

	Allan Hancock		Antelope Valley		Barstow		Butte-Glenn		Cabrillo		Cerritos		Chabot-Las Positas		Chaffey		Citrus		Coast		Compton		Contra Costa		Copper Mountain		Desert		El Camino		Feather River		
S T E P	1	55278	64	60801	34	58315	50	59348	45	59745	40	65142	18	59671	42	61240	33	60630	37	64679	21	74205	2	65820	15	55209	65	66435	11	66131	13	60154	39
	2	57157	66	63161	33	60391	49	61859	42	61612	45	67910	17	62354	38	64000	32	60630	48	66984	19	78067	2	65820	24	57492	65	69190	11	68557	12	62624	37
	3	59100	66	65519	33	62468	49	64364	40	64083	41	70676	16	65036	36	66760	29	60630	57	69283	20	79401	2	65820	31	59873	64	72065	10	70987	14	65025	37
	4	61109	65	67879	32	64544	50	66871	39	66551	40	73441	15	67720	34	69521	27	63318	55	71590	20	80770	2	68388	31	62353	61	75059	10	73426	16	67430	36
	5	63186	66	70240	33	66621	50	69380	39	69018	40	76209	14	70401	32	72280	25	66009	53	73888	20	82116	3	70956	31	64939	59	78183	7	75846	16	69901	36
	6	65336	66	72599	34	68697	51	71886	39	71490	40	78979	13	73084	31	75041	25	68696	52	76191	21	82970	3	73572	29	67636	55	81436	7	78275	18	72308	37
	7	67557	66	74959	35	70774	53	74387	40	73958	41	81745	13	75766	30	77800	23	71385	49	78490	21	83825	7	76068	27	70445	54	84830	3	80705	18	74705	37
	8	69854	64	77320	36	72850	54	76902	40	76426	42	84513	13	78450	29	80561	23	74073	49	80796	22	84679	11	78600	28	73376	51	88366	3	83132	18	77179	37
	9	72229	64	79680	36	74926	54	79408	39	78898	43	87280	11	81131	29	83321	21	76761	48	83094	22	85545	17	81204	28	76431	51	92055	2	85569	16	79594	37
	10	74685	65	82038	36	77003	57	81916	39	81364	42	90043	11	83814	27	84927	24	79449	49	85392	22	86399	19	83772	28	79616	48	95898	2	87991	15	81999	37
	11	77224	64	84398	37	79079	58	84517	35	82754	46	92815	9	86496	26	86533	25	82139	48	87698	20	87289	21	86232	29	82935	44	99906	2	90421	14	84466	36
	12	79851	63	86757	37	81156	57	86931	35	84144	48	95580	9	89177	21	88139	29	84828	47	89994	18	88190	27	88800	25	86397	41	104087	2	90421	16	86863	36
	13	79851	66	89118	35	83232	57	89437	33	85536	51	95580	14	91861	17	89745	31	87514	46	92299	16	89090	36	91404	20	90004	29	104087	2	90421	24	88048	44
	14	82404	63	89118	44	85309	56	89437	43	86925	51	95580	14	94544	17	91351	32	90203	39	92299	25	89980	40	91404	31	93767	19	104087	2	90421	38	88803	46
	15	82404	67	91478	37	87385	56	89437	48	88320	50	95580	17	97227	13	92957	34	90203	46	95793	15	90870	42	91404	38	93767	26	104087	3	90421	45	89557	47
	16	85042	66	93838	33	89462	54	93025	38	89308	55	98345	12	97227	16	94564	28	90203	50	95793	24	91770	41	93864	32	93767	34	104087	4	90421	47	89557	53
	17	85042	68	93838	34	91538	48	93025	38	90296	54	98345	18	97227	24	96169	27	92890	41	99286	15	92683	44	93864	33	93767	35	104087	4	92661	46	89557	56
	18	87765	65	93838	37	93615	39	93025	44	91284	50	98345	20	97227	26	97776	23	92890	47	99286	19	93573	40	93864	36	93767	38	104087	6	92661	49	89557	59
	19	87765	67	96199	34	95691	36	93025	46	92270	52	98345	22	97227	27	98436	21	92890	48	99286	20	94474	41	96492	30	93767	44	104087	9	92661	50	89557	60
	20	90573	60	96199	38	97768	31	96614	35	93261	52	101114	19	99908	21	99095	25	95579	42	102776	17	95609	40	96492	36	93767	51	104087	14	92661	55	89557	64
	21	90573	61	96199	42	97768	32	96614	38	94247	52	101114	21	99908	26	99755	28	95579	43	102776	18	96603	39	96492	41	93767	53	104087	14	94905	48	89557	67
	22	93471	57	96199	44	97768	36	96614	43	95236	49	101114	22	99908	27	100415	24	95579	45	102776	18	97598	38	99072	30	93767	56	104087	16	94905	50	89557	67
	23	93471	57	98557	35	97768	40	96614	45	96224	47	101114	22	99908	29	101076	23	98267	37	106269	12	98594	33	99072	32	93767	56	104087	17	94905	52	89557	67
	24	96461	49	98557	37	97768	42	100202	29	97210	45	103880	19	99908	31	101736	24	98267	39	106269	12	99588	34	99072	36	93767	58	104087	18	94905	54	89557	69
	25	96461	52	98557	41	97768	44	100202	35	98197	43	103880	20	102592	25	102395	26	98267	42	106269	13	100583	31	99072	39	93767	59	104087	19	97147	47	89557	70
