curriculum proposals for American River, Cosumnes

River, Folsom Lake College and Sacramento City College.

C. Special Event Authorization

That the Board of Trustees approve or ratify the applications listed in this board agenda item.

College Events

| Date of Event | College | Location | Name of Event | Alcohol |
|---------------|---------|---------------|----------------------|-------------|
| June 3, 2023 | FLC | Harris Center | Folsom Lake Symphony | Wine & Beer |

D. Disposition of Stale District Records

That the Board of Trustees approve the destruction of the documents referenced in the April board agenda packet.

E. Disposition of Surplus Equipment

That the Board of Trustees approve the disposal of the listed items per Education Code section 81452.

F. Ratify: Affiliation and Other Agreements

That the Board of Trustees ratify and/or approve the agreements identified in this board agenda item.

ALLIED HEALTH AGREEMENTS FOR CLINICAL PLACEMENTS/ INTERNSHIP AGREEMENTS

Listed below are Allied Health Agreements for clinical placements and Internships for Los Rios students. Pursuant to the agreements, the District is obligated to cooperate and provide educational services. The agreements do not require payment or receipt of funds.

| Agency | Clinical Program | Campus | Contract Date | Term |
|---|-------------------|--------|---------------|-----------------|
| Alameda Unified School District | SLPA ¹ | ARC | 02/15/2023 | Evergreen |
| VersaCare EMS | EMT ² | FLC | 03/01/2023 | EXP: 03/01/2026 |
| One Community Health | Nursing | SCC | 03/23/2023 | Evergreen |
| Santa Rosa Speech and Language Services | SLPA ¹ | ARC | 03/29/2023 | Evergreen |

¹SLPA: Speech Language Pathology Assistant

²EMT: Emergency Medical Technician

G. Ratify: Bid Transactions

That the Board of Trustees ratify and/or approve the bid transaction as herein listed.

| CHANGE ORDERS | | | | |
|---------------|---------------|---------------|--------|--------------------|
| Bid No | Change Amount | Change Number | Vendor | New Contract Total |

| | | | | |
|-------|--------------|---|--------------------|-----------------|
| 21001 | \$179,228.00 | 5 | John F. Otto, Inc. | \$19,896,082.55 |
|-------|--------------|---|--------------------|-----------------|

| BID AWARDS | | | | | |
|------------|-----------------------|----------------|------------|------------------------|----------------|
| Bid № | Description | № of Responses | Award Date | Successful Vendor | Total Contract |
| 23010 | CRC Fiber Replacement | 4 | 03/13/23 | CalData Communications | \$194,770.00 |

| Contractor Name | Base Bid | Alternate 1 | Total Bid |
|------------------------------------|--------------|-------------|--------------|
| CalData Communications | \$159,474.00 | \$35,296.00 | \$194,770.00 |
| Integrity Data & Fiber, Inc. | \$278,609.00 | \$49,132.00 | \$327,741.00 |
| Alessandro Electric, Inc. | \$364,900.00 | \$23,020.00 | \$387,920.00 |
| Bockmon & Woody Electric Co., Inc. | \$465,314.00 | \$28,288.00 | \$493,602.00 |

H. Ratify: Grants and Contracts Awarded

That the Board of Trustees ratify and/or approve the grant and contract awards listed herein, pursuant to Board Policy 8315.

| Title, Description, Term, Project Administrator | College/ Unit | Amount | Source |
|--|---------------|-------------|--|
| Mathematics, Engineering, Science Achievement (MESA) Program <ul style="list-style-type: none"> Funding will be used to support educationally and economically disadvantaged students majoring in Science, Technology, Engineering, and Mathematics (STEM) fields who seek to transfer to a four-year institution. 01/01/2023-06/30/2027 Administrator: Banafsheh Amini, Dean, Science and Engineering | CRC | \$1,498,099 | California State Legislature |
| Re-Emerging Scholars/Rising Scholars Project <ul style="list-style-type: none"> ARC will use the funding to create a robust re-entry program founded in care for justice-involved students. It will provide transitional support, outreach, academic counseling and tutoring, peer mentoring, financial aid assistance, career counseling, cohort general education course offerings, and a referral system for on and off-campus resources. It will also create a professional learning community through the Center for Teaching and Learning. 01/01/2023 – 07/31/2025 Administrator: Dr. BJ Snowden, Associate Vice President, Equity, Institutional Effectiveness, and Innovation | ARC | \$382,500 | California Community Colleges Chancellors Office |
| UP-LIFT CA – PK-3 Credential Collaboration <ul style="list-style-type: none"> Funding will be used to execute the following deliverables: user-friendly descriptions of model PK-3 Early Childhood Education Specialist Instruction Credential preparation program pathways, standard advising and information material for students, and reflections on the best ways to partner across segments. | ARC | \$3,500 | UP-LIFT CA Consortium |

| | | | |
|---|-----|-----------|--|
| <ul style="list-style-type: none"> 01/05/2023 – 06/30/2023 Administrator: Dr. Nicole Porter, Dean, Humanities | | | |
| <p>UP-LIFT CA – PK-3 Credential Collaboration</p> <ul style="list-style-type: none"> Funding will be used to execute the following deliverables: user-friendly descriptions of model PK-3 Early Childhood Education Specialist Instruction Credential preparation program pathways, standard advising and information material for students, and reflections on the best ways to partner across segments. 01/05/2023-06/30/2023 Administrator: Emilie Mitchell, Dean, Social and Behavioral Sciences | CRC | \$3,500 | UP-LIFT CA Consortium |
| <p>Open World Program Grant</p> <ul style="list-style-type: none"> Funding will be used to coordinate a program of professional meetings, cultural activities, and community events for a delegation from Azerbaijan for Open World program’s “Gender-related Activism” theme from April 7 - 15, 2023, in the Sacramento area. 03/08/2023-05/22/2023 Administrator: Dennis Lee, Dean Behavioral and Social Sciences | SCC | \$10,732 | Congressional Office of International Leadership |
| <p>SacE3 Early Education Teacher Development Grant</p> <ul style="list-style-type: none"> Funding will be used to offer courses for early educators to support their educational needs to meet the requirement for Transitional Kindergarten, State Preschool, the Child Development Permit, and childcare licensing regulations. 12/01/2022-06/30/2025 Administrator: Rose Giordano, Dean, Education and Health Professions | SCC | \$240,000 | California Department of Education |
| <p>California Early Childhood Mentor Program</p> <ul style="list-style-type: none"> Funding will be used to support mentors throughout California in providing leadership and guidance to students entering the Early Childhood Education professions and current childcare director and teachers. 07/01/2022-06/30/2023 Administrator: Emilie Mitchell, Dean, Social and Behavioral Sciences | CRC | \$35,949 | California Department of Social Services |
| <p>California Early Childhood Mentor Program</p> <ul style="list-style-type: none"> Funding will be used to support mentors throughout California in providing leadership and guidance to students entering the Early Childhood Education professions and current childcare director and teachers. 07/01/2022-06/30/2023 Administrator: Rose Giordano, Dean, Education and Health Professions | SCC | \$500 | California Department of Social Services |
| <p>AANAPISI Grant</p> <ul style="list-style-type: none"> Funding will be used to provide grants and related assistance to Asian American, Native American and Pacific Islander-serving institutions to enable them to improve and expand their capacity to serve Asian American, Native American and Pacific Islanders and low-income individuals. 10/01/2022-09/30/2023 Administrator: Dr. Claire Oliveros, Vice President, Institutional Equity, Research and Planning | CRC | \$299,818 | US Department of Education |

I. Purchase Orders, Warrants, Checks and Electronic Transfers

That the Board of Trustees approve the numbered purchase orders, warrants, checks and electronic transfers that are reflected on the schedule below.

| PURCHASE ORDERS | | |
|--|--|------------------|
| General Fund | 0001125544 - 0001126385 B230737-B230749 | \$ 7,681,473.69 |
| Capital Outlay Fund | 0003019333-0003019397 | |
| Child Development Fund | 0006001123-0006001129 | |
| Self-Insurance Fund | - | |
| WARRANTS | | |
| General Fund | 850486-851012 | \$ 5,957,783.65 |
| General Fund-ARC Instructional Related | 012077-012154 | |
| General Fund-CRC Instructional Related | 024387-024398 | |
| General Fund-FLC Instructional Related | 032063-032070 | |
| General Fund-SCC Instructional Related | 049176-049201 | |
| Capital Outlay Fund | 836396-836430 | |
| Student Financial Aid Fund | 901472-901474 | |
| Child Development Fund | 955184-955192 | |
| Self-Insurance Fund | 976755-976755 | |
| ODSFD | - | |
| Payroll Warrants | 539724- 540400 | \$ 8,671,490.55 |
| Payroll Vendor Warrants | 70737-70851 | |
| March Leave Process | 540401-541593 | |
| CHECKS | | |
| Financial Aid Disbursements (PeopleSoft) | - | \$ 3,001,359.85 |
| Clearing Checks | - | \$ - |
| Parking Checks | - | \$ - |
| Student Clubs Agency Fund – ARC | 6534-6552 | \$ 70,201.19 |
| Student Clubs Agency Fund – CRC | 5842-5862 | |
| Student Clubs Agency Fund – FLC | 3145-3156 | |
| Student Clubs Agency Fund – SCC | 4800-4817 | |
| Foundation – ARC | 7509-7511 | \$ 30,552.67 |
| Foundation – CRC | 3178-3180 | |
| Foundation – FLC | 2413-2421 | |
| Foundation – SCC | 6697-6709 | |
| Foundation – DO | 1942-1951 | |
| Associated Students Trust Fund – ARC | - | \$ 6,086.28 |
| Associated Students Trust Fund – CRC | 0970-0971 | |
| Associated Students Trust Fund – FLC | - | |
| Associated Students Trust Fund – SCC | - | |
| Regional Performing Arts Center Fund | - | \$ - |
| ELECTRONIC TRANSFERS | | |
| GENFD Financial Aid | - | \$ 183,210.00 |
| Board of Equalization | - | \$ - |
| PARS Wire | - | \$ 38,117.48 |
| Vendors | - | \$ - |
| Retiree Health Trust | - | \$ - |
| CDTFA | - | \$ - |
| Scholarships | - | \$ - |
| Payroll Direct Deposit Advices | 1207327-1212072 | \$ 14,745,879.62 |
| Other Payroll Transactions | - | \$ 1,832.00 |
| Keenan | - | \$ 97,969.14 |
| CARES Act/HEERF II | - | \$ - |
| Pacific Groservice Wire (CRC) | - | \$ - |
| PICO Wire | - | \$ 6,431.21 |

| | | |
|---------------------|---|--------------|
| CalWORKs | - | \$ - |
| SB85 | - | \$ 231,000 |
| Fidelity Wire | - | \$ 1,674.63 |
| Self-Insurance Fund | - | \$ 70,469.14 |

J. 2023-24 Sabbaticals/Professional Development Leaves

That the Board of Trustees approve the sabbatical/professional development leaves for the 2023-24 year.

K. Human Resources Transactions

That the Board of Trustees approve the human resources transactions listed in the April board agenda packet.

4. ACTION

A. Sacramento City College President Employment Agreement

A motion was made by Trustee Ortiz, seconded by Trustee Haynes, that the Board of Trustees approve the hiring of Dr. Albert Garcia as President of Sacramento City College, including the material terms outlined below:

- A term of April 13, 2023, to June 30, 2024
- A salary of \$263,664.29, including 20-year longevity
- Health and welfare benefits
- Allowance of \$550/month for auto

Roll Call Vote:

Aye: Haynes, Johnson, Jones, Knight, Nelson, Ortiz, Wilkerson

No: None

Student Advisory Vote: Aye

Motion carried; 7:0

B. Contract Award: ARC Natomas Center Phases II & III

A motion was made by Trustee Johnson, seconded by Trustee Ortiz, that the Board of Trustees award the contract for Bid 23017 to John F. Otto for total award of \$48,247,400.

Roll Call Vote:

Aye: Haynes, Johnson, Jones, Knight, Nelson, Ortiz, Wilkerson

No: None

Student Advisory Vote: Aye

Motion carried; 7:0

C. Contract Award: CRC Culinary Arts Remodel

A motion was made by Trustee Haynes, seconded by Trustee Nelson, that the Board of Trustees award the contract for Bid 23002 to F & H Construction for total award of \$5,564,000.00.

Roll Call Vote:

Aye: Haynes, Johnson, Jones, Knight, Nelson, Ortiz, Wilkerson

No: None

Student Advisory Vote: Aye

Motion carried; 7:0

D. 2023 CCCT Board Election

A motion was made by Trustee Ortiz, seconded by Trustee Nelson, that the Board of Trustees approve votes for the eight nominated candidates listed below from the official ballot and authorize staff to submit the votes via eBallot to the Community College League of California.

1. Barry Snell, Santa Monica CCD
2. Suzanne Lee Chan, Oholone CCD
3. Marisa Perez, Cerritos CCD
4. Deana Olivares-Lambert, Chaffey CCD
5. Barbara Dunshealth, North Orange County CCD
6. Jonathan Abboud, Santa Barbara CCD
7. Carmen Ramirez, Merced CCD
8. Andra Hoffman, Los Angeles CCD

Roll Call Vote:

Aye: Haynes, Johnson, Jones, Knight, Nelson, Ortiz, Wilkerson

No: None

Student Advisory Vote: Aye

Motion carried; 7:0

E. Resolution 2023-05: Authorization of Sale, Minimum Terms, and Bid Process Related to Sale of Surplus Property at Myrtle Avenue in Sacramento

A motion was made by Trustee Ortiz, seconded by Trustee Haynes, that the Board of Trustees approve Resolution No. 2023-05 authorizing the sale of the Myrtle Avenue Property and direct the Chancellor, or designee, to conduct a competitive bid process for the sale of the Myrtle Avenue Property.

Roll Call Vote:

Aye: Haynes, Johnson, Jones, Knight, Nelson, Ortiz, Wilkerson

No: None

Student Advisory Vote: Aye

Motion carried; 7:0

F. Resolution 2023-06: Recognition of the 75th Anniversary of Sacramento State University

A motion was made by Trustee Jones, seconded by Trustee Johnson, that the Board of Trustees adopt Resolution No. 2023-06 in recognition of the 75th anniversary of Sacramento State University.

Roll Call Vote:

Aye: Haynes, Johnson, Jones, Knight, Nelson, Ortiz, Wilkerson

No: None

Student Advisory Vote: Aye

Motion carried; 7:0

5. INFORMATION

A. District Sustainability Program Update

Staff provided an update regarding districtwide sustainability efforts in construction and operational programs that support and promote sustainability as a goal throughout the District.

B. Strategic Enrollment Management Update

Members of the Board of Trustees have identified Strategic Enrollment Management (SEM) to maximize college access for all students as a key goal within the Los Rios Community College District. The Board has requested regular updates on SEM data, planning, initiatives, and strategies. The focus of the April presentation was on the college and district enrollment targets, with the goal of restoring access to pre-pandemic levels within five years.

6. BOARD MEMBER REPORTS

Trustee Nelson attended the Elk Grove Unified School District Visual Arts Display at Cosumnes River College where art from the high schools was displayed.

Trustee Haynes requested to have the board meeting adjourned in honor of Kenneth Brown, a Trustee at El Camino College and member of the CCCT Board, who passed away on March 23. She also recognized Chancellor King for the exceptional job he did presenting training sessions at the recent CEO Symposium.

7. FUTURE AGENDA ITEMS

Trustee Haynes requested a future report on Open Educational Resources (OER) and Zero Textbook Cost (ZTC), as well as continued follow up on transfer-readiness, AB705 and AB1705.

8. REPORTS AND COMMENTS

The following constituency representatives presented reports to the Board:

Trajan Robinson, Student Advisory Committee
Alisa Shubb, President, Districtwide Academic Senate
Jason Newman, President, LRCFT

Chancellor's Report:

Chancellor King noted that he will follow up with the Board on the requests regarding collegial consultation.

9. CLOSED SESSION

A. The closed session item was removed from the agenda.

10. ADJOURNMENT

Vice President Haynes adjourned the meeting at 8:46 pm in memory of California Community College Trustee Kenneth Brown.

BRIAN KING



Chancellor and Secretary to the Board of Trustees

Draft minutes presented to the Board of Trustees: May 10, 2023

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: May 10, 2023

| | | | |
|------------------------------------|---|------------------------------|---|
| SUBJECT: | Curriculum Proposals: American River, Cosumnes River, Folsom Lake, and Sacramento City College | ATTACHMENT: Yes | |
| | | ENCLOSURE: None | |
| AGENDA ITEM: | Consent Item B | TYPE OF BOARD CONSIDERATION: | |
| RECOMMENDED BY: |  Jamey Nye, Deputy Chancellor | CONSENT/ROUTINE | X |
| | | FIRST READING | |
| APPROVED FOR CONSIDERATION: |  Brian King, Chancellor | ACTION | |
| | | INFORMATION | |

STATUS:

The District Curriculum Coordinating Committee reviews college proposals for new, modified, or deleted courses and programs; general education guidelines, graduation competencies, grading policies, course placement into disciplines, and discusses and acts on other curriculum related issues. The attached curriculum was approved at the April 28, 2023 meeting.

The District Curriculum Coordinating Committee membership includes the following representatives:
 American River College: Roxanne Morgan (Chair), Rusty Gaudard, Aaron Bradford, Bill Simpson (DCCC Chair), Frank Kobayashi/Kate Jacques (Admin); Cosumnes River College: Lisa Beebe (Chair) Brian Noel, Jorge Baca, Robert Montanez/Michael Lawlor (Admin); Folsom Lake College: Danny Siegfried (Chair), Suha Al Juboori, Carlos Lopez (Admin); Sacramento City College: Renee Medina (Chair), Shannon Gilley, Laurie Perry, Duane Leonard, Robin Ikegami/Deborah Saks (Admin); Shannon Gilley (Articulation), Scott Crosier (DAS), Jamey Nye/Tammy Montgomery (Admin)

RECOMMENDATION:

It is recommended that the Board of Trustees approve the curriculum proposals for American River, Cosumnes River, Folsom Lake, and Sacramento City College.

Los Rios Community College District

Recommendation for Adoption by the Board of Trustees

May 10, 2023

COURSE PROPOSALS

Course Deletions

Folsom Lake College

1. **CISA 321 Intermediate Database Management (1.00 unit)**

Justification: The course content is covered under the BUSTEC designator.

New to District Courses

Cosumnes River College

1. **PHOTO 263 Cell Phone Photography (1.50 units)**

Prerequisite: None.

18.00 hours lecture, 27.00 hours laboratory

This course provides students instruction in photographing with cell phones. Topics include: advanced settings for image capture, exploring apps for post processing, lighting techniques, and posting to social media sites. Students will work with cell phones and accessory equipment. The class includes: lectures, image discussions, exams, and a final project. Students must have their own mobile device (cell phone or tablet) and access to an online app store.

Justification: This course will address the growing use of cell phones in commercial photography. Apps, social media and self-promotion will be incorporated in the class.

2. **SJS 320 Introduction to Disability Studies (3.00 units)**

Prerequisite: None.

Advisory: ENGWR 300

54.00 hours lecture

This course introduces the diverse legal, institutional, ethical, and cultural issues relating to persons with disabilities in historic and modern contexts. Students will be introduced to the definitions and language of disability and the portrayal of disability in current American society,

including an appreciation of the concepts of ableism, oppression, privilege, normalcy, disability culture, and accessibility. This course addresses the longstanding social oppression of the disability community and the intersection of disability with social factors including race, ethnicity, class, gender, and sexual orientation. Activism and resistance movements, as well as ways to initiate social change, are integral to the course. This course is designed for all students, with or without disabilities, and is of interest to students in health care, law and social justice, design and accessibility, education, and social work.

Justification: According to the U.S. Department of Health and Human Services, nearly 20% of the U.S. population, or more than 54 million Americans have a disability. Disabilities are not just medical conditions, but cultural identities with political and legal ramifications. Disability Studies is an interdisciplinary field of study that creates a framework to reimagine and center the experiences of people living with disabilities. Placing Disability Studies within Social Justice Studies recognizes the importance of the disability rights movement and puts activism at the core of the curriculum. Introduction to Disability Studies serves students with disabilities by providing context for their disability and an understanding of the cultural, legal, and political implications of living with disability. All students benefit from Disability Studies as a way to improve their cultural competency, prepare them for a diverse workplace, and teach them how to advocate for those around them.

3. **SWHS 306 Introduction to Counseling Youth in Diverse Settings (3.00 units)**

Prerequisite: SWHS 300 and 302 with grades of "C" or better

54.00 hours lecture

A study of the various ways to engage safely with youth ages 6 -17. Students will learn to support youth with expression of feelings/emotions, adjusting to issues commonly experienced in childhood and adolescence and manage developmentally appropriate feelings and thoughts in these stages of development.

Justification: This 3 unit course fulfills AA degree elective requirements for SWHS majors. This course is required for students seeking experience in Expressive Arts Group Facilitation. This course will allow students to receive specific trainings and offer credentialing/trainings in mandated reporting, suicide assessment, advocacy for special populations, rights of children and youth, including Foster Youth and specialized trainings in group curriculum development and facilitation.

Sacramento City College

1. **COMM 339 Health Communication Competencies: Career-Building Strategies and Skills (3.00 units)**

Prerequisite: None.

Advisory: COMM 341 with a grade of "C" or better

54.00 hours lecture

This course introduces students to the rapidly emerging interdisciplinary field of health communication. Students learn to use theory and research to improve their understanding of health communication and their role in potential health care scenarios. The course covers a broad range of areas: 1) patient-provider relationships; 2) social support and family caregiving; 3) communicating in health organizations; 4) health and wellness promotion; 5) media, public policy, and health care reform; and 6) communication technology and digitized healthcare. Students complete a group project that involves the planning, designing, implementing, and/or evaluating of a health campaign. The course establishes research protocols using APA or MLA source citations in written assignments. Students may engage in dyadic and small group in-class activities to practice effective communication skills in various health-oriented scenarios.

Justification: "Health Communication" has developed over the last 30 years as an important interdisciplinary area of study concerned with the powerful roles performed by human and mediated communication in health care delivery and health promotion. Health Communication is one of the most rapidly growing fields of study within Communication and encompasses the study and effective use of communication strategies to inform and influence individuals, groups, and communities where health and healthcare are concerned. This transfer-level course helps students connect to personal, academic, and/or professional success in health and healthcare industries and/or in making long-term goals to furthering their education beyond SCC. This course will appeal to students with immediate goals of workforce readiness and/or career upskilling (such as allied health workers). This course will also appeal to transfer students who are majoring in Communication and seeking a deeper understanding of Health Communication (as one of the many "concentrations" they could select at the upper division undergraduate, graduate, and post-graduate levels of higher education). There is a similar course at CSU Channel Islands, COMM 441.

2. **FLTEC 313 IFR Flight Planning, Navigation, and Communications (2.00 units)**

Prerequisite: FLTEC 310 and 320 with grades of "C" or better

18.00 hours lecture, 54.00 hours laboratory

Instrument flight planning, navigation, and communications utilizing advanced technology to include the Garmin G1000 display system.

Justification: At present, the aviation program does not offer instrument students any instruction on the use of equipment that is installed in present day aircraft, which includes glass cockpit display/navigation systems. The aviation program also does not provide any practical instruction utilizing flight simulators. This course will fulfill that need.

3. **MATH 301 Quantitative Reasoning - Math Concepts Used in the World Around Us (3.00 units)**

Prerequisite: Intermediate Algebra with a grade of "C" or better, or placement through the assessment process.

54.00 hours lecture

This course makes fundamental concepts and processes more meaningful for non-mathematics majors through a study of several mathematical topics. Scenarios found in technical careers will be used to help students further their understanding of mathematical concepts. Topics include linear functions in two variables, statistical analysis of data and graphs, exponential and logarithmic functions, dimensional analysis, trigonometry based on the right triangle, critical thinking, problem solving, and finance. In various projects in this course, students will have the opportunity to reflect on their personal experiences through interactions with their community.

Justification: This course is a transfer level course designed for majors that have no math requirement. It fulfills general education requirements for our students.

4. **TAFILM 338 Business of Filmmaking (3.00 units)**

Prerequisite: None.

54.00 hours lecture

This course is an introduction to the concepts needed to manage a successful business practice in filmmaking. Students will gain practical experience in budgeting for a film, fundraising, writing a resume for job specific industry work, creating an official business and managing taxes, marketing their work, finding distribution, reviewing and assessing contracts, and submitting to film festivals.

Justification: This course is an introduction to the concepts needed to manage a successful business practice in filmmaking. It was developed in response to student requests to help them better navigate the job market. This course can be taught 100% DE.

PROGRAM PROPOSALS

New Programs

American River College

1. Information Systems Security Management

This certificate provides a structured training program to develop the skills needed for journey-workers in the information security field to become information security managers. It provides academic preparation for advanced information security industry certifications.

Justification: There is a regional shortage of information security professionals. This certificate program will meet the regional need for more advanced cybersecurity programs for managers to prepare for CISSP certification. The demand has been expressed by industry and students from DI communities.

2. Senior Caregiver Specialist

The Geriatric Caregiver Specialist program prepares for employment in a variety of residential and nursing care settings where older adults and people with disabilities live and receive support services. It provides the knowledge and experience necessary to motivate clients to stay active, validate their efforts in everything they do, assist with transfers and ambulation, plan healthy meals and snacks, and make recommendations for safety adaptations in their environment.

Justification: This certificate will list the courses completed in the program and confirm to employers that a candidate has training and knowledge that will reduce their likelihood of inadvertently harming clients physically or psychologically, or be injured themselves when assisting clients with their activities of daily life.

Sacramento City College

1. Communication and Conflict Management

This program prepares students to recognize, understand, address, and manage interpersonal, group, and organizational conflict in professional settings. Curricula focus on developing written and oral communication, creative thinking, interpersonal, group, and organizational effectiveness, and creative problem-solving. Graduates gain skills that enable them to employ communication to engage in interest-based discussions; recognize and balance stakeholders' competing motivations; deploy strategies of successful negotiating, mitigating, and/or managing conflict at work; facilitate and mediate difficult conversations; and understand how socio-cultural competencies contribute to ethical, inclusive, and effective decision-making. These tools may also benefit students' personal development, relationships, careers, and communities.

Justification: This program provides a strong foundation and appropriate experiences for undergraduate students who plan to become engaged in public, nonprofit, and/or private sectors of employment. The program provides students from any major with a way to explore

communication skills that help avert, mitigate, manage, and resolve conflict in professional settings. Graduates gain skills that enable them to employ communication to engage in interest-based discussions; recognize and balance stakeholders' competing motivations; deploy the concepts and strategies of successful negotiating, mitigating, and/or managing conflict at work; facilitate and mediate difficult conversations; and understand how socio-cultural competencies contribute to ethical, inclusive, and effective decision-making. Students also build practical and theoretical foundations of understanding for continuing their studies in Communication. Only courses completed with a grade of "C" or better may be used to satisfy requirements for a certificate. The majority of the courses must be completed at Sacramento City College.

2. Performances Studies

This Certificate program explores performance in all its forms, extending and deepening the understanding of performance as central to the human condition. Students engage performance both as an object of study—something to be documented and analyzed—and as a method of study—something to be experienced and enacted. Students will be exposed to numerous cultural and theoretical perspectives from which to engage current scholarship in the field of Performance Studies. In their coursework and performances, students are required to ask difficult questions, to examine closely and critically, to look for new ways of understanding and performing. This is true whether they are working with literary texts or with real-world events, writing papers or performing, working in traditional venues or using experimental media. Specific courses focus on extemporaneous and memorized public address; the study of literature through solo performance; the ensemble adaptation and staging of poetic, narrative, and nonfictional texts; intercultural performance; cultural studies and performance ethnography; and performance art. Outside the classroom, additional performance opportunities enable students to develop further their performance work and bring it to a wider audience. This Certificate prepares students for further scholarship in Communication, Performance Studies, and Theatre Arts. The program serves both student interest and community needs. This program will serve students from a wide variety of disciplines across campus.

Justification: The program is designed to supplement an undergraduate student's major field of study and will be awarded after the student has completed 10-12 hours of coursework, consisting of two courses in Communication and two courses from Theatre Arts or Music/Voice. This program provides an opportunity for interested students to engage the creation, analysis and production of performance texts. From the adaptation and staging of texts, to the exploration of rituals and festivals, to the study of performance in everyday life, students enter the world of performance and performance theory as an important and emerging field of study. Additionally, the rise of performance of poetry, slam poetry, one-person dramatic showcases as well as visual performance art has led to a newly informed student who seeks to engage their community through performance. SCC's greater proximity to arts institutions, organizations and professional and community theatres provides an advantage in securing internships, performance spaces and external funding opportunities given SCC's location in the heart of the capital city. Professional Opportunities Performance studies majors are performance artists, actors, directors, director's assistants, writers, visual artists, musicians, scholars, set designers, set and lighting technicians, and shop technicians. Outside the classroom, students have the opportunity to participate in a wide range of performance projects, including those sponsored by the Theatre Arts Department and by different student groups on campus. Participation in this program would make the student more employable in his or her field of study. For example, Anthropology majors receiving a certificate from this program can also work in museum theatre programs.

Students may also elect to pursue graduate study in performance studies as well as other disciplines. It can also be expected that many local performance artists in the Sacramento community as well as in the region would be attracted to the courses in the Certificate Program. Performance Studies alumni pursue a wide range of careers. Some graduates employ their critical and creative thinking skills in their careers as teachers, psychologists, lawyers, and urban planners. Students can also pursue successful careers as theater and film artists, as actors, directors, producers.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: May 10, 2023

| | | | |
|------------------------------------|--|------------------------------|---|
| SUBJECT: | District Quarterly Financial Status Report (311Q) | ATTACHMENT: Yes | |
| | | ENCLOSURE: None | |
| AGENDA ITEM: | Consent Item C | TYPE OF BOARD CONSIDERATION: | |
| RECOMMENDED BY: | <i>UMPZ</i> Mario Rodriguez, Executive Vice Chancellor, Finance and Administration | CONSENT/ROUTINE | X |
| | | FIRST READING | |
| APPROVED FOR CONSIDERATION: | <i>Brian King</i> Brian King, Chancellor | ACTION | |
| | | INFORMATION | |

BACKGROUND:

Pursuant to the provisions of AB 2910, Chapter 1486, Statutes of 1986, each quarter districts must report their financial condition on forms prescribed by the California Community Colleges Chancellor’s Office. This prescribed report (form CCFS-311Q) must be submitted to the Chancellor’s Office and to the County Superintendent of Schools within forty-five (45) days following the end of each quarter for the first three quarters. The fourth quarter is reported on the CCFS-311 Annual Financial and Budget Report, which must be submitted by October 10th each year. The Chancellor’s Office staff will then review the prescribed quarterly reports and notify districts if further action is necessary.

STATUS:

In accordance with AB 2910, the Governing Board should review the enclosed prescribed report (CCFS-311Q) at a regularly scheduled meeting and enter the report as part of the minutes of the meeting. As required, the District’s Chief Executive Officer (Chancellor) and Chief Business Officer have certified that the information for the quarter ended March 31, 2023, contained in this report is correct.

RECOMMENDATION:

It is recommended that the Board of Trustees receive the March 31, 2023, Quarterly Financial Status Report (CCFS-311Q) and the related financial statements.

STATEMENT OF APPROPRIATIONS, REVENUE & EXPENDITURES
FOR THE QUARTER ENDED MARCH 31, 2023
UNAUDITED

| | Revised Budget | YTD Activity |
|--|---------------------------|-------------------------|
| BEGINNING FUND BALANCE, JULY 1 | | |
| Uncommitted | \$ 33,549,601 | \$ 33,549,601 |
| Committed | 91,615,728 | 91,615,350 |
| Restricted | 21,385,057 | 21,385,057 |
| TOTAL BEGINNING FUND BALANCE | 146,550,386 | 146,550,008 |
| REVENUE: | | |
| GENERAL PURPOSE | | |
| Total Computational Revenue | 368,043,995 | 261,777,689 |
| Lottery Funds | 6,870,900 | 3,941,442 |
| Apprentice/Other General Purpose/Interfund Transfers | 50,806,074 | 25,615,624 |
| TOTAL GENERAL PURPOSE | 425,720,969 | 291,334,755 |
| SPECIAL PROGRAMS | 299,023,576 | 191,644,400 |
| TOTAL REVENUE AND TRANSFERS IN | 724,744,545 | 482,979,155 |
| TOTAL REVENUE, TRANSFERS AND BEGINNING FUND BALANCE | \$ 871,294,931 | \$ 629,529,163 |
| APPROPRIATIONS/EXPENDITURES: | | |
| Academic Salaries | \$ 191,998,474 | 116,470,467 |
| Classified Salaries | 137,855,162 | 71,932,699 |
| Employee Benefits | 164,842,790 | 73,626,742 |
| Supplies and Materials | 65,364,084 | 8,970,810 |
| Other Operating Expenses and Services | 137,599,557 | 44,452,490 |
| Capital Outlay | 39,958,319 | 3,063,503 |
| Payments to Students | 47,360,083 | 29,042,211 |
| Other Outgo | 50,130,511 | 9,061,102 |
| TOTAL APPROPRIATIONS/EXPENDITURES AND TRANSFERS OUT | 835,108,980 | 356,620,024 |
| ENDING FUND BALANCE | | |
| Uncommitted | 29,471,547 | |
| Committed | 4,749,728 | |
| Restricted | 1,964,676 | |
| TOTAL ENDING FUND BALANCE | 36,185,951 | |
| TOTAL APPROPRIATIONS/EXPENDITURES AND ENDING FUND BALANCE | \$ 871,294,931 | |

**CALIFORNIA COMMUNITY COLLEGES
CHANCELLOR'S OFFICE**

**Quarterly Financial Status Report, CCFS-31 IQ
VIEW QUARTERLY DATA**

CHANGE THE PERIOD ▼

Fiscal Year: 2022-2023

Quarter Ended: (Q3) Mar 31, 2023

District: (230) LOS RIOS

| Line | Description | As of June 30 for the fiscal year specified | | | |
|--|---|---|--------------------|--------------------|--------------------|
| | | Actual 2019-20 | Actual 2020-21 | Actual 2021-22 | Projected 2022-23 |
| I. Unrestricted General Fund Revenue, Expenditure and Fund Balance: | | | | | |
| A. | Revenues: | | | | |
| A.1 | Unrestricted General Fund Revenues (Objects 8100, 8600, 8800) | 362,930,462 | 363,049,162 | 391,298,092 | 416,580,116 |
| A.2 | Other Financing Sources (Object 8900) | 919,202 | 8,477,325 | 5,468,296 | 9,140,853 |
| A.3 | Total Unrestricted Revenue (A.1 + A.2) | 363,849,664 | 371,526,487 | 396,766,388 | 425,720,969 |
| B. | Expenditures: | | | | |
| B.1 | Unrestricted General Fund Expenditures (Objects 1000-6000) | 343,499,008 | 313,846,018 | 341,762,611 | 472,585,066 |
| B.2 | Other Outgo (Objects 7100, 7200, 7300, 7400, 7500, 7600) | 11,090,697 | 15,983,923 | 42,824,050 | 44,079,957 |
| B.3 | Total Unrestricted Expenditures (B.1 + B.2) | 354,589,705 | 329,829,941 | 384,586,661 | 516,665,023 |
| C. | Revenues Over(Under) Expenditures (A.3 - B.3) | 9,259,959 | 41,696,546 | 12,179,727 | -90,944,054 |
| D. | Fund Balance, Beginning | 62,028,719 | 71,288,678 | 112,985,224 | 125,164,951 |
| D.1 | Prior Year Adjustments + (-) | 0 | 0 | 0 | 0 |
| D.2 | Adjusted Fund Balance, Beginning (D + D.1) | 62,028,719 | 71,288,678 | 112,985,224 | 125,164,951 |
| E. | Fund Balance, Ending (C. + D.2) | 71,288,678 | 112,985,224 | 125,164,951 | 34,220,897 |
| F.1 | Percentage of GF Fund Balance to GF Expenditures (E. / B.3) | 20.1% | 34.3% | 32.5% | 6.6% |

II. Annualized Attendance FTES:

| | | Actual 2019-20 | Actual 2020-21 | Actual 2021-22 | Projected 2022-23 |
|-----|---|----------------|----------------|----------------|-------------------|
| G.1 | Annualized FTES (excluding apprentice and non-resident) | 44,316.00 | 42,798.30 | 39,918.98 | 40,384.68 |

III. Total General Fund Cash Balance (Unrestricted and Restricted)

| | Description | As of the specified quarter ended for each fiscal year | | | |
|-----|--------------------------------|--|--------------------|--------------------|--------------------|
| | | 2019-20 | 2020-21 | 2021-22 | 2022-23 |
| H.1 | Cash, excluding borrowed funds | | 132,548,100 | 176,564,282 | 254,826,347 |
| H.2 | Cash, borrowed funds only | | 0 | 0 | 0 |
| H.3 | Total Cash (H.1+ H.2) | 103,325,295 | 132,548,100 | 176,564,282 | 254,826,347 |

IV. Unrestricted General Fund Revenue, Expenditure and Fund Balance:

| Line | Description | Adopted Budget (Col. 1) | Annual Current Budget (Col. 2) | Year-to-Date Actuals (Col. 3) | Percentage (Col. 3/Col. 2) |
|-------------------------|---|-------------------------|--------------------------------|-------------------------------|----------------------------|
| I. Revenues: | | | | | |
| I.1 | Unrestricted General Fund Revenues (Objects 8100, 8600, 8800) | 414,967,067 | 416,580,116 | 290,433,624 | 69.7% |
| I.2 | Other Financing Sources (Object 8900) | 586,943 | 9,140,853 | 901,131 | 9.9% |
| I.3 | Total Unrestricted Revenue (I.1 + I.2) | 415,554,010 | 425,720,969 | 291,334,755 | 68.4% |
| J. Expenditures: | | | | | |
| J.1 | Unrestricted General Fund Expenditures (Objects 1000-6000) | 460,311,052 | 472,585,066 | 250,041,676 | 52.9% |
| J.2 | Other Outgo (Objects 7100, 7200, 7300, 7400, 7500, 7600) | 42,023,481 | 44,079,957 | 7,578,379 | 17.2% |
| J.3 | Total Unrestricted Expenditures (J.1 + J.2) | 502,334,533 | 516,665,023 | 257,620,055 | 49.9% |
| K. | Revenues Over(Under) Expenditures (I.3 - J.3) | -86,780,523 | -90,944,054 | 33,714,700 | |
| L. | Adjusted Fund Balance, Beginning | 125,165,329 | 125,164,951 | 125,164,951 | |
| L.1 | Fund Balance, Ending (C. + L.2) | 38,384,806 | 34,220,897 | 158,879,651 | |
| M | Percentage of GF Fund Balance to GF Expenditures (L.1 / J.3) | 7.6% | 6.6% | | |

V. Has the district settled any employee contracts during this quarter?

NO

VI. Did the district have significant events for the quarter (include incurrence of long-term debt, settlement of audit findings or legal suits, significant differences in budgeted revenues or expenditures, borrowing of funds (TRANS), issuance of COPs, etc.)? **NO**

If yes, list events and their financial ramifications. (Enter explanation below, include additional pages if needed.)

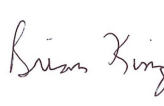
VII. Does the district have significant fiscal problems that must be addressed? **NO**
This year? **NO**
Next year? **NO**

If yes, what are the problems and what actions will be taken? (Enter explanation below, include additional pages if needed.)

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: May 10, 2023

| | | | |
|------------------------------------|---|------------------------------|---|
| SUBJECT: | Los Rios Colleges Foundation – Quarterly Investment Report | ATTACHMENT: Yes | |
| | | ENCLOSURE: None | |
| AGENDA ITEM: | Consent Item D | TYPE OF BOARD CONSIDERATION: | |
| RECOMMENDED BY: | Mario Rodriguez, Executive Vice ^{Chair} Chancellor, Finance and Administration | CONSENT/ROUTINE | X |
| | | FIRST READING | |
| APPROVED FOR CONSIDERATION: |  Brian King, Chancellor | ACTION | |
| | | INFORMATION | |

BACKGROUND:

In 1998, the District and Los Rios Colleges Foundation (Foundation) adopted a Master Agreement whereby the Foundation became an auxiliary organization of the District. All college foundations’ investment activities were combined under the Foundation. Morgan Stanley is the investment consultant for the Foundation.

As an auxiliary organization, the Foundation is not required to operate under GC 53600 investment restrictions. The Foundation Board has a Statement of Rules, Objectives and Guidelines (Statement) to govern the investment of funds, last revised June 2018. The funds should be invested with care, skill, prudence and diligence with the goal of producing returns equal to or exceeding prevailing standards among foundations of similar asset size, as well as for the protection of funds held in perpetual duration. The Statement defines the investment guidelines for specified asset classes for endowed funds as follows: equities, defined as common stock, convertible preferred stock, convertible bonds, and convertible stock, shall represent 25-60% of the total fund assets; fixed-income securities, defined as investments with maturities greater than one year that pay a fixed rate of return, shall represent 17-50% of the total assets; alternative investments, defined as fund-of-fund investments, shall represent up to 20% of the total fund assets; and cash, defined as maturities shorter than one year, shall represent 2-10% of the total fund assets. In addition, the Statement provides guidelines for investing non-endowed funds based upon the purpose of the donation and the horizon of time for the use of funds. The three non-endowed portfolio funds available are cash management, fixed income and balanced funds.

STATUS:

The Foundation Quarterly Investment Report, including realized and unrealized earnings, represents the investment activity for the quarter ended March 31, 2023. The Los Rios Colleges Foundation Finance Committee directs the investments of the Foundation. The return for the quarter ended March 31, 2023 for the endowed portfolio of \$15.5 million was 4.27% compared to 4.54% for the composite benchmark. The return for the quarter ended March 31, 2023 for the total managed portfolio of \$20.7 million was 3.47% compared to 3.70% for the composite benchmark. In accordance with generally accepted accounting principles, investments are restated to market value as of each fiscal year-end.

RECOMMENDATION:

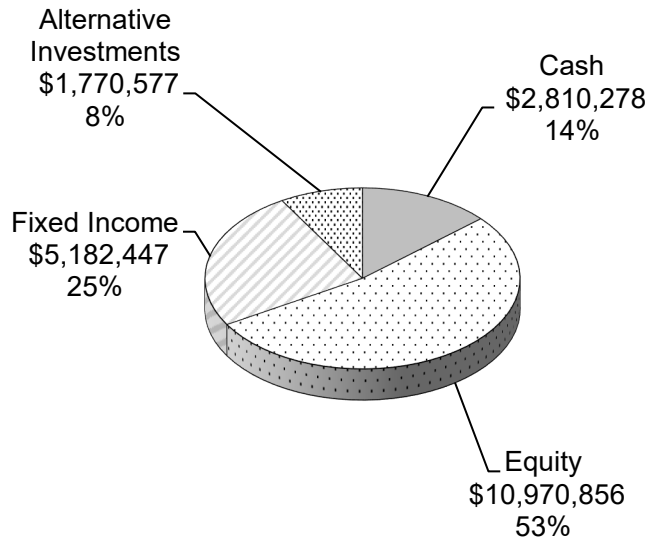
It is recommended that the Board of Trustees receive the Foundation Quarterly Investment Report for the quarter ended March 31, 2023.

Los Rios Colleges Foundation
Account Summary
as of March 31, 2023

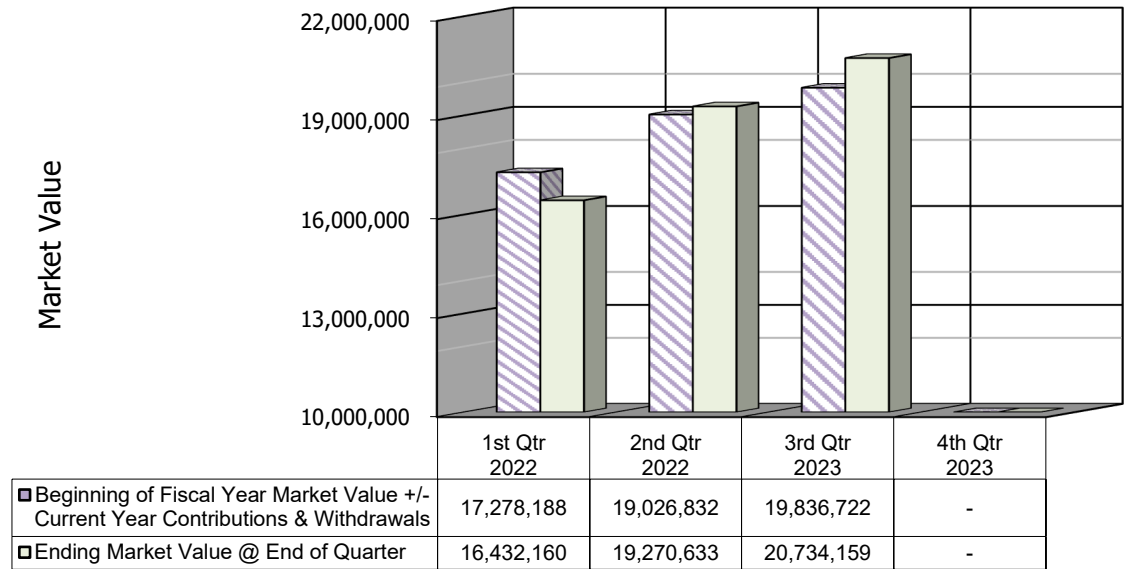
| TOTAL PORTFOLIO | Guidelines | Opening Balance Start of Fiscal Year | Net Deposits/ Withdrawals | Unrealized Gains/(Losses) | Realized Gains/(Losses) | Interest / Dividends | Total YTD Earnings | YTD Fees | Market Value | % of Total Current Market Value |
|--|------------|---|------------------------------|------------------------------|----------------------------|----------------------|--------------------|-----------------|-------------------|--|
| Managed (Endowed): | | | | | | | | | | |
| Cash (Scholarship) | 2-10% | 442,557 | (29,484) | - | - | 250 | 250 | - | 413,323 | 3% |
| Fixed Income | | | | | | | | | | |
| Breckinridge* | | 1,494,238 | 195,000 | 609 | (5,918) | 28,617 | 23,308 | (6,557) | 1,705,989 | 11% |
| CRANX | | 613,222 | 70,000 | (13,238) | - | 11,457 | (1,781) | (2,104) | 679,337 | 4% |
| Total Fixed Income | 17-50% | 2,107,460 | 265,000 | (12,629) | (5,918) | 40,074 | 21,527 | (8,661) | 2,385,326 | 15% |
| Equities | | | | | | | | | | |
| SPDR Portfolio Total Stock Market ETF | | 1,722,957 | (11,791) | (12,155) | 170,605 | 22,497 | 180,947 | (5,768) | 1,886,345 | 12% |
| Schafer Cullen International High Dividend | | 738,572 | 56,987 | 114,890 | (16,233) | 18,499 | 117,156 | (5,548) | 907,167 | 6% |
| iShares Core MSCI EAFE ETF | | 1,375,841 | 400,002 | 263,889 | - | 10,169 | 274,058 | (5,105) | 2,044,796 | 13% |
| DTD - ETF | | 608,372 | 100,000 | 26,715 | - | 13,867 | 40,582 | (2,085) | 746,869 | 5% |
| International Small Cap | | 374,457 | 35,038 | 81,961 | (46,395) | 4,421 | 39,987 | (1,354) | 448,128 | 3% |
| Brandes EM | | 549,042 | (569,466) | 124,678 | (102,354) | 13,297 | 35,621 | (2,483) | 12,714 | 0% |
| Salient MLP | | 2 | (2) | - | - | - | - | - | - | 0% |
| Miller Howard and Income Equity SMA | | 588,144 | 125,000 | 40,955 | (1,824) | 19,364 | 58,495 | (3,588) | 768,051 | 5% |
| China Portfolio | | 315,289 | 54,989 | (43,604) | (272) | 13,103 | (30,773) | (1,021) | 338,484 | 2% |
| Fuller & Thaler | | 333,859 | - | 8,161 | 13,667 | 6,137 | 27,965 | (2,075) | 359,749 | 2% |
| HIBIX | | 1,200,945 | (226,406) | 131,228 | (73,953) | 20,760 | 78,035 | (3,159) | 1,049,415 | 7% |
| WAMCO | | - | 1,805,872 | 10,591 | (3,596) | 24,727 | 31,722 | (4,977) | 1,832,617 | 12% |
| Structured EM | | - | 580,000 | (3,480) | - | 1 | (3,479) | - | 576,521 | 4% |
| Total Equities | 25-60% | 7,807,480 | 2,350,223 | 743,829 | (60,355) | 166,842 | 850,316 | (37,163) | 10,970,856 | 71% |
| Alternative Investments | | | | | | | | | | |
| Liquid Alternatives | | 1,240,858 | 490,332 | (1,925) | (935) | 51,374 | 48,514 | (9,127) | 1,770,577 | 11% |
| Structured Inv't | | 440,616 | (415,755) | 128,139 | (153,000) | - | (24,861) | - | - | 0% |
| Total Alternative Investments | up to 20% | 1,681,474 | 74,577 | 126,214 | (153,935) | 51,374 | 23,653 | (9,127) | 1,770,577 | 11% |
| Total Managed (Endowed) | | 12,038,971 | 2,660,316 | 857,414 | (220,208) | 258,540 | 895,746 | (54,951) | 15,540,082 | 100% |
| Managed (Non-endowed): | | | | | | | | | | |
| Madison Short Duration Fixed Income* | | 2,797,795 | - | (23,336) | (3,454) | 40,187 | 13,397 | (14,071) | 2,797,121 | |
| Total Managed (Endowed & Non-endowed) | | 14,836,766 | 2,660,316 | 834,078 | (223,662) | 298,727 | 909,143 | (69,022) | 18,337,203 | |
| Non-Endowed: | | | | | | | | | | |
| Cash Management - Money Market | | 2,326,138 | 13,271 | - | - | 57,546 | 57,546 | - | 2,396,955 | |
| Total Non-Endowed | | 5,123,933 | 13,271 | (23,336) | (3,454) | 97,733 | 70,943 | (14,071) | 5,194,076 | |
| Cash Clearing Account | | | | | | | | | | |
| Gift Receipt | | - | 231 | (15,295) | 15,063 | 2 | (230) | - | 1 | |
| TOTAL PORTFOLIO | | 17,162,904 | 2,673,818 | 818,783 | (208,599) | 356,275 | 966,459 | (69,022) | 20,734,159 | |

**Los Rios Colleges Foundation
Account Summary
as of March 31, 2023**

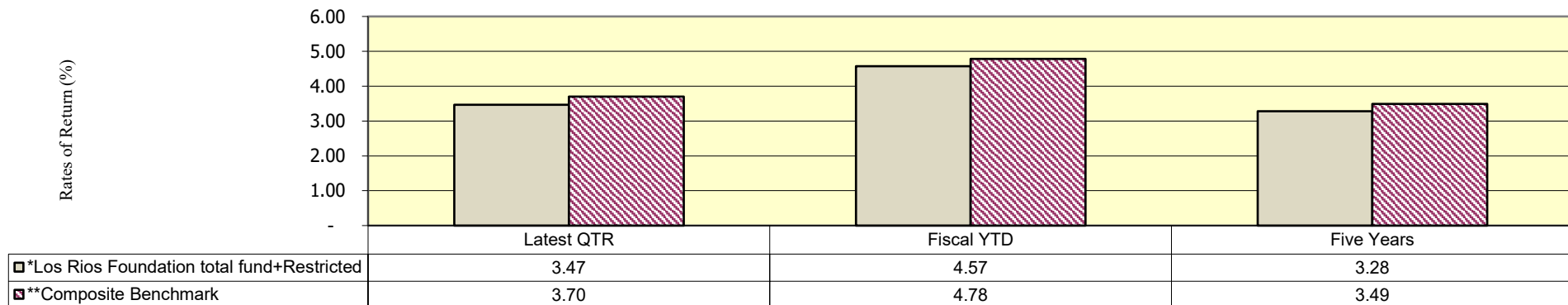
**Asset Allocation as of
March 31, 2023**



Portfolio Change July 2022 through March 2023



Performance Analysis as of March 31, 2023





* The definition of Los Rios Foundation Return is Managed Portfolio Net Time Weighted Returned which is net of fees.

**Provided by Morgan Stanley. Composite benchmark is composed of various market indices selected by Morgan Stanley to approximate the Foundation's asset allocation.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: May 10, 2023

| | | | |
|------------------------------------|---|------------------------------|---|
| SUBJECT: | Special Event Authorization | ATTACHMENT: None | |
| | | ENCLOSURE: None | |
| AGENDA ITEM: | Consent Item E | TYPE OF BOARD CONSIDERATION: | |
| RECOMMENDED BY: |  Jacob Knapp, Chief Counsel | CONSENT/ROUTINE | X |
| | | FIRST READING | |
| APPROVED FOR CONSIDERATION: |  Brian King, Chancellor | ACTION | |
| | | INFORMATION | |

BACKGROUND:

Pursuant to Board Policy 1414, special events are shows, private parties, concerts, theatrical productions, and other events held on a District premises for which the principal attendees are members of the general public or invited guests and not students of the District.

STATUS:

At the below-listed special event(s), event sponsor has submitted an application for permission to serve alcohol.

College Events

| Date of Event | College | Location | Name of Event | Alcohol |
|--------------------|---------|----------------|--------------------------------------|-------------|
| August 26, 2023 | SCC | Hughes Stadium | Sacramento Republic FC Match | Wine & Beer |
| September 30, 2023 | FLC | Falcon Roost | FLC Athletics Hall of Fame Induction | Wine & Beer |

RECOMMENDATION:

It is recommended that the Board of Trustees approve or ratify the applications listed herein.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: May 10, 2023

| | | | |
|------------------------------------|---|------------------------------|---|
| SUBJECT: | Disposition of Surplus Equipment | ATTACHMENT: None | |
| | | ENCLOSURE: None | |
| AGENDA ITEM: | Consent Item F | TYPE OF BOARD CONSIDERATION: | |
| RECOMMENDED BY: | Mario Rodriguez, Executive Vice Chancellor of Finance and Administration <i>MR</i> | CONSENT/ROUTINE | X |
| | | FIRST READING | |
| APPROVED FOR CONSIDERATION: | Brian King, Chancellor <i>Brian King</i> | ACTION | |
| | | INFORMATION | |

BACKGROUND:

The Education Code regulates the procedures by which a Community College District can dispose of real and personal property. Education Code section 81452 provides that the governing board may, by unanimous vote, dispose of items valued at \$5,000 or less by private sale without advertising or selling the items at public auction. The District has held previous auctions, but they have generally cost more than they have netted for the District.

STATUS:

The District has a quantity of surplus materials that needs to be disposed of, such as outdated desks and computers. The District has located a scrap dealer who will take selected surplus items for recycling. Any items remaining will be disposed.

The surplus items to be recycled or disposed of are either irreparable, obsolete, in poor condition or not needed for district/college operations and include the following: 32 Chromebooks; 87 computers; 1 file cabinet; 75 laptops; 3 Macbooks; 51 monitors; 23 oscilloscopes; 10 printers; 2 scanners; 1 shelf and 1 switch.

These items have a value of less than \$5,000.

RECOMMENDATION:

It is recommended that the Board of Trustees approve the disposal of the listed items per Education Code section 81452.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: May 10, 2023

| | | | |
|------------------------------------|---|------------------------------|---|
| SUBJECT: | Ratify: Affiliation and Other Agreements | ATTACHMENT: None | |
| | | ENCLOSURE: None | |
| AGENDA ITEM: | Consent Item G | TYPE OF BOARD CONSIDERATION: | |
| RECOMMENDED BY: | Mario Rodriguez, Executive Vice Chancellor, Finance and Administration <i>MR</i> | CONSENT/ROUTINE | X |
| | | FIRST READING | |
| APPROVED FOR CONSIDERATION: | Brian King, Chancellor <i>Brian King</i> | ACTION | |
| | | INFORMATION | |

BACKGROUND:

Pursuant to Education Code section 81655, and Board Policy 8315, all agreements to which the District is party must be approved by or ratified by the Board of Trustees. Where agreements are not authorized or ratified by other means, this Board item is used to ensure compliance with this obligation.

STATUS:

Pursuant to Board Policy 8315, the agreements listed below are hereby presented for approval/ratification.

ALLIED HEALTH AGREEMENTS FOR CLINICAL PLACEMENTS/ INTERNSHIP AGREEMENTS

Listed below are Allied Health Agreements for clinical placements and Internships for Los Rios students. Pursuant to the agreements, the District is obligated to cooperate and provide educational services. The agreements do not require payment or receipt of funds.

| Agency | Clinical Program | Campus | Contract Date | Term |
|---------------------------------|----------------------|--------|---------------|-----------------|
| California Montessori Project | PTA/OTA ¹ | SCC | 11/01/2022 | Evergreen |
| Sport Rehab and Pilates | PTA/OTA ¹ | SCC | 02/23/2023 | Evergreen |
| Thriving Tots Therapy | PTA/OTA ¹ | SCC | 03/20/2023 | Evergreen |
| Innovative Compounding Pharmacy | Pharm Tech | CRC | 03/29/2023 | Evergreen |
| Gary K. Kanemura, DDS | Dental Asst. | SCC | 03/30/2023 | Evergreen |
| Lodi Pediatrics Dentistry | Dental Asst. | SCC | 03/30/2023 | Evergreen |
| Sherwood Health Care | PTA/OTA ¹ | SCC | 04/10/2023 | EXP: 04/10/2028 |
| Oshetski Orthodontics | Dental Asst. | SCC | 04/25/2023 | Evergreen |
| Hoybjerg Orthodontics | Dental Asst. | SCC | 04/25/2023 | Evergreen |
| The Spot for Smiles | Dental Asst. | SCC | 04/25/2023 | Evergreen |

¹PTA/OTA: Physical Therapy Assistant/Occupational Therapy Assistant

RECOMMENDATION:

It is recommended that the Board of Trustees ratify and/or approve the agreements identified in this Board Agenda item.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: May 10, 2023

| | | | |
|------------------------------------|---|------------------------------|---|
| SUBJECT: | Ratify: Bid Transactions | ATTACHMENT: None | |
| | | ENCLOSURE: None | |
| AGENDA ITEM: | Consent Item H | TYPE OF BOARD CONSIDERATION: | |
| RECOMMENDED BY: | <i>UPZ</i> Mario Rodriguez, Executive Vice Chancellor, Finance and Administration | CONSENT/ROUTINE | X |
| | | FIRST READING | |
| APPROVED FOR CONSIDERATION: | <i>Brian King</i> Brian King, Chancellor | ACTION | |
| | | INFORMATION | |

BACKGROUND:

Pursuant to Board Policy 8315 the bid transactions herein listed are presented for approval and/or ratification.

| CHANGE ORDERS | | | | |
|---------------|---------------|---------------|--------------------|--------------------|
| Bid No | Change Amount | Change Number | Vendor | New Contract Total |
| 23003 | \$110,646.15 | 1 | John F. Otto, Inc. | \$65,064,146.15 |
| 22015 | \$182,661.00 | 3 | John F. Otto, Inc. | \$59,903,333.99 |

| BID AWARDS | | | | | |
|------------|---------------------------------|-----------------|------------|-------------------|----------------|
| Bid No | Description | No of Responses | Award Date | Successful Vendor | Total Contract |
| 23011 | ARC Athletics Parkway Streaming | 1 | 04/06/23 | Mears Group, Inc. | \$308,000.00 |

| Contractor Name | Base Bid | Total Bid |
|--|--------------|--------------|
| Shane Brown Electric ³ | \$230,750.00 | \$230,750.00 |
| Diversified Power Corporation ⁵ | \$265,000.00 | \$265,000.00 |
| Cabar Electric, Inc. ⁴ | \$293,898.00 | \$293,898.00 |
| Mears Group, Inc. | \$308,000.00 | \$308,000.00 |

³ Nonresponsive: documents are scanned therefore, signatures cannot be verified.

⁴ Nonresponsive: no e-bond submitted with bid or original bid bond received before bid opening.

⁵ Nonresponsive: incomplete documents

| Bid No | Description | No of Responses | Award Date | Successful Vendor | Total Contract |
|--------|------------------------|-----------------|------------|--|----------------|
| 23019 | FLC Gymnasium Upgrades | 1 | 04/10/23 | Swierstok Enterprise Inc. dba Pro Builders | \$348,000.00 |

| Contractor Name | Base Bid | Total Bid |
|---|-----------------|------------------|
| Swierstok Enterprise Inc., dba Pro Builders | \$348,000.00 | \$348,000.00 |



RECOMMENDATION:

It is recommended that the Board of Trustees ratify and/or approve the bid transaction as herein listed.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: May 10, 2023

| | | | |
|------------------------------------|---|------------------------------|---|
| SUBJECT: | Ratify: Grants and Contracts Awarded | ATTACHMENT: None | |
| | | ENCLOSURE: None | |
| AGENDA ITEM: | Consent Item I | TYPE OF BOARD CONSIDERATION: | |
| RECOMMENDED BY: |  Brian King, Chancellor | CONSENT/ROUTINE | X |
| | | FIRST READING | |
| APPROVED FOR CONSIDERATION: |  Brian King, Chancellor | ACTION | |
| | | INFORMATION | |

BACKGROUND:

Pursuant to Board Policy 8315, executed agreements for the following grant and/or contract awards are hereby presented for approval and/or ratification.

| Title, Description, Term, Project Administrator | College /Unit | Amount | Source |
|--|---------------|-----------|--|
| Zero Textbook Cost Degree Grant Program <ul style="list-style-type: none"> Funding will support the development and implementation of ZTC degree programs at all four Los Rios colleges. 01/01/2023-06/30/2027 Administrator: Tammy Montgomery, Interim Associate Vice Chancellor, Instruction | EW | \$720,000 | California Community Colleges Chancellors Office |
| Rising Scholars Network Project <ul style="list-style-type: none"> Funding will be used to serve Rising Scholars students, formerly incarcerated students on campus, county jails, in youth juvenile detention centers, and/or other local correctional institutions. 07/01/2022 – 07/31/2025 Administrator: Mariko Peshon McGarry, Dean of Instruction, El Dorado Center and Prison and Reentry Education Program | FLC | \$516,000 | California Community Colleges Chancellors Office |
| Regional Equity & Recovery Partnerships <ul style="list-style-type: none"> Funding will be used to establish a Regional Equity and Recovery Partnership with SETA and other local partners. The partnership will connect workers most impacted by the COVID-19 pandemic to high-quality jobs in target and growth industry sectors. 01/23/2023 – 09/30/2025 Administrator: Robin Ikegami, Interim Vice President, Instruction | SCC | \$149,231 | California Community Colleges Chancellors Office |
| Regional Equity & Recovery Partnerships <ul style="list-style-type: none"> Funding will be used to establish a Regional Equity and Recovery Partnership with SETA and other local partners. The partnership will connect workers most impacted by the COVID-19 pandemic to high-quality jobs in target and growth industry sectors. 01/23/2023-09/30/2025 | CRC | \$471,569 | California Community Colleges Chancellors Office |

| | | | |
|---|--|--|--|
| <ul style="list-style-type: none"> Administrator: Dana Wassmer, Associate Vice President, Administration | | | |
| | | | |



RECOMMENDATION:

It is recommended that the Board of Trustees ratify and/or approve the grant and contract awards listed herein, pursuant to Board Policy 8315.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: May 10, 2023

| | | | |
|------------------------------------|--|------------------------------|---|
| SUBJECT: | Purchase Orders, Warrants, Checks and Electronic Transfers | ATTACHMENT: Yes | |
| | | ENCLOSURE: None | |
| AGENDA ITEM: | Consent Item J | TYPE OF BOARD CONSIDERATION: | |
| RECOMMENDED BY: |  Mario Rodriguez, Executive Vice Chancellor Finance and Administration | CONSENT/ROUTINE | X |
| | | FIRST READING | |
| APPROVED FOR CONSIDERATION: |  Brian King, Chancellor | ACTION | |
| | | INFORMATION | |

BACKGROUND:

A listing of purchase orders, warrants, checks and wires issued during the period of March 16, 2023 through April 15, 2023 is on file in the District Business Services Office for review.

RECOMMENDATION:

It is recommended that the Board of Trustees approve the numbered purchase orders, warrants, checks and electronic transfers that are reflected on the attached schedule.

| PURCHASE ORDERS | | |
|--|--|------------------|
| General Fund | 0001125815 - 0001127057 B230750-B230759 | \$ 11,075,308.08 |
| Capital Outlay Fund | 0003019350-0003019458 | |
| Child Development Fund | 0006001131-0006001147 | |
| Self-Insurance Fund | 0009000501-0009000502 | |
| WARRANTS | | |
| General Fund | 851013-852477 | \$ 26,279,062.30 |
| General Fund-ARC Instructional Related | 012155-012235 | |
| General Fund-CRC Instructional Related | 024399-024421 | |
| General Fund-FLC Instructional Related | 032071-032085 | |
| General Fund-SCC Instructional Related | 049202-049258 | |
| Capital Outlay Fund | 836431-836538 | |
| Student Financial Aid Fund | 901475-901492 | |
| Child Development Fund | 955193-955216 | |
| Self-Insurance Fund | 976756-976761 | |
| ODSFD | - | |
| Payroll Warrants | 541594- 542271 | \$ 8,568,215.10 |
| Payroll Vendor Warrants | 70852-70972 | |
| April Leave Process | 542272-543564 | |
| CHECKS | | |
| Financial Aid Disbursements (PeopleSoft) | - | \$ 19,060,095.34 |
| Clearing Checks | - | \$ - |
| Parking Checks | - | \$ - |
| Student Clubs Agency Fund – ARC | 6553-6568 | \$ 84,179.61 |
| Student Clubs Agency Fund – CRC | 5863-5892 | |
| Student Clubs Agency Fund – FLC | 3157-3163 | |
| Student Clubs Agency Fund – SCC | 4818-4843 | |
| Foundation – ARC | 7512-7521 | \$ 160,902.67 |
| Foundation – CRC | 3181-3181 | |
| Foundation – FLC | 2422-2434 | |
| Foundation – SCC | 6710-6723 | |
| Foundation – DO | 1952-1964 | |
| Associated Students Trust Fund – ARC | 1073-1076 | \$ 14,074.37 |
| Associated Students Trust Fund – CRC | - | |
| Associated Students Trust Fund – FLC | - | |
| Associated Students Trust Fund – SCC | - | |
| Regional Performing Arts Center Fund | - | \$ - |
| ELECTRONIC TRANSFERS | | |
| GENFD Financial Aid | - | \$ 133,559.00 |
| Board of Equalization | - | \$ - |
| PARS Wire | - | \$ - |
| Vendors | - | \$ - |
| Retiree Health Trust | - | \$ - |
| CDTFA | - | \$ - |
| Scholarships | - | \$ - |
| Payroll Direct Deposit Advices | 1212073-1217014 | \$ 14,716,185.33 |
| Other Payroll Transactions | - | \$ 1,832.00 |
| Keenan | - | \$ - |
| CARES Act/HEERF II | - | \$ 21,150.00 |
| Wire- PO1126349 | - | \$ 17,866.98 |
| PICO Wire | - | \$ 6,343.55 |
| International Wire- PO1124488 | - | \$ 4,500.00 |
| SB85 | - | \$ 147,000.00 |
| Fidelity Wire | - | \$ 69,147.81 |
| Self-Insurance Fund | - | \$ 76,776.19 |

| STALE DATED WARRANT | | | | | |
|----------------------------|----------------|---------------|-------------|-------------|----------|
| Payee | Date Requested | Original Date | Original No | Reissued No | Amount |
| Nicolas Marquette | 3/3/2023 | 10/31/2013 | 0094688628 | 0094851326 | \$281.54 |

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: May 10, 2023

| | | | |
|------------------------------------|---|------------------------------|---|
| SUBJECT: | Resolution No. 2023-07: Approval of Salary Schedules for Fiscal Years 2016-17 through 2021-22 to Comply with CalPERS Requirements | ATTACHMENT: Yes | |
| | | ENCLOSURE: None | |
| AGENDA ITEM: | Consent Item K | TYPE OF BOARD CONSIDERATION: | |
| RECOMMENDED BY: | Mario Rodriguez, Executive Vice Chancellor Finance and Administration <i>CalPERS</i> | CONSENT/ROUTINE | X |
| | | FIRST READING | |
| APPROVED FOR CONSIDERATION: | Brian King, Chancellor <i>Brian King</i> | ACTION | |
| | | INFORMATION | |

BACKGROUND:

In August of 2011, CalPERS issued regulations defining a “publicly available pay schedule,” or salary schedule that conforms to several requirements, to substantiate the base salary for retirement benefit calculations. One of those requirements is that the Board approve said salary schedules.

At the same time, CalPERS also issued regulations defining a “labor policy or agreement,” to substantiate special compensation items. A “labor policy or agreement” must meet specific requirements, including the exact conditions of payment for each item of special compensation. Additionally, any document, including a publicly available pay schedule, can be considered a “labor policy or agreement” if it meets the specified requirements.

STATUS:

The District was the subject of two separate CalPERS employer reviews identifying several instances where reported compensation was not in compliance with the Public Employees’ Retirement Law and its underlying regulations. In order to bring the reported compensation into compliance, several changes, described below, have been made to the District’s salary schedules. Specifically, the salary schedules for fiscal years 2016-17 through 2021-22 for the Management group, and salary schedules for fiscal years 2018-19 through 2021-22 for all other groups. The revised salary schedules must be approved by the Board.

Classified Rates on Management Salary Schedules

The regulations provide that salary schedules must identify the title and full-time pay rate for every job classification, the time base (i.e., annual), the effective date, and, if any, the date of any revisions.

The Management salary schedules for the 2019-20 through 2021-22 fiscal years previously approved by the Board on October 2021 follow the foregoing requirements with two exceptions. As a result of a review by CalPERS, a couple of technical changes have been made to the Management salary schedules. Specifically, the daily rate will no longer be displayed on the Management salary schedules and the number of days that make up the manager work year will be included as a footnote.

Special Compensation Clarifications on Salary Schedules

The second CalPERS review concerned off-salary schedule pay (“OSSP”) which the District has reported to CalPERS. CalPERS concluded that the amount reported was in excess of what was permissible. In the course of resolving the audit, it was determined that further clarification was required for both longevity and educational incentives for all employee groups in order to ensure that no adverse impact would result for both employees and retirees as a result of the OSSP determination. CalPERS has confirmed that clarification on the relevant salary schedules is sufficient to resolve the review, provided that any corresponding language in policies and agreements is consistent with the clarifications.

The clarification relates to the application of one-time retroactive salary modifications identified as one-time only improvements on salary schedules and as OSSP by CalPERS. Specifically, Board approval is needed to clarify that the OSSP increases, for all units and all prior years, are intended to be applied retroactively to base salary only. Previously, OSSP was impermissibly calculated by including longevity and educational pay on top of base salary.

To avoid a reduction in reported compensation, CalPERS has agreed that both longevity and educational pay incentives can be increased retroactively by adding the OSSP percentage to base pay. This is referred to as “compounding” by CalPERS. Consequently, language related to longevity and educational pay on the salary schedules for all employee groups will need to be revised to identify how the special compensation items are calculated.

Further, the salary schedules will need to explicitly identify base salary, separate from the one-time continuing improvements. As such, additional steps and ranges have been added to the salary schedules to separate total salary inclusive of the one-time improvements, or OSSP, from base salary.

The foregoing revisions to the salary schedules are necessary to ensure compliance with CalPERS requirements. The revisions will align compensation reported to CalPERS with applicable requirements, thereby avoiding additional corrections and adverse impacts to the pension benefits of retirees and the expected pension benefits of employees near retirement. No additional compensation is being approved in any salary schedule, the sole purpose of the revisions is to clarify the existing compensation structure in a compliant manner.

RECOMMENDATION:

It is recommended that the Board of Trustees adopt and approve the attached revised 2016-17 through 2021-22 salary schedules to comply with CalPERS technical requirements for the Management group only.

It is also recommended that the Board of Trustees approve the attached revised 2018-19 through 2021-22 salary schedules for all employee groups to comply with applicable special compensation requirements for OSSP, educational pay, and longevity pay.

LOS RIOS COMMUNITY COLLEGE DISTRICT

American River ▪ Cosumnes River ▪ Folsom Lake ▪ Sacramento City Colleges

RESOLUTION

No 2023-07

RESOLUTION OF THE BOARD OF TRUSTEES OF THE LOS RIOS COMMUNITY COLLEGE DISTRICT APPROVING THE ADOPTION OF REVISED PUBLICLY AVAILABLE PAY SCHEDULES FOR FISCAL YEARS 2016/17 THROUGH 2021/22 AS REQUIRED FOR CALPERS COMPLIANCE

WHEREAS, the California Public Employees' Retirement System ("CalPERS") performed two employer compliance reviews of the Los Rios Community College District ("District") focusing on salary schedules and off salary schedule payments; and

WHEREAS, CalPERS regulations require that the full-time equivalent base salaries for employees be included on a publicly available pay schedule as defined in California Code of Regulations, Title 2, Section 570.5; and

WHEREAS, California Government Code Section 20636.1 defines full-time salaries for classified school employees based on a work schedule of forty hours per week; and

WHEREAS, CalPERS further requires that the conditions of payment and eligibility criteria for educational incentive, longevity pay, and off-salary-schedule-pay special compensation items must be contained within a labor policy or agreement as defined in California Code of Regulations, Title 2, Section 571; and

WHEREAS, the District currently maintains separate publicly available pay schedules for the Los Rios Classified Employees' Association, Los Rios College Federation of Teachers, Los Rios Supervisors' Association, Service Employees' International Union, the Confidential Administrative & Confidential Classified group, and the Management group; and

WHEREAS, the District wishes to convey the full-time base salaries and salaries inclusive of off-salary-schedule-pay, identified as one-time improvements, as well as the conditions of payment and eligibility criteria for educational incentive, longevity pay, and off-salary-schedule-pay on salary schedules that conform to the requirements of a publicly available pay schedule and labor policy pursuant to state law, in order to meet CalPERS compliance requirements; and

WHEREAS, the salary schedules for classified employees are based upon a full-time annual salary of two-hundred and sixty work days and two-thousand and eighty hours; and

WHEREAS, the salary schedules for all applicable employee groups establish the basis for off-salary-schedule-pay as a flat percentage of base salary up to six percent, and that educational incentive and longevity pay are calculated based on base salary plus off-salary-schedule-pay; and

WHEREAS, although the compensation of the District’s employees has been previously approved by the Board in accordance with District policy, in compliance with applicable public meeting laws, and the total compensation of employees remains unchanged, it has been determined that it is in the District’s best interest to have the revised salary schedules approved by the Board of Trustees to achieve CalPERS compliance, and because it is a necessary step in resolving both CalPERS audits: Now, therefore,

BE IT RESOLVED, that the Board of Trustees of the Los Rios Community College District adopts the salary schedules for each applicable employee group, attached hereto as Exhibit 1 and incorporated herein by this reference, for fiscal years, 2016/2017, 2017/2018, 2018/2019, 2019/2020, 2020/2021, and 2021/2022.

PASSED AND ADOPTED as Los Rios Community College District Resolution No. 2023-07 this tenth day of May 2023, by the following called vote:

| | | |
|-------|--------|---------|
| AYES: | NAYES: | ABSENT: |
|-------|--------|---------|

John Knight,
Board President

Attest:

Brian King
Chancellor and Secretary to the Board

Los Rios Community College District
2016-17 Final Schedule
Management Salary Schedule
Full Time Annual
Includes a one-time-only improvement of 6%
DRAFT

| Title | Range | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | + 10 Yr. Long. Based on Step 5 | + 15 Yr. Long. Based on Step 5 | + 20 Yr. Long. Based on Step 5 | + 20 Yr. Long. & Dr. Based on Step 5 |
|---|-------|---------|---------|---------|---------|---------|---|---|---|--|
| Deputy Chancellor (679) | C | 216,262 | 220,588 | 224,999 | 229,499 | 234,089 | 243,453 | 253,191 | 258,255 | 261,775 |
| Vice Chancellor/ College President (679) | B | 200,362 | 204,370 | 208,457 | 212,626 | 216,879 | 225,554 | 234,576 | 239,267 | 242,787 |
| Assoc. Vice Chancellor/ General Counsel (679) | A | 178,100 | 181,662 | 185,295 | 189,001 | 192,781 | 200,492 | 208,512 | 212,682 | 216,202 |
| Director/Manager I/ Vice President (674) | 1 | 155,236 | 158,340 | 161,507 | 164,737 | 168,032 | 174,753 | 181,744 | 185,378 | 188,898 |
| Director/Manager II/ Assoc. VP (672) | 2 | 145,554 | 148,465 | 151,435 | 154,463 | 157,553 | 163,855 | 170,409 | 173,817 | 177,337 |
| Director/Manager III/ Dean (670) | 3 | 136,477 | 139,206 | 141,990 | 144,830 | 147,727 | 153,636 | 159,781 | 162,977 | 166,497 |
| Director/Manager IV/ Dean III (668) | 4 | 127,965 | 130,525 | 133,135 | 135,798 | 138,514 | 144,054 | 149,816 | 152,813 | 156,333 |
| Director/Manager V (664) | 5 | 111,019 | 113,239 | 115,504 | 117,814 | 120,171 | 124,977 | 129,976 | 132,576 | 136,096 |
| Director/Manager VI (663) | 6 | 104,095 | 106,177 | 108,301 | 110,467 | 112,676 | 117,183 | 121,870 | 124,308 | 127,828 |
| Director/Manager VII (662) | 7 | 95,837 | 97,754 | 99,709 | 101,703 | 103,737 | 107,887 | 112,202 | 114,446 | 117,966 |
| Director/Manager VIII (665) | 8 | 89,860 | 91,657 | 93,491 | 95,360 | 97,268 | 101,158 | 105,205 | 107,309 | 110,829 |
| Director/Manager IX (669) | 9 | 84,256 | 85,941 | 87,660 | 89,413 | 91,201 | 94,850 | 98,643 | 100,616 | 104,136 |
| Director/Manager X (675) | 10 | 79,001 | 80,581 | 82,193 | 83,837 | 85,514 | 88,934 | 92,492 | 94,341 | 97,861 |

Annual Salaries are based on a Manager's work year which will not be less than 260 days comprised of work days, holidays, and vacation.

Educational Stipend: An educational stipend of \$3,520 will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The stipend amount is equivalent to the difference between Step 6 Class IV and Step 6 Class V on the LRCFT Salary Schedule A.

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

An Additional 4% (8.16%) increment will be awarded after 15 years.

An Additional 2% (10.323%) increment will be awarded after 20 years.

The second and third longevity increments will be based on current step placement plus previously earned longevity increments (rate compounded).

Retroactive to July 1, 2016

Board approved/revised: May 10, 2023

Los Rios Community College District

2017-18 Final Schedule

Management Salary Schedule

Full Time Annual

Includes a one-time-only improvement of 4%

DRAFT

| Title | Range | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | + 10 Yr. Long. Based on Step 5 | + 15 Yr. Long. Based on Step 5 | + 20 Yr. Long. Based on Step 5 | + 20 Yr. Long. & Dr. Based on Step 5 |
|---|-------|---------|---------|---------|---------|---------|---|---|---|--|
| Deputy Chancellor (679) | C | 225,083 | 229,584 | 234,176 | 238,859 | 243,637 | 253,382 | 263,517 | 268,788 | 272,311 |
| Vice Chancellor/ College President (679) | B | 208,534 | 212,705 | 216,959 | 221,298 | 225,724 | 234,753 | 244,143 | 249,026 | 252,549 |
| Assoc. Vice Chancellor/ General Counsel (679) | A | 178,234 | 181,799 | 185,435 | 189,144 | 192,927 | 200,644 | 208,669 | 212,843 | 216,366 |
| Director/Manager I/ Vice President (674) | 1 | 155,353 | 158,460 | 161,629 | 164,862 | 168,159 | 174,885 | 181,881 | 185,518 | 189,041 |
| Director/Manager II/ Assoc. VP (672) | 2 | 145,664 | 148,577 | 151,549 | 154,580 | 157,672 | 163,978 | 170,538 | 173,948 | 177,471 |
| Director/Manager III/ Dean (670) | 3 | 136,580 | 139,311 | 142,098 | 144,939 | 147,838 | 153,752 | 159,902 | 163,100 | 166,623 |
| Director/Manager IV/ Dean III (668) | 4 | 128,062 | 130,623 | 133,235 | 135,900 | 138,618 | 144,163 | 149,929 | 152,928 | 156,451 |
| Director/Manager V (664) | 5 | 111,103 | 113,325 | 115,591 | 117,903 | 120,261 | 125,072 | 130,075 | 132,676 | 136,199 |
| Director/Manager VI (663) | 6 | 104,174 | 106,257 | 108,382 | 110,550 | 112,761 | 117,271 | 121,962 | 124,402 | 127,925 |
| Director/Manager VII (662) | 7 | 95,910 | 97,828 | 99,784 | 101,780 | 103,816 | 107,968 | 112,287 | 114,533 | 118,056 |
| Director/Manager VIII (665) | 8 | 89,928 | 91,727 | 93,561 | 95,432 | 97,341 | 101,235 | 105,284 | 107,390 | 110,913 |
| Director/Manager IX (669) | 9 | 84,320 | 86,006 | 87,726 | 89,481 | 91,270 | 94,921 | 98,718 | 100,692 | 104,215 |
| Director/Manager X (675) | 10 | 79,061 | 80,642 | 82,255 | 83,900 | 85,578 | 89,001 | 92,561 | 94,413 | 97,936 |

Annual Salaries are based on a Manager's work year which will not be less than 260 days comprised of work days, holidays, and vacation.

Educational Stipend: An educational stipend of \$3,523 will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The stipend amount is equivalent to the difference between Step 6 Class IV and Step 6 Class V on the LRCFT Salary Schedule A.

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

An Additional 4% (8.16%) increment will be awarded after 15 years.

An Additional 2% (10.323%) increment will be awarded after 20 years.

The second and third longevity increments will be based on current step placement plus previously earned longevity increments (rate compounded).

For 2017/18 Final, the one-time improvement of 4% was not subject to CalPERS reporting.

Retroactive to July 1, 2017

Board approved/revised: May 10, 2023

**Los Rios Community College District
2018-19 Final Schedule
Management Salary Schedule
Full Time Annual**

(a) steps include a one-time only improvement of 6%.

DRAFT

| Title | Range | Step 1* | Step 1(a) | Step 2* | Step 2(a) | Step 3* | Step 3(a) | Step 4* | Step 4(a) | Step 5* | Step 5(a) | +10-Yr-Long- Based-on- Step-5 | +15-Yr-Long- Based-on- Step-5 | +20-Yr-Long- Based-on- Step-5 | +20-Yr-Long- & Dr- Based- on-Step-5 |
|---|-------|---------|-----------|---------|-----------|---------|-----------|---------|-----------|---------|-----------|-------------------------------------|-------------------------------------|-------------------------------------|--|
| Deputy Chancellor (679) | C | 216,426 | 229,411 | 220,754 | 233,999 | 225,169 | 238,679 | 229,672 | 243,453 | 234,266 | 248,322 | 258,255 | 268,585 | 273,967 | 277,548 |
| Vice Chancellor/ College President (679) | B | 200,513 | 212,544 | 204,524 | 216,795 | 208,614 | 221,131 | 212,786 | 225,554 | 217,042 | 230,065 | 239,267 | 248,838 | 253,845 | 257,406 |
| Assoc. Vice Chancellor/ General Counsel (679) | A | 171,379 | 181,662 | 174,807 | 185,295 | 178,303 | 189,001 | 181,869 | 192,781 | 185,506 | 196,637 | 204,502 | 212,682 | 216,936 | 220,527 |
| Director/Manager I/ Vice President (674) | 1 | 149,378 | 158,340 | 152,365 | 161,507 | 155,413 | 164,737 | 158,521 | 168,032 | 161,691 | 171,393 | 178,248 | 185,378 | 189,086 | 192,677 |
| Director/Manager II/ Assoc. VP (672) | 2 | 140,062 | 148,465 | 142,863 | 151,435 | 145,720 | 154,463 | 148,635 | 157,553 | 151,607 | 160,704 | 167,132 | 173,847 | 177,293 | 180,885 |
| Director/Manager III/ Dean (670) | 3 | 131,327 | 139,206 | 133,953 | 141,990 | 136,632 | 144,830 | 139,365 | 147,727 | 142,152 | 150,681 | 156,709 | 162,977 | 166,236 | 169,828 |
| Director/Manager IV/ Dean III (668) | 4 | 123,136 | 130,525 | 125,599 | 133,135 | 128,111 | 135,798 | 130,673 | 138,514 | 133,287 | 141,284 | 146,935 | 152,843 | 155,869 | 159,460 |
| Director/Manager V (664) | 5 | 106,830 | 113,239 | 108,966 | 115,504 | 111,146 | 117,814 | 113,368 | 120,171 | 115,636 | 122,574 | 127,477 | 132,576 | 135,228 | 138,849 |
| Director/Manager VI (663) | 6 | 100,167 | 106,177 | 102,170 | 108,301 | 104,214 | 110,467 | 106,298 | 112,676 | 108,424 | 114,930 | 119,527 | 124,308 | 126,794 | 130,385 |
| Director/Manager VII (662) | 7 | 92,221 | 97,754 | 94,065 | 99,709 | 95,946 | 101,703 | 97,865 | 103,737 | 99,823 | 105,812 | 110,045 | 114,446 | 116,735 | 120,326 |
| Director/Manager VIII (665) | 8 | 86,469 | 91,657 | 88,199 | 93,491 | 89,963 | 95,360 | 91,762 | 97,268 | 93,597 | 99,213 | 103,482 | 107,909 | 109,455 | 113,046 |
| Director/Manager IX (669) | 9 | 81,077 | 85,941 | 82,698 | 87,660 | 84,352 | 89,413 | 86,039 | 91,201 | 87,760 | 93,025 | 96,747 | 100,646 | 102,629 | 106,220 |
| Director/Manager X (675) | 10 | 76,020 | 80,581 | 77,541 | 82,193 | 79,091 | 83,837 | 80,673 | 85,514 | 82,287 | 87,224 | 90,743 | 94,341 | 96,228 | 99,819 |

Annual Salaries are based on a Manager's work year which will not be less than 260 days comprised of work days, holidays, and vacation.

Longevity increments 1, 2, and 3 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increments 2 and 3 are based on current step placement plus any previously earned longevity (rate compounded).

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% ((4.24% with 6% OSSP)) of the appropriate range and step.

An Additional increment of 4% (8.16%) ((8.6496% with 6% OSSP))-increment will be awarded after 15 years.

An Additional increment of 2% (10.323%) ((10.9424% with 6% OSSP))-increment will be awarded after 20 years.

Educational Stipend Incentive: An educational stipend incentive payment of ~~\$3,594~~ will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The Educational Stipend will be an annual amount of \$3,387.82, plus any Off Salary Schedule Pay percentage that is paid to employees in-lieu of a permanent on-schedule increase as follows: Fiscal Year 2018-2019: \$3,591.09 (\$3,387.82 + 6.00% OSSP).

Retroactive to; July 1, 2018

Board approved/ revised: May 10, 2023

LOS RIOS COMMUNITY COLLEGE DISTRICT
2018-19 Final Management Salary Schedule
With-Deferred-Educational incentive payment of \$3,591.09 (\$3,387.82 + 6% OSSP)
(a) steps include a one-time only improvement of 6%

DRAFT

| | Range | Step 1* | Step 1(a) | 1+10 yrs | 1+15 yrs | 1+20 yrs | Step 2* | Step 2(a) | 2+10 yrs | 2+15 yrs | 2+20 yrs | Step 3* | Step 3(a) | 3+10 yrs | 3+15 yrs | 3+20 yrs | Step 4* | Step 4(a) | 4+10 yrs | 4+15 yrs | 4+20 yrs | Step 5* | Step 5(a) | 5+10 yrs | 5+15 yrs | 5+20 yrs |
|----------------|-------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| Annual Monthly | C | 219,813.33 | 233,002.13 | 242,178.57 | 251,722.07 | 256,684.69 | 224,141.84 | 237,590.35 | 246,950.32 | 256,684.69 | 261,748.56 | 228,556.92 | 242,270.34 | 251,817.51 | 261,746.57 | 266,808.68 | 233,000.30 | 247,043.93 | 256,782.04 | 266,808.68 | 272,176.05 | 237,653.75 | 251,912.99 | 261,845.67 | 272,176.06 | 277,547.76 |
| Annual Monthly | B | 203,901.27 | 216,135.35 | 224,637.12 | 233,478.96 | 238,076.72 | 207,911.54 | 220,386.24 | 229,068.06 | 238,076.73 | 242,766.44 | 212,002.01 | 224,722.14 | 233,567.38 | 242,766.43 | 247,549.04 | 216,174.29 | 229,144.76 | 238,166.94 | 247,549.04 | 252,420.12 | 220,430.02 | 233,655.83 | 242,858.42 | 252,420.11 | 257,406.87 |
| Annual Monthly | A | 174,766.97 | 185,253.01 | 192,614.94 | 200,076.63 | 204,006.34 | 178,194.55 | 188,886.25 | 196,298.06 | 204,006.34 | 208,014.65 | 181,690.68 | 192,592.15 | 200,452.19 | 208,014.63 | 212,403.10 | 185,256.74 | 196,372.17 | 204,083.41 | 212,403.10 | 216,273.34 | 188,894.12 | 200,227.79 | 208,093.26 | 216,273.35 | 220,627.00 |
| Annual Monthly | 1 | 152,765.55 | 161,931.50 | 168,265.42 | 174,852.08 | 178,277.30 | 155,753.10 | 165,098.31 | 171,558.60 | 178,277.30 | 181,771.02 | 158,800.41 | 168,328.45 | 174,917.94 | 181,771.01 | 185,334.61 | 161,908.66 | 171,623.20 | 178,344.48 | 185,334.62 | 188,969.49 | 165,079.08 | 174,983.84 | 181,839.55 | 188,969.49 | 192,677.06 |
| Annual Monthly | 2 | 143,449.49 | 152,056.47 | 157,995.09 | 164,171.25 | 167,382.85 | 146,250.72 | 155,025.78 | 161,083.17 | 167,382.85 | 170,658.69 | 149,107.98 | 158,054.47 | 164,233.01 | 170,658.69 | 174,000.04 | 152,022.38 | 161,143.74 | 167,445.85 | 174,000.04 | 177,408.22 | 154,995.07 | 164,294.79 | 170,732.94 | 177,408.21 | 180,884.55 |
| Annual Monthly | 3 | 134,714.44 | 142,797.31 | 148,365.56 | 154,456.64 | 157,167.85 | 137,340.97 | 145,581.43 | 151,261.04 | 157,167.84 | 160,239.38 | 140,020.03 | 148,421.24 | 154,214.45 | 160,239.38 | 163,372.35 | 142,752.67 | 151,317.84 | 157,226.91 | 163,372.34 | 166,567.97 | 145,539.97 | 154,272.38 | 160,299.63 | 166,567.97 | 169,827.51 |
| Annual Monthly | 4 | 126,524.14 | 134,115.60 | 139,336.58 | 144,766.40 | 147,589.94 | 128,986.87 | 136,726.09 | 142,051.49 | 147,589.94 | 150,469.89 | 131,498.85 | 139,388.79 | 144,820.70 | 150,469.88 | 153,407.16 | 134,061.07 | 142,104.74 | 147,645.29 | 153,407.16 | 156,403.79 | 136,674.54 | 144,875.01 | 150,528.37 | 156,403.78 | 159,460.03 |
| Annual Monthly | 5 | 110,217.45 | 116,830.49 | 121,360.97 | 126,079.83 | 128,620.42 | 112,354.04 | 119,095.28 | 123,716.46 | 128,620.42 | 131,019.01 | 114,533.36 | 121,405.36 | 126,117.93 | 131,019.00 | 133,567.56 | 116,756.27 | 123,761.65 | 128,668.47 | 133,567.57 | 136,167.10 | 119,023.64 | 126,165.06 | 131,069.02 | 136,167.10 | 138,818.62 |
| Annual Monthly | 6 | 103,554.93 | 109,768.23 | 114,015.32 | 118,432.29 | 120,729.11 | 105,558.27 | 111,891.77 | 116,223.80 | 120,729.11 | 123,073.82 | 107,601.68 | 114,057.78 | 118,476.45 | 123,073.86 | 125,461.48 | 109,685.96 | 116,267.11 | 120,774.45 | 125,461.47 | 127,898.88 | 111,811.92 | 118,520.63 | 123,117.81 | 127,898.88 | 130,385.04 |
| Annual Monthly | 7 | 95,608.55 | 101,345.06 | 105,255.22 | 109,321.79 | 111,436.40 | 97,452.96 | 103,300.14 | 107,288.50 | 111,436.40 | 113,593.31 | 99,334.26 | 105,294.32 | 109,362.15 | 113,593.30 | 115,793.34 | 101,253.19 | 107,328.38 | 111,477.87 | 115,793.34 | 118,037.39 | 103,210.50 | 109,403.13 | 113,635.61 | 118,037.39 | 120,328.32 |
| Annual Monthly | 8 | 89,857.13 | 95,248.55 | 98,914.86 | 102,727.80 | 104,710.63 | 91,586.52 | 97,081.70 | 100,821.32 | 104,710.63 | 106,732.92 | 93,350.49 | 98,951.51 | 102,765.93 | 106,732.92 | 108,796.76 | 95,149.74 | 100,858.72 | 104,749.43 | 108,796.76 | 110,899.85 | 96,984.98 | 102,804.07 | 106,772.59 | 110,899.85 | 113,046.09 |
| Annual Monthly | 9 | 84,464.40 | 89,532.26 | 92,969.91 | 96,545.06 | 98,404.14 | 86,085.93 | 91,251.08 | 94,767.48 | 98,404.14 | 100,300.40 | 87,739.89 | 93,004.28 | 96,580.81 | 100,300.40 | 102,234.69 | 89,426.93 | 94,792.54 | 98,440.60 | 102,234.69 | 104,207.46 | 91,147.71 | 96,616.57 | 100,337.59 | 104,207.45 | 106,219.78 |
| Annual Monthly | 10 | 79,407.99 | 84,172.46 | 87,395.71 | 90,747.88 | 92,494.03 | 80,928.39 | 85,784.09 | 89,071.81 | 92,494.04 | 94,269.04 | 82,479.20 | 87,427.95 | 90,781.42 | 94,269.03 | 96,082.59 | 84,061.03 | 89,104.69 | 92,525.23 | 96,082.60 | 97,932.43 | 85,674.49 | 90,814.96 | 94,303.91 | 97,932.42 | 99,819.25 |

Annual Salaries are based on a Manager's work year which will not be less than 260 days comprised of work days, holidays, and vacation.

Longevity increments 1, 2, and 3 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increments 2 and 3 are based on current step placement plus any previously earned longevity (rate compounded).

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% ((4.24% with 6% OSSP)) of the appropriate range and step.

An Additional increment of 4% (8.16%) ((8.6496% with 6% OSSP)) increment will be awarded after 15 years.

An Additional increment of 2% (10.323%) ((10.9424% with 6% OSSP)) increment will be awarded after 20 years.

Educational Stipend Incentive: An educational stipend incentive payment of \$3,594 will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The Educational Stipend will be an annual amount of \$3,387.82, plus any Off Salary Schedule Pay percentage that is paid to employees in-lieu of a permanent on-schedule increase as follows: Fiscal Year 2018-2019: \$3,591.09 (\$3,387.82 + 6.00% OSSP).

Retrospective to: July 1, 2018

Board approved/revised: May 10, 2023

**Los Rios Community College District
2018-19 Final**

Interim Management (Faculty) Salary Schedule

Annual Full Time

(a) steps include a one-time only improvement of 6%

DRAFT

| Title | Range | | Base Salary Step * | Base Salary Step + Ed Inc * | Base Salary Step (a) | Base Salary Step + Ed Inc (a) |
|------------------------------------|-------|---------|--------------------|--------------------------------|-------------------------|----------------------------------|
| Director/Manager I/ Vice President | 11A | Annual | 131,452.40 | 134,840.22 | 139,339.56 | 142,930.65 |
| | | Monthly | 13,145.24 | 13,484.02 | 13,933.96 | 14,293.07 |
| | | Daily | 706.73 | 724.95 | 749.14 | 768.44 |
| Director/Manager II/Assoc. VP | 11 | Annual | 123,254.27 | 126,642.09 | 130,649.53 | 134,240.62 |
| | | Monthly | 12,325.43 | 12,664.21 | 13,064.95 | 13,424.06 |
| | | Daily | 662.66 | 680.87 | 702.42 | 721.72 |
| Director/Manager III/ Dean | 12 | Annual | 115,567.43 | 118,955.25 | 122,501.47 | 126,092.56 |
| | | Monthly | 11,556.74 | 11,895.53 | 12,250.15 | 12,609.26 |
| | | Daily | 621.33 | 639.54 | 658.61 | 677.92 |
| Director/Manager IV/ Dean III | 13 | Annual | 108,359.96 | 111,747.78 | 114,861.57 | 118,452.66 |
| | | Monthly | 10,836.00 | 11,174.78 | 11,486.16 | 11,845.27 |
| | | Daily | 582.58 | 600.79 | 617.54 | 636.84 |
| Director/Manager V | 14 | Annual | 94,010.07 | 97,397.89 | 99,650.67 | 103,241.76 |
| | | Monthly | 9,401.01 | 9,739.79 | 9,965.07 | 10,324.18 |
| | | Daily | 505.43 | 523.64 | 535.76 | 555.06 |
| Director/Manager VI | 15 | Annual | 88,147.06 | 91,534.88 | 93,435.88 | 97,026.97 |
| | | Monthly | 8,814.71 | 9,153.49 | 9,343.59 | 9,702.70 |
| | | Daily | 473.91 | 492.12 | 502.34 | 521.65 |

Interim Management (Faculty) Schedule is based on a 10-month/year payroll frequency.

Interim Management Schedule provides for 186 days of service with no accrual of vacation.

For service beyond 186 days, faculty will be paid their per diem rate on Faculty Salary Schedule A.

Longevity increments 1, 2, and 3 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increments 2 and 3 are based on current step placement plus any previously earned longevity (rate compounded).

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% ((4.24% with 6% OSSP)) of the appropriate range and step.

An Additional increment of 4% (8.16%) ((8.6496% with 6% OSSP))-~~increment~~ will be awarded after 15 years.

An Additional increment of 2% (10.323%) ((10.9424% with 6% OSSP))-~~increment~~ will be awarded after 20 years.

The second and third longevity increments will be based on current step plus previously earned longevity increments (rate compounded).

Educational Stipend Incentive: An educational stipend incentive payment of ~~\$3,594~~ will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The Educational Stipend will be an annual amount of \$3,387.82, plus any Off Salary Schedule Pay percentage that is paid to employees in-lieu of a permanent on-schedule increase as follows: Fiscal Year 2018-2019: \$3,591.09 (\$3,387.82 + 6.00% OSSP).

~~Doctoral Stipend: \$3,594~~

Retroactive to: July 1, 2018

Board approved/revised: May 10, 2023

**Los Rios Community College District
2018-19 Final**

**Interim Management (Faculty) Salary Schedule
(a) steps include a one-time-only improvement of 6%**

| Title | Range | -Entry- | + Dr. | + 10 yrs | 10 yrs + Dr. | + 15 yrs | 15 yrs + Dr. | + 20 yrs | 20 yrs + Dr. |
|--|-------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| Director/Manager II- Vice President | 11A | 139,339.56 13,933.96 749.14 | 142,930.56 14,293.06 768.44 | 144,913.14 14,491.31 779.10 | 148,504.14 14,850.41 798.41 | 150,709.67 15,070.97 810.27 | 154,300.67 15,430.07 829.57 | 153,723.86 15,372.39 826.47 | 157,314.86 15,731.49 845.78 |
| Director/Manager III- Assoc.-VP | 11 | 130,649.53 13,064.95 702.42 | 134,240.53 13,424.05 721.72 | 135,875.51 13,587.55 730.51 | 139,466.51 13,946.65 749.82 | 141,310.53 14,131.05 759.73 | 144,901.53 14,490.15 779.04 | 144,136.74 14,413.67 774.93 | 147,727.74 14,772.77 794.24 |
| Director/Manager III- Dean- | 12 | 122,501.47 12,250.15 658.61 | 126,092.47 12,609.25 677.92 | 127,401.53 12,740.15 684.95 | 130,992.53 13,099.25 704.26 | 132,497.59 13,249.76 712.35 | 136,088.59 13,608.86 731.66 | 135,147.54 13,514.75 726.60 | 138,738.54 13,873.85 745.91 |
| Director/Manager IV- Dean-III | 13 | 114,861.57 11,486.16 617.54 | 118,452.57 11,845.26 636.84 | 119,456.03 11,945.60 642.24 | 123,047.03 12,304.70 661.54 | 124,234.27 12,423.43 667.93 | 127,825.27 12,782.53 687.23 | 126,718.96 12,671.90 681.28 | 130,309.96 13,031.00 700.59 |
| Director/Manager V | 14 | 99,650.67 9,965.07 535.76 | 103,241.67 10,324.17 555.06 | 103,636.70 10,363.67 557.19 | 107,227.70 10,722.77 576.49 | 107,782.17 10,778.22 579.47 | 111,373.17 11,137.32 598.78 | 109,937.81 10,993.78 591.06 | 113,528.81 11,352.88 610.37 |
| Director/Manager VI | 15 | 93,435.88 9,343.59 502.34 | 97,026.88 9,702.69 521.65 | 97,173.32 9,717.33 522.44 | 100,764.32 10,076.43 541.74 | 101,060.25 10,106.03 543.33 | 104,651.25 10,465.13 562.64 | 103,081.46 10,308.15 554.20 | 106,672.46 10,667.25 573.51 |

Doctoral Stipend:— \$3,591

Retroactive to: July 1, 2018

Board Approved: August 14, 2019

**Los Rios Community College District
2018-19 Final
Faculty Salary Schedule "A-164"
(Regular and Long-Term Temporary Faculty Working a 164-Day Schedule)
Annual Salary Schedule**

(a) Class columns include a one-time improvement of 6% per respective step.

