

Internal Audit Report on

Classified Employees

Salaries and Benefits

June 14, 2021

Prepared by:

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Executive Summary

This report provides detailed salary and benefit information about classified employees at CCSF in the current and prior fiscal years.

Internal Audit noted the following:

- 1. During fiscal year 2019-2020, CCSF had 790 paid classified employees, and 671 in fiscal year 2020-2021 as of February 19, 2021.
- In fiscal year 2019-2020, classified employees' earnings were \$50,831,853; benefits paid by the employer were an additional \$22,236,403, or 44%, for a total of \$73,068,256. For fiscal year 2020-2021 as of February 19, 2021, salaries paid were \$46,897,725; benefits paid by the employer were an additional \$21,934,547, or 47%, for a total of \$68,832,271.
- 3. For classified employees' earnings, regular pay is 73% of the total paid by CCSF. Paid Time Off is 8%. Reduced Work Week pay is 5%. Vacation pay is 4%. Leave pay is 4%. Overtime pay is 3%. Pay Offs, when employees leave employment, is 1%. Premium pay, which is for hazardous conditions and extra duties, is 1%. All other categories of earnings are less than 1%.
- 4. For employer amounts paid to classified employees, 51% are for retirement. 30% are for health insurance. 12% are for Social Security. 3% are for workers compensation. 3% are for FICA Medicare.
- External salary surveys indicate that CCSF's classified employees' average salaries are in the top seven districts for classified support staff of community college districts.

Audit Objective and Scope

The objective of this audit is to provide the Board, the Chancellor, and stakeholders with information summarizing the payroll records for classified employees. This audit examined the actual amounts paid by the college for salaries and benefits. The audit scope covers fiscal year 2019-2020 through fiscal year 2020-2021 as of February 19, 2021.

Introduction

Classified employees at CCSF include clerks, electricians, school aides, accountants, management assistants, engineers, programmer analysts, business analysts, secretaries, cashiers, maintenance staff, custodians, gardeners, and safety officers.

Employee Counts for Fiscal Year 2019-2020 and Fiscal Year 2020-2021

There was a decline in the number of classified employees from the prior fiscal year to the current fiscal year. During fiscal year 2019-2020, CCSF had 790 paid classified staff, and 671 in fiscal year 2020-2021 as of February 19, 2021. These counts are of total employees paid at some point during the fiscal year, not necessarily the entire fiscal year. A possible factor in the decline is that in 2019 a Supplemental Early Retirement Plan (SERP) was offered to employees.

Classified Salaries and Benefits for FY 2019-2020 and FY 2020-2021

In fiscal year 2019-2020, classified employees' earnings were \$50,831,853; benefits paid by the employer were an additional \$22,236,403, or 44%, for a total of \$73,068,256. For fiscal year 2020-2021 as of February 19, 2021, salaries paid were \$46,897,725; benefits paid by the employer were an additional \$21,934,547, or 47%, for a total of \$68,832,271.

Classified employees also make contributions for their benefits. In fiscal year 2019-2020, classified employee contributions were \$13,617,806, and in fiscal year 2020-2021 employee contributions were \$12,872,044, as of February 19, 2021.

Classified Employees	Earnings	Employer Contribution	Employee Contribution
FY 19-20	50,831,853	22,236,403	13,617,806
FY 20-21 (up to 2/19/21)	46,897,725	21,934,547	12,872,044
Total	97,729,577	44,170,949	26,489,850

Classified Staff Earnings, Employer Contributions, and Employee Contributions

Types of Classified Employee Earnings

For classified employees, regular pay is 73% of total earnings paid by CCSF. Paid Time Off is 8% of total earnings paid. Reduced Work Week pay is 5%. Vacation pay is 4%. Leave pay is 4%. Overtime pay is 3%. Pay Offs, when employees leave employment, is 1%. Premium pay, which is for hazardous conditions and extra duties, is 1%. All other categories of earnings are less than 1%.

Pay Type	FY 19-20	FY 20-21	Total	%
Regular	34,444,107	37,223,521	71,667,629	73.33%
Paid Time Off	4,269,898	3,538,176	7,808,073	7.99%
Reduced Work Week	2,431,970	2,401,010	4,832,980	4.95%
Vacation	2,696,315	1,307,285	4,003,600	4.10%
Leave	2,529,247	952,010	3,481,257	3.56%
Overtime	2,200,542	458,630	2,659,172	2.72%
Pay Off	1,072,397	176,029	1,248,426	1.28%
Premium	541,532	511,308	1,052,841	1.08%
Disability	207,960	212,817	420,777	0.43%
Compensatory	315,154	65,308	380,462	0.39%
Longevity	60,141	27,846	87,988	0.09%
Settlement	48,745	0	48,745	0.05%
Prescription Drug Reimbursement	11,644	23,785	35,429	0.04%
Special	2,200	0	2,200	0.00%
Grand Total	50,831,853	46,897,725	97,729,577	

Classified Employees Earnings, FY 19-20 & FY 20-21 as of 2/19/21

During the fiscal year 2019-2020, individual amounts paid to classified employees ranged up to \$189,275. According to the Salary Table for the current fiscal year, classified employees' annual salaries ranged from \$38,663 for a School Crossing Guard at Step 1 to \$206,244 for an Information Systems Manager at Step 10. Most classified employees have 10 salary steps. Steps 6, 7, 8, 9, and 10 are longevity steps and require 10 years of service to move to step 6, and then 5 years for each step after step 6. See Exhibit 1 on page 7 for classified employee salary tables.

Key Pay Items

Paid Time Off is for items such as Bonus Paid Time Off, Holiday Pay, COVID Bank Paid, Paid Days Off, Paid Days Off for Winter Break, and Parent Teacher Pay.

Overtime Pay for fiscal year 2019-2020 totaled \$ 2,200,542. Overtime means hours worked either in excess of an eight-hour day or a 40-hour work week. Not all classified employees are eligible for overtime.

For *Reduce Workweek Pay*, some classified employees are paid for 40 hours per week (8 hours a day), yet only work 37.5 hours a week or 7.5 hours a day. Employees get overtime at straight time for anything they work after 7.5 hours to 8 hours, and the overtime at a 1.5 times rate after 8 hours.

Paid Leave is for items such as Sick Leave, Third-Party Sick Pay, Administrative Leave, Bereavement Pay, Jury Duty/Legal, Military Leave, Family Leave, and Pain Shared Time. Different types of Leave can be paid or unpaid.

Types of Employer Contributions to Classified Employees

For employer amounts paid to classified employees, 51% are for retirement. 30% are for health insurance. 12% are for Social Security. 3% are for workers compensation. 3% are for FICA Medicare.

Employer Contribution	FY 19-20 Employer	FY 20-21 Employer		
Description	Amount	Amount	Total	%
Retirement	10,973,650	11,353,970	22,327,620	50.55%
Health Insurance	6,899,010	6,521,603	13,420,613	30.38%
Social Security	2,827,570	2,615,968	5,443,538	12.32%
Workers' Compensation	773,933	727,393	1,501,325	3.40%
FICA Medicare	694,178	639,612	1,333,790	3.02%
Life Insurance	43,463	52 <i>,</i> 864	96,327	0.22%
State Unemployment Insurance	24,599	23,138	47,736	0.11%
Grand Total	22,236,403	21,934,547	44,170,949	

Employer Contributions for Classified Employees, FY 19-20 & FY 20-21 as of 2/19/21

Retirement contributions are mostly to San Francisco Employees' Retirement System (SFERS). For a more detailed breakdown of employer and employee contributions to employee benefits, see Exhibit 2 on page 11.

For Other Post-Employment Benefits (OPEB), Payroll deducts the employee and employer portion from employee checks. At this time, these monies are housed in Finance accounts but not dispersed.

Union Representation

By far the largest union that CCSF classified employees are members of is Service Employees International Union (SEIU). Many classified employees, such as classified managers and police sergeants and above, are not represented. CCSF classified employees contribute to several unions, which are negotiated with by Administration:

- Service Employees International Union (SEIU), Local 1021
- Stationary Engineers, Local 39
- San Francisco Building & Construction Trade Council Unions (SFBCTCU).

Fund Sources for Classified Salaries

Salaries for classified employees are from 57 funds. 82% of amounts paid to classified employees are from the Unrestricted General fund; all other funds are 2% or less, as shown in the chart below.

Funds Description	%
General Fund Unrestricted	82.0%
Matriculation Student Success and Support Program - Credit	2.0%
Student Equity	1.8%
Strong Workforce	1.6%
Disabled Student Programs & Services	1.5%
Basic Skills	1.1%
All Other Funds	10%

Comparison of Salaries with other California Community College Districts

The California Community Colleges State Chancellor's Office collects salary data from districts and publishes summaries of the data in annual reports. Their reports classify employees into several categories based on responsibilities, including Classified Professional and Classified Support.

Range of Base Salaries for Classified Employees by District (per CCCCO Annual Statewide Staffing Reports, Fall 2020)

	Statewide Average	Statewide Average High	Statewide Average Low	CCSF Average
Classified Professional	\$82,144	\$128,372	\$33,387	\$107,513
Classified Support	\$62,012	\$118,184	\$40,583	\$76,373

The salary survey indicates that CCSF's classified support employees' average salaries are in the top seven districts for Classified Support staff of California community college districts. Classified Professional employees were in the top five. See Exhibits 3 and 4 beginning on page 13 for more detail.