	26	96461	52	100916	30	97768	46	100202	38	100072	40	103880	20	102592	28	103055	24	100955	29	109761	7	100583	34	99072	43	93767	61	104087	19	97147	47	89557	70
	27	96461	53	100916	30	97768	49	100202	38	100072	40	103880	20	102592	28	103715	22	100955	29	109761	7	100583	34	99072	44	93767	63	104087	19	99391	42	89557	70
	28	96461	53	100916	31	97768	50	100202	39	100072	40	106644	15	102592	28	104375	22	100955	30	109761	8	100583	35	99072	44	93767	63	104087	23	99391	42	89557	71
	29	96461	54	100916	31	97768	50	100202	39	100072	40	106644	15	102592	29	105035	21	103643	25	109761	8	100583	35	99072	44	93767	64	104087	24	99391	42	89557	71
	30	96461	57	100916	32	97768	52	100202	40	100072	41	106644	16	102592	29	105694	20	103643	25	109761	9	100583	36	99072	45	93767	64	104087	24	99391	43	89557	72
	31	96461	57	100916	32	97768	52	100202	42	100072	43	106644	16	102592	29	106353	18	103643	25	109761	9	100583	37	99072	47	93767	64	104087	24	99391	45	89557	72
	32	96461	57	100916	32	97768	52	100202	42	100072	43	106644	18	102592	29	107012	15	106331	19	109761	9	100583	37	99072	47	93767	64	104087	25	99391	45	89557	72
	33	96461	57	100916	32	97768	53	100202	42	100072	43	106644	18	102592	30	107012	16	106331	19	109761	9	100583	37	99072	48	93767	64	104087	26	99391	45	89557	72
	34	96461	57	100916	33	97768	53	100202	44	100072	45	106644	18	102592	30	107012	16	106331	19	109761	9	100583	39	99072	49	93767	64	104087	26	99391	47	89557	72
	35	96461	57	100916	34	97768	53	100202	44	100072	45	106644	20	102592	31	107012	18	109020	12	109761	10	100583	39	99072	49	93767	64	104087	27	99391	47	89557	72
	36	96461	57	100916	34	97768	53	100202	44	100072	45	106644	21	102592	31	107012	19	109020	12	109761	10	100583	39	99072	49	93767	64	104087	27	99391	47	89557	72
Max HND Salary	96461	57	100916	35	97768	53	100202	44	100072	45	106644	21	102592	33	107012	19	109020	13	109761	11	100583	39	99072	49	93767	64	104087	29	99391	47	89557	72	
Max Initial HND Salary	72229	54	72599	53	81156	21	71886	56	78898	26	84513	12	75766	41	83321	14	68696	64	78490	27	79401	24	91404	5	79616	23	95898	4	78275	31	77179	33	
Previous Schedule	2007-08		2009-10		2008-09		2010-11		2011-12		2012-13		2012-13		2011-12		2012-13		2012-13		2012		2011-12		2008-09		2007-08		2012		2011-12		
Latest Schedule	2007-08		2013-14		2008-09		2013-14		2013-14		2013-14		2013-14		2011-12		2013-14		2012-13		2007-08		2013-14		2013-14		2013-14		2013		2013-14		
% Increase Min HND			2.59%				1.57%		2.73%		2.00%		1.01%				0.00%				12.21%		2.01%		2.00%		3.00%		0.00%		2.25%		
% Increase 16th HND			2.59%				1.57%		2.73%		2.00%		1.01%				0.00%				1.49%		2.00%		2.00%		3.00%		0.00%		4.01%		
% Increase Max HND			2.59%				1.57%		2.73%		2.00%		1.01%				0.00%				1.20%		2.00%		2.00%		3.00%		0.00%		3.38%		
	Allan																																

	Foothill-De Anza	Gavilan	Glendale	Grossmont-Cuyamaca	Hartnell	Imperial	Kern	Lake Tahoe	Lassen	Long Beach	Los Angeles	Los Rios	Marin	Mendocino-Lake	Merced	Mira Costa	
S T E P	1	65235 17	62832 29	63667 24	60754 36	57778 52	54367 67	58616 48	47981 72	52650 68	57698 53	59595 44	52554 69	55280 63	60308 38	57191 54	77801 1
	2	68111 16	65111 27	66086 22	62334 39	60370 50	55998 67	60667 47	49032 73	55159 68	60076 53	61740 44	54656 69	57620 62	62678 36	59485 54	81483 1
	3	70987 15	67393 25	68559 22	63954 43	62955 46	57678 68	62791 48	50773 73	57795 67	62446 50	63960 42	56842 70	59965 62	65048 35	61769 53	85165 1
	4	73863 13	69661 26	71151 21	65617 45	65543 46	59408 69	64988 48	52515 73	60562 67	64816 49	66270 41	59116 70	62306 62	67417 37	64065 53	88849 1
	5	76739 12	71946 27	73853 21	67323 47	68135 43	61191 70	67263 48	54852 73	63467 65	67194 49	68650 41	61481 69	64648 61	69788 38	66361 52	92530 1
	6	79616 12	74225 26	76659 19	69073 49	70722 43	63027 70	69617 47	56217 73	66516 61	69564 48	71120 41	63940 69	66990 60	72157 38	68746 50	96215 1
