

| CLASSIFICATION   | RANGE | Step A<br>Monthly | Step A<br>Hourly | Step B<br>Monthly | Step B<br>Hourly | Step C<br>Monthly | Step C<br>Hourly | Step D<br>Monthly | Step D<br>Hourly | Step E<br>Monthly | Step E<br>Hourly |
|--|-------|-------------------|------------------|-------------------|------------------|-------------------|------------------|-------------------|------------------|-------------------|------------------|
| SUPERINTENDENT/PRESIDENT   | IA *  |                   |                  |                   |                  |                   |                  |                   |                  | 26,222            | 151.28           |
| VICE PRESIDENT   | 42    | 18,721            | 108.01           | 19,657            | 113.41           | 20,640            | 119.08           | 21,672            | 125.03           | 22,755            | 131.28           |
| Academic Affairs/Assistant Superintendent                                  |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Finance and Administrative Services/Asstant Superintendent                 |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Human Resources  |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Student Services/Assistant Superintendent                                  |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Executive Director, Foundation and District External Relations             | 38    | 16,960            | 97.85            | 17,808            | 102.74           | 18,699            | 107.88           | 19,634            | 113.27           | 20,615            | 118.94           |
| Executive Dean, SRJC Petaluma  | 37    | 16,547            | 95.46            | 17,374            | 100.24           | 18,243            | 105.25           | 19,155            | 110.51           | 20,112            | 116.04           |
| Senior Director, Information Technology                                    | 35    | 15,749            | 90.86            | 16,537            | 95.41            | 17,364            | 100.18           | 18,232            | 105.18           | 19,143            | 110.44           |
| Dean, Academic Affairs   | 34    | 15,365            | 88.65            | 16,133            | 93.08            | 16,940            | 97.73            | 17,787            | 102.62           | 18,676            | 107.75           |
| Dean, Science, Technology, Engineering, Agriculture and Mathematics        |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Senior Dean of Students  |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| DEAN   | 31    | 14,268            | 82.32            | 14,981            | 86.43            | 15,730            | 90.75            | 16,517            | 95.29            | 17,343            | 100.06           |
| Culinary Arts, Industrial & Trade Technology, Construction Training Center |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Arts & Humanities  |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Career Education and Workforce Development                                 |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Counseling and Support Programs  |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Disabled Students Programs and Services                                    |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Health Sciences  |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Instruction & Enrollment Management, Petaluma                              |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Instruction & Strategic Program Development                                |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Kinesiology, Athletics & Dance/Athletics Director                          |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Language Arts & Academic Foundations                                       |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Learning Resources & Educational Technology                                |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Senior Director, Institutional Effectiveness, Research & Planning          |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Senior Director, Marketing, Communications & Public Affairs                |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| ASSOCIATE DEAN   | 28    | 13,249            | 76.44            | 13,912            | 80.26            | 14,607            | 84.27            | 15,338            | 88.49            | 16,105            | 92.91            |
| Public Safety/Basic Academy  |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Public Safety/Fire Technology  |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Public Safety/In-Service Programs  |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |

| <b>CLASSIFICATION</b>  | <b>RANGE</b> | <b>Step A<br/>Monthly</b> | <b>Step A<br/>Hourly</b> | <b>Step B<br/>Monthly</b> | <b>Step B<br/>Hourly</b> | <b>Step C<br/>Monthly</b> | <b>Step C<br/>Hourly</b> | <b>Step D<br/>Monthly</b> | <b>Step D<br/>Hourly</b> | <b>Step E<br/>Monthly</b> | <b>Step E<br/>Hourly</b> |
|--|--------------|---------------------------|--------------------------|---------------------------|--------------------------|---------------------------|--------------------------|---------------------------|--------------------------|---------------------------|--------------------------|
| Chief of Police  | 28           | 13,249                    | 76.44                    | 13,912                    | 80.26                    | 14,607                    | 84.27                    | 15,338                    | 88.49                    | 16,105                    | 92.91                    |
| Director, Associate Degree Nursing Program                             |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Director, Human Resources  |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Director, Strategic Communications, Government & Public Relations      |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Director, Admissions, Records & Enrollment Services                    | 27           | 12,926                    | 74.58                    | 13,572                    | 78.30                    | 14,251                    | 82.22                    | 14,964                    | 86.33                    | 15,712                    | 90.65                    |
| Director, IT Support Services  |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Director, Student Financial Support and Services                       |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Director, Systems & Programming  |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Director, Finance  | 26           | 12,611                    | 72.76                    | 13,241                    | 76.39                    | 13,903                    | 80.21                    | 14,599                    | 84.22                    | 15,329                    | 88.44                    |
| Director, Purchasing and Risk Management                               |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Director, Student Health Services                                      |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Director, Distance Education   | 25           | 12,303                    | 70.98                    | 12,918                    | 74.53                    | 13,564                    | 78.26                    | 14,243                    | 82.17                    | 14,955                    | 86.28                    |
| Director, Early Childhood Education                                    |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Director, Media Services & Learning Technologies                       |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Manager, Facilities and Grounds  | 24           | 12,003                    | 69.25                    | 12,603                    | 72.71                    | 13,234                    | 76.35                    | 13,895                    | 80.17                    | 14,590                    | 84.17                    |
| Director, Student Support Programs                                     | 23           | 11,710                    | 67.56                    | 12,296                    | 70.94                    | 12,911                    | 74.49                    | 13,556                    | 78.21                    | 14,234                    | 82.12                    |
| Manager, Payroll   |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Manager, Student Health Services – Mental Health Programs              |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Director of Community Engagement, SRJC Foundation                      | 22           | 11,425                    | 65.91                    | 11,996                    | 69.21                    | 12,596                    | 72.67                    | 13,226                    | 76.30                    | 13,887                    | 80.12                    |
| Director, Dual Enrollment Pathways & Partnerships                      |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Director, Hispanic Serving Institution (HSI) Grant Initiatives         |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Director of Philanthropy, SRJC Foundation                              |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Director, Reentry and Student Resources                                |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Director, Strategic Initiatives  |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Director, Student Engagement & Support Services, SRJC Petaluma         |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Director, Student Equity and Achievement Program                       |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Director, Student Life & Cultural Programs                             |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Director, Student Outreach, Onboarding & International Student Program |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Director, Workforce Programs & Career & Technical Ed. Grants           |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Project Manager (Measure H)  |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Director, Adult Education  | 21           | 11,146                    | 64.31                    | 11,703                    | 67.52                    | 12,289                    | 70.90                    | 12,903                    | 74.44                    | 13,548                    | 78.16                    |
| Director, Shone Farm   |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Director, Southwest Santa Rosa Center                                  |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Manager, Student Financial Services                                    |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |
| Manager, Sustainability & Energy Programs                              | 20           | 10,874                    | 62.74                    | 11,418                    | 65.87                    | 11,989                    | 69.17                    | 12,588                    | 72.63                    | 13,218                    | 76.26                    |
| Manager, Technical Services & Media Infrastructure                     |              |                           |                          |                           |                          |                           |                          |                           |                          |                           |                          |