Exhibit 1: Annual Salaries for Classified Employees

1013 102+14 102+43 102+43 102+45 102+45 112,897 118,867 124+495 131 1024 Administrator - Supervisr 98,285 103,197 108,353 113,778 119,496 125,459 131,715 118,407 116,400 122,428 100,729 105,788 144,279 144 144 144 144 144,191 144,171 145 1041 Engineer - Senior 110,701 122,616 128,673 135,703 148,170 155 1042 Engineer - Principal 126,666 133,063 146,231 153,731 116,326 116,204 122,462 128,672 135,698 148,939 148,939 148,143 144,172 126,823 110,339 115,911 110,324 115,911 112,706 122,726 133,139 119,027 122 126,823 138,231 144,283 144,813 144,813 144,813 144,813 144,813 144,813 145,125 131,115 110,359 112,796 133,139	Exhibit 1: Annual Salaries for Class	-	-							a . a	
1024 Administrator - Supervisr 98,285 103,197 108,353 113,778 119,496 125,459 131,715 138,313 145,229 152 1033 Trainer - Journey 75,241 79,005 82,939 87,044 91,394 95,964 100,729 105,778 111,107 116 1033 Trainer - Senior 91,392 95,960 100,725 105,809 111,114 116,666 122,462 128,602 134,499 144,114 148,170 155 1043 Engineer - Senior 116,761 122,675 135,092 142,893 148,994 156,415 164,187 172,396 133 1044 109,127 124,863 148,949 156,415 164,187 122,961 133,533 119,027 122,912 132,335 119,027 122,914 135,914 142,163 148,934 146,426 172,496 133,176 133 1062 110,570 122,628 128,672 134,136 140,831 147,823 153,021 126,273 113,076 134,135 119,027 126,349 </td <td>Class Title</td> <td>Step 1</td> <td>Step 2</td> <td>Step 3</td> <td>Step 4</td> <td>Step 5</td> <td>Step 6</td> <td>Step 7</td> <td>Step 8</td> <td>Step 9</td> <td>Step 10</td>	Class Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1032 Trainer - Journey 75,241 79,005 82,939 87,044 91,334 95,564 100,729 105,788 111,077 110 1033 Trainer - Senior 95,763 100,577 105,570 110,870 116,600 122,281 228,307 134,759 141,479 144 1041 Engineer - Assistant 91,392 95,560 100,725 105,809 111,114 116,666 122,462 128,272 135,081 1044 Engineer - Senior 116,761 122,616 128,673 135,092 141,893 148,949 156,415 164,187 172,236 183 1052 Business Analyst 80,613 84,605 88,866 93,273 97,923 102,817 107,954 143,333 147,832 155,224 162 1054 Business Analyst Senior 105,151 110,394 115,911 127,702 124,734 147,333 147,363 144,833 147,832 155,224 162 1054 Business Analyst Principl 116,760 122,628 128,671 135,051 141,439 <t< td=""><td></td><td>-</td><td></td><td></td><td></td><td></td><td></td><td></td><td>-</td><td></td><td>130,720</td></t<>		-							-		130,720
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1043 Engineer - Senior 116,761 122,616 128,675 135,092 141,893 148,949 156,415 164,187 172,396 181 1044 Engineer - Principal 126,666 133,063 139,645 146,623 153,731 161,366 169,449 177,927 186,823 192 1052 Business Analyst-Senior 105,151 110,394 115,911 121,702 127,796 134,136 140,833 147,832 155,224 162 1052 Business Analyst-Principl 116,760 122,628 128,672 135,091 142,163 148,934 156,407 164,256 172,469 183 1063 Programmer Analyst-Senior 90,215 94,618 99,301 104,309 109,493 114,964 120,721 126,739 133,076 135 1064 Programmer Analyst-Princpl 98,104 103,007 108,154 113,565 119,276 125,228 134,471 138,058 143,768 150,932 158,528 166,454 174,777 185 1071 Information Systems Mgr 132,791 139,647 146,563 153,588 161,665 169,683 178,204	1041 Engineer - Assistant	91,392	95,960	100,725	105,809	111,114	116,666	122,462	128,627	135,058	141,811
1044 Engineer Principal 126,666 133,063 139,645 146,623 153,731 161,366 169,449 177,927 186,823 196 1053 Business Analyst-Senior 105,151 110,394 115,911 121,702 127,796 134,136 140,833 147,832 155,224 162 1054 Business Analyst-Principl 116,760 122,628 128,672 135,091 142,163 148,934 156,407 164,256 172,469 133 1064 Programmer Analyst-Senior 90,215 94,618 99,307 104,309 109,493 114,964 126,739 133,076 133 1064 Programmer Analyst-Prncpl 98,104 103,007 108,154 113,569 119,276 125,228 134,721 138,058 143,768 150,932 158,528 166,454 174,777 183 1071 Information Systems Mgr 132,679 135,656 169,633 178,204 187,070 196,424 206 1091 Operations Sup Adm	1042 Engineer - Journey	100,358					,		-		155,579
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1053 Business Analyst-Senior 105,151 110,394 115,911 121,702 127,796 134,136 140,833 147,832 155,224 162 1054 Business Analyst-Principl 116,760 122,628 128,672 135,091 142,163 148,934 156,407 164,256 172,469 131 1062 Programmer Analyst-Senior 90,215 94,618 99,307 104,309 109,493 114,964 120,721 126,739 133,076 132 1064 Programmer Analyst-Prncpl 98,104 103,007 108,154 113,569 119,276 125,228 131,472 138,058 144,961 152 1070 Information Systems Mgr 132,979 139,647 166,643 153,938 161,665 169,683 178,204 187,070 196,424 202 1091 IT Operations Sup Adm I 57,114 59,840 62,835 65,87 69,140 72,631 76,278 80,107 84,113 88 1092 IT Operations Sup Adm II 90,574 104,389 109,605 115,066 133,210 135 1094 IT Operations Sup Adm IV 95,781 100,570 105,556 <td< td=""><td>1044 Engineer - Principal</td><td></td><td>133,063</td><td>139,645</td><td>146,623</td><td>153,731</td><td>161,366</td><td>169,449</td><td>177,927</td><td>186,823</td><td>196,164</td></td<>	1044 Engineer - Principal		133,063	139,645	146,623	153,731	161,366	169,449	177,927	186,823	196,164
1054 Business Analyst-Principl 116,760 122,628 128,672 135,091 142,163 148,934 156,407 164,256 172,469 181 1062 Programmer Analyst 72,809 76,253 80,079 84,110 88,345 92,733 97,350 102,223 107,334 112 1063 Programmer Analyst-Senior 90,215 94,618 99,307 104,309 109,493 144,964 120,721 126,739 133,076 132 1064 Programmer Analyst-Prncpl 98,104 103,007 108,154 13,565 119,276 125,228 131,472 138,058 144,961 152 1070 Information Systems Mgr 132,979 139,647 146,634 153,938 161,665 169,683 178,204 187,070 196,424 200 1091 IT Operations Sup Adm II 66,196 66,1956 104,389 109,605 115,086 120,800 126,866 133,210 133 1093 IT Operations Sup Adm III 90,234 94,747 99,465 104,389 109,605 115,086 120,800 126,866 133,210 133 1020 Personnel Clerk	1052 Business Analyst	80,613	84,605	88,866	93,273	97,923	102,817	107,954	113,359	119,027	124,978
1062 Programmer Analyst 72,809 76,253 80,079 84,110 88,345 92,733 97,350 102,223 107,334 112 1063 Programmer Analyst-Senior 90,215 94,618 99,307 104,309 109,493 114,964 120,721 126,739 133,076 133 1064 Programmer Analyst-Prncpl 98,104 103,007 108,154 113,569 119,276 125,228 131,472 138,058 144,961 152 1070 Project Director 118,286 124,221 130,456 136,858 143,768 150,932 158,528 166,645 174,777 183 1071 Information Systems Mgr 132,979 139,647 146,634 153,938 161,665 169,683 178,204 187,070 196,424 206 1091 IT Operations Sup Adm II 90,234 94,747 99,465 104,389 109,605 115,086 120,800 126,866 133,210 133 1094 IT Operations Sup Adm IV 95,781 100,570 105,564 110,814 116,371 122,159	1053 Business Analyst-Senior	105,151	110,394	115,911	121,702	127,796	134,136	140,833	147,832	155,224	162,985
1063 Programmer Analyst-Senior 90,215 94,618 99,307 104,309 109,493 114,964 120,721 126,739 133,076 133 1064 Programmer Analyst-Prncpl 98,104 103,007 108,154 113,569 119,776 125,228 131,472 138,058 144,961 125 1070 Project Director 118,286 124,231 130,456 136,858 143,776 156,228 166,454 174,777 188 1071 Information Systems Mgr 132,979 139,647 146,634 153,938 161,665 169,683 178,204 187,070 166,424 200 1091 IT Operations Sup Adm II 66,196 69,504 72,839 76,328 80,211 84,224 88,392 92,820 97,461 100 1093 IT Operations Sup Adm II 90,234 94,747 99,465 104,389 109,605 115,086 120,800 128,313 145,229 152 1003 IT Operations Sup Adm V 98,285 103,197 108,353 113,778 119,496 125,459 131,	1054 Business Analyst-Principl	116,760	122,628	128,672	135,091	142,163	148,934	156,407	164,256	172,469	181,092
1064 Programmer Analyst-Prncpl 98,104 103,007 108,154 113,569 119,276 125,228 131,472 138,058 144,961 152,107 1070 Project Director 118,286 124,231 130,456 136,858 143,768 159,932 158,528 166,654 178,204 187,070 196,424 206 1091 IT Operations Sup Adm II 66,196 69,504 72,839 76,382 80,211 84,224 88,392 92,820 97,461 102 1093 IT Operations Sup Adm III 90,234 94,747 99,465 104,389 109,605 115,086 120,800 126,866 133,210 132 1094 IT Operations Sup Adm III 90,234 94,747 99,465 110,814 116,371 122,159 128,254 134,708 141,444 426 1095 IT Operations Sup Adm IIV 95,781 100,570 105,564 110,814 116,371 122,159 128,254 134,708 141,444 426 1092 IT Operations Sup Adm IV 98,285 103,197 108,353 113,778 119,496 125,459 134,715 138,313 14,624	1062 Programmer Analyst	72,809	76,253	80,079	84,110	88,345	92,733	97,350	102,223	107,334	112,701
1070 Project Director 118,286 124,231 130,456 136,858 143,768 150,932 158,528 166,454 174,777 183 1071 Information Systems Mgr 132,979 139,647 146,634 153,938 161,665 169,683 178,204 187,070 196,424 206 1091 IT Operations Sup Adm I 57,104 59,840 62,835 65,857 69,140 72,631 76,7278 80,107 84,113 88 1092 IT Operations Sup Adm II 66,196 69,504 72,839 76,382 80,211 84,224 88,392 92,820 97,461 102 1093 IT Operations Sup Adm IV 95,781 100,570 105,564 110,814 116,371 122,159 128,254 134,708 144,444 442 1095 IT Operations Sup Adm V 98,285 103,197 108,353 113,778 119,496 125,459 131,715 138,313 145,229 152 1203 Personnel Clerk 64,476 67,360 70,685 74,010 77,361 81,258 82,379 89,623 94,104 94 1210 Benefits Analyst 69,609	1063 Programmer Analyst-Senior	90,215	94,618	99,307	104,309	109,493	114,964	120,721	126,739	133,076	139,730
1071 Information Systems Mgr 132,979 139,647 146,634 153,938 161,665 169,683 178,204 187,070 196,424 206 1091 IT Operations Sup Adm I 57,104 59,840 62,835 65,857 69,140 72,631 76,278 80,107 84,113 88 1092 IT Operations Sup Adm II 66,196 69,504 72,839 76,382 80,211 84,224 88,392 92,820 97,461 102 1093 IT Operations Sup Adm III 90,234 94,747 99,465 104,389 109,605 115,086 120,800 126,866 133,210 133 1094 IT Operations Sup Adm IV 95,781 100,570 105,564 110,814 116,371 122,159 134,708 144,444 148 1005 IT Operations Sup Adm V 98,285 103,197 108,353 13,778 119,496 122,459 131,715 138,313 145,229 152 1202 Personnel Clerk 64,476 67,360 70,685 74,010 77,618 81,258 82,379 89,623 94,104 </td <td>1064 Programmer Analyst-Prncpl</td> <td>98,104</td> <td>103,007</td> <td>108,154</td> <td>113,569</td> <td>119,276</td> <td>125,228</td> <td>131,472</td> <td>138,058</td> <td>144,961</td> <td>152,209</td>	1064 Programmer Analyst-Prncpl	98,104	103,007	108,154	113,569	119,276	125,228	131,472	138,058	144,961	152,209
1091 IT Operations Sup Adm I57,10459,84062,83565,85769,14072,63176,27880,10784,113881092 IT Operations Sup Adm II66,19669,50472,83976,38280,21184,22488,39292,82097,4611021093 IT Operations Sup Adm III90,23494,74799,465104,889109,605115,086120,800126,866133,2101351094 IT Operations Sup Adm IV95,781100,570105,564110,814116,371122,159128,254134,708141,4441095 IT Operations Sup Adm V98,285103,197108,353113,778119,496125,459131,715138,313145,2291521202 Personnel Clerk56,08858,72061,45564,37367,23870,65174,22077,89381,788881203 Personnel Technician65,47868,68872,08075,65379,38183,34387,48591,86096,4541011204 Sr Personnel Clerk64,47667,36070,68574,01077,36181,25882,37989,62394,104981210 Benefits Analyst69,60972,96976,51280,39484,43288,62693,05597,692102,5771071218 Payroll Manager111,947117,644123,391129,647136,440143,303150,464158,011165,9121741220 Payroll Clerk69,85673,04176,41780,66783,88388,055 </td <td>1070 Project Director</td> <td>118,286</td> <td>124,231</td> <td>130,456</td> <td>136,858</td> <td>143,768</td> <td>150,932</td> <td>158,528</td> <td>166,454</td> <td>174,777</td> <td>183,516</td>	1070 Project Director	118,286	124,231	130,456	136,858	143,768	150,932	158,528	166,454	174,777	183,516
1092 IT Operations Sup Adm II66,19669,50472,83976,38280,21184,22488,39292,82097,4611021093 IT Operations Sup Adm III90,23494,74799,465104,389109,605115,086120,800126,866133,2101351094 IT Operations Sup Adm IV95,781100,570105,564110,814116,371122,159128,254134,708141,4441441095 IT Operations Sup Adm V98,285103,197108,353113,778119,496125,459131,715138,313145,2291521202 Personnel Clerk56,08858,72061,45564,37367,23870,65174,22077,89381,788851203 Personnel Clerk64,47667,36070,66574,01077,36181,25882,37989,62394,104961210 Benefits Analyst69,60972,96976,51280,39484,43288,62693,05597,692102,5771071218 Payroll Supervisor87,08991,44796,024100,821105,860111,144116,694122,538128,6651351219 Payroll Manager111,947117,644123,391129,647136,440143,330150,464158,011165,9121721220 Payroll Clerk69,85673,04176,41780,06783,88388,05592,47497,113101,9691071224 Prin Pyrl/Prsnl Clerk71,18274,51178,07881,77785,635 <td>1071 Information Systems Mgr</td> <td>132,979</td> <td>139,647</td> <td>146,634</td> <td>153,938</td> <td>161,665</td> <td>169,683</td> <td>178,204</td> <td>187,070</td> <td>196,424</td> <td>206,244</td>	1071 Information Systems Mgr	132,979	139,647	146,634	153,938	161,665	169,683	178,204	187,070	196,424	206,244
1093 IT Operations Sup Adm III90,23494,74799,465104,389109,605115,086120,800126,866133,2101351094 IT Operations Sup Adm IV95,781100,570105,564110,814116,371122,159128,254134,708141,4441481095 IT Operations Sup Adm V98,285103,197108,353113,778119,496125,459131,715138,313145,2291521202 Personnel Clerk56,08858,72061,45564,37367,23870,65174,22077,89381,788881204 Sr Personnel Clerk64,47667,36070,65274,01077,36181,25882,37989,62394,104981210 Benefits Analyst69,60972,96976,51280,39484,43288,62693,05597,692102,5771071218 Payroll Supervisor87,08991,44796,024100,821105,860111,144116,694122,538128,6651351219 Payroll Manager111,947117,644123,391129,647136,440143,330150,464158,011165,9121741220 Sr Pyrl/Persnl Clerk79,23983,17078,78889,55392,47497,113101,9691071224 Sr Pyrl/Persnl Clerk71,82274,51178,07881,77785,63589,88994,38199,084104,0381051226 Chief Pyrl/Prsnl Clerk79,23983,17087,18191,53895,921100,7591	1091 IT Operations Sup Adm I	57,104	59,840	62,835	65,857	69,140	72,631	76,278	80,107	84,113	88,318
1094 IT Operations Sup Adm IV95,781100,570105,564110,814116,371122,159128,254134,708141,4441441095 IT Operations Sup Adm V98,285103,197108,353113,778119,496125,459131,715138,313145,2291521202 Personnel Clerk56,08858,72061,45564,37367,23870,65174,22077,89381,788851203 Personnel Technician65,47868,68872,08075,65379,38183,34387,48591,86096,4541011204 Sr Personnel Clerk64,47667,36070,68574,01077,36181,25882,37989,62394,104981210 Benefits Analyst69,60972,96976,51280,39484,43288,62693,05597,692102,5771071218 Payroll Supervisor87,08991,44796,024100,821105,860111,144116,694122,538128,6651351219 Payroll Clerk69,85673,04176,41780,06783,88388,05592,47497,113101,9691071222 Sr Pyrl/Persnl Clerk71,18274,51178,07881,77785,63589,88994,38199,084104,0381051224 Prin Pyrl/Prsnl Clerk79,23983,17087,18191,53895,921100,729105,750111,035116,5871221226 Chief Pyrl/Prsnl Clerk79,23983,74066,61369,60872,72476,3	1092 IT Operations Sup Adm II	66,196	69,504	72,839	76,382	80,211	84,224	88,392	92,820	97,461	102,334
1095 IT Operations Sup Adm V98,285103,197108,353113,778119,496125,459131,715138,313145,2291521202 Personnel Clerk56,08858,72061,45564,37367,23870,65174,22077,89381,788851203 Personnel Clerk65,47868,68872,08075,65379,38183,34387,48591,86096,4541011204 Sr Personnel Clerk64,47667,36070,68574,01077,36181,25882,37989,62394,104981210 Benefits Analyst69,60972,96976,51280,39484,43288,62693,05597,692102,5771071218 Payroll Supervisor87,08991,44796,024100,821105,860111,144116,694122,538128,6651351219 Payroll Manager111,947117,644123,391129,647136,440143,330150,464158,011165,9121741220 Payroll Clerk69,85673,04176,41780,06783,88388,05592,47497,113101,9691071222 Sr Pyrl/Persnl Clerk71,18274,51178,07881,77785,63589,88994,38199,084104,0381091224 Prin Pyrl/Prsnl Clerk79,23983,17087,18191,53895,921100,729105,750111,035116,5871221226 Chief Pyrl/Prsnl Clerk58,39961,12663,96166,87670,00473,48077	1093 IT Operations Sup Adm III	90,234	94,747	99,465	104,389	109,605	115,086	120,800	126,866	133,210	139,870