	7	82492 12	76498 26	79579 19	70869 51	73307 43	64917 70	72052 47	57740 73	69717 57	71939 48	73680 42	66498 69	69334 60	74526 38	71135 50	99892 1
	8	85367 8	78783 27	82607 19	72712 55	75895 44	66865 70	74576 47	59259 73	73080 52	74311 48	76340 43	69157 68	71675 60	76896 41	73544 50	103579 1
	9	88244 8	81057 30	85761 15	74603 57	78489 44	68871 70	77185 46	61203 73	76606 50	76681 49	79090 41	71924 65	74018 60	79265 40	75948 52	107261 1
	10	91120 8	83331 31	89045 12	76542 59	81079 43	70937 70	79887 47	63149 73	80319 46	79054 51	81930 38	74801 64	76359 60	81634 41	78353 52	110942 1
	11	93996 7	85608 31	89045 19	78532 61	83672 42	73065 71	82683 47	65195 73	80319 52	81426 50	84880 34	77793 62	78700 59	84005 41	80775 51	114627 1
	12	96872 7	87889 31	89045 23	80574 61	86254 43	75257 72	85576 44	66231 73	80319 62	83799 50	87940 30	80904 60	81047 59	86374 42	83193 51	118309 1
	13	99748 7	90165 27	91603 19	82669 59	88833 38	77515 72	88571 43	67265 73	80319 65	86172 48	91100 23	84141 53	83386 55	88744 41	85634 50	121990 1
	14	101789 5	92444 23	91603 28	84818 58	91435 30	79840 71	91672 27	68214 73	80319 70	88544 47	91100 36	87506 50	85729 54	91114 34	88078 48	125672 1
	15	101789 7	94722 20	91603 36	87024 57	93933 24	82235 68	91672 35	69448 73	80319 72	90849 44	91100 39	91006 40	88070 52	93482 29	88078 51	129349 1
	16	101789 9	96998 18	94240 30	87489 59	95030 27	84703 68	91672 43	70706 73	80319 72	90849 46	93280 36	91006 45	90415 48	95852 23	88078 56	130078 1
	17	101789 11	99280 16	94240 31	87957 59	96129 28	87244 61	91672 47	73547 73	80319 72	90849 51	93280 36	91006 50	92692 43	95852 29	88078 58	130809 1
	18	104851 5	101553 14	94240 35	88428 61	97226 27	89861 57	95521 32	74981 73	80319 72	90849 55	93280 42	91006 54	95028 33	95852 30	90531 56	131539 1
	19	104851 8	103829 13	96955 29	88901 62	97226 28	92557 51	95521 37	75922 73	80319 72	90849 57	95500 39	91006 56	97423 25	95852 35	90531 58	132270 1
	20	104851 10	103829 15	96955 34	89377 65	98323 26	95334 46	95521 43	76863 73	80319 72	93219 53	95500 44	94647 49	99878 22	95852 39	90531 61	133001 1
	21	104851 12	103829 15	96955 36	89855 66	98323 30	95334 47	95521 44	80092 73	80319 72	93219 54	95500 45	94647 50	100877 22	97352 34	90531 63	133731 1
	22	108679 5	106162 11	99751 29	90336 66	98323 32	95334 48	95521 47	81061 72	80319 73	93219 58	97780 35	94647 53	100877 23	97352 40	93155 59	134461 1
	23	108679 6	106162 13	99751 31	90819 65	98323 36	95334 51	95521 49	82029 72	80319 73	93219 58	97780 39	94647 54	100877 24	97352 42	93155 59	135192 1
	24	108679 6	106162 13	99751 33	91305 67	98323 38	95334 52	95521 51	82998 72	80319 73	93219 59	97780 41	94647 56	100877 26	97352 44	93155 60	135923 1
	25	108679 7	106162 14	102632 24	91793 66	98723 40	95334 55	100299 34	85966 72	80319 73	95589 54	100120 36	94647 58	100877 28	97352 46	93155 61	136653 1
	26	112507 5	106162 14	102632 27	92284 65	98723 45	95334 56	100299 37	86958 72	80319 73	95589 55	100120 39	94647 59	100877 31	98852 44	95853 54	137383 1
	27	112507 5	106162 14	102632 27	92778 65	98723 46	95334 57	100299 37	88741 72	80319 73	95589 56	100120 39	94647 61	100877 31	98852 45	95853 55	138114 1
	28	112507 5	106162 16	105599 18	93274 64	98723 46	95334 58	100299 38	90681 70	80319 73	95589 57	102510 29	94647 61	100877 32	98852 45	95853 55	138845 1
	29	112507 5	106162 16	105599 19	93773 63	98723 46	95334 58	100299 38	90681 70	80319 73	95589 57	102510 30	94647 61	100877 32	98852 45	95853 56	139575 1
	30	112507 5	106162 17	105599 21	94275 63	98723 47	95334 59	100299 39	90681 71	80319 73	97894 51	102510 30	94647 62	100877 33	98852 46	98632 48	140305 1
	31	112507 5	106162 19	105599 21	94275 63	98723 49	95334 59	100299 41	90681 71	80319 73	97894 51	102510 30	94647 62	100877 34	98852 48	98632 50	140305 1
	32	112507 5	106162 20	105599 22	94275 63	98723 49	95334 59	100299 41	90681 71	80319 73	97894 51	102510 30	94647 62	100877 34	98852 48	98632 50	140305 1
