

**MONTHLY SALARY RANGES**

| <b>CLASSIFICATION</b>                                      | <b>RANGE</b> | <b>A</b> | <b>B</b> | <b>C</b> | <b>D</b> | <b>E</b> |
|------------------------------------------------------------|--------------|----------|----------|----------|----------|----------|
| 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      |              |          |          |          |          |          |
| Counseling and Student Success                             |              |          |          |          |          |          |
| Curriculum & Educational Support Services                  |              |          |          |          |          |          |
| Learning Resources & Educational Technology                |              |          |          |          |          |          |
| Liberal Arts & Sciences                                    |              |          |          |          |          |          |
| Public Safety                                              |              |          |          |          |          |          |
| Student Conduct & Special 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 Support Programs                                   |              |          |          |          |          |          |
| Workforce Development                                      |              |          |          |          |          |          |
| 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   |              |          |          |          |          |          |
| Chief of Police                                            |              |          |          |          |          |          |
| Director, Human Resources                                  |              |          |          |          |          |          |

## Management Team Monthly Salary Schedule – 2016 -17

| CLASSIFICATION                                                  | RANGE | A     | B     | C      | D      | E      |
|-----------------------------------------------------------------|-------|-------|-------|--------|--------|--------|
| 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, Student Equity & Persistence                          |       |       |       |        |        |        |
| Director, Admissions & Enrollment Services                      | 24    | 8,804 | 9,244 | 9,706  | 10,192 | 10,701 |
| Director, Regional Adult Education Programs                     |       |       |       |        |        |        |
| Manager, Information Technology Infrastructure                  | 24    | 8,804 | 9,244 | 9,706  | 10,192 | 10,701 |
| Manager, Instructional Computing                                |       |       |       |        |        |        |
| Manager, Network Security                                       |       |       |       |        |        |        |
| 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 | 22    | 8,380 | 8,799 | 9,239  | 9,701  | 10,186 |
| Director, Gateway to College Program                            |       |       |       |        |        |        |
| Director, Health Occupations Prep & Educational Prog (HOPE)     |       |       |       |        |        |        |
| Director, Hispanic Serving Institution (HSI)                    |       |       |       |        |        |        |
| Director, International Student Programs                        |       |       |       |        |        |        |
| Director, Workforce Programs & Career & Technical Ed. Grants    |       |       |       |        |        |        |
| Project Manager (Measure H)                                     |       |       |       |        |        |        |
| Manager, Building & Equipment Maintenance, Petaluma             | 21    | 8,175 | 8,584 | 9,013  | 9,464  | 9,937  |
| Manager, Building & Equipment Maintenance, Santa Rosa           |       |       |       |        |        |        |
| Manager, Student Financial Services                             |       |       |       |        |        |        |
| Manager, Media Services, Petaluma                               | 19    | 7,781 | 8,170 | 8,579  | 9,008  | 9,458  |
| Director, Student Outreach                                      | 18    | 7,592 | 7,971 | 8,370  | 8,788  | 9,228  |
| Manager, Environmental Health & Safety                          |       |       |       |        |        |        |
| Manager, Human Resources/Training & Compliance                  |       |       |       |        |        |        |
| Manager, Payroll                                                |       |       |       |        |        |        |
| Manager, Petaluma Business Services                             |       |       |       |        |        |        |
| Manager, Shone Farm                                             |       |       |       |        |        |        |
| Manager, Southwest Santa Rosa Center                            |       |       |       |        |        |        |
| Police Lieutenant                                               |       |       |       |        |        |        |
| Director, Assessment Services & Student Success Technologies    | 17    | 7,406 | 7,777 | 8,166  | 8,574  | 9,003  |
| Director, Marketing & communications, Foundation                |       |       |       |        |        |        |
| Manager, Admissions & Enrollment Services, Petaluma             |       |       |       |        |        |        |

## Management Team Monthly Salary Schedule – 2016 -17

| CLASSIFICATION                                                             | RANGE | A     | B     | C     | D     | E     |
|----------------------------------------------------------------------------|-------|-------|-------|-------|-------|-------|
| Manager, Child Development Services                                        | 16    | 7,226 | 7,587 | 7,966 | 8,365 | 8,783 |
| Manager, Extended Opportunity Programs & Services                          | 15    | 7,050 | 7,402 | 7,772 | 8,161 | 8,569 |
| Manager, Access for Students with Disabilities                             | 14    | 6,878 | 7,221 | 7,583 | 7,962 | 8,360 |
| Manager, Adult Education                                                   |       |       |       |       |       |       |
| Manager, College to Career Program                                         |       |       |       |       |       |       |
| Manager, Human Resources/Employment Equity                                 |       |       |       |       |       |       |
| Supervisor, Technical Services/Media Services                              |       |       |       |       |       |       |
| Human Resources Analyst, Senior                                            | 12    | 6,546 | 6,874 | 7,217 | 7,578 | 7,957 |
| Manager, Student Affairs                                                   |       |       |       |       |       |       |
| Police Sergeant (Non-Exempt)                                               |       |       |       |       |       |       |
| Manager, Grounds & Recycling                                               | 11    | 6,387 | 6,706 | 7,041 | 7,393 | 7,763 |
| Manager, Sustainability & Energy Programs                                  |       |       |       |       |       |       |
| Manager, Mathematics Engineering Science Achievement (MESA)/CCCP           | 10    | 6,231 | 6,542 | 6,869 | 7,213 | 7,574 |
| Manager, Custodial Services                                                |       |       |       |       |       |       |
| Manager, Farm Facilities & Products                                        |       |       |       |       |       |       |
| Manager, Foster & Kinship Care Education (FKCE) Program                    |       |       |       |       |       |       |
| Manager, Petaluma Student Engagement                                       |       |       |       |       |       |       |
| 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 |
| CONFIDENTIAL                                                               |       |       |       |       |       |       |
| 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 & 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 |

\* 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 |
|-------------------------------------------------------|-------|
| Museum Supervisor/Curator, SRJC Multi Cultural Museum | Z-15  |

### 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.