

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 • Note: 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	CONSENT/ROUTINE	X
APPROVED FOR CONSIDERATION:	Brian King, Chancellor	FIRST READING	
		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 №	Change Amount	Change Number	Vendor	New Contract Total

21001	\$179,228.00	5	John F. Otto, Inc.	\$19,896,082.55
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BID AWARDS					
Bid No	Description	No 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 			
<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 	CRC	\$3,500	UP-LIFT CA Consortium
<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	\$10,732	Congressional Office of International Leadership
<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	\$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: Rose Giordano, Dean, Education and Health Professions 	SCC	\$35,949	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, Ohlone 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
APPROVED FOR CONSIDERATION:	 Brian King, Chancellor	FIRST READING	
		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:	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	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	<u>146,550,386</u>	<u>146,550,008</u>
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	<u>425,720,969</u>	<u>291,334,755</u>
SPECIAL PROGRAMS	<u>299,023,576</u>	<u>191,644,400</u>
TOTAL REVENUE AND TRANSFERS IN	<u>724,744,545</u>	<u>482,979,155</u>
TOTAL REVENUE, TRANSFERS AND BEGINNING FUND BALANCE	<u>\$ 871,294,931</u>	<u>\$ 629,529,163</u>
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	<u>835,108,980</u>	<u>356,620,024</u>
ENDING FUND BALANCE		
Uncommitted	29,471,547	
Committed	4,749,728	
Restricted	1,964,676	
TOTAL ENDING FUND BALANCE	<u>36,185,951</u>	
TOTAL APPROPRIATIONS/EXPENDITURES AND ENDING FUND BALANCE	<u>\$ 871,294,931</u>	

**CALIFORNIA COMMUNITY COLLEGES
CHANCELLOR'S OFFICE**

Quarterly Financial Status Report, CCFS-311Q
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)

		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?

This year?
Next year?

NO
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 Chancellor, Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Brian King, Chancellor <i>Brian King</i>	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:

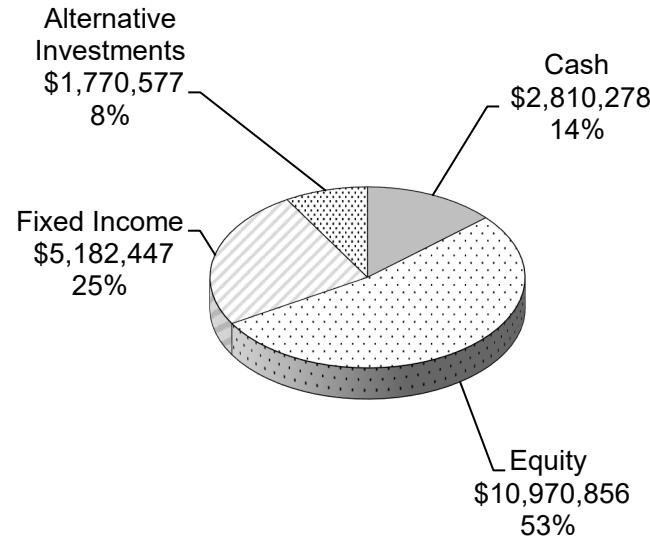
It is recommended that the Board of Trustees receive the Foundation Quarterly Investment Report for the quarter ended March 31, 2023.

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

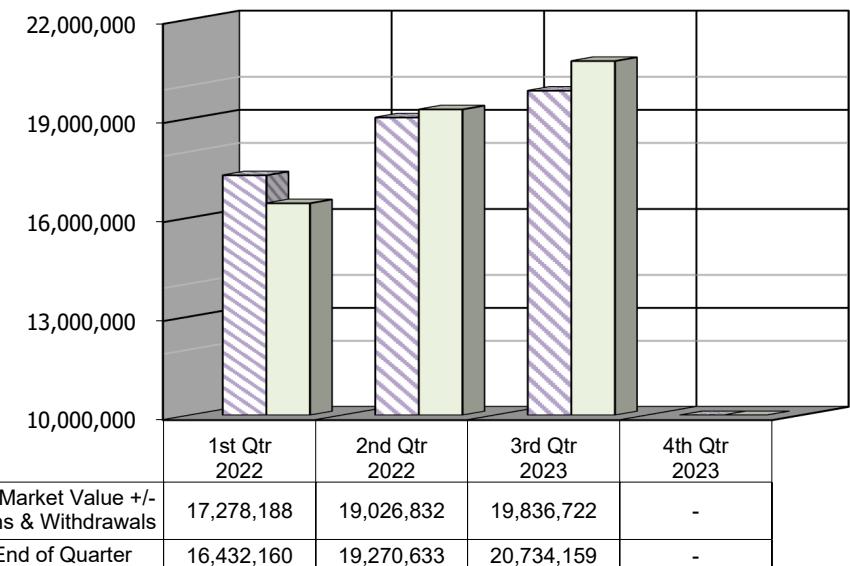
TOTAL PORTFOLIO	Guidelines	Opening Balance Start of Fiscal Year	Net Deposits/ Withdrawals	Unrealized Gains/(Losses)	Realized Gains/(Losses)	Interest / Dividends	Total YTD Earnings	YTD Fees	Market Value	% of Total Current Market Value
Managed (Endowed):										
Cash (Scholarship)	2-10%	442,557	(29,484)	-	-	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 Invt		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

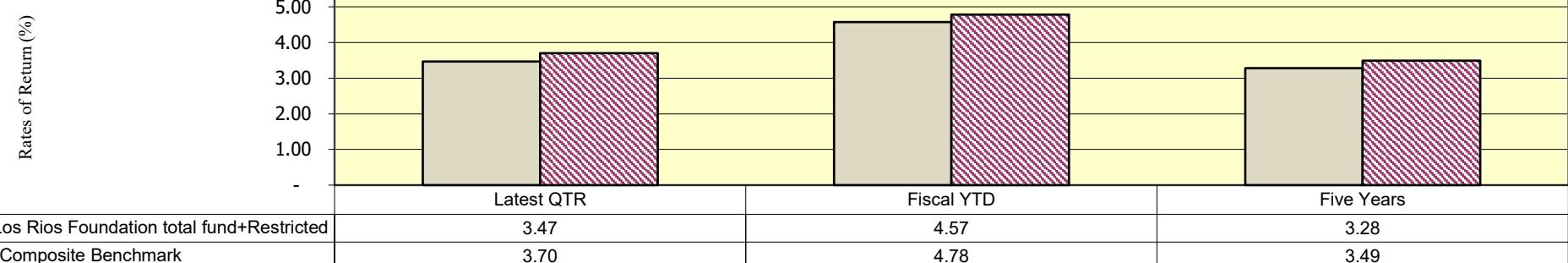
**Asset Allocation as of
March 31, 2023**



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 <input checked="" type="checkbox"/> 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	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Brian King, Chancellor	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	CONSENT/ROUTINE	X
APPROVED FOR CONSIDERATION:	Brian King	FIRST READING	
		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:	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration	CONSENT/ROUTINE X
APPROVED FOR CONSIDERATION:	Brian King, Chancellor	FIRST READING
		ACTION
		INFORMATION

BACKGROUND:

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

CHANGE ORDERS				
Bid №	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 №	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 №	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 Brian King, Chancellor	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	Brian King 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

• 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	CONSENT/ROUTINE	X
APPROVED FOR CONSIDERATION:	Brian King	FIRST READING	
		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

R E S O L U T I O N

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:
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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

2016-17 Final Management Salary Schedule

Without Doctoral Stipend

Includes a one-time-only improvement of 6%

DRAFT

Range	1	1 + 10 yrs	1 + 15 yrs	1 + 20 yrs	2	2 + 10 yrs	2 + 15 yrs	2 + 20 yrs	3	3 + 10 yrs	3 + 15 yrs	3 + 20 yrs	4	4 + 10 yrs	4 + 15 yrs	4 + 20 yrs	5	5 + 10 yrs	5 + 15 yrs	5 + 20 yrs	
Annual	C	216,262.27	224,912.76	233,909.27	238,587.46	220,587.52	229,411.02	238,587.46	243,359.21	224,999.27	233,999.24	243,359.21	248,226.39	229,499.26	238,679.23	248,226.40	253,190.93	234,089.25	243,452.82	253,190.93	258,254.75
Monthly		18,021.86	18,742.73	19,492.44	19,882.29	18,382.29	19,117.59	19,882.29	20,279.93	18,749.94	19,499.94	20,279.93	20,685.53	19,124.94	19,889.94	20,685.53	21,099.24	19,507.44	20,287.74	21,099.24	21,521.23
		969.79	1,008.58	1,048.92	1,069.90	989.18	1,028.75	1,069.90	1,091.30	1,098.97	1,049.32	1,091.30	1,113.12	1,029.14	1,070.34	1,113.12	1,136.39	1,049.73	1,091.72	1,135.39	1,168.09
Annual	B	200,362.26	208,376.75	216,711.82	221,046.06	204,369.51	212,544.29	221,046.06	225,466.98	208,456.90	216,795.18	225,466.99	229,976.33	212,626.04	221,131.08	229,976.32	234,575.85	216,878.56	225,553.70	234,575.85	239,267.37
Monthly		16,696.86	17,364.73	18,059.32	18,420.51	17,030.79	17,712.02	18,420.51	18,788.92	17,371.41	18,066.27	18,788.92	19,164.69	17,718.84	18,427.59	19,164.69	19,547.99	18,073.21	18,796.14	19,547.99	19,938.95
		898.49	934.42	971.80	991.24	916.46	953.11	991.24	1,011.06	934.78	972.18	1,011.06	1,031.28	953.48	991.62	1,031.28	1,051.91	972.55	1,011.45	1,051.94	1,072.95
Annual	A	178,099.93	185,223.93	192,632.89	196,485.55	181,661.93	188,928.41	196,485.55	200,415.26	185,295.17	192,706.98	200,415.26	204,423.57	189,001.07	196,561.11	204,423.55	208,512.02	192,781.09	200,492.33	208,512.02	212,682.26
Monthly		14,841.66	15,435.33	16,052.74	16,373.80	15,138.49	15,744.03	16,373.80	16,701.27	15,441.26	16,058.92	16,701.27	17,035.30	15,750.09	16,380.09	17,035.30	17,376.00	16,065.09	16,707.69	17,376.00	17,723.52
		798.65	830.60	863.82	881.10	814.63	847.21	881.10	898.72	830.92	864.16	898.72	916.70	847.54	881.44	916.70	935.03	864.49	899.07	935.03	953.73
Annual	1	155,235.71	161,445.14	167,902.95	171,261.01	158,340.42	164,674.04	171,261.00	174,686.22	161,507.23	167,967.52	174,686.22	178,179.94	164,737.37	171,326.86	178,179.93	181,743.53	168,032.12	174,753.40	181,743.54	185,378.41
Monthly		12,936.31	13,453.76	13,991.91	14,271.75	13,195.04	13,722.84	14,271.75	14,557.19	13,458.94	13,997.29	14,557.19	14,848.33	13,728.11	14,277.24	14,848.33	15,145.29	14,002.68	14,562.78	15,145.30	15,448.20
		696.12	723.97	752.93	767.99	710.05	738.45	767.99	783.35	724.25	753.22	783.35	799.04	738.73	768.28	799.04	814.99	753.54	783.65	814.99	831.29
Annual	2	145,554.30	151,376.47	157,431.53	160,580.16	148,465.39	154,404.01	160,580.17	163,791.77	151,434.70	157,492.09	163,791.77	167,067.61	154,463.39	160,641.93	167,067.61	170,408.96	157,552.66	163,854.77	170,408.96	173,817.14
Monthly		12,129.53	12,614.71	13,119.29	13,381.68	12,372.12	12,867.00	13,381.68	13,649.31	12,619.56	13,124.34	13,649.31	13,922.30	12,871.95	13,386.83	13,922.30	14,200.75	13,129.39	13,654.56	14,200.75	14,484.76
		652.74	678.82	705.97	720.09	668.76	692.39	720.09	734.49	679.08	706.24	734.49	749.18	692.66	720.37	749.18	764.17	706.64	734.77	764.17	779.46
Annual	3	136,476.69	141,935.76	147,613.19	150,565.45	139,206.22	144,774.47	150,565.45	153,576.76	141,990.34	147,669.95	153,576.75	156,648.29	144,830.15	150,623.36	156,648.29	159,781.26	147,726.75	153,635.82	159,781.25	162,976.88
Monthly		11,373.06	11,827.98	12,301.10	12,547.12	11,600.52	12,064.54	12,547.12	12,798.06	11,832.53	12,305.83	12,798.06	13,054.02	12,069.18	12,551.95	13,054.02	13,315.11	12,310.56	12,802.99	13,315.10	13,581.41
		612.00	636.48	661.94	675.18	624.24	649.21	675.18	688.69	636.73	662.20	688.68	702.46	649.46	675.44	702.46	716.51	662.45	688.95	716.51	730.84
Annual	4	127,965.21	133,083.82	138,407.17	141,175.31	130,524.51	135,745.49	141,175.31	143,998.82	133,135.00	138,460.40	143,998.82	146,878.80	135,797.70	141,229.61	146,878.79	149,816.37	138,513.65	144,054.20	149,816.37	152,812.70
Monthly		10,663.77	11,090.32	11,533.93	11,764.61	10,877.04	11,312.12	11,764.61	11,999.90	11,094.58	11,538.37	11,999.90	12,239.90	11,316.48	11,769.13	12,239.90	12,484.70	11,542.80	12,004.52	12,484.70	12,734.39
		573.84	596.79	620.66	633.07	588.34	608.72	633.07	645.73	597.02	620.99	645.73	658.65	608.96	633.32	658.65	671.82	621.44	645.98	671.82	685.26
Annual	5	111,019.02	115,459.78	120,078.17	122,479.73	113,239.40	117,768.98	122,479.74	124,929.33	115,504.19	120,124.36	124,929.33	127,427.92	117,814.27	122,526.84	127,427.91	129,976.47	120,170.56	124,977.38	129,976.48	132,576.01
Monthly		9,251.59	9,621.65	10,006.51	10,206.64	9,436.62	9,814.08	10,206.65	10,410.78	9,625.35	10,010.36	10,410.78	10,618.99	9,817.86	10,210.57	10,618.99	10,831.37	10,014.21	10,414.78	10,831.37	11,048.00
		497.84	547.76	588.47	549.24	507.80	528.44	549.24	560.22	547.96	538.67	560.22	571.43	528.32	549.46	571.43	582.85	538.88	560.44	582.85	594.54
Annual	6	104,095.24	108,259.05	112,589.41	114,841.20	106,177.14	110,424.23	114,841.20	117,138.02	108,300.68	112,632.71	117,138.02	119,480.78	110,466.69	114,885.36	119,480.77	121,870.39	112,676.02	117,183.06	121,870.38	124,307.79
Monthly		8,674.60	9,021.59	9,382.45	9,570.10	8,848.10	9,202.02	9,570.10	9,761.50	9,025.06	9,386.06	9,761.50	9,956.73	9,205.56	9,573.78	9,956.73	10,155.87	9,389.67	9,765.26	10,155.87	10,358.98
		466.79	485.47	504.89	514.98	476.13	495.48	514.98	525.28	485.65	505.08	525.28	535.79	495.37	515.18	535.79	546.50	505.27	525.48	546.50	567.43
Annual	7	95,837.23	99,670.72	103,657.55	105,730.70	97,753.97	101,664.13	105,730.70	107,845.31	99,709.05	103,697.41	107,845.31	110,002.22	101,703.23	105,771.36	110,002.21	112,202.25	103,737.29	107,886.78	112,202.25	114,446.30
Monthly		7,986.44	8,305.89	8,638.13	8,810.89	8,146.16	8,472.01	8,810.89	8,987.11	8,309.09	8,641.45	8,987.11	9,166.85	8,475.27	8,814.28	9,166.85	9,350.19	8,644.77	8,990.57	9,350.19	9,537.19
		429.76	446.95	464.83	474.13	438.36	455.89	474.13	483.64	447.13	465.04	483.64	496.07	474.34	493.28	496.07	503.15	465.19	483.80	503.15	513.24
Annual	8	89,860.26	93,454.67	97,192.86	99,136.72	91,657.47	95,323.77	99,136.72	101,119.45	93,490.62	97,230.24	101,119.45	103,141.84	95,360.43	99,174.85	103,141.84	105,204.68	97,267.64	101,158.35	105,204.68	107,308.77
Monthly		7,488.36	7,787.89	8,099.41	8,261.39	7,638.12	7,943.65	8,261.39	8,426.62	7,790.89	8,102.52	8,426.62	8,595.15	7,946.70	8,264.57	8,595.15	8,767.06	8,105.64	8,429.86	8,767.06	8,942.40
		402.96	419.08	435.84	444.56	411.02	427.46	444.56	453.45	419.24	436.01	453.45	462.52	427.63	444.73	462.52	471.77	436.18	453.62	471.77	481.21
Annual	9	84,256.05	87,626.29	91,131.34	92,953.97	85,941.17	89,378.82	92,953.97	94,813.05	87,659.99	91,166.39	94,813.05	96,709.31	89,413.19	92,989.72	96,709.31	98,643.50	91,201.45	94,849.51	98,643.49	100,616.36
Monthly		7,021.34	7,302.19	7,594.28	7,746.16	7,161.76	7,448.24	7,746.16	7,901.09	7,305.00	7,597.20	7,901.09	8,059.11	7,451.10	7,749.14	8,059.11	8,220.29	7,600.12	7,904.13	8,220.29	8,384.70
		377.83	392.94	408.66	416.83	388.39	400.89	416.83	425.17	393.09	408.82	425.17	433.67	409.96	416.99	433.67	442.35	408.98	425.33	442.35	451.19
Annual	10	79,001.35	82,161.40	85,447.86	87,156.82	80,581.38	83,804.64	87,156.83	88,899.97	82,193.01	85,480.73	88,899.96	90,677.96	83,836.87	87,190.34	90,677.95	92,491.51	85,513.61	88,934.15	92,491.52	94,341.35
Monthly		6,583.45	6,846.78	7,120.66	7,263.07	6,715.12	6,983.72	7,263.07	7,408.33	6,849.42	7,123.39	7,408.33	7,556.50	6,986.41	7,265.86	7,556.50	7,707.63	7,126.13	7,411.18	7	

LOS RIOS COMMUNITY COLLEGE DISTRICT

2016-17 Final Management Salary Schedule

With Doctoral Stipend of \$3,520

Includes a one-time-only improvement of 6%

DRAFT

	Range	1	1 + 10 yrs	1 + 15 yrs	1 + 20 yrs	2	2 + 10 yrs	2 + 15 yrs	2 + 20 yrs	3	3 + 10 yrs	3 + 15 yrs	3 + 20 yrs	4	4 + 10 yrs	4 + 15 yrs	4 + 20 yrs	5	5 + 10 yrs	5 + 15 yrs	5 + 20 yrs
Annual	C	219,782.27	228,432.76	237,429.27	242,107.46	224,107.52	232,931.02	242,107.46	246,879.21	228,519.27	237,519.24	246,879.21	251,746.39	233,019.26	242,199.23	251,746.40	256,710.93	237,609.25	246,972.82	256,710.93	261,774.75
Monthly		18,315.19	19,036.06	19,785.77	20,175.62	18,675.63	19,410.92	20,175.62	20,573.27	19,043.27	19,793.27	20,573.27	20,978.87	19,418.27	20,183.27	20,978.87	21,392.58	19,800.77	20,581.07	21,392.58	21,814.56
		985.57	1,024.36	1,064.74	1,085.68	1,004.97	1,044.53	1,085.68	1,107.08	1,024.75	1,066.44	1,107.08	1,128.94	1,044.93	1,086.10	1,128.94	1,151.17	1,065.54	1,107.50	1,141.17	1,173.88
Annual	B	203,882.26	211,896.75	220,231.82	224,566.06	207,889.51	216,064.29	224,566.06	228,986.98	211,976.90	220,315.18	228,986.99	233,496.33	216,146.04	224,651.08	233,496.32	238,095.85	220,398.56	229,073.70	238,095.85	242,787.37
Monthly		16,990.19	17,658.06	18,352.65	18,713.84	17,324.13	18,005.36	18,713.84	19,082.25	17,664.74	18,359.60	19,082.25	19,458.03	18,012.17	18,720.92	19,458.03	19,841.32	18,366.55	19,089.48	19,841.32	20,232.28
		914.27	950.21	987.59	1,007.02	932.24	968.90	1,007.02	1,026.85	950.57	987.96	1,026.85	1,047.07	969.26	1,007.40	1,047.07	1,067.69	988.33	1,027.24	1,067.69	1,088.73
Annual	A	181,619.93	188,743.93	196,152.89	200,005.55	185,181.93	192,448.41	200,005.55	203,935.26	188,815.17	196,226.98	203,935.26	207,943.57	192,521.07	200,081.11	207,943.55	212,032.02	196,301.09	204,012.33	212,032.02	216,202.26
Monthly		15,134.99	15,728.66	16,346.07	16,667.13	15,431.83	16,037.37	16,667.13	16,994.61	15,734.60	16,352.25	16,994.61	17,328.63	16,043.42	16,673.43	17,328.63	17,669.34	16,358.42	17,001.03	17,669.34	18,016.86
		814.44	846.39	879.61	896.89	830.44	863.00	896.89	914.54	846.70	879.94	914.54	932.48	863.32	897.22	932.48	950.82	880.27	914.85	950.82	969.52
Annual	1	158,755.71	164,965.14	171,422.95	174,781.01	161,860.42	168,194.04	174,781.00	178,206.22	165,027.23	171,487.52	178,206.22	181,699.94	168,257.37	174,846.86	181,699.93	185,263.53	171,552.12	178,273.40	185,263.54	188,898.41
Monthly		13,229.64	13,747.10	14,285.25	14,565.08	13,488.37	14,016.17	14,565.08	14,850.52	13,752.27	14,290.63	14,850.52	15,141.66	14,021.45	14,570.57	15,141.66	15,438.63	14,296.01	14,856.12	15,438.63	15,741.53
		711.94	739.75	768.74	783.77	725.83	754.23	783.77	799.13	740.03	769.00	799.13	814.80	754.52	784.07	814.80	830.78	769.29	799.43	830.78	847.08
Annual	2	149,074.30	154,896.47	160,951.53	164,100.16	151,985.39	157,924.01	164,100.17	167,311.77	154,954.70	161,012.09	167,311.77	170,587.61	157,983.39	164,161.93	170,587.61	173,928.96	161,072.66	167,374.77	173,928.96	177,337.14
Monthly		12,422.86	12,908.04	13,412.63	13,675.01	12,665.45	13,160.33	13,675.01	13,942.65	12,912.89	13,417.67	13,942.65	14,215.63	13,165.28	13,680.16	14,215.63	14,494.08	13,422.72	13,947.90	14,494.08	14,778.10
		668.49	694.60	721.76	735.88	681.55	708.18	735.88	750.28	694.86	722.03	750.28	764.97	708.45	736.15	764.97	779.95	722.30	750.56	779.95	795.23
Annual	3	139,996.69	145,455.76	151,133.19	154,085.45	142,726.22	148,294.47	154,085.45	157,096.76	145,510.34	151,189.95	157,096.75	160,168.29	148,350.15	154,143.36	160,168.29	163,301.26	151,246.75	157,155.82	163,301.25	166,496.88
Monthly		11,666.39	12,121.31	12,594.43	12,840.45	11,893.85	12,357.87	12,840.45	13,091.40	12,125.86	12,599.16	13,091.40	13,347.36	12,362.51	12,845.28	13,347.36	13,608.44	12,603.90	13,096.32	13,608.44	13,874.74
		627.79	652.27	677.73	690.97	640.03	665.00	690.97	704.47	652.54	677.98	704.47	718.24	665.25	691.23	718.24	732.29	678.24	704.73	732.29	746.62
Annual	4	131,485.21	136,603.82	141,927.17	144,695.31	134,044.51	139,265.49	144,695.31	147,518.82	136,655.00	141,980.40	147,518.82	150,398.80	139,317.70	144,749.61	150,398.79	153,336.37	142,033.65	147,574.20	153,336.37	156,332.70
Monthly		10,957.10	11,383.65	11,827.26	12,057.94	11,170.38	11,605.46	12,057.94	12,293.24	11,387.92	11,831.70	12,293.24	12,533.23	11,609.81	12,062.47	12,533.23	12,778.03	11,836.14	12,297.85	12,778.03	13,027.73
		589.62	612.57	636.44	648.86	601.10	624.51	648.86	661.52	612.80	636.68	661.52	674.43	624.74	649.10	674.43	687.61	636.92	661.77	687.61	701.04
Annual	5	114,539.02	118,979.78	123,598.17	125,999.73	116,759.40	121,288.98	125,999.74	128,449.33	119,024.19	123,644.36	128,449.33	130,947.92	121,334.27	126,046.84	130,947.91	133,496.47	123,690.56	128,497.38	133,496.48	136,096.01
Monthly		9,544.92	9,914.98	10,299.85	10,499.98	9,729.95	10,107.42	10,499.98	10,704.11	9,918.68	10,303.70	10,704.11	10,912.33	10,111.19	10,503.90	10,912.33	11,124.71	10,307.55	10,708.12	11,124.71	11,341.33
		513.63	533.54	554.25	565.02	523.58	543.90	565.02	576.04	533.74	554.46	576.04	587.21	544.10	565.23	587.21	598.64	554.67	576.22	598.64	610.30
Annual	6	107,615.24	111,779.05	116,109.41	118,361.20	109,697.14	113,944.23	118,361.20	120,658.02	111,820.68	116,152.71	120,658.02	123,000.78	113,986.69	118,405.36	123,000.77	125,390.39	116,196.02	120,703.06	125,390.38	127,827.79
Monthly		8,967.94	9,314.92	9,675.78	9,863.43	9,141.43	9,495.35	9,863.43	10,054.84	9,318.39	9,679.39	10,054.84	10,250.07	9,498.89	9,867.11	10,250.06	10,449.20	9,683.00	10,058.59	10,449.20	10,652.32
		482.58	504.26	520.67	530.77	491.92	510.96	530.77	541.07	501.44	520.86	541.07	551.57	511.15	530.97	551.57	562.29	521.06	541.27	562.29	573.22
Annual	7	99,357.23	103,190.72	107,177.55	109,250.70	101,273.97	105,184.13	109,250.70	111,365.31	103,229.05	107,217.41	111,365.31	113,522.22	105,223.23	109,291.36	113,522.21	115,722.25	107,257.29	111,406.78	115,722.25	117,966.30
Monthly		8,279.77	8,599.23	8,931.46	9,104.23	8,439.50	8,765.34	9,104.23	9,280.44	8,602.42	8,934.78	9,280.44	9,460.19	8,768.60	9,107.61	9,460.18	9,643.52	8,938.11	9,283.90	9,643.52	9,830.53
		445.56	462.74	480.62	489.91	454.14	471.68	489.91	499.40	462.91	480.80	499.40	509.07	471.85	490.10	509.07	518.93	480.97	499.58	518.93	529.00
Annual	8	93,380.26	96,974.67	100,712.86	102,656.72	95,177.47	98,843.77	102,656.72	104,639.45	97,010.62	100,750.24	104,639.45	106,661.84	98,880.43	102,694.85	106,661.84	108,724.68	100,787.64	104,678.35	108,724.68	110,828.77
Monthly		7,781.69	8,081.22	8,392.74	8,554.73	7,931.46	8,236.98	8,554.73	8,719.95	8,084.22	8,395.85	8,719.95	8,888.49	8,240.04	8,557.90	8,888.49	9,060.39	8,398.97	8,723.20	9,060.39	9,235.73
		418.76	434.86	451.63	460.34	426.80	443.25	460.34	469.24	435.03	451.79	469.24	478.30	443.41	469.52	478.30	487.55	451.96	469.41	487.55	496.99
Annual	9	87,776.05	91,146.29	94,651.34	96,473.97	89,461.17	92,898.82	96,473.97	98,333.05	91,179.99	94,686.39	98,333.05	100,229.31	92,933.19	96,509.72	100,229.31	102,163.50	94,721.45	98,369.51	102,163.49	104,136.36
Monthly		7,314.67	7,595.52	7,887.61	8,039.50	7,455.10	7,741.57	8,039.50	8,194.42	7,598.33	7,890.53	8,194.42	8,352.44	7,744.43	8,042.48	8,352.44	8,513.63	7,893.45	8,197.46	8,513.62	8,678.03
		393.64	408.73	424.45	432.62	401.17	416.59	432.62	440.96	408.88	424.60	440.96	449.46	416.74	432.78	449.46	456.13	424.76	441.12	458.13	466.98
Annual	10	82,521.35	85,681.40	88,967.86	90,676.82	84,101.38	87,324.64	90,676.83	92,419.97	85,713.01	89,000.73	92,419.96	94,197.96	87,356.87	90,710.34	94,197.95	96,011.51	89,033.61	92,454.15	96,011.52	97,861.35
Monthly		6,876.78	7,140.12	7,413.99	7,556.40	7,008.45	7,277.05	7,556.40	7,701.66	7,142.75	7,416.73	7,701.66	7,849.83	7,279.74	7,559.20	7,849.83</					

