

----- Monthly Salary -----

| CLASSIFICATION                                       | GRADE | 1     | 2     | 3     | 4     | 5     |
|------------------------------------------------------|-------|-------|-------|-------|-------|-------|
| Accompanist/Coach                                    | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Account Specialist                                   | L     | 4,098 | 4,302 | 4,519 | 4,744 | 4,982 |
| Account Technician I                                 | G     | 3,175 | 3,335 | 3,501 | 3,677 | 3,861 |
| Account Technician II                                | H     | 3,321 | 3,488 | 3,662 | 3,845 | 4,039 |
| Accountant                                           | Q     | 5,549 | 5,824 | 6,117 | 6,423 | 6,744 |
| Administrative Assistant I                           | I     | 3,488 | 3,662 | 3,845 | 4,039 | 4,240 |
| Administrative Assistant II *                        | K     | 3,873 | 4,069 | 4,273 | 4,487 | 4,710 |
| Administrative Assistant III                         | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Admissions & Records Evaluation Specialist I         | L     | 4,098 | 4,302 | 4,519 | 4,744 | 4,982 |
| Admissions & Records Evaluation Specialist II        | N     | 4,590 | 4,821 | 5,062 | 5,315 | 5,582 |
| Admissions & Records Specialist *                    | K     | 3,873 | 4,069 | 4,273 | 4,487 | 4,710 |
| Advisor, Health Occupations Prep & Ed (HOPE) Prog.   | L     | 4,098 | 4,302 | 4,519 | 4,744 | 4,982 |
| Advisor, Student Affairs Accounts & Spec. Prog.      | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Alternate Media Specialist                           | N     | 4,590 | 4,821 | 5,062 | 5,315 | 5,582 |
| Art Gallery Specialist                               | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Articulation Specialist                              | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Assistive Technology Specialist *                    | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Auto Shop Assistant *                                | G     | 3,175 | 3,335 | 3,501 | 3,677 | 3,861 |
| Automotive/Equipment Mechanic                        | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Box Office Technician                                | J     | 3,667 | 3,851 | 4,044 | 4,246 | 4,459 |
| Budget Specialist, Categorical Programs              | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Building Maintenance Generalist *                    | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Business Services Specialist                         | N     | 4,590 | 4,821 | 5,062 | 5,315 | 5,582 |
| Buyer                                                | N     | 4,590 | 4,821 | 5,062 | 5,315 | 5,582 |
| Buyer, Senior                                        | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Career Services Advisor                              | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Carpenter                                            | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Ceramics Laboratory Technician                       | J     | 3,667 | 3,851 | 4,044 | 4,246 | 4,459 |
| Child Care Associate Teacher                         | I     | 3,488 | 3,662 | 3,845 | 4,039 | 4,240 |
| Child Care Master Teacher                            | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Child Care Site Supervisor                           | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Child Care Teacher                                   | K     | 3,873 | 4,069 | 4,273 | 4,487 | 4,710 |
| Clerical Assistant                                   | G     | 3,175 | 3,335 | 3,501 | 3,677 | 3,861 |
| College Nurse Practitioner                           | T     | 6,781 | 7,122 | 7,479 | 7,852 | 8,245 |
| Community Service Officer                            | J     | 3,667 | 3,851 | 4,044 | 4,246 | 4,459 |
| Cook/Child Care Center                               | H     | 3,321 | 3,488 | 3,662 | 3,845 | 4,039 |
| Coordinator, Admissions & Records                    | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Coordinator, Assessment Services                     | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Coordinator, Bookstore                               | N     | 4,590 | 4,821 | 5,062 | 5,315 | 5,582 |
| Coordinator, Career Technical Ed (CTE)/Outreach      | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Coordinator, Communications & Marketing              | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Coordinator, Computer Aided Design (CAD) Labs        | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Coordinator, Computer Labs                           | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Coordinator, English Language Learner (ELL) Outreach | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Coordinator, EOPS Foster Youth Ed. Support           | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Coordinator, EOPS Outreach Programs                  | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Coordinator, Farm Operations                         | N     | 4,590 | 4,821 | 5,062 | 5,315 | 5,582 |
| Coordinator, Financial Aid & Outreach                | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Coordinator, Grounds Operations                      | L     | 4,098 | 4,302 | 4,519 | 4,744 | 4,982 |
| Coordinator, High School Equiv. Program (HEP)        | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Coordinator, Instructional Computer Systems *        | Q     | 5,549 | 5,824 | 6,117 | 6,423 | 6,744 |
| Coordinator, Intercultural Center, Petaluma Campus   | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |

----- Monthly Salary -----

| CLASSIFICATION                                        | GRADE | 1     | 2     | 3     | 4     | 5     |
|-------------------------------------------------------|-------|-------|-------|-------|-------|-------|
| Coordinator, International Student Program            | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Coordinator, KAD Equipment and Services               | N     | 4,590 | 4,821 | 5,062 | 5,315 | 5,582 |
| Coordinator, Maintenance Operations *                 | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Coordinator, Marketing & Social Media                 | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Coordinator, MESA Schools Program Outreach            | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Coordinator, MI CASA                                  | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Coordinator, Police Technical & Support Svcs.         | N     | 4,590 | 4,821 | 5,062 | 5,315 | 5,582 |
| Coordinator, Professional Development                 | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Coordinator, Public Safety Facilities Operations      | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Coordinator, Scheduling                               | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Coordinator, Scholarship & Outreach                   | N     | 4,590 | 4,821 | 5,062 | 5,315 | 5,582 |
| Coordinator, Schools Relations & Outreach             | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Coordinator, Science Labs                             | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Coordinator, Student Academic Records                 | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Coordinator, Student Employment Services              | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Coordinator, Student Engagement Programs              | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Coordinator, Student Government Programs              | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Coordinator, Student Resource Cntr. & Marketing Prog. | L     | 4,098 | 4,302 | 4,519 | 4,744 | 4,982 |
| Coordinator, Student Success Program                  | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Coordinator, Technology Procurement                   | N     | 4,590 | 4,821 | 5,062 | 5,315 | 5,582 |
| Coordinator, Textbook                                 | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Coordinator, Veterans Affairs                         | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Coordinator, Warehouse Operations                     | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Copy Center Operator                                  | I     | 3,488 | 3,662 | 3,845 | 4,039 | 4,240 |
| Copy Center Specialist *                              | J     | 3,667 | 3,851 | 4,044 | 4,246 | 4,459 |
| Culinary Operations Specialist                        | L     | 4,098 | 4,302 | 4,519 | 4,744 | 4,982 |
| Curriculum Technician                                 | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Custodial Maintenance Technician                      | J     | 3,667 | 3,851 | 4,044 | 4,246 | 4,459 |
| Custodian                                             | H     | 3,321 | 3,488 | 3,662 | 3,845 | 4,039 |
| Disability Intake Facilitator                         | K     | 3,873 | 4,069 | 4,273 | 4,487 | 4,710 |
| Dream Center Specialist                               | J     | 3,667 | 3,851 | 4,044 | 4,246 | 4,459 |
| Electrician                                           | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Electronics Laboratory Technician                     | L     | 4,098 | 4,302 | 4,519 | 4,744 | 4,982 |
| Employment Services Advisor – C2C                     | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Energy Management Technician *                        | L     | 4,098 | 4,302 | 4,519 | 4,744 | 4,982 |
| Environmental Health & Safety Specialist              | R     | 5,924 | 6,220 | 6,531 | 6,858 | 7,201 |
| EOPS/Care Specialist                                  | K     | 3,873 | 4,069 | 4,273 | 4,487 | 4,710 |
| Equipment Technician I *                              | I     | 3,488 | 3,662 | 3,845 | 4,039 | 4,240 |
| Executive Assistant                                   | N     | 4,590 | 4,821 | 5,062 | 5,315 | 5,582 |
| Exhibits Specialist                                   | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Farm Assistant                                        | E     | 2,902 | 3,049 | 3,201 | 3,362 | 3,529 |
| Farm Equipment Operator                               | G     | 3,175 | 3,335 | 3,501 | 3,677 | 3,861 |
| Financial Aid Program Specialist                      | N     | 4,590 | 4,821 | 5,062 | 5,315 | 5,582 |
| Financial Aid Technician I                            | I     | 3,488 | 3,662 | 3,845 | 4,039 | 4,240 |
| Financial Aid Technician II                           | K     | 3,873 | 4,069 | 4,273 | 4,487 | 4,710 |
| Financial Aid Technician-Petaluma                     | J     | 3,667 | 3,851 | 4,044 | 4,246 | 4,459 |
| Graphic Designer *                                    | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Graphics Technician, Senior *                         | L     | 4,098 | 4,302 | 4,519 | 4,744 | 4,982 |
| Groundskeeper I                                       | I     | 3,488 | 3,662 | 3,845 | 4,039 | 4,240 |
| Groundskeeper II                                      | J     | 3,667 | 3,851 | 4,044 | 4,246 | 4,459 |
| Hazardous Materials Specialist                        | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Health Promotion Specialist                           | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Health Services Assistant                             | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Health Services Specialist                            | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Heavy Cleaner                                         | F     | 3,034 | 3,186 | 3,347 | 3,515 | 3,692 |

