

| CLASSIFICATION                                               | RANGE | MONTHLY SALARY RANGES |        |        |        |        |
|--------------------------------------------------------------|-------|-----------------------|--------|--------|--------|--------|
|                                                              |       | A                     | B      | C      | D      | E      |
| SENIOR VICE PRESIDENT                                        | 43    | 14,074                | 14,778 | 15,517 | 16,293 | 17,108 |
| - Academic Affairs/Assistant Superintendent                  |       |                       |        |        |        |        |
| - Finance & Administrative Services/Assistant Superintendent |       |                       |        |        |        |        |
| VICE PRESIDENT                                               | 42    | 13,731                | 14,418 | 15,139 | 15,895 | 16,690 |
| - Human Resources                                            |       |                       |        |        |        |        |
| - Petaluma Campus                                            |       |                       |        |        |        |        |
| - Student Services/Assistant Superintendent                  |       |                       |        |        |        |        |
| Executive Director, Foundation                               | 38    | 12,440                | 13,062 | 13,715 | 14,401 | 15,121 |
| Senior Director, Capital Projects                            | 36    | 11,840                | 12,432 | 13,054 | 13,707 | 14,392 |
| Senior Director, Information Technology                      | 35    | 11,552                | 12,129 | 12,736 | 13,372 | 14,041 |
| SENIOR DEAN                                                  | 34    | 11,270                | 11,833 | 12,425 | 13,046 | 13,698 |
| - Career and Technical Education & Economic Development      |       |                       |        |        |        |        |
| - Curriculum & Educational Support Services                  |       |                       |        |        |        |        |
| - Learning Resources & Educational Technology                |       |                       |        |        |        |        |
| - Liberal Arts & Sciences                                    |       |                       |        |        |        |        |
| - Public Safety                                              |       |                       |        |        |        |        |
| - Student Conduct & Special Programs                         |       |                       |        |        |        |        |
| - Student Services & Programs                                |       |                       |        |        |        |        |
| DEAN                                                         | 31    | 10,465                | 10,988 | 11,538 | 12,115 | 12,720 |
| - Admissions, Records & Enrollment Management                |       |                       |        |        |        |        |
| - Agriculture/Natural Resources & Culinary Arts              |       |                       |        |        |        |        |
| - Arts & Humanities                                          |       |                       |        |        |        |        |
| - Business & Professional Studies                            |       |                       |        |        |        |        |
| - Child Development and Teacher Education                    |       |                       |        |        |        |        |
| - Health Sciences                                            |       |                       |        |        |        |        |
| - Instruction & Enrollment Management, Petaluma              |       |                       |        |        |        |        |
| - Instruction & Strategic Program Development                |       |                       |        |        |        |        |
| - Kinesiology, Athletics & Dance/Athletics Director          |       |                       |        |        |        |        |
| - Language Arts & Academic Foundations                       |       |                       |        |        |        |        |
| - Science, Technology, Engineering & Mathematics             |       |                       |        |        |        |        |
| - Student Affairs & Engagement Programs                      |       |                       |        |        |        |        |
| - Student Services, Petaluma Campus                          |       |                       |        |        |        |        |
| - Student Success, Equity and Retention                      |       |                       |        |        |        |        |
| Senior Director, Fiscal Services                             |       |                       |        |        |        |        |
| Senior Director, Facilities Planning & Operations            | 30    | 10,210                | 10,720 | 11,256 | 11,819 | 12,410 |
| ASSOCIATE DEAN                                               | 28    | 9,718                 | 10,204 | 10,714 | 11,250 | 11,812 |
| - Associate Degree Nursing (ADN) Program                     |       |                       |        |        |        |        |
| - Public Safety/Basic Academy                                |       |                       |        |        |        |        |
| - Public Safety/Fire Technology                              |       |                       |        |        |        |        |
| - Public Safety/In-Service Programs                          |       |                       |        |        |        |        |
| - Public Safety/Modular Law Enforcement & Ranger Academies   |       |                       |        |        |        |        |
| - Workforce Development                                      |       |                       |        |        |        |        |
| Chief of Police                                              |       |                       |        |        |        |        |
| Director, Human Resources                                    |       |                       |        |        |        |        |
| Director, Institutional Research                             | 27    | 9,481                 | 9,955  | 10,453 | 10,975 | 11,524 |
| Director, Communications & Marketing                         | 26    | 9,250                 | 9,712  | 10,198 | 10,708 | 11,243 |
| Director, Purchasing & Graphics                              |       |                       |        |        |        |        |
| Director, Student Financial Services                         |       |                       |        |        |        |        |
| Director, Student Health Services                            |       |                       |        |        |        |        |
| Director, Systems & Programming                              |       |                       |        |        |        |        |
| Director, Career Development/CalWORKs                        | 25    | 9,024                 | 9,475  | 9,949  | 10,446 | 10,969 |
| Director, Community Education                                |       |                       |        |        |        |        |
| Director, Distance Education                                 |       |                       |        |        |        |        |
| Director, Media Services & Learning Technologies             |       |                       |        |        |        |        |
| Director, Admissions & Enrollment Services                   | 24    | 8,804                 | 9,244  | 9,706  | 10,192 | 10,701 |
| Director, Extended Opportunity Programs & Services/CARE      |       |                       |        |        |        |        |
| Director, Regional Adult Education Programs                  |       |                       |        |        |        |        |
| Director, Student Equity                                     |       |                       |        |        |        |        |