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

2017-18 Final Management Salary Schedule

Without Doctoral Stipend

DRAFT

Includes a one-time-only improvement of 4%

Range	1	1 + 10 yrs	1 + 15 yrs	1 + 20 yrs	2	2 + 10 yrs	2 + 15 yrs	2 + 20 yrs	3	3 + 10 yrs	3 + 15 yrs	3 + 20 yrs	4	4 + 10 yrs	4 + 15 yrs	4 + 20 yrs	5	5 + 10 yrs	5 + 15 yrs	5 + 20 yrs	
Annual Monthly	C	225,082.53	234,085.83	243,449.26	248,318.25	229,584.18	238,767.55	248,318.25	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
		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	22,398.97
		1,009.34	1,049.71	1,091.70	1,113.53	1,020.53	1,070.74	1,113.53	1,135.84	1,050.12	1,092.12	1,135.84	1,158.52	1,071.12	1,113.96	1,158.52	1,184.69	1,092.54	1,136.24	1,181.69	1,205.33
Annual Monthly	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
		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
		935.13	972.54	1,011.44	1,031.67	953.83	991.99	1,031.67	1,052.30	972.94	1,011.83	1,052.30	1,073.34	992.37	1,032.06	1,073.34	1,094.84	1,012.24	1,052.70	1,094.84	1,116.74
Annual Monthly	A	178,234.34	185,363.71	192,778.26	196,633.83	181,799.03	189,070.99	196,633.83	200,566.51	185,435.01	192,852.41	200,566.51	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
		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
		799.26	831.23	864.48	881.77	815.24	847.85	881.77	899.40	831.55	864.81	899.40	917.39	848.18	882.11	917.39	935.74	865.14	899.75	935.74	954.45
Annual Monthly	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
		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
		696.65	724.52	753.50	768.57	710.58	739.04	768.57	783.94	724.70	753.70	783.94	799.62	730.29	768.86	799.62	816.64	754.08	784.24	816.64	831.92
Annual Monthly	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
		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
		653.20	679.33	706.50	720.63	666.27	692.92	720.63	735.05	679.59	706.78	735.05	749.75	693.18	720.91	749.75	764.74	707.05	735.33	764.74	780.04
Annual Monthly	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
		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
		612.46	636.96	662.44	675.69	624.74	649.70	675.69	689.20	637.24	662.70	689.20	702.99	649.96	675.95	702.99	717.05	662.95	689.47	717.05	731.39
Annual Monthly	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
		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
		674.27	697.24	621.13	633.55	655.75	699.18	633.55	646.22	697.47	621.37	646.22	659.15	699.42	633.79	659.15	672.33	621.61	646.47	672.33	685.78
Annual Monthly	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
		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	10,422.64	10,839.55	11,056.34
		498.22	518.15	538.87	549.65	508.18	528.54	549.65	560.64	518.35	539.08	560.64	571.86	528.74	549.86	571.86	583.29	539.29	560.86	583.29	594.96
Annual Monthly	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
		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
		467.15	485.83	505.27	515.37	476.49	496.55	515.37	525.68	486.02	505.46	525.68	536.19	495.74	515.57	536.19	546.92	505.65	525.88	546.92	557.85
Annual Monthly	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
		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
		430.09	447.29	465.18	474.49	438.69	456.24	474.49	483.98	447.46	465.36	483.98	493.66	456.41	474.67	493.66	503.53	465.54	484.16	503.53	513.60
Annual Monthly	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
		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
		403.26	419.40	436.17	444.89	411.33	427.78	444.89	453.79	419.56	436.34	453.79	462.87	427.95	445.07	462.87	472.13	436.54	453.97	472.13	481.57
Annual Monthly	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
		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
		378.12	393.24	408.92	417.15	385.68	401.10	417.15	425.49	393.39	409.13	425.49	434.00	401.26	417.31	434.00	442.68	409.28	425.66	442.68	451.54
Annual Monthly	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	87,256.17	90,746.42	92,561.35	85,578.16	89,001.29	92,561.34	94,412.57
		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		

LOS RIOS COMMUNITY COLLEGE DISTRICT

2017-18 Final Management Salary Schedule

With Doctoral Stipend of \$3,523

Includes a one-time-only improvement of 4%

DRAFT

	Range	1	1 + 10 yrs	1 + 15 yrs	1 + 20 yrs	2	2 + 10 yrs	2 + 15 yrs	2 + 20 yrs	3	3 + 10 yrs	3 + 15 yrs	3 + 20 yrs	4	4 + 10 yrs	4 + 15 yrs	4 + 20 yrs	5	5 + 10 yrs	5 + 15 yrs	5 + 20 yrs
	C	228,605.53	237,608.83	246,972.26	251,841.25	233,107.18	242,290.55	251,841.25	256,807.62	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
Annual		19,050.46	19,800.74	20,581.02	20,986.77	19,425.60	20,190.88	20,986.77	21,400.64	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
Monthly		1,025.14	1,065.54	1,107.50	1,129.33	1,045.32	1,086.50	1,129.33	1,151.60	1,065.94	1,107.92	1,151.60	1,174.32	1,086.92	1,129.76	1,174.32	1,197.49	1,108.34	1,152.04	1,197.49	1,221.12
	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	238,185.59	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
Annual		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
Monthly		950.93	988.33	1,027.23	1,047.46	969.63	1,007.78	1,047.46	1,068.10	988.74	1,027.62	1,068.10	1,089.14	1,008.17	1,047.86	1,089.14	1,110.64	1,028.04	1,068.50	1,110.64	1,132.54
	A	181,757.34	188,886.71	196,301.26	200,156.83	185,322.03	192,593.99	200,156.83	204,089.51	188,958.01	196,375.41	204,089.51	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
Annual		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
Monthly		815.06	847.03	880.27	897.56	831.04	863.65	897.56	915.20	847.35	880.61	915.20	933.19	863.98	897.90	933.19	951.54	880.94	915.55	951.54	970.25
	1	158,875.86	165,089.97	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	181,837.41	168,384.70	174,979.17	181,837.42	185,403.71	171,681.93	178,408.29	185,403.70	189,041.31
Annual		13,239.66	13,757.50	14,296.05	14,576.10	13,498.58	14,026.78	14,576.10	14,861.76	13,762.68	14,301.44	14,861.75	15,153.12	14,032.06	14,581.60	15,153.12	15,450.31	14,306.83	14,867.36	15,450.31	15,753.44
Monthly		742.45	740.31	769.29	784.36	726.38	754.80	784.36	799.74	740.59	769.58	799.74	815.44	755.09	784.66	815.44	831.41	769.87	800.04	831.44	847.72
	2	149,187.15	155,013.72	161,073.35	164,224.36	152,100.43	158,043.53	164,224.35	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
Annual		12,432.26	12,917.81	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
Monthly		669.00	695.13	722.30	736.43	682.06	708.72	736.43	750.84	695.39	722.57	750.84	766.55	708.98	736.74	765.55	780.54	722.85	751.13	780.54	795.84
	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
Annual		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
Monthly		628.26	652.76	678.24	691.49	640.54	665.50	691.49	705.00	663.01	678.50	705.00	718.79	665.75	691.75	718.79	732.85	678.75	705.27	732.85	747.19
	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	147,685.91	153,452.43	156,451.02
Annual		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
Monthly		590.07	619.04	636.93	649.35	601.55	624.98	649.35	662.02	613.27	637.17	662.02	674.94	625.22	649.59	674.94	688.13	637.40	662.27	688.13	701.57
	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
Annual		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
Monthly		514.02	533.95	554.67	565.45	523.98	544.34	565.45	576.44	534.15	554.88	576.44	587.66	544.51	565.66	587.66	599.09	555.09	576.66	599.09	610.76
	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
Annual		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
Monthly		482.95	501.63	521.06	531.17	492.29	511.35	531.17	541.48	501.82	521.26	541.48	551.99	511.54	531.37	551.99	562.74	521.45	541.68	562.74	573.65
	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
Annual		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
Monthly		445.89	463.09	480.98	490.28	454.49	472.04	490.28	499.77	463.26	481.16	499.77	509.45	472.24	490.47	509.45	519.33	481.34	499.96	519.33	529.40
	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	108,955.40	102,772.70	106,742.69	108,807.08	100,864.05	104,757.69	108,807.08	110,912.76	
Annual		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
Monthly		419.06	435.19	451.97	460.69	427.13	443.58	460.69	469.59	435.36	452.14	469.59	478.67	443.75	460.86	478.67	487.92	452.34	469.77	487.92	497.37
	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
Annual		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
Monthly		393.01	409.04	424.77	432.95	401.48	416.90	432.95	441.29	400.19	424.92	441.29	449.80	417.06	433.11	449.80	458.48	426.08	441.46	458.48	467.33
	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
Annual		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				

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	253,815	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	173,817	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	146,995	152,813	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	138,810
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	103,182	107,309	109,456	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	100,616	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	90,713	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 \$3,591 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

Without Doctoral Educational incentive payment

DRAFT

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

Range	Step 1*	Step 1(a)	4+10 yrs	4+15 yrs	4+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	C	216,425.51	229,411.04	238,587.48	248,130.98	253,093.60	220,754.02	233,999.26	243,359.23	253,093.60	258,155.47	225,169.10	238,679.25	248,226.42	258,155.48	263,318.59	229,672.48	243,452.84	253,190.95	263,318.59	268,584.96	234,265.93	248,321.90	258,254.78	268,584.97	273,056.67
Monthly		18,035.46	19,117.59	19,882.29	20,677.68	21,091.13	18,396.17	19,499.94	20,279.94	21,091.13	24,512.96	18,764.09	19,889.94	20,686.54	21,512.06	24,949.22	19,139.37	20,287.74	21,099.26	21,043.22	22,382.08	19,522.16	20,693.49	21,521.23	22,382.08	22,829.72
		1,028.75	1,069.90	1,112.69	1,134.96		1,049.32	1,091.30	1,134.96	1,157.65		1,070.34	1,113.12	1,157.65	1,180.80		1,091.72	1,135.39	1,180.80	1,204.42		1,113.56	1,158.09	1,204.42	1,228.51	
Annual	B	200,513.45	212,544.26	221,046.03	229,887.87	234,485.63	204,523.72	216,795.15	225,466.96	234,485.64	239,175.35	208,614.19	221,131.05	229,976.29	239,175.34	243,958.85	212,786.47	225,553.67	234,575.82	243,958.85	248,838.03	217,042.20	230,064.74	239,267.33	248,838.02	253,814.78
Monthly		16,709.45	17,712.02	18,420.50	19,157.32	19,540.47	17,043.64	18,066.26	19,788.91	19,540.47	19,931.28	17,384.52	18,427.59	19,164.69	19,931.28	20,329.00	17,732.21	18,796.14	19,547.99	20,329.00	20,736.50	18,086.85	19,172.06	19,938.94	20,736.50	21,151.23
		953.44	991.24	1,030.89	1,051.54		972.18	1,011.06	1,051.54	1,072.54		991.62	1,031.29	1,072.54	1,093.99		1,011.46	1,051.94	1,093.99	1,115.87		1,031.68	1,072.95	1,115.87	1,138.18	
Annual	A	171,379.15	181,661.92	188,928.40	196,485.54	200,415.25	174,806.73	185,295.16	192,706.97	200,415.25	204,423.56	178,302.86	189,001.06	196,561.10	204,423.54	208,512.04	181,868.92	192,781.08	200,492.32	208,512.04	212,682.25	185,506.30	196,636.70	204,502.17	212,682.26	216,935.91
Monthly		14,281.60	15,138.49	15,744.03	16,373.80	16,701.27	14,567.23	15,441.26	16,058.91	16,701.27	17,035.30	14,858.57	15,750.09	16,380.09	17,035.30	17,376.00	15,155.74	16,065.09	16,707.69	17,376.00	17,723.52	15,458.86	16,386.39	17,041.85	17,723.52	18,077.99
		844.63	847.21	881.10	898.72		830.92	864.16	898.72	916.70		847.54	881.44	916.70	935.03		864.49	899.07	935.03	953.73		881.78	917.05	953.73	972.81	
Annual	1	149,377.73	158,340.41	164,674.03	171,260.99	174,686.24	152,365.28	161,507.22	167,987.51	174,686.24	178,179.93	155,412.59	164,737.36	171,326.85	178,179.92	181,743.52	158,520.84	168,032.11	174,753.39	181,743.52	185,379.40	161,691.26	171,392.75	178,248.46	185,379.40	189,985.97
Monthly		12,448.14	13,195.03	13,722.84	14,271.75	14,557.18	12,697.11	13,458.94	13,907.29	14,557.18	14,948.33	12,951.05	13,728.11	14,277.24	14,848.33	15,145.29	13,210.07	14,002.68	14,562.78	15,145.29	15,448.20	13,474.27	14,282.73	14,854.04	15,448.20	15,757.16
		740.05	738.45	767.99	783.35		724.25	753.22	783.35	799.01		738.73	768.28	799.01	814.99		753.54	783.65	814.99	834.29		768.58	799.32	831.29	847.92	
Annual	2	140,061.67	148,465.38	154,404.00	160,580.46	163,791.76	142,862.90	151,434.69	157,492.08	163,791.76	167,067.60	145,720.16	154,463.38	160,641.92	167,067.60	170,408.95	148,634.56	157,552.65	163,854.76	170,408.95	173,847.13	151,607.25	160,703.70	167,131.85	173,847.12	177,293.46
Monthly		11,671.81	12,372.12	12,867.00	13,381.68	13,649.31	11,905.24	12,619.56	13,124.34	13,649.31	13,922.30	12,143.35	12,871.95	13,386.83	13,922.30	14,200.75	12,386.21	13,129.39	13,654.56	14,200.75	14,484.76	12,633.94	13,391.98	14,927.65	14,484.76	14,774.46
		665.76	692.39	720.09	734.49		679.08	706.24	734.49	749.18		692.66	720.37	749.18	764.47		706.54	734.77	764.47	779.45		720.64	749.47	779.45	795.04	
Annual	3	131,326.62	139,206.22	144,774.47	150,566.45	153,576.76	133,953.15	141,990.34	147,669.95	153,576.75	156,648.29	136,632.21	144,830.15	150,623.36	156,648.29	159,781.26	139,364.85	147,726.75	153,635.82	159,781.26	162,976.88	142,152.15	150,681.29	166,708.54	162,976.88	166,236.42
Monthly		10,943.89	11,600.52	12,064.54	12,547.12	12,798.06	11,162.76	11,832.53	12,305.83	12,798.06	13,054.02	11,386.02	12,069.18	12,551.05	13,054.02	13,315.44	11,613.74	12,310.56	12,802.99	13,315.10	13,581.44	11,846.01	12,556.77	13,059.05	13,581.41	13,853.04
		624.24	649.21	675.18	688.69		636.73	662.20	688.68	702.46		649.46	675.44	702.46	716.51		662.45	688.95	716.51	730.84		675.70	702.73	730.84	745.45	
Annual	4	123,136.32	130,524.51	135,745.49	141,175.31	143,998.82	125,599.05	133,135.00	138,460.40	143,998.82	146,878.80	128,111.03	135,797.70	141,229.64	146,878.79	149,816.37	130,673.25	138,513.65	144,054.20	149,816.37	152,812.70	133,286.72	141,283.92	146,935.28	152,812.68	155,868.94
Monthly		10,261.36	10,877.04	11,312.42	11,784.61	11,999.90	10,466.59	11,094.58	11,538.37	11,999.90	12,239.90	10,675.92	11,316.48	11,769.43	12,239.90	12,484.70	10,889.44	11,542.80	12,004.52	12,484.70	12,734.39	11,107.23	11,773.66	12,244.61	12,734.39	12,989.08
		586.34	608.72	633.07	645.73		597.02	620.90	645.73	659.65		608.96	633.32	659.65	671.82		621.14	645.98	671.82	685.26		633.56	658.90	685.26	698.96	
Annual	5	106,829.63	113,239.40	117,768.98	122,479.74	142,929.33	108,966.22	115,504.19	120,124.36	124,929.33	127,427.92	111,145.54	117,814.27	122,526.84	127,427.91	129,976.47	113,368.45	120,170.56	124,977.38	129,976.48	132,576.04	115,635.82	122,573.97	127,476.93	132,576.01	135,227.53
Monthly		8,902.47	9,436.62	9,814.08	10,206.65	10,410.78	9,080.52	9,625.35	10,010.36	10,410.78	10,618.99	9,262.13	9,817.86	10,210.57	10,618.99	10,831.37	9,447.37	10,014.21	10,414.78	10,831.37	11,048.00	9,636.32	10,214.50	10,623.08	11,048.00	11,268.96
		507.80	528.11	549.24	560.22		517.96	538.67	560.22	571.43		528.32	549.45	571.43	592.85		538.88	560.44	582.85	604.51		549.66	571.65	594.51	606.40	
Annual	6	100,167.11	106,177.14	110,424.23	114,841.20	117,138.02	102,170.45	108,300.68	112,632.74	117,138.02	119,480.78	104,213.86	110,466.69	114,886.36	119,480.77	121,870.39	106,298.14	112,676.02	117,183.06	121,870.38	124,307.79	108,424.10	114,929.54	119,526.72	124,307.79	126,793.95
Monthly		8,347.26	8,848.10	9,202.02	9,570.10	9,761.50	8,514.20	9,025.06	9,386.06	9,761.50	9,956.73	8,684.49	9,205.56	9,523.78	9,956.73	10,155.87	8,858.18	9,389.67	9,765.26	10,155.87	10,358.98	9,035.34	9,577.46	9,960.56	10,358.98	10,566.16
		476.43	495.48	544.98	526.28		485.65	505.08	526.28	535.79		495.37	515.18	535.79	546.50		505.27	525.48	546.50	567.43		515.38	535.99	557.43	568.58	
Annual	7	92,220.73	97,753.97	101,664.13	105,730.70	107,845.34	94,065.14	99,709.05	103,697.41	107,845.34	110,002.22	95,946.44	101,703.23	105,771.36	110,002.21	112,202.25	97,865.37	103,737.29	107,886.78	112,202.25	114,446.30	99,822.68	105,812.04	110,044.52	114,446.30	116,735.23
Monthly		7,685.06	8,146.16	8,472.04	8,810.89	8,987.11	7,838.76	8,309.09	8,641.45	8,987.11	9,166.85	7,995.54	8,475.27	8,814.29	9,166.85	9,350.19	8,155.45	8,644.77	8,995.57	9,350.19	9,637.19	8,318.56	8,817.67	9,170.38	9,357.19	9,727.94
		438.36	455.89	474.13	483.61		447.13	465.01	483.61	493.28		456.07	474.31	493.28	503.15		465.19	483.80	503.15	513.21		474.49	493.47	513.21	523.48	
Annual	8	86,469.31	91,657.46	95,323.76	99,136.71	101,119.44	88,198.70	93,490.61	97,230.23	101,119.44	103,141.83	89,962.67	95,360.42	99,174.84	103,141.83	105,204.67	91,761.92	97,267.63	101,158.34	105,204.67	107,308.76	99,212.98	103,181.50	107,308.76	109,454.94	
Monthly		7,205.78	7,638.12	7,943.65	8,261.39	8,426.62	7,349.89	7,																		

LOS RIOS COMMUNITY COLLEGE DISTRICT

2018-19 Final Management Salary Schedule

With-Deederal-Educational incentive payment of \$3,591.09 (\$3,387.82 + 6% OSSP)