----- Monthly Salary -----

| CLASSIFICATION                                 | GRADE | 1     | 2     | 3     | 4     | 5     |
|------------------------------------------------|-------|-------|-------|-------|-------|-------|
| Help Desk Technician                           | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Horticulture Technician I *                    | H     | 3,321 | 3,488 | 3,662 | 3,845 | 4,039 |
| Human Resources Technician                     | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| HVAC and Controls Technician                   | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Image Technician *                             | I     | 3,488 | 3,662 | 3,845 | 4,039 | 4,240 |
| Information Systems Specialist                 | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Instructional Assistant, Senior                | K     | 3,873 | 4,069 | 4,273 | 4,487 | 4,710 |
| Instructional Designer                         | R     | 5,924 | 6,220 | 6,531 | 6,858 | 7,201 |
| Instructional Systems Administrator            | R     | 5,924 | 6,220 | 6,531 | 6,858 | 7,201 |
| Intake Specialist, CaWORKs                     | L     | 4,098 | 4,302 | 4,519 | 4,744 | 4,982 |
| International Student Advisor                  | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Laboratory Assistant, Adapted PE (APE)         | L     | 4,098 | 4,302 | 4,519 | 4,744 | 4,982 |
| Laboratory Assistant, Computer Studies         | J     | 3,667 | 3,851 | 4,044 | 4,246 | 4,459 |
| Laboratory Assistant, Health Sciences          | J     | 3,667 | 3,851 | 4,044 | 4,246 | 4,459 |
| Laboratory Assistant, Public Safety            | K     | 3,873 | 4,069 | 4,273 | 4,487 | 4,710 |
| Laboratory Assistant/Senior, Health Sciences   | L     | 4,098 | 4,302 | 4,519 | 4,744 | 4,982 |
| Lead Cashier, Bookstore                        | G     | 3,175 | 3,335 | 3,501 | 3,677 | 3,861 |
| Library Specialist/Petaluma Campus             | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Library Technician I                           | I     | 3,488 | 3,662 | 3,845 | 4,039 | 4,240 |
| Library Technician II *                        | K     | 3,873 | 4,069 | 4,273 | 4,487 | 4,710 |
| Library Technician III                         | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Library Technology Specialist                  | N     | 4,590 | 4,821 | 5,062 | 5,315 | 5,582 |
| Livestock Assistant                            | H     | 3,321 | 3,488 | 3,662 | 3,845 | 4,039 |
| Livestock Technician                           | L     | 4,098 | 4,302 | 4,519 | 4,744 | 4,982 |
| Locksmith                                      | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Marketing Assistant                            | I     | 3,488 | 3,662 | 3,845 | 4,039 | 4,240 |
| Media Production Technician                    | L     | 4,098 | 4,302 | 4,519 | 4,744 | 4,982 |
| Media Resources Specialist                     | L     | 4,098 | 4,302 | 4,519 | 4,744 | 4,982 |
| Media Support Specialist                       | K     | 3,873 | 4,069 | 4,273 | 4,487 | 4,710 |
| Media Systems Technician I                     | N     | 4,590 | 4,821 | 5,062 | 5,315 | 5,582 |
| Media Systems Technician II                    | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Medical Assistant                              | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Microcomputer Lab Specialist I                 | K     | 3,873 | 4,069 | 4,273 | 4,487 | 4,710 |
| Microcomputer Lab Specialist II                | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Network Technician *                           | Q     | 5,549 | 5,824 | 6,117 | 6,423 | 6,744 |
| Outreach Specialist, Adult Education Programs  | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Outreach Specialist, Gateway to College        | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Outreach Spec., High School Equivalency Prg. * | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Parking Lot Attendant                          | A     | 2,475 | 2,599 | 2,731 | 2,867 | 3,012 |
| Payroll Specialist *                           | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Payroll Technician *                           | K     | 3,873 | 4,069 | 4,273 | 4,487 | 4,710 |
| Petaluma Microcomputer Lab Coordinator         | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Photography Laboratory Technician *            | J     | 3,667 | 3,851 | 4,044 | 4,246 | 4,459 |
| Planetarium Specialist                         | Q     | 5,549 | 5,824 | 6,117 | 6,423 | 6,744 |
| Plumber                                        | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Police Dispatcher/Records Technician           | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Police Officer                                 | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Print Making Laboratory Technician             | J     | 3,667 | 3,851 | 4,044 | 4,246 | 4,459 |
| Program Assistant, Study Abroad/Language Lab   | K     | 3,873 | 4,069 | 4,273 | 4,487 | 4,710 |
| Program Developer, CaWORKs                     | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Program Specialist, Gateway to College         | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Program Specialist, MESA Programs & Outreach   | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Programmer                                     | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Programmer Analyst *                           | R     | 5,924 | 6,220 | 6,531 | 6,858 | 7,201 |
| Programmer Analyst, Senior *                   | S     | 6,335 | 6,651 | 6,985 | 7,335 | 7,702 |
| Purchasing Specialist *                        | L     | 4,098 | 4,302 | 4,519 | 4,744 | 4,982 |