1202 Personnel Clerk56,08858,72061,45564,37367,23870,65174,22077,89381,788851203 Personnel Technician65,47868,68872,08075,65379,38183,34387,48591,86096,4541011204 Sr Personnel Clerk64,47667,36070,68574,01077,36181,25882,37989,62394,104981210 Benefits Analyst69,60972,96976,51280,39484,43288,62693,05597,692102,5771071218 Payroll Supervisor87,08991,44796,024100,821105,860111,144116,694122,538128,6651351219 Payroll Manager111,947117,644123,391129,647136,440143,330150,464158,011165,9121741220 Payroll Clerk69,85673,04176,41780,06783,88388,05592,47497,113101,9691071222 Sr Pyrl/Persnl Clerk71,18274,51178,07881,77785,63589,88994,38199,084104,0381091224 Prin Pyrl/Prsnl Clerk79,23983,17087,18191,53895,921100,729105,750111,035116,5871221226 Chief Pyrl/Prsnl Clerk79,23983,17087,18191,53895,921100,7691113,078118,7311241228 Sr Testing Technician58,39961,12663,96166,87670,00473,48077,19781,	1094 IT Operations Sup Adm IV	95,781	100,570	105,564	110,814	116,371	122,159	128,254	134,708	141,444	148,516
1203 Personnel Technician65,47868,68872,08075,65379,38183,34387,48591,86096,4541011204 Sr Personnel Clerk64,47667,36070,68574,01077,36181,25882,37989,62394,104981210 Benefits Analyst69,60972,96976,51280,39484,43288,62693,05597,692102,5771071218 Payroll Supervisor87,08991,44796,024100,821105,860111,144116,694122,538128,6651351219 Payroll Manager111,947117,644123,391129,647136,440143,330150,464158,011165,9121741220 Payroll Clerk69,85673,04176,41780,06783,88388,05592,47497,113101,9691071222 Sr Pyrl/Persnl Clerk71,18274,51178,07881,77785,63589,88994,38199,084104,0381091224 Prin Pyrl/Prsnl Clerk79,23983,17087,18191,53895,921100,729105,750111,035116,5871221226 Chief Pyrl/Prsnl Clerk80,49884,47588,65692,99297,660102,560107,691113,078118,7311241227 Testing Technician58,39961,12663,96166,87670,00473,48077,19781,10185,156891233 Affirmative Action Splst76,14880,04384,01688,11792,42397,062<	1095 IT Operations Sup Adm V	98,285	103,197	108,353	113,778	119,496	125,459	131,715	138,313	145,229	152,490
1204 Sr Personnel Clerk64,47667,36070,68574,01077,36181,25882,37989,62394,104981210 Benefits Analyst69,60972,96976,51280,39484,43288,62693,05597,692102,5771071218 Payroll Supervisor87,08991,44796,024100,821105,860111,144116,694122,538128,6651351219 Payroll Manager111,947117,644123,391129,647136,440143,330150,464158,011165,9121741220 Payroll Clerk69,85673,04176,41780,06783,88388,05592,47497,113101,9691071222 Sr Pyrl/Persnl Clerk71,18274,51178,07881,77785,63589,88994,38199,084104,0381091224 Prin Pyrl/Prsnl Clerk79,23983,17087,18191,53895,921100,729105,750111,035116,5871221226 Chief Pyrl/Prsnl Clerk80,49884,47588,65692,99297,660102,560107,691113,078118,7311241227 Testing Technician58,39961,12663,96166,61369,60872,72476,37680,19984,208881233 Affirmative Action Splst76,14880,04384,01688,11792,42397,062101,906107,007112,3571171241 Personnel Analyst76,20680,00484,04688,20992,61597,217<	1202 Personnel Clerk	56,088	58,720	61,455	64,373	67,238	70,651	74,220	77,893	81,788	85,877
1210 Benefits Analyst69,60972,96976,51280,39484,43288,62693,05597,692102,5771071218 Payroll Supervisor87,08991,44796,024100,821105,860111,144116,694122,538128,6651351219 Payroll Manager111,947117,644123,391129,647136,440143,330150,464158,011165,9121741220 Payroll Clerk69,85673,04176,41780,06783,88388,05592,47497,113101,9691071222 Sr Pyrl/Persnl Clerk71,18274,51178,07881,77785,63589,88994,38199,084104,0381051226 Chief Pyrl/Prsnl Clerk79,23983,17087,18191,53895,921100,729105,750111,035116,5871221226 Chief Pyrl/Prsnl Clerk80,49884,47588,65692,99297,660102,560107,691113,078118,7311241227 Testing Technician58,39961,12663,96166,61369,60872,72476,37680,19984,208881233 Affirmative Action Splst76,14880,04384,01688,11792,42397,062101,906107,007112,3571171241 Personnel Analyst76,20680,00484,04688,20992,61597,217102,087107,199112,5591181244 Sr Personnel Analyst92,20296,803101,599106,810112,02011	1203 Personnel Technician	65,478	68,688	72,080	75,653	79,381	83,343	87,485	91,860	96,454	101,276
1218 Payroll Supervisor87,08991,44796,024100,821105,860111,144116,694122,538128,6651351219 Payroll Manager111,947117,644123,391129,647136,440143,330150,464158,011165,9121741220 Payroll Clerk69,85673,04176,41780,06783,88388,05592,47497,113101,9691071222 Sr Pyrl/Persnl Clerk71,18274,51178,07881,77785,63589,88994,38199,084104,0381091224 Prin Pyrl/Prsnl Clerk79,23983,17087,18191,53895,921100,729105,750111,035116,5871221226 Chief Pyrl/Prsnl Clerk80,49884,47588,65692,99297,660102,560107,691113,078118,7311241227 Testing Technician58,39961,12663,96166,87670,00473,48077,19781,10185,156891238 Sr Testing Tech58,23860,89263,74066,61369,60872,72476,37680,19984,208881233 Affirmative Action Splst76,14880,04384,01688,11792,42397,062101,906107,007112,5591161244 Sr Personnel Analyst92,20296,803101,599106,810112,020117,644123,536129,696136,1811421246 Principal Personnel Analy116,164121,996128,106134,494141,209<	1204 Sr Personnel Clerk	64,476	67,360	70,685	74,010	77,361	81,258	82,379	89,623	94,104	98,809
1219 Payroll Manager111,947117,644123,391129,647136,440143,330150,464158,011165,9121741220 Payroll Clerk69,85673,04176,41780,06783,88388,05592,47497,113101,9691071222 Sr Pyrl/Persnl Clerk71,18274,51178,07881,77785,63589,88994,38199,084104,0381091224 Prin Pyrl/Prsnl Clerk79,23983,17087,18191,53895,921100,729105,750111,035116,5871221226 Chief Pyrl/Prsnl Clerk80,49884,47588,65692,99297,660102,560107,691113,078118,7311241227 Testing Technician58,39961,12663,96166,87670,00473,48077,19781,10185,156891228 Sr Testing Tech58,23860,89263,74066,61369,60872,72476,37680,19984,208881233 Affirmative Action Splst76,14880,00484,04688,20992,61597,217102,087107,199112,5591181244 Sr Personnel Analyst92,20296,803101,599106,810112,020117,644123,536129,696136,1811421246 Principal Personnel Analyst92,20296,803101,599106,810112,020117,644123,536129,696136,1811421240 Principal Personnel Analyst92,20296,803101,599106,810 <t< td=""><td>1210 Benefits Analyst</td><td>69,609</td><td>72,969</td><td>76,512</td><td>80,394</td><td>84,432</td><td>88,626</td><td>93,055</td><td>97,692</td><td>102,577</td><td>107,705</td></t<>	1210 Benefits Analyst	69,609	72,969	76,512	80,394	84,432	88,626	93,055	97,692	102,577	107,705
1220 Payroll Clerk69,85673,04176,41780,06783,88388,05592,47497,113101,9691071222 Sr Pyrl/Persnl Clerk71,18274,51178,07881,77785,63589,88994,38199,084104,0381091224 Prin Pyrl/Prsnl Clerk79,23983,17087,18191,53895,921100,729105,750111,035116,5871221226 Chief Pyrl/Prsnl Clerk80,49884,47588,65692,99297,660102,560107,691113,078118,7311241227 Testing Technician58,39961,12663,96166,87670,00473,48077,19781,10185,156891228 Sr Testing Tech58,23860,89263,74066,61369,60872,72476,37680,19984,208881233 Affirmative Action Splst76,14880,04384,01688,11792,42397,062101,906107,007112,3571171241 Personnel Analyst76,20680,00484,04688,20992,61597,217102,087107,199112,5591181246 Principal Personnel Analyst92,20296,803101,599106,810112,020117,644123,536129,696136,1811421240 Principal Personnel Analyst92,20296,803101,599106,810112,020117,644123,536129,696136,1811421240 Principal Personnel Analyst92,20296,803101,599106,810 <td>1218 Payroll Supervisor</td> <td>87,089</td> <td>91,447</td> <td>96,024</td> <td>100,821</td> <td>105,860</td> <td>111,144</td> <td>116,694</td> <td>122,538</td> <td>128,665</td> <td>135,098</td>	1218 Payroll Supervisor	87,089	91,447	96,024	100,821	105,860	111,144	116,694	122,538	128,665	135,098
1222 Sr Pyrl/Persnl Clerk71,18274,51178,07881,77785,63589,88994,38199,084104,0381091224 Prin Pyrl/Prsnl Clerk79,23983,17087,18191,53895,921100,729105,750111,035116,5871221226 Chief Pyrl/Prsnl Clerk80,49884,47588,65692,99297,660102,560107,691113,078118,7311241227 Testing Technician58,39961,12663,96166,87670,00473,48077,19781,10185,156891228 Sr Testing Tech58,23860,89263,74066,61369,60872,72476,37680,19984,208881233 Affirmative Action Splst76,14880,04384,01688,11792,42397,062101,906107,007112,3571171241 Personnel Analyst76,20680,00484,04688,20992,61597,217102,087107,199112,5591181244 Sr Personnel Analyst92,20296,803101,599106,810112,020117,644123,536129,696136,1811421246 Principal Personnel Analyst116,164121,996128,106134,494141,209148,304155,702163,503171,6781861270 Dept Persnl Offcr104,253109,415114,868120,614126,653133,031139,678146,641153,9731611272 Sr Dept Persnl Offcr126,238132,549139,265146,132 </td <td>1219 Payroll Manager</td> <td>111,947</td> <td>117,644</td> <td>123,391</td> <td>129,647</td> <td>136,440</td> <td>143,330</td> <td>150,464</td> <td>158,011</td> <td>165,912</td> <td>174,207</td>	1219 Payroll Manager	111,947	117,644	123,391	129,647	136,440	143,330	150,464	158,011	165,912	174,207
1224 Prin Pyrl/Prsnl Clerk79,23983,17087,18191,53895,921100,729105,750111,035116,5871221226 Chief Pyrl/Prsnl Clerk80,49884,47588,65692,99297,660102,560107,691113,078118,7311241227 Testing Technician58,39961,12663,96166,87670,00473,48077,19781,10185,156891228 Sr Testing Tech58,23860,89263,74066,61369,60872,72476,37680,19984,208881233 Affirmative Action Splst76,14880,04384,01688,11792,42397,062101,906107,007112,3571171241 Personnel Analyst76,20680,00484,04688,20992,61597,217102,087107,199112,5591181244 Sr Personnel Analyst92,20296,803101,599106,810112,020117,644123,536129,696136,1811421246 Principal Personnel Analyst92,20296,803101,599106,810112,020117,644123,536129,696136,1811421270 Dept Persnl Offcr104,253109,415114,868120,614126,653133,031139,678146,641153,9731611272 Sr Dept Persnl Offcr126,238132,549139,265146,132153,505161,155169,209177,667186,550195	1220 Payroll Clerk	69,856	73,041	76,417	80,067	83,883	88,055	92,474	97,113	101,969	107,067
1226 Chief Pyrl/Prsnl Clerk80,49884,47588,65692,99297,660102,560107,691113,078118,7311241227 Testing Technician58,39961,12663,96166,87670,00473,48077,19781,10185,156891228 Sr Testing Tech58,23860,89263,74066,61369,60872,72476,37680,19984,208881233 Affirmative Action Splst76,14880,04384,01688,11792,42397,062101,906107,007112,3571171241 Personnel Analyst76,20680,00484,04688,20992,61597,217102,087107,199112,5591181244 Sr Personnel Analyst92,20296,803101,599106,810112,020117,644123,536129,696136,1811421246 Principal Personnel Analyst116,164121,996128,106134,494141,209148,304155,702163,503171,6781861270 Dept Persnl Offcr104,253109,415114,868120,614126,653133,031139,678146,641153,9731611272 Sr Dept Persnl Offcr126,238132,549139,265146,132153,505161,155169,209177,667186,550195	1222 Sr Pyrl/Persnl Clerk	71,182	74,511	78,078	81,777	85,635	89,889	94,381	99,084	104,038	109,240
1227 Testing Technician58,39961,12663,96166,87670,00473,48077,19781,10185,156891228 Sr Testing Tech58,23860,89263,74066,61369,60872,72476,37680,19984,208881233 Affirmative Action Splst76,14880,04384,01688,11792,42397,062101,906107,007112,3571171241 Personnel Analyst76,20680,00484,04688,20992,61597,217102,087107,199112,5591181244 Sr Personnel Analyst92,20296,803101,599106,810112,020117,644123,536129,696136,1811421246 Principal Personnel Analy116,164121,996128,106134,494141,209148,304155,702163,503171,6781801270 Dept Persnl Offcr104,253109,415114,868120,614126,653133,031139,678146,641153,9731611272 Sr Dept Persnl Offcr126,238132,549139,265146,132153,505161,155169,209177,667186,550195	1224 Prin Pyrl/Prsnl Clerk	79,239	83,170	87,181	91,538	95,921	100,729	105,750	111,035	116,587	122,417
1228 Sr Testing Tech58,23860,89263,74066,61369,60872,72476,37680,19984,208881233 Affirmative Action Splst76,14880,04384,01688,11792,42397,062101,906107,007112,3571171241 Personnel Analyst76,20680,00484,04688,20992,61597,217102,087107,199112,5591181244 Sr Personnel Analyst92,20296,803101,599106,810112,020117,644123,536129,696136,1811421246 Principal Personnel Analy116,164121,996128,106134,494141,209148,304155,702163,503171,6781861270 Dept Persnl Offcr104,253109,415114,868120,614126,653133,031139,678146,641153,9731611272 Sr Dept Persnl Offcr126,238132,549139,265146,132153,505161,155169,209177,667186,550195	1226 Chief Pyrl/Prsnl Clerk	80,498	84,475	88,656	92,992	97,660	102,560	107,691	113,078	118,731	124,668
1233 Affirmative Action Splst76,14880,04384,01688,11792,42397,062101,906107,007112,3571171241 Personnel Analyst76,20680,00484,04688,20992,61597,217102,087107,199112,5591181244 Sr Personnel Analyst92,20296,803101,599106,810112,020117,644123,536129,696136,1811421246 Principal Personnel Analy116,164121,996128,106134,494141,209148,304155,702163,503171,6781861270 Dept Persnl Offcr104,253109,415114,868120,614126,653133,031139,678146,641153,9731611272 Sr Dept Persnl Offcr126,238132,549139,265146,132153,505161,155169,209177,667186,550195	1227 Testing Technician	58,399	61,126	63,961	66,876	70,004	73,480	77,197	81,101	85,156	89,414
1241 Personnel Analyst76,20680,00484,04688,20992,61597,217102,087107,199112,5591181244 Sr Personnel Analyst92,20296,803101,599106,810112,020117,644123,536129,696136,1811421246 Principal Personnel Analy116,164121,996128,106134,494141,209148,304155,702163,503171,6781801270 Dept Persnl Offcr104,253109,415114,868120,614126,653133,031139,678146,641153,9731611272 Sr Dept Persnl Offcr126,238132,549139,265146,132153,505161,155169,209177,667186,550195	1228 Sr Testing Tech	58,238	60,892	63,740	66,613	69,608	72,724	76,376	80,199	84,208	88,419
1244 Sr Personnel Analyst92,20296,803101,599106,810112,020117,644123,536129,696136,1811421246 Principal Personnel Analy116,164121,996128,106134,494141,209148,304155,702163,503171,6781801270 Dept Persnl Offcr104,253109,415114,868120,614126,653133,031139,678146,641153,9731611272 Sr Dept Persnl Offcr126,238132,549139,265146,132153,505161,155169,209177,667186,550195	1233 Affirmative Action Splst	76,148	80,043	84,016	88,117	92,423	97,062	101,906	107,007	112,357	117,975
1246 Principal Personnel Analy116,164121,996128,106134,494141,209148,304155,702163,503171,6781801270 Dept Persnl Offcr104,253109,415114,868120,614126,653133,031139,678146,641153,9731611272 Sr Dept Persnl Offcr126,238132,549139,265146,132153,505161,155169,209177,667186,550195	1241 Personnel Analyst	76,206	80,004	84,046	88,209	92,615	97,217	102,087	107,199	112,559	118,187
1270 Dept Persnl Offcr104,253109,415114,868120,614126,653133,031139,678146,641153,9731611272 Sr Dept Persnl Offcr126,238132,549139,265146,132153,505161,155169,209177,667186,550195	1244 Sr Personnel Analyst	92,202	96,803	101,599	106,810	112,020	117,644	123,536	129,696	136,181	142,990
1272 Sr Dept Persnl Offcr 126,238 132,549 139,265 146,132 153,505 161,155 169,209 177,667 186,550 195	1246 Principal Personnel Analy	116,164	121,996	128,106	134,494	141,209	148,304	155,702	163,503	171,678	180,262
	1270 Dept Persnl Offcr	104,253	109,415	114,868	120,614	126,653	133,031	139,678	146,641	153,973	161,672
	1272 Sr Dept Persnl Offcr	126,238	132,549	139,265	146,132	153,505	161,155	169,209	177,667	186,550	195,878
1281 Empl Relations Rep 104,229 109,464 114,942 120,687 126,726 133,056 139,727 146,714 154,050 161	1281 Empl Relations Rep	104,229	109,464	114,942	120,687	126,726	133,056	139,727	146,714	154,050	161,752
1310 Public Relations Asst 53,174 55,657 58,238 60,892 63,740 66,905 70,290 73,844 77,537 81	1310 Public Relations Asst	53,174	55,657	58,238	60,892	63,740	66,905	70,290	73,844	77,537	81,413
1312 Public Inf Offcr 69,044 72,417 76,069 79,770 83,724 87,928 92,310 96,943 101,790 106	1312 Public Inf Offcr	69,044	72,417	76,069	79,770	83,724	87,928	92,310	96,943	101,790	106,880
1314 Public Rela Officer 82,332 86,321 90,588 95,183 99,930 104,853 110,130 115,634 121,415 127	1314 Public Rela Officer	82,332	86,321	90,588	95,183	99,930	104,853	110,130	115,634	121,415	127,486
1366 Coord. Interpret Serv. 65,197 68,326 71,701 75,274 78,994 82,937 87,076 91,438 96,009 100	1366 Coord. Interpret Serv.	65,197	68,326	71,701	75,274	78,994	82,937	87,076	91,438	96,009	100,810
1375 Spec Asst XI-Chancellor O 131,376 137,511 144,815 151,608 159,204 166,508 174,835 183,576 192,754 202	1375 Spec Asst XI-Chancellor O	131,376	137,511	144,815	151,608	159,204	166,508	174,835	183,576	192,754	202,392
											76,675
											80,535
											87,974
											101,412
											68,448
											80,535