DRAFT

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

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	C	219,813.33	233,002.13	242,178.57	264,722.07	256,684.69	224,141.84	237,590.35	246,960.32	256,684.69	261,746.56	228,556.92	242,270.34	251,847.51	261,746.57	266,909.68	233,060.30	247,043.93	256,782.04	266,909.68	272,176.05	237,653.75	251,912.99	261,945.87	272,176.06	277,547.76
Monthly		18,317.78	19,416.84	20,181.55	20,976.84	21,390.39	18,678.49	19,799.20	20,579.19	21,390.39	21,812.24	19,046.41	20,189.20	20,984.79	21,812.24	22,242.47	19,421.69	20,586.99	21,398.50	22,242.47	22,681.34	19,804.48	20,992.75	21,820.40	22,681.34	23,128.98
		1,044.85	4,086.00	4,128.80	1,151.05		1,065.43	4,107.40	4,151.05	4,173.75		1,086.44	4,129.23	4,173.75	4,196.90		1,107.82	4,151.49	4,196.90	4,220.52	4,129.65	4,174.20	4,122.50	4,129.65	4,154.64	
Annual	B	203,901.27	216,135.35	224,637.12	233,478.06	238,076.72	207,911.54	220,386.24	229,068.06	238,076.73	242,766.44	212,002.01	224,722.14	232,567.38	242,766.43	247,540.94	216,174.29	229,144.76	238,166.01	247,540.94	252,429.12	220,430.02	233,655.83	242,858.42	252,420.11	267,405.87
Monthly		16,991.77	18,011.28	18,719.76	19,456.58	19,839.73	17,325.96	18,365.52	19,088.47	19,839.73	20,299.54	17,666.83	18,726.85	19,469.95	20,299.54	20,629.16	18,014.52	19,095.40	19,847.24	20,629.16	21,036.76	18,369.17	19,471.32	20,238.26	21,036.76	21,450.49
		969.22	4,007.34	4,046.90	1,067.61		988.28	4,027.47	4,067.61	4,088.64		1,007.72	4,047.39	4,088.64	4,110.09		1,027.55	4,068.01	4,110.09	4,131.97	4,047.78	4,089.05	4,131.97	4,047.78	4,154.29	
Annual	A	174,766.97	185,253.01	192,519.49	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	200,152.19	208,014.63	212,103.10	185,256.74	196,372.17	204,083.44	212,103.10	216,273.34	188,894.12	200,227.79	208,093.26	216,273.35	220,527.00
Monthly		14,563.91	15,437.75	16,043.29	16,673.06	17,009.63	14,849.55	15,740.52	16,358.17	17,009.53	17,334.55	15,140.89	16,049.35	16,679.35	17,334.55	17,675.26	15,438.06	16,364.35	17,096.95	17,675.26	18,022.78	15,741.18	16,685.65	17,341.11	18,022.78	18,377.25
		830.73	863.32	807.20	914.83		847.02	880.26	914.83	932.80		863.64	897.54	932.80	951.13		880.59	915.17	951.13	969.84		897.88	933.16	969.84	988.91	
Annual	1	152,765.55	161,931.50	168,266.12	174,862.08	178,277.30	155,753.10	165,098.31	171,658.60	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	181,839.65	188,969.49	192,677.06
Monthly		12,730.46	13,494.29	14,022.09	14,571.01	14,856.44	12,979.43	13,758.19	14,206.55	14,856.44	15,147.59	13,233.37	14,027.37	14,576.50	15,147.59	15,444.55	13,492.39	14,301.93	14,862.04	15,444.55	16,747.46	13,756.59	14,581.99	15,153.30	15,747.46	16,056.42
		726.16	754.55	784.09	799.45		740.35	769.32	799.45	815.12		754.84	784.39	815.12	831.10		769.64	799.75	831.10	847.40		784.68	815.42	847.40	864.02	
Annual	2	143,449.49	152,056.47	157,995.09	164,171.26	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	170,722.94	177,408.21	180,884.55
Monthly		11,954.12	12,671.37	13,166.26	13,680.94	13,948.57	12,187.56	12,918.82	13,423.60	13,948.57	14,221.56	12,425.67	13,171.21	13,686.08	14,221.56	14,500.00	12,668.53	13,428.65	13,953.82	14,500.00	14,794.02	12,916.26	13,691.23	14,226.91	14,794.02	15,073.71
		681.87	708.50	736.19	750.60		695.18	722.35	750.60	765.29		708.76	736.47	765.29	780.27		722.62	750.88	780.27	795.55		736.75	765.57	795.55	811.44	
Annual	3	134,714.44	142,797.31	149,365.56	154,156.54	157,167.85	137,340.97	145,581.43	151,261.04	157,167.84	160,239.38	140,202.03	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
Monthly		11,226.20	11,899.78	12,363.80	12,848.38	13,997.32	11,445.08	12,131.79	12,605.09	13,097.32	13,353.29	11,668.34	12,368.44	12,851.29	13,353.29	13,614.36	11,896.06	12,609.82	13,102.24	13,614.36	13,880.66	12,128.33	12,856.03	13,358.30	13,880.66	14,162.29
		640.35	665.32	691.28	704.79		662.83	678.30	704.79	718.56		665.57	691.54	718.56	732.61		678.56	705.05	732.61	746.94		691.80	718.83	746.94	761.56	
Annual	4	126,524.14	134,115.60	140,336.58	144,766.40	147,589.91	128,986.87	136,726.09	142,051.49	147,589.91	150,469.89	131,498.85	139,388.79	144,280.79	150,469.89	153,407.46	134,061.07	142,104.74	147,646.29	153,407.45	156,403.79	150,526.37	156,403.78	159,460.03		
Monthly		10,543.68	11,176.30	11,611.38	12,063.87	12,299.16	10,748.91	11,393.84	11,837.62	12,299.16	12,539.46	10,958.24	11,615.73	12,068.39	12,539.46	12,783.96	11,171.76	11,842.06	12,303.77	12,783.96	13,033.65	11,389.55	12,072.92	12,943.86	13,033.65	13,288.34
		601.42	624.83	649.18	661.84		613.12	637.00	661.84	674.75		625.06	649.42	674.75	687.93		637.24	662.09	687.93	701.36		640.66	675.01	701.36	716.07	
Annual	5	110,217.45	116,830.49	121,360.97	126,070.82	128,520.42	112,354.04	119,095.28	123,715.45	128,520.42	131,010.01	114,533.36	121,405.36	126,117.93	131,010.00	133,567.56	116,756.27	123,761.65	128,568.47	133,567.57	136,167.10	119,023.64	126,165.06	131,068.02	136,167.10	138,818.62
Monthly		9,184.79	9,735.87	10,113.34	10,505.90	10,710.04	9,362.84	9,924.61	10,300.62	10,710.04	10,918.25	9,544.45	10,117.11	10,509.83	10,918.25	11,130.63	9,729.69	10,313.47	10,714.04	11,130.63	11,347.26	9,918.64	10,513.76	10,922.34	11,347.26	11,568.22
		523.90	544.22	565.34	576.32		534.06	564.78	576.32	587.53		544.42	565.55	587.53	598.96		554.98	576.54	598.96	610.61		566.76	587.75	610.61	622.51	
Annual	6	103,554.93	109,768.23	114,016.32	118,432.20	120,720.11	105,558.27	111,891.77	116,223.80	120,720.11	123,071.87	107,601.68	114,057.78	118,476.45	123,071.86	126,461.48	109,685.96	116,267.11	120,774.15	125,461.47	127,898.88	111,811.92	118,520.63	123,117.81	127,898.88	130,385.04
Monthly		8,629.58	9,147.35	9,501.28	9,869.36	10,066.76	8,796.52	9,324.31	9,686.92	10,066.76	10,266.99	8,966.81	9,504.82	9,873.04	10,266.99	10,466.12	9,140.50	9,688.93	10,064.61	10,466.12	10,658.24	9,317.66	9,876.72	10,259.82	10,658.24	10,866.42
		492.23	511.28	531.00	541.39		501.76	521.18	541.39	561.89		511.47	531.28	561.89	582.61		521.38	541.60	562.61	573.54		531.48	552.10	573.54	594.69	
Annual	7	95,608.55	101,345.06	106,255.22	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	110,362.45	113,593.30	116,793.34	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	120,326.32
Monthly		7,967.38	8,445.42	8,771.22	9,110.18	9,286.37	8,121.08	8,608.63	8,940.74	9,286.37	9,466.11	8,277.86	8,774.53	9,113.54	9,466.11	9,649.45	8,437.77	8,944.03	9,289.82	9,649.45	9,836.45	8,600.88	9,116.93	9,469.63	9,836.45	10,027.19
		454.46	472.00	490.23	499.74		463.23	481.11	499.74	509.99		472.17	490.44	509.99	510.26		481.29	499.90	510.26	520.32		490.60	509.58	520.32	530.58	
Annual	8	89,857.13	95,248.55	98,014.85	102,727.80	104,710.63	91,586.52	97,081.70	100,821.92	104,710.63	106,732.92	93,350.49	98,951.51	102,765.93	106,732.92	108,795.76	95,149.74	100,858.72	104,749.43	108,795.76	110,899.85	96,984.98	102,804.07	106,772.59	110,899.85	113,046.03
Monthly		7,488.09	7,937.38	8,																						

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 \$3,591 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: \$3,591

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 II/- Assoc. VP	11	130,649.53 13,064.95 702.42	134,240.53 13,424.05 721.72	135,875.54 13,587.55 730.51	139,466.54 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 12,250.15 658.64	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: \$3,594

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		82,049		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 Monthly Daily	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
		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
		255.02	270.32	283.36	300.36	311.64	330.34	340.01	360.41	356.99	378.41
Annual Monthly Daily	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
		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
		265.22	281.13	294.69	312.37	324.10	343.55	353.61	374.83	371.27	393.55
Annual Monthly Daily	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
		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
		275.82	292.37	306.48	324.87	337.07	357.29	367.76	389.82	386.12	409.29
Annual Monthly Daily	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
		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
		286.86	304.07	318.74	337.86	350.55	371.58	382.47	405.42	401.57	425.66
Annual Monthly Daily	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
		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
		298.33	316.23	331.49	351.38	364.57	386.45	397.77	421.63	417.63	442.69
Annual Monthly Daily	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
		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
		310.27	328.88	344.75	365.43	379.16	401.90	413.68	438.50	434.33	460.39
Annual Monthly Daily	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
		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
		322.68	342.04	358.54	380.05	394.32	417.98	430.22	456.04	451.71	478.81
Annual Monthly Daily	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
		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
		335.58	355.72	372.88	395.25	410.09	434.70	447.43	474.28	469.78	497.96
Annual Monthly Daily	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
		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
		349.01	369.95	387.79	411.06	426.50	452.09	465.33	493.25	488.57	517.88
Annual Monthly Daily	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
		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
		362.97	384.74	403.30	427.50	443.56	470.17	483.94	512.98	508.11	538.60
Annual Monthly Daily	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
		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
		377.49	400.13	419.44	446.40	461.30	488.98	503.30	533.50	528.43	560.14
Annual Monthly Daily	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
		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
		392.58	416.14	436.21	462.39	479.75	508.54	523.43	554.84	549.57	582.55
Annual Monthly Daily	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
		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
		408.29	432.79	453.66	480.88	498.94	528.88	544.37	577.03	571.56	605.85
Annual Monthly Daily	14	-	-	-	-	85,099.62	90,205.59	92,847.95	98,418.82	97,484.43	103,333.50
		-	-	-	-	8,509.96	9,020.56	9,284.79	9,841.88	9,748.44	10,333.35
		-	-	-	-	518.90	550.03	566.15	600.11	594.42	630.08
Annual Monthly Daily	15	-	-	-	-	-	-	96,561.87	102,355.58	101,383.81	107,466.84
		-	-	-	-	-	-	9,656.19	10,235.56	10,138.38	10,746.68
		-	-	-	-	-	-	588.79	624.12	618.19	655.29
L		-73,815.88		-82,019.36		-93,813.82		-106,449.80		-111,765.54	
		—	—	—	—	—	—	—	—	—	—
		7,381.59		8,201.94		9,381.38		10,644.98		11,176.55	
		—	—	—	—	—	—	—	—	—	—
		450.10		500.12		572.04		649.08		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.

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		74,117.47		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.

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

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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 Monthly Daily	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
		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
		256.06	271.42	284.51	301.58	312.91	331.68	341.40	361.88	358.45	379.96
Annual Monthly Daily	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
		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
		266.30	282.28	295.89	313.65	325.43	344.95	355.06	376.36	372.79	395.15
Annual Monthly Daily	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
		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
		276.95	293.57	307.73	326.19	338.44	358.75	369.26	391.41	387.70	410.96
Annual Monthly Daily	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
		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
		288.03	305.31	320.04	339.24	351.98	373.10	384.03	407.07	403.21	427.40
Annual Monthly Daily	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
		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
		299.55	317.52	332.84	352.81	366.06	388.02	399.39	423.35	419.33	444.49
Annual Monthly Daily	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
		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
		311.53	330.22	346.15	366.92	380.70	403.54	415.37	440.29	436.11	462.27
Annual Monthly Daily	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
		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
		323.99	343.43	360.00	381.60	395.93	419.69	431.98	457.90	453.55	480.76
Annual Monthly Daily	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
		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
		336.95	357.17	374.40	396.86	411.77	436.47	449.26	476.22	471.69	500.00
Annual Monthly Daily	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
		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
		350.43	371.46	389.38	412.74	428.24	453.93	467.23	495.26	490.56	520.00
Annual Monthly Daily	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
		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
		364.45	386.32	404.95	429.25	445.37	472.09	485.92	515.07	510.18	540.80
Annual Monthly Daily	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
		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
		379.03	401.77	421.15	446.42	463.18	490.97	505.36	535.68	530.59	562.43
Annual Monthly Daily	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
		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
		394.19	417.84	437.99	464.27	481.71	510.61	525.57	557.10	551.82	584.92
Annual Monthly Daily	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
		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
		409.95	434.55	455.51	482.85	500.98	531.04	546.59	579.39	573.89	608.32
Annual Monthly Daily	14	-	-	-	-	90,657.14	96,096.57	98,911.49	104,846.18	103,850.76	110,081.81
		-	-	-	-	7,554.76	8,008.05	8,242.62	8,737.18	8,654.23	9,173.48
		-	-	-	-	521.02	552.28	568.46	602.56	596.84	632.65
Annual Monthly Daily	15	-	-	-	-	-	-	102,867.95	109,040.02	108,004.79	114,485.08
		-	-	-	-	-	-	8,572.33	9,086.67	9,000.40	9,540.42
		-	-	-	-	-	-	591.20	626.67	620.72	657.96
L		78,636.54		87,375.73		99,940.43		113,401.62		119,064.48	
		6,553.04		7,281.34		8,329.37		9,450.14		9,922.04	
		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.

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 *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)
Lecture	1	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	2	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	3	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	4	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	5	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	6	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	7	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	8	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	9	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	10	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	11	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	12	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	13	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	14					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	15							134.11	142.16	140.82	149.27
Lab								100.58	106.62	105.61	111.95
Lecture	Longevity^a		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.

^a 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				
			5CA	6CA	7CA	10CA	3CA	5CA	6CA	7CA
0118	Confidential Administrative Assistant I	5CA	50,105	-	60,960	53,111	-	72,714	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	5,824.21	5,940.69	6,059.51	
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	5,824.21	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	8,133.26	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	-	118,369	105,189
0286	Confidential Business Services Officer	12C	64,461	-	78,427	68,329	-	93,548	83,132
0135	Confidential Chancellor's Executive Officer	21C	91,748	-	111,625	97,253	-	133,148	118,323
0632	Confidential Financial Analyst (E)	17C	78,427	-	95,418	83,132	-	113,816	101,143
0121	Confidential Human Resources Assistant I	2C	43,548	-	52,982	46,160	-	63,198	56,161
0148	Confidential Human Resources Assistant II	3C	45,289	-	55,102	48,007	-	65,726	58,408
0170	Confidential Human Resources Assistant III	4C	47,101	-	57,306	49,927	-	68,355	60,744
0635	Confidential Human Resources Officer (E)	18C	81,564	-	99,235	86,457	-	118,369	105,189
0119	Confidential Human Resources Specialist I	5C	48,985	-	59,598	51,924	-	71,089	63,174
0159	Confidential Human Resources Specialist II	6C	50,945	-	61,982	54,001	-	73,933	65,701
0120	Confidential Human Resources Specialist III	8C	55,102	-	67,039	58,408	-	79,966	71,062
0160	Confidential Human Resources Training Specialist	11C	61,982	-	75,410	65,701	-	89,950	79,935
0708	Confidential Principal Information Systems Auditor (E)	23C	99,235	-	120,734	105,189	-	144,013	127,978
0638	Confidential Principal Internal Auditor (E)	20C	88,219	-	107,332	93,512	-	128,027	113,772
0645	Confidential Senior Budget Officer (E)	20C	88,219	-	107,332	93,512	-	128,027	113,772
0284	Confidential Senior Human Resources Officer (E)	19C	84,826	-	103,204	89,916	-	123,103	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	6,939.36
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	9,674.20	10,254.65	10,664.84	11,091.43
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

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 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	L4*	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	57,306	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	65,701	67,015	68,355	
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	65,701	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	83,184	
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	-	75,456	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	-	76,967	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	-	75,456	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	-	75,456	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	-	75,456	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	-	75,456	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	-	106,126
0809	Information Technology Technician I	25	41,419	-	50,392	43,904	-	60,109
0152	Information Technology Technician II	31	47,473	-	57,758	50,321	-	66,895
0208	Instructional Assistant	28	44,343	-	53,950	47,003	-	64,352
0166	Instructional Services Assistant I	24	40,487	-	49,259	42,917	-	58,757
0808	Instructional Services Assistant II	27	43,346	-	52,737	45,947	-	62,995
0150	Interpreter/Transliterator I	28	44,343	-	53,950	47,003	-	64,352
0153	Interpreter/Transliterator II	32	48,565	-	59,087	51,479	-	70,480
0155	Interpreter/Transliterator III	36	53,190	-	64,713	56,381	-	77,194
0207	Laboratory Technician	28	44,343	-	53,950	47,003	-	64,352
0706	Lead Facilities Planning and Engineering Specialist	58	87,718	-	106,723	92,981	-	127,300
0741	Lead Instructional Assistant	30	46,406	-	56,459	49,190	-	67,346
0866	Lead Instructional Services Assistant	29	45,362	-	55,190	48,084	-	66,832
0600	Lead Laboratory Technician	30	46,406	-	56,459	49,190	-	67,346
0241	Lead Library Technician	28	44,343	-	53,950	47,003	-	64,352
0157	Lead Police Communication Dispatcher	25	41,419	-	50,392	43,904	-	60,109
0114	Library Technician	26	42,371	-	51,551	44,914	-	61,491
0105	Maintenance/Operations Clerk	22	38,687	-	47,069	41,008	-	56,144
0231	Media Systems/Resources Specialist	50	73,128	-	88,971	77,516	-	106,126
0200	Media Systems/Resources Technician I	32	48,565	-	59,087	51,479	-	70,480
0223	Media Systems/Resources Technician II	38	55,664	-	67,724	59,004	-	80,782
0115	Operations Technician	24	40,487	-	49,259	42,917	-	58,757
0618	Outreach Specialist	38	55,664	-	67,724	59,004	-	80,782
0660	Payroll Accountant	36	53,190	-	64,713	56,381	-	77,194
0146	Payroll Clerk I	23	39,577	-	48,152	41,952	-	57,436
0147	Payroll Clerk II	25	41,419	-	50,392	43,904	-	60,109
0652	Payroll Specialist	40	58,255	-	70,875	61,750	-	84,544
0179	Payroll Technician	29	45,362	-	55,190	48,084	-	66,832
0156	Police Communication Dispatcher	23	39,577	-	48,152	41,952	-	57,436
0702	Printing Assistant	35	51,994	-	63,258	55,113	-	75,455
0106	Printing Services Operator I	17	34,529	-	42,010	36,601	-	50,144
0107	Printing Services Operator II	20	36,967	-	44,976	39,185	-	53,648
0178	Printing Services Operator III	23	39,577	-	48,152	41,952	-	57,436
0802	Printing Technician	33	49,682	-	60,446	52,663	-	72,101
0268	Programmer I	44	63,802	-	77,625	67,630	-	92,592
0269	Programmer II	50	73,128	-	88,971	77,516	-	106,126
0174	Public Relations Specialist	38	55,664	-	67,724	59,004	-	80,782
0640	Public Relations Technician	30	46,406	-	56,459	49,190	-	67,346
0807	Research Analyst	50	73,128	-	88,971	77,516	-	106,126
0639	Risk Management Specialist	40	58,255	-	70,875	61,750	-	84,544
0417	Sacramento Regional Public Safety Training Center (SRPSTC) Developer	56	83,818	-	101,978	88,847	-	121,640
0125	Senior Buyer/Contract Specialist	40	58,255	-	70,875	61,750	-	84,544
0735	Senior Information Technology Business/Technical Analyst	64	100,541	-	122,324	106,573	-	145,909
0750	Senior Information Technology Network Administrator Analyst	64	100,541	-	122,324	106,573	-	145,909
0196	Senior Information Technology Specialist	57	85,746	-	104,323	90,891	-	124,438
0747	Senior Information Technology Systems/Database Administrator Analyst	64	100,541	-	122,324	106,573	-	145,909
0731	Senior Information Technology Technician	38	55,664	-	67,724	59,004	-	80,782
0276	Senior Programmer	57	85,746	-	104,323	90,891	-	124,438
0158	Staff Resources Center Assistant	28	44,343	-	53,950	47,003	-	64,352
0641	Student Affairs Specialist	44	63,802	-	77,625	67,630	-	92,592
0124	Student Personnel Assistant	28	44,343	-	53,950	47,003	-	64,352
0683	Student Support Specialist	38	55,664	-	67,724	59,004	-	80,782
0707	TANF/CALWORKS Specialist	38	55,664	-	67,724	59,004	-	80,782
0271	Telecommunications System Coordinator	57	85,746	-	104,323	90,891	-	124,438
0272	Telecommunications System Designer	57	85,746	-	104,323	90,891	-	124,438
0234	Theatre Technician	28	44,343	-	53,950	47,003	-	64,352
0281	Ticket Office/Customer Relations Assistant-Visual & Performing Arts Center	28	44,343	-	53,950	47,003	-	64,352
0630	Tutorial Services Assistant	35	51,994	-	63,258	55,113	-	75,455
0130	Web & Media Design Specialist	44	63,802	-	77,625	67,630	-	92,592

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
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****
10	14.16	15.01	2,454.03	2,601.27	2,552.18	2,705.31	2,654.27	2,813.53	2,760.44	2,926.06	2,870.85	3,043.10	2,985.68	3,164.82	3,291.42	3,423.07	3,491.53	3,561.36
11	14.48	15.35	2,510.47	2,661.10	2,610.90	2,767.55	2,715.33	2,878.25	2,823.95	2,993.38	2,936.90	3,113.12	3,054.38	3,237.64	3,367.14	3,501.83	3,571.87	3,643.31
12	14.82	15.71	2,568.21	2,722.31	2,670.95	2,831.20	2,777.78	2,944.45	2,888.89	3,062.22	3,004.44	3,184.70	3,124.62	3,312.09	3,444.58	3,582.37	3,654.01	3,727.09
13	15.16	16.07	2,627.27	2,784.90	2,732.36	2,896.30	2,841.66	3,012.16	2,955.32	3,132.64	3,073.53	3,257.94	3,196.48	3,388.27	3,523.89	3,664.76	3,798.04	3,842.81
14	15.51	16.44	2,687.68	2,848.95	2,795.19	2,962.90	2,906.99	3,081.41	3,023.27	3,204.67	3,144.20	3,332.85	3,269.96	3,466.16	3,604.81	3,748.99	3,823.97	3,900.46
15	15.86	16.81	2,749.50	2,914.47	2,859.48	3,031.05	2,973.87	3,152.30	3,092.83	3,278.40	3,216.55	3,409.54	3,345.21	3,545.92	3,687.76	3,835.27	3,911.97	3,990.21
16	16.23	17.20	2,812.75	2,981.52	2,925.26	3,100.78	3,042.27	3,224.81	3,163.96	3,353.79	3,290.52	3,487.95	3,422.14	3,627.47	3,772.57	3,923.47	4,001.04	4,081.98
17	16.60	17.60	2,877.46	3,050.10	2,992.55	3,172.10	3,112.26	3,298.99	3,236.75	3,430.95	3,366.22	3,568.19	3,500.87	3,710.92	3,859.36	4,013.74	4,094.01	4,175.89
18	16.98	18.00	2,943.61	3,120.23	3,061.35	3,245.04	3,183.81	3,374.84	3,311.16	3,509.83	3,443.61	3,650.23	3,581.36	3,796.24	3,948.08	4,106.00	4,188.12	4,271.89
19	17.37	18.42	3,011.32	3,192.00	3,131.77	3,319.68	3,257.04	3,452.46	3,387.32	3,590.50	3,522.81	3,734.18	3,663.73	3,883.55	4,038.90	4,200.46	4,284.46	4,370.15
20	17.77	18.84	3,080.60	3,265.43	3,203.82	3,396.05	3,331.97	3,531.88	3,465.24	3,673.15	3,603.85	3,820.08	3,748.00	3,972.88	4,131.80	4,297.07	4,383.01	4,470.67
21	18.18	19.27	3,151.45	3,340.54	3,277.51	3,474.16	3,408.61	3,613.13	3,544.95	3,757.65	3,686.75	3,907.95	3,834.22	4,064.27	4,226.84	4,395.92	4,483.83	4,573.51
22	18.60	19.72	3,223.93	3,417.36	3,352.89	3,554.06	3,487.00	3,696.22	3,626.47	3,844.06	3,771.53	3,997.83	3,922.40	4,157.74	4,324.05	4,497.02	4,586.96	4,679.70
23	19.03	20.17	3,298.09	3,495.98	3,430.02	3,635.82	3,567.22	3,781.26	3,709.91	3,932.50	3,858.31	4,089.81	4,012.64	4,253.40	4,423.53	4,600.47	4,692.48	4,786.33
24	19.47	20.63	3,373.95	3,576.39	3,508.90	3,719.44	3,649.26	3,868.21	3,795.23	4,022.95	3,947.04	4,183.67	4,104.92	4,351.22	4,526.27	4,706.28	4,800.40	4,896.44
25	19.91	21.11	3,451.57	3,658.66	3,589.63	3,805.00	3,733.22	3,957.21	3,882.55	4,115.50	4,037.85	4,280.12	4,199.35	4,451.32	4,629.37	4,814.54	4,910.84	5,009.05
26	20.37	21.59	3,530.94	3,742.80	3,672.18	3,892.52	3,819.08	4,048.22	3,971.84	4,210.15	4,130.72	4,378.56	4,295.95	4,553.71	4,735.86	4,925.29	5,023.79	5,124.27
27	20.84	22.09	3,612.15	3,828.88	3,756.63	3,982.03	3,906.89	4,141.30	4,063.17	4,306.96	4,225.70	4,479.24	4,394.74	4,658.42	4,844.75	5,038.55	5,139.32	5,242.11
28	21.32	22.60	3,695.23	3,916.94	3,843.04	4,073.62	3,996.76	4,236.57	4,156.63	4,406.03	4,322.90	4,582.28	4,495.82	4,765.57	4,956.19	5,154.44	5,257.53	5,362.68
29	21.81	23.12	3,780.20	4,007.01	3,931.40	4,167.29	4,088.67	4,333.99	4,252.21	4,507.34	4,422.29	4,687.63	4,599.18	4,875.13	5,070.13	5,272.94	5,378.40	5,485.96
30	22.31	23.65	3,867.13	4,099.16	4,021.81	4,263.12	4,182.68	4,434.64	4,349.98	4,610.98	4,523.99	4,795.43	4,704.95	4,987.25	5,186.74	5,394.20	5,502.09	5,612.13
31	22.82	24.19	3,956.09	4,193.45	4,114.33	4,361.19	4,278.91	4,535.64	4,450.07	4,717.07	4,628.07	4,905.75	4,813.19	5,101.98	5,306.05	5,518.30	5,628.67	5,741.24
32	23.35	24.75	4,047.09	4,289.91	4,208.98	4,461.51	4,377.34	4,639.98	4,552.43	4,825.58	4,734.53	5,018.61	4,923.91	5,219.35	5,428.12	5,645.24	5,758.16	5,873.32
33	23.89	25.32	4,140.17	4,388.58	4,305.78	4,564.13	4,478.01	4,746.70	4,657.13	4,936.56	4,843.41	5,134.02	5,037.14	5,339.37	5,562.95	5,775.06	5,890.67	6,008.38
34	24.43	25.90	4,235.39	4,489.51	4,404.80	4,669.09	4,581.00	4,855.85	4,764.24	5,050.09	4,954.81	5,252.10	5,153.00	5,462.18	5,689.66	5,907.89	6,026.04	6,146.57
35	25.00	26.50	4,332.80	4,592.77	4,506.11	4,776.47	4,686.35	4,967.53	4,873.80	5,166.23	5,068.75	5,372.87	5,271.50	5,587.79	5,811.30	6,043.75	6,164.63	6,287.92
36	25.57	27.11	4,432.46	4,698.41	4,609.76	4,886.34	4,794.14	5,081.79	4,985.90	5,285.06	5,185.34	5,496.46	5,392.75	5,716.32	5,944.97	6,182.77	6,306.43	6,432.55
37	26.16	27.73	4,534.42	4,806.49	4,715.80	4,998.75	4,904.43	5,198.70	5,100.62	5,406.65	5,304.64	5,622.91	5,516.82	5,847.83	6,081.74	6,325.04	6,451.54	6,580.55
38	26.76	28.37	4,638.69	4,917.01	4,824.24	5,113.69	5,017.21	5,318.24	5,217.90	5,530.97	5,426.61	5,752.21	5,643.67	5,982.29	6,221.58	6,470.44	6,590.95	6,731.86
39	27.38	29.02	4,745.39	5,030.11	4,935.20	5,231.31	5,132.61	5,440.57	5,337.92	5,658.19	5,551.43	5,884.54	5,773.49	6,119.00	6,364.70	6,619.28	6,761.67	6,886.70
40	28.01	29.69	4,854.54	5,145.82	5,048.72	5,351.64	5,250.67	5,565.71	5,460.69	5,788.33	5,679.12	6,019.87	5,906.29	6,260.67	6,511.10	6,771.64	6,906.97	7,045.41
41	28.65	30.37	4,966.17	5,264.15	5,164.82	5,474.71	5,371.41	5,693.69	5,586.27	5,921.45	5,809.72	6,158.30	6,042.11	6,404.63	6,660.81	6,927.26	7,065.80	7,207.11
42	29.31	31.07	5,080.38	5,385.20	5,283.60	5,600.61	5,494.94	5,824.64	5,714.75	6,057.63	5,943.33	6,299.33	6,181.07	6,551.93	6,844.04	7,086.67	7,229.30	7,372.87
43	29.98	31.78	5,197.24	5,509.07	5,405.13	5,729.43	5,621.34	5,958.62	5,846.62	6,196.96	6,080.03	6,444.83	6,323.23	6,702.62	6,970.73	7,249.56	7,394.55	7,542.44
44	30.67	32.51	5,316.80	5,635.81	5,529.47	5,861.24	5,750.65	6,095.69	5,980.68	6,339.52	6,219.91	6,593.10	6,468.71	6,856.83	7,131.10	7,416.36	7,564.68	7,715.97
45	31.38	33.26	5,443.06	5,765.41	5,656.62	5,996.02	5,882.89	6,235.86	6,118.20	6,485.28	6,362.92	6,744.70	6,617.44	7,014.48	7,295.07	7,586.88	7,738.64	7,893.37
46	32.10	34.03	5,564.17	5,898.02	5,785.74	6,133.94	6,018.21	6,379.30	6,259.93	6,634.47	6,509.29	6,899.85	6,769.67	7,175.85	7,462.87	7,761.39	7,916.62	8,074.06
47	32.84	34.81	5,692.14	6,033.66	5,919.82	6,275.01	6,156.61	6,526.00	6,402.88	6,787.05	6,658.99	7,058.53	6,925.36	7,340.88	7,634.51	7,939.89	8,098.69	8,260.66
48	33.59	35.61	5,823.06	6,172.45	5,605.99	6,419.35	6,298.23	6,676.13	6,550.16	6,943.17	6,812.18	7,220.91	7,084.66	7,509.74	7,810.14	8,122.54	8,284.99	8,450.69
49	34.37	36.43	5,956.99	6,314.41	6,195.28	6,562.34	6,452.34	6,828.68	6,700.82	7,107.27	6,968.85	7,386.98	7,247.60	7,682.46	7,989.76	8,309.34	8,475.53	8,645.04
50	35.16	37.27	6,094.00	6,459.64	6,337.77	6,718.03	6,591.27	6,986.75	6,854.92	7,266.22	7,129.13	7,556.87	7,414.29	7,859.15	8,173.51	8,500.44	8,670.46	8,843.87
51	35.97	38.12	6,234.17	6,608.22	6,483.53	6,872.55	6,742.87	7,147.44	7,012.59	7,433.35	7,293.10	7,730.69	7,584.83	8,039.92	8,361.52	8,695.99	8,869.04	9,047.29
52	36.79	39.00	6,377.56	6,760.21	6,632.66	7,030.61	6,896.76	7,311.84	7,173.88	7,604.31	7,460.84	7,908.49	7,759.28	8,224.84	8,553.83	8,895.99	9,073.04	9,255.38
53	37.64	39.90	6,524.24	6,915.70	6,785.21	7,192.32	7,056.61	7,480.01	7,338.88	7,779.21	7,632.44	8,090.39	7,937.74	8,414.01	8,750.57	9,100.59	9,282.60	9,468.26
54	38.51	40.82	6,674.04	7,074.76	6,941.27	7,357.74	7,218.91	7,652.05	7,507.68	7,958.14	7,807.99</td							