DRAFT

| Step | AA/AS or BA/BS | AA/AS or BA/BS | AA/AS+90 or BA/BS+30 or MA/MS | AA/AS+90 or BA/BS+30 or MA/MS | BA/BS+54 or MA/MS+24 | BA/BS+54 or MA/MS+24 | BA/BS+78 or MA/MS+48 | BA/BS+78 or MA/MS+48 | PhD or J.D. or D.C. or D.V.M. | PhD or J.D. or D.C. or D.V.M. |
|-------------------|-------------------|-------------------|-------------------------------------|-------------------------------------|-------------------------|-------------------------|-------------------------|-------------------------|--|--|
| | *Class I | Class I(a) | *Class II | Class II(a) | *Class III | Class III(a) | *Class IV | Class IV(a) | *Class V | Class V(a) |
| 1 | 41,823 | 44,332 | 46,470 | 49,259 | 51,109 | 54,175 | 55,762 | 59,108 | 58,547 | 62,059 |
| 2 | 43,495 | 46,105 | 48,329 | 51,229 | 53,153 | 56,342 | 57,993 | 61,472 | 60,888 | 64,542 |
| 3 | 45,235 | 47,949 | 50,262 | 53,278 | 55,279 | 58,596 | 60,312 | 63,931 | 63,324 | 67,123 |
| 4 | 47,045 | 49,867 | 52,273 | 55,409 | 57,490 | 60,940 | 62,725 | 66,488 | 65,857 | 69,808 |
| 5 | 48,926 | 51,862 | 54,364 | 57,626 | 59,790 | 63,377 | 65,234 | 69,148 | 68,491 | 72,601 |
| 6 | 50,884 | 53,937 | 56,538 | 59,931 | 62,181 | 65,912 | 67,843 | 71,914 | 71,231 | 75,505 |
| 7 | 52,919 | 56,094 | 58,800 | 62,328 | 64,669 | 68,549 | 70,557 | 74,790 | 74,080 | 78,525 |
| 8 | 55,036 | 58,338 | 61,152 | 64,821 | 67,255 | 71,291 | 73,379 | 77,782 | 77,043 | 81,666 |
| 9 | 57,237 | 60,671 | 63,598 | 67,414 | 69,946 | 74,142 | 76,314 | 80,893 | 80,125 | 84,933 |
| 10 | 59,527 | 63,098 | 66,142 | 70,110 | 72,744 | 77,108 | 79,367 | 84,129 | 83,330 | 88,330 |
| 11 | 61,908 | 65,622 | 68,788 | 72,915 | 75,653 | 80,192 | 82,541 | 87,494 | 86,663 | 91,863 |
| 12 | 64,384 | 68,247 | 71,539 | 75,832 | 78,679 | 83,400 | 85,843 | 90,994 | 90,130 | 95,538 |
| 13 | 66,959 | 70,977 | 74,401 | 78,865 | 81,827 | 86,736 | 89,277 | 94,633 | 93,735 | 99,359 |
| 14 | | | | | 85,100 | 90,206 | 92,848 | 98,419 | 97,484 | 103,333 |
| 15 | | | | | | | 96,562 | 102,356 | 101,384 | 107,467 |
| Longevity* | | 73,816 | | 82,019 | | 93,814 | | 106,450 | | 111,766 |

Longevity increment is calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

After 20 years of full time service with Los Rios, a longevity increment will be awarded which is 4% ((4.24% with 6% OSSP)) of the appropriate range and step

~~*After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step. Figures provided reflect the longevity increment applied to the last step in each class.~~

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to: July 1, 2018

Board approved/revised: May 10, 2023

(a) Class columns include a one-time improvement of 6% per respective step.

| | Step | *Class I | Class I(a) | *Class II | Class II(a) | *Class III | Class III(a) | *Class IV | Class IV(a) | *Class V | Class V(a) |
|---------|------|------------|------------|------------|-------------|------------|--------------|-------------|-------------|-------------|-------------|
| Annual | 1 | 41,822.57 | 44,331.93 | 46,470.47 | 49,258.70 | 51,108.63 | 54,175.15 | 55,762.06 | 59,107.78 | 58,546.60 | 62,059.40 |
| Monthly | | 4,182.26 | 4,433.19 | 4,647.05 | 4,925.87 | 5,110.86 | 5,417.51 | 5,576.21 | 5,910.78 | 5,854.66 | 6,205.94 |
| Daily | | 255.02 | 270.32 | 283.36 | 300.36 | 311.64 | 330.34 | 340.01 | 360.41 | 356.99 | 378.41 |
| Annual | 2 | 43,495.47 | 46,105.20 | 48,329.29 | 51,229.05 | 53,152.97 | 56,342.15 | 57,992.54 | 61,472.10 | 60,888.47 | 64,541.78 |
| Monthly | | 4,349.55 | 4,610.52 | 4,832.93 | 5,122.91 | 5,315.30 | 5,634.22 | 5,799.25 | 6,147.21 | 6,088.85 | 6,454.18 |
| Daily | | 265.22 | 281.13 | 294.69 | 312.37 | 324.10 | 343.55 | 353.61 | 374.83 | 371.27 | 393.55 |
| Annual | 3 | 45,235.29 | 47,949.41 | 50,262.47 | 53,278.22 | 55,279.09 | 58,595.83 | 60,312.25 | 63,930.98 | 63,324.01 | 67,123.45 |
| Monthly | | 4,523.53 | 4,794.94 | 5,026.25 | 5,327.82 | 5,527.91 | 5,859.58 | 6,031.22 | 6,393.10 | 6,332.40 | 6,712.34 |
| Daily | | 275.52 | 292.37 | 306.48 | 324.87 | 337.07 | 357.29 | 367.76 | 389.82 | 386.12 | 409.29 |
| Annual | 4 | 47,044.69 | 49,867.38 | 52,272.96 | 55,409.34 | 57,490.25 | 60,939.67 | 62,724.74 | 66,488.22 | 65,856.97 | 69,808.39 |
| Monthly | | 4,704.47 | 4,986.74 | 5,227.30 | 5,540.93 | 5,749.03 | 6,093.97 | 6,272.47 | 6,648.82 | 6,585.70 | 6,980.84 |
| Daily | | 286.86 | 304.07 | 318.74 | 337.86 | 350.55 | 371.58 | 382.47 | 405.42 | 401.57 | 425.66 |
| Annual | 5 | 48,926.48 | 51,862.07 | 54,363.89 | 57,625.72 | 59,789.86 | 63,377.26 | 65,233.74 | 69,147.76 | 68,491.25 | 72,600.72 |
| Monthly | | 4,892.65 | 5,186.21 | 5,436.39 | 5,762.57 | 5,978.99 | 6,337.73 | 6,523.37 | 6,914.78 | 6,849.12 | 7,260.07 |
| Daily | | 298.33 | 316.23 | 331.49 | 351.38 | 364.57 | 386.45 | 397.77 | 421.63 | 417.63 | 442.69 |
| Annual | 6 | 50,883.53 | 53,936.55 | 56,538.45 | 59,930.76 | 62,181.46 | 65,912.34 | 67,843.09 | 71,913.67 | 71,230.90 | 75,504.76 |
| Monthly | | 5,088.35 | 5,393.65 | 5,653.84 | 5,993.08 | 6,218.15 | 6,591.23 | 6,784.31 | 7,191.37 | 7,123.09 | 7,550.48 |
| Daily | | 310.27 | 328.88 | 344.75 | 365.43 | 379.16 | 401.90 | 413.68 | 438.50 | 434.33 | 460.39 |
| Annual | 7 | 52,918.87 | 56,094.00 | 58,799.98 | 62,327.98 | 64,668.72 | 68,548.84 | 70,556.81 | 74,790.22 | 74,080.14 | 78,524.95 |
| Monthly | | 5,291.89 | 5,609.40 | 5,880.00 | 6,232.80 | 6,466.87 | 6,854.88 | 7,055.68 | 7,479.02 | 7,408.01 | 7,852.49 |
| Daily | | 322.68 | 342.04 | 358.54 | 380.05 | 394.32 | 417.98 | 430.22 | 456.04 | 451.71 | 478.81 |
| Annual | 8 | 55,035.63 | 58,337.77 | 61,151.98 | 64,821.10 | 67,255.47 | 71,290.80 | 73,379.08 | 77,781.83 | 77,043.35 | 81,665.95 |
| Monthly | | 5,503.56 | 5,833.78 | 6,115.20 | 6,482.11 | 6,725.55 | 7,129.08 | 7,337.91 | 7,778.18 | 7,704.33 | 8,166.59 |
| Daily | | 335.58 | 355.72 | 372.88 | 395.25 | 410.09 | 434.70 | 447.43 | 474.28 | 469.78 | 497.96 |
| Annual | 9 | 57,237.05 | 60,671.28 | 63,598.06 | 67,413.94 | 69,945.68 | 74,142.43 | 76,314.25 | 80,893.11 | 80,125.09 | 84,932.59 |
| Monthly | | 5,723.71 | 6,067.13 | 6,359.81 | 6,741.39 | 6,994.57 | 7,414.24 | 7,631.43 | 8,089.31 | 8,012.51 | 8,493.26 |
| Daily | | 349.01 | 369.95 | 387.79 | 411.06 | 426.50 | 452.09 | 465.33 | 493.25 | 488.57 | 517.88 |
| Annual | 10 | 59,526.53 | 63,098.13 | 66,141.98 | 70,110.50 | 72,743.51 | 77,108.12 | 79,366.82 | 84,128.83 | 83,330.09 | 88,329.90 |
| Monthly | | 5,952.65 | 6,309.81 | 6,614.20 | 7,011.05 | 7,274.35 | 7,710.81 | 7,936.68 | 8,412.88 | 8,333.01 | 8,832.99 |
| Daily | | 362.97 | 384.74 | 403.30 | 427.50 | 443.56 | 470.17 | 483.94 | 512.98 | 508.11 | 538.60 |
| Annual | 11 | 61,907.59 | 65,622.05 | 68,787.65 | 72,914.91 | 75,653.25 | 80,192.45 | 82,541.49 | 87,493.98 | 86,663.29 | 91,863.09 |
| Monthly | | 6,190.76 | 6,562.20 | 6,878.77 | 7,291.49 | 7,565.33 | 8,019.24 | 8,254.15 | 8,749.40 | 8,666.33 | 9,186.31 |
| Daily | | 377.49 | 400.13 | 419.44 | 444.60 | 461.30 | 488.98 | 503.30 | 533.50 | 528.43 | 560.14 |
| Annual | 12 | 64,383.89 | 68,246.93 | 71,539.16 | 75,831.51 | 78,679.38 | 83,400.14 | 85,843.15 | 90,993.74 | 90,129.83 | 95,537.61 |
| Monthly | | 6,438.39 | 6,824.69 | 7,153.92 | 7,583.15 | 7,867.94 | 8,340.01 | 8,584.31 | 9,099.37 | 9,012.98 | 9,553.76 |
| Daily | | 392.58 | 416.14 | 436.21 | 462.39 | 479.75 | 508.54 | 523.43 | 554.84 | 549.57 | 582.55 |
| Annual | 13 | 66,959.25 | 70,976.81 | 74,400.73 | 78,864.77 | 81,826.55 | 86,736.15 | 89,276.88 | 94,633.49 | 93,735.02 | 99,359.13 |
| Monthly | | 6,695.93 | 7,097.68 | 7,440.07 | 7,886.48 | 8,182.66 | 8,673.61 | 8,927.69 | 9,463.35 | 9,373.50 | 9,935.91 |
| Daily | | 408.29 | 432.79 | 453.66 | 480.88 | 498.94 | 528.88 | 544.37 | 577.03 | 571.56 | 605.85 |
| Annual | 14 | - | - | - | - | 85,099.62 | 90,205.59 | 92,847.95 | 98,418.82 | 97,484.43 | 103,333.50 |
| Monthly | | - | - | - | - | 8,509.96 | 9,020.56 | 9,284.79 | 9,841.88 | 9,748.44 | 10,333.35 |
| Daily | | - | - | - | - | 518.90 | 550.03 | 566.15 | 600.11 | 594.42 | 630.08 |
| Annual | 15 | - | - | - | - | - | - | 96,561.87 | 102,355.58 | 101,383.81 | 107,466.84 |
| Monthly | | - | - | - | - | - | - | 9,656.19 | 10,235.56 | 10,138.38 | 10,746.68 |
| Daily | | - | - | - | - | - | - | 588.79 | 624.12 | 618.19 | 655.29 |
| | L | -73,815.88 | -73,815.88 | -82,049.36 | -82,049.36 | -93,813.82 | -93,813.82 | -106,449.80 | -106,449.80 | -111,765.51 | -111,765.51 |
| | | -7,381.59 | -7,381.59 | -8,204.94 | -8,204.94 | -9,381.38 | -9,381.38 | -10,644.98 | -10,644.98 | -11,176.55 | -11,176.55 |
| | | -450.10 | -450.10 | -500.12 | -500.12 | -572.04 | -572.04 | -649.08 | -649.08 | -681.50 | -681.50 |

Longevity increment is calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

After 20 years of full time service with Los Rios, a longevity increment will be awarded which is 4% ((4.24% with 6% OSSP)) of the appropriate range and step

Retroactive to: July 1, 2018

Board approved/revised: May 10, 2023

**Los Rios Community College District
2018-19 Final
Librarian Salary Schedule "A-164"
(Regular and Long-Term Temporary Librarians Working a 164-Day Schedule)
Annual Salary Schedule**

(a) Class columns include a one-time improvement of 6% per respective step.

DRAFT

| Step | AA/AS or BA/BS | AA/AS or BA/BS | AA/AS+90 or BA/BS+30 or MA/MS | AA/AS+90 or BA/BS+30 or MA/MS | BA/BS+54 or MA/MS+24 | BA/BS+54 or MA/MS+24 | BA/BS+78 or MA/MS+48 | BA/BS+78 or MA/MS+48 | PhD or J.D. or D.C. or D.V.M. | PhD or J.D. or D.C. or D.V.M. |
|-------------------|-------------------|-------------------|-------------------------------------|-------------------------------------|-------------------------|-------------------------|-------------------------|-------------------------|--|--|
| | *Class I | Class I(a) | *Class II | Class II(a) | *Class III | Class III(a) | *Class IV | Class IV(a) | *Class V | Class V(a) |
| 1 | 41,993 | 44,513 | 46,660 | 49,460 | 51,317 | 54,396 | 55,990 | 59,349 | 58,786 | 62,313 |
| 2 | 43,673 | 46,293 | 48,527 | 51,438 | 53,370 | 56,572 | 58,229 | 61,723 | 61,137 | 64,805 |
| 3 | 45,420 | 48,145 | 50,468 | 53,496 | 55,505 | 58,835 | 60,558 | 64,192 | 63,582 | 67,397 |
| 4 | 47,237 | 50,071 | 52,486 | 55,636 | 57,725 | 61,188 | 62,981 | 66,760 | 66,126 | 70,093 |
| 5 | 49,126 | 52,074 | 54,586 | 57,861 | 60,034 | 63,636 | 65,500 | 69,430 | 68,771 | 72,897 |
| 6 | 51,091 | 54,157 | 56,769 | 60,175 | 62,435 | 66,181 | 68,120 | 72,207 | 71,522 | 75,813 |
| 7 | 53,135 | 56,323 | 59,040 | 62,582 | 64,933 | 68,829 | 70,845 | 75,095 | 74,383 | 78,845 |
| 8 | 55,260 | 58,576 | 61,402 | 65,086 | 67,530 | 71,582 | 73,679 | 78,099 | 77,358 | 81,999 |
| 9 | 57,471 | 60,919 | 63,858 | 67,689 | 70,231 | 74,445 | 76,626 | 81,223 | 80,452 | 85,279 |
| 10 | 59,769 | 63,356 | 66,412 | 70,397 | 73,040 | 77,423 | 79,691 | 84,472 | 83,670 | 88,690 |
| 11 | 62,160 | 65,890 | 69,068 | 73,213 | 75,962 | 80,520 | 82,878 | 87,851 | 87,017 | 92,238 |
| 12 | 64,647 | 68,525 | 71,831 | 76,141 | 79,001 | 83,741 | 86,194 | 91,365 | 90,498 | 95,928 |
| 13 | 67,233 | 71,267 | 74,704 | 79,187 | 82,161 | 87,090 | 89,641 | 95,020 | 94,118 | 99,765 |
| 14 | | | | | 85,447 | 90,574 | 93,227 | 98,821 | 97,882 | 103,755 |
| 15 | | | | | | | 96,956 | 102,773 | 101,798 | 107,905 |
| Longevity* | | 74,117 | | 82,354 | | 94,197 | | 106,884 | | 112,222 |

Longevity increment is calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

After 20 years of full time service with Los Rios, a longevity increment will be awarded which is 4% ((4.24% with 6% OSSP)) of the appropriate range and step

~~*After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step. Figures provided reflect the longevity increment applied to the last step in each class.~~

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to: July 1, 2018

Board approved/ revised: May 10, 2023

(a) Class columns include a one-time improvement of 6% per respective step.

| | Step | *Class I | Class I(a) | *Class II | Class II(a) | *Class III | Class III(a) | *Class IV | Class IV(a) | *Class V | Class V(a) |
|---------|------|-----------|------------|-----------|-------------|------------|--------------|-----------|-------------|------------|------------|
| Annual | 1 | 41,993.28 | 44,512.87 | 46,660.15 | 49,459.76 | 51,317.23 | 54,396.27 | 55,989.66 | 59,349.04 | 58,785.57 | 62,312.70 |
| Monthly | | 4,199.33 | 4,451.29 | 4,666.01 | 4,945.98 | 5,131.72 | 5,439.63 | 5,598.97 | 5,934.90 | 5,878.56 | 6,231.27 |
| Daily | | 256.06 | 271.42 | 284.51 | 301.58 | 312.91 | 331.68 | 341.40 | 361.88 | 358.45 | 379.96 |
| Annual | 2 | 43,673.00 | 46,293.38 | 48,526.56 | 51,438.15 | 53,369.92 | 56,572.12 | 58,229.25 | 61,723.00 | 61,136.99 | 64,805.21 |
| Monthly | | 4,367.30 | 4,629.34 | 4,852.66 | 5,143.82 | 5,336.99 | 5,657.21 | 5,822.92 | 6,172.30 | 6,113.70 | 6,480.52 |
| Daily | | 266.30 | 282.28 | 295.89 | 313.65 | 325.43 | 344.95 | 355.06 | 376.36 | 372.79 | 395.15 |
| Annual | 3 | 45,419.92 | 48,145.12 | 50,467.62 | 53,495.68 | 55,504.72 | 58,835.00 | 60,558.42 | 64,191.92 | 63,582.47 | 67,397.42 |
| Monthly | | 4,541.99 | 4,814.51 | 5,046.76 | 5,349.57 | 5,550.47 | 5,883.50 | 6,055.84 | 6,419.19 | 6,358.25 | 6,739.74 |
| Daily | | 276.95 | 293.57 | 307.73 | 326.19 | 338.44 | 358.75 | 369.26 | 391.41 | 387.70 | 410.96 |
| Annual | 4 | 47,236.71 | 50,070.92 | 52,486.32 | 55,635.50 | 57,724.90 | 61,188.40 | 62,980.76 | 66,759.60 | 66,125.78 | 70,093.32 |
| Monthly | | 4,723.67 | 5,007.09 | 5,248.63 | 5,563.55 | 5,772.49 | 6,118.84 | 6,298.08 | 6,675.96 | 6,612.58 | 7,009.33 |
| Daily | | 288.03 | 305.31 | 320.04 | 339.24 | 351.98 | 373.10 | 384.03 | 407.07 | 403.21 | 427.40 |
| Annual | 5 | 49,126.18 | 52,073.75 | 54,585.78 | 57,860.93 | 60,033.90 | 63,635.94 | 65,500.00 | 69,430.00 | 68,770.81 | 72,897.05 |
| Monthly | | 4,912.62 | 5,207.37 | 5,458.58 | 5,786.09 | 6,003.39 | 6,363.59 | 6,550.00 | 6,943.00 | 6,877.08 | 7,289.71 |
| Daily | | 299.55 | 317.52 | 332.84 | 352.81 | 366.06 | 388.02 | 399.39 | 423.35 | 419.33 | 444.49 |
| Annual | 6 | 51,091.22 | 54,156.70 | 56,769.22 | 60,175.37 | 62,435.26 | 66,181.37 | 68,120.00 | 72,207.20 | 71,521.64 | 75,812.94 |
| Monthly | | 5,109.12 | 5,415.67 | 5,676.92 | 6,017.54 | 6,243.53 | 6,618.14 | 6,812.00 | 7,220.72 | 7,152.16 | 7,581.29 |
| Daily | | 311.53 | 330.22 | 346.15 | 366.92 | 380.70 | 403.54 | 415.37 | 440.29 | 436.11 | 462.27 |
| Annual | 7 | 53,134.87 | 56,322.96 | 59,039.98 | 62,582.38 | 64,932.67 | 68,828.63 | 70,844.80 | 75,095.48 | 74,382.51 | 78,845.46 |
| Monthly | | 5,313.49 | 5,632.30 | 5,904.00 | 6,258.24 | 6,493.27 | 6,882.86 | 7,084.48 | 7,509.55 | 7,438.25 | 7,884.55 |
| Daily | | 323.99 | 343.43 | 360.00 | 381.60 | 395.93 | 419.69 | 431.98 | 457.90 | 453.55 | 480.76 |
| Annual | 8 | 55,260.26 | 58,575.88 | 61,401.58 | 65,085.68 | 67,529.98 | 71,581.78 | 73,678.59 | 78,099.31 | 77,357.81 | 81,999.28 |
| Monthly | | 5,526.03 | 5,857.59 | 6,140.16 | 6,508.57 | 6,753.00 | 7,158.18 | 7,367.86 | 7,809.93 | 7,735.78 | 8,199.93 |
| Daily | | 336.95 | 357.17 | 374.40 | 396.86 | 411.77 | 436.47 | 449.26 | 476.22 | 471.69 | 500.00 |
| Annual | 9 | 57,470.68 | 60,918.92 | 63,857.64 | 67,689.10 | 70,231.18 | 74,445.05 | 76,625.74 | 81,223.28 | 80,452.13 | 85,279.25 |
| Monthly | | 5,747.07 | 6,091.89 | 6,385.76 | 6,768.91 | 7,023.12 | 7,444.50 | 7,662.57 | 8,122.33 | 8,045.21 | 8,527.93 |
| Daily | | 350.43 | 371.46 | 389.38 | 412.74 | 428.24 | 453.93 | 467.23 | 495.26 | 490.56 | 520.00 |
| Annual | 10 | 59,769.50 | 63,355.67 | 66,411.95 | 70,396.66 | 73,040.42 | 77,422.84 | 79,690.77 | 84,472.21 | 83,670.22 | 88,690.43 |
| Monthly | | 5,976.95 | 6,335.57 | 6,641.19 | 7,039.67 | 7,304.04 | 7,742.28 | 7,969.08 | 8,447.22 | 8,367.02 | 8,869.04 |
| Daily | | 364.45 | 386.32 | 404.95 | 429.25 | 445.37 | 472.09 | 485.92 | 515.07 | 510.18 | 540.80 |
| Annual | 11 | 62,160.28 | 65,889.89 | 69,068.42 | 73,212.52 | 75,962.04 | 80,519.76 | 82,878.40 | 87,851.10 | 87,017.02 | 92,238.04 |
| Monthly | | 6,216.03 | 6,588.99 | 6,906.84 | 7,321.25 | 7,596.20 | 8,051.98 | 8,287.84 | 8,785.11 | 8,701.70 | 9,223.80 |
| Daily | | 379.03 | 401.77 | 421.15 | 446.42 | 463.18 | 490.97 | 505.36 | 535.68 | 530.59 | 562.43 |
| Annual | 12 | 64,646.69 | 68,525.49 | 71,831.16 | 76,141.03 | 79,000.52 | 83,740.55 | 86,193.53 | 91,365.14 | 90,497.70 | 95,927.56 |
| Monthly | | 6,464.67 | 6,852.55 | 7,183.12 | 7,614.10 | 7,900.05 | 8,374.06 | 8,619.35 | 9,136.51 | 9,049.77 | 9,592.76 |
| Daily | | 394.19 | 417.84 | 437.99 | 464.27 | 481.71 | 510.61 | 525.57 | 557.10 | 551.82 | 584.92 |
| Annual | 13 | 67,232.55 | 71,266.51 | 74,704.41 | 79,186.67 | 82,160.54 | 87,090.17 | 89,641.27 | 95,019.75 | 94,117.62 | 99,764.67 |
| Monthly | | 6,723.26 | 7,126.65 | 7,470.44 | 7,918.67 | 8,216.05 | 8,709.02 | 8,964.13 | 9,501.97 | 9,411.76 | 9,976.47 |
| Daily | | 409.95 | 434.55 | 455.51 | 482.85 | 500.98 | 531.04 | 546.59 | 579.39 | 573.89 | 608.32 |
| Annual | 14 | - | - | - | - | 85,446.96 | 90,573.78 | 93,226.92 | 98,820.53 | 97,882.33 | 103,755.27 |
| Monthly | | - | - | - | - | 8,544.70 | 9,057.38 | 9,322.69 | 9,882.05 | 9,788.23 | 10,375.53 |
| Daily | | - | - | - | - | 521.02 | 552.28 | 568.46 | 602.56 | 596.84 | 632.65 |
| Annual | 15 | - | - | - | - | - | - | 96,956.00 | 102,773.36 | 101,797.62 | 107,905.48 |
| Monthly | | - | - | - | - | - | - | 9,695.60 | 10,277.34 | 10,179.76 | 10,790.55 |
| Daily | | - | - | - | - | - | - | 591.20 | 626.67 | 620.72 | 657.96 |
| | L | | 74,117.17 | | 82,354.14 | | 94,196.73 | | 106,884.29 | | 112,221.69 |
| | | | 7,411.72 | | 8,235.41 | | 9,419.67 | | 10,688.43 | | 11,222.17 |
| | | | 451.93 | | 502.16 | | 574.37 | | 651.73 | | 684.28 |

Longevity increment is calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

After 20 years of full time service with Los Rios, a longevity increment will be awarded which is 4% ((4.24% with 6% OSSP)) of the appropriate range and step

Retroactive to: July 1, 2018

Board approved/revised: May 10, 2023

**Los Rios Community College District
2018-19 Final
Faculty Salary Schedule "A-174"
(Regular and Long-Term Temporary Faculty Working a 174-Day Schedule)
Annual Salary Schedule**

(a) Class columns include a one-time improvement of 6% per respective step.

DRAFT

| Step | AA/AS or BA/BS | AA/AS or BA/BS | AA/AS+90 or BA/BS+30 or MA/MS | AA/AS+90 or BA/BS+30 or MA/MS | BA/BS+54 or MA/MS+24 | BA/BS+54 or MA/MS+24 | BA/BS+78 or MA/MS+48 | BA/BS+78 or MA/MS+48 | PhD or J.D. or D.C. or D.V.M. | PhD or J.D. or D.C. or D.V.M. |
|-------------------|-------------------|-------------------|-------------------------------------|-------------------------------------|-------------------------|-------------------------|-------------------------|-------------------------|--|--|
| | *Class I | Class I(a) | *Class II | Class II(a) | *Class III | Class III(a) | *Class IV | Class IV(a) | *Class V | Class V(a) |
| 1 | 44,554 | 47,227 | 49,505 | 52,476 | 54,446 | 57,713 | 59,404 | 62,968 | 62,370 | 66,112 |
| 2 | 46,336 | 49,116 | 51,485 | 54,575 | 56,624 | 60,022 | 61,780 | 65,487 | 64,865 | 68,757 |
| 3 | 48,189 | 51,081 | 53,545 | 56,758 | 58,889 | 62,423 | 64,251 | 68,106 | 67,459 | 71,507 |
| 4 | 50,117 | 53,124 | 55,687 | 59,028 | 61,245 | 64,919 | 66,821 | 70,830 | 70,158 | 74,367 |
| 5 | 52,122 | 55,249 | 57,914 | 61,389 | 63,695 | 67,516 | 69,494 | 73,664 | 72,964 | 77,342 |
| 6 | 54,207 | 57,459 | 60,231 | 63,845 | 66,242 | 70,217 | 72,274 | 76,610 | 75,883 | 80,436 |
| 7 | 56,375 | 59,757 | 62,640 | 66,398 | 68,892 | 73,025 | 75,165 | 79,674 | 78,918 | 83,653 |
| 8 | 58,630 | 62,148 | 65,146 | 69,054 | 71,648 | 75,947 | 78,171 | 82,861 | 82,075 | 86,999 |
| 9 | 60,975 | 64,633 | 67,751 | 71,816 | 74,514 | 78,984 | 81,298 | 86,176 | 85,358 | 90,479 |
| 10 | 63,414 | 67,219 | 70,461 | 74,689 | 77,494 | 82,144 | 84,550 | 89,623 | 88,772 | 94,098 |
| 11 | 65,951 | 69,908 | 73,280 | 77,677 | 80,594 | 85,430 | 87,932 | 93,208 | 92,323 | 97,862 |
| 12 | 68,589 | 72,704 | 76,211 | 80,784 | 83,818 | 88,847 | 91,449 | 96,936 | 96,016 | 101,777 |
| 13 | 71,332 | 75,612 | 79,260 | 84,015 | 87,170 | 92,401 | 95,107 | 100,814 | 99,856 | 105,848 |
| 14 | | | | | 90,657 | 96,097 | 98,911 | 104,846 | 103,851 | 110,082 |
| 15 | | | | | | | 102,868 | 109,040 | 108,005 | 114,485 |
| Longevity* | | 78,637 | | 87,376 | | 99,940 | | 113,402 | | 119,064 |

Longevity increment is calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

After 20 years of full time service with Los Rios, a longevity increment will be awarded which is 4% ((4.24% with 6% OSSP)) of the appropriate range and step

~~*After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step. Figures provided reflect the longevity increment applied to the last step in each class.~~

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to: July 1, 2018

Board approved/ revised: May 10, 2023

(a) Class columns include a one-time improvement of 6% per respective step.

| | Step | *Class I | Class I(a) | *Class II | Class II(a) | *Class III | Class III(a) | *Class IV | Class IV(a) | *Class V | Class V(a) |
|---------|------|-----------|------------|-----------|-------------|------------|--------------|------------|-------------|------------|------------|
| Annual | 1 | 44,553.84 | 47,227.07 | 49,505.28 | 52,475.60 | 54,446.33 | 57,713.11 | 59,403.66 | 62,967.88 | 62,370.06 | 66,112.26 |
| Monthly | | 3,712.82 | 3,935.59 | 4,125.44 | 4,372.97 | 4,537.19 | 4,809.43 | 4,950.31 | 5,247.32 | 5,197.50 | 5,509.35 |
| Daily | | 256.06 | 271.42 | 284.51 | 301.58 | 312.91 | 331.68 | 341.40 | 361.88 | 358.45 | 379.96 |
| Annual | 2 | 46,335.99 | 49,116.15 | 51,485.49 | 54,574.62 | 56,624.19 | 60,021.64 | 61,779.81 | 65,486.60 | 64,864.86 | 68,756.75 |
| Monthly | | 3,861.33 | 4,093.01 | 4,290.46 | 4,547.89 | 4,718.68 | 5,001.80 | 5,148.32 | 5,457.22 | 5,405.40 | 5,729.73 |
| Daily | | 266.30 | 282.28 | 295.89 | 313.65 | 325.43 | 344.95 | 355.06 | 376.36 | 372.79 | 395.15 |
| Annual | 3 | 48,189.43 | 51,080.79 | 53,544.91 | 56,757.61 | 58,889.15 | 62,422.50 | 64,251.01 | 68,106.07 | 67,459.45 | 71,507.02 |
| Monthly | | 4,015.79 | 4,256.73 | 4,462.08 | 4,729.80 | 4,907.43 | 5,201.88 | 5,354.25 | 5,675.51 | 5,621.62 | 5,958.92 |
| Daily | | 276.95 | 293.57 | 307.73 | 326.19 | 338.44 | 358.75 | 369.26 | 391.41 | 387.70 | 410.96 |
| Annual | 4 | 50,117.00 | 53,124.02 | 55,686.71 | 59,027.91 | 61,244.72 | 64,919.40 | 66,821.05 | 70,830.31 | 70,157.83 | 74,367.30 |
| Monthly | | 4,176.42 | 4,427.00 | 4,640.56 | 4,918.99 | 5,103.73 | 5,409.95 | 5,568.42 | 5,902.53 | 5,846.49 | 6,197.28 |
| Daily | | 288.03 | 305.31 | 320.04 | 339.24 | 351.98 | 373.10 | 384.03 | 407.07 | 403.21 | 427.40 |
| Annual | 5 | 52,121.68 | 55,248.98 | 57,914.18 | 61,389.03 | 63,694.51 | 67,516.18 | 69,493.90 | 73,663.53 | 72,964.15 | 77,342.00 |
| Monthly | | 4,343.47 | 4,604.08 | 4,826.18 | 5,115.75 | 5,307.88 | 5,626.35 | 5,791.16 | 6,138.63 | 6,080.35 | 6,445.17 |
| Daily | | 299.55 | 317.52 | 332.84 | 352.81 | 366.06 | 388.02 | 399.39 | 423.35 | 419.33 | 444.49 |
| Annual | 6 | 54,206.54 | 57,458.93 | 60,230.75 | 63,844.60 | 66,242.29 | 70,216.82 | 72,273.66 | 76,610.08 | 75,882.72 | 80,435.68 |
| Monthly | | 4,517.21 | 4,788.24 | 5,019.23 | 5,320.38 | 5,520.19 | 5,851.40 | 6,022.80 | 6,384.17 | 6,323.56 | 6,702.97 |
| Daily | | 311.53 | 330.22 | 346.15 | 366.92 | 380.70 | 403.54 | 415.37 | 440.29 | 436.11 | 462.27 |
| Annual | 7 | 56,374.80 | 59,757.29 | 62,639.98 | 66,398.38 | 68,891.98 | 73,025.50 | 75,164.60 | 79,674.48 | 78,918.03 | 83,653.11 |
| Monthly | | 4,697.90 | 4,979.77 | 5,220.00 | 5,533.20 | 5,741.00 | 6,085.46 | 6,263.72 | 6,639.54 | 6,576.50 | 6,971.09 |
| Daily | | 323.99 | 343.43 | 360.00 | 381.60 | 395.93 | 419.69 | 431.98 | 457.90 | 453.55 | 480.76 |
| Annual | 8 | 58,629.79 | 62,147.58 | 65,145.58 | 69,054.31 | 71,647.66 | 75,946.52 | 78,171.19 | 82,861.46 | 82,074.75 | 86,999.23 |
| Monthly | | 4,885.82 | 5,178.96 | 5,428.80 | 5,754.53 | 5,970.64 | 6,328.88 | 6,514.27 | 6,905.12 | 6,839.56 | 7,249.94 |
| Daily | | 336.95 | 357.17 | 374.40 | 396.86 | 411.77 | 436.47 | 449.26 | 476.22 | 471.69 | 500.00 |
| Annual | 9 | 60,974.99 | 64,633.48 | 67,751.40 | 71,816.48 | 74,513.57 | 78,984.38 | 81,298.04 | 86,175.92 | 85,357.74 | 90,479.21 |
| Monthly | | 5,081.25 | 5,386.12 | 5,645.95 | 5,984.71 | 6,209.46 | 6,582.03 | 6,774.84 | 7,181.33 | 7,113.15 | 7,539.93 |
| Daily | | 350.43 | 371.46 | 389.38 | 412.74 | 428.24 | 453.93 | 467.23 | 495.26 | 490.56 | 520.00 |
| Annual | 10 | 63,413.98 | 67,218.82 | 70,461.45 | 74,689.14 | 77,494.10 | 82,143.75 | 84,549.96 | 89,622.96 | 88,772.06 | 94,098.38 |
| Monthly | | 5,284.50 | 5,601.57 | 5,871.79 | 6,224.10 | 6,457.84 | 6,845.31 | 7,045.83 | 7,468.58 | 7,397.67 | 7,841.53 |
| Daily | | 364.45 | 386.32 | 404.95 | 429.25 | 445.37 | 472.09 | 485.92 | 515.07 | 510.18 | 540.80 |
| Annual | 11 | 65,950.54 | 69,907.57 | 73,279.91 | 77,676.70 | 80,593.87 | 85,429.50 | 87,931.96 | 93,207.88 | 92,322.94 | 97,862.31 |
| Monthly | | 5,495.88 | 5,825.63 | 6,106.66 | 6,473.06 | 6,716.16 | 7,119.13 | 7,327.66 | 7,767.32 | 7,693.58 | 8,155.19 |
| Daily | | 379.03 | 401.77 | 421.15 | 446.42 | 463.18 | 490.97 | 505.36 | 535.68 | 530.59 | 562.43 |
| Annual | 12 | 68,588.56 | 72,703.87 | 76,211.11 | 80,783.77 | 83,817.62 | 88,846.68 | 91,449.23 | 96,936.19 | 96,015.85 | 101,776.81 |
| Monthly | | 5,715.71 | 6,058.66 | 6,350.93 | 6,731.98 | 6,984.80 | 7,403.89 | 7,620.77 | 8,078.02 | 8,001.32 | 8,481.40 |
| Daily | | 394.19 | 417.84 | 437.99 | 464.27 | 481.71 | 510.61 | 525.57 | 557.10 | 551.82 | 584.92 |
| Annual | 13 | 71,332.10 | 75,612.03 | 79,259.55 | 84,015.13 | 87,170.33 | 92,400.55 | 95,107.20 | 100,813.64 | 99,856.49 | 105,847.88 |
| Monthly | | 5,944.34 | 6,301.00 | 6,604.96 | 7,001.26 | 7,264.19 | 7,700.05 | 7,925.60 | 8,401.14 | 8,321.37 | 8,820.66 |
| Daily | | 409.95 | 434.55 | 455.51 | 482.85 | 500.98 | 531.04 | 546.59 | 579.39 | 573.89 | 608.32 |
| Annual | 14 | - | - | - | - | 90,657.14 | 96,096.57 | 98,911.49 | 104,846.18 | 103,850.76 | 110,081.81 |
| Monthly | | - | - | - | - | 7,554.76 | 8,008.05 | 8,242.62 | 8,737.18 | 8,654.23 | 9,173.48 |
| Daily | | - | - | - | - | 521.02 | 552.28 | 568.46 | 602.56 | 596.84 | 632.65 |
| Annual | 15 | - | - | - | - | - | - | 102,867.95 | 109,040.02 | 108,004.79 | 114,485.08 |
| Monthly | | - | - | - | - | - | - | 8,572.33 | 9,086.67 | 9,000.40 | 9,540.42 |
| Daily | | - | - | - | - | - | - | 591.20 | 626.67 | 620.72 | 657.96 |
| | L | | 78,636.64 | | 87,375.73 | | 99,940.43 | | 113,404.62 | | 119,064.48 |
| | | | 6,563.04 | | 7,281.34 | | 8,328.37 | | 9,450.14 | | 9,922.04 |
| | | | 461.93 | | 502.16 | | 574.37 | | 651.73 | | 684.28 |

Longevity increment is calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

After 20 years of full time service with Los Rios, a longevity increment will be awarded which is 4% ((4.24% with 6% OSSP)) of the appropriate range and step

Retroactive to: July 1, 2018

Board approved/revised: May 10, 2023

**Los Rios Community College District
2018-19 Final
Faculty Salary Schedule "B-1"
(Adjunct Faculty / Overload Assignments)
Lecture and Laboratory Hourly Rates/164 Days B-1**

(a) Class columns include a one-time improvement of 6% per respective step.

DRAFT

| Step | AA/AS or BA/BS | AA/AS or BA/BS | AA/AS+90 or BA/BS+30 or MA/MS | AA/AS+90 or BA/BS+30 or MA/MS | BA/BS+54 or MA/MS+24 | BA/BS+54 or MA/MS+24 | BA/BS+78 or MA/MS+48 | BA/BS+78 or MA/MS+48 | PhD, J.D., M.D., D.C. or D.V.M. | PhD, J.D., M.D., D.C. or D.V.M. |
|---------|------------------------------|-------------------|-------------------------------------|-------------------------------------|-------------------------|-------------------------|-------------------------|-------------------------|------------------------------------|------------------------------------|
| | *Class I | Class I(a) | *Class II | Class II(a) | *Class III | Class III(a) | *Class IV | Class IV(a) | *Class V | Class V(a) |
| Lecture | 58.08 | 61.57 | 64.55 | 68.42 | 70.98 | 75.24 | 77.45 | 82.09 | 81.31 | 86.19 |
| Lab | 43.56 | 46.17 | 48.41 | 51.32 | 53.23 | 56.43 | 58.08 | 61.57 | 60.98 | 64.64 |
| Lecture | 60.41 | 64.04 | 67.13 | 71.15 | 73.82 | 78.25 | 80.54 | 85.38 | 84.57 | 89.65 |
| Lab | 45.31 | 48.03 | 50.35 | 53.37 | 55.36 | 58.69 | 60.41 | 64.03 | 63.43 | 67.23 |
| Lecture | 62.83 | 66.60 | 69.80 | 73.99 | 76.77 | 81.38 | 83.77 | 88.80 | 87.95 | 93.23 |
| Lab | 47.12 | 49.95 | 52.35 | 55.49 | 57.58 | 61.04 | 62.83 | 66.60 | 65.96 | 69.92 |
| Lecture | 65.35 | 69.27 | 72.60 | 76.96 | 79.85 | 84.64 | 87.12 | 92.34 | 91.47 | 96.96 |
| Lab | 49.01 | 51.95 | 54.45 | 57.72 | 59.89 | 63.48 | 65.34 | 69.26 | 68.61 | 72.72 |
| Lecture | 67.95 | 72.03 | 75.50 | 80.03 | 83.04 | 88.02 | 90.60 | 96.04 | 95.14 | 100.85 |
| Lab | 50.96 | 54.02 | 56.63 | 60.02 | 62.28 | 66.02 | 67.95 | 72.03 | 71.35 | 75.63 |
| Lecture | 70.67 | 74.91 | 78.52 | 83.23 | 86.36 | 91.54 | 94.22 | 99.87 | 98.93 | 104.87 |
| Lab | 53.00 | 56.18 | 58.89 | 62.42 | 64.77 | 68.66 | 70.66 | 74.90 | 74.20 | 78.65 |
| Lecture | 73.50 | 77.91 | 81.66 | 86.56 | 89.83 | 95.21 | 97.99 | 103.87 | 102.89 | 109.06 |
| Lab | 55.12 | 58.43 | 61.25 | 64.92 | 67.37 | 71.41 | 73.49 | 77.90 | 77.17 | 81.80 |
| Lecture | 76.43 | 81.02 | 84.94 | 90.03 | 93.41 | 99.01 | 101.92 | 108.04 | 107.00 | 113.42 |
| Lab | 57.32 | 60.76 | 63.70 | 67.52 | 70.05 | 74.26 | 76.44 | 81.03 | 80.25 | 85.06 |
| Lecture | 79.50 | 84.26 | 88.33 | 93.63 | 97.14 | 102.97 | 106.00 | 112.36 | 111.27 | 117.95 |
| Lab | 59.62 | 63.20 | 66.25 | 70.22 | 72.85 | 77.23 | 79.50 | 84.27 | 83.46 | 88.46 |
| Lecture | 82.68 | 87.64 | 91.86 | 97.37 | 101.04 | 107.10 | 110.24 | 116.85 | 115.74 | 122.68 |
| Lab | 62.01 | 65.73 | 68.90 | 73.03 | 75.78 | 80.33 | 82.68 | 87.64 | 86.80 | 92.01 |
| Lecture | 85.97 | 91.13 | 95.55 | 101.28 | 105.08 | 111.38 | 114.64 | 121.52 | 120.36 | 127.58 |
| Lab | 64.48 | 68.35 | 71.66 | 75.96 | 78.81 | 83.54 | 85.98 | 91.14 | 90.27 | 95.68 |
| Lecture | 89.41 | 94.78 | 99.37 | 105.33 | 109.28 | 115.84 | 119.22 | 126.38 | 125.18 | 132.70 |
| Lab | 67.06 | 71.08 | 74.53 | 79.00 | 81.96 | 86.88 | 89.42 | 94.78 | 93.89 | 99.52 |
| Lecture | 92.99 | 98.57 | 103.35 | 109.55 | 113.65 | 120.47 | 123.99 | 131.43 | 130.19 | 138.00 |
| Lab | 69.74 | 73.93 | 77.51 | 82.16 | 85.24 | 90.35 | 93.00 | 98.58 | 97.64 | 103.50 |
| Lecture | | | | | 118.20 | 125.29 | 128.95 | 136.69 | 135.40 | 143.52 |
| Lab | | | | | 88.65 | 93.97 | 96.72 | 102.52 | 101.55 | 107.64 |
| Lecture | | | | | | | 134.11 | 142.16 | 140.82 | 149.27 |
| Lab | | | | | | | 100.58 | 106.62 | 105.61 | 111.95 |
| Lecture | Longevity² | 102.54 | | 113.93 | | 130.30 | | 147.84 | | 155.24 |
| Lab | | 76.88 | | 85.45 | | 97.73 | | 110.88 | | 116.43 |

Longevity increment is calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

After the equivalent of 20 years of full time service with Los Rios (300 instructional formula hours), a longevity increment will be awarded which is 4% ((4.24% with 6% OSSP)) of the appropriate range and step

Hours worked during Summer Session are not subject to schedule improvement.

Per section 22138.5 of the California Education Code, the full-time equivalent requirement, as defined in hours of service, is 540 lecture hours for adjunct instructional faculty in a fiscal year (which includes Summer Session). Standard Lab hours equate to 3/4 of a lecture hour.

² Per section 2.10.2 of LRCFT collective bargaining agreement, a 20-year longevity factor (equivalent to a minimum 300 instructional formula hours completed) will be added which is 4% of the member's appropriate class and step. Amounts above reflect longevity increment calculated on highest step in respective class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to: August 23, 2018

Board approved/ revised: May 10, 2023

**Los Rios Community College District
2018-19 Final**
Faculty Salary Schedule "B-2 & B-3"
(Adjunct/Overload Counselor/Coordinator/Nurse Hourly Rates/174 Days B-2)
(Adjunct/Overload Librarian Hourly Rates/164 Days B-3)

(a) Class columns include a one-time improvement of 6% per respective step.

DRAFT

| Step | AA/AS or BA/BS | AA/AS or BA/BS | AA/AS+90 or BA/BS+30 or MA/MS | AA/AS+90 or BA/BS+30 or MA/MS | BA/BS+54 or MA/MS+24 | BA/BS+54 or MA/MS+24 | BA/BS+78 or MA/MS+48 | BA/BS+78 or MA/MS+48 | PhD, J.D., M.D., D.C. or D.V.M. | PhD, J.D., M.D., D.C. or D.V.M. |
|-------------------|-------------------|-------------------|-------------------------------------|-------------------------------------|-------------------------|-------------------------|-------------------------|-------------------------|------------------------------------|------------------------------------|
| | *Class I | Class I(a) | *Class II | Class II(a) | *Class III | Class III(a) | *Class IV | Class IV(a) | *Class V | Class V(a) |
| 1 | 34.13 | 36.18 | 37.94 | 40.22 | 41.72 | 44.22 | 45.53 | 48.26 | 47.79 | 50.65 |
| 2 | 35.51 | 37.64 | 39.45 | 41.81 | 43.39 | 46.00 | 47.34 | 50.18 | 49.71 | 52.69 |
| 3 | 36.93 | 39.14 | 41.03 | 43.49 | 45.12 | 47.83 | 49.24 | 52.19 | 51.70 | 54.80 |
| 4 | 38.41 | 40.72 | 42.67 | 45.24 | 46.93 | 49.74 | 51.21 | 54.29 | 53.76 | 56.98 |
| 5 | 39.93 | 42.33 | 44.38 | 47.05 | 48.81 | 51.74 | 53.25 | 56.45 | 55.91 | 59.27 |
| 6 | 41.53 | 44.02 | 46.15 | 48.92 | 50.75 | 53.80 | 55.38 | 58.71 | 58.14 | 61.63 |
| 7 | 43.19 | 45.78 | 48.00 | 50.88 | 52.78 | 55.95 | 57.60 | 61.05 | 60.47 | 64.10 |
| 8 | 44.92 | 47.62 | 49.92 | 52.91 | 54.90 | 58.19 | 59.91 | 63.50 | 62.90 | 66.67 |
| 9 | 46.73 | 49.53 | 51.91 | 55.02 | 57.10 | 60.53 | 62.30 | 66.04 | 65.41 | 69.33 |
| 10 | 48.59 | 51.50 | 53.99 | 57.23 | 59.38 | 62.94 | 64.78 | 68.67 | 68.02 | 72.10 |
| 11 | 50.54 | 53.58 | 56.15 | 59.52 | 61.76 | 65.46 | 67.39 | 71.43 | 70.74 | 74.99 |
| 12 | 52.56 | 55.72 | 58.40 | 61.90 | 64.23 | 68.08 | 70.07 | 74.28 | 73.58 | 78.00 |
| 13 | 54.67 | 57.95 | 60.73 | 64.38 | 66.80 | 70.80 | 72.87 | 77.25 | 76.53 | 81.12 |
| 14 | | | | | 69.47 | 73.64 | 75.79 | 80.34 | 79.59 | 84.36 |
| 15 | | | | | | | 78.82 | 83.55 | 82.77 | 87.74 |
| Longevity* | | 60.26 | | 66.95 | | 76.58 | | 86.89 | | 91.25 |

Longevity increment is calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

After the equivalent of 20 years of full time service with Los Rios (300 instructional formula hours), a longevity increment will be awarded which is 4% ((4.24% with 6% OSSP)) of the appropriate range and step

Hours worked during Summer Session are not subject to schedule improvement.

*-Per section 2.10.2 of LRCFT collective bargaining agreement, a 20-year longevity factor (equivalent to a minimum 300 instructional formula hours completed) will be added which is 4% of the member's appropriate class and step. Amounts above reflect longevity increment calculated on highest step in respective class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to: August 23, 2018

Board approved/revised: May 10, 2023

**Los Rios Community College District
2018-19 Final**

Salary Ranges for Confidential Administrative Assistant Classified Positions

Includes a one-time-only improvement of 6%

DRAFT

| Job Code | Titles | Range | Base Annual Salary | | Annual Salary with one-time 6% Improvement | |
|-----------------|---|--------------|---------------------------|----------|---|----------------------------|
| 0118 | Confidential Administrative Assistant I | 5CA | 50,105 | - 60,960 | 53,111 | - 72,744 64,618 |
| 0189 | Confidential Administrative Assistant II | 6CA | 52,109 | - 63,398 | 55,235 | - 75,623 67,202 |
| 0136 | Confidential Administrative Assistant III | 7CA | 54,193 | - 65,934 | 57,445 | - 78,648 69,890 |
| 0280 | Confidential Executive Assistant | 10CA | 60,960 | - 74,167 | 64,618 | - 88,468 78,617 |
| 0187 | Confidential Staff Administrative Assistant | 3CA | 46,325 | - 56,361 | 49,104 | - 67,228 59,743 |

The salary ranges above are base amounts and do not include longevity increments.

The max salary amount in range includes the 10, 15, 20 and 25-year longevity increments.

Retroactive to: July 1, 2018

Board approved/revised: May 10, 2023

Los Rios Community College District
2018-19 Final
Confidential Administrative Assistant Classified
Monthly Salary Schedule

(a) steps include a one-time only improvement of 6%

DRAFT

| Range | *Hourly Step 1 | Hourly Step 1a | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | L1* | L2** | L3*** | L4**** |
|-------|----------------|----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| 3CA | 22.27 | 23.61 | 3,860.39 | 4,092.01 | 4,014.80 | 4,255.69 | 4,175.40 | 4,425.92 | 4,342.41 | 4,602.96 | 4,516.11 | 4,787.07 | 4,696.75 | 4,978.56 | 5,177.70 | 5,384.81 | 5,492.50 | 5,602.35 |
| 4CA | 23.16 | 24.55 | 4,014.80 | 4,255.69 | 4,175.40 | 4,425.92 | 4,342.41 | 4,602.96 | 4,516.11 | 4,787.07 | 4,696.75 | 4,978.56 | 4,884.62 | 5,177.70 | 5,384.81 | 5,600.20 | 5,712.20 | 5,826.45 |
| 5CA | 24.09 | 25.53 | 4,175.40 | 4,425.92 | 4,342.41 | 4,602.96 | 4,516.11 | 4,787.07 | 4,696.75 | 4,978.56 | 4,884.62 | 5,177.70 | 5,080.01 | 5,384.81 | 5,600.20 | 5,824.24 | 5,940.69 | 6,059.54 |
| 6CA | 25.05 | 26.56 | 4,342.41 | 4,602.96 | 4,516.11 | 4,787.07 | 4,696.75 | 4,978.56 | 4,884.62 | 5,177.70 | 5,080.01 | 5,384.81 | 5,283.21 | 5,600.20 | 5,824.24 | 6,057.18 | 6,178.32 | 6,301.89 |
| 7CA | 26.05 | 27.62 | 4,516.11 | 4,787.07 | 4,696.75 | 4,978.56 | 4,884.62 | 5,177.70 | 5,080.01 | 5,384.81 | 5,283.21 | 5,600.20 | 5,494.54 | 5,824.21 | 6,057.18 | 6,299.46 | 6,425.45 | 6,553.96 |
| 8CA | 27.10 | 28.72 | 4,696.75 | 4,978.56 | 4,884.62 | 5,177.70 | 5,080.01 | 5,384.81 | 5,283.21 | 5,600.20 | 5,494.54 | 5,824.21 | 5,714.32 | 6,057.18 | 6,299.46 | 6,551.44 | 6,682.47 | 6,816.12 |
| 9CA | 28.18 | 29.87 | 4,884.62 | 5,177.70 | 5,080.01 | 5,384.81 | 5,283.21 | 5,600.20 | 5,494.54 | 5,824.21 | 5,714.32 | 6,057.18 | 5,942.89 | 6,299.46 | 6,551.44 | 6,813.50 | 6,949.77 | 7,088.77 |
| 10CA | 29.31 | 31.07 | 5,080.01 | 5,384.81 | 5,283.21 | 5,600.20 | 5,494.54 | 5,824.21 | 5,714.32 | 6,057.18 | 5,942.89 | 6,299.46 | 6,180.61 | 6,551.44 | 6,813.50 | 7,086.04 | 7,227.76 | 7,372.32 |
| 11CA | 30.48 | 32.31 | 5,283.21 | 5,600.20 | 5,494.54 | 5,824.21 | 5,714.32 | 6,057.18 | 5,942.89 | 6,299.46 | 6,180.61 | 6,551.44 | 6,427.83 | 6,813.50 | 7,086.04 | 7,369.48 | 7,516.87 | 7,667.21 |
| 12CA | 31.70 | 33.60 | 5,494.54 | 5,824.21 | 5,714.32 | 6,057.18 | 5,942.89 | 6,299.46 | 6,180.61 | 6,551.44 | 6,427.83 | 6,813.50 | 6,684.94 | 7,086.04 | 7,369.48 | 7,664.26 | 7,817.55 | 7,973.90 |
| 13CA | 32.97 | 34.95 | 5,714.32 | 6,057.18 | 5,942.89 | 6,299.46 | 6,180.61 | 6,551.44 | 6,427.83 | 6,813.50 | 6,684.94 | 7,086.04 | 6,952.34 | 7,369.48 | 7,664.26 | 7,970.83 | 8,130.25 | 8,292.85 |
| 14CA | 34.29 | 36.34 | 5,942.89 | 6,299.46 | 6,180.61 | 6,551.44 | 6,427.83 | 6,813.50 | 6,684.94 | 7,086.04 | 6,952.34 | 7,369.48 | 7,230.43 | 7,664.26 | 7,970.83 | 8,289.66 | 8,455.46 | 8,624.57 |
| 15CA | 35.66 | 37.80 | 6,180.61 | 6,551.44 | 6,427.83 | 6,813.50 | 6,684.94 | 7,086.04 | 6,952.34 | 7,369.48 | 7,230.43 | 7,664.26 | 7,519.65 | 7,970.83 | 8,289.66 | 8,621.25 | 8,793.68 | 8,969.55 |
| 16CA | 37.08 | 39.31 | 6,427.83 | 6,813.50 | 6,684.94 | 7,086.04 | 6,952.34 | 7,369.48 | 7,230.43 | 7,664.26 | 7,519.65 | 7,970.83 | 7,820.44 | 8,289.66 | 8,621.25 | 8,966.10 | 9,145.42 | 9,328.33 |
| 17CA | 38.57 | 40.88 | 6,684.94 | 7,086.04 | 6,952.34 | 7,369.48 | 7,230.43 | 7,664.26 | 7,519.65 | 7,970.83 | 7,820.44 | 8,289.66 | 8,133.26 | 8,621.25 | 8,966.10 | 9,324.75 | 9,511.24 | 9,701.46 |
| 18CA | 40.11 | 42.52 | 6,952.34 | 7,369.48 | 7,230.43 | 7,664.26 | 7,519.65 | 7,970.83 | 7,820.44 | 8,289.66 | 8,133.26 | 8,621.25 | 8,458.59 | 8,966.10 | 9,324.75 | 9,697.73 | 9,891.69 | 10,089.52 |

Longevity increments 1, 2, 3, and 4 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

*After 10 years of satisfactory full time service with Los Rios, a longevity increment will be awarded which is 4% ((4.24% with 6% OSSP)) of the appropriate range and step

**An additional longevity increment of 4% (8.16%) ((8.6496% with 6% OSSP)) will be granted-awarded after fifteen (15) full 15 years. of service with the District.

***An additional longevity increment of 2% (10.323%) ((10.9424% with 6% OSSP)) will be granted-awarded after twenty (20) full 20 years. of service with the District.

****An additional longevity increment of 2% (12.53%) ((13.2818% with 6% OSSP)) will be granted-awarded after twenty-five (25) full 25 years. of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Retroactive to: July 1, 2018

Board approved/ revised: May 10, 2023

**Los Rios Community College District
2018-19 Final
Confidential Administrative Assistant Classified
Annual Salary Schedule**

(a) steps include a one-time only improvement of 6%

DRAFT

| Range | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | L1* | L2** | L3*** | L4**** |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|----------|----------|----------|
| 3CA | 46,325 | 49,104 | 48,178 | 51,068 | 50,105 | 53,111 | 52,109 | 55,235 | 54,193 | 57,445 | 56,361 | 59,743 | -62,132 | -64,618 | -65,910 | -67,228 |
| 4CA | 48,178 | 51,068 | 50,105 | 53,111 | 52,109 | 55,235 | 54,193 | 57,445 | 56,361 | 59,743 | 58,615 | 62,132 | -64,618 | -67,202 | -68,546 | -69,917 |
| 5CA | 50,105 | 53,111 | 52,109 | 55,235 | 54,193 | 57,445 | 56,361 | 59,743 | 58,615 | 62,132 | 60,960 | 64,618 | -67,202 | -69,890 | -71,288 | -72,714 |
| 6CA | 52,109 | 55,235 | 54,193 | 57,445 | 56,361 | 59,743 | 58,615 | 62,132 | 60,960 | 64,618 | 63,398 | 67,202 | -69,890 | -72,686 | -74,140 | -75,623 |
| 7CA | 54,193 | 57,445 | 56,361 | 59,743 | 58,615 | 62,132 | 60,960 | 64,618 | 63,398 | 67,202 | 65,934 | 69,890 | -72,686 | -75,594 | -77,105 | -78,648 |
| 8CA | 56,361 | 59,743 | 58,615 | 62,132 | 60,960 | 64,618 | 63,398 | 67,202 | 65,934 | 69,890 | 68,572 | 72,686 | -75,594 | -78,617 | -80,190 | -81,793 |
| 9CA | 58,615 | 62,132 | 60,960 | 64,618 | 63,398 | 67,202 | 65,934 | 69,890 | 68,572 | 72,686 | 71,315 | 75,594 | -78,617 | -81,762 | -83,397 | -85,065 |
| 10CA | 60,960 | 64,618 | 63,398 | 67,202 | 65,934 | 69,890 | 68,572 | 72,686 | 71,315 | 75,594 | 74,167 | 78,617 | -81,762 | -85,032 | -86,733 | -88,468 |
| 11CA | 63,398 | 67,202 | 65,934 | 69,890 | 68,572 | 72,686 | 71,315 | 75,594 | 74,167 | 78,617 | 77,134 | 81,762 | -85,032 | -88,434 | -90,202 | -92,007 |
| 12CA | 65,934 | 69,890 | 68,572 | 72,686 | 71,315 | 75,594 | 74,167 | 78,617 | 77,134 | 81,762 | 80,219 | 85,032 | -88,434 | -91,971 | -93,811 | -95,687 |
| 13CA | 68,572 | 72,686 | 71,315 | 75,594 | 74,167 | 78,617 | 77,134 | 81,762 | 80,219 | 85,032 | 83,428 | 88,434 | -91,971 | -95,650 | -97,563 | -99,514 |
| 14CA | 71,315 | 75,594 | 74,167 | 78,617 | 77,134 | 81,762 | 80,219 | 85,032 | 83,428 | 88,434 | 86,765 | 91,971 | -95,650 | -99,476 | -101,466 | -103,495 |
| 15CA | 74,167 | 78,617 | 77,134 | 81,762 | 80,219 | 85,032 | 83,428 | 88,434 | 86,765 | 91,971 | 90,236 | 95,650 | -99,476 | -103,455 | -105,524 | -107,635 |
| 16CA | 77,134 | 81,762 | 80,219 | 85,032 | 83,428 | 88,434 | 86,765 | 91,971 | 90,236 | 95,650 | 93,845 | 99,476 | -103,455 | -107,593 | -109,745 | -111,940 |
| 17CA | 80,219 | 85,032 | 83,428 | 88,434 | 86,765 | 91,971 | 90,236 | 95,650 | 93,845 | 99,476 | 97,599 | 103,455 | -107,593 | -111,897 | -114,135 | -116,418 |
| 18CA | 83,428 | 88,434 | 86,765 | 91,971 | 90,236 | 95,650 | 93,845 | 99,476 | 97,599 | 103,455 | 101,503 | 107,593 | -111,897 | -116,373 | -118,700 | -121,074 |

Longevity increments 1, 2, 3, and 4 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase (rate and OSSP compounded)).

Longevity Increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

*After 10 years of ~~satisfactory~~ full time service with Los Rios, a longevity increment will be awarded which is 4%~~((4.24% with 6% OSSP))~~ of the appropriate range and step

**An additional ~~longevity~~ increment of 4% (8.16%) ~~((8.6496% with 6% OSSP))~~ will be ~~granted-awarded~~ after ~~fifteen (15) full~~ 15 years. ~~of service with the District.~~

***An additional ~~longevity~~ increment of 2% (10.323%) ~~((10.9424% with 6% OSSP))~~ will be ~~granted-awarded~~ after ~~twenty (20) full~~ 20 years. ~~of service with the District.~~

****An additional ~~longevity~~ increment of 2% (12.53%) ~~((13.2818% with 6% OSSP))~~ will be ~~granted-awarded~~ after ~~twenty-five (25) full~~ 25 years. ~~of service with the District.~~

~~Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).~~

Retroactive to: July 1, 2018

Board approved/revised: May 10, 2023

**Los Rios Community College District
2018-19 Final**

Salary Ranges for Confidential Classified Positions

**Includes a one-time improvement of 6%
DRAFT**

| Job Code | Titles | Range | Base Annual Salary | | Annual Salary with one-time 6% Improvement | |
|-----------------|--|--------------|---------------------------|-----------|---|-----------|
| 0644 | Communications and Public Information Officer (E) | 18C | 81,564 | - 99,235 | 86,457 | - 105,189 |
| 0286 | Confidential Business Services Officer | 12C | 64,461 | - 78,427 | 68,329 | - 83,132 |
| 0135 | Confidential Chancellor's Executive Officer | 21C | 91,748 | - 111,625 | 97,253 | - 118,323 |
| 0632 | Confidential Financial Analyst (E) | 17C | 78,427 | - 95,418 | 83,132 | - 101,143 |
| 0121 | Confidential Human Resources Assistant I | 2C | 43,548 | - 52,982 | 46,160 | - 56,161 |
| 0148 | Confidential Human Resources Assistant II | 3C | 45,289 | - 55,102 | 48,007 | - 58,408 |
| 0170 | Confidential Human Resources Assistant III | 4C | 47,101 | - 57,306 | 49,927 | - 60,744 |
| 0635 | Confidential Human Resources Officer (E) | 18C | 81,564 | - 99,235 | 86,457 | - 105,189 |
| 0119 | Confidential Human Resources Specialist I | 5C | 48,985 | - 59,598 | 51,924 | - 63,174 |
| 0159 | Confidential Human Resources Specialist II | 6C | 50,945 | - 61,982 | 54,001 | - 65,701 |
| 0120 | Confidential Human Resources Specialist III | 8C | 55,102 | - 67,039 | 58,408 | - 71,062 |
| 0160 | Confidential Human Resources Training Specialist | 11C | 61,982 | - 75,410 | 65,701 | - 79,935 |
| 0708 | Confidential Principal Information Systems Auditor (E) | 23C | 99,235 | - 120,734 | 105,189 | - 127,978 |
| 0638 | Confidential Principal Internal Auditor (E) | 20C | 88,219 | - 107,332 | 93,512 | - 113,772 |
| 0645 | Confidential Senior Budget Officer (E) | 20C | 88,219 | - 107,332 | 93,512 | - 113,772 |
| 0284 | Confidential Senior Human Resources Officer (E) | 19C | 84,826 | - 103,204 | 89,916 | - 109,396 |

The salary ranges above are base amounts and do not include longevity increments.

~~The max salary amount in range includes the 10, 15, 20 and 25-year longevity increments.~~

(E) Exempt employee - not entitled to overtime provisions.

Retroactive to: July 1, 2018

Board approved/revised: May 10, 2023

**Los Rios Community College District
2018-19 Final
Confidential Classified
Monthly Salary Schedule**

(a) steps include a one-time only improvement of 6%

DRAFT

| Range | Hourly Step 1 | Hourly Step 1a | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | L1* | L2** | L3*** | L4**** |
|-------|---------------|----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1C | 20.13 | 21.34 | 3,489.39 | 3,698.75 | 3,628.97 | 3,846.71 | 3,774.12 | 4,000.57 | 3,925.09 | 4,160.60 | 4,082.10 | 4,327.02 | 4,245.38 | 4,500.10 | 4,680.10 | 4,867.31 | 4,964.65 | 5,063.95 |
| 2C | 20.94 | 22.19 | 3,628.97 | 3,846.71 | 3,774.12 | 4,000.57 | 3,925.09 | 4,160.60 | 4,082.10 | 4,327.02 | 4,245.38 | 4,500.10 | 4,415.19 | 4,680.10 | 4,867.31 | 5,062.00 | 5,163.24 | 5,266.50 |
| 3C | 21.77 | 23.08 | 3,774.12 | 4,000.57 | 3,925.09 | 4,160.60 | 4,082.10 | 4,327.02 | 4,245.38 | 4,500.10 | 4,415.19 | 4,680.10 | 4,591.80 | 4,867.31 | 5,062.00 | 5,264.47 | 5,369.76 | 5,477.16 |
| 4C | 22.64 | 24.00 | 3,925.09 | 4,160.60 | 4,082.10 | 4,327.02 | 4,245.38 | 4,500.10 | 4,415.19 | 4,680.10 | 4,591.80 | 4,867.31 | 4,775.47 | 5,061.99 | 5,264.47 | 5,475.05 | 5,584.55 | 5,696.25 |
| 5C | 23.55 | 24.96 | 4,082.10 | 4,327.02 | 4,245.38 | 4,500.10 | 4,415.19 | 4,680.10 | 4,591.80 | 4,867.31 | 4,775.47 | 5,061.99 | 4,966.48 | 5,264.47 | 5,475.05 | 5,694.05 | 5,807.93 | 5,924.09 |
| 6C | 24.49 | 25.96 | 4,245.38 | 4,500.10 | 4,415.19 | 4,680.10 | 4,591.80 | 4,867.31 | 4,775.47 | 5,061.99 | 4,966.48 | 5,264.47 | 5,165.14 | 5,475.05 | 5,694.05 | 5,921.82 | 6,040.25 | 6,161.05 |
| 7C | 25.47 | 27.00 | 4,415.19 | 4,680.10 | 4,591.80 | 4,867.31 | 4,775.47 | 5,061.99 | 4,966.48 | 5,264.47 | 5,165.14 | 5,475.05 | 5,371.75 | 5,694.05 | 5,921.82 | 6,158.69 | 6,281.87 | 6,407.50 |
| 8C | 26.49 | 28.08 | 4,591.80 | 4,867.31 | 4,775.47 | 5,061.99 | 4,966.48 | 5,264.47 | 5,165.14 | 5,475.05 | 5,371.75 | 5,694.05 | 5,586.62 | 5,921.82 | 6,158.69 | 6,405.04 | 6,533.14 | 6,663.80 |
| 9C | 27.55 | 29.20 | 4,775.47 | 5,061.99 | 4,966.48 | 5,264.47 | 5,165.14 | 5,475.05 | 5,371.75 | 5,694.05 | 5,586.62 | 5,921.82 | 5,810.09 | 6,158.69 | 6,405.04 | 6,661.24 | 6,794.46 | 6,930.36 |
| 10C | 28.65 | 30.37 | 4,966.48 | 5,264.47 | 5,165.14 | 5,475.05 | 5,371.75 | 5,694.05 | 5,586.62 | 5,921.82 | 5,810.09 | 6,158.69 | 6,042.49 | 6,405.04 | 6,661.24 | 6,927.69 | 7,066.24 | 7,207.57 |
| 11C | 29.80 | 31.59 | 5,165.14 | 5,475.05 | 5,371.75 | 5,694.05 | 5,586.62 | 5,921.82 | 5,810.09 | 6,158.69 | 6,042.49 | 6,405.04 | 6,284.19 | 6,661.24 | 6,927.69 | 7,204.79 | 7,348.88 | 7,495.87 |
| 12C | 30.99 | 32.85 | 5,371.75 | 5,694.05 | 5,586.62 | 5,921.82 | 5,810.09 | 6,158.69 | 6,042.49 | 6,405.04 | 6,284.19 | 6,661.24 | 6,535.55 | 6,927.69 | 7,204.79 | 7,492.98 | 7,642.84 | 7,795.70 |
| 13C | 32.23 | 34.16 | 5,586.62 | 5,921.82 | 5,810.09 | 6,158.69 | 6,042.49 | 6,405.04 | 6,284.19 | 6,661.24 | 6,535.55 | 6,927.69 | 6,796.97 | 7,204.79 | 7,492.98 | 7,792.70 | 7,948.55 | 8,107.53 |
| 14C | 33.52 | 35.53 | 5,810.09 | 6,158.69 | 6,042.49 | 6,405.04 | 6,284.19 | 6,661.24 | 6,535.55 | 6,927.69 | 6,796.97 | 7,204.79 | 7,068.85 | 7,492.98 | 7,792.70 | 8,104.41 | 8,266.49 | 8,431.82 |
| 15C | 34.86 | 36.95 | 6,042.49 | 6,405.04 | 6,284.19 | 6,661.24 | 6,535.55 | 6,927.69 | 6,796.97 | 7,204.79 | 7,068.85 | 7,492.98 | 7,351.60 | 7,792.70 | 8,104.41 | 8,428.58 | 8,597.15 | 8,769.10 |
| 16C | 36.25 | 38.43 | 6,284.19 | 6,661.24 | 6,535.55 | 6,927.69 | 6,796.97 | 7,204.79 | 7,068.85 | 7,492.98 | 7,351.60 | 7,792.70 | 7,645.67 | 8,104.41 | 8,428.58 | 8,765.73 | 8,941.04 | 9,119.86 |
| 17C | 37.71 | 39.97 | 6,535.55 | 6,927.69 | 6,796.97 | 7,204.79 | 7,068.85 | 7,492.98 | 7,351.60 | 7,792.70 | 7,645.67 | 8,104.41 | 7,951.49 | 8,428.58 | 8,765.73 | 9,116.35 | 9,298.68 | 9,484.65 |
| 18C | 39.21 | 41.57 | 6,796.97 | 7,204.79 | 7,068.85 | 7,492.98 | 7,351.60 | 7,792.70 | 7,645.67 | 8,104.41 | 7,951.49 | 8,428.58 | 8,269.55 | 8,765.73 | 9,116.35 | 9,481.00 | 9,670.62 | 9,864.04 |
| 19C | 40.78 | 43.23 | 7,068.85 | 7,492.98 | 7,351.60 | 7,792.70 | 7,645.67 | 8,104.41 | 7,951.49 | 8,428.58 | 8,269.55 | 8,765.73 | 8,600.33 | 9,116.35 | 9,481.00 | 9,860.24 | 10,057.45 | 10,258.60 |
| 20C | 42.41 | 44.96 | 7,351.60 | 7,792.70 | 7,645.67 | 8,104.41 | 7,951.49 | 8,428.58 | 8,269.55 | 8,765.73 | 8,600.33 | 9,116.35 | 8,944.34 | 9,481.00 | 9,860.24 | 10,254.65 | 10,459.75 | 10,668.94 |
| 21C | 44.11 | 46.76 | 7,645.67 | 8,104.41 | 7,951.49 | 8,428.58 | 8,269.55 | 8,765.73 | 8,600.33 | 9,116.35 | 8,944.34 | 9,481.00 | 9,302.12 | 9,860.24 | 10,254.65 | 10,664.84 | 10,878.14 | 11,095.70 |
| 22C | 45.87 | 48.63 | 7,951.49 | 8,428.58 | 8,269.55 | 8,765.73 | 8,600.33 | 9,116.35 | 8,944.34 | 9,481.00 | 9,302.12 | 9,860.24 | 9,674.20 | 10,254.65 | 10,664.84 | 11,091.43 | 11,313.26 | 11,539.53 |
| 23C | 47.71 | 50.57 | 8,269.55 | 8,765.73 | 8,600.33 | 9,116.35 | 8,944.34 | 9,481.00 | 9,302.12 | 9,860.24 | 9,674.20 | 10,254.65 | 10,061.17 | 10,664.84 | 11,091.43 | 11,535.09 | 11,765.79 | 12,001.11 |

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***An additional ~~longevity~~ increment of 2% (10.323%) ((10.9424% with 6% OSSP)) will be ~~granted-awarded~~ after ~~twenty (20) full~~ 20 years. ~~of service with the District.~~

****An additional ~~longevity~~ increment of 2% (12.53%) ((13.2818% with 6% OSSP)) will be ~~granted-awarded~~ after ~~twenty-five (25) full~~ 25 years. ~~of service with the District.~~

~~Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).~~

Retroactive to: July 1, 2018
Board approved/ revised: May 10, 2023

**Los Rios Community College District
2018-19 Final
Confidential Classified
Annual Salary Schedule**

**(a) steps include a one-time only improvement of 6%
DRAFT**

| Range | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | L1* | L2** | L3*** | L4**** |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1C | 41,873 | 44,385 | 43,548 | 46,160 | 45,289 | 48,007 | 47,101 | 49,927 | 48,985 | 51,924 | 50,945 | 54,001 | 56,161 | 58,408 | 59,576 | 60,767 |
| 2C | 43,548 | 46,160 | 45,289 | 48,007 | 47,101 | 49,927 | 48,985 | 51,924 | 50,945 | 54,001 | 52,982 | 56,161 | 58,408 | 60,744 | 61,959 | 63,198 |
| 3C | 45,289 | 48,007 | 47,101 | 49,927 | 48,985 | 51,924 | 50,945 | 54,001 | 52,982 | 56,161 | 55,102 | 58,408 | 60,744 | 63,174 | 64,437 | 65,726 |
| 4C | 47,101 | 49,927 | 48,985 | 51,924 | 50,945 | 54,001 | 52,982 | 56,161 | 55,102 | 58,408 | 57,306 | 60,744 | 63,174 | 65,704 | 67,045 | 68,365 |
| 5C | 48,985 | 51,924 | 50,945 | 54,001 | 52,982 | 56,161 | 55,102 | 58,408 | 57,306 | 60,744 | 59,598 | 63,174 | 65,704 | 68,329 | 69,695 | 71,089 |
| 6C | 50,945 | 54,001 | 52,982 | 56,161 | 55,102 | 58,408 | 57,306 | 60,744 | 59,598 | 63,174 | 61,982 | 65,701 | 68,329 | 71,062 | 72,483 | 73,933 |
| 7C | 52,982 | 56,161 | 55,102 | 58,408 | 57,306 | 60,744 | 59,598 | 63,174 | 61,982 | 65,701 | 64,461 | 68,329 | 71,062 | 73,904 | 75,382 | 76,890 |
| 8C | 55,102 | 58,408 | 57,306 | 60,744 | 59,598 | 63,174 | 61,982 | 65,701 | 64,461 | 68,329 | 67,039 | 71,062 | 73,904 | 76,861 | 78,398 | 79,966 |
| 9C | 57,306 | 60,744 | 59,598 | 63,174 | 61,982 | 65,701 | 64,461 | 68,329 | 67,039 | 71,062 | 69,721 | 73,904 | 76,861 | 79,935 | 81,534 | 83,164 |
| 10C | 59,598 | 63,174 | 61,982 | 65,701 | 64,461 | 68,329 | 67,039 | 71,062 | 69,721 | 73,904 | 72,510 | 76,861 | 79,935 | 83,132 | 84,795 | 86,491 |
| 11C | 61,982 | 65,701 | 64,461 | 68,329 | 67,039 | 71,062 | 69,721 | 73,904 | 72,510 | 76,861 | 75,410 | 79,935 | 83,132 | 86,457 | 88,187 | 89,950 |
| 12C | 64,461 | 68,329 | 67,039 | 71,062 | 69,721 | 73,904 | 72,510 | 76,861 | 75,410 | 79,935 | 78,427 | 83,132 | 86,457 | 89,916 | 91,714 | 93,548 |
| 13C | 67,039 | 71,062 | 69,721 | 73,904 | 72,510 | 76,861 | 75,410 | 79,935 | 78,427 | 83,132 | 81,564 | 86,457 | 89,916 | 93,512 | 95,383 | 97,290 |
| 14C | 69,721 | 73,904 | 72,510 | 76,861 | 75,410 | 79,935 | 78,427 | 83,132 | 81,564 | 86,457 | 84,826 | 89,916 | 93,512 | 97,253 | 99,198 | 101,182 |
| 15C | 72,510 | 76,861 | 75,410 | 79,935 | 78,427 | 83,132 | 81,564 | 86,457 | 84,826 | 89,916 | 88,219 | 93,512 | 97,253 | 101,143 | 103,166 | 105,229 |
| 16C | 75,410 | 79,935 | 78,427 | 83,132 | 81,564 | 86,457 | 84,826 | 89,916 | 88,219 | 93,512 | 91,748 | 97,253 | 101,143 | 105,189 | 107,292 | 109,438 |
| 17C | 78,427 | 83,132 | 81,564 | 86,457 | 84,826 | 89,916 | 88,219 | 93,512 | 91,748 | 97,253 | 95,418 | 101,143 | 105,189 | 109,396 | 111,584 | 113,816 |
| 18C | 81,564 | 86,457 | 84,826 | 89,916 | 88,219 | 93,512 | 91,748 | 97,253 | 95,418 | 101,143 | 99,235 | 105,189 | 109,396 | 113,772 | 116,047 | 118,369 |
| 19C | 84,826 | 89,916 | 88,219 | 93,512 | 91,748 | 97,253 | 95,418 | 101,143 | 99,235 | 105,189 | 103,204 | 109,396 | 113,772 | 118,323 | 120,689 | 123,103 |
| 20C | 88,219 | 93,512 | 91,748 | 97,253 | 95,418 | 101,143 | 99,235 | 105,189 | 103,204 | 109,396 | 107,332 | 113,772 | 118,323 | 123,056 | 125,517 | 128,027 |
| 21C | 91,748 | 97,253 | 95,418 | 101,143 | 99,235 | 105,189 | 103,204 | 109,396 | 107,332 | 113,772 | 111,625 | 118,323 | 123,056 | 127,978 | 130,538 | 133,148 |
| 22C | 95,418 | 101,143 | 99,235 | 105,189 | 103,204 | 109,396 | 107,332 | 113,772 | 111,625 | 118,323 | 116,090 | 123,056 | 127,978 | 133,097 | 135,759 | 138,474 |
| 23C | 99,235 | 105,189 | 103,204 | 109,396 | 107,332 | 113,772 | 111,625 | 118,323 | 116,090 | 123,056 | 120,734 | 127,978 | 133,097 | 138,421 | 141,189 | 144,013 |

Longevity increments 1, 2, 3, and 4 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

*After 10 years of satisfactory full time service with Los Rios, a longevity increment will be awarded which is 4%((4.24% with 6% OSSP)) of the appropriate range and step

**An additional longevity increment of 4% (8.16%) ((8.6496% with 6% OSSP)) will be granted-awarded after fifteen (15)-full 15 years. of service with the District.

***An additional longevity increment of 2% (10.323%) ((10.9424% with 6% OSSP)) will be granted-awarded after twenty (20)-full 20 years. of service with the District.

****An additional longevity increment of 2% (12.53%) ((13.2818% with 6% OSSP)) will be granted-awarded after twenty-five (25)-full 25 years. of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Retroactive to: July 1, 2018

Board approved/revised: May 10, 2023

**Los Rios Community College District
2018-19 Final**

Salary Ranges for LRCEA Classified Salary Schedule

Includes a one-time-only salary improvement of 6%

DRAFT

| Job Code | Title | Range | Base Annual Salary | | Annual Salary with one-time 6% Improvement | | |
|----------|--|-------|--------------------|-----------|--|-----------|---------|
| 0141 | Account Clerk I | 17 | 34,529 | - 42,010 | 36,601 | - 50,114 | 44,531 |
| 0142 | Account Clerk II | 21 | 37,817 | - 46,011 | 40,086 | - 54,882 | 48,771 |
| 0143 | Account Clerk III | 25 | 41,419 | - 50,392 | 43,904 | - 60,109 | 53,416 |
| 0649 | Accountant | 35 | 51,994 | - 63,258 | 55,113 | - 75,455 | 67,053 |
| 0198 | Accounting Specialist | 40 | 58,255 | - 70,875 | 61,750 | - 84,544 | 75,128 |
| 0131 | Administrative Assistant I | 26 | 42,371 | - 51,551 | 44,914 | - 61,494 | 54,645 |
| 0133 | Administrative Assistant II | 28 | 44,343 | - 53,950 | 47,003 | - 64,352 | 57,187 |
| 0285 | Administrative Assistant III | 30 | 46,406 | - 56,459 | 49,190 | - 67,346 | 59,847 |
| 0654 | Administrative Services Analyst | 44 | 63,802 | - 77,625 | 67,630 | - 92,592 | 82,282 |
| 0171 | Admissions/Records Clerk I | 17 | 34,529 | - 42,010 | 36,601 | - 50,114 | 44,531 |
| 0172 | Admissions/Records Clerk II | 20 | 36,967 | - 44,976 | 39,185 | - 53,648 | 47,675 |
| 0173 | Admissions/Records Clerk III | 23 | 39,577 | - 48,152 | 41,952 | - 57,436 | 51,041 |
| 0145 | Admissions/Records Evaluator I | 24 | 40,487 | - 49,259 | 42,917 | - 58,757 | 52,215 |
| 0151 | Admissions/Records Evaluator II | 28 | 44,343 | - 53,950 | 47,003 | - 64,352 | 57,187 |
| 0163 | Admissions/Records Evaluator/Degree Auditor | 29 | 45,362 | - 55,190 | 48,084 | - 65,832 | 58,502 |
| 0819 | Alternate Media Design Specialist | 37 | 54,413 | - 66,202 | 57,678 | - 78,967 | 70,174 |
| 0634 | Animal Health Instructional Technician | 30 | 46,406 | - 56,459 | 49,190 | - 67,346 | 59,847 |
| 0798 | Assessment Center Testing Coordinator | 38 | 55,664 | - 67,724 | 59,004 | - 80,782 | 71,788 |
| 0602 | Assistant Financial Aid Officer | 35 | 51,994 | - 63,258 | 55,113 | - 75,455 | 67,053 |
| 0313 | Assistant Technical Director - Harris Center for the Arts | 37 | 54,413 | - 66,202 | 57,678 | - 78,967 | 70,174 |
| 0701 | Athletic Trainer | 37 | 54,413 | - 66,202 | 57,678 | - 78,967 | 70,174 |
| 0742 | Attendance Services Assistant | 27 | 43,346 | - 52,737 | 45,947 | - 62,905 | 55,901 |
| 0185 | Bookstore Assistant Manager | 37 | 54,413 | - 66,202 | 57,678 | - 78,967 | 70,174 |
| 0183 | Bookstore Buyer I | 21 | 37,817 | - 46,011 | 40,086 | - 54,882 | 48,771 |
| 0195 | Bookstore Buyer II | 25 | 41,419 | - 50,392 | 43,904 | - 60,109 | 53,416 |
| 0186 | Bookstore Clerk | 18 | 35,323 | - 42,976 | 37,443 | - 51,263 | 45,555 |
| 0184 | Bookstore Stock Clerk | 21 | 37,817 | - 46,011 | 40,086 | - 54,882 | 48,771 |
| 0869 | Building Automation and Systems Integration Analyst | 57 | 85,746 | - 104,323 | 90,891 | - 124,438 | 110,583 |
| 0804 | Business Services Assistant | 35 | 51,994 | - 63,258 | 55,113 | - 75,455 | 67,053 |
| 0126 | Buyer I | 21 | 37,817 | - 46,011 | 40,086 | - 54,882 | 48,771 |
| 0127 | Buyer II | 25 | 41,419 | - 50,392 | 43,904 | - 60,109 | 53,416 |
| 0128 | Buyer III | 29 | 45,362 | - 55,190 | 48,084 | - 65,832 | 58,502 |
| 0116 | Child Development Center Associate Teacher | 12 | 30,819 | - 37,495 | 32,668 | - 44,725 | 39,745 |
| 0810 | Child Development Center Clerk | 20 | 36,967 | - 44,976 | 39,185 | - 53,648 | 47,675 |
| 0199 | Child Development Center Lead Teacher | 35 | 51,994 | - 63,258 | 55,113 | - 75,455 | 67,053 |
| 0194 | Child Development Center Teacher | 26 | 42,371 | - 51,551 | 44,914 | - 61,494 | 54,645 |
| 0192 | Child Development Services Analyst | 38 | 55,664 | - 67,724 | 59,004 | - 80,782 | 71,788 |
| 0102 | Clerk II | 16 | 33,753 | - 41,066 | 35,778 | - 48,984 | 43,530 |
| 0103 | Clerk III | 20 | 36,967 | - 44,976 | 39,185 | - 53,648 | 47,675 |
| 0191 | College Development Officer | 35 | 51,994 | - 63,258 | 55,113 | - 75,455 | 67,053 |
| 0739 | Computer Aided Drafting and Design Assistant | 42 | 60,965 | - 74,173 | 64,622 | - 88,474 | 78,623 |
| 0803 | Contract Education Program Developer | 56 | 83,818 | - 101,978 | 88,847 | - 121,640 | 108,096 |
| 0123 | Control Center Technician | 22 | 38,687 | - 47,069 | 41,008 | - 56,144 | 49,893 |
| 0164 | Cook/Baker | 21 | 37,817 | - 46,011 | 40,086 | - 54,882 | 48,771 |
| 0169 | Cosmetology Service Assistant | 30 | 46,406 | - 56,459 | 49,190 | - 67,346 | 59,847 |
| 0109 | Counseling Clerk I | 17 | 34,529 | - 42,010 | 36,601 | - 50,114 | 44,531 |
| 0110 | Counseling Clerk II | 21 | 37,817 | - 46,011 | 40,086 | - 54,882 | 48,771 |
| 0744 | Data Communications Security Specialist | 61 | 93,911 | - 114,257 | 99,546 | - 136,288 | 121,113 |
| 0283 | Digital Communications Specialist | 44 | 63,802 | - 77,625 | 67,630 | - 92,592 | 82,282 |
| 0129 | Disabled Student Programs and Services (DSP&S) Clerk | 17 | 34,529 | - 42,010 | 36,601 | - 50,114 | 44,531 |
| 0282 | District Financial Aid Specialist | 40 | 58,255 | - 70,875 | 61,750 | - 84,544 | 75,128 |
| 0650 | Donor Relations Specialist | 38 | 55,664 | - 67,724 | 59,004 | - 80,782 | 71,788 |
| 0167 | Educational Center Assistant | 25 | 41,419 | - 50,392 | 43,904 | - 60,109 | 53,416 |
| 0108 | Educational Center Clerk | 22 | 38,687 | - 47,069 | 41,008 | - 56,144 | 49,893 |
| 0806 | Educational Media Design Specialist | 37 | 54,413 | - 66,202 | 57,678 | - 78,967 | 70,174 |
| 0646 | Electronics Calibration and Repair Technician | 38 | 55,664 | - 67,724 | 59,004 | - 80,782 | 71,788 |
| 0180 | Employee Benefits Specialist | 40 | 58,255 | - 70,875 | 61,750 | - 84,544 | 75,128 |
| 0175 | Employee Benefits Technician | 29 | 45,362 | - 55,190 | 48,084 | - 65,832 | 58,502 |
| 0287 | Energy Management Controls Specialist | 57 | 85,746 | - 104,323 | 90,891 | - 124,438 | 110,583 |
| 0705 | Facilities Planning & Engineering Specialist | 56 | 83,818 | - 101,978 | 88,847 | - 121,640 | 108,096 |
| 0700 | Facilities Planning Specialist | 49 | 71,484 | - 86,971 | 75,773 | - 103,744 | 92,189 |
| 0138 | Financial Aid Clerk I | 17 | 34,529 | - 42,010 | 36,601 | - 50,114 | 44,531 |
| 0140 | Financial Aid Clerk II | 21 | 37,817 | - 46,011 | 40,086 | - 54,882 | 48,771 |
| 0604 | Financial Aid Officer | 38 | 55,664 | - 67,724 | 59,004 | - 80,782 | 71,788 |
| 0743 | Fiscal Services Accounting Specialist | 40 | 58,255 | - 70,875 | 61,750 | - 84,544 | 75,128 |
| 0161 | Food Service Assistant I | 10 | 29,448 | - 35,828 | 31,215 | - 42,736 | 37,978 |
| 0162 | Food Service Assistant II | 12 | 30,819 | - 37,495 | 32,668 | - 44,725 | 39,745 |
| 0165 | Food Service Assistant Manager | 24 | 40,487 | - 49,259 | 42,917 | - 58,757 | 52,215 |
| 0149 | Grant Coordination Clerk | 20 | 36,967 | - 44,976 | 39,185 | - 53,648 | 47,675 |
| 0236 | Graphic Artist | 28 | 44,343 | - 53,950 | 47,003 | - 64,352 | 57,187 |
| 0801 | Graphic Designer | 29 | 45,362 | - 55,190 | 48,084 | - 65,832 | 58,502 |
| 0168 | Health Services Assistant | 21 | 37,817 | - 46,011 | 40,086 | - 54,882 | 48,771 |
| 0718 | Information Technology Business/Technical Analyst I | 57 | 85,746 | - 104,323 | 90,891 | - 124,438 | 110,583 |
| 0723 | Information Technology Business/Technical Analyst II | 61 | 93,911 | - 114,257 | 99,546 | - 136,288 | 121,113 |
| 0748 | Information Technology Network Administrator Analyst I | 57 | 85,746 | - 104,323 | 90,891 | - 124,438 | 110,583 |
| 0749 | Information Technology Network Administrator Analyst II | 61 | 93,911 | - 114,257 | 99,546 | - 136,288 | 121,113 |
| 0726 | Information Technology Specialist I | 44 | 63,802 | - 77,625 | 67,630 | - 92,592 | 82,282 |
| 0729 | Information Technology Specialist II | 50 | 73,128 | - 88,971 | 77,516 | - 106,126 | 94,310 |
| 0745 | Information Technology Systems/Database Administrator Analyst I | 57 | 85,746 | - 104,323 | 90,891 | - 124,438 | 110,583 |
| 0746 | Information Technology Systems/Database Administrator Analyst II | 61 | 93,911 | - 114,257 | 99,546 | - 136,288 | 121,113 |

| Job Code | Title | Range | Base Annual Salary | | Annual Salary with one-time 6% Improvement | |
|----------|--|-------|--------------------|-----------|--|-----------|
| 0242 | Information Technology Cable Plant Assistant | 50 | 73,128 | - 88,971 | 77,516 | - 94,310 |
| 0809 | Information Technology Technician I | 25 | 41,419 | - 50,392 | 43,904 | - 53,416 |
| 0152 | Information Technology Technician II | 31 | 47,473 | - 57,758 | 50,321 | - 61,224 |
| 0208 | Instructional Assistant | 28 | 44,343 | - 53,950 | 47,003 | - 57,187 |
| 0166 | Instructional Services Assistant I | 24 | 40,487 | - 49,259 | 42,917 | - 52,215 |
| 0808 | Instructional Services Assistant II | 27 | 43,346 | - 52,737 | 45,947 | - 55,901 |
| 0150 | Interpreter/Transliterater I | 28 | 44,343 | - 53,950 | 47,003 | - 57,187 |
| 0153 | Interpreter/Transliterater II | 32 | 48,565 | - 59,087 | 51,479 | - 62,632 |
| 0155 | Interpreter/Transliterater III | 36 | 53,190 | - 64,713 | 56,381 | - 68,596 |
| 0207 | Laboratory Technician | 28 | 44,343 | - 53,950 | 47,003 | - 57,187 |
| 0706 | Lead Facilities Planning and Engineering Specialist | 58 | 87,718 | - 106,723 | 92,981 | - 113,126 |
| 0741 | Lead Instructional Assistant | 30 | 46,406 | - 56,459 | 49,190 | - 59,847 |
| 0866 | Lead Instructional Services Assistant | 29 | 45,362 | - 55,190 | 48,084 | - 58,502 |
| 0600 | Lead Laboratory Technician | 30 | 46,406 | - 56,459 | 49,190 | - 59,847 |
| 0241 | Lead Library Technician | 28 | 44,343 | - 53,950 | 47,003 | - 57,187 |
| 0157 | Lead Police Communication Dispatcher | 25 | 41,419 | - 50,392 | 43,904 | - 53,416 |
| 0114 | Library Technician | 26 | 42,371 | - 51,551 | 44,914 | - 54,645 |
| 0105 | Maintenance/Operations Clerk | 22 | 38,687 | - 47,069 | 41,008 | - 49,893 |
| 0231 | Media Systems/Resources Specialist | 50 | 73,128 | - 88,971 | 77,516 | - 94,310 |
| 0200 | Media Systems/Resources Technician I | 32 | 48,565 | - 59,087 | 51,479 | - 62,632 |
| 0223 | Media Systems/Resources Technician II | 38 | 55,664 | - 67,724 | 59,004 | - 71,788 |
| 0115 | Operations Technician | 24 | 40,487 | - 49,259 | 42,917 | - 52,215 |
| 0618 | Outreach Specialist | 38 | 55,664 | - 67,724 | 59,004 | - 71,788 |
| 0660 | Payroll Accountant | 36 | 53,190 | - 64,713 | 56,381 | - 68,596 |
| 0146 | Payroll Clerk I | 23 | 39,577 | - 48,152 | 41,952 | - 51,041 |
| 0147 | Payroll Clerk II | 25 | 41,419 | - 50,392 | 43,904 | - 53,416 |
| 0652 | Payroll Specialist | 40 | 58,255 | - 70,875 | 61,750 | - 75,128 |
| 0179 | Payroll Technician | 29 | 45,362 | - 55,190 | 48,084 | - 58,502 |
| 0156 | Police Communication Dispatcher | 23 | 39,577 | - 48,152 | 41,952 | - 51,041 |
| 0702 | Printing Assistant | 35 | 51,994 | - 63,258 | 55,113 | - 67,053 |
| 0106 | Printing Services Operator I | 17 | 34,529 | - 42,010 | 36,601 | - 44,531 |
| 0107 | Printing Services Operator II | 20 | 36,967 | - 44,976 | 39,185 | - 47,675 |
| 0178 | Printing Services Operator III | 23 | 39,577 | - 48,152 | 41,952 | - 51,041 |
| 0802 | Printing Technician | 33 | 49,682 | - 60,446 | 52,663 | - 64,072 |
| 0268 | Programmer I | 44 | 63,802 | - 77,625 | 67,630 | - 82,282 |
| 0269 | Programmer II | 50 | 73,128 | - 88,971 | 77,516 | - 94,310 |
| 0174 | Public Relations Specialist | 38 | 55,664 | - 67,724 | 59,004 | - 71,788 |
| 0640 | Public Relations Technician | 30 | 46,406 | - 56,459 | 49,190 | - 59,847 |
| 0807 | Research Analyst | 50 | 73,128 | - 88,971 | 77,516 | - 94,310 |
| 0639 | Risk Management Specialist | 40 | 58,255 | - 70,875 | 61,750 | - 75,128 |
| 0417 | Sacramento Regional Public Safety Training Center (SRPSTC) Developer | 56 | 83,818 | - 101,978 | 88,847 | - 108,096 |
| 0125 | Senior Buyer/Contract Specialist | 40 | 58,255 | - 70,875 | 61,750 | - 75,128 |
| 0735 | Senior Information Technology Business/Technical Analyst | 64 | 100,541 | - 122,324 | 106,573 | - 129,663 |
| 0750 | Senior Information Technology Network Administrator Analyst | 64 | 100,541 | - 122,324 | 106,573 | - 129,663 |
| 0196 | Senior Information Technology Specialist | 57 | 85,746 | - 104,323 | 90,891 | - 110,583 |
| 0747 | Senior Information Technology Systems/Database Administrator Analyst | 64 | 100,541 | - 122,324 | 106,573 | - 129,663 |
| 0731 | Senior Information Technology Technician | 38 | 55,664 | - 67,724 | 59,004 | - 71,788 |
| 0276 | Senior Programmer | 57 | 85,746 | - 104,323 | 90,891 | - 110,583 |
| 0158 | Staff Resources Center Assistant | 28 | 44,343 | - 53,950 | 47,003 | - 57,187 |
| 0641 | Student Affairs Specialist | 44 | 63,802 | - 77,625 | 67,630 | - 82,282 |
| 0124 | Student Personnel Assistant | 28 | 44,343 | - 53,950 | 47,003 | - 57,187 |
| 0683 | Student Support Specialist | 38 | 55,664 | - 67,724 | 59,004 | - 71,788 |
| 0707 | TANF/CalWORKs Specialist | 38 | 55,664 | - 67,724 | 59,004 | - 71,788 |
| 0271 | Telecommunications System Coordinator | 57 | 85,746 | - 104,323 | 90,891 | - 110,583 |
| 0272 | Telecommunications System Designer | 57 | 85,746 | - 104,323 | 90,891 | - 110,583 |
| 0234 | Theatre Technician | 28 | 44,343 | - 53,950 | 47,003 | - 57,187 |
| 0281 | Ticket Office/Customer Relations Assistant-Visual & Performing Arts Center | 28 | 44,343 | - 53,950 | 47,003 | - 57,187 |
| 0630 | Tutorial Services Assistant | 35 | 51,994 | - 63,258 | 55,113 | - 67,053 |
| 0130 | Web & Media Design Specialist | 44 | 63,802 | - 77,625 | 67,630 | - 82,282 |

The salary ranges above are base amounts and do not include longevity increments.

The max salary amount in range includes the 10-, 15-, 20- and 25-year longevity increments.

Retroactive to: July 1, 2018

Board approved/revised: May 10, 2023

**Los Rios Community College District
2018-19 Final
LRCEA Classified
Annual Salary Schedule**

(a) steps include a one-time only improvement of 6%

| Range | DRAFT | | | | | | | | | | | | | | | |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | L1* | L2** | L3*** | L4**** |
| 10 | 29,448 | 31,215 | 30,626 | 32,464 | 31,851 | 33,762 | 33,125 | 35,113 | 34,450 | 36,517 | 35,828 | 37,978 | 39,497 | 41,077 | 41,898 | 42,736 |
| 11 | 30,126 | 31,933 | 31,331 | 33,211 | 32,584 | 34,539 | 33,887 | 35,921 | 35,243 | 37,357 | 36,653 | 38,852 | 40,406 | 42,022 | 42,862 | 43,720 |
| 12 | 30,819 | 32,668 | 32,051 | 33,974 | 33,333 | 35,333 | 34,667 | 36,747 | 36,053 | 38,216 | 37,495 | 39,745 | 41,336 | 42,988 | 43,848 | 44,726 |
| 13 | 31,527 | 33,419 | 32,788 | 34,756 | 34,100 | 36,146 | 35,464 | 37,592 | 36,882 | 39,095 | 38,358 | 40,659 | 42,286 | 43,977 | 44,867 | 45,764 |
| 14 | 32,252 | 34,187 | 33,542 | 35,555 | 34,884 | 36,977 | 36,279 | 38,456 | 37,730 | 39,994 | 39,240 | 41,594 | 43,258 | 44,988 | 45,888 | 46,806 |
| 15 | 32,994 | 34,974 | 34,314 | 36,373 | 35,686 | 37,828 | 37,114 | 39,341 | 38,599 | 40,914 | 40,142 | 42,551 | 44,253 | 46,023 | 46,944 | 47,883 |
| 16 | 33,753 | 35,778 | 35,103 | 37,209 | 36,507 | 38,698 | 37,967 | 40,246 | 39,486 | 41,855 | 41,066 | 43,530 | 45,271 | 47,082 | 48,023 | 48,984 |
| 17 | 34,529 | 36,601 | 35,911 | 38,065 | 37,347 | 39,588 | 38,841 | 41,171 | 40,395 | 42,818 | 42,010 | 44,531 | 46,312 | 48,165 | 49,128 | 50,111 |
| 18 | 35,323 | 37,443 | 36,736 | 38,940 | 38,206 | 40,498 | 39,734 | 42,118 | 41,323 | 43,803 | 42,976 | 45,555 | 47,377 | 49,272 | 50,267 | 51,263 |
| 19 | 36,136 | 38,304 | 37,581 | 39,836 | 39,084 | 41,430 | 40,648 | 43,087 | 42,274 | 44,810 | 43,965 | 46,603 | 48,467 | 50,405 | 51,414 | 52,442 |
| 20 | 36,967 | 39,185 | 38,446 | 40,753 | 39,984 | 42,383 | 41,583 | 44,078 | 43,246 | 45,841 | 44,976 | 47,675 | 49,582 | 51,566 | 52,606 | 53,648 |
| 21 | 37,817 | 40,086 | 39,330 | 41,690 | 40,903 | 43,358 | 42,539 | 45,092 | 44,241 | 46,995 | 46,011 | 48,771 | 50,722 | 52,751 | 53,806 | 54,882 |
| 22 | 38,687 | 41,008 | 40,235 | 42,649 | 41,844 | 44,355 | 43,518 | 46,129 | 45,258 | 47,974 | 47,069 | 49,893 | 51,889 | 53,964 | 55,044 | 56,144 |
| 23 | 39,577 | 41,952 | 41,160 | 43,630 | 42,807 | 45,375 | 44,519 | 47,190 | 46,300 | 49,078 | 48,152 | 51,041 | 53,082 | 55,206 | 56,340 | 57,436 |
| 24 | 40,487 | 42,917 | 42,107 | 44,633 | 43,791 | 46,419 | 45,543 | 48,275 | 47,365 | 50,206 | 49,259 | 52,215 | 54,303 | 56,475 | 57,605 | 58,757 |
| 25 | 41,419 | 43,904 | 43,076 | 45,660 | 44,799 | 47,487 | 46,591 | 49,386 | 48,454 | 51,361 | 50,392 | 53,416 | 55,562 | 57,776 | 58,900 | 60,109 |
| 26 | 42,371 | 44,914 | 44,066 | 46,710 | 45,829 | 48,579 | 47,662 | 50,522 | 49,569 | 52,543 | 51,551 | 54,645 | 56,830 | 59,103 | 60,286 | 61,494 |
| 27 | 43,346 | 45,947 | 45,080 | 47,784 | 46,883 | 49,696 | 48,758 | 51,684 | 50,708 | 53,751 | 52,737 | 55,901 | 58,137 | 60,463 | 61,742 | 62,996 |
| 28 | 44,343 | 47,003 | 46,116 | 48,883 | 47,961 | 50,839 | 49,880 | 52,872 | 51,875 | 54,987 | 53,950 | 57,187 | 59,474 | 61,853 | 63,090 | 64,352 |
| 29 | 45,362 | 48,084 | 47,177 | 50,007 | 49,064 | 52,008 | 51,027 | 54,088 | 53,067 | 56,252 | 55,190 | 58,502 | 60,842 | 63,275 | 64,541 | 65,832 |
| 30 | 46,406 | 49,190 | 48,262 | 51,157 | 50,192 | 53,204 | 52,200 | 55,332 | 54,288 | 57,545 | 56,459 | 59,847 | 62,241 | 64,730 | 66,026 | 67,346 |
| 31 | 47,473 | 50,321 | 49,372 | 52,334 | 51,347 | 54,428 | 53,401 | 56,605 | 55,537 | 58,869 | 57,758 | 61,224 | 63,673 | 66,220 | 67,544 | 68,895 |
| 32 | 48,565 | 51,479 | 50,508 | 53,538 | 52,528 | 55,680 | 54,629 | 57,907 | 56,814 | 60,223 | 59,087 | 62,632 | 65,137 | 67,743 | 69,099 | 70,480 |
| 33 | 49,682 | 52,663 | 51,669 | 54,770 | 53,736 | 56,960 | 55,886 | 59,239 | 58,121 | 61,608 | 60,446 | 64,072 | 66,635 | 69,301 | 70,687 | 72,101 |
| 34 | 50,825 | 53,874 | 52,858 | 56,029 | 54,972 | 58,270 | 57,171 | 60,601 | 59,458 | 63,025 | 61,836 | 65,546 | 68,168 | 70,895 | 72,313 | 73,769 |
| 35 | 51,994 | 55,113 | 54,073 | 57,318 | 56,236 | 59,610 | 58,486 | 61,995 | 60,825 | 64,474 | 63,258 | 67,053 | 69,736 | 72,525 | 73,976 | 75,455 |
| 36 | 53,190 | 56,381 | 55,317 | 58,636 | 57,530 | 60,981 | 59,831 | 63,421 | 62,224 | 65,957 | 64,713 | 68,596 | 71,340 | 74,193 | 75,677 | 77,191 |
| 37 | 54,413 | 57,678 | 56,590 | 59,985 | 58,853 | 62,384 | 61,207 | 64,880 | 63,656 | 67,475 | 66,202 | 70,174 | 72,981 | 75,900 | 77,418 | 78,967 |
| 38 | 55,664 | 59,004 | 57,891 | 61,364 | 60,206 | 63,819 | 62,615 | 66,372 | 65,119 | 69,026 | 67,724 | 71,788 | 74,669 | 77,645 | 79,198 | 80,782 |
| 39 | 56,945 | 60,361 | 59,222 | 62,776 | 61,591 | 65,287 | 64,055 | 67,898 | 66,617 | 70,614 | 69,282 | 73,439 | 76,376 | 79,431 | 81,020 | 82,640 |
| 40 | 58,255 | 61,750 | 60,585 | 64,220 | 63,008 | 66,789 | 65,528 | 69,460 | 68,149 | 72,238 | 70,875 | 75,128 | 78,133 | 81,259 | 82,884 | 84,541 |
| 41 | 59,594 | 63,170 | 61,978 | 65,697 | 64,457 | 68,324 | 67,035 | 71,057 | 69,717 | 73,900 | 72,505 | 76,856 | 79,930 | 83,127 | 84,790 | 86,485 |
| 42 | 60,965 | 64,622 | 63,403 | 67,207 | 65,939 | 69,896 | 68,577 | 72,692 | 71,320 | 75,599 | 74,173 | 78,623 | 81,768 | 85,039 | 86,740 | 88,474 |
| 43 | 62,367 | 66,109 | 64,862 | 68,753 | 67,456 | 71,503 | 70,154 | 74,363 | 72,960 | 77,338 | 75,879 | 80,431 | 83,649 | 86,996 | 88,736 | 90,509 |
| 44 | 63,802 | 67,630 | 66,354 | 70,335 | 69,008 | 73,148 | 71,768 | 76,074 | 74,639 | 79,117 | 77,625 | 82,282 | 85,573 | 88,996 | 90,776 | 92,592 |
| 45 | 65,269 | 69,185 | 67,880 | 71,952 | 70,595 | 74,830 | 73,418 | 77,824 | 76,355 | 80,936 | 79,409 | 84,174 | 87,544 | 91,043 | 92,863 | 94,720 |
| 46 | 66,770 | 70,776 | 69,441 | 73,607 | 72,219 | 76,552 | 75,107 | 79,614 | 78,112 | 82,798 | 81,236 | 86,110 | 89,564 | 93,137 | 94,999 | 96,899 |
| 47 | 68,306 | 72,404 | 71,038 | 75,300 | 73,879 | 78,312 | 76,835 | 81,445 | 79,908 | 84,702 | 83,104 | 88,091 | 91,614 | 95,279 | 97,184 | 99,128 |
| 48 | 69,877 | 74,069 | 72,672 | 77,032 | 75,579 | 80,114 | 78,602 | 83,318 | 81,746 | 86,651 | 85,016 | 90,117 | 93,722 | 97,470 | 99,420 | 101,408 |
| 49 | 71,484 | 75,773 | 74,343 | 78,804 | 77,317 | 81,956 | 80,410 | 85,234 | 83,626 | 88,644 | 86,971 | 92,189 | 95,877 | 99,712 | 101,706 | 103,741 |
| 50 | 73,128 | 77,516 | 76,053 | 80,616 | 79,095 | 83,841 | 82,259 | 87,195 | 85,550 | 90,682 | 88,971 | 94,310 | 98,082 | 102,005 | 104,045 | 106,126 |
| 51 | 74,810 | 79,299 | 77,802 | 82,471 | 80,914 | 85,769 | 84,151 | 89,200 | 87,517 | 92,768 | 91,018 | 96,479 | 100,338 | 104,352 | 106,439 | 108,568 |
| 52 | 76,531 | 81,123 | 79,592 | 84,367 | 82,776 | 87,742 | 86,087 | 91,252 | 89,530 | 94,902 | 93,111 | 98,698 | 102,646 | 106,762 | 108,887 | 111,065 |
| 53 | 78,291 | 82,988 | 81,422 | 86,308 | 84,679 | 89,760 | 88,067 | 93,351 | 91,589 | 97,085 | 95,253 | 100,968 | 105,007 | 109,207 | 111,394 | 113,619 |
| 54 | 80,092 | 84,897 | 83,295 | 88,293 | 86,627 | 91,825 | 90,092 | 95,498 | 93,696 | 99,318 | 97,444 | 103,290 | 107,422 | 111,719 | 113,963 | 116,232 |
| 55 | 81,934 | 86,850 | 85,211 | 90,324 | 88,619 | 93,937 | 92,164 | 97,694 | 95,851 | 101,602 | 99,685 | 105,666 | 109,893 | 114,288 | 116,574 | 118,906 |
| 56 | 83,818 | 88,847 | 87,171 | 92,401 | 90,658 | 96,097 | 94,284 | 99,941 | 98,055 | 103,939 | 101,978 | 108,096 | 112,420 | 116,917 | 119,255 | 121,640 |
| 57 | 85,746 | 90,891 | 89,176 | 94,526 | 92,743 | 98,307 | 96,453 | 102,240 | 100,311 | 106,329 | 104,323 | 110,583 | 115,006 | 119,606 | 121,998 | 124,438 |
| 58 | 87,718 | 92,981 | 91,227 | 96,700 | 94,876 | 100,568 | 98,671 | 104,591 | 102,618 | 108,775 | 106,723 | 113,126 | 117,651 | 122,357 | 124,804 | 127,300 |
| 59 | 89,736 | 95,120 | 93,325 | 98,925 | 97,058 | 102,881 | 100,940 | 106,997 | 104,978 | 111,277 | 109,177 | 115,728 | 120,367 | 125,171 | 127,675 | 130,228 |
| 60 | 91,800 | 97,308 | 95,472 | 101,200 | 99,290 | 105,248 | 103,262 | 109,458 | 107,393 | 113,836 | 111,688 | 118,390 | 123,125 | 128,050 | 130,611 | 133,223 |
| 61 | 93,911 | 99,546 | 97,667 | 103,527 | 101,574 | 107,668 | 105,637 | 111,975 | 109,863 | 116,454 | 114,257 | 121,113 | 126,067 | 131,096 | 133,616 | 136,288 |
| 62 | 96,071 | 101,835 | 99,914 | 105,909 | 103,910 | 110,145 | 108,067 | 114,551 | 112,389 | 119,133 | 116,885 | 123,898 | 128,864 | 134,008 | 136,688 | 139,422 |
| 63 | 98,281 | 104,177 | 102,212 | 108,344 | 106,300 | 112,678 | 110,552 | 117,185 | 114,974 | 121,873 | 119,573 | 126,748 | 131,818 | 137,090 | 139,832 | 142,629 |
| 64 | 100,541 | 106,573 | 104,563 | 110,836 | 108,745 | 115,270 | 113,095 | 119,881 | 117,619 | 124,676 | 122,324 | 129,663 | 134,860 | 140,244 | 143,048 | 145,909 |
| 65 | 102,853 | 109,025 | 106,968 | 113,386 | 111,246 | 117,921 | 115,696 | 122,638 | 120,324 | 127,543 | 125,137 | 132,645 | 137,951 | 143,469 | 146,339 | 149,265 |

Longevity increments 1, 2, 3, and 4 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

*A longevity step can be attained after ten (10) full years of satisfactory service with the District.

After 10 years of full time service with Los Rios, a longevity increment will be awarded which is 4% ((4.24% with 6% OSSP)) of the appropriate range and step.

** An additional longevity increment of 4% (8.16%) ((8.6496% with 6% OSSP)) will be paid to members of the bargaining unit awarded after 15 full years of service with the District.

*** An additional longevity increment of 2% (10.323%) ((10.9424% with 6% OSSP)) will be paid to members of the bargaining unit awarded after 20 full years of service with the District.