Class Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1426 Sr Clerk Typist	57,365	60,126	62,914	65,727	68,931	72,318	75,965	79,795	83,784	87,974
1444 Secretary I	51,274	53,612	56,193	58,798	61,427	64,495	67,660	71,068	74,622	78,353
1446 Secretary II	65,700	68,766	72,077	75,469	79,078	83,040	87,138	91,535	96,111	100,917
1450 Exec Secretary I	64,032	67,076	70,265	73,576	77,106	80,953	85,044	89,304	93,770	
1452 Exec Secretary II	77,824	81,656	85,714	89,915	94,229	98,969	103,936	109,102	114,557	120,284
1454 Exec Secretary III	75,500	79,255	83,089	87,107	91,440	96,009	100,789	105,831	111,122	116,678
1486 Ed Credential Tech	70,192	73,576	77,180	80,880	84,849	89,085	93,541	98,215	103,126	108,282
1487 Financial Aids Asst	67,256	70,383	73,813	77,545	81,201	85,236	89,523	94,012	98,712	103,648
1488 TIA-Evaluation Tech	66,348	69,147	72,081	75,203	78,433	82,363	86,427	90,788	95,327	100,094
1489 TIA-Bus Learning Ctr	50,447	52,833	55,462	58,116	60,892	63,959	67,125	70,508	74,034	77,736
1490 - Student Services Specia	77,816	81,434	85,402	89,720	93,951	98,619	103,579	108,773	114,212	119,922
1491 Assoc Registrar-CCD	78,860	82,787	86,714	91,022	95,494	100,348	105,338	110,601	116,131	121,938
1516 Confdntl Secy To Sup	89,913	94,344	100,918	105,934	111,265	116,792	122,660	128,795	135,235	141,996
1630 Account Clerk	56,092	58,699	61,440	64,289	67,219	70,606	74,100	77,836	81,728	85,814
1632 Sr Account Clerk	61,178	63,966	66,959	70,156	73,430	77,087	80,923	84,990	89,240	93,702
1634 Principal Account Clerk	66,102	69,388	72,822	76,473	80,320	84,338	88,525	92,932	97,579	102,458
1636 HIth Care Billing Clrk II	67,256	70,653	74,076	77,816	81,713	85,795	90,088	94,564	99,293	102,450
1649 Accountant Intern	64,212	67,391	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000
1650 Accountant	66,794	69,810	72,986	76,400	79,893	83,889	88,097	92,516	97,142	101,999
1652 Senior Accountant	73,934	77,612	81,505	85,344	89,613	94,096	98,848	103,787	108,977	114,426
1654 Principal Accountant	100,846	105,861	111,208	116,798	122,598	128,761	135,166	141,933	149,030	156,482
1656 Head Accountant	87,356	91,788	96,365	101,113	106,225	111,509	117,084	122,927	129,074	135,528
1657 Sr Systems Accountant	109,755	115,244	120,942	126,998	133,382	140,035	147,076	154,414	162,135	170,242
1658 Chief Accountant	106,225	111,533	117,084	120,998	129,136	135,588	142,356	149,465	156,939	164,786
1675 Supervising Fiscal Offcr	123,853	130,012	136,489	143,355	150,488	158,036	165,900	175,079	183,832	193,024
1686 Supervising Auditor	107,662	113,043	118,715	124,632	130,889	137,414	144,279	151,462	159,035	166,987
1704 Dispatcher	57,201	59,960	62,944	66,053	69,238	72,699	76,385	80,147	84,154	88,362
1706 Telephone Operator	48,349	50,732	53,189	55,872	58,581	61,489	64,549	67,784	71,173	74,732
1708 Sr Telephone Operator	53,619	56,224	59,061	61,821	64,838	68,113	71,492	75,077	78,831	82,773
1745 TIA-Comp Srvcs	63,722	66,906	70,116	73,527	77,213	81,075	85,087	89,351	93,818	98,509
1760 Offset Mach Operator	58,448	61,168	64,117	67,067	70,219	73,728	77,465	81,304	85,369	89,637
1762 Sr Offset Mach Oper	75,575	79,378	83,311	87,454	91,856	96,441	101,261	106,341	111,658	117,241
1764 Mail/Repro Srvc Supv	74,185	77,861	81,757	85,823	90,132	94,636	99,384	100,341	109,568	115,047
1768 TIA-Photo/Cinema	66,201	69,407	72,797	76,345	80,155	84,150	88,354	92,796		
1770 Photographer	59,935	62,811	65,865	69,149	72,610	76,198	80,041	84,036	88,238	
1772 Alternate Media Specialst	68,561	71,997	75,558	79,345	83,332	87,495	91,908	96,497	101,322	106,389
1776 Asst Repro Srvc Manager	56,114	58,823	61,741	64,789	68,020	71,406	74,975	78,701	82,635	86,767
1802 Research Asst	65,943	69,195	72,704	76,084	79,977	83,997	88,197	92,576	97,205	102,065
1813 Senior Benefits Analyst	83,364	87,527	91,885	96,487	101,307	106,372	111,679	117,254	123,117	129,273
1822 Admin. Analyst	79,224	83,151	87,179	91,488	96,129	100,949	106,023	111,301	116,866	
1823 Sr Admin Analyst	87,313	91,726	96,314	101,076	106,137	111,422	116,982	122,817	128,957	135,405
1824 Principal Admin Analyst	104,278	109,293	114,284	119,348	124,340	130,548	137,097	143,938	151,136	
1832 Business Mgr Cc	121,150	105,255	133,640	140,262	147,274	154,651	162,394	170,501	179,026	
1840 Jr Mgmt Assistant	64,988	68,136	71,497	75,122	78,615	82,584	86,712	91,052	95,604	100,384
1842 Management Assist	77,804	81,607	85,655	89,893	94,348	99,102	103,992	109,181	114,640	120,372
1844 Sr Management Asst	82,203	86,266	90,429	95,018	99,783	104,748	110,014	115,506	121,281	127,345
1869 TIA-Comp Srvcs Mgr	69,121	72,335	76,035	79,809	83,705	87,819	92,226	96,828	101,669	106,752
1914 Film Service Tech	47,135	49,522	51,859	54,464	57,094	59,942	62,913	66,077	69,381	72,850
1920 Inventory Clerk	46,271	49,522	50,930	53,467	56,028	58,833	61,809	64,907	68,152	72,850
1922 Sr Inventory Clerk	48,572	50,836	53,368	55,925	58,773	61,720	64,811	68,001	71,401	74,971
1924 Materials/Supp Supv	48,372	51,640	54,221	56,753	59,626	62,572	65,713	69,024	72,474	76,098
1927 TIA-Physical Educat	49,181 54,777	57,159	59,594		65,053	67,970	71,101	74,633	72,474	
1927 HATTIYSILAI EUULAL	54,///	21,129	J9,394	62,243	05,053	01,970	/1,101	74,033	/0,305	82,283