Los Rios Community College District
2018-19 Final
LRCEA 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****
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	32,584	34,539	33,887	35,921	35,243	37,357	36,653	38,852	40,406	42,022	42,862	43,729	
12	30,819	32,668	32,051	33,974	33,333	35,533	34,667	36,747	36,053	38,216	37,495	39,745	41,335	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	44,857	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	45,886	
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	51,565	52,598	53,648
21	37,817	40,086	39,330	41,690	40,903	43,358	42,539	45,092	44,241	46,895	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	55,043	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	56,310	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	55,552	57,775	58,930	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	61,491
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	61,672	62,905
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	63,276	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	66,925	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	69,998	70,489
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	76,677	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	72,984	75,900	77,448	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	74,659	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	81,929	82,649
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	71,503	70,154	74,363	72,960	77,338	75,879	80,431	83,649	86,995	88,735	90,509	92,592
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	87,541	91,043	92,863	94,729
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	89,554	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	95,270	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	97,479	99,429	101,498
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	104,046	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	106,752	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	111,391	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	111,749	119,953	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	116,674	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	106,320	104,323	110,583	116,006	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	117,654	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	120,357	125,174	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	126,957	130,995	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	128,854	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	134,850	140,244	143,948	145,999
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)).

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

Salary Ranges for LRSA Supervisory Positions*

Includes a one-time-only improvement of 6%

DRAFT

Job Code	Title	Range	Annual Salary with one-time 6% Improvement		
			Base Annual Salary	6% Improvement	Annual Salary with one-time 6% Improvement
908	Accounts Payable Supervisor	22V	68,617	-	81,878
636	Admissions & Records Supervisor	24V	74,216	-	88,559
288	Bookstore Supervisor	19V	61,001	-	72,789
901	Business Services Supervisor	26V	80,273	-	95,786
656	Campus Operations Supervisor	22V	68,617	-	81,878
637	Child Development Center Supervisor	20V	63,441	-	75,701
912	College IT Systems Supervisor	32V	101,570	-	121,199
631	Community Services Supervisor	22V	68,617	-	81,878
905	Counseling Supervisor	20V	63,441	-	75,701
603	Custodial Supervisor	17V	56,398	-	67,298
902	Custodial/Receiving Supervisor	20V	63,441	-	75,701
613	Educational Center Supervisor	20V	63,441	-	75,701
651	Employee Benefits Supervisor	24V	74,216	-	88,559
312	Event Services Supervisor - Harris Center for the Arts	18V	58,654	-	69,990
615	Facilities Maintenance - Electrical Systems Supervisor	24V	74,216	-	88,559
601	Facilities Maintenance - Grounds Supervisor	24V	74,216	-	88,559
609	Facilities Maintenance - Heating/Ventilation/Air Conditioning (HVAC)/Plumbing Supervisor	24V	74,216	-	88,559
617	Facilities Maintenance - Structures Supervisor	24V	74,216	-	88,559
616	Facilities Maintenance Supervisor	24V	74,216	-	88,559
642	Facilities Maintenance - Transportation Supervisor	24V	74,216	-	88,559
622	Facilities Management Operations Supervisor	18V	58,654	-	69,990
923	Facilities Projects Supervisor	29V	90,296	-	107,746
611	Financial Aid Supervisor	24V	74,216	-	88,559
657	Fiscal Services Supervisor	26V	80,273	-	95,786
605	Food Services Manager	19V	61,001	-	72,789
624	General Accounting Supervisor	26V	80,273	-	95,786
910	General Services Supervisor, Risk Management	22V	68,617	-	81,878
289	Hospitality Management - Culinary Supervisor	20V	63,441	-	75,701
911	Instructional Computer Laboratory Supervisor	22V	68,617	-	81,878
913	Instructional Science Laboratory Supervisor	22V	68,617	-	81,878
612	IT Application Systems Supervisor	33V	105,633	-	126,047
685	IT Production Services Supervisor	33V	105,633	-	126,047
684	IT Technical Services Supervisor	33V	105,633	-	126,047
619	Media Resources Supervisor	24V	74,216	-	88,559
623	Payroll Supervisor	26V	80,273	-	95,786
915	Police Communications Supervisor	21V	65,978	-	78,729
240	Police Sergeant	27V	83,483	-	99,617
900	Printing Services Supervisor	19V	61,001	-	72,789
628	Purchasing Supervisor	22V	68,617	-	81,878
909	SRPSTC Office Supervisor	21V	65,978	-	78,729
682	Student Life Supervisor	20V	63,441	-	75,701
681	Student Support Supervisor	20V	63,441	-	75,701
643	Technical Director - Harris Center for the Arts	22V	68,617	-	81,878
903	Ticket Office Supervisor - Visual & Performing Arts Center	19V	61,001	-	72,789
					64,661
					- 86,824
					77,157

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%.

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	26.07	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	6,558.31	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	5,946.83	6,303.64	6,065.77	6,429.72	6,686.91	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	6,686.91	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	7,377.24	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	8,799.51	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	8,799.51	9,151.49	9,334.52	9,521.24	
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	71,336	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	126,001	128,521
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	128,474	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	128,474	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	150,354

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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				
			Min	Max	Min	Max			
210	College Safety Officer	27	44,702	-	57,918	47,384	-	71,824	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	-	65,819	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	-	71,824	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	-	65,819	56,263
251	Lead Equipment Mechanic	41	60,522	-	79,119	64,153	-	98,111	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	-	98,111	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	-	98,111	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	-	65,819	56,263
224	Toolroom Equipment Attendant - Adv. Tech., Aeronautics, Motor	23	41,089	-	53,078	43,555	-	65,819	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%.

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Range	*Hourly Step 1	Hourly Step 1a	Monthly 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	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	5,368.61
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	4,623.16	4,688.55	4,876.10	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	5,606.84
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	5,631.71	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	5,754.91	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	6,351.81	6,605.88	6,870.44	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	7,184.71	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	7,067.01	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	8,175.91
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	7,805.81	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

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* 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	71,824
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	75,844	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	87,229	90,709	94,337	98,414
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	102,504
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 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/ 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 compc

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	234,085.83	243,449.26	248,318.25	229,584.18	238,767.55	248,318.25	253,284.62	234,175.86	243,542.89	253,284.64	258,350.30	238,859.38	248,413.76	258,350.34	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	22,398.97
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	18,434.44	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	200,566.51	185,435.01	192,852.41	200,566.51	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	178,314.44	164,861.70	171,456.17	178,314.42	181,880.71	168,158.93	174,985.29	181,880.70	185,518.31
Monthly		12,946.07	13,463.94	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	14,959.53	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	167,550.35	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	173,948.34
Monthly		12,138.68	12,624.23	13,129.20	13,391.78	12,381.45	12,876.74	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	156,766.54	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	11,779.02	12,249.14	12,494.12	11,551.52	12,013.58	12,494.12	12,744.09
Annual	5	111,102.80	115,546.91	120,168.70	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	122,610.32	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	10,422.64	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	8,478.44	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	93,525.24	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	8,270.84	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	93,050.92	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	7,600.04	7,752.04	7,167.17	7,453.86	7,752.04	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	83,867.94	87,222.63	88,967.08	82,255.06	85,545.26	88,967.07	90,746.41	83,900.16	87,256.17	90,746.42	92,561.35	85,578.16	89,901.20	92,561.34	94,442.57
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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An Additional increment of 2% (10.323%) will be awarded after 20 years.

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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).

LOS RIOS COMMUNITY COLLEGE DISTRICT

2019-20 Final Management Salary Schedule

With Decentral Educational incentive payment of \$3,523 (\$3,523 + 0% OSSP)

Includes an advanced continuing improvement of 4%

Range	Step 1	4+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	246,972.26	254,841.25	233,107.18	242,290.56	251,841.25	256,807.62	237,698.86	247,065.89	256,807.61	264,873.30	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	21,400.64	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	238,185.59	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	188,886.71	196,301.26	200,156.83	185,322.03	192,593.99	200,156.83	204,089.51	188,958.01	196,375.41	204,089.51	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	165,089.97	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	13,757.50	14,296.05	14,576.10	13,498.58	14,026.78	14,576.10	14,861.76	13,762.68	14,301.44	14,861.75	15,153.12	14,032.06	14,584.60	15,153.12	15,450.34	14,306.83	14,867.36	15,450.34	15,753.44
Annual	2	149,187.15	155,013.72	161,073.35	164,224.36	152,100.43	158,043.53	164,224.35	167,438.38	155,071.98	161,133.94	167,438.38	170,716.60	158,102.96	164,286.16	170,716.60	174,060.56	161,194.56	167,501.42	174,060.56	177,471.31
Monthly		12,432.26	12,917.81	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	13,690.54	14,226.39	14,505.05	13,432.88	13,958.46	14,505.05	14,789.28
Annual	3	140,102.68	145,566.87	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	160,289.54	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	142,087.80	147,630.49	150,512.64	139,423.18	144,859.19	150,512.64	153,452.43	142,141.18	147,685.91	153,452.43	156,451.02
Monthly		10,965.40	11,392.27	11,836.22	12,067.07	11,178.83	11,644.24	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	12,307.46	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	123,738.04	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	10,307.66	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	113,609.23	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	9,144.52	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	8,561.24	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	87,390.94	90,745.63	92,490.98	85,778.06	89,068.26	92,490.97	94,269.44	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	8,007.03	7,425.10	7,710.36	8,007.03	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).

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

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 12,019.04 646.18	123,713.12 12,371.34 665.12	124,997.72 12,499.77 672.03	128,520.72 12,852.07 690.97	129,997.63 12,999.76 698.94	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 10,796.35 579.91	111,386.50 11,138.65 598.85
Director/Manager VI	15	91,672.92 9,167.29 492.87	95,195.92 9,519.59 511.84	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	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	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		108,618		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
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
Daily		265.22	275.82	294.69	306.48	324.10	337.07	353.61	367.76	371.27
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
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
Daily		275.82	286.86	306.48	318.74	337.07	350.55	367.76	382.47	386.12
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
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
Daily		286.86	298.33	318.74	331.49	350.55	364.57	382.47	397.77	401.57
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
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
Daily		298.33	310.27	331.49	344.75	364.57	379.16	397.77	413.68	417.63
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
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
Daily		310.27	322.68	344.75	358.54	379.16	394.32	413.68	430.22	434.33
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
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
Daily		322.68	335.58	358.54	372.88	394.32	410.09	430.22	447.43	451.71
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
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
Daily		335.58	349.01	372.88	387.79	410.09	426.50	447.43	465.33	469.78
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
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
Daily		349.01	362.97	387.79	403.30	426.50	443.56	465.33	483.94	488.57
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
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
Daily		362.97	377.49	403.30	419.44	443.56	461.30	483.94	503.30	508.11
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
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
Daily		377.49	392.58	419.44	436.21	461.30	479.75	503.30	523.43	528.43
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
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
Daily		392.58	408.29	436.21	453.66	479.75	498.94	523.43	544.37	549.57
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
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
Daily		408.29	424.62	453.66	471.81	498.94	518.90	544.37	566.15	571.55
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
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
Daily		424.62	441.60	471.81	490.68	518.90	539.66	566.15	588.79	594.42
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
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
Daily		441.60	459.27	490.68	510.31	539.66	561.24	588.79	612.34	618.19
Annual	15	-	-	-	-	92,043.74	95,725.49	100,424.34	104,441.31	105,439.16
Monthly		-	-	-	-	9,204.37	9,572.55	10,042.43	10,444.13	10,543.92
Daily		-	-	-	-	561.24	583.69	612.34	636.84	642.92
	L1	-78,332.86	-87,038.33			-99,554.54		-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		662.91		695.98
	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 (*)

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	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	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		109,062.34		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		698.22		
	L2	80,225.63	89,141.46		101,960.08		111,243.56		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 (*)

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	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	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	55,687	58,889	61,245	64,251	66,821	67,459
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		121,494
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	336.95	360.00	374.40	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	437.99	463.18	481.71	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		85,117.44		94,576.92		108,177.15		118,026.70		123,920.64	
		7,093.12		7,881.44		9,044.76		9,835.56		10,326.74	
		489.18		543.55		621.71		678.31		712.19	

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

**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											
	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.
	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-1*		408.78		420.90		438.28		450.86		458.40
Lab			81.59		90.68		103.71		113.14		118.80
Lecture	Longevity-2**		410.96		423.32		441.04		453.87		461.57
Lab			83.22		92.49		105.78		115.44		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	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	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		93.40
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		
			Min	Max	Step
0118	Confidential Administrative Assistant I	5CA	52,109	-	71,342
0189	Confidential Administrative Assistant II	6CA	54,193	-	74,196
0136	Confidential Administrative Assistant III	7CA	56,361	-	77,164
0280	Confidential Executive Assistant	10CA	63,398	-	86,799
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	- 120,781	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	- 120,781	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	59,624
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	63,224	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	-	49,166
0142	Account Clerk II	21	39,330	-	53,847
0143	Account Clerk III	25	43,076	-	58,974
0649	Accountant	35	54,073	-	74,934
0198	Accounting Specialist	40	60,585	-	82,946
0131	Administrative Assistant I	26	44,066	-	60,334
0133	Administrative Assistant II	28	46,116	-	63,138
0285	Administrative Assistant III	30	48,262	-	66,075
0654	Administrative Services Analyst	44	66,354	-	90,845
0171	Admissions/Records Clerk I	17	35,911	-	49,166
0172	Admissions/Records Clerk II	20	38,446	-	52,636
0173	Admissions/Records Clerk III	23	41,160	-	56,352
0145	Admissions/Records Evaluator I	24	42,107	-	57,648
0151	Admissions/Records Evaluator II	28	46,116	-	63,138
0163	Admissions/Records Evaluator/Degree Auditor	29	47,177	-	64,589
0819	Alternate Media Design Specialist	37	56,590	-	77,477
0634	Animal Health Instructional Technician	30	48,262	-	66,075
0798	Assessment Center Testing Coordinator	38	57,891	-	79,258
0602	Assistant Financial Aid Officer	35	54,073	-	74,934
0313	Assistant Technical Director - Harris Center for the Arts	37	56,590	-	77,477
0701	Athletic Trainer	37	56,590	-	77,477
0742	Attendance Services Assistant	27	45,080	-	61,718
0185	Bookstore Assistant Manager	37	56,590	-	77,477
0183	Bookstore Buyer I	21	39,330	-	53,847
0195	Bookstore Buyer II	25	43,076	-	58,974
0186	Bookstore Clerk	18	36,736	-	50,295
0184	Bookstore Stock Clerk	21	39,330	-	53,847
0869	Building Automation and Systems Integration Analyst	57	89,176	-	122,090
0128	Buyer	29	47,177	-	64,589
0116	Child Development Center Associate Teacher	12	32,051	-	43,884
0810	Child Development Center Clerk	20	38,446	-	52,636
0199	Child Development Center Lead Teacher	35	54,073	-	74,934
0194	Child Development Center Teacher	26	44,066	-	60,334
0102	Clerk II	16	35,103	-	48,966
0103	Clerk III	20	38,446	-	52,636
0191	College Development Officer	35	54,073	-	74,934
0739	Computer Aided Drafting and Design Assistant	42	63,403	-	86,805
0803	Contract Education Program Developer	56	87,171	-	119,345
0123	Control Center Technician	22	40,235	-	55,085
0164	Cook/Baker	21	39,330	-	53,847
0169	Cosmetology Service Assistant	30	48,262	-	66,075
0109	Counseling Clerk I	17	35,911	-	49,166
0110	Counseling Clerk II	21	39,330	-	53,847
0744	Data Communications Security Specialist	61	97,667	-	133,746
0283	Digital Communications Specialist	44	66,354	-	90,845
0129	Disabled Student Programs and Services (DSP&S) Clerk	17	35,911	-	49,166
0282	District Financial Aid Specialist	40	60,585	-	82,946
0650	Donor Relations Specialist	38	57,891	-	79,258
0167	Educational Center Assistant	25	43,076	-	58,974
0108	Educational Center Clerk	22	40,235	-	55,085
0806	Educational Media Design Specialist	37	56,590	-	77,477
0646	Electronics Calibration and Repair Technician	38	57,891	-	79,258
0180	Employee Benefits Specialist	40	60,585	-	82,946
0175	Employee Benefits Technician	29	47,177	-	64,589
0287	Energy Management Controls Specialist	57	89,176	-	122,090
0705	Facilities Planning and Engineering Specialist	56	87,171	-	119,345
0700	Facilities Planning Specialist	49	74,343	-	101,783
0138	Financial Aid Clerk I	17	35,911	-	49,166
0140	Financial Aid Clerk II	21	39,330	-	53,847
0604	Financial Aid Officer	38	57,891	-	79,258
0743	Fiscal Services Accounting Specialist	40	60,585	-	82,946
0161	Food Service Assistant I	10	30,626	-	41,930
0162	Food Service Assistant II	12	32,051	-	43,884
0165	Food Service Assistant Manager	24	42,107	-	57,648
0149	Grant Coordination Clerk	20	38,446	-	52,636
0236	Graphic Artist	28	46,116	-	63,138
0801	Graphic Designer	29	47,177	-	64,589
0168	Health Services Assistant	21	39,330	-	53,847
0718	Information Technology Business/Technical Analyst I	57	89,176	-	122,090
0723	Information Technology Business/Technical Analyst II	61	97,667	-	133,746
0748	Information Technology Network Administrator Analyst I	57	89,176	-	122,090
0749	Information Technology Network Administrator Analyst II	61	97,667	-	133,746
0726	Information Technology Specialist I	44	66,354	-	90,845
0729	Information Technology Specialist II	50	76,053	-	104,124
0745	Information Technology Systems/Database Administrator Analyst I	57	89,176	-	122,090
0746	Information Technology Systems/Database Administrator Analyst II	61	97,667	-	133,746
0242	Information Technology Cable Plant Assistant	50	76,053	-	104,124
0809	Information Technology Technician I	25	43,076	-	58,974
0152	Information Technology Technician II	31	49,372	-	67,595
0208	Instructional Assistant	28	46,116	-	63,138
0166	Instructional Services Assistant I	24	42,107	-	57,648
0808	Instructional Services Assistant II	27	45,080	-	64,718

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	- 58,974 52,408
0114	Library Technician	26	44,066	- 60,334 53,613
0105	Maintenance/Operations Clerk	22	40,235	- 56,085 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	4,300.34	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	4,500.44	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	4,929.04	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	5,632.94
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	5,895.04
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	6,048.34	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	6,244.64	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	7,839.04	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	8,677.04
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	9,289.64
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	9,840.54	10,234.13	10,438.84	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	10,678.94	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	11,143.04
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).

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	83,959	87,347	89,063	90,845
45	67,880	70,595	73,418	76,355	79,409	82,586	85,889	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	95,074
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	114,741	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	115,434	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

* 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).

Los Rios Community College District
2019-20 Final

Salary Ranges for LRSA Supervisory Positions*

Includes an advanced continuing improvement of 2%.

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

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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 1% 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	-	69,619
206	Custodian	21	40,494	-	61,096
230	Environmental Systems Technician	37	56,963	-	86,916
256	Equipment Mechanic I	35	54,538	-	83,110
253	Equipment Mechanic II	39	59,511	-	90,908
221	Grounds Irrigation Specialist/Groundskeeper	31	50,025	-	76,035
220	Grounds Maintenance Technician	31	50,025	-	76,035
211	Groundskeeper	23	42,219	-	63,801
209	Head Custodian	25	44,030	-	66,639
258	Head Grounds Maintenance Technician	35	54,538	-	83,110
213	Head Groundskeeper	27	45,931	-	69,619
239	Lead Custodian	23	42,219	-	63,801
251	Lead Equipment Mechanic	41	62,186	-	95,103
263	Lead Maintenance Cabinetmaker	41	62,186	-	95,103
250	Lead Maintenance Electrician	42	63,592	-	97,294
218	Lead Maintenance Electronic/Alarm Technician	42	63,592	-	97,294
235	Lead Maintenance HVAC Mechanic	42	63,592	-	97,294
252	Lead Maintenance Painter	41	62,186	-	95,103
227	Lead Maintenance Plumber	42	63,592	-	97,294
278	Lead Maintenance Technician	33	52,225	-	79,486
232	Lead Physical Education/Athletic Attendant	24	43,124	-	65,219
245	Maintenance Cabinetmaker	39	59,511	-	90,908
262	Maintenance Carpenter	39	59,511	-	90,908
246	Maintenance Electrician	39	59,511	-	90,908
261	Maintenance Electronic/Alarm Technician	39	59,511	-	90,908
243	Maintenance HVAC Mechanic	39	59,511	-	90,908
244	Maintenance Locksmith/Glazier	39	59,511	-	90,908
247	Maintenance Painter	39	59,511	-	90,908
248	Maintenance Plumber	39	59,511	-	90,908
255	Maintenance Roofer/Carpenter	39	59,511	-	90,908
215	Maintenance Technician I	29	47,927	-	72,749
222	Maintenance Technician II	31	50,025	-	76,035
260	Mechanical/Electrical Systems Technician	37	56,963	-	86,916
233	Physical Education/Athletic Attendant	22	41,356	-	62,448
259	Police Detective	49	73,049	-	108,131
212	Police Officer	48	71,617	-	106,010
850	Receiving Clerk/Storekeeper	24	43,124	-	65,219
203	Stock Clerk	21	40,494	-	61,096
226	Toolroom Equipment Attendant	23	42,219	-	63,801
204	Utility Worker	21	40,494	-	61,096

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.