## Management Team Monthly Salary Schedule – 2016 -17

| CLASSIFICATION                                                                                                                                                                                                                                                                                                                     | RANGE | A     | B     | C     | D      | E      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|-------|-------|-------|--------|--------|
| Manager, Information Technology Infrastructure<br>Manager, Instructional Computing                                                                                                                                                                                                                                                 | 24    | 8,804 | 9,244 | 9,706 | 10,192 | 10,701 |
| Manager, Student Health Services – Mental Health Programs                                                                                                                                                                                                                                                                          | 23    | 8,589 | 9,019 | 9,470 | 9,943  | 10,440 |
| Director, Alumni, Annual Fund & Corporate Relations, Foundation<br>Director, Gateway to College Program<br>Director, Health Occupations Prep & Educational Prog (HOPE)<br>Director, Hispanic Serving Institution (HSI)<br>Director, International Student Programs<br>Director, Workforce Programs & Career & Technical Ed. Grants | 22    | 8,380 | 8,799 | 9,239 | 9,701  | 10,186 |
| Director, Facilities Operations<br>Manager, Building & Equipment Maintenance, Petaluma<br>Manager, Building & Equipment Maintenance, Santa Rosa                                                                                                                                                                                    | 21    | 8,175 | 8,584 | 9,013 | 9,464  | 9,937  |
| Manager, Media Services, Petaluma                                                                                                                                                                                                                                                                                                  | 19    | 7,781 | 8,170 | 8,579 | 9,008  | 9,458  |
| Manager, Bookstore, Santa Rosa<br>Manager, Environmental Health & Safety<br>Manager, Human Resources/Training & Compliance<br>Manager, Payroll<br>Manager, Petaluma Business Services<br>Manager, Shone Farm<br>Manager, Southwest Santa Rosa Center<br>Police Lieutenant                                                          | 18    | 7,592 | 7,971 | 8,370 | 8,788  | 9,228  |
| Director, Assessment Services & Student Success Technologies<br>Director, Marketing & Communications, Foundation<br>Manager, Admissions and Enrollment Services, Petaluma<br>Manager, Financial Aid<br>Manager, Scholarship Programs                                                                                               | 17    | 7,406 | 7,777 | 8,166 | 8,574  | 9,003  |
| Manager, Child Development Services<br>Manager, Workforce Training & Instructional Partnerships                                                                                                                                                                                                                                    | 16    | 7,226 | 7,587 | 7,966 | 8,365  | 8,783  |
| Manager, Bookstore, Petaluma                                                                                                                                                                                                                                                                                                       | 15    | 7,050 | 7,402 | 7,772 | 8,161  | 8,569  |
| Manager, Access for Students with Disabilities<br>Manager, College to Career Program<br>Manager, Human Resources/Employment Equity<br>Supervisor, Technical Services/Media Services                                                                                                                                                | 14    | 6,878 | 7,221 | 7,583 | 7,962  | 8,360  |
| Human Resources Analyst, Senior<br>Manager, Student Affairs<br>Police Sergeant (Non-Exempt)                                                                                                                                                                                                                                        | 12    | 6,546 | 6,874 | 7,217 | 7,578  | 7,957  |
| Manager, Grounds & Recycling                                                                                                                                                                                                                                                                                                       | 11    | 6,387 | 6,706 | 7,041 | 7,393  | 7,763  |
| Manager, Mathematics Engineering Science Achievement (MESA)/CCCP<br>Manager, Custodial Services<br>Manager, Farm Facilities & Products<br>Manager, Foster & Kinship Care Education (FKCE) Program<br>Manager, Petaluma Student Engagement                                                                                          | 10    | 6,231 | 6,542 | 6,869 | 7,213  | 7,574  |
| Museum Supervisor/Curator SRJC Multi Cultural Museum                                                                                                                                                                                                                                                                               | 8     | 5,931 | 6,227 | 6,538 | 6,865  | 7,209  |
| Supervisor, Custodial Services                                                                                                                                                                                                                                                                                                     | 1     | 4,989 | 5,239 | 5,501 | 5,776  | 6,064  |
| <b>CONFIDENTIAL</b>                                                                                                                                                                                                                                                                                                                |       |       |       |       |        |        |
| Programmer Analyst, Senior                                                                                                                                                                                                                                                                                                         | 20    | 7,976 | 8,375 | 8,793 | 9,233  | 9,695  |
| Budget Coordinator                                                                                                                                                                                                                                                                                                                 | 12    | 6,546 | 6,874 | 7,217 | 7,578  | 7,957  |
| Human Resources Specialist, Benefits                                                                                                                                                                                                                                                                                               | 8     | 5,931 | 6,227 | 6,538 | 6,865  | 7,209  |
| Human Resources Specialist, Systems/Compensation                                                                                                                                                                                                                                                                                   | 8     | 5,931 | 6,227 | 6,538 | 6,865  | 7,209  |
| Payroll Analyst                                                                                                                                                                                                                                                                                                                    | 8     | 5,931 | 6,227 | 6,538 | 6,865  | 7,209  |
| Senior Executive Assistant to Superintendent/President<br>& Board of Trustees                                                                                                                                                                                                                                                      | 8     | 5,931 | 6,227 | 6,538 | 6,865  | 7,209  |
| Executive Assistant, Academic Affairs                                                                                                                                                                                                                                                                                              | 3     | 5,242 | 5,504 | 5,779 | 6,068  | 6,371  |
| Executive Assistant, Finance & Administrative Services                                                                                                                                                                                                                                                                             | 3     | 5,242 | 5,504 | 5,779 | 6,068  | 6,371  |
| Executive Assistant, Human Resources                                                                                                                                                                                                                                                                                               | 3     | 5,242 | 5,504 | 5,779 | 6,068  | 6,371  |

### FOOTNOTES:

Revised 1/1/17 with the implementation of the Management Team Classification/Salary Study

A 5% longevity increment (compounded) is awarded after completing 10, 15, and 20 years of continuous service.

An employee on the management team is entitled to an additional 2% stipend for a Doctoral degree when conferred.