	33	112507 5	106162 20	105599 22	94275 63	98723 50	95334 59	100299 41	90681 71	80319 73	97894 52	102510 31	94647 62	100877 34	98852 49	98632 51	140305 1
	34	112507 5	106162 20	105599 22	94275 63	98723 51	95334 59	100299 43	90681 71	80319 73	97894 52	102510 31	94647 62	100877 35	98852 50	101495 32	140305 1
	35	112507 6	106162 21	105599 23	94275 63	98723 51	95334 59	100299 43	90681 71	80319 73	97894 52	102510 32	94647 62	100877 35	98852 50	101495 33	140305 1
	36	112507 7	106162 22	105599 24	94275 63	98723 51	95334 59	100299 43	90681 71	80319 73	97894 52	102510 32	94647 62	100877 35	98852 50	101495 33	140305 1
Max HND Salary	112507 8	106162 22	105599 24	94275 63	98723 51	95334 59	100299 43	90681 71	80319 73	97894 52	102510 34	94647 62	100877 36	98852 50	104454 28	140305 1	
Max Initial HND Salary	88244 8	74225 47	73853 49	76542 38	70722 57	64917 68	72052 55	66231 67	60562 72	74311 46	76340 40	69157 61	85729 10	74526 45	68746 62	110942 1	
Previous Schedule	2009-10	2011-12	2012-13	2008	2011-12	2012-13	2011-12	2008-09	2012-13	2008-09	2011-12	2012-13	2011-12	2011-12	2012-13	2009-11	
Latest Schedule	2013-14	2013-14	2013-14	2008	2013-14	2012-13	2012-13	2008-09	2013-14	2008-09	2013-14	2013-14	2011-12	2013-14	2013-14	2013-14	
% Increase Min HND	2.07%	2.05%	3.02%		5.00%		0.22%		0.00%		3.00%	0.00%		2.57%	0.00%	0.00%	
% Increase 16th HND	2.07%	1.32%	3.02%		5.00%		0.22%		0.00%		3.00%	0.00%		2.57%	0.00%	0.00%	
% Increase Max HND	2.07%	1.20%	3.02%		4.98%		0.22%		0.00%		3.00%	0.00%		2.49%	0.00%	0.00%	
	Foothill-De Anza	Gavilan	Glendale	Grossmont-Cuyamaca	Hartnell	Imperial	Kern	Lake Tahoe	Lassen	Long Beach	Los Angeles	Los Rios	Marin (BA Dist)	Mendocino-Lake	Merced	Mira Costa (BA Dist)	

	Monterey	Mt San Antonio	Mt San Jacinto	Napa	North Orange	Ohlone	Palo Verde	Palomar	Pasadena	Peralta	Rancho Santiago	Redwoods	Rio Hondo	Riverside	San Bernardino	San Diego	
S T E P	1	59334 46	64940 19	67878 9	46920 73	62876 28	68020 8	55896 61	66909 10	65769 16	63748 23	68095 7	49563 71	59325 47	68494 6	56213 58	58610 49
	2	61558 46	68235 15	69915 9	49511 72	62876 35	70467 8	57573 63	69646 10	65769 25	66007 23	70554 7	51546 71	62039 41	71135 6	58143 61	60220 52
	3	63793 45	71426 12	72012 11	52101 72	62876 47	72924 8	59301 65	72387 9	65769 32	68253 23	73025 7	53607 71	64738 39	73770 6	60065 61	61880 52
	4	66020 42	74596 11	74173 12	54700 72	65377 47	75382 8	61080 66	75122 9	65769 44	70576 23	75494 7	55752 71	67449 35	76402 6	61997 64	63580 54
	5	68251 42	77881 9	76398 13	57289 72	67875 45	77837 11	62912 67	77859 10	65769 54	72839 24	77966 8	57982 71	70164 34	79033 6	63925 64	65330 56
	6	70474 44	81093 8	78690 14	59881 72	70375 45	80286 11	64799 67	80596 9	65769 65	75099 23	80431 10	60301 71	72876 33	81675 6	65843 64	67130 59
	7	72717 45	84284 6	81050 16	62473 72	72874 44	82752 11	66743 68	83334 9	68332 63	77390 24	82893 10	62713 71	75589 31	84307 5	67774 65	68970 61
	8	74945 46	87538 4	83482 17	65065 72	75373 45	85205 10	68746 69	86069 7	70894 61	79681 25	85361 9	65222 71	78287 30	86946 6	69697 66	70870 62
	9	77178 47	90802 4	85986 14	67657 72	77869 45	87660 10	70808 69	88809 7	73457 61	81971 26	87829 9	67831 71	81000 31	89580 6	71627 68	72820 62
	10	79407 50	93993 4	88566 14	70251 72	80370 45	90116 10	72932 69	91547 7	76019 61	84264 26	90295 9	70544 71	83715 29	92209 6	73550 68	74820 63
	11	81510 49	97226 3	91223 13	72842 72	82869 45	92567 11	74537 69	94284 6	78581 60	86554 24	92764 10	73366 70	86415 27	94849 5	75433 68	76880 65
	12	83868 49	100437 3	93960 13	75435 71	85367 45	95026 11	76177 70	97019 6	81144 58	88854 24	95234 10	76300 69	89124 22	97480 5	77365 68	78990 66
	13	86092 49	103670 3	96778 11	78029 70	87865 45	97480 9	77852 71	99756 6	81144 64	91155 22	97700 8	79352 68	91861 17	100109 5	79347 69	81160 63
	14	86092 53	103670 3	99682 10	80617 69	87865 49	99935 9	79565 72	100442 6	81144 68	93455 20	100166 7	82526 62	94552 16	100109 8	81378 67	83400 60