----- Monthly Salary -----

| CLASSIFICATION                                 | GRADE | 1     | 2     | 3     | 4     | 5     |
|------------------------------------------------|-------|-------|-------|-------|-------|-------|
| Research Analyst                               | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Research Technician                            | L     | 4,098 | 4,302 | 4,519 | 4,744 | 4,982 |
| Scheduling Technician                          | K     | 3,873 | 4,069 | 4,273 | 4,487 | 4,710 |
| Scheduling Technician, Senior                  | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Scholarship Technician *                       | K     | 3,873 | 4,069 | 4,273 | 4,487 | 4,710 |
| Science Equipment System Specialist            | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Science Laboratory Instructional Assistant     | N     | 4,590 | 4,821 | 5,062 | 5,315 | 5,582 |
| Science Laboratory Technician                  | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Senior Designer                                | Q     | 5,549 | 5,824 | 6,117 | 6,423 | 6,744 |
| Service Facilitator                            | I     | 3,488 | 3,662 | 3,845 | 4,039 | 4,240 |
| Sign Language Interpreter *                    | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Sign Language Interpreter, Senior *            | Q     | 5,549 | 5,824 | 6,117 | 6,423 | 6,744 |
| Storekeeper I *                                | H     | 3,321 | 3,488 | 3,662 | 3,845 | 4,039 |
| Storekeeper II                                 | K     | 3,873 | 4,069 | 4,273 | 4,487 | 4,710 |
| Student Advisor, CalWORKs                      | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Student Success Coach, C2C                     | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Student Success Specialist I *                 | K     | 3,873 | 4,069 | 4,273 | 4,487 | 4,710 |
| Student Success Specialist II                  | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Student Success Technician                     | J     | 3,667 | 3,851 | 4,044 | 4,246 | 4,459 |
| Support Services Specialist                    | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Systems Administrator *                        | Q     | 5,549 | 5,824 | 6,117 | 6,423 | 6,744 |
| Systems Specialist, Student Financial Services | N     | 4,590 | 4,821 | 5,062 | 5,315 | 5,582 |
| Technical Writer                               | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Telecommunications Technician                  | L     | 4,098 | 4,302 | 4,519 | 4,744 | 4,982 |
| Testing Specialist *                           | K     | 3,873 | 4,069 | 4,273 | 4,487 | 4,710 |
| Testing Technician                             | H     | 3,321 | 3,488 | 3,662 | 3,845 | 4,039 |
| Theatre Arts Costume Technician                | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Theatre Arts Production Specialist             | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Theatre Arts Promotions Specialist             | L     | 4,098 | 4,302 | 4,519 | 4,744 | 4,982 |
| Tree Maintenance Worker                        | J     | 3,667 | 3,851 | 4,044 | 4,246 | 4,459 |
| Waste Diversion Technician                     | J     | 3,667 | 3,851 | 4,044 | 4,246 | 4,459 |
| Web Design Specialist                          | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Web Developer                                  | S     | 6,335 | 6,651 | 6,985 | 7,335 | 7,702 |
| Web Support Specialist                         | M     | 4,328 | 4,546 | 4,775 | 5,013 | 5,264 |
| Workability Job Developer                      | L     | 4,098 | 4,302 | 4,519 | 4,744 | 4,982 |