**** An additional longevity increment of 2% (12.53%) ((13.2818% with 6% OSSP)) will be paid to members of the bargaining unit awarded after 25 full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retrospective to: July 1, 2018

Board approved/ revised: May 10, 2023

**Los Rios Community College District
2018-19 Final**

Salary Ranges for LRSA Supervisory Positions*

Includes a one-time-only improvement of 6%

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| Job Code | Title | Range | Base Annual Salary | | Annual Salary with one-time 6% Improvement | |
|-----------------|--|--------------|---------------------------|-----------|---|-----------|
| 908 | Accounts Payable Supervisor | 22V | 68,617 | - 81,878 | 72,734 | - 97,665 |
| 636 | Admissions & Records Supervisor | 24V | 74,216 | - 88,559 | 78,669 | - 405,635 |
| 288 | Bookstore Supervisor | 19V | 61,001 | - 72,789 | 64,661 | - 86,824 |
| 901 | Business Services Supervisor | 26V | 80,273 | - 95,786 | 85,089 | - 444,255 |
| 656 | Campus Operations Supervisor | 22V | 68,617 | - 81,878 | 72,734 | - 97,665 |
| 637 | Child Development Center Supervisor | 20V | 63,441 | - 75,701 | 67,247 | - 90,297 |
| 912 | College IT Systems Supervisor | 32V | 101,570 | - 121,199 | 107,665 | - 444,568 |
| 631 | Community Services Supervisor | 22V | 68,617 | - 81,878 | 72,734 | - 97,665 |
| 905 | Counseling Supervisor | 20V | 63,441 | - 75,701 | 67,247 | - 90,297 |
| 603 | Custodial Supervisor | 17V | 56,398 | - 67,298 | 59,782 | - 80,274 |
| 902 | Custodial/Receiving Supervisor | 20V | 63,441 | - 75,701 | 67,247 | - 90,297 |
| 613 | Educational Center Supervisor | 20V | 63,441 | - 75,701 | 67,247 | - 90,297 |
| 651 | Employee Benefits Supervisor | 24V | 74,216 | - 88,559 | 78,669 | - 405,635 |
| 312 | Event Services Supervisor - Harris Center for the Arts | 18V | 58,654 | - 69,990 | 62,174 | - 83,485 |
| 615 | Facilities Maintenance - Electrical Systems Supervisor | 24V | 74,216 | - 88,559 | 78,669 | - 405,635 |
| 601 | Facilities Maintenance - Grounds Supervisor | 24V | 74,216 | - 88,559 | 78,669 | - 405,635 |
| 609 | Facilities Maintenance - Heating/Ventilation/Air Conditioning (HVAC)/Plumbing Supervisor | 24V | 74,216 | - 88,559 | 78,669 | - 405,635 |
| 617 | Facilities Maintenance - Structures Supervisor | 24V | 74,216 | - 88,559 | 78,669 | - 405,635 |
| 616 | Facilities Maintenance Supervisor | 24V | 74,216 | - 88,559 | 78,669 | - 405,635 |
| 642 | Facilities Maintenance - Transportation Supervisor | 24V | 74,216 | - 88,559 | 78,669 | - 405,635 |
| 622 | Facilities Management Operations Supervisor | 18V | 58,654 | - 69,990 | 62,174 | - 83,485 |
| 923 | Facilities Projects Supervisor | 29V | 90,296 | - 107,746 | 95,713 | - 428,524 |
| 611 | Financial Aid Supervisor | 24V | 74,216 | - 88,559 | 78,669 | - 405,635 |
| 657 | Fiscal Services Supervisor | 26V | 80,273 | - 95,786 | 85,089 | - 444,255 |
| 605 | Food Services Manager | 19V | 61,001 | - 72,789 | 64,661 | - 86,824 |
| 624 | General Accounting Supervisor | 26V | 80,273 | - 95,786 | 85,089 | - 444,255 |
| 910 | General Services Supervisor, Risk Management | 22V | 68,617 | - 81,878 | 72,734 | - 97,665 |
| 289 | Hospitality Management - Culinary Supervisor | 20V | 63,441 | - 75,701 | 67,247 | - 90,297 |
| 911 | Instructional Computer Laboratory Supervisor | 22V | 68,617 | - 81,878 | 72,734 | - 97,665 |
| 913 | Instructional Science Laboratory Supervisor | 22V | 68,617 | - 81,878 | 72,734 | - 97,665 |
| 612 | IT Application Systems Supervisor | 33V | 105,633 | - 126,047 | 111,971 | - 450,354 |
| 685 | IT Production Services Supervisor | 33V | 105,633 | - 126,047 | 111,971 | - 450,354 |
| 684 | IT Technical Services Supervisor | 33V | 105,633 | - 126,047 | 111,971 | - 450,354 |
| 619 | Media Resources Supervisor | 24V | 74,216 | - 88,559 | 78,669 | - 405,635 |
| 623 | Payroll Supervisor | 26V | 80,273 | - 95,786 | 85,089 | - 444,255 |
| 915 | Police Communications Supervisor | 21V | 65,978 | - 78,729 | 69,937 | - 93,909 |
| 240 | Police Sergeant | 27V | 83,483 | - 99,617 | 88,492 | - 418,825 |
| 900 | Printing Services Supervisor | 19V | 61,001 | - 72,789 | 64,661 | - 86,824 |
| 628 | Purchasing Supervisor | 22V | 68,617 | - 81,878 | 72,734 | - 97,665 |
| 909 | SRPSTC Office Supervisor | 21V | 65,978 | - 78,729 | 69,937 | - 93,909 |
| 682 | Student Life Supervisor | 20V | 63,441 | - 75,701 | 67,247 | - 90,297 |
| 681 | Student Support Supervisor | 20V | 63,441 | - 75,701 | 67,247 | - 90,297 |
| 643 | Technical Director - Harris Center for the Arts | 22V | 68,617 | - 81,878 | 72,734 | - 97,665 |
| 903 | Ticket Office Supervisor - Visual & Performing Arts Center | 19V | 61,001 | - 72,789 | 64,661 | - 86,824 |

The salary ranges above are base amounts and do not include longevity increments.

The max salary amount in range includes the 10-, 15-, 20- and 25-year longevity increments.

*Exempt positions--not entitled to overtime.

Retroactive to: July 1, 2018

Board approved/ revised: May 10, 2023

**Los Rios Community College District
2018-19 Final
LRSA Classified Supervisor
Monthly Salary Schedule**

(a) steps include a one-time only improvement of 6%.

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| Range | *Hourly Step 1 | Hourly Step 1a | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | L1* | L2** | L3*** | L4**** |
|-------|----------------|----------------|----------|----------|----------|----------|----------|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 16V | 26.07 | 27.64 | 4,519.11 | 4,790.25 | 4,699.87 | 4,981.86 | 4,887.86 | 5,181.14 | 5,083.38 | 5,388.38 | 5,286.71 | 5,603.92 | 5,392.45 | 5,716.00 | 5,944.64 | 6,182.42 | 6,306.07 | 6,432.19 |
| 17V | 27.11 | 28.74 | 4,699.87 | 4,981.86 | 4,887.86 | 5,181.14 | 5,083.38 | 5,388.38 | 5,286.71 | 5,603.92 | 5,498.18 | 5,828.07 | 5,608.15 | 5,944.64 | 6,182.42 | 6,429.72 | 6,558.34 | 6,689.48 |
| 18V | 28.20 | 29.89 | 4,887.86 | 5,181.14 | 5,083.38 | 5,388.38 | 5,286.71 | 5,603.92 | 5,498.18 | 5,828.07 | 5,718.11 | 6,061.20 | 5,832.47 | 6,182.42 | 6,429.72 | 6,686.94 | 6,820.65 | 6,957.06 |
| 19V | 29.33 | 31.09 | 5,083.38 | 5,388.38 | 5,286.71 | 5,603.92 | 5,498.18 | 5,828.07 | 5,718.11 | 6,061.20 | 5,946.83 | 6,303.64 | 6,065.77 | 6,429.72 | 6,686.94 | 6,954.38 | 7,093.47 | 7,235.34 |
| 20V | 30.50 | 32.33 | 5,286.71 | 5,603.92 | 5,498.18 | 5,828.07 | 5,718.11 | 6,061.20 | 5,946.83 | 6,303.64 | 6,184.71 | 6,555.79 | 6,308.40 | 6,686.91 | 6,954.38 | 7,232.56 | 7,377.21 | 7,524.75 |
| 21V | 31.72 | 33.62 | 5,498.18 | 5,828.07 | 5,718.11 | 6,061.20 | 5,946.83 | 6,303.64 | 6,184.71 | 6,555.79 | 6,432.10 | 6,818.02 | 6,560.74 | 6,954.38 | 7,232.56 | 7,521.86 | 7,672.30 | 7,825.74 |
| 22V | 32.99 | 34.97 | 5,718.11 | 6,061.20 | 5,946.83 | 6,303.64 | 6,184.71 | 6,555.79 | 6,432.10 | 6,818.02 | 6,689.38 | 7,090.74 | 6,823.17 | 7,232.56 | 7,521.86 | 7,822.74 | 7,979.19 | 8,138.77 |
| 23V | 34.31 | 36.37 | 5,946.83 | 6,303.64 | 6,184.71 | 6,555.79 | 6,432.10 | 6,818.02 | 6,689.38 | 7,090.74 | 6,956.96 | 7,374.37 | 7,096.09 | 7,521.86 | 7,822.74 | 8,135.64 | 8,298.36 | 8,464.32 |
| 24V | 35.68 | 37.82 | 6,184.71 | 6,555.79 | 6,432.10 | 6,818.02 | 6,689.38 | 7,090.74 | 6,956.96 | 7,374.37 | 7,235.23 | 7,669.35 | 7,379.94 | 7,822.73 | 8,135.64 | 8,461.07 | 8,630.29 | 8,802.90 |
| 25V | 37.11 | 39.33 | 6,432.10 | 6,818.02 | 6,689.38 | 7,090.74 | 6,956.96 | 7,374.37 | 7,235.23 | 7,669.35 | 7,524.64 | 7,976.12 | 7,675.14 | 8,135.64 | 8,461.07 | 8,799.54 | 8,975.50 | 9,155.04 |
| 26V | 38.59 | 40.91 | 6,689.38 | 7,090.74 | 6,956.96 | 7,374.37 | 7,235.23 | 7,669.35 | 7,524.64 | 7,976.12 | 7,825.63 | 8,295.17 | 7,982.14 | 8,461.07 | 8,799.54 | 9,151.49 | 9,334.52 | 9,521.21 |
| 27V | 40.14 | 42.54 | 6,956.96 | 7,374.37 | 7,235.23 | 7,669.35 | 7,524.64 | 7,976.12 | 7,825.63 | 8,295.17 | 8,138.65 | 8,626.97 | 8,301.43 | 8,799.51 | 9,151.49 | 9,517.55 | 9,707.90 | 9,902.06 |
| 28V | 41.74 | 44.25 | 7,235.23 | 7,669.35 | 7,524.64 | 7,976.12 | 7,825.63 | 8,295.17 | 8,138.65 | 8,626.97 | 8,464.20 | 8,972.05 | 8,633.48 | 9,151.49 | 9,517.55 | 9,898.26 | 10,096.22 | 10,298.15 |
| 29V | 43.41 | 46.02 | 7,524.64 | 7,976.12 | 7,825.63 | 8,295.17 | 8,138.65 | 8,626.97 | 8,464.20 | 8,972.05 | 8,802.77 | 9,330.93 | 8,978.82 | 9,517.55 | 9,898.26 | 10,294.19 | 10,500.07 | 10,710.07 |
| 30V | 45.15 | 47.86 | 7,825.63 | 8,295.17 | 8,138.65 | 8,626.97 | 8,464.20 | 8,972.05 | 8,802.77 | 9,330.93 | 9,154.88 | 9,704.17 | 9,337.98 | 9,898.26 | 10,294.19 | 10,705.95 | 10,920.07 | 11,138.47 |
| 31V | 46.95 | 49.77 | 8,138.65 | 8,626.97 | 8,464.20 | 8,972.05 | 8,802.77 | 9,330.93 | 9,154.88 | 9,704.17 | 9,521.07 | 10,092.34 | 9,711.50 | 10,294.19 | 10,705.95 | 11,134.19 | 11,356.88 | 11,584.04 |
| 32V | 48.83 | 51.76 | 8,464.20 | 8,972.05 | 8,802.77 | 9,330.93 | 9,154.88 | 9,704.17 | 9,521.07 | 10,092.34 | 9,901.92 | 10,496.03 | 10,099.96 | 10,705.95 | 11,134.19 | 11,579.56 | 11,811.15 | 12,047.37 |
| 33V | 50.79 | 53.83 | 8,802.77 | 9,330.93 | 9,154.88 | 9,704.17 | 9,521.07 | 10,092.34 | 9,901.92 | 10,496.03 | 10,297.99 | 10,915.87 | 10,503.95 | 11,134.19 | 11,579.56 | 12,042.74 | 12,283.60 | 12,529.27 |

Longevity increments 1, 2, 3, and 4 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

* A longevity step of 4% can only be attained after ten (10) full years of satisfactory service with the District. In instances when an employee is not on Step 6 upon reaching ten (10) full years with the District, a longevity step will be given not to exceed the equivalent of a one-step increment.

After 10 years of service with Los Rios, a longevity increment will be awarded which will be 4% ((4.24% with 6% OSSP)) of the appropriate range and step.

** An additional longevity increment of 4% (8.16%) ((8.6496% with 6% OSSP)) will be granted-awarded after fifteen (15) full 15 years. of service with the District.

*** An additional longevity increment of 2% (10.323%) ((10.9424% with 6% OSSP)) will be granted-awarded after twenty (20) full 20 years. of service with the District.

**** An additional longevity increment of 2% (12.53%) ((13.2818% with 6% OSSP)) will be granted-awarded after twenty-five (25) full 25 years. of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to: July 1, 2018

Board approved/revised: May 10, 2023

**Los Rios Community College District
2018-19 Final
LRSA Classified Supervisor
Annual Salary Schedule**

(a) steps include a one-time only improvement of 6%.

DRAFT

| Range | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | L1* | L2** | L3*** | L4**** |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 16V | 54,229 | 57,483 | 56,398 | 59,782 | 58,654 | 62,174 | 61,001 | 64,661 | 63,441 | 67,247 | 64,709 | 68,592 | 74,336 | 74,189 | 75,673 | 77,186 |
| 17V | 56,398 | 59,782 | 58,654 | 62,174 | 61,001 | 64,661 | 63,441 | 67,247 | 65,978 | 69,937 | 67,298 | 71,336 | 74,189 | 77,157 | 78,700 | 80,274 |
| 18V | 58,654 | 62,174 | 61,001 | 64,661 | 63,441 | 67,247 | 65,978 | 69,937 | 68,617 | 72,734 | 69,990 | 74,189 | 77,157 | 80,243 | 81,848 | 83,485 |
| 19V | 61,001 | 64,661 | 63,441 | 67,247 | 65,978 | 69,937 | 68,617 | 72,734 | 71,362 | 75,644 | 72,789 | 77,157 | 80,243 | 83,453 | 85,122 | 86,824 |
| 20V | 63,441 | 67,247 | 65,978 | 69,937 | 68,617 | 72,734 | 71,362 | 75,644 | 74,216 | 78,669 | 75,701 | 80,243 | 83,453 | 86,791 | 88,527 | 90,297 |
| 21V | 65,978 | 69,937 | 68,617 | 72,734 | 71,362 | 75,644 | 74,216 | 78,669 | 77,185 | 81,816 | 78,729 | 83,453 | 86,791 | 90,262 | 92,068 | 93,909 |
| 22V | 68,617 | 72,734 | 71,362 | 75,644 | 74,216 | 78,669 | 77,185 | 81,816 | 80,273 | 85,089 | 81,878 | 86,791 | 90,262 | 93,873 | 95,750 | 97,665 |
| 23V | 71,362 | 75,644 | 74,216 | 78,669 | 77,185 | 81,816 | 80,273 | 85,089 | 83,483 | 88,492 | 85,153 | 90,262 | 93,873 | 97,628 | 99,580 | 101,572 |
| 24V | 74,216 | 78,669 | 77,185 | 81,816 | 80,273 | 85,089 | 83,483 | 88,492 | 86,823 | 92,032 | 88,559 | 93,873 | 97,628 | 101,533 | 103,563 | 105,635 |
| 25V | 77,185 | 81,816 | 80,273 | 85,089 | 83,483 | 88,492 | 86,823 | 92,032 | 90,296 | 95,713 | 92,102 | 97,628 | 101,533 | 105,594 | 107,706 | 109,860 |
| 26V | 80,273 | 85,089 | 83,483 | 88,492 | 86,823 | 92,032 | 90,296 | 95,713 | 93,908 | 99,542 | 95,786 | 101,533 | 105,594 | 109,818 | 112,014 | 114,255 |
| 27V | 83,483 | 88,492 | 86,823 | 92,032 | 90,296 | 95,713 | 93,908 | 99,542 | 97,664 | 103,524 | 99,617 | 105,594 | 109,818 | 114,211 | 116,495 | 118,825 |
| 28V | 86,823 | 92,032 | 90,296 | 95,713 | 93,908 | 99,542 | 97,664 | 103,524 | 101,570 | 107,665 | 103,602 | 109,818 | 114,211 | 118,779 | 121,155 | 123,578 |
| 29V | 90,296 | 95,713 | 93,908 | 99,542 | 97,664 | 103,524 | 101,570 | 107,665 | 105,633 | 111,971 | 107,746 | 114,211 | 118,779 | 123,530 | 126,004 | 128,524 |
| 30V | 93,908 | 99,542 | 97,664 | 103,524 | 101,570 | 107,665 | 105,633 | 111,971 | 109,859 | 116,450 | 112,056 | 118,779 | 123,530 | 128,471 | 131,041 | 133,662 |
| 31V | 97,664 | 103,524 | 101,570 | 107,665 | 105,633 | 111,971 | 109,859 | 116,450 | 114,253 | 121,108 | 116,538 | 123,530 | 128,471 | 133,610 | 136,283 | 139,008 |
| 32V | 101,570 | 107,665 | 105,633 | 111,971 | 109,859 | 116,450 | 114,253 | 121,108 | 118,823 | 125,952 | 121,199 | 128,471 | 133,610 | 138,955 | 141,734 | 144,568 |
| 33V | 105,633 | 111,971 | 109,859 | 116,450 | 114,253 | 121,108 | 118,823 | 125,952 | 123,576 | 130,990 | 126,047 | 133,610 | 138,955 | 144,513 | 147,403 | 150,351 |

Longevity increments 1, 2, 3, and 4 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

~~* A longevity step of 4% can only be attained after ten (10) full years of satisfactory service with the District. In instances when an employee is not on Step 6 upon reaching ten (10) full years with the District, a longevity step will be given not to exceed the equivalent of a one-step increment.~~

~~After 10 years of service with Los Rios, a longevity increment will be awarded which will be 4% ((4.24% with 6% OSSP)) of the appropriate range and step.~~

~~** An additional longevity increment of 4% (8.16%) ((8.6496% with 6% OSSP)) will be granted-awarded after fifteen (15) full 15 years. of service with the District.~~

~~*** An additional longevity increment of 2% (10.323%) ((10.9424% with 6% OSSP)) will be granted-awarded after twenty (20) full 20 years. of service with the District.~~

~~**** An additional longevity increment of 2% (12.53%) ((13.2818% with 6% OSSP)) will be granted-awarded after twenty-five (25) full 25 years. of service with the District.~~

~~Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).~~

Retroactive to: July 1, 2018

Board approved/revised: May 10, 2023

**Los Rios Community College District
2018-19 Final
Salary Ranges for SEIU Classified Positions**

Includes a one-time-only improvement of 6%

DRAFT

| Job Code | Titles | Range | Base Annual Salary | | Annual Salary with one-time 6% Improvement | | | |
|----------|---|-------|--------------------|----------|--|-----------|--------|--|
| | | | | | | | | |
| 210 | College Safety Officer | 27 | 44,702 | - 57,918 | 47,384 | - 74,824 | 61,393 | |
| 206 | Custodian | 21 | 39,410 | - 50,827 | 41,775 | - 63,028 | 53,877 | |
| 230 | Environmental Systems Technician | 37 | 55,438 | - 72,308 | 58,765 | - 89,665 | 76,646 | |
| 256 | Equipment Mechanic I | 35 | 53,078 | - 69,142 | 56,263 | - 85,739 | 73,290 | |
| 253 | Equipment Mechanic II | 39 | 57,918 | - 75,629 | 61,393 | - 93,783 | 80,166 | |
| 221 | Grounds Irrigation Specialist/Groundskeeper | 31 | 48,686 | - 63,256 | 51,607 | - 78,440 | 67,051 | |
| 220 | Grounds Maintenance Technician | 31 | 48,686 | - 63,256 | 51,607 | - 78,440 | 67,051 | |
| 211 | Groundskeeper | 23 | 41,089 | - 53,078 | 43,555 | - 65,849 | 56,263 | |
| 209 | Head Custodian | 25 | 42,851 | - 55,438 | 45,423 | - 68,746 | 58,765 | |
| 258 | Head Grounds Maintenance Technician | 35 | 53,078 | - 69,142 | 56,263 | - 85,739 | 73,290 | |
| 213 | Head Groundskeeper | 27 | 44,702 | - 57,918 | 47,384 | - 74,824 | 61,393 | |
| 243 | HVAC Mechanic | 39 | 57,918 | - 75,629 | 61,393 | - 93,783 | 80,166 | |
| 239 | Lead Custodian | 23 | 41,089 | - 53,078 | 43,555 | - 65,849 | 56,263 | |
| 251 | Lead Equipment Mechanic | 41 | 60,522 | - 79,119 | 64,153 | - 98,414 | 83,866 | |
| 235 | Lead HVAC Mechanic | 42 | 61,890 | - 80,941 | 65,603 | - 100,374 | 85,798 | |
| 263 | Lead Maintenance Cabinetmaker | 41 | 60,522 | - 79,119 | 64,153 | - 98,414 | 83,866 | |
| 250 | Lead Maintenance Electrician | 42 | 61,890 | - 80,941 | 65,603 | - 100,374 | 85,798 | |
| 218 | Lead Maintenance Electronic/Alarm Technician | 42 | 61,890 | - 80,941 | 65,603 | - 100,374 | 85,798 | |
| 252 | Lead Maintenance Painter | 41 | 60,522 | - 79,119 | 64,153 | - 98,414 | 83,866 | |
| 227 | Lead Maintenance Plumber | 42 | 61,890 | - 80,941 | 65,603 | - 100,374 | 85,798 | |
| 278 | Lead Maintenance Technician | 33 | 50,827 | - 66,126 | 53,877 | - 82,000 | 70,094 | |
| 232 | Lead Physical Education/Athletic Attendant | 24 | 41,970 | - 54,257 | 44,488 | - 67,282 | 57,513 | |
| 244 | Locksmith/Glazier | 39 | 57,918 | - 75,629 | 61,393 | - 93,783 | 80,166 | |
| 245 | Maintenance Cabinetmaker | 39 | 57,918 | - 75,629 | 61,393 | - 93,783 | 80,166 | |
| 262 | Maintenance Carpenter | 39 | 57,918 | - 75,629 | 61,393 | - 93,783 | 80,166 | |
| 246 | Maintenance Electrician | 39 | 57,918 | - 75,629 | 61,393 | - 93,783 | 80,166 | |
| 261 | Maintenance Electronic/Alarm Technician | 39 | 57,918 | - 75,629 | 61,393 | - 93,783 | 80,166 | |
| 247 | Maintenance Painter | 39 | 57,918 | - 75,629 | 61,393 | - 93,783 | 80,166 | |
| 248 | Maintenance Plumber | 39 | 57,918 | - 75,629 | 61,393 | - 93,783 | 80,166 | |
| 255 | Maintenance Roofer/Carpenter | 39 | 57,918 | - 75,629 | 61,393 | - 93,783 | 80,166 | |
| 215 | Maintenance Technician I | 29 | 46,645 | - 60,522 | 49,443 | - 75,050 | 64,153 | |
| 222 | Maintenance Technician II | 31 | 48,686 | - 63,256 | 51,607 | - 78,440 | 67,051 | |
| 201 | Mechanical/Electrical Systems Mechanic | 37 | 55,438 | - 72,308 | 58,765 | - 89,665 | 76,646 | |
| 260 | Mechanical/Electrical Systems Technician | 37 | 55,438 | - 72,308 | 58,765 | - 89,665 | 76,646 | |
| 233 | Physical Education/Athletic Attendant | 22 | 40,250 | - 51,952 | 42,665 | - 64,423 | 55,069 | |
| 259 | Police Detective | 49 | 71,094 | - 89,957 | 75,360 | - 111,554 | 95,354 | |
| 212 | Police Officer | 48 | 69,700 | - 88,193 | 73,882 | - 109,364 | 93,484 | |
| 850 | Receiving Clerk/Storekeeper | 24 | 41,970 | - 54,257 | 44,488 | - 67,282 | 57,513 | |
| 203 | Stock Clerk | 21 | 39,410 | - 50,827 | 41,775 | - 63,028 | 53,877 | |
| 226 | Toolroom Equipment Attendant | 23 | 41,089 | - 53,078 | 43,555 | - 65,849 | 56,263 | |
| 224 | Toolroom Equipment Attendant - Adv. Tech., Aeronautics, Motor | 23 | 41,089 | - 53,078 | 43,555 | - 65,849 | 56,263 | |
| 204 | Utility Worker | 21 | 39,410 | - 50,827 | 41,775 | - 63,028 | 53,877 | |
| 249 | Welder/Sheetmetal Worker | 39 | 57,918 | - 75,629 | 61,393 | - 93,783 | 80,166 | |

The salary ranges above are base amounts and includes the 10-, 15-, 20- and 25-year do not include longevity increments.

Retroactive to: July 1, 2018

Board approved/revised: May 10, 2023

LOS RIOS COMMUNITY COLLEGE DISTRICT
2018-19 Final
SEIU Classified
Monthly Salary Schedule

(a) Steps include one-time only improvement of 6%.

DRAFT

| Range | *Hourly Step 1 | Hourly Step 1a | *Step 1 | Monthly Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | *Step 7 | Step 7a | L1* | L2** | L3*** | L4**** |
|-------|----------------|----------------|----------|-----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 21 | 18.95 | 20.08 | 3,284.20 | 3,481.25 | 3,424.12 | 3,629.56 | 3,570.96 | 3,785.21 | 3,725.16 | 3,948.67 | 3,887.06 | 4,120.28 | 4,057.14 | 4,300.57 | 4,235.61 | 4,489.75 | 4,669.33 | 4,856.10 | 5,050.35 | 5,252.37 |
| 22 | 19.35 | 20.51 | 3,354.13 | 3,555.37 | 3,497.52 | 3,707.37 | 3,648.05 | 3,866.93 | 3,806.16 | 4,034.53 | 3,977.29 | 4,215.92 | 4,146.36 | 4,395.14 | 4,329.35 | 4,589.11 | 4,772.67 | 4,963.59 | 5,162.12 | 5,368.64 |
| 23 | 19.75 | 20.94 | 3,424.12 | 3,629.56 | 3,570.96 | 3,785.21 | 3,725.16 | 3,948.67 | 3,887.06 | 4,120.28 | 4,057.14 | 4,300.57 | 4,235.61 | 4,489.75 | 4,423.16 | 4,688.55 | 4,876.40 | 5,071.14 | 5,273.99 | 5,484.95 |
| 24 | 20.18 | 21.39 | 3,497.52 | 3,707.37 | 3,648.05 | 3,866.93 | 3,806.16 | 4,034.53 | 3,977.29 | 4,215.92 | 4,146.36 | 4,395.14 | 4,329.35 | 4,589.11 | 4,521.43 | 4,792.72 | 4,984.43 | 5,183.82 | 5,391.16 | 5,606.81 |
| 25 | 20.60 | 21.84 | 3,570.96 | 3,785.21 | 3,725.16 | 3,948.67 | 3,887.06 | 4,120.28 | 4,057.14 | 4,300.57 | 4,235.61 | 4,489.75 | 4,423.16 | 4,688.55 | 4,619.87 | 4,897.06 | 5,092.95 | 5,296.65 | 5,508.53 | 5,728.87 |
| 26 | 21.05 | 22.31 | 3,648.05 | 3,866.93 | 3,806.16 | 4,034.53 | 3,977.29 | 4,215.92 | 4,146.36 | 4,395.14 | 4,329.35 | 4,589.11 | 4,521.43 | 4,792.72 | 4,723.18 | 5,006.57 | 5,206.84 | 5,415.10 | 5,631.74 | 5,856.98 |
| 27 | 21.49 | 22.78 | 3,725.16 | 3,948.67 | 3,887.06 | 4,120.28 | 4,057.14 | 4,300.57 | 4,235.61 | 4,489.75 | 4,423.16 | 4,688.55 | 4,619.87 | 4,897.06 | 4,826.50 | 5,116.09 | 5,320.75 | 5,533.57 | 5,754.94 | 5,985.11 |
| 28 | 21.96 | 23.28 | 3,806.16 | 4,034.53 | 3,977.29 | 4,215.92 | 4,146.36 | 4,395.14 | 4,329.35 | 4,589.11 | 4,521.43 | 4,792.72 | 4,723.18 | 5,006.57 | 4,935.11 | 5,231.22 | 5,440.47 | 5,658.07 | 5,884.41 | 6,119.78 |
| 29 | 22.43 | 23.77 | 3,887.06 | 4,120.28 | 4,057.14 | 4,300.57 | 4,235.61 | 4,489.75 | 4,423.16 | 4,688.55 | 4,619.87 | 4,897.06 | 4,826.50 | 5,116.09 | 5,043.49 | 5,346.09 | 5,559.95 | 5,782.34 | 6,013.63 | 6,254.18 |
| 30 | 22.95 | 24.32 | 3,977.29 | 4,215.92 | 4,146.36 | 4,395.14 | 4,329.35 | 4,589.11 | 4,521.43 | 4,792.72 | 4,723.18 | 5,006.57 | 4,935.11 | 5,231.22 | 5,157.49 | 5,466.94 | 5,685.62 | 5,913.04 | 6,149.56 | 6,395.54 |
| 31 | 23.41 | 24.81 | 4,057.14 | 4,300.57 | 4,235.61 | 4,489.75 | 4,423.16 | 4,688.55 | 4,619.87 | 4,897.06 | 4,826.50 | 5,116.09 | 5,043.49 | 5,346.09 | 5,271.32 | 5,587.60 | 5,811.12 | 6,043.56 | 6,285.29 | 6,536.71 |
| 32 | 23.92 | 25.36 | 4,146.36 | 4,395.14 | 4,329.35 | 4,589.11 | 4,521.43 | 4,792.72 | 4,723.18 | 5,006.57 | 4,935.11 | 5,231.22 | 5,157.49 | 5,466.94 | 5,390.91 | 5,714.37 | 5,942.94 | 6,180.66 | 6,427.89 | 6,685.00 |
| 33 | 24.44 | 25.90 | 4,235.61 | 4,489.75 | 4,423.16 | 4,688.55 | 4,619.87 | 4,897.06 | 4,826.50 | 5,116.09 | 5,043.49 | 5,346.09 | 5,271.32 | 5,587.60 | 5,510.54 | 5,841.17 | 6,074.83 | 6,317.82 | 6,570.53 | 6,833.35 |
| 34 | 24.98 | 26.48 | 4,329.35 | 4,589.11 | 4,521.43 | 4,792.72 | 4,723.18 | 5,006.57 | 4,935.11 | 5,231.22 | 5,157.49 | 5,466.94 | 5,390.91 | 5,714.37 | 5,636.20 | 5,974.37 | 6,213.35 | 6,461.88 | 6,720.36 | 6,989.17 |
| 35 | 25.52 | 27.05 | 4,423.16 | 4,688.55 | 4,619.87 | 4,897.06 | 4,826.50 | 5,116.09 | 5,043.49 | 5,346.09 | 5,271.32 | 5,587.60 | 5,510.54 | 5,841.17 | 5,761.80 | 6,107.51 | 6,351.84 | 6,605.88 | 6,870.11 | 7,144.92 |
| 36 | 26.09 | 27.65 | 4,521.43 | 4,792.72 | 4,723.18 | 5,006.57 | 4,935.11 | 5,231.22 | 5,157.49 | 5,466.94 | 5,390.91 | 5,714.37 | 5,636.20 | 5,974.37 | 5,893.57 | 6,247.18 | 6,497.07 | 6,756.95 | 7,027.23 | 7,308.32 |
| 37 | 26.65 | 28.25 | 4,619.87 | 4,897.06 | 4,826.50 | 5,116.09 | 5,043.49 | 5,346.09 | 5,271.32 | 5,587.60 | 5,510.54 | 5,841.17 | 5,761.80 | 6,107.51 | 6,025.64 | 6,387.18 | 6,642.67 | 6,908.37 | 7,184.74 | 7,472.10 |
| 38 | 27.25 | 28.88 | 4,723.18 | 5,006.57 | 4,935.11 | 5,231.22 | 5,157.49 | 5,466.94 | 5,390.91 | 5,714.37 | 5,636.20 | 5,974.37 | 5,893.57 | 6,247.18 | 6,163.99 | 6,533.83 | 6,795.20 | 7,067.04 | 7,349.67 | 7,643.66 |
| 39 | 27.85 | 29.52 | 4,826.50 | 5,116.09 | 5,043.49 | 5,346.09 | 5,271.32 | 5,587.60 | 5,509.42 | 5,839.99 | 5,761.80 | 6,107.51 | 6,025.64 | 6,387.18 | 6,302.39 | 6,680.54 | 6,947.76 | 7,225.67 | 7,514.70 | 7,815.28 |
| 40 | 28.47 | 30.18 | 4,935.11 | 5,231.22 | 5,157.49 | 5,466.94 | 5,390.91 | 5,714.37 | 5,636.20 | 5,974.37 | 5,893.57 | 6,247.18 | 6,163.99 | 6,533.83 | 6,447.82 | 6,834.69 | 7,108.08 | 7,392.39 | 7,688.10 | 7,995.62 |
| 41 | 29.10 | 30.84 | 5,043.49 | 5,346.09 | 5,271.32 | 5,587.60 | 5,510.54 | 5,841.17 | 5,761.80 | 6,107.51 | 6,025.64 | 6,387.18 | 6,302.39 | 6,680.54 | 6,593.21 | 6,988.80 | 7,268.36 | 7,559.09 | 7,861.45 | 8,175.94 |
| 42 | 29.75 | 31.54 | 5,157.49 | 5,466.94 | 5,390.91 | 5,714.37 | 5,636.20 | 5,974.37 | 5,893.57 | 6,247.18 | 6,163.99 | 6,533.83 | 6,447.82 | 6,834.69 | 6,745.09 | 7,149.79 | 7,435.79 | 7,733.22 | 8,042.55 | 8,364.25 |
| 43 | 30.35 | 32.17 | 5,260.79 | 5,576.44 | 5,481.75 | 5,810.65 | 5,725.68 | 6,069.22 | 5,980.48 | 6,339.30 | 6,246.61 | 6,621.40 | 6,521.46 | 6,912.75 | 6,808.40 | 7,216.91 | 7,505.58 | 7,805.64 | 8,118.04 | 8,442.76 |
| 44 | 30.96 | 32.82 | 5,366.01 | 5,687.97 | 5,580.65 | 5,915.49 | 5,820.62 | 6,169.85 | 6,070.90 | 6,435.16 | 6,331.95 | 6,711.87 | 6,604.23 | 7,000.48 | 6,888.21 | 7,301.50 | 7,593.56 | 7,897.30 | 8,213.19 | 8,541.72 |
| 45 | 31.58 | 33.47 | 5,473.33 | 5,801.73 | 5,692.26 | 6,033.80 | 5,919.95 | 6,275.15 | 6,168.59 | 6,538.71 | 6,433.84 | 6,819.87 | 6,704.06 | 7,106.30 | 6,992.33 | 7,411.88 | 7,708.35 | 8,016.68 | 8,337.35 | 8,670.85 |
| 46 | 32.21 | 34.14 | 5,582.79 | 5,917.76 | 5,806.11 | 6,154.47 | 6,038.35 | 6,400.65 | 6,279.88 | 6,656.68 | 6,531.08 | 6,922.95 | 6,802.12 | 7,210.25 | 7,084.41 | 7,509.47 | 7,809.85 | 8,122.25 | 8,447.14 | 8,785.02 |
| 47 | 32.85 | 34.82 | 5,694.45 | 6,036.12 | 5,922.23 | 6,277.56 | 6,159.12 | 6,528.66 | 6,405.48 | 6,789.81 | 6,661.70 | 7,061.40 | 6,928.17 | 7,343.86 | 7,205.30 | 7,637.61 | 7,943.12 | 8,260.84 | 8,591.28 | 8,934.93 |
| 48 | 33.51 | 35.52 | 5,808.34 | 6,156.84 | 6,040.67 | 6,403.11 | 6,282.30 | 6,659.24 | 6,533.59 | 6,925.61 | 6,794.94 | 7,202.63 | 7,066.73 | 7,490.74 | 7,349.40 | 7,790.37 | 8,101.98 | 8,426.06 | 8,763.10 | 9,113.63 |
| 49 | 34.18 | 36.23 | 5,924.51 | 6,279.98 | 6,161.49 | 6,531.18 | 6,407.95 | 6,792.42 | 6,664.26 | 7,064.12 | 6,930.83 | 7,346.68 | 7,208.07 | 7,640.55 | 7,496.39 | 7,946.17 | 8,264.02 | 8,594.58 | 8,938.37 | 9,295.90 |

Longevity increments 1, 2, 3, and 4 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

*After 10 full years of-satisfactory full-time service with Los Rios, a longevity increment will be awarded which is will be 4% ((4.24% with 6% OSSP)) of the appropriate range and step.

** An additional increment of 4% (8.16%) ((8.6496% with 6% OSSP)) will be awarded after 15 years. of-service-with-the-District.

*** An additional increment of 4% (12.486%) ((13.2352% with 6% OSSP)) will be awarded after 20 years. of-service-with-the-District.

****-An additional increment of 4% (16.986%) ((18.0052% with 6% OSSP)) will be awarded after 25 years. of service-with-the-District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to: July 1, 2018

Board approved/revised: May 10, 2023

LOS RIOS COMMUNITY COLLEGE DISTRICT
2018-19 Final
SEIU Classified
Annual Salary Schedule

(a) Steps include one-time only improvement of 6%.

DRAFT

| Range | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | *Step 7 | Step 7a | L1* | L2** | L3*** | L4**** |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|--------|---------|---------|---------|
| 21 | 39,410 | 41,775 | 41,089 | 43,555 | 42,851 | 45,423 | 44,702 | 47,384 | 46,645 | 49,443 | 48,686 | 51,607 | 50,827 | 53,877 | 56,032 | 58,273 | 60,604 | 63,028 |
| 22 | 40,250 | 42,665 | 41,970 | 44,488 | 43,777 | 46,403 | 45,674 | 48,414 | 47,727 | 50,591 | 49,756 | 52,742 | 51,952 | 55,069 | 57,272 | 59,563 | 61,945 | 64,423 |
| 23 | 41,089 | 43,555 | 42,851 | 45,423 | 44,702 | 47,384 | 46,645 | 49,443 | 48,686 | 51,607 | 50,827 | 53,877 | 53,078 | 56,263 | 58,513 | 60,854 | 63,288 | 65,819 |
| 24 | 41,970 | 44,488 | 43,777 | 46,403 | 45,674 | 48,414 | 47,727 | 50,591 | 49,756 | 52,742 | 51,952 | 55,069 | 54,257 | 57,513 | 59,813 | 62,206 | 64,694 | 67,282 |
| 25 | 42,851 | 45,423 | 44,702 | 47,384 | 46,645 | 49,443 | 48,686 | 51,607 | 50,827 | 53,877 | 53,078 | 56,263 | 55,438 | 58,765 | 61,115 | 63,560 | 66,102 | 68,746 |
| 26 | 43,777 | 46,403 | 45,674 | 48,414 | 47,727 | 50,591 | 49,756 | 52,742 | 51,952 | 55,069 | 54,257 | 57,513 | 56,678 | 60,079 | 62,482 | 64,981 | 67,581 | 70,284 |
| 27 | 44,702 | 47,384 | 46,645 | 49,443 | 48,686 | 51,607 | 50,827 | 53,877 | 53,078 | 56,263 | 55,438 | 58,765 | 57,918 | 61,393 | 63,849 | 66,403 | 69,059 | 71,821 |
| 28 | 45,674 | 48,414 | 47,727 | 50,591 | 49,756 | 52,742 | 51,952 | 55,069 | 54,257 | 57,513 | 56,678 | 60,079 | 59,221 | 62,775 | 65,286 | 67,897 | 70,613 | 73,437 |
| 29 | 46,645 | 49,443 | 48,686 | 51,607 | 50,827 | 53,877 | 53,078 | 56,263 | 55,438 | 58,765 | 57,918 | 61,393 | 60,522 | 64,153 | 66,719 | 69,388 | 72,164 | 75,050 |
| 30 | 47,727 | 50,591 | 49,756 | 52,742 | 51,952 | 55,069 | 54,257 | 57,513 | 56,678 | 60,079 | 59,221 | 62,775 | 61,890 | 65,603 | 68,227 | 70,957 | 73,795 | 76,747 |
| 31 | 48,686 | 51,607 | 50,827 | 53,877 | 53,078 | 56,263 | 55,438 | 58,765 | 57,918 | 61,393 | 60,522 | 64,153 | 63,256 | 67,051 | 69,733 | 72,523 | 75,424 | 78,440 |
| 32 | 49,756 | 52,742 | 51,952 | 55,069 | 54,257 | 57,513 | 56,678 | 60,079 | 59,221 | 62,775 | 61,890 | 65,603 | 64,691 | 68,572 | 71,315 | 74,168 | 77,135 | 80,220 |
| 33 | 50,827 | 53,877 | 53,078 | 56,263 | 55,438 | 58,765 | 57,918 | 61,393 | 60,522 | 64,153 | 63,256 | 67,051 | 66,126 | 70,094 | 72,898 | 75,814 | 78,846 | 82,000 |
| 34 | 51,952 | 55,069 | 54,257 | 57,513 | 56,678 | 60,079 | 59,221 | 62,775 | 61,890 | 65,603 | 64,691 | 68,572 | 67,634 | 71,692 | 74,560 | 77,543 | 80,644 | 83,870 |
| 35 | 53,078 | 56,263 | 55,438 | 58,765 | 57,918 | 61,393 | 60,522 | 64,153 | 63,256 | 67,051 | 66,126 | 70,094 | 69,142 | 73,290 | 76,222 | 79,271 | 82,441 | 85,739 |
| 36 | 54,257 | 57,513 | 56,678 | 60,079 | 59,221 | 62,775 | 61,890 | 65,603 | 64,691 | 68,572 | 67,634 | 71,692 | 70,723 | 74,966 | 77,965 | 81,083 | 84,327 | 87,700 |
| 37 | 55,438 | 58,765 | 57,918 | 61,393 | 60,522 | 64,153 | 63,256 | 67,051 | 66,126 | 70,094 | 69,142 | 73,290 | 72,308 | 76,646 | 79,712 | 82,900 | 86,217 | 89,665 |
| 38 | 56,678 | 60,079 | 59,221 | 62,775 | 61,890 | 65,603 | 64,691 | 68,572 | 67,634 | 71,692 | 70,723 | 74,966 | 73,968 | 78,406 | 81,542 | 84,804 | 88,196 | 91,724 |
| 39 | 57,918 | 61,393 | 60,522 | 64,153 | 63,256 | 67,051 | 66,113 | 70,080 | 69,142 | 73,290 | 72,308 | 76,646 | 75,629 | 80,166 | 83,373 | 86,708 | 90,176 | 93,783 |
| 40 | 59,221 | 62,775 | 61,890 | 65,603 | 64,691 | 68,572 | 67,634 | 71,692 | 70,723 | 74,966 | 73,968 | 78,406 | 77,374 | 82,016 | 85,297 | 88,709 | 92,257 | 95,947 |
| 41 | 60,522 | 64,153 | 63,256 | 67,051 | 66,126 | 70,094 | 69,142 | 73,290 | 72,308 | 76,646 | 75,629 | 80,166 | 79,119 | 83,866 | 87,220 | 90,709 | 94,337 | 98,111 |
| 42 | 61,890 | 65,603 | 64,691 | 68,572 | 67,634 | 71,692 | 70,723 | 74,966 | 73,968 | 78,406 | 77,374 | 82,016 | 80,941 | 85,798 | 89,229 | 92,799 | 96,511 | 100,371 |
| 43 | 63,130 | 66,917 | 65,781 | 69,728 | 68,708 | 72,831 | 71,766 | 76,072 | 74,959 | 79,457 | 78,258 | 82,953 | 81,701 | 86,603 | 90,067 | 93,670 | 97,416 | 101,313 |
| 44 | 64,392 | 68,256 | 66,968 | 70,986 | 69,847 | 74,038 | 72,851 | 77,222 | 75,983 | 80,542 | 79,251 | 84,006 | 82,658 | 87,618 | 91,123 | 94,768 | 98,558 | 102,501 |
| 45 | 65,680 | 69,621 | 68,307 | 72,406 | 71,039 | 75,302 | 74,023 | 78,464 | 77,206 | 81,838 | 80,449 | 85,276 | 83,908 | 88,943 | 92,500 | 96,200 | 100,048 | 104,050 |
| 46 | 66,994 | 71,013 | 69,673 | 73,854 | 72,460 | 76,808 | 75,359 | 79,880 | 78,373 | 83,075 | 81,625 | 86,523 | 85,013 | 90,114 | 93,718 | 97,467 | 101,366 | 105,420 |
| 47 | 68,333 | 72,433 | 71,067 | 75,331 | 73,909 | 78,344 | 76,866 | 81,478 | 79,940 | 84,737 | 83,138 | 88,126 | 86,464 | 91,651 | 95,317 | 99,130 | 103,095 | 107,219 |
| 48 | 69,700 | 73,882 | 72,488 | 76,837 | 75,388 | 79,911 | 78,403 | 83,107 | 81,539 | 86,432 | 84,801 | 89,889 | 88,193 | 93,484 | 97,224 | 101,113 | 105,157 | 109,364 |
| 49 | 71,094 | 75,360 | 73,938 | 78,374 | 76,895 | 81,509 | 79,971 | 84,769 | 83,170 | 88,160 | 86,497 | 91,687 | 89,957 | 95,354 | 99,168 | 103,135 | 107,260 | 111,551 |

Longevity increments 1, 2, 3, and 4 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

*After 10 full years of satisfactory full-time service with Los Rios, a longevity increment will be awarded which is will be 4% ((4.24% with 6% OSSP)) of the appropriate range and step.

** An additional increment of 4% (8.16%) ((8.6496% with 6% OSSP)) will be awarded after 15 years. of service with the District.

*** An additional increment of 4% (12.486%) ((13.2352% with 6% OSSP)) will be awarded after 20 years. of service with the District.

**** An additional increment of 4% (16.986%) ((18.0052% with 6% OSSP)) will be awarded after 25 years. of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to: July 1, 2018

Board approved/revised: May 10, 2023

Los Rios Community College District

2019-20 Final Schedule

Management Salary Schedule

Full Time Annual

Includes an advanced continuing improvement of 4%

DRAFT

| Title | Range | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | +10-Yr.- Long.-Based on-Step-5 | +15-Yr.- Long.-Based on-Step-5 | +20-Yr.- Long.-Based on-Step-5 | +20-Yr.- Long.-& Dr.- Based on- Step-5 |
|---|-------|---------|---------|---------|---------|---------|--------------------------------------|--------------------------------------|--------------------------------------|---|
| Deputy Chancellor (679) | C | 225,083 | 229,584 | 234,176 | 238,859 | 243,637 | 253,382 | 263,517 | 268,788 | 272,311 |
| Vice Chancellor/ College President (679) | B | 208,534 | 212,705 | 216,959 | 221,298 | 225,724 | 234,753 | 244,143 | 249,026 | 252,549 |
| Assoc. Vice Chancellor/ General Counsel (679) | A | 178,234 | 181,799 | 185,435 | 189,144 | 192,927 | 200,644 | 208,669 | 212,843 | 216,366 |
| Director/Manager II/ Vice President (674) | 1 | 155,353 | 158,460 | 161,629 | 164,862 | 168,159 | 174,885 | 181,881 | 185,518 | 189,041 |
| Director/Manager III/ Assoc. VP (672) | 2 | 145,664 | 148,577 | 151,549 | 154,580 | 157,672 | 163,978 | 170,538 | 173,948 | 177,471 |
| Director/Manager III/ Dean (670) | 3 | 136,580 | 139,311 | 142,098 | 144,939 | 147,838 | 153,752 | 159,902 | 163,400 | 166,623 |
| Director/Manager IV/ Assoc. Dean (668) | 4 | 128,062 | 130,623 | 133,235 | 135,900 | 138,618 | 144,163 | 149,929 | 152,928 | 156,451 |
| Director/Manager V (664) | 5 | 111,103 | 113,325 | 115,591 | 117,903 | 120,261 | 125,072 | 130,075 | 132,676 | 136,199 |
| Director/Manager VI (663) | 6 | 104,174 | 106,257 | 108,382 | 110,550 | 112,761 | 117,271 | 121,962 | 124,402 | 127,925 |
| Director/Manager VII (662) | 7 | 95,910 | 97,828 | 99,784 | 101,780 | 103,816 | 107,968 | 112,287 | 114,533 | 118,056 |
| Director/Manager VIII (665) | 8 | 89,928 | 91,727 | 93,561 | 95,432 | 97,341 | 101,235 | 105,284 | 107,390 | 110,913 |
| Director/Manager IX (669) | 9 | 84,320 | 86,006 | 87,726 | 89,481 | 91,270 | 94,921 | 98,718 | 100,692 | 104,215 |
| Director/Manager X (675) | 10 | 79,061 | 80,642 | 82,255 | 83,900 | 85,578 | 89,001 | 92,561 | 94,413 | 97,936 |

Annual Salaries are based on a Manager's work year which will not be less than 260 days comprised of work days, holidays, and vacation.

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

An Additional increment of 4% (8.16%) will be awarded after 15 years.

An Additional increment of 2% (10.323%) will be awarded after 20 years.

Longevity Increments 2 and 3 are based on current step placement plus any previously earned longevity (rate comp)

For Range B, equivalent full-time service outside of the District will be considered for longevity increment based on a determination from Human Resources. Service in the following classifications at another employer, or service in classifications with substantially similar duties or responsibilities, count toward all longevity service thresholds: Vice Chancellor, College President.

Educational Incentive: An educational incentive payment will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The Educational incentive will be an annual amount of \$3,523, plus any Off Salary Schedule Pay percentage that is paid to employees as follows: Fiscal Year 2019-2020: \$3,523 (\$3,523 + 0.00% OSSP).

Retroactive to: July 1, 2019

Board approved/ revised: May 10, 2023

LOS RIOS COMMUNITY COLLEGE DISTRICT
2019-20 Final Management Salary Schedule
 Without Doctoral Educational incentive payment
 Includes an advanced continuing improvement of 4%

| | Range | Step 1 | 1 + 10 yrs | 1 + 15 yrs | 1 + 20 yrs | Step 2 | 2 + 10 yrs | 2 + 15 yrs | 2 + 20 yrs | Step 3 | 3 + 10 yrs | 3 + 15 yrs | 3 + 20 yrs | Step 4 | 4 + 10 yrs | 4 + 15 yrs | 4 + 20 yrs | Step 5 | 5 + 10 yrs | 5 + 15 yrs | 5 + 20 yrs |
|---------|-------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| Annual | C | 225,082.53 | 234,086.83 | 243,449.26 | 248,319.25 | 229,584.18 | 238,767.55 | 248,319.25 | 253,284.62 | 234,175.86 | 243,542.89 | 253,284.61 | 258,350.30 | 238,859.38 | 248,413.76 | 258,350.31 | 263,517.32 | 243,636.57 | 253,382.03 | 263,517.31 | 268,787.66 |
| Monthly | | 18,756.88 | 19,507.15 | 20,287.44 | 20,693.19 | 19,132.02 | 19,897.30 | 20,693.19 | 21,107.05 | 19,514.66 | 20,295.24 | 21,107.05 | 21,529.19 | 19,904.95 | 20,701.15 | 21,529.19 | 21,959.78 | 20,303.05 | 21,115.17 | 21,959.78 | 22,398.07 |
| Annual | B | 208,533.99 | 216,875.35 | 225,550.36 | 230,061.37 | 212,704.67 | 221,212.86 | 230,061.37 | 234,662.60 | 216,958.76 | 225,637.11 | 234,662.59 | 239,355.84 | 221,297.94 | 230,149.86 | 239,355.85 | 244,142.97 | 225,723.90 | 234,752.86 | 244,142.97 | 249,025.83 |
| Monthly | | 17,377.83 | 18,072.95 | 18,795.86 | 19,171.78 | 17,725.39 | 18,434.41 | 19,171.78 | 19,555.22 | 18,079.90 | 18,803.09 | 19,555.22 | 19,946.32 | 18,441.50 | 19,179.16 | 19,946.32 | 20,345.25 | 18,810.33 | 19,562.74 | 20,345.25 | 20,752.15 |
| Annual | A | 178,234.34 | 185,363.71 | 192,778.26 | 196,633.83 | 181,799.03 | 189,070.99 | 196,633.83 | 200,566.54 | 185,435.01 | 192,852.41 | 200,566.54 | 204,577.84 | 189,143.71 | 196,709.46 | 204,577.84 | 208,669.40 | 192,926.58 | 200,643.64 | 208,669.39 | 212,842.78 |
| Monthly | | 14,852.86 | 15,446.98 | 16,064.86 | 16,386.15 | 15,149.92 | 15,755.92 | 16,386.15 | 16,713.88 | 15,452.92 | 16,071.03 | 16,713.88 | 17,048.15 | 15,761.98 | 16,392.46 | 17,048.15 | 17,389.12 | 16,077.22 | 16,720.30 | 17,389.12 | 17,736.90 |
| Annual | 1 | 155,352.86 | 161,566.97 | 168,029.65 | 171,390.24 | 158,459.92 | 164,798.32 | 171,390.25 | 174,818.06 | 161,629.12 | 168,094.28 | 174,818.05 | 178,314.41 | 164,861.70 | 171,456.17 | 178,314.42 | 181,880.71 | 168,158.93 | 174,885.29 | 181,880.70 | 185,518.31 |
| Monthly | | 12,946.07 | 13,463.91 | 14,002.47 | 14,282.52 | 13,204.99 | 13,733.19 | 14,282.52 | 14,568.17 | 13,469.09 | 14,007.86 | 14,568.17 | 14,859.53 | 13,738.48 | 14,288.01 | 14,859.54 | 15,156.73 | 14,013.24 | 14,573.77 | 15,156.73 | 15,459.86 |
| Annual | 2 | 145,664.15 | 151,490.72 | 157,550.35 | 160,701.36 | 148,577.43 | 154,520.53 | 160,701.35 | 163,915.38 | 151,548.98 | 157,610.94 | 163,915.38 | 167,193.69 | 154,579.96 | 160,763.16 | 167,193.69 | 170,537.56 | 157,671.56 | 163,978.42 | 170,537.56 | 173,948.31 |
| Monthly | | 12,138.68 | 12,624.23 | 13,129.20 | 13,391.78 | 12,381.45 | 12,876.71 | 13,391.78 | 13,659.62 | 12,629.08 | 13,134.25 | 13,659.62 | 13,932.81 | 12,881.66 | 13,396.93 | 13,932.81 | 14,211.46 | 13,139.30 | 13,664.87 | 14,211.46 | 14,495.69 |
| Annual | 3 | 136,579.68 | 142,042.87 | 147,724.58 | 150,679.07 | 139,311.27 | 144,883.72 | 150,679.07 | 153,692.65 | 142,097.50 | 147,781.40 | 153,692.66 | 156,766.51 | 144,939.45 | 150,737.03 | 156,766.51 | 159,901.84 | 147,838.24 | 153,751.77 | 159,901.84 | 163,099.88 |
| Monthly | | 11,381.64 | 11,836.91 | 12,310.38 | 12,556.59 | 11,609.27 | 12,073.64 | 12,556.59 | 12,807.72 | 11,841.46 | 12,315.12 | 12,807.72 | 13,063.88 | 12,078.29 | 12,561.42 | 13,063.88 | 13,325.15 | 12,319.85 | 12,812.65 | 13,325.15 | 13,591.66 |
| Annual | 4 | 128,061.77 | 133,184.24 | 138,511.61 | 141,281.84 | 130,623.01 | 135,847.93 | 141,281.85 | 144,107.49 | 133,235.47 | 138,564.89 | 144,107.49 | 146,989.64 | 135,900.18 | 141,336.19 | 146,989.64 | 149,929.43 | 138,618.18 | 144,162.91 | 149,929.43 | 152,928.02 |
| Monthly | | 10,671.81 | 11,098.69 | 11,542.63 | 11,773.49 | 10,885.25 | 11,320.66 | 11,773.49 | 12,008.96 | 11,102.96 | 11,547.07 | 12,008.96 | 12,249.14 | 11,325.02 | 11,778.02 | 12,249.14 | 12,494.12 | 11,551.52 | 12,013.58 | 12,494.12 | 12,744.00 |
| Annual | 5 | 111,102.80 | 115,546.91 | 120,168.79 | 122,572.17 | 113,324.86 | 117,857.85 | 122,572.16 | 125,023.60 | 115,591.36 | 120,215.01 | 125,023.61 | 127,524.08 | 117,903.19 | 122,619.32 | 127,524.09 | 130,074.57 | 120,261.25 | 125,071.70 | 130,074.57 | 132,676.06 |
| Monthly | | 9,258.57 | 9,628.91 | 10,014.07 | 10,214.35 | 9,443.74 | 9,821.49 | 10,214.35 | 10,418.63 | 9,632.61 | 10,017.92 | 10,418.63 | 10,627.01 | 9,825.27 | 10,218.28 | 10,627.01 | 10,839.55 | 10,021.77 | 10,422.84 | 10,839.55 | 11,056.34 |
| Annual | 6 | 104,173.77 | 108,340.72 | 112,674.35 | 114,927.84 | 106,257.25 | 110,507.54 | 114,927.84 | 117,226.40 | 108,382.40 | 112,717.70 | 117,226.41 | 119,570.94 | 110,550.05 | 114,972.05 | 119,570.93 | 121,962.35 | 112,761.05 | 117,271.49 | 121,962.35 | 124,401.60 |
| Monthly | | 8,681.15 | 9,028.39 | 9,389.53 | 9,577.32 | 8,854.77 | 9,208.96 | 9,577.32 | 9,768.87 | 9,031.87 | 9,393.14 | 9,768.87 | 9,964.25 | 9,212.50 | 9,581.00 | 9,964.24 | 10,163.53 | 9,396.75 | 9,772.62 | 10,163.53 | 10,366.80 |
| Annual | 7 | 95,909.56 | 99,745.94 | 103,735.78 | 105,810.50 | 97,827.75 | 101,740.86 | 105,810.49 | 107,926.70 | 99,784.30 | 103,775.67 | 107,926.70 | 110,085.23 | 101,779.99 | 105,851.19 | 110,085.24 | 112,286.94 | 103,815.59 | 107,968.21 | 112,286.94 | 114,532.68 |
| Monthly | | 7,992.46 | 8,312.16 | 8,644.65 | 8,817.54 | 8,152.31 | 8,478.41 | 8,817.54 | 8,993.89 | 8,315.36 | 8,647.97 | 8,993.89 | 9,173.77 | 8,481.67 | 8,820.93 | 9,173.77 | 9,357.25 | 8,651.30 | 8,997.35 | 9,357.25 | 9,544.39 |
| Annual | 8 | 89,928.09 | 93,525.21 | 97,266.22 | 99,211.54 | 91,726.65 | 95,395.72 | 99,211.55 | 101,195.78 | 93,561.18 | 97,303.63 | 101,195.78 | 103,219.70 | 95,432.40 | 99,249.70 | 103,219.69 | 105,284.08 | 97,341.05 | 101,234.69 | 105,284.08 | 107,389.76 |
| Monthly | | 7,494.01 | 7,793.77 | 8,105.52 | 8,267.63 | 7,643.89 | 7,949.64 | 8,267.63 | 8,432.98 | 7,796.77 | 8,108.64 | 8,432.98 | 8,601.64 | 7,952.70 | 8,270.81 | 8,601.64 | 8,773.67 | 8,111.75 | 8,436.22 | 8,773.67 | 8,949.15 |
| Annual | 9 | 84,319.66 | 87,692.45 | 91,200.15 | 93,024.15 | 86,006.05 | 89,446.29 | 93,024.14 | 94,884.62 | 87,726.17 | 91,235.22 | 94,884.63 | 96,782.32 | 89,480.69 | 93,059.92 | 96,782.32 | 98,717.97 | 91,270.30 | 94,921.11 | 98,717.95 | 100,692.31 |
| Monthly | | 7,026.64 | 7,307.70 | 7,600.01 | 7,752.01 | 7,167.17 | 7,453.86 | 7,752.01 | 7,907.05 | 7,310.51 | 7,602.94 | 7,907.05 | 8,065.19 | 7,456.72 | 7,754.99 | 8,065.19 | 8,226.50 | 7,605.86 | 7,910.09 | 8,226.50 | 8,391.03 |
| Annual | 10 | 79,061.00 | 82,223.44 | 85,512.38 | 87,222.63 | 80,642.22 | 83,867.91 | 87,222.63 | 88,967.08 | 82,255.06 | 85,545.26 | 88,967.07 | 90,746.41 | 83,900.16 | 87,266.17 | 90,746.42 | 92,561.35 | 85,578.16 | 89,001.29 | 92,561.34 | 94,412.57 |
| Monthly | | 6,588.42 | 6,851.95 | 7,126.03 | 7,268.55 | 6,720.19 | 6,988.99 | 7,268.55 | 7,413.92 | 6,854.59 | 7,128.77 | 7,413.92 | 7,562.20 | 6,991.68 | 7,271.35 | 7,562.20 | 7,713.45 | 7,131.51 | 7,416.77 | 7,713.45 | 7,867.74 |

Annual Salaries are based on a Manager's work year which will not be less than 260 days comprised of work days, holidays, and vacation.

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

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Retroactive to: July 1, 2019

Board approved/revised: May 10, 2023

LOS RIOS COMMUNITY COLLEGE DISTRICT
2019-20 Final Management Salary Schedule
 With-Doctoral-Educational incentive payment of \$3,523 (\$3,523 + 0% OSSP)
 Includes an advanced continuing improvement of 4%

| | Range | Step 1 | 1+10 yrs | 1+15 yrs | 1+20 yrs | Step 2 | 2+10 yrs | 2+15 yrs | 2+20 yrs | Step 3 | 3+10 yrs | 3+15 yrs | 3+20 yrs | Step 4 | 4+10 yrs | 4+15 yrs | 4+20 yrs | Step 5 | 5+10 yrs | 5+15 yrs | 5+20 yrs |
|---------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| Annual | C | 228,605.53 | 237,608.83 | 246,672.26 | 251,841.25 | 233,107.18 | 242,290.55 | 251,841.25 | 266,807.82 | 237,698.86 | 247,065.89 | 256,807.61 | 261,873.30 | 242,382.38 | 251,936.76 | 261,873.31 | 267,040.32 | 247,159.57 | 256,905.03 | 267,040.31 | 272,310.66 |
| Monthly | | 19,050.46 | 19,800.74 | 20,581.02 | 20,986.77 | 19,425.60 | 20,190.88 | 20,986.77 | 21,400.84 | 19,808.24 | 20,588.82 | 21,400.63 | 21,822.78 | 20,198.53 | 20,994.73 | 21,822.78 | 22,253.36 | 20,596.63 | 21,408.75 | 22,253.36 | 22,692.56 |
| Annual | B | 212,056.99 | 220,398.35 | 229,073.36 | 233,584.37 | 216,227.67 | 224,735.86 | 233,584.37 | 238,185.60 | 220,481.76 | 229,160.11 | 238,185.69 | 242,878.84 | 224,820.94 | 233,672.86 | 242,878.85 | 247,665.97 | 229,246.90 | 238,275.86 | 247,665.97 | 252,548.83 |
| Monthly | | 17,671.42 | 18,366.53 | 19,089.45 | 19,465.36 | 18,018.97 | 18,727.99 | 19,465.36 | 19,848.80 | 18,373.48 | 19,096.68 | 19,848.80 | 20,239.90 | 18,735.08 | 19,472.74 | 20,239.90 | 20,638.83 | 19,103.91 | 19,856.32 | 20,638.83 | 21,045.74 |
| Annual | A | 181,757.34 | 188,886.74 | 196,304.26 | 200,156.83 | 185,322.03 | 192,593.99 | 200,156.83 | 204,089.54 | 188,958.01 | 196,375.41 | 204,089.54 | 208,100.84 | 192,666.71 | 200,232.46 | 208,100.84 | 212,192.40 | 196,449.58 | 204,166.64 | 212,192.39 | 216,365.78 |
| Monthly | | 15,146.45 | 15,740.56 | 16,358.44 | 16,679.74 | 15,443.50 | 16,049.50 | 16,679.74 | 17,007.46 | 15,746.50 | 16,364.62 | 17,007.46 | 17,341.74 | 16,055.56 | 16,686.04 | 17,341.74 | 17,682.70 | 16,370.80 | 17,013.89 | 17,682.70 | 18,030.48 |
| Annual | 1 | 158,875.86 | 165,989.97 | 171,552.65 | 174,913.24 | 161,982.92 | 168,321.32 | 174,913.25 | 178,341.06 | 165,152.12 | 171,617.28 | 178,341.05 | 181,837.44 | 168,384.70 | 174,979.17 | 181,837.42 | 185,403.71 | 171,681.93 | 178,408.29 | 185,403.70 | 189,041.31 |
| Monthly | | 13,239.66 | 13,767.50 | 14,296.05 | 14,576.10 | 13,498.58 | 14,026.78 | 14,576.10 | 14,861.76 | 13,762.68 | 14,301.44 | 14,861.76 | 15,153.12 | 14,032.06 | 14,581.60 | 15,153.12 | 15,450.34 | 14,306.83 | 14,867.36 | 15,450.34 | 15,753.44 |
| Annual | 2 | 149,187.15 | 155,913.72 | 161,073.35 | 164,224.36 | 152,100.43 | 158,043.53 | 164,224.36 | 167,438.38 | 155,071.98 | 161,133.94 | 167,438.38 | 170,716.69 | 158,102.96 | 164,286.16 | 170,716.69 | 174,060.56 | 161,194.56 | 167,501.42 | 174,060.56 | 177,471.31 |
| Monthly | | 12,432.26 | 12,917.84 | 13,422.78 | 13,685.36 | 12,675.04 | 13,170.29 | 13,685.36 | 13,953.20 | 12,922.67 | 13,427.83 | 13,953.20 | 14,226.39 | 13,175.25 | 13,690.51 | 14,226.39 | 14,505.05 | 13,432.88 | 13,958.45 | 14,505.05 | 14,789.28 |
| Annual | 3 | 140,102.68 | 145,565.87 | 151,247.58 | 154,202.07 | 142,834.27 | 148,406.72 | 154,202.07 | 157,215.65 | 145,620.50 | 151,304.40 | 157,215.66 | 160,289.51 | 148,462.45 | 154,260.03 | 160,289.51 | 163,424.84 | 151,361.24 | 157,274.77 | 163,424.84 | 166,622.88 |
| Monthly | | 11,675.22 | 12,130.49 | 12,603.97 | 12,850.17 | 11,902.86 | 12,367.23 | 12,850.17 | 13,101.30 | 12,135.04 | 12,608.70 | 13,101.31 | 13,357.46 | 12,371.87 | 12,855.00 | 13,357.46 | 13,618.74 | 12,613.44 | 13,106.23 | 13,618.74 | 13,885.24 |
| Annual | 4 | 131,584.77 | 136,707.24 | 142,034.61 | 144,804.84 | 134,146.01 | 139,370.93 | 144,804.85 | 147,630.49 | 136,758.47 | 142,087.89 | 147,630.49 | 150,512.64 | 139,423.18 | 144,859.19 | 150,512.64 | 153,452.43 | 142,141.18 | 147,685.01 | 153,452.43 | 156,451.02 |
| Monthly | | 10,965.40 | 11,392.27 | 11,836.22 | 12,067.07 | 11,178.83 | 11,614.24 | 12,067.07 | 12,302.54 | 11,396.54 | 11,840.66 | 12,302.54 | 12,542.72 | 11,618.60 | 12,071.60 | 12,542.72 | 12,787.70 | 11,845.10 | 12,307.16 | 12,787.70 | 13,037.59 |
| Annual | 5 | 114,625.80 | 119,069.91 | 123,691.79 | 126,095.17 | 116,847.86 | 121,380.85 | 126,095.16 | 128,546.60 | 119,114.36 | 123,738.01 | 128,546.61 | 131,047.08 | 121,426.19 | 126,142.32 | 131,047.09 | 133,597.57 | 123,784.25 | 128,594.70 | 133,597.57 | 136,199.06 |
| Monthly | | 9,552.15 | 9,922.49 | 10,307.65 | 10,507.93 | 9,737.32 | 10,115.07 | 10,507.93 | 10,712.22 | 9,926.20 | 10,311.50 | 10,712.22 | 10,920.59 | 10,118.85 | 10,511.86 | 10,920.59 | 11,133.13 | 10,315.35 | 10,716.23 | 11,133.13 | 11,349.92 |
| Annual | 6 | 107,696.77 | 111,863.72 | 116,197.35 | 118,450.84 | 109,780.25 | 114,030.54 | 118,450.84 | 120,749.40 | 111,905.40 | 116,240.70 | 120,749.41 | 123,093.94 | 114,073.05 | 118,495.05 | 123,093.93 | 125,485.35 | 116,284.05 | 120,794.49 | 125,485.35 | 127,924.60 |
| Monthly | | 8,974.73 | 9,321.98 | 9,683.11 | 9,870.90 | 9,148.35 | 9,502.55 | 9,870.90 | 10,062.45 | 9,325.45 | 9,686.73 | 10,062.45 | 10,257.83 | 9,506.09 | 9,874.59 | 10,257.83 | 10,457.11 | 9,690.34 | 10,066.21 | 10,457.11 | 10,660.38 |
| Annual | 7 | 99,432.56 | 103,268.94 | 107,258.78 | 109,333.50 | 101,350.75 | 105,263.86 | 109,333.49 | 111,449.70 | 103,307.30 | 107,298.67 | 111,449.70 | 113,608.23 | 105,302.99 | 109,374.19 | 113,608.24 | 115,809.94 | 107,338.59 | 111,491.21 | 115,809.94 | 118,055.68 |
| Monthly | | 8,286.05 | 8,605.75 | 8,938.23 | 9,111.13 | 8,445.90 | 8,771.99 | 9,111.12 | 9,287.48 | 8,608.94 | 8,941.56 | 9,287.48 | 9,467.35 | 8,775.25 | 9,114.52 | 9,467.35 | 9,650.83 | 8,944.88 | 9,290.93 | 9,650.83 | 9,837.97 |
| Annual | 8 | 93,451.09 | 97,048.21 | 100,789.22 | 102,734.54 | 95,249.65 | 98,918.72 | 102,734.55 | 104,718.78 | 97,084.18 | 100,826.63 | 104,718.78 | 106,742.70 | 98,955.40 | 102,772.70 | 106,742.69 | 108,807.08 | 100,864.05 | 104,757.69 | 108,807.08 | 110,912.76 |
| Monthly | | 7,787.59 | 8,087.35 | 8,399.10 | 8,561.21 | 7,937.47 | 8,243.23 | 8,561.21 | 8,726.57 | 8,090.35 | 8,402.22 | 8,726.57 | 8,895.23 | 8,246.28 | 8,564.39 | 8,895.22 | 9,067.26 | 8,405.34 | 8,729.81 | 9,067.26 | 9,242.73 |
| Annual | 9 | 87,842.66 | 91,215.45 | 94,723.15 | 96,547.15 | 89,529.05 | 92,969.29 | 96,547.14 | 98,407.62 | 91,249.17 | 94,758.22 | 98,407.63 | 100,305.32 | 93,003.69 | 96,582.92 | 100,305.32 | 102,240.97 | 94,793.30 | 98,444.11 | 102,240.95 | 104,215.31 |
| Monthly | | 7,320.22 | 7,601.29 | 7,893.60 | 8,045.60 | 7,460.75 | 7,747.44 | 8,045.60 | 8,200.64 | 7,604.10 | 7,896.52 | 8,200.64 | 8,358.78 | 7,750.31 | 8,048.58 | 8,358.78 | 8,520.08 | 7,899.44 | 8,203.68 | 8,520.08 | 8,684.61 |
| Annual | 10 | 82,584.00 | 85,746.44 | 89,035.38 | 90,745.63 | 84,165.22 | 87,390.91 | 90,745.63 | 92,490.08 | 85,778.06 | 89,068.26 | 92,490.07 | 94,269.41 | 87,423.16 | 90,779.17 | 94,269.42 | 96,084.35 | 89,101.16 | 92,524.29 | 96,084.34 | 97,935.57 |
| Monthly | | 6,882.00 | 7,145.54 | 7,419.62 | 7,562.14 | 7,013.77 | 7,282.58 | 7,562.14 | 7,707.51 | 7,148.17 | 7,422.36 | 7,707.51 | 7,855.78 | 7,285.26 | 7,564.93 | 7,855.79 | 8,007.93 | 7,425.10 | 7,710.36 | 8,007.93 | 8,161.30 |

Annual Salaries are based on a Manager's work year which will not be less than 260 days comprised of work days, holidays, and vacation.

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

An Additional increment of 4% (8.16%) will be awarded after 15 years.

An Additional increment of 2% (10.323%) will be awarded after 20 years.

Longevity Increments 2 and 3 are based on current step placement plus any previously earned longevity (rate compounded).

For Range B, equivalent full-time service outside of the District will be considered for longevity increment based on a determination from Human Resources. Service in the following classifications at another employer, or service in classifications with substantially similar duties or responsibilities, count toward all longevity service thresholds: Vice Chancellor, College President.

Educational Incentive: An educational incentive payment will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The Educational incentive will be an annual amount of \$3,523, plus any Off Salary Schedule Pay percentage that is paid to employees as follows: Fiscal Year 2019-2020: \$3,523 (\$3,523 + 0.00% OSSP).

Retroactive to: July 1, 2019

Board approved/revised: May 10, 2023

**Los Rios Community College District
2019-20 Final**

**Interim Management (Faculty) Salary Schedule
Annual-Full-Time**

~~Includes an advanced continuing improvement of 4%~~

DRAFT

| Title | Range | | Base Salary Step | Base Salary Step + Ed Incentive |
|---|--------------|----------------|-------------------------|--|
| Director/Manager I/ Vice President | 11A | Annual | 136,710.52 | 140,233.52 |
| | | Monthly | 13,671.05 | 14,023.35 |
| | | Daily | 735.00 | 753.94 |
| Director/Manager II/Assoc. VP | 11 | Annual | 128,184.45 | 131,707.45 |
| | | Monthly | 12,818.45 | 13,170.75 |
| | | Daily | 689.16 | 708.10 |
| Director/Manager III/ Dean | 12 | Annual | 120,190.12 | 123,713.12 |
| | | Monthly | 12,019.01 | 12,371.31 |
| | | Daily | 646.18 | 665.12 |
| Director/Manager IV/ Dean III | 13 | Annual | 112,694.36 | 116,217.36 |
| | | Monthly | 11,269.44 | 11,621.74 |
| | | Daily | 605.88 | 624.82 |
| Director/Manager V | 14 | Annual | 97,770.46 | 101,293.46 |
| | | Monthly | 9,777.05 | 10,129.35 |
| | | Daily | 525.65 | 544.59 |
| Director/Manager VI | 15 | Annual | 91,672.92 | 95,195.92 |
| | | Monthly | 9,167.29 | 9,519.59 |
| | | Daily | 492.87 | 511.81 |

Interim Management (Faculty) Schedule is based on a 10-month/year payroll frequency.

Interim Management Schedule provides for 186 days of service with no accrual of vacation.

For service beyond 186 days, faculty will be paid their per diem rate on Faculty Salary Schedule A.

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

An Additional 4% (8.16%) increment will be awarded after 15 years.

An Additional 2% (10.323%) increment will be awarded after 20 years.

The second and third longevity increments will be based on current step plus previously earned longevity increments (rate compounded).

Educational Incentive: An educational incentive payment will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The Educational incentive will be an annual amount of \$3,523, plus any Off Salary Schedule Pay percentage that is paid to employees as follows: Fiscal Year 2019-2020: \$3,523.00 (\$3,523 + 0.00% OSSP).

Retroactive to: July 1, 2019

Board approved/ revised: May 10, 2023

**Los Rios Community College District
2019-20 Final**

**Interim Management (Faculty) Salary Schedule
Includes an advanced continuing improvement of 4%**

| Title | Range | -Entry- | + Dr. | + 10 yrs | 10 yrs + Dr. | + 15 yrs | 15 yrs + Dr. | + 20 yrs | 20 yrs + Dr. |
|--|-------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| Director/Manager II- Vice President | 11A | 136,710.52 13,671.05 735.00 | 140,233.52 14,023.35 753.94 | 142,178.94 14,217.89 764.40 | 145,701.94 14,570.19 783.34 | 147,866.10 14,786.61 794.98 | 151,389.10 15,138.91 813.92 | 150,823.42 15,082.34 810.88 | 154,346.42 15,434.64 829.82 |
| Director/Manager III- Assoc.-VP | 11 | 128,184.45 12,818.45 689.16 | 131,707.45 13,170.75 708.10 | 133,311.83 13,331.18 716.73 | 136,834.83 13,683.48 735.67 | 138,644.30 13,864.43 745.40 | 142,167.30 14,216.73 764.34 | 141,417.19 14,141.72 760.31 | 144,940.19 14,494.02 779.25 |
| Director/Manager III- Dean- | 12 | 120,190.12 12,019.01 646.18 | 123,713.12 12,371.31 665.12 | 124,997.72 12,499.77 672.03 | 128,520.72 12,852.07 690.97 | 129,997.63 12,999.76 698.91 | 133,520.63 13,352.06 717.85 | 132,597.58 13,259.76 712.89 | 136,120.58 13,612.06 731.83 |
| Director/Manager IV- Dean-III | 13 | 112,694.36 11,269.44 605.88 | 116,217.36 11,621.74 624.82 | 117,202.13 11,720.21 630.12 | 120,725.13 12,072.51 649.06 | 121,890.22 12,189.02 655.32 | 125,413.22 12,541.32 674.26 | 124,328.02 12,432.80 668.43 | 127,851.02 12,785.10 687.37 |
| Director/Manager V | 14 | 97,770.46 9,777.05 525.65 | 101,293.46 10,129.35 544.59 | 101,681.28 10,168.13 546.67 | 105,204.28 10,520.43 565.61 | 105,748.53 10,574.85 568.54 | 109,271.53 10,927.15 587.48 | 107,863.50 10,786.35 579.91 | 111,386.50 11,138.65 598.85 |
| Director/Manager VI | 15 | 91,672.92 9,167.29 492.87 | 95,195.92 9,519.59 511.81 | 95,339.84 9,533.98 512.58 | 98,862.84 9,886.28 531.52 | 99,153.43 9,915.34 533.08 | 102,676.43 10,267.64 552.02 | 101,136.50 10,113.65 543.74 | 104,659.50 10,465.95 562.69 |

Doctoral Stipend:— \$3,523

Retroactive to: July 1, 2019

Board Approved: August 12, 2020

**Los Rios Community College District
2019-20 Final
Faculty Salary Schedule "A-164"
(Regular and Long-Term Temporary Faculty Working a 164-Day Schedule)
Annual Salary Schedule**

(a) Class columns include a one-time course transition payment of 4% to respective step.

DRAFT

| Step | AA/AS or BA/BS *Class I | AA/AS or BA/BS Class I(a) | AA/AS+90 or BA/BS+30 or MA/MS *Class II | AA/AS+90 or BA/BS+30 or MA/MS Class II(a) | BA/BS+54 or MA/MS+24 *Class III | BA/BS+54 or MA/MS+24 Class III(a) | BA/BS+78 or MA/MS+48 *Class IV | BA/BS+78 or MA/MS+48 Class IV(a) | PhD, J.D., M.D., D.C. or D.V.M. *Class V | PhD, J.D., M.D., D.C. or D.V.M. Class V(a) |
|----------------------|-------------------------------|---------------------------------|--|--|---------------------------------------|---|--------------------------------------|--|--|--|
| 1 | 43,495 | 45,235 | 48,329 | 50,262 | 53,153 | 55,279 | 57,993 | 60,312 | 60,888 | 63,324 |
| 2 | 45,235 | 47,045 | 50,262 | 52,273 | 55,279 | 57,490 | 60,312 | 62,725 | 63,324 | 65,857 |
| 3 | 47,045 | 48,926 | 52,273 | 54,364 | 57,490 | 59,790 | 62,725 | 65,234 | 65,857 | 68,491 |
| 4 | 48,926 | 50,884 | 54,364 | 56,538 | 59,790 | 62,181 | 65,234 | 67,843 | 68,491 | 71,231 |
| 5 | 50,884 | 52,919 | 56,538 | 58,800 | 62,181 | 64,669 | 67,843 | 70,557 | 71,231 | 74,080 |
| 6 | 52,919 | 55,036 | 58,800 | 61,152 | 64,669 | 67,255 | 70,557 | 73,379 | 74,080 | 77,043 |
| 7 | 55,036 | 57,237 | 61,152 | 63,598 | 67,255 | 69,946 | 73,379 | 76,314 | 77,043 | 80,125 |
| 8 | 57,237 | 59,527 | 63,598 | 66,142 | 69,946 | 72,744 | 76,314 | 79,367 | 80,125 | 83,330 |
| 9 | 59,527 | 61,908 | 66,142 | 68,788 | 72,744 | 75,653 | 79,367 | 82,541 | 83,330 | 86,663 |
| 10 | 61,908 | 64,384 | 68,788 | 71,539 | 75,653 | 78,679 | 82,541 | 85,843 | 86,663 | 90,130 |
| 11 | 64,384 | 66,959 | 71,539 | 74,401 | 78,679 | 81,827 | 85,843 | 89,277 | 90,130 | 93,735 |
| 12 | 66,959 | 69,638 | 74,401 | 77,377 | 81,827 | 85,100 | 89,277 | 92,848 | 93,735 | 97,484 |
| 13 | 69,638 | 72,423 | 77,377 | 80,472 | 85,100 | 88,504 | 92,848 | 96,562 | 97,484 | 101,384 |
| 14 | 72,423 | 75,320 | 80,472 | 83,691 | 88,504 | 92,044 | 96,562 | 100,424 | 101,384 | 105,439 |
| 15 | | | | | 92,044 | 95,725 | 100,424 | 104,441 | 105,439 | 109,657 |
| Longevity-1* | | 78,333 | | 87,038 | | 99,555 | | 108,619 | | 114,043 |
| Longevity-2** | | 79,900 | | 88,779 | | 101,546 | | 110,794 | | 116,324 |

Original base Salaries for year 2019-2020 are represented with an (*)

*After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step. Figures provided reflect the longevity increment applied to the last step in each class.

**After 25 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 2% above Longevity 1 placement (6.08% compounded rate above appropriate class/step).

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to: July 1, 2019
Board approved/ revised: May 10, 2023

(a) Class columns include a one-time course transition payment of 4% to respective step.

| | Step | *Class I | Class I(a) | *Class II | Class II(a) | *Class III | Class III(a) | *Class IV | Class IV(a) | *Class V | Class V(a) |
|---------|------|-----------|------------|-----------|-------------|------------|--------------|------------|-------------|------------|-------------|
| Annual | 1 | 43,495.47 | 45,235.29 | 48,329.29 | 50,262.46 | 53,152.97 | 55,279.09 | 57,992.54 | 60,312.24 | 60,888.47 | 63,324.01 |
| Monthly | | 4,349.55 | 4,523.53 | 4,832.93 | 5,026.25 | 5,315.30 | 5,527.91 | 5,799.25 | 6,031.22 | 6,088.85 | 6,332.40 |
| Daily | | 265.22 | 275.82 | 294.69 | 306.48 | 324.10 | 337.07 | 353.61 | 367.76 | 371.27 | 386.12 |
| Annual | 2 | 45,235.29 | 47,044.70 | 50,262.47 | 52,272.96 | 55,279.09 | 57,490.26 | 60,312.25 | 62,724.74 | 63,324.01 | 65,856.97 |
| Monthly | | 4,523.53 | 4,704.47 | 5,026.25 | 5,227.30 | 5,527.91 | 5,749.03 | 6,031.22 | 6,272.47 | 6,332.40 | 6,585.70 |
| Daily | | 275.82 | 286.86 | 306.48 | 318.74 | 337.07 | 350.55 | 367.76 | 382.47 | 386.12 | 401.57 |
| Annual | 3 | 47,044.70 | 48,926.49 | 52,272.97 | 54,363.89 | 57,490.25 | 59,789.86 | 62,724.74 | 65,233.73 | 65,856.97 | 68,491.25 |
| Monthly | | 4,704.47 | 4,892.65 | 5,227.30 | 5,436.39 | 5,749.03 | 5,978.99 | 6,272.47 | 6,523.37 | 6,585.70 | 6,849.12 |
| Daily | | 286.86 | 298.33 | 318.74 | 331.49 | 350.55 | 364.57 | 382.47 | 397.77 | 401.57 | 417.63 |
| Annual | 4 | 48,926.48 | 50,883.54 | 54,363.88 | 56,538.44 | 59,789.86 | 62,181.46 | 65,233.73 | 67,843.08 | 68,491.25 | 71,230.90 |
| Monthly | | 4,892.65 | 5,088.35 | 5,436.39 | 5,653.84 | 5,978.99 | 6,218.15 | 6,523.37 | 6,784.31 | 6,849.13 | 7,123.09 |
| Daily | | 298.33 | 310.27 | 331.49 | 344.75 | 364.57 | 379.16 | 397.77 | 413.68 | 417.63 | 434.33 |
| Annual | 5 | 50,883.54 | 52,918.88 | 56,538.44 | 58,799.98 | 62,181.46 | 64,668.72 | 67,843.08 | 70,556.81 | 71,230.90 | 74,080.14 |
| Monthly | | 5,088.35 | 5,291.89 | 5,653.84 | 5,880.00 | 6,218.15 | 6,466.87 | 6,784.31 | 7,055.68 | 7,123.09 | 7,408.01 |
| Daily | | 310.27 | 322.68 | 344.75 | 358.54 | 379.16 | 394.32 | 413.68 | 430.22 | 434.33 | 451.71 |
| Annual | 6 | 52,918.88 | 55,035.63 | 58,799.99 | 61,151.99 | 64,668.72 | 67,255.46 | 70,556.81 | 73,379.08 | 74,080.14 | 77,043.34 |
| Monthly | | 5,291.89 | 5,503.56 | 5,880.00 | 6,115.20 | 6,466.87 | 6,725.55 | 7,055.68 | 7,337.91 | 7,408.01 | 7,704.33 |
| Daily | | 322.68 | 335.58 | 358.54 | 372.88 | 394.32 | 410.09 | 430.22 | 447.43 | 451.71 | 469.78 |
| Annual | 7 | 55,035.63 | 57,237.05 | 61,151.98 | 63,598.06 | 67,255.46 | 69,945.68 | 73,379.08 | 76,314.25 | 77,043.35 | 80,125.08 |
| Monthly | | 5,503.56 | 5,723.71 | 6,115.20 | 6,359.81 | 6,725.55 | 6,994.57 | 7,337.91 | 7,631.42 | 7,704.33 | 8,012.51 |
| Daily | | 335.58 | 349.01 | 372.88 | 387.79 | 410.09 | 426.50 | 447.43 | 465.33 | 469.78 | 488.57 |
| Annual | 8 | 57,237.05 | 59,526.54 | 63,598.06 | 66,141.98 | 69,945.69 | 72,743.52 | 76,314.25 | 79,366.82 | 80,125.08 | 83,330.08 |
| Monthly | | 5,723.71 | 5,952.65 | 6,359.81 | 6,614.20 | 6,994.57 | 7,274.35 | 7,631.42 | 7,936.68 | 8,012.51 | 8,333.01 |
| Daily | | 349.01 | 362.97 | 387.79 | 403.30 | 426.50 | 443.56 | 465.33 | 483.94 | 488.57 | 508.11 |
| Annual | 9 | 59,526.54 | 61,907.60 | 66,141.98 | 68,787.66 | 72,743.51 | 75,653.25 | 79,366.82 | 82,541.49 | 83,330.09 | 86,663.29 |
| Monthly | | 5,952.65 | 6,190.76 | 6,614.20 | 6,878.77 | 7,274.35 | 7,565.33 | 7,936.68 | 8,254.15 | 8,333.01 | 8,666.33 |
| Daily | | 362.97 | 377.49 | 403.30 | 419.44 | 443.56 | 461.30 | 483.94 | 503.30 | 508.11 | 528.43 |
| Annual | 10 | 61,907.59 | 64,383.90 | 68,787.66 | 71,539.16 | 75,653.25 | 78,679.38 | 82,541.49 | 85,843.15 | 86,663.30 | 90,129.83 |
| Monthly | | 6,190.76 | 6,438.39 | 6,878.77 | 7,153.92 | 7,565.32 | 7,867.94 | 8,254.15 | 8,584.32 | 8,666.33 | 9,012.98 |
| Daily | | 377.49 | 392.58 | 419.44 | 436.21 | 461.30 | 479.75 | 503.30 | 523.43 | 528.43 | 549.57 |
| Annual | 11 | 64,383.89 | 66,959.25 | 71,539.16 | 74,400.72 | 78,679.38 | 81,826.56 | 85,843.15 | 89,276.88 | 90,129.82 | 93,735.02 |
| Monthly | | 6,438.39 | 6,695.93 | 7,153.92 | 7,440.07 | 7,867.94 | 8,182.66 | 8,584.32 | 8,927.69 | 9,012.98 | 9,373.50 |
| Daily | | 392.58 | 408.29 | 436.21 | 453.66 | 479.75 | 498.94 | 523.43 | 544.37 | 549.57 | 571.55 |
| Annual | 12 | 66,959.25 | 69,637.62 | 74,400.73 | 77,376.76 | 81,826.55 | 85,099.62 | 89,276.88 | 92,847.95 | 93,735.02 | 97,484.42 |
| Monthly | | 6,695.93 | 6,963.76 | 7,440.07 | 7,737.68 | 8,182.66 | 8,509.96 | 8,927.69 | 9,284.80 | 9,373.50 | 9,748.44 |
| Daily | | 408.29 | 424.62 | 453.66 | 471.81 | 498.94 | 518.90 | 544.37 | 566.15 | 571.55 | 594.42 |
| Annual | 13 | 69,637.62 | 72,423.13 | 77,376.76 | 80,471.83 | 85,099.62 | 88,503.60 | 92,847.95 | 96,561.87 | 97,484.43 | 101,383.80 |
| Monthly | | 6,963.76 | 7,242.31 | 7,737.68 | 8,047.18 | 8,509.96 | 8,850.36 | 9,284.80 | 9,656.19 | 9,748.44 | 10,138.38 |
| Daily | | 424.62 | 441.60 | 471.81 | 490.68 | 518.90 | 539.66 | 566.15 | 588.79 | 594.42 | 618.19 |
| Annual | 14 | 72,423.13 | 75,320.05 | 80,471.83 | 83,690.70 | 88,503.60 | 92,043.74 | 96,561.87 | 100,424.34 | 101,383.81 | 105,439.16 |
| Monthly | | 7,242.31 | 7,532.01 | 8,047.18 | 8,369.07 | 8,850.36 | 9,204.37 | 9,656.19 | 10,042.43 | 10,138.38 | 10,543.92 |
| Daily | | 441.60 | 459.27 | 490.68 | 510.31 | 539.66 | 561.24 | 588.79 | 612.34 | 618.19 | 642.92 |
| Annual | 15 | - | - | - | - | 92,043.74 | 95,725.49 | 100,424.34 | 104,441.31 | 105,439.16 | 109,656.73 |
| Monthly | | - | - | - | - | 9,204.37 | 9,572.55 | 10,042.43 | 10,444.13 | 10,543.92 | 10,965.67 |
| Daily | | - | - | - | - | 561.24 | 583.69 | 612.34 | 636.84 | 642.92 | 668.64 |
| | L1 | | -78,332.85 | | -87,038.33 | | -99,564.54 | | -108,618.97 | | -114,042.99 |
| | | | -7,833.29 | | -8,703.83 | | -9,955.45 | | -10,861.90 | | -11,404.30 |
| | | | -477.64 | | -530.72 | | -607.04 | | -662.34 | | -695.38 |
| | L2 | | -79,899.54 | | -88,779.10 | | -101,545.60 | | -110,791.35 | | -116,323.85 |
| | | | -7,989.95 | | -8,877.91 | | -10,154.56 | | -11,079.13 | | -11,632.39 |
| | | | -487.19 | | -541.34 | | -619.18 | | -675.56 | | -709.29 |

Original base Salaries for year 2019-2020 are represented with an (*)

Retroactive to: July 1, 2019

Board approved/revised: May 10, 2023

**Los Rios Community College District
2019-20 Final
Librarian Salary Schedule "A-164"
(Regular and Long-Term Temporary Librarians Working a 164-Day Schedule)
Annual Salary Schedule**

(a) Class columns include a one-time course transition payment of 4% to respective step.

DRAFT

| Step | AA/AS or BA/BS *Class I | AA/AS or BA/BS Class I(a) | AA/AS+90 or BA/BS+30 or MA/MS *Class II | AA/AS+90 or BA/BS+30 or MA/MS Class II(a) | BA/BS+54 or MA/MS+24 *Class III | BA/BS+54 or MA/MS+24 Class III(a) | BA/BS+78 or MA/MS+48 *Class IV | BA/BS+78 or MA/MS+48 Class IV(a) | PhD, J.D., M.D., D.C. or D.V.M. *Class V | PhD, J.D., M.D., D.C. or D.V.M. Class V(a) |
|----------------------|-------------------------------|---------------------------------|--|--|---------------------------------------|---|--------------------------------------|--|--|--|
| 1 | 43,673 | 45,420 | 48,527 | 50,468 | 53,370 | 55,505 | 58,229 | 60,558 | 61,137 | 63,582 |
| 2 | 45,420 | 47,237 | 50,468 | 52,486 | 55,505 | 57,725 | 60,558 | 62,981 | 63,582 | 66,126 |
| 3 | 47,237 | 49,126 | 52,486 | 54,586 | 57,725 | 60,034 | 62,981 | 65,500 | 66,126 | 68,771 |
| 4 | 49,126 | 51,091 | 54,586 | 56,769 | 60,034 | 62,435 | 65,500 | 68,120 | 68,771 | 71,522 |
| 5 | 51,091 | 53,135 | 56,769 | 59,040 | 62,435 | 64,933 | 68,120 | 70,845 | 71,522 | 74,383 |
| 6 | 53,135 | 55,260 | 59,040 | 61,402 | 64,933 | 67,530 | 70,845 | 73,679 | 74,383 | 77,358 |
| 7 | 55,260 | 57,471 | 61,402 | 63,858 | 67,530 | 70,231 | 73,679 | 76,626 | 77,358 | 80,452 |
| 8 | 57,471 | 59,770 | 63,858 | 66,412 | 70,231 | 73,040 | 76,626 | 79,691 | 80,452 | 83,670 |
| 9 | 59,770 | 62,160 | 66,412 | 69,068 | 73,040 | 75,962 | 79,691 | 82,878 | 83,670 | 87,017 |
| 10 | 62,160 | 64,647 | 69,068 | 71,831 | 75,962 | 79,001 | 82,878 | 86,194 | 87,017 | 90,498 |
| 11 | 64,647 | 67,233 | 71,831 | 74,704 | 79,001 | 82,161 | 86,194 | 89,641 | 90,498 | 94,118 |
| 12 | 67,233 | 69,922 | 74,704 | 77,693 | 82,161 | 85,447 | 89,641 | 93,227 | 94,118 | 97,882 |
| 13 | 69,922 | 72,719 | 77,693 | 80,800 | 85,447 | 88,865 | 93,227 | 96,956 | 97,882 | 101,798 |
| 14 | 72,719 | 75,627 | 80,800 | 84,032 | 88,865 | 92,419 | 96,956 | 100,834 | 101,798 | 105,870 |
| 15 | | | | | 92,419 | 96,116 | 100,834 | 104,868 | 105,870 | 110,104 |
| Longevity-1* | | 78,653 | | 87,394 | | 99,964 | | 109,062 | | 114,508 |
| Longevity-2** | | 80,226 | | 89,144 | | 101,960 | | 111,244 | | 116,799 |

Original base Salaries for year 2019-2020 are represented with an (*)

*After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step. Figures provided reflect the longevity increment applied to the last step in each class.

**After 25 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 2% above Longevity 1 placement (6.08% compounded rate above appropriate class/step).

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to: July 1, 2019
Board approved/ revised: May 10, 2023

(a) Class columns include a one-time course transition payment of 4% to respective step.

| | Step | *Class I | Class I(a) | *Class II | Class II(a) | *Class III | Class III(a) | *Class IV | Class IV(a) | *Class V | Class V(a) |
|---------|------|-----------|------------|-----------|-------------|------------|--------------|------------|-------------|------------|------------|
| Annual | 1 | 43,673.01 | 45,419.93 | 48,526.55 | 50,467.62 | 53,369.92 | 55,504.72 | 58,229.24 | 60,558.41 | 61,136.99 | 63,582.47 |
| Monthly | | 4,367.30 | 4,541.99 | 4,852.66 | 5,046.76 | 5,336.99 | 5,550.47 | 5,822.92 | 6,055.84 | 6,113.70 | 6,358.25 |
| Daily | | 266.30 | 276.95 | 295.89 | 307.73 | 325.43 | 338.44 | 355.06 | 369.26 | 372.79 | 387.70 |
| Annual | 2 | 45,419.92 | 47,236.72 | 50,467.62 | 52,486.32 | 55,504.72 | 57,724.91 | 60,558.42 | 62,980.76 | 63,582.47 | 66,125.77 |
| Monthly | | 4,541.99 | 4,723.67 | 5,046.76 | 5,248.63 | 5,550.47 | 5,772.49 | 6,055.84 | 6,298.08 | 6,358.25 | 6,612.58 |
| Daily | | 276.95 | 288.03 | 307.73 | 320.04 | 338.44 | 351.98 | 369.26 | 384.03 | 387.70 | 403.21 |
| Annual | 3 | 47,236.72 | 49,126.19 | 52,486.33 | 54,585.78 | 57,724.91 | 60,033.90 | 62,980.76 | 65,499.99 | 66,125.77 | 68,770.80 |
| Monthly | | 4,723.67 | 4,912.62 | 5,248.63 | 5,458.58 | 5,772.49 | 6,003.39 | 6,298.08 | 6,550.00 | 6,612.58 | 6,877.08 |
| Daily | | 288.03 | 299.55 | 320.04 | 332.84 | 351.98 | 366.06 | 384.03 | 399.39 | 403.21 | 419.33 |
| Annual | 4 | 49,126.18 | 51,091.23 | 54,585.78 | 56,769.21 | 60,033.90 | 62,435.26 | 65,499.99 | 68,119.99 | 68,770.81 | 71,521.64 |
| Monthly | | 4,912.62 | 5,109.12 | 5,458.58 | 5,676.92 | 6,003.39 | 6,243.53 | 6,550.00 | 6,812.00 | 6,877.08 | 7,152.16 |
| Daily | | 299.55 | 311.53 | 332.84 | 346.15 | 366.06 | 380.70 | 399.39 | 415.37 | 419.33 | 436.11 |
| Annual | 5 | 51,091.22 | 53,134.87 | 56,769.21 | 59,039.98 | 62,435.26 | 64,932.67 | 68,120.00 | 70,844.80 | 71,521.64 | 74,382.50 |
| Monthly | | 5,109.12 | 5,313.49 | 5,676.92 | 5,904.00 | 6,243.53 | 6,493.27 | 6,812.00 | 7,084.48 | 7,152.16 | 7,438.25 |
| Daily | | 311.53 | 323.99 | 346.15 | 360.00 | 380.70 | 395.93 | 415.37 | 431.98 | 436.11 | 453.55 |
| Annual | 6 | 53,134.87 | 55,260.27 | 59,039.99 | 61,401.59 | 64,932.67 | 67,529.98 | 70,844.80 | 73,678.59 | 74,382.51 | 77,357.81 |
| Monthly | | 5,313.49 | 5,526.03 | 5,904.00 | 6,140.16 | 6,493.27 | 6,753.00 | 7,084.48 | 7,367.86 | 7,438.25 | 7,735.78 |
| Daily | | 323.99 | 336.95 | 360.00 | 374.40 | 395.93 | 411.77 | 431.98 | 449.26 | 453.55 | 471.69 |
| Annual | 7 | 55,260.26 | 57,470.67 | 61,401.58 | 63,857.64 | 67,529.98 | 70,231.18 | 73,678.59 | 76,625.73 | 77,357.81 | 80,452.12 |
| Monthly | | 5,526.03 | 5,747.07 | 6,140.16 | 6,385.76 | 6,753.00 | 7,023.12 | 7,367.86 | 7,662.57 | 7,735.78 | 8,045.21 |
| Daily | | 336.95 | 350.43 | 374.40 | 389.38 | 411.77 | 428.24 | 449.26 | 467.23 | 471.69 | 490.56 |
| Annual | 8 | 57,470.67 | 59,769.50 | 63,857.64 | 66,411.95 | 70,231.18 | 73,040.43 | 76,625.73 | 79,690.76 | 80,452.12 | 83,670.21 |
| Monthly | | 5,747.07 | 5,976.95 | 6,385.76 | 6,641.19 | 7,023.12 | 7,304.04 | 7,662.57 | 7,969.08 | 8,045.21 | 8,367.02 |
| Daily | | 350.43 | 364.45 | 389.38 | 404.95 | 428.24 | 445.37 | 467.23 | 485.92 | 490.56 | 510.18 |
| Annual | 9 | 59,769.50 | 62,160.28 | 66,411.95 | 69,068.42 | 73,040.42 | 75,962.04 | 79,690.77 | 82,878.40 | 83,670.21 | 87,017.02 |
| Monthly | | 5,976.95 | 6,216.03 | 6,641.19 | 6,906.84 | 7,304.04 | 7,596.20 | 7,969.08 | 8,287.84 | 8,367.02 | 8,701.70 |
| Daily | | 364.45 | 379.03 | 404.95 | 421.15 | 445.37 | 463.18 | 485.92 | 505.36 | 510.18 | 530.59 |
| Annual | 10 | 62,160.28 | 64,646.69 | 69,068.42 | 71,831.16 | 75,962.04 | 79,000.52 | 82,878.40 | 86,193.53 | 87,017.02 | 90,497.71 |
| Monthly | | 6,216.03 | 6,464.67 | 6,906.84 | 7,183.12 | 7,596.20 | 7,900.05 | 8,287.84 | 8,619.35 | 8,701.70 | 9,049.77 |
| Daily | | 379.03 | 394.19 | 421.15 | 437.99 | 463.18 | 481.71 | 505.36 | 525.57 | 530.59 | 551.82 |
| Annual | 11 | 64,646.69 | 67,232.55 | 71,831.16 | 74,704.40 | 79,000.52 | 82,160.54 | 86,193.53 | 89,641.28 | 90,497.70 | 94,117.61 |
| Monthly | | 6,464.67 | 6,723.26 | 7,183.12 | 7,470.44 | 7,900.05 | 8,216.05 | 8,619.35 | 8,964.13 | 9,049.77 | 9,411.76 |
| Daily | | 394.19 | 409.95 | 437.99 | 455.51 | 481.71 | 500.98 | 525.57 | 546.59 | 551.82 | 573.89 |
| Annual | 12 | 67,232.55 | 69,921.86 | 74,704.41 | 77,692.58 | 82,160.54 | 85,446.96 | 89,641.27 | 93,226.92 | 94,117.61 | 97,882.31 |
| Monthly | | 6,723.26 | 6,992.19 | 7,470.44 | 7,769.26 | 8,216.05 | 8,544.70 | 8,964.13 | 9,322.69 | 9,411.76 | 9,788.23 |
| Daily | | 409.95 | 426.35 | 455.51 | 473.74 | 500.98 | 521.02 | 546.59 | 568.46 | 573.89 | 596.84 |
| Annual | 13 | 69,921.86 | 72,718.73 | 77,692.58 | 80,800.29 | 85,446.96 | 88,864.84 | 93,226.92 | 96,956.00 | 97,882.32 | 101,797.61 |
| Monthly | | 6,992.19 | 7,271.87 | 7,769.26 | 8,080.03 | 8,544.70 | 8,886.48 | 9,322.69 | 9,695.60 | 9,788.23 | 10,179.76 |
| Daily | | 426.35 | 443.41 | 473.74 | 492.68 | 521.02 | 541.86 | 568.46 | 591.20 | 596.84 | 620.72 |
| Annual | 14 | 72,718.73 | 75,627.48 | 80,800.29 | 84,032.30 | 88,864.84 | 92,419.43 | 96,956.00 | 100,834.24 | 101,797.62 | 105,869.52 |
| Monthly | | 7,271.87 | 7,562.75 | 8,080.03 | 8,403.23 | 8,886.48 | 9,241.94 | 9,695.60 | 10,083.42 | 10,179.76 | 10,586.95 |
| Daily | | 443.41 | 461.14 | 492.68 | 512.39 | 541.86 | 563.53 | 591.20 | 614.84 | 620.72 | 645.55 |
| Annual | 15 | - | - | - | - | 92,419.43 | 96,116.21 | 100,834.24 | 104,867.61 | 105,869.52 | 110,104.30 |
| Monthly | | - | - | - | - | 9,241.94 | 9,611.62 | 10,083.42 | 10,486.76 | 10,586.95 | 11,010.43 |
| Daily | | - | - | - | - | 563.53 | 586.07 | 614.84 | 639.44 | 645.55 | 671.37 |
| | L1 | | 78,662.58 | | 87,393.59 | | 99,960.86 | | 109,062.31 | | 114,508.48 |
| | | | 7,865.26 | | 8,739.36 | | 9,996.09 | | 10,906.23 | | 11,450.85 |
| | | | 479.59 | | 532.89 | | 609.52 | | 665.04 | | 699.22 |
| | L2 | | 80,225.63 | | 89,141.46 | | 101,960.08 | | 111,243.66 | | 116,798.65 |
| | | | 8,022.56 | | 8,914.15 | | 10,196.04 | | 11,124.36 | | 11,679.86 |
| | | | 489.18 | | 543.55 | | 621.71 | | 678.31 | | 712.19 |

Original base Salaries for year 2019-2020 are represented with an (*)

Retroactive to: July 1, 2019

Board approved/revised: May 10, 2023

**Los Rios Community College District
2019-20 Final
Faculty Salary Schedule "A-174"
(Regular and Long-Term Temporary Faculty Working a 174-Day Schedule)
Annual Salary Schedule**

(a) Class columns include a one-time course transition payment of 4% to respective step.