1330 Warehouse Worker 54,013 56,726 69,463 71,927 75,942 79,319 83,72 1332 Asts Storekeeper 47,135 49,922 51,859 56,464 57,004 59,424 57,904 59,424 57,904 59,425 77,524 81,158 85,67 1394 Storekeeper 58,136 60,946 69,402 67,738 77,624 81,416 88,487 89,717 89,573 90,690 95,207 80,226 80,226 80,237 10,179 115,687 110,779 115,627 121,55 59,107 124,257 188,896 149,561 140,079 121,55 59,107 140,253 121,597 122,552 182,322 141,113,846 149,541 113,864 145,411 13,864 149,541 113,854 149,562 121,557 121,557 121,557 121,557 121,557 121,557 121,557 121,557 121,557 121,558 121,557 131,85 149,477 141,554 55,55 55,242 124,551 152,55	Class Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1932 Asst Storekeeper 47,33 49,522 51,859 54,464 57,094 59,942 62,013 67,078 61,335 77,674 81,558 85,65 1933 Storekeeper 55,146 60,946 63,962 67,030 70,356 73,862 77,523 81,416 85,487 89,707 81,558 85,65 1950 Asstant Purchaser 78,585 82,400 85,573 90,660 51,219 95,661 104,663 110,179 115,687 21,474 1955 Supervising Purchaser 89,824 03,803 104,227 138,846 155,707 156,812 123,174 117,414 80,945 155,707 89,343 318,10 95,55 100,778 168,85 140,678 156,507 89,343 318,10 95,55 100,788 168,453 135,22 101,678 164,358 65,057 89,343 318,10 95,55 102,678 101,678 164,358 65,057 89,343 318,10 95,55 102,678 101,678 164,368 85,555 89,82 2430 164,064 55,057 103,400 17,240 17,2455 112,121 <th></th> <th></th> <th></th> <th></th> <th></th> <th>-</th> <th></th> <th></th> <th></th> <th></th> <th>83,285</th>						-					83,285
1334 Storekeeper 55,846 58,321 61,045 64,135 67,068 70,472 73,523 81,145 85,66 1395 Senior Storekeeper 58,136 60,946 63,926 67,030 70,526 80,826 84,865 89,097 93,552 98,671 1355 Assistant Purchaser 78,284 82,400 86,573 90,680 95,219 99,968 104,964 110,179 115,667 121,552 121,521 123,541 114,026 119,956 125,971 132,225 188,896 145,217 125,564 156,270 164,035 127,226 180,80 12058 Supervising Purchaser 116,616 127,172 125,844 177,184 80,945 55,277 74,039 93,724 75,935 173,226 80,80 12058 Supervising Purchaser 63,366 67,313 70,001 73,940 77,603 18,480 85,555 89,323 93,439 93,430 93,430 93,440 93,440 93,440 93,440 93,440 93,440 93,440 93,440				-		-					72,850
1336 Senior Storekeeper 58,146 60,946 63,932 73,382 73,385 73,882 73,882 73,885 84,865 89,007 93,552 98,221 93,699 93,552 98,231 110,179 115,667 121,41 1955 Perchaser 88,224 93,699 98,380 02,923 108,411 113,864 110,179 115,667 121,44 1956 Supervising Purchaser 108,851 114,026 119,986 122,717 188,864 145,077 164,053 172,667 164,053 172,867 164,053 172,867 164,053 172,867 164,053 172,867 164,053 172,867 164,053 172,867 164,053 172,867 164,053 172,867 164,048 155,527 166,384 90,257 164,053 172,867 163,948 152,527 172,947 75,048 164,048 155,527 166,384 90,525 172,447 166,325 160,394 172,137 56,618 66,526 69,299 104,622 66,525 172,947 174,618	· · · · · · · · · · · · · · · · · · ·			-					-		85,636
1950 Assistant Purchaser 62,328 66,774 69,228 73,385 78,255 98,221 99,321 99,369 104,961 111,171 115,657 121,47 1955 Purchaser 196,851 114,026 119,966 122,971 132,225 138,864 159,572 125,567 131,845 138,42 1958 Supervising Purchaser 116,616 122,179 128,842 133,014 147,700 148,484 156,270 164,003 172,256 183,843 2105 Patient Sixes Finance Tech 65,538 60,293 72,441 74,443 80,945 85,057 89,343 93,810 95,27 2402 Lab Helper 54,766 52,747 59,937 62,731 60,678 81,440 85,555 89,33 243 TiA-Chemistry 76,043 79,795 83,650 77,140 77,606 80,502 84,512 120,728 87,737 102,225 131,840 85,555 89,37 253 Betailt Worker II 77,352 50,731 60,668 73,141 76,802 80,55											89,761
1932 Purchaser 78,851 82,400 86,573 90,600 92,219 99,968 104,973 115,687 124,17 1955 Senior Purchaser 108,851 114,026 119,986 125,971 132,225 138,896 145,813 153,122 160,781 164,831 1958 Supervising Purchaser 116,616 122,179 128,584 135,014 141,700 148,845 155,270 164,053 172,256 160,083 2105 Patient Svers Finance Tech 53,584 66,586 69,937 77,148 80,945 85,057 89,343 93,810 98,55 39,83 39,840 85,555 89,83 38,40 86,555 89,83 39,840 85,555 89,83 38,40 85,555 89,83 30,406 85,555 89,83 38,40 85,555 39,83 38,40 38,550 87,818 92,195 96,363 10,225 150,264 62,216 66,344 69,565 72,996 76,669 98,502 84,561 74,213 10,727 126,365 126,326											98,229
1955 Senior Purchaser 89,224 93,699 98,380 102,293 108,411 113,864 113,571 125,571 131,342 138,43 1958 Supervising Purchaser 110,616 122,179 128,584 135,012 160,778 168,43 2105 Pattent Sves Finance Tech 63,538 66,658 69,953 73,481 77,184 80,945 85,057 78,934 93,839 98,552 2402 Lab Helper 54,766 57,247 59,977 62,731 70,943 78,943 98,340 98,555 98,38 2430 Text Strencom Mgr 76,043 79,795 83,664 66,218 63,246 66,218 66,220 65,557 72,996 76,666 80,502 84,57 2560 Kealth Worker II 57,302 60,219 52,611 66,086 73,141 78,042 66,977 63,81 66,977 63,81 66,773 71,714 75,857 72,996 76,666 80,517 170,088 73,721 102,24 61,876 64,776 72,997 61,866 <											121,472
1958 Supervising Purchaser 108,851 114,026 129,974 132,225 138,896 146,203 130,312 160,778 168,615 1958 Supervising Purchaser-Cr 116,616 122,179 128,524 135,014 141,700 148,845 156,270 164,053 172,256 180,86 2100 Fatterit Svcs Finance Tech 63,338 66,558 69,933 73,481 77,148 80,945 85,057 89,343 93,810 93,858 83,844 91,959 96,832 101,781 106,784 112,123 117,72 244 71A-Chemistry 54,760 57,339 60,204 66,222 69,557 72,996 76,669 80,502 84,52 93,502 243,52 263,511 102,78 106,781 106,781 106,781 106,781 106,781 106,781 106,781 106,781 106,781 106,781 106,782 106,781 106,781 106,781 106,781 106,781 106,781 106,781 106,781 106,781 106,781 106,781 106,781 106,781 106,781 106,781 106,781 106,781 106,781 106,781 106,71											138,437
19588 Supervising Purchaser-Cr 116,616 122,179 128,584 135,014 144,700 148,845 156,700 164,053 172,256 180,832 2105 Patient Sves Finance Tech 63,538 66,658 69,933 73,481 77,184 80,945 85,057 89,343 93,810 98,50 2430 Lab Helper 54,766 57,247 59,397 62,731 65,638 69,025 72,402 76,061 19,853 112,17,7 2439 TA-Storeom Mgr 76,043 97,975 83,650 87,818 92,155 96,321 10,678 10,678 112,121 117,7 2447 TIA-Chemistry 54,760 57,339 60,204 63,044 66,6222 69,557 72,996 76,669 80,502 84,55 2586 Health Worker II 57,366 60,219 53,251 56,412 58,397 63,466 66,713 70,088 71,117,57 2503 School Lunchrm Helper 46,368 48,600 51,012 53,518 68,755 72,412 58,417 96,317 72,526 73,86 77,256 13,86 74,258 78,82 73,256											168,817
2105 Pattern Svcs Finance Tech 63,538 66,658 69,953 73,481 77,148 80,945 85,057 89,343 93,810 98,512 2402 Lab Helper 54,766 57,247 59,937 62,731 65,683 69,025 72,400 76,051 79,853 83,82 2430 Medical Examinations Asst 58,064 60,886 63,946 67,118 70,401 73,940 77,608 81,440 85,555 89,83 2437 TIA-Chemistry 56,189 67,339 60,0219 63,246 66,384 69,668 73,141 76,802 80,598 84,627 88,82 2560 Stupply Room Attendant 47,572 50,029 52,361 54,969 57,602 60,466 63,464 66,717 70,068 73,171 172,22 2560 Stupply Room Attendant 47,572 50,029 52,341 53,513 58,907 63,366 64,225 68,171 71,417 71,417 71,417 71,417 71,417 71,417 71,417 71,417 71,418 71,418					1						180,869
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2447 TA-Chemistry 54,760 57,339 60,204 63,044 66,222 69,557 72,996 76,669 80,502 84,52 2502 Athletic Trainer 66,189 69,396 72,819 76,511 80,068 84,111 88,115 92,735 97,371 102,22 2586 Health Worker II 57,366 60,219 66,3261 65,346 96,686 73,414 76,680 84,627 88,82 2608 Supply Room Attendant 47,125 49,522 51,859 54,646 57,094 59,942 61,913 66,077 69,381 72,857 22,52 2716 Cust Asts Supvr 58,500 61,101 63,964 67,011 70,111 73,579 77,256 81,118 85,174 89,433 87,583 91,97 2723 Sch Cust Six Supvr 59,626 62,353 65,518 68,755 72,213 75,841 79,639 83,420 83,433 87,583 91,912 2732 Sch Cust Six Supvr 59,626 62,353 65,188 66,755 72,249 75,											117,729
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5322 Graphic Artist 60,108 62,988 65,996 69,259 72,649 76,244 80,093 84,095 88,300 92,71											
											95,596