	15	86092 58	103670 4	102672 5	83211 66	87865 53	102396 6	81316 71	101126 10	83706 63	95755 16	100166 11	85827 60	94552 21	101364 9	83461 64	85690 61
	16	86092 62	103670 5	102672 6	85958 64	90367 49	104622 3	83105 71	101809 8	83706 70	98055 14	100166 11	87544 58	94552 29	102615 7	84878 67	88050 57
	17	86092 64	103670 7	102672 8	85958 66	90367 53	106862 3	84933 69	102495 10	83706 71	100355 12	103862 6	89295 57	97267 23	102615 9	86319 63	90470 52
	18	88322 62	106930 4	102672 10	85958 70	91044 52	109091 3	86801 66	103181 9	86269 68	102656 11	103862 8	91081 51	97266 25	102615 12	87785 64	92950 46
	19	88322 66	106930 4	102672 15	85958 71	91044 54	111324 3	88711 64	103868 10	86269 70	104956 7	103862 11	92902 47	97266 26	105119 6	89272 61	95510 38
	20	88322 67	106930 5	102672 18	85958 71	95362 45	113348 3	90663 59	104552 12	86269 70	104956 9	107567 4	94760 47	97266 32	105119 8	90789 58	98140 27
	21	90560 62	110190 4	102672 19	88030 70	95362 46	115594 3	92657 56	105235 9	88831 68	104956 11	107567 5	96655 37	99981 25	105119 10	92328 57	100840 23
	22	90560 65	110190 4	102672 19	88030 71	97863 33	115594 3	92657 61	105921 12	88831 69	104956 14	107567 8	96655 42	99981 26	107622 7	93893 54	101840 21
	23	90560 66	110190 5	102672 20	88030 71	97863 38	115594 3	92657 61	106605 10	88831 69	104956 15	111270 4	96655 44	99981 28	107622 8	95487 50	103880 18
	24	92789 62	110190 5	102672 22	91309 66	97863 40	115594 3	92657 64	107290 9	91394 65	104956 16	111270 4	96655 47	99981 30	107622 8	97108 46	105960 14
	25	92789 63	110190 5	102672 23	91309 68	100362 33	117906 3	92657 64	107976 9	91394 67	104956 17	111270 4	96655 50	99981 37	107622 10	97108 48	105960 15
	26	92789 63	113450 4	102672 26	91309 68	100362 36	117906 3	92657 64	108408 10	91394 67	104956 17	111270 6	96655 50	102696 25	107622 11	97108 48	105960 15
	27	95014 58	113450 4	102672 26	91309 68	100362 36	117906 3	92657 66	108839 9	93956 62	104956 17	111270 6	96655 52	102696 25	107622 11	97108 50	105960 15
	28	95014 59	113450 4	102672 27	91309 68	100362 37	117906 3	92657 66	109271 9	93956 62	104956 20	111270 6	96655 52	102696 26	107622 12	97108 51	105960 17
	29	95014 59	113450 4	102672 28	91309 68	100362 37	117906 3	92657 66	109704 9	93956 62	104956 22	111270 6	96655 52	102696 27	107622 12	97108 51	105960 17
	30	95014 60	113450 4	102672 28	91309 68	100362 38	117906 3	92657 66	110136 7	96519 56	104956 22	111270 6	96655 55	102696 27	107622 13	97108 54	105960 19
	31	95014 60	116710 4	102672 28	91309 68	100362 40	117906 3	92657 66	110569 7	96519 56	104956 22	111270 6	96655 55	102696 27	107622 13	97108 54	105960 20
	32	95014 60	116710 4	102672 28	91309 68	100362 40	117906 3	92657 66	110997 7	96519 56	104956 23	111270 6	96655 55	102696 27	107622 13	97108 54	105960 21
	33	95014 60	116710 4	102672 29	91309 68	100362 40	117906 3	92657 66	111430 6	99081 47	104956 24	111270 7	96655 56	102696 28	107622 13	97108 55	105960 21
	34	95014 60	116710 4	102672 29	91309 68	100362 42	117906 3	92657 66	111864 6	99081 48	104956 24	111270 7	96655 56	102696 28	107622 14	97108 55	105960 21
	35	95014 60	116710 4	102672 30	91309 68	100362 42	117906 3	92657 66	112296 7	99081 48	104956 25	111270 8	96655 56	102696 29	107622 16	97108 55	105960 22
	36	95014 60	119970 3	102672 30	91309 68	100362 42	117906 4	92657 66	112729 6	99081 48	104956 25	111270 8	96655 56	102696 29	107622 17	97108 55	105960 23
Max HND Salary	95014 60	119970 3	102672 32	91309 68	100362 42	117906 4	92657 66	114456 6	99081 48	104956 25	111270 9	96655 56	102696 31	107622 17	97108 55	105960 23	
Max Initial HND Salary	70474 59	90802 6	76398 39	59881 73	80370 22	87660 9	68746 62	97019 3	81144 22	75099 43	82893 16	70544 58	78287 29	81675 20	69697 60	61880 70	
Previous Schedule	2011-12	2011-12	2008-09	2012-13	2007-08	2012-13	2009-10	2011-12	2007-08	2007-08	2011-12	2012-13	2007-08	2009-10	2008	2011	
Latest Schedule	2013-14	2013-14	2008-09	2013-14	2007-08	2013-14	2009-10	2013-14	2007-08	2013-14	2013-14	2013-14	2013-14	2013-14	2008	2011	