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	4,707.24	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	7,873.24	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	63,804
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	61,894	64,367	66,942	69,619
28	46,930	49,040	51,125	53,381	55,749	58,237	60,850	63,284	65,845	68,448	71,186
29	47,927	50,025	52,225	54,538	56,963	59,511	62,186	64,674	67,261	69,954	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	284,915	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	225,613	229,348
Director/Manager I/ 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 II/ Assoc. VP (672)	2	145,664	154,404	148,577	157,492	151,549	160,642	154,580	163,855	157,672	167,132	173,817	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	152,813	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	144,371
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	111,601	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	100,616	104,641	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	94,341	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

Without Doctoral Educational incentive payment

DRAFT

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

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	C	225,082.53	238,587.48	248,130.98	258,056.22	263,217.34	229,584.18	243,359.23	253,093.60	263,217.34	268,481.69	234,175.86	248,226.41	258,165.47	268,481.69	273,851.32	238,859.38	253,190.94	263,318.68	273,851.32	279,328.35	243,636.57	258,254.76	268,584.95	279,328.35	284,914.82
Monthly		18,756.88	19,882.29	20,677.58	21,504.69	21,934.78	19,132.02	20,279.94	21,094.13	21,934.78	22,373.47	19,514.66	20,685.53	21,512.96	22,373.47	22,820.94	19,904.95	21,099.25	21,943.22	22,820.94	23,277.36	20,303.05	21,521.23	22,382.08	23,277.36	23,742.91
Annual	B	208,533.99	221,046.03	229,887.87	239,083.38	243,865.05	212,704.67	225,466.95	234,485.63	243,865.06	248,742.36	216,958.76	229,976.29	239,175.34	248,742.35	253,717.29	221,297.94	234,575.82	243,958.85	253,717.29	268,791.54	225,723.90	239,267.34	248,838.03	258,791.55	263,967.38
Monthly		17,377.83	18,420.50	19,167.32	19,923.62	20,322.09	17,725.39	18,788.91	19,540.47	20,322.09	20,728.53	18,079.90	19,164.69	20,931.28	20,728.53	21,143.10	18,441.50	19,547.99	20,329.90	21,143.10	21,565.96	18,810.33	19,938.95	20,736.59	21,565.96	21,997.28
Annual	A	178,234.34	188,928.41	196,485.55	204,344.97	208,431.87	181,799.03	192,706.98	200,415.26	208,431.87	212,600.51	185,435.01	196,561.12	204,423.56	212,600.50	216,862.54	189,143.71	200,492.34	208,512.03	216,852.54	221,189.56	192,926.58	204,501.19	212,682.28	221,189.57	226,613.36
Monthly		14,852.86	15,744.03	16,373.80	17,028.75	17,369.32	15,149.92	16,058.92	16,701.27	17,369.32	17,746.74	15,452.92	16,380.09	17,035.30	17,746.74	18,071.04	15,761.98	16,707.70	17,376.00	18,071.04	18,492.46	16,077.22	17,041.85	17,723.52	18,432.46	18,801.11
Annual	1	155,352.86	164,674.03	171,260.99	178,111.43	181,673.66	158,459.92	167,967.51	174,686.24	181,673.66	185,307.13	161,629.12	171,326.86	178,170.93	185,307.13	189,013.27	164,861.70	174,753.40	181,743.54	189,013.28	192,793.55	168,158.93	178,248.47	185,378.44	192,793.55	196,649.42
Monthly		12,946.07	13,722.84	14,271.75	14,842.62	15,139.47	13,204.99	13,997.29	14,557.18	15,139.47	15,442.26	13,469.09	14,277.24	14,848.33	15,442.26	15,751.11	13,738.48	14,562.78	15,145.30	16,066.13	14,013.24	14,854.04	15,448.20	16,066.13	16,387.45	
Annual	2	145,664.15	154,404.00	160,580.16	167,003.37	170,343.44	148,577.43	157,492.08	163,701.76	170,343.43	173,750.30	151,548.98	160,641.92	167,067.60	173,750.30	177,225.31	154,579.96	163,854.76	170,408.95	177,225.31	180,769.82	157,671.56	167,131.86	173,817.13	180,769.82	184,385.22
Monthly		12,138.68	12,867.00	13,381.68	13,916.95	14,195.29	12,381.45	13,124.34	13,649.31	14,195.29	14,479.19	12,629.08	13,386.83	13,922.30	14,479.19	14,768.78	12,881.66	13,654.56	14,200.75	14,768.78	15,064.45	13,139.30	13,927.66	14,484.76	15,064.15	15,365.44
Annual	3	136,579.68	144,774.46	150,565.44	156,588.06	159,719.82	139,311.27	147,669.95	153,578.75	159,719.82	162,914.22	142,097.50	150,623.35	156,648.28	162,914.21	166,172.49	144,939.45	153,635.82	159,781.25	166,172.50	169,495.95	147,838.24	156,708.54	162,976.88	169,495.96	172,885.88
Monthly		11,381.64	12,064.54	12,547.12	13,049.04	13,309.99	11,609.27	12,305.83	12,798.06	13,309.99	13,576.19	11,841.46	12,551.95	13,054.02	13,576.18	13,847.74	12,078.29	12,802.99	13,345.10	13,847.74	14,124.66	12,319.85	13,059.05	13,581.44	14,124.66	14,407.16
Annual	4	128,061.77	135,745.48	141,175.30	146,822.34	149,758.76	130,623.01	138,460.39	143,998.81	149,758.76	152,753.04	133,235.47	141,229.60	146,878.78	152,753.93	155,809.04	135,900.18	144,054.19	149,816.36	155,809.04	158,925.19	138,618.18	146,935.27	152,812.68	158,925.19	162,103.69
Monthly		10,671.81	11,312.12	11,764.61	12,235.19	12,479.90	10,885.25	11,538.37	11,999.90	12,479.90	12,729.50	11,102.96	11,769.13	12,239.00	12,729.49	12,984.08	11,325.02	12,004.52	12,484.70	12,984.08	13,243.77	11,551.52	12,244.61	12,734.39	13,243.77	13,508.64
Annual	5	111,102.80	117,768.97	122,479.73	127,378.92	129,926.50	113,324.86	120,124.35	124,929.32	129,926.49	132,525.02	115,591.36	122,526.84	127,427.94	132,525.03	135,175.53	117,903.19	124,977.38	129,976.48	135,175.54	137,879.05	120,261.25	127,476.93	132,576.01	137,879.05	140,636.63
Monthly		9,258.57	9,814.08	10,206.64	10,614.94	10,827.21	9,443.74	10,010.36	10,410.78	10,827.21	11,043.75	9,632.61	10,210.57	10,618.99	11,043.75	11,264.63	9,825.27	10,414.78	10,831.37	11,264.63	11,489.92	10,021.77	10,623.08	11,048.00	11,489.92	11,719.72
Annual	6	104,173.77	110,424.21	114,441.18	119,434.83	121,823.59	106,257.25	112,632.69	117,138.00	121,823.52	124,269.09	108,382.40	114,885.34	119,480.75	124,269.98	126,745.18	110,550.05	117,183.05	121,870.37	126,745.18	129,280.08	112,761.05	119,526.71	124,307.78	129,280.09	131,865.69
Monthly		8,681.15	9,202.02	9,570.10	9,952.90	10,151.96	8,854.77	9,386.06	9,761.50	10,151.96	10,355.00	9,031.87	9,573.78	9,956.73	10,355.00	10,562.10	9,212.50	9,765.25	10,156.86	10,562.10	10,773.34	9,396.75	9,960.56	10,358.98	10,773.34	10,988.81
Annual	7	95,909.56	101,664.13	105,730.70	109,959.93	112,159.13	97,827.75	103,697.41	107,845.31	112,159.12	114,402.30	99,784.30	105,771.36	110,002.24	114,402.30	116,690.35	101,779.99	107,886.79	112,202.26	116,690.35	120,024.16	103,815.59	110,044.53	114,446.34	119,024.16	121,404.64
Monthly		7,992.46	8,472.01	8,810.89	9,163.33	9,346.59	8,152.31	8,641.45	8,987.11	9,346.59	9,533.53	8,315.36	8,814.28	9,166.85	9,533.53	9,724.20	8,481.67	8,990.57	9,350.19	9,724.20	9,918.68	8,651.30	9,170.38	9,537.19	9,918.68	10,117.05
Annual	8	89,928.09	95,323.76	99,136.74	103,102.18	105,164.22	91,726.65	97,230.24	101,119.45	105,164.23	107,267.54	93,561.18	99,174.84	103,141.83	107,267.50	109,412.85	95,432.40	101,158.34	105,204.67	109,412.86	111,601.12	97,341.05	103,181.51	107,308.77	111,601.12	113,833.14
Monthly		7,494.01	7,943.65	8,261.39	8,591.85	8,763.69	7,643.89	8,102.52	8,426.62	8,763.69	8,938.96	7,796.77	8,264.57	8,595.15	8,938.96	9,117.74	7,952.70	8,429.86	8,767.06	9,117.74	9,300.09	8,111.75	8,598.46	8,942.40	9,300.09	9,486.10
Annual	9	84,319.66	89,378.81	92,953.96	96,672.12	98,605.56	86,006.05	91,166.39	94,813.05	98,605.57	100,577.68	87,726.17	92,989.72	96,709.34	100,577.68	102,589.23	89,480.69	94,849.51	98,643.49	102,589.23	104,641.01	91,270.30	96,746.50	100,616.36	104,641.01	106,733.83
Monthly		7,026.64	7,448.23	7,746.16	8,056.04	8,247.49	7,167.17	7,597.20	7,901.09	8,247.13	8,581.47	7,310.51	7,749.14	8,059.44	8,381.47	8,549.10	7,456.72	7,904.13	8,229.29	8,549.10	8,720.08	7,605.86	8,062.21	8,384.79	8,720.08	8,894.49
Annual	10	79,061.00	83,804.63	87,156.82	90,643.09	92,455.95	80,642.22	85,480.72	88,899.95	92,455.95	94,305.07	82,255.06	87,190.33	90,677.94	94,305.06	96,191.16	83,900.16	88,934.14	92,491.54	96,191.17	98,114.99	85,578.16	90,712.82	94,341.33	98,114.98	100,077.28
Monthly		6,588.42	6,983.72	7,263.07	7,553.59	7,704.66	6,720.19	7,123.39	7,408.33	7,704.66	7,858.76	6,854.59	7,265.86	7,566.50	7,858.76	8,015.93	6,991.68	7,411.18	7,707.63	8,015.93	8,176.26	7,131.51	7,559.40	7,861.78	8,176.25	8,339.77

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 (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)) will be awarded after 15 years.

An Additional increment of 2% (10.323%) ((10.9424% with 6% OSSP)) 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-Deleter-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	C	228,605.53	242,321.86	251,865.36	261,790.60	266,951.72	233,107.18	247,093.61	256,827.98	266,951.72	272,216.07	237,598.86	251,960.79	261,889.85	272,216.07	277,585.70	242,382.38	256,925.32	267,952.06	277,585.70	283,062.73	247,159.57	261,989.14	272,319.33	283,062.73	288,649.30
Monthly		19,050.46	20,193.49	20,988.78	21,815.88	22,245.98	19,425.60	20,591.13	21,402.33	22,245.98	22,684.67	19,808.24	20,996.73	21,824.15	22,684.67	23,132.14	20,198.53	21,410.44	22,245.41	23,132.14	23,588.56	20,596.63	21,832.43	22,693.28	23,588.56	24,064.11
Annual	B	212,056.99	224,780.41	233,622.26	242,817.76	247,599.43	216,227.67	229,201.33	238,220.04	247,599.44	252,476.74	220,481.76	233,710.67	242,999.72	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	262,572.41	262,526.93	267,701.76
Monthly		17,671.42	18,731.70	19,468.52	20,234.84	20,633.29	18,018.97	19,100.11	19,861.67	20,633.29	21,039.73	18,373.48	19,475.89	20,242.48	21,039.73	21,454.39	18,735.08	19,859.18	20,641.10	21,454.39	21,877.16	19,103.91	20,250.14	21,947.70	21,877.16	22,309.48
Annual	A	181,757.34	192,662.79	200,219.93	208,079.38	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	212,246.44	220,586.89	224,923.94	196,449.58	208,236.57	216,416.66	224,923.95	229,347.74
Monthly		15,146.45	16,055.23	16,684.00	17,339.95	17,680.52	15,443.50	16,370.11	17,012.47	17,680.52	18,027.94	15,746.50	16,691.29	17,346.50	18,027.94	18,382.24	16,055.56	17,018.89	17,687.20	18,382.24	18,743.66	16,370.80	17,353.05	18,034.72	18,743.66	19,112.31
Annual	1	158,875.86	168,408.41	174,905.37	181,845.81	185,408.04	161,982.92	171,701.89	178,420.59	185,408.04	190,041.51	165,152.12	175,061.24	181,914.31	180,041.51	192,747.66	168,384.70	178,487.78	185,477.92	192,747.66	196,527.93	171,681.93	181,982.85	189,112.70	196,527.93	200,383.80
Monthly		13,239.66	14,034.03	14,582.95	15,163.82	15,450.67	13,498.58	14,308.49	14,868.38	15,450.67	15,753.46	13,762.68	14,588.44	15,159.53	15,753.46	16,062.30	14,032.06	14,873.98	15,456.49	16,062.31	16,377.33	14,306.83	15,165.24	15,759.40	16,377.33	16,698.65
Annual	2	149,187.15	158,138.38	164,314.54	170,737.78	174,077.82	152,100.43	161,226.46	167,526.14	174,077.81	177,484.69	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	177,551.51	184,504.20	188,119.60
Monthly		12,432.26	13,178.20	13,692.88	14,228.15	14,506.49	12,675.04	13,435.54	13,960.54	14,506.48	14,790.39	12,922.67	13,698.03	14,233.50	14,790.39	15,079.97	13,175.25	13,965.76	14,511.94	15,079.97	15,375.35	13,432.88	14,238.85	14,795.96	15,375.35	15,676.63
Annual	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	163,519.63	169,906.88	173,230.33	151,361.24	160,442.92	166,711.26	173,230.34	176,620.26
Monthly		11,675.22	12,375.74	12,858.32	13,360.20	13,621.18	11,902.86	12,617.03	13,109.26	13,621.18	13,887.38	12,135.04	12,863.14	13,365.22	13,621.18	14,158.91	12,371.87	13,114.18	13,626.30	14,158.91	14,435.86	12,613.44	13,370.24	13,892.61	14,435.86	14,718.36
Annual	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	156,488.31	159,543.39	139,423.18	147,788.57	153,550.74	159,543.39	162,659.57	142,141.18	150,669.65	156,547.06	162,659.57	165,838.07
Monthly		10,965.40	11,623.32	12,075.84	12,546.39	12,791.10	11,178.3	11,849.56	12,311.10	12,791.10	13,040.69	11,396.54	12,080.33	12,551.10	13,040.69	13,295.28	11,618.60	12,315.71	12,796.00	13,295.28	13,554.96	11,845.10	12,555.80	13,045.50	13,554.96	13,819.84
Annual	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	136,259.40	119,114.36	126,261.22	131,162.29	136,259.41	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	144,371.01
Monthly		9,552.15	10,125.28	10,517.84	10,926.11	11,138.41	9,737.32	10,321.56	10,721.98	11,138.41	11,354.95	9,926.20	10,521.77	10,930.11	11,354.95	11,575.83	10,118.85	10,725.98	11,144.57	11,575.83	11,801.12	10,315.35	10,934.28	11,350.20	11,801.12	12,030.92
Annual	6	107,696.77	114,158.59	118,575.56	123,169.24	125,557.91	109,780.25	116,367.07	120,872.38	125,557.90	127,994.37	111,905.40	118,619.72	123,216.12	127,994.36	130,479.56	114,073.05	120,917.43	125,604.75	130,475.56	133,014.46	116,284.05	123,261.09	128,042.16	133,014.47	135,600.07
Monthly		8,974.73	9,513.22	9,881.30	10,264.40	10,463.16	9,148.35	9,697.26	10,072.70	10,463.16	10,666.20	9,325.45	9,884.98	10,267.93	10,666.20	10,873.30	9,506.09	10,076.45	10,467.06	10,873.30	11,084.54	9,690.34	10,271.76	10,670.18	11,084.54	11,300.01
Annual	7	99,432.56	105,398.51	109,465.08	113,604.31	115,893.54	101,350.75	107,431.79	111,579.69	115,893.50	118,136.68	103,307.30	109,505.74	113,736.59	118,136.68	120,424.73	105,302.99	111,621.17	115,936.64	120,424.73	122,758.54	107,338.59	113,778.91	118,180.69	122,758.54	125,139.02
Monthly		8,286.05	8,783.21	9,122.09	9,474.53	9,657.79	8,445.90	8,952.65	9,298.34	9,657.79	9,844.72	8,608.94	9,125.48	9,478.05	9,844.72	10,035.39	8,775.25	9,301.76	9,661.39	10,035.39	10,229.88	8,944.88	9,481.58	9,848.39	10,229.88	10,428.25
Annual	8	93,451.09	99,058.14	102,871.00	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	116,335.50	100,864.05	106,915.89	111,043.15	115,335.50	117,567.52
Monthly		7,787.59	8,254.85	8,572.59	8,903.05	9,074.88	7,937.47	8,413.72	8,737.82	9,074.88	9,250.16	8,090.35	8,575.77	8,906.35	9,250.16	9,428.94	8,246.28	8,741.06	9,078.25	9,428.94	9,611.29	8,405.34	8,909.66	9,253.60	9,611.29	9,797.29
Annual	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	106,323.61	93,003.69	98,583.89	102,377.87	106,323.61	108,375.39	94,793.30	100,480.88	104,350.74	108,375.39	110,468.21
Monthly		7,320.22	7,759.43	8,057.36	8,367.24	8,528.33	7,460.75	7,908.40	8,212.29	8,528.33	8,692.67	7,604.10	8,060.34	8,370.31	8,692.67	8,869.39	7,750.31	8,215.32	8,631.49	8,869.39	9,031.28	7,899.44	8,373.41	8,695.00	9,031.28	9,205.68
Annual	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	98,039.49	85,776.08	90,924.71	94,412.32	98,039.44	99,925.54	87,423.16	92,668.52	96,225.89	99,925.55	101,849.37	89,101.16	94,447.20	98,075.71	101,849.36	103,811.66
Monthly		6,882.00	7,294.92	7,574.27	7,864.78	8,015.86	7,013.77	7,434.59	7,710.53	8,015.86	8,169.05	7,148.17	7,577.06	7,867.69	8,169.05	8,327.13	7,285.26	7,722.38	8,018.82	8,327.13	8,487.45	7,425.10	7,870.60	8,172.98	8,487.45	8,650.97

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

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 II/- 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 16,360.78 879.64
Director/Manager II/- Assoc. VP	11	135,875.52 13,587.55 730.54	139,610.52 13,961.05 750.59	141,310.54 14,131.05 759.73	145,045.54 14,504.55 779.84	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 15,363.72 826.04
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 12,796.93 688.04	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														
	*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*			82,852			92,060			105,298			114,885			120,622
Longevity 2**			84,509			93,904			107,404			117,183			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	356.51	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	67,843.09	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	7,111.56	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	60,559.19	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
L1		—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
L2		—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
		—82,852.06	—8,285.24	—505.29	—561.34	—572.57	—572.57	—92,059.77	—9,205.98	—10,529.80	—10,529.80	—10,740.40	—10,740.40	—654.90	—714.53	—120,622.40
		—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
		—84,509.10	—8,450.94	—515.30	—572.57	—572.57	—572.57	—93,900.97	—9,390.10	—10,740.40	—10,740.40	—11,718.31	—11,718.31	—714.53	—750.24	—123,034.88
		—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

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.

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														
	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	HnU or J.D. or D.C. or D.V.M.	HnU or J.D. or D.C. or D.V.M.	HnU 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	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*		83,190			92,436				105,728			115,364			121,145
Longevity 2**		84,854			94,284				107,842			117,661			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	9,223.80	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	481.71	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
L4		83,190.23			92,436.63			105,727.83				116,354.37				121,144.73
		8,319.02			9,243.55			10,572.78				11,535.44				12,111.47
		507.26			593.63			644.68				703.38				738.50
L2		84,854.03			94,284.24			107,842.39				117,661.45				123,537.03

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	HnU or J.D. or D.C. or D.V.M.	HnU or J.D. or D.C. or D.V.M.	HnU 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				112,475			122,388			128,500
Longevity 2**			90,028		100,033				114,418			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	5,838.66	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
L1		88,262.80				98,071.84				112,174.65				122,388.47		128,499.78
		7,355.23				8,172.65				9,347.89				10,199.01		10,708.31
		507.26				563.63				644.68				703.98		738.50
L2		90,028.06				100,033.28				114,418.44				124,835.83		131,069.77
		7,502.34				8,336.11				9,534.85				10,402		

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 MAMS	AA/AS+90 or BA/BS+30 or MAMS	AA/AS+90 or BA/BS+30 or MAMS	BA/BS+64 or MA/MS+24	BA/BS+54 or MA/MS+24	BA/BS+64 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	Ph.D. J.D., M.D., D.C. or D.V.M.	Ph.D. J.D., M.D., D.C. or D.V.M.	Ph.D. J.D., M.D., D.C. or D.V.M.
	*Class I	Class II(a)	Class II(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	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*	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	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	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*	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	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	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*	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	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	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*	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	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	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*	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	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	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*	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	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	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*	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	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	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*	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	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	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*	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	62.01	65.73	66.21	68.90	73.03	75.79	75.77	80.52	83.35	82.68	87.64	90.95	86.79	92.00	95.47
Lecture	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*	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	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	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*	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	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	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*	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	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	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*	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	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	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*	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	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	102.00	108.00	114.00	117.00	123.00	130.00	137.00	144.00	151.00	158.00	165.00	172.00	164.45	155.24	161.09
Lab*	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	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	Longevity 1-**		115.06		427.88			446.25			459.56			167.54	
Lab*			92.95		102.90			447.00			127.66			134.03	
Lab			86.29		95.91			109.69			119.67			125.65	
Lecture	Longevity 2-**		117.36		130.43			149.18			162.75			170.89	
Lab*			93.89		104.39			119.34			130.20			136.71	
Lab			88.92		97.62			114.88			122.06			128.47	

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 * equals 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 science 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/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 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).

Reactive 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).

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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%

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Job Code	Titles	Range	Base Annual Salary		Annual Salary with one-time 6% Improvement				
			Min	Max	Min	Max	Min	Max	
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	-	81,793	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	-	69,917	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	6,059.54
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			
			Min	Mid	Max	Min	Mid	Max	
0644	Communications and Public Information Officer (E)	18C	84,826	-	103,204	89,916	-	123,103	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	-	123,103	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	5,921.84	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	5,921.84	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	9,481.04	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	9,481.04	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	9,481.04	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	9,481.04	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	9,481.04	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	9,481.04	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
23C	49.62	52.59	8,600.34	9,116.36	8,944.35	9,481.04	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	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	67,015	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)).

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*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				
			Min	Max	Min	Max			
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	-	62,513	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	-	63,951	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	-	70,039	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	-	56,794	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	-	61,107	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	-	70,039	62,241
0798	Assessment Center Testing Coordinator	38	57,891	-	70,433	61,364	-	84,014	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	-	65,424	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	-	62,513	55,552
0186	Bookstore Clerk	18	36,736	-	44,695	38,940	-	53,343	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	-	129,416	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	-	56,794	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	-	63,951	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	-	56,794	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	-	70,039	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	-	84,014	74,659
0167	Educational Center Assistant	25	43,076	-	52,408	45,660	-	62,513	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	-	84,014	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	-	129,416	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	-	84,014	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	-	61,107	54,303
0149	Grant Coordination Clerk	20	38,446	-	46,775	40,753	-	56,794	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	-	129,416	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	-	129,416	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	-	129,416	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	-	62,513	55,552
0152	Information Technology Technician II	31	49,372	-	60,069	52,334	-	71,654	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	-	61,107	54,303
0808	Instructional Services Assistant II	27	45,080	-	54,846	47,784	-	65,424	58,137

Job Code	Title	Range	Base Annual Salary			Annual Salary with 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	-	62,513	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	-	84,014	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	-	84,014	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	-	62,513	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	-	52,116	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	-	84,014	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	-	151,746	134,850
0750	Senior Information Technology Network Administrator Analyst	64	104,563	-	127,217	110,836	-	151,746	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	-	151,746	134,850
0731	Senior Information Technology Technician	38	57,891	-	70,433	61,364	-	84,014	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	-	84,014	74,659
0707	TANF/CalWORKs Specialist	38	57,891	-	70,433	61,364	-	84,014	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.