Class Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
5504 Project Manager II	150,510	150,510	150,510	150,510	150,510	158,008	165,898	174,180	182,889	192,033
5638 Environmental Assistant	72,762	76,332	80,183	84,213	88,446	92,858	97,474	102,320	107,436	112,808
6138 Industrial Hygenist	101,637	106,725	112,061	117,646	123,478	129,658	136,161	142,937	150,084	157,588
7120 Bldg/Grnds Maint Sup	111,004	116,849	122,998	129,472	136,286	143,101	150,255	155,256	163,019	171,170
7302 Audio/Vis Equip Tech	60,107	62,996	66,019	69,229	72,680	76,344	80,089	84,129	88,335	92,752
7396 TIA-Broadcast Eq Tec	62,445	65,493	68,775	72,058	75,627	79,456	83,390	87,558	91,936	96,533
7397 TIA-Sr Brdcst Eqp Tc	75,627	79,456	83,338	87,298	91,778	96,337	101,157	106,211	111,521	117,097
7441 Tool Room Mech/Cust	49,252	, 51,734	, 54,192	56,925	, 59,583	62,593	, 65,677	68,962	,72,411	76,031
7444 Parking Meter Repairer	65,395	68,624	, 72,081	75,666	79,430	83,422	, 87,616	91,939	96,536	101,363
8201 School Crossing Guard	38,663	38,663	38,663	38,663	38,663	40,659	42,656	44,823	47,064	49,417
8202 Security Guard	45,407	47,574	49,960	52,346	, 54,902	57,653	60,526	63,521	, 66,697	70,032
8204 Inst Police Officer	83,965	88,028	, 92,422	96,996	101,631	106,687	112,074	, 117,671	123,555	129,733
8205 Inst Police Sgt	80,012	83,961	88,040	, 92,376	97,047	101,900	107,010	112,353	, 117,971	123,869
8206 Inst Police Captain	97,047	101,848	106,958	112,301	117,928	123,839	130,085	136,589	143,418	150,589
8207 B & G Patrol Officer	57,898	60,696	63,701	66,756	70,042	73,560	77,206	81,083	85,137	89,394
8209 Inst Police Lt	88,040	92,376	97,047	101,848	106,958	112,301	117,902	123,787	129,976	136,475
8272 TIA-Campus Control	57,383	60,228	63,100	66,216	69,440	72,935	76,565	80,412	84,433	88,655
8287 Director of Public Safety	132,106	138,095	144,279	150,780	157,573	164,634	172,035	180,629	189,661	199,144
9702 Empl Train Spec I	64,867	68,150	71,432	74,923	78,701	82,634	86,776	91,127	95,683	100,468
9704 Empl & Trng Specialist 3	80,941	84,979	89,219	93,690	98,363	103,281	108,446	113,868	119,561	125,539
C148 TIA -Ed Credential Tech	72,298	75,784	79,495	83,307	87,395	91,758	96,347	101,162	106,220	111,531
					·					
San Francisco Building & Constru	ction Trade	Council U	nions							
3417 Gardener	63,489	66,568	69,862	73,343	76,904	80,750	84,787	89,027	93,478	
3418 Garden Asst Supvr	73,343	76,904	80,707	84,616	88,901	93,346	98,013	102,913	108,059	
3419 Muni. Stadium Groundskpr	75,378	79,102	82,963	87,073	91,430	96,001	100,801	105,841	111,133	
3422 Park Sect Supervisor	76,904	80,734	84,670	88,766	93,238	97,900	102,796	107,935	113,332	
3428 Nursery Specialist	73,343	76,904	80,707	84,616	88,901	93,346	98,013	102,913	108,059	
3464 Supr Parks & Facilities	83,465	87,535	92,007	96,559	101,406	106,476	111,800	117,390	123,260	
6333 Sr. Building Inspector	118,436	124,327	130,566	137,046	143,901	151,096	158,651	166,584	174,913	
7226 Carpentr Suprvisor I	104,324	109,466	114,928	120,712	126,764	133,103	139,757	146,745	154,083	
7238 Electrician Supervisor I	104,393	109,716	115,094	120,858	126,844	133,186	139,845	146,837	154,179	
7242 Painter Supervisor I	87,133	91,472	96,104	100,790	105,931	111,228	116,789	122,628	128,760	
7242 Painter Supervisor I(A)	87,133	91,472	96,104	100,790	105,931	111,228	116,789	122,628	128,760	
7242 Painter Supervisor I(B)	91,900	96,559	101,406	106,520	111,742	117,329	123,196	129,355	135,823	
7342 Locksmith	86,309	90,679	95,186	99,856	104,936	110,183	115,692	121,477	127,551	
7344 Carpenter	86,309	90,679	95,186	99,856	104,936	110,183	115,692	121,477	127,551	
7345 Electrician	92,423	96,891	101,800	106,958	112,226	117,837	123,729	129,916	136,411	
7346 Painter	76,904	80,707	84,616	88,901	93,319	97,985	102,884	108,028	113,430	
7347 Plumber	97,443	102,343	107,404	112,759	118,409	124,330	130,547	137,074	143,927	
7348 Steamfitter	97,443	102,343	107,404	112,759	118,409	124,330	130,547	137,074	143,927	
7355 Truck Driver	87,133	96,077	96,077	96,077	96,077	100,881	105,925	111,221	116,782	
7355 Truck Driver Heavy	87,133	96,077	96,077	96,077	96,077	100,881	105,925	111,221	116,782	
Stationary Engineers, Local 39										
7205 Chief Stat Engnr	98,777	103,662	108,924	114,295	120,017	125,955	132,319	138,934	145,881	153,175
7333 Appr(A) Statnry Engineer	62,127	66,877	71,654	76,430	81,181	85,240	89,502	93,977	98,676	103,610
7333 Appr(B) Statnry Engineer	86,012	90,707	90,707	90,707	90,707	95,243	100,005	105,005	110,256	115,768
7334 Stationary Engineer	78,779	82,773	86,794	90,869	95,512	100,287	105,301	110,566	116,095	121,899
7335 Sr Stationary Engnr	88,764	93,218	97,833	102,663	107,845	113,237	118,899	124,844	131,086	137,640