% Increase Min HND	2.06%	2.57%		0.00%		1.57%		3.00%		3.65%	2.59%	-8.70%	0.00%	1.57%			
% Increase 16th HND	2.06%	2.57%		0.00%		1.57%		3.00%		3.65%	2.59%	-8.70%	0.00%	1.57%			
% Increase Max HND	2.06%	2.56%		0.00%		1.57%		3.00%		3.65%	6.12%	-8.70%	0.00%	1.57%			
	Monterey	Mt San Antonio	Mt San Jacinto	Napa	North Orange	Ohlone	Palo Verde	Palomar	Pasadena	Peralta	Rancho Santiago	Redwoods	Rio Hondo	Riverside	San Bernardino	San Diego	

	San Francisco	San Joaquin Delta	San Jose-Evergreen	San Luis Obispo	San Mateo	Santa Barbara	Santa Clarita	Santa Monica	Sequoias	Shasta-Tehama-Trinity	Sierra	Siskiyou	Solano	Sonoma	South Orange	South-western	
STEP	1	55939 60	61453 32	65974 14	56085 59	63624 25	62968 27	59620 43	59739 41	63462 26	52080 70	55564 62	57009 55	56271 57	64483 22	73896 4	58224 51
	2	58276 59	64426 30	68492 13	58410 57	66576 21	64968 28	62170 40	61825 43	65411 26	54550 70	58343 58	58775 55	58211 60	66604 20	76135 4	60318 51
	3	60617 58	67349 26	71011 13	60749 55	69492 19	66968 28	64740 38	63910 44	67586 24	57023 69	61260 54	60600 59	60151 60	68725 21	78375 4	62412 51
	4	62955 57	70130 24	73526 14	63096 56	72444 18	68968 29	67290 38	65995 43	69763 25	59492 68	64323 52	62477 59	62091 63	70846 22	80614 4	64509 51
	5	65295 57	73101 22	76050 15	65434 55	75384 18	70968 30	69850 37	68079 44	72042 26	61965 68	67539 46	64415 62	64031 63	72967 23	82853 2	66601 51
	6	67634 56	75975 22	78557 15	67776 54	78324 16	72968 32	72390 36	70164 46	74116 27	64434 68	70916 42	66410 62	65971 63	75089 24	85092 2	68696 52
	7	69974 56	78851 20	81085 15	70113 55	81264 14	74968 33	74960 34	72248 46	75983 29	66906 67	74462 39	68468 62	67911 64	77210 25	87332 2	70790 52
	8	72313 57	81729 20	83604 16	72451 56	84204 14	76968 39	77510 35	80921 21	78262 31	69376 67	78185 33	70593 63	69851 65	79331 26	89571 2	72886 53
	9	74652 56	84603 20	85277 19	74797 55	87156 12	78968 42	80070 34	83007 23	80437 33	71847 66	82094 25	72782 63	71791 67	81452 27	91810 3	74980 53
	10	76994 58	87477 16	87165 17	77140 54	87156 18	80968 44	82640 33	85092 23	82182 34	74319 66	86199 21	75037 62	73731 67	83574 30	94049 3	77074 55
	11	79329 56	90354 15	89094 18	79473 54	90084 16	82968 43	85170 32	87175 23	84357 39	76790 66	89646 17	77363 63	75671 67	85695 30	96289 4	79170 57
	12	81672 55	93274 14	93137 15	81871 54	90084 17	84968 46	87740 33	89260 20	86432 40	79261 65	89646 19	79761 64	77611 67	87816 32	98528 4	81264 56
	13	84009 54	96196 13	93137 15	81871 61	90084 28	86968 47	90310 26	91346 21	88607 42	81732 62	89646 32	82235 60	79551 67	89937 30	100767 4	83360 56
	14	86347 52	99119 11	95326 15	81871 64	93888 18	88968 45	92860 22	93429 21	91110 35	81732 65	89646 42	84783 59	81491 66	92058 26	103007 4	85453 55
	15	88686 49	101596 8	95326 19	81871 69	93888 25	90968 41	93290 30	95514 18	92959 33	81732 70	93232 32	87412 55	83431 65	94180 23	105246 2	87548 54
	16	91026 44	101596 10	95326 26	85964 63	93888 31	92968 39	93730 35	97600 15	92959 40	84184 69	93232 37	90121 51	86547 61	96301 20	107485 2	89642 52
	17	91026 49	104075 5	97566 22	85964 65	93888 32	92968 39	95410 30	99684 14	92959 40	84184 70	93232 37	92824 42	86547 62	96301 25	109724 2	89642 55
	18	91026 53	104075 7	97566 24	85964 69	97836 22	94250 34	95840 31	101768 13	92959 45	84184 71	93232 43	92824 48	86547 67	96301 28	111964 2	89642 58
	19	91026 55	106552 5	99859 18	90263 59	97836 24	94250 43	96280 33	103852 12	94716 40	86710 68	93232 45	92824 49	86547 69	96301 31	114203 2	91737 53
	20	91026 57	106552 6	99859 23	90263 62	97836 30	94250 50	97970 29	105938 7	94716 48	86710 69	96962 33	92824 54	88047 68	100029 20	116442 2	91737 56
	21	91026 60	106552 7	99859 27	90263 65	97836 31	94250 51	98400 29	106981 6	94716 49	86710 71	96962 35	92824 55	88047 69	100029 24	118681 2	91737 58
	22	91026 64	106552 10	99859 28	94776 51	97836 34	95532 46	98830 31	106981 9	94716 52	89311 68	96962 41	92824 60	88047 70	100029 25	120921 2	93832 55