**Foundation Positions (Non-Represented)**

----- Monthly Salary -----

| CLASSIFICATION                                  | GRADE | 1     | 2     | 3     | 4     | 5     |
|-------------------------------------------------|-------|-------|-------|-------|-------|-------|
| Administrative Assistant II                     | K     | 3,873 | 4,069 | 4,273 | 4,487 | 4,710 |
| Coord. Administrative, Donor & Alumni Relations | P     | 5,198 | 5,459 | 5,731 | 6,019 | 6,320 |
| Development Assoc., Business & Financial        | O     | 4,887 | 5,132 | 5,387 | 5,658 | 5,942 |
| Development Assoc., Database & Gift Processing  | N     | 4,590 | 4,821 | 5,062 | 5,315 | 5,582 |

Effective July 1, 2016: 2.08% COLA

A 5% longevity increment (compounded) is awarded after completing 10, 15, 20, and 25 years of continuous service.  
A classified employee is entitled to an additional 2% stipend for a Doctoral degree when conferred.

- \* Please note that there may be employees in the following classifications who are paid at a z-rated pay grade. Z-rated grades for each classification are as follows:

Updated 8.3.17

| <b>Classification</b>                       | <b>Grade</b> |
|---------------------------------------------|--------------|
| Administrative Assistant II                 | Z-L          |
| Admissions & Records Specialist             | Z-L          |
| Assistive Technology Specialist             | Z-N          |
| Auto Shop Assistant                         | Z-I          |
| Building Maintenance Generalist             | Z-N          |
| Coordinator, Instructional Computer Systems | Z-R          |
| Coordinator, Maintenance Operations         | Z-N          |
| Coordinator, Student Center                 | Z-M          |
| Copy Center Specialist                      | Z-M          |
| Energy Management Technician                | Z-M          |
| Equipment Technician I                      | Z-J          |
| Graphic Designer                            | Z-P          |
| Graphics Technician, Senior                 | Z-M          |
| Horticulture Technician I                   | Z-I          |
| Image Technician                            | Z-K          |
| Library Technician II                       | Z-L          |
| Network Technician                          | Z-R          |
| Outreach Specialist, HEP                    | Z-N          |
| Payroll Specialist                          | Z-N          |
| Payroll Technician                          | Z-L          |
| Photography Laboratory Technician           | Z-K          |
| Programmer Analyst                          | Z-T          |
| Programmer Analyst, Senior                  | Z-U          |
| Purchasing Specialist                       | Z-N          |
| Purchasing Specialist                       | Z-M          |
| Scholarship Technician                      | Z-M          |
| Sign Language Interpreter                   | Z-R          |
| Sign Language Interpreter                   | Z-S          |
| Sign Language Interpreter, Senior           | Z-S          |
| Storekeeper I                               | Z-J          |
| Storekeeper I                               | Z-I          |
| Student Success Specialist I                | Z-L          |
| Systems Administrator                       | Z-R          |
| Testing Specialist                          | Z-N          |
| Testing Specialist                          | Z-L          |