Internal Audit Report on

Classified Employees

Salaries and Benefits

June 14, 2021

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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.
2. 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.
5. 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 Staff Earnings, Employer Contributions, and Employee Contributions

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**

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%.

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

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**	

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

Employer Contribution Description	FY 19-20 Employer Amount	FY 20-21 Employer 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	52,864	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	

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

Class Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1013 Technician - Senior	84,330	88,548	92,958	97,559	102,435	107,557	112,897	118,567	124,495	130,720
1024 Administrator - Supervisr	98,285	103,197	108,353	113,778	119,496	125,459	131,715	138,313	145,229	152,490
1032 Trainer - Journey	75,241	79,005	82,939	87,044	91,394	95,964	100,729	105,788	111,077	116,631
1033 Trainer - Senior	95,763	100,577	105,570	110,870	116,400	122,238	128,307	134,759	141,497	148,572
1041 Engineer - Assistant	91,392	95,960	100,725	105,809	111,114	116,666	122,462	128,627	135,058	141,811
1042 Engineer - Journey	100,358	105,349	110,632	116,208	121,929	128,040	134,419	141,114	148,170	155,579
1043 Engineer - Senior	116,761	122,616	128,675	135,092	141,893	148,949	156,415	164,187	172,396	181,016
1044 Engineer - Principal	126,666	133,063	139,645	146,623	153,731	161,366	169,449	177,927	186,823	196,164
1052 Business Analyst	80,613	84,605	88,866	93,273	97,923	102,817	107,954	113,359	119,027	124,978
1053 Business Analyst-Senior	105,151	110,394	115,911	121,702	127,796	134,136	140,833	147,832	155,224	162,985
1054 Business Analyst-Principl	116,760	122,628	128,672	135,091	142,163	148,934	156,407	164,256	172,469	181,092
1062 Programmer Analyst	72,809	76,253	80,079	84,110	88,345	92,733	97,350	102,223	107,334	112,701
1063 Programmer Analyst-Senior	90,215	94,618	99,307	104,309	109,493	114,964	120,721	126,739	133,076	139,730
1064 Programmer Analyst-Prncpl	98,104	103,007	108,154	113,569	119,276	125,228	131,472	138,058	144,961	152,209
1070 Project Director	118,286	124,231	130,456	136,858	143,768	150,932	158,528	166,454	174,777	183,516
1071 Information Systems Mgr	132,979	139,647	146,634	153,938	161,665	169,683	178,204	187,070	196,424	206,244
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
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
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
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
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
1202 Personnel Clerk	56,088	58,720	61,455	64,373	67,238	70,651	74,220	77,893	81,788	85,877
1203 Personnel Technician	65,478	68,688	72,080	75,653	79,381	83,343	87,485	91,860	96,454	101,276
1204 Sr Personnel Clerk	64,476	67,360	70,685	74,010	77,361	81,258	82,379	89,623	94,104	98,809
1210 Benefits Analyst	69,609	72,969	76,512	80,394	84,432	88,626	93,055	97,692	102,577	107,705
1218 Payroll Supervisor	87,089	91,447	96,024	100,821	105,860	111,144	116,694	122,538	128,665	135,098
1219 Payroll Manager	111,947	117,644	123,391	129,647	136,440	143,330	150,464	158,011	165,912	174,207
1220 Payroll Clerk	69,856	73,041	76,417	80,067	83,883	88,055	92,474	97,113	101,969	107,067
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
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
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
1227 Testing Technician	58,399	61,126	63,961	66,876	70,004	73,480	77,197	81,101	85,156	89,414
1228 Sr Testing Tech	58,238	60,892	63,740	66,613	69,608	72,724	76,376	80,199	84,208	88,419
1233 Affirmative Action Splst	76,148	80,043	84,016	88,117	92,423	97,062	101,906	107,007	112,357	117,975
1241 Personnel Analyst	76,206	80,004	84,046	88,209	92,615	97,217	102,087	107,199	112,559	118,187
1244 Sr Personnel Analyst	92,202	96,803	101,599	106,810	112,020	117,644	123,536	129,696	136,181	142,990
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	161,752
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	106,880
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	100,810
1375 Spec Asst XI-Chancellor O	131,376	137,511	144,815	151,608	159,204	166,508	174,835	183,576	192,754	202,392
1402 Junior Clerk	50,237	52,446	54,901	57,437	60,055	63,109	66,273	69,546	73,023	76,675
1404 Clerk	52,649	55,098	57,652	60,413	63,070	66,248	69,583	73,048	76,700	80,535
1406 Senior Clerk	57,365	60,126	62,914	65,727	68,931	72,318	75,965	79,795	83,784	87,974
1408 Principal Clerk	65,953	69,088	72,373	75,784	79,420	83,382	87,595	91,983	96,583	101,412
1422 Jr Clerk Typist	44,847	46,819	49,011	51,274	53,612	56,339	59,163	62,084	65,189	68,448
1424 Clerk Typist	52,649	55,098	57,652	60,413	63,070	66,248	69,583	73,048	76,700	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	98,458
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 Hlth Care Billing Clrk II	67,256	70,653	74,076	77,816	81,713	85,795	90,088	94,564	99,293	104,257
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	122,879	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	104,351	109,568	115,047
1768 TIA-Photo/Cinema	66,201	69,407	72,797	76,345	80,155	84,150	88,354	92,796	97,436	102,308
1770 Photographer	59,935	62,811	65,865	69,149	72,610	76,198	80,041	84,036	88,238	92,650
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	122,709
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	158,693
1832 Business Mgr Cc	121,150	127,237	133,640	140,262	147,274	154,651	162,394	170,501	179,026	187,978
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	48,662	50,930	53,467	56,028	58,833	61,809	64,907	68,152	71,560
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	49,181	51,640	54,221	56,753	59,626	62,572	65,713	69,024	72,474	76,098
1927 TIA-Physical Educat	54,777	57,159	59,594	62,243	65,053	67,970	71,101	74,633	78,365	82,283