	23	91026 64	106552 11	99859 30	94776 53	100812 25	95532 48	100540 26	106981 9	96471 46	89311 68	96962 43	92824 60	88047 70	100029 27	123160 2	93832 55
	24	91026 68	106552 11	99859 32	94776 55	100812 28	95532 50	100980 25	106981 10	96471 48	89311 70	100840 27	92824 61	88047 71	103757 20	123160 2	93832 57
	25	91026 69	109031 6	99859 38	94776 57	100812 30	96813 49	101390 27	106981 12	96471 51	91990 65	100840 29	92824 62	89547 71	103757 21	123160 2	95924 53
	26	91026 69	109031 8	99859 41	94776 58	100812 33	96813 49	103090 23	106981 13	96471 51	91990 66	100840 32	92824 62	89547 71	103757 21	125399 2	95924 53
	27	91026 69	109031 8	99859 41	94776 60	100812 33	96813 51	103540 24	106981 13	98361 47	91990 67	100840 32	92824 64	89547 71	103757 21	125399 2	95924 54
	28	91026 69	109031 10	99859 41	94776 60	100812 34	98095 49	103970 24	106981 14	98361 47	91990 67	100840 33	92824 65	89547 72	107484 13	125399 2	95924 54
	29	91026 69	109031 10	99859 41	94776 60	100812 34	98095 49	105650 18	106981 14	98361 47	91990 67	100840 33	92824 65	89547 72	107484 13	125399 2	95924 55
	30	91026 70	109031 10	99859 42	94776 61	100812 35	98095 50	106090 18	106981 15	98361 49	91990 67	100840 34	92824 65	91047 69	107484 14	125399 2	95924 58
	31	91026 70	109031 10	99859 44	94776 61	100812 36	99377 46	106530 17	106981 15	100912 33	91990 67	100840 35	92824 65	91047 69	107484 14	125399 2	95924 58
	32	91026 70	109031 10	99859 44	94776 61	100812 36	99377 46	106960 17	106981 16	100912 33	91990 67	100840 35	92824 65	91047 69	107484 14	125399 2	95924 58
	33	91026 70	109031 10	99859 44	94776 61	100812 36	99377 46	107390 15	106981 17	100912 33	91990 67	100840 35	92824 65	91047 69	107484 14	125399 2	95924 58
	34	91026 70	109031 10	99859 46	94776 61	100812 37	100659 38	107840 12	106981 17	100912 34	91990 67	100840 36	92824 65	91047 69	107484 15	125399 2	95924 58
	35	91026 70	109031 11	99859 46	94776 61	100812 37	100659 38	108270 14	106981 19	115742 5	91990 67	100840 36	92824 65	91047 69	107484 17	125399 2	95924 58
	36	91026 70	109031 11	99859 46	94776 61	100812 37	100659 38	108700 14	106981 20	115742 5	91990 67	100840 36	92824 65	91047 69	107484 18	125399 2	95924 58
Max HND Salary	91026 70	109031 12	99859 46	94776 61	100812 38	104504 27	112640 7	106981 20	115742 5	91990 67	100840 37	92824 65	91047 69	107484 18	125399 2	95924 58	
Max Initial HND Salary	76994 35	90354 7	73526 51	60749 71	75384 42	82968 15	82640 17	106981 2	74116 48	76790 36	64323 69	66410 66	73731 50	79331 25	85092 11	68696 64	
Previous Schedule	2012-13	2012-13	2011-12	2007-08	20127-13	2008-09	2012-13	2012-13	2012-13	2012-13	2010-11	2012-13	2012-14	2012-13	2011-12	2012-13	
Latest Schedule	2013-14	2012-13	2013-14	2007-08	2013-14	2013-14	2007-08	2012-13	2013-14	2013-14	2010-11	2013-14	2013-14	2013-14	2013-14	2012-13	
% Increase Min HND	-2.21%		0.00%		3.25%	2.11%	0.00%		0.00%	0.00%		0.00%	0.00%	6.40%	1.57%		
% Increase 16th HND	-2.21%		0.00%		3.25%	3.68%	0.00%		0.00%	0.00%		0.00%	0.00%	4.41%	1.57%		
% Increase Max HND	-2.21%		0.00%		3.24%	3.53%	0.00%		0.00%	0.00%		0.00%	0.00%	7.60%	1.57%		
	San Francisco	San Joaquin Delta	San Jose-Evergreen	San Luis Obispo	San Mateo	Santa Barbara	Santa Clarita	Santa Monica	Sequoias	Shasta-Tehama-Trinity	Sierra	Siskiyou	Solano	Sonoma	South Orange (BA Dist)	South-western	

HIGHEST NON-DOCTORATE (HND) CLASS ANNUAL SALARY (BY STEP) AND STATEWIDE RANKS

	State Center	Ventura	Victor Valley	West Hills	West Kern	West Valley Mission	Yosemite	Yuba		
S T E P	1	64882 20	60776 35	62736 30	66322 12	68611 5	56649 56	55064 66	62140 31	HIGHEST NON-DOCTORATE (HND) CLASS ANNUAL SALARY
	2	67570 18	63110 34	64951 29	68325 14	71273 5	58631 56	57501 64	64362 31	Salary by step (with statewide rank) in highest salary class not requiring a PhD or equivalent degree from the district's most current 10-month contract salary schedule.