DRAFT

| Step | AA/AS or BA/BS *Class I | AA/AS or BA/BS Class I(a) | AA/AS+90 or BA/BS+30 or MA/MS *Class II | AA/AS+90 or BA/BS+30 or MA/MS Class II(a) | BA/BS+54 or MA/MS+24 *Class III | BA/BS+54 or MA/MS+24 Class III(a) | BA/BS+78 or MA/MS+48 *Class IV | BA/BS+78 or MA/MS+48 Class IV(a) | PhD, J.D., M.D., D.C. or D.V.M. *Class V | PhD, J.D., M.D., D.C. or D.V.M. Class V(a) |
|----------------------|-------------------------------|---------------------------------|--|--|---------------------------------------|---|--------------------------------------|--|--|--|
| 1 | 46,336 | 48,189 | 51,485 | 53,545 | 56,624 | 58,889 | 61,780 | 64,251 | 64,865 | 67,459 |
| 2 | 48,189 | 50,117 | 53,545 | 55,687 | 58,889 | 61,245 | 64,251 | 66,821 | 67,459 | 70,158 |
| 3 | 50,117 | 52,122 | 55,687 | 57,914 | 61,245 | 63,695 | 66,821 | 69,494 | 70,158 | 72,964 |
| 4 | 52,122 | 54,207 | 57,914 | 60,231 | 63,695 | 66,242 | 69,494 | 72,274 | 72,964 | 75,883 |
| 5 | 54,207 | 56,375 | 60,231 | 62,640 | 66,242 | 68,892 | 72,274 | 75,165 | 75,883 | 78,918 |
| 6 | 56,375 | 58,630 | 62,640 | 65,146 | 68,892 | 71,648 | 75,165 | 78,171 | 78,918 | 82,075 |
| 7 | 58,630 | 60,975 | 65,146 | 67,751 | 71,648 | 74,514 | 78,171 | 81,298 | 82,075 | 85,358 |
| 8 | 60,975 | 63,414 | 67,751 | 70,461 | 74,514 | 77,494 | 81,298 | 84,550 | 85,358 | 88,772 |
| 9 | 63,414 | 65,951 | 70,461 | 73,280 | 77,494 | 80,594 | 84,550 | 87,932 | 88,772 | 92,323 |
| 10 | 65,951 | 68,589 | 73,280 | 76,211 | 80,594 | 83,818 | 87,932 | 91,449 | 92,323 | 96,016 |
| 11 | 68,589 | 71,332 | 76,211 | 79,260 | 83,818 | 87,170 | 91,449 | 95,107 | 96,016 | 99,856 |
| 12 | 71,332 | 74,185 | 79,260 | 82,430 | 87,170 | 90,657 | 95,107 | 98,911 | 99,856 | 103,851 |
| 13 | 74,185 | 77,153 | 82,430 | 85,727 | 90,657 | 94,283 | 98,911 | 102,868 | 103,851 | 108,005 |
| 14 | 77,153 | 80,239 | 85,727 | 89,156 | 94,283 | 98,055 | 102,868 | 106,983 | 108,005 | 112,325 |
| 15 | | | | | 98,055 | 101,977 | 106,983 | 111,262 | 112,325 | 116,818 |
| Longevity-1* | | 83,448 | | 92,722 | | 106,056 | | 115,712 | | 124,494 |
| Longevity-2** | | 85,447 | | 94,677 | | 108,177 | | 118,027 | | 123,924 |

Original base Salaries for year 2019-2020 are represented with an (*)

*After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step. Figures provided reflect the longevity increment applied to the last step in each class.

**After 25 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 2% above Longevity 1 placement (6.08% compounded rate above appropriate class/step).

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to: July 1, 2019
Board approved/ revised: May 10, 2023

(a) Class columns include a one-time course transition payment of 4% to respective step.

| | Step | *Class I | Class I(a) | *Class II | Class II(a) | *Class III | Class III(a) | *Class IV | Class IV(a) | *Class V | Class V(a) |
|---------|------|-----------|------------|-----------|-------------|------------|--------------|------------|-------------|------------|------------|
| Annual | 1 | 46,335.99 | 48,189.43 | 51,485.49 | 53,544.91 | 56,624.19 | 58,889.16 | 61,779.81 | 64,251.00 | 64,864.86 | 67,459.45 |
| Monthly | | 3,861.33 | 4,015.79 | 4,290.46 | 4,462.08 | 4,718.68 | 4,907.43 | 5,148.32 | 5,354.25 | 5,405.40 | 5,621.62 |
| Daily | | 266.30 | 276.95 | 295.89 | 307.73 | 325.43 | 338.44 | 355.06 | 369.26 | 372.79 | 387.70 |
| Annual | 2 | 48,189.43 | 50,117.01 | 53,544.91 | 55,686.71 | 58,889.15 | 61,244.72 | 64,251.01 | 66,821.05 | 67,459.45 | 70,157.83 |
| Monthly | | 4,015.79 | 4,176.42 | 4,462.08 | 4,640.56 | 4,907.43 | 5,103.73 | 5,354.25 | 5,568.42 | 5,621.62 | 5,846.49 |
| Daily | | 276.95 | 288.03 | 307.73 | 320.04 | 338.44 | 351.98 | 369.26 | 384.03 | 387.70 | 403.21 |
| Annual | 3 | 50,117.01 | 52,121.69 | 55,686.71 | 57,914.18 | 61,244.72 | 63,694.51 | 66,821.05 | 69,493.89 | 70,157.83 | 72,964.14 |
| Monthly | | 4,176.42 | 4,343.47 | 4,640.56 | 4,826.18 | 5,103.73 | 5,307.88 | 5,568.42 | 5,791.16 | 5,846.49 | 6,080.35 |
| Daily | | 288.03 | 299.55 | 320.04 | 332.84 | 351.98 | 366.06 | 384.03 | 399.39 | 403.21 | 419.33 |
| Annual | 4 | 52,121.68 | 54,206.55 | 57,914.18 | 60,230.74 | 63,694.50 | 66,242.28 | 69,493.89 | 72,273.65 | 72,964.15 | 75,882.71 |
| Monthly | | 4,343.47 | 4,517.21 | 4,826.18 | 5,019.23 | 5,307.88 | 5,520.19 | 5,791.16 | 6,022.80 | 6,080.35 | 6,323.56 |
| Daily | | 299.55 | 311.53 | 332.84 | 346.15 | 366.06 | 380.70 | 399.39 | 415.37 | 419.33 | 436.11 |
| Annual | 5 | 54,206.54 | 56,374.80 | 60,230.75 | 62,639.98 | 66,242.29 | 68,891.98 | 72,273.65 | 75,164.60 | 75,882.71 | 78,918.02 |
| Monthly | | 4,517.21 | 4,697.90 | 5,019.23 | 5,220.00 | 5,520.19 | 5,741.00 | 6,022.80 | 6,263.72 | 6,323.56 | 6,576.50 |
| Daily | | 311.53 | 323.99 | 346.15 | 360.00 | 380.70 | 395.93 | 415.37 | 431.98 | 436.11 | 453.55 |
| Annual | 6 | 56,374.80 | 58,629.79 | 62,639.99 | 65,145.58 | 68,891.98 | 71,647.66 | 75,164.60 | 78,171.19 | 78,918.03 | 82,074.75 |
| Monthly | | 4,697.90 | 4,885.82 | 5,220.00 | 5,428.80 | 5,741.00 | 5,970.64 | 6,263.72 | 6,514.27 | 6,576.50 | 6,839.56 |
| Daily | | 323.99 | 336.95 | 360.00 | 374.40 | 395.93 | 411.77 | 431.98 | 449.26 | 453.55 | 471.69 |
| Annual | 7 | 58,629.79 | 60,974.98 | 65,145.58 | 67,751.40 | 71,647.66 | 74,513.56 | 78,171.19 | 81,298.03 | 82,074.75 | 85,357.74 |
| Monthly | | 4,885.82 | 5,081.25 | 5,428.80 | 5,645.95 | 5,970.64 | 6,209.46 | 6,514.27 | 6,774.84 | 6,839.56 | 7,113.14 |
| Daily | | 336.95 | 350.43 | 374.40 | 389.38 | 411.77 | 428.24 | 449.26 | 467.23 | 471.69 | 490.56 |
| Annual | 8 | 60,974.98 | 63,413.98 | 67,751.40 | 70,461.46 | 74,513.57 | 77,494.11 | 81,298.03 | 84,549.96 | 85,357.74 | 88,772.05 |
| Monthly | | 5,081.25 | 5,284.50 | 5,645.95 | 5,871.79 | 6,209.46 | 6,457.84 | 6,774.84 | 7,045.83 | 7,113.14 | 7,397.67 |
| Daily | | 350.43 | 364.45 | 389.38 | 404.95 | 428.24 | 445.37 | 467.23 | 485.92 | 490.56 | 510.18 |
| Annual | 9 | 63,413.98 | 65,950.54 | 70,461.45 | 73,279.91 | 77,494.11 | 80,593.87 | 84,549.96 | 87,931.96 | 88,772.05 | 92,322.94 |
| Monthly | | 5,284.50 | 5,495.88 | 5,871.79 | 6,106.66 | 6,457.84 | 6,716.16 | 7,045.83 | 7,327.66 | 7,397.67 | 7,693.58 |
| Daily | | 364.45 | 379.03 | 404.95 | 421.15 | 445.37 | 463.18 | 485.92 | 505.36 | 510.18 | 530.59 |
| Annual | 10 | 65,950.54 | 68,588.56 | 73,279.91 | 76,211.11 | 80,593.87 | 83,817.62 | 87,931.96 | 91,449.24 | 92,322.94 | 96,015.86 |
| Monthly | | 5,495.88 | 5,715.71 | 6,106.66 | 6,350.93 | 6,716.16 | 6,984.80 | 7,327.66 | 7,620.77 | 7,693.58 | 8,001.32 |
| Daily | | 379.03 | 394.19 | 421.15 | 437.99 | 463.18 | 481.71 | 505.36 | 525.57 | 530.59 | 551.82 |
| Annual | 11 | 68,588.56 | 71,332.10 | 76,211.10 | 79,259.55 | 83,817.63 | 87,170.33 | 91,449.24 | 95,107.21 | 96,015.85 | 99,856.49 |
| Monthly | | 5,715.71 | 5,944.34 | 6,350.93 | 6,604.96 | 6,984.80 | 7,264.19 | 7,620.77 | 7,925.60 | 8,001.32 | 8,321.37 |
| Daily | | 394.19 | 409.95 | 437.99 | 455.51 | 481.71 | 500.98 | 525.57 | 546.59 | 551.82 | 573.89 |
| Annual | 12 | 71,332.10 | 74,185.38 | 79,259.55 | 82,429.93 | 87,170.33 | 90,657.14 | 95,107.20 | 98,911.49 | 99,856.49 | 103,850.75 |
| Monthly | | 5,944.34 | 6,182.12 | 6,604.96 | 6,869.16 | 7,264.19 | 7,554.76 | 7,925.60 | 8,242.62 | 8,321.37 | 8,654.23 |
| Daily | | 409.95 | 426.35 | 455.51 | 473.74 | 500.98 | 521.02 | 546.59 | 568.46 | 573.89 | 596.84 |
| Annual | 13 | 74,185.38 | 77,152.80 | 82,429.93 | 85,727.13 | 90,657.14 | 94,283.43 | 98,911.49 | 102,867.95 | 103,850.75 | 108,004.78 |
| Monthly | | 6,182.12 | 6,429.40 | 6,869.16 | 7,143.93 | 7,554.76 | 7,856.95 | 8,242.62 | 8,572.33 | 8,654.23 | 9,000.40 |
| Daily | | 426.35 | 443.41 | 473.74 | 492.68 | 521.02 | 541.86 | 568.46 | 591.20 | 596.84 | 620.72 |
| Annual | 14 | 77,152.80 | 80,238.91 | 85,727.13 | 89,156.22 | 94,283.43 | 98,054.76 | 102,867.95 | 106,982.66 | 108,004.79 | 112,324.98 |
| Monthly | | 6,429.40 | 6,686.58 | 7,143.93 | 7,429.68 | 7,856.95 | 8,171.23 | 8,572.33 | 8,915.22 | 9,000.40 | 9,360.42 |
| Daily | | 443.41 | 461.14 | 492.68 | 512.39 | 541.86 | 563.53 | 591.20 | 614.84 | 620.72 | 645.55 |
| Annual | 15 | - | - | - | - | 98,054.76 | 101,976.96 | 106,982.66 | 111,261.97 | 112,324.98 | 116,817.98 |
| Monthly | | - | - | - | - | 8,171.23 | 8,498.08 | 8,915.22 | 9,271.83 | 9,360.42 | 9,734.83 |
| Daily | | - | - | - | - | 563.53 | 586.07 | 614.84 | 639.44 | 645.55 | 671.37 |
| | L1 | | 83,448.47 | | 92,722.47 | | 106,056.03 | | 115,742.45 | | 121,490.70 |
| | | | 6,954.04 | | 7,726.87 | | 8,838.00 | | 9,642.70 | | 10,124.23 |
| | | | 479.59 | | 532.89 | | 609.52 | | 665.04 | | 698.22 |
| | L2 | | 85,417.44 | | 94,576.92 | | 108,477.45 | | 118,026.70 | | 123,920.54 |
| | | | 7,093.42 | | 7,884.44 | | 9,044.76 | | 9,835.56 | | 10,326.74 |
| | | | 489.18 | | 543.55 | | 621.74 | | 678.34 | | 712.49 |

Original base Salaries for year 2019-2020 are represented with an (*)

Retroactive to: July 1, 2019

Board approved/revised: May 10, 2023

**Los Rios Community College District
2019-20 Final
Faculty Salary Schedule "B-1"
(Adjunct Faculty / Overload Assignments)
Lecture and Laboratory Hourly Rates/164 Days B-1**

(a) Class columns include a one-time course transition payment of 4% to respective step.

DRAFT

| | | AA/AS or BA/BS | AA/AS or BA/BS | AA/AS+90 or BA/BS+30 or MA/MS | AA/AS+90 or BA/BS+30 or MA/MS | BA/BS+54 or MA/MS+24 | BA/BS+54 or MA/MS+24 | BA/BS+78 or MA/MS+48 | BA/BS+78 or MA/MS+48 | PhD, J.D., M.D., D.C. or D.V.M. | PhD, J.D., M.D., D.C. or D.V.M. |
|---------|---------------------------|-------------------|-------------------|-------------------------------------|-------------------------------------|-------------------------|-------------------------|-------------------------|-------------------------|------------------------------------|------------------------------------|
| | Step | *Class I | Class I(a) | *Class II | Class II(a) | *Class III | Class III(a) | *Class IV | Class IV(a) | *Class V | Class V(a) |
| Lecture | 1 | 60.40 | 62.82 | 67.13 | 69.81 | 73.82 | 76.77 | 80.54 | 83.77 | 84.56 | 87.94 |
| Lab | | 45.30 | 47.12 | 50.35 | 52.36 | 55.36 | 57.58 | 60.41 | 62.82 | 63.42 | 65.96 |
| Lecture | 2 | 62.83 | 65.34 | 69.81 | 72.60 | 76.77 | 79.84 | 83.77 | 87.12 | 87.95 | 91.47 |
| Lab | | 47.12 | 49.01 | 52.36 | 54.45 | 57.58 | 59.88 | 62.82 | 65.34 | 65.97 | 68.60 |
| Lecture | 3 | 65.34 | 67.95 | 72.59 | 75.50 | 79.85 | 83.04 | 87.12 | 90.61 | 91.47 | 95.13 |
| Lab | | 49.01 | 50.97 | 54.44 | 56.62 | 59.88 | 62.28 | 65.34 | 67.95 | 68.60 | 71.35 |
| Lecture | 4 | 67.96 | 70.68 | 75.51 | 78.53 | 83.04 | 86.36 | 90.60 | 94.22 | 95.13 | 98.94 |
| Lab | | 50.97 | 53.01 | 56.63 | 58.90 | 62.28 | 64.77 | 67.95 | 70.67 | 71.35 | 74.20 |
| Lecture | 5 | 70.67 | 73.50 | 78.52 | 81.66 | 86.36 | 89.82 | 94.23 | 98.00 | 98.94 | 102.90 |
| Lab | | 53.00 | 55.12 | 58.89 | 61.25 | 64.77 | 67.36 | 70.67 | 73.50 | 74.21 | 77.18 |
| Lecture | 6 | 73.50 | 76.44 | 81.66 | 84.92 | 89.82 | 93.41 | 97.99 | 101.91 | 102.89 | 107.00 |
| Lab | | 55.12 | 57.33 | 61.24 | 63.69 | 67.36 | 70.06 | 73.49 | 76.43 | 77.17 | 80.25 |
| Lecture | 7 | 76.44 | 79.50 | 84.93 | 88.33 | 93.42 | 97.15 | 101.91 | 105.98 | 107.00 | 111.28 |
| Lab | | 57.33 | 59.62 | 63.70 | 66.24 | 70.06 | 72.87 | 76.43 | 79.49 | 80.25 | 83.46 |
| Lecture | 8 | 79.49 | 82.67 | 88.33 | 91.87 | 97.14 | 101.03 | 106.00 | 110.24 | 111.28 | 115.73 |
| Lab | | 59.62 | 62.00 | 66.25 | 68.90 | 72.86 | 75.77 | 79.50 | 82.68 | 83.46 | 86.80 |
| Lecture | 9 | 82.67 | 85.98 | 91.86 | 95.54 | 101.03 | 105.07 | 110.24 | 114.65 | 115.73 | 120.35 |
| Lab | | 62.01 | 64.49 | 68.90 | 71.65 | 75.77 | 78.80 | 82.68 | 85.99 | 86.79 | 90.27 |
| Lecture | 10 | 85.98 | 89.42 | 95.54 | 99.36 | 105.08 | 109.28 | 114.65 | 119.23 | 120.37 | 125.18 |
| Lab | | 64.49 | 67.07 | 71.65 | 74.52 | 78.81 | 81.96 | 85.99 | 89.42 | 90.28 | 93.89 |
| Lecture | 11 | 89.41 | 92.99 | 99.37 | 103.35 | 109.28 | 113.65 | 119.23 | 124.00 | 125.17 | 130.18 |
| Lab | | 67.06 | 69.74 | 74.53 | 77.51 | 81.96 | 85.24 | 89.42 | 93.00 | 93.88 | 97.63 |
| Lecture | 12 | 92.99 | 96.71 | 103.35 | 107.48 | 113.65 | 118.20 | 123.99 | 128.95 | 130.19 | 135.40 |
| Lab | | 69.74 | 72.53 | 77.51 | 80.61 | 85.24 | 88.65 | 93.00 | 96.72 | 97.64 | 101.55 |
| Lecture | 13 | 96.71 | 100.58 | 107.48 | 111.78 | 118.20 | 122.93 | 128.95 | 134.11 | 135.40 | 140.82 |
| Lab | | 72.53 | 75.43 | 80.61 | 83.83 | 88.65 | 92.20 | 96.72 | 100.58 | 101.55 | 105.61 |
| Lecture | 14 | 100.58 | 104.60 | 111.78 | 116.25 | 122.93 | 127.84 | 134.11 | 139.48 | 140.82 | 146.45 |
| Lab | | 75.43 | 78.45 | 83.83 | 87.19 | 92.20 | 95.88 | 100.58 | 104.61 | 105.61 | 109.84 |
| Lecture | 15 | | | | | 127.84 | 132.96 | 139.48 | 145.06 | 146.45 | 152.31 |
| Lab | | | | | | 95.88 | 99.72 | 104.61 | 108.79 | 109.84 | 114.23 |
| Lecture | Longevity-4 [±] | | 108.78 | | 120.90 | | 138.28 | | 150.86 | | 158.40 |
| Lab | | | 81.59 | | 90.68 | | 103.74 | | 113.44 | | 118.80 |
| Lecture | Longevity-2 ^{±±} | | 110.96 | | 123.32 | | 141.04 | | 153.87 | | 161.57 |
| Lab | | | 83.22 | | 92.49 | | 105.78 | | 115.41 | | 121.18 |

Original base Salaries for year 2019-2020 are represented with an (*)

Hours worked during Summer Session are not subject to schedule improvement.

Per section 22138.5 of the California Education Code, the full-time equivalent requirement, as defined in hours of service, is 540 lecture hours for adjunct instructional faculty in a fiscal year (which includes Summer Session). Standard Lab hours equate to 3/4 of a lecture hour.

^{±±} Per section 2.10.2 of LRCFT collective bargaining agreement, a 20 year longevity factor (equivalent to a minimum 300 instructional formula hours completed) will be added which is 4% of the member's appropriate class and step. A 25 year longevity factor (equivalent to a minimum 375 instructional formula hours completed) will be added which is 2% above longevity 1 placement (6.08 % compounded rate above appropriate class/step). Amounts above reflect longevity increment calculated on highest step in respective class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to: August 22, 2019

Board approved/ revised: May 10, 2023

**Los Rios Community College District
2019-20 Final**

**Faculty Salary Schedule "B-2 & B-3"
(Adjunct/Overload Counselor/Coordinator/Nurse Hourly Rates/174 Days B-2)
(Adjunct/Overload Librarian Hourly Rates/164 Days B-3)**

(a) Class columns include a one-time course transition payment of 4% to respective step.

DRAFT

| Step | AA/AS or BA/BS *Class I | AA/AS or BA/BS Class I(a) | AA/AS+90 or BA/BS+30 or MA/MS *Class II | AA/AS+90 or BA/BS+30 or MA/MS Class II(a) | BA/BS+54 or MA/MS+24 *Class III | BA/BS+54 or MA/MS+24 Class III(a) | BA/BS+78 or MA/MS+48 *Class IV | BA/BS+78 or MA/MS+48 Class IV(a) | PhD, J.D., M.D., D.C. or D.V.M. *Class V | PhD, J.D., M.D., D.C. or D.V.M. Class V(a) |
|----------------------|--|--|--|--|--|--|---|---|---|---|
| 1 | 35.50 | 36.92 | 39.46 | 41.04 | 43.39 | 45.12 | 47.35 | 49.24 | 49.70 | 51.69 |
| 2 | 36.93 | 38.41 | 41.03 | 42.67 | 45.13 | 46.93 | 49.23 | 51.20 | 51.69 | 53.76 |
| 3 | 38.40 | 39.94 | 42.67 | 44.37 | 46.93 | 48.81 | 51.20 | 53.25 | 53.76 | 55.92 |
| 4 | 39.95 | 41.54 | 44.38 | 46.16 | 48.80 | 50.76 | 53.26 | 55.39 | 55.91 | 58.15 |
| 5 | 41.53 | 43.19 | 46.16 | 48.00 | 50.76 | 52.79 | 55.38 | 57.60 | 58.15 | 60.48 |
| 6 | 43.19 | 44.92 | 48.00 | 49.92 | 52.78 | 54.90 | 57.60 | 59.90 | 60.47 | 62.88 |
| 7 | 44.92 | 46.72 | 49.92 | 51.92 | 54.89 | 57.09 | 59.90 | 62.30 | 62.89 | 65.41 |
| 8 | 46.72 | 48.59 | 51.92 | 53.99 | 57.10 | 59.38 | 62.30 | 64.80 | 65.41 | 68.03 |
| 9 | 48.60 | 50.54 | 53.99 | 56.14 | 59.39 | 61.76 | 64.79 | 67.38 | 68.02 | 70.74 |
| 10 | 50.53 | 52.55 | 56.15 | 58.40 | 61.75 | 64.22 | 67.37 | 70.07 | 70.74 | 73.57 |
| 11 | 52.56 | 54.67 | 58.40 | 60.73 | 64.23 | 66.80 | 70.08 | 72.89 | 73.57 | 76.52 |
| 12 | 54.67 | 56.85 | 60.73 | 63.16 | 66.80 | 69.47 | 72.87 | 75.79 | 76.53 | 79.59 |
| 13 | 56.85 | 59.13 | 63.16 | 65.69 | 69.47 | 72.25 | 75.79 | 78.82 | 79.59 | 82.77 |
| 14 | 59.13 | 61.49 | 65.69 | 68.31 | 72.25 | 75.14 | 78.82 | 81.97 | 82.77 | 86.08 |
| 15 | | | | | 75.14 | 78.14 | 81.97 | 85.25 | 86.08 | 89.52 |
| Longevity 1** | | 63.95 | | 71.05 | | 81.27 | | 88.66 | | 93.10 |
| Longevity 2** | | 65.23 | | 72.47 | | 82.89 | | 90.44 | | 94.97 |

Original base Salaries for year 2019-2020 are represented with an (*)

Hours worked during Summer Session are not subject to schedule improvement.

**Per section 2.10.2 of LRCFT collective bargaining agreement, a 20 year longevity factor (equivalent to a minimum 300 instructional formula hours completed) will be added which is 4% of the member's appropriate class and step. A 25 year longevity factor (equivalent to a minimum 375 instructional formula hours completed) will be added which is 2% above longevity 1 placement (6.08 % compounded rate above appropriate class/step). ~~Amounts above reflect longevity increment calculated on highest step in respective class.~~

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to: August 22, 2019

Board approved/revised: May 10, 2023

**Los Rios Community College District
2019-20 Final**

Salary Ranges for Confidential Administrative Assistant Classified Positions

~~Includes an advanced continuing improvement of 4%.~~

DRAFT

| Job Code | Titles | Range | Base Annual Salary | | | |
|-----------------|---|--------------|---------------------------|---|-------------------|--------|
| 0118 | Confidential Administrative Assistant I | 5CA | 52,109 | - | 71,342 | 63,398 |
| 0189 | Confidential Administrative Assistant II | 6CA | 54,193 | - | 74,196 | 65,934 |
| 0136 | Confidential Administrative Assistant III | 7CA | 56,361 | - | 77,164 | 68,572 |
| 0280 | Confidential Executive Assistant | 10CA | 63,398 | - | 86,799 | 77,134 |
| 0187 | Confidential Staff Administrative Assistant | 3CA | 48,178 | - | 65,960 | 58,615 |

~~The max salary in range includes the 10, 15, 20 and 25-year longevity increments.~~ The salary ranges above are base amounts and do not include longevity increments.

Retroactive to: July 1, 2019

Board approved/revised: June 14, 2023

Los Rios Community College District
2019-20 Final
Confidential Administrative Assistant Classified
Monthly Salary Schedule

~~Includes an advanced continuing improvement of 4%.~~

DRAFT

| Range | Hourly Step 1 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | L1* | L2** | L3*** | L4**** |
|-------------|---------------|----------|----------|----------|----------|----------|----------|---------------------|---------------------|---------------------|---------------------|
| 3CA | 23.16 | 4,014.80 | 4,175.40 | 4,342.41 | 4,516.11 | 4,696.75 | 4,884.62 | 5,080.01 | 5,283.21 | 5,388.87 | 5,496.65 |
| 4CA | 24.09 | 4,175.40 | 4,342.41 | 4,516.11 | 4,696.75 | 4,884.62 | 5,080.01 | 5,283.21 | 5,494.54 | 5,604.43 | 5,716.52 |
| 5CA | 25.05 | 4,342.41 | 4,516.11 | 4,696.75 | 4,884.62 | 5,080.01 | 5,283.21 | 5,494.54 | 5,714.32 | 5,828.60 | 5,945.18 |
| 6CA | 26.05 | 4,516.11 | 4,696.75 | 4,884.62 | 5,080.01 | 5,283.21 | 5,494.54 | 5,714.32 | 5,942.89 | 6,061.75 | 6,182.98 |
| 7CA | 27.10 | 4,696.75 | 4,884.62 | 5,080.01 | 5,283.21 | 5,494.54 | 5,714.32 | 5,942.89 | 6,180.61 | 6,304.22 | 6,430.30 |
| 8CA | 28.18 | 4,884.62 | 5,080.01 | 5,283.21 | 5,494.54 | 5,714.32 | 5,942.89 | 6,180.61 | 6,427.83 | 6,556.39 | 6,687.51 |
| 9CA | 29.31 | 5,080.01 | 5,283.21 | 5,494.54 | 5,714.32 | 5,942.89 | 6,180.61 | 6,427.83 | 6,684.94 | 6,818.64 | 6,955.02 |
| 10CA | 30.48 | 5,283.21 | 5,494.54 | 5,714.32 | 5,942.89 | 6,180.61 | 6,427.83 | 6,684.94 | 6,952.34 | 7,091.39 | 7,233.22 |
| 11CA | 31.70 | 5,494.54 | 5,714.32 | 5,942.89 | 6,180.61 | 6,427.83 | 6,684.94 | 6,952.34 | 7,230.44 | 7,375.04 | 7,522.54 |
| 12CA | 32.97 | 5,714.32 | 5,942.89 | 6,180.61 | 6,427.83 | 6,684.94 | 6,952.34 | 7,230.44 | 7,519.65 | 7,670.05 | 7,823.45 |
| 13CA | 34.29 | 5,942.89 | 6,180.61 | 6,427.83 | 6,684.94 | 6,952.34 | 7,230.43 | 7,519.65 | 7,820.44 | 7,976.85 | 8,136.38 |
| 14CA | 35.66 | 6,180.61 | 6,427.83 | 6,684.94 | 6,952.34 | 7,230.43 | 7,519.65 | 7,820.44 | 8,133.26 | 8,295.92 | 8,461.84 |
| 15CA | 37.08 | 6,427.83 | 6,684.94 | 6,952.34 | 7,230.43 | 7,519.65 | 7,820.44 | 8,133.26 | 8,458.59 | 8,627.76 | 8,800.31 |
| 16CA | 38.57 | 6,684.94 | 6,952.34 | 7,230.43 | 7,519.65 | 7,820.44 | 8,133.26 | 8,458.59 | 8,796.93 | 8,972.87 | 9,152.33 |
| 17CA | 40.11 | 6,952.34 | 7,230.43 | 7,519.65 | 7,820.44 | 8,133.26 | 8,458.59 | 8,796.93 | 9,148.81 | 9,331.78 | 9,518.42 |
| 18CA | 41.71 | 7,230.43 | 7,519.65 | 7,820.44 | 8,133.26 | 8,458.59 | 8,796.93 | 9,148.81 | 9,514.76 | 9,705.05 | 9,899.15 |

*After 10 years of ~~satisfactory~~-full time service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step

**An additional ~~longevity~~ increment of 4% (8.16%) will be ~~granted-awarded~~ after ~~fifteen (15)-full~~ 15 years. ~~of service with the District.~~

***An additional ~~longevity~~ increment of 2% (10.323%) will be ~~granted-awarded~~ after ~~twenty (20)-full~~ 20 years. ~~of service with the District.~~

****An additional ~~longevity~~ increment of 2% (12.53%) will be ~~granted-awarded~~ after ~~twenty-five (25)-full~~ 25 years. ~~of service with the District.~~

Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Retroactive to: July 1, 2019

Board approved/revised: May 10, 2023

Los Rios Community College District
2019-20 Final
Confidential Administrative Assistant Classified
Annual Salary Schedule

~~Includes an advanced continuing improvement of 4%.~~

DRAFT

| Range | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | L1* | L2** | L3*** | L4**** |
|-------|--------|--------|--------|--------|---------|---------|---------------------|---------------------|---------------------|---------------------|
| 3CA | 48,178 | 50,105 | 52,109 | 54,193 | 56,361 | 58,615 | —60,960 | —63,398 | —64,666 | —65,960 |
| 4CA | 50,105 | 52,109 | 54,193 | 56,361 | 58,615 | 60,960 | —63,398 | —65,934 | —67,253 | —68,598 |
| 5CA | 52,109 | 54,193 | 56,361 | 58,615 | 60,960 | 63,398 | —65,934 | —68,572 | —69,943 | —71,342 |
| 6CA | 54,193 | 56,361 | 58,615 | 60,960 | 63,398 | 65,934 | —68,572 | —71,315 | —72,741 | —74,196 |
| 7CA | 56,361 | 58,615 | 60,960 | 63,398 | 65,934 | 68,572 | —71,315 | —74,167 | —75,651 | —77,164 |
| 8CA | 58,615 | 60,960 | 63,398 | 65,934 | 68,572 | 71,315 | —74,167 | —77,134 | —78,677 | —80,250 |
| 9CA | 60,960 | 63,398 | 65,934 | 68,572 | 71,315 | 74,167 | —77,134 | —80,219 | —81,824 | —83,460 |
| 10CA | 63,398 | 65,934 | 68,572 | 71,315 | 74,167 | 77,134 | —80,219 | —83,428 | —85,097 | —86,799 |
| 11CA | 65,934 | 68,572 | 71,315 | 74,167 | 77,134 | 80,219 | —83,428 | —86,765 | —88,501 | —90,271 |
| 12CA | 68,572 | 71,315 | 74,167 | 77,134 | 80,219 | 83,428 | —86,765 | —90,236 | —92,041 | —93,881 |
| 13CA | 71,315 | 74,167 | 77,134 | 80,219 | 83,428 | 86,765 | —90,236 | —93,845 | —95,722 | —97,637 |
| 14CA | 74,167 | 77,134 | 80,219 | 83,428 | 86,765 | 90,236 | —93,845 | —97,599 | —99,551 | —101,542 |
| 15CA | 77,134 | 80,219 | 83,428 | 86,765 | 90,236 | 93,845 | —97,599 | —101,503 | —103,533 | —105,604 |
| 16CA | 80,219 | 83,428 | 86,765 | 90,236 | 93,845 | 97,599 | —101,503 | —105,563 | —107,674 | —109,828 |
| 17CA | 83,428 | 86,765 | 90,236 | 93,845 | 97,599 | 101,503 | —105,563 | —109,786 | —111,981 | —114,221 |
| 18CA | 86,765 | 90,236 | 93,845 | 97,599 | 101,503 | 105,563 | —109,786 | —114,177 | —116,461 | —118,790 |

*After 10 years of ~~satisfactory full time~~ service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step

** ~~An additional longevity increment of 4% (8.16%) will be granted-awarded after fifteen (15) full 15 years. of service with the District-~~

*** ~~An additional longevity increment of 2% (10.323%) will be granted-awarded after twenty (20) full 20 years. of service with the District-~~

**** ~~An additional longevity increment of 2% (12.53%) will be granted-awarded after twenty-five (25) full 25 years. of service with the District-~~

Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Retroactive to: July 1, 2019

Board approved/revised: May 10, 2023

**Los Rios Community College District
2019-20 Final**

Salary Ranges for Confidential Classified Positions

~~Includes an advanced continuing improvement of 4%.~~
DRAFT

| Job Code | Titles | Range | Base Annual Salary | | | |
|----------|--|-------|--------------------|---|---------|---------|
| 0644 | Communications and Public Information Officer (E) | 18C | 84,826 | - | 116,135 | 103,204 |
| 0286 | Confidential Business Services Officer | 12C | 67,039 | - | 91,783 | 81,564 |
| 0135 | Confidential Chancellor's Executive Officer | 21C | 95,418 | - | 130,636 | 116,090 |
| 0632 | Confidential Financial Analyst (E) | 19C | 88,219 | - | 120,784 | 107,332 |
| 0121 | Confidential Human Resources Assistant I | 2C | 45,290 | - | 62,006 | 55,102 |
| 0148 | Confidential Human Resources Assistant II | 3C | 47,101 | - | 64,486 | 57,306 |
| 0170 | Confidential Human Resources Assistant III | 4C | 48,985 | - | 67,065 | 59,598 |
| 0635 | Confidential Human Resources Officer (E) | 18C | 84,826 | - | 116,135 | 103,204 |
| 0119 | Confidential Human Resources Specialist I | 5C | 50,945 | - | 69,748 | 61,982 |
| 0159 | Confidential Human Resources Specialist II | 6C | 52,982 | - | 72,538 | 64,461 |
| 0120 | Confidential Human Resources Specialist III | 8C | 57,306 | - | 78,457 | 69,721 |
| 0160 | Confidential Human Resources Training Specialist | 11C | 64,461 | - | 88,253 | 78,427 |
| 0708 | Confidential Principal Information Systems Auditor (E) | 23C | 103,204 | - | 141,296 | 125,563 |
| 0638 | Confidential Principal Internal Auditor (E) | 20C | 91,748 | - | 125,612 | 111,625 |
| 0645 | Confidential Senior Budget Officer (E) | 21C | 95,418 | - | 130,636 | 116,090 |
| 0284 | Confidential Senior Human Resources Officer (E) | 19C | 88,219 | - | 120,784 | 107,332 |

The max salary in range includes the 10-, 15-, 20- and 25-year longevity increments. The salary ranges above are base amounts and do not include longevity increments.

(E) Exempt employee - not entitled to overtime provisions.

Retroactive to: July 1, 2019

Board approved/revised: May 10, 2023

Los Rios Community College District
2019-20 Final
Confidential Classified
Monthly Salary Schedule

~~Includes an advanced continuing improvement of 4%.~~

DRAFT

| Range | Hourly Step 1 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | L1* | L2** | L3*** | L4**** |
|-------|---------------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1C | 20.94 | 3,628.96 | 3,774.13 | 3,925.09 | 4,082.10 | 4,245.38 | 4,415.19 | 4,591.80 | 4,775.47 | 4,870.98 | 4,968.40 |
| 2C | 21.77 | 3,774.13 | 3,925.09 | 4,082.10 | 4,245.38 | 4,415.19 | 4,591.80 | 4,775.47 | 4,966.49 | 5,065.82 | 5,167.13 |
| 3C | 22.64 | 3,925.09 | 4,082.10 | 4,245.38 | 4,415.19 | 4,591.80 | 4,775.47 | 4,966.49 | 5,165.14 | 5,268.45 | 5,373.82 |
| 4C | 23.55 | 4,082.10 | 4,245.38 | 4,415.19 | 4,591.80 | 4,775.47 | 4,966.49 | 5,165.14 | 5,371.75 | 5,479.18 | 5,588.77 |
| 5C | 24.49 | 4,245.38 | 4,415.19 | 4,591.80 | 4,775.47 | 4,966.49 | 5,165.14 | 5,371.75 | 5,586.62 | 5,698.35 | 5,812.32 |
| 6C | 25.47 | 4,415.19 | 4,591.80 | 4,775.47 | 4,966.49 | 5,165.14 | 5,371.74 | 5,586.62 | 5,810.09 | 5,926.29 | 6,044.81 |
| 7C | 26.49 | 4,591.80 | 4,775.47 | 4,966.49 | 5,165.14 | 5,371.74 | 5,586.62 | 5,810.09 | 6,042.49 | 6,163.34 | 6,286.60 |
| 8C | 27.55 | 4,775.47 | 4,966.49 | 5,165.14 | 5,371.74 | 5,586.62 | 5,810.08 | 6,042.49 | 6,284.19 | 6,409.88 | 6,538.07 |
| 9C | 28.65 | 4,966.49 | 5,165.14 | 5,371.74 | 5,586.62 | 5,810.08 | 6,042.49 | 6,284.19 | 6,535.55 | 6,666.27 | 6,799.60 |
| 10C | 29.80 | 5,165.14 | 5,371.74 | 5,586.62 | 5,810.08 | 6,042.49 | 6,284.19 | 6,535.55 | 6,796.98 | 6,932.92 | 7,071.58 |
| 11C | 30.99 | 5,371.74 | 5,586.62 | 5,810.08 | 6,042.49 | 6,284.19 | 6,535.55 | 6,796.98 | 7,068.85 | 7,210.23 | 7,354.44 |
| 12C | 32.23 | 5,586.62 | 5,810.08 | 6,042.49 | 6,284.19 | 6,535.55 | 6,796.98 | 7,068.85 | 7,351.60 | 7,498.63 | 7,648.61 |
| 13C | 33.52 | 5,810.08 | 6,042.49 | 6,284.19 | 6,535.55 | 6,796.98 | 7,068.85 | 7,351.60 | 7,645.66 | 7,798.58 | 7,954.55 |
| 14C | 34.86 | 6,042.49 | 6,284.19 | 6,535.55 | 6,796.98 | 7,068.85 | 7,351.60 | 7,645.66 | 7,951.49 | 8,110.52 | 8,272.73 |
| 15C | 36.25 | 6,284.19 | 6,535.55 | 6,796.98 | 7,068.85 | 7,351.60 | 7,645.66 | 7,951.49 | 8,269.55 | 8,434.94 | 8,603.64 |
| 16C | 37.71 | 6,535.55 | 6,796.98 | 7,068.85 | 7,351.60 | 7,645.66 | 7,951.49 | 8,269.55 | 8,600.34 | 8,772.34 | 8,947.79 |
| 17C | 39.21 | 6,796.98 | 7,068.85 | 7,351.60 | 7,645.66 | 7,951.49 | 8,269.55 | 8,600.34 | 8,944.35 | 9,123.23 | 9,305.69 |
| 18C | 40.78 | 7,068.85 | 7,351.60 | 7,645.66 | 7,951.49 | 8,269.55 | 8,600.34 | 8,944.35 | 9,302.12 | 9,488.16 | 9,677.93 |
| 19C | 42.41 | 7,351.60 | 7,645.66 | 7,951.49 | 8,269.55 | 8,600.34 | 8,944.35 | 9,302.12 | 9,674.20 | 9,867.68 | 10,065.04 |
| 20C | 44.11 | 7,645.66 | 7,951.49 | 8,269.55 | 8,600.34 | 8,944.35 | 9,302.12 | 9,674.20 | 10,061.17 | 10,262.39 | 10,467.64 |
| 21C | 45.87 | 7,951.49 | 8,269.55 | 8,600.34 | 8,944.35 | 9,302.12 | 9,674.20 | 10,061.17 | 10,463.62 | 10,672.89 | 10,886.35 |
| 22C | 47.71 | 8,269.55 | 8,600.34 | 8,944.35 | 9,302.12 | 9,674.20 | 10,061.17 | 10,463.62 | 10,882.16 | 11,099.80 | 11,321.80 |
| 23C | 49.62 | 8,600.34 | 8,944.35 | 9,302.12 | 9,674.20 | 10,061.17 | 10,463.62 | 10,882.16 | 11,317.45 | 11,543.80 | 11,774.67 |

*After 10 years of ~~satisfactory-full time~~ service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step

**An additional ~~longevity~~ increment of 4% (8.16%) will be ~~granted-awarded~~ after ~~fifteen (15)-full~~ 15 years. ~~of service with the District-~~

***An additional ~~longevity~~ increment of 2% (10.323%) will be ~~granted-awarded~~ after ~~twenty (20)-full~~ 20 years. ~~of service with the District-~~

****An additional ~~longevity~~ increment of 2% (12.53%) will be ~~granted-awarded~~ after ~~twenty-five (25)-full~~ 25 years. ~~of service with the District-~~

Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Retroactive to: July 1, 2019

Board approved/revised: May 10, 2023

**Los Rios Community College District
2019-20 Final
Confidential Classified
Annual Salary Schedule**

~~Includes an advanced continuing improvement of 4%.~~

DRAFT

| Range | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | L1* | L2** | L3*** | L4**** |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1C | 43,548 | 45,290 | 47,101 | 48,985 | 50,945 | 52,982 | 55,102 | 57,306 | 58,452 | 59,621 |
| 2C | 45,290 | 47,101 | 48,985 | 50,945 | 52,982 | 55,102 | 57,306 | 59,598 | 60,790 | 62,006 |
| 3C | 47,101 | 48,985 | 50,945 | 52,982 | 55,102 | 57,306 | 59,598 | 61,982 | 63,221 | 64,486 |
| 4C | 48,985 | 50,945 | 52,982 | 55,102 | 57,306 | 59,598 | 61,982 | 64,461 | 65,750 | 67,065 |
| 5C | 50,945 | 52,982 | 55,102 | 57,306 | 59,598 | 61,982 | 64,461 | 67,039 | 68,380 | 69,748 |
| 6C | 52,982 | 55,102 | 57,306 | 59,598 | 61,982 | 64,461 | 67,039 | 69,721 | 71,115 | 72,538 |
| 7C | 55,102 | 57,306 | 59,598 | 61,982 | 64,461 | 67,039 | 69,721 | 72,510 | 73,960 | 75,439 |
| 8C | 57,306 | 59,598 | 61,982 | 64,461 | 67,039 | 69,721 | 72,510 | 75,410 | 76,919 | 78,457 |
| 9C | 59,598 | 61,982 | 64,461 | 67,039 | 69,721 | 72,510 | 75,410 | 78,427 | 79,995 | 81,595 |
| 10C | 61,982 | 64,461 | 67,039 | 69,721 | 72,510 | 75,410 | 78,427 | 81,564 | 83,195 | 84,859 |
| 11C | 64,461 | 67,039 | 69,721 | 72,510 | 75,410 | 78,427 | 81,564 | 84,826 | 86,523 | 88,253 |
| 12C | 67,039 | 69,721 | 72,510 | 75,410 | 78,427 | 81,564 | 84,826 | 88,219 | 89,984 | 91,783 |
| 13C | 69,721 | 72,510 | 75,410 | 78,427 | 81,564 | 84,826 | 88,219 | 91,748 | 93,583 | 95,455 |
| 14C | 72,510 | 75,410 | 78,427 | 81,564 | 84,826 | 88,219 | 91,748 | 95,418 | 97,326 | 99,273 |
| 15C | 75,410 | 78,427 | 81,564 | 84,826 | 88,219 | 91,748 | 95,418 | 99,235 | 101,219 | 103,244 |
| 16C | 78,427 | 81,564 | 84,826 | 88,219 | 91,748 | 95,418 | 99,235 | 103,204 | 105,268 | 107,373 |
| 17C | 81,564 | 84,826 | 88,219 | 91,748 | 95,418 | 99,235 | 103,204 | 107,332 | 109,479 | 111,668 |
| 18C | 84,826 | 88,219 | 91,748 | 95,418 | 99,235 | 103,204 | 107,332 | 111,625 | 113,858 | 116,135 |
| 19C | 88,219 | 91,748 | 95,418 | 99,235 | 103,204 | 107,332 | 111,625 | 116,090 | 118,412 | 120,781 |
| 20C | 91,748 | 95,418 | 99,235 | 103,204 | 107,332 | 111,625 | 116,090 | 120,734 | 123,149 | 125,612 |
| 21C | 95,418 | 99,235 | 103,204 | 107,332 | 111,625 | 116,090 | 120,734 | 125,563 | 128,075 | 130,636 |
| 22C | 99,235 | 103,204 | 107,332 | 111,625 | 116,090 | 120,734 | 125,563 | 130,586 | 133,198 | 135,862 |
| 23C | 103,204 | 107,332 | 111,625 | 116,090 | 120,734 | 125,563 | 130,586 | 135,809 | 138,526 | 141,296 |

*After 10 years of ~~satisfactory full time~~ service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step

**—An additional ~~longevity~~ increment of 4% (8.16%) will be ~~granted-awarded~~ after ~~fifteen (15) full~~ 15 years. ~~of service with the District.~~

***—An additional ~~longevity~~ increment of 2% (10.323%) will be ~~granted-awarded~~ after ~~twenty (20) full~~ 20 years. ~~of service with the District.~~

****—An additional ~~longevity~~ increment of 2% (12.53%) will be ~~granted-awarded~~ after ~~twenty-five (25) full~~ 25 years. ~~of service with the District.~~

Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Retroactive to: July 1, 2019

Board approved/ revised: May 10, 2023

**Los Rios Community College District
2019-20 Final**

Salary Ranges for LRCEA Classified Salary Schedule

Includes an advanced continuing improvement of 4%

DRAFT

| Job Code | Title | Range | Base Annual Salary | | | |
|-----------------|--|--------------|---------------------------|---|---------|---------|
| 0141 | Account Clerk I | 17 | 35,911 | - | 49,165 | 43,691 |
| 0142 | Account Clerk II | 21 | 39,330 | - | 53,847 | 47,851 |
| 0143 | Account Clerk III | 25 | 43,076 | - | 58,974 | 52,408 |
| 0649 | Accountant | 35 | 54,073 | - | 74,034 | 65,788 |
| 0198 | Accounting Specialist | 40 | 60,585 | - | 82,946 | 73,710 |
| 0131 | Administrative Assistant I | 26 | 44,066 | - | 60,334 | 53,613 |
| 0133 | Administrative Assistant II | 28 | 46,116 | - | 63,438 | 56,108 |
| 0285 | Administrative Assistant III | 30 | 48,262 | - | 66,075 | 58,718 |
| 0654 | Administrative Services Analyst | 44 | 66,354 | - | 90,845 | 80,729 |
| 0171 | Admissions/Records Clerk I | 17 | 35,911 | - | 49,165 | 43,691 |
| 0172 | Admissions/Records Clerk II | 20 | 38,446 | - | 52,636 | 46,775 |
| 0173 | Admissions/Records Clerk III | 23 | 41,160 | - | 56,362 | 50,078 |
| 0145 | Admissions/Records Evaluator I | 24 | 42,107 | - | 57,648 | 51,229 |
| 0151 | Admissions/Records Evaluator II | 28 | 46,116 | - | 63,438 | 56,108 |
| 0163 | Admissions/Records Evaluator/Degree Auditor | 29 | 47,177 | - | 64,589 | 57,398 |
| 0819 | Alternate Media Design Specialist | 37 | 56,590 | - | 77,477 | 68,850 |
| 0634 | Animal Health Instructional Technician | 30 | 48,262 | - | 66,075 | 58,718 |
| 0798 | Assessment Center Testing Coordinator | 38 | 57,891 | - | 79,258 | 70,433 |
| 0602 | Assistant Financial Aid Officer | 35 | 54,073 | - | 74,034 | 65,788 |
| 0313 | Assistant Technical Director - Harris Center for the Arts | 37 | 56,590 | - | 77,477 | 68,850 |
| 0701 | Athletic Trainer | 37 | 56,590 | - | 77,477 | 68,850 |
| 0742 | Attendance Services Assistant | 27 | 45,080 | - | 61,748 | 54,846 |
| 0185 | Bookstore Assistant Manager | 37 | 56,590 | - | 77,477 | 68,850 |
| 0183 | Bookstore Buyer I | 21 | 39,330 | - | 53,847 | 47,851 |
| 0195 | Bookstore Buyer II | 25 | 43,076 | - | 58,974 | 52,408 |
| 0186 | Bookstore Clerk | 18 | 36,736 | - | 50,295 | 44,695 |
| 0184 | Bookstore Stock Clerk | 21 | 39,330 | - | 53,847 | 47,851 |
| 0869 | Building Automation and Systems Integration Analyst | 57 | 89,176 | - | 122,090 | 108,496 |
| 0128 | Buyer | 29 | 47,177 | - | 64,589 | 57,398 |
| 0116 | Child Development Center Associate Teacher | 12 | 32,051 | - | 43,884 | 38,995 |
| 0810 | Child Development Center Clerk | 20 | 38,446 | - | 52,636 | 46,775 |
| 0199 | Child Development Center Lead Teacher | 35 | 54,073 | - | 74,034 | 65,788 |
| 0194 | Child Development Center Teacher | 26 | 44,066 | - | 60,334 | 53,613 |
| 0102 | Clerk II | 16 | 35,103 | - | 48,060 | 42,708 |
| 0103 | Clerk III | 20 | 38,446 | - | 52,636 | 46,775 |
| 0191 | College Development Officer | 35 | 54,073 | - | 74,034 | 65,788 |
| 0739 | Computer Aided Drafting and Design Assistant | 42 | 63,403 | - | 86,805 | 77,140 |
| 0803 | Contract Education Program Developer | 56 | 87,171 | - | 119,345 | 106,057 |
| 0123 | Control Center Technician | 22 | 40,235 | - | 55,085 | 48,952 |
| 0164 | Cook/Baker | 21 | 39,330 | - | 53,847 | 47,851 |
| 0169 | Cosmetology Service Assistant | 30 | 48,262 | - | 66,075 | 58,718 |
| 0109 | Counseling Clerk I | 17 | 35,911 | - | 49,165 | 43,691 |
| 0110 | Counseling Clerk II | 21 | 39,330 | - | 53,847 | 47,851 |
| 0744 | Data Communications Security Specialist | 61 | 97,667 | - | 133,746 | 118,827 |
| 0283 | Digital Communications Specialist | 44 | 66,354 | - | 90,845 | 80,729 |
| 0129 | Disabled Student Programs and Services (DSP&S) Clerk | 17 | 35,911 | - | 49,165 | 43,691 |
| 0282 | District Financial Aid Specialist | 40 | 60,585 | - | 82,946 | 73,710 |
| 0650 | Donor Relations Specialist | 38 | 57,891 | - | 79,258 | 70,433 |
| 0167 | Educational Center Assistant | 25 | 43,076 | - | 58,974 | 52,408 |
| 0108 | Educational Center Clerk | 22 | 40,235 | - | 55,085 | 48,952 |
| 0806 | Educational Media Design Specialist | 37 | 56,590 | - | 77,477 | 68,850 |
| 0646 | Electronics Calibration and Repair Technician | 38 | 57,891 | - | 79,258 | 70,433 |
| 0180 | Employee Benefits Specialist | 40 | 60,585 | - | 82,946 | 73,710 |
| 0175 | Employee Benefits Technician | 29 | 47,177 | - | 64,589 | 57,398 |
| 0287 | Energy Management Controls Specialist | 57 | 89,176 | - | 122,090 | 108,496 |
| 0705 | Facilities Planning and Engineering Specialist | 56 | 87,171 | - | 119,345 | 106,057 |
| 0700 | Facilities Planning Specialist | 49 | 74,343 | - | 101,783 | 90,450 |
| 0138 | Financial Aid Clerk I | 17 | 35,911 | - | 49,165 | 43,691 |
| 0140 | Financial Aid Clerk II | 21 | 39,330 | - | 53,847 | 47,851 |
| 0604 | Financial Aid Officer | 38 | 57,891 | - | 79,258 | 70,433 |
| 0743 | Fiscal Services Accounting Specialist | 40 | 60,585 | - | 82,946 | 73,710 |
| 0161 | Food Service Assistant I | 10 | 30,626 | - | 41,939 | 37,261 |
| 0162 | Food Service Assistant II | 12 | 32,051 | - | 43,884 | 38,995 |
| 0165 | Food Service Assistant Manager | 24 | 42,107 | - | 57,648 | 51,229 |
| 0149 | Grant Coordination Clerk | 20 | 38,446 | - | 52,636 | 46,775 |
| 0236 | Graphic Artist | 28 | 46,116 | - | 63,438 | 56,108 |
| 0801 | Graphic Designer | 29 | 47,177 | - | 64,589 | 57,398 |
| 0168 | Health Services Assistant | 21 | 39,330 | - | 53,847 | 47,851 |
| 0718 | Information Technology Business/Technical Analyst I | 57 | 89,176 | - | 122,090 | 108,496 |
| 0723 | Information Technology Business/Technical Analyst II | 61 | 97,667 | - | 133,746 | 118,827 |
| 0748 | Information Technology Network Administrator Analyst I | 57 | 89,176 | - | 122,090 | 108,496 |
| 0749 | Information Technology Network Administrator Analyst II | 61 | 97,667 | - | 133,746 | 118,827 |
| 0726 | Information Technology Specialist I | 44 | 66,354 | - | 90,845 | 80,729 |
| 0729 | Information Technology Specialist II | 50 | 76,053 | - | 104,124 | 92,530 |
| 0745 | Information Technology Systems/Database Administrator Analyst I | 57 | 89,176 | - | 122,090 | 108,496 |
| 0746 | Information Technology Systems/Database Administrator Analyst II | 61 | 97,667 | - | 133,746 | 118,827 |
| 0242 | Information Technology Cable Plant Assistant | 50 | 76,053 | - | 104,124 | 92,530 |
| 0809 | Information Technology Technician I | 25 | 43,076 | - | 58,974 | 52,408 |
| 0152 | Information Technology Technician II | 31 | 49,372 | - | 67,595 | 60,069 |
| 0208 | Instructional Assistant | 28 | 46,116 | - | 63,438 | 56,108 |
| 0166 | Instructional Services Assistant I | 24 | 42,107 | - | 57,648 | 51,229 |
| 0808 | Instructional Services Assistant II | 27 | 45,080 | - | 61,748 | 54,846 |

| Job Code | Title | Range | Base Annual | | | |
|----------|--|-------|-------------|---|---------|---------|
| | | | Salary | | | |
| 0150 | Interpreter/Transliterater I | 28 | 46,116 | - | 63,138 | 56,108 |
| 0153 | Interpreter/Transliterater II | 32 | 50,508 | - | 69,150 | 61,450 |
| 0155 | Interpreter/Transliterater III | 36 | 55,317 | - | 75,734 | 67,302 |
| 0207 | Laboratory Technician | 28 | 46,116 | - | 63,138 | 56,108 |
| 0706 | Lead Facilities Planning and Engineering Specialist | 58 | 91,227 | - | 124,898 | 110,992 |
| 0741 | Lead Instructional Assistant | 30 | 48,262 | - | 66,075 | 58,718 |
| 0866 | Lead Instructional Services Assistant | 29 | 47,177 | - | 64,589 | 57,398 |
| 0600 | Lead Laboratory Technician | 30 | 48,262 | - | 66,075 | 58,718 |
| 0241 | Lead Library Technician | 28 | 46,116 | - | 63,138 | 56,108 |
| 0157 | Lead Police Communication Dispatcher | 25 | 43,076 | - | 59,974 | 52,408 |
| 0114 | Library Technician | 26 | 44,066 | - | 60,334 | 53,613 |
| 0105 | Maintenance/Operations Clerk | 22 | 40,235 | - | 55,085 | 48,952 |
| 0231 | Media Systems/Resources Specialist | 50 | 76,053 | - | 104,124 | 92,530 |
| 0200 | Media Systems/Resources Technician I | 32 | 50,508 | - | 69,150 | 61,450 |
| 0223 | Media Systems/Resources Technician II | 38 | 57,891 | - | 79,258 | 70,433 |
| 0115 | Operations Technician | 26 | 44,066 | - | 60,334 | 53,613 |
| 0618 | Outreach Specialist | 38 | 57,891 | - | 79,258 | 70,433 |
| 0660 | Payroll Accountant | 36 | 55,317 | - | 75,734 | 67,302 |
| 0146 | Payroll Clerk | 23 | 41,160 | - | 56,352 | 50,078 |
| 0652 | Payroll Specialist | 40 | 60,585 | - | 82,946 | 73,710 |
| 0179 | Payroll Technician | 29 | 47,177 | - | 64,589 | 57,398 |
| 0156 | Police Communication Dispatcher | 23 | 41,160 | - | 56,352 | 50,078 |
| 0702 | Printing Assistant | 35 | 54,073 | - | 74,034 | 65,788 |
| 0106 | Printing Services Operator I | 17 | 35,911 | - | 49,165 | 43,691 |
| 0107 | Printing Services Operator II | 20 | 38,446 | - | 52,636 | 46,775 |
| 0178 | Printing Services Operator III | 23 | 41,160 | - | 56,352 | 50,078 |
| 0802 | Printing Technician | 33 | 51,669 | - | 70,740 | 62,864 |
| 0268 | Programmer I | 44 | 66,354 | - | 90,845 | 80,729 |
| 0269 | Programmer II | 50 | 76,053 | - | 104,124 | 92,530 |
| 0174 | Public Relations Specialist | 38 | 57,891 | - | 79,258 | 70,433 |
| 0640 | Public Relations Technician | 30 | 48,262 | - | 66,075 | 58,718 |
| 0807 | Research Analyst | 50 | 76,053 | - | 104,124 | 92,530 |
| 0639 | Risk Management Specialist | 40 | 60,585 | - | 82,946 | 73,710 |
| 0417 | Sacramento Regional Public Safety Training Center (SRPSTC) Developer | 56 | 87,171 | - | 119,345 | 106,057 |
| 0125 | Senior Buyer/Contract Specialist | 40 | 60,585 | - | 82,946 | 73,710 |
| 0735 | Senior Information Technology Business/Technical Analyst | 64 | 104,563 | - | 143,156 | 127,217 |
| 0750 | Senior Information Technology Network Administrator Analyst | 64 | 104,563 | - | 143,156 | 127,217 |
| 0196 | Senior Information Technology Specialist | 57 | 89,176 | - | 122,090 | 108,496 |
| 0747 | Senior Information Technology Systems/Database Administrator Analyst | 64 | 104,563 | - | 143,156 | 127,217 |
| 0731 | Senior Information Technology Technician | 38 | 57,891 | - | 79,258 | 70,433 |
| 0276 | Senior Programmer | 57 | 89,176 | - | 122,090 | 108,496 |
| 0158 | Staff Resources Center Assistant | 28 | 46,116 | - | 63,138 | 56,108 |
| 0641 | Student Affairs Specialist | 44 | 66,354 | - | 90,845 | 80,729 |
| 0124 | Student Personnel Assistant | 28 | 46,116 | - | 63,138 | 56,108 |
| 0683 | Student Support Specialist | 38 | 57,891 | - | 79,258 | 70,433 |
| 0707 | TANF/CalWORKs Specialist | 38 | 57,891 | - | 79,258 | 70,433 |
| 0271 | Telecommunications System Coordinator | 57 | 89,176 | - | 122,090 | 108,496 |
| 0272 | Telecommunications System Designer | 57 | 89,176 | - | 122,090 | 108,496 |
| 0234 | Theatre Technician | 28 | 46,116 | - | 63,138 | 56,108 |
| 0281 | Ticket Office/Customer Relations Assistant-Visual & Performing Arts Center | 28 | 46,116 | - | 63,138 | 56,108 |
| 0630 | Tutorial Services Assistant | 35 | 54,073 | - | 74,034 | 65,788 |
| 0130 | Web & Media Design Specialist | 44 | 66,354 | - | 90,845 | 80,729 |

The salary ranges above are base amounts and do not include longevity increments.

The max salary amount in range includes the 10, 15, 20 and 25 year longevity increments.

Retroactive to: July 1, 2019

Board Approved/ revised: May 10, 2023

Los Rios Community College District

2019-20 Final

LRCEA Classified

Monthly Salary Schedule

Includes an advanced continuing improvement of 4%.

DRAFT

| Range | Hourly Step 1 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | L1* | L2** | L3*** | L4**** |
|-------|---------------|----------|----------|----------|-----------|-----------|-----------|------------|------------|------------|------------|
| 10 | 14.72 | 2,552.19 | 2,654.27 | 2,760.44 | 2,870.85 | 2,985.68 | 3,105.11 | -3,229.32 | -3,358.49 | -3,425.66 | -3,494.17 |
| 11 | 15.06 | 2,610.89 | 2,715.33 | 2,823.94 | 2,936.91 | 3,054.38 | 3,176.56 | -3,303.61 | -3,435.76 | -3,504.47 | -3,574.57 |
| 12 | 15.41 | 2,670.94 | 2,777.78 | 2,888.89 | 3,004.44 | 3,124.62 | 3,249.60 | -3,379.59 | -3,514.77 | -3,585.07 | -3,656.77 |
| 13 | 15.76 | 2,732.36 | 2,841.65 | 2,955.32 | 3,073.53 | 3,196.47 | 3,324.34 | -3,457.31 | -3,595.60 | -3,667.52 | -3,740.87 |
| 14 | 16.13 | 2,795.19 | 2,906.99 | 3,023.27 | 3,144.21 | 3,269.97 | 3,400.76 | -3,536.79 | -3,678.26 | -3,751.82 | -3,826.87 |
| 15 | 16.50 | 2,859.48 | 2,973.86 | 3,092.82 | 3,216.54 | 3,345.21 | 3,479.01 | -3,618.18 | -3,762.90 | -3,838.16 | -3,914.92 |
| 16 | 16.88 | 2,925.26 | 3,042.27 | 3,163.96 | 3,290.51 | 3,422.14 | 3,559.03 | -3,701.39 | -3,849.45 | -3,926.44 | -4,004.96 |
| 17 | 17.26 | 2,992.55 | 3,112.25 | 3,236.75 | 3,366.22 | 3,500.87 | 3,640.90 | -3,786.54 | -3,938.01 | -4,016.76 | -4,097.10 |
| 18 | 17.66 | 3,061.36 | 3,183.81 | 3,311.17 | 3,443.61 | 3,581.36 | 3,724.61 | -3,873.59 | -4,028.53 | -4,109.10 | -4,191.29 |
| 19 | 18.07 | 3,131.77 | 3,257.04 | 3,387.32 | 3,522.82 | 3,663.73 | 3,810.28 | -3,962.69 | -4,121.20 | -4,203.63 | -4,287.69 |
| 20 | 18.48 | 3,203.82 | 3,331.97 | 3,465.25 | 3,603.85 | 3,748.00 | 3,897.92 | -4,053.84 | -4,215.99 | -4,300.31 | -4,386.32 |
| 21 | 18.91 | 3,277.51 | 3,408.61 | 3,544.96 | 3,686.75 | 3,834.22 | 3,987.59 | -4,147.09 | -4,312.98 | -4,399.23 | -4,487.22 |
| 22 | 19.34 | 3,352.88 | 3,487.00 | 3,626.48 | 3,771.53 | 3,922.39 | 4,079.29 | -4,242.47 | -4,412.17 | -4,500.41 | -4,590.42 |
| 23 | 19.79 | 3,430.02 | 3,567.22 | 3,709.91 | 3,858.31 | 4,012.64 | 4,173.14 | -4,340.07 | -4,513.66 | -4,603.94 | -4,696.02 |
| 24 | 20.24 | 3,508.91 | 3,649.26 | 3,795.23 | 3,947.04 | 4,104.92 | 4,269.12 | -4,439.88 | -4,617.48 | -4,709.83 | -4,804.03 |
| 25 | 20.71 | 3,589.63 | 3,733.21 | 3,882.55 | 4,037.85 | 4,199.36 | 4,367.33 | -4,542.02 | -4,723.70 | -4,818.18 | -4,914.54 |
| 26 | 21.19 | 3,672.18 | 3,819.07 | 3,971.84 | 4,130.72 | 4,295.95 | 4,467.79 | -4,646.50 | -4,832.36 | -4,929.01 | -5,027.59 |
| 27 | 21.67 | 3,756.63 | 3,906.89 | 4,063.17 | 4,225.70 | 4,394.73 | 4,570.53 | -4,753.34 | -4,943.48 | -5,042.35 | -5,143.20 |
| 28 | 22.17 | 3,843.04 | 3,996.76 | 4,156.63 | 4,322.90 | 4,495.82 | 4,675.65 | -4,862.68 | -5,057.19 | -5,158.34 | -5,261.49 |
| 29 | 22.68 | 3,931.41 | 4,088.66 | 4,252.21 | 4,422.30 | 4,599.18 | 4,783.14 | -4,974.47 | -5,173.45 | -5,276.92 | -5,382.45 |
| 30 | 23.20 | 4,021.82 | 4,182.69 | 4,349.99 | 4,523.98 | 4,704.95 | 4,893.15 | -5,088.87 | -5,292.43 | -5,398.27 | -5,506.24 |
| 31 | 23.74 | 4,114.33 | 4,278.91 | 4,450.07 | 4,628.07 | 4,813.19 | 5,005.71 | -5,205.94 | -5,414.18 | -5,522.46 | -5,632.91 |
| 32 | 24.28 | 4,208.97 | 4,377.34 | 4,552.44 | 4,734.53 | 4,923.92 | 5,120.87 | -5,325.70 | -5,538.73 | -5,649.50 | -5,762.50 |
| 33 | 24.84 | 4,305.78 | 4,478.01 | 4,657.14 | 4,843.41 | 5,037.15 | 5,238.63 | -5,448.18 | -5,666.10 | -5,779.43 | -5,895.01 |
| 34 | 25.41 | 4,404.81 | 4,581.00 | 4,764.23 | 4,954.81 | 5,153.00 | 5,359.12 | -5,573.48 | -5,796.42 | -5,912.35 | -6,030.60 |
| 35 | 26.00 | 4,506.11 | 4,686.35 | 4,873.80 | 5,068.75 | 5,271.50 | 5,482.36 | -5,701.66 | -5,929.72 | -6,048.31 | -6,169.28 |
| 36 | 26.59 | 4,609.76 | 4,794.15 | 4,985.90 | 5,185.34 | 5,392.75 | 5,608.46 | -5,832.80 | -6,066.12 | -6,187.44 | -6,311.18 |
| 37 | 27.21 | 4,715.80 | 4,904.43 | 5,100.61 | 5,304.64 | 5,516.82 | 5,737.50 | -5,966.99 | -6,205.67 | -6,329.79 | -6,456.38 |
| 38 | 27.83 | 4,824.23 | 5,017.21 | 5,217.89 | 5,426.61 | 5,643.67 | 5,869.42 | -6,104.19 | -6,348.36 | -6,475.32 | -6,604.84 |
| 39 | 28.47 | 4,935.20 | 5,132.61 | 5,337.92 | 5,551.43 | 5,773.49 | 6,004.43 | -6,244.61 | -6,494.39 | -6,624.28 | -6,756.76 |
| 40 | 29.13 | 5,048.72 | 5,250.67 | 5,460.69 | 5,679.12 | 5,906.28 | 6,142.54 | -6,388.25 | -6,643.78 | -6,776.65 | -6,912.18 |
| 41 | 29.80 | 5,164.82 | 5,371.41 | 5,586.27 | 5,809.72 | 6,042.11 | 6,283.79 | -6,535.14 | -6,796.55 | -6,932.48 | -7,071.13 |
| 42 | 30.48 | 5,283.59 | 5,494.94 | 5,714.74 | 5,943.34 | 6,181.07 | 6,428.31 | -6,685.44 | -6,952.86 | -7,091.92 | -7,233.76 |
| 43 | 31.18 | 5,405.13 | 5,621.33 | 5,846.19 | 6,080.03 | 6,323.23 | 6,576.16 | -6,839.20 | -7,112.77 | -7,255.03 | -7,400.13 |
| 44 | 31.90 | 5,529.47 | 5,750.65 | 5,980.68 | 6,219.91 | 6,468.71 | 6,727.46 | -6,996.55 | -7,276.42 | -7,421.95 | -7,570.39 |
| 45 | 32.63 | 5,656.63 | 5,882.89 | 6,118.21 | 6,362.93 | 6,617.44 | 6,882.13 | -7,157.42 | -7,443.73 | -7,592.60 | -7,744.44 |
| 46 | 33.39 | 5,786.74 | 6,018.21 | 6,258.94 | 6,509.29 | 6,769.66 | 7,040.45 | -7,322.07 | -7,614.95 | -7,767.25 | -7,922.60 |
| 47 | 34.15 | 5,919.82 | 6,156.61 | 6,402.87 | 6,658.99 | 6,925.35 | 7,202.37 | -7,490.46 | -7,790.08 | -7,945.88 | -8,104.80 |
| 48 | 34.94 | 6,055.99 | 6,298.23 | 6,550.16 | 6,812.17 | 7,084.66 | 7,368.05 | -7,662.78 | -7,969.29 | -8,128.67 | -8,291.24 |
| 49 | 35.74 | 6,195.27 | 6,443.09 | 6,700.82 | 6,968.85 | 7,247.60 | 7,537.51 | -7,839.01 | -8,152.56 | -8,315.61 | -8,481.93 |
| 50 | 36.56 | 6,337.76 | 6,591.28 | 6,854.92 | 7,129.12 | 7,414.29 | 7,710.86 | -8,019.29 | -8,340.06 | -8,506.86 | -8,677.01 |
| 51 | 37.41 | 6,483.54 | 6,742.88 | 7,012.59 | 7,293.10 | 7,584.82 | 7,888.22 | -8,203.76 | -8,531.91 | -8,702.55 | -8,876.59 |
| 52 | 38.27 | 6,632.66 | 6,897.96 | 7,173.88 | 7,460.84 | 7,759.28 | 8,069.65 | -8,392.44 | -8,728.14 | -8,902.70 | -9,080.75 |
| 53 | 39.15 | 6,785.21 | 7,056.61 | 7,338.88 | 7,632.44 | 7,937.74 | 8,255.25 | -8,585.47 | -8,928.89 | -9,107.46 | -9,289.61 |
| 54 | 40.05 | 6,941.27 | 7,218.92 | 7,507.67 | 7,807.98 | 8,120.31 | 8,445.13 | -8,782.93 | -9,134.25 | -9,316.93 | -9,503.27 |
| 55 | 40.97 | 7,100.92 | 7,384.95 | 7,680.35 | 7,987.57 | 8,307.07 | 8,639.36 | -8,984.94 | -9,344.33 | -9,531.22 | -9,721.85 |
| 56 | 41.91 | 7,264.24 | 7,554.81 | 7,856.99 | 8,171.28 | 8,498.14 | 8,838.07 | -9,191.59 | -9,559.25 | -9,750.44 | -9,945.45 |
| 57 | 42.87 | 7,431.32 | 7,728.57 | 8,037.71 | 8,359.22 | 8,693.59 | 9,041.34 | -9,403.00 | -9,779.12 | -9,974.70 | -10,174.19 |
| 58 | 43.86 | 7,602.24 | 7,906.32 | 8,222.57 | 8,551.48 | 8,893.55 | 9,249.29 | -9,619.27 | -10,004.04 | -10,204.12 | -10,408.20 |
| 59 | 44.87 | 7,777.09 | 8,088.17 | 8,411.69 | 8,748.17 | 9,098.10 | 9,462.03 | -9,840.51 | -10,234.13 | -10,438.81 | -10,647.59 |
| 60 | 45.90 | 7,955.96 | 8,274.20 | 8,605.16 | 8,949.37 | 9,307.35 | 9,679.66 | -10,066.84 | -10,469.52 | -10,678.91 | -10,892.48 |
| 61 | 46.96 | 8,138.95 | 8,464.50 | 8,803.08 | 9,155.21 | 9,521.42 | 9,902.29 | -10,298.38 | -10,710.31 | -10,924.52 | -11,143.01 |
| 62 | 48.04 | 8,326.15 | 8,659.19 | 9,005.55 | 9,365.78 | 9,740.42 | 10,130.04 | -10,535.24 | -10,956.65 | -11,175.78 | -11,399.30 |
| 63 | 49.14 | 8,517.65 | 8,858.35 | 9,212.68 | 9,581.19 | 9,964.45 | 10,363.03 | -10,777.55 | -11,208.65 | -11,432.83 | -11,661.48 |
| 64 | 50.27 | 8,713.55 | 9,062.09 | 9,424.57 | 9,801.56 | 10,193.63 | 10,601.38 | -11,025.44 | -11,466.45 | -11,695.78 | -11,929.70 |
| 65 | 51.43 | 8,913.97 | 9,270.52 | 9,641.33 | 10,027.00 | 10,428.08 | 10,845.21 | -11,279.02 | -11,730.18 | -11,964.78 | -12,204.08 |

* A longevity step can be attained after ten (10) full years of satisfactory service with the District.

After 10 years of full time service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step.

** An additional longevity increment of 4% (8.16%) will be paid to members of the bargaining unit awarded after 15 full years of service with the District.

*** An additional longevity increment of 2% (10.323%) will be paid to members of the bargaining unit awarded after 20 full years of service with the District.

**** An additional longevity increment of 2% (12.53%) will be paid to members of the bargaining unit awarded after 25 full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to: July 1, 2019

Board Approved/ revised: May 10, 2023

Los Rios Community College District

2019-20 Final

LRCEA Classified

Annual Salary Schedule

Includes an advanced continuing improvement of 4%.

DRAFT

| Range | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | L1* | L2** | L3*** | L4**** |
|-------|---------|---------|---------|---------|---------|---------|----------|----------|----------|----------|
| 10 | 30,626 | 31,851 | 33,125 | 34,450 | 35,828 | 37,261 | -38,752 | -40,302 | -41,108 | -41,930 |
| 11 | 31,331 | 32,584 | 33,887 | 35,243 | 36,653 | 38,119 | -39,643 | -41,229 | -42,054 | -42,895 |
| 12 | 32,051 | 33,333 | 34,667 | 36,053 | 37,495 | 38,995 | -40,555 | -42,177 | -43,021 | -43,881 |
| 13 | 32,788 | 34,100 | 35,464 | 36,882 | 38,358 | 39,892 | -41,488 | -43,147 | -44,010 | -44,890 |
| 14 | 33,542 | 34,884 | 36,279 | 37,730 | 39,240 | 40,809 | -42,441 | -44,139 | -45,022 | -45,922 |
| 15 | 34,314 | 35,686 | 37,114 | 38,599 | 40,143 | 41,748 | -43,418 | -45,155 | -46,058 | -46,979 |
| 16 | 35,103 | 36,507 | 37,968 | 39,486 | 41,066 | 42,708 | -44,417 | -46,193 | -47,117 | -48,060 |
| 17 | 35,911 | 37,347 | 38,841 | 40,395 | 42,010 | 43,691 | -45,439 | -47,256 | -48,201 | -49,165 |
| 18 | 36,736 | 38,206 | 39,734 | 41,323 | 42,976 | 44,695 | -46,483 | -48,342 | -49,309 | -50,295 |
| 19 | 37,581 | 39,085 | 40,648 | 42,274 | 43,965 | 45,723 | -47,552 | -49,454 | -50,444 | -51,452 |
| 20 | 38,446 | 39,984 | 41,583 | 43,246 | 44,976 | 46,775 | -48,646 | -50,592 | -51,604 | -52,636 |
| 21 | 39,330 | 40,903 | 42,539 | 44,241 | 46,011 | 47,851 | -49,765 | -51,756 | -52,791 | -53,847 |
| 22 | 40,235 | 41,844 | 43,518 | 45,258 | 47,069 | 48,952 | -50,910 | -52,946 | -54,005 | -55,085 |
| 23 | 41,160 | 42,807 | 44,519 | 46,300 | 48,152 | 50,078 | -52,081 | -54,164 | -55,247 | -56,352 |
| 24 | 42,107 | 43,791 | 45,543 | 47,365 | 49,259 | 51,229 | -53,279 | -55,410 | -56,518 | -57,648 |
| 25 | 43,076 | 44,799 | 46,591 | 48,454 | 50,392 | 52,408 | -54,504 | -56,684 | -57,818 | -58,974 |
| 26 | 44,066 | 45,829 | 47,662 | 49,569 | 51,551 | 53,613 | -55,758 | -57,988 | -59,148 | -60,331 |
| 27 | 45,080 | 46,883 | 48,758 | 50,708 | 52,737 | 54,846 | -57,040 | -59,322 | -60,508 | -61,718 |
| 28 | 46,116 | 47,961 | 49,880 | 51,875 | 53,950 | 56,108 | -58,352 | -60,686 | -61,900 | -63,138 |
| 29 | 47,177 | 49,064 | 51,027 | 53,068 | 55,190 | 57,398 | -59,694 | -62,081 | -63,323 | -64,589 |
| 30 | 48,262 | 50,192 | 52,200 | 54,288 | 56,459 | 58,718 | -61,066 | -63,509 | -64,779 | -66,075 |
| 31 | 49,372 | 51,347 | 53,401 | 55,537 | 57,758 | 60,069 | -62,471 | -64,970 | -66,270 | -67,595 |
| 32 | 50,508 | 52,528 | 54,629 | 56,814 | 59,087 | 61,450 | -63,908 | -66,465 | -67,794 | -69,150 |
| 33 | 51,669 | 53,736 | 55,886 | 58,121 | 60,446 | 62,864 | -65,378 | -67,993 | -69,353 | -70,740 |
| 34 | 52,858 | 54,972 | 57,171 | 59,458 | 61,836 | 64,309 | -66,882 | -69,557 | -70,948 | -72,367 |
| 35 | 54,073 | 56,236 | 58,486 | 60,825 | 63,258 | 65,788 | -68,420 | -71,157 | -72,580 | -74,031 |
| 36 | 55,317 | 57,530 | 59,831 | 62,224 | 64,713 | 67,302 | -69,994 | -72,793 | -74,249 | -75,734 |
| 37 | 56,590 | 58,853 | 61,207 | 63,656 | 66,202 | 68,850 | -71,604 | -74,468 | -75,957 | -77,477 |
| 38 | 57,891 | 60,206 | 62,615 | 65,119 | 67,724 | 70,433 | -73,250 | -76,180 | -77,704 | -79,258 |
| 39 | 59,222 | 61,591 | 64,055 | 66,617 | 69,282 | 72,053 | -74,935 | -77,933 | -79,491 | -81,081 |
| 40 | 60,585 | 63,008 | 65,528 | 68,149 | 70,875 | 73,710 | -76,659 | -79,725 | -81,320 | -82,946 |
| 41 | 61,978 | 64,457 | 67,035 | 69,717 | 72,505 | 75,405 | -78,422 | -81,559 | -83,190 | -84,854 |
| 42 | 63,403 | 65,939 | 68,577 | 71,320 | 74,173 | 77,140 | -80,225 | -83,434 | -85,103 | -86,805 |
| 43 | 64,862 | 67,456 | 70,154 | 72,960 | 75,879 | 78,914 | -82,070 | -85,353 | -87,060 | -88,802 |
| 44 | 66,354 | 69,008 | 71,768 | 74,639 | 77,624 | 80,729 | -83,950 | -87,317 | -89,063 | -90,845 |
| 45 | 67,880 | 70,595 | 73,418 | 76,355 | 79,409 | 82,586 | -85,880 | -89,325 | -91,111 | -92,933 |
| 46 | 69,441 | 72,219 | 75,107 | 78,111 | 81,236 | 84,485 | -87,865 | -91,379 | -93,207 | -95,071 |
| 47 | 71,038 | 73,879 | 76,834 | 79,908 | 83,104 | 86,428 | -89,886 | -93,481 | -95,351 | -97,258 |
| 48 | 72,672 | 75,579 | 78,602 | 81,746 | 85,016 | 88,417 | -91,953 | -95,631 | -97,544 | -99,495 |
| 49 | 74,343 | 77,317 | 80,410 | 83,626 | 86,971 | 90,450 | -94,068 | -97,831 | -99,787 | -101,783 |
| 50 | 76,053 | 79,095 | 82,259 | 85,549 | 88,972 | 92,530 | -96,231 | -100,081 | -102,082 | -104,124 |
| 51 | 77,802 | 80,915 | 84,151 | 87,517 | 91,018 | 94,659 | -98,445 | -102,383 | -104,431 | -106,519 |
| 52 | 79,592 | 82,776 | 86,087 | 89,530 | 93,111 | 96,836 | -100,709 | -104,738 | -106,832 | -108,969 |
| 53 | 81,423 | 84,679 | 88,067 | 91,589 | 95,253 | 99,063 | -103,026 | -107,147 | -109,290 | -111,475 |
| 54 | 83,295 | 86,627 | 90,092 | 93,696 | 97,444 | 101,342 | -105,395 | -109,611 | -111,803 | -114,039 |
| 55 | 85,211 | 88,619 | 92,164 | 95,851 | 99,685 | 103,672 | -107,819 | -112,132 | -114,375 | -116,662 |
| 56 | 87,171 | 90,658 | 94,284 | 98,055 | 101,978 | 106,057 | -110,299 | -114,711 | -117,005 | -119,345 |
| 57 | 89,176 | 92,743 | 96,452 | 100,311 | 104,323 | 108,496 | -112,836 | -117,349 | -119,696 | -122,090 |
| 58 | 91,227 | 94,876 | 98,671 | 102,618 | 106,723 | 110,992 | -115,431 | -120,048 | -122,449 | -124,898 |
| 59 | 93,325 | 97,058 | 100,940 | 104,978 | 109,177 | 113,544 | -118,086 | -122,810 | -125,266 | -127,771 |
| 60 | 95,472 | 99,290 | 103,262 | 107,392 | 111,688 | 116,156 | -120,802 | -125,634 | -128,147 | -130,710 |
| 61 | 97,667 | 101,574 | 105,637 | 109,863 | 114,257 | 118,827 | -123,581 | -128,524 | -131,094 | -133,716 |
| 62 | 99,914 | 103,910 | 108,067 | 112,389 | 116,885 | 121,560 | -126,423 | -131,480 | -134,109 | -136,792 |
| 63 | 102,212 | 106,300 | 110,552 | 114,974 | 119,573 | 124,356 | -129,331 | -134,504 | -137,194 | -139,938 |
| 64 | 104,563 | 108,745 | 113,095 | 117,619 | 122,324 | 127,217 | -132,305 | -137,597 | -140,349 | -143,156 |
| 65 | 106,968 | 111,246 | 115,696 | 120,324 | 125,137 | 130,143 | -135,348 | -140,762 | -143,577 | -146,449 |

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Retroactive to: July 1, 2019

Board Approved/ revised: May 10, 2023

**Los Rios Community College District
2019-20 Final**

Salary Ranges for LRSA Supervisory Positions*

~~Includes an advanced continuing improvement of 2%.~~

DRAFT

| Job Code | Title | Range | Base Annual Salary | | |
|-----------------|--|--------------|---------------------------|-----------|---------|
| 908 | Accounts Payable Supervisor | 22V | 69,990 | - 93,980 | 83,516 |
| 636 | Admissions & Records Supervisor | 24V | 75,701 | - 101,649 | 90,330 |
| 288 | Bookstore Supervisor | 19V | 62,221 | - 83,548 | 74,245 |
| 901 | Business Services Supervisor | 26V | 81,878 | - 109,943 | 97,701 |
| 656 | Campus Operations Supervisor | 22V | 69,990 | - 93,980 | 83,516 |
| 637 | Child Development Center Supervisor | 20V | 64,709 | - 86,890 | 77,215 |
| 912 | College IT Systems Supervisor | 32V | 103,602 | - 139,113 | 123,623 |
| 631 | Community Services Supervisor | 22V | 69,990 | - 93,980 | 83,516 |
| 905 | Counseling Supervisor | 20V | 64,709 | - 86,890 | 77,215 |
| 603 | Custodial Supervisor | 17V | 57,526 | - 77,245 | 68,644 |
| 902 | Custodial/Receiving Supervisor | 20V | 64,709 | - 86,890 | 77,215 |
| 613 | Educational Center Supervisor | 20V | 64,709 | - 86,890 | 77,215 |
| 651 | Employee Benefits Supervisor | 24V | 75,701 | - 101,649 | 90,330 |
| 312 | Event Services Supervisor - Harris Center for the Arts | 18V | 59,827 | - 80,334 | 71,389 |
| 615 | Facilities Maintenance - Electrical Systems Supervisor | 24V | 75,701 | - 101,649 | 90,330 |
| 601 | Facilities Maintenance - Grounds Supervisor | 24V | 75,701 | - 101,649 | 90,330 |
| 609 | Facilities Maintenance - Heating/Ventilation/Air Conditioning (HVAC)/Plumbing Supervisor | 24V | 75,701 | - 101,649 | 90,330 |
| 617 | Facilities Maintenance - Structures Supervisor | 24V | 75,701 | - 101,649 | 90,330 |
| 616 | Facilities Maintenance Supervisor | 24V | 75,701 | - 101,649 | 90,330 |
| 642 | Facilities Maintenance - Transportation Supervisor | 24V | 75,701 | - 101,649 | 90,330 |
| 622 | Facilities Management Operations Supervisor | 18V | 59,827 | - 80,334 | 71,389 |
| 923 | Facilities Projects Supervisor | 29V | 92,102 | - 123,674 | 109,901 |
| 611 | Financial Aid Supervisor | 24V | 75,701 | - 101,649 | 90,330 |
| 657 | Fiscal Services Supervisor | 26V | 81,878 | - 109,943 | 97,701 |
| 605 | Food Services Manager | 19V | 62,221 | - 83,548 | 74,245 |
| 624 | General Accounting Supervisor | 28V | 88,559 | - 118,914 | 105,674 |
| 910 | General Services Supervisor, Risk Management | 22V | 69,990 | - 93,980 | 83,516 |
| 289 | Hospitality Management - Culinary Supervisor | 20V | 64,709 | - 86,890 | 77,215 |
| 911 | Instructional Computer Laboratory Supervisor | 22V | 69,990 | - 93,980 | 83,516 |
| 913 | Instructional Science Laboratory Supervisor | 22V | 69,990 | - 93,980 | 83,516 |
| 612 | IT Application Systems Supervisor | 33V | 107,746 | - 144,678 | 128,568 |
| 685 | IT Production Services Supervisor | 33V | 107,746 | - 144,678 | 128,568 |
| 684 | IT Technical Services Supervisor | 33V | 107,746 | - 144,678 | 128,568 |
| 290 | Maintenance Technician Supervisor | 19V | 62,221 | - 83,548 | 74,245 |
| 619 | Media Resources Supervisor | 24V | 75,701 | - 101,649 | 90,330 |
| 623 | Payroll Supervisor | 26V | 81,878 | - 109,943 | 97,701 |
| 915 | Police Communications Supervisor | 23V | 72,789 | - 97,739 | 86,856 |
| 240 | Police Sergeant | 27V | 85,153 | - 114,344 | 101,609 |
| 900 | Printing Services Supervisor | 19V | 62,221 | - 83,548 | 74,245 |
| 628 | Purchasing Supervisor | 22V | 69,990 | - 93,980 | 83,516 |
| 909 | SRPSTC Office Supervisor | 21V | 67,298 | - 90,365 | 80,303 |
| 682 | Student Life Supervisor | 20V | 64,709 | - 86,890 | 77,215 |
| 681 | Student Support Supervisor | 20V | 64,709 | - 86,890 | 77,215 |
| 643 | Technical Director - Harris Center for the Arts | 22V | 69,990 | - 93,980 | 83,516 |
| 903 | Ticket Office Supervisor - Visual & Performing Arts Center | 19V | 62,221 | - 83,548 | 74,245 |

The salary ranges above are base amounts and do not include longevity increments.

~~The max salary amount in range includes the 10, 15, 20 and 25-year longevity increments.~~

*Exempt positions--not entitled to overtime.

Retroactive to: July 1, 2019

Board approved/ revised: May 10, 2023

**Los Rios Community College District
2019-20 Final
LRSA Classified Supervisor
Monthly Salary Schedule**

~~Includes an advanced continuing improvement of 2%.~~

DRAFT

| Range | Hourly Step 1 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | L1* | L2** | L3*** | L4**** |
|-------|---------------|----------|----------|----------|-----------|-----------|-----------|----------------------|----------------------|----------------------|----------------------|
| 16V | 26.59 | 4,609.49 | 4,793.87 | 4,985.62 | 5,185.05 | 5,392.45 | 5,500.30 | 5,720.31 | 5,949.12 | 6,068.11 | 6,189.47 |
| 17V | 27.66 | 4,793.87 | 4,985.62 | 5,185.05 | 5,392.45 | 5,608.15 | 5,720.31 | 5,949.12 | 6,187.09 | 6,310.83 | 6,437.05 |
| 18V | 28.76 | 4,985.62 | 5,185.05 | 5,392.45 | 5,608.15 | 5,832.47 | 5,949.12 | 6,187.09 | 6,434.57 | 6,563.26 | 6,694.53 |
| 19V | 29.91 | 5,185.05 | 5,392.45 | 5,608.15 | 5,832.47 | 6,065.77 | 6,187.09 | 6,434.57 | 6,691.95 | 6,825.79 | 6,962.31 |
| 20V | 31.11 | 5,392.45 | 5,608.15 | 5,832.47 | 6,065.77 | 6,308.40 | 6,434.57 | 6,691.95 | 6,959.63 | 7,098.83 | 7,240.80 |
| 21V | 32.35 | 5,608.15 | 5,832.47 | 6,065.77 | 6,308.40 | 6,560.74 | 6,691.95 | 6,959.63 | 7,238.02 | 7,382.78 | 7,530.43 |
| 22V | 33.65 | 5,832.47 | 6,065.77 | 6,308.40 | 6,560.74 | 6,823.17 | 6,959.63 | 7,238.02 | 7,527.54 | 7,678.09 | 7,831.65 |
| 23V | 34.99 | 6,065.77 | 6,308.40 | 6,560.74 | 6,823.17 | 7,096.09 | 7,238.02 | 7,527.54 | 7,828.64 | 7,985.21 | 8,144.92 |
| 24V | 36.39 | 6,308.40 | 6,560.74 | 6,823.17 | 7,096.09 | 7,379.94 | 7,527.54 | 7,828.64 | 8,141.78 | 8,304.62 | 8,470.71 |
| 25V | 37.85 | 6,560.74 | 6,823.17 | 7,096.09 | 7,379.94 | 7,675.14 | 7,828.64 | 8,141.78 | 8,467.46 | 8,636.81 | 8,809.54 |
| 26V | 39.36 | 6,823.17 | 7,096.09 | 7,379.94 | 7,675.14 | 7,982.14 | 8,141.78 | 8,467.46 | 8,806.15 | 8,982.28 | 9,161.92 |
| 27V | 40.94 | 7,096.09 | 7,379.94 | 7,675.14 | 7,982.14 | 8,301.43 | 8,467.46 | 8,806.15 | 9,158.40 | 9,341.57 | 9,528.40 |
| 28V | 42.58 | 7,379.94 | 7,675.14 | 7,982.14 | 8,301.43 | 8,633.48 | 8,806.15 | 9,158.40 | 9,524.74 | 9,715.23 | 9,909.54 |
| 29V | 44.28 | 7,675.14 | 7,982.14 | 8,301.43 | 8,633.48 | 8,978.82 | 9,158.40 | 9,524.74 | 9,905.73 | 10,103.84 | 10,305.92 |
| 30V | 46.05 | 7,982.14 | 8,301.43 | 8,633.48 | 8,978.82 | 9,337.98 | 9,524.74 | 9,905.73 | 10,301.96 | 10,507.99 | 10,718.15 |
| 31V | 47.89 | 8,301.43 | 8,633.48 | 8,978.82 | 9,337.98 | 9,711.50 | 9,905.73 | 10,301.96 | 10,714.03 | 10,928.31 | 11,146.88 |
| 32V | 49.81 | 8,633.48 | 8,978.82 | 9,337.98 | 9,711.50 | 10,099.96 | 10,301.95 | 10,714.03 | 11,142.59 | 11,365.45 | 11,592.76 |
| 33V | 51.80 | 8,978.82 | 9,337.98 | 9,711.50 | 10,099.96 | 10,503.95 | 10,714.03 | 11,142.59 | 11,588.30 | 11,820.06 | 12,056.47 |

~~* A longevity step of 4% can only be attained after ten (10) full years of satisfactory service with the District. In instances when an employee is not on Step 6 upon reaching ten (10) full years with the District, a longevity step will be given not to exceed the equivalent of a one-step increment.~~

After 10 years of service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

~~** An additional longevity increment of 4% (8.16%) will be granted awarded after fifteen (15) full 15 years. of service with the District.~~

~~*** An additional longevity increment of 2% (10.323%) will be granted awarded after twenty (20) full 20 years. of service with the District.~~

~~**** An additional longevity increment of 2% (12.53%) will be granted awarded after twenty-five (25) full 25 years. of service with the District.~~

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to: July 1, 2019

Board approved/revised: May 10, 2023

**Los Rios Community College District
2019-20 Final
LRSA Classified Supervisor
Annual Salary Schedule**

~~Includes an advanced continuing improvement of 2%.~~

DRAFT

| Range | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | L1* | L2** | L3*** | L4**** |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 16V | 55,314 | 57,526 | 59,827 | 62,221 | 64,709 | 66,004 | 68,644 | 71,389 | 72,817 | 74,274 |
| 17V | 57,526 | 59,827 | 62,221 | 64,709 | 67,298 | 68,644 | 71,389 | 74,245 | 75,730 | 77,245 |
| 18V | 59,827 | 62,221 | 64,709 | 67,298 | 69,990 | 71,389 | 74,245 | 77,215 | 78,759 | 80,334 |
| 19V | 62,221 | 64,709 | 67,298 | 69,990 | 72,789 | 74,245 | 77,215 | 80,303 | 81,910 | 83,548 |
| 20V | 64,709 | 67,298 | 69,990 | 72,789 | 75,701 | 77,215 | 80,303 | 83,516 | 85,186 | 86,890 |
| 21V | 67,298 | 69,990 | 72,789 | 75,701 | 78,729 | 80,303 | 83,516 | 86,856 | 88,593 | 90,365 |
| 22V | 69,990 | 72,789 | 75,701 | 78,729 | 81,878 | 83,516 | 86,856 | 90,330 | 92,137 | 93,980 |
| 23V | 72,789 | 75,701 | 78,729 | 81,878 | 85,153 | 86,856 | 90,330 | 93,944 | 95,823 | 97,739 |
| 24V | 75,701 | 78,729 | 81,878 | 85,153 | 88,559 | 90,330 | 93,944 | 97,701 | 99,655 | 101,649 |
| 25V | 78,729 | 81,878 | 85,153 | 88,559 | 92,102 | 93,944 | 97,701 | 101,609 | 103,642 | 105,714 |
| 26V | 81,878 | 85,153 | 88,559 | 92,102 | 95,786 | 97,701 | 101,609 | 105,674 | 107,787 | 109,943 |
| 27V | 85,153 | 88,559 | 92,102 | 95,786 | 99,617 | 101,609 | 105,674 | 109,901 | 112,099 | 114,341 |
| 28V | 88,559 | 92,102 | 95,786 | 99,617 | 103,602 | 105,674 | 109,901 | 114,297 | 116,583 | 118,914 |
| 29V | 92,102 | 95,786 | 99,617 | 103,602 | 107,746 | 109,901 | 114,297 | 118,869 | 121,246 | 123,671 |
| 30V | 95,786 | 99,617 | 103,602 | 107,746 | 112,056 | 114,297 | 118,869 | 123,623 | 126,096 | 128,618 |
| 31V | 99,617 | 103,602 | 107,746 | 112,056 | 116,538 | 118,869 | 123,623 | 128,568 | 131,140 | 133,763 |
| 32V | 103,602 | 107,746 | 112,056 | 116,538 | 121,199 | 123,623 | 128,568 | 133,711 | 136,385 | 139,113 |
| 33V | 107,746 | 112,056 | 116,538 | 121,199 | 126,047 | 128,568 | 133,711 | 139,060 | 141,841 | 144,678 |

~~* A longevity step of 4% can only be attained after ten (10) full years of satisfactory service with the District. In instances when an employee is not on Step 6 upon reaching ten (10) full years with the District, a longevity step will be given not to exceed the equivalent of a one step increment.~~

After 10 years of service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

~~** An additional longevity increment of 4% (8.16%) will be granted-awarded after fifteen (15) full 15 years. of service with the District.~~

~~*** An additional longevity increment of 2% (10.323%) will be granted-awarded after twenty (20) full 20 years. of service with the District.~~

~~**** An additional longevity increment of 2% (12.53%) will be granted-awarded after twenty-five (25) full 25 years. of service with the District.~~

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to: July 1, 2019

Board approved/revised: May 10, 2023

**Los Rios Community College District
2019-20 Final
Salary Ranges for SEIU Classified Positions**

Includes an advanced continuing improvement of 2.75%

DRAFT

| Job Code | Titles | Range | Base Annual Salary | | | |
|----------|--|-------|--------------------|---|---------|--------|
| | | | | | | |
| 210 | College Safety Officer | 27 | 45,931 | - | 69,649 | 59,511 |
| 206 | Custodian | 21 | 40,494 | - | 61,096 | 52,225 |
| 230 | Environmental Systems Technician | 37 | 56,963 | - | 86,946 | 74,296 |
| 256 | Equipment Mechanic I | 35 | 54,538 | - | 83,140 | 71,043 |
| 253 | Equipment Mechanic II | 39 | 59,511 | - | 90,908 | 77,709 |
| 221 | Grounds Irrigation Specialist/Groundskeeper | 31 | 50,025 | - | 76,035 | 64,995 |
| 220 | Grounds Maintenance Technician | 31 | 50,025 | - | 76,035 | 64,995 |
| 211 | Groundskeeper | 23 | 42,219 | - | 63,804 | 54,538 |
| 209 | Head Custodian | 25 | 44,030 | - | 66,639 | 56,963 |
| 258 | Head Grounds Maintenance Technician | 35 | 54,538 | - | 83,140 | 71,043 |
| 213 | Head Groundskeeper | 27 | 45,931 | - | 69,649 | 59,511 |
| 239 | Lead Custodian | 23 | 42,219 | - | 63,804 | 54,538 |
| 251 | Lead Equipment Mechanic | 41 | 62,186 | - | 95,103 | 81,294 |
| 263 | Lead Maintenance Cabinetmaker | 41 | 62,186 | - | 95,103 | 81,294 |
| 250 | Lead Maintenance Electrician | 42 | 63,592 | - | 97,294 | 83,167 |
| 218 | Lead Maintenance Electronic/Alarm Technician | 42 | 63,592 | - | 97,294 | 83,167 |
| 235 | Lead Maintenance HVAC Mechanic | 42 | 63,592 | - | 97,294 | 83,167 |
| 252 | Lead Maintenance Painter | 41 | 62,186 | - | 95,103 | 81,294 |
| 227 | Lead Maintenance Plumber | 42 | 63,592 | - | 97,294 | 83,167 |
| 278 | Lead Maintenance Technician | 33 | 52,225 | - | 79,486 | 67,945 |
| 232 | Lead Physical Education/Athletic Attendant | 24 | 43,124 | - | 65,249 | 55,749 |
| 245 | Maintenance Cabinetmaker | 39 | 59,511 | - | 90,908 | 77,709 |
| 262 | Maintenance Carpenter | 39 | 59,511 | - | 90,908 | 77,709 |
| 246 | Maintenance Electrician | 39 | 59,511 | - | 90,908 | 77,709 |
| 261 | Maintenance Electronic/Alarm Technician | 39 | 59,511 | - | 90,908 | 77,709 |
| 243 | Maintenance HVAC Mechanic | 39 | 59,511 | - | 90,908 | 77,709 |
| 244 | Maintenance Locksmith/Glazier | 39 | 59,511 | - | 90,908 | 77,709 |
| 247 | Maintenance Painter | 39 | 59,511 | - | 90,908 | 77,709 |
| 248 | Maintenance Plumber | 39 | 59,511 | - | 90,908 | 77,709 |
| 255 | Maintenance Roofer/Carpenter | 39 | 59,511 | - | 90,908 | 77,709 |
| 215 | Maintenance Technician I | 29 | 47,927 | - | 72,749 | 62,186 |
| 222 | Maintenance Technician II | 31 | 50,025 | - | 76,035 | 64,995 |
| 260 | Mechanical/Electrical Systems Technician | 37 | 56,963 | - | 86,946 | 74,296 |
| 233 | Physical Education/Athletic Attendant | 22 | 41,356 | - | 62,448 | 53,381 |
| 259 | Police Detective | 49 | 73,049 | - | 108,134 | 92,431 |
| 212 | Police Officer | 48 | 71,617 | - | 106,040 | 90,618 |
| 850 | Receiving Clerk/Storekeeper | 24 | 43,124 | - | 65,249 | 55,749 |
| 203 | Stock Clerk | 21 | 40,494 | - | 61,096 | 52,225 |
| 226 | Toolroom Equipment Attendant | 23 | 42,219 | - | 63,804 | 54,538 |
| 204 | Utility Worker | 21 | 40,494 | - | 61,096 | 52,225 |

The max salary in range includes the 10-, 15-, 20- and 25-year longevity increments. The salary ranges above are base amounts and do not include longevity increments.

Retroactive to: July 1, 2019

Board approved/revised: May 10, 2023

LOS RIOS COMMUNITY COLLEGE DISTRICT

2019-20 Final

SEIU Classified

Monthly Salary Schedule

Includes an advanced continuing improvement of 2.75%

DRAFT

| Range | Hourly Step 1 | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | L1* | L2** | L3*** | L4**** |
|-------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 21 | 19.47 | 3,374.52 | 3,518.28 | 3,669.16 | 3,827.61 | 3,993.96 | 4,168.71 | 4,352.09 | 4,526.16 | 4,707.21 | 4,895.51 | 5,091.33 |
| 22 | 19.88 | 3,446.37 | 3,593.70 | 3,748.37 | 3,910.83 | 4,086.66 | 4,260.39 | 4,448.41 | 4,626.34 | 4,811.40 | 5,003.85 | 5,204.01 |
| 23 | 20.30 | 3,518.28 | 3,669.16 | 3,827.61 | 3,993.96 | 4,168.71 | 4,352.09 | 4,544.80 | 4,726.60 | 4,915.66 | 5,112.28 | 5,316.77 |
| 24 | 20.73 | 3,593.70 | 3,748.37 | 3,910.83 | 4,086.66 | 4,260.39 | 4,448.41 | 4,645.77 | 4,831.61 | 5,024.88 | 5,225.86 | 5,434.90 |
| 25 | 21.17 | 3,669.16 | 3,827.61 | 3,993.96 | 4,168.71 | 4,352.09 | 4,544.80 | 4,746.92 | 4,936.79 | 5,134.25 | 5,339.64 | 5,553.22 |
| 26 | 21.63 | 3,748.37 | 3,910.83 | 4,086.66 | 4,260.39 | 4,448.41 | 4,645.77 | 4,853.07 | 5,047.19 | 5,249.07 | 5,459.04 | 5,677.40 |
| 27 | 22.08 | 3,827.61 | 3,993.96 | 4,168.71 | 4,352.09 | 4,544.80 | 4,746.92 | 4,959.23 | 5,157.61 | 5,363.91 | 5,578.46 | 5,801.60 |
| 28 | 22.56 | 3,910.83 | 4,086.66 | 4,260.39 | 4,448.41 | 4,645.77 | 4,853.07 | 5,070.83 | 5,273.66 | 5,484.59 | 5,703.99 | 5,932.15 |
| 29 | 23.04 | 3,993.96 | 4,168.71 | 4,352.09 | 4,544.80 | 4,746.92 | 4,959.23 | 5,182.18 | 5,389.48 | 5,605.05 | 5,829.25 | 6,062.42 |
| 30 | 23.58 | 4,086.66 | 4,260.39 | 4,448.41 | 4,645.77 | 4,853.07 | 5,070.83 | 5,299.32 | 5,511.30 | 5,731.75 | 5,961.01 | 6,199.45 |
| 31 | 24.05 | 4,168.71 | 4,352.09 | 4,544.80 | 4,746.92 | 4,959.23 | 5,182.18 | 5,416.29 | 5,632.94 | 5,858.26 | 6,092.59 | 6,336.29 |
| 32 | 24.58 | 4,260.39 | 4,448.41 | 4,645.77 | 4,853.07 | 5,070.83 | 5,299.32 | 5,539.16 | 5,760.73 | 5,991.16 | 6,230.81 | 6,480.04 |
| 33 | 25.11 | 4,352.09 | 4,544.80 | 4,746.92 | 4,959.23 | 5,182.18 | 5,416.29 | 5,662.08 | 5,888.57 | 6,124.12 | 6,369.07 | 6,623.83 |
| 34 | 25.66 | 4,448.41 | 4,645.77 | 4,853.07 | 5,070.83 | 5,299.32 | 5,539.16 | 5,791.20 | 6,022.84 | 6,263.76 | 6,514.31 | 6,774.88 |
| 35 | 26.22 | 4,544.80 | 4,746.92 | 4,959.23 | 5,182.18 | 5,416.29 | 5,662.08 | 5,920.25 | 6,157.06 | 6,403.34 | 6,659.47 | 6,925.85 |
| 36 | 26.80 | 4,645.77 | 4,853.07 | 5,070.83 | 5,299.32 | 5,539.16 | 5,791.20 | 6,055.64 | 6,297.87 | 6,549.78 | 6,811.77 | 7,084.24 |
| 37 | 27.39 | 4,746.92 | 4,959.23 | 5,182.18 | 5,416.29 | 5,662.08 | 5,920.25 | 6,191.35 | 6,439.00 | 6,696.55 | 6,964.43 | 7,243.00 |
| 38 | 28.00 | 4,853.07 | 5,070.83 | 5,299.32 | 5,539.16 | 5,791.20 | 6,055.64 | 6,333.50 | 6,586.86 | 6,850.33 | 7,124.33 | 7,409.30 |
| 39 | 28.61 | 4,959.23 | 5,182.18 | 5,416.29 | 5,660.93 | 5,920.25 | 6,191.35 | 6,475.71 | 6,734.74 | 7,004.13 | 7,284.29 | 7,575.67 |
| 40 | 29.25 | 5,070.83 | 5,299.32 | 5,539.16 | 5,791.20 | 6,055.64 | 6,333.50 | 6,625.14 | 6,890.14 | 7,165.74 | 7,452.38 | 7,750.47 |
| 41 | 29.90 | 5,182.18 | 5,416.29 | 5,662.08 | 5,920.25 | 6,191.35 | 6,475.71 | 6,774.52 | 7,045.51 | 7,327.33 | 7,620.42 | 7,925.23 |
| 42 | 30.57 | 5,299.32 | 5,539.16 | 5,791.20 | 6,055.64 | 6,333.50 | 6,625.14 | 6,930.58 | 7,207.80 | 7,496.11 | 7,795.96 | 8,107.80 |
| 43 | 31.19 | 5,405.46 | 5,632.49 | 5,883.14 | 6,144.94 | 6,418.39 | 6,700.80 | 6,995.63 | 7,275.46 | 7,566.48 | 7,869.14 | 8,183.90 |
| 44 | 31.81 | 5,513.57 | 5,734.12 | 5,980.68 | 6,237.85 | 6,506.08 | 6,785.84 | 7,077.63 | 7,360.74 | 7,655.17 | 7,961.37 | 8,279.83 |
| 45 | 32.45 | 5,623.84 | 5,848.80 | 6,082.75 | 6,338.23 | 6,610.77 | 6,888.42 | 7,184.62 | 7,472.01 | 7,770.89 | 8,081.73 | 8,404.99 |
| 46 | 33.09 | 5,736.32 | 5,965.77 | 6,204.41 | 6,452.58 | 6,710.68 | 6,989.18 | 7,279.23 | 7,570.40 | 7,873.21 | 8,188.14 | 8,515.67 |
| 47 | 33.76 | 5,851.05 | 6,085.09 | 6,328.49 | 6,581.63 | 6,844.90 | 7,118.69 | 7,403.44 | 7,699.58 | 8,007.56 | 8,327.87 | 8,660.98 |
| 48 | 34.43 | 5,968.07 | 6,206.79 | 6,455.06 | 6,713.27 | 6,981.80 | 7,261.07 | 7,551.51 | 7,853.57 | 8,167.72 | 8,494.42 | 8,834.20 |
| 49 | 35.12 | 6,087.43 | 6,330.93 | 6,584.16 | 6,847.53 | 7,121.43 | 7,406.29 | 7,702.54 | 8,010.64 | 8,331.07 | 8,664.31 | 9,010.88 |

*-After 10 full years of ~~satisfactory~~ full-time service with Los Rios, a longevity increment will be awarded which ~~is~~ will be 4% of the appropriate range and step.

