

Article 12 (Salary Schedule) Data

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PCC full-time salaries are low compared to neighboring districts

- Aggregate Salary is composite value made by averaging values for the five representative salary steps found in the CFT Salary Report. (*Data Source: <https://www.cft.org/faculty-salary-comparisons>*)

Table 1: Table 1: Area CCC District Representative Salaries During the 2023-204 Academic Year Before and After Adjustment for Local Cost of Living

District	Aggregate Salary	Adjusted Aggregate Salary
Cerritos	\$128,344	\$134,674
Santa Clarita	\$124,483	\$127,283
El Camino	\$121,875	\$127,086
Long Beach	\$117,589	\$122,616
Rio Hondo	\$117,057	\$120,429
Los Angeles	\$118,500	\$118,500
Santa Monica2	\$113,300	\$113,413
Pasadena Area	\$112,095	\$112,095
Glendale	\$103,001	\$103,001
Compton	\$87,185	\$90,912

PCC full-time salaries have not significantly increased relative to inflation

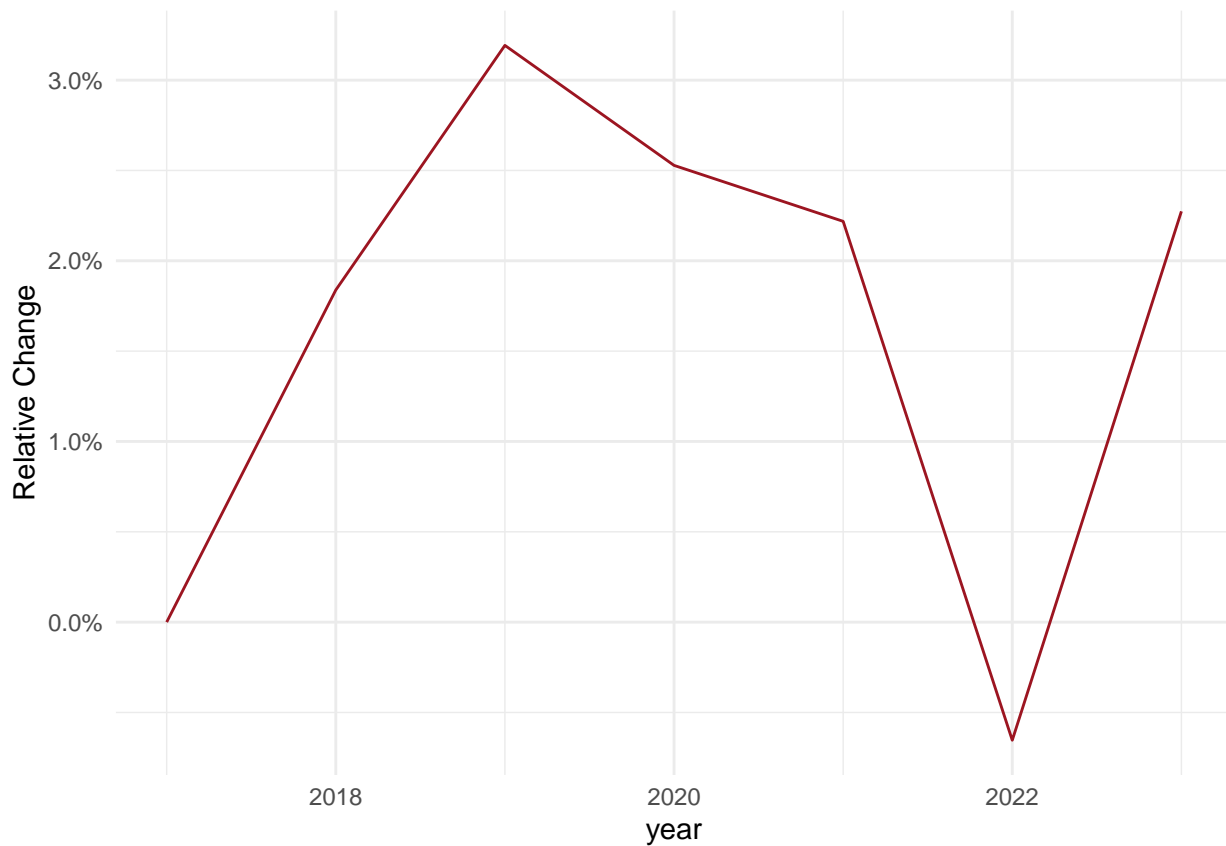


Figure 1: Relative Changes in Aggregate Salary of Full-Time PCC Faculty since 2017. Aggregate Salary is composite value made by averaging values for the five representative salary steps found in the CFT Salary Report. (Data Source: <https://www.cft.org/faculty-salary-comparisons>)

The District has seen a significant increase in income relative to expenses and total compensation