Retroactive to: July 1, 2020

Board approved/revised: May 10, 2023

Los Rios Community College District
2020-21 Final
LRCEA 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****
10	14.72	15.61	2,552.19	2,705.32	2,654.27	2,813.53	2,760.44	2,926.07	2,870.85	3,043.11	2,985.68	3,164.82	3,105.11	3,291.41	-3,423.07	-3,560.00	-3,631.20	-3,703.82
11	15.06	15.97	2,610.89	2,767.54	2,715.33	2,878.25	2,823.94	2,993.38	2,936.91	3,113.12	3,054.38	3,237.64	3,176.56	3,367.15	-3,501.83	-3,641.90	-3,714.74	-3,789.04
12	15.41	16.33	2,670.94	2,831.20	2,777.78	2,944.45	2,888.89	3,062.22	3,004.44	3,184.71	3,124.62	3,312.09	3,249.60	3,444.58	-3,582.37	-3,725.66	-3,800.17	-3,876.47
13	15.76	16.71	2,732.36	2,896.30	2,841.65	3,012.15	2,955.32	3,132.64	3,073.53	3,257.95	3,196.47	3,388.26	3,324.34	3,523.80	-3,664.76	-3,811.34	-3,887.57	-3,966.32
14	16.13	17.09	2,795.19	2,962.90	2,906.99	3,081.41	3,023.27	3,204.67	3,144.21	3,332.86	3,269.97	3,466.17	3,400.76	3,604.81	-3,749.00	-3,899.95	-3,976.93	-4,056.48
15	16.50	17.49	2,859.48	3,031.05	2,973.86	3,152.30	3,092.82	3,278.39	3,216.54	3,409.53	3,345.21	3,545.92	3,479.01	3,687.76	-3,836.27	-3,988.68	-4,068.46	-4,149.82
16	16.88	17.89	2,925.26	3,100.78	3,042.27	3,224.81	3,163.96	3,353.80	3,290.51	3,487.94	3,422.14	3,627.47	3,559.03	3,772.57	-3,923.48	-4,080.44	-4,162.02	-4,245.26
17	17.26	18.30	2,992.55	3,172.11	3,112.25	3,298.99	3,236.75	3,430.95	3,366.22	3,568.19	3,500.87	3,710.92	3,640.90	3,859.36	-4,013.74	-4,174.29	-4,257.77	-4,342.92
18	17.66	18.72	3,061.36	3,245.04	3,183.81	3,374.84	3,311.17	3,509.84	3,443.61	3,650.23	3,581.36	3,796.24	3,724.61	3,948.09	-4,106.00	-4,270.24	-4,355.64	-4,442.77
19	18.07	19.15	3,131.77	3,319.68	3,257.04	3,452.47	3,387.32	3,590.56	3,522.82	3,734.19	3,663.73	3,883.55	3,810.28	4,038.89	-4,200.46	-4,368.48	-4,455.84	-4,544.96
20	18.48	19.59	3,203.82	3,396.05	3,331.97	3,531.89	3,465.25	3,673.16	3,603.85	3,820.08	3,748.00	3,972.88	3,897.92	4,131.80	-4,297.07	-4,468.95	-4,558.33	-4,649.50
21	18.91	20.04	3,277.51	3,474.16	3,408.61	3,613.13	3,544.96	3,757.65	3,686.75	3,907.96	3,834.22	4,064.27	3,987.59	4,226.84	-4,395.92	-4,574.76	-4,663.19	-4,756.45
22	19.34	20.50	3,352.88	3,554.06	3,487.00	3,696.22	3,626.48	3,844.07	3,771.53	3,997.83	3,922.39	4,157.74	4,079.29	4,324.05	-4,497.01	-4,676.90	-4,770.44	-4,865.84
23	19.79	20.98	3,430.02	3,635.82	3,567.22	3,781.25	3,709.91	3,932.51	3,858.31	4,089.81	4,012.64	4,253.40	4,173.14	4,423.53	-4,600.47	-4,784.48	-4,880.17	-4,977.78
24	20.24	21.46	3,508.91	3,719.45	3,649.26	3,868.22	3,795.23	4,022.94	3,947.04	4,183.87	4,104.92	4,351.22	4,269.27	4,525.27	-4,706.28	-4,894.53	-4,992.42	-5,092.27
25	20.71	21.95	3,589.63	3,805.01	3,733.21	3,957.20	3,882.55	4,115.50	4,037.85	4,280.12	4,199.36	4,451.32	4,367.33	4,629.37	-4,814.54	-5,007.13	-5,107.27	-5,209.44
26	21.19	22.46	3,672.18	3,892.51	3,819.07	4,048.22	3,971.84	4,210.15	4,130.72	4,378.56	4,295.95	4,553.70	4,467.79	4,735.86	-4,925.29	-5,122.30	-5,224.78	-5,329.24
27	21.67	22.97	3,756.63	3,982.03	3,906.89	4,141.31	4,063.17	4,306.96	4,225.70	4,479.24	4,394.73	4,658.41	4,570.53	4,844.76	-5,038.55	-5,240.09	-5,344.89	-5,451.79
28	22.17	23.50	3,843.04	4,073.62	3,996.76	4,236.57	4,156.63	4,406.03	4,322.90	4,582.27	4,495.82	4,765.57	4,675.65	4,956.19	-5,154.44	-5,360.62	-5,467.84	-5,577.18
29	22.68	24.04	3,931.41	4,167.29	4,088.66	4,333.98	4,252.21	4,507.35	4,422.30	4,687.63	4,599.18	4,875.13	4,783.14	5,070.13	-5,272.94	-5,483.86	-5,593.54	-5,705.40
30	23.20	24.59	4,021.82	4,263.13	4,182.69	4,433.65	4,349.99	4,610.99	4,523.98	4,795.42	4,704.95	4,987.24	4,893.15	5,186.74	-5,394.21	-5,609.97	-5,722.17	-5,836.62
31	23.74	25.16	4,114.33	4,361.19	4,278.91	4,535.64	4,450.07	4,717.07	4,628.07	4,905.75	4,813.19	5,101.98	5,005.71	5,306.06	-5,518.29	-5,739.03	-5,853.81	-5,970.89
32	24.28	25.74	4,208.97	4,461.51	4,377.34	4,639.98	4,552.44	4,825.58	4,734.53	5,018.60	4,923.92	5,219.35	5,120.87	5,428.12	-5,645.26	-5,871.05	-5,988.47	-6,108.26
33	24.84	26.33	4,305.78	4,564.12	4,478.01	4,746.69	4,657.14	4,936.56	4,843.41	5,134.02	5,037.15	5,339.38	5,238.63	5,552.95	-5,775.07	-6,006.07	-6,126.19	-6,248.74
34	25.41	26.94	4,404.81	4,669.09	4,581.00	4,855.86	4,764.23	5,050.09	4,954.81	5,252.10	5,153.00	5,462.18	5,359.12	5,680.66	-5,907.89	-6,144.20	-6,267.09	-6,392.43
35	26.00	27.56	4,506.11	4,776.48	4,686.35	4,967.53	4,873.80	5,166.23	5,068.75	5,372.88	5,271.50	5,587.79	5,482.36	5,811.30	-6,043.76	-6,286.59	-6,411.24	-6,539.44
36	26.59	28.19	4,609.76	4,986.35	4,794.15	5,081.79	4,985.90	5,285.06	5,185.34	5,496.46	5,392.75	5,716.31	5,608.46	5,944.97	-6,182.77	-6,430.08	-6,558.68	-6,689.85
37	27.21	28.84	4,715.80	4,998.75	4,904.43	5,198.70	5,100.61	5,406.65	5,304.64	5,622.92	5,516.82	5,847.83	5,737.50	6,081.75	-6,325.01	-6,578.04	-6,709.57	-6,843.77
38	27.83	29.50	4,824.23	5,113.69	5,017.21	5,318.24	5,217.89	5,530.97	5,426.61	5,752.21	5,643.67	5,982.30	5,869.42	6,221.59	-6,470.44	-6,729.26	-6,863.84	-7,001.13
39	28.47	30.18	4,935.20	5,231.32	5,132.61	5,440.56	5,337.92	5,658.19	5,551.43	5,884.52	5,773.49	6,119.90	6,004.43	6,364.69	-6,619.28	-6,884.05	-7,021.73	-7,162.17
40	29.13	30.87	5,048.72	5,351.65	5,250.67	5,565.71	5,460.69	5,788.34	5,679.12	6,019.87	5,906.28	6,266.60	6,142.54	6,511.09	-6,771.54	-7,042.44	-7,183.26	-7,326.01
41	29.80	31.58	5,164.82	5,474.71	5,371.41	5,693.70	5,586.27	5,921.44	5,809.72	6,158.31	6,042.11	6,404.63	6,283.79	6,660.82	-6,927.25	-7,204.34	-7,348.43	-7,495.40
42	30.48	32.31	5,283.59	5,600.61	5,494.94	5,824.64	5,714.74	6,057.63	5,943.34	6,299.94	6,181.07	6,551.93	6,428.31	6,814.01	-7,086.57	-7,370.03	-7,517.43	-7,667.78
43	31.18	33.05	5,405.13	5,729.44	5,621.33	5,958.61	5,846.19	6,196.96	6,080.03	6,444.84	6,323.23	6,702.62	6,576.16	6,970.73	-7,249.56	-7,539.54	-7,844.14	-8,000.85
44	31.90	33.81	5,529.47	5,861.24	5,750.65	6,095.69	5,980.68	6,339.52	6,219.91	6,593.10	6,468.71	6,856.53	6,727.46	7,131.10	-7,416.35	-7,713.01	-7,867.27	-8,024.61
45	32.63	34.59	5,656.63	5,996.02	5,882.89	6,235.86	6,118.21	6,485.30	6,362.93	6,744.70	6,617.44	7,014.49	6,882.13	7,295.08	-7,586.87	-7,890.35	-8,048.46	-8,209.11
46	33.39	35.39	5,786.74	6,133.94	6,018.21	6,379.30	6,258.94	6,634.47	6,509.29	6,899.85	6,769.66	7,175.84	7,040.45	7,462.88	-7,761.39	-8,071.85	-8,233.29	-8,397.95
47	34.15	36.20	5,919.82	6,276.01	6,156.61	6,526.01	6,402.87	6,787.05	6,658.99	7,058.53	6,925.35	7,340.74	7,202.37	7,624.51	-7,939.89	-8,267.49	-8,422.63	-8,591.69
48	34.94	37.03	6,055.99	6,419.34	6,298.23	6,676.12	6,556.10	6,943.17	6,812.17	7,220.90	7,084.64	7,509.74	7,368.05	7,810.13	-8,122.54	-8,447.44	-8,616.39	-8,787.72
49	35.74	37.89	6,195.27	6,566.99	6,443.09	6,829.67	6,700.82	7,102.87	6,968.85	7,386.98	7,247.60	7,682.46	7,537.51	7,989.76	-8,309.35	-8,641.72	-8,814.55	-8,990.85
50	36.56	38.76	6,337.76	6,718.03	6,591.28	6,986.76	6,854.92	7,266.22	7,129.12	7,556.87	7,414.29	7,859.15	7,710.86	8,173.51	-8,590.49	-8,840.46	-9,017.27	-9,197.63
51	37.41	39.65	6,483.54	6,872.55	6,742.88	7,147.45	7,012.59	7,433.34	7,293.10	7,730.68	7,584.82	8,039.91	7,888.22	8,361.52	-8,695.98	-9,043.82	-9,224.70	-9,409.19
52	38.27	40.56	6,632.66	7,030.62	6,897.96	7,311.84	7,173.88	7,604.31	7,460.84	7,908.49	7,759.28	8,224.83	8,069.65	8,553.83	-8,895.99	-9,251.83	-9,436.86	-9,625.60
53	39.15	41.49	6,785.21	7,192.32	7,056.61	7,480.01	7,338.88	7,779.21	7,632.44	8,090.38	7,937.74	8,414.00	8,255.25	8,750.57	-9,100.59	-9,464.62	-9,653.94	-9,846.99
54	40.05	42.45	6,941.27	7,357.75	7,218.92	7,652.05	7,507.67	7,958.13	7,807.98	8,276.46	8,120							

Los Rios Community College District
2020-21 Final
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(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****
10	30,626	32,464	31,851	33,762	33,125	35,113	34,450	36,517	35,828	37,978	37,261	39,497	41,077	42,720	43,574	44,446
11	31,331	33,211	32,584	34,539	33,887	35,921	35,243	37,357	36,653	38,852	38,119	40,406	42,022	43,703	44,577	45,469
12	32,051	33,974	33,333	35,333	34,667	36,747	36,053	38,217	37,495	39,745	38,995	41,335	42,988	44,708	45,602	46,514
13	32,788	34,756	34,100	36,146	35,464	37,592	36,882	39,095	38,358	40,659	39,892	42,286	43,977	45,736	46,651	47,584
14	33,542	35,555	34,884	36,977	36,279	38,456	37,730	39,994	39,240	41,594	40,809	43,258	44,988	46,787	47,723	48,678
15	34,314	36,373	35,686	37,828	37,114	39,341	38,599	40,914	40,143	42,551	41,748	44,253	46,023	47,864	48,821	49,798
16	35,103	37,209	36,507	38,698	37,968	40,246	39,486	41,855	41,066	43,530	42,708	45,271	47,082	48,965	49,944	50,943
17	35,911	38,065	37,347	39,588	38,841	41,171	40,395	42,818	42,010	44,531	43,691	46,312	48,165	50,001	51,093	52,115
18	36,736	38,940	38,206	40,498	39,734	42,118	41,323	43,803	42,976	45,555	44,695	47,377	49,272	51,243	52,268	53,313
19	37,581	39,836	39,085	41,430	40,648	43,087	42,274	44,810	43,965	46,603	45,723	48,467	50,405	52,422	53,470	54,539
20	38,446	40,753	39,984	42,383	41,583	44,078	43,246	45,841	44,976	47,675	46,775	49,582	51,565	53,627	54,700	55,794
21	39,330	41,690	40,903	43,358	42,539	45,092	44,241	46,895	46,011	48,771	47,851	50,722	52,754	54,861	55,958	57,077
22	40,235	42,649	41,844	44,355	43,518	46,129	45,258	47,974	47,069	49,893	48,952	51,889	53,964	56,123	57,245	58,390
23	41,160	43,630	42,807	45,375	44,519	47,190	46,300	49,078	48,152	51,041	50,078	53,082	55,206	57,414	58,562	59,733
24	42,107	44,633	43,791	46,419	45,543	48,275	47,365	50,206	49,259	52,215	51,229	54,303	56,475	58,734	59,999	61,107
25	43,076	45,660	44,799	47,486	46,591	49,386	48,454	51,361	50,392	53,416	52,408	55,552	57,774	60,086	61,287	62,513
26	44,066	46,710	45,829	48,579	47,662	50,522	49,569	52,543	51,551	54,644	53,613	56,830	59,104	61,468	62,697	63,954
27	45,080	47,784	46,883	49,696	48,758	51,683	50,708	53,751	52,737	55,901	54,846	58,137	60,463	62,881	64,139	65,421
28	46,116	48,883	47,961	50,839	49,880	52,872	51,875	54,987	53,950	57,187	56,108	59,474	61,853	64,327	65,614	66,926
29	47,177	50,007	49,064	52,008	51,027	54,088	53,068	56,252	55,190	58,502	57,398	60,842	63,275	65,806	67,122	68,465
30	48,262	51,158	50,192	53,204	52,200	55,332	54,288	57,545	56,459	59,847	58,718	62,241	64,790	67,320	68,666	70,039
31	49,372	52,334	51,347	54,428	53,401	56,605	55,537	58,869	57,758	61,224	60,069	63,673	66,220	68,988	70,246	71,654
32	50,508	53,538	52,528	55,680	54,629	57,907	56,814	60,223	59,087	62,632	61,450	65,137	67,743	70,453	71,862	73,299
33	51,669	54,769	53,736	56,960	55,886	59,239	58,121	61,608	60,446	64,073	62,864	66,635	69,301	72,073	73,514	74,985
34	52,858	56,029	54,972	58,270	57,171	60,601	59,458	63,025	61,836	65,546	64,309	68,168	70,895	73,730	75,205	76,709
35	54,073	57,318	56,236	59,610	58,486	61,995	60,825	64,475	63,258	67,053	65,788	69,736	72,525	75,426	76,935	78,473
36	55,317	58,636	57,530	60,982	59,831	63,421	62,224	65,958	64,713	68,596	67,302	71,340	74,193	77,161	78,704	80,278
37	56,590	59,985	58,853	62,384	61,207	64,880	63,656	67,475	66,202	70,174	68,850	72,981	75,900	78,936	80,515	82,125
38	57,891	61,364	60,206	63,819	62,615	66,372	65,119	69,027	67,724	71,788	70,433	74,659	77,645	80,751	82,366	84,014
39	59,222	62,776	61,591	65,287	64,055	67,898	66,617	70,614	69,282	73,439	72,053	76,376	79,434	82,609	84,261	85,946
40	60,585	64,220	63,008	66,778	65,528	69,460	68,149	72,238	70,875	75,128	73,710	78,133	81,268	84,509	86,199	87,923
41	61,978	65,697	64,457	68,324	67,035	71,057	69,717	73,900	72,505	76,856	75,405	79,930	83,127	86,452	88,184	89,945
42	63,403	67,207	65,939	69,896	68,577	72,692	71,320	75,599	74,173	78,623	77,140	81,768	85,039	88,440	90,209	92,013
43	64,862	68,753	67,456	71,503	70,154	74,364	72,960	77,338	75,879	80,431	78,914	83,649	86,995	90,474	92,284	94,130
44	66,354	70,335	69,008	73,148	71,768	76,074	74,639	79,117	77,624	82,282	80,729	85,573	88,996	92,566	94,407	96,295
45	67,880	71,952	70,595	74,830	73,418	77,824	76,355	80,936	79,409	84,174	82,586	87,541	91,042	94,684	96,578	98,509
46	69,441	73,607	72,219	76,552	75,107	79,614	78,111	82,798	81,236	86,110	84,485	89,555	93,137	96,862	98,799	100,775
47	71,038	75,300	73,879	78,312	76,834	81,445	79,908	84,702	83,104	88,090	86,428	91,614	95,279	99,090	101,072	103,093
48	72,672	77,032	75,579	80,113	78,602	83,318	81,746	86,651	85,016	90,117	88,417	93,722	97,471	101,369	103,397	105,465
49	74,343	78,804	77,317	81,956	80,410	85,234	83,626	88,644	86,971	92,190	90,450	95,877	99,712	103,701	105,775	107,890
50	76,053	80,616	79,095	83,841	82,259	87,195	85,549	90,682	88,972	94,310	92,530	98,082	102,005	106,086	108,207	110,372
51	77,802	82,471	80,915	85,769	84,151	89,200	87,517	92,768	91,018	96,479	94,659	100,338	104,362	108,526	110,696	112,910
52	79,592	84,367	82,776	87,742	86,087	91,252	89,530	94,902	93,111	98,698	96,836	102,646	106,752	111,022	113,242	115,507
53	81,423	86,308	84,679	89,760	88,067	93,351	91,589	97,085	95,253	100,968	99,063	105,007	109,207	113,575	115,847	118,164
54	83,295	88,293	86,627	91,825	90,092	95,498	93,696	99,318	97,444	103,290	101,342	107,422	111,719	116,188	118,511	120,882
55	85,211	90,324	88,619	93,937	92,164	97,694	95,851	101,602	99,685	105,666	103,672	109,893	114,288	118,860	121,237	123,662
56	87,171	92,401	90,658	96,097	94,284	99,941	98,055	103,939	101,978	108,096	106,057	112,420	116,917	121,594	124,026	126,506
57	89,176	94,526	92,743	98,307	96,452	102,240	100,311	106,329	104,323	110,583	108,496	115,006	119,606	124,399	126,878	129,416
58	91,227	96,700	94,876	100,568	98,671	104,591	102,618	108,775	106,723	113,126	110,992	117,651	122,357	127,251	129,796	132,392
59	93,325	98,925	97,058	102,882	100,940	106,997	104,978	111,277	109,177	115,728	113,544	120,357	125,174	130,178	132,782	135,437
60	95,472	101,200	99,290	105,248	103,262	109,458	107,392	113,836	111,688	118,390	116,156	123,125	128,050	133,172	135,836	138,552
61	97,667	103,527	101,574	107,668	105,637	111,975	109,863	116,454	114,257	121,113	118,827	125,957	130,995	136,235	138,960	141,739
62	99,914	105,909	103,910	110,145	108,067	114,551	112,389	119,133	116,885	123,898	121,560	128,854	134,008	139,369	142,156	144,999
63	102,212	108,344	106,300	112,678	110,552	117,185	114,974	121,873	119,573	126,748	124,356	131,818	137,099	142,574	145,426	148,334
64	104,563	110,836	108,745	115,270	113,095	119,881	117,619	124,676	122,324	129,663	127,217	134,850	140,244	145,853	148,770	151,746
65	106,968	113,386	111,246	117,921	115,696	122,638	120,324	127,543	125,137	132,645	130,143	137,951	143,469	149,208	152,192	155,236

Longevity increments 1,

Los Rios Community College District
2020-21 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		
			22V	24V	32V	22V	24V	32V
908	Accounts Payable Supervisor	22V	69,990	-	83,516	74,189	-	99,619
636	Admissions & Records Supervisor	24V	75,701	-	90,330	80,243	-	107,747
288	Bookstore Supervisor	19V	62,221	-	74,245	65,954	-	88,564
901	Business Services Supervisor	26V	81,878	-	97,701	86,791	-	116,540
656	Campus Operations Supervisor	22V	69,990	-	83,516	74,189	-	99,619
637	Child Development Center Supervisor	20V	64,709	-	77,215	68,592	-	92,103
912	College IT Systems Supervisor	32V	103,602	-	123,623	109,818	-	147,460
631	Community Services Supervisor	22V	69,990	-	83,516	74,189	-	99,619
905	Counseling Supervisor	20V	64,709	-	77,215	68,592	-	92,103
603	Custodial Supervisor	17V	57,526	-	68,644	60,978	-	81,879
902	Custodial/Receiving Supervisor	20V	64,709	-	77,215	68,592	-	92,103
613	Educational Center Supervisor	20V	64,709	-	77,215	68,592	-	92,103
651	Employee Benefits Supervisor	24V	75,701	-	90,330	80,243	-	107,747
312	Event Services Supervisor - Harris Center for the Arts	18V	59,827	-	71,389	63,417	-	85,154
615	Facilities Maintenance - Electrical Systems Supervisor	24V	75,701	-	90,330	80,243	-	107,747
601	Facilities Maintenance - Grounds Supervisor	24V	75,701	-	90,330	80,243	-	107,747
609	Facilities Maintenance - Heating/Ventilation/Air Conditioning (HVAC)/Plumbing Supervisor	24V	75,701	-	90,330	80,243	-	107,747
617	Facilities Maintenance - Structures Supervisor	24V	75,701	-	90,330	80,243	-	107,747
616	Facilities Maintenance Supervisor	24V	75,701	-	90,330	80,243	-	107,747
642	Facilities Maintenance - Transportation Supervisor	24V	75,701	-	90,330	80,243	-	107,747
622	Facilities Management Operations Supervisor	18V	59,827	-	71,389	63,417	-	85,154
923	Facilities Projects Supervisor	29V	92,102	-	109,901	97,628	-	131,091
611	Financial Aid Supervisor	24V	75,701	-	90,330	80,243	-	107,747
657	Fiscal Services Supervisor	26V	81,878	-	97,701	86,791	-	116,540
605	Food Services Manager	19V	62,221	-	74,245	65,954	-	88,564
624	General Accounting Supervisor	28V	88,559	-	105,674	93,873	-	126,049
910	General Services Supervisor, Risk Management	22V	69,990	-	83,516	74,189	-	99,619
289	Hospitality Management - Culinary Supervisor	20V	64,709	-	77,215	68,592	-	92,103
911	Instructional Computer Laboratory Supervisor	22V	69,990	-	83,516	74,189	-	99,619
913	Instructional Science Laboratory Supervisor	22V	69,990	-	83,516	74,189	-	99,619
612	IT Application Systems Supervisor	33V	107,746	-	128,568	114,211	-	153,358
685	IT Production Services Supervisor	33V	107,746	-	128,568	114,211	-	153,358
684	IT Technical Services Supervisor	33V	107,746	-	128,568	114,211	-	153,358
290	Maintenance Technician Supervisor	19V	62,221	-	74,245	65,954	-	88,564
619	Media Resources Supervisor	24V	75,701	-	90,330	80,243	-	107,747
623	Payroll Supervisor	26V	81,878	-	97,701	86,791	-	116,540
915	Police Communications Supervisor	23V	72,789	-	86,856	77,157	-	103,603
240	Police Sergeant	27V	85,153	-	101,609	90,262	-	124,204
900	Printing Services Supervisor	19V	62,221	-	74,245	65,954	-	88,564
628	Purchasing Supervisor	22V	69,990	-	83,516	74,189	-	99,619
909	SRPSTC Office Supervisor	21V	67,298	-	80,303	71,336	-	95,787
682	Student Life Supervisor	20V	64,709	-	77,215	68,592	-	92,103
681	Student Support Supervisor	20V	64,709	-	77,215	68,592	-	92,103
643	Technical Director - Harris Center for the Arts	22V	69,990	-	83,516	74,189	-	99,619
903	Ticket Office Supervisor - Visual & Performing Arts Center	19V	62,221	-	74,245	65,954	-	88,564

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%.

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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	26.59	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	6,558.31	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	6,558.31	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	8,633.61
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	9,155.01	9,338.11
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	10,504.11
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	11,584.01	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	12,779.85

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%.