** An additional increment of 4% (8.16%) will be awarded after 15 years. ~~of service with the District.~~

*** An additional increment of 4% (12.486%) will be awarded after 20 years. ~~of service with the District.~~

**** An additional increment of 4% (16.986%) will be awarded after 25 years. ~~of service with the District.~~

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to: July 1, 2019

Board approved/revised: May 10, 2023

LOS RIOS COMMUNITY COLLEGE DISTRICT

2019-20 Final

SEIU Classified

Annual Salary Schedule

Includes an advanced continuing improvement of 2.75%
DRAFT

| Range | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | L1* | L2** | L3*** | L4**** |
|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|
| 21 | 40,494 | 42,219 | 44,030 | 45,931 | 47,927 | 50,025 | 52,225 | 54,314 | 56,487 | 58,746 | 61,096 |
| 22 | 41,356 | 43,124 | 44,980 | 46,930 | 49,040 | 51,125 | 53,381 | 55,516 | 57,737 | 60,046 | 62,448 |
| 23 | 42,219 | 44,030 | 45,931 | 47,927 | 50,025 | 52,225 | 54,538 | 56,719 | 58,988 | 61,347 | 63,801 |
| 24 | 43,124 | 44,980 | 46,930 | 49,040 | 51,125 | 53,381 | 55,749 | 57,979 | 60,299 | 62,710 | 65,219 |
| 25 | 44,030 | 45,931 | 47,927 | 50,025 | 52,225 | 54,538 | 56,963 | 59,242 | 61,611 | 64,076 | 66,639 |
| 26 | 44,980 | 46,930 | 49,040 | 51,125 | 53,381 | 55,749 | 58,237 | 60,566 | 62,989 | 65,509 | 68,129 |
| 27 | 45,931 | 47,927 | 50,025 | 52,225 | 54,538 | 56,963 | 59,511 | 61,891 | 64,367 | 66,942 | 69,619 |
| 28 | 46,930 | 49,040 | 51,125 | 53,381 | 55,749 | 58,237 | 60,850 | 63,284 | 65,815 | 68,448 | 71,186 |
| 29 | 47,927 | 50,025 | 52,225 | 54,538 | 56,963 | 59,511 | 62,186 | 64,674 | 67,261 | 69,951 | 72,749 |
| 30 | 49,040 | 51,125 | 53,381 | 55,749 | 58,237 | 60,850 | 63,592 | 66,136 | 68,781 | 71,532 | 74,393 |
| 31 | 50,025 | 52,225 | 54,538 | 56,963 | 59,511 | 62,186 | 64,995 | 67,595 | 70,299 | 73,111 | 76,035 |
| 32 | 51,125 | 53,381 | 55,749 | 58,237 | 60,850 | 63,592 | 66,470 | 69,129 | 71,894 | 74,770 | 77,760 |
| 33 | 52,225 | 54,538 | 56,963 | 59,511 | 62,186 | 64,995 | 67,945 | 70,663 | 73,489 | 76,429 | 79,486 |
| 34 | 53,381 | 55,749 | 58,237 | 60,850 | 63,592 | 66,470 | 69,494 | 72,274 | 75,165 | 78,172 | 81,299 |
| 35 | 54,538 | 56,963 | 59,511 | 62,186 | 64,995 | 67,945 | 71,043 | 73,885 | 76,840 | 79,914 | 83,110 |
| 36 | 55,749 | 58,237 | 60,850 | 63,592 | 66,470 | 69,494 | 72,668 | 75,574 | 78,597 | 81,741 | 85,011 |
| 37 | 56,963 | 59,511 | 62,186 | 64,995 | 67,945 | 71,043 | 74,296 | 77,268 | 80,359 | 83,573 | 86,916 |
| 38 | 58,237 | 60,850 | 63,592 | 66,470 | 69,494 | 72,668 | 76,002 | 79,042 | 82,204 | 85,492 | 88,912 |
| 39 | 59,511 | 62,186 | 64,995 | 67,931 | 71,043 | 74,296 | 77,709 | 80,817 | 84,050 | 87,412 | 90,908 |
| 40 | 60,850 | 63,592 | 66,470 | 69,494 | 72,668 | 76,002 | 79,502 | 82,682 | 85,989 | 89,429 | 93,006 |
| 41 | 62,186 | 64,995 | 67,945 | 71,043 | 74,296 | 77,709 | 81,294 | 84,546 | 87,928 | 91,445 | 95,103 |
| 42 | 63,592 | 66,470 | 69,494 | 72,668 | 76,002 | 79,502 | 83,167 | 86,494 | 89,953 | 93,552 | 97,294 |
| 43 | 64,866 | 67,590 | 70,598 | 73,739 | 77,021 | 80,410 | 83,948 | 87,306 | 90,798 | 94,430 | 98,207 |
| 44 | 66,163 | 68,809 | 71,768 | 74,854 | 78,073 | 81,430 | 84,932 | 88,329 | 91,862 | 95,536 | 99,358 |
| 45 | 67,486 | 70,186 | 72,993 | 76,059 | 79,329 | 82,661 | 86,215 | 89,664 | 93,251 | 96,981 | 100,860 |
| 46 | 68,836 | 71,589 | 74,453 | 77,431 | 80,528 | 83,870 | 87,351 | 90,845 | 94,479 | 98,258 | 102,188 |
| 47 | 70,213 | 73,021 | 75,942 | 78,980 | 82,139 | 85,424 | 88,841 | 92,395 | 96,091 | 99,934 | 103,932 |
| 48 | 71,617 | 74,482 | 77,461 | 80,559 | 83,782 | 87,133 | 90,618 | 94,243 | 98,013 | 101,933 | 106,010 |
| 49 | 73,049 | 75,971 | 79,010 | 82,170 | 85,457 | 88,875 | 92,431 | 96,128 | 99,973 | 103,972 | 108,131 |

*After 10 full years of satisfactory full-time service with Los Rios, a longevity increment will be awarded which is will be 4% of the appropriate range and step.

** An additional increment of 4% (8.16%) will be awarded after 15 years. of service with the District.

*** An additional increment of 4% (12.486%) will be awarded after 20 years. of service with the District.

**** An additional increment of 4% (16.986%) will be awarded after 25 years. of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to: July 1, 2019

Board approved/revised: May 10, 2023

**Los Rios Community College District
2020-21 Final Schedule
Management Salary Schedule
Full Time Annual**

(a) steps include a one-time only improvement of 6%.

DRAFT

| Title | Range | Step 1* | Step 1(a) | Step 2* | Step 2(a) | Step 3* | Step 3(a) | Step 4* | Step 4(a) | Step 5* | Step 5(a) | +10-Yr- Long- Based-on- Step-5 | +15-Yr- Long- Based-on- Step-5 | +20-Yr- Long- Based-on- Step-5 | +20-Yr- Long-&Dr- Based-on- Step-5 |
|---|-------|---------|-----------|---------|-----------|---------|-----------|---------|-----------|---------|-----------|---|---|---|---|
| Deputy Chancellor (679) | C | 225,083 | 238,587 | 229,584 | 243,359 | 234,176 | 248,226 | 238,859 | 253,191 | 243,637 | 258,255 | 268,585 | 279,328 | 284,945 | 288,649 |
| Vice Chancellor/ College President (679) | B | 208,534 | 221,046 | 212,705 | 225,467 | 216,959 | 229,976 | 221,298 | 234,576 | 225,724 | 239,267 | 248,838 | 258,792 | 258,792 | 267,702 |
| Assoc. Vice Chancellor/ General Counsel (679) | A | 178,234 | 188,928 | 181,799 | 192,707 | 185,435 | 196,561 | 189,144 | 200,492 | 192,927 | 204,502 | 212,682 | 221,190 | 225,643 | 229,348 |
| Director/Manager II Vice President (674) | 1 | 155,353 | 164,674 | 158,460 | 167,968 | 161,629 | 171,327 | 164,862 | 174,753 | 168,159 | 178,248 | 185,378 | 192,794 | 196,649 | 200,384 |
| Director/Manager III/ Assoc. VP (672) | 2 | 145,664 | 154,404 | 148,577 | 157,492 | 151,549 | 160,642 | 154,580 | 163,855 | 157,672 | 167,132 | 173,847 | 180,770 | 184,385 | 188,120 |
| Director/Manager III/ Dean (670) | 3 | 136,580 | 144,774 | 139,311 | 147,670 | 142,098 | 150,623 | 144,939 | 153,636 | 147,838 | 156,709 | 162,977 | 169,496 | 172,886 | 176,620 |
| Director/Manager IV/ Dean III (668) | 4 | 128,062 | 135,745 | 130,623 | 138,460 | 133,235 | 141,230 | 135,900 | 144,054 | 138,618 | 146,935 | 152,843 | 158,925 | 162,104 | 165,838 |
| Director/Manager V (664) | 5 | 111,103 | 117,769 | 113,325 | 120,124 | 115,591 | 122,527 | 117,903 | 124,977 | 120,261 | 127,477 | 132,576 | 137,879 | 140,637 | 144,374 |
| Director/Manager VI (663) | 6 | 104,174 | 110,424 | 106,257 | 112,633 | 108,382 | 114,885 | 110,550 | 117,183 | 112,761 | 119,527 | 124,308 | 129,280 | 131,866 | 135,600 |
| Director/Manager VII (662) | 7 | 95,910 | 101,664 | 97,828 | 103,697 | 99,784 | 105,771 | 101,780 | 107,887 | 103,816 | 110,045 | 114,446 | 119,024 | 121,405 | 125,139 |
| Director/Manager VIII (665) | 8 | 89,928 | 95,324 | 91,727 | 97,230 | 93,561 | 99,175 | 95,432 | 101,158 | 97,341 | 103,182 | 107,309 | 111,604 | 113,833 | 117,568 |
| Director/Manager IX (669) | 9 | 84,320 | 89,379 | 86,006 | 91,166 | 87,726 | 92,990 | 89,481 | 94,850 | 91,270 | 96,747 | 100,646 | 104,644 | 106,734 | 110,468 |
| Director/Manager X (675) | 10 | 79,061 | 83,805 | 80,642 | 85,481 | 82,255 | 87,190 | 83,900 | 88,934 | 85,578 | 90,713 | 94,344 | 98,115 | 100,077 | 103,812 |

Annual Salaries are based on a Manager's work year which will not be less than 260 days comprised of work days, holidays, and vacation.

Longevity increments 1, 2, and 3 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increments 2 and 3 are based on current step placement plus any previously earned longevity (rate compounded).

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4%((4.24% with 6% OSSP)) of the appropriate range and step.

An Additional increment of 4% (8.16%) ((8.6496% with 6% OSSP)) increment will be awarded after 15 years.

An Additional increment of 2% (10.323%) ((10.9424% with 6% OSSP)) increment will be awarded after 20 years.

For Range B, equivalent full-time service outside of the District will be considered for longevity increment based on a determination from Human Resources Service in the following classifications at another employer, or service in classifications with substantially similar duties or responsibilities, count toward all longevity service thresholds: Vice Chancellor, College President.

Educational Stipend Incentive: An educational stipend incentive payment of \$3,735 will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The Educational Stipend will be an annual amount of \$3,523, plus any Off Salary Schedule Pay percentage that is paid to employees in-lieu of a permanent on-schedule increase as follows: Fiscal Year 2020-2021: \$3,734.38 (\$3,523 + 6.00% OSSP).

Retroactive to: July 1, 2020

Board approved/revised: May 10, 2023

LOS RIOS COMMUNITY COLLEGE DISTRICT
2020-21 Final Management Salary Schedule
 With-Deferential-Educational incentive payment of \$3,734.38 (\$3,523 + 6% OSSP)
(a) steps include a one-time only improvement of 6%

DRAFT

| | Range | Step 1* | Step 1(a) | 1+10 yrs | 1+15 yrs | 1+20 yrs | Step 2* | Step 2(a) | 2+10 yrs | 2+15 yrs | 2+20 yrs | Step 3* | Step 3(a) | 3+10 yrs | 3+15 yrs | 3+20 yrs | Step 4* | Step 4(a) | 4+10 yrs | 4+15 yrs | 4+20 yrs | Step 5* | Step 5(a) | 5+10 yrs | 5+15 yrs | 5+20 yrs |
|----------------|-------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| Annual Monthly | C | 228,605.53 | 242,321.86 | 251,865.36 | 261,700.60 | 266,951.72 | 233,107.18 | 247,093.61 | 256,827.08 | 266,951.72 | 272,218.07 | 237,698.86 | 251,960.79 | 261,889.85 | 272,216.07 | 277,585.70 | 242,382.38 | 256,925.32 | 267,052.96 | 277,585.70 | 283,062.73 | 247,159.57 | 261,989.14 | 272,319.33 | 283,062.73 | 288,649.39 |
| Annual Monthly | B | 212,056.99 | 224,780.41 | 233,622.25 | 242,847.76 | 247,599.43 | 216,227.67 | 229,201.33 | 238,229.01 | 247,599.44 | 252,476.74 | 220,481.76 | 233,710.67 | 242,909.72 | 252,476.73 | 257,451.58 | 224,820.94 | 238,310.20 | 247,693.23 | 257,451.58 | 262,525.92 | 229,246.90 | 243,001.72 | 252,572.41 | 262,525.93 | 267,701.76 |
| Annual Monthly | A | 181,757.34 | 192,662.79 | 200,249.93 | 208,079.35 | 212,166.25 | 185,322.03 | 196,441.36 | 204,149.64 | 212,166.25 | 216,334.89 | 188,958.01 | 200,295.50 | 208,157.94 | 216,334.88 | 220,586.89 | 192,666.71 | 204,226.72 | 212,246.41 | 220,586.89 | 224,923.94 | 196,449.58 | 208,236.57 | 216,416.66 | 224,923.95 | 229,347.74 |
| Annual Monthly | 1 | 158,875.86 | 168,408.41 | 174,995.37 | 181,846.84 | 185,408.64 | 161,982.92 | 171,701.89 | 178,429.69 | 185,408.64 | 189,041.54 | 165,152.12 | 175,061.24 | 181,914.31 | 189,041.54 | 192,747.65 | 168,384.70 | 178,487.78 | 185,477.92 | 192,747.66 | 196,527.93 | 171,681.93 | 181,982.85 | 189,112.79 | 196,527.93 | 200,383.89 |
| Annual Monthly | 2 | 149,187.15 | 158,138.38 | 164,344.54 | 170,737.75 | 174,077.82 | 152,100.43 | 161,226.46 | 167,526.14 | 174,077.84 | 177,484.68 | 155,071.98 | 164,376.30 | 170,801.98 | 177,484.68 | 180,959.69 | 158,102.96 | 167,589.14 | 174,143.33 | 180,959.69 | 184,504.20 | 161,194.56 | 170,866.24 | 177,551.54 | 184,504.20 | 188,119.60 |
| Annual Monthly | 3 | 140,102.68 | 148,508.84 | 154,299.82 | 160,322.44 | 163,454.20 | 142,834.27 | 151,404.33 | 157,311.13 | 163,454.20 | 166,648.60 | 145,620.50 | 154,357.73 | 160,382.66 | 166,648.59 | 169,906.87 | 148,462.45 | 157,370.20 | 163,515.63 | 169,906.88 | 173,230.33 | 151,361.24 | 160,442.92 | 166,711.26 | 173,230.34 | 176,620.26 |
| Annual Monthly | 4 | 131,584.77 | 139,479.86 | 144,909.68 | 150,556.69 | 153,493.14 | 134,146.01 | 142,194.77 | 147,733.19 | 153,493.14 | 156,488.32 | 136,758.47 | 144,963.98 | 150,613.16 | 156,488.34 | 159,543.39 | 139,423.18 | 147,788.57 | 153,550.74 | 159,543.39 | 162,659.57 | 142,141.18 | 150,669.85 | 156,547.06 | 162,659.57 | 165,838.07 |
| Annual Monthly | 5 | 114,625.80 | 121,503.35 | 126,214.11 | 131,113.30 | 133,660.88 | 116,847.86 | 123,858.73 | 128,663.70 | 133,660.87 | 136,250.40 | 119,114.36 | 126,261.22 | 131,162.29 | 136,250.41 | 138,909.91 | 121,426.19 | 128,711.76 | 133,710.86 | 138,909.92 | 141,613.43 | 123,784.25 | 131,211.31 | 136,310.39 | 141,613.43 | 144,371.04 |
| Annual Monthly | 6 | 107,696.77 | 114,158.59 | 118,575.56 | 123,169.21 | 125,657.91 | 109,780.25 | 116,367.07 | 120,872.38 | 125,657.90 | 127,994.37 | 111,905.40 | 118,619.72 | 123,216.13 | 127,994.36 | 130,479.66 | 114,073.05 | 120,917.43 | 126,604.75 | 130,479.66 | 133,014.46 | 116,284.05 | 123,261.09 | 128,042.16 | 133,014.47 | 135,600.07 |
| Annual Monthly | 7 | 99,432.56 | 105,398.51 | 109,465.08 | 113,694.31 | 115,893.51 | 101,350.75 | 107,431.79 | 111,579.69 | 115,893.50 | 118,436.68 | 103,307.30 | 109,505.74 | 113,736.59 | 118,436.68 | 120,424.73 | 105,302.99 | 111,621.17 | 116,936.64 | 120,424.73 | 122,758.54 | 107,338.59 | 113,778.91 | 118,480.69 | 122,758.54 | 125,139.02 |
| Annual Monthly | 8 | 93,451.09 | 99,058.14 | 102,871.09 | 106,836.56 | 108,898.60 | 95,249.65 | 100,964.62 | 104,853.83 | 108,898.61 | 111,001.89 | 97,084.18 | 102,909.22 | 106,876.21 | 111,001.88 | 113,147.23 | 98,955.40 | 104,892.72 | 108,939.05 | 113,147.24 | 115,335.50 | 100,864.05 | 106,915.89 | 111,043.15 | 115,335.50 | 117,567.52 |
| Annual Monthly | 9 | 87,842.66 | 93,113.19 | 96,688.34 | 100,406.50 | 102,339.94 | 89,529.05 | 94,900.77 | 98,547.43 | 102,339.95 | 104,312.06 | 91,249.17 | 96,724.10 | 100,443.69 | 104,312.06 | 106,323.64 | 93,003.69 | 98,583.89 | 102,377.87 | 106,323.64 | 108,375.39 | 94,793.30 | 100,480.88 | 104,350.74 | 108,375.39 | 110,468.21 |
| Annual Monthly | 10 | 82,584.00 | 87,539.01 | 90,891.20 | 94,377.47 | 96,190.33 | 84,165.22 | 89,215.10 | 92,634.33 | 96,190.33 | 98,039.45 | 85,778.06 | 90,924.71 | 94,412.32 | 98,039.44 | 99,925.54 | 87,423.16 | 92,668.52 | 96,235.89 | 99,925.55 | 101,849.37 | 89,101.16 | 94,447.20 | 98,075.71 | 101,849.36 | 103,811.66 |

Annual Salaries are based on a Manager's work year which will not be less than 260 days comprised of work days, holidays, and vacation.
 Longevity increments 1, 2, and 3 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).
 Longevity Increments 2 and 3 are based on current step placement plus any previously earned longevity (rate compounded).

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% ((4.24% with 6% OSSP)) of the appropriate range and step.
 An Additional increment of 4% (8.16%) ((8.6496% with 6% OSSP)) increment will be awarded after 15 years.
 An Additional increment of 2% (10.323%) ((10.9424% with 6% OSSP)) increment will be awarded after 20 years.
 For Range B, equivalent full-time service outside of the District will be considered for longevity increment based on a determination from Human Resources. Service in the following classifications at another employer, or service in classifications with substantially similar duties or responsibilities, count toward all longevity service thresholds: Vice Chancellor, College President.
 Educational Stipend Incentive: An educational stipend incentive payment of \$3,735 will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The Educational Stipend will be an annual amount of \$3,523, plus any Off Salary Schedule Pay percentage that is paid to employees in-lieu of a permanent on-schedule increase as follows: Fiscal Year 2020-2021: \$3,734.38 (\$3,523 + 6.00% OSSP).

Retroactive to: July 1, 2020
 Board approved/ revised: May 10, 2023

**Los Rios Community College District
2020-21 Final**

**Interim Management (Faculty) Salary Schedule
Annual Full Time**

(a) steps include a one-time only improvement of 6%

DRAFT

| Title | Range | | Base Salary Step * | Base Salary Step + Ed Inc * | Base Salary Step (a) | Base Salary Step + Ed Inc (a) |
|------------------------------------|-------|---------|-----------------------|--------------------------------|-------------------------|----------------------------------|
| Director/Manager I/ Vice President | 11A | Annual | 136,710.52 | 140,233.52 | 144,913.15 | 148,647.53 |
| | | Monthly | 13,671.05 | 14,023.35 | 14,491.32 | 14,864.75 |
| | | Daily | 735.00 | 753.94 | 779.10 | 799.18 |
| Director/Manager II/Assoc. VP | 11 | Annual | 128,184.45 | 131,707.45 | 135,875.52 | 139,609.90 |
| | | Monthly | 12,818.45 | 13,170.75 | 13,587.55 | 13,960.99 |
| | | Daily | 689.16 | 708.10 | 730.51 | 750.59 |
| Director/Manager III/ Dean | 12 | Annual | 120,190.12 | 123,713.12 | 127,401.52 | 131,135.90 |
| | | Monthly | 12,019.01 | 12,371.31 | 12,740.15 | 13,113.59 |
| | | Daily | 646.18 | 665.12 | 684.95 | 705.03 |
| Director/Manager IV/ Assoc. Dean | 13 | Annual | 112,694.36 | 116,217.36 | 119,456.02 | 123,190.40 |
| | | Monthly | 11,269.44 | 11,621.74 | 11,945.60 | 12,319.04 |
| | | Daily | 605.88 | 624.82 | 642.24 | 662.31 |
| Director/Manager V | 14 | Annual | 97,770.46 | 101,293.46 | 103,636.69 | 107,371.07 |
| | | Monthly | 9,777.05 | 10,129.35 | 10,363.67 | 10,737.11 |
| | | Daily | 525.65 | 544.59 | 557.19 | 577.26 |
| Director/Manager VI | 15 | Annual | 91,672.92 | 95,195.92 | 97,173.30 | 100,907.68 |
| | | Monthly | 9,167.29 | 9,519.59 | 9,717.33 | 10,090.77 |
| | | Daily | 492.87 | 511.81 | 522.44 | 542.51 |

Interim Management (Faculty) Schedule is based on a 10-month/year payroll frequency.

Interim Management Schedule provides for 186 days of service with no accrual of vacation.

For service beyond 186 days, faculty will be paid their per diem rate on Faculty Salary Schedule A.

Longevity increments 1, 2, and 3 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increments 2 and 3 are based on current step placement plus any previously earned longevity (rate compounded).

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% ((4.24% with 6% OSSP)) of the appropriate range and step.

An Additional increment of 4% (8.16%) ((8.6496% with 6% OSSP))-increment will be awarded after 15 years.

An Additional increment of 2% (10.323%) ((10.9424% with 6% OSSP))-increment will be awarded after 20 years.

~~The second and third longevity increments will be based on current step plus previously earned longevity increments (rate compounded).~~

Educational Incentive: An educational incentive payment will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The Educational incentive will be an annual amount of \$3,523, plus any Off Salary Schedule Pay percentage that is paid to employees as follows: Fiscal Year 2020-2021: \$3,734.38 (\$3,523 + 6.00% OSSP).

~~Doctoral Stipend: \$3,735~~

Retroactive to: July 1, 2020

Board approved/ revised: May 10, 2023

**Los Rios Community College District
2020-21 Final**

Interim Management (Faculty) Salary Schedule

Includes a one-time only improvement of 6%

| Title | Range | -Entry- | +Dr. | +10 yrs | 10 yrs + Dr. | +15 yrs | 15 yrs + Dr. | +20 yrs | 20 yrs + Dr. |
|--|-------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| Director/Manager I/- Vice President | 11A | 144,913.15 14,491.32 779.10 | 148,648.15 14,864.82 799.18 | 150,709.68 15,070.97 810.27 | 154,444.68 15,444.47 830.35 | 156,738.07 15,673.81 842.68 | 160,473.07 16,047.31 862.76 | 159,872.83 15,987.28 859.53 | 163,607.83 16,360.78 879.61 |
| Director/Manager II/- Assoc.-VP | 11 | 135,875.52 13,587.55 730.51 | 139,610.52 13,961.05 750.59 | 141,310.54 14,131.05 759.73 | 145,045.54 14,504.55 779.81 | 146,962.96 14,696.30 790.12 | 150,697.96 15,069.80 810.20 | 149,902.22 14,990.22 805.93 | 153,637.22 15,363.72 826.01 |
| Director/Manager III/- Dean- | 12 | 127,401.52 12,740.15 684.95 | 131,136.52 13,113.65 705.04 | 132,497.58 13,249.76 712.35 | 136,232.58 13,623.26 732.43 | 137,797.48 13,779.75 740.85 | 141,532.48 14,153.25 760.93 | 140,553.43 14,055.34 755.66 | 144,288.43 14,428.84 775.74 |
| Director/Manager IV/- Assoc. Dean | 13 | 119,456.02 11,945.60 642.24 | 123,191.02 12,319.10 662.32 | 124,234.26 12,423.43 667.93 | 127,969.26 12,796.93 688.01 | 129,203.63 12,920.36 694.64 | 132,938.63 13,293.86 714.72 | 131,787.70 13,178.77 708.54 | 135,522.70 13,552.27 728.62 |
| Director/Manager V | 14 | 103,636.69 10,363.67 557.19 | 107,371.69 10,737.17 577.27 | 107,782.16 10,778.22 579.47 | 111,517.16 11,151.72 599.55 | 112,093.45 11,209.35 602.65 | 115,828.45 11,582.85 622.73 | 114,335.32 11,433.53 614.71 | 118,070.32 11,807.03 634.79 |
| Director/Manager VI | 15 | 97,173.30 9,717.33 522.44 | 100,908.30 10,090.83 542.52 | 101,060.23 10,106.02 543.33 | 104,795.23 10,479.52 563.42 | 105,102.64 10,510.26 565.07 | 108,837.64 10,883.76 585.15 | 107,204.69 10,720.47 576.37 | 110,939.69 11,093.97 596.45 |

Doctoral Stipend:— \$3,735

Retroactive to: July 1, 2020

Board Approved: August 11, 2021

**Los Rios Community College District
2020-21 Final
Faculty Salary Schedule "A-164"
(Regular and Long-Term Temporary Faculty Working a 164-Day Schedule)
Annual Salary Schedule**

(a) Class columns include a one-time improvement of 6% per respective step; this is the total base pay reportable to CalPERS.

(b) Class columns include a total one-time improvement of 10% per respective step; this includes the 6% in (a).

| Step | DRAFT | | | | | | | | | | | | PhU or J.D. or D.C. or D.V.M. | PhU or J.D. or D.C. or D.V.M. | PhU or J.D. or D.C. or D.V.M. |
|---------------------------|-------------------|-------------------|-------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|--|--|--|
| | AA/AS or BA/BS | AA/AS or BA/BS | AA/AS or BA/BS | AA/AS+90 or BA/BS+30 or MA/MS | AA/AS+90 or BA/BS+30 or MA/MS | AA/AS+90 or BA/BS+30 or MA/MS | BA/BS+54 or MA/MS+24 | BA/BS+54 or MA/MS+24 | BA/BS+54 or MA/MS+24 | BA/BS+78 or MA/MS+48 | BA/BS+78 or MA/MS+48 | BA/BS+78 or MA/MS+48 | | | |
| | *Class I | Class I(a) | Class I(b) | *Class II | Class II(a) | Class II(b) | *Class III | Class III(a) | Class III(b) | *Class IV | Class IV(a) | Class IV(b) | *Class V | Class V(a) | Class V(b) |
| 1 | 43,495 | 46,105 | 47,845 | 48,329 | 51,229 | 53,162 | 53,153 | 56,342 | 58,468 | 57,993 | 61,472 | 63,792 | 60,888 | 64,542 | 66,977 |
| 2 | 45,235 | 47,949 | 49,759 | 50,262 | 53,278 | 55,289 | 55,279 | 58,596 | 60,807 | 60,312 | 63,931 | 66,343 | 63,324 | 67,123 | 69,656 |
| 3 | 47,045 | 49,867 | 51,749 | 52,273 | 55,409 | 57,500 | 57,490 | 60,940 | 63,239 | 62,725 | 66,488 | 68,997 | 65,857 | 69,808 | 72,443 |
| 4 | 48,926 | 51,862 | 53,819 | 54,364 | 57,626 | 59,800 | 59,790 | 63,377 | 65,769 | 65,234 | 69,148 | 71,757 | 68,491 | 72,601 | 75,340 |
| 5 | 50,884 | 53,937 | 55,972 | 56,538 | 59,931 | 62,192 | 62,181 | 65,912 | 68,400 | 67,843 | 71,914 | 74,627 | 71,231 | 75,505 | 78,354 |
| 6 | 52,919 | 56,094 | 58,211 | 58,800 | 62,328 | 64,680 | 64,669 | 68,549 | 71,136 | 70,557 | 74,790 | 77,612 | 74,080 | 78,525 | 81,488 |
| 7 | 55,036 | 58,338 | 60,539 | 61,152 | 64,821 | 67,267 | 67,255 | 71,291 | 73,981 | 73,379 | 77,782 | 80,717 | 77,043 | 81,666 | 84,748 |
| 8 | 57,237 | 60,671 | 62,961 | 63,598 | 67,414 | 69,958 | 69,946 | 74,142 | 76,940 | 76,314 | 80,893 | 83,946 | 80,125 | 84,933 | 88,138 |
| 9 | 59,527 | 63,098 | 65,479 | 66,142 | 70,110 | 72,756 | 72,744 | 77,108 | 80,018 | 79,367 | 84,129 | 87,304 | 83,330 | 88,330 | 91,663 |
| 10 | 61,908 | 65,622 | 68,098 | 68,788 | 72,915 | 75,666 | 75,653 | 80,192 | 83,219 | 82,541 | 87,494 | 90,796 | 86,663 | 91,863 | 95,330 |
| 11 | 64,384 | 68,247 | 70,822 | 71,539 | 75,832 | 78,693 | 78,679 | 83,400 | 86,547 | 85,843 | 90,994 | 94,427 | 90,130 | 95,538 | 99,143 |
| 12 | 66,959 | 70,977 | 73,655 | 74,401 | 78,865 | 81,841 | 81,827 | 86,736 | 90,009 | 89,277 | 94,633 | 98,205 | 93,735 | 99,359 | 103,109 |
| 13 | 69,638 | 73,816 | 76,601 | 77,377 | 82,019 | 85,114 | 85,100 | 90,206 | 93,610 | 92,848 | 98,419 | 102,133 | 97,484 | 103,333 | 107,233 |
| 14 | 72,423 | 76,769 | 79,665 | 80,472 | 85,300 | 88,519 | 88,504 | 93,814 | 97,354 | 96,562 | 102,356 | 106,218 | 101,384 | 107,467 | 111,522 |
| 15 | | | | | | | 92,044 | 97,566 | 101,248 | 100,424 | 106,450 | 110,467 | 105,439 | 111,766 | 115,983 |
| Longevity-1 [±] | | | 82,862 | | | 92,060 | | | 106,298 | | | 144,886 | | | 120,622 |
| Longevity-2 ^{±±} | | | 84,509 | | | 93,904 | | | 107,404 | | | 147,183 | | | 123,035 |

Longevity increments 1, and 2 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increment 2 is based on current step placement plus any previously earned longevity (rate compounded).

After 20 years of full time service with Los Rios, a longevity increment will be awarded which is 4% ((4.24% with 6% OSSP)) of the appropriate range and step

An additional increment of 2% (6.08%) ((6.4448% with 6% OSSP)) will be awarded after 25 years.

[±]After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step. Figures provided reflect the longevity increment applied to the last step in each class.

^{±±}After 25 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 2% above Longevity 1 placement (6.08% compounded rate above appropriate class/step). Figures above reflect the Longevity 2 increment applied to the last step in each class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to: July 1, 2020

Board approved/revised: May 10, 2023

(a) Class columns include a one-time improvement of 6% per respective step; this is the total base pay reportable to CalPERS.

(b) Class columns include a total one-time improvement of 10% per respective step; this includes the 6% in (a).

| | Step | *Class I | Class I(a) | Class I(b) | *Class II | Class II(a) | Class II(b) | *Class III | Class III(a) | Class III(b) | *Class IV | Class IV(a) | Class IV(b) | *Class V | Class V(a) | Class V(b) |
|---------|------|-----------|------------|------------|-----------|-------------|-------------|------------|--------------|--------------|------------|-------------|-------------|------------|------------|-------------|
| Annual | 1 | 43,495.47 | 46,105.20 | 47,845.02 | 48,329.29 | 51,229.05 | 53,162.22 | 53,152.97 | 56,342.15 | 58,468.27 | 57,992.54 | 61,472.09 | 63,791.79 | 60,888.47 | 64,541.78 | 66,977.32 |
| Monthly | | 4,349.55 | 4,610.52 | 4,784.50 | 4,832.93 | 5,122.90 | 5,316.22 | 5,315.30 | 5,634.22 | 5,846.83 | 5,799.25 | 6,147.21 | 6,379.18 | 6,088.85 | 6,454.18 | 6,697.73 |
| Daily | | 265.22 | 281.13 | 291.74 | 294.69 | 312.37 | 324.16 | 324.10 | 343.55 | 366.51 | 353.61 | 374.83 | 388.97 | 371.27 | 393.55 | 408.40 |
| Annual | 2 | 45,235.29 | 47,949.41 | 49,758.82 | 50,262.47 | 53,278.21 | 55,288.71 | 55,279.09 | 58,595.84 | 60,807.00 | 60,312.25 | 63,930.98 | 66,343.47 | 63,324.01 | 67,123.45 | 69,656.41 |
| Monthly | | 4,523.53 | 4,794.94 | 4,975.88 | 5,026.25 | 5,327.82 | 5,528.87 | 5,527.91 | 5,859.58 | 6,080.70 | 6,031.22 | 6,393.10 | 6,634.35 | 6,332.40 | 6,712.34 | 6,965.64 |
| Daily | | 275.82 | 292.37 | 303.41 | 306.48 | 324.87 | 337.13 | 337.07 | 357.29 | 370.77 | 367.76 | 389.82 | 404.53 | 386.12 | 409.29 | 424.73 |
| Annual | 3 | 47,044.70 | 49,867.38 | 51,749.17 | 52,272.97 | 55,409.34 | 57,500.26 | 57,490.25 | 60,939.67 | 63,239.28 | 62,724.74 | 66,488.22 | 68,997.21 | 65,856.97 | 69,808.39 | 72,442.67 |
| Monthly | | 4,704.47 | 4,986.74 | 5,174.92 | 5,227.30 | 5,540.93 | 5,750.03 | 5,749.03 | 6,093.97 | 6,323.93 | 6,272.47 | 6,648.82 | 6,899.72 | 6,585.70 | 6,980.84 | 7,244.27 |
| Daily | | 286.86 | 304.07 | 315.54 | 318.74 | 337.86 | 350.61 | 350.55 | 371.58 | 385.61 | 382.47 | 405.42 | 420.71 | 401.57 | 425.66 | 441.72 |
| Annual | 4 | 48,926.48 | 51,862.07 | 53,819.13 | 54,363.88 | 57,625.72 | 59,800.27 | 59,789.86 | 63,377.25 | 65,768.85 | 65,233.73 | 69,147.75 | 71,757.10 | 68,491.25 | 72,600.73 | 75,340.38 |
| Monthly | | 4,892.65 | 5,186.21 | 5,381.91 | 5,436.39 | 5,762.57 | 5,980.03 | 5,978.99 | 6,337.73 | 6,576.88 | 6,523.37 | 6,914.78 | 7,175.71 | 6,849.13 | 7,260.07 | 7,534.04 |
| Daily | | 298.33 | 316.23 | 328.17 | 331.49 | 351.38 | 364.64 | 364.57 | 386.45 | 401.03 | 397.77 | 421.63 | 437.54 | 417.63 | 442.69 | 459.39 |
| Annual | 5 | 50,883.54 | 53,936.55 | 55,971.89 | 56,538.44 | 59,930.75 | 62,192.29 | 62,181.46 | 65,912.35 | 68,399.60 | 67,843.08 | 71,913.67 | 74,627.39 | 71,230.90 | 75,504.75 | 78,353.99 |
| Monthly | | 5,088.35 | 5,393.65 | 5,597.19 | 5,653.84 | 5,993.07 | 6,219.23 | 6,218.15 | 6,591.23 | 6,839.96 | 6,784.31 | 7,191.37 | 7,462.74 | 7,123.09 | 7,550.48 | 7,835.40 |
| Daily | | 310.27 | 328.88 | 341.29 | 344.75 | 365.43 | 379.22 | 379.16 | 401.90 | 417.07 | 413.68 | 438.50 | 455.05 | 434.33 | 460.39 | 477.77 |
| Annual | 6 | 52,918.88 | 56,094.01 | 58,210.76 | 58,799.99 | 62,327.99 | 64,679.98 | 64,668.72 | 68,548.84 | 71,135.59 | 70,556.81 | 74,790.22 | 77,612.49 | 74,080.14 | 78,524.95 | 81,488.15 |
| Monthly | | 5,291.89 | 5,609.40 | 5,821.08 | 5,880.00 | 6,232.80 | 6,468.00 | 6,466.87 | 6,854.88 | 7,113.56 | 7,055.68 | 7,479.02 | 7,761.25 | 7,408.01 | 7,852.49 | 8,148.82 |
| Daily | | 322.68 | 342.04 | 354.94 | 358.54 | 380.05 | 394.39 | 394.32 | 417.98 | 433.75 | 430.22 | 456.04 | 473.25 | 451.71 | 478.81 | 496.88 |
| Annual | 7 | 55,035.63 | 58,337.76 | 60,539.19 | 61,151.98 | 64,821.10 | 67,267.18 | 67,255.46 | 71,290.79 | 73,981.01 | 73,379.08 | 77,781.83 | 80,716.99 | 77,043.35 | 81,665.95 | 84,747.68 |
| Monthly | | 5,503.56 | 5,833.78 | 6,053.92 | 6,115.20 | 6,482.11 | 6,726.72 | 6,725.55 | 7,129.08 | 7,398.10 | 7,337.91 | 7,778.18 | 8,071.70 | 7,704.33 | 8,166.59 | 8,474.77 |
| Daily | | 335.58 | 355.72 | 369.14 | 372.88 | 395.25 | 410.17 | 410.09 | 434.70 | 451.10 | 447.43 | 474.28 | 492.18 | 469.78 | 497.96 | 516.75 |
| Annual | 8 | 57,237.05 | 60,671.28 | 62,960.76 | 63,598.06 | 67,413.94 | 69,957.87 | 69,945.69 | 74,142.43 | 76,940.26 | 76,314.25 | 80,893.10 | 83,945.67 | 80,125.08 | 84,932.59 | 88,137.59 |
| Monthly | | 5,723.71 | 6,067.13 | 6,296.08 | 6,359.81 | 6,741.39 | 6,995.79 | 6,994.57 | 7,414.24 | 7,694.03 | 7,631.42 | 8,089.31 | 8,394.57 | 8,012.51 | 8,493.26 | 8,813.76 |
| Daily | | 349.01 | 369.95 | 383.91 | 387.79 | 411.06 | 426.57 | 426.50 | 452.09 | 469.15 | 465.33 | 493.25 | 511.86 | 488.57 | 517.88 | 537.42 |
| Annual | 9 | 59,526.54 | 63,098.13 | 65,479.19 | 66,141.98 | 70,110.50 | 72,756.18 | 72,743.51 | 77,108.12 | 80,017.86 | 79,366.82 | 84,128.83 | 87,303.50 | 83,330.09 | 88,329.89 | 91,663.10 |
| Monthly | | 5,952.65 | 6,309.81 | 6,547.92 | 6,614.20 | 7,011.05 | 7,275.62 | 7,274.35 | 7,710.81 | 8,001.79 | 7,936.68 | 8,412.88 | 8,730.35 | 8,333.01 | 8,832.99 | 9,166.31 |
| Daily | | 362.97 | 384.74 | 399.26 | 403.30 | 427.50 | 443.64 | 443.56 | 470.17 | 487.91 | 483.94 | 512.98 | 532.34 | 508.11 | 538.60 | 558.92 |
| Annual | 10 | 61,907.59 | 65,622.05 | 68,098.35 | 68,787.66 | 72,914.92 | 75,666.42 | 75,653.25 | 80,192.44 | 83,218.57 | 82,541.49 | 87,493.98 | 90,795.64 | 86,663.30 | 91,863.09 | 95,329.63 |
| Monthly | | 6,190.76 | 6,562.21 | 6,809.84 | 6,878.77 | 7,291.49 | 7,566.64 | 7,565.32 | 8,019.24 | 8,321.86 | 8,254.15 | 8,749.40 | 9,079.56 | 8,666.33 | 9,186.31 | 9,532.96 |
| Daily | | 377.49 | 400.13 | 415.23 | 419.44 | 444.60 | 461.38 | 461.30 | 488.98 | 507.43 | 503.30 | 533.50 | 553.63 | 528.43 | 560.14 | 581.28 |
| Annual | 11 | 64,383.89 | 68,246.93 | 70,822.28 | 71,539.16 | 75,831.51 | 78,693.07 | 78,679.38 | 83,400.14 | 86,547.32 | 85,843.15 | 90,993.74 | 94,427.47 | 90,129.82 | 95,537.61 | 99,142.81 |
| Monthly | | 6,438.39 | 6,824.69 | 7,082.23 | 7,153.92 | 7,583.15 | 7,869.31 | 7,867.94 | 8,340.01 | 8,654.73 | 8,584.32 | 9,099.37 | 9,442.75 | 9,012.98 | 9,553.76 | 9,914.28 |
| Daily | | 392.58 | 416.14 | 431.84 | 436.21 | 462.39 | 479.84 | 479.75 | 508.54 | 527.73 | 523.43 | 554.84 | 575.78 | 549.57 | 582.55 | 604.53 |
| Annual | 12 | 66,959.25 | 70,976.81 | 73,655.18 | 74,400.73 | 78,864.77 | 81,840.80 | 81,826.55 | 86,736.15 | 90,009.21 | 89,276.88 | 94,633.49 | 98,204.56 | 93,735.02 | 99,359.12 | 103,108.52 |
| Monthly | | 6,695.93 | 7,097.68 | 7,365.52 | 7,440.07 | 7,886.48 | 8,184.08 | 8,182.66 | 8,673.61 | 9,000.92 | 8,927.69 | 9,463.35 | 9,820.46 | 9,373.50 | 9,935.91 | 10,310.85 |
| Daily | | 408.29 | 432.79 | 449.12 | 453.66 | 480.88 | 499.03 | 498.94 | 528.88 | 548.84 | 544.37 | 577.03 | 598.81 | 571.55 | 605.85 | 628.71 |
| Annual | 13 | 69,637.62 | 73,815.88 | 76,601.38 | 77,376.76 | 82,019.36 | 85,114.43 | 85,099.62 | 90,205.59 | 93,609.58 | 92,847.95 | 98,418.83 | 102,132.75 | 97,484.43 | 103,333.49 | 107,232.87 |
| Monthly | | 6,963.76 | 7,381.59 | 7,660.14 | 7,737.68 | 8,201.94 | 8,511.44 | 8,509.96 | 9,020.56 | 9,360.96 | 9,284.80 | 9,841.88 | 10,213.27 | 9,748.44 | 10,333.35 | 10,723.29 |
| Daily | | 424.62 | 450.10 | 467.08 | 471.81 | 500.12 | 518.99 | 518.90 | 550.03 | 570.79 | 566.15 | 600.11 | 622.76 | 594.42 | 630.08 | 653.86 |
| Annual | 14 | 72,423.13 | 76,768.51 | 79,665.44 | 80,471.83 | 85,300.14 | 88,519.01 | 88,503.60 | 93,813.82 | 97,353.96 | 96,561.87 | 102,355.58 | 106,218.05 | 101,383.81 | 107,466.84 | 111,522.19 |
| Monthly | | 7,242.31 | 7,676.85 | 7,966.54 | 8,047.18 | 8,530.01 | 8,851.90 | 8,850.36 | 9,381.38 | 9,735.40 | 9,656.19 | 10,235.56 | 10,621.81 | 10,138.38 | 10,746.68 | 11,152.22 |
| Daily | | 441.60 | 468.10 | 485.76 | 490.68 | 520.12 | 539.75 | 539.66 | 572.04 | 593.62 | 588.79 | 624.12 | 647.67 | 618.19 | 655.29 | 680.01 |
| Annual | 15 | - | - | - | - | - | - | 92,043.74 | 97,566.37 | 101,248.12 | 100,424.34 | 106,449.80 | 110,466.77 | 105,439.16 | 111,765.51 | 115,983.08 |
| Monthly | | - | - | - | - | - | - | 9,204.37 | 9,756.64 | 10,124.81 | 10,042.43 | 10,644.98 | 11,046.68 | 10,543.92 | 11,176.55 | 11,598.31 |
| Daily | | - | - | - | - | - | - | 561.24 | 594.92 | 617.37 | 612.34 | 649.08 | 673.58 | 642.92 | 681.50 | 707.21 |
| | L-1 | | | -82,852.06 | | | -92,059.77 | | | -105,298.04 | | | -114,885.45 | | | -120,622.40 |
| | | | | -8,285.24 | | | -9,205.98 | | | -10,529.80 | | | -11,488.54 | | | -12,062.24 |
| | | | | -505.20 | | | -561.34 | | | -642.06 | | | -700.52 | | | -735.50 |
| | L-2 | | | -84,509.40 | | | -93,900.97 | | | -107,404.00 | | | -117,183.15 | | | -123,034.85 |
| | | | | -8,450.94 | | | -9,390.10 | | | -10,740.40 | | | -11,718.32 | | | -12,303.48 |
| | | | | -515.30 | | | -572.57 | | | -654.90 | | | -714.53 | | | -750.24 |

Longevity increments 1, and 2 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increment 2 is based on current step placement plus any previously earned longevity (rate compounded).

After 20 years of full time service with Los Rios, a longevity increment will be awarded which is 4% ((.4424% with 6% OSSP)) of the appropriate range and step.

An additional increment of 2% (6.08%) ((6.4448% with 6% OSSP)) will be awarded after 25 years.

**Los Rios Community College District
2020-21 Final
Librarian Salary Schedule "A-164"
(Regular and Long-Term Temporary Librarians Working a 164-Day Schedule)
Annual Salary Schedule**

(a) Class columns include a one-time improvement of 6% per respective step; this is the total base pay reportable to CalPERS.

(b) Class columns include a total one-time improvement of 10% per respective step; this includes the 6% in (a).

| Step | DRAFT | | | | | | | | | | | | PhU or J.D. or D.C. or D.V.M. | PhU or J.D. or D.C. or D.V.M. | PhU or J.D. or D.C. or D.V.M. |
|---------------------------|-------------------|-------------------|-------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|--|--|--|
| | AA/AS or BA/BS | AA/AS or BA/BS | AA/AS or BA/BS | AA/AS+90 or BA/BS+30 or MA/MS | AA/AS+90 or BA/BS+30 or MA/MS | AA/AS+90 or BA/BS+30 or MA/MS | BA/BS+54 or MA/MS+24 | BA/BS+54 or MA/MS+24 | BA/BS+54 or MA/MS+24 | BA/BS+78 or MA/MS+48 | BA/BS+78 or MA/MS+48 | BA/BS+78 or MA/MS+48 | | | |
| | *Class I | Class I(a) | Class I(b) | *Class II | Class II(a) | Class II(b) | *Class III | Class III(a) | Class III(b) | *Class IV | Class IV(a) | Class IV(b) | *Class V | Class V(a) | Class V(b) |
| 1 | 43,673 | 46,293 | 48,040 | 48,527 | 51,438 | 53,379 | 53,370 | 56,572 | 58,707 | 58,229 | 61,723 | 64,052 | 61,137 | 64,805 | 67,251 |
| 2 | 45,420 | 48,145 | 49,962 | 50,468 | 53,496 | 55,514 | 55,505 | 58,835 | 61,055 | 60,558 | 64,192 | 66,614 | 63,582 | 67,397 | 69,941 |
| 3 | 47,237 | 50,071 | 51,960 | 52,486 | 55,636 | 57,735 | 57,725 | 61,188 | 63,497 | 62,981 | 66,760 | 69,279 | 66,126 | 70,093 | 72,738 |
| 4 | 49,126 | 52,074 | 54,039 | 54,586 | 57,861 | 60,044 | 60,034 | 63,636 | 66,037 | 65,500 | 69,430 | 72,050 | 68,771 | 72,897 | 75,648 |
| 5 | 51,091 | 54,157 | 56,200 | 56,769 | 60,175 | 62,446 | 62,435 | 66,181 | 68,679 | 68,120 | 72,207 | 74,932 | 71,522 | 75,813 | 78,674 |
| 6 | 53,135 | 56,323 | 58,448 | 59,040 | 62,582 | 64,944 | 64,933 | 68,829 | 71,426 | 70,845 | 75,095 | 77,929 | 74,383 | 78,845 | 81,821 |
| 7 | 55,260 | 58,576 | 60,786 | 61,402 | 65,086 | 67,542 | 67,530 | 71,582 | 74,283 | 73,679 | 78,099 | 81,046 | 77,358 | 81,999 | 85,094 |
| 8 | 57,471 | 60,919 | 63,218 | 63,858 | 67,689 | 70,243 | 70,231 | 74,445 | 77,254 | 76,626 | 81,223 | 84,288 | 80,452 | 85,279 | 88,497 |
| 9 | 59,770 | 63,356 | 65,746 | 66,412 | 70,397 | 73,053 | 73,040 | 77,423 | 80,344 | 79,691 | 84,472 | 87,660 | 83,670 | 88,690 | 92,037 |
| 10 | 62,160 | 65,890 | 68,376 | 69,068 | 73,213 | 75,975 | 75,962 | 80,520 | 83,558 | 82,878 | 87,851 | 91,166 | 87,017 | 92,238 | 95,719 |
| 11 | 64,647 | 68,525 | 71,111 | 71,831 | 76,141 | 79,014 | 79,001 | 83,741 | 86,901 | 86,194 | 91,365 | 94,813 | 90,498 | 95,928 | 99,547 |
| 12 | 67,233 | 71,267 | 73,956 | 74,704 | 79,187 | 82,175 | 82,161 | 87,090 | 90,377 | 89,641 | 95,020 | 98,605 | 94,118 | 99,765 | 103,529 |
| 13 | 69,922 | 74,117 | 76,914 | 77,693 | 82,354 | 85,462 | 85,447 | 90,574 | 93,992 | 93,227 | 98,821 | 102,550 | 97,882 | 103,755 | 107,671 |
| 14 | 72,719 | 77,082 | 79,991 | 80,800 | 85,648 | 88,880 | 88,865 | 94,197 | 97,751 | 96,956 | 102,773 | 106,652 | 101,798 | 107,905 | 111,977 |
| 15 | | | | | | | 92,419 | 97,965 | 101,661 | 100,834 | 106,884 | 110,918 | 105,870 | 112,222 | 116,456 |
| Longevity-1 [±] | | | 83,490 | | | 92,436 | | | 106,728 | | | 146,364 | | | 121,446 |
| Longevity-2 ^{±±} | | | 84,854 | | | 94,284 | | | 107,842 | | | 147,661 | | | 123,537 |

Longevity increments 1, and 2 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increment 2 is based on current step placement plus any previously earned longevity (rate compounded).

After 20 years of full time service with Los Rios, a longevity increment will be awarded which is 4% ((4.24% with 6% OSSP)) of the appropriate range and step.

An additional increment of 2% (6.08%) ((6.4448% with 6% OSSP)) will be awarded after 25 years.

[±]After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step. Figures provided reflect the longevity increment applied to the last step in each class.

^{±±}After 25 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 2% above Longevity 1 placement (6.08% compounded rate above appropriate class/step). Figures above reflect the Longevity 2 increment applied to the last step in each class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to: July 1, 2020
Board approved/revised: May 10, 2023

(a) Class columns include a one-time improvement of 6% per respective step; this is the total base pay reportable to CalPERS.

(b) Class columns include a total one-time improvement of 10% per respective step; this includes the 6% in (a).

| | Step | *Class I | Class I(a) | Class I(b) | *Class II | Class II(a) | Class II(b) | *Class III | Class III(a) | Class III(b) | *Class IV | Class IV(a) | Class IV(b) | *Class V | Class V(a) | Class V(b) |
|---------|------|-----------|------------|------------|-----------|-------------|-------------|------------|--------------|--------------|------------|-------------|-------------|------------|------------|------------|
| Annual | 1 | 43,673.01 | 46,293.39 | 48,040.31 | 48,526.55 | 51,438.15 | 53,379.21 | 53,369.92 | 56,572.12 | 58,706.92 | 58,229.24 | 61,723.00 | 64,052.17 | 61,136.99 | 64,805.21 | 67,250.69 |
| Monthly | | 4,367.30 | 4,629.34 | 4,804.03 | 4,852.66 | 5,143.81 | 5,337.92 | 5,336.99 | 5,657.21 | 5,870.69 | 5,822.92 | 6,172.30 | 6,405.22 | 6,113.70 | 6,480.52 | 6,725.07 |
| Daily | | 266.30 | 282.28 | 292.93 | 295.89 | 313.65 | 325.48 | 325.43 | 344.95 | 357.97 | 355.06 | 376.36 | 390.56 | 372.79 | 395.15 | 410.07 |
| Annual | 2 | 45,419.92 | 48,145.12 | 49,961.91 | 50,467.62 | 53,495.68 | 55,514.38 | 55,504.72 | 58,835.00 | 61,055.19 | 60,558.42 | 64,191.92 | 66,614.26 | 63,582.47 | 67,397.42 | 69,940.72 |
| Monthly | | 4,541.99 | 4,814.51 | 4,996.19 | 5,046.76 | 5,349.57 | 5,551.44 | 5,550.47 | 5,883.50 | 6,105.52 | 6,055.84 | 6,419.19 | 6,661.43 | 6,358.25 | 6,739.74 | 6,994.07 |
| Daily | | 276.95 | 293.57 | 304.65 | 307.73 | 326.19 | 338.50 | 338.44 | 358.75 | 372.29 | 369.26 | 391.41 | 406.18 | 387.70 | 410.96 | 426.47 |
| Annual | 3 | 47,236.72 | 50,070.92 | 51,960.39 | 52,486.33 | 55,635.51 | 57,734.96 | 57,724.91 | 61,188.40 | 63,497.40 | 62,980.76 | 66,759.60 | 69,278.83 | 66,125.77 | 70,093.32 | 72,738.35 |
| Monthly | | 4,723.67 | 5,007.09 | 5,196.04 | 5,248.63 | 5,563.55 | 5,773.50 | 5,772.49 | 6,118.84 | 6,349.74 | 6,298.08 | 6,675.96 | 6,927.88 | 6,612.58 | 7,009.33 | 7,273.83 |
| Daily | | 288.03 | 305.31 | 316.83 | 320.04 | 339.24 | 352.04 | 351.98 | 373.10 | 387.18 | 384.03 | 407.07 | 422.43 | 403.21 | 427.40 | 443.53 |
| Annual | 4 | 49,126.18 | 52,073.75 | 54,038.80 | 54,585.78 | 57,860.92 | 60,044.35 | 60,033.90 | 63,635.93 | 66,037.29 | 65,499.99 | 69,429.99 | 72,049.99 | 68,770.81 | 72,897.05 | 75,647.89 |
| Monthly | | 4,912.62 | 5,207.38 | 5,403.88 | 5,458.58 | 5,786.09 | 6,004.44 | 6,003.39 | 6,363.59 | 6,603.73 | 6,550.00 | 6,943.00 | 7,205.00 | 6,877.08 | 7,289.71 | 7,564.79 |
| Daily | | 299.55 | 317.52 | 329.50 | 332.84 | 352.81 | 366.12 | 366.06 | 388.02 | 402.67 | 399.39 | 423.35 | 439.33 | 419.33 | 444.49 | 461.27 |
| Annual | 5 | 51,091.22 | 54,156.70 | 56,200.35 | 56,769.21 | 60,175.36 | 62,446.13 | 62,435.26 | 66,181.38 | 68,678.79 | 68,120.00 | 72,207.19 | 74,931.99 | 71,521.64 | 75,812.94 | 78,673.80 |
| Monthly | | 5,109.12 | 5,415.67 | 5,620.03 | 5,676.92 | 6,017.54 | 6,244.61 | 6,243.53 | 6,618.14 | 6,867.88 | 6,812.00 | 7,220.72 | 7,493.20 | 7,152.16 | 7,581.29 | 7,867.38 |
| Daily | | 311.53 | 330.22 | 342.69 | 346.15 | 366.92 | 380.77 | 380.70 | 403.54 | 418.77 | 415.37 | 440.29 | 456.90 | 436.11 | 462.27 | 479.72 |
| Annual | 6 | 53,134.87 | 56,322.96 | 58,448.36 | 59,039.99 | 62,582.39 | 64,943.98 | 64,932.67 | 68,828.63 | 71,425.94 | 70,844.80 | 75,095.49 | 77,929.28 | 74,382.51 | 78,845.46 | 81,820.76 |
| Monthly | | 5,313.49 | 5,632.30 | 5,844.84 | 5,904.00 | 6,258.24 | 6,494.40 | 6,493.27 | 6,882.86 | 7,142.59 | 7,084.48 | 7,509.55 | 7,792.93 | 7,438.25 | 7,884.55 | 8,182.08 |
| Daily | | 323.99 | 343.43 | 356.39 | 360.00 | 381.60 | 396.00 | 395.93 | 419.69 | 435.52 | 431.98 | 457.90 | 475.18 | 453.55 | 480.76 | 498.91 |
| Annual | 7 | 55,260.26 | 58,575.88 | 60,786.29 | 61,401.58 | 65,085.68 | 67,541.74 | 67,529.98 | 71,581.77 | 74,282.97 | 73,678.59 | 78,099.30 | 81,046.45 | 77,357.81 | 81,999.28 | 85,093.59 |
| Monthly | | 5,526.03 | 5,857.59 | 6,078.63 | 6,140.16 | 6,508.57 | 6,754.17 | 6,753.00 | 7,158.18 | 7,428.30 | 7,367.86 | 7,809.93 | 8,104.64 | 7,735.78 | 8,199.93 | 8,509.36 |
| Daily | | 336.95 | 357.17 | 370.65 | 374.40 | 396.86 | 411.84 | 411.77 | 436.47 | 452.94 | 449.26 | 476.22 | 494.19 | 471.69 | 500.00 | 518.86 |
| Annual | 8 | 57,470.67 | 60,918.91 | 63,217.74 | 63,857.64 | 67,689.10 | 70,243.41 | 70,231.18 | 74,445.05 | 77,254.30 | 76,625.73 | 81,223.28 | 84,288.31 | 80,452.12 | 85,279.25 | 88,497.33 |
| Monthly | | 5,747.07 | 6,091.89 | 6,321.77 | 6,385.76 | 6,768.91 | 7,024.34 | 7,023.12 | 7,444.51 | 7,725.43 | 7,662.57 | 8,122.33 | 8,428.83 | 8,045.21 | 8,527.93 | 8,849.73 |
| Daily | | 350.43 | 371.46 | 385.47 | 389.38 | 412.74 | 428.31 | 428.24 | 453.93 | 471.06 | 467.23 | 495.26 | 513.95 | 490.56 | 520.00 | 539.62 |
| Annual | 9 | 59,769.50 | 63,355.67 | 65,746.45 | 66,411.95 | 70,396.66 | 73,053.14 | 73,040.42 | 77,422.85 | 80,344.47 | 79,690.77 | 84,472.21 | 87,659.84 | 83,670.21 | 88,690.42 | 92,037.23 |
| Monthly | | 5,976.95 | 6,335.57 | 6,574.65 | 6,641.19 | 7,039.67 | 7,305.31 | 7,304.04 | 7,742.28 | 8,034.45 | 7,969.08 | 8,447.22 | 8,765.98 | 8,367.02 | 8,869.04 | 9,203.72 |
| Daily | | 364.45 | 386.32 | 400.89 | 404.95 | 429.25 | 445.45 | 445.37 | 472.09 | 489.91 | 485.92 | 515.07 | 534.51 | 510.18 | 540.80 | 561.20 |
| Annual | 10 | 62,160.28 | 65,889.90 | 68,376.31 | 69,068.42 | 73,212.53 | 75,975.27 | 75,962.04 | 80,519.76 | 83,558.24 | 82,878.40 | 87,851.10 | 91,166.24 | 87,017.02 | 92,238.05 | 95,718.73 |
| Monthly | | 6,216.03 | 6,588.99 | 6,837.63 | 6,906.84 | 7,321.25 | 7,597.53 | 7,596.20 | 8,051.98 | 8,355.82 | 8,287.84 | 8,785.11 | 9,116.62 | 8,701.70 | 9,223.05 | 9,571.87 |
| Daily | | 379.03 | 401.77 | 416.93 | 421.15 | 446.42 | 463.26 | 463.18 | 490.97 | 509.50 | 505.36 | 535.68 | 555.89 | 530.59 | 562.43 | 583.65 |
| Annual | 11 | 64,646.69 | 68,525.49 | 71,111.35 | 71,831.16 | 76,141.02 | 79,014.27 | 79,000.52 | 83,740.55 | 86,900.57 | 86,193.53 | 91,365.15 | 94,812.89 | 90,497.70 | 95,927.56 | 99,547.47 |
| Monthly | | 6,464.67 | 6,852.55 | 7,111.14 | 7,183.12 | 7,614.10 | 7,901.43 | 7,900.05 | 8,374.06 | 8,690.06 | 8,619.35 | 9,136.51 | 9,481.29 | 9,049.77 | 9,592.76 | 9,954.75 |
| Daily | | 394.19 | 417.84 | 433.61 | 437.99 | 464.27 | 481.79 | 481.71 | 510.61 | 529.88 | 525.57 | 557.10 | 578.13 | 551.82 | 584.92 | 607.00 |
| Annual | 12 | 67,232.55 | 71,266.51 | 73,955.81 | 74,704.41 | 79,186.67 | 82,174.85 | 82,160.54 | 87,090.17 | 90,376.59 | 89,641.27 | 95,019.75 | 98,605.40 | 94,117.61 | 99,764.67 | 103,529.37 |
| Monthly | | 6,723.26 | 7,126.65 | 7,395.58 | 7,470.44 | 7,918.67 | 8,217.48 | 8,216.05 | 8,709.02 | 9,037.66 | 8,964.13 | 9,501.97 | 9,860.54 | 9,411.76 | 9,976.47 | 10,352.94 |
| Daily | | 409.95 | 434.55 | 450.95 | 455.51 | 482.85 | 501.07 | 500.98 | 531.04 | 551.08 | 546.59 | 579.39 | 601.25 | 573.89 | 608.32 | 631.28 |
| Annual | 13 | 69,921.86 | 74,117.17 | 76,914.04 | 77,692.58 | 82,354.14 | 85,461.84 | 85,446.96 | 90,573.78 | 93,991.66 | 93,226.92 | 98,820.54 | 102,549.61 | 97,882.32 | 103,755.26 | 107,670.55 |
| Monthly | | 6,992.19 | 7,411.72 | 7,691.40 | 7,769.26 | 8,235.41 | 8,546.18 | 8,544.70 | 9,057.38 | 9,399.17 | 9,322.69 | 9,882.05 | 10,254.96 | 9,788.23 | 10,375.53 | 10,767.06 |
| Daily | | 426.35 | 451.93 | 468.99 | 473.74 | 502.16 | 521.11 | 521.02 | 552.28 | 573.12 | 568.46 | 602.56 | 625.30 | 596.84 | 632.65 | 656.53 |
| Annual | 14 | 72,718.73 | 77,081.85 | 79,990.60 | 80,800.29 | 85,648.30 | 88,880.31 | 88,864.84 | 94,196.73 | 97,751.32 | 96,956.00 | 102,773.36 | 106,651.60 | 101,797.62 | 107,905.48 | 111,977.38 |
| Monthly | | 7,271.87 | 7,708.19 | 7,999.06 | 8,080.03 | 8,564.83 | 8,888.03 | 8,886.48 | 9,419.67 | 9,775.13 | 9,695.60 | 10,277.34 | 10,665.16 | 10,179.76 | 10,790.55 | 11,197.74 |
| Daily | | 443.41 | 470.01 | 487.75 | 492.68 | 522.25 | 541.95 | 541.86 | 574.37 | 596.04 | 591.20 | 626.67 | 650.31 | 620.72 | 657.96 | 682.79 |
| Annual | 15 | - | - | - | - | - | - | 92,419.43 | 97,964.60 | 101,661.38 | 100,834.24 | 106,884.29 | 110,917.66 | 105,869.52 | 112,221.69 | 116,456.48 |
| Monthly | | - | - | - | - | - | - | 9,241.94 | 9,796.46 | 10,166.14 | 10,083.42 | 10,688.43 | 11,091.77 | 10,586.95 | 11,222.17 | 11,645.65 |
| Daily | | - | - | - | - | - | - | 563.53 | 597.35 | 619.89 | 614.84 | 651.73 | 676.33 | 645.55 | 684.28 | 710.10 |
| | L1 | | 83,190.23 | | | 92,436.53 | | | 106,727.83 | | | 116,354.37 | | | 124,114.73 | |
| | | | 8,319.02 | | | 9,243.55 | | | 10,572.78 | | | 11,535.44 | | | 12,414.47 | |
| | | | 507.26 | | | 563.63 | | | 644.68 | | | 703.38 | | | 738.50 | |
| | L2 | | 84,854.03 | | | 94,284.24 | | | 107,842.39 | | | 117,664.45 | | | 123,537.03 | |
| | | | 8,485.40 | | | 9,428.42 | | | 10,784.24 | | | 11,766.15 | | | 12,353.70 | |
| | | | 517.40 | | | 574.90 | | | 657.58 | | | 717.45 | | | 753.27 | |

Longevity increments 1, and 2 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increment 2 is based on current step placement plus any previously earned longevity (rate compounded).

After 20 years of full time service with Los Rios, a longevity increment will be awarded which is 4% ((4.24% with 6% OSSP)) of the appropriate range and step.

An additional increment of 2% (6.08%) ((6.4448% with 6% OSSP)) will be awarded after 25 years.

Retroactive to: July 1, 2020

Board approved/revised: May 10, 2023

**Los Rios Community College District
2020-21 Final
Faculty Salary Schedule "A-174"
(Regular and Long-Term Temporary Faculty Working a 174-Day Schedule)
Annual Salary Schedule**

(a) Class columns include a one-time improvement of 6% per respective step; this is the total base pay reportable to CalPERS.

(b) Class columns include a total one-time improvement of 10% per respective step; this includes the 6% in (a).

| Step | DRAFT | | | | | | | | | | | | | | |
|---------------------------|----------------|----------------|----------------|-------------------------------|-------------------------------|-------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-------------------------------|-------------------------------|-------------------------------|
| | AA/AS or BA/BS | AA/AS or BA/BS | AA/AS or BA/BS | AA/AS+90 or BA/BS+30 or MA/MS | AA/AS+90 or BA/BS+30 or MA/MS | AA/AS+90 or BA/BS+30 or MA/MS | BA/BS+54 or MA/MS+24 | BA/BS+54 or MA/MS+24 | BA/BS+54 or MA/MS+24 | BA/BS+78 or MA/MS+48 | BA/BS+78 or MA/MS+48 | BA/BS+78 or MA/MS+48 | PhU or J.D. or D.C. or D.V.M. | PhU or J.D. or D.C. or D.V.M. | PhU or J.D. or D.C. or D.V.M. |
| | *Class I | Class I(a) | Class I(b) | *Class II | Class II(a) | Class II(b) | *Class III | Class III(a) | Class III(b) | *Class IV | Class IV(a) | Class IV(b) | *Class V | Class V(a) | Class V(b) |
| 1 | 46,336 | 49,116 | 50,970 | 51,485 | 54,575 | 56,634 | 56,624 | 60,022 | 62,287 | 61,780 | 65,487 | 67,958 | 64,865 | 68,757 | 71,351 |
| 2 | 48,189 | 51,081 | 53,008 | 53,545 | 56,758 | 58,899 | 58,889 | 62,423 | 64,778 | 64,251 | 68,106 | 70,676 | 67,459 | 71,507 | 74,205 |
| 3 | 50,117 | 53,124 | 55,129 | 55,687 | 59,028 | 61,255 | 61,245 | 64,919 | 67,369 | 66,821 | 70,830 | 73,503 | 70,158 | 74,367 | 77,174 |
| 4 | 52,122 | 55,249 | 57,334 | 57,914 | 61,389 | 63,706 | 63,695 | 67,516 | 70,064 | 69,494 | 73,664 | 76,443 | 72,964 | 77,342 | 80,261 |
| 5 | 54,207 | 57,459 | 59,627 | 60,231 | 63,845 | 66,254 | 66,242 | 70,217 | 72,867 | 72,274 | 76,610 | 79,501 | 75,883 | 80,436 | 83,471 |
| 6 | 56,375 | 59,757 | 62,012 | 62,640 | 66,398 | 68,904 | 68,892 | 73,025 | 75,781 | 75,165 | 79,674 | 82,681 | 78,918 | 83,653 | 86,810 |
| 7 | 58,630 | 62,148 | 64,493 | 65,146 | 69,054 | 71,660 | 71,648 | 75,947 | 78,812 | 78,171 | 82,861 | 85,988 | 82,075 | 86,999 | 90,282 |
| 8 | 60,975 | 64,633 | 67,072 | 67,751 | 71,816 | 74,527 | 74,514 | 78,984 | 81,965 | 81,298 | 86,176 | 89,428 | 85,358 | 90,479 | 93,894 |
| 9 | 63,414 | 67,219 | 69,755 | 70,461 | 74,689 | 77,508 | 77,494 | 82,144 | 85,244 | 84,550 | 89,623 | 93,005 | 88,772 | 94,098 | 97,649 |
| 10 | 65,951 | 69,908 | 72,546 | 73,280 | 77,677 | 80,608 | 80,594 | 85,429 | 88,653 | 87,932 | 93,208 | 96,725 | 92,323 | 97,862 | 101,555 |
| 11 | 68,589 | 72,704 | 75,447 | 76,211 | 80,784 | 83,832 | 83,818 | 88,847 | 92,199 | 91,449 | 96,936 | 100,594 | 96,016 | 101,777 | 105,617 |
| 12 | 71,332 | 75,612 | 78,465 | 79,260 | 84,015 | 87,186 | 87,170 | 92,401 | 95,887 | 95,107 | 100,814 | 104,618 | 99,856 | 105,848 | 109,842 |
| 13 | 74,185 | 78,637 | 81,604 | 82,430 | 87,376 | 90,673 | 90,657 | 96,097 | 99,723 | 98,911 | 104,846 | 108,803 | 103,851 | 110,082 | 114,236 |
| 14 | 77,153 | 81,782 | 84,868 | 85,727 | 90,871 | 94,300 | 94,283 | 99,940 | 103,712 | 102,868 | 109,040 | 113,155 | 108,005 | 114,485 | 118,805 |
| 15 | | | | | | | 98,055 | 103,938 | 107,860 | 106,983 | 113,402 | 117,681 | 112,325 | 119,064 | 123,557 |
| Longevity-1 [±] | | | 88,263 | | | 98,072 | | | 142,476 | | | 122,388 | | | 128,600 |
| Longevity-2 ^{±±} | | | 90,028 | | | 100,033 | | | 144,448 | | | 124,836 | | | 131,070 |

Longevity increments 1, and 2 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increment 2 is based on current step placement plus any previously earned longevity (rate compounded).

After 20 years of full time service with Los Rios, a longevity increment will be awarded which is 4% ((4.24% with 6% OSSP)) of the appropriate range and step.

An additional increment of 2% (6.08%) ((6.4448% with 6% OSSP)) will be awarded after 25 years.

[±]After 20 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step. Figures provided reflect the longevity increment applied to the last step in each class.

^{±±}After 25 years of full-time, tenure-track service with Los Rios, a longevity increment will be awarded which is 2% above Longevity 1 placement (6.08% compounded rate above appropriate class/step). Figures above reflect the Longevity 2 increment applied to the last step in each class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to: July 1, 2020

Board approved/revised: May 10, 2023

(a) Class columns include a one-time improvement of 6% per respective step; this is the total base pay reportable to CalPERS.

(b) Class columns include a total one-time improvement of 10% per respective step; this includes the 6% in (a).

| | Step | *Class I | Class I(a) | Class I(b) | *Class II | Class II(a) | Class II(b) | *Class III | Class III(a) | Class III(b) | *Class IV | Class IV(a) | Class IV(b) | *Class V | Class V(a) | Class V(b) |
|---------|------|-----------|------------|------------|-----------|-------------|-------------|------------|--------------|--------------|------------|-------------|-------------|------------|------------|------------|
| Annual | 1 | 46,335.99 | 49,116.15 | 50,969.59 | 51,485.49 | 54,574.62 | 56,634.04 | 56,624.19 | 60,021.64 | 62,286.61 | 61,779.81 | 65,486.60 | 67,957.79 | 64,864.86 | 68,756.75 | 71,351.34 |
| Monthly | | 3,861.33 | 4,093.01 | 4,247.47 | 4,290.46 | 4,547.89 | 4,719.50 | 4,718.68 | 5,001.80 | 5,190.55 | 5,148.32 | 5,457.22 | 5,663.15 | 5,405.40 | 5,729.73 | 5,945.95 |
| Daily | | 266.30 | 282.28 | 292.93 | 295.89 | 313.65 | 325.48 | 325.43 | 344.95 | 357.97 | 355.06 | 376.36 | 390.56 | 372.79 | 395.15 | 410.07 |
| Annual | 2 | 48,189.43 | 51,080.79 | 53,008.37 | 53,544.91 | 56,757.61 | 58,899.40 | 58,889.15 | 62,422.50 | 64,778.07 | 64,251.01 | 68,106.07 | 70,676.11 | 67,459.45 | 71,507.02 | 74,205.40 |
| Monthly | | 4,015.79 | 4,256.73 | 4,417.36 | 4,462.08 | 4,729.80 | 4,908.28 | 4,907.43 | 5,201.88 | 5,398.17 | 5,354.25 | 5,675.51 | 5,889.68 | 5,621.62 | 5,958.92 | 6,183.78 |
| Daily | | 276.95 | 293.57 | 304.65 | 307.73 | 326.19 | 338.50 | 338.44 | 358.75 | 372.29 | 369.26 | 391.41 | 406.18 | 387.70 | 410.96 | 426.47 |
| Annual | 3 | 50,117.01 | 53,124.03 | 55,128.71 | 55,686.71 | 59,027.91 | 61,255.38 | 61,244.72 | 64,919.40 | 67,369.19 | 66,821.05 | 70,830.31 | 73,503.15 | 70,157.83 | 74,367.30 | 77,173.61 |
| Monthly | | 4,176.42 | 4,427.00 | 4,594.06 | 4,640.56 | 4,918.99 | 5,104.62 | 5,103.73 | 5,409.95 | 5,614.10 | 5,568.42 | 5,902.53 | 6,125.26 | 5,846.49 | 6,197.28 | 6,431.13 |
| Daily | | 288.03 | 305.31 | 316.83 | 320.04 | 339.24 | 352.04 | 351.98 | 373.10 | 387.18 | 384.03 | 407.07 | 422.43 | 403.21 | 427.40 | 443.53 |
| Annual | 4 | 52,121.68 | 55,248.98 | 57,333.85 | 57,914.18 | 61,389.03 | 63,705.60 | 63,694.50 | 67,516.17 | 70,063.96 | 69,493.89 | 73,663.52 | 76,443.28 | 72,964.15 | 77,342.00 | 80,260.56 |
| Monthly | | 4,343.47 | 4,604.08 | 4,777.82 | 4,826.18 | 5,115.75 | 5,308.80 | 5,307.88 | 5,626.35 | 5,836.66 | 5,791.16 | 6,138.63 | 6,370.27 | 6,080.35 | 6,445.17 | 6,688.38 |
| Daily | | 299.55 | 317.52 | 329.50 | 332.84 | 352.81 | 366.12 | 366.06 | 388.02 | 402.67 | 399.39 | 423.35 | 439.33 | 419.33 | 444.49 | 461.27 |
| Annual | 5 | 54,206.54 | 57,458.94 | 59,627.20 | 60,230.75 | 63,844.59 | 66,253.82 | 66,242.29 | 70,216.83 | 72,866.52 | 72,273.65 | 76,610.07 | 79,501.02 | 75,882.71 | 80,435.68 | 83,470.98 |
| Monthly | | 4,517.21 | 4,788.24 | 4,968.93 | 5,019.23 | 5,320.38 | 5,521.15 | 5,520.19 | 5,851.40 | 6,072.21 | 6,022.80 | 6,384.17 | 6,625.08 | 6,323.56 | 6,702.97 | 6,955.92 |
| Daily | | 311.53 | 330.22 | 342.69 | 346.15 | 366.92 | 380.77 | 380.70 | 403.54 | 418.77 | 415.37 | 440.29 | 456.90 | 436.11 | 462.27 | 479.72 |
| Annual | 6 | 56,374.80 | 59,757.29 | 62,012.28 | 62,639.99 | 66,398.38 | 68,903.98 | 68,891.98 | 73,025.50 | 75,781.18 | 75,164.60 | 79,674.48 | 82,681.06 | 78,918.03 | 83,653.11 | 86,809.83 |
| Monthly | | 4,697.90 | 4,979.77 | 5,167.69 | 5,220.00 | 5,533.20 | 5,742.00 | 5,741.00 | 6,085.46 | 6,315.10 | 6,263.72 | 6,639.54 | 6,890.09 | 6,576.50 | 6,971.09 | 7,234.15 |
| Daily | | 323.99 | 343.43 | 356.39 | 360.00 | 381.60 | 396.00 | 395.93 | 419.69 | 435.52 | 431.98 | 457.90 | 475.18 | 453.55 | 480.76 | 498.91 |
| Annual | 7 | 58,629.79 | 62,147.58 | 64,492.77 | 65,145.58 | 69,054.32 | 71,660.14 | 71,647.66 | 75,946.52 | 78,812.42 | 78,171.19 | 82,861.46 | 85,988.30 | 82,074.75 | 86,999.23 | 90,282.22 |
| Monthly | | 4,885.82 | 5,178.96 | 5,374.40 | 5,428.80 | 5,754.53 | 5,971.68 | 5,970.64 | 6,328.88 | 6,567.70 | 6,514.27 | 6,905.12 | 7,165.69 | 6,839.56 | 7,249.94 | 7,523.52 |
| Daily | | 336.95 | 357.17 | 370.65 | 374.40 | 396.86 | 411.84 | 411.77 | 436.47 | 452.94 | 449.26 | 476.22 | 494.19 | 471.69 | 500.00 | 518.86 |
| Annual | 8 | 60,974.98 | 64,633.48 | 67,072.48 | 67,751.40 | 71,816.49 | 74,526.54 | 74,513.57 | 78,984.38 | 81,964.93 | 81,298.03 | 86,175.92 | 89,427.84 | 85,357.74 | 90,479.20 | 93,893.51 |
| Monthly | | 5,081.25 | 5,386.12 | 5,589.37 | 5,645.95 | 5,984.71 | 6,210.55 | 6,209.46 | 6,582.03 | 6,830.41 | 6,774.84 | 7,181.33 | 7,452.32 | 7,113.14 | 7,539.93 | 7,824.46 |
| Daily | | 350.43 | 371.46 | 385.47 | 389.38 | 412.74 | 428.31 | 428.24 | 453.93 | 471.06 | 467.23 | 495.26 | 513.95 | 490.56 | 520.00 | 539.62 |
| Annual | 9 | 63,413.98 | 67,218.82 | 69,755.38 | 70,461.45 | 74,689.14 | 77,507.60 | 77,494.11 | 82,143.76 | 85,243.52 | 84,549.96 | 89,622.96 | 93,004.96 | 88,772.05 | 94,098.38 | 97,649.26 |
| Monthly | | 5,284.50 | 5,601.57 | 5,812.95 | 5,871.79 | 6,224.10 | 6,458.97 | 6,457.84 | 6,845.31 | 7,103.63 | 7,045.83 | 7,468.58 | 7,750.41 | 7,397.67 | 7,841.53 | 8,137.44 |
| Daily | | 364.45 | 386.32 | 400.89 | 404.95 | 429.25 | 445.45 | 445.37 | 472.09 | 489.91 | 485.92 | 515.07 | 534.51 | 510.18 | 540.80 | 561.20 |
| Annual | 10 | 65,950.54 | 69,907.57 | 72,545.59 | 73,279.91 | 77,676.71 | 80,607.90 | 80,593.87 | 85,429.50 | 88,653.25 | 87,931.96 | 93,207.87 | 96,725.15 | 92,322.94 | 97,862.32 | 101,555.23 |
| Monthly | | 5,495.88 | 5,825.63 | 6,045.47 | 6,106.66 | 6,473.06 | 6,717.33 | 6,716.16 | 7,119.12 | 7,387.77 | 7,327.66 | 7,767.32 | 8,060.43 | 7,693.58 | 8,155.19 | 8,462.94 |
| Daily | | 379.03 | 401.77 | 416.93 | 421.15 | 446.42 | 463.26 | 463.18 | 490.97 | 509.50 | 505.36 | 535.68 | 555.89 | 530.59 | 562.43 | 583.65 |
| Annual | 11 | 68,588.56 | 72,703.87 | 75,447.41 | 76,211.10 | 80,783.77 | 83,832.21 | 83,817.63 | 88,846.68 | 92,199.39 | 91,449.24 | 96,936.19 | 100,594.16 | 96,015.85 | 101,776.81 | 105,617.44 |
| Monthly | | 5,715.71 | 6,058.66 | 6,287.28 | 6,350.93 | 6,731.98 | 6,986.02 | 6,984.80 | 7,403.89 | 7,683.28 | 7,620.77 | 8,078.02 | 8,382.85 | 8,001.32 | 8,481.40 | 8,801.45 |
| Daily | | 394.19 | 417.84 | 433.61 | 437.99 | 464.27 | 481.79 | 481.71 | 510.61 | 529.88 | 525.57 | 557.10 | 578.13 | 551.82 | 584.92 | 607.00 |
| Annual | 12 | 71,332.10 | 75,612.03 | 78,465.31 | 79,259.55 | 84,015.13 | 87,185.51 | 87,170.33 | 92,400.55 | 95,887.36 | 95,107.20 | 100,813.63 | 104,617.92 | 99,856.49 | 105,847.88 | 109,842.14 |
| Monthly | | 5,944.34 | 6,301.00 | 6,538.78 | 6,604.96 | 7,001.26 | 7,265.46 | 7,264.19 | 7,700.05 | 7,990.61 | 7,925.60 | 8,401.14 | 8,718.16 | 8,321.37 | 8,820.66 | 9,153.51 |
| Daily | | 409.95 | 434.55 | 450.95 | 455.51 | 482.85 | 501.07 | 500.98 | 531.04 | 551.08 | 546.59 | 579.39 | 601.25 | 573.89 | 608.32 | 631.28 |
| Annual | 13 | 74,185.38 | 78,636.51 | 81,603.92 | 82,429.93 | 87,375.73 | 90,672.93 | 90,657.14 | 96,096.57 | 99,722.86 | 98,911.49 | 104,846.18 | 108,802.64 | 103,850.75 | 110,081.80 | 114,235.83 |
| Monthly | | 6,182.12 | 6,553.04 | 6,800.33 | 6,869.16 | 7,281.31 | 7,556.08 | 7,554.76 | 8,008.05 | 8,310.24 | 8,242.62 | 8,737.18 | 9,066.89 | 8,654.23 | 9,173.48 | 9,519.65 |
| Daily | | 426.35 | 451.93 | 468.99 | 473.74 | 502.16 | 521.11 | 521.02 | 552.28 | 573.12 | 568.46 | 602.56 | 625.30 | 596.84 | 632.65 | 656.53 |
| Annual | 14 | 77,152.80 | 81,781.97 | 84,868.08 | 85,727.13 | 90,870.76 | 94,299.85 | 94,283.43 | 99,940.43 | 103,711.77 | 102,867.95 | 109,040.02 | 113,154.74 | 108,004.79 | 114,485.08 | 118,805.27 |
| Monthly | | 6,429.40 | 6,815.16 | 7,072.34 | 7,143.93 | 7,572.56 | 7,858.32 | 7,856.95 | 8,328.37 | 8,642.65 | 8,572.33 | 9,086.67 | 9,429.56 | 9,000.40 | 9,540.42 | 9,900.44 |
| Daily | | 443.41 | 470.01 | 487.75 | 492.68 | 522.25 | 541.95 | 541.86 | 574.37 | 596.04 | 591.20 | 626.67 | 650.31 | 620.72 | 657.96 | 682.79 |
| Annual | 15 | - | - | - | - | - | - | 98,054.76 | 103,938.05 | 107,860.24 | 106,982.66 | 113,401.62 | 117,680.93 | 112,324.98 | 119,064.48 | 123,557.48 |
| Monthly | | - | - | - | - | - | - | 8,171.23 | 8,661.50 | 8,988.35 | 8,915.22 | 9,450.14 | 9,806.74 | 9,360.42 | 9,922.04 | 10,296.46 |
| Daily | | - | - | - | - | - | - | 563.53 | 597.35 | 619.89 | 614.84 | 651.73 | 676.33 | 645.55 | 684.28 | 710.10 |
| | L-1 | | 88,262.80 | | | | 98,074.84 | | | 112,174.65 | | | 122,388.17 | | | 128,499.78 |
| | | | 7,355.23 | | | | 8,172.65 | | | 9,347.89 | | | 10,199.04 | | | 10,708.34 |
| | | | 507.26 | | | | 563.63 | | | 644.68 | | | 703.38 | | | 738.50 |
| | L-2 | | 90,028.06 | | | | 100,033.28 | | | 114,418.14 | | | 124,835.93 | | | 131,069.77 |
| | | | 7,502.34 | | | | 8,336.11 | | | 9,534.85 | | | 10,402.99 | | | 10,922.48 |
| | | | 517.40 | | | | 574.90 | | | 657.58 | | | 717.45 | | | 753.27 |

Longevity increments 1, and 2 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increment 2 is based on current step placement plus any previously earned longevity (rate compounded).

After 20 years of full time service with Los Rios, a longevity increment will be awarded which is 4% ((4.24% with 6% OSSP)) of the appropriate range and step.

An additional increment of 2% (6.08%) ((6.4448% with 6% OSSP)) will be awarded after 25 years.

Retroactive to: July 1, 2020

Board approved/revised: May 10, 2023

**Los Rios Community College District
2020-21 Final
Faculty Salary Schedule "B-1"
(Adjunct Faculty / Overload Assignments)
Lecture and Laboratory Hourly Rates/164 Days B-1**

(a) Class columns include a one-time improvement of 6% per respective step; this is the total base pay reportable to CalPERS.

(b) Class columns include a total one-time improvement of 10% per respective step; this includes the 6% in (a).

DRAFT

| Step | AA/AS or BA/BS | AA/AS or BA/BS | AA/AS or BA/BS | AA/AS+90 or BA/BS+30 or MA/MS | AA/AS+90 or BA/BS+30 or MA/MS | AA/AS+90 or BA/BS+30 or MA/MS | BA/BS+54 or MA/MS+24 | BA/BS+54 or MA/MS+24 | BA/BS+54 or MA/MS+24 | BA/BS+78 or MA/MS+48 | BA/BS+78 or MA/MS+48 | BA/BS+78 or MA/MS+48 | PhD, J.D., M.D., D.C. or D.V.M. | PhD, J.D., M.D., D.C. or D.V.M. | PhD, J.D., M.D., D.C. or D.V.M. |
|-----------------------|----------------|----------------|----------------|-------------------------------|-------------------------------|-------------------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|---------------------------------|---------------------------------|---------------------------------|
| | *Class I | Class I(a) | Class I(b) | *Class II | Class II(a) | Class II(b) | *Class III | Class III(a) | Class III(b) | *Class IV | Class IV(a) | Class IV(b) | *Class V | Class V(a) | Class V(b) |
| Lecture 1 | 60.40 | 64.03 | 66.44 | 67.13 | 71.16 | 73.84 | 73.82 | 78.25 | 81.20 | 80.54 | 85.38 | 88.60 | 84.56 | 89.64 | 93.02 |
| Lab* 1 | 48.32 | 51.22 | 53.16 | 53.70 | 56.93 | 59.07 | 59.05 | 62.60 | 64.96 | 64.43 | 68.30 | 70.88 | 67.65 | 71.71 | 74.41 |
| Lab 1 | 45.30 | 48.02 | 49.83 | 50.35 | 53.37 | 55.38 | 55.36 | 58.69 | 60.90 | 60.41 | 64.03 | 66.45 | 63.42 | 67.23 | 69.76 |
| Lecture 2 | 62.83 | 66.60 | 69.11 | 69.81 | 74.00 | 76.79 | 76.77 | 81.38 | 84.45 | 83.77 | 88.79 | 92.14 | 87.95 | 93.23 | 96.75 |
| Lab* 2 | 50.26 | 53.28 | 55.29 | 55.85 | 59.20 | 61.43 | 61.42 | 65.10 | 67.56 | 67.01 | 71.03 | 73.71 | 70.36 | 74.59 | 77.40 |
| Lab 2 | 47.12 | 49.95 | 51.83 | 52.36 | 55.50 | 57.60 | 57.58 | 61.03 | 63.34 | 62.82 | 66.59 | 69.11 | 65.97 | 69.92 | 72.56 |
| Lecture 3 | 65.34 | 69.26 | 71.88 | 72.59 | 76.95 | 79.85 | 79.85 | 84.64 | 87.83 | 87.12 | 92.35 | 95.83 | 91.47 | 96.96 | 100.62 |
| Lab* 3 | 52.27 | 55.41 | 57.50 | 58.07 | 61.56 | 63.88 | 63.88 | 67.71 | 70.26 | 69.70 | 73.88 | 76.67 | 73.18 | 77.57 | 80.49 |
| Lab 3 | 49.01 | 51.95 | 53.91 | 54.44 | 57.71 | 59.89 | 59.88 | 63.48 | 65.87 | 65.34 | 69.26 | 71.88 | 68.60 | 72.72 | 75.46 |
| Lecture 4 | 67.96 | 72.04 | 74.76 | 75.51 | 80.04 | 83.06 | 83.04 | 88.02 | 91.35 | 90.60 | 96.04 | 99.66 | 95.13 | 100.84 | 104.65 |
| Lab* 4 | 54.37 | 57.63 | 59.81 | 60.41 | 64.03 | 66.45 | 66.43 | 70.42 | 73.08 | 72.48 | 76.83 | 79.73 | 76.11 | 80.67 | 83.72 |
| Lab 4 | 50.97 | 54.03 | 56.07 | 56.63 | 60.03 | 62.29 | 62.28 | 66.02 | 68.51 | 67.95 | 72.03 | 74.75 | 71.35 | 75.63 | 78.48 |
| Lecture 5 | 70.67 | 74.91 | 77.74 | 78.52 | 83.23 | 86.37 | 86.36 | 91.54 | 95.00 | 94.23 | 99.88 | 103.65 | 98.94 | 104.88 | 108.84 |
| Lab* 5 | 56.54 | 59.93 | 62.19 | 62.82 | 66.59 | 69.10 | 69.09 | 73.24 | 76.00 | 75.38 | 79.90 | 82.92 | 79.15 | 83.90 | 87.07 |
| Lab 5 | 53.00 | 56.18 | 58.30 | 58.89 | 62.43 | 64.78 | 64.77 | 68.66 | 71.25 | 70.67 | 74.91 | 77.74 | 74.21 | 78.66 | 81.63 |
| Lecture 6 | 73.50 | 77.91 | 80.85 | 81.66 | 86.56 | 89.82 | 89.82 | 95.21 | 98.80 | 97.99 | 103.87 | 107.79 | 102.89 | 109.06 | 113.18 |
| Lab* 6 | 58.80 | 62.33 | 64.68 | 65.33 | 69.25 | 71.86 | 71.85 | 76.16 | 79.04 | 78.39 | 83.09 | 86.23 | 82.31 | 87.25 | 90.54 |
| Lab 6 | 55.12 | 58.43 | 60.64 | 61.24 | 64.92 | 67.37 | 67.36 | 71.40 | 74.10 | 73.49 | 77.90 | 80.84 | 77.17 | 81.80 | 84.88 |
| Lecture 7 | 76.44 | 81.03 | 84.08 | 84.93 | 90.02 | 93.42 | 93.42 | 99.02 | 102.76 | 101.91 | 108.02 | 112.10 | 107.00 | 113.42 | 117.70 |
| Lab* 7 | 61.15 | 64.82 | 67.27 | 67.94 | 72.02 | 74.74 | 74.73 | 79.22 | 82.21 | 81.53 | 86.42 | 89.68 | 85.60 | 90.74 | 94.16 |
| Lab 7 | 57.33 | 60.77 | 63.06 | 63.70 | 67.52 | 70.07 | 70.06 | 74.27 | 77.07 | 76.43 | 81.02 | 84.07 | 80.25 | 85.07 | 88.28 |
| Lecture 8 | 79.49 | 84.26 | 87.44 | 88.33 | 93.63 | 97.17 | 97.14 | 102.97 | 106.86 | 106.00 | 112.36 | 116.60 | 111.28 | 117.96 | 122.41 |
| Lab* 8 | 63.59 | 67.41 | 69.95 | 70.67 | 74.91 | 77.73 | 77.71 | 82.38 | 85.48 | 84.80 | 89.89 | 93.28 | 89.02 | 94.36 | 97.93 |
| Lab 8 | 59.62 | 63.19 | 65.58 | 66.25 | 70.23 | 72.88 | 72.86 | 77.23 | 80.14 | 79.50 | 84.27 | 87.45 | 83.46 | 88.47 | 91.80 |
| Lecture 9 | 82.67 | 87.64 | 90.94 | 91.86 | 97.37 | 101.05 | 101.03 | 107.09 | 111.13 | 110.24 | 116.85 | 121.26 | 115.73 | 122.67 | 127.30 |
| Lab* 9 | 66.14 | 70.11 | 72.75 | 73.49 | 77.90 | 80.84 | 80.82 | 85.67 | 88.90 | 88.19 | 93.48 | 97.01 | 92.58 | 98.13 | 101.84 |
| Lab 9 | 62.01 | 65.73 | 68.21 | 68.90 | 73.03 | 75.79 | 75.77 | 80.32 | 83.35 | 82.68 | 87.64 | 90.95 | 86.79 | 92.00 | 95.47 |
| Lecture 10 | 85.98 | 91.14 | 94.58 | 95.54 | 101.27 | 105.09 | 105.08 | 111.38 | 115.59 | 114.65 | 121.53 | 126.11 | 120.37 | 127.59 | 132.40 |
| Lab* 10 | 68.79 | 72.91 | 75.66 | 76.43 | 81.02 | 84.07 | 84.06 | 89.11 | 92.47 | 91.72 | 97.22 | 100.89 | 96.29 | 102.07 | 105.92 |
| Lab 10 | 64.49 | 68.36 | 70.94 | 71.65 | 75.95 | 78.82 | 78.81 | 83.54 | 86.69 | 85.99 | 91.14 | 94.58 | 90.28 | 95.69 | 99.30 |
| Lecture 11 | 89.41 | 94.78 | 98.35 | 99.37 | 105.33 | 109.31 | 109.28 | 115.84 | 120.21 | 119.23 | 126.38 | 131.15 | 125.17 | 132.68 | 137.69 |
| Lab* 11 | 71.53 | 75.82 | 78.68 | 79.50 | 84.27 | 87.45 | 87.43 | 92.67 | 96.17 | 95.38 | 101.11 | 104.92 | 100.14 | 106.14 | 110.15 |
| Lab 11 | 67.06 | 71.08 | 73.77 | 74.53 | 79.00 | 81.98 | 81.96 | 86.88 | 90.16 | 89.42 | 94.79 | 98.36 | 93.88 | 99.51 | 103.27 |
| Lecture 12 | 92.99 | 98.57 | 102.29 | 103.35 | 109.55 | 113.68 | 113.65 | 120.47 | 125.02 | 123.99 | 131.43 | 136.39 | 130.19 | 138.00 | 143.21 |
| Lab* 12 | 74.39 | 78.85 | 81.83 | 82.68 | 87.64 | 90.94 | 90.92 | 96.38 | 100.01 | 99.20 | 105.15 | 109.11 | 104.15 | 110.40 | 114.57 |
| Lab 12 | 69.74 | 73.93 | 76.72 | 77.51 | 82.16 | 85.26 | 85.24 | 90.35 | 93.76 | 93.00 | 98.58 | 102.29 | 97.64 | 103.50 | 107.41 |
| Lecture 13 | 96.71 | 102.51 | 106.38 | 107.48 | 113.93 | 118.23 | 118.20 | 125.29 | 130.02 | 128.95 | 136.69 | 141.85 | 135.40 | 143.52 | 148.94 |
| Lab* 13 | 77.37 | 82.01 | 85.10 | 85.98 | 91.14 | 94.58 | 94.56 | 100.23 | 104.02 | 103.16 | 109.35 | 113.48 | 108.32 | 114.82 | 119.15 |
| Lab 13 | 72.53 | 76.88 | 79.78 | 80.61 | 85.45 | 88.67 | 88.65 | 93.97 | 97.51 | 96.72 | 102.52 | 106.39 | 101.55 | 107.64 | 111.71 |
| Lecture 14 | 100.58 | 106.61 | 110.63 | 111.78 | 118.49 | 122.96 | 122.93 | 130.30 | 135.22 | 134.11 | 142.16 | 147.52 | 140.82 | 149.27 | 154.90 |
| Lab* 14 | 80.46 | 85.29 | 88.51 | 89.42 | 94.79 | 98.37 | 98.34 | 104.24 | 108.18 | 107.29 | 113.73 | 118.02 | 112.65 | 119.41 | 123.92 |
| Lab 14 | 75.43 | 79.96 | 82.98 | 83.83 | 88.86 | 92.22 | 92.20 | 97.73 | 101.41 | 100.58 | 106.62 | 110.64 | 105.61 | 111.95 | 116.17 |
| Lecture 15 | | | | | | | 127.84 | 135.51 | 140.63 | 139.48 | 147.84 | 153.42 | 146.45 | 155.24 | 161.09 |
| Lab* 15 | | | | | | | 102.28 | 108.41 | 112.50 | 111.58 | 118.28 | 122.74 | 117.16 | 124.19 | 128.87 |
| Lab 15 | | | | | | | 95.88 | 101.64 | 105.47 | 104.61 | 110.88 | 115.07 | 109.84 | 116.43 | 120.82 |
| Lecture Longevity-1** | | | 115.06 | | | 127.88 | | | 146.25 | | | 159.56 | | | 167.54 |
| Lab* Longevity-1** | | | 92.05 | | | 102.90 | | | 117.06 | | | 127.66 | | | 134.03 |
| Lab Longevity-1** | | | 86.29 | | | 95.81 | | | 109.69 | | | 119.67 | | | 125.65 |
| Lecture Longevity-2** | | | 117.36 | | | 130.43 | | | 149.18 | | | 162.75 | | | 170.89 |
| Lab* Longevity-2** | | | 93.89 | | | 104.35 | | | 119.34 | | | 130.20 | | | 136.71 |
| Lab Longevity-2** | | | 88.02 | | | 97.82 | | | 111.88 | | | 122.06 | | | 128.17 |

Longevity increments 1, and 2 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase (rate and OSSP compounded).

Longevity Increment 2 is based on current step placement plus any previously earned longevity (rate compounded).

After the equivalent of 20 years of full-time service with Los Rios (300 instructional formula hours), a longevity increment will be awarded which is 4% (4.24% with 6% OSSP) of the appropriate range and step.

An additional increment of 2% (6.08%) (6.4448% with 6% OSSP) will be awarded after 25 years (375 instructional formula hours).

Hours worked during Summer Session are not subject to schedule improvement.

Per section 22138.5 of the California Education Code, the full-time equivalent requirement, as defined in hours of service, is 540 lecture hours for adjunct instructional faculty in a fiscal year (which includes Summer Session). Standard Lab hours equate to 3/4 of a lecture hour.

* Lab * equates to .80 of a lecture hour. Effective Fall 2020, this lab rate is used in calculation for disciplines that meet the Intersegmental General Education Transfer Curriculum course laboratory requirement.

** Per section 2.10.2 of LRCFT collective bargaining agreement, a 20-year longevity factor (equivalent to a minimum 300 instructional formula hours completed) will be added which is 4% of the member's appropriate class and step. A 25-year longevity factor (equivalent to a minimum 375 instructional formula hours completed) will be added which is 2% above longevity + placement (6.08% compounded rate above appropriate class/step). Amounts above reflect longevity increment calculated on highest step in respective class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retrospective to: August 20, 2020

Board approved/revised: May 10, 2023

**Los Rios Community College District
2020-21 Final**
Faculty Salary Schedule "B-2 & B-3"
(Adjunct/Overload Counselor/Coordinator/Nurse Hourly Rates/174 Days B-2)
(Adjunct/Overload Librarian Hourly Rates/164 Days B-3)

(a) Class columns include a one-time improvement of 6% per respective step; this is the total base pay reportable to CalPERS.

(b) Class columns include a total one-time improvement of 10% per respective step; this includes the 6% in (a).

DRAFT

| Step | AA/AS or BA/BS | AA/AS or BA/BS | AA/AS or BA/BS | AA/AS+90 or BA/BS+30 or MA/MS | AA/AS+90 or BA/BS+30 or MA/MS | AA/AS+90 or BA/BS+30 or MA/MS | BA/BS+54 or MA/MS+24 | BA/BS+54 or MA/MS+24 | BA/BS+54 or MA/MS+24 | BA/BS+78 or MA/MS+48 | BA/BS+78 or MA/MS+48 | BA/BS+78 or MA/MS+48 | PhD, J.D., M.D., D.C. or D.V.M. | PhD, J.D., M.D., D.C. or D.V.M. | PhD, J.D., M.D., D.C. or D.V.M. |
|----------------------|-------------------|-------------------|-------------------|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|------------------------------------|------------------------------------|------------------------------------|
| | *Class I | Class I(a) | Class I(b) | *Class II | Class II(a) | Class II(b) | *Class III | Class III(a) | Class III(b) | *Class IV | Class IV(a) | Class IV(b) | *Class V | Class V(a) | Class V(b) |
| 1 | 35.50 | 37.63 | 39.05 | 39.46 | 41.82 | 43.40 | 43.39 | 45.99 | 47.73 | 47.35 | 50.19 | 52.08 | 49.70 | 52.68 | 54.67 |
| 2 | 36.93 | 39.15 | 40.63 | 41.03 | 43.49 | 45.13 | 45.13 | 47.84 | 49.64 | 49.23 | 52.19 | 54.16 | 51.69 | 54.80 | 56.86 |
| 3 | 38.40 | 40.71 | 42.24 | 42.67 | 45.23 | 46.93 | 46.93 | 49.75 | 51.62 | 51.20 | 54.28 | 56.33 | 53.76 | 56.99 | 59.14 |
| 4 | 39.95 | 42.34 | 43.94 | 44.38 | 47.04 | 48.82 | 48.80 | 51.73 | 53.68 | 53.26 | 56.46 | 58.59 | 55.91 | 59.26 | 61.50 |
| 5 | 41.53 | 44.02 | 45.68 | 46.16 | 48.93 | 50.77 | 50.76 | 53.81 | 55.84 | 55.38 | 58.70 | 60.92 | 58.15 | 61.64 | 63.97 |
| 6 | 43.19 | 45.78 | 47.51 | 48.00 | 50.87 | 52.79 | 52.78 | 55.95 | 58.06 | 57.60 | 61.06 | 63.36 | 60.47 | 64.09 | 66.51 |
| 7 | 44.92 | 47.62 | 49.41 | 49.92 | 52.91 | 54.91 | 54.89 | 58.19 | 60.38 | 59.90 | 63.50 | 65.89 | 62.89 | 66.66 | 69.18 |
| 8 | 46.72 | 49.52 | 51.39 | 51.92 | 55.03 | 57.11 | 57.10 | 60.52 | 62.81 | 62.30 | 66.04 | 68.53 | 65.41 | 69.34 | 71.96 |
| 9 | 48.60 | 51.51 | 53.46 | 53.99 | 57.22 | 59.38 | 59.39 | 62.95 | 65.33 | 64.79 | 68.68 | 71.27 | 68.02 | 72.11 | 74.83 |
| 10 | 50.53 | 53.56 | 55.58 | 56.15 | 59.52 | 61.77 | 61.75 | 65.46 | 67.93 | 67.37 | 71.42 | 74.11 | 70.74 | 74.99 | 77.82 |
| 11 | 52.56 | 55.72 | 57.82 | 58.40 | 61.90 | 64.24 | 64.23 | 68.08 | 70.65 | 70.08 | 74.29 | 77.09 | 73.57 | 77.99 | 80.93 |
| 12 | 54.67 | 57.95 | 60.13 | 60.73 | 64.38 | 66.80 | 66.80 | 70.80 | 73.48 | 72.87 | 77.25 | 80.16 | 76.53 | 81.12 | 84.18 |
| 13 | 56.85 | 60.26 | 62.54 | 63.16 | 66.95 | 69.48 | 69.47 | 73.64 | 76.41 | 75.79 | 80.34 | 83.37 | 79.59 | 84.36 | 87.55 |
| 14 | 59.13 | 62.68 | 65.04 | 65.69 | 69.63 | 72.26 | 72.25 | 76.58 | 79.47 | 78.82 | 83.55 | 86.70 | 82.77 | 87.74 | 91.05 |
| 15 | | | | | | | 75.14 | 79.64 | 82.65 | 81.97 | 86.89 | 90.17 | 86.08 | 91.25 | 94.69 |
| Longevity 1** | | | 67.64 | | | 75.15 | | | 85.96 | | | 93.78 | | | 98.48 |
| Longevity 2** | | | 69.00 | | | 76.65 | | | 87.67 | | | 95.65 | | | 100.45 |

Longevity increments 1, and 2 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increment 2 is based on current step placement plus any previously earned longevity (rate compounded).

After the equivalent of 20 years of full time service with Los Rios (300 instructional formula hours), a longevity increment will be awarded which is 4% ((4.24% with 6% OSSP)) of the appropriate range and step

An additional increment of 2% (6.08%) ((6.4448% with 6% OSSP)) will be awarded after 25 years (375 instructional formula hours).

Hours worked during Summer Session are not subject to schedule improvement.

** Per section 2.10.2 of LRCFT collective bargaining agreement, a 20-year longevity factor (equivalent to a minimum 300 instructional formula hours completed) will be added which is 4% of the member's appropriate class and step. A 25-year longevity factor (equivalent to a minimum 375 instructional formula hours completed) will be added which is 2% above longevity 1 placement (6.08% compounded rate above appropriate class/step). Amounts above reflect longevity increment calculated on highest step in respective class.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to: August 20, 2020

Board approved/revised: May 10, 2023

**Los Rios Community College District
2020-21 Final**

Salary Ranges for Confidential Administrative Assistant Classified Positions

~~Includes a one-time only improvement of 6%~~

DRAFT

| Job Code | Titles | Range | Base Annual Salary | | | Annual Salary with one-time 6% Improvement | | | |
|-----------------|---|--------------|---------------------------|---|--------|---|---|-------------------|--------|
| 0118 | Confidential Administrative Assistant I | 5CA | 52,109 | - | 63,398 | 55,235 | - | 75,623 | 67,202 |
| 0189 | Confidential Administrative Assistant II | 6CA | 54,193 | - | 65,934 | 57,445 | - | 78,648 | 69,890 |
| 0136 | Confidential Administrative Assistant III | 7CA | 56,361 | - | 68,572 | 59,743 | - | 84,793 | 72,686 |
| 0280 | Confidential Executive Assistant | 10CA | 63,398 | - | 77,134 | 67,202 | - | 92,007 | 81,762 |
| 0187 | Confidential Staff Administrative Assistant | 3CA | 48,178 | - | 58,615 | 51,068 | - | 69,947 | 62,132 |

The salary ranges above are base amounts and do not include longevity increments.