Note: Steps 6, 7, 8, 9, and 10 are longevity steps and require 10 years of service to move to step 6, and then 5 years for each step after step 6.

		FY 19-20	FY 19-20	FY 20-21	FY 20-21
Deduction		Employee	Employer	Employee	
Code	Deduction Description	Amount	Amount	Amount	Amount
970	Assoc of Cal Comm Coll Admin	786	0	802	0
972	Colonial Police Officers Assoc	346	0		0
973	Amer Family Life Assurance Com	21,236	0	20,343	
974	SF Institutional PO Asso.	2,190	0	1,845	
975	SF Community College PO Asso.	6,625	0	5,050	
132	CA State Disability Insurance	3,519	0	5,050	0
135	Short Term Disability	284,306	0	268,818	0
137	Voluntary Long Term Disability	118,719	0		0
115	FICA Medicare	694,178	694,178	,	v
401	FSA-Medical Reimbursement	106,915			059,012
			0	101,085	0
402	FSA-Dependent Care	73,129	`	40,972	
470	Delta Dental Employer Paid	0	1,067,413	0	918,434
510	Health City Plan Pre-Tax	1,769	2,705		
520	Health Ins Kaiser Pre-Tax	538,063			
525	Kaiser-Post Tax Dom Partner	9,351	30,958		
530	BlueShield Access+ Pre-Tax	351,126			
550	Health Ins Blue Shield Pre-Tax	135,438	719,415		
555	Blue Shield PostTax Dom Partnr	0	7,209		
570	Vision Premier Plan - Pre Tax	19,735	0	21,934	0
575	Vision Premier Plan - Post Tax	158	0	101	0
M10	Health City Plan Pre-Tax	983	1,752	5,077	8,807
M20	Health Ins Kaiser Pre-Tax	133,490	706,019	679,870	3,291,642
M25	Kaiser-Post Tax Dom Partner	1,576	6,201	2,962	18,864
M30	BlueShield Access+ Pre-Tax	77,451	306,348	372,226	1,455,802
M50	Health Ins Blue Shield Pre-Tax	37,708	175,714	174,228	811,241
M55	Blue Shield PostTax Dom Partnr	0	4,253	0	16,814
480	Life Insurance	0	43,463	0	52,864
483	LongTermCare-Transamerica LIC	17,595	0	16,862	0
485	Colonial Life Pre-Tax	20,417	0	16,952	0
486	Colonial Life Post-Tax	10,976	0	11,919	0
504	AFLAC Pre-Tax Transit	151,651	0	31,126	0
505	AFLAC Post-Tax Transit			3	0
506	AFLAC Pre-Tax Parking	21,384	0	9,638	0
976	Pre-tax AFLAC Insurance	38,531	0	39,474	0
144	OPEB	603,456	1,026,844	640,145	850,049
201	Public Empl Retirement	155,416	446,042	149,203	444,876
202	PERS Survivor Benefits	483	, 0	397	0
220	City Employee Retirement	4,521,919	9,495,911		10,059,044
221	City Employee Retirement	2,817	4,853	.,	
222	Pre-tax City Ret. Cont-Adjust	3,900	-,055 0	2,051	0
229	SFER Rtrmnt Buy Back Post-Tax	4,550	0	4,375	
230	SFER Retrmnt Buy Back Pre-tax	28,924	0	22,920	
A99	Refund for 403b	-4,850	0	-100	L C

Exhibit 2: Deductions by Employer & Employees for Classified Staff, FY 19-20 & FY 20-21 as of 2/19/21

		FY 19-20	FY 19-20	FY 20-21	FY 20-21
Deduction		Employee	Employer	Employee	Employer
Code	Deduction Description	Amount	Amount	Amount	Amount
AX1	VRSCO 403B FLAT AMOUNT	1,589,441	0	1,359,100	0
BX1	VRSCO 403B Percent Amount	62,025	0	49,608	0
CX1	VRSCO Roth 403B Flat Amount	83,011	0	82,667	0
CX2	VRSCO Roth 403B Percent Amount	28,378	0	18,722	0
D99	Refund 457	-200	0	-128	0
DR1	VRSCO Roth 457B Flat Amount	9,455	0	8,243	0
DX1	VRSCO 457B Flat Amount	227,247	0	186,960	0
DX2	VRSCO 457B Percent Amount	8,360	0	4,955	0
110	Old Age & Survivors Dsblty Ins	2,827,570	2,827,570	2,615,968	2,615,968
150	State Unemployment Insurance	0	24,599	0	23,138
925	Union Dues Local 853 Constrctn	876	0	256	0
929	COPE, Voluntary Deduction-1021	3,620	0	6,178	0
930	Union Dues Local 1021	553,937	0	541,108	0
933	Automatic COPE Campaign 1021	2,003	0	1,804	0
935	Union Dues Local 22 Carpenters	609	0	448	0
942	Vol Dues Local 6 Electrical	863	0	812	0
945	Union Dues Local 261 Laborers	3,538	0	2,831	0
952	Vol Dues Local 1176 Painters	770	0	963	0
955	Union Dues Local 38 Plumbers	2,322	0	2,233	0
960	Union Dues Local 39 Sta Engnrs	18,012	0	17,370	0
140	Workers' Compensation	0	773,933	0	727,393
Grand Total		13 617 806	22 236 102	12,872,044	21 934 547