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	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	121,201
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	126,001	128,521	131,091
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	131,044	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	131,044	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	150,351	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		
			Salary	Step	Salary	Step	
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	- 84,256 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	- 77,114 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	4,853.07	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	7,098.35	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	6,418.39	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	60,458	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	105,974	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

DRAFT

(a) steps include a one-time only improvement of 8%

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 * + Ed Inc *	Base Salary Step (a)	Base Salary Step + Ed Inc (a)
Director/Manager I/ Vice President	11A	Annual Monthly Daily	142,178.94 14,217.89 764.40	145,701.94 14,570.19 783.34	153,553.26 15,355.33 825.56
Director/Manager II/Assoc. VP	11	Annual Monthly Daily	133,311.83 13,331.18 716.73	136,834.83 13,683.48 735.67	143,976.78 14,397.68 774.07
Director/Manager III/ Dean	12	Annual Monthly Daily	124,997.73 12,499.77 672.03	128,520.73 12,852.07 690.97	134,997.54 13,499.75 725.79
Director/Manager IV/ Assoc. Dean	13	Annual Monthly Daily	117,202.14 11,720.21 630.12	120,725.14 12,072.51 649.06	126,578.30 12,657.83 680.53
Director/Manager V	14	Annual Monthly Daily	101,681.29 10,168.13 546.67	105,204.29 10,520.43 565.61	109,815.81 10,981.58 590.41
Director/Manager VI	15	Annual Monthly Daily	95,339.86 9,533.99 512.58	98,862.86 9,886.29 531.52	102,967.06 10,296.71 553.59

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.
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)
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

2021-22 FINAL

A-164 Schedule

DRAFT

(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)
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
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
Daily		266.77	293.45	297.26	326.98	327.74	360.52	358.23	394.05	388.72	427.59
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
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
Daily		285.67	314.24	316.16	347.77	346.65	381.31	377.13	414.85	407.62	448.38
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
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
Daily		304.57	335.03	335.06	368.57	365.55	402.10	396.04	435.64	426.52	469.18
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
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
Daily		323.48	355.82	353.96	389.36	384.45	422.90	414.94	456.43	445.43	489.97
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
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
Daily		342.38	376.62	372.87	410.15	403.35	443.69	433.84	477.23	464.33	510.76
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
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
Daily		361.28	397.41	391.77	430.95	422.26	464.48	452.74	498.02	483.23	531.55
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
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
Daily		380.18	418.20	410.67	451.74	441.16	485.27	471.65	518.81	502.13	552.35
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
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
Daily		399.09	438.99	429.57	472.53	460.06	506.07	490.55	539.60	521.04	573.14
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
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
Daily		417.99	459.79	448.48	493.32	478.96	526.86	509.45	560.40	539.94	593.93
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
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
Daily		436.89	480.58	467.38	514.12	497.87	547.65	528.35	581.19	558.84	614.73
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
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
Daily		455.79	501.37	486.28	534.91	516.77	568.45	547.26	601.98	577.74	635.52
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
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
Daily		474.70	522.16	505.18	555.70	535.67	589.24	566.16	622.77	596.65	656.31
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
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
Daily		493.60	542.96	524.09	576.49	554.57	610.03	585.06	643.57	615.55	677.10

	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	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		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		512.50	563.75	542.99	597.29	573.48	630.82	603.96	664.36	634.45	697.90
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		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		531.40	584.54	561.89	618.08	592.38	651.62	622.87	685.15	653.35	718.69
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		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		535.18	588.70	565.67	622.24	596.16	655.77	626.65	689.31	657.13	722.85
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		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		538.96	592.86	569.45	626.40	599.94	659.93	630.43	693.47	660.91	727.01
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		8,901.00	9,791.10	9,401.00	10,341.00	9,901.00	10,891.10	10,401.00	11,441.10	10,901.00	11,991.10
Daily		542.74	597.02	573.23	630.55	603.72	664.09	634.21	697.63	664.70	731.16
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		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		546.52	601.18	577.01	634.71	603.72	668.25	637.99	701.79	668.48	735.32
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		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		550.30	605.34	580.79	638.87	611.28	672.41	641.77	705.95	672.26	739.48
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		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		554.09	609.49	584.57	643.03	615.06	676.57	645.55	710.10	676.04	743.64
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		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		557									

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	*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)	PhD or J.D. or D.C. or D.V.M.	PhD or J.D. or D.C. or D.V.M.
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.

	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	46,418.00	51,059.80	51,723.00	56,895.30	57,027.00	62,729.70	62,332.00	68,565.20	67,637.00	74,400.70
Monthly		3,868.17	4,254.98	4,310.25	4,741.28	4,752.25	5,227.48	5,194.33	5,713.77	5,636.42	6,200.06
Daily		266.77	293.45	297.26	326.98	327.74	360.52	358.23	394.05	388.72	427.59
Annual	2	49,707.00	54,677.70	55,012.00	60,513.20	60,316.00	66,347.60	65,621.00	72,183.10	70,926.00	78,018.60
Monthly		4,142.25	4,556.48	4,584.33	5,042.77	5,026.33	5,528.97	5,468.42	6,015.26	5,910.50	6,501.55
Daily		285.67	314.24	316.16	347.78	346.64	381.31	377.13	414.85	407.62	448.38
Annual	3	52,996.00	58,295.60	58,301.00	64,131.10	63,605.00	69,965.50	68,910.00	75,801.00	74,215.00	81,636.50
Monthly		4,416.33	4,857.97	4,858.42	5,344.26	5,300.42	5,830.46	5,742.50	6,316.75	6,184.58	6,803.04
Daily		304.57	335.03	335.06	368.57	402.10	396.03	435.64	426.52	469.18	
Annual	4	56,285.00	61,913.50	61,590.00	67,749.00	66,895.00	73,584.50	72,199.00	79,418.00	77,504.00	85,254.40
Monthly		4,690.42	5,159.46	5,132.50	5,645.75	5,574.58	6,132.04	6,016.58	6,618.24	6,458.67	7,104.53
Daily		323.48	355.82	353.97	389.36	384.45	422.90	414.94	456.43	445.43	489.97
Annual	5	59,574.00	65,531.40	64,879.00	71,366.90	70,184.00	77,202.40	75,488.00	83,036.80	80,793.00	88,872.30
Monthly		4,964.50	5,460.95	5,406.58	5,947.24	5,848.67	6,433.53	6,290.67	6,919.73	6,732.75	7,406.03
Daily		342.38	376.62	372.67	410.15	403.36	443.69	433.84	477.22	464.33	510.76
Annual	6	62,863.00	69,149.30	68,168.00	74,984.80	73,473.00	80,820.30	78,777.00	86,654.70	84,082.00	92,490.20
Monthly		5,238.58	5,762.44	5,680.67	6,248.73	6,122.75	6,735.03	6,564.75	7,221.23	7,006.83	7,707.52
Daily		361.28	397.41	391.77	430.95	422.26	464.48	452.74	498.02	483.23	531.55
Annual	7	66,152.00	72,767.20	71,457.00	78,602.70	76,762.00	84,438.20	82,066.00	90,272.60	87,371.00	96,108.10
Monthly		5,512.67	6,063.93	5,954.75	6,550.23	6,396.83	7,036.52	6,838.83	7,522.72	7,280.92	8,009.01
Daily		380.18	418.20	410.67	451.74	441.16	485.28	471.64	518.81	502.13	552.35
Annual	8	69,441.00	76,385.10	74,746.00	82,220.60	80,051.00	88,056.10	85,355.00	93,890.50	90,660.00	99,726.00
Monthly		5,786.75	6,365.43	6,228.83	6,851.72	6,670.92	7,338.01	7,112.92	7,824.21	7,555.00	8,310.50
Daily		399.09	438.99	429.57	472.53	460.06	506.07	490.55	539.60	521.03	573.14
Annual	9	72,730.00	80,003.00	78,035.00	85,838.50	83,340.00	91,674.00	88,645.00	97,509.50	93,949.00	103,343.90
Monthly		6,060.83	6,666.92	6,502.92	7,153.21	6,945.00	7,639.50	7,387.08	8,125.79	7,828.08	8,611.99
Daily		417.99	459.79	448.48	493.32	478.97	526.86	509.45	560.40	539.94	593.93
Annual	10	76,019.00	83,620.90	81,324.00	89,456.40	86,629.00	95,291.90	91,934.00	101,127.40	97,238.00	106,961.80
Monthly		6,334.92	6,968.41	6,777.00	7,454.70	7,219.08	7,940.99	7,661.17	8,427.28	8,103.17	8,913.48
Daily		436.89	480.58	467.38	514.12	497.87	547.65	528.36	581.19	558.84	614.72
Annual	11	79,308.00	87,238.80	84,613.00	93,074.30	89,918.00	98,909.80	95,223.00	104,745.30	100,527.00	110,579.70
Monthly		6,609.00	7,269.90	7,051.08	7,756.19	7,493.17	8,242.48	7,935.25	8,728.78	8,377.25	9,214.98
Daily		455.79	501.37	486.28	534.91	516.77	568.45	547.26	601.98	577.74	635.52
Annual	12	82,597.00	90,856.70	87,902.00	96,692.20	93,207.00	102,527.70	98,512.00	108,363.20	103,816.00	114,197.60
Monthly		6,883.08	7,571.39	7,325.17	8,057.68	7,767.25	8,543.98	8,209.33	9,030.27	8,651.33	9,516.47
Daily		474.70	522.16	505.18	555.70	535.67	589.24	566.16	622.78	596.64	656.31
Annual	13	85,886.00	94,474.60	91,191.00	100,310.10	96,496.00	106,145.60	101,801.00	111,981.10	107,105.00	117,815.50
Monthly		7,157.17	7,872.88	7,599.25	8,359.18	8,041.33	8,845.47	8,483.42	9,331.76	8,925.42	9,817.96
Daily		493.60	542.96	524.09	576.49	554.57	610.03	585.06	643.57	615.55	677.10

	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	14	89,175.00	98,092.50	94,480.00	103,928.00	99,785.00	109,763.50	105,090.00	115,599.00	110,395.00	121,434.50
Monthly		7,431.25	8,174.38	7,873.33	8,660.67	8,315.42	9,146.96	8,757.50	9,633.25	9,199.58	10,119.54
Daily		512.50	563.75	542.99	597.29	573.48	630.82	603.97	664.36	634.45	697.90
Annual	15	92,464.00	101,710.40	97,769.00	107,545.90	103,074.00	113,381.40	108,379.00	119,216.80	113,684.00	125,052.40
Monthly		7,705.33	8,475.87	8,147.42	8,962.16	8,589.50	9,448.45	9,031.58	9,934.74	9,473.67	10,421.03
Daily		531.40	584.54	561.89	618.08	592.38	651.62	622.87	685.15	653.36	718.69
Annual	16	93,122.00	102,434.20	98,427.00	108,269.70	103,732.00	114,105.20	109,036.00	119,939.60	114,341.00	125,775.10
Monthly		7,760.17	8,536.18	8,202.25	9,022.48	8,644.33	9,508.77	9,086.33	9,994.97	9,528.42	10,481.26
Daily		535.18	588.70	565.67	622.24	596.16	655.78	626.64	689.31	657.13	722.85
Annual	17	93,780.00	103,158.00	99,085.00	108,993.50	104,389.00	114,827.90	109,694.00	120,663.40	114,999.00	126,498.90
Monthly		7,815.00	8,596.50	8,257.08	9,082.79	8,699.08	9,568.99	9,141.17	10,055.28	9,583.25	10,541.58
Daily		538.97	592.86	569.45	626.40	599.94	659.93	630.43	693.47	660.91	727.01
Annual	18	94,437.00	103,380.70	99,742.00	109,716.20	105,047.00	115,551.70	110,352.00	121,387.20	115,657.00	127,222.70
Monthly		7,869.75	8,656.73	8,311.83	9,143.02	8,753.92	9,629.31	9,196.00	10,115.60	9,638.08	10,601.89
Daily		542.74	597.02	573.23	630.55	604.09	634.21	664.09	697.63	664.70	731.16
Annual	19	95,050.00	104,604.50	100,400.00	110,440.00	105,705.00	116,275.50	111,010.00	122,111.00	116,315.00	127,946.50
Monthly		7,924.58	8,717.04	8,366.67	9,203.33	8,808.75	9,688.63	9,250.83	10,175.92	9,692.92	10,662.21
Daily		546.52	601.18	577.01	634.71	615.06	676.57	645.55	710.10	676.03	743.64
Annual	20	95,753.00	105,328.30	101,058.00	111,163.80	106,363.00	116,999.30	111,668.00	122,834.80	116,973.00	128,670.30
Monthly		7,979.42	8,777.36	8,421.50	9,263.65	8,863.58	9,749.94	9,305.67	10,236.23	9,747.75	10,722.53
Daily		550.30	605.34	580.79	638.87	611.28	672.41	641.77	705.95	672.26	739.48
Annual	21	96,411.00	106,052.10	101,716.00	111,887.60	107,021.00	117,723.10	112,325.00	123,557.50	117,630.00	129,393.00
Monthly		8,034.25	8,837.68	8,476.33	9,323.97	8,918.42	9,810.26	9,360.42	10,296.46	9,802.50	10,782.75
Daily		557.87	613.65	588.36	647.19	618.84	680.72	649.33	714.26	679.82	747.80
Annual	22	97,069.00	106,775.90	102,374.00	112,611.40	107,678.00	118,445.80	112,983.00	124,281.30	118,288.00	130,116.80
Monthly		8,089.08	8,897.99	8,531.17	9,384.28	8,973.17	9,870.48	9,415.25			

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	AA/AS or BA/BS *Class I	AA/AS or BA/BS or MA/MS *Class II(a)	AA/AS+90 or BA/BS+30 or MA/MS *Class II	AA/AS+90 or BA/BS+54 or MA/MS *Class III(a)	BA/BS+54 or MA/MS+24 *Class III	BA/BS+78 or MA/MS+48 *Class IV(a)	BA/BS+78 or MA/MS+48 *Class V	Ph.D., J.D., M.D., D.C. or D.V.M. *Class VI(a)	Ph.D., J.D., M.D., D.C. or D.V.M. *Class VII	AA/AS or BA/BS *Class I	AA/AS or BA/BS+30 or MA/MS *Class II(a)	AA/AS+90 or BA/BS+54 or MA/MS *Class III(a)	BA/BS+54 or MA/MS+24 *Class IV(a)	BA/BS+78 or MA/MS+48 *Class V	BA/BS+78 or MA/MS+48 *Class VI(a)	Ph.D., J.D., M.D., D.C. or D.V.M. *Class VII								
	Lecture	1	60.76	66.84	67.71	74.48	74.65	82.12	81.60	89.76	88.54	97.39	Lecture	14	116.74	128.41	123.68	136.05	130.63	143.69	137.57	151.33	144.51	158.96
Lab*	48.61	53.47	54.17	59.58	59.72	65.70	65.28	71.81	70.83	77.91	87.56	96.31	Lab*	93.39	102.73	98.94	108.84	104.50	114.95	110.06	121.06	115.61	127.17	
Lab	45.57	50.13	50.78	55.86	55.99	61.59	61.20	67.32	66.41	73.04	87.56	96.31	Lab	102.04	97.97	107.77	107.77	112.63	118.74	113.50	108.38	119.22		
Lecture	2	65.07	71.58	72.01	79.21	78.96	86.86	85.90	94.49	92.85	102.14		Lecture	15	121.04	133.14	127.99	140.79	134.93	148.42	141.88	156.07	148.82	163.70
Lab*	52.06	57.26	57.61	63.37	63.17	69.49	68.72	75.59	74.28	81.71	96.83	105.51	Lab*	96.83	105.51	102.39	113.39	108.63	119.50	114.19	125.61	119.74	131.72	
Lab	48.80	53.69	54.01	59.41	59.22	65.15	64.43	70.87	69.64	76.61	90.78	95.99	Lab	99.86	105.59	101.20	111.32	106.41	117.05	111.62	122.78			
Lecture	3	69.38	76.32	76.32	83.95	83.26	91.59	90.21	99.23	97.15	106.87		Lecture	16	121.90	134.09	128.85	141.74	135.79	149.37	142.74	157.01	149.68	164.65
Lab*	55.50	61.06	61.06	67.16	66.61	73.27	72.17	79.38	77.72	85.50	97.52	103.08	Lab*	107.27	103.08	113.39	108.63	119.50	125.61	114.19	125.37	119.74	131.72	
Lab	52.04	57.24	57.24	62.96	62.45	68.69	67.66	74.42	72.86	80.15	91.43	100.57	Lab	96.64	106.31	101.84	112.03	107.06	117.76	112.26	123.49			
Lecture	4	73.68	81.05	80.63	88.69	87.57	96.33	94.51	103.96	101.46	111.61		Lecture	17	122.76	135.04	129.71	142.68	136.65	150.32	143.60	157.96	150.54	165.59
Lab*	58.94	64.84	64.50	70.95	70.06	77.06	75.61	83.17	81.17	89.29	98.21	108.03	Lab*	103.77	114.14	109.32	120.26	114.88	126.37	120.43	132.47			
Lab	55.26	60.79	60.47	66.52	65.68	72.25	70.88	77.97	76.10	83.71	92.07	101.28	Lab	97.28	102.49	112.74	107.70	118.47	121.91	114.20	124.19			
Lecture	5	77.99	85.79	84.93	93.42	91.88	101.07	98.82	108.70	105.76	116.34		Lecture	18	123.63	135.99	130.57	143.63	137.51	151.26	144.46	158.91	151.40	166.54
Lab*	62.39	68.63	67.94	74.74	73.50	80.86	79.06	86.96	84.61	93.07	98.90	104.46	Lab*	108.79	104.46	114.90	110.01	121.01	115.57	127.13	121.12	133.23		
Lab	58.49	64.34	63.70	70.07	68.91	75.80	74.12	81.53	79.32	87.26	92.72	101.99	Lab	97.93	107.72	103.13	113.45	108.35	119.18	113.55	124.91			
Lecture	6	82.29	90.52	89.24	98.16	96.18	105.80	103.13	113.44	110.07	121.08		Lecture	19	124.49	136.94	131.43	144.57	138.38	152.22	145.32	159.85	152.26	167.49
Lab*	65.83	72.42	71.39	78.53	76.94	84.64	82.50	90.75	88.06	96.86	99.59	105.14	Lab*	109.55	115.66	110.70	121.78	116.26	127.88	121.81	133.99			
Lab	61.72	67.89	66.93	73.62	72.14	79.35	77.35	85.08	82.55	90.81	93.37	102.71	Lab	98.57	108.43	103.79	114.17	108.99	119.89	114.20	125.62			
Lecture	7	86.80	95.26	93.54	102.89	100.49	110.54	107.43	118.17	114.38	125.82		Lecture	20	125.35	137.89	132.29	145.52	139.24	153.16	146.18	160.80	153.13	168.44
Lab*	69.28	76.21	74.83	82.31	80.39	88.43	85.94	94.54	91.50	100.66	102.28	110.31	Lab*	105.83	116.42	111.39	122.53	116.94	128.64	122.50	134.75			
Lab	64.95	71.45	70.16	77.17	75.37	82.91	80.57	88.63	85.79	94.37	94.01	103.42	Lab	99.22	109.14	104.43	114.87	109.64	120.60	116.45	126.33			
Lecture	8	90.90	99.99	97.85	107.64	104.79	115.27	111.74	122.91	118.68	130.55		Lecture	21	126.21	138.83	133.15	146.47	140.10	154.11	147.04	161.74	153.99	169.39
Lab*	72.72	79.99	78.28	86.11	83.83	92.22	89.39	98.33	94.94	104.44	100.97	111.06	Lab*	106.52	117.18	112.08	123.29	117.63	129.39	123.19	135.51			
Lab	68.18	74.99	73.39	80.73	78.59	86.45	83.81	92.18	89.01	97.91	94.66	104.12	Lab	99.86	109.85	105.08	115.58	110.28	121.31	115.49	127.04			
Lecture	9	95.21	104.73	102.15	112.37	109.10	120.01	116.04	127.64	122.99	135.29		Lecture	22	127.07	139.78	134.01	147.41	140.96	155.06	147.90	162.69	154.85	170.34
Lab*	76.17	83.78	81.72	89.90	87.28	96.01	92.83	102.11	98.39	108.23	101.66	111.82	Lab*	107.21	117.93	112.77	124.05	118.32	130.15	123.88	136.27			
Lab	71.41	78.55	76.61	84.28	81.83	90.01	87.03	95.73	92.24	101.47	95.30	104.84	Lab	100.51	110.56	105.72	116.30	110.93	122.02	116.14	127.76			
Lecture	10	99.51	109.46	106.46	117.11	113.40	124.74	120.35	132.39	127.29	140.02		Lecture	23	127.93	140.72	134.88	148.37	141.82	156.00	148.76	163.64	155.71	171.28
Lab*	79.61	87.57	85.17	93.69	90.72	99.79	96.28	105.91	101.83	112.02	101.34	103.03	Lab*	107.21	113.34	108.59	119.45	114.14	125.56	119.70	131.67	125.26	137.78	
Lab	74.63	82.10	79.85	87.83	85.05	93.56	90.26	99.29	95.47	105.02	95.95	105.54	Lab	101.16	111.28	106.37	117.00	111.57	122.73	116.78	128.46			
Lecture	11	103.82	114.20	110.76	121.84	117.71	129.48	124.65	137.12	131.60	144.76		Lecture	24	128.79	141.67	135.74	149.31	142.68	156.95	149.63	164.59	156.57	172.23
Lab*	83.06	91.36	88.61	97.47	94.17	103.58	99.72	109.70	105.28	115.81	101.34	103.03	Lab	106.52	113.34	108.59	119.45	114.14	125.56	119.70	131.67	125.26	137.78	
Lab	77.87	85.65	83.07	91.38	88.28	97.11	93.49	102.84	98.70	108.57	96.59	106.25	Lab	101.81	111.98	107.01	117.71	112.22	123.44	117.43	129.17			
Lecture	12	108.13	118.94	115.07	126.58	122.01	134.21	128.96	141.86	135.90	149.49		Lecture	25	129.65	142.62	136.60	150.26	143.54	157.89	150.49	165.54	157.43	173.17
Lab*	86.50	95.15	92.06	101.26	97.61	107.37	103.17	113.49	108.72	119.59	103.72	110.81	Lab	109.28	114.10	109.28	120.21	114.83	126.31	120.39	132.43	125.94	138.54	
Lab	81.10	89.21	86.30	94.94	91.51	100.66	96.72	106.40	101.93	112.12	97.24	106.97	Lab	102.45	112.70	107.66	118.42	112.87						

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	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	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		
			Min	Max	Step	Min	Max	
0118	Confidential Administrative Assistant I	5CA	54,193	-	65,934	58,529	-	80,131
0189	Confidential Administrative Assistant II	6CA	56,361	-	68,572	60,870	-	83,337
0136	Confidential Administrative Assistant III	7CA	58,615	-	71,315	63,305	-	86,670
0280	Confidential Executive Assistant	10CA	65,934	-	80,219	71,209	-	97,492
0187	Confidential Staff Administrative Assistant	3CA	50,105	-	60,960	54,113	-	74,086

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	6,171.46	6,294.89	6,420.79
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	6,418.32	6,546.69	6,677.62
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	6,675.05	6,808.55	6,944.73
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	6,942.06	7,080.90	7,222.52
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	7,219.74	7,364.13	7,511.42
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	8,121.22	8,283.65	8,449.32
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	8,783.94	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	8,783.94	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	8,783.94	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	9,880.71	10,275.94	10,481.46	10,691.09
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	9,880.71	10,275.94	10,686.98	10,900.72	11,118.73
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	—80,131
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	—95,581	—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%

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Job Code	Titles	Range	Base Annual Salary			Annual Salary with one-time 8% Improvement			
			Min	Max	Step	Min	Max		
0644	Communications and Public Information Officer (E)	18C	88,219	-	107,332	95,277	-	130,443	115,919
0286	Confidential Business Services Officer	12C	69,721	-	84,826	75,299	-	103,094	91,612
0135	Confidential Chancellor's Executive Officer	21C	99,235	-	120,734	107,173	-	146,734	130,393
0632	Confidential Financial Analyst (E)	19C	91,748	-	111,625	99,088	-	135,664	120,555
0121	Confidential Human Resources Assistant I	2C	47,101	-	57,306	50,869	-	69,645	61,890
0148	Confidential Human Resources Assistant II	3C	48,985	-	59,598	52,904	-	72,430	64,366
0170	Confidential Human Resources Assistant III	4C	50,945	-	61,982	55,020	-	75,328	66,940
0635	Confidential Human Resources Officer (E)	18C	88,219	-	107,332	95,277	-	130,443	115,919
0119	Confidential Human Resources Specialist I	5C	52,982	-	64,461	57,221	-	78,344	69,618
0159	Confidential Human Resources Specialist II	6C	55,102	-	67,039	59,510	-	81,474	72,403
0120	Confidential Human Resources Specialist III	8C	59,598	-	72,510	64,366	-	88,123	78,311
0160	Confidential Human Resources Training Specialist	11C	67,039	-	81,564	72,403	-	99,126	88,089
0708	Confidential Principal Information Systems Auditor (E)	23C	107,332	-	130,586	115,919	-	158,704	141,033
0638	Confidential Principal Internal Auditor (E)	20C	95,418	-	116,090	103,051	-	141,087	125,378
0645	Confidential Senior Budget Officer (E)	21C	99,235	-	120,734	107,173	-	146,734	130,393
0284	Confidential Senior Human Resources Officer (E)	19C	91,748	-	111,625	99,088	-	135,664	120,555

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	5,157.54	5,363.81	-5,471.09	-5,580.51
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	-5,689.93	-5,803.72
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	-5,917.52	-6,035.87
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	-6,154.22	-6,277.34
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	-6,400.39	-6,528.40
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	-6,656.40	-6,789.53
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	-6,922.67	-7,061.11
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	-7,199.57	-7,343.56
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	-7,487.55	-7,637.34
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	-7,787.05	-7,942.80
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	-8,098.53	-8,260.54
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	-8,422.46	-8,590.92
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	-8,759.36	-8,934.55
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	-9,109.74	-9,291.93
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	-9,474.12	-9,663.61
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	9,659.00	-9,853.10	+10,050.15
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	9,659.00	10,046.29	+10,247.22	+10,452.16
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	9,659.00	10,046.29	10,448.14	+10,657.10	+10,870.26
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	9,659.00	9,302.12	10,046.29	10,448.14	10,866.06	+11,083.38	+11,305.06
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	9,659.00	9,302.12	10,046.29	9,674.20	10,448.14	10,866.06	11,300.70	+11,526.72	+11,757.25
21C	47.71	51.53	8,269.55	8,931.12	8,600.33	9,288.36	8,944.35	9,659.00	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	+11,987.79
22C	49.62	53.59	8,600.33	9,288.36	8,944.35	9,659.00	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	+12,467.30	+12,716.66
23C	51.60	55.73	8,944.35	9,659.00	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	+12,965.99	+13,225.31