	3	70252 18	65449 34	67166 27	70333 17	73937 5	60683 56	59939 63	66586 30	
	4	72933 17	67786 33	69381 28	72337 19	76599 5	62807 58	62376 60	68811 30	MAX HND SALARY
	5	75617 17	70124 35	71596 28	74344 19	79261 5	65006 58	64816 60	71031 29	Maximum salary (with statewide rank) in HND class from the district's current 10-month contract salary schedule.
	6	78276 17	72460 35	73811 28	76349 20	81925 5	67281 57	67254 58	73255 30	
	7	80987 17	74797 36	76026 28	78356 22	84587 4	69636 59	69693 58	75478 32	MAX INIT HND SALARY
	8	83672 15	77139 38	78241 32	80362 24	87249 5	72073 59	72129 58	77698 34	Maximum salary (with statewide rank) for initial salary placement of new hires in HND class from the district's current 10-month contract salary schedule.
	9	86359 13	79474 38	80456 32	82372 24	89912 5	74596 58	74569 59	79921 35	
	10	89039 13	81811 40	82671 32	84376 25	92575 5	77206 53	77006 56	82145 35	PREVIOUS SCHEDULE
	11	91720 12	84148 40	84886 33	86380 28	93306 8	79909 53	79445 55	84366 38	Academic year of salary schedule published by the district used in previous AFA Salary Study.
	12	94410 12	86485 39	87101 34	88393 26	95862 8	82705 52	81882 53	86589 38	
	13	97087 10	88821 39	89316 34	90394 25	96608 12	82705 58	84321 52	88814 40	LATEST SCHEDULE
	14	97087 13	91159 33	91531 29	92396 24	97354 12	82705 61	85081 57	91034 37	Academic year of latest salary schedule published by the district.
	15	97087 14	93496 28	93746 27	94399 22	98100 12	85600 62	85839 59	93257 31	% INCREASE
	16	97087 17	96301 21	95961 22	96399 19	98100 13	85600 65	86600 60	95480 25	Percentage increase of salary from district's current schedule in HND class at Step 1, Step16, and Max HND over district's schedule used in the previous AFA Salary Study. For some districts, this increase reflects more than one negotiated increase.
	17	99775 13	96301 26	98176 19	98410 17	98100 20	85600 67	87359 60	97702 21	
	18	99775 18	96301 29	100391 16	100422 15	98100 21	88596 60	88119 63	99924 17	The AFA Salary Study is compiled each year by the All Faculty Association of Santa Rosa Junior College, as defined in Contract Article 26.02-C-1. The study is used by AFA in annual negotiations of regular faculty salaries and hourly faculty rates. AFA also makes this study available as a service to faculty associations and human resources departments statewide.
	19	99775 19	96301 32	102606 16	102434 17	98100 23	88596 65	88877 63	103146 14	
	20	99775 24	96301 37	104821 11	104445 13	98100 28	88596 66	89638 63	103146 16	
	21	102457 20	97703 33	104821 13	106457 8	103544 16	91696 59	90396 64	103146 17	
	22	102457 20	97703 37	104821 15	108468 6	103544 17	91696 62	91156 63	105368 13	
	23	102457 21	97703 41	104821 16	108468 7	103544 19	91696 63	91915 62	105368 14	Send comments and corrections to wruud@santarosa.edu .
	24	102457 23	97703 43	104821 17	108468 7	103544 21	94906 53	92675 63	105368 15	
	25	105141 16	97703 45	104821 18	108468 8	103544 22	94906 56	93434 60	107590 11	AFA website: http://www.santarosa.edu/afa
	26	105141 16	99106 42	104821 18	108468 9	103544 22	94906 57	94195 60	107590 12	
	27	105141 16	99106 43	104821 18	108468 10	103544 23	98227 48	94954 59	107590 12	
	28	105141 19	99106 43	104821 21	108468 11	103544 25	98227 48	95714 56	109812 7	
	29	105141 20	99106 43	104821 23	108468 11	103544 26	98227 48	96473 53	109812 7	
	30	107821 12	99106 44	104821 23	108468 11	103544 26	101665 31	97233 53	109812 8	
	31	107821 12	100508 39	104821 23	108468 11	103544 26	101665 31	97233 53	109812 8	
	32	107821 12	100508 39	104821 24	108468 11	103544 26	101665 31	97233 53	109812 8	
	33	107821 12	100508 39	104821 25	108468 11	103544 27	105224 23	97233 54	109812 8	
	34	107821 13	100508 41	104821 25	108468 11	103544 27	105224 23	97233 54	109812 8	
	35	107821 15	100508 41	104821 26	108468 13	103544 28	105224 24	97233 54	109812 9	
	36	107821 16	100508 41	104821 26	108468 15	103544 28	108907 13	97233 54	109812 9	
Max HND Salary	107821 16	100508 41	104821 26	108468 15	103544 30	108907 14	97233 54	109812 10		
Max Initial HND Salary	78276 30	81811 19	78241 32	84376 13	76599 37	74596 44	77006 34	82145 18		
Previous Schedule	2008-09	2008-09	2009-10	2008-09	2012-13	2011-12	2009-10	2009-10		
Latest Schedule	2012-13	2013-14	2009-10	2013-14	2013-14	2011-12	2013-14	2013-14		
% Increase Min HND	0.00%	2.50%		4.16%	2.00%		2.00%	1.26%		
% Increase 16th HND	0.00%	2.50%		4.16%	2.00%		2.00%	1.26%		
% Increase Max HND	0.00%	2.50%		4.16%	2.00%		2.00%	2.18%		
	State Center	Ventura	Victor Valley	West Hills	West Kern	West Valley Mission	Yosemite	Yuba		