	Less	35.000	45.000	55.000	65,000	75.000	85,000			
	than	to	to	to	to	to	or		Total	Average
	35,000	49,999	54,999	64,999	74,999	84,999	Greater	Unknown	Headcount	-
San Mateo	0	0	0	0		0	0	0		<i>.</i> \$128,372
West Valley	0	1	1	2	82	0	0	3		\$117,932
North Orange	0	0	0	1	5	0	0	0		\$110,231
Allan Hancock	0	0	0	0	4	0	0	0		\$107,675
San Francisco	0	0	0	2	77	0	0	2	81	\$107,513
MiraCosta	0	0	0	4	98	0	0	0	102	\$106,635
Los Angeles	0	0	0	3	249	0	0	0	252	\$105,622
Mt. San Antonio	0	0	0	0	8	0	0	0	8	\$103,944
San Jose	0	0	1	0	24	0	0	0	25	\$102,078
Rancho Santiago	1	0	0	5	27	0	0	0	33	\$100,860
Ventura	0	0	1	2	25	0	0	0	28	\$100,677
Rio Hondo	0	0	0	0	3	0	0	0	3	\$100,155
Los Rios	0	0	0	4	93	0	0	1	98	\$98,952
South Orange Co.	0	1	1	0	13	0	0	0	15	\$98 <i>,</i> 598
Lassen	0	0	0	0	4	0	0	1	5	\$97,783
Long Beach	0	0	0	1	36	0	0	0	37	\$96 <i>,</i> 577
Glendale	0	0	0	0	12	0	0	0	12	\$96,525
Marin	0	0	0	2	33	0	0	0	35	\$94,500
Santa Clarita	0	0	0	1	7	0	0	0	8	\$93 <i>,</i> 780
San Diego	0	0	0	0	14	0	0	0	14	\$93 <i>,</i> 319
Foothill	2	0	1	8	162	0	0	1	174	\$93 <i>,</i> 299
Victor Valley	2	0	0	0	20	0	0	0	22	\$92 <i>,</i> 523
Coast	0	0	0	1	5	0	0	0	6	\$92,229
West Kern	0	0	0	1	7	0	0	0	8	\$91,190
Riverside	5	0	1	4	42	0	0	0	52	\$89 <i>,</i> 449
Palomar	0	0	8	7	65	0	0	0	80	\$87,782
Chabot-Las Positas	0	0	0	0	4	0	0	0	4	\$87,618
Chaffey	0	0	0	3	9	0	0	0	12	\$83,052
Citrus	0	0	3	1	18	0	0	2	24	\$82,677
Butte	1	0	0	1	26	0	0	0	28	\$82 <i>,</i> 453
Contra Costa	1	1	2	7	40	0	0	1	52	\$82,104
Pasadena	0	0	3	0	9	0	0	0	12	\$81,373
Desert	0	0	4	5	13	0	0	11	33	\$79 <i>,</i> 967
Napa	0	0	0	1	14	0	0	0	15	\$78,770
Sequoias	0	1	1	0	5	0	0	0	7	\$78,415
Feather River	0	0	0	0	3	0	0	0	3	\$78,254
Peralta	0	2	4	38	72	0	0	0	116	\$76,452
Sonoma	1	1	2	7	32	0	0	0	43	\$76,376
Siskiyous	1	0	0	4	11	0	0	0	16	\$75,951
Ohlone	1	0	4	6	24	0	0	0	35	\$75,926
Santa Barbara	0	0	0	7	20	0	0	0	27	\$75 <i>,</i> 556
San Luis Obispo	2	0	0	1	6	0	0	0	9	\$75,190

	Less	35,000	45,000	55,000	65,000	75,000	85,000			
	than	to	to	to	to	to	or		Total	Average
	35,000	49,999	54,999	64,999	74,999	84,999	Greater	Unknown	Headcount	Salary
El Camino	1	0	1	20	66	0	0	0	88	\$74,751
Palo Verde	0	0	0	0	2	0	0	0	2	\$73,920
Kern	0	0	6	26	42	0	0	0	74	\$72,237
Yosemite	0	0	1	4	7	0	0	1	13	\$71,444
San Bernardino	3	0	6	18	29	0	0	0	56	\$69,204
State Center	2	4	9	38	82	0	0	12	147	\$68,710
Cerritos	2	0	6	7	16	0	0	3	34	\$67,548
Solano	0	0	3	6	8	0	0	0	17	\$65 <i>,</i> 869
Monterey	1	2	1	2	6	0	0	3	15	\$64,136
Gavilan	0	1	3	14	13	0	0	0	31	\$63 <i>,</i> 840
Hartnell	3	2	5	8	19	0	0	0	37	\$62,075
Antelope	0	0	0	1	0	0	0	0	1	\$60,290
Lake Tahoe	2	2	2	9	6	0	0	0	21	\$58,777
Mt. San Jacinto	13	15	30	29	40	0	0	44	171	\$58,560
San Joaquin Delta	9	5	16	15	24	0	0	1	70	\$58,534
Imperial	7	1	3	7	14	0	0	0	32	\$58,176
Grossmont	20	0	7	11	40	0	0	0	78	\$58 <i>,</i> 060
West Hills	0	2	12	7	4	0	0	0	25	\$57,779
Compton	6	18	6	10	11	0	0	0	51	\$51,443
Barstow	1	1	0	3	0	0	0	0	5	\$47,970
Redwoods	23	11	7	3	0	0	0	2	46	\$33,387
STATEWIDE TOTAL	110	71	161	367	1958	0	0	88	2755	\$82,144

Exhibit 3: Classified Professional Staff Salary and Headcount Distribution by District

(Note: we chose to not include the "California Online" District in the results. "California Online" presented atypical outliers in salaries for classified staff. For example, their average salary for Classified Professional was \$415,000, and average salary for Classified Support was \$640,200, far above the averages of other community colleges.)

Source: California Community Colleges Chancellor's Office, Report on Staffing for Fall 2020

Exhibit 4: Classified Support Staff Salary and Headcount Distribution by District

							-			
	Less	25,000	40,000	50,000	60,000	70,000	80,000			
	than	to	to	to	to	to	or		Total	Average
	25,000	39,999	49,999	59,999	69,999	79,999	Greater	Unknown	Headcount	Salary
Yuba	1	0	1	1	9	0	0	0	12	\$118,184
North Orange	13	5	17	74	548	0	0	0	657	\$106,536
Mt. San Antonio	20	53	24	57	498	0	0	1	653	\$82,752
West Valley	0	4	3	8	200	0	0	3	218	\$82,362
MiraCosta	1	0	5	18	250	0	0	2	276	\$79,444
San Jose	0	1	9	35	233	0	0	1	279	\$76,769
San Francisco	20	27	17	34	397	0	0	23	518	\$76,373
Ohlone	0	6	6	13	86	0	0	1	112	\$74,812
San Mateo	6	28	11	51	428	0	0	0	524	\$72,944
Santa Clarita	6	32	17	30	236	0	0	0	321	\$72,459
Rancho Santiago	80	14	26	84	373	0	0	0	577	\$70,426
San Diego	20	41	83	197	695	0	0	0	1036	\$69,814
South Orange Co.	12	46	31	71	396	0	0	1	557	\$69,675
Chabot-Las Positas	1	12	18	71	276	0	0	6	384	\$69,527
Ventura	24	21	13	65	358	0	0	2	483	\$68,519
Contra Costa	2	20	23	92	283	0	0	4	424	\$68,509
Pasadena	2	12	52	109	172	0	0	1	348	\$67,791
Desert	0	0	6	46	132	0	0	81	265	\$67,440
Coast	16	28	53	112	492	0	0	0	701	\$67,407
Cerritos	1	6	18	77	171	0	0	2	275	\$67,325
Chaffey	5	10	28	71	181	0	0	7	302	\$66,864
Marin	4	11	13	15	91	0	0	2	136	\$66,541
El Camino	1	5	32	115	169	0	0	1	323	\$66,431
Palomar	5	13	28	68	212	0	0	0	326	\$66,097
Foothill	13	15	20	62	247	0	0	3	360	\$65,819
Palo Verde	0	4	7	12	21	0	0	18	62	\$65,733
Long Beach	0	42	51	100	291	0	1	1	486	\$65,512
Riverside	44	33	62	100	372	0	0	0	611	\$63 <i>,</i> 883
Glendale	19	24	40	49	178	0	0	0	310	\$63,570
Santa Monica	6	22	44	151	224	0	0	2	449	\$63,094
Sierra	0	4	21	97	127	0	0	0	249	\$62,818
Napa	0	0	24	47	78	0	0	0	149	\$62,321
Sonoma	23	25	22	71	223	0	0	0	364	\$62,308
Santa Barbara	4	9	43	59	127	0	0	0	242	\$62,087
Victor Valley	3	5	22	48	69	0	0	0	147	\$61,106
Los Angeles	63	93	372	519	964	0	1	0	2012	\$60,607
Yosemite	0	19	77	150	171	0	0	21	438	\$59,945
Peralta	4	28	93	90	107	0	0	0	322	\$59,466
Los Rios	30	65	250	275	378	0	0	1	999	\$58,412
Antelope	7	2	53		126	0	0	0	260	\$58,140
Gavilan	10	4	26	18		0	0	1	93	\$58,129
San Joaquin Delta	19		42			0	0	0		\$57,463

			,							
	Less	25 000	40,000	50 000	60 000	70 000	80,000			
	than	23,000	to	to	to	to	or		Total	Average
							-	Unknown	Headcount	Salary
Hartnell	4	10	20	40	48	0	0	2	124	\$57,146
West Hills	0	10	35	37	37	0	0	0	119	\$57,125
Citrus	37	30	25	50	112	0	0	9	263	\$56,368
Solano	7	11	33	37	52	0	0	1	141	\$56,074
San Luis Obispo	7	18	45	78	77	0	0	1	226	\$55,607
San Bernardino	34	23	67	97	132	0	0	0	353	\$55,560
Mt. San Jacinto	7	36	45	41	66	0	0	1	196	\$55,379
Mendocino	0	3	22	34	22	0	0	0	81	\$55,195
State Center	12	19	108	137	126	0	0	18	420	\$55 <i>,</i> 045
Barstow	4	3	18	18	21	0	0	0	64	\$54,417
Imperial	6	9	32	37	43	0	0	2	129	\$54,368
Grossmont	9	45	150	146	144	0	0	0	494	\$54,127
Allan Hancock	21	19	91	65	74	0	0	0	270	\$53 <i>,</i> 947
Compton	0	6	28	35	21	0	0	0	90	\$53 <i>,</i> 687
Cabrillo	19	27	51	65	69	0	0	0	231	\$52,202
Monterey	0	18	40	59	17	0	0	35	169	\$51,605
Butte	19	33	76	78	67	0	0	0	273	\$51,554
Rio Hondo	39	17	43	102	70	0	0	0	271	\$51,542
Feather River	5	18	7	21	20	0	0	1	72	\$50,859
Sequoias	48	19	38	40	93	0	0	1	239	\$50,016
Merced	35	27	61	84	67	0	0	0	274	\$49,505
Lassen	4	7	28	8	10	0	0	0	57	\$46,802
Siskiyous	3	18	30	16	9	0	0	0	76	\$45,714
Kern	59	107	94	83	66	0	0	0	409	\$44,334
Shasta Tehama	31	42	79	50	24	0	0	8	234	\$43,441
Redwoods	18	38	19	19	14	0	0	1	109	\$42,071
Lake Tahoe	13	12	10	16	5	0	0	1	57	\$41,186
West Kern	51	4	25	23	21	0	0	0	124	\$40,583
STATEWIDE TOTAL	977	1435	3123	5014	12257	0	2	266	23074	\$62,012

(Note: we chose to not include the "California Online" District in the results. "California Online" presented atypical outliers in salaries for classified staff. For example, their average salary for Classified Professional was \$415,000, and average salary for Classified Support was \$640,200, far above the averages of other community colleges.)

Source: California Community Colleges Chancellor's Office, Report on Staffing for Fall 2020