Original base Salaries for year 2021-2022 are represented with an (*)

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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	89,854	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	103,054	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	103,054	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	113,680	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	120,555	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	133,004	135,664
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	152,544	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	Step	Min	Max		
0141	Account Clerk I	17	36,988	-	45,002	39,947	-	55,764	48,602
0142	Account Clerk II	21	40,510	-	49,287	43,751	-	61,073	53,230
0143	Account Clerk III	25	44,368	-	53,980	47,917	-	66,890	58,299
0649	Accountant	35	55,696	-	67,762	60,151	-	82,967	73,183
0198	Accounting Specialist	40	62,402	-	75,922	67,394	-	94,079	81,996
0131	Administrative Assistant I	26	45,388	-	55,222	49,019	-	68,428	59,640
0133	Administrative Assistant II	28	47,500	-	57,791	51,300	-	71,612	62,414
0285	Administrative Assistant III	30	49,710	-	60,479	53,686	-	74,943	65,318
0654	Administrative Services Analyst	44	68,344	-	83,151	73,812	-	103,037	89,803
0171	Admissions/Records Clerk I	17	36,988	-	45,002	39,947	-	55,764	48,602
0172	Admissions/Records Clerk II	20	39,599	-	48,178	42,767	-	59,700	52,033
0173	Admissions/Records Clerk III	23	42,395	-	51,580	45,787	-	63,915	55,706
0145	Admissions/Records Evaluator I	24	43,370	-	52,766	46,840	-	66,385	56,988
0151	Admissions/Records Evaluator II	28	47,500	-	57,791	51,300	-	71,612	62,414
0163	Admissions/Records Evaluator/Degree Auditor I *	29	48,592	-	59,120	52,480	-	73,258	63,849
0291	Admissions/Records Evaluator/Degree Auditor II *	30	49,710	-	60,479	53,686	-	74,943	65,318
0819	Alternate Media Design Specialist	37	58,287	-	70,915	62,950	-	87,875	76,589
0634	Animal Health Instructional Technician	30	49,710	-	60,479	53,686	-	74,943	65,318
0798	Assessment Center Testing Coordinator	38	59,628	-	72,546	64,398	-	89,895	78,350
0602	Assistant Financial Aid Officer	35	55,696	-	67,762	60,151	-	83,967	73,183
0313	Assistant Technical Director - Harris Center for the Arts	37	58,287	-	70,915	62,950	-	87,875	76,589
0701	Athletic Trainer	37	58,287	-	70,915	62,950	-	87,875	76,589
0742	Attendance Services Assistant	27	46,432	-	56,492	50,147	-	70,002	61,011
0185	Bookstore Assistant Manager	37	58,287	-	70,915	62,950	-	87,875	76,589
0183	Bookstore Buyer I	21	40,510	-	49,287	43,751	-	61,073	53,230
0195	Bookstore Buyer II	25	44,368	-	53,980	47,917	-	66,890	58,299
0186	Bookstore Clerk	18	37,838	-	46,036	40,865	-	57,046	49,719
0184	Bookstore Stock Clerk	21	40,510	-	49,287	43,751	-	61,073	53,230
0869	Building Automation and Systems Integration Analyst	57	91,851	-	111,751	99,199	-	138,476	120,691
0128	Buyer	29	48,592	-	59,120	52,480	-	73,258	63,849
0116	Child Development Center Associate Teacher	12	33,013	-	40,165	35,654	-	49,774	43,378
0810	Child Development Center Clerk	20	39,599	-	48,178	42,767	-	59,700	52,033
0199	Child Development Center Lead Teacher	35	55,696	-	67,762	60,151	-	83,967	73,183
0194	Child Development Center Teacher	26	45,388	-	55,222	49,019	-	68,428	59,640
0102	Clerk II	16	36,156	-	43,990	39,049	-	54,510	47,509
0103	Clerk III	20	39,599	-	48,178	42,767	-	59,700	52,033
0191	College Development Officer	35	55,696	-	67,762	60,151	-	83,967	73,183
0739	Computer Aided Drafting and Design Assistant	42	65,305	-	79,454	70,530	-	98,456	85,810
0803	Contract Education Program Developer	56	89,786	-	109,239	96,969	-	135,363	117,978
0123	Control Center Technician	22	41,442	-	50,420	44,757	-	62,478	54,454
0164	Cook/Baker	21	40,510	-	49,287	43,751	-	61,073	53,230
0169	Cosmetology Service Assistant	30	49,710	-	60,479	53,686	-	74,943	65,318
0109	Counseling Clerk I	17	36,988	-	45,002	39,947	-	55,764	48,602
0110	Counseling Clerk II	21	40,510	-	49,287	43,751	-	61,073	53,230
0744	Data Communications Security Specialist	61	100,597	-	122,392	108,645	-	151,662	132,184
0130	Digital Communications & Web Specialist	44	68,344	-	83,151	73,812	-	103,037	89,803
0282	District Financial Aid Specialist	40	62,402	-	75,922	67,394	-	94,079	81,996
0650	Donor Relations Specialist	38	59,628	-	72,546	64,398	-	89,895	78,350
0167	Educational Center Assistant	25	44,368	-	53,980	47,917	-	66,890	58,299
0108	Educational Center Clerk	22	41,442	-	50,420	44,757	-	62,478	54,454
0806	Educational Media Design Specialist	37	58,287	-	70,915	62,950	-	87,875	76,589
0646	Electronics Calibration and Repair Technician	38	59,628	-	72,546	64,398	-	89,895	78,350
0180	Employee Benefits Specialist	40	62,402	-	75,922	67,394	-	94,079	81,996
0175	Employee Benefits Technician	29	48,592	-	59,120	52,480	-	73,258	63,849
0287	Energy Management Controls Specialist	57	91,851	-	111,751	99,199	-	138,476	120,691
0705	Facilities Planning and Engineering Specialist	56	89,786	-	109,239	96,969	-	135,363	117,978
0700	Facilities Planning Specialist	49	76,574	-	93,164	82,699	-	115,444	100,617
0138	Financial Aid Clerk I	17	36,988	-	45,002	39,947	-	55,764	48,602
0140	Financial Aid Clerk II	21	40,510	-	49,287	43,751	-	61,073	53,230
0604	Financial Aid Officer	38	59,628	-	72,546	64,398	-	89,895	78,350
0743	Fiscal Services Accounting Specialist	40	62,402	-	75,922	67,394	-	94,079	81,996
0161	Food Service Assistant I	10	31,545	-	38,379	34,069	-	47,558	41,449
0162	Food Service Assistant II	12	33,013	-	40,165	35,654	-	49,774	43,378
0165	Food Service Assistant Manager	24	43,370	-	52,766	46,840	-	68,385	56,988
0149	Grant Coordination Clerk	20	39,599	-	48,178	42,767	-	59,700	52,033
0236	Graphic Artist	28	47,500	-	57,791	51,300	-	71,612	62,414
0801	Graphic Designer	29	48,592	-	59,120	52,480	-	73,258	63,849
0168	Health Services Assistant	21	40,510	-	49,287	43,751	-	61,073	53,230
0718	Information Technology Business/Technical Analyst I	57	91,851	-	111,751	99,199	-	138,476	120,691
0723	Information Technology Business/Technical Analyst II	61	100,597	-	122,392	108,645	-	151,662	132,184
0748	Information Technology Network Administrator Analyst I	57	91,851	-	111,751	99,199	-	138,476	120,691
0749	Information Technology Network Administrator Analyst II	61	100,597	-	122,392	108,645	-	151,662	132,184
0726	Information Technology Specialist I	44	68,344	-	83,151	73,812	-	103,037	89,803
0729	Information Technology Specialist II	50	78,335	-	95,306	84,602	-	118,099	102,931
0745	Information Technology Systems/Database Administrator Analyst I	57	91,851	-	111,751	99,199	-	138,476	120,691
0746	Information Technology Systems/Database Administrator Analyst II	61	100,597	-	122,392	108,645	-	151,662	132,184
0242	Information Technology Cable Plant Assistant	50	78,335	-	95,306	84,602	-	118,099	102,931
0809	Information Technology Technician I	25	44,368	-	53,980	47,917	-	66,890	58,299
0152	Information Technology Technician II	31	50,853	-	61,871	54,921	-	76,667	66,820
0208	Instructional Assistant	28	47,500	-	57,791	51,300	-	71,612	62,414
0166	Instructional Services Assistant I	24	43,370	-	52,766	46,840	-	68,385	56,988

Job Code	Title	Range	Base Annual Salary			Annual Salary with one-time 8% Improvement		
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	-	74,612
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	-	71,612
0157	Lead Police Communication Dispatcher	25	44,368	-	53,980	47,917	-	66,899
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	-	78,431
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	-	66,899
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	-	63,916
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	-	71,612
0124	Student Personnel Assistant	28	47,500	-	57,791	51,300	-	71,612
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	-	71,612
0281	Ticket Office/Customer Relations Assistant-Visual & Performing Arts Center	28	47,500	-	57,791	51,300	-	71,612
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

Monthly Salary Schedule

(a) Steps include a one-time only improvement of 8%

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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****
10	15.17	16.38	2,628.75	2,839.05	2,733.90	2,952.61	2,843.26	3,070.72	2,956.98	3,193.54	3,075.25	3,321.27	3,198.26	3,454.12	3,592.29	3,735.98	3,886.42	3,963.13
11	15.51	16.76	2,689.22	2,904.35	2,796.79	3,020.53	2,908.66	3,141.35	3,025.01	3,267.01	3,146.01	3,397.69	3,271.85	3,533.60	3,674.95	3,821.94	3,974.82	4,054.32
12	15.87	17.14	2,751.07	2,971.16	2,861.12	3,090.01	2,975.56	3,213.60	3,094.58	3,342.14	3,218.35	3,475.82	3,347.09	3,614.86	3,759.46	3,909.83	4,066.22	4,147.55
13	16.24	17.54	2,814.33	3,039.48	2,926.93	3,161.50	3,043.98	3,287.50	3,165.74	3,419.00	3,292.37	3,555.76	3,424.07	3,697.99	3,845.94	3,999.75	4,159.74	4,242.93
14	16.61	17.94	2,879.05	3,109.37	2,994.20	3,233.74	3,113.97	3,363.08	3,238.53	3,497.61	3,368.07	3,637.51	3,502.78	3,783.01	3,934.33	4,091.70	4,255.37	4,340.48
15	16.99	18.35	2,945.27	3,180.89	3,063.08	3,308.13	3,185.61	3,440.46	3,313.04	3,578.08	3,445.56	3,721.21	3,583.38	3,870.06	4,024.86	4,185.85	4,353.29	4,440.36
16	17.38	18.77	3,013.02	3,254.06	3,133.54	3,384.22	3,258.88	3,519.59	3,389.23	3,660.37	3,524.80	3,806.79	3,665.80	3,959.06	4,117.42	4,282.12	4,453.40	4,542.47
17	17.78	19.21	3,082.33	3,328.92	3,205.62	3,462.07	3,333.85	3,600.56	3,467.20	3,744.58	3,605.89	3,894.37	3,750.13	4,050.14	4,212.16	4,380.63	4,555.86	4,646.98
18	18.19	19.65	3,153.20	3,405.46	3,279.32	3,541.67	3,410.50	3,683.34	3,546.92	3,830.67	3,688.80	3,983.90	3,836.35	4,143.26	4,308.99	4,481.35	4,660.60	4,753.84
19	18.61	20.10	3,225.73	3,483.78	3,354.76	3,623.14	3,488.94	3,768.05	3,628.50	3,918.78	3,773.64	4,075.53	3,924.59	4,238.55	4,408.10	4,584.42	4,767.89	4,863.15
20	19.04	20.56	3,299.94	3,563.93	3,431.93	3,706.48	3,569.20	3,854.74	3,711.97	4,008.92	3,860.44	4,169.28	4,014.86	4,336.05	4,509.49	4,689.87	4,877.47	4,975.02
21	19.48	21.03	3,375.83	3,645.90	3,510.87	3,791.74	3,651.30	3,943.41	3,797.35	4,101.14	3,949.24	4,265.18	4,107.21	4,435.79	4,613.22	4,797.75	4,989.66	5,089.46
22	19.92	21.52	3,453.47	3,729.75	3,591.61	3,878.94	3,735.27	4,034.10	3,884.68	4,195.45	4,040.07	4,363.27	4,201.67	4,537.81	4,719.32	4,908.09	5,104.42	5,206.50
23	20.38	22.01	3,532.92	3,815.55	3,674.24	3,968.17	3,821.21	4,126.91	3,974.06	4,291.98	4,133.02	4,463.66	4,298.34	4,642.20	4,827.89	5,021.04	5,221.85	5,326.29
24	20.85	22.52	3,614.18	3,903.31	3,758.74	4,059.44	3,909.08	4,221.81	4,065.45	4,390.69	4,228.07	4,566.32	4,397.19	4,748.97	4,938.93	5,136.48	5,341.94	5,448.78
25	21.33	23.04	3,697.32	3,993.11	3,845.21	4,152.82	3,999.02	4,318.94	4,158.99	4,491.71	4,325.34	4,671.37	4,498.35	4,858.22	5,052.55	5,254.65	5,464.83	5,574.13
26	21.82	23.57	3,782.34	4,084.93	3,933.64	4,248.33	4,091.00	4,418.28	4,254.64	4,595.01	4,424.83	4,778.81	4,601.82	4,969.97	5,168.77	5,375.62	5,590.54	5,702.35
27	22.32	24.11	3,869.33	4,178.88	4,024.10	4,346.03	4,185.06	4,519.87	4,352.47	4,700.67	4,526.57	4,888.70	4,707.64	5,084.25	5,287.62	5,499.13	5,719.09	5,833.48
28	22.84	24.66	3,958.33	4,275.00	4,116.66	4,446.00	4,281.33	4,623.84	4,452.59	4,808.79	4,630.69	5,001.15	4,815.92	5,201.19	5,409.24	5,625.61	5,850.63	5,967.65
29	23.36	25.23	4,049.35	4,373.30	4,211.32	4,548.23	4,379.78	4,730.16	4,554.97	4,919.36	4,737.16	5,116.13	4,926.64	5,320.77	5,533.60	5,754.94	5,985.44	6,104.85
30	23.90	25.81	4,142.47	4,473.87	4,308.17	4,652.82	4,480.49	4,838.93	4,659.70	5,032.48	4,846.09	5,233.78	5,039.94	5,443.14	5,686.86	5,887.30	6,122.79	6,245.24
31	24.45	26.40	4,237.76	4,576.78	4,407.27	4,759.86	4,583.57	4,950.25	4,766.91	5,148.27	4,957.59	5,354.19	5,155.88	5,568.36	5,791.09	6,022.73	6,263.64	6,388.92
32	25.01	27.01	4,335.24	4,682.06	4,508.66	4,869.35	4,689.01	5,064.13	4,876.56	5,266.69	5,071.63	5,477.36	5,274.50	5,696.46	5,924.31	6,161.29	6,407.74	6,535.89
33	25.59	27.63	4,434.95	4,789.75	4,612.35	4,981.34	4,796.85	5,180.60	4,988.72	5,387.81	5,188.26	5,603.33	5,395.79	5,827.45	6,060.55	6,302.97	6,556.09	6,686.19
34	26.17	28.27	4,536.95	4,899.91	4,718.43	5,095.90	4,907.16	5,299.73	5,103.45	5,511.73	5,307.59	5,732.20	5,519.89	5,961.48	6,199.94	6,447.94	6,705.86	6,839.97
35	26.78	28.92	4,641.29	5,012.60	4,826.94	5,213.10	5,020.02	5,421.62	5,220.81	5,638.48	5,429.64	5,864.01	5,646.83	6,098.57	6,342.52	6,596.22	6,860.07	6,997.27
36	27.39	29.58	4,748.05	5,127.90	4,937.97	5,333.01	5,135.48	5,546.32	5,340.90	5,768.17	5,554.53	5,998.89	5,776.71	6,238.85	6,484.41	6,747.94	7,017.86	7,158.22
37	28.02	30.26	4,857.27	5,245.85	5,051.57	5,455.69	5,253.63	5,673.92	5,463.78	5,900.88	5,682.33	6,136.91	5,909.62	6,382.39	6,637.69	6,903.19	7,179.32	7,322.91
38	28.67	30.96	4,968.96	5,366.48	5,167.72	5,581.14	5,374.43	5,804.39	5,589.41	6,036.56	5,812.98	6,278.02	6,045.50	6,529.14	6,790.31	7,061.92	7,344.40	7,491.29
39	29.33	31.67	5,083.26	5,489.92	5,286.59	5,709.51	5,498.06	5,937.90	5,717.98	6,175.42	5,946.69	6,424.23	6,184.56	6,679.32	6,946.56	7,224.36	7,513.33	7,663.60
40	30.00	32.40	5,200.19	5,616.20	5,408.19	5,840.84	5,624.52	6,070.48	5,849.49	6,317.45	6,083.47	6,570.15	6,326.82	6,832.96	7,106.28	7,399.53	7,686.15	7,839.88
41	30.69	33.15	5,319.77	5,745.35	5,532.56	5,975.16	5,753.85	6,214.16	5,984.01	6,462.74	6,223.37	6,721.24	6,472.30	6,990.09	7,269.69	7,560.48	7,862.00	8,020.16
42	31.40	33.91	5,442.10	5,877.47	5,659.79	6,112.57	5,886.18	6,357.08	6,121.64	6,611.37	6,366.50	6,875.82	6,621.16	7,150.85	7,436.89	7,734.36	8,043.74	8,204.61
43	32.12	34.69	5,567.28	6,012.66	5,789.97	6,253.17	6,021.58	6,503.30	6,262.43	6,763.43	6,512.93	7,033.96	6,773.44	7,315.32	7,607.93	7,912.26	8,228.74	8,393.32
44	32.86	35.49	5,695.36	6,150.99	5,923.17	6,397.02	6,160.10	6,652.91	6,406.50	6,919.02	6,662.77	7,195.79	6,929.28	7,483.62	7,792.97	8,094.29	8,419.06	8,586.42
45	33.61	36.30	5,826.32	6,292.43	6,059.38	6,544.13	6,301.75	6,805.89	6,553.82	7,078.12	6,815.96	7,361.24	7,088.60	7,655.69	7,961.01	8,280.39	8,611.61	8,793.84
46	34.39	37.14	5,960.34	6,437.17	6,198.76	6,694.66	6,446.71	6,962.44	6,704.57	7,240.93	6,972.75	7,530.57	7,251.67	7,831.80	8,145.07	8,470.87	8,809.74	9,085.90
47	35.18	37.99	6,097.42	6,585.21	6,341.31	6,848.61	6,594.96	7,122.56	6,858.76	7,407.46	7,133.11	7,703.76	7,418.44	8,011.92	8,332.39	8,665.69	9,012.32	9,192.56
48	35.99	38.87	6,237.67	6,736.68	6,487.17	7,006.15	6,746.67	7,286.40	7,016.54	7,577.86	7,297.20	7,880.98	7,589.09	8,196.22	8,524.07	8,865.03	9,219.63	9,404.02
49	36.81	39.76	6,381.31	6,891.62	6,636.38	7,167.29	6,901.84	7,453.99	7,177.92	7,752.15	7,465.03	8,062.23	7,763.63	8,384.72	8,720.11	9,068.91	9,431.67	9,620.30
50	37.66	40.67	6,527.90	7,050.13	6,789.02	7,332.14	7,060.57	7,625.42	7,342.99	7,930.43	7,636.72	8,247.66	7,942.19	8,577.56	8,920.66	9,277.49	9,648.59	9,841.56
51	38.53	41.61	6,678.04	7,212.29	6,945.16	7,500.77	7,222.96	7,800.80	7,511.89	8,112.84	7,812.37	8,437.36	8,124.87	8,774.86	9,125.85	9,490.89	9,870.52	10,067.93
52	39.41	42.57	6,831.64	7,378.17	7,104.90	7,673.29	7,389.09	7,980.20	7,684.66	8,992.05	8,631.42	9,311.74	9,876.68	9,335.75	9,709.48	10,097.55	10,299.50	10,576.50
53	40.32	43.55	6,988.77	7,547.87	7,286.31	7,849.78	7,559.04	8,163.77	7,861.41	8,490.32	8,175.87	8,829.94	8,502.91	9,183.14	9,550.47	9,932.49	10,329.79	10,536.39
54	41.25	44.55	7,149.51	7,721.47	7,43													

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	-44,099	-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	-45,113	-46,918	-48,795	-49,774
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	-47,997	-49,917	-50,915
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	-55,013	-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	-54,114	-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	-61,253	-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	-62,026	-64,506	-67,096	-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	-63,451	-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	-71,612
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	-78,431
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	-78,664	-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	-77,861	-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	-87,975
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	74,680	80,655	77,668	83,881	-87,236	-90,726	-94,356	-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	-97,131	-101,017	-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	-97,741	-101,650	-105,717	-107,831
47	73,169	79,023	76,096	82,183	79,140	85,471	82,305	88,890	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	-104,641	-108,827	-113,180	-115,444
50	78,335	84,602	81,468	87,986	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	-113,891	-118,446	-120,915
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	-116,510	-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	-121,931	-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	-125,519	-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	-141,664
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	-139,765	-145,346	-148,253

Los Rios Community College District
2021-22 Final
Salary Ranges for LRSA Supervisory Positions*

Includes a one-time only improvement of 8%

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Job Code	Title	Range	Base Annual Salary		Annual Salary with one-time 8% Improvement				
			Min	Max	Min	Max			
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	-	87,186	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	-	110,319	98,035
240	Police Sergeant	27V	87,282	-	106,192	94,265	-	129,957	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	6,714.81	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	6,714.81	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	9,193.21
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	94,301
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	136,854	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				
			Min	Max	Min	Max			
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	-	81,742	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	-	119,074	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	5,196.31	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	5,308.91	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	5,860.69	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	6,809.31
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	6,695.44	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	6,297.87	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	8,195.34
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	7,913.51	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	8,302.56	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	9,728.04
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	8,921.13	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

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**** 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	76,884	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	83,984	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	98,184	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	114,494	119,074
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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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:	Mario Rodriguez, Executive Vice Chancellor, Finance and Administration	CONSENT/ROUTINE	X
		FIRST READING	
APPROVED FOR CONSIDERATION:	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.	Dean of Health and Human Services/Agriculture, Food and Natural Resources (M.B.A., Columbia Southern University)	06/01/23
<u>District Office</u>		
Eitzman, Mariann	Regional Director (VII) of Philanthropy (B.A., University of Oregon)	05/01/23 (Revised)
Flores, Victoria L.	Dean of Student Wellness and Support Services – Step 5 (M.S.W., University of California, Berkeley)	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	Hispanic Serving Institution (HSI) Grant Project Director (VII) (M.A., California State University, Sacramento)	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.	Interim Dean of Health and Human Services/Agriculture, Food and Natural Resources (M.B.A., Columbia Southern University)	08/15/23 – 05/31/23 (Revised)
<u>District Office</u>		
Mora, Christopher P.	Interim Police Captain (B.A., Union Institute)	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.	Police Captain (After 19+ years of regular service)	05/01/23
<u>District Office</u>		
Molina, Miguel P.	Special Projects Dean for FYE and Dual Enrollment (After 5+ years of regular service)	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
<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 60.0	Fall 2023 Spring 2023 Spring 2024	.200 .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,Coty 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)		<u>Assigned to</u>	<u>Effective Date(s)</u>
<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		<u>Assigned to</u>	<u>Effective Date(s)</u>
<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 <i>(Revised)</i>

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 - CRC Lab/Area Microcomputer Support (Senior Information Technology Technician – Lab/Area Microcomputer Support)	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>Assigned to</u>	<u>Effective Date(s)</u>
<u>Name</u>	<u>Proposed Position (Current Position)</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>Assigned to</u>	<u>Effective Date(s)</u>
<u>Name</u>	<u>Position</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

C L A S S I F I E D

RETIREMENT(S)		<u>Assigned to</u>	<u>Effective Date(s)</u>
<u>Name</u>	<u>Position</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)
The individuals listed below are generally working in short term, intermittent or interim assignments during the time frame designated,

<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

Cosumnes River College

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

District Office / Business and Economic Development Center / Facilities Management / Police Services

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

Folsom Lake College

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 <i>Jac Knapp</i>	CONSENT/ROUTINE	
APPROVED FOR CONSIDERATION:	Brian King, Chancellor <i>Brian King</i>	FIRST READING	X
		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.

- 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	
APPROVED FOR CONSIDERATION:	Brian King, Chancellor	FIRST READING	X
		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	
		FIRST READING	
APPROVED FOR CONSIDERATION:	Brian King, Chancellor <i>Brian King</i>	ACTION	X
		INFORMATION	

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

Nº 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 Nº 2023-08 this tenth day of May, 2023, by the following called vote:

AYES	NOES	ABSENT
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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	CONSENT/ROUTINE
		FIRST READING
APPROVED FOR CONSIDERATION:	Brian King	ACTION
	Brian King, Chancellor	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	
		FIRST READING	
APPROVED FOR CONSIDERATION:	 Brian King, Chancellor	ACTION	
		INFORMATION	X

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.