| CLASSIFICATION  | RANGE | Step A<br>Monthly | Step A<br>Hourly | Step B<br>Monthly | Step B<br>Hourly | Step C<br>Monthly | Step C<br>Hourly | Step D<br>Monthly | Step D<br>Hourly | Step E<br>Monthly | Step E<br>Hourly |
|---|-------|-------------------|------------------|-------------------|------------------|-------------------|------------------|-------------------|------------------|-------------------|------------------|
| Manager, Enrollment & Student Services Centers, SRJC Petaluma                         | 18    | 10,350            | 59.71            | 10,868            | 62.70            | 11,411            | 65.84            | 11,982            | 69.13            | 12,581            | 72.58            |
| Manager, Human Resources/Employee Health & Safety                                     |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Manager, Hispanic Serving Institution (HSI) STEM Grant                                |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Manager, Mathematics Engineering Science Achievement (MESA) Community College Program |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Manager, Student Support Services   | 17    | 10,098            | 58.26            | 10,603            | 61.17            | 11,133            | 64.23            | 11,690            | 67.44            | 12,274            | 70.81            |
| Manager, Human Resources/Employee Development and Organizational Culture              | 16    | 9,852             | 56.84            | 10,344            | 59.68            | 10,861            | 62.66            | 11,404            | 65.80            | 11,975            | 69.09            |
| Assistant Athletic Director   | 15    | 9,611             | 55.45            | 10,092            | 58.22            | 10,596            | 61.13            | 11,126            | 64.19            | 11,683            | 67.40            |
| Executive Officer, Superintendent/President & BOT                                     |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Manager, Custodial Services   |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Manager, Facility Use & Event Services  |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Supervisor, Technical Services/Media Services   | 14    | 9,377             | 54.10            | 9,846             | 56.80            | 10,338            | 59.64            | 10,855            | 62.63            | 11,398            | 65.76            |
| Coordinator, Public Safety/POST   | 12    | 8,925             | 51.49            | 9,371             | 54.07            | 9,840             | 56.77            | 10,332            | 59.61            | 10,848            | 62.59            |
| Police Sergeant (Non-Exempt)  |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Manager, Farm Facilities & Products   | 10    | 8,495             | 49.01            | 8,920             | 51.46            | 9,366             | 54.03            | 9,834             | 56.74            | 10,326            | 59.57            |
| Manager, Student Support Services, SRJC Petaluma                                      |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Museum Supervisor/Curator, SRJC Multi Cultural Museum **                              | 8     | 8,086             | 46.65            | 8,490             | 48.98            | 8,914             | 51.43            | 9,360             | 54.00            | 9,828             | 56.70            |
| CONFIDENTIAL  |       |                   |                  |                   |                  |                   |                  |                   |                  |                   |                  |
| Human Resources Specialist, Benefits  | 8     | 8,086             | 46.65            | 8,490             | 48.98            | 8,914             | 51.43            | 9,360             | 54.00            | 9,828             | 56.70            |
| Human Resources Specialist, Systems/Compensation                                      | 8     | 8,086             | 46.65            | 8,490             | 48.98            | 8,914             | 51.43            | 9,360             | 54.00            | 9,828             | 56.70            |
| Payroll Analyst   | 8     | 8,086             | 46.65            | 8,490             | 48.98            | 8,914             | 51.43            | 9,360             | 54.00            | 9,828             | 56.70            |
| Executive Assistant   | 5     | 7,508             | 43.32            | 7,884             | 45.48            | 8,278             | 47.76            | 8,692             | 50.15            | 9,126             | 52.65            |
| Executive Assistant, Academic Affairs   | 5     | 7,508             | 43.32            | 7,884             | 45.48            | 8,278             | 47.76            | 8,692             | 50.15            | 9,126             | 52.65            |
| Executive Assistant, Finance & Administrative Services                                | 5     | 7,508             | 43.32            | 7,884             | 45.48            | 8,278             | 47.76            | 8,692             | 50.15            | 9,126             | 52.65            |
| Executive Assistant, Human Resources  | 5     | 7,508             | 43.32            | 7,884             | 45.48            | 8,278             | 47.76            | 8,692             | 50.15            | 9,126             | 52.65            |

\*\* Please note that there is an employee in the following classification who is paid at a Z-rated pay range. Z-rated range is as follows:

| CLASSIFICATION  | RANGE | Step A<br>Monthly | Step A<br>Hourly | Step B<br>Monthly | Step B<br>Hourly | Step C<br>Monthly | Step C<br>Hourly | Step D<br>Monthly | Step D<br>Hourly | Step E<br>Monthly | Step E<br>Hourly |
|---|-------|-------------------|------------------|-------------------|------------------|-------------------|------------------|-------------------|------------------|-------------------|------------------|
| Museum Supervisor/Curator, SRJC Multi Cultural Museum | Z-15  | 9,611             | 55.45            | 10,092            | 58.22            | 10,596            | 61.13            | 11,126            | 64.19            | 11,683            | 67.40            |

**FOOTNOTES:**

- Effective July 1, 2024: 2023-24 Schedule plus 3.85% COLA.
- A longevity stipend is awarded as follows: 5% after completing 10 years of continuous service; 10.25% after completing 15 years of continuous service; and 15.7625% after completing 20 years of continuous services.
- An employee on the Management Team is entitled to an additional 2% stipend for a conferred Doctoral degree.