~~The max salary amount in range includes the 10-, 15-, 20 and 25-year longevity increments.~~

Retroactive to: July 1, 2020

Board approved/revised: May 10, 2023

**Los Rios Community College District
2020-21 Final
Confidential Administrative Assistant Classified
Monthly Salary Schedule**

(a) steps include a one-time only improvement of 6%

DRAFT

| Range | *Hourly Step 1 | Hourly Step 1a | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | L1* | L2** | L3*** | L4**** |
|-------|----------------|----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|---------------------|----------------------|----------------------|----------------------|
| 3CA | 23.16 | 24.55 | 4,014.80 | 4,255.69 | 4,175.40 | 4,425.92 | 4,342.41 | 4,602.96 | 4,516.11 | 4,787.07 | 4,696.75 | 4,978.56 | 4,884.62 | 5,177.70 | 5,384.81 | 5,600.20 | 5,712.20 | 5,826.45 |
| 4CA | 24.09 | 25.53 | 4,175.40 | 4,425.92 | 4,342.41 | 4,602.96 | 4,516.11 | 4,787.07 | 4,696.75 | 4,978.56 | 4,884.62 | 5,177.70 | 5,080.01 | 5,384.81 | 5,600.20 | 5,824.21 | 5,940.69 | 6,059.51 |
| 5CA | 25.05 | 26.56 | 4,342.41 | 4,602.96 | 4,516.11 | 4,787.07 | 4,696.75 | 4,978.56 | 4,884.62 | 5,177.70 | 5,080.01 | 5,384.81 | 5,283.21 | 5,600.20 | 5,824.21 | 6,057.18 | 6,178.32 | 6,301.89 |
| 6CA | 26.05 | 27.62 | 4,516.11 | 4,787.07 | 4,696.75 | 4,978.56 | 4,884.62 | 5,177.70 | 5,080.01 | 5,384.81 | 5,283.21 | 5,600.20 | 5,494.54 | 5,824.21 | 6,057.18 | 6,299.46 | 6,425.45 | 6,553.96 |
| 7CA | 27.10 | 28.72 | 4,696.75 | 4,978.56 | 4,884.62 | 5,177.70 | 5,080.01 | 5,384.81 | 5,283.21 | 5,600.20 | 5,494.54 | 5,824.21 | 5,714.32 | 6,057.18 | 6,299.46 | 6,551.44 | 6,682.47 | 6,816.12 |
| 8CA | 28.18 | 29.87 | 4,884.62 | 5,177.70 | 5,080.01 | 5,384.81 | 5,283.21 | 5,600.20 | 5,494.54 | 5,824.21 | 5,714.32 | 6,057.18 | 5,942.89 | 6,299.46 | 6,551.44 | 6,813.50 | 6,949.77 | 7,088.77 |
| 9CA | 29.31 | 31.07 | 5,080.01 | 5,384.81 | 5,283.21 | 5,600.20 | 5,494.54 | 5,824.21 | 5,714.32 | 6,057.18 | 5,942.89 | 6,299.46 | 6,180.61 | 6,551.44 | 6,813.50 | 7,086.04 | 7,227.76 | 7,372.32 |
| 10CA | 30.48 | 32.31 | 5,283.21 | 5,600.20 | 5,494.54 | 5,824.21 | 5,714.32 | 6,057.18 | 5,942.89 | 6,299.46 | 6,180.61 | 6,551.44 | 6,427.83 | 6,813.50 | 7,086.04 | 7,369.48 | 7,516.87 | 7,667.21 |
| 11CA | 31.70 | 33.60 | 5,494.54 | 5,824.21 | 5,714.32 | 6,057.18 | 5,942.89 | 6,299.46 | 6,180.61 | 6,551.44 | 6,427.83 | 6,813.50 | 6,684.94 | 7,086.04 | 7,369.48 | 7,664.26 | 7,817.55 | 7,973.90 |
| 12CA | 32.97 | 34.95 | 5,714.32 | 6,057.18 | 5,942.89 | 6,299.46 | 6,180.61 | 6,551.44 | 6,427.83 | 6,813.50 | 6,684.94 | 7,086.04 | 6,952.34 | 7,369.48 | 7,664.26 | 7,970.83 | 8,130.25 | 8,292.85 |
| 13CA | 34.29 | 36.34 | 5,942.89 | 6,299.46 | 6,180.61 | 6,551.44 | 6,427.83 | 6,813.50 | 6,684.94 | 7,086.04 | 6,952.34 | 7,369.48 | 7,230.43 | 7,664.26 | 7,970.83 | 8,289.66 | 8,455.46 | 8,624.57 |
| 14CA | 35.66 | 37.80 | 6,180.61 | 6,551.44 | 6,427.83 | 6,813.50 | 6,684.94 | 7,086.04 | 6,952.34 | 7,369.48 | 7,230.43 | 7,664.26 | 7,519.65 | 7,970.83 | 8,289.66 | 8,621.25 | 8,793.68 | 8,969.55 |
| 15CA | 37.08 | 39.31 | 6,427.83 | 6,813.50 | 6,684.94 | 7,086.04 | 6,952.34 | 7,369.48 | 7,230.43 | 7,664.26 | 7,519.65 | 7,970.83 | 7,820.44 | 8,289.66 | 8,621.25 | 8,966.10 | 9,145.42 | 9,328.33 |
| 16CA | 38.57 | 40.88 | 6,684.94 | 7,086.04 | 6,952.34 | 7,369.48 | 7,230.43 | 7,664.26 | 7,519.65 | 7,970.83 | 7,820.44 | 8,289.66 | 8,133.26 | 8,621.25 | 8,966.10 | 9,324.74 | 9,511.24 | 9,701.46 |
| 17CA | 40.11 | 42.52 | 6,952.34 | 7,369.48 | 7,230.43 | 7,664.26 | 7,519.65 | 7,970.83 | 7,820.44 | 8,289.66 | 8,133.26 | 8,621.25 | 8,458.59 | 8,966.10 | 9,324.74 | 9,697.73 | 9,891.69 | 10,089.52 |
| 18CA | 41.71 | 44.22 | 7,230.43 | 7,664.26 | 7,519.65 | 7,970.83 | 7,820.44 | 8,289.66 | 8,133.26 | 8,621.25 | 8,458.59 | 8,966.10 | 8,796.93 | 9,324.74 | 9,697.73 | 10,085.64 | 10,287.36 | 10,493.10 |

Longevity increments 1, 2, 3, and 4 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

*After 10 years of ~~satisfactory~~ full time service with Los Rios, a longevity increment will be awarded which is 4% ((4.24% with 6% OSSP)) of the appropriate range and step

** An additional ~~longevity~~ increment of 4% (8.16%) ((8.6496% with 6% OSSP)) will be ~~granted-awarded~~ after ~~fifteen (15) full~~ 15 years. ~~of service with the District.~~

*** An additional ~~longevity~~ increment of 2% (10.323%) ((10.9424% with 6% OSSP)) will be ~~granted-awarded~~ after ~~twenty (20) full~~ 20 years. ~~of service with the District.~~

**** An additional ~~longevity~~ increment of 2% (12.53%) ((13.2818% with 6% OSSP)) will be ~~granted-awarded~~ after ~~twenty-five (25) full~~ 25 years. ~~of service with the District.~~

Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Retroactive to: July 1, 2020
Board approved/revised: May 10, 2023

**Los Rios Community College District
2020-21 Final
Confidential Administrative Assistant Classified
Annual Salary Schedule**

(a) steps include a one-time only improvement of 6%

DRAFT

| Range | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | L1* | L2** | L3*** | L4**** |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 3CA | 48,178 | 51,068 | 50,105 | 53,111 | 52,109 | 55,235 | 54,193 | 57,445 | 56,361 | 59,743 | 58,615 | 62,132 | 64,618 | 67,202 | 68,546 | 69,917 |
| 4CA | 50,105 | 53,111 | 52,109 | 55,235 | 54,193 | 57,445 | 56,361 | 59,743 | 58,615 | 62,132 | 60,960 | 64,618 | 67,202 | 69,890 | 71,288 | 72,714 |
| 5CA | 52,109 | 55,235 | 54,193 | 57,445 | 56,361 | 59,743 | 58,615 | 62,132 | 60,960 | 64,618 | 63,398 | 67,202 | 69,890 | 72,686 | 74,140 | 75,623 |
| 6CA | 54,193 | 57,445 | 56,361 | 59,743 | 58,615 | 62,132 | 60,960 | 64,618 | 63,398 | 67,202 | 65,934 | 69,890 | 72,686 | 75,594 | 77,105 | 78,648 |
| 7CA | 56,361 | 59,743 | 58,615 | 62,132 | 60,960 | 64,618 | 63,398 | 67,202 | 65,934 | 69,890 | 68,572 | 72,686 | 75,594 | 78,617 | 80,190 | 81,793 |
| 8CA | 58,615 | 62,132 | 60,960 | 64,618 | 63,398 | 67,202 | 65,934 | 69,890 | 68,572 | 72,686 | 71,315 | 75,594 | 78,617 | 81,762 | 83,397 | 85,065 |
| 9CA | 60,960 | 64,618 | 63,398 | 67,202 | 65,934 | 69,890 | 68,572 | 72,686 | 71,315 | 75,594 | 74,167 | 78,617 | 81,762 | 85,032 | 86,733 | 88,468 |
| 10CA | 63,398 | 67,202 | 65,934 | 69,890 | 68,572 | 72,686 | 71,315 | 75,594 | 74,167 | 78,617 | 77,134 | 81,762 | 85,032 | 88,434 | 90,202 | 92,007 |
| 11CA | 65,934 | 69,890 | 68,572 | 72,686 | 71,315 | 75,594 | 74,167 | 78,617 | 77,134 | 81,762 | 80,219 | 85,032 | 88,434 | 91,971 | 93,811 | 95,687 |
| 12CA | 68,572 | 72,686 | 71,315 | 75,594 | 74,167 | 78,617 | 77,134 | 81,762 | 80,219 | 85,032 | 83,428 | 88,434 | 91,971 | 95,650 | 97,563 | 99,514 |
| 13CA | 71,315 | 75,594 | 74,167 | 78,617 | 77,134 | 81,762 | 80,219 | 85,032 | 83,428 | 88,434 | 86,765 | 91,971 | 95,650 | 99,476 | 101,466 | 103,495 |
| 14CA | 74,167 | 78,617 | 77,134 | 81,762 | 80,219 | 85,032 | 83,428 | 88,434 | 86,765 | 91,971 | 90,236 | 95,650 | 99,476 | 103,455 | 105,524 | 107,635 |
| 15CA | 77,134 | 81,762 | 80,219 | 85,032 | 83,428 | 88,434 | 86,765 | 91,971 | 90,236 | 95,650 | 93,845 | 99,476 | 103,455 | 107,593 | 109,745 | 111,940 |
| 16CA | 80,219 | 85,032 | 83,428 | 88,434 | 86,765 | 91,971 | 90,236 | 95,650 | 93,845 | 99,476 | 97,599 | 103,455 | 107,593 | 111,897 | 114,135 | 116,418 |
| 17CA | 83,428 | 88,434 | 86,765 | 91,971 | 90,236 | 95,650 | 93,845 | 99,476 | 97,599 | 103,455 | 101,503 | 107,593 | 111,897 | 116,373 | 118,700 | 121,074 |
| 18CA | 86,765 | 91,971 | 90,236 | 95,650 | 93,845 | 99,476 | 97,599 | 103,455 | 101,503 | 107,593 | 105,563 | 111,897 | 116,373 | 121,028 | 123,448 | 125,917 |

Longevity increments 1, 2, 3, and 4 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

*After 10 years of **satisfactory full time** service with Los Rios, a longevity increment will be awarded which is 4%~~((4.24% with 6% OSSP))~~ of the appropriate range and step

** An additional ~~longevity~~ increment of 4% (8.16%) ~~((8.6496% with 6% OSSP))~~ will be ~~granted-awarded~~ after ~~fifteen (15) full~~ 15 years. ~~of service with the District.~~

*** An additional ~~longevity~~ increment of 2% (10.323%) ~~((10.9424% with 6% OSSP))~~ will be ~~granted-awarded~~ after ~~twenty (20) full~~ 20 years. ~~of service with the District.~~

**** An additional ~~longevity~~ increment of 2% (12.53%) ~~((13.2818% with 6% OSSP))~~ will be ~~granted-awarded~~ after ~~twenty-five (25) full~~ 25 years. ~~of service with the District.~~

~~Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).~~

Retroactive to: July 1, 2020

Board approved/revised: May 10, 2023

**Los Rios Community College District
2020-21 Final
Salary Ranges for Confidential Classified Positions**

Includes a one-time improvement of 6%

DRAFT

| Job Code | Titles | Range | Base Annual Salary | | Annual Salary with one-time 6% Improvement | |
|-----------------|--|--------------|---------------------------|-----------|---|-------------------|
| 0644 | Communications and Public Information Officer (E) | 18C | 84,826 | - 103,204 | 89,916 | - 123,403 109,396 |
| 0286 | Confidential Business Services Officer | 12C | 67,039 | - 81,564 | 71,062 | - 97,290 86,458 |
| 0135 | Confidential Chancellor's Executive Officer | 21C | 95,418 | - 116,090 | 101,143 | - 138,474 123,056 |
| 0632 | Confidential Financial Analyst (E) | 19C | 88,219 | - 107,332 | 93,512 | - 128,027 113,772 |
| 0121 | Confidential Human Resources Assistant I | 2C | 45,290 | - 55,102 | 48,007 | - 65,726 58,408 |
| 0148 | Confidential Human Resources Assistant II | 3C | 47,101 | - 57,306 | 49,927 | - 68,355 60,744 |
| 0170 | Confidential Human Resources Assistant III | 4C | 48,985 | - 59,598 | 51,924 | - 71,089 63,174 |
| 0635 | Confidential Human Resources Officer (E) | 18C | 84,826 | - 103,204 | 89,916 | - 123,403 109,396 |
| 0119 | Confidential Human Resources Specialist I | 5C | 50,945 | - 61,982 | 54,001 | - 73,933 65,701 |
| 0159 | Confidential Human Resources Specialist II | 6C | 52,982 | - 64,461 | 56,161 | - 76,890 68,329 |
| 0120 | Confidential Human Resources Specialist III | 8C | 57,306 | - 69,721 | 60,744 | - 83,164 73,904 |
| 0160 | Confidential Human Resources Training Specialist | 11C | 64,461 | - 78,427 | 68,329 | - 93,548 83,132 |
| 0708 | Confidential Principal Information Systems Auditor (E) | 23C | 103,204 | - 125,563 | 109,396 | - 149,774 133,097 |
| 0638 | Confidential Principal Internal Auditor (E) | 20C | 91,748 | - 111,625 | 97,253 | - 133,148 118,323 |
| 0645 | Confidential Senior Budget Officer (E) | 21C | 95,418 | - 116,090 | 101,143 | - 138,474 123,056 |
| 0284 | Confidential Senior Human Resources Officer (E) | 19C | 88,219 | - 107,332 | 93,512 | - 128,027 113,772 |

The salary ranges above are base amounts and do not include longevity increments.

The max salary amount in range includes the 10, 15, 20 and 25-year longevity increments.

(E) Exempt employee - not entitled to overtime provisions.

Retroactive to: July 1, 2020

Board approved/revised: May 10, 2023

**Los Rios Community College District
2020-21 Final
Confidential Classified
Monthly Salary Schedule**

(a) steps include a one-time only improvement of 6%

DRAFT

| Range | *Hourly Step 1 | Hourly Step 1a | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | L1* | L2** | L3*** | L4**** |
|-------|----------------|----------------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1C | 20.94 | 22.19 | 3,628.96 | 3,846.70 | 3,774.13 | 4,000.57 | 3,925.09 | 4,160.59 | 4,082.10 | 4,327.02 | 4,245.38 | 4,500.10 | 4,415.19 | 4,680.10 | 4,867.30 | 5,062.00 | 5,163.24 | 5,266.50 |
| 2C | 21.77 | 23.08 | 3,774.13 | 4,000.57 | 3,925.09 | 4,160.59 | 4,082.10 | 4,327.02 | 4,245.38 | 4,500.10 | 4,415.19 | 4,680.10 | 4,591.80 | 4,867.30 | 5,062.00 | 5,264.48 | 5,369.77 | 5,477.16 |
| 3C | 22.64 | 24.00 | 3,925.09 | 4,160.59 | 4,082.10 | 4,327.02 | 4,245.38 | 4,500.10 | 4,415.19 | 4,680.10 | 4,591.80 | 4,867.30 | 4,775.47 | 5,062.00 | 5,264.48 | 5,475.05 | 5,584.55 | 5,696.25 |
| 4C | 23.55 | 24.96 | 4,082.10 | 4,327.02 | 4,245.38 | 4,500.10 | 4,415.19 | 4,680.10 | 4,591.80 | 4,867.30 | 4,775.47 | 5,062.00 | 4,966.49 | 5,264.47 | 5,475.05 | 5,694.05 | 5,807.93 | 5,924.10 |
| 5C | 24.49 | 25.96 | 4,245.38 | 4,500.10 | 4,415.19 | 4,680.10 | 4,591.80 | 4,867.30 | 4,775.47 | 5,062.00 | 4,966.49 | 5,264.47 | 5,165.14 | 5,475.05 | 5,694.05 | 5,921.81 | 6,040.25 | 6,161.06 |
| 6C | 25.47 | 27.00 | 4,415.19 | 4,680.10 | 4,591.80 | 4,867.30 | 4,775.47 | 5,062.00 | 4,966.49 | 5,264.47 | 5,165.14 | 5,475.05 | 5,371.74 | 5,694.05 | 5,921.81 | 6,158.69 | 6,281.86 | 6,407.50 |
| 7C | 26.49 | 28.08 | 4,591.80 | 4,867.30 | 4,775.47 | 5,062.00 | 4,966.49 | 5,264.47 | 5,165.14 | 5,475.05 | 5,371.74 | 5,694.05 | 5,586.62 | 5,921.81 | 6,158.69 | 6,405.04 | 6,533.14 | 6,663.80 |
| 8C | 27.55 | 29.20 | 4,775.47 | 5,062.00 | 4,966.49 | 5,264.47 | 5,165.14 | 5,475.05 | 5,371.74 | 5,694.05 | 5,586.62 | 5,921.81 | 5,810.08 | 6,158.69 | 6,405.04 | 6,661.24 | 6,794.47 | 6,930.35 |
| 9C | 28.65 | 30.37 | 4,966.49 | 5,264.47 | 5,165.14 | 5,475.05 | 5,371.74 | 5,694.05 | 5,586.62 | 5,921.81 | 5,810.08 | 6,158.69 | 6,042.49 | 6,405.04 | 6,661.24 | 6,927.69 | 7,066.24 | 7,207.57 |
| 10C | 29.80 | 31.59 | 5,165.14 | 5,475.05 | 5,371.74 | 5,694.05 | 5,586.62 | 5,921.81 | 5,810.08 | 6,158.69 | 6,042.49 | 6,405.04 | 6,284.19 | 6,661.24 | 6,927.69 | 7,204.79 | 7,348.89 | 7,495.88 |
| 11C | 30.99 | 32.85 | 5,371.74 | 5,694.05 | 5,586.62 | 5,921.81 | 5,810.08 | 6,158.69 | 6,042.49 | 6,405.04 | 6,284.19 | 6,661.24 | 6,535.55 | 6,927.69 | 7,204.79 | 7,492.98 | 7,642.84 | 7,795.70 |
| 12C | 32.23 | 34.16 | 5,586.62 | 5,921.81 | 5,810.08 | 6,158.69 | 6,042.49 | 6,405.04 | 6,284.19 | 6,661.24 | 6,535.55 | 6,927.69 | 6,796.98 | 7,204.79 | 7,492.98 | 7,792.70 | 7,948.55 | 8,107.53 |
| 13C | 33.52 | 35.53 | 5,810.08 | 6,158.69 | 6,042.49 | 6,405.04 | 6,284.19 | 6,661.24 | 6,535.55 | 6,927.69 | 6,796.98 | 7,204.79 | 7,068.85 | 7,492.98 | 7,792.70 | 8,104.40 | 8,266.49 | 8,431.83 |
| 14C | 34.86 | 36.95 | 6,042.49 | 6,405.04 | 6,284.19 | 6,661.24 | 6,535.55 | 6,927.69 | 6,796.98 | 7,204.79 | 7,068.85 | 7,492.98 | 7,351.60 | 7,792.70 | 8,104.40 | 8,428.58 | 8,597.15 | 8,769.10 |
| 15C | 36.25 | 38.43 | 6,284.19 | 6,661.24 | 6,535.55 | 6,927.69 | 6,796.98 | 7,204.79 | 7,068.85 | 7,492.98 | 7,351.60 | 7,792.70 | 7,645.66 | 8,104.40 | 8,428.58 | 8,765.72 | 8,941.04 | 9,119.86 |
| 16C | 37.71 | 39.97 | 6,535.55 | 6,927.69 | 6,796.98 | 7,204.79 | 7,068.85 | 7,492.98 | 7,351.60 | 7,792.70 | 7,645.66 | 8,104.40 | 7,951.49 | 8,428.58 | 8,765.72 | 9,116.36 | 9,298.68 | 9,484.65 |
| 17C | 39.21 | 41.57 | 6,796.98 | 7,204.79 | 7,068.85 | 7,492.98 | 7,351.60 | 7,792.70 | 7,645.66 | 8,104.40 | 7,951.49 | 8,428.58 | 8,269.55 | 8,765.72 | 9,116.36 | 9,481.01 | 9,670.63 | 9,864.04 |
| 18C | 40.78 | 43.23 | 7,068.85 | 7,492.98 | 7,351.60 | 7,792.70 | 7,645.66 | 8,104.40 | 7,951.49 | 8,428.58 | 8,269.55 | 8,765.72 | 8,600.34 | 9,116.36 | 9,481.01 | 9,860.24 | 10,057.45 | 10,258.60 |
| 19C | 42.41 | 44.96 | 7,351.60 | 7,792.70 | 7,645.66 | 8,104.40 | 7,951.49 | 8,428.58 | 8,269.55 | 8,765.72 | 8,600.34 | 9,116.36 | 8,944.35 | 9,481.01 | 9,860.24 | 10,254.65 | 10,459.74 | 10,668.95 |
| 20C | 44.11 | 46.76 | 7,645.66 | 8,104.40 | 7,951.49 | 8,428.58 | 8,269.55 | 8,765.72 | 8,600.34 | 9,116.36 | 8,944.35 | 9,481.01 | 9,302.12 | 9,860.24 | 10,254.65 | 10,664.84 | 10,878.14 | 11,095.70 |
| 21C | 45.87 | 48.63 | 7,951.49 | 8,428.58 | 8,269.55 | 8,765.72 | 8,600.34 | 9,116.36 | 8,944.35 | 9,481.01 | 9,302.12 | 9,860.24 | 9,674.20 | 10,254.65 | 10,664.84 | 11,091.43 | 11,313.26 | 11,539.53 |
| 22C | 47.71 | 50.57 | 8,269.55 | 8,765.72 | 8,600.34 | 9,116.36 | 8,944.35 | 9,481.01 | 9,302.12 | 9,860.24 | 9,674.20 | 10,254.65 | 10,061.17 | 10,664.84 | 11,091.43 | 11,535.09 | 11,765.79 | 12,001.11 |
| 23C | 49.62 | 52.59 | 8,600.34 | 9,116.36 | 8,944.35 | 9,481.01 | 9,302.12 | 9,860.24 | 9,674.20 | 10,254.65 | 10,061.17 | 10,664.84 | 10,463.62 | 11,091.43 | 11,535.09 | 11,996.49 | 12,236.42 | 12,481.15 |

Longevity increments 1, 2, 3, and 4 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

*After 10 years of satisfactory full time service with Los Rios, a longevity increment will be awarded which is 4% ((4.24% with 6% OSSP)) of the appropriate range and step

** An additional longevity increment of 4% (8.16%) ((8.6496% with 6% OSSP)) will be granted-awarded after fifteen (15) full 15 years of service with the District.

*** An additional longevity increment of 2% (10.323%) ((10.9424% with 6% OSSP)) will be granted-awarded after twenty (20) full 20 years of service with the District.

**** An additional longevity increment of 2% (12.53%) ((13.2818% with 6% OSSP)) will be granted-awarded after twenty-five (25) full 25 years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Retroactive to: July 1, 2020
Board approved/ revised: May 10, 2023

**Los Rios Community College District
2020-21 Final
Confidential Classified
Annual Salary Schedule**

(a) steps include a one-time only improvement of 6%

DRAFT

| Range | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | L1* | L2** | L3*** | L4**** |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1C | 43,548 | 46,160 | 45,290 | 48,007 | 47,101 | 49,927 | 48,985 | 51,924 | 50,945 | 54,001 | 52,982 | 56,161 | 58,408 | 60,744 | 61,959 | 63,198 |
| 2C | 45,290 | 48,007 | 47,101 | 49,927 | 48,985 | 51,924 | 50,945 | 54,001 | 52,982 | 56,161 | 55,102 | 58,408 | 60,744 | 63,174 | 64,437 | 65,726 |
| 3C | 47,101 | 49,927 | 48,985 | 51,924 | 50,945 | 54,001 | 52,982 | 56,161 | 55,102 | 58,408 | 57,306 | 60,744 | 63,174 | 65,704 | 67,045 | 68,355 |
| 4C | 48,985 | 51,924 | 50,945 | 54,001 | 52,982 | 56,161 | 55,102 | 58,408 | 57,306 | 60,744 | 59,598 | 63,174 | 65,704 | 68,329 | 69,695 | 71,089 |
| 5C | 50,945 | 54,001 | 52,982 | 56,161 | 55,102 | 58,408 | 57,306 | 60,744 | 59,598 | 63,174 | 61,982 | 65,701 | 68,329 | 71,062 | 72,483 | 73,933 |
| 6C | 52,982 | 56,161 | 55,102 | 58,408 | 57,306 | 60,744 | 59,598 | 63,174 | 61,982 | 65,701 | 64,461 | 68,329 | 71,062 | 73,904 | 75,382 | 76,890 |
| 7C | 55,102 | 58,408 | 57,306 | 60,744 | 59,598 | 63,174 | 61,982 | 65,701 | 64,461 | 68,329 | 67,039 | 71,062 | 73,904 | 76,860 | 78,398 | 79,966 |
| 8C | 57,306 | 60,744 | 59,598 | 63,174 | 61,982 | 65,701 | 64,461 | 68,329 | 67,039 | 71,062 | 69,721 | 73,904 | 76,860 | 79,935 | 81,534 | 83,164 |
| 9C | 59,598 | 63,174 | 61,982 | 65,701 | 64,461 | 68,329 | 67,039 | 71,062 | 69,721 | 73,904 | 72,510 | 76,860 | 79,935 | 83,132 | 84,795 | 86,491 |
| 10C | 61,982 | 65,701 | 64,461 | 68,329 | 67,039 | 71,062 | 69,721 | 73,904 | 72,510 | 76,860 | 75,410 | 79,935 | 83,132 | 86,458 | 88,187 | 89,951 |
| 11C | 64,461 | 68,329 | 67,039 | 71,062 | 69,721 | 73,904 | 72,510 | 76,860 | 75,410 | 79,935 | 78,427 | 83,132 | 86,458 | 89,916 | 91,714 | 93,548 |
| 12C | 67,039 | 71,062 | 69,721 | 73,904 | 72,510 | 76,860 | 75,410 | 79,935 | 78,427 | 83,132 | 81,564 | 86,458 | 89,916 | 93,512 | 95,383 | 97,290 |
| 13C | 69,721 | 73,904 | 72,510 | 76,860 | 75,410 | 79,935 | 78,427 | 83,132 | 81,564 | 86,458 | 84,826 | 89,916 | 93,512 | 97,253 | 99,198 | 101,182 |
| 14C | 72,510 | 76,860 | 75,410 | 79,935 | 78,427 | 83,132 | 81,564 | 86,458 | 84,826 | 89,916 | 88,219 | 93,512 | 97,253 | 101,143 | 103,166 | 105,229 |
| 15C | 75,410 | 79,935 | 78,427 | 83,132 | 81,564 | 86,458 | 84,826 | 89,916 | 88,219 | 93,512 | 91,748 | 97,253 | 101,143 | 105,189 | 107,292 | 109,438 |
| 16C | 78,427 | 83,132 | 81,564 | 86,458 | 84,826 | 89,916 | 88,219 | 93,512 | 91,748 | 97,253 | 95,418 | 101,143 | 105,189 | 109,396 | 111,584 | 113,816 |
| 17C | 81,564 | 86,458 | 84,826 | 89,916 | 88,219 | 93,512 | 91,748 | 97,253 | 95,418 | 101,143 | 99,235 | 105,189 | 109,396 | 113,772 | 116,048 | 118,368 |
| 18C | 84,826 | 89,916 | 88,219 | 93,512 | 91,748 | 97,253 | 95,418 | 101,143 | 99,235 | 105,189 | 103,204 | 109,396 | 113,772 | 118,323 | 120,689 | 123,103 |
| 19C | 88,219 | 93,512 | 91,748 | 97,253 | 95,418 | 101,143 | 99,235 | 105,189 | 103,204 | 109,396 | 107,332 | 113,772 | 118,323 | 123,056 | 125,517 | 128,027 |
| 20C | 91,748 | 97,253 | 95,418 | 101,143 | 99,235 | 105,189 | 103,204 | 109,396 | 107,332 | 113,772 | 111,625 | 118,323 | 123,056 | 127,978 | 130,538 | 133,148 |
| 21C | 95,418 | 101,143 | 99,235 | 105,189 | 103,204 | 109,396 | 107,332 | 113,772 | 111,625 | 118,323 | 116,090 | 123,056 | 127,978 | 133,097 | 135,759 | 138,474 |
| 22C | 99,235 | 105,189 | 103,204 | 109,396 | 107,332 | 113,772 | 111,625 | 118,323 | 116,090 | 123,056 | 120,734 | 127,978 | 133,097 | 138,421 | 141,189 | 144,013 |
| 23C | 103,204 | 109,396 | 107,332 | 113,772 | 111,625 | 118,323 | 116,090 | 123,056 | 120,734 | 127,978 | 125,563 | 133,097 | 138,421 | 143,958 | 146,837 | 149,774 |

Longevity increments 1, 2, 3, and 4 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

*After 10 years of ~~satisfactory~~ full time service with Los Rios, a longevity increment will be awarded which is 4% ((4.24% with 6% OSSP)) of the appropriate range and step

** An additional ~~longevity~~ increment of 4% (8.16%) ((8.6496% with 6% OSSP)) will be ~~granted-awarded after fifteen (15) full~~ 15 years. ~~of service with the District.~~

*** An additional ~~longevity~~ increment of 2% (10.323%) ((10.9424% with 6% OSSP)) will be ~~granted-awarded after twenty (20) full~~ 20 years. ~~of service with the District.~~

**** An additional ~~longevity~~ increment of 2% (12.53%) ((13.2818% with 6% OSSP)) will be ~~granted-awarded after twenty-five (25) full~~ 25 years. ~~of service with the District.~~

~~Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).~~

Retroactive to: July 1, 2020
Board approved/ revised: May 10, 2023

**Los Rios Community College District
2020-21 Final**

Salary Ranges for LRCEA Classified Salary Schedule

Includes a one-time-only improvement of 6%

DRAFT

| Job Code | Title | Range | Base Annual Salary | | Annual Salary with one-time 6% Improvement | | |
|----------|--|-------|--------------------|-----------|--|-----------|---------|
| 0141 | Account Clerk I | 17 | 35,911 | - 43,691 | 38,065 | - 52,115 | 46,312 |
| 0142 | Account Clerk II | 21 | 39,330 | - 47,851 | 41,690 | - 57,077 | 50,722 |
| 0143 | Account Clerk III | 25 | 43,076 | - 52,408 | 45,660 | - 62,543 | 55,552 |
| 0649 | Accountant | 35 | 54,073 | - 65,788 | 57,318 | - 78,473 | 69,736 |
| 0198 | Accounting Specialist | 40 | 60,585 | - 73,710 | 64,220 | - 87,923 | 78,133 |
| 0131 | Administrative Assistant I | 26 | 44,066 | - 53,613 | 46,710 | - 63,954 | 56,830 |
| 0133 | Administrative Assistant II | 28 | 46,116 | - 56,108 | 48,883 | - 66,926 | 59,474 |
| 0285 | Administrative Assistant III | 30 | 48,262 | - 58,718 | 51,158 | - 70,939 | 62,241 |
| 0654 | Administrative Services Analyst | 44 | 66,354 | - 80,729 | 70,335 | - 96,295 | 85,573 |
| 0171 | Admissions/Records Clerk I | 17 | 35,911 | - 43,691 | 38,065 | - 52,115 | 46,312 |
| 0172 | Admissions/Records Clerk II | 20 | 38,446 | - 46,775 | 40,753 | - 55,794 | 49,582 |
| 0173 | Admissions/Records Clerk III | 23 | 41,160 | - 50,078 | 43,630 | - 59,733 | 53,082 |
| 0145 | Admissions/Records Evaluator I | 24 | 42,107 | - 51,229 | 44,633 | - 61,407 | 54,303 |
| 0151 | Admissions/Records Evaluator II | 28 | 46,116 | - 56,108 | 48,883 | - 66,926 | 59,474 |
| 0163 | Admissions/Records Evaluator/Degree Auditor | 29 | 47,177 | - 57,398 | 50,007 | - 68,465 | 60,842 |
| 0819 | Alternate Media Design Specialist | 37 | 56,590 | - 68,850 | 59,985 | - 82,125 | 72,981 |
| 0634 | Animal Health Instructional Technician | 30 | 48,262 | - 58,718 | 51,158 | - 70,939 | 62,241 |
| 0798 | Assessment Center Testing Coordinator | 38 | 57,891 | - 70,433 | 61,364 | - 84,044 | 74,659 |
| 0602 | Assistant Financial Aid Officer | 35 | 54,073 | - 65,788 | 57,318 | - 78,473 | 69,736 |
| 0313 | Assistant Technical Director - Harris Center for the Arts | 37 | 56,590 | - 68,850 | 59,985 | - 82,125 | 72,981 |
| 0701 | Athletic Trainer | 37 | 56,590 | - 68,850 | 59,985 | - 82,125 | 72,981 |
| 0742 | Attendance Services Assistant | 27 | 45,080 | - 54,846 | 47,784 | - 66,421 | 58,137 |
| 0185 | Bookstore Assistant Manager | 37 | 56,590 | - 68,850 | 59,985 | - 82,125 | 72,981 |
| 0183 | Bookstore Buyer I | 21 | 39,330 | - 47,851 | 41,690 | - 57,077 | 50,722 |
| 0195 | Bookstore Buyer II | 25 | 43,076 | - 52,408 | 45,660 | - 62,543 | 55,552 |
| 0186 | Bookstore Clerk | 18 | 36,736 | - 44,695 | 38,940 | - 53,313 | 47,377 |
| 0184 | Bookstore Stock Clerk | 21 | 39,330 | - 47,851 | 41,690 | - 57,077 | 50,722 |
| 0869 | Building Automation and Systems Integration Analyst | 57 | 89,176 | - 108,496 | 94,526 | - 129,446 | 115,006 |
| 0128 | Buyer | 29 | 47,177 | - 57,398 | 50,007 | - 68,465 | 60,842 |
| 0116 | Child Development Center Associate Teacher | 12 | 32,051 | - 38,995 | 33,974 | - 46,544 | 41,335 |
| 0810 | Child Development Center Clerk | 20 | 38,446 | - 46,775 | 40,753 | - 55,794 | 49,582 |
| 0199 | Child Development Center Lead Teacher | 35 | 54,073 | - 65,788 | 57,318 | - 78,473 | 69,736 |
| 0194 | Child Development Center Teacher | 26 | 44,066 | - 53,613 | 46,710 | - 63,954 | 56,830 |
| 0102 | Clerk II | 16 | 35,103 | - 42,708 | 37,209 | - 50,943 | 45,271 |
| 0103 | Clerk III | 20 | 38,446 | - 46,775 | 40,753 | - 55,794 | 49,582 |
| 0191 | College Development Officer | 35 | 54,073 | - 65,788 | 57,318 | - 78,473 | 69,736 |
| 0739 | Computer Aided Drafting and Design Assistant | 42 | 63,403 | - 77,140 | 67,207 | - 92,013 | 81,768 |
| 0803 | Contract Education Program Developer | 56 | 87,171 | - 106,057 | 92,401 | - 126,506 | 112,420 |
| 0123 | Control Center Technician | 22 | 40,235 | - 48,952 | 42,649 | - 58,390 | 51,889 |
| 0164 | Cook/Baker | 21 | 39,330 | - 47,851 | 41,690 | - 57,077 | 50,722 |
| 0169 | Cosmetology Service Assistant | 30 | 48,262 | - 58,718 | 51,158 | - 70,939 | 62,241 |
| 0109 | Counseling Clerk I | 17 | 35,911 | - 43,691 | 38,065 | - 52,115 | 46,312 |
| 0110 | Counseling Clerk II | 21 | 39,330 | - 47,851 | 41,690 | - 57,077 | 50,722 |
| 0744 | Data Communications Security Specialist | 61 | 97,667 | - 118,827 | 103,527 | - 141,739 | 125,957 |
| 0130 | Digital Communications & Web Specialist | 44 | 66,354 | - 80,729 | 70,335 | - 96,295 | 85,573 |
| 0129 | Disabled Student Programs and Services (DSP&S) Clerk | 17 | 35,911 | - 43,691 | 38,065 | - 52,115 | 46,312 |
| 0282 | District Financial Aid Specialist | 40 | 60,585 | - 73,710 | 64,220 | - 87,923 | 78,133 |
| 0650 | Donor Relations Specialist | 38 | 57,891 | - 70,433 | 61,364 | - 84,044 | 74,659 |
| 0167 | Educational Center Assistant | 25 | 43,076 | - 52,408 | 45,660 | - 62,543 | 55,552 |
| 0108 | Educational Center Clerk | 22 | 40,235 | - 48,952 | 42,649 | - 58,390 | 51,889 |
| 0806 | Educational Media Design Specialist | 37 | 56,590 | - 68,850 | 59,985 | - 82,125 | 72,981 |
| 0646 | Electronics Calibration and Repair Technician | 38 | 57,891 | - 70,433 | 61,364 | - 84,044 | 74,659 |
| 0180 | Employee Benefits Specialist | 40 | 60,585 | - 73,710 | 64,220 | - 87,923 | 78,133 |
| 0175 | Employee Benefits Technician | 29 | 47,177 | - 57,398 | 50,007 | - 68,465 | 60,842 |
| 0287 | Energy Management Controls Specialist | 57 | 89,176 | - 108,496 | 94,526 | - 129,446 | 115,006 |
| 0705 | Facilities Planning and Engineering Specialist | 56 | 87,171 | - 106,057 | 92,401 | - 126,506 | 112,420 |
| 0700 | Facilities Planning Specialist | 49 | 74,343 | - 90,450 | 78,804 | - 107,890 | 95,877 |
| 0138 | Financial Aid Clerk I | 17 | 35,911 | - 43,691 | 38,065 | - 52,115 | 46,312 |
| 0140 | Financial Aid Clerk II | 21 | 39,330 | - 47,851 | 41,690 | - 57,077 | 50,722 |
| 0604 | Financial Aid Officer | 38 | 57,891 | - 70,433 | 61,364 | - 84,044 | 74,659 |
| 0743 | Fiscal Services Accounting Specialist | 40 | 60,585 | - 73,710 | 64,220 | - 87,923 | 78,133 |
| 0161 | Food Service Assistant I | 10 | 30,626 | - 37,261 | 32,464 | - 44,446 | 39,497 |
| 0162 | Food Service Assistant II | 12 | 32,051 | - 38,995 | 33,974 | - 46,544 | 41,335 |
| 0165 | Food Service Assistant Manager | 24 | 42,107 | - 51,229 | 44,633 | - 61,407 | 54,303 |
| 0149 | Grant Coordination Clerk | 20 | 38,446 | - 46,775 | 40,753 | - 55,794 | 49,582 |
| 0236 | Graphic Artist | 28 | 46,116 | - 56,108 | 48,883 | - 66,926 | 59,474 |
| 0801 | Graphic Designer | 29 | 47,177 | - 57,398 | 50,007 | - 68,465 | 60,842 |
| 0168 | Health Services Assistant | 21 | 39,330 | - 47,851 | 41,690 | - 57,077 | 50,722 |
| 0718 | Information Technology Business/Technical Analyst I | 57 | 89,176 | - 108,496 | 94,526 | - 129,446 | 115,006 |
| 0723 | Information Technology Business/Technical Analyst II | 61 | 97,667 | - 118,827 | 103,527 | - 141,739 | 125,957 |
| 0748 | Information Technology Network Administrator Analyst I | 57 | 89,176 | - 108,496 | 94,526 | - 129,446 | 115,006 |
| 0749 | Information Technology Network Administrator Analyst II | 61 | 97,667 | - 118,827 | 103,527 | - 141,739 | 125,957 |
| 0726 | Information Technology Specialist I | 44 | 66,354 | - 80,729 | 70,335 | - 96,295 | 85,573 |
| 0729 | Information Technology Specialist II | 50 | 76,053 | - 92,530 | 80,616 | - 110,372 | 98,082 |
| 0745 | Information Technology Systems/Database Administrator Analyst I | 57 | 89,176 | - 108,496 | 94,526 | - 129,446 | 115,006 |
| 0746 | Information Technology Systems/Database Administrator Analyst II | 61 | 97,667 | - 118,827 | 103,527 | - 141,739 | 125,957 |
| 0242 | Information Technology Cable Plant Assistant | 50 | 76,053 | - 92,530 | 80,616 | - 110,372 | 98,082 |
| 0809 | Information Technology Technician I | 25 | 43,076 | - 52,408 | 45,660 | - 62,543 | 55,552 |
| 0152 | Information Technology Technician II | 31 | 49,372 | - 60,069 | 52,334 | - 71,651 | 63,673 |
| 0208 | Instructional Assistant | 28 | 46,116 | - 56,108 | 48,883 | - 66,926 | 59,474 |
| 0166 | Instructional Services Assistant I | 24 | 42,107 | - 51,229 | 44,633 | - 61,407 | 54,303 |
| 0808 | Instructional Services Assistant II | 27 | 45,080 | - 54,846 | 47,784 | - 66,421 | 58,137 |

| Job Code | Title | Range | Base Annual | | Annual Salary with | | |
|----------|--|-------|-------------|-----------|--------------------|-------------|---------|
| | | | Salary | | one-time 6% | Improvement | |
| 0150 | Interpreter/Transliterater I | 28 | 46,116 | - 56,108 | 48,883 | - 66,926 | 59,474 |
| 0153 | Interpreter/Transliterater II | 32 | 50,508 | - 61,450 | 53,538 | - 73,299 | 65,137 |
| 0155 | Interpreter/Transliterater III | 36 | 55,317 | - 67,302 | 58,636 | - 80,278 | 71,340 |
| 0207 | Laboratory Technician | 28 | 46,116 | - 56,108 | 48,883 | - 66,926 | 59,474 |
| 0283 | Lead Digital Communications & Web Specialist | 46 | 69,441 | - 84,485 | 73,607 | - 100,775 | 89,555 |
| 0706 | Lead Facilities Planning and Engineering Specialist | 58 | 91,227 | - 110,992 | 96,700 | - 132,392 | 117,651 |
| 0741 | Lead Instructional Assistant | 30 | 48,262 | - 58,718 | 51,158 | - 70,039 | 62,241 |
| 0866 | Lead Instructional Services Assistant | 29 | 47,177 | - 57,398 | 50,007 | - 68,465 | 60,842 |
| 0600 | Lead Laboratory Technician | 30 | 48,262 | - 58,718 | 51,158 | - 70,039 | 62,241 |
| 0241 | Lead Library Technician | 28 | 46,116 | - 56,108 | 48,883 | - 66,926 | 59,474 |
| 0157 | Lead Police Communication Dispatcher | 25 | 43,076 | - 52,408 | 45,660 | - 62,543 | 55,552 |
| 0114 | Library Technician | 26 | 44,066 | - 53,613 | 46,710 | - 63,954 | 56,830 |
| 0105 | Maintenance/Operations Clerk | 22 | 40,235 | - 48,952 | 42,649 | - 58,390 | 51,889 |
| 0231 | Media Systems/Resources Specialist | 50 | 76,053 | - 92,530 | 80,616 | - 110,372 | 98,082 |
| 0200 | Media Systems/Resources Technician I | 32 | 50,508 | - 61,450 | 53,538 | - 73,299 | 65,137 |
| 0223 | Media Systems/Resources Technician II | 38 | 57,891 | - 70,433 | 61,364 | - 84,044 | 74,659 |
| 0115 | Operations Technician | 26 | 44,066 | - 53,613 | 46,710 | - 63,954 | 56,830 |
| 0618 | Outreach Specialist | 38 | 57,891 | - 70,433 | 61,364 | - 84,044 | 74,659 |
| 0660 | Payroll Accountant | 36 | 55,317 | - 67,302 | 58,636 | - 80,278 | 71,340 |
| 0146 | Payroll Clerk | 25 | 43,076 | - 52,408 | 45,660 | - 62,543 | 55,552 |
| 0652 | Payroll Specialist | 40 | 60,585 | - 73,710 | 64,220 | - 87,923 | 78,133 |
| 0179 | Payroll Technician | 29 | 47,177 | - 57,398 | 50,007 | - 68,465 | 60,842 |
| 0156 | Police Communication Dispatcher | 23 | 41,160 | - 50,078 | 43,630 | - 59,733 | 53,082 |
| 0702 | Printing Assistant | 35 | 54,073 | - 65,788 | 57,318 | - 78,473 | 69,736 |
| 0106 | Printing Services Operator I | 17 | 35,911 | - 43,691 | 38,065 | - 52,115 | 46,312 |
| 0107 | Printing Services Operator II | 20 | 38,446 | - 46,775 | 40,753 | - 55,794 | 49,582 |
| 0178 | Printing Services Operator III | 23 | 41,160 | - 50,078 | 43,630 | - 59,733 | 53,082 |
| 0802 | Printing Technician | 33 | 51,669 | - 62,864 | 54,769 | - 74,985 | 66,635 |
| 0268 | Programmer I | 44 | 66,354 | - 80,729 | 70,335 | - 96,295 | 85,573 |
| 0269 | Programmer II | 50 | 76,053 | - 92,530 | 80,616 | - 110,372 | 98,082 |
| 0174 | Public Relations Specialist | 38 | 57,891 | - 70,433 | 61,364 | - 84,044 | 74,659 |
| 0640 | Public Relations Technician | 30 | 48,262 | - 58,718 | 51,158 | - 70,039 | 62,241 |
| 0807 | Research Analyst | 50 | 76,053 | - 92,530 | 80,616 | - 110,372 | 98,082 |
| 0639 | Risk Management Specialist | 40 | 60,585 | - 73,710 | 64,220 | - 87,923 | 78,133 |
| 0417 | Sacramento Regional Public Safety Training Center (SRPSTC) Developer | 56 | 87,171 | - 106,057 | 92,401 | - 126,506 | 112,420 |
| 0125 | Senior Buyer/Contract Specialist | 40 | 60,585 | - 73,710 | 64,220 | - 87,923 | 78,133 |
| 0735 | Senior Information Technology Business/Technical Analyst | 64 | 104,563 | - 127,217 | 110,836 | - 154,746 | 134,850 |
| 0750 | Senior Information Technology Network Administrator Analyst | 64 | 104,563 | - 127,217 | 110,836 | - 154,746 | 134,850 |
| 0196 | Senior Information Technology Specialist | 57 | 89,176 | - 108,496 | 94,526 | - 129,416 | 115,006 |
| 0747 | Senior Information Technology Systems/Database Administrator Analyst | 64 | 104,563 | - 127,217 | 110,836 | - 154,746 | 134,850 |
| 0731 | Senior Information Technology Technician | 38 | 57,891 | - 70,433 | 61,364 | - 84,044 | 74,659 |
| 0276 | Senior Programmer | 57 | 89,176 | - 108,496 | 94,526 | - 129,416 | 115,006 |
| 0158 | Staff Resources Center Assistant | 28 | 46,116 | - 56,108 | 48,883 | - 66,926 | 59,474 |
| 0641 | Student Affairs Specialist | 44 | 66,354 | - 80,729 | 70,335 | - 96,295 | 85,573 |
| 0124 | Student Personnel Assistant | 28 | 46,116 | - 56,108 | 48,883 | - 66,926 | 59,474 |
| 0683 | Student Support Specialist | 38 | 57,891 | - 70,433 | 61,364 | - 84,044 | 74,659 |
| 0707 | TANF/CalWORKs Specialist | 38 | 57,891 | - 70,433 | 61,364 | - 84,044 | 74,659 |
| 0271 | Telecommunications System Coordinator | 57 | 89,176 | - 108,496 | 94,526 | - 129,416 | 115,006 |
| 0272 | Telecommunications System Designer | 57 | 89,176 | - 108,496 | 94,526 | - 129,416 | 115,006 |
| 0234 | Theatre Technician | 28 | 46,116 | - 56,108 | 48,883 | - 66,926 | 59,474 |
| 0281 | Ticket Office/Customer Relations Assistant-Visual & Performing Arts Center | 28 | 46,116 | - 56,108 | 48,883 | - 66,926 | 59,474 |
| 0630 | Tutorial Services Assistant | 35 | 54,073 | - 65,788 | 57,318 | - 78,473 | 69,736 |

The salary ranges above are base amounts and do not include longevity increments.

The max salary amount in range includes the 10, 15, 20 and 25-year longevity increments.

Retrospective to: July 1, 2020

Board approved/revised: May 10, 2023

**Los Rios Community College District
2020-21 Final
Salary Ranges for LRSA Supervisory Positions***

Includes a one-time only improvement of 6%

DRAFT

| Job Code | Title | Range | Base Annual Salary | | Annual Salary with one-time 6% Improvement | | |
|----------|--|-------|--------------------|-----------|--|-----------|---------|
| 908 | Accounts Payable Supervisor | 22V | 69,990 | - 83,516 | 74,189 | - 99,619 | 88,527 |
| 636 | Admissions & Records Supervisor | 24V | 75,701 | - 90,330 | 80,243 | - 407,747 | 95,750 |
| 288 | Bookstore Supervisor | 19V | 62,221 | - 74,245 | 65,954 | - 88,564 | 78,700 |
| 901 | Business Services Supervisor | 26V | 81,878 | - 97,701 | 86,791 | - 446,540 | 103,563 |
| 656 | Campus Operations Supervisor | 22V | 69,990 | - 83,516 | 74,189 | - 99,619 | 88,527 |
| 637 | Child Development Center Supervisor | 20V | 64,709 | - 77,215 | 68,592 | - 92,103 | 81,848 |
| 912 | College IT Systems Supervisor | 32V | 103,602 | - 123,623 | 109,818 | - 447,460 | 131,041 |
| 631 | Community Services Supervisor | 22V | 69,990 | - 83,516 | 74,189 | - 99,619 | 88,527 |
| 905 | Counseling Supervisor | 20V | 64,709 | - 77,215 | 68,592 | - 92,103 | 81,848 |
| 603 | Custodial Supervisor | 17V | 57,526 | - 68,644 | 60,978 | - 81,879 | 72,762 |
| 902 | Custodial/Receiving Supervisor | 20V | 64,709 | - 77,215 | 68,592 | - 92,103 | 81,848 |
| 613 | Educational Center Supervisor | 20V | 64,709 | - 77,215 | 68,592 | - 92,103 | 81,848 |
| 651 | Employee Benefits Supervisor | 24V | 75,701 | - 90,330 | 80,243 | - 407,747 | 95,750 |
| 312 | Event Services Supervisor - Harris Center for the Arts | 18V | 59,827 | - 71,389 | 63,417 | - 85,154 | 75,673 |
| 615 | Facilities Maintenance - Electrical Systems Supervisor | 24V | 75,701 | - 90,330 | 80,243 | - 407,747 | 95,750 |
| 601 | Facilities Maintenance - Grounds Supervisor | 24V | 75,701 | - 90,330 | 80,243 | - 407,747 | 95,750 |
| 609 | Facilities Maintenance - Heating/Ventilation/Air Conditioning (HVAC)/Plumbing Supervisor | 24V | 75,701 | - 90,330 | 80,243 | - 407,747 | 95,750 |
| 617 | Facilities Maintenance - Structures Supervisor | 24V | 75,701 | - 90,330 | 80,243 | - 407,747 | 95,750 |
| 616 | Facilities Maintenance Supervisor | 24V | 75,701 | - 90,330 | 80,243 | - 407,747 | 95,750 |
| 642 | Facilities Maintenance - Transportation Supervisor | 24V | 75,701 | - 90,330 | 80,243 | - 407,747 | 95,750 |
| 622 | Facilities Management Operations Supervisor | 18V | 59,827 | - 71,389 | 63,417 | - 85,154 | 75,673 |
| 923 | Facilities Projects Supervisor | 29V | 92,102 | - 109,901 | 97,628 | - 434,094 | 116,495 |
| 611 | Financial Aid Supervisor | 24V | 75,701 | - 90,330 | 80,243 | - 407,747 | 95,750 |
| 657 | Fiscal Services Supervisor | 26V | 81,878 | - 97,701 | 86,791 | - 446,540 | 103,563 |
| 605 | Food Services Manager | 19V | 62,221 | - 74,245 | 65,954 | - 88,564 | 78,700 |
| 624 | General Accounting Supervisor | 28V | 88,559 | - 105,674 | 93,873 | - 426,049 | 112,014 |
| 910 | General Services Supervisor, Risk Management | 22V | 69,990 | - 83,516 | 74,189 | - 99,619 | 88,527 |
| 289 | Hospitality Management - Culinary Supervisor | 20V | 64,709 | - 77,215 | 68,592 | - 92,103 | 81,848 |
| 911 | Instructional Computer Laboratory Supervisor | 22V | 69,990 | - 83,516 | 74,189 | - 99,619 | 88,527 |
| 913 | Instructional Science Laboratory Supervisor | 22V | 69,990 | - 83,516 | 74,189 | - 99,619 | 88,527 |
| 612 | IT Application Systems Supervisor | 33V | 107,746 | - 128,568 | 114,211 | - 453,358 | 136,282 |
| 685 | IT Production Services Supervisor | 33V | 107,746 | - 128,568 | 114,211 | - 453,358 | 136,282 |
| 684 | IT Technical Services Supervisor | 33V | 107,746 | - 128,568 | 114,211 | - 453,358 | 136,282 |
| 290 | Maintenance Technician Supervisor | 19V | 62,221 | - 74,245 | 65,954 | - 88,564 | 78,700 |
| 619 | Media Resources Supervisor | 24V | 75,701 | - 90,330 | 80,243 | - 407,747 | 95,750 |
| 623 | Payroll Supervisor | 26V | 81,878 | - 97,701 | 86,791 | - 446,540 | 103,563 |
| 915 | Police Communications Supervisor | 23V | 72,789 | - 86,856 | 77,157 | - 403,603 | 92,068 |
| 240 | Police Sergeant | 27V | 85,153 | - 101,609 | 90,262 | - 424,204 | 107,706 |
| 900 | Printing Services Supervisor | 19V | 62,221 | - 74,245 | 65,954 | - 88,564 | 78,700 |
| 628 | Purchasing Supervisor | 22V | 69,990 | - 83,516 | 74,189 | - 99,619 | 88,527 |
| 909 | SRPSTC Office Supervisor | 21V | 67,298 | - 80,303 | 71,336 | - 95,787 | 85,122 |
| 682 | Student Life Supervisor | 20V | 64,709 | - 77,215 | 68,592 | - 92,103 | 81,848 |
| 681 | Student Support Supervisor | 20V | 64,709 | - 77,215 | 68,592 | - 92,103 | 81,848 |
| 643 | Technical Director - Harris Center for the Arts | 22V | 69,990 | - 83,516 | 74,189 | - 99,619 | 88,527 |
| 903 | Ticket Office Supervisor - Visual & Performing Arts Center | 19V | 62,221 | - 74,245 | 65,954 | - 88,564 | 78,700 |

The salary ranges above are base amounts and do not include longevity increments.

The max salary amount in range includes the 10-, 15-, 20 and 25-year longevity increments.

***Exempt positions--not entitled to overtime.**

Retroactive to: July 1, 2020

Board approved/revised: May 10, 2023

**Los Rios Community College District
2020-21 Final
LRSA Classified Supervisor
Monthly Salary Schedule**

(a) steps include a one-time only improvement of 6%.

DRAFT

| Range | *Hourly Step 1 | Hourly Step 1a | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | L1* | L2** | L3*** | L4**** |
|-------|----------------|----------------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 16V | 26.59 | 28.19 | 4,609.49 | 4,886.06 | 4,793.87 | 5,081.50 | 4,985.62 | 5,284.76 | 5,185.05 | 5,496.15 | 5,392.45 | 5,716.00 | 5,500.30 | 5,830.32 | 6,063.53 | 6,306.07 | 6,432.19 | 6,560.84 |
| 17V | 27.66 | 29.32 | 4,793.87 | 5,081.50 | 4,985.62 | 5,284.76 | 5,185.05 | 5,496.15 | 5,392.45 | 5,716.00 | 5,608.15 | 5,944.64 | 5,720.31 | 6,063.53 | 6,306.07 | 6,558.34 | 6,689.48 | 6,823.27 |
| 18V | 28.76 | 30.49 | 4,985.62 | 5,284.76 | 5,185.05 | 5,496.15 | 5,392.45 | 5,716.00 | 5,608.15 | 5,944.64 | 5,832.47 | 6,182.42 | 5,949.12 | 6,306.07 | 6,558.34 | 6,820.65 | 6,957.06 | 7,096.20 |
| 19V | 29.91 | 31.71 | 5,185.05 | 5,496.15 | 5,392.45 | 5,716.00 | 5,608.15 | 5,944.64 | 5,832.47 | 6,182.42 | 6,065.77 | 6,429.72 | 6,187.09 | 6,558.31 | 6,820.65 | 7,093.47 | 7,235.34 | 7,380.05 |
| 20V | 31.11 | 32.98 | 5,392.45 | 5,716.00 | 5,608.15 | 5,944.64 | 5,832.47 | 6,182.42 | 6,065.77 | 6,429.72 | 6,308.40 | 6,686.91 | 6,434.57 | 6,820.64 | 7,093.47 | 7,377.21 | 7,524.75 | 7,675.25 |
| 21V | 32.35 | 34.30 | 5,608.15 | 5,944.64 | 5,832.47 | 6,182.42 | 6,065.77 | 6,429.72 | 6,308.40 | 6,686.91 | 6,560.74 | 6,954.38 | 6,691.95 | 7,093.47 | 7,377.21 | 7,672.30 | 7,825.74 | 7,982.26 |
| 22V | 33.65 | 35.67 | 5,832.47 | 6,182.42 | 6,065.77 | 6,429.72 | 6,308.40 | 6,686.91 | 6,560.74 | 6,954.38 | 6,823.17 | 7,232.56 | 6,959.63 | 7,377.21 | 7,672.30 | 7,979.19 | 8,138.77 | 8,301.55 |
| 23V | 34.99 | 37.09 | 6,065.77 | 6,429.72 | 6,308.40 | 6,686.91 | 6,560.74 | 6,954.38 | 6,823.17 | 7,232.56 | 7,096.09 | 7,521.86 | 7,238.02 | 7,672.30 | 7,979.19 | 8,298.36 | 8,464.32 | 8,633.64 |
| 24V | 36.39 | 38.58 | 6,308.40 | 6,686.91 | 6,560.74 | 6,954.38 | 6,823.17 | 7,232.56 | 7,096.09 | 7,521.86 | 7,379.94 | 7,822.73 | 7,527.54 | 7,979.19 | 8,298.36 | 8,630.29 | 8,802.90 | 8,978.96 |
| 25V | 37.85 | 40.12 | 6,560.74 | 6,954.38 | 6,823.17 | 7,232.56 | 7,096.09 | 7,521.86 | 7,379.94 | 7,822.73 | 7,675.14 | 8,135.64 | 7,828.64 | 8,298.36 | 8,630.29 | 8,975.50 | 9,155.04 | 9,338.14 |
| 26V | 39.36 | 41.73 | 6,823.17 | 7,232.56 | 7,096.09 | 7,521.86 | 7,379.94 | 7,822.73 | 7,675.14 | 8,135.64 | 7,982.14 | 8,461.07 | 8,141.78 | 8,630.29 | 8,975.50 | 9,334.52 | 9,521.21 | 9,711.64 |
| 27V | 40.94 | 43.40 | 7,096.09 | 7,521.86 | 7,379.94 | 7,822.73 | 7,675.14 | 8,135.64 | 7,982.14 | 8,461.07 | 8,301.43 | 8,799.51 | 8,467.46 | 8,975.50 | 9,334.52 | 9,707.90 | 9,902.06 | 10,100.10 |
| 28V | 42.58 | 45.13 | 7,379.94 | 7,822.73 | 7,675.14 | 8,135.64 | 7,982.14 | 8,461.07 | 8,301.43 | 8,799.51 | 8,633.48 | 9,151.49 | 8,806.15 | 9,334.52 | 9,707.90 | 10,096.22 | 10,298.15 | 10,504.14 |
| 29V | 44.28 | 46.94 | 7,675.14 | 8,135.64 | 7,982.14 | 8,461.07 | 8,301.43 | 8,799.51 | 8,633.48 | 9,151.49 | 8,978.82 | 9,517.55 | 9,158.40 | 9,707.90 | 10,096.22 | 10,500.07 | 10,710.07 | 10,924.27 |
| 30V | 46.05 | 48.81 | 7,982.14 | 8,461.07 | 8,301.43 | 8,799.51 | 8,633.48 | 9,151.49 | 8,978.82 | 9,517.55 | 9,337.98 | 9,898.26 | 9,524.74 | 10,096.22 | 10,500.07 | 10,920.07 | 11,138.47 | 11,361.24 |
| 31V | 47.89 | 50.77 | 8,301.43 | 8,799.51 | 8,633.48 | 9,151.49 | 8,978.82 | 9,517.55 | 9,337.98 | 9,898.26 | 9,711.50 | 10,294.19 | 9,905.73 | 10,500.07 | 10,920.07 | 11,356.88 | 11,584.04 | 11,815.69 |
| 32V | 49.81 | 52.80 | 8,633.48 | 9,151.49 | 8,978.82 | 9,517.55 | 9,337.98 | 9,898.26 | 9,711.50 | 10,294.19 | 10,099.96 | 10,705.95 | 10,301.95 | 10,920.07 | 11,356.88 | 11,811.15 | 12,047.37 | 12,288.32 |
| 33V | 51.80 | 54.91 | 8,978.82 | 9,517.55 | 9,337.98 | 9,898.26 | 9,711.50 | 10,294.19 | 10,099.96 | 10,705.95 | 10,503.95 | 11,134.19 | 10,714.03 | 11,356.87 | 11,811.15 | 12,283.60 | 12,520.27 | 12,770.85 |

Longevity increments 1, 2, 3, and 4 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

*—A longevity step of 4% can only be attained after ten (10) full years of satisfactory service with the District. In instances when an employee is not on Step 6 upon reaching ten (10) full years with the District, a longevity step will be given not to exceed the equivalent of a one-step increment.

After 10 years of service with Los Rios, a longevity increment will be awarded which will be 4% ((4.24% with 6% OSSP)) of the appropriate range and step.

**—An additional longevity increment of 4% (8.16%) ((8.6496% with 6% OSSP)) will be granted-awarded after fifteen (15) full 15 years. of service with the District.

***—An additional longevity increment of 2% (10.323%) ((10.9424% with 6% OSSP)) will be granted-awarded after twenty (20) full 20 years. of service with the District.

****—An additional longevity increment of 2% (12.53%) ((13.2818% with 6% OSSP)) will be granted-awarded after twenty-five (25) full 25 years. of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to: July 1, 2020

Board approved/ revised: May 10, 2023

**Los Rios Community College District
2020-21 Final
LRSA Classified Supervisor
Annual Salary Schedule**

(a) steps include a one-time only improvement of 6%.

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| Range | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | L1* | L2** | L3*** | L4**** |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 16V | 55,314 | 58,633 | 57,526 | 60,978 | 59,827 | 63,417 | 62,221 | 65,954 | 64,709 | 68,592 | 66,004 | 69,964 | 72,762 | 75,673 | 77,186 | 78,730 |
| 17V | 57,526 | 60,978 | 59,827 | 63,417 | 62,221 | 65,954 | 64,709 | 68,592 | 67,298 | 71,336 | 68,644 | 72,762 | 75,673 | 78,700 | 80,274 | 81,879 |
| 18V | 59,827 | 63,417 | 62,221 | 65,954 | 64,709 | 68,592 | 67,298 | 71,336 | 69,990 | 74,189 | 71,389 | 75,673 | 78,700 | 81,848 | 83,485 | 85,154 |
| 19V | 62,221 | 65,954 | 64,709 | 68,592 | 67,298 | 71,336 | 69,990 | 74,189 | 72,789 | 77,157 | 74,245 | 78,700 | 81,848 | 85,122 | 86,824 | 88,564 |
| 20V | 64,709 | 68,592 | 67,298 | 71,336 | 69,990 | 74,189 | 72,789 | 77,157 | 75,701 | 80,243 | 77,215 | 81,848 | 85,122 | 88,527 | 90,297 | 92,103 |
| 21V | 67,298 | 71,336 | 69,990 | 74,189 | 72,789 | 77,157 | 75,701 | 80,243 | 78,729 | 83,453 | 80,303 | 85,122 | 88,527 | 92,068 | 93,909 | 95,787 |
| 22V | 69,990 | 74,189 | 72,789 | 77,157 | 75,701 | 80,243 | 78,729 | 83,453 | 81,878 | 86,791 | 83,516 | 88,527 | 92,068 | 95,750 | 97,665 | 99,619 |
| 23V | 72,789 | 77,157 | 75,701 | 80,243 | 78,729 | 83,453 | 81,878 | 86,791 | 85,153 | 90,262 | 86,856 | 92,068 | 95,750 | 99,580 | 101,572 | 103,603 |
| 24V | 75,701 | 80,243 | 78,729 | 83,453 | 81,878 | 86,791 | 85,153 | 90,262 | 88,559 | 93,873 | 90,330 | 95,750 | 99,580 | 103,563 | 105,635 | 107,747 |
| 25V | 78,729 | 83,453 | 81,878 | 86,791 | 85,153 | 90,262 | 88,559 | 93,873 | 92,102 | 97,628 | 93,944 | 99,580 | 103,563 | 107,706 | 109,860 | 112,057 |
| 26V | 81,878 | 86,791 | 85,153 | 90,262 | 88,559 | 93,873 | 92,102 | 97,628 | 95,786 | 101,533 | 97,701 | 103,563 | 107,706 | 112,014 | 114,255 | 116,540 |
| 27V | 85,153 | 90,262 | 88,559 | 93,873 | 92,102 | 97,628 | 95,786 | 101,533 | 99,617 | 105,594 | 101,609 | 107,706 | 112,014 | 116,495 | 118,825 | 121,204 |
| 28V | 88,559 | 93,873 | 92,102 | 97,628 | 95,786 | 101,533 | 99,617 | 105,594 | 103,602 | 109,818 | 105,674 | 112,014 | 116,495 | 121,155 | 123,578 | 126,049 |
| 29V | 92,102 | 97,628 | 95,786 | 101,533 | 99,617 | 105,594 | 103,602 | 109,818 | 107,746 | 114,211 | 109,901 | 116,495 | 121,155 | 126,004 | 128,524 | 131,094 |
| 30V | 95,786 | 101,533 | 99,617 | 105,594 | 103,602 | 109,818 | 107,746 | 114,211 | 112,056 | 118,779 | 114,297 | 121,155 | 126,004 | 131,041 | 133,662 | 136,335 |
| 31V | 99,617 | 105,594 | 103,602 | 109,818 | 107,746 | 114,211 | 112,056 | 118,779 | 116,538 | 123,530 | 118,869 | 126,001 | 131,041 | 136,282 | 139,008 | 141,788 |
| 32V | 103,602 | 109,818 | 107,746 | 114,211 | 112,056 | 118,779 | 116,538 | 123,530 | 121,199 | 128,471 | 123,623 | 131,041 | 136,282 | 141,734 | 144,568 | 147,460 |
| 33V | 107,746 | 114,211 | 112,056 | 118,779 | 116,538 | 123,530 | 121,199 | 128,471 | 126,047 | 133,610 | 128,568 | 136,282 | 141,734 | 147,403 | 150,354 | 153,358 |

Longevity increments 1, 2, 3, and 4 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

* A longevity step of 4% can only be attained after ten (10) full years of satisfactory service with the District. In instances when an employee is not on Step 6 upon reaching ten (10) full years with the District, a longevity step will be given not to exceed the equivalent of a one step increment.

After 10 years of service with Los Rios, a longevity increment will be awarded which will be 4% ((4.24% with 6% OSSP)) of the appropriate range and step.

** An additional longevity increment of 4% (8.16%) ((8.6496% with 6% OSSP)) will be granted-awarded after fifteen (15) full 15 years. of service with the District.

*** An additional longevity increment of 2% (10.323%) ((10.9424% with 6% OSSP)) will be granted-awarded after twenty (20) full 20 years. of service with the District.

**** An additional longevity increment of 2% (12.53%) ((13.2818% with 6% OSSP)) will be granted-awarded after twenty-five (25) full 25 years. of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to: July 1, 2020

Board approved/revised: May 10, 2023

**Los Rios Community College District
2020-21 Final
Salary Ranges for SEIU Classified Positions**

Includes a one-time only improvement of 6%

DRAFT

| Job Code | Titles | Range | Base Annual Salary | | Annual Salary with one-time 6% Improvement | | |
|-----------------|--|--------------|---------------------------|----------|---|-----------|--------|
| 210 | College Safety Officer | 27 | 45,931 | - 59,511 | 48,687 | - 73,796 | 63,081 |
| 206 | Custodian | 21 | 40,494 | - 52,225 | 42,924 | - 64,762 | 55,359 |
| 230 | Environmental Systems Technician | 37 | 56,963 | - 74,296 | 60,381 | - 92,134 | 78,754 |
| 256 | Equipment Mechanic I | 35 | 54,538 | - 71,043 | 57,810 | - 88,097 | 75,306 |
| 253 | Equipment Mechanic II | 39 | 59,511 | - 77,709 | 63,081 | - 96,362 | 82,371 |
| 221 | Grounds Irrigation Specialist/Groundskeeper | 31 | 50,025 | - 64,995 | 53,026 | - 80,598 | 68,895 |
| 220 | Grounds Maintenance Technician | 31 | 50,025 | - 64,995 | 53,026 | - 80,598 | 68,895 |
| 211 | Groundskeeper | 23 | 42,219 | - 54,538 | 44,753 | - 67,629 | 57,810 |
| 209 | Head Custodian | 25 | 44,030 | - 56,963 | 46,672 | - 70,637 | 60,381 |
| 258 | Head Grounds Maintenance Technician | 35 | 54,538 | - 71,043 | 57,810 | - 88,097 | 75,306 |
| 213 | Head Groundskeeper | 27 | 45,931 | - 59,511 | 48,687 | - 73,796 | 63,081 |
| 239 | Lead Custodian | 23 | 42,219 | - 54,538 | 44,753 | - 67,629 | 57,810 |
| 251 | Lead Equipment Mechanic | 41 | 62,186 | - 81,294 | 65,917 | - 100,809 | 86,172 |
| 263 | Lead Maintenance Cabinetmaker | 41 | 62,186 | - 81,294 | 65,917 | - 100,809 | 86,172 |
| 250 | Lead Maintenance Electrician | 42 | 63,592 | - 83,167 | 67,407 | - 103,134 | 88,157 |
| 218 | Lead Maintenance Electronic/Alarm Technician | 42 | 63,592 | - 83,167 | 67,407 | - 103,134 | 88,157 |
| 235 | Lead Maintenance HVAC Mechanic | 42 | 63,592 | - 83,167 | 67,407 | - 103,134 | 88,157 |
| 252 | Lead Maintenance Painter | 41 | 62,186 | - 81,294 | 65,917 | - 100,809 | 86,172 |
| 227 | Lead Maintenance Plumber | 42 | 63,592 | - 83,167 | 67,407 | - 103,134 | 88,157 |
| 278 | Lead Maintenance Technician | 33 | 52,225 | - 67,945 | 55,359 | - 84,255 | 72,022 |
| 232 | Lead Physical Education/Athletic Attendant | 24 | 43,124 | - 55,749 | 45,712 | - 69,132 | 59,094 |
| 245 | Maintenance Cabinetmaker | 39 | 59,511 | - 77,709 | 63,081 | - 96,362 | 82,371 |
| 262 | Maintenance Carpenter | 39 | 59,511 | - 77,709 | 63,081 | - 96,362 | 82,371 |
| 246 | Maintenance Electrician | 39 | 59,511 | - 77,709 | 63,081 | - 96,362 | 82,371 |
| 261 | Maintenance Electronic/Alarm Technician | 39 | 59,511 | - 77,709 | 63,081 | - 96,362 | 82,371 |
| 243 | Maintenance HVAC Mechanic | 39 | 59,511 | - 77,709 | 63,081 | - 96,362 | 82,371 |
| 244 | Maintenance Locksmith/Glazier | 39 | 59,511 | - 77,709 | 63,081 | - 96,362 | 82,371 |
| 247 | Maintenance Painter | 39 | 59,511 | - 77,709 | 63,081 | - 96,362 | 82,371 |
| 248 | Maintenance Plumber | 39 | 59,511 | - 77,709 | 63,081 | - 96,362 | 82,371 |
| 255 | Maintenance Roofer/Carpenter | 39 | 59,511 | - 77,709 | 63,081 | - 96,362 | 82,371 |
| 215 | Maintenance Technician I | 29 | 47,927 | - 62,186 | 50,803 | - 77,144 | 65,917 |
| 222 | Maintenance Technician II | 31 | 50,025 | - 64,995 | 53,026 | - 80,598 | 68,895 |
| 260 | Mechanical/Electrical Systems Technician | 37 | 56,963 | - 74,296 | 60,381 | - 92,134 | 78,754 |
| 233 | Physical Education/Athletic Attendant | 22 | 41,356 | - 53,381 | 43,838 | - 66,195 | 56,584 |
| 259 | Police Detective | 49 | 73,049 | - 92,431 | 77,432 | - 114,618 | 97,976 |
| 212 | Police Officer | 48 | 71,617 | - 90,618 | 75,914 | - 112,374 | 96,055 |
| 850 | Receiving Clerk/Storekeeper | 24 | 43,124 | - 55,749 | 45,712 | - 69,132 | 59,094 |
| 203 | Stock Clerk | 21 | 40,494 | - 52,225 | 42,924 | - 64,762 | 55,359 |
| 226 | Toolroom Equipment Attendant | 23 | 42,219 | - 54,538 | 44,753 | - 67,629 | 57,810 |
| 204 | Utility Worker | 21 | 40,494 | - 52,225 | 42,924 | - 64,762 | 55,359 |

The salary ranges above are base amounts and includes the 10-, 15-, 20 and 25-year do not include longevity increments.

Retroactive to: July 1, 2020

Board approved/revised: May 10, 2023

LOS RIOS COMMUNITY COLLEGE DISTRICT
2020-21 Final
SEIU Classified
Monthly Salary Schedule

(a) Steps include one-time only improvement of 6%.

DRAFT

| Range | *Hourly Step 1 | Hourly Step 1a | *Step 1 | Monthly Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | *Step 7 | Step 7a | L1* | L2** | L3*** | L4**** |
|-------|----------------|----------------|----------|-----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 21 | 19.47 | 20.64 | 3,374.52 | 3,576.99 | 3,518.28 | 3,729.38 | 3,669.16 | 3,889.31 | 3,827.61 | 4,057.26 | 3,993.96 | 4,233.59 | 4,168.71 | 4,418.84 | 4,352.09 | 4,613.21 | 4,797.73 | 4,989.65 | 5,189.24 | 5,396.81 |
| 22 | 19.88 | 21.08 | 3,446.37 | 3,653.15 | 3,593.70 | 3,809.32 | 3,748.37 | 3,973.27 | 3,910.83 | 4,145.48 | 4,086.66 | 4,331.86 | 4,260.39 | 4,516.01 | 4,448.41 | 4,715.31 | 4,903.92 | 5,100.09 | 5,304.08 | 5,516.25 |
| 23 | 20.30 | 21.52 | 3,518.28 | 3,729.38 | 3,669.16 | 3,889.31 | 3,827.61 | 4,057.26 | 3,993.96 | 4,233.59 | 4,168.71 | 4,418.84 | 4,352.09 | 4,613.21 | 4,544.80 | 4,817.49 | 5,010.19 | 5,210.60 | 5,419.02 | 5,635.78 |
| 24 | 20.73 | 21.98 | 3,593.70 | 3,809.32 | 3,748.37 | 3,973.27 | 3,910.83 | 4,145.48 | 4,086.66 | 4,331.86 | 4,260.39 | 4,516.01 | 4,448.41 | 4,715.31 | 4,645.77 | 4,924.52 | 5,121.50 | 5,326.38 | 5,539.42 | 5,760.99 |
| 25 | 21.17 | 22.44 | 3,669.16 | 3,889.31 | 3,827.61 | 4,057.26 | 3,993.96 | 4,233.59 | 4,168.71 | 4,418.84 | 4,352.09 | 4,613.21 | 4,544.80 | 4,817.49 | 4,746.92 | 5,031.73 | 5,233.00 | 5,442.31 | 5,660.01 | 5,886.41 |
| 26 | 21.63 | 22.92 | 3,748.37 | 3,973.27 | 3,910.83 | 4,145.48 | 4,086.66 | 4,331.86 | 4,260.39 | 4,516.01 | 4,448.41 | 4,715.31 | 4,645.77 | 4,924.52 | 4,853.07 | 5,144.25 | 5,350.03 | 5,564.02 | 5,786.59 | 6,018.05 |
| 27 | 22.08 | 23.41 | 3,827.61 | 4,057.26 | 3,993.96 | 4,233.59 | 4,168.71 | 4,418.84 | 4,352.09 | 4,613.21 | 4,544.80 | 4,817.49 | 4,746.92 | 5,031.73 | 4,959.23 | 5,256.79 | 5,467.07 | 5,685.75 | 5,913.17 | 6,149.70 |
| 28 | 22.56 | 23.92 | 3,910.83 | 4,145.48 | 4,086.66 | 4,331.86 | 4,260.39 | 4,516.01 | 4,448.41 | 4,715.31 | 4,645.77 | 4,924.52 | 4,853.07 | 5,144.25 | 5,070.83 | 5,375.07 | 5,590.08 | 5,813.67 | 6,046.23 | 6,288.08 |
| 29 | 23.04 | 24.42 | 3,993.96 | 4,233.59 | 4,168.71 | 4,418.84 | 4,352.09 | 4,613.21 | 4,544.80 | 4,817.49 | 4,746.92 | 5,031.73 | 4,959.23 | 5,256.79 | 5,182.18 | 5,493.11 | 5,712.85 | 5,941.35 | 6,179.01 | 6,426.17 |
| 30 | 23.58 | 24.99 | 4,086.66 | 4,331.86 | 4,260.39 | 4,516.01 | 4,448.41 | 4,715.31 | 4,645.77 | 4,924.52 | 4,853.07 | 5,144.25 | 5,070.83 | 5,375.07 | 5,299.32 | 5,617.28 | 5,841.98 | 6,075.65 | 6,318.67 | 6,571.42 |
| 31 | 24.05 | 25.49 | 4,168.71 | 4,418.84 | 4,352.09 | 4,613.21 | 4,544.80 | 4,817.49 | 4,746.92 | 5,031.73 | 4,959.23 | 5,256.79 | 5,182.18 | 5,493.11 | 5,416.29 | 5,741.26 | 5,970.92 | 6,209.76 | 6,458.14 | 6,716.47 |
| 32 | 24.58 | 26.05 | 4,260.39 | 4,516.01 | 4,448.41 | 4,715.31 | 4,645.77 | 4,924.52 | 4,853.07 | 5,144.25 | 5,070.83 | 5,375.07 | 5,299.32 | 5,617.28 | 5,539.16 | 5,871.51 | 6,106.37 | 6,350.63 | 6,604.65 | 6,868.84 |
| 33 | 25.11 | 26.61 | 4,352.09 | 4,613.21 | 4,544.80 | 4,817.49 | 4,746.92 | 5,031.73 | 4,959.23 | 5,256.79 | 5,182.18 | 5,493.11 | 5,416.29 | 5,741.26 | 5,662.08 | 6,001.81 | 6,241.89 | 6,491.56 | 6,751.22 | 7,021.26 |
| 34 | 25.66 | 27.20 | 4,448.41 | 4,715.31 | 4,645.77 | 4,924.52 | 4,853.07 | 5,144.25 | 5,070.83 | 5,375.07 | 5,299.32 | 5,617.28 | 5,539.16 | 5,871.51 | 5,791.20 | 6,138.67 | 6,384.21 | 6,639.59 | 6,905.17 | 7,181.37 |
| 35 | 26.22 | 27.79 | 4,544.80 | 4,817.49 | 4,746.92 | 5,031.73 | 4,959.23 | 5,256.79 | 5,182.18 | 5,493.11 | 5,416.29 | 5,741.26 | 5,662.08 | 6,001.81 | 5,920.25 | 6,275.46 | 6,526.48 | 6,787.54 | 7,059.04 | 7,341.40 |
| 36 | 26.80 | 28.41 | 4,645.77 | 4,924.52 | 4,853.07 | 5,144.25 | 5,070.83 | 5,375.07 | 5,299.32 | 5,617.28 | 5,539.16 | 5,871.51 | 5,791.20 | 6,138.67 | 6,055.64 | 6,418.98 | 6,675.74 | 6,942.77 | 7,220.48 | 7,509.30 |
| 37 | 27.39 | 29.03 | 4,746.92 | 5,031.73 | 4,959.23 | 5,256.79 | 5,182.18 | 5,493.11 | 5,416.29 | 5,741.26 | 5,662.08 | 6,001.81 | 5,920.25 | 6,275.46 | 6,191.35 | 6,562.83 | 6,825.34 | 7,098.36 | 7,382.29 | 7,677.58 |
| 38 | 28.00 | 29.68 | 4,853.07 | 5,144.25 | 5,070.83 | 5,375.07 | 5,299.32 | 5,617.28 | 5,539.16 | 5,871.51 | 5,791.20 | 6,138.67 | 6,055.64 | 6,418.98 | 6,333.50 | 6,713.51 | 6,982.07 | 7,261.35 | 7,551.79 | 7,853.86 |
| 39 | 28.61 | 30.33 | 4,959.23 | 5,256.79 | 5,182.18 | 5,493.11 | 5,416.29 | 5,741.26 | 5,660.93 | 6,000.59 | 5,920.25 | 6,275.46 | 6,191.35 | 6,562.83 | 6,475.71 | 6,864.25 | 7,138.82 | 7,424.38 | 7,721.35 | 8,030.21 |
| 40 | 29.25 | 31.01 | 5,070.83 | 5,375.07 | 5,299.32 | 5,617.28 | 5,539.16 | 5,871.51 | 5,791.20 | 6,138.67 | 6,055.64 | 6,418.98 | 6,333.50 | 6,713.51 | 6,625.14 | 7,022.64 | 7,303.55 | 7,595.69 | 7,899.52 | 8,215.50 |
| 41 | 29.90 | 31.69 | 5,182.18 | 5,493.11 | 5,416.29 | 5,741.26 | 5,662.08 | 6,001.81 | 5,920.25 | 6,275.46 | 6,191.35 | 6,562.83 | 6,475.71 | 6,864.25 | 6,774.52 | 7,180.99 | 7,468.24 | 7,766.97 | 8,077.64 | 8,400.75 |
| 42 | 30.57 | 32.41 | 5,299.32 | 5,617.28 | 5,539.16 | 5,871.51 | 5,791.20 | 6,138.67 | 6,055.64 | 6,418.98 | 6,333.50 | 6,713.51 | 6,625.14 | 7,022.64 | 6,930.58 | 7,346.41 | 7,640.27 | 7,945.88 | 8,263.72 | 8,594.26 |
| 43 | 31.19 | 33.06 | 5,405.46 | 5,729.79 | 5,632.49 | 5,970.44 | 5,883.14 | 6,236.13 | 6,144.94 | 6,513.64 | 6,418.98 | 6,803.49 | 6,700.80 | 7,102.85 | 6,995.63 | 7,415.37 | 7,711.99 | 8,020.47 | 8,341.28 | 8,674.94 |
| 44 | 31.81 | 33.72 | 5,513.57 | 5,844.39 | 5,734.12 | 6,078.16 | 5,980.68 | 6,339.52 | 6,237.85 | 6,612.12 | 6,506.08 | 6,896.45 | 6,785.84 | 7,192.99 | 7,077.63 | 7,502.29 | 7,802.38 | 8,114.48 | 8,439.06 | 8,776.62 |
| 45 | 32.45 | 34.39 | 5,623.84 | 5,961.28 | 5,848.80 | 6,199.73 | 6,082.75 | 6,447.72 | 6,338.23 | 6,718.52 | 6,610.77 | 7,007.42 | 6,888.42 | 7,301.73 | 7,184.62 | 7,615.70 | 7,920.33 | 8,237.14 | 8,566.63 | 8,909.29 |
| 46 | 33.09 | 35.08 | 5,736.32 | 6,080.50 | 5,965.77 | 6,323.72 | 6,204.41 | 6,576.67 | 6,452.58 | 6,839.74 | 6,710.68 | 7,113.33 | 6,989.18 | 7,408.53 | 7,279.23 | 7,715.98 | 8,024.62 | 8,345.61 | 8,679.43 | 9,026.61 |
| 47 | 33.76 | 35.78 | 5,851.05 | 6,202.11 | 6,085.09 | 6,450.20 | 6,328.49 | 6,708.20 | 6,581.63 | 6,976.53 | 6,844.90 | 7,255.59 | 7,118.69 | 7,545.82 | 7,403.44 | 7,847.65 | 8,161.56 | 8,488.02 | 8,827.54 | 9,180.64 |
| 48 | 34.43 | 36.50 | 5,968.07 | 6,326.15 | 6,206.79 | 6,579.20 | 6,455.06 | 6,842.37 | 6,713.27 | 7,116.06 | 6,981.80 | 7,400.70 | 7,261.07 | 7,696.73 | 7,551.51 | 8,004.60 | 8,324.79 | 8,657.78 | 9,004.09 | 9,364.25 |
| 49 | 35.12 | 37.23 | 6,087.43 | 6,452.68 | 6,330.93 | 6,710.78 | 6,584.16 | 6,979.21 | 6,847.53 | 7,258.38 | 7,121.43 | 7,548.72 | 7,406.29 | 7,850.67 | 7,702.54 | 8,164.69 | 8,491.28 | 8,830.93 | 9,184.17 | 9,551.54 |

Longevity increments 1, 2, 3, and 4 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

*-After 10 full years of-satisfactory full-time service with Los Rios, a longevity increment will be awarded which is will be 4% ((4.24% with 6% OSSP)) of the appropriate range and step.

** An additional increment of 4% (8.16%) ((8.6496% with 6% OSSP)) will be awarded after 15 years. of service with the District.

*** An additional increment of 4% (12.486%) ((13.2352% with 6% OSSP)) will be awarded after 20 years. of service with the District.

****-An additional increment of 4% (16.986%) ((18.0052% with 6% OSSP)) will be awarded after 25 years. of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to: July 1, 2020

Board approved/revised: May 10, 2023

LOS RIOS COMMUNITY COLLEGE DISTRICT
2020-21 Final
SEIU Classified
Annual Salary Schedule

(a) Steps include one-time only improvement of 6%.

DRAFT

| Range | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | *Step 7 | Step 7a | L1* | L2** | L3*** | L4**** |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 21 | 40,494 | 42,924 | 42,219 | 44,753 | 44,030 | 46,672 | 45,931 | 48,687 | 47,927 | 50,803 | 50,025 | 53,026 | 52,225 | 55,359 | 57,573 | 59,876 | 62,271 | 64,762 |
| 22 | 41,356 | 43,838 | 43,124 | 45,712 | 44,980 | 47,679 | 46,930 | 49,746 | 49,040 | 51,982 | 51,125 | 54,192 | 53,381 | 56,584 | 58,847 | 61,201 | 63,649 | 66,195 |
| 23 | 42,219 | 44,753 | 44,030 | 46,672 | 45,931 | 48,687 | 47,927 | 50,803 | 50,025 | 53,026 | 52,225 | 55,359 | 54,538 | 57,810 | 60,122 | 62,527 | 65,028 | 67,629 |
| 24 | 43,124 | 45,712 | 44,980 | 47,679 | 46,930 | 49,746 | 49,040 | 51,982 | 51,125 | 54,192 | 53,381 | 56,584 | 55,749 | 59,094 | 61,458 | 63,917 | 66,473 | 69,132 |
| 25 | 44,030 | 46,672 | 45,931 | 48,687 | 47,927 | 50,803 | 50,025 | 53,026 | 52,225 | 55,359 | 54,538 | 57,810 | 56,963 | 60,381 | 62,796 | 65,308 | 67,920 | 70,637 |
| 26 | 44,980 | 47,679 | 46,930 | 49,746 | 49,040 | 51,982 | 51,125 | 54,192 | 53,381 | 56,584 | 55,749 | 59,094 | 58,237 | 61,731 | 64,200 | 66,768 | 69,439 | 72,217 |
| 27 | 45,931 | 48,687 | 47,927 | 50,803 | 50,025 | 53,026 | 52,225 | 55,359 | 54,538 | 57,810 | 56,963 | 60,381 | 59,511 | 63,081 | 65,605 | 68,229 | 70,958 | 73,796 |
| 28 | 46,930 | 49,746 | 49,040 | 51,982 | 51,125 | 54,192 | 53,381 | 56,584 | 55,749 | 59,094 | 58,237 | 61,731 | 60,850 | 64,501 | 67,081 | 69,764 | 72,555 | 75,457 |
| 29 | 47,927 | 50,803 | 50,025 | 53,026 | 52,225 | 55,359 | 54,538 | 57,810 | 56,963 | 60,381 | 59,511 | 63,081 | 62,186 | 65,917 | 68,554 | 71,296 | 74,148 | 77,114 |
| 30 | 49,040 | 51,982 | 51,125 | 54,192 | 53,381 | 56,584 | 55,749 | 59,094 | 58,237 | 61,731 | 60,850 | 64,501 | 63,592 | 67,407 | 70,104 | 72,908 | 75,824 | 78,857 |
| 31 | 50,025 | 53,026 | 52,225 | 55,359 | 54,538 | 57,810 | 56,963 | 60,381 | 59,511 | 63,081 | 62,186 | 65,917 | 64,995 | 68,895 | 71,651 | 74,517 | 77,498 | 80,598 |
| 32 | 51,125 | 54,192 | 53,381 | 56,584 | 55,749 | 59,094 | 58,237 | 61,731 | 60,850 | 64,501 | 63,592 | 67,407 | 66,470 | 70,458 | 73,276 | 76,208 | 79,256 | 82,426 |
| 33 | 52,225 | 55,359 | 54,538 | 57,810 | 56,963 | 60,381 | 59,511 | 63,081 | 62,186 | 65,917 | 64,995 | 68,895 | 67,945 | 72,022 | 74,903 | 77,899 | 81,015 | 84,255 |
| 34 | 53,381 | 56,584 | 55,749 | 59,094 | 58,237 | 61,731 | 60,850 | 64,501 | 63,592 | 67,407 | 66,470 | 70,458 | 69,494 | 73,664 | 76,611 | 79,675 | 82,862 | 86,176 |
| 35 | 54,538 | 57,810 | 56,963 | 60,381 | 59,511 | 63,081 | 62,186 | 65,917 | 64,995 | 68,895 | 67,945 | 72,022 | 71,043 | 75,306 | 78,318 | 81,450 | 84,709 | 88,097 |
| 36 | 55,749 | 59,094 | 58,237 | 61,731 | 60,850 | 64,501 | 63,592 | 67,407 | 66,470 | 70,458 | 69,494 | 73,664 | 72,668 | 77,028 | 80,109 | 83,313 | 86,646 | 90,112 |
| 37 | 56,963 | 60,381 | 59,511 | 63,081 | 62,186 | 65,917 | 64,995 | 68,895 | 67,945 | 72,022 | 71,043 | 75,306 | 74,296 | 78,754 | 81,904 | 85,180 | 88,587 | 92,131 |
| 38 | 58,237 | 61,731 | 60,850 | 64,501 | 63,592 | 67,407 | 66,470 | 70,458 | 69,494 | 73,664 | 72,668 | 77,028 | 76,002 | 80,562 | 83,785 | 87,136 | 90,621 | 94,246 |
| 39 | 59,511 | 63,081 | 62,186 | 65,917 | 64,995 | 68,895 | 67,931 | 72,007 | 71,043 | 75,306 | 74,296 | 78,754 | 77,709 | 82,371 | 85,666 | 89,093 | 92,656 | 96,362 |
| 40 | 60,850 | 64,501 | 63,592 | 67,407 | 66,470 | 70,458 | 69,494 | 73,664 | 72,668 | 77,028 | 76,002 | 80,562 | 79,502 | 84,272 | 87,643 | 91,148 | 94,794 | 98,586 |
| 41 | 62,186 | 65,917 | 64,995 | 68,895 | 67,945 | 72,022 | 71,043 | 75,306 | 74,296 | 78,754 | 77,709 | 82,371 | 81,294 | 86,172 | 89,619 | 93,204 | 96,932 | 100,809 |
| 42 | 63,592 | 67,407 | 66,470 | 70,458 | 69,494 | 73,664 | 72,668 | 77,028 | 76,002 | 80,562 | 79,502 | 84,272 | 83,167 | 88,157 | 91,683 | 95,351 | 99,165 | 103,131 |
| 43 | 64,866 | 68,758 | 67,590 | 71,645 | 70,598 | 74,834 | 73,739 | 78,164 | 77,021 | 81,642 | 80,410 | 85,234 | 83,948 | 88,984 | 92,544 | 96,246 | 100,095 | 104,099 |
| 44 | 66,163 | 70,133 | 68,809 | 72,938 | 71,768 | 76,074 | 74,854 | 79,345 | 78,073 | 82,757 | 81,430 | 86,316 | 84,932 | 90,027 | 93,629 | 97,374 | 101,269 | 105,319 |
| 45 | 67,486 | 71,535 | 70,186 | 74,397 | 72,993 | 77,373 | 76,059 | 80,622 | 79,329 | 84,089 | 82,661 | 87,621 | 86,215 | 91,388 | 95,044 | 98,846 | 102,800 | 106,912 |
| 46 | 68,836 | 72,966 | 71,589 | 75,885 | 74,453 | 78,920 | 77,431 | 82,077 | 80,528 | 85,360 | 83,870 | 88,902 | 87,351 | 92,592 | 96,295 | 100,147 | 104,153 | 108,319 |
| 47 | 70,213 | 74,425 | 73,021 | 77,402 | 75,942 | 80,498 | 78,980 | 83,718 | 82,139 | 87,067 | 85,424 | 90,550 | 88,841 | 94,172 | 97,939 | 101,856 | 105,930 | 110,168 |
| 48 | 71,617 | 75,914 | 74,482 | 78,950 | 77,461 | 82,108 | 80,559 | 85,393 | 83,782 | 88,808 | 87,133 | 92,361 | 90,618 | 96,055 | 99,897 | 103,893 | 108,049 | 112,371 |
| 49 | 73,049 | 77,432 | 75,971 | 80,529 | 79,010 | 83,751 | 82,170 | 87,101 | 85,457 | 90,585 | 88,875 | 94,208 | 92,431 | 97,976 | 101,895 | 105,971 | 110,210 | 114,618 |

Longevity increments 1, 2, 3, and 4 are calculated using base salary (*) and the 6% Off Salary Schedule Pay (OSSP) received in lieu of a permanent on-schedule increase ((rate and OSSP compounded)).

Longevity Increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

*After 10 full years of satisfactory full-time service with Los Rios, a longevity increment will be awarded which is will be 4% ((4.24% with 6% OSSP)) of the appropriate range and step.

** An additional increment of 4% (8.16%) ((8.6496% with 6% OSSP)) will be awarded after 15 years. of service with the District.

*** An additional increment of 4% (12.486%) ((13.2352% with 6% OSSP)) will be awarded after 20 years. of service with the District.

**** An additional increment of 4% (16.986%) ((18.0052% with 6% OSSP)) will be awarded after 25 years. of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to: July 1, 2020

Board approved/revised: May 10, 2023

Los Rios Community College District

2021-22 Final Schedule

Management Salary Schedule

Full Time Annual

(a) steps include a one-time only improvement of 8%.

DRAFT

| Title | Range | Step 1* | Step 1(a) | Step 2* | Step 2(a) | Step 3* | Step 3(a) | Step 4* | Step 4(a) | Step 5* | Step 5(a) |
|--|-----------|---------|-----------|---------|-----------|---------|-----------|---------|-----------|---------|-----------|
| Deputy Chancellor (679) | C | 234,086 | 252,813 | 238,768 | 257,869 | 243,543 | 263,026 | 248,414 | 268,287 | 253,382 | 273,653 |
| Vice Chancellor/ College President (679) | B | 216,875 | 234,225 | 221,213 | 238,910 | 225,637 | 243,688 | 230,150 | 248,562 | 234,753 | 253,533 |
| Assoc. Vice Chancellor/ General Counsel (679) | A | 185,364 | 200,193 | 189,071 | 204,197 | 192,852 | 208,281 | 196,709 | 212,446 | 200,644 | 216,695 |
| Director/Manager I/ Vice President (674) | 1 | 161,567 | 174,492 | 164,798 | 177,982 | 168,094 | 181,542 | 171,456 | 185,173 | 174,885 | 188,876 |
| Director/Manager II/ Assoc. VP (672) | 2 | 151,491 | 163,610 | 154,521 | 166,882 | 157,611 | 170,220 | 160,763 | 173,624 | 163,978 | 177,097 |
| Director/Manager III/ Dean (670) | 3 | 142,043 | 153,406 | 144,884 | 156,474 | 147,781 | 159,604 | 150,737 | 162,796 | 153,752 | 166,052 |
| Director/Manager IV/ Assoc. Dean (668) | 4 | 133,184 | 143,839 | 135,848 | 146,716 | 138,565 | 149,650 | 141,336 | 152,643 | 144,163 | 155,696 |
| Director/Manager V (664) | 5 | 115,547 | 124,791 | 117,858 | 127,287 | 120,215 | 129,832 | 122,619 | 132,429 | 125,072 | 135,077 |
| Director/Manager VI (663) | 6 | 108,341 | 117,008 | 110,508 | 119,348 | 112,718 | 121,735 | 114,972 | 124,170 | 117,272 | 126,653 |
| Director/Manager VII (662) | 7 | 99,746 | 107,726 | 101,741 | 109,880 | 103,776 | 112,078 | 105,851 | 114,319 | 107,968 | 116,606 |
| Director/Manager VIII (665) | 8 | 93,525 | 101,007 | 95,396 | 103,027 | 97,304 | 105,088 | 99,250 | 107,190 | 101,235 | 109,333 |
| Director/Manager IX (669) | 9 | 87,692 | 94,708 | 89,446 | 96,602 | 91,235 | 98,534 | 93,060 | 100,505 | 94,921 | 102,515 |
| Director/Manager X (675) | 10 | 82,223 | 88,801 | 83,868 | 90,577 | 85,545 | 92,389 | 87,256 | 94,237 | 89,001 | 96,121 |

Annual Salaries are based on a Manager's work year which will not be less than 260 days comprised of work days, holidays, and vacation.

Original base Salaries for year 2021-2022 are represented with an (*)

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

An Additional increment of 4% (8.16%) will be awarded after 15 years.

An Additional increment of 2% (10.323%) will be awarded after 20 years.

Longevity Increments 2 and 3 are based on current step placement plus any previously earned longevity (rate compounded).

For Ranges A&B, equivalent full-time service outside of the District will be considered for longevity increment based on a determination from Human Resources. Service in the following classifications at another employer, or service in classifications with substantially similar duties or responsibilities, count toward all longevity service thresholds: Vice Chancellor, College President, Assoc. Vice Chancellor, General Counsel.

Educational Incentive: An educational incentive payment will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The Educational incentive will be an annual amount of \$3,523, plus any Off Salary Schedule Pay percentage that is paid to employees as follows: Fiscal Year 2021-2022: \$3,804.84 (\$3,523 + 8.00% OSSP).

Retroactive to: July 1, 2021

Board approved: May 10, 2023

LOS RIOS COMMUNITY COLLEGE DISTRICT
2021-22 Final Management Salary Schedule
Without Educational incentive
(a) steps include a one-time only improvement of 8%

DRAFT

| | Range | Step 1* | Step 1(a) | Step 2* | Step 2(a) | Step 3* | Step 3(a) | Step 4* | Step 4(a) | Step 5* | Step 5(a) |
|---------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| Annual | C | 234,085.83 | 252,812.70 | 238,767.55 | 257,868.95 | 243,542.90 | 263,026.33 | 248,413.76 | 268,286.86 | 253,382.04 | 273,652.60 |
| Monthly | | 19,507.15 | 21,067.73 | 19,897.30 | 21,489.08 | 20,295.24 | 21,918.86 | 20,701.15 | 22,357.24 | 21,115.17 | 22,804.38 |
| Annual | B | 216,875.37 | 234,225.40 | 221,212.88 | 238,909.91 | 225,637.14 | 243,688.11 | 230,149.88 | 248,561.87 | 234,752.88 | 253,533.11 |
| Monthly | | 18,072.95 | 19,518.78 | 18,434.41 | 19,909.16 | 18,803.10 | 20,307.34 | 19,179.16 | 20,713.49 | 19,562.74 | 21,127.76 |
| Annual | A | 185,363.73 | 200,192.82 | 189,071.00 | 204,196.68 | 192,852.42 | 208,280.61 | 196,709.47 | 212,446.22 | 200,643.66 | 216,695.14 |
| Monthly | | 15,446.98 | 16,682.74 | 15,755.92 | 17,016.39 | 16,071.04 | 17,356.72 | 16,392.46 | 17,703.85 | 16,720.31 | 18,057.93 |
| Annual | 1 | 161,566.98 | 174,492.34 | 164,798.32 | 177,982.19 | 168,094.29 | 181,541.83 | 171,456.18 | 185,172.67 | 174,885.30 | 188,876.12 |
| Monthly | | 13,463.92 | 14,541.03 | 13,733.19 | 14,831.85 | 14,007.86 | 15,128.49 | 14,288.02 | 15,431.06 | 14,573.78 | 15,739.68 |
| Annual | 2 | 151,490.72 | 163,609.98 | 154,520.53 | 166,882.18 | 157,610.94 | 170,219.82 | 160,763.16 | 173,624.22 | 163,978.42 | 177,096.70 |
| Monthly | | 12,624.23 | 13,634.17 | 12,876.71 | 13,906.85 | 13,134.25 | 14,184.99 | 13,396.93 | 14,468.69 | 13,664.87 | 14,758.06 |
| Annual | 3 | 142,042.87 | 153,406.30 | 144,883.73 | 156,474.43 | 147,781.40 | 159,603.92 | 150,737.03 | 162,796.00 | 153,751.77 | 166,051.92 |
| Monthly | | 11,836.91 | 12,783.86 | 12,073.64 | 13,039.54 | 12,315.12 | 13,300.33 | 12,561.42 | 13,566.33 | 12,812.65 | 13,837.66 |
| Annual | 4 | 133,184.25 | 143,838.98 | 135,847.93 | 146,715.76 | 138,564.89 | 149,650.08 | 141,336.19 | 152,643.08 | 144,162.92 | 155,695.95 |
| Monthly | | 11,098.69 | 11,986.58 | 11,320.66 | 12,226.31 | 11,547.07 | 12,470.84 | 11,778.02 | 12,720.26 | 12,013.58 | 12,974.66 |
| Annual | 5 | 115,546.92 | 124,790.69 | 117,857.86 | 127,286.50 | 120,215.02 | 129,832.23 | 122,619.32 | 132,428.87 | 125,071.71 | 135,077.45 |
| Monthly | | 9,628.91 | 10,399.22 | 9,821.49 | 10,607.21 | 10,017.92 | 10,819.35 | 10,218.28 | 11,035.74 | 10,422.64 | 11,256.45 |
| Annual | 6 | 108,340.75 | 117,008.02 | 110,507.56 | 119,348.18 | 112,717.71 | 121,735.14 | 114,972.06 | 124,169.84 | 117,271.50 | 126,653.24 |
| Monthly | | 9,028.40 | 9,750.67 | 9,208.96 | 9,945.68 | 9,393.14 | 10,144.60 | 9,581.01 | 10,347.49 | 9,772.63 | 10,554.44 |
| Annual | 7 | 99,745.93 | 107,725.61 | 101,740.85 | 109,880.12 | 103,775.67 | 112,077.72 | 105,851.18 | 114,319.27 | 107,968.20 | 116,605.66 |
| Monthly | | 8,312.16 | 8,977.13 | 8,478.40 | 9,156.68 | 8,647.97 | 9,339.81 | 8,820.93 | 9,526.61 | 8,997.35 | 9,717.14 |
| Annual | 8 | 93,525.20 | 101,007.21 | 95,395.70 | 103,027.35 | 97,303.61 | 105,087.90 | 99,249.68 | 107,189.66 | 101,234.67 | 109,333.45 |
| Monthly | | 7,793.77 | 8,417.27 | 7,949.64 | 8,585.61 | 8,108.63 | 8,757.33 | 8,270.81 | 8,932.47 | 8,436.22 | 9,111.12 |
| Annual | 9 | 87,692.42 | 94,707.81 | 89,446.27 | 96,601.97 | 91,235.20 | 98,534.01 | 93,059.90 | 100,504.69 | 94,921.10 | 102,514.78 |
| Monthly | | 7,307.70 | 7,892.32 | 7,453.86 | 8,050.16 | 7,602.93 | 8,211.17 | 7,754.99 | 8,375.39 | 7,910.09 | 8,542.90 |
| Annual | 10 | 82,223.41 | 88,801.27 | 83,867.88 | 90,577.30 | 85,545.24 | 92,388.85 | 87,256.14 | 94,236.63 | 89,001.26 | 96,121.36 |
| Monthly | | 6,851.95 | 7,400.11 | 6,988.99 | 7,548.11 | 7,128.77 | 7,699.07 | 7,271.35 | 7,853.05 | 7,416.77 | 8,010.11 |

Annual Salaries are based on a Manager's work year which will not be less than 260 days comprised of work days, holidays, and vacation.

Original base Salaries for year 2021-2022 are represented with an (*)

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

An Additional increment of 4% (8.16%) will be awarded after 15 years.

An Additional increment of 2% (10.323%) will be awarded after 20 years.

Longevity Increments 2 and 3 are based on current step placement plus any previously earned longevity (rate compounded).

For Ranges A&B, equivalent full-time service outside of the District will be considered for longevity increment based on a determination from Human Resources. Service in the following classifications at another employer, or service in classifications with substantially similar duties or responsibilities, count toward all longevity service thresholds: Vice Chancellor, College President, Assoc. Vice Chancellor, General Counsel.

Educational Incentive: An educational incentive payment will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The Educational incentive will be an annual amount of \$3,523, plus any Off Salary Schedule Pay percentage that is paid to employees as follows: Fiscal Year 2021-2022: \$3,804.84 (\$3,523 + 8.00% OSSP).