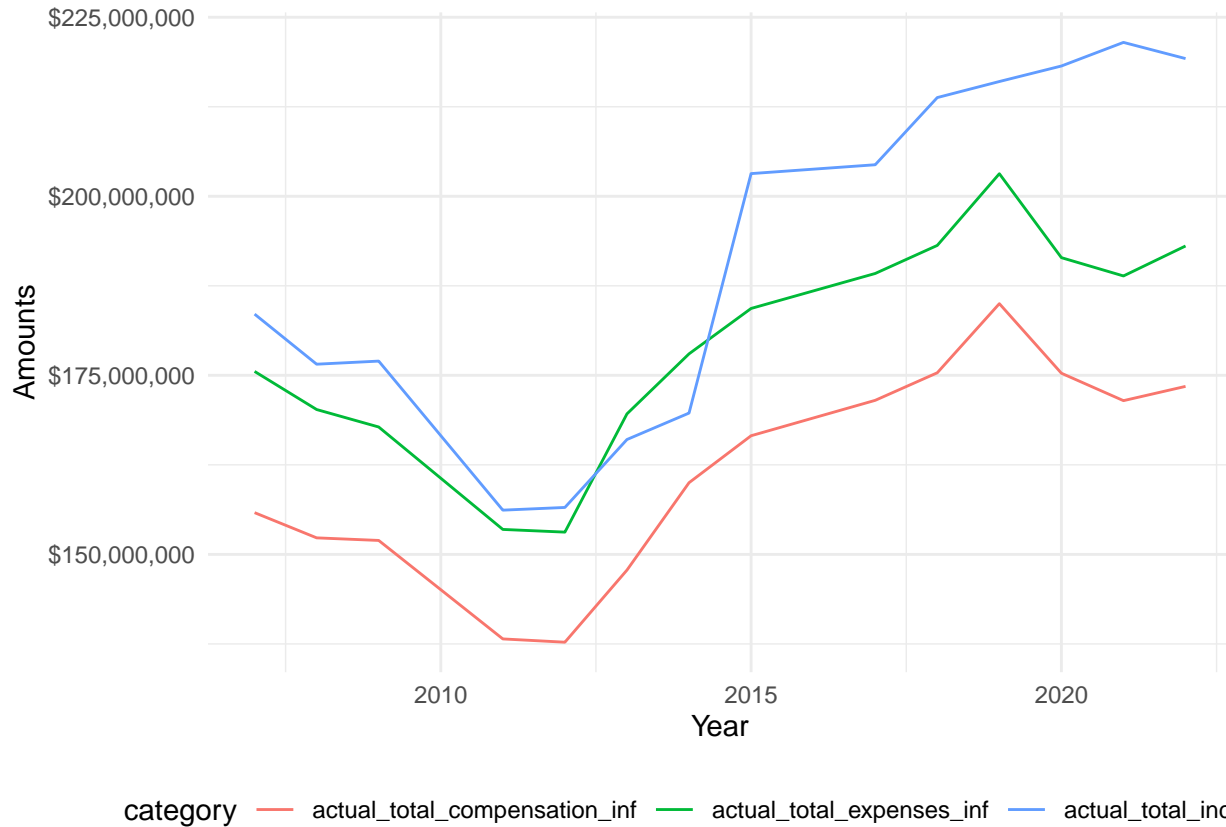


Figure 2: Total Income, Expenses and Compensation Expenses over time. Values have been adjusted to 2024 dollars to remove the effect of inflation. (Data Source: <https://pasadena.edu/business-administrative-services/fiscal-services/budget-forecast-analysis.php>)

Extra funds could be used for a significant increase to total compensation

- Percentage of Total Expenses (i.e. “Reserve”) Left after a (A) 10% or (B) 5% Increase in Total Compensation. (Data Source: <https://pasadena.edu/business-administrative-services/fiscal-services/budget-forecast-analysis.php>)

Table 2: Table 1: Non-Expense Income and Amounts Left Over After Expenses are Deducted (2024 Dollars)

Year	Total Left	% of Total Expenses	Minus Raise A*	Minus Raise B*
2007	\$8,000,202	4.6%	-4.3%	0.1%
2008	\$6,330,784	3.7%	-5.2%	-0.8%
2009	\$9,199,920	5.5%	-3.6%	1.0%
2011	\$2,689,235	1.8%	-7.3%	-2.7%
2012	\$3,442,679	2.2%	-6.7%	-2.2%
2013	\$-3,581,440	-2.1%	-10.8%	-6.5%
2014	\$-8,268,652	-4.6%	-13.6%	-9.1%
2015	\$18,827,935	10.2%	1.2%	5.7%
2017	\$15,181,786	8.0%	-1.0%	3.5%
2018	\$20,640,920	10.7%	1.6%	6.1%
2019	\$12,871,741	6.3%	-2.8%	1.8%
2020	\$26,762,033	14.0%	4.8%	9.4%
2021	\$32,611,657	17.3%	8.2%	12.7%
2022	\$26,163,564	13.6%	4.6%	9.1%