Retroactive to: July 1, 2021

Board approved: May 10, 2023

LOS RIOS COMMUNITY COLLEGE DISTRICT
2021-22 Final Management Salary Schedule
With Educational incentive payment of \$3,804.84
(a) steps include a one-time only improvement of 8%

DRAFT

| | Range | Step 1* | Step 1(a) | Step 2* | Step 2(a) | Step 3* | Step 3(a) | Step 4* | Step 4(a) | Step 5* | Step 5(a) |
|---------|-----------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| Annual | C | 237,608.83 | 256,617.54 | 242,290.55 | 261,673.79 | 247,065.90 | 266,831.17 | 251,936.76 | 272,091.70 | 256,905.04 | 277,457.44 |
| Monthly | | 19,800.74 | 21,384.80 | 20,190.88 | 21,806.15 | 20,588.83 | 22,235.93 | 20,994.73 | 22,674.31 | 21,408.75 | 23,121.45 |
| Annual | B | 220,398.37 | 238,030.24 | 224,735.88 | 242,714.75 | 229,160.14 | 247,492.95 | 233,672.88 | 252,366.71 | 238,275.88 | 257,337.95 |
| Monthly | | 18,366.53 | 19,835.85 | 18,727.99 | 20,226.23 | 19,096.68 | 20,624.41 | 19,472.74 | 21,030.56 | 19,856.32 | 21,444.83 |
| Annual | A | 188,886.73 | 203,997.66 | 192,594.00 | 208,001.52 | 196,375.42 | 212,085.45 | 200,232.47 | 216,251.06 | 204,166.66 | 220,499.98 |
| Monthly | | 15,740.56 | 16,999.81 | 16,049.50 | 17,333.46 | 16,364.62 | 17,673.79 | 16,686.04 | 18,020.92 | 17,013.89 | 18,375.00 |
| Annual | 1 | 165,089.98 | 178,297.18 | 168,321.32 | 181,787.03 | 171,617.29 | 185,346.67 | 174,979.18 | 188,977.51 | 178,408.30 | 192,680.96 |
| Monthly | | 13,757.50 | 14,858.10 | 14,026.78 | 15,148.92 | 14,301.44 | 15,445.56 | 14,581.60 | 15,748.13 | 14,867.36 | 16,056.75 |
| Annual | 2 | 155,013.72 | 167,414.82 | 158,043.53 | 170,687.02 | 161,133.94 | 174,024.66 | 164,286.16 | 177,429.06 | 167,501.42 | 180,901.54 |
| Monthly | | 12,917.81 | 13,951.24 | 13,170.29 | 14,223.92 | 13,427.83 | 14,502.06 | 13,690.51 | 14,785.76 | 13,958.45 | 15,075.13 |
| Annual | 3 | 145,565.87 | 157,211.14 | 148,406.73 | 160,279.27 | 151,304.40 | 163,408.76 | 154,260.03 | 166,600.84 | 157,274.77 | 169,856.76 |
| Monthly | | 12,130.49 | 13,100.93 | 12,367.23 | 13,356.61 | 12,608.70 | 13,617.40 | 12,855.00 | 13,883.40 | 13,106.23 | 14,154.73 |
| Annual | 4 | 136,707.25 | 147,643.82 | 139,370.93 | 150,520.60 | 142,087.89 | 153,454.92 | 144,859.19 | 156,447.92 | 147,685.92 | 159,500.79 |
| Monthly | | 11,392.27 | 12,303.65 | 11,614.24 | 12,543.38 | 11,840.66 | 12,787.91 | 12,071.60 | 13,037.33 | 12,307.16 | 13,291.73 |
| Annual | 5 | 119,069.92 | 128,595.53 | 121,380.86 | 131,091.34 | 123,738.02 | 133,637.07 | 126,142.32 | 136,233.71 | 128,594.71 | 138,882.29 |
| Monthly | | 9,922.49 | 10,716.29 | 10,115.07 | 10,924.28 | 10,311.50 | 11,136.42 | 10,511.86 | 11,352.81 | 10,716.23 | 11,573.52 |
| Annual | 6 | 111,863.75 | 120,812.86 | 114,030.56 | 123,153.02 | 116,240.71 | 125,539.98 | 118,495.06 | 127,974.68 | 120,794.50 | 130,458.08 |
| Monthly | | 9,321.98 | 10,067.74 | 9,502.55 | 10,262.75 | 9,686.73 | 10,461.67 | 9,874.59 | 10,664.56 | 10,066.21 | 10,871.51 |
| Annual | 7 | 103,268.93 | 111,530.45 | 105,263.85 | 113,684.96 | 107,298.67 | 115,882.56 | 109,374.18 | 118,124.11 | 111,491.20 | 120,410.50 |
| Monthly | | 8,605.74 | 9,294.20 | 8,771.99 | 9,473.75 | 8,941.56 | 9,656.88 | 9,114.52 | 9,843.68 | 9,290.93 | 10,034.21 |
| Annual | 8 | 97,048.20 | 104,812.05 | 98,918.70 | 106,832.19 | 100,826.61 | 108,892.74 | 102,772.68 | 110,994.50 | 104,757.67 | 113,138.29 |
| Monthly | | 8,087.35 | 8,734.34 | 8,243.23 | 8,902.68 | 8,402.22 | 9,074.40 | 8,564.39 | 9,249.54 | 8,729.81 | 9,428.19 |
| Annual | 9 | 91,215.42 | 98,512.65 | 92,969.27 | 100,406.81 | 94,758.20 | 102,338.85 | 96,582.90 | 104,309.53 | 98,444.10 | 106,319.62 |
| Monthly | | 7,601.29 | 8,209.39 | 7,747.44 | 8,367.23 | 7,896.52 | 8,528.24 | 8,048.58 | 8,692.46 | 8,203.68 | 8,859.97 |
| Annual | 10 | 85,746.41 | 92,606.11 | 87,390.88 | 94,382.14 | 89,068.24 | 96,193.69 | 90,779.14 | 98,041.47 | 92,524.26 | 99,926.20 |
| Monthly | | 7,145.53 | 7,717.18 | 7,282.57 | 7,865.18 | 7,422.35 | 8,016.14 | 7,564.93 | 8,170.12 | 7,710.36 | 8,327.18 |

Annual Salaries are based on a Manager's work year which will not be less than 260 days comprised of work days, holidays, and vacation. Original base Salaries for year 2021-2022 are represented with an (*)

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

An Additional increment of 4% (8.16%) will be awarded after 15 years.

An Additional increment of 2% (10.323%) will be awarded after 20 years.

Longevity Increments 2 and 3 are based on current step placement plus any previously earned longevity (rate compounded).

For Ranges A&B, equivalent full-time service outside of the District will be considered for longevity increment based on a determination from Human Resources. Service in the following classifications at another employer, or service in classifications with substantially similar duties or responsibilities, count toward all longevity service thresholds: Vice Chancellor, College President, Assoc. Vice Chancellor, General Counsel.

Educational Incentive: An educational incentive payment will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The Educational incentive will be an annual amount of \$3,523, plus any Off Salary Schedule Pay percentage that is paid to employees as follows: Fiscal Year 2021-2022: \$3,804.84 (\$3,523 + 8.00% OSSP).

Retroactive to: July 1, 2021

Board approved: May 10, 2023

Los Rios Community College District
2021-22 Final
Interim Management (Faculty) Salary Schedule
Annual Full Time

(a) steps include a one-time only improvement of 8%

DRAFT

| Title | Range | | Base Salary Step * | Base Salary Step + Ed Inc * | Base Salary Step (a) | Base Salary Step + Ed Inc (a) |
|------------------------------------|-------|---------|--------------------|--------------------------------|-------------------------|----------------------------------|
| Director/Manager I/ Vice President | 11A | Annual | 142,178.94 | 145,701.94 | 153,553.26 | 157,358.10 |
| | | Monthly | 14,217.89 | 14,570.19 | 15,355.33 | 15,735.81 |
| | | Daily | 764.40 | 783.34 | 825.56 | 846.01 |
| Director/Manager II/Assoc. VP | 11 | Annual | 133,311.83 | 136,834.83 | 143,976.78 | 147,781.62 |
| | | Monthly | 13,331.18 | 13,683.48 | 14,397.68 | 14,778.16 |
| | | Daily | 716.73 | 735.67 | 774.07 | 794.52 |
| Director/Manager III/ Dean | 12 | Annual | 124,997.73 | 128,520.73 | 134,997.54 | 138,802.38 |
| | | Monthly | 12,499.77 | 12,852.07 | 13,499.75 | 13,880.24 |
| | | Daily | 672.03 | 690.97 | 725.79 | 746.25 |
| Director/Manager IV/ Assoc. Dean | 13 | Annual | 117,202.14 | 120,725.14 | 126,578.30 | 130,383.14 |
| | | Monthly | 11,720.21 | 12,072.51 | 12,657.83 | 13,038.31 |
| | | Daily | 630.12 | 649.06 | 680.53 | 700.98 |
| Director/Manager V | 14 | Annual | 101,681.29 | 105,204.29 | 109,815.81 | 113,620.65 |
| | | Monthly | 10,168.13 | 10,520.43 | 10,981.58 | 11,362.07 |
| | | Daily | 546.67 | 565.61 | 590.41 | 610.86 |
| Director/Manager VI | 15 | Annual | 95,339.86 | 98,862.86 | 102,967.06 | 106,771.90 |
| | | Monthly | 9,533.99 | 9,886.29 | 10,296.71 | 10,677.19 |
| | | Daily | 512.58 | 531.52 | 553.59 | 574.04 |

Original base Salaries for year 2021-2022 are represented with an (*)

Interim Management (Faculty) Schedule is based on a 10-month/year payroll frequency.

Interim Management Schedule provides for 186 days of service with no accrual of vacation.

For service beyond 186 days, faculty will be paid their per diem rate on Faculty Salary Schedule A.

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

An Additional 4% (8.16%) increment will be awarded after 15 years.

An Additional 2% (10.323%) increment will be awarded after 20 years.

The second and third longevity increments will be based on current step plus previously earned longevity increments (rate compounded).

Educational Incentive: An educational incentive payment will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The Educational incentive will be an annual amount of \$3,523, plus any Off Salary Schedule Pay percentage that is paid to employees as follows: Fiscal Year 2021-2022: \$3,804.84 (\$3,523 + 8.00% OSSP).

Retroactive to: July 1, 2021

Board approved: May 10, 2023

**Los Rios Community College District
2021-22 FINAL**

**Faculty Salary Schedule "A-164"
(Regular and Long-Term Temporary Faculty Working a 164-Day Schedule)
Annual Salary Schedule**

(a) Class columns include a one-time only improvement of 10% to respective step.

DRAFT

| Step | AA/AS or BA/BS | AA/AS or BA/BS | AA/AS+90 or BA/BS+30 or MA/MS | AA/AS+90 or BA/BS+30 or MA/MS | BA/BS+54 or MA/MS+24 | BA/BS+54 or MA/MS+24 | BA/BS+78 or MA/MS+48 | BA/BS+78 or MA/MS+48 | PhD or J.D. or D.C. or D.V.M. | PhD or J.D. or D.C. or D.V.M. |
|------|-------------------|-------------------|-------------------------------------|-------------------------------------|-------------------------|-------------------------|-------------------------|-------------------------|--|--|
| | *Class I | Class I(a) | *Class II | Class II(a) | *Class III | Class III(a) | *Class IV | Class IV(a) | *Class V | Class V(a) |
| 1 | 43,750 | 48,125 | 48,750 | 53,625 | 53,750 | 59,125 | 58,750 | 64,625 | 63,750 | 70,125 |
| 2 | 46,850 | 51,535 | 51,850 | 57,035 | 56,850 | 62,535 | 61,850 | 68,035 | 66,850 | 73,535 |
| 3 | 49,950 | 54,945 | 54,950 | 60,445 | 59,950 | 65,945 | 64,950 | 71,445 | 69,950 | 76,945 |
| 4 | 53,050 | 58,355 | 58,050 | 63,855 | 63,050 | 69,355 | 68,050 | 74,855 | 73,050 | 80,355 |
| 5 | 56,150 | 61,765 | 61,150 | 67,265 | 66,150 | 72,765 | 71,150 | 78,265 | 76,150 | 83,765 |
| 6 | 59,250 | 65,175 | 64,250 | 70,675 | 69,250 | 76,175 | 74,250 | 81,675 | 79,250 | 87,175 |
| 7 | 62,350 | 68,585 | 67,350 | 74,085 | 72,350 | 79,585 | 77,350 | 85,085 | 82,350 | 90,585 |
| 8 | 65,450 | 71,995 | 70,450 | 77,495 | 75,450 | 82,995 | 80,450 | 88,495 | 85,450 | 93,995 |
| 9 | 68,550 | 75,405 | 73,550 | 80,905 | 78,550 | 86,405 | 83,550 | 91,905 | 88,550 | 97,405 |
| 10 | 71,650 | 78,815 | 76,650 | 84,315 | 81,650 | 89,815 | 86,650 | 95,315 | 91,650 | 100,815 |
| 11 | 74,750 | 82,225 | 79,750 | 87,725 | 84,750 | 93,225 | 89,750 | 98,725 | 94,750 | 104,225 |
| 12 | 77,850 | 85,635 | 82,850 | 91,135 | 87,850 | 96,635 | 92,850 | 102,135 | 97,850 | 107,635 |
| 13 | 80,950 | 89,045 | 85,950 | 94,545 | 90,950 | 100,045 | 95,950 | 105,545 | 100,950 | 111,045 |
| 14 | 84,050 | 92,455 | 89,050 | 97,955 | 94,050 | 103,455 | 99,050 | 108,955 | 104,050 | 114,455 |
| 15 | 87,150 | 95,865 | 92,150 | 101,365 | 97,150 | 106,865 | 102,150 | 112,365 | 107,150 | 117,865 |
| 16 | 87,770 | 96,547 | 92,770 | 102,047 | 97,770 | 107,547 | 102,770 | 113,047 | 107,770 | 118,547 |
| 17 | 88,390 | 97,229 | 93,390 | 102,729 | 98,390 | 108,229 | 103,390 | 113,729 | 108,390 | 119,229 |
| 18 | 89,010 | 97,911 | 94,010 | 103,411 | 99,010 | 108,911 | 104,010 | 114,411 | 109,010 | 119,911 |
| 19 | 89,630 | 98,593 | 94,630 | 104,093 | 99,630 | 109,593 | 104,630 | 115,093 | 109,630 | 120,593 |
| 20 | 90,250 | 99,275 | 95,250 | 104,775 | 100,250 | 110,275 | 105,250 | 115,775 | 110,250 | 121,275 |
| 21 | 90,870 | 99,957 | 95,870 | 105,457 | 100,870 | 110,957 | 105,870 | 116,457 | 110,870 | 121,957 |
| 22 | 91,490 | 100,639 | 96,490 | 106,139 | 101,490 | 111,639 | 106,490 | 117,139 | 111,490 | 122,639 |
| 23 | 92,110 | 101,321 | 97,110 | 106,821 | 102,110 | 112,321 | 107,110 | 117,821 | 112,110 | 123,321 |
| 24 | 92,730 | 102,003 | 97,730 | 107,503 | 102,730 | 113,003 | 107,730 | 118,503 | 112,730 | 124,003 |
| 25 | 93,350 | 102,685 | 98,350 | 108,185 | 103,350 | 113,685 | 108,350 | 119,185 | 113,350 | 124,685 |

Original base Salaries for year 2021-2022 are represented with an (*)

Effective 2021-2022, this schedule is applicable to 164-Day Professors and Librarians.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to: July 1, 2021

Board approved: May 10, 2023

(a) Class columns include a one-time only improvement of 10% to respective step.

| | Step | *Class I | Class I(a) | *Class II | Class II(a) | *Class III | Class III(a) | *Class IV | Class IV(a) | *Class V | Class V(a) | | Step | *Class I | Class I(a) | *Class II | Class II(a) | *Class III | Class III(a) | *Class IV | Class IV(a) | *Class V | Class V(a) |
|---------|------|-----------|------------|-----------|-------------|------------|--------------|-----------|-------------|------------|------------|---------|------|-----------|------------|-----------|-------------|------------|--------------|------------|-------------|------------|------------|
| Annual | 1 | 43,750.00 | 48,125.00 | 48,750.00 | 53,625.00 | 53,750.00 | 59,125.00 | 58,750.00 | 64,625.00 | 63,750.00 | 70,125.00 | Annual | 14 | 84,050.00 | 92,455.00 | 89,050.00 | 97,955.00 | 94,050.00 | 103,455.00 | 99,050.00 | 108,955.00 | 104,050.00 | 114,455.00 |
| Monthly | | 4,375.00 | 4,812.50 | 4,875.00 | 5,362.50 | 5,375.00 | 5,912.50 | 5,875.00 | 6,462.50 | 6,375.00 | 7,012.50 | Monthly | | 8,405.00 | 9,245.50 | 8,905.00 | 9,795.50 | 9,405.00 | 10,345.50 | 9,905.00 | 10,895.50 | 10,405.00 | 11,445.50 |
| Daily | | 266.77 | 293.45 | 297.26 | 326.98 | 327.74 | 360.52 | 358.23 | 394.05 | 388.72 | 427.59 | Daily | | 512.50 | 563.75 | 542.99 | 597.29 | 573.48 | 630.82 | 603.96 | 664.36 | 634.45 | 697.90 |
| Annual | 2 | 46,850.00 | 51,535.00 | 51,850.00 | 57,035.00 | 56,850.00 | 62,535.00 | 61,850.00 | 68,035.00 | 66,850.00 | 73,535.00 | Annual | 15 | 87,150.00 | 95,865.00 | 92,150.00 | 101,365.00 | 97,150.00 | 106,865.00 | 102,150.00 | 112,365.00 | 107,150.00 | 117,865.00 |
| Monthly | | 4,685.00 | 5,153.50 | 5,185.00 | 5,703.50 | 5,685.00 | 6,253.50 | 6,185.00 | 6,803.50 | 6,685.00 | 7,353.50 | Monthly | | 8,715.00 | 9,586.50 | 9,215.00 | 10,136.50 | 9,715.00 | 10,686.50 | 10,215.00 | 11,236.50 | 10,715.00 | 11,786.50 |
| Daily | | 285.67 | 314.24 | 316.16 | 347.77 | 346.65 | 381.31 | 377.13 | 414.85 | 407.62 | 448.38 | Daily | | 531.40 | 584.54 | 561.89 | 618.08 | 592.38 | 651.62 | 622.87 | 685.15 | 653.35 | 718.69 |
| Annual | 3 | 49,950.00 | 54,945.00 | 54,950.00 | 60,445.00 | 59,950.00 | 65,945.00 | 64,950.00 | 71,445.00 | 69,950.00 | 76,945.00 | Annual | 16 | 87,770.00 | 96,547.00 | 92,770.00 | 102,047.00 | 97,770.00 | 107,547.00 | 102,770.00 | 113,047.00 | 107,770.00 | 118,547.00 |
| Monthly | | 4,995.00 | 5,494.50 | 5,495.00 | 6,044.50 | 5,995.00 | 6,594.50 | 6,495.00 | 7,144.50 | 6,995.00 | 7,694.50 | Monthly | | 8,777.00 | 9,654.70 | 9,277.00 | 10,204.70 | 9,777.00 | 10,754.70 | 10,277.00 | 11,304.70 | 10,777.00 | 11,854.70 |
| Daily | | 304.57 | 335.03 | 335.06 | 368.57 | 365.55 | 402.10 | 398.04 | 435.64 | 426.52 | 469.18 | Daily | | 535.18 | 588.70 | 565.67 | 622.24 | 596.16 | 655.77 | 626.65 | 689.31 | 657.13 | 722.85 |
| Annual | 4 | 53,050.00 | 58,355.00 | 58,050.00 | 63,855.00 | 63,050.00 | 69,355.00 | 68,050.00 | 74,855.00 | 73,050.00 | 80,355.00 | Annual | 17 | 88,390.00 | 97,229.00 | 93,390.00 | 102,729.00 | 98,390.00 | 108,229.00 | 103,390.00 | 113,729.00 | 108,390.00 | 119,229.00 |
| Monthly | | 5,305.00 | 5,835.50 | 5,805.00 | 6,385.50 | 6,305.00 | 6,935.50 | 6,805.00 | 7,485.50 | 7,305.00 | 8,035.50 | Monthly | | 8,839.00 | 9,722.90 | 9,339.00 | 10,272.90 | 9,839.00 | 10,822.90 | 10,339.00 | 11,372.90 | 10,839.00 | 11,922.90 |
| Daily | | 323.48 | 355.82 | 353.96 | 389.36 | 384.45 | 422.90 | 414.94 | 456.43 | 445.43 | 489.97 | Daily | | 538.96 | 592.86 | 569.45 | 626.40 | 599.94 | 659.93 | 630.43 | 693.47 | 660.91 | 727.01 |
| Annual | 5 | 56,150.00 | 61,765.00 | 61,150.00 | 67,265.00 | 66,150.00 | 72,765.00 | 71,150.00 | 78,265.00 | 76,150.00 | 83,765.00 | Annual | 18 | 89,010.00 | 97,911.00 | 94,010.00 | 103,411.00 | 99,010.00 | 108,911.00 | 104,010.00 | 114,411.00 | 109,010.00 | 119,911.00 |
| Monthly | | 5,615.00 | 6,176.50 | 6,115.00 | 6,726.50 | 6,615.00 | 7,276.50 | 7,115.00 | 7,826.50 | 7,615.00 | 8,376.50 | Monthly | | 8,901.00 | 9,791.10 | 9,401.00 | 10,341.10 | 9,901.00 | 10,891.10 | 10,401.00 | 11,441.10 | 10,901.00 | 11,991.10 |
| Daily | | 342.38 | 376.62 | 372.87 | 410.15 | 403.35 | 443.69 | 433.84 | 477.23 | 464.33 | 510.76 | Daily | | 542.74 | 597.02 | 573.23 | 630.55 | 603.72 | 664.09 | 634.21 | 697.63 | 664.70 | 731.16 |
| Annual | 6 | 59,250.00 | 65,175.00 | 64,250.00 | 70,675.00 | 69,250.00 | 76,175.00 | 74,250.00 | 81,675.00 | 79,250.00 | 87,175.00 | Annual | 19 | 89,630.00 | 98,593.00 | 94,630.00 | 104,093.00 | 99,630.00 | 109,593.00 | 104,630.00 | 115,093.00 | 109,630.00 | 120,593.00 |
| Monthly | | 5,925.00 | 6,517.50 | 6,425.00 | 7,067.50 | 6,925.00 | 7,617.50 | 7,425.00 | 8,167.50 | 7,925.00 | 8,717.50 | Monthly | | 8,963.00 | 9,859.30 | 9,463.00 | 10,409.30 | 9,963.00 | 10,959.30 | 10,463.00 | 11,509.30 | 10,963.00 | 12,059.30 |
| Daily | | 361.28 | 397.41 | 391.77 | 430.95 | 422.26 | 464.48 | 452.74 | 498.02 | 483.23 | 531.55 | Daily | | 546.52 | 601.18 | 577.01 | 634.71 | 607.50 | 668.25 | 637.99 | 701.79 | 668.48 | 735.32 |
| Annual | 7 | 62,350.00 | 68,585.00 | 67,350.00 | 74,085.00 | 72,350.00 | 79,585.00 | 77,350.00 | 85,085.00 | 82,350.00 | 90,585.00 | Annual | 20 | 90,250.00 | 99,275.00 | 95,250.00 | 104,775.00 | 100,250.00 | 110,275.00 | 105,250.00 | 115,775.00 | 110,250.00 | 121,275.00 |
| Monthly | | 6,235.00 | 6,858.50 | 6,735.00 | 7,408.50 | 7,235.00 | 7,958.50 | 7,735.00 | 8,508.50 | 8,235.00 | 9,058.50 | Monthly | | 9,025.00 | 9,927.50 | 9,525.00 | 10,477.50 | 10,025.00 | 11,027.50 | 10,525.00 | 11,577.50 | 11,025.00 | 12,127.50 |
| Daily | | 380.18 | 418.20 | 410.67 | 451.74 | 441.16 | 485.27 | 471.65 | 518.81 | 502.13 | 552.35 | Daily | | 550.30 | 605.34 | 580.79 | 638.87 | 611.28 | 672.41 | 641.77 | 705.95 | 672.26 | 739.48 |
| Annual | 8 | 65,450.00 | 71,995.00 | 70,450.00 | 77,495.00 | 75,450.00 | 82,995.00 | 80,450.00 | 88,495.00 | 85,450.00 | 93,995.00 | Annual | 21 | 90,870.00 | 99,957.00 | 95,870.00 | 105,457.00 | 100,870.00 | 110,957.00 | 105,870.00 | 116,457.00 | 110,870.00 | 121,957.00 |
| Monthly | | 6,545.00 | 7,199.50 | 7,045.00 | 7,749.50 | 7,545.00 | 8,299.50 | 8,045.00 | 8,849.50 | 8,545.00 | 9,399.50 | Monthly | | 9,087.00 | 9,995.70 | 9,587.00 | 10,545.70 | 10,087.00 | 11,095.70 | 10,587.00 | 11,645.70 | 11,087.00 | 12,195.70 |
| Daily | | 399.09 | 438.99 | 429.57 | 472.53 | 460.06 | 506.07 | 490.55 | 539.60 | 521.04 | 573.14 | Daily | | 554.09 | 609.49 | 584.57 | 643.03 | 615.06 | 676.57 | 645.55 | 710.10 | 676.04 | 743.64 |
| Annual | 9 | 68,550.00 | 75,405.00 | 73,550.00 | 80,905.00 | 78,550.00 | 86,405.00 | 83,550.00 | 91,905.00 | 88,550.00 | 97,405.00 | Annual | 22 | 91,490.00 | 100,639.00 | 96,490.00 | 106,139.00 | 101,490.00 | 111,639.00 | 106,490.00 | 117,139.00 | 111,490.00 | 122,639.00 |
| Monthly | | 6,855.00 | 7,540.50 | 7,355.00 | 8,090.50 | 7,855.00 | 8,640.50 | 8,355.00 | 9,190.50 | 8,855.00 | 9,740.50 | Monthly | | 9,149.00 | 10,063.90 | 9,649.00 | 10,613.90 | 10,149.00 | 11,163.90 | 10,649.00 | 11,713.90 | 11,149.00 | 12,263.90 |
| Daily | | 417.99 | 459.79 | 448.48 | 493.32 | 478.96 | 526.86 | 509.45 | 560.40 | 539.94 | 593.93 | Daily | | 557.87 | 613.65 | 588.35 | 647.19 | 618.84 | 680.73 | 649.33 | 714.26 | 679.82 | 747.80 |
| Annual | 10 | 71,650.00 | 78,815.00 | 76,650.00 | 84,315.00 | 81,650.00 | 89,815.00 | 86,650.00 | 95,315.00 | 91,650.00 | 100,815.00 | Annual | 23 | 92,110.00 | 101,321.00 | 97,110.00 | 106,821.00 | 102,110.00 | 112,321.00 | 107,110.00 | 117,821.00 | 112,110.00 | 123,321.00 |
| Monthly | | 7,165.00 | 7,881.50 | 7,665.00 | 8,431.50 | 8,165.00 | 8,981.50 | 8,665.00 | 9,531.50 | 9,165.00 | 10,081.50 | Monthly | | 9,211.00 | 10,132.10 | 9,711.00 | 10,682.10 | 10,211.00 | 11,232.10 | 10,711.00 | 11,782.10 | 11,211.00 | 12,332.10 |
| Daily | | 436.89 | 480.58 | 467.38 | 514.12 | 497.87 | 547.65 | 528.35 | 581.19 | 558.84 | 614.73 | Daily | | 561.65 | 617.81 | 592.13 | 651.35 | 622.62 | 684.88 | 653.11 | 718.42 | 683.60 | 751.96 |
| Annual | 11 | 74,750.00 | 82,225.00 | 79,750.00 | 87,725.00 | 84,750.00 | 93,225.00 | 89,750.00 | 98,725.00 | 94,750.00 | 104,225.00 | Annual | 24 | 92,730.00 | 102,003.00 | 97,730.00 | 107,503.00 | 102,730.00 | 113,003.00 | 107,730.00 | 118,503.00 | 112,730.00 | 124,003.00 |
| Monthly | | 7,475.00 | 8,222.50 | 7,975.00 | 8,772.50 | 8,475.00 | 9,322.50 | 8,975.00 | 9,872.50 | 9,475.00 | 10,422.50 | Monthly | | 9,273.00 | 10,200.30 | 9,773.00 | 10,750.30 | 10,273.00 | 11,300.30 | 10,773.00 | 11,850.30 | 11,273.00 | 12,400.30 |
| Daily | | 455.79 | 501.37 | 486.28 | 534.91 | 516.77 | 568.45 | 547.26 | 601.98 | 577.74 | 635.52 | Daily | | 565.43 | 621.97 | 595.91 | 655.51 | 626.40 | 689.04 | 656.89 | 722.58 | 687.38 | 756.12 |
| Annual | 12 | 77,850.00 | 85,635.00 | 82,850.00 | 91,135.00 | 87,850.00 | 96,635.00 | 92,850.00 | 102,135.00 | 97,850.00 | 107,635.00 | Annual | 25 | 93,350.00 | 102,685.00 | 98,350.00 | 108,185.00 | 103,350.00 | 113,685.00 | 108,350.00 | 119,185.00 | 113,350.00 | 124,685.00 |
| Monthly | | 7,785.00 | 8,563.50 | 8,285.00 | 9,113.50 | 8,785.00 | 9,663.50 | 9,285.00 | 10,213.50 | 9,785.00 | 10,763.50 | Monthly | | 9,335.00 | 10,268.50 | 9,835.00 | 10,818.50 | 10,335.00 | 11,368.50 | 10,835.00 | 11,918.50 | 11,335.00 | 12,468.50 |
| Daily | | 474.70 | 522.16 | 505.18 | 555.70 | 535.67 | 589.24 | 566.16 | 622.77 | 596.65 | 656.31 | Daily | | 569.21 | 626.13 | 599.70 | 659.66 | 630.18 | 693.20 | 660.67 | 726.74 | 691.16 | 760.27 |
| Annual | 13 | 80,950.00 | 89,045.00 | 85,950.00 | 94,545.00 | 90,950.00 | 100,045.00 | 95,950.00 | 105,545.00 | 100,950.00 | 111,045.00 | Annual | | | | | | | | | | | |
| Monthly | | 8,095.00 | 8,904.50 | 8,595.00 | 9,454.50 | 9,095.00 | 10,004.50 | 9,595.00 | 10,554.50 | 10,095.00 | 11,104.50 | Monthly | | | | | | | | | | | |
| Daily | | 493.60 | 542.96 | 524.09 | 576.49 | 554.57 | 610.03 | 585.06 | 643.57 | 615.55 | 677.10 | Daily | | | | | | | | | | | |

Original base Salaries for year 2021-2022 are represented with an (*)

Retroactive to: July 1, 2021</

**Los Rios Community College District
2021-22 FINAL**

**Faculty Salary Schedule "A-174"
(Regular and Long-Term Temporary Faculty Working a 174-Day Schedule)
Annual Salary Schedule**

(a) Class columns include a one-time only improvement of 10% to respective step.

DRAFT

| Step | AA/AS or BA/BS | AA/AS or BA/BS | AA/AS+90 or BA/BS+30 or MA/MS | AA/AS+90 or BA/BS+30 or MA/MS | BA/BS+54 or MA/MS+24 | BA/BS+54 or MA/MS+24 | BA/BS+78 or MA/MS+48 | BA/BS+78 or MA/MS+48 | PhD or J.D. or D.C. or D.V.M. | PhD or J.D. or D.C. or D.V.M. |
|------|-------------------|-------------------|-------------------------------------|-------------------------------------|-------------------------|-------------------------|-------------------------|-------------------------|--|--|
| | *Class I | Class I(a) | *Class II | Class II(a) | *Class III | Class III(a) | *Class IV | Class IV(a) | *Class V | Class V(a) |
| 1 | 46,418 | 51,060 | 51,723 | 56,895 | 57,027 | 62,730 | 62,332 | 68,565 | 67,637 | 74,401 |
| 2 | 49,707 | 54,678 | 55,012 | 60,513 | 60,316 | 66,348 | 65,621 | 72,183 | 70,926 | 78,019 |
| 3 | 52,996 | 58,296 | 58,301 | 64,131 | 63,605 | 69,966 | 68,910 | 75,801 | 74,215 | 81,637 |
| 4 | 56,285 | 61,914 | 61,590 | 67,749 | 66,895 | 73,585 | 72,199 | 79,419 | 77,504 | 85,254 |
| 5 | 59,574 | 65,531 | 64,879 | 71,367 | 70,184 | 77,202 | 75,488 | 83,037 | 80,793 | 88,872 |
| 6 | 62,863 | 69,149 | 68,168 | 74,985 | 73,473 | 80,820 | 78,777 | 86,655 | 84,082 | 92,490 |
| 7 | 66,152 | 72,767 | 71,457 | 78,603 | 76,762 | 84,438 | 82,066 | 90,273 | 87,371 | 96,108 |
| 8 | 69,441 | 76,385 | 74,746 | 82,221 | 80,051 | 88,056 | 85,355 | 93,891 | 90,660 | 99,726 |
| 9 | 72,730 | 80,003 | 78,035 | 85,839 | 83,340 | 91,674 | 88,645 | 97,510 | 93,949 | 103,344 |
| 10 | 76,019 | 83,621 | 81,324 | 89,456 | 86,629 | 95,292 | 91,934 | 101,127 | 97,238 | 106,962 |
| 11 | 79,308 | 87,239 | 84,613 | 93,074 | 89,918 | 98,910 | 95,223 | 104,745 | 100,527 | 110,580 |
| 12 | 82,597 | 90,857 | 87,902 | 96,692 | 93,207 | 102,528 | 98,512 | 108,363 | 103,816 | 114,198 |
| 13 | 85,886 | 94,475 | 91,191 | 100,310 | 96,496 | 106,146 | 101,801 | 111,981 | 107,105 | 117,816 |
| 14 | 89,175 | 98,093 | 94,480 | 103,928 | 99,785 | 109,764 | 105,090 | 115,599 | 110,395 | 121,435 |
| 15 | 92,464 | 101,710 | 97,769 | 107,546 | 103,074 | 113,381 | 108,379 | 119,217 | 113,684 | 125,052 |
| 16 | 93,122 | 102,434 | 98,427 | 108,270 | 103,732 | 114,105 | 109,036 | 119,940 | 114,341 | 125,775 |
| 17 | 93,780 | 103,158 | 99,085 | 108,994 | 104,389 | 114,828 | 109,694 | 120,663 | 114,999 | 126,499 |
| 18 | 94,437 | 103,881 | 99,742 | 109,716 | 105,047 | 115,552 | 110,352 | 121,387 | 115,657 | 127,223 |
| 19 | 95,095 | 104,605 | 100,400 | 110,440 | 105,705 | 116,276 | 111,010 | 122,111 | 116,315 | 127,947 |
| 20 | 95,753 | 105,328 | 101,058 | 111,164 | 106,363 | 116,999 | 111,668 | 122,835 | 116,973 | 128,670 |
| 21 | 96,411 | 106,052 | 101,716 | 111,888 | 107,021 | 117,723 | 112,325 | 123,558 | 117,630 | 129,393 |
| 22 | 97,069 | 106,776 | 102,374 | 112,611 | 107,678 | 118,446 | 112,983 | 124,281 | 118,288 | 130,117 |
| 23 | 97,726 | 107,499 | 103,031 | 113,334 | 108,336 | 119,170 | 113,641 | 125,005 | 118,946 | 130,841 |
| 24 | 98,384 | 108,222 | 103,689 | 114,058 | 108,994 | 119,893 | 114,299 | 125,729 | 119,604 | 131,564 |
| 25 | 99,042 | 108,946 | 104,347 | 114,782 | 109,652 | 120,617 | 114,957 | 126,453 | 120,262 | 132,288 |

Original base Salaries for year 2021-2022 are represented with an (*)

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to: July 1, 2021

Board approved: May 10, 2023

2021-22 FINAL A-174 Schedule

DRAFT

(a) Class columns include a one-time only improvement of 10% to respective step.

Table with columns for Step, Class I through Class V(a) and corresponding Annual, Monthly, and Daily values. It details salary schedules for 25 steps across five class categories.

Original base Salaries for year 2021-2022 are represented with an (*)

Retroactive to: July 1, 2021
Board approved: May 10, 2023

Los Rios Community College District
2021-22 FINAL

Faculty Salary Schedule "B-1"
(Adjunct Faculty / Overload Assignments)
Lecture and Laboratory Hourly Rates/164 Days B-1

(a) Class columns include a one-time only improvement of 10% to respective step.

DRAFT

| Step | AAIAS or BA/BS | | AA/AS+90 or BA/BS+90 or M/AMS | | AA/AS+90 or BA/BS+90 or M/AMS | | BA/BS+54 or M/AMS+24 | | BA/BS+78 or M/AMS+48 | | PhD. J.D., M.D., D.C. or D.V.M. | | PhD. J.D., M.D., D.C. or D.V.M. | | AAIAS or BA/BS | | AA/AS+90 or BA/BS+90 or M/AMS | | BA/BS+54 or M/AMS+24 | | BA/BS+78 or M/AMS+48 | | PhD. J.D., M.D., D.C. or D.V.M. | | PhD. J.D., M.D., D.C. or D.V.M. | | | | |
|------------|----------------|------------|-------------------------------|-------------|-------------------------------|--------------|----------------------|-------------|----------------------|------------|---------------------------------|------------|---------------------------------|-------------|----------------|--------------|-------------------------------|-------------|----------------------|------------|----------------------|------------|---------------------------------|-------------|---------------------------------|--------------|-----------|-------------|--------|
| | *Class I | Class (Ia) | *Class II | Class (IIa) | *Class III | Class (IIIa) | *Class IV | Class (IVa) | *Class V | Class (Va) | *Class I | Class (Ia) | *Class II | Class (IIa) | *Class III | Class (IIIa) | *Class IV | Class (IVa) | *Class V | Class (Va) | *Class I | Class (Ia) | *Class II | Class (IIa) | *Class III | Class (IIIa) | *Class IV | Class (IVa) | |
| Lecture 1 | 60.76 | 66.84 | 67.71 | 74.48 | 74.65 | 82.12 | 81.60 | 89.76 | 88.54 | 97.39 | 14 | 116.74 | 128.41 | 123.68 | 136.05 | 130.63 | 143.69 | 137.57 | 151.33 | 144.51 | 168.96 | 168.96 | 168.96 | 168.96 | 168.96 | 168.96 | 168.96 | 168.96 | 168.96 |
| Lab* | 48.61 | 53.47 | 54.17 | 59.58 | 59.72 | 65.70 | 65.28 | 71.81 | 70.83 | 77.91 | Lab* | 93.39 | 102.73 | 98.94 | 108.84 | 104.50 | 114.95 | 110.06 | 121.06 | 115.61 | 127.17 | 127.17 | 127.17 | 127.17 | 127.17 | 127.17 | 127.17 | 127.17 | 127.17 |
| Lab | 45.57 | 50.13 | 50.78 | 55.86 | 55.99 | 61.59 | 61.20 | 67.32 | 66.41 | 73.04 | Lab | 87.56 | 96.31 | 92.76 | 102.04 | 97.97 | 107.77 | 103.18 | 113.50 | 108.38 | 119.22 | 119.22 | 119.22 | 119.22 | 119.22 | 119.22 | 119.22 | 119.22 | 119.22 |
| Lecture 2 | 65.07 | 71.58 | 72.01 | 79.21 | 78.96 | 86.86 | 85.90 | 94.49 | 92.85 | 102.14 | 15 | 121.04 | 133.14 | 127.99 | 140.79 | 134.93 | 148.42 | 141.88 | 156.07 | 148.82 | 163.70 | 163.70 | 163.70 | 163.70 | 163.70 | 163.70 | 163.70 | 163.70 | 163.70 |
| Lab* | 52.06 | 57.26 | 57.61 | 63.37 | 63.17 | 69.49 | 68.72 | 75.59 | 74.28 | 81.71 | Lab* | 96.83 | 106.51 | 102.39 | 112.63 | 107.94 | 118.74 | 113.50 | 124.86 | 119.06 | 130.96 | 130.96 | 130.96 | 130.96 | 130.96 | 130.96 | 130.96 | 130.96 | 130.96 |
| Lab | 48.80 | 53.69 | 54.01 | 59.41 | 59.22 | 65.15 | 64.43 | 70.87 | 69.64 | 76.61 | Lab | 90.78 | 99.86 | 95.99 | 105.59 | 101.20 | 111.32 | 106.41 | 117.05 | 111.62 | 122.78 | 122.78 | 122.78 | 122.78 | 122.78 | 122.78 | 122.78 | 122.78 | 122.78 |
| Lecture 3 | 69.38 | 76.32 | 76.32 | 83.95 | 83.26 | 91.59 | 90.21 | 99.23 | 97.15 | 106.87 | 16 | 121.90 | 134.09 | 128.85 | 141.74 | 135.79 | 149.37 | 142.74 | 157.01 | 149.68 | 164.65 | 164.65 | 164.65 | 164.65 | 164.65 | 164.65 | 164.65 | 164.65 | 164.65 |
| Lab* | 55.50 | 61.06 | 61.06 | 67.16 | 66.61 | 73.27 | 72.17 | 79.38 | 77.72 | 85.50 | Lab* | 97.52 | 107.27 | 103.08 | 113.39 | 108.63 | 119.50 | 114.19 | 125.61 | 119.74 | 131.72 | 131.72 | 131.72 | 131.72 | 131.72 | 131.72 | 131.72 | 131.72 | 131.72 |
| Lab | 52.04 | 57.24 | 57.24 | 62.96 | 62.45 | 68.69 | 67.66 | 74.42 | 72.86 | 80.15 | Lab | 91.43 | 100.57 | 96.64 | 106.31 | 101.84 | 112.03 | 107.06 | 117.76 | 112.26 | 123.49 | 123.49 | 123.49 | 123.49 | 123.49 | 123.49 | 123.49 | 123.49 | 123.49 |
| Lecture 4 | 73.68 | 81.05 | 80.63 | 88.69 | 87.57 | 96.33 | 94.51 | 103.96 | 101.46 | 111.61 | 17 | 122.76 | 135.04 | 129.71 | 142.68 | 136.65 | 150.32 | 143.60 | 157.96 | 150.54 | 165.59 | 165.59 | 165.59 | 165.59 | 165.59 | 165.59 | 165.59 | 165.59 | 165.59 |
| Lab* | 58.94 | 64.84 | 64.50 | 70.95 | 70.06 | 77.06 | 75.61 | 83.17 | 81.17 | 89.29 | Lab* | 98.21 | 108.03 | 103.77 | 114.14 | 109.32 | 120.26 | 114.88 | 126.37 | 120.43 | 132.47 | 132.47 | 132.47 | 132.47 | 132.47 | 132.47 | 132.47 | 132.47 | 132.47 |
| Lab | 55.26 | 60.79 | 60.47 | 66.52 | 65.68 | 72.25 | 70.88 | 77.97 | 76.10 | 83.71 | Lab | 92.07 | 101.28 | 97.28 | 107.01 | 102.49 | 112.74 | 107.70 | 118.47 | 112.91 | 124.19 | 124.19 | 124.19 | 124.19 | 124.19 | 124.19 | 124.19 | 124.19 | 124.19 |
| Lecture 5 | 77.99 | 85.79 | 84.93 | 93.42 | 91.88 | 101.07 | 98.82 | 108.70 | 105.76 | 116.34 | 18 | 123.63 | 135.99 | 130.57 | 143.63 | 137.51 | 151.26 | 144.46 | 158.91 | 151.40 | 166.54 | 166.54 | 166.54 | 166.54 | 166.54 | 166.54 | 166.54 | 166.54 | 166.54 |
| Lab* | 62.39 | 68.63 | 67.94 | 74.74 | 73.50 | 80.86 | 79.06 | 86.96 | 84.61 | 93.07 | Lab* | 98.90 | 108.79 | 104.46 | 114.90 | 110.01 | 121.01 | 115.57 | 127.13 | 121.12 | 133.23 | 133.23 | 133.23 | 133.23 | 133.23 | 133.23 | 133.23 | 133.23 | 133.23 |
| Lab | 58.49 | 64.34 | 63.70 | 70.07 | 68.91 | 75.80 | 74.12 | 81.53 | 79.32 | 87.26 | Lab | 92.72 | 101.99 | 97.93 | 107.72 | 103.13 | 113.45 | 108.35 | 119.18 | 113.55 | 124.91 | 124.91 | 124.91 | 124.91 | 124.91 | 124.91 | 124.91 | 124.91 | 124.91 |
| Lecture 6 | 82.29 | 90.52 | 89.24 | 98.16 | 96.18 | 105.80 | 103.13 | 113.44 | 110.07 | 121.08 | 19 | 124.49 | 136.94 | 131.43 | 144.57 | 138.38 | 152.22 | 145.32 | 159.85 | 152.26 | 167.49 | 167.49 | 167.49 | 167.49 | 167.49 | 167.49 | 167.49 | 167.49 | 167.49 |
| Lab* | 65.83 | 72.42 | 71.39 | 78.53 | 76.94 | 84.64 | 82.50 | 90.75 | 88.06 | 96.86 | Lab* | 99.59 | 109.55 | 105.14 | 115.66 | 110.70 | 121.78 | 116.26 | 127.88 | 121.81 | 133.99 | 133.99 | 133.99 | 133.99 | 133.99 | 133.99 | 133.99 | 133.99 | 133.99 |
| Lab | 61.72 | 67.89 | 66.93 | 73.62 | 72.14 | 79.35 | 77.35 | 85.08 | 82.55 | 90.81 | Lab | 93.37 | 102.71 | 98.57 | 108.43 | 103.79 | 114.17 | 108.99 | 119.89 | 114.20 | 125.62 | 125.62 | 125.62 | 125.62 | 125.62 | 125.62 | 125.62 | 125.62 | 125.62 |
| Lecture 7 | 86.60 | 95.26 | 93.54 | 102.89 | 100.49 | 110.54 | 107.43 | 118.17 | 114.38 | 125.82 | 20 | 125.35 | 137.89 | 132.29 | 145.52 | 139.24 | 153.16 | 146.18 | 160.80 | 153.13 | 168.44 | 168.44 | 168.44 | 168.44 | 168.44 | 168.44 | 168.44 | 168.44 | 168.44 |
| Lab* | 69.28 | 76.21 | 74.83 | 82.31 | 80.39 | 88.43 | 85.94 | 94.54 | 91.50 | 100.66 | Lab* | 100.28 | 110.31 | 105.83 | 116.42 | 111.39 | 122.53 | 116.94 | 128.64 | 122.50 | 134.75 | 134.75 | 134.75 | 134.75 | 134.75 | 134.75 | 134.75 | 134.75 | 134.75 |
| Lab | 64.95 | 71.45 | 70.16 | 77.17 | 75.37 | 82.91 | 80.57 | 88.63 | 85.79 | 94.37 | Lab | 94.01 | 103.42 | 99.22 | 109.14 | 104.43 | 114.87 | 109.64 | 120.60 | 114.85 | 126.33 | 126.33 | 126.33 | 126.33 | 126.33 | 126.33 | 126.33 | 126.33 | 126.33 |
| Lecture 8 | 90.90 | 99.99 | 97.85 | 107.64 | 104.79 | 115.27 | 111.74 | 122.91 | 118.68 | 130.55 | 21 | 126.21 | 138.83 | 133.15 | 146.47 | 140.10 | 154.11 | 147.04 | 161.74 | 153.99 | 169.39 | 169.39 | 169.39 | 169.39 | 169.39 | 169.39 | 169.39 | 169.39 | 169.39 |
| Lab* | 72.72 | 79.99 | 78.28 | 86.11 | 83.83 | 92.22 | 89.39 | 98.33 | 94.94 | 104.44 | Lab* | 100.97 | 111.06 | 106.52 | 117.18 | 112.08 | 123.29 | 117.63 | 129.39 | 123.19 | 135.51 | 135.51 | 135.51 | 135.51 | 135.51 | 135.51 | 135.51 | 135.51 | 135.51 |
| Lab | 68.18 | 74.99 | 73.39 | 80.73 | 78.59 | 86.45 | 83.81 | 92.18 | 89.01 | 97.91 | Lab | 94.66 | 104.12 | 99.86 | 109.85 | 105.08 | 115.58 | 110.28 | 121.31 | 115.49 | 127.04 | 127.04 | 127.04 | 127.04 | 127.04 | 127.04 | 127.04 | 127.04 | 127.04 |
| Lecture 9 | 95.21 | 104.73 | 102.15 | 112.37 | 109.10 | 120.01 | 116.04 | 127.64 | 122.99 | 135.29 | 22 | 127.07 | 139.78 | 134.01 | 147.41 | 140.96 | 155.06 | 147.90 | 162.69 | 154.85 | 170.34 | 170.34 | 170.34 | 170.34 | 170.34 | 170.34 | 170.34 | 170.34 | 170.34 |
| Lab* | 76.17 | 83.78 | 81.72 | 89.90 | 87.28 | 96.01 | 92.83 | 102.11 | 98.39 | 108.23 | Lab* | 101.66 | 111.82 | 107.21 | 117.93 | 112.77 | 124.05 | 118.32 | 130.15 | 123.88 | 136.27 | 136.27 | 136.27 | 136.27 | 136.27 | 136.27 | 136.27 | 136.27 | 136.27 |
| Lab | 71.41 | 78.55 | 76.61 | 84.28 | 81.83 | 90.01 | 87.03 | 95.73 | 92.24 | 101.47 | Lab | 95.30 | 104.84 | 100.51 | 110.56 | 105.72 | 116.30 | 110.93 | 122.02 | 116.14 | 127.76 | 127.76 | 127.76 | 127.76 | 127.76 | 127.76 | 127.76 | 127.76 | 127.76 |
| Lecture 10 | 99.51 | 109.46 | 106.46 | 117.11 | 113.40 | 124.74 | 120.35 | 132.39 | 127.29 | 140.02 | 23 | 127.93 | 140.72 | 134.88 | 148.37 | 141.82 | 156.00 | 148.76 | 163.64 | 155.71 | 171.28 | 171.28 | 171.28 | 171.28 | 171.28 | 171.28 | 171.28 | 171.28 | 171.28 |
| Lab* | 79.61 | 87.57 | 85.17 | 93.69 | 90.72 | 99.79 | 96.28 | 105.91 | 101.83 | 112.02 | Lab* | 102.34 | 112.58 | 107.90 | 118.70 | 113.46 | 124.80 | 119.01 | 130.91 | 124.57 | 137.02 | 137.02 | 137.02 | 137.02 | 137.02 | 137.02 | 137.02 | 137.02 | 137.02 |
| Lab | 74.63 | 82.10 | 79.85 | 87.83 | 85.05 | 93.56 | 90.26 | 99.29 | 95.47 | 105.02 | Lab | 95.95 | 105.54 | 101.16 | 111.28 | 106.37 | 117.00 | 111.57 | 122.73 | 116.78 | 128.46 | 128.46 | 128.46 | 128.46 | 128.46 | 128.46 | 128.46 | 128.46 | 128.46 |
| Lecture 11 | 103.82 | 114.20 | 110.76 | 121.84 | 117.71 | 129.48 | 124.65 | 137.12 | 131.60 | 144.76 | 24 | 128.79 | 141.67 | 135.74 | 149.31 | 142.68 | 156.95 | 149.63 | 164.59 | 156.57 | 172.23 | 172.23 | 172.23 | 172.23 | 172.23 | 172.23 | 172.23 | 172.23 | 172.23 |
| Lab* | 83.06 | 91.36 | 88.61 | 97.47 | 94.17 | 103.58 | 99.72 | 109.70 | 105.28 | 115.81 | Lab* | 103.03 | 113.34 | 108.59 | 119.45 | 114.14 | 125.56 | 119.70 | 131.67 | 125.26 | 137.78 | 137.78 | 137.78 | 137.78 | 137.78 | 137.78 | 137.78 | 137.78 | |
| Lab | 77.87 | 85.65 | 83.07 | 91.38 | 88.28 | 97.11 | 93.49 | 102.84 | 98.70 | 108.57 | Lab | 96.59 | 106.25 | 101.81 | 111.98 | 107.01 | 117.71 | 112.22 | 123.44 | 117.43 | 129.17 | 129.17 | 129.17 | 129.17 | 129.17 | 129.17 | 129.17 | 129.17 | 129.17 |
| Lecture 12 | 108.13 | 118. | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Los Rios Community College District
2021-22 FINAL
Faculty Salary Schedule "B-2 & B-3"
(Adjunct/Overload Counselor/Coordinator/Nurse Hourly Rates/174 Days B-2)
(Adjunct/Overload Librarian Hourly Rates/164 Days B-3)

(a) Class columns include a one-time only improvement of 10% to respective step.

DRAFT

| Step | AA/AS or BA/BS *Class I | AA/AS or BA/BS Class I(a) | AA/AS+90 or BA/BS+30 or MA/MS *Class II | AA/AS+90 or BA/BS+30 or MA/MS Class II(a) | BA/BS+54 or MA/MS+24 *Class III | BA/BS+54 or MA/MS+24 Class III(a) | BA/BS+78 or MA/MS+48 *Class IV | BA/BS+78 or MA/MS+48 Class IV(a) | PhD, J.D., M.D., D.C. or D.V.M. *Class V | PhD, J.D., M.D., D.C. or D.V.M. Class V(a) |
|-------------|--|--|--|--|--|--|---|---|---|---|
| 1 | 35.57 | 39.13 | 39.63 | 43.59 | 43.70 | 48.07 | 47.76 | 52.54 | 51.83 | 57.01 |
| 2 | 38.09 | 41.90 | 42.15 | 46.37 | 46.22 | 50.84 | 50.28 | 55.31 | 54.35 | 59.79 |
| 3 | 40.61 | 44.67 | 44.68 | 49.15 | 48.74 | 53.61 | 52.80 | 58.08 | 56.87 | 62.56 |
| 4 | 43.13 | 47.44 | 47.20 | 51.92 | 51.26 | 56.39 | 55.32 | 60.85 | 59.39 | 65.33 |
| 5 | 45.65 | 50.22 | 49.72 | 54.69 | 53.78 | 59.16 | 57.85 | 63.64 | 61.91 | 68.10 |
| 6 | 48.17 | 52.99 | 52.24 | 57.46 | 56.30 | 61.93 | 60.37 | 66.41 | 64.43 | 70.87 |
| 7 | 50.69 | 55.76 | 54.76 | 60.24 | 58.82 | 64.70 | 62.89 | 69.18 | 66.95 | 73.65 |
| 8 | 53.21 | 58.53 | 57.28 | 63.01 | 61.34 | 67.47 | 65.41 | 71.95 | 69.47 | 76.42 |
| 9 | 55.73 | 61.30 | 59.80 | 65.78 | 63.86 | 70.25 | 67.93 | 74.72 | 71.99 | 79.19 |
| 10 | 58.25 | 64.08 | 62.32 | 68.55 | 66.38 | 73.02 | 70.45 | 77.50 | 74.51 | 81.96 |
| 11 | 60.77 | 66.85 | 64.84 | 71.32 | 68.90 | 75.79 | 72.97 | 80.27 | 77.03 | 84.73 |
| 12 | 63.29 | 69.62 | 67.36 | 74.10 | 71.42 | 78.56 | 75.49 | 83.04 | 79.55 | 87.51 |
| 13 | 65.81 | 72.39 | 69.88 | 76.87 | 73.94 | 81.33 | 78.01 | 85.81 | 82.07 | 90.28 |
| 14 | 68.33 | 75.16 | 72.40 | 79.64 | 76.46 | 84.11 | 80.53 | 88.58 | 84.59 | 93.05 |
| 15 | 70.85 | 77.94 | 74.92 | 82.41 | 78.98 | 86.88 | 83.05 | 91.36 | 87.11 | 95.82 |
| 16 | 71.36 | 78.50 | 75.42 | 82.96 | 79.49 | 87.44 | 83.55 | 91.91 | 87.62 | 96.38 |
| 17 | 71.86 | 79.05 | 75.93 | 83.52 | 79.99 | 87.99 | 84.06 | 92.47 | 88.12 | 96.93 |
| 18 | 72.37 | 79.61 | 76.43 | 84.07 | 80.50 | 88.55 | 84.56 | 93.02 | 88.63 | 97.49 |
| 19 | 72.87 | 80.16 | 76.93 | 84.62 | 81.00 | 89.10 | 85.07 | 93.58 | 89.13 | 98.04 |
| 20 | 73.37 | 80.71 | 77.44 | 85.18 | 81.50 | 89.65 | 85.57 | 94.13 | 89.63 | 98.59 |
| 21 | 73.88 | 81.27 | 77.94 | 85.73 | 82.01 | 90.21 | 86.07 | 94.68 | 90.14 | 99.15 |
| 22 | 74.38 | 81.82 | 78.45 | 86.30 | 82.51 | 90.76 | 86.58 | 95.24 | 90.64 | 99.70 |
| 23 | 74.89 | 82.38 | 78.95 | 86.85 | 83.02 | 91.32 | 87.08 | 95.79 | 91.15 | 100.27 |
| 24 | 75.39 | 82.93 | 79.46 | 87.41 | 83.52 | 91.87 | 87.59 | 96.35 | 91.65 | 100.82 |
| 25 | 75.89 | 83.48 | 79.96 | 87.96 | 84.02 | 92.42 | 88.09 | 96.90 | 92.15 | 101.37 |

Original base Salaries for year 2021-2022 are represented with an (*)
Hours worked during Summer Session are not subject to schedule improvement.

Please note that there is an alternate initial class placement (and advancement) for Career and Technology faculty hired under Education Code 53410 (reference section 2.8.3.2 of LRCFT agreement)

Retroactive to: August 19, 2021
Board approved: May 10, 2023

**Los Rios Community College District
2021-22 Final**

Salary Ranges for Confidential Administrative Assistant Classified Positions

Includes a one-time only improvement of 8%

DRAFT

| Job Code | Titles | Range | Base Annual Salary | | Annual Salary with one-time 8% Improvement | | | |
|-----------------|---|--------------|---------------------------|----------|---|---|-------------------|--------|
| 0118 | Confidential Administrative Assistant I | 5CA | 54,193 | - 65,934 | 58,529 | - | 80,134 | 71,209 |
| 0189 | Confidential Administrative Assistant II | 6CA | 56,361 | - 68,572 | 60,870 | - | 83,337 | 74,058 |
| 0136 | Confidential Administrative Assistant III | 7CA | 58,615 | - 71,315 | 63,305 | - | 86,670 | 77,020 |
| 0280 | Confidential Executive Assistant | 10CA | 65,934 | - 80,219 | 71,209 | - | 97,492 | 86,637 |
| 0187 | Confidential Staff Administrative Assistant | 3CA | 50,105 | - 60,960 | 54,113 | - | 74,086 | 65,837 |

The max salary in range includes the 10-, 15-, 20- and 25-year longevity increments. The salary ranges above are base amounts and do not include longevity increments.

Retroactive to: July 1, 2021

Board approved: May 10, 2023

**Los Rios Community College District
2021-22 Final
Confidential Administrative Assistant Classified
Monthly Salary Schedule**

(a) Steps include a one-time improvement of 8%

DRAFT

| Range | Hourly Step 1* | Hourly Step 1a | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | L1* | L2** | L3*** | L4**** |
|-------|----------------|----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|
| 3CA | 24.09 | 26.02 | 4,175.40 | 4,509.43 | 4,342.41 | 4,689.80 | 4,516.11 | 4,877.40 | 4,696.75 | 5,072.49 | 4,884.62 | 5,275.39 | 5,080.01 | 5,486.41 | 5,705.86 | 5,934.10 | 6,052.78 | 6,173.84 |
| 4CA | 25.05 | 27.06 | 4,342.41 | 4,689.80 | 4,516.11 | 4,877.40 | 4,696.75 | 5,072.49 | 4,884.62 | 5,275.39 | 5,080.01 | 5,486.41 | 5,283.21 | 5,705.86 | 5,934.10 | 6,171.46 | 6,294.89 | 6,420.79 |
| 5CA | 26.05 | 28.14 | 4,516.11 | 4,877.40 | 4,696.75 | 5,072.49 | 4,884.62 | 5,275.39 | 5,080.01 | 5,486.41 | 5,283.21 | 5,705.86 | 5,494.54 | 5,934.10 | 6,171.46 | 6,418.32 | 6,546.69 | 6,677.62 |
| 6CA | 27.10 | 29.26 | 4,696.75 | 5,072.49 | 4,884.62 | 5,275.39 | 5,080.01 | 5,486.41 | 5,283.21 | 5,705.86 | 5,494.54 | 5,934.10 | 5,714.32 | 6,171.46 | 6,418.32 | 6,675.05 | 6,808.55 | 6,944.73 |
| 7CA | 28.18 | 30.43 | 4,884.62 | 5,275.39 | 5,080.01 | 5,486.41 | 5,283.21 | 5,705.86 | 5,494.54 | 5,934.10 | 5,714.32 | 6,171.46 | 5,942.89 | 6,418.32 | 6,675.05 | 6,942.06 | 7,080.90 | 7,222.52 |
| 8CA | 29.31 | 31.65 | 5,080.01 | 5,486.41 | 5,283.21 | 5,705.86 | 5,494.54 | 5,934.10 | 5,714.32 | 6,171.46 | 5,942.89 | 6,418.32 | 6,180.61 | 6,675.05 | 6,942.06 | 7,219.74 | 7,364.13 | 7,511.42 |
| 9CA | 30.48 | 32.92 | 5,283.21 | 5,705.86 | 5,494.54 | 5,934.10 | 5,714.32 | 6,171.46 | 5,942.89 | 6,418.32 | 6,180.61 | 6,675.05 | 6,427.83 | 6,942.06 | 7,219.74 | 7,508.53 | 7,658.70 | 7,811.87 |
| 10CA | 31.70 | 34.24 | 5,494.54 | 5,934.10 | 5,714.32 | 6,171.46 | 5,942.89 | 6,418.32 | 6,180.61 | 6,675.05 | 6,427.83 | 6,942.06 | 6,684.94 | 7,219.74 | 7,508.53 | 7,808.87 | 7,965.05 | 8,124.35 |
| 11CA | 32.97 | 35.60 | 5,714.32 | 6,171.46 | 5,942.89 | 6,418.32 | 6,180.61 | 6,675.05 | 6,427.83 | 6,942.06 | 6,684.94 | 7,219.74 | 6,952.34 | 7,508.53 | 7,808.87 | 8,121.22 | 8,283.65 | 8,449.32 |
| 12CA | 34.29 | 37.03 | 5,942.89 | 6,418.32 | 6,180.61 | 6,675.05 | 6,427.83 | 6,942.06 | 6,684.94 | 7,219.74 | 6,952.34 | 7,508.53 | 7,230.43 | 7,808.87 | 8,121.22 | 8,446.07 | 8,615.00 | 8,787.29 |
| 13CA | 35.66 | 38.51 | 6,180.61 | 6,675.05 | 6,427.83 | 6,942.06 | 6,684.94 | 7,219.74 | 6,952.34 | 7,508.53 | 7,230.43 | 7,808.87 | 7,519.65 | 8,121.22 | 8,446.07 | 8,783.91 | 8,959.60 | 9,138.79 |
| 14CA | 37.08 | 40.05 | 6,427.83 | 6,942.06 | 6,684.94 | 7,219.74 | 6,952.34 | 7,508.53 | 7,230.43 | 7,808.87 | 7,519.65 | 8,121.22 | 7,820.44 | 8,446.07 | 8,783.91 | 9,135.27 | 9,317.98 | 9,504.34 |
| 15CA | 38.57 | 41.65 | 6,684.94 | 7,219.74 | 6,952.34 | 7,508.53 | 7,230.43 | 7,808.87 | 7,519.65 | 8,121.22 | 7,820.44 | 8,446.07 | 8,133.26 | 8,783.92 | 9,135.27 | 9,500.68 | 9,690.70 | 9,884.51 |
| 16CA | 40.11 | 43.32 | 6,952.34 | 7,508.53 | 7,230.43 | 7,808.87 | 7,519.65 | 8,121.22 | 7,820.44 | 8,446.07 | 8,133.26 | 8,783.92 | 8,458.59 | 9,135.27 | 9,500.68 | 9,880.74 | 10,078.33 | 10,279.89 |
| 17CA | 41.71 | 45.05 | 7,230.43 | 7,808.87 | 7,519.65 | 8,121.22 | 7,820.44 | 8,446.07 | 8,133.26 | 8,783.92 | 8,458.59 | 9,135.27 | 8,796.93 | 9,500.68 | 9,880.74 | 10,275.94 | 10,481.46 | 10,691.09 |
| 18CA | 43.38 | 46.85 | 7,519.65 | 8,121.22 | 7,820.44 | 8,446.07 | 8,133.26 | 8,783.92 | 8,458.59 | 9,135.27 | 8,796.93 | 9,500.68 | 9,148.81 | 9,880.71 | 10,275.94 | 10,686.98 | 10,900.72 | 11,118.73 |

Original base Salaries for year 2021-2022 are represented with an (*)

*After 10 years of satisfactory full time service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step

**An additional longevity increment of 4% (8.16%) will be granted-awarded after fifteen (15) full 15 years. of service with the District.

***An additional longevity increment of 2% (10.323%) will be granted-awarded after twenty (20) full 20 years. of service with the District.

****An additional longevity increment of 2% (12.53%) will be granted-awarded after twenty-five (25) full 25 years. of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Retroactive to: July 1, 2021

Board approved: May 10, 2023

Los Rios Community College District
2021-22 Final
Confidential Administrative Assistant Classified
Annual Salary Schedule

(a) Steps include a one-time improvement of 8%

DRAFT

| Range | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | L1* | L2** | L3*** | L4**** |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 3CA | 50,105 | 54,113 | 52,109 | 56,278 | 54,193 | 58,529 | 56,361 | 60,870 | 58,615 | 63,305 | 60,960 | 65,837 | 68,470 | 71,209 | 72,633 | 74,086 |
| 4CA | 52,109 | 56,278 | 54,193 | 58,529 | 56,361 | 60,870 | 58,615 | 63,305 | 60,960 | 65,837 | 63,398 | 68,470 | 71,209 | 74,058 | 75,539 | 77,049 |
| 5CA | 54,193 | 58,529 | 56,361 | 60,870 | 58,615 | 63,305 | 60,960 | 65,837 | 63,398 | 68,470 | 65,934 | 71,209 | 74,058 | 77,020 | 78,560 | 80,134 |
| 6CA | 56,361 | 60,870 | 58,615 | 63,305 | 60,960 | 65,837 | 63,398 | 68,470 | 65,934 | 71,209 | 68,572 | 74,058 | 77,020 | 80,101 | 81,703 | 83,337 |
| 7CA | 58,615 | 63,305 | 60,960 | 65,837 | 63,398 | 68,470 | 65,934 | 71,209 | 68,572 | 74,058 | 71,315 | 77,020 | 80,101 | 83,305 | 84,971 | 86,670 |
| 8CA | 60,960 | 65,837 | 63,398 | 68,470 | 65,934 | 71,209 | 68,572 | 74,058 | 71,315 | 77,020 | 74,167 | 80,101 | 83,305 | 86,637 | 88,370 | 90,137 |
| 9CA | 63,398 | 68,470 | 65,934 | 71,209 | 68,572 | 74,058 | 71,315 | 77,020 | 74,167 | 80,101 | 77,134 | 83,305 | 86,637 | 90,102 | 91,904 | 93,742 |
| 10CA | 65,934 | 71,209 | 68,572 | 74,058 | 71,315 | 77,020 | 74,167 | 80,101 | 77,134 | 83,305 | 80,219 | 86,637 | 90,102 | 93,706 | 95,584 | 97,492 |
| 11CA | 68,572 | 74,058 | 71,315 | 77,020 | 74,167 | 80,101 | 77,134 | 83,305 | 80,219 | 86,637 | 83,428 | 90,102 | 93,706 | 97,455 | 99,404 | 101,392 |
| 12CA | 71,315 | 77,020 | 74,167 | 80,101 | 77,134 | 83,305 | 80,219 | 86,637 | 83,428 | 90,102 | 86,765 | 93,706 | 97,455 | 101,353 | 103,380 | 105,448 |
| 13CA | 74,167 | 80,101 | 77,134 | 83,305 | 80,219 | 86,637 | 83,428 | 90,102 | 86,765 | 93,706 | 90,236 | 97,455 | 101,353 | 105,407 | 107,515 | 109,665 |
| 14CA | 77,134 | 83,305 | 80,219 | 86,637 | 83,428 | 90,102 | 86,765 | 93,706 | 90,236 | 97,455 | 93,845 | 101,353 | 105,407 | 109,623 | 111,816 | 114,052 |
| 15CA | 80,219 | 86,637 | 83,428 | 90,102 | 86,765 | 93,706 | 90,236 | 97,455 | 93,845 | 101,353 | 97,599 | 105,407 | 109,623 | 114,008 | 116,288 | 118,614 |
| 16CA | 83,428 | 90,102 | 86,765 | 93,706 | 90,236 | 97,455 | 93,845 | 101,353 | 97,599 | 105,407 | 101,503 | 109,623 | 114,008 | 118,569 | 120,940 | 123,359 |
| 17CA | 86,765 | 93,706 | 90,236 | 97,455 | 93,845 | 101,353 | 97,599 | 105,407 | 101,503 | 109,623 | 105,563 | 114,008 | 118,569 | 123,311 | 125,777 | 128,293 |
| 18CA | 90,236 | 97,455 | 93,845 | 101,353 | 97,599 | 105,407 | 101,503 | 109,623 | 105,563 | 114,008 | 109,786 | 118,569 | 123,311 | 128,244 | 130,809 | 133,425 |

Original base Salaries for year 2021-2022 are represented with an (*)

*After 10 years of ~~satisfactory~~-full time service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step

**An additional ~~longevity~~ increment of 4% (8.16%) will be ~~granted-awarded~~ after ~~fifteen (15)~~-full 15 years. ~~of service with the District.~~

***An additional ~~longevity~~ increment of 2% (10.323%) will be ~~granted-awarded~~ after ~~twenty (20)~~-full 20 years. ~~of service with the District.~~

****An additional ~~longevity~~ increment of 2% (12.53%) will be ~~granted-awarded~~ after ~~twenty-five (25)~~-full 25 years. ~~of service with the District.~~

Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Retroactive to: July 1, 2021

Board approved: May 10, 2023

**Los Rios Community College District
2021-22 Final
Salary Ranges for Confidential Classified Positions**

~~Includes a one-time-only improvement of 8%~~

DRAFT

| Job Code | Titles | Range | Base Annual Salary | | Annual Salary with one-time 8% Improvement | | | |
|----------|--|-------|--------------------|---------|--|---------|---------|---------|
| | | | Min | Max | Min | Max | Min | Max |
| 0644 | Communications and Public Information Officer (E) | 18C | 88,219 | 107,332 | 95,277 | 115,919 | 130,443 | 149,976 |
| 0286 | Confidential Business Services Officer | 12C | 69,721 | 84,826 | 75,299 | 91,612 | 103,091 | 119,408 |
| 0135 | Confidential Chancellor's Executive Officer | 21C | 99,235 | 120,734 | 107,173 | 130,393 | 146,734 | 170,954 |
| 0632 | Confidential Financial Analyst (E) | 19C | 91,748 | 111,625 | 99,088 | 120,555 | 135,664 | 156,773 |
| 0121 | Confidential Human Resources Assistant I | 2C | 47,101 | 57,306 | 50,869 | 61,890 | 69,645 | 82,896 |
| 0148 | Confidential Human Resources Assistant II | 3C | 48,985 | 59,598 | 52,904 | 64,366 | 72,430 | 85,992 |
| 0170 | Confidential Human Resources Assistant III | 4C | 50,945 | 61,982 | 55,020 | 66,940 | 75,328 | 88,766 |
| 0635 | Confidential Human Resources Officer (E) | 18C | 88,219 | 107,332 | 95,277 | 115,919 | 130,443 | 149,976 |
| 0119 | Confidential Human Resources Specialist I | 5C | 52,982 | 64,461 | 57,221 | 69,618 | 78,341 | 92,564 |
| 0159 | Confidential Human Resources Specialist II | 6C | 55,102 | 67,039 | 59,510 | 72,403 | 81,474 | 95,957 |
| 0120 | Confidential Human Resources Specialist III | 8C | 59,598 | 72,510 | 64,366 | 78,311 | 88,123 | 103,091 |
| 0160 | Confidential Human Resources Training Specialist | 11C | 67,039 | 81,564 | 72,403 | 88,089 | 99,126 | 115,919 |
| 0708 | Confidential Principal Information Systems Auditor (E) | 23C | 107,332 | 130,586 | 115,919 | 141,033 | 158,704 | 185,475 |
| 0638 | Confidential Principal Internal Auditor (E) | 20C | 95,418 | 116,090 | 103,051 | 125,378 | 141,087 | 163,364 |
| 0645 | Confidential Senior Budget Officer (E) | 21C | 99,235 | 120,734 | 107,173 | 130,393 | 146,734 | 170,954 |
| 0284 | Confidential Senior Human Resources Officer (E) | 19C | 91,748 | 111,625 | 99,088 | 120,555 | 135,664 | 156,773 |

~~The max salary in range includes the 10-, 15-, 20- and 25-year-longevity increments. The salary ranges above are base amounts and do not include longevity increments.~~

(E) Exempt employee - not entitled to overtime provisions.

Retroactive to: July 1, 2021

Board approved: May 10, 2023

**Los Rios Community College District
2021-22 Final
Confidential Classified
Monthly Salary Schedule**

(a) Steps include a one-time improvement of 8%

DRAFT

| Range | Hourly Step 1* | Hourly Step 1a | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | L1* | L2** | L3*** | L4**** |
|-------|----------------|----------------|----------|----------|----------|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1C | 21.77 | 23.52 | 3,774.12 | 4,076.05 | 3,925.09 | 4,239.10 | 4,082.09 | 4,408.66 | 4,245.38 | 4,585.01 | 4,415.20 | 4,768.41 | 4,591.80 | 4,959.14 | 5,157.50 | 5,363.81 | 5,578.36 | 5,801.49 |
| 2C | 22.64 | 24.46 | 3,925.09 | 4,239.10 | 4,082.09 | 4,408.66 | 4,245.38 | 4,585.01 | 4,415.20 | 4,768.41 | 4,591.80 | 4,959.14 | 4,775.47 | 5,157.50 | 5,363.81 | 5,578.36 | 5,801.49 | 6,033.54 |
| 3C | 23.55 | 25.43 | 4,082.09 | 4,408.66 | 4,245.38 | 4,585.01 | 4,415.20 | 4,768.41 | 4,591.80 | 4,959.14 | 4,775.47 | 5,157.50 | 4,966.49 | 5,363.81 | 5,578.36 | 5,801.49 | 6,033.54 | 6,274.89 |
| 4C | 24.49 | 26.45 | 4,245.38 | 4,585.01 | 4,415.20 | 4,768.41 | 4,591.80 | 4,959.14 | 4,775.47 | 5,157.50 | 4,966.49 | 5,363.81 | 5,165.15 | 5,578.36 | 5,801.49 | 6,033.54 | 6,274.89 | 6,525.89 |
| 5C | 25.47 | 27.51 | 4,415.20 | 4,768.41 | 4,591.80 | 4,959.14 | 4,775.47 | 5,157.50 | 4,966.49 | 5,363.81 | 5,165.15 | 5,578.36 | 5,371.75 | 5,801.49 | 6,033.54 | 6,274.89 | 6,525.89 | 6,786.93 |
| 6C | 26.49 | 28.61 | 4,591.80 | 4,959.14 | 4,775.47 | 5,157.50 | 4,966.49 | 5,363.81 | 5,165.15 | 5,578.36 | 5,371.75 | 5,801.49 | 5,586.61 | 6,033.54 | 6,274.89 | 6,525.89 | 6,786.93 | 7,058.41 |
| 7C | 27.55 | 29.75 | 4,775.47 | 5,157.50 | 4,966.49 | 5,363.81 | 5,165.15 | 5,578.36 | 5,371.75 | 5,801.49 | 5,586.61 | 6,033.54 | 5,810.08 | 6,274.89 | 6,525.89 | 6,786.93 | 7,058.41 | 7,340.73 |
| 8C | 28.65 | 30.95 | 4,966.49 | 5,363.81 | 5,165.15 | 5,578.36 | 5,371.75 | 5,801.49 | 5,586.61 | 6,033.54 | 5,810.08 | 6,274.89 | 6,042.49 | 6,525.89 | 6,786.93 | 7,058.41 | 7,340.73 | 7,634.36 |
| 9C | 29.80 | 32.18 | 5,165.15 | 5,578.36 | 5,371.75 | 5,801.49 | 5,586.61 | 6,033.54 | 5,810.08 | 6,274.89 | 6,042.49 | 6,525.89 | 6,284.19 | 6,786.93 | 7,058.41 | 7,340.73 | 7,634.36 | 7,939.73 |
| 10C | 30.99 | 33.47 | 5,371.75 | 5,801.49 | 5,586.61 | 6,033.54 | 5,810.08 | 6,274.89 | 6,042.49 | 6,525.89 | 6,284.19 | 6,786.93 | 6,535.56 | 7,058.40 | 7,340.73 | 7,634.36 | 7,939.73 | 8,257.32 |
| 11C | 32.23 | 34.81 | 5,586.61 | 6,033.54 | 5,810.08 | 6,274.89 | 6,042.49 | 6,525.89 | 6,284.19 | 6,786.93 | 6,535.56 | 7,058.40 | 6,796.98 | 7,340.74 | 7,634.36 | 7,939.73 | 8,257.32 | 8,587.61 |
| 12C | 33.52 | 36.20 | 5,810.08 | 6,274.89 | 6,042.49 | 6,525.89 | 6,284.19 | 6,786.93 | 6,535.56 | 7,058.40 | 6,796.98 | 7,340.74 | 7,068.85 | 7,634.36 | 7,939.73 | 8,257.32 | 8,587.61 | 8,931.12 |
| 13C | 34.86 | 37.65 | 6,042.49 | 6,525.89 | 6,284.19 | 6,786.93 | 6,535.56 | 7,058.40 | 6,796.98 | 7,340.74 | 7,068.85 | 7,634.36 | 7,351.60 | 7,939.73 | 8,257.32 | 8,587.61 | 8,931.12 | 9,288.36 |
| 14C | 36.25 | 39.16 | 6,284.19 | 6,786.93 | 6,535.56 | 7,058.40 | 6,796.98 | 7,340.74 | 7,068.85 | 7,634.36 | 7,351.60 | 7,939.73 | 7,645.66 | 8,257.32 | 8,587.61 | 8,931.12 | 9,288.36 | 9,659.90 |
| 15C | 37.71 | 40.72 | 6,535.56 | 7,058.40 | 6,796.98 | 7,340.74 | 7,068.85 | 7,634.36 | 7,351.60 | 7,939.73 | 7,645.66 | 8,257.32 | 7,951.49 | 8,587.61 | 8,931.12 | 9,288.36 | 9,659.90 | 10,046.29 |
| 16C | 39.21 | 42.35 | 6,796.98 | 7,340.74 | 7,068.85 | 7,634.36 | 7,351.60 | 7,939.73 | 7,645.66 | 8,257.32 | 7,951.49 | 8,587.61 | 8,269.55 | 8,931.12 | 9,288.36 | 9,659.90 | 10,046.29 | 10,448.14 |
| 17C | 40.78 | 44.04 | 7,068.85 | 7,634.36 | 7,351.60 | 7,939.73 | 7,645.66 | 8,257.32 | 7,951.49 | 8,587.61 | 8,269.55 | 8,931.12 | 8,600.33 | 9,288.36 | 9,659.90 | 10,046.29 | 10,448.14 | 10,866.06 |
| 18C | 42.41 | 45.81 | 7,351.60 | 7,939.73 | 7,645.66 | 8,257.32 | 7,951.49 | 8,587.61 | 8,269.55 | 8,931.12 | 8,600.33 | 9,288.36 | 8,944.35 | 9,659.90 | 10,046.29 | 10,448.14 | 10,866.06 | 11,300.70 |
| 19C | 44.11 | 47.64 | 7,645.66 | 8,257.32 | 7,951.49 | 8,587.61 | 8,269.55 | 8,931.12 | 8,600.33 | 9,288.36 | 8,944.35 | 9,659.90 | 9,302.12 | 10,046.29 | 10,448.14 | 10,866.06 | 11,300.70 | 11,752.73 |
| 20C | 45.87 | 49.54 | 7,951.49 | 8,587.61 | 8,269.55 | 8,931.12 | 8,600.33 | 9,288.36 | 8,944.35 | 9,659.90 | 9,302.12 | 10,046.29 | 9,674.20 | 10,448.14 | 10,866.06 | 11,300.70 | 11,752.73 | 12,222.84 |
| 21C | 47.71 | 51.53 | 8,269.55 | 8,931.12 | 8,600.33 | 9,288.36 | 8,944.35 | 9,659.90 | 9,302.12 | 10,046.29 | 9,674.20 | 10,448.14 | 10,061.17 | 10,866.06 | 11,300.70 | 11,752.73 | 12,222.84 | 12,711.76 |
| 22C | 49.62 | 53.59 | 8,600.33 | 9,288.36 | 8,944.35 | 9,659.90 | 9,302.12 | 10,046.29 | 9,674.20 | 10,448.14 | 10,061.17 | 10,866.06 | 10,463.62 | 11,300.70 | 11,752.73 | 12,222.84 | 12,711.76 | 13,225.34 |
| 23C | 51.60 | 55.73 | 8,944.35 | 9,659.90 | 9,302.12 | 10,046.29 | 9,674.20 | 10,448.14 | 10,061.17 | 10,866.06 | 10,463.62 | 11,300.70 | 10,882.16 | 11,752.73 | 12,222.84 | 12,711.76 | 13,225.34 | 13,757.85 |

Original base Salaries for year 2021-2022 are represented with an (*)

*After 10 years of satisfactory-full time service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step

**An additional longevity increment of 4% (8.16%) will be granted-awarded after fifteen (15) full 15 years. of service with the District-

***An additional longevity increment of 2% (10.323%) will be granted-awarded after twenty (20) full 20 years. of service with the District-

****An additional longevity increment of 2% (12.53%) will be granted-awarded after twenty-five (25) full 25 years. of service with the District-

Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Retroactive to: July 1, 2021

Board approved: May 10, 2023

**Los Rios Community College District
2021-22 Final
Confidential Classified
Annual Salary Schedule**

**(a) Steps include a one-time improvement of 8%
DRAFT**

| Range | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | L1* | L2** | L3*** | L4**** |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 1C | 45,289 | 48,913 | 47,101 | 50,869 | 48,985 | 52,904 | 50,945 | 55,020 | 52,982 | 57,221 | 55,102 | 59,510 | 61,890 | 64,366 | 65,653 | 66,966 |
| 2C | 47,101 | 50,869 | 48,985 | 52,904 | 50,945 | 55,020 | 52,982 | 57,221 | 55,102 | 59,510 | 57,306 | 61,890 | 64,366 | 66,940 | 68,279 | 69,645 |
| 3C | 48,985 | 52,904 | 50,945 | 55,020 | 52,982 | 57,221 | 55,102 | 59,510 | 57,306 | 61,890 | 59,598 | 64,366 | 66,940 | 69,618 | 71,010 | 72,430 |
| 4C | 50,945 | 55,020 | 52,982 | 57,221 | 55,102 | 59,510 | 57,306 | 61,890 | 59,598 | 64,366 | 61,982 | 66,940 | 69,618 | 72,403 | 73,854 | 75,328 |
| 5C | 52,982 | 57,221 | 55,102 | 59,510 | 57,306 | 61,890 | 59,598 | 64,366 | 61,982 | 66,940 | 64,461 | 69,618 | 72,403 | 75,299 | 76,805 | 78,341 |
| 6C | 55,102 | 59,510 | 57,306 | 61,890 | 59,598 | 64,366 | 61,982 | 66,940 | 64,461 | 69,618 | 67,039 | 72,403 | 75,299 | 78,311 | 79,877 | 81,474 |
| 7C | 57,306 | 61,890 | 59,598 | 64,366 | 61,982 | 66,940 | 64,461 | 69,618 | 67,039 | 72,403 | 69,721 | 75,299 | 78,311 | 81,443 | 83,072 | 84,733 |
| 8C | 59,598 | 64,366 | 61,982 | 66,940 | 64,461 | 69,618 | 67,039 | 72,403 | 69,721 | 75,299 | 72,510 | 78,311 | 81,443 | 84,701 | 86,395 | 88,123 |
| 9C | 61,982 | 66,940 | 64,461 | 69,618 | 67,039 | 72,403 | 69,721 | 75,299 | 72,510 | 78,311 | 75,410 | 81,443 | 84,701 | 88,089 | 89,851 | 91,648 |
| 10C | 64,461 | 69,618 | 67,039 | 72,403 | 69,721 | 75,299 | 72,510 | 78,311 | 75,410 | 81,443 | 78,427 | 84,701 | 88,089 | 91,612 | 93,445 | 95,314 |
| 11C | 67,039 | 72,403 | 69,721 | 75,299 | 72,510 | 78,311 | 75,410 | 81,443 | 78,427 | 84,701 | 81,564 | 88,089 | 91,612 | 95,277 | 97,182 | 99,126 |
| 12C | 69,721 | 75,299 | 72,510 | 78,311 | 75,410 | 81,443 | 78,427 | 84,701 | 81,564 | 88,089 | 84,826 | 91,612 | 95,277 | 99,088 | 101,070 | 103,091 |
| 13C | 72,510 | 78,311 | 75,410 | 81,443 | 78,427 | 84,701 | 81,564 | 88,089 | 84,826 | 91,612 | 88,219 | 95,277 | 99,088 | 103,051 | 105,112 | 107,215 |
| 14C | 75,410 | 81,443 | 78,427 | 84,701 | 81,564 | 88,089 | 84,826 | 91,612 | 88,219 | 95,277 | 91,748 | 99,088 | 103,051 | 107,173 | 109,317 | 111,503 |
| 15C | 78,427 | 84,701 | 81,564 | 88,089 | 84,826 | 91,612 | 88,219 | 95,277 | 91,748 | 99,088 | 95,418 | 103,051 | 107,173 | 111,460 | 113,689 | 115,963 |
| 16C | 81,564 | 88,089 | 84,826 | 91,612 | 88,219 | 95,277 | 91,748 | 99,088 | 95,418 | 103,051 | 99,235 | 107,173 | 111,460 | 115,919 | 118,237 | 120,602 |
| 17C | 84,826 | 91,612 | 88,219 | 95,277 | 91,748 | 99,088 | 95,418 | 103,051 | 99,235 | 107,173 | 103,204 | 111,460 | 115,919 | 120,555 | 122,967 | 125,426 |
| 18C | 88,219 | 95,277 | 91,748 | 99,088 | 95,418 | 103,051 | 99,235 | 107,173 | 103,204 | 111,460 | 107,332 | 115,919 | 120,555 | 125,378 | 127,885 | 130,443 |
| 19C | 91,748 | 99,088 | 95,418 | 103,051 | 99,235 | 107,173 | 103,204 | 111,460 | 107,332 | 115,919 | 111,625 | 120,555 | 125,378 | 130,393 | 133,001 | 135,661 |
| 20C | 95,418 | 103,051 | 99,235 | 107,173 | 103,204 | 111,460 | 107,332 | 115,919 | 111,625 | 120,555 | 116,090 | 125,378 | 130,393 | 135,608 | 138,321 | 141,087 |
| 21C | 99,235 | 107,173 | 103,204 | 111,460 | 107,332 | 115,919 | 111,625 | 120,555 | 116,090 | 125,378 | 120,734 | 130,393 | 135,608 | 141,033 | 143,853 | 146,731 |
| 22C | 103,204 | 111,460 | 107,332 | 115,919 | 111,625 | 120,555 | 116,090 | 125,378 | 120,734 | 130,393 | 125,563 | 135,608 | 141,033 | 146,674 | 149,608 | 152,600 |
| 23C | 107,332 | 115,919 | 111,625 | 120,555 | 116,090 | 125,378 | 120,734 | 130,393 | 125,563 | 135,608 | 130,586 | 141,033 | 146,674 | 152,541 | 155,592 | 158,704 |

Original base Salaries for year 2021-2022 are represented with an (*)

*After 10 years of ~~satisfactory~~-full time service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step

**An additional ~~longevity~~ increment of 4% (8.16%) will be ~~granted~~-awarded after ~~fifteen (15)~~-full 15 years. ~~of service with the District.~~

***An additional ~~longevity~~ increment of 2% (10.323%) will be ~~granted~~-awarded after ~~twenty (20)~~-full 20 years. ~~of service with the District.~~

****An additional ~~longevity~~ increment of 2% (12.53%) will be ~~granted~~-awarded after ~~twenty-five (25)~~-full 25 years. ~~of service with the District.~~

Longevity increments 2, 3 and 4 are based on current step placement and any previously earned longevity (rate compounded).

Retroactive to: July 1, 2021

Board approved: May 10, 2023

**Los Rios Community College District
2021-22 Final**

Salary Ranges for LRCEA Classified Salary Schedule

Includes a one-time-only improvement of 8%

DRAFT

| Job Code | Title | Range | Base Annual Salary | | Annual Salary with one-time 8% Improvement | |
|----------|--|-------|--------------------|---------|--|---------|
| | | | Min | Max | Min | Max |
| 0141 | Account Clerk I | 17 | 36,988 | 45,002 | 39,947 | 48,602 |
| 0142 | Account Clerk II | 21 | 40,510 | 49,287 | 43,751 | 53,230 |
| 0143 | Account Clerk III | 25 | 44,368 | 53,980 | 47,917 | 58,299 |
| 0649 | Accountant | 35 | 55,696 | 67,762 | 60,151 | 73,183 |
| 0198 | Accounting Specialist | 40 | 62,402 | 75,922 | 67,394 | 81,996 |
| 0131 | Administrative Assistant I | 26 | 45,388 | 55,222 | 49,019 | 68,428 |
| 0133 | Administrative Assistant II | 28 | 47,500 | 57,791 | 51,300 | 71,642 |
| 0285 | Administrative Assistant III | 30 | 49,710 | 60,479 | 53,686 | 74,943 |
| 0654 | Administrative Services Analyst | 44 | 68,344 | 83,151 | 73,812 | 90,937 |
| 0171 | Admissions/Records Clerk I | 17 | 36,988 | 45,002 | 39,947 | 48,602 |
| 0172 | Admissions/Records Clerk II | 20 | 39,599 | 48,178 | 42,767 | 52,033 |
| 0173 | Admissions/Records Clerk III | 23 | 42,395 | 51,580 | 45,787 | 55,706 |
| 0145 | Admissions/Records Evaluator I | 24 | 43,370 | 52,766 | 46,840 | 56,988 |
| 0151 | Admissions/Records Evaluator II | 28 | 47,500 | 57,791 | 51,300 | 71,642 |
| 0163 | Admissions/Records Evaluator/Degree Auditor I * | 29 | 48,592 | 59,120 | 52,480 | 73,258 |
| 0291 | Admissions/Records Evaluator/Degree Auditor II * | 30 | 49,710 | 60,479 | 53,686 | 74,943 |
| 0819 | Alternate Media Design Specialist | 37 | 58,287 | 70,915 | 62,950 | 77,875 |
| 0634 | Animal Health Instructional Technician | 30 | 49,710 | 60,479 | 53,686 | 74,943 |
| 0798 | Assessment Center Testing Coordinator | 38 | 59,628 | 72,546 | 64,398 | 79,895 |
| 0602 | Assistant Financial Aid Officer | 35 | 55,696 | 67,762 | 60,151 | 73,183 |
| 0313 | Assistant Technical Director - Harris Center for the Arts | 37 | 58,287 | 70,915 | 62,950 | 77,875 |
| 0701 | Athletic Trainer | 37 | 58,287 | 70,915 | 62,950 | 77,875 |
| 0742 | Attendance Services Assistant | 27 | 46,432 | 56,492 | 50,147 | 70,002 |
| 0185 | Bookstore Assistant Manager | 37 | 58,287 | 70,915 | 62,950 | 77,875 |
| 0183 | Bookstore Buyer I | 21 | 40,510 | 49,287 | 43,751 | 53,230 |
| 0195 | Bookstore Buyer II | 25 | 44,368 | 53,980 | 47,917 | 58,299 |
| 0186 | Bookstore Clerk | 18 | 37,838 | 46,036 | 40,865 | 49,719 |
| 0184 | Bookstore Stock Clerk | 21 | 40,510 | 49,287 | 43,751 | 53,230 |
| 0869 | Building Automation and Systems Integration Analyst | 57 | 91,851 | 111,751 | 99,199 | 120,691 |
| 0128 | Buyer | 29 | 48,592 | 59,120 | 52,480 | 73,258 |
| 0116 | Child Development Center Associate Teacher | 12 | 33,013 | 40,165 | 35,654 | 43,378 |
| 0810 | Child Development Center Clerk | 20 | 39,599 | 48,178 | 42,767 | 52,033 |
| 0199 | Child Development Center Lead Teacher | 35 | 55,696 | 67,762 | 60,151 | 73,183 |
| 0194 | Child Development Center Teacher | 26 | 45,388 | 55,222 | 49,019 | 68,428 |
| 0102 | Clerk II | 16 | 36,156 | 43,990 | 39,049 | 54,510 |
| 0103 | Clerk III | 20 | 39,599 | 48,178 | 42,767 | 52,033 |
| 0191 | College Development Officer | 35 | 55,696 | 67,762 | 60,151 | 73,183 |
| 0739 | Computer Aided Drafting and Design Assistant | 42 | 65,305 | 79,454 | 70,530 | 86,810 |
| 0803 | Contract Education Program Developer | 56 | 89,786 | 109,239 | 96,969 | 117,978 |
| 0123 | Control Center Technician | 22 | 41,442 | 50,420 | 44,757 | 54,454 |
| 0164 | Cook/Baker | 21 | 40,510 | 49,287 | 43,751 | 53,230 |
| 0169 | Cosmetology Service Assistant | 30 | 49,710 | 60,479 | 53,686 | 74,943 |
| 0109 | Counseling Clerk I | 17 | 36,988 | 45,002 | 39,947 | 48,602 |
| 0110 | Counseling Clerk II | 21 | 40,510 | 49,287 | 43,751 | 53,230 |
| 0744 | Data Communications Security Specialist | 61 | 100,597 | 122,392 | 108,645 | 132,184 |
| 0130 | Digital Communications & Web Specialist | 44 | 68,344 | 83,151 | 73,812 | 90,937 |
| 0282 | District Financial Aid Specialist | 40 | 62,402 | 75,922 | 67,394 | 81,996 |
| 0650 | Donor Relations Specialist | 38 | 59,628 | 72,546 | 64,398 | 79,895 |
| 0167 | Educational Center Assistant | 25 | 44,368 | 53,980 | 47,917 | 58,299 |
| 0108 | Educational Center Clerk | 22 | 41,442 | 50,420 | 44,757 | 54,454 |
| 0806 | Educational Media Design Specialist | 37 | 58,287 | 70,915 | 62,950 | 77,875 |
| 0646 | Electronics Calibration and Repair Technician | 38 | 59,628 | 72,546 | 64,398 | 79,895 |
| 0180 | Employee Benefits Specialist | 40 | 62,402 | 75,922 | 67,394 | 81,996 |
| 0175 | Employee Benefits Technician | 29 | 48,592 | 59,120 | 52,480 | 73,258 |
| 0287 | Energy Management Controls Specialist | 57 | 91,851 | 111,751 | 99,199 | 120,691 |
| 0705 | Facilities Planning and Engineering Specialist | 56 | 89,786 | 109,239 | 96,969 | 117,978 |
| 0700 | Facilities Planning Specialist | 49 | 76,574 | 93,164 | 82,699 | 100,617 |
| 0138 | Financial Aid Clerk I | 17 | 36,988 | 45,002 | 39,947 | 48,602 |
| 0140 | Financial Aid Clerk II | 21 | 40,510 | 49,287 | 43,751 | 53,230 |
| 0604 | Financial Aid Officer | 38 | 59,628 | 72,546 | 64,398 | 79,895 |
| 0743 | Fiscal Services Accounting Specialist | 40 | 62,402 | 75,922 | 67,394 | 81,996 |
| 0161 | Food Service Assistant I | 10 | 31,545 | 38,379 | 34,069 | 47,558 |
| 0162 | Food Service Assistant II | 12 | 33,013 | 40,165 | 35,654 | 43,378 |
| 0165 | Food Service Assistant Manager | 24 | 43,370 | 52,766 | 46,840 | 56,988 |
| 0149 | Grant Coordination Clerk | 20 | 39,599 | 48,178 | 42,767 | 52,033 |
| 0236 | Graphic Artist | 28 | 47,500 | 57,791 | 51,300 | 71,642 |
| 0801 | Graphic Designer | 29 | 48,592 | 59,120 | 52,480 | 73,258 |
| 0168 | Health Services Assistant | 21 | 40,510 | 49,287 | 43,751 | 53,230 |
| 0718 | Information Technology Business/Technical Analyst I | 57 | 91,851 | 111,751 | 99,199 | 120,691 |
| 0723 | Information Technology Business/Technical Analyst II | 61 | 100,597 | 122,392 | 108,645 | 132,184 |
| 0748 | Information Technology Network Administrator Analyst I | 57 | 91,851 | 111,751 | 99,199 | 120,691 |
| 0749 | Information Technology Network Administrator Analyst II | 61 | 100,597 | 122,392 | 108,645 | 132,184 |
| 0726 | Information Technology Specialist I | 44 | 68,344 | 83,151 | 73,812 | 90,937 |
| 0729 | Information Technology Specialist II | 50 | 78,335 | 95,306 | 84,602 | 102,931 |
| 0745 | Information Technology Systems/Database Administrator Analyst I | 57 | 91,851 | 111,751 | 99,199 | 120,691 |
| 0746 | Information Technology Systems/Database Administrator Analyst II | 61 | 100,597 | 122,392 | 108,645 | 132,184 |
| 0242 | Information Technology Cable Plant Assistant | 50 | 78,335 | 95,306 | 84,602 | 102,931 |
| 0809 | Information Technology Technician I | 25 | 44,368 | 53,980 | 47,917 | 58,299 |
| 0152 | Information Technology Technician II | 31 | 50,853 | 61,871 | 54,921 | 66,820 |
| 0208 | Instructional Assistant | 28 | 47,500 | 57,791 | 51,300 | 71,642 |
| 0166 | Instructional Services Assistant I | 24 | 43,370 | 52,766 | 46,840 | 56,988 |

| Job Code | Title | Range | Base Annual Salary | | Annual Salary with one-time 8% Improvement | |
|----------|--|-------|--------------------|---------|--|---------|
| | | | Min | Max | Min | Max |
| 0808 | Instructional Services Assistant II | 27 | 46,432 | 56,492 | 50,147 | 70,002 |
| 0155 | Interpreter/Transliterater | 36 | 56,977 | 69,321 | 61,535 | 85,899 |
| 0207 | Laboratory Technician | 28 | 47,500 | 57,791 | 51,300 | 74,642 |
| 0283 | Lead Digital Communications & Web Specialist | 46 | 71,524 | 87,020 | 77,246 | 107,834 |
| 0706 | Lead Facilities Planning and Engineering Specialist | 58 | 93,964 | 114,321 | 101,481 | 141,664 |
| 0741 | Lead Instructional Assistant | 30 | 49,710 | 60,479 | 53,686 | 74,943 |
| 0866 | Lead Instructional Services Assistant | 29 | 48,592 | 59,120 | 52,480 | 73,258 |
| 0600 | Lead Laboratory Technician | 30 | 49,710 | 60,479 | 53,686 | 74,943 |
| 0241 | Lead Library Technician | 28 | 47,500 | 57,791 | 51,300 | 74,642 |
| 0157 | Lead Police Communication Dispatcher | 25 | 44,368 | 53,980 | 47,917 | 66,890 |
| 0114 | Library Technician | 26 | 45,388 | 55,222 | 49,019 | 68,428 |
| 0105 | Maintenance/Operations Clerk | 22 | 41,442 | 50,420 | 44,757 | 62,478 |
| 0231 | Media Systems/Resources Specialist | 50 | 78,335 | 95,306 | 84,602 | 118,099 |
| 0200 | Media Systems/Resources Technician I | 32 | 52,023 | 63,294 | 56,185 | 78,434 |
| 0223 | Media Systems/Resources Technician II | 38 | 59,628 | 72,546 | 64,398 | 89,895 |
| 0115 | Operations Technician | 26 | 45,388 | 55,222 | 49,019 | 68,428 |
| 0618 | Outreach Specialist | 38 | 59,628 | 72,546 | 64,398 | 89,895 |
| 0660 | Payroll Accountant | 36 | 56,977 | 69,321 | 61,535 | 85,899 |
| 0146 | Payroll Clerk | 25 | 44,368 | 53,980 | 47,917 | 66,890 |
| 0652 | Payroll Specialist | 40 | 62,402 | 75,922 | 67,394 | 94,079 |
| 0179 | Payroll Technician | 29 | 48,592 | 59,120 | 52,480 | 73,258 |
| 0156 | Police Communication Dispatcher ** | 38 | 59,628 | 72,546 | 64,398 | 89,895 |
| 0702 | Printing Assistant | 35 | 55,696 | 67,762 | 60,151 | 83,967 |
| 0106 | Printing Services Operator I | 17 | 36,988 | 45,002 | 39,947 | 56,764 |
| 0107 | Printing Services Operator II | 20 | 39,599 | 48,178 | 42,767 | 59,700 |
| 0178 | Printing Services Operator III | 23 | 42,395 | 51,580 | 45,787 | 63,945 |
| 0802 | Printing Technician | 33 | 53,219 | 64,749 | 57,477 | 80,234 |
| 0268 | Programmer I | 44 | 68,344 | 83,151 | 73,812 | 103,037 |
| 0269 | Programmer II | 50 | 78,335 | 95,306 | 84,602 | 118,099 |
| 0174 | Public Relations Specialist | 38 | 59,628 | 72,546 | 64,398 | 89,895 |
| 0640 | Public Relations Technician | 30 | 49,710 | 60,479 | 53,686 | 74,943 |
| 0807 | Research Analyst | 50 | 78,335 | 95,306 | 84,602 | 118,099 |
| 0639 | Risk Management Specialist | 40 | 62,402 | 75,922 | 67,394 | 94,079 |
| 0417 | Sacramento Regional Public Safety Training Center (SRPSTC) Developer | 56 | 89,786 | 109,239 | 96,969 | 135,363 |
| 0125 | Senior Buyer/Contract Specialist | 40 | 62,402 | 75,922 | 67,394 | 94,079 |
| 0735 | Senior Information Technology Business/Technical Analyst | 64 | 107,700 | 131,033 | 116,315 | 162,370 |
| 0750 | Senior Information Technology Network Administrator Analyst | 64 | 107,700 | 131,033 | 116,315 | 162,370 |
| 0196 | Senior Information Technology Specialist | 57 | 91,851 | 111,751 | 99,199 | 138,476 |
| 0747 | Senior Information Technology Systems/Database Administrator Analyst | 64 | 107,700 | 131,033 | 116,315 | 162,370 |
| 0731 | Senior Information Technology Technician | 38 | 59,628 | 72,546 | 64,398 | 89,895 |
| 0276 | Senior Programmer | 57 | 91,851 | 111,751 | 99,199 | 138,476 |
| 0158 | Staff Resources Center Assistant | 28 | 47,500 | 57,791 | 51,300 | 74,642 |
| 0124 | Student Personnel Assistant | 28 | 47,500 | 57,791 | 51,300 | 74,642 |
| 0683 | Student Support Specialist | 38 | 59,628 | 72,546 | 64,398 | 89,895 |
| 0707 | TANF/CalWORKs Specialist | 38 | 59,628 | 72,546 | 64,398 | 89,895 |
| 0271 | Telecommunications System Coordinator | 57 | 91,851 | 111,751 | 99,199 | 138,476 |
| 0272 | Telecommunications System Designer | 57 | 91,851 | 111,751 | 99,199 | 138,476 |
| 0234 | Theatre Technician | 28 | 47,500 | 57,791 | 51,300 | 74,642 |
| 0281 | Ticket Office/Customer Relations Assistant-Visual & Performing Arts Center | 28 | 47,500 | 57,791 | 51,300 | 74,642 |
| 0630 | Tutorial Services Assistant | 35 | 55,696 | 67,762 | 60,151 | 83,967 |

The max salary amounts in range include the 10-, 15-, 20- and 25-year longevity increments.

The salary ranges above are base amounts and do not include longevity increments.

* Admissions/Records Evaluator/Degree Auditor II was added effective March 1, 2022; 0163 designated as "I" level.

**Police Communication Dispatcher improved from range 23 to 38 effective May 1, 2022.

Retroactive to: July 1, 2021

Board approved: May 10, 2023

**Los Rios Community College District
2021-22 Final
LRCEA Classified
Annual Salary Schedule**

(a) Steps include a one-time only improvement of 8%

DRAFT

| Range | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | L1** | L2** | L3*** | L4**** |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|----------|----------|----------|
| 10 | 31,545 | 34,069 | 32,807 | 35,431 | 34,119 | 36,849 | 35,484 | 38,322 | 36,903 | 39,855 | 38,379 | 41,449 | -43,107 | -44,832 | -46,625 | -47,558 |
| 11 | 32,271 | 34,852 | 33,561 | 36,246 | 34,904 | 37,696 | 36,300 | 39,204 | 37,752 | 40,772 | 39,262 | 42,403 | -44,999 | -45,863 | -47,698 | -48,652 |
| 12 | 33,013 | 35,654 | 34,333 | 37,080 | 35,707 | 38,563 | 37,135 | 40,106 | 38,620 | 41,710 | 40,165 | 43,378 | -45,143 | -46,048 | -47,995 | -49,047 |
| 13 | 33,772 | 36,474 | 35,123 | 37,933 | 36,528 | 39,450 | 37,989 | 41,028 | 39,508 | 42,669 | 41,089 | 44,376 | -46,154 | -47,097 | -49,147 | -50,245 |
| 14 | 34,549 | 37,312 | 35,930 | 38,805 | 37,368 | 40,357 | 38,862 | 41,971 | 40,417 | 43,650 | 42,033 | 45,396 | -47,212 | -49,100 | -51,064 | -52,086 |
| 15 | 35,343 | 38,171 | 36,757 | 39,698 | 38,227 | 41,285 | 39,756 | 42,937 | 41,347 | 44,655 | 43,001 | 46,441 | -48,298 | -50,230 | -52,239 | -53,284 |
| 16 | 36,156 | 39,049 | 37,603 | 40,611 | 39,107 | 42,235 | 40,671 | 43,924 | 42,298 | 45,681 | 43,990 | 47,509 | -49,409 | -51,385 | -53,441 | -54,510 |
| 17 | 36,988 | 39,947 | 38,467 | 41,545 | 40,006 | 43,207 | 41,606 | 44,935 | 43,271 | 46,732 | 45,002 | 48,602 | -50,546 | -52,568 | -54,670 | -55,764 |
| 18 | 37,838 | 40,865 | 39,352 | 42,500 | 40,926 | 44,200 | 42,563 | 45,968 | 44,266 | 47,807 | 46,036 | 49,719 | -51,708 | -53,776 | -55,927 | -57,046 |
| 19 | 38,709 | 41,805 | 40,257 | 43,478 | 41,867 | 45,217 | 43,542 | 47,025 | 45,284 | 48,906 | 47,095 | 50,863 | -52,897 | -55,043 | -57,214 | -58,358 |
| 20 | 39,599 | 42,767 | 41,183 | 44,478 | 42,830 | 46,257 | 44,544 | 48,107 | 46,325 | 50,031 | 48,178 | 52,033 | -54,144 | -56,278 | -58,530 | -59,700 |
| 21 | 40,510 | 43,751 | 42,130 | 45,501 | 43,816 | 47,321 | 45,568 | 49,214 | 47,391 | 51,182 | 49,287 | 53,230 | -55,369 | -57,573 | -59,876 | -61,073 |
| 22 | 41,442 | 44,757 | 43,099 | 46,547 | 44,823 | 48,409 | 46,616 | 50,345 | 48,481 | 52,359 | 50,420 | 54,454 | -56,632 | -58,897 | -61,263 | -62,478 |
| 23 | 42,395 | 45,787 | 44,091 | 47,618 | 45,855 | 49,523 | 47,689 | 51,504 | 49,596 | 53,564 | 51,580 | 55,706 | -57,935 | -60,252 | -62,662 | -63,915 |
| 24 | 43,370 | 46,840 | 45,105 | 48,713 | 46,909 | 50,662 | 48,785 | 52,688 | 50,737 | 54,796 | 52,766 | 56,988 | -59,267 | -61,638 | -64,103 | -65,385 |
| 25 | 44,368 | 47,917 | 46,143 | 49,834 | 47,988 | 51,827 | 49,908 | 53,900 | 51,904 | 56,056 | 53,980 | 58,299 | -60,634 | -63,056 | -65,578 | -66,890 |
| 26 | 45,388 | 49,019 | 47,204 | 50,980 | 49,092 | 53,019 | 51,056 | 55,140 | 53,098 | 57,346 | 55,222 | 59,640 | -62,025 | -64,506 | -67,086 | -68,428 |
| 27 | 46,432 | 50,147 | 48,289 | 52,152 | 50,221 | 54,238 | 52,230 | 56,408 | 54,319 | 58,664 | 56,492 | 61,011 | -63,454 | -65,990 | -68,629 | -70,002 |
| 28 | 47,500 | 51,300 | 49,400 | 53,352 | 51,376 | 55,486 | 53,431 | 57,706 | 55,568 | 60,014 | 57,791 | 62,414 | -64,911 | -67,507 | -70,208 | -71,642 |
| 29 | 48,592 | 52,480 | 50,536 | 54,579 | 52,557 | 56,762 | 54,660 | 59,032 | 56,846 | 61,394 | 59,120 | 63,849 | -66,403 | -69,059 | -71,822 | -73,258 |
| 30 | 49,710 | 53,686 | 51,698 | 55,834 | 53,766 | 58,067 | 55,916 | 60,390 | 58,153 | 62,805 | 60,479 | 65,318 | -67,930 | -70,648 | -73,473 | -74,943 |
| 31 | 50,853 | 54,921 | 52,887 | 57,118 | 55,003 | 59,403 | 57,203 | 61,779 | 59,491 | 64,250 | 61,871 | 66,820 | -69,493 | -72,273 | -75,164 | -76,667 |
| 32 | 52,023 | 56,185 | 54,104 | 58,432 | 56,268 | 60,770 | 58,519 | 63,200 | 60,860 | 65,728 | 63,294 | 68,357 | -71,092 | -73,935 | -76,893 | -78,434 |
| 33 | 53,219 | 57,477 | 55,348 | 59,776 | 57,562 | 62,167 | 59,865 | 64,654 | 62,259 | 67,240 | 64,749 | 69,929 | -72,727 | -75,636 | -78,661 | -80,234 |
| 34 | 54,443 | 58,799 | 56,621 | 61,151 | 58,886 | 63,597 | 61,241 | 66,141 | 63,691 | 68,786 | 66,239 | 71,538 | -74,399 | -77,375 | -80,470 | -82,080 |
| 35 | 55,696 | 60,151 | 57,923 | 62,557 | 60,240 | 65,059 | 62,650 | 67,662 | 65,156 | 70,368 | 67,762 | 73,183 | -76,110 | -79,155 | -82,321 | -83,967 |
| 36 | 56,977 | 61,535 | 59,256 | 63,996 | 61,626 | 66,556 | 64,091 | 69,218 | 66,654 | 71,987 | 69,321 | 74,866 | -77,864 | -80,975 | -84,214 | -85,899 |
| 37 | 58,287 | 62,950 | 60,619 | 65,468 | 63,044 | 68,087 | 65,565 | 70,811 | 68,188 | 73,643 | 70,915 | 76,589 | -79,652 | -82,838 | -86,152 | -87,875 |
| 38 | 59,628 | 64,398 | 62,013 | 66,974 | 64,493 | 69,653 | 67,073 | 72,439 | 69,756 | 75,336 | 72,546 | 78,350 | -81,484 | -84,743 | -88,133 | -89,895 |
| 39 | 60,999 | 65,879 | 63,439 | 68,514 | 65,977 | 71,255 | 68,616 | 74,105 | 71,360 | 77,069 | 74,215 | 80,152 | -83,358 | -86,692 | -90,160 | -91,963 |
| 40 | 62,402 | 67,394 | 64,898 | 70,090 | 67,494 | 72,894 | 70,194 | 75,809 | 73,002 | 78,842 | 75,922 | 81,996 | -85,275 | -88,686 | -92,234 | -94,079 |
| 41 | 63,837 | 68,944 | 66,391 | 71,702 | 69,046 | 74,570 | 71,808 | 77,553 | 74,690 | 80,655 | 77,668 | 83,881 | -87,236 | -90,726 | -94,355 | -96,242 |
| 42 | 65,305 | 70,530 | 67,917 | 73,351 | 70,634 | 76,285 | 73,460 | 79,336 | 76,398 | 82,510 | 79,454 | 85,810 | -89,243 | -92,842 | -96,525 | -98,455 |
| 43 | 66,807 | 72,152 | 69,480 | 75,038 | 72,259 | 78,040 | 75,149 | 81,161 | 78,155 | 84,408 | 81,281 | 87,784 | -91,295 | -94,947 | -98,745 | -100,720 |
| 44 | 68,344 | 73,812 | 71,078 | 76,764 | 73,921 | 79,835 | 76,878 | 83,028 | 79,953 | 86,349 | 83,151 | 89,803 | -93,396 | -97,134 | -101,047 | -103,037 |
| 45 | 69,916 | 75,509 | 72,713 | 78,530 | 75,621 | 81,671 | 78,646 | 84,937 | 81,792 | 88,335 | 85,063 | 91,868 | -95,543 | -99,365 | -103,339 | -105,406 |
| 46 | 71,524 | 77,246 | 74,385 | 80,336 | 77,360 | 83,549 | 80,455 | 86,891 | 83,673 | 90,367 | 87,020 | 93,982 | -97,744 | -101,650 | -105,717 | -107,831 |
| 47 | 73,169 | 79,023 | 76,096 | 82,183 | 79,140 | 85,471 | 82,305 | 88,990 | 85,597 | 92,445 | 89,021 | 96,143 | -99,989 | -103,988 | -108,148 | -110,311 |
| 48 | 74,852 | 80,840 | 77,846 | 84,074 | 80,960 | 87,437 | 84,198 | 90,934 | 87,566 | 94,572 | 91,069 | 98,355 | -102,289 | -106,380 | -110,636 | -112,848 |
| 49 | 76,574 | 82,699 | 79,637 | 86,008 | 82,822 | 89,448 | 86,135 | 93,026 | 89,580 | 96,747 | 93,164 | 100,617 | -104,644 | -108,827 | -113,180 | -115,444 |
| 50 | 78,335 | 84,602 | 81,468 | 87,968 | 84,727 | 91,505 | 88,116 | 95,165 | 91,641 | 98,972 | 95,306 | 102,931 | -107,048 | -111,330 | -115,783 | -118,099 |
| 51 | 80,137 | 86,547 | 83,342 | 90,009 | 86,676 | 93,610 | 90,143 | 97,354 | 93,748 | 101,248 | 97,498 | 105,298 | -109,510 | -113,894 | -118,446 | -120,815 |
| 52 | 81,980 | 88,538 | 85,259 | 92,080 | 88,669 | 95,763 | 92,216 | 99,593 | 95,905 | 103,577 | 99,741 | 107,720 | -112,029 | -116,540 | -121,171 | -123,594 |
| 53 | 83,865 | 90,574 | 87,220 | 94,197 | 90,709 | 97,965 | 94,337 | 101,884 | 98,110 | 105,959 | 102,035 | 110,198 | -114,606 | -119,190 | -123,957 | -126,437 |
| 54 | 85,794 | 92,658 | 89,226 | 96,364 | 92,795 | 100,218 | 96,507 | 104,227 | 100,367 | 108,396 | 104,382 | 112,732 | -117,242 | -121,934 | -126,808 | -129,345 |
| 55 | 87,767 | 94,789 | 91,278 | 98,580 | 94,929 | 102,523 | 98,726 | 106,624 | 102,675 | 110,889 | 106,783 | 115,325 | -119,938 | -124,736 | -129,725 | -132,320 |
| 56 | 89,786 | 96,969 | 93,377 | 100,848 | 97,112 | 104,881 | 100,997 | 109,077 | 105,037 | 113,440 | 109,239 | 117,978 | -122,697 | -127,605 | -132,709 | -135,363 |
| 57 | 91,851 | 99,199 | 95,525 | 103,167 | 99,346 | 107,294 | 103,320 | 111,586 | 107,453 | 116,049 | 111,751 | 120,691 | -125,619 | -130,539 | -135,761 | -138,476 |
| 58 | 93,964 | 101,481 | 97,722 | 105,540 | 101,631 | 109,761 | 105,696 | 114,152 | 109,924 | 118,718 | 114,321 | 123,467 | -128,406 | -133,542 | -138,884 | -141,661 |
| 59 | 96,125 | 103,815 | 99,970 | 107,967 | 103,969 | 112,286 | 108,127 | 116,778 | 112,452 | 121,449 | 116,951 | 126,307 | -131,359 | -136,613 | -142,078 | -144,919 |
| 60 | 98,336 | 106,203 | 102,269 | 110,451 | 106,360 | 114,869 | 110,614 | 119,463 | 115,039 | 124,242 | 119,641 | 129,212 | -134,380 | -139,755 | -145,346 | -148,253 |
| 61 | 100,597 | 108,645 | 104,621 | 112,991 | 108,806 | 117,511 | 113,158 | 122,211 | 117,685 | 127,100 | 122,392 | 132,184 | -137,474 | -142,970 | -148,689 | -151,662 |
| 62 | 102,911 | 111,144 | 107,028 | 115,590 | 111,309 | 120,213 | 115,761 | 125,022 | 120,392 | 130,023 | 125,207 | 135,224 | -140,633 | -146,258 | -152,108 | -155,151 |
| 63 | 105,278 | 113,700 | 109,489 | 118,248 | 113,869 | 122,978 | 118,424 | 127,897 | 123,161 | 133,013 | 128,087 | 138,334 | -143,867 | -149,622 | -155,607 | -158,719 |
| 64 | 107,700 | 116,315 | 112,007 | 120,968 | 116,488 | 125,807 | 121,147 | 130,839 | 125,993 | 136,073 | 131,033 | 141,516 | -147,176 | -153,063 | -159,186 | -162,370 |
| 65 | 110,177 | 118,991 | 114,584 | 123,750 | 119,167 | 128,700 | 123,934 | 133,848 | 128,891 | 139,202 | 134,047 | 144,771 | -150,564 | -156,584 | -162,847 | -166,104 |

Original base Salaries for year 2021-2022 are represented with an (*)

*A longevity step can be attained after ten (10) full years of satisfactory service with the District.

After 10 years of full time service with Los Rios, a longevity increment will be awarded which is 4% of the appropriate range and step.

** An additional longevity increment of 4% (8.16%) will be paid to members of the bargaining unit awarded after 15 full years of service with the District.

*** An additional longevity increment of 2% (10.323%) will be paid to members of the bargaining unit awarded after 20 full years of service with the District.

**** An additional longevity increment of 2% (12.53%) will be paid to members of the bargaining unit awarded after 25 full years of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to: July 1, 2021

Board approved: May 10, 2023

**Los Rios Community College District
2021-22 Final
Salary Ranges for LRSA Supervisory Positions***

Includes a one-time only improvement of 8%

DRAFT

| Job Code | Title | Range | Base Annual Salary | | Annual Salary with one-time 8% Improvement | | |
|----------|--|-------|--------------------|-----------|--|----------------------|---------|
| 908 | Accounts Payable Supervisor ** | 24V | 77,593 | - 94,404 | 83,801 | - 114,734 | 101,957 |
| 636 | Admissions & Records Supervisor | 24V | 77,593 | - 94,404 | 83,801 | - 114,734 | 101,957 |
| 288 | Bookstore Supervisor | 19V | 63,776 | - 77,593 | 68,878 | - 94,304 | 83,801 |
| 901 | Business Services Supervisor | 26V | 83,925 | - 102,108 | 90,639 | - 124,093 | 110,276 |
| 656 | Campus Operations Supervisor | 22V | 71,739 | - 87,282 | 77,479 | - 106,076 | 94,265 |
| 637 | Child Development Center Supervisor | 20V | 66,327 | - 80,697 | 71,633 | - 98,073 | 87,153 |
| 912 | College IT Systems Supervisor ** | 34V | 114,857 | - 139,741 | 124,046 | - 169,830 | 150,921 |
| 905 | Counseling Supervisor | 20V | 66,327 | - 80,697 | 71,633 | - 98,073 | 87,153 |
| 603 | Custodial Supervisor | 17V | 58,965 | - 71,739 | 63,682 | - 87,486 | 77,479 |
| 902 | Custodial/Receiving Supervisor | 20V | 66,327 | - 80,697 | 71,633 | - 98,073 | 87,153 |
| 613 | Educational Center Supervisor | 20V | 66,327 | - 80,697 | 71,633 | - 98,073 | 87,153 |
| 651 | Employee Benefits Supervisor | 24V | 77,593 | - 94,404 | 83,801 | - 114,734 | 101,957 |
| 312 | Event Services Supervisor - Harris Center for the Arts | 18V | 61,323 | - 74,609 | 66,229 | - 90,674 | 80,578 |
| 615 | Facilities Maintenance - Electrical Systems Supervisor | 24V | 77,593 | - 94,404 | 83,801 | - 114,734 | 101,957 |
| 601 | Facilities Maintenance - Grounds Supervisor | 24V | 77,593 | - 94,404 | 83,801 | - 114,734 | 101,957 |
| 609 | Facilities Maintenance - Heating/Ventilation/Air Conditioning (HVAC)/Plumbing Supervisor | 24V | 77,593 | - 94,404 | 83,801 | - 114,734 | 101,957 |
| 617 | Facilities Maintenance - Structures Supervisor | 24V | 77,593 | - 94,404 | 83,801 | - 114,734 | 101,957 |
| 616 | Facilities Maintenance Supervisor | 24V | 77,593 | - 94,404 | 83,801 | - 114,734 | 101,957 |
| 642 | Facilities Maintenance - Transportation Supervisor | 24V | 77,593 | - 94,404 | 83,801 | - 114,734 | 101,957 |
| 622 | Facilities Management Operations Supervisor | 18V | 61,323 | - 74,609 | 66,229 | - 90,674 | 80,578 |
| 923 | Facilities Projects Supervisor ** | 31V | 102,108 | - 124,229 | 110,276 | - 150,979 | 134,168 |
| 611 | Financial Aid Supervisor | 24V | 77,593 | - 94,404 | 83,801 | - 114,734 | 101,957 |
| 657 | Fiscal Services Supervisor | 26V | 83,925 | - 102,108 | 90,639 | - 124,093 | 110,276 |
| 605 | Food Services Manager | 19V | 63,776 | - 77,593 | 68,878 | - 94,304 | 83,801 |
| 624 | General Accounting Supervisor | 28V | 90,773 | - 110,440 | 98,035 | - 134,219 | 119,275 |
| 910 | General Services Supervisor, Risk Management ** | 24V | 77,593 | - 94,404 | 83,801 | - 114,734 | 101,957 |
| 289 | Hospitality Management - Culinary Supervisor | 20V | 66,327 | - 80,697 | 71,633 | - 98,073 | 87,153 |
| 911 | Instructional Computer Laboratory Supervisor | 22V | 71,739 | - 87,282 | 77,479 | - 106,076 | 94,265 |
| 913 | Instructional Science Laboratory Supervisor | 22V | 71,739 | - 87,282 | 77,479 | - 106,076 | 94,265 |
| 612 | IT Application Systems Supervisor ** | 35V | 119,451 | - 145,331 | 129,008 | - 176,624 | 156,957 |
| 685 | IT Production Services Supervisor ** | 35V | 119,451 | - 145,331 | 129,008 | - 176,624 | 156,957 |
| 684 | IT Technical Services Supervisor ** | 35V | 119,451 | - 145,331 | 129,008 | - 176,624 | 156,957 |
| 290 | Maintenance Technician Supervisor | 19V | 63,776 | - 77,593 | 68,878 | - 94,304 | 83,801 |
| 619 | Media Resources Supervisor | 24V | 77,593 | - 94,404 | 83,801 | - 114,734 | 101,957 |
| 623 | Payroll Supervisor | 26V | 83,925 | - 102,108 | 90,639 | - 124,093 | 110,276 |
| 915 | Police Communications Supervisor | 23V | 74,609 | - 90,773 | 80,578 | - 110,349 | 98,035 |
| 240 | Police Sergeant | 27V | 87,282 | - 106,192 | 94,265 | - 129,057 | 114,687 |
| 900 | Printing Services Supervisor | 19V | 63,776 | - 77,593 | 68,878 | - 94,304 | 83,801 |
| 628 | Purchasing Supervisor ** | 24V | 77,593 | - 94,404 | 83,801 | - 114,734 | 101,957 |
| 909 | SRPSTC Office Supervisor | 21V | 68,980 | - 83,925 | 74,499 | - 101,996 | 90,639 |
| 682 | Student Life Supervisor | 20V | 66,327 | - 80,697 | 71,633 | - 98,073 | 87,153 |
| 681 | Student Support Supervisor | 20V | 66,327 | - 80,697 | 71,633 | - 98,073 | 87,153 |
| 643 | Technical Director - Harris Center for the Arts | 22V | 71,739 | - 87,282 | 77,479 | - 106,076 | 94,265 |
| 903 | Ticket Office Supervisor - Visual & Performing Arts Center | 19V | 63,776 | - 77,593 | 68,878 | - 94,304 | 83,801 |

The max salary in range includes the 10-, 15-, 20- and 25-year longevity increments. The salary ranges above are base amounts and do not include longevity increments.

*Exempt positions--not entitled to overtime.

**range for these classifications improved effective May 1, 2022.

Retroactive to: July 1, 2021

Board approved: May 10, 2013

**Los Rios Community College District
2021-22 Final
LRSA Classified Supervisor
Monthly Salary Schedule**

(a) Steps include a one-time improvement of 8%.

DRAFT

| Range | Hourly Step 1* | Hourly Step 1a | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | L1* | L2** | L3*** | L4**** |
|--------------|-----------------------|-----------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|------------|-------------|--------------|---------------|
| 16V | 27.26 | 29.44 | 4,724.73 | 5,102.70 | 4,913.71 | 5,306.81 | 5,110.26 | 5,519.08 | 5,314.67 | 5,739.85 | 5,527.26 | 5,969.44 | 5,748.35 | 6,208.22 | 6,456.55 | 6,714.84 | 6,849.11 | 6,986.09 |
| 17V | 28.35 | 30.62 | 4,913.71 | 5,306.81 | 5,110.26 | 5,519.08 | 5,314.67 | 5,739.85 | 5,527.26 | 5,969.44 | 5,748.35 | 6,208.22 | 5,978.28 | 6,456.55 | 6,714.84 | 6,983.40 | 7,123.07 | 7,265.53 |
| 18V | 29.48 | 31.84 | 5,110.26 | 5,519.08 | 5,314.67 | 5,739.85 | 5,527.26 | 5,969.44 | 5,748.35 | 6,208.22 | 5,978.28 | 6,456.55 | 6,217.42 | 6,714.81 | 6,983.40 | 7,262.74 | 7,407.99 | 7,556.15 |
| 19V | 30.66 | 33.11 | 5,314.67 | 5,739.85 | 5,527.26 | 5,969.44 | 5,748.35 | 6,208.22 | 5,978.28 | 6,456.55 | 6,217.42 | 6,714.81 | 6,466.11 | 6,983.40 | 7,262.74 | 7,553.25 | 7,704.31 | 7,858.40 |
| 20V | 31.89 | 34.44 | 5,527.26 | 5,969.44 | 5,748.35 | 6,208.22 | 5,978.28 | 6,456.55 | 6,217.42 | 6,714.81 | 6,466.11 | 6,983.40 | 6,724.76 | 7,262.74 | 7,553.25 | 7,855.38 | 8,012.48 | 8,172.73 |
| 21V | 33.16 | 35.82 | 5,748.35 | 6,208.22 | 5,978.28 | 6,456.55 | 6,217.42 | 6,714.81 | 6,466.11 | 6,983.40 | 6,724.76 | 7,262.74 | 6,993.75 | 7,553.25 | 7,855.38 | 8,169.59 | 8,332.98 | 8,499.64 |
| 22V | 34.49 | 37.25 | 5,978.28 | 6,456.55 | 6,217.42 | 6,714.81 | 6,466.11 | 6,983.40 | 6,724.76 | 7,262.74 | 6,993.75 | 7,553.25 | 7,273.50 | 7,855.38 | 8,169.59 | 8,496.38 | 8,666.30 | 8,839.63 |
| 23V | 35.87 | 38.74 | 6,217.42 | 6,714.81 | 6,466.11 | 6,983.40 | 6,724.76 | 7,262.74 | 6,993.75 | 7,553.25 | 7,273.50 | 7,855.38 | 7,564.44 | 8,169.59 | 8,496.38 | 8,836.23 | 9,012.96 | 9,193.24 |
| 24V | 37.30 | 40.29 | 6,466.11 | 6,983.40 | 6,724.76 | 7,262.74 | 6,993.75 | 7,553.25 | 7,273.50 | 7,855.38 | 7,564.44 | 8,169.59 | 7,867.01 | 8,496.38 | 8,836.23 | 9,189.68 | 9,373.47 | 9,560.94 |
| 25V | 38.80 | 41.90 | 6,724.76 | 7,262.74 | 6,993.75 | 7,553.25 | 7,273.50 | 7,855.38 | 7,564.44 | 8,169.59 | 7,867.01 | 8,496.38 | 8,181.70 | 8,836.23 | 9,189.68 | 9,557.27 | 9,748.41 | 9,943.38 |
| 26V | 40.35 | 43.58 | 6,993.75 | 7,553.25 | 7,273.50 | 7,855.38 | 7,564.44 | 8,169.59 | 7,867.01 | 8,496.38 | 8,181.70 | 8,836.23 | 8,508.96 | 9,189.68 | 9,557.27 | 9,939.56 | 10,138.35 | 10,341.12 |
| 27V | 41.96 | 45.32 | 7,273.50 | 7,855.38 | 7,564.44 | 8,169.59 | 7,867.01 | 8,496.38 | 8,181.70 | 8,836.23 | 8,508.96 | 9,189.68 | 8,849.32 | 9,557.27 | 9,939.56 | 10,337.14 | 10,543.88 | 10,754.76 |
| 28V | 43.64 | 47.13 | 7,564.44 | 8,169.59 | 7,867.01 | 8,496.38 | 8,181.70 | 8,836.23 | 8,508.96 | 9,189.68 | 8,849.32 | 9,557.27 | 9,203.29 | 9,939.56 | 10,337.14 | 10,750.63 | 10,965.64 | 11,184.95 |
| 29V | 45.39 | 49.02 | 7,867.01 | 8,496.38 | 8,181.70 | 8,836.23 | 8,508.96 | 9,189.68 | 8,849.32 | 9,557.27 | 9,203.29 | 9,939.56 | 9,571.43 | 10,337.14 | 10,750.63 | 11,180.65 | 11,404.26 | 11,632.35 |
| 30V | 47.20 | 50.98 | 8,181.70 | 8,836.23 | 8,508.96 | 9,189.68 | 8,849.32 | 9,557.27 | 9,203.29 | 9,939.56 | 9,571.43 | 10,337.14 | 9,954.28 | 10,750.63 | 11,180.65 | 11,627.88 | 11,860.43 | 12,097.64 |
| 31V | 49.09 | 53.02 | 8,508.96 | 9,189.68 | 8,849.32 | 9,557.27 | 9,203.29 | 9,939.56 | 9,571.43 | 10,337.14 | 9,954.28 | 10,750.63 | 10,352.45 | 11,180.65 | 11,627.88 | 12,092.99 | 12,334.85 | 12,581.55 |
| 32V | 51.05 | 55.14 | 8,849.32 | 9,557.27 | 9,203.29 | 9,939.56 | 9,571.43 | 10,337.14 | 9,954.28 | 10,750.63 | 10,352.45 | 11,180.65 | 10,766.55 | 11,627.88 | 12,092.99 | 12,576.71 | 12,828.25 | 13,084.81 |
| 33V | 53.10 | 57.34 | 9,203.29 | 9,939.56 | 9,571.43 | 10,337.14 | 9,954.28 | 10,750.63 | 10,352.45 | 11,180.65 | 10,766.55 | 11,627.88 | 11,197.21 | 12,092.99 | 12,576.71 | 13,079.78 | 13,341.38 | 13,608.20 |
| 34V | 55.22 | 59.64 | 9,571.43 | 10,337.14 | 9,954.28 | 10,750.63 | 10,352.45 | 11,180.65 | 10,766.55 | 11,627.88 | 11,197.21 | 12,092.99 | 11,645.10 | 12,576.71 | 13,079.78 | 13,602.97 | 13,875.03 | 14,152.53 |
| 35V | 57.43 | 62.02 | 9,954.28 | 10,750.63 | 10,352.45 | 11,180.65 | 10,766.55 | 11,627.88 | 11,197.21 | 12,092.99 | 11,645.10 | 12,576.71 | 12,110.91 | 13,079.78 | 13,602.97 | 14,147.09 | 14,430.03 | 14,718.63 |

Original base Salaries for year 2021-2022 are represented with an (*)

* A longevity step of 4% can only be attained after ten (10) full years of satisfactory service with the District. In instances when an employee is not on Step 6 upon reaching ten (10) full years with the District, a longevity step will be given not to exceed the equivalent of a one-step increment.

After 10 years of service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

** An additional longevity increment of 4% (8.16%) will be granted-awarded after fifteen (15) full 15 years. of service with the District.-

*** An additional longevity increment of 2% (10.323%) will be granted-awarded after twenty (20) full 20 years. of service with the District.-

**** An additional longevity increment of 2% (12.53%) will be granted-awarded after twenty-five (25) full 25 years. of service with the District.-

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to: July 1, 2021

Board approved: May 10, 2013

**Los Rios Community College District
2021-22 Final
LRSA Classified Supervisor
Annual Salary Schedule**

(a) Steps include a one-time improvement of 8%.

DRAFT

| Range | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | L1* | L2** | L3*** | L4**** |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 16V | 56,697 | 61,232 | 58,965 | 63,682 | 61,323 | 66,229 | 63,776 | 68,878 | 66,327 | 71,633 | 68,980 | 74,499 | 77,479 | 80,578 | 82,189 | 83,833 |
| 17V | 58,965 | 63,682 | 61,323 | 66,229 | 63,776 | 68,878 | 66,327 | 71,633 | 68,980 | 74,499 | 71,739 | 77,479 | 80,578 | 83,804 | 85,477 | 87,186 |
| 18V | 61,323 | 66,229 | 63,776 | 68,878 | 66,327 | 71,633 | 68,980 | 74,499 | 71,739 | 77,479 | 74,609 | 80,578 | 83,804 | 87,153 | 88,896 | 90,674 |
| 19V | 63,776 | 68,878 | 66,327 | 71,633 | 68,980 | 74,499 | 71,739 | 77,479 | 74,609 | 80,578 | 77,593 | 83,801 | 87,153 | 90,639 | 92,452 | 94,304 |
| 20V | 66,327 | 71,633 | 68,980 | 74,499 | 71,739 | 77,479 | 74,609 | 80,578 | 77,593 | 83,801 | 80,697 | 87,153 | 90,639 | 94,265 | 96,150 | 98,073 |
| 21V | 68,980 | 74,499 | 71,739 | 77,479 | 74,609 | 80,578 | 77,593 | 83,801 | 80,697 | 87,153 | 83,925 | 90,639 | 94,265 | 98,035 | 99,996 | 101,996 |
| 22V | 71,739 | 77,479 | 74,609 | 80,578 | 77,593 | 83,801 | 80,697 | 87,153 | 83,925 | 90,639 | 87,282 | 94,265 | 98,035 | 101,957 | 103,996 | 106,076 |
| 23V | 74,609 | 80,578 | 77,593 | 83,801 | 80,697 | 87,153 | 83,925 | 90,639 | 87,282 | 94,265 | 90,773 | 98,035 | 101,957 | 106,035 | 108,155 | 110,319 |
| 24V | 77,593 | 83,801 | 80,697 | 87,153 | 83,925 | 90,639 | 87,282 | 94,265 | 90,773 | 98,035 | 94,404 | 101,957 | 106,035 | 110,276 | 112,482 | 114,731 |
| 25V | 80,697 | 87,153 | 83,925 | 90,639 | 87,282 | 94,265 | 90,773 | 98,035 | 94,404 | 101,957 | 98,180 | 106,035 | 110,276 | 114,687 | 116,981 | 119,321 |
| 26V | 83,925 | 90,639 | 87,282 | 94,265 | 90,773 | 98,035 | 94,404 | 101,957 | 98,180 | 106,035 | 102,108 | 110,276 | 114,687 | 119,275 | 121,660 | 124,093 |
| 27V | 87,282 | 94,265 | 90,773 | 98,035 | 94,404 | 101,957 | 98,180 | 106,035 | 102,108 | 110,276 | 106,192 | 114,687 | 119,275 | 124,046 | 126,527 | 129,057 |
| 28V | 90,773 | 98,035 | 94,404 | 101,957 | 98,180 | 106,035 | 102,108 | 110,276 | 106,192 | 114,687 | 110,440 | 119,275 | 124,046 | 129,008 | 131,588 | 134,219 |
| 29V | 94,404 | 101,957 | 98,180 | 106,035 | 102,108 | 110,276 | 106,192 | 114,687 | 110,440 | 119,275 | 114,857 | 124,046 | 129,008 | 134,168 | 136,851 | 139,588 |
| 30V | 98,180 | 106,035 | 102,108 | 110,276 | 106,192 | 114,687 | 110,440 | 119,275 | 114,857 | 124,046 | 119,451 | 129,008 | 134,168 | 139,535 | 142,325 | 145,172 |
| 31V | 102,108 | 110,276 | 106,192 | 114,687 | 110,440 | 119,275 | 114,857 | 124,046 | 119,451 | 129,008 | 124,229 | 134,168 | 139,535 | 145,116 | 148,018 | 150,979 |
| 32V | 106,192 | 114,687 | 110,440 | 119,275 | 114,857 | 124,046 | 119,451 | 129,008 | 124,229 | 134,168 | 129,199 | 139,535 | 145,116 | 150,921 | 153,939 | 157,018 |
| 33V | 110,440 | 119,275 | 114,857 | 124,046 | 119,451 | 129,008 | 124,229 | 134,168 | 129,199 | 139,535 | 134,367 | 145,116 | 150,921 | 156,957 | 160,097 | 163,298 |
| 34V | 114,857 | 124,046 | 119,451 | 129,008 | 124,229 | 134,168 | 129,199 | 139,535 | 134,367 | 145,116 | 139,741 | 150,921 | 156,957 | 163,236 | 166,500 | 169,830 |
| 35V | 119,451 | 129,008 | 124,229 | 134,168 | 129,199 | 139,535 | 134,367 | 145,116 | 139,741 | 150,921 | 145,331 | 156,957 | 163,236 | 169,765 | 173,160 | 176,624 |

Original base Salaries for year 2021-2022 are represented with an (*)

*— A longevity step of 4% can only be attained after ten (10) full years of satisfactory service with the District. In instances when an employee is not on Step 6 upon reaching ten (10) full years with the District, a longevity step will be given not to exceed the equivalent of a one-step increment.

After 10 years of service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

**— An additional longevity increment of 4% (8.16%) will be granted-awarded after fifteen (15) full 15 years. of service with the District.

***— An additional longevity increment of 2% (10.323%) will be granted-awarded after twenty (20) full 20 years. of service with the District.

****— An additional longevity increment of 2% (12.53%) will be granted-awarded after twenty-five (25) full 25 years. of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to: July 1, 2021

Board approved: May 10, 2013

**Los Rios Community College District
2021-22 Final
Salary Ranges for SEIU Classified Positions**

Includes a one-time only improvement of 8%

DRAFT

| Job Code | Titles | Range | Base Annual Salary | | Annual Salary with one-time 8% Improvement | | |
|----------|--|-------|--------------------|----------|--|-----------|---------|
| 210 | College Safety Officer* | 31 | 52,026 | - 67,595 | 56,188 | - 85,403 | 73,003 |
| 206 | Custodian | 21 | 42,114 | - 54,314 | 45,483 | - 68,623 | 58,659 |
| 230 | Environmental Systems Technician | 37 | 59,242 | - 77,268 | 63,981 | - 97,624 | 83,449 |
| 256 | Equipment Mechanic I | 35 | 56,719 | - 73,885 | 61,257 | - 93,349 | 79,795 |
| 253 | Equipment Mechanic II | 39 | 61,891 | - 80,817 | 66,843 | - 102,108 | 87,282 |
| 221 | Grounds Irrigation Specialist/Groundskeeper | 31 | 52,026 | - 67,595 | 56,188 | - 85,403 | 73,003 |
| 220 | Grounds Maintenance Technician | 31 | 52,026 | - 67,595 | 56,188 | - 85,403 | 73,003 |
| 211 | Groundskeeper | 23 | 43,908 | - 56,719 | 47,421 | - 71,662 | 61,257 |
| 209 | Head Custodian | 25 | 45,791 | - 59,242 | 49,454 | - 74,849 | 63,981 |
| 258 | Head Grounds Maintenance Technician | 35 | 56,719 | - 73,885 | 61,257 | - 93,349 | 79,795 |
| 213 | Head Groundskeeper | 27 | 47,769 | - 61,891 | 51,590 | - 78,196 | 66,843 |
| 239 | Lead Custodian | 23 | 43,908 | - 56,719 | 47,421 | - 71,662 | 61,257 |
| 251 | Lead Equipment Mechanic | 41 | 64,674 | - 84,546 | 69,848 | - 106,819 | 91,310 |
| 263 | Lead Maintenance Cabinetmaker | 41 | 64,674 | - 84,546 | 69,848 | - 106,819 | 91,310 |
| 250 | Lead Maintenance Electrician | 42 | 66,136 | - 86,494 | 71,426 | - 109,280 | 93,413 |
| 218 | Lead Maintenance Electronic/Alarm Technician | 42 | 66,136 | - 86,494 | 71,426 | - 109,280 | 93,413 |
| 235 | Lead Maintenance HVAC Mechanic | 42 | 66,136 | - 86,494 | 71,426 | - 109,280 | 93,413 |
| 252 | Lead Maintenance Painter | 41 | 64,674 | - 84,546 | 69,848 | - 106,819 | 91,310 |
| 227 | Lead Maintenance Plumber | 42 | 66,136 | - 86,494 | 71,426 | - 109,280 | 93,413 |
| 278 | Lead Maintenance Technician | 33 | 54,314 | - 70,663 | 58,659 | - 89,279 | 76,316 |
| 232 | Lead Physical Education/Athletic Attendant | 24 | 44,849 | - 57,979 | 48,437 | - 73,254 | 62,618 |
| 245 | Maintenance Cabinetmaker | 39 | 61,891 | - 80,817 | 66,843 | - 102,108 | 87,282 |
| 262 | Maintenance Carpenter | 39 | 61,891 | - 80,817 | 66,843 | - 102,108 | 87,282 |
| 246 | Maintenance Electrician | 39 | 61,891 | - 80,817 | 66,843 | - 102,108 | 87,282 |
| 261 | Maintenance Electronic/Alarm Technician | 39 | 61,891 | - 80,817 | 66,843 | - 102,108 | 87,282 |
| 243 | Maintenance HVAC Mechanic | 39 | 61,891 | - 80,817 | 66,843 | - 102,108 | 87,282 |
| 244 | Maintenance Locksmith/Glazier | 39 | 61,891 | - 80,817 | 66,843 | - 102,108 | 87,282 |
| 247 | Maintenance Painter | 39 | 61,891 | - 80,817 | 66,843 | - 102,108 | 87,282 |
| 248 | Maintenance Plumber | 39 | 61,891 | - 80,817 | 66,843 | - 102,108 | 87,282 |
| 255 | Maintenance Roofer/Carpenter | 39 | 61,891 | - 80,817 | 66,843 | - 102,108 | 87,282 |
| 215 | Maintenance Technician I | 29 | 49,845 | - 64,674 | 53,832 | - 81,712 | 69,848 |
| 222 | Maintenance Technician II | 31 | 52,026 | - 67,595 | 56,188 | - 85,403 | 73,003 |
| 260 | Mechanical/Electrical Systems Technician | 37 | 59,242 | - 77,268 | 63,981 | - 97,624 | 83,449 |
| 233 | Physical Education/Athletic Attendant | 22 | 43,011 | - 55,516 | 46,452 | - 70,142 | 59,957 |
| 259 | Police Detective | 49 | 75,971 | - 96,128 | 82,049 | - 121,452 | 103,818 |
| 212 | Police Officer | 48 | 74,482 | - 94,243 | 80,440 | - 119,071 | 101,782 |
| 850 | Receiving Clerk/Storekeeper | 24 | 44,849 | - 57,979 | 48,437 | - 73,254 | 62,618 |
| 203 | Stock Clerk | 21 | 42,114 | - 54,314 | 45,483 | - 68,623 | 58,659 |
| 226 | Toolroom Equipment Attendant | 23 | 43,908 | - 56,719 | 47,421 | - 71,662 | 61,257 |
| 204 | Utility Worker | 21 | 42,114 | - 54,314 | 45,483 | - 68,623 | 58,659 |

The max salary in range includes the 10-, 15-, 20- and 25-year longevity increments. The salary ranges above are base amounts and do not include longevity increments.

*College Safety Officer improves from range 27 to range 31 effective January 1, 2022.

Retroactive to: July 1, 2021

Board approved: May 10, 2023

LOS RIOS COMMUNITY COLLEGE DISTRICT
2021-22 Final
SEIU Classified
Monthly Salary Schedule

(a) Steps include a one-time only improvement of 8%.

DRAFT

| Range | Hourly Step 1* | Hourly Step 1a | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | *Step 7 | Step 7a | L1* | L2** | L3*** | L4**** |
|-------|----------------|----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|
| 21 | 20.25 | 21.87 | 3,509.50 | 3,790.26 | 3,659.01 | 3,951.73 | 3,815.92 | 4,121.20 | 3,980.71 | 4,299.17 | 4,153.71 | 4,486.01 | 4,335.46 | 4,682.30 | 4,526.17 | 4,888.27 | 5,083.79 | 5,287.14 | 5,498.63 | 5,718.58 |
| 22 | 20.68 | 22.33 | 3,584.22 | 3,870.96 | 3,737.45 | 4,036.44 | 3,898.30 | 4,210.17 | 4,067.27 | 4,392.65 | 4,250.13 | 4,590.14 | 4,430.80 | 4,785.27 | 4,626.34 | 4,996.45 | 5,196.34 | 5,404.17 | 5,620.33 | 5,845.14 |
| 23 | 21.11 | 22.80 | 3,659.01 | 3,951.73 | 3,815.92 | 4,121.20 | 3,980.71 | 4,299.17 | 4,153.71 | 4,486.01 | 4,335.46 | 4,682.30 | 4,526.17 | 4,888.27 | 4,726.59 | 5,104.72 | 5,308.94 | 5,521.27 | 5,742.12 | 5,971.80 |
| 24 | 21.56 | 23.29 | 3,737.45 | 4,036.44 | 3,898.30 | 4,210.17 | 4,067.27 | 4,392.65 | 4,250.13 | 4,590.14 | 4,430.80 | 4,785.27 | 4,626.34 | 4,996.45 | 4,831.60 | 5,218.13 | 5,426.86 | 5,643.95 | 5,869.69 | 6,104.48 |
| 25 | 22.01 | 23.78 | 3,815.92 | 4,121.20 | 3,980.71 | 4,299.17 | 4,153.71 | 4,486.01 | 4,335.46 | 4,682.30 | 4,526.17 | 4,888.27 | 4,726.59 | 5,104.72 | 4,936.79 | 5,331.74 | 5,545.04 | 5,766.79 | 5,997.48 | 6,237.38 |
| 26 | 22.49 | 24.29 | 3,898.30 | 4,210.17 | 4,067.27 | 4,392.65 | 4,250.13 | 4,590.14 | 4,430.80 | 4,785.27 | 4,626.34 | 4,996.45 | 4,831.60 | 5,218.13 | 5,047.19 | 5,450.97 | 5,669.01 | 5,895.76 | 6,131.60 | 6,376.86 |
| 27 | 22.97 | 24.80 | 3,980.71 | 4,299.17 | 4,153.71 | 4,486.01 | 4,335.46 | 4,682.30 | 4,526.17 | 4,888.27 | 4,726.59 | 5,104.72 | 4,936.79 | 5,331.74 | 5,157.60 | 5,570.21 | 5,793.03 | 6,024.74 | 6,265.73 | 6,516.36 |
| 28 | 23.47 | 25.34 | 4,067.27 | 4,392.65 | 4,250.13 | 4,590.14 | 4,430.80 | 4,785.27 | 4,626.34 | 4,996.45 | 4,831.60 | 5,218.13 | 5,047.19 | 5,450.97 | 5,273.66 | 5,695.55 | 5,923.38 | 6,160.29 | 6,406.72 | 6,662.99 |
| 29 | 23.96 | 25.88 | 4,153.71 | 4,486.01 | 4,335.46 | 4,682.30 | 4,526.17 | 4,888.27 | 4,726.59 | 5,104.72 | 4,936.79 | 5,331.74 | 5,157.60 | 5,570.21 | 5,389.47 | 5,820.63 | 6,053.46 | 6,295.59 | 6,547.41 | 6,809.34 |
| 30 | 24.52 | 26.48 | 4,250.13 | 4,590.14 | 4,430.80 | 4,785.27 | 4,626.34 | 4,996.45 | 4,831.60 | 5,218.13 | 5,047.19 | 5,450.97 | 5,273.66 | 5,695.55 | 5,511.29 | 5,952.19 | 6,190.29 | 6,437.90 | 6,695.41 | 6,963.23 |
| 31 | 25.01 | 27.01 | 4,335.46 | 4,682.30 | 4,526.17 | 4,888.27 | 4,726.59 | 5,104.72 | 4,936.79 | 5,331.74 | 5,157.60 | 5,570.21 | 5,389.47 | 5,820.63 | 5,632.94 | 6,083.57 | 6,326.92 | 6,580.00 | 6,843.19 | 7,116.92 |
| 32 | 25.56 | 27.61 | 4,430.80 | 4,785.27 | 4,626.34 | 4,996.45 | 4,831.60 | 5,218.13 | 5,047.19 | 5,450.97 | 5,273.66 | 5,695.55 | 5,511.29 | 5,952.19 | 5,760.73 | 6,221.59 | 6,470.45 | 6,729.27 | 6,998.44 | 7,278.38 |
| 33 | 26.11 | 28.20 | 4,526.17 | 4,888.27 | 4,726.59 | 5,104.72 | 4,936.79 | 5,331.74 | 5,157.60 | 5,570.21 | 5,389.47 | 5,820.63 | 5,632.94 | 6,083.57 | 5,888.56 | 6,359.65 | 6,614.05 | 6,878.61 | 7,153.74 | 7,439.89 |
| 34 | 26.69 | 28.83 | 4,626.34 | 4,996.45 | 4,831.60 | 5,218.13 | 5,047.19 | 5,450.97 | 5,273.66 | 5,695.55 | 5,511.29 | 5,952.19 | 5,760.73 | 6,221.59 | 6,022.84 | 6,504.67 | 6,764.86 | 7,035.45 | 7,316.87 | 7,609.55 |
| 35 | 27.27 | 29.45 | 4,726.59 | 5,104.72 | 4,936.79 | 5,331.74 | 5,157.60 | 5,570.21 | 5,389.47 | 5,820.63 | 5,632.94 | 6,083.57 | 5,888.56 | 6,359.65 | 6,157.06 | 6,649.62 | 6,915.61 | 7,192.23 | 7,479.92 | 7,779.12 |
| 36 | 27.87 | 30.10 | 4,831.60 | 5,218.13 | 5,047.19 | 5,450.97 | 5,273.66 | 5,695.55 | 5,511.29 | 5,952.19 | 5,760.73 | 6,221.59 | 6,022.84 | 6,504.67 | 6,297.87 | 6,801.70 | 7,073.76 | 7,356.72 | 7,650.98 | 7,957.02 |
| 37 | 28.48 | 30.76 | 4,936.79 | 5,331.74 | 5,157.60 | 5,570.21 | 5,389.47 | 5,820.63 | 5,632.94 | 6,083.57 | 5,888.56 | 6,359.65 | 6,157.06 | 6,649.62 | 6,439.00 | 6,954.12 | 7,232.29 | 7,521.57 | 7,822.44 | 8,135.34 |
| 38 | 29.12 | 31.45 | 5,047.19 | 5,450.97 | 5,273.66 | 5,695.55 | 5,511.29 | 5,952.19 | 5,760.73 | 6,221.59 | 6,022.84 | 6,504.67 | 6,297.87 | 6,801.70 | 6,586.84 | 7,113.79 | 7,398.36 | 7,694.29 | 8,002.05 | 8,322.13 |
| 39 | 29.76 | 32.14 | 5,157.60 | 5,570.21 | 5,389.47 | 5,820.63 | 5,632.94 | 6,083.57 | 5,887.37 | 6,358.36 | 6,157.06 | 6,649.62 | 6,439.00 | 6,954.12 | 6,734.74 | 7,273.52 | 7,564.46 | 7,867.04 | 8,181.72 | 8,508.99 |
| 40 | 30.42 | 32.86 | 5,273.66 | 5,695.55 | 5,511.29 | 5,952.19 | 5,760.73 | 6,221.59 | 6,022.84 | 6,504.67 | 6,297.87 | 6,801.70 | 6,586.84 | 7,113.79 | 6,890.14 | 7,441.35 | 7,739.04 | 8,048.56 | 8,370.51 | 8,705.33 |
| 41 | 31.09 | 33.58 | 5,389.47 | 5,820.63 | 5,632.94 | 6,083.57 | 5,888.56 | 6,359.65 | 6,157.06 | 6,649.62 | 6,439.00 | 6,954.12 | 6,734.74 | 7,273.52 | 7,045.50 | 7,609.14 | 7,913.54 | 8,230.06 | 8,559.25 | 8,901.62 |
| 42 | 31.80 | 34.34 | 5,511.29 | 5,952.19 | 5,760.73 | 6,221.59 | 6,022.84 | 6,504.67 | 6,297.87 | 6,801.70 | 6,586.84 | 7,113.79 | 6,890.14 | 7,441.35 | 7,207.80 | 7,784.43 | 8,095.80 | 8,419.63 | 8,756.42 | 9,106.68 |
| 43 | 32.43 | 35.03 | 5,621.68 | 6,071.42 | 5,857.79 | 6,326.42 | 6,118.47 | 6,607.94 | 6,390.74 | 6,902.00 | 6,675.12 | 7,209.13 | 6,968.83 | 7,526.34 | 7,275.46 | 7,857.50 | 8,171.79 | 8,498.67 | 8,838.61 | 9,192.16 |
| 44 | 33.08 | 35.73 | 5,734.12 | 6,192.85 | 5,963.48 | 6,440.56 | 6,219.91 | 6,717.50 | 6,487.37 | 7,006.36 | 6,766.32 | 7,307.63 | 7,057.28 | 7,621.86 | 7,360.74 | 7,949.60 | 8,267.58 | 8,598.28 | 8,942.22 | 9,299.90 |
| 45 | 33.74 | 36.44 | 5,848.80 | 6,316.70 | 6,082.75 | 6,569.37 | 6,326.06 | 6,832.15 | 6,591.76 | 7,119.10 | 6,875.20 | 7,425.22 | 7,163.96 | 7,737.08 | 7,472.01 | 8,069.77 | 8,392.56 | 8,728.26 | 9,077.39 | 9,440.49 |
| 46 | 34.42 | 37.17 | 5,965.77 | 6,443.04 | 6,204.41 | 6,700.76 | 6,452.58 | 6,968.79 | 6,710.68 | 7,247.54 | 6,979.11 | 7,537.44 | 7,268.75 | 7,850.25 | 7,570.40 | 8,176.03 | 8,503.07 | 8,843.19 | 9,196.92 | 9,564.80 |
| 47 | 35.11 | 37.91 | 6,085.09 | 6,571.90 | 6,328.49 | 6,834.77 | 6,581.63 | 7,108.16 | 6,844.90 | 7,392.49 | 7,118.69 | 7,688.19 | 7,403.44 | 7,995.72 | 7,699.58 | 8,315.55 | 8,648.17 | 8,994.10 | 9,353.86 | 9,728.01 |
| 48 | 35.81 | 38.67 | 6,206.79 | 6,703.34 | 6,455.06 | 6,971.47 | 6,713.27 | 7,250.33 | 6,981.80 | 7,540.34 | 7,261.07 | 7,841.95 | 7,551.51 | 8,155.63 | 7,853.57 | 8,481.86 | 8,821.13 | 9,173.98 | 9,540.94 | 9,922.57 |
| 49 | 36.52 | 39.45 | 6,330.93 | 6,837.40 | 6,584.16 | 7,110.90 | 6,847.53 | 7,395.33 | 7,121.43 | 7,691.15 | 7,406.29 | 7,998.79 | 7,702.54 | 8,318.74 | 8,010.64 | 8,651.49 | 8,997.56 | 9,357.46 | 9,731.76 | 10,121.03 |

Original base Salaries for year 2021-2022 are represented with an (*)

*-After 10 full years of satisfactory full-time service with Los Rios, a longevity increment will be awarded which is will be 4% of the appropriate range and step.

** An additional increment of 4% (8.16%) will be awarded after 15 years. of service with the District.

*** An additional increment of 4% (12.486%) will be awarded after 20 years. of service with the District.

**** An additional increment of 4% (16.986%) will be awarded after 25 years. of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to: July 1, 2021

Board approved: May 10, 2023

LOS RIOS COMMUNITY COLLEGE DISTRICT

2021-22 Final

SEIU Classified

Annual Salary Schedule

(a) Steps include a one-time only improvement of 8%.

DRAFT

| Range | *Step 1 | Step 1a | *Step 2 | Step 2a | *Step 3 | Step 3a | *Step 4 | Step 4a | *Step 5 | Step 5a | *Step 6 | Step 6a | *Step 7 | Step 7a | L1* | L2** | L3*** | L4**** |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 21 | 42,114 | 45,483 | 43,908 | 47,421 | 45,791 | 49,454 | 47,769 | 51,590 | 49,845 | 53,832 | 52,026 | 56,188 | 54,314 | 58,659 | 61,005 | 63,446 | 65,984 | 68,623 |
| 22 | 43,011 | 46,452 | 44,849 | 48,437 | 46,780 | 50,522 | 48,807 | 52,712 | 51,002 | 55,082 | 53,170 | 57,423 | 55,516 | 59,957 | 62,356 | 64,850 | 67,444 | 70,142 |
| 23 | 43,908 | 47,421 | 45,791 | 49,454 | 47,769 | 51,590 | 49,845 | 53,832 | 52,026 | 56,188 | 54,314 | 58,659 | 56,719 | 61,257 | 63,707 | 66,255 | 68,905 | 71,662 |
| 24 | 44,849 | 48,437 | 46,780 | 50,522 | 48,807 | 52,712 | 51,002 | 55,082 | 53,170 | 57,423 | 55,516 | 59,957 | 57,979 | 62,618 | 65,122 | 67,727 | 70,436 | 73,254 |
| 25 | 45,791 | 49,454 | 47,769 | 51,590 | 49,845 | 53,832 | 52,026 | 56,188 | 54,314 | 58,659 | 56,719 | 61,257 | 59,242 | 63,981 | 66,540 | 69,202 | 71,970 | 74,849 |
| 26 | 46,780 | 50,522 | 48,807 | 52,712 | 51,002 | 55,082 | 53,170 | 57,423 | 55,516 | 59,957 | 57,979 | 62,618 | 60,566 | 65,412 | 68,028 | 70,749 | 73,579 | 76,522 |
| 27 | 47,769 | 51,590 | 49,845 | 53,832 | 52,026 | 56,188 | 54,314 | 58,659 | 56,719 | 61,257 | 59,242 | 63,981 | 61,891 | 66,843 | 69,516 | 72,297 | 75,189 | 78,196 |
| 28 | 48,807 | 52,712 | 51,002 | 55,082 | 53,170 | 57,423 | 55,516 | 59,957 | 57,979 | 62,618 | 60,566 | 65,412 | 63,284 | 68,347 | 71,081 | 73,924 | 76,881 | 79,956 |
| 29 | 49,845 | 53,832 | 52,026 | 56,188 | 54,314 | 58,659 | 56,719 | 61,257 | 59,242 | 63,981 | 61,891 | 66,843 | 64,674 | 69,848 | 72,642 | 75,547 | 78,569 | 81,712 |
| 30 | 51,002 | 55,082 | 53,170 | 57,423 | 55,516 | 59,957 | 57,979 | 62,618 | 60,566 | 65,412 | 63,284 | 68,347 | 66,136 | 71,426 | 74,283 | 77,255 | 80,345 | 83,559 |
| 31 | 52,026 | 56,188 | 54,314 | 58,659 | 56,719 | 61,257 | 59,242 | 63,981 | 61,891 | 66,843 | 64,674 | 69,848 | 67,595 | 73,003 | 75,923 | 78,960 | 82,118 | 85,403 |
| 32 | 53,170 | 57,423 | 55,516 | 59,957 | 57,979 | 62,618 | 60,566 | 65,412 | 63,284 | 68,347 | 66,136 | 71,426 | 69,129 | 74,659 | 77,645 | 80,751 | 83,981 | 87,341 |
| 33 | 54,314 | 58,659 | 56,719 | 61,257 | 59,242 | 63,981 | 61,891 | 66,843 | 64,674 | 69,848 | 67,595 | 73,003 | 70,663 | 76,316 | 79,369 | 82,543 | 85,845 | 89,279 |
| 34 | 55,516 | 59,957 | 57,979 | 62,618 | 60,566 | 65,412 | 63,284 | 68,347 | 66,136 | 71,426 | 69,129 | 74,659 | 72,274 | 78,056 | 81,178 | 84,425 | 87,802 | 91,315 |
| 35 | 56,719 | 61,257 | 59,242 | 63,981 | 61,891 | 66,843 | 64,674 | 69,848 | 67,595 | 73,003 | 70,663 | 76,316 | 73,885 | 79,795 | 82,987 | 86,307 | 89,759 | 93,349 |
| 36 | 57,979 | 62,618 | 60,566 | 65,412 | 63,284 | 68,347 | 66,136 | 71,426 | 69,129 | 74,659 | 72,274 | 78,056 | 75,574 | 81,620 | 84,885 | 88,281 | 91,812 | 95,484 |
| 37 | 59,242 | 63,981 | 61,891 | 66,843 | 64,674 | 69,848 | 67,595 | 73,003 | 70,663 | 76,316 | 73,885 | 79,795 | 77,268 | 83,449 | 86,787 | 90,259 | 93,869 | 97,624 |
| 38 | 60,566 | 65,412 | 63,284 | 68,347 | 66,136 | 71,426 | 69,129 | 74,659 | 72,274 | 78,056 | 75,574 | 81,620 | 79,042 | 85,365 | 88,780 | 92,332 | 96,025 | 99,866 |
| 39 | 61,891 | 66,843 | 64,674 | 69,848 | 67,595 | 73,003 | 70,648 | 76,300 | 73,885 | 79,795 | 77,268 | 83,449 | 80,817 | 87,282 | 90,774 | 94,404 | 98,181 | 102,108 |
| 40 | 63,284 | 68,347 | 66,136 | 71,426 | 69,129 | 74,659 | 72,274 | 78,056 | 75,574 | 81,620 | 79,042 | 85,365 | 82,682 | 89,296 | 92,868 | 96,583 | 100,446 | 104,464 |
| 41 | 64,674 | 69,848 | 67,595 | 73,003 | 70,663 | 76,316 | 73,885 | 79,795 | 77,268 | 83,449 | 80,817 | 87,282 | 84,546 | 91,310 | 94,962 | 98,761 | 102,711 | 106,819 |
| 42 | 66,136 | 71,426 | 69,129 | 74,659 | 72,274 | 78,056 | 75,574 | 81,620 | 79,042 | 85,365 | 82,682 | 89,296 | 86,494 | 93,413 | 97,150 | 101,036 | 105,077 | 109,280 |
| 43 | 67,460 | 72,857 | 70,294 | 75,917 | 73,422 | 79,295 | 76,689 | 82,824 | 80,101 | 86,510 | 83,626 | 90,316 | 87,306 | 94,290 | 98,062 | 101,984 | 106,063 | 110,306 |
| 44 | 68,809 | 74,314 | 71,562 | 77,287 | 74,639 | 80,610 | 77,848 | 84,076 | 81,196 | 87,692 | 84,687 | 91,462 | 88,329 | 95,395 | 99,211 | 103,179 | 107,307 | 111,599 |
| 45 | 70,186 | 75,800 | 72,993 | 78,832 | 75,913 | 81,986 | 79,101 | 85,429 | 82,502 | 89,103 | 85,968 | 92,845 | 89,664 | 96,837 | 100,711 | 104,739 | 108,929 | 113,286 |
| 46 | 71,589 | 77,316 | 74,453 | 80,409 | 77,431 | 83,625 | 80,528 | 86,970 | 83,749 | 90,449 | 87,225 | 94,203 | 90,845 | 98,112 | 102,037 | 106,118 | 110,363 | 114,778 |
| 47 | 73,021 | 78,863 | 75,942 | 82,017 | 78,980 | 85,298 | 82,139 | 88,710 | 85,424 | 92,258 | 88,841 | 95,949 | 92,395 | 99,787 | 103,778 | 107,929 | 112,246 | 116,736 |
| 48 | 74,482 | 80,440 | 77,461 | 83,658 | 80,559 | 87,004 | 83,782 | 90,484 | 87,133 | 94,103 | 90,618 | 97,868 | 94,243 | 101,782 | 105,854 | 110,088 | 114,491 | 119,071 |
| 49 | 75,971 | 82,049 | 79,010 | 85,331 | 82,170 | 88,744 | 85,457 | 92,294 | 88,875 | 95,986 | 92,431 | 99,825 | 96,128 | 103,818 | 107,974 | 112,289 | 116,784 | 121,452 |

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*** An additional increment of 4% (12.486%) will be awarded after 20 years. of service with the District.

**** An additional increment of 4% (16.986%) will be awarded after 25 years. of service with the District.

Longevity increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

Retroactive to: July 1, 2021

Board approved: May 10, 2023

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: May 10, 2023

| | | | |
|------------------------------------|--|------------------------------|---|
| SUBJECT: | Human Resources Transactions | ATTACHMENT: Yes | |
| | | ENCLOSURE: None | |
| AGENDA ITEM: | Consent Item L | TYPE OF BOARD CONSIDERATION: | |
| RECOMMENDED BY: | <div style="text-align: right; color: blue; font-style: italic;">UP2</div> Mario Rodriguez, Executive Vice Chancellor, Finance and Administration | CONSENT/ROUTINE | X |
| | | FIRST READING | |
| APPROVED FOR CONSIDERATION: | <div style="text-align: right; color: blue; font-style: italic;">Brian King</div> Brian King, Chancellor | ACTION | |
| | | INFORMATION | |

RECOMMENDATION:

It is recommended that the Board of Trustees approve the Human Resources transactions on the attached pages.

MANAGEMENT

| |
|-----------------------|
| APPOINTMENT(S) |
|-----------------------|

| <u>Name</u> | <u>Subject/Position</u> | <u>Effective Date(s)</u> |
|---|--|--------------------------|
| | <u>Cosumnes River College</u> | |
| Hubbard, Kristian H. (M.B.A., Columbia Southern University) | Dean of Health and Human Services/Agriculture, Food and Natural Resources | 06/01/23 |
| | <u>District Office</u> | |
| Eitzman, Mariann (B.A., University of Oregon) | Regional Director (VII) of Philanthropy | 05/01/23 (Revised) |
| Flores, Victoria L. (M.S.W., University of California, Berkeley) | Dean of Student Wellness and Support Services – Step 5 | 06/05/23 |

| |
|---|
| APPOINTMENT(S) TO CATEGORICALLY FUNDED POSITION(S) |
|---|

| <u>Name</u> | <u>Subject/Position</u> | <u>Effective Date(s)</u> |
|---|--|--------------------------|
| | <u>Sacramento City College</u> | |
| Chavez-Hernandez, Rosana (M.A., California State University, Sacramento) | Hispanic Serving Institution (HSI) Grant Project Director (VII) | 10/01/23 – 09/30/24 |

| |
|--|
| APPOINTMENT(S) TO TEMPORARY POSITION(S) |
|--|

| <u>Name</u> | <u>Subject/Position</u> | <u>Effective Date(s)</u> |
|--|--|----------------------------------|
| | <u>Cosumnes River College</u> | |
| Hubbard, Kristian H. (M.B.A., Columbia Southern University) | Interim Dean of Health and Human Services/Agriculture, Food and Natural Resources | 08/15/23 – 05/31/23 (Revised) |
| | <u>District Office</u> | |
| Mora, Christopher P. (B.A., Union Institute) | Interim Police Captain | 05/01/23 – 10/31/23 |

MANAGEMENT

APPOINTMENT(S) TO TEMPORARY POSITION(S) Cont.

Sacramento City College

| | | |
|---|--|----------------------------------|
| Camarena, Sandra (M.S., University of California, Davis) | Interim Dean of Business Division | 07/08/22 – 12/31/23 (Revised) |
| Gomez, Tracey L. (Ed.D., Walden University) | Interim Director (V) of First Year Experience Plus | 01/01/23 – 04/18/23 (Revised) |
| Ikegami, Robin U. (Ph.D., University of Michigan) | Interim Vice President of Instruction | 07/01/22 – 12/31/23 (Revised) |
| Saks, Deborah L. (Ph.D., Indiana University) | Interim Associate Vice President of Instruction and College Initiatives | 07/01/22 – 12/31/23 (Revised) |

LEAVE(S) OF ABSENCE

| <u>Name</u> | <u>Subject/Position</u> | <u>Type</u> | <u>Effective Date(s)</u> |
|--------------------------------|--|-------------|--------------------------|
| <u>Sacramento City College</u> | | | |
| Chavez-Hernandez, Rosana | Hispanic Serving Institution (HSI) Grant Project Director (VII) | Maternity | 06/01/23 – 05/31/24 |

RESIGNATION(S)

| <u>Name</u> | <u>Subject/Position</u> | <u>Effective Date(s)</u> |
|-------------------------------|--------------------------------------|--------------------------|
| <u>American River College</u> | | |
| Stephenson, Jeffrey W. | Vice President of Student Services | 07/01/23 |
| <u>District Office</u> | | |
| Morales, Jesus M. | Director (V) of Planning Initiatives | 04/15/23 |

RETIREMENT(S)

| <u>Name</u> | <u>Subject/Position</u> | <u>Effective Date(s)</u> |
|---|---|--------------------------|
| <u>Cosumnes River College</u> | | |
| Lampano, Jinky Jay S.J. (After 19+ years of regular service) | Police Captain | 05/01/23 |
| <u>District Office</u> | | |
| Molina, Miguel P. (After 5+ years of regular service) | Special Projects Dean for FYE and Dual Enrollment | 07/01/23 |

FACULTY

APPOINTMENT(S) TO CATEGORICALLY FUNDED POSITION(S)

| <u>Name</u> | <u>Subject/Position</u> | <u>Effective Date(s)</u> |
|--|---|--------------------------|
| <u>Sacramento City College</u> | | |
| Sah, Tasneem K. (M.S., California State University, Sacramento) | College to Career Coordinator (50%) / Counselor (50%) | 07/01/23 – 06/30/24 |
| Stewart, Rachel R. (M.S., San Diego State University) | Workability III Coordinator (50%) / Counselor (50%) | 07/01/23 – 06/30/24 |

LEAVE(S) OF ABSENCE

| <u>Name</u> | <u>Subject/Position</u> | <u>Type</u> | <u>Effective Date(s)</u> |
|-------------------------------|--|-------------|----------------------------------|
| <u>American River College</u> | | | |
| Arcure, Amber L. | Nursing (Registered Nurse-RN) Assistant Professor-Medical/Surgical Focus, L.T.T | Medical | 01/12/23 – 05/24/23 |
| Ayala, Connie C. | Counselor | Medical | 03/17/23 – 04/28/23 |
| Urkofsky, Teresa E. | Hospitality Management Professor | Medical | 03/27/23 – 04/11/23 |
| Wilkerson, Asha B. | Legal Assisting Professor | Type C | 08/17/23 – 12/14/23 |
| Zarzana, Linda S. | Chemistry Professor | Type C | 08/17/23 – 05/16/24 |
| <u>Cosumnes River College</u> | | | |
| Feindert, Kerstin | English Professor | Medical | 02/13/23 – 05/31/23 (Revised) |

PRE-RETIREMENT WORKLOAD REDUCTION(S)

| <u>Name</u> | <u>Subject/Position</u> | <u>FTE</u> | <u>Effective Date(s)</u> |
|-------------------------------|-----------------------------|-----------------|--------------------------|
| <u>American River College</u> | | | |
| Unmack, Cynthia L. | Political Science Professor | From 1.0 to .80 | 08/17/23 – 05/30/28 |

RESIGNATION(S)

| <u>Name</u> | <u>Subject/Position</u> | <u>Effective Date(s)</u> |
|-------------------------------|------------------------------|--------------------------|
| <u>Cosumnes River College</u> | | |
| Sage, Leslie C. | Physical Education Professor | 06/30/23 |

FACULTY

RESIGNATION(S) - (CONTINUED)

| <u>Name</u> | <u>Subject/Position</u> | <u>Effective Date(s)</u> |
|-------------------|------------------------------------|--------------------------|
| | <u>District Office</u> | |
| Baulwin, Delia B. | CalWORKs District-Wide Coordinator | 04/14/23 |
| | <u>Sacramento City College</u> | |
| Gomez, Tracey | English Professor | 04/19/23 |

RETIREMENT(S)

| <u>Name</u> | <u>Subject/Position</u> | <u>Effective Date(s)</u> |
|---|--|--------------------------|
| | <u>American River College</u> | |
| Scott, Margaret L. (After 27 years of regular service) | Psychology Professor | 05/19/23 |
| Whipple, Pamela S. (After 9 years of regular service) | College Nurse | 07/01/23 |
| | <u>Folsom Lake College</u> | |
| Accooe, Reynando J. (After 8 years of regular service) | Administration of Justice Professor | 05/19/23 |
| Hansen, Mary F. (After 15+ years of regular service) | Health Center Nurse | 07/01/23 |
| Price, Yvonne E. (After 14+ years of regular service) | English Professor | 05/19/23 |
| | <u>Sacramento City College</u> | |
| Belair, Diane M. (After 19 years of regular service) | Counselor | 07/01/23 |
| Buonauro, John C. (After 9 years of regular service) | Mechanical Electrical Technology Professor | 05/19/23 |
| Wallace, Shanda L. (After 23 years of regular service) | Dental Hygiene Professor | 04/23/23 |

FACULTY

2023 – 2024 SABBATICAL AND PROFESSIONAL DEVELOPMENT LEAVE(S) – REVISIONS

The following is a revision from the Spring 2023 Sabbatical and Professional Development Leaves approved by the Board of Trustees on April 12, 2023.

Folsom Lake College

Type A Leave Time

The proposal has been revised for the following faculty members as indicated below:

| <u>Employee</u> | <u>Discipline</u> | <u>Percent</u> | <u>Semester</u> | <u>Annual FTE</u> |
|-----------------|-------------------|----------------|--|-------------------|
| Beck, Danielle | Psychology | 40.0 | Fall 2023 | .200 |
| | | 60.0 | Spring 2023 Spring 2024 | .300 |

**TEMPORARY, PART-TIME EMPLOYEES Spring 2023
American River College**

| <u>Name</u> | <u>Subject</u> | <u>FTE</u> |
|---------------------------|---------------------------|------------|
| Anaya,Dan A. | Computer Programming | 40 % |
| Barnard,Allie J | Registered Nursing | 9 % |
| Buckner,Mallory R. | Counselor | 37 % |
| Dang,Tina G. | Counselor | 32 % |
| Dedonder,Brian P. | Administration of Justice | 0 % |
| Harris ,Merridith R. | Administration of Justice | 0 % |
| Herman,Kathryn M. | Counselor | 29 % |
| Laird,Brian B. | Administration of Justice | 0 % |
| Miranda,Mee | Counselor | 8 % |
| Miranda,Mee | Counselor | 14 % |
| Parrish,Stephanie S. | Reading | 7 % |
| ** (A2) Petraru,Marius | Geography | 40 % |
| Plezia-Missler,Dorothy E. | Counselor | 3 % |
| Plezia-Missler,Dorothy E. | Counselor | 5 % |
| Regan,Debra Sue | Biology, General | 1 % |
| Simmons,Floyd Raymond | Administration of Justice | 0 % |
| Simmons,Floyd Raymond | Coordinator | 0 % |
| Smith,Carlos D. | Administration of Justice | 0 % |
| Stemmann,Karsten | Mathematics, General | 27 % |
| Tipton ,Crispin | Registered Nursing | 15 % |
| Torres,Alex | Computer Networking | 41 % |
| Voetsch,Brandon M | Administration of Justice | 0 % |
| Winston-Sandefur,Cotys E | Multimedia | 14 % |
| Woo,Harvey K | Administration of Justice | 0 % |

**TEMPORARY, PART-TIME EMPLOYEES Spring 2023
Cosumnes River College**

| <u>Name</u> | <u>Subject</u> | <u>FTE</u> |
|--------------------------|--------------------|------------|
| Gruber,Corey M. | English | 55 % |
| ** (A5) Homan,Steve P. | Music | 13 % |
| Knudsen,Mark James | Chemistry, General | 20 % |
| Logan,Jason K. | Sociology | 20 % |
| Mullerworth,Trudi Fields | English | 53 % |
| Possemato,Frank | English | 55 % |
| Schrumpf,David J. | History | 20 % |
| Stanphill,Cindy D. | English | 55 % |

**TEMPORARY, PART-TIME EMPLOYEES Spring 2023
Folsom Lake College**

| <u>Name</u> | <u>Subject</u> | <u>FTE</u> |
|--------------------------------|---|------------|
| Graham,Reginald A. | Commercial Music | 2 % |
| McCoy McField, Virginia L. | Commercial Music | 6 % |
| McCoy McFields ,Carlos Kenneth | Commercial Music | 29 % |
| Njoku,Portia Onyenachi | Commercial Music | 5 % |
| O'Connor,Christine M | Certified Nurse Assistant | 13 % |
| Osorio,Cecilia G. | Viticulture, Enology, and Wine Business | 28 % |
| Sanford,Jennifer K. | Human Services | 60 % |

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * = New Employee ** = Returning Employee
Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

**TEMPORARY, PART-TIME EMPLOYEES Spring 2023
Sacramento City College**

| <u>Name</u> | <u>Subject</u> | <u>FTE</u> |
|--------------------------|------------------------|------------|
| Angel,Jodelle R. | English | 14 % |
| Bailey,Amelita H. | Mathematics, General | 34 % |
| Dang,Tina G. | Counselor | 13 % |
| Dang,Tina G. | Counselor | 8 % |
| Goss,Jennifer | Dental Hygienist | 17 % |
| Hill,Deirdre R. | Counselor | 55 % |
| Kawaguchi ,Sophia K. | Nurse | 66 % |
| Prilepina,Tamara F. | Mathematics, General | 17 % |
| Roberts-Eccles,Debora C. | ESL Speaking/Listening | 20 % |
| Suy,Shaun | Counselor | 19 % |
| Swafford,Derek L. | Academic Guidance | 45 % |
| Zamarripa,Julio C | Academic Guidance | 40 % |
| Zamarripa,Julio C | Counselor | 15 % |

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Spring 2023
American River College**

| <u>Name</u> | <u>Subject</u> | <u>FTE</u> |
|-----------------------|---|------------|
| Fong,Angela J. | Counselor | 8 % |
| Gorre,Charissa E. | Administration of Justice | 40 % |
| Knirk,Brian D. | Restaurant and Food Services Management | 32 % |
| Lowrie,Angela C. | Applied Photography | 8 % |
| Nakada,Michael GS | Culinary Arts | 5 % |
| Nakada,Michael GS | Restaurant and Food Services Management | 20 % |
| Nazareno,Randy P. | Counselor | 14 % |
| Nowicki,Lazette V. | Registered Nursing | 19 % |
| Riley,Lonetta L. | Administration of Justice | 20 % |
| Ryther,Christopher T. | Paramedic | 13 % |
| Schuster,Randall O. | Drafting Technology | 53 % |

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Spring 2023
Cosumnes River College**

| <u>Name</u> | <u>Subject</u> | <u>FTE</u> |
|---------------------|---|------------|
| Avalos,Amy M. | Counselor | 1 % |
| Connally,Ryan | Other Engineering and Related Industrial Te | 30 % |
| Ellis,John J. | Other Engineering and Related Industrial Te | 7 % |
| McDowell,Stephen C. | Chemistry, General | 32 % |
| Russell,Michael W. | Chemistry, General | 6 % |
| Wadenius,Adam P. | Film Studies | 35 % |

**REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Spring 2023
Folsom Lake College**

| <u>Name</u> | <u>Subject</u> | <u>FTE</u> |
|-------------------|----------------------------|------------|
| Angove,Philip J. | Commercial Music | 23 % |
| Black,Jennifer H. | Accounting | 27 % |
| Swink,Mark L. | Health Education | 7 % |
| Swink,Mark L. | Emergency Medical Services | 17 % |

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. * =New Employee **=Returning Employee
Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

REGULAR EMPLOYEES - OVERLOAD ASSIGNMENTS Spring 2023

Sacramento City College

| <u>Name</u> | <u>Subject</u> | <u>FTE</u> |
|-------------------------|-----------------------------|------------|
| Dao,Binh C. | Chemistry, General | 48 % |
| Fellman,Melissa M. | Dental Hygienist | 10 % |
| Gould,Kelly L. | Administration of Justice | 40 % |
| Guzman,Sandra G. | Job Seeking/Changing Skills | 7 % |
| Kem-Rivera,Toladette | Counselor | 13 % |
| Kiel,Jeannette L.W. | Women's Studies | 20 % |
| Tuifua,Amelia S. | Academic Guidance | 53 % |
| Vargas-Onate,Jacqueline | Counselor | 10 % |

FTE appearing as 0% for the current or upcoming semester is pending determination of assignment / load. FTE in previous semesters will appear as 1% for assignments between 0% and 1%. *=New Employee **=Returning Employee
 Employees hired under equivalency criteria pursuant to Ed. Code Section 87359, Title V, Section 53430(a), and Board Policy 5123 will be identified as follows: A1;A3;A4;B1;B2;B3;B4=Experience / Education | A2 = Education | A5;B5 = Experience

C L A S S I F I E D

| APPOINTMENT(S) | | Assigned to | Effective Date(s) |
|----------------------------|--|-------------|-------------------|
| <u>Name</u> | <u>Position</u> | | |
| Hernandez Alfaro, Karla P. | Administrative Assistant I | FLC | 04/10/23 |
| Kurtsieitova, Zarema | Instructional Assistant – Early Childhood Education, 9 months | ARC | 08/14/23 |
| Lyatavskiy, Svyatoslav | Custodian | SCC | 04/10/23 |
| McGowan, Nicolas A. | College Safety Officer, 60% | DO | 05/01/23 |
| McLane, Jennifer K.T. | Digital Communications and Web Specialist – Web and Media Design | CRC | 05/08/23 |
| Payne, Ryan B. | Lead Instructional Assistant – English as a Second Language, 10 months | ARC | 04/24/23 |
| Plamadeala, Liliana | Student Personnel Assistant – Student Services | ARC | 04/17/23 |
| Reed, Linda | Counseling Clerk II | SCC | 05/01/23 |
| Rojas Gonzalez, Nayeli E. | Student Personnel Assistant – Student Services | SCC | 05/01/23 |
| Tahmahkera, Travis H. | Admissions/Records Evaluator I | FLC | 05/01/23 |
| Velazquez, Madelin A. | Student Personnel Assistant – Student Services | ARC | 04/17/23 |
| Welsh, Mark M. | Information Technology Business/ Technical Analyst II | DO | 05/09/23 |

| APPOINTMENT(S) LIMITED TERM | | Assigned to | Effective Date(s) |
|------------------------------------|----------------------------|-------------|--------------------------------|
| <u>Name</u> | <u>Position</u> | | |
| Dobson Bell, Anastacia | Student Support Specialist | FLC | 05/22/23-06/30/27 |
| Perez, Angelica | Student Support Supervisor | FLC | 03/03/23-06/30/27 |
| Quintana, Monserrat | Student Support Specialist | CRC | 03/20/23-08/31/27 (Revised) |

C L A S S I F I E D

| PROMOTION(S) | | | |
|-------------------------|--|------------------------|------------------------------|
| <u>Name</u> | <u>New Position (Current Position)</u> | <u>Assigned to</u> | <u>Effective Date(s)</u> |
| Herzog, Renold E. | Lead Maintenance Electronic/Alarm Technician (Maintenance Electronic/Alarm Technician | FM FM) | 04/17/23 |
| Rodriguez, Rebeca | Administrative Assistant II (Administrative Assistant I | SCC SCC) | 04/17/23 |
| Saucedo, Stephanie D.G. | Administrative Assistant III (Account Clerk III | ARC ARC) | 04/03/23 |

| PROMOTION(S) LIMITED TERM | | | |
|----------------------------------|---|------------------------|------------------------------|
| <u>Name</u> | <u>New Position (Current Position)</u> | <u>Assigned to</u> | <u>Effective Date(s)</u> |
| Hein, Wendy S. | Student Support Specialist (Student Personnel Assistant – Counseling | FLC ARC) | 05/15/23-06/30/27 |
| Lee, Ka P. | Student Support Supervisor (Student Support Specialist | CRC CRC) | 04/17/23-06/30/27 |

| REASSIGNMENT(S)/TRANSFER(S) | | | |
|------------------------------------|---|------------------------|------------------------------|
| <u>Name</u> | <u>New Position (Current Position)</u> | <u>Assigned to</u> | <u>Effective Date(s)</u> |
| Geisser, Elizabeth C. | Student Personnel Assistant – Student Services (Instructional Assistant – Writing/English/ Reading, 10 months | ARC ARC) | 04/10/23 |
| Love, Derek T. | Senior Information Technology Technician - Lab/Area Microcomputer Support (Senior Information Technology Technician – Lab/Area Microcomputer Support | CRC FLC) | 05/08/23 |
| Tinoco, Anna R. | Administrative Assistant I, 50% (Administrative Assistant I, 100% | SCC CRC) | 05/01/23 |

C L A S S I F I E D

| RECLASSIFICATION(S) | | | |
|----------------------------|--|------------------------|------------------------------|
| <u>Name</u> | <u>Proposed Position (Current Position)</u> | <u>Assigned to</u> | <u>Effective Date(s)</u> |
| Bachinsky, Vasily | Media Systems/Resources Technician II (Media Systems/Resources Technician I | CRC CRC) | 04/07/23 |
| Gonzalez, Jessie D. | Lead Laboratory Technician - Science (Laboratory Technician – Science | CRC CRC) | 03/10/23 |
| Larsen, Amber M. | Operations Technician (Maintenance Operations Clerk | CRC CRC) | 10/25/22 |
| Lozano, Karla R. | Student Support Specialist (Student Personnel Assistant – Extended Opportunity Programs & Services | FLC FLC) | 11/30/22 |
| Palomares, Karen | Student Support Specialist (Student Personnel Assistant – Extended Opportunity Programs & Services | FLC FLC) | 11/30/22 |
| Thornton, Crystal J. | Curriculum Specialist (Instructional Services Assistant II | SCC SCC) | 01/23/23 |

| RESIGNATION(S) | | | |
|------------------------|--|------------------------|------------------------------|
| <u>Name</u> | <u>Position</u> | <u>Assigned to</u> | <u>Effective Date(s)</u> |
| Adams, Angela S. | Admissions/Records Clerk III | ARC | 04/15/23 |
| Blevis, Matthew A. | Campus Operations Supervisor | ARC | 04/22/23 |
| Gutierrez, Samantha S. | Administrative Assistant III | CRC | 04/22/23 |
| Moates, Rachel J. | Instructional Assistant – Art, Media & Entertainment, 9 months | CRC | 05/20/23 |
| Moise, Nicole | Instructional Assistant – Campus Computer Laboratory, 10 months | ARC | 04/01/23 |
| Osorio, Eduardo C. | Admissions/Records Evaluator I | SCC | 04/29/23 |
| Reyes, Cesar R. | Administrative Assistant I | ARC | 04/15/23 |
| Wong, Sei Ling Q. | Administrative Assistant II | CRC | 04/15/23 |

CLASSIFIED

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|----------------------|
| RETIREMENT(S) |
|----------------------|

| <u>Name</u> | <u>Position</u> | <u>Assigned to</u> | <u>Effective Date(s)</u> |
|------------------|---|--------------------|--------------------------|
| Boles, Darla W. | Counseling Clerk I (After 8+ years of regular service) | ARC | 04/29/23 |
| Conver, James H. | Custodian (After 9+ years of regular service) | SCC | 09/01/23 |

| |
|---|
| Temporary Classified Employees Education Code 88003 (Per AB 500) <i>The individuals listed below are generally working in short term, intermittent or interim assignments during the time frame designated,</i> |
|---|



| <u>Name</u> | <u>Title</u> | <u>Effective Date</u> | <u>End Date</u> |
|---|-----------------------------|-----------------------|-----------------|
| <u>American River College</u> | | | |
| Avery-Stovel, Gloria P. | Counseling Clerk I | 04/04/2023 | 06/30/2023 |
| Barone, Caleb Michael | Special Projects | 11/08/2022 | 06/30/2023 |
| Brace, Rochelle L.Y. | Assistant Coach | 03/25/2023 | 06/30/2023 |
| Crowell, Ethan A. | Counseling Clerk II | 03/20/2023 | 06/30/2023 |
| Freeman, Sally J. | Special Projects | 03/08/2023 | 06/30/2023 |
| Huell, Shalin D. | Art Model | 03/13/2023 | 06/30/2023 |
| Jeji, Niveen F. | Clerk I | 03/25/2023 | 06/30/2023 |
| Jimenez, Antonio M. | Special Projects | 03/03/2023 | 06/30/2023 |
| Lewis, Samantha M. | Student Support Specialist | 04/06/2023 | 06/30/2023 |
| Othman, Tara A. | Counseling Clerk I | 03/06/2023 | 06/30/2023 |
| Sarai, Tegbir S. | Counseling Clerk II | 02/25/2023 | 06/30/2023 |
| Shams, Sunbul | Counseling Clerk I | 03/25/2023 | 06/30/2023 |
| Siperstein-Cook, Courtney M. | Instructional Assistant | 03/24/2023 | 06/30/2023 |
| Willis, Sarah D. | Counseling Clerk II | 04/03/2023 | 06/30/2023 |
| <u>Cosumnes River College</u> | | | |
| Le, Aaron | Clerk II | 04/10/2023 | 06/30/2023 |
| Luckett-Flowers, Darell J. | Student Personnel Assistant | 04/27/2023 | 06/30/2023 |
| Williams, Sophia F. | Clerk I | 03/27/2023 | 06/30/2023 |
| <u>District Office / Business and Economic Development Center / Facilities Management / Police Services</u> | | | |
| Miller, Ezekiel D. | Campus Patrol | 03/28/2023 | 06/30/2023 |
| Szepesi, Richard F. | Student Personnel Assistant | 04/11/2023 | 06/30/2023 |
| Williams, Ariana M. | Special Projects | 04/18/2023 | 06/30/2023 |
| <u>Folsom Lake College</u> | | | |
| Cadigan, Daria Atriaseva | Special Projects | 04/25/2023 | 06/30/2023 |
| Khang, Amy | Clerk III | 04/25/2023 | 06/30/2023 |
| MacPhail, Dorothy E. V. | Assistant Coach | 04/03/2023 | 06/30/2023 |
| Taylor, Jenelle | Administrative Asst. I | 04/25/2023 | 06/30/2023 |
| Wells, Natalie J. | Laboratory Technician | 04/25/2023 | 06/30/2023 |

| <u>Name</u> | <u>Title</u> | <u>Effective Date</u> | <u>End Date</u> |
|--------------------------------|----------------------------|-----------------------|-----------------|
| <u>Sacramento City College</u> | | | |
| Coulter, Melissa E. | Clerk II | 04/17/2023 | 06/30/2023 |
| Deleon, Charlotte Joyce L. | Clerk I | 04/25/2023 | 06/30/2023 |
| Douglas, Tryphena L. | Special Projects | 03/27/2023 | 06/30/2023 |
| Garcia, Ricardo | Special Projects | 04/25/2023 | 06/30/2023 |
| Harmon, Christa M. | Clerk II | 04/10/2023 | 06/30/2023 |
| Llamas, Isabella O. | Student Support Specialist | 03/25/2023 | 06/30/2023 |
| Nguyen, Vutu D. | Special Projects | 04/17/2023 | 06/30/2023 |
| Ramirez, Alondra | Special Projects | 04/25/2023 | 06/30/2023 |
| Strong, Racine M. | Special Projects | 03/30/2023 | 06/30/2023 |
| Tabor, Emeseb T. | Clerk II | 04/03/2023 | 06/30/2023 |

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: May 10, 2023

| | | | |
|------------------------------------|--|------------------------------|---|
| SUBJECT: | Board Policy Amendments: P-8912 Campus Police and Safety Services | ATTACHMENT: Yes | |
| | | ENCLOSURE: None | |
| AGENDA ITEM: | First Reading Item A | TYPE OF BOARD CONSIDERATION: | |
| RECOMMENDED BY: | Jacob Knapp, General Counsel  | CONSENT/ROUTINE | |
| | | FIRST READING | X |
| APPROVED FOR CONSIDERATION: | Brian King, Chancellor  | ACTION | |
| | | INFORMATION | |

BACKGROUND:

On October 25, 2022, the Board of Governors of the California Community Colleges filed revisions to Title 5 of the California Code of Regulations related to Campus Climate and Public Safety with the Secretary of State. These regulations apply to all public safety services and public safety personnel at community college districts statewide. The State Chancellor’s Office released a memo in February of 2023 clarifying that local community college districts are expected to review and update local policies and procedures to address the new Title 5 public safety requirements by May of 2023. The proposed Policy 8912, Campus Police and Safety Services, is intended to address these changes in law. Both the proposed Policy 8912 and the associated administrative regulation, R-8912, have already been vetted through the Chancellor’s Cabinet process at Chancellor’s Cabinet meetings in March and April of 2023.

STATUS:

The proposed Policy, if adopted, would require campus police to adhere to community-based policing principles and evidence based policing practices. It would establish a Public Safety Advisory Committee to make recommendations on campus police and safety services to the Chancellor and Board at least annually. The policy, if adopted, would require the Chancellor to establish a “Public Safety Compact” with stakeholders to establish the district’s requirements for delivery of public safety services at District campuses and facilities. The proposed policy includes other requirements for District public safety services, as required by Title 5, including regular training on methods of community policing, cultural responsibility, conflict avoidance, and de-escalation, a prohibition on the purchase of military equipment unless authorized by the Board, and the provision of routine mental health services for campus police and safety personnel.

The associated Administrative Regulation (R-8912) is not before the Board for consideration, but is attached to provide the Board of Trustees with additional information and context.

RECOMMENDATION:

The proposed Board Policy 8912, Campus Police and Safety Services, is presented to the Board for a first reading.

1.0 Campus Police and Safety Services

- 1.1 The Board is committed to fostering safe and secure work and learning environments. The Los Rios Police Department has the primary authority for providing police and safety services to District campuses and facilities, including the investigation of criminal activity, and in doing so shall adhere to community policing principles and evidence-based policing practices.
- 1.2 The Chancellor shall ensure that the District establishes a Public Safety Compact with community college stakeholders, including campus public safety officials, and ensure that it is posted or otherwise made available. The Public Safety Compact shall establish the requirements for the delivery of public safety related services on District campuses and facilities including:
 - 1.2.1 The respective roles and responsibilities of management, faculty, campus police and security officers, mental health and social services workers, crisis counselors, and community non-profits;
 - 1.2.2 A requirement that public safety personnel offer contact information to individuals who are stopped or otherwise subject to police or security officer-initiated interaction; and
 - 1.2.3 A process to encourage individuals who have interacted with campus public safety personnel to submit a response related to the interaction.
- 1.3 The Chancellor shall create a District Public Safety Advisory Committee (Advisory Committee) that makes recommendations to the Chancellor and reports to the Board at least annually on campus police and safety services. Information and documents relevant to the development of recommendations by the Advisory Committee shall be produced to the Chancellor and disclosed upon request consistent with the California Public Records Act (Government Code Section 6250 *et seq.*).
- 1.4 To support the development of community policing practices, The Chancellor, or designee, shall:
 - 1.4.1 Require campus police and security officers to participate in regular training related to the conduct and methods of community policing, anti-bias, cultural responsibility, conflict avoidance, and de-escalation;
 - 1.4.2 Provide campus police and security officers routine mental health services, and prompt referral to crisis counseling following any critical incident;
 - 1.4.3 Require in the hiring, retention, and promotion of campus police and security officers a demonstrated commitment to policing with a “guardian” rather than a “warrior” mindset;
 - 1.4.4 Prohibit the District or any affiliated organization from purchasing military equipment, unless authorized by the Board following standards required by law for the purchase of equipment for police agencies made with public funds; and

-
- 1.4.5 Require campus police and security officers to attend and participate in campus activities not involving a “police response” or other formal public safety-related activities, such as participating in student events when invited, in town halls, convocations, and other similar events where informal or social interactions with other campus stakeholders is possible.

LRCCD

Policy Adopted:

Policy Revised:

Policy Reviewed:

Adm. Regulation: R-8912

1.0 Statement of Purpose

This regulation is to ensure the application of community and evidence-based policing models, and effective faculty, staff, and student participation in the governance of public safety services, including campus policing and security. Public safety services must adhere to principles of diversity, equity, inclusion, and accessibility, and in particular advance access to education, educational equity, and opportunities for student success by creating safe, secure, peaceful, and inclusive campus environments in which all persons may fully develop their individual potential without fear or undue risk of physical or emotional harm.

1.1 Definitions:

- 1.1.1 **Campus** – Locations on or near the campus of the community college and on or near other grounds or properties owned, operated, controlled, or administered by a community college district or by the state acting on behalf of a community college.
- 1.1.2 **Campus police officer** – A sworn peace officer employed by a campus police department, or by a local law enforcement agency, to provide public safety services on a community college campus.
- 1.1.3 **Campus security officer** – A person employed to provide security services as defined by Education Code section 72330.5, subdivision (c), on a community college campus.
- 1.1.4 **Campus police department** – A police department operated by a community college district pursuant to Education Code Section 72330.
- 1.1.5 **Campus Stakeholders** – Students, faculty, classified staff, and administrators, including public safety personnel.
- 1.1.6 **Commission** – The Peace Officer Standards and Training Commission.
- 1.1.7 **Community policing** – A philosophy that involves three principal elements:
 - 1.1.7.1 Collaborative partnerships between police and those they serve to develop solutions to problems and increase trust in police;
 - 1.1.7.2 Organizational transformation to align management, structure, personnel, and data systems to support partnerships and proactive problem solving; and
 - 1.1.7.3 Proactive engagement and systematic examination of problems to develop and evaluate effective responses.
- 1.1.8 **District Public Safety Advisory Committee (Advisory Committee)** – A committee formed by The Chancellor, or designee, with representatives from all constituent groups tasked with developing a Public Safety Compact and monitoring progress of community policing principles, among other charges.
- 1.1.9 **Equity** – The consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment.

- 1.1.10 **Evidence-based policing** – An approach to the development of effective policing practices that involves ongoing evaluation of police agencies, units, and officers to connect the best available research to the implementation of public safety guidelines and practices to improve outcomes and to allow public safety agencies to move beyond reactive, response-driven approaches.
- 1.1.11 **Local law enforcement agency** – The city or county law enforcement agency with operational responsibility for police services in the community in which a campus is located.
- 1.1.12 **Public safety personnel** – Campus police and security officers, and other first responders, including mental health and social services workers, crisis counselors, dispatchers, and others employed to provide related services on a community college district campus, including related support staff.
- 1.1.13 **Public safety services** – Law enforcement, security, emergency response, mental health, social services, crisis counseling, and other related services.
- 1.1.14 **Sustained finding** – A final determination by an investigative agency, commission, board, hearing officer, or arbitrator following an investigation and opportunity for an administrative appeal pursuant to Government Code Sections 3304 and 3304.5, or equivalent process, that the actions of a peace officer were found to violate law or department policy.
- 1.1.15 **Underserved communities** – Populations sharing a particular characteristic, as well as geographic communities, that have been systematically denied a full opportunity to participate in aspects of economic, educational, social, and civic life, such as Black, Latino, and indigenous and Native American persons, Asian Americans and Pacific Islanders, and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQIA+) persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.

2.0 Campus Policing and Student Success

- 2.1 Los Rios Police Department (LRPD) will adhere to the community policing principles and evidence-based policing practices.
- 2.2 LRPD will have a “Public Safety Compact” developed with community college stakeholders, including LRPD sworn officers, that establishes the District’s requirements for the delivery of public-safety related services on campus, including the respective roles and responsibilities of administrators, faculty, campus police, mental health and social services workers, crisis counselors, community non-profits, and other related service providers in responding to the public safety needs of the campus. The compact will be posted or otherwise made available to the campus community.

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- 2.3 The Chancellor, or designee, shall form a District Public Safety Advisory Committee (Advisory Committee). The Advisory Committee may make recommendations to the Chancellor and Board related to District policies governing campus public safety services.
- 2.3.1 Advisory Committee recommendations may relate to the following subject matter areas: budgets and fund allocations, governance, and public safety policies and practices related to classroom response practices, complaints, investigations, crisis response, detention, discipline, firearms, handcuffing, promotion, recruitment and hiring, restorative justice programs, retention, training, uniforms and attire, use of force, welfare checks, and other related subjects deemed appropriate by the Board or the Advisory Committee.
- 2.3.2 Documents relevant to the development of recommendations by the District Advisory Committee shall be disclosed and made available to interested parties. Advisory Committee recommendations shall be provided to The Chancellor, or designee, and be reported to the Board at regularly noticed meetings.
- 2.3.3 The Advisory Committee shall be composed of campus stakeholder representatives, and The Chancellor, or designee, shall engage in active efforts to recruit Advisory Committee members from historically underserved groups.
- 2.4 Public safety personnel shall offer contact information to individuals who are stopped or otherwise subject to a police officer-initiated interaction, in accordance with applicable laws, except where doing so would pose a safety risk;
- 2.5 To further the development of evidence-based practices, the Advisory Committee shall develop a process to encourage individuals who have interacted with campus public safety personnel to submit to the District a response related to the interaction. The process shall:
- 2.5.1 solicit responses regarding the individual's perception of the interaction and district's public safety practices;
- 2.5.2 provide to the Advisory Committee, an aggregated summary or otherwise anonymized version of the responses received;
- 2.5.3 allow for the anonymous submission of responses;
- 2.5.4 prohibit any retaliation against a responder, including a prohibition against the use of a response in any disciplinary proceeding against the responder; and
- 2.5.5 provide an accessible method for all individuals to provide responses.
- 2.6 The process described in section 2.5 above shall be separate from any disciplinary or personnel proceeding. Responses received and information gathered shall not be used in connection with any disciplinary proceeding against campus public safety personnel, including a peace officer disciplinary proceeding under Penal Code 832.5. Information, data, and records developed under this process shall not be maintained in any personnel file.

3.0 Campus Police, Community Policing, and Evidence-Based Practices

- 3.1 The LRPD and any local law enforcement agency that contracts with the District for public safety services, must participate in Commission programs. Campus police officers must be certified by the Commission.
- 3.2 To support the development of community policing practices, the District shall:
 - 3.2.1 Require campus police and security officers to participate in regular training related to the conduct and methods of community policing, anti-bias, cultural responsibility, conflict avoidance, and de-escalation;
 - 3.2.2 Provide campus police and security officers routine mental health services, and prompt referral to crisis counseling following any critical incident;
 - 3.2.3 Require in the hiring, retention, and promotion of campus police and security officers a demonstrated commitment to policing with a “guardian” rather than a “warrior” mindset;
 - 3.2.4 Prohibit the colleges or foundations from purchasing military equipment, unless authorized by the Board following standards required by law for the purchase of equipment for police agencies made with public funds; and
 - 3.2.5 Require campus police and security officers to attend and participate in campus activities not involving a “police response” or other formal public safety-related activities, such as participating in student events when invited, in town halls, convocations, and other similar events where informal or social interactions with other campus stakeholders is possible.
- 3.3 To support the development of evidence-based practices, campus public safety services shall:
 - 3.3.1 Record policing data metrics, including key performance indicators;
 - 3.3.2 Track data related to traffic stops and other officer-initiated contacts, in accordance with applicable laws; and
 - 3.3.3 Conduct stakeholder climate surveys focused on campus public safety services.
 - 3.3.4 Be equipped with body cameras, which shall be recording throughout any policing response, including all calls for service.
- 3.4 The Chancellor, or designee, shall:
 - 3.4.1 Publish the scope of the data and metrics required by section 3.3 and the timing and manner of their reporting;
 - 3.4.2 Share development in policing practices, including innovations in technology; and
 - 3.4.3 Support the acquisition of equipment by the colleges to advance the purposes of this regulation.

4.0 Employment of Campus Public Safety Personnel

- 4.1 The employment of campus public safety personnel will be subject to statewide equal employment opportunity and District employment regulations.
- 4.2 District recruiting materials must prominently indicate that applicants for a campus public safety personnel position will be required to demonstrate a commitment to diversity, equity, and inclusion principals. The evaluation of public safety personnel during their term of employment shall include consideration of the employee's commitment to these principles and to their contributions to student success.
- 4.3 Applicants who obtain a degree in modern policing from a California community college shall receive a hiring preference over other similarly qualified applicants for a position as a campus police officer.
- 4.4 Campus police and security officers shall receive community college-specific training as required by the law, and as made available by the Commission. The District shall make any campus climate and public safety trainings or materials developed by the California Community Colleges Chancellor's Office available to its public safety personnel.
- 4.5 The District shall not hire as a campus police officer an individual with any sustained finding related to moral turpitude, harassment, discrimination, retaliation, abuse of authority or power, excessive use of force, or other misconduct incompatible with the role of a campus police officer under the requirements of, and District policies and regulations. The District shall review records related to the current or prior employment of campus police and security officers to the full extent authorized by law.

LRCCD

Policy Adopted: 4/24/2023
Policy Revised:
Policy Reviewed:
Board Policy: P-8912

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: May 10, 2023

| | | | |
|------------------------------------|--|------------------------------|---|
| SUBJECT: | Five Year Capital Outlay Plan | ATTACHMENT: Yes | |
| | | ENCLOSURE: Five Year Plan | |
| AGENDA ITEM: | First Reading Item B | TYPE OF BOARD CONSIDERATION: | |
| RECOMMENDED BY: | Mario Rodriguez, Executive Vice Chancellor, Finance and Administration | CONSENT/ROUTINE | |
| | | FIRST READING | X |
| APPROVED FOR CONSIDERATION: | Brian King, Chancellor <i>Brian King</i> | ACTION | |
| | | INFORMATION | |

BACKGROUND:

The State Chancellor’s Office has a prescribed capital outlay process and calendar for requesting State funds for capital outlay projects. Each year the District must file a Five Year Capital Outlay Plan which lists all proposed projects, whether State funded or not. Final Project Proposals (FPPs), which are prepared to request State funding for projects listed in the Five Year Capital Outlay Plan, are also to be submitted with the Five Year Capital Outlay Plan each year. This information is due to the State Chancellor’s Office by July 3, 2023.

Although a district may qualify for State funding, all districts are competing with each other for the limited funds available. Facility capacity/load ratios (enrollment growth) and local contribution of funds are key elements in the State’s prioritization of funding capital projects.

STATUS:

In November 2016 Proposition 51 was passed authorizing \$7 billion in general obligation bonds from the State. These funds are approaching full expenditure and have resulted in the construction of multiple facilities around the District. In February 2020 the State was unsuccessful in passing a new bond measure leaving the capital outlay process in an unfunded status. Regardless of the State’s capital outlay status, the District continues to participate in the capital outlay process in the hopes that future bond measures will be passed allowing participation to resume. Additionally, due to the failure of the District’s local bond measure in 2020 and the requirement of a local contribution to obtain State funding, there will be no FPP’s submitted this year. The plan does, however, anticipate a future State and local bond and the timing of projects so that these funds can be combined and maximized.

This report is the first reading of the draft Five Year Capital Outlay Plan the Board will be asked to approve on June 14, 2023. The attached executive summary describes the Five Year Capital Outlay Plan and a Draft of this year’s Five Year Capital Outlay Plan has been distributed to Board Members.

RECOMMENDATION:

This item is presented to the Board of Trustees for first reading. The final Five Year Capital Outlay Plan will be brought to the Board at June 14, 2023 for action.

**State Five Year Capital Outlay Plan
And
Final Project Proposals**

Executive Summary

State Five Year Construction Plan:

The basic intent and purpose of the Plan is to analyze enrollment forecasts and determine the amount and type of spaces that will be needed to meet increases changes in enrollment and changes in the educational program. The Plan is used to determine overall estimated costs and identify possible funding sources.

The major components of the Plan are: forecasted student load (enrollment/WSCH), facilities capacity to handle load, proposed new space, proposed modernizations and possible funding sources. The first three components are compiled into “capacity/load ratios”. Capacity/load ratios represent, as a percentage, the facilities capacity to handle forecasted student load (or demand). These capacity/load ratios are the primary tool used by the State to determine which projects will be approved. Also, the State has a priority system which causes districts to compete against each other to offer the State the least cost alternative. Because of this, most projects have a local contribution indicated. The local contribution is intended to make our projects more competitive for limited State funding.

This year’s State Five Year Capital Outlay Plan lists 43 projects, comprised mainly of modernization projects.

Possible Sequencing of State Funded Projects

In November 2016, the voters passed Proposition 51 authorizing \$7 billion in general obligation bonds for new construction and modernization of K–12 public school facilities; charter schools and vocational education facilities; and \$2 billion for California Community Colleges facilities. This influx of bond dollars allowed for a significant amount of FPPs to be funded. Proposition 51 currently contributes funding to several District projects in process.

However, due to no further State or local bond funds being available, there will be no FPP’s submitted this year.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: May 10, 2023

| | | | |
|------------------------------------|--|------------------------------|--------------------------|
| SUBJECT: | Resolution No. 2023-08: Recognizing Classified Employees | ATTACHMENT: Yes | |
| | | ENCLOSURE: None | |
| AGENDA ITEM: | Action Item A | TYPE OF BOARD CONSIDERATION: | |
| RECOMMENDED BY: | Brian King, Chancellor <i>Brian King</i> | CONSENT/ROUTINE | <input type="checkbox"/> |
| | | FIRST READING | <input type="checkbox"/> |
| APPROVED FOR CONSIDERATION: | Brian King, Chancellor <i>Brian King</i> | ACTION | X |
| | | INFORMATION | <input type="checkbox"/> |

STATUS:

Pursuant to Education Code § 88270, a resolution has been prepared to recognize the contributions that classified employees make to the Los Rios Community College District educational community.

RECOMMENDATION:

It is recommended that the Board of Trustees adopt Resolution No. 2023-08 recognizing classified staff contributions to the District.

LOS RIOS COMMUNITY COLLEGE DISTRICT

American River ▪ Cosumnes River ▪ Folsom Lake ▪ Sacramento City Colleges

RESOLUTION

№ 2023-08

RECOGNIZING CLASSIFIED EMPLOYEES

WHEREAS, the Los Rios Community College District employs over 2,000 classified employees in diverse areas of professional support from accounting and fiscal services, clerical and administrative support, to specialized areas in human resources, information technology and telecommunications, campus security and emergency services, health care, food services, grounds keeping, custodial services, energy and utility resources, engineers and electrical maintenance, construction and facilities management, and food service workers; and

WHEREAS, the third week of May has been recognized as Classified School Employee Week; and

WHEREAS, classified staff endeavors and support are critical to the District's ongoing strategic plan framework of vision, mission, and values for developing, maintaining and promoting organizational effectiveness, community, economic and workforce development and student success: Now, therefore,

BE IT RESOLVED that the Board of Trustees of the Los Rios Community College District extends sincere appreciation to all classified staff districtwide for their unparalleled service, notable enthusiasm, distinguished professionalism, and ongoing remarkable contributions to our entire District and college service communities.

PASSED AND ADOPTED as Los Rios Community College District Resolution № 2023-08 this tenth day of May, 2023, by the following called vote:

| | | |
|------|------|--------|
| AYES | NOES | ABSENT |
|------|------|--------|

John Knight, Board President

Attest:

Brian King
Chancellor and Secretary to the Board

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: May 10, 2023

| | | | |
|------------------------------------|--|------------------------------|---|
| SUBJECT: | American River College President Employment Agreement | ATTACHMENT: None | |
| | | ENCLOSURE: None | |
| AGENDA ITEM: | Action Item B | TYPE OF BOARD CONSIDERATION: | |
| RECOMMENDED BY: | Mario Rodriguez, Executive Vice Chancellor, Finance and Administration <i>MR</i> | CONSENT/ROUTINE | |
| | | FIRST READING | |
| APPROVED FOR CONSIDERATION: | Brian King, Chancellor <i>Brian King</i> | ACTION | X |
| | | INFORMATION | |

BACKGROUND:

In December 2022, American River College President Melanie Dixon resigned. An Interim President was appointed while a comprehensive nationwide search process for a new President was conducted in Spring 2023, resulting in a final recommendation by the Chancellor.

STATUS:

Upon completion of the inclusionary search process, it is recommended that Dr. Daria Lisa Cardoza be appointed as President of American River College. Dr. Cardoza is exceptionally qualified for this position and brings a wealth of experiences in a variety of different capacities within higher education. Most recently, she served as the Vice President for University Advancement at California State University, Sacramento and Executive Officer for The University Foundation at Sacramento State, where she led record-setting fundraising efforts for the University.

She previously served as Sac State President Robert Nelsen’s Chief of Staff, and also as the University’s Interim Vice President of Human Resources. Before arriving in Sacramento, Lisa worked at The University of Texas-Pan American (UTPA) in the areas of outreach and college access, enrollment and student services, governmental relations and as Chief of Staff.

Lisa earned both her Bachelors and Masters Degrees at Stanford University, and her Doctorate in Educational Leadership at the University of Texas Rio Grande Valley. The material terms of the recommended contract for Dr. Garcia include:

- A term of July 15, 2023, to June 30, 2024
- A salary of \$253,571.58, including 15-year longevity
- Health and welfare benefits
- Allowance of \$550/month for auto



RECOMMENDATION:

It is recommended that the Board of Trustees approve the hiring of Dr. Daria Lisa Cardoza as President of American River College, including the material terms outlined above.

LOS RIOS COMMUNITY COLLEGE DISTRICT

PRESENTED TO BOARD OF TRUSTEES

DATE: May 10, 2023

| | | | |
|------------------------------------|---|------------------------------|-------------------------------------|
| SUBJECT: | Strategic Enrollment Management Update | ATTACHMENT: None | |
| | | ENCLOSURE: None | |
| AGENDA ITEM: | Information Item A | TYPE OF BOARD CONSIDERATION: | |
| RECOMMENDED BY: |  Jamey Nye, Deputy Chancellor | CONSENT/ROUTINE | <input type="checkbox"/> |
| | | FIRST READING | <input type="checkbox"/> |
| APPROVED FOR CONSIDERATION: |  Brian King, Chancellor | ACTION | <input type="checkbox"/> |
| | | INFORMATION | <input checked="" type="checkbox"/> |

BACKGROUND:

Members of the Board of Trustees have identified Strategic Enrollment Management (SEM) to maximize college access for all students as a key goal within the Los Rios Community College District. The Board has requested regular updates on SEM data, planning, initiatives, and strategies.

STATUS:

This information item will highlight ongoing Strategic Enrollment Management (SEM) planning and efforts across the Los Rios Community College District with a focus on expanding college access and achieving our SEM indicators of achievement targets.

RECOMMENDATION:

This item is presented for the Board of Trustees information and discussion.