Class Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1930 Warehouse Worker	54,013	56,726	59,465	62,280	65,297	68,543	71,992	75,542	79,319	83,285
1932 Asst Storekeeper	47,135	49,522	51,859	54,464	57,094	59,942	62,913	66,077	69,381	72,850
1934 Storekeeper	55,546	58,321	61,045	64,135	67,068	70,473	73,955	77,674	81,558	85,636
1936 Senior Storekeeper	58,136	60,946	63,962	67,030	70,356	73,862	77,523	81,416	85,487	89,761
1950 Assistant Purchaser	63,538	66,774	69,928	73,385	76,926	80,826	84,865	89,097	93,552	98,229
1952 Purchaser	78,585	82,400	86,573	90,690	95,219	99,968	104,963	110,179	115,687	121,472
1956 Senior Purchaser	89,224	93,699	98,380	103,293	108,411	113,864	119,574	125,567	131,845	138,437
1958 Supervising Purchaser	108,851	114,026	119,986	125,971	132,225	138,896	145,813	153,122	160,778	168,817
1958B Supervising Purchaser-Cr	116,616	122,179	128,584	135,014	141,700	148,845	156,270	164,053	172,256	180,869
2105 Patient Svcs Finance Tech	63,538	66,658	69,953	73,481	77,184	80,945	85,057	89,343	93,810	98,502
2402 Lab Helper	54,766	57,247	59,937	62,731	65,683	69,025	72,420	76,051	79,853	83,845
2430 Medical Examinations Asst	58,064	60,886	63,964	67,118	70,401	73,940	77,608	81,480	85,555	89,832
2439 TIA-Storeroom Mgr	76,043	79,795	83,650	87,818	92,195	96,832	101,678	106,784	112,123	117,729
2447 TIA-Chemistry	54,760	57,339	60,204	63,044	66,222	69,557	72,996	76,669	80,502	84,527
2502 Athletic Trainer	66,189	69,396	72,819	76,511	80,068	84,111	88,315	92,735	97,371	102,240
2586 Health Worker II	57,366	60,219	63,261	66,384	69,668	73,141	76,802	80,598	84,627	88,859
2608 Supply Room Attendant	47,572	50,029	52,361	54,969	57,602	60,486	63,546	66,731	70,068	73,571
2615 School Lnchrm Helper	46,368	48,600	51,032	53,515	56,123	58,907	61,866	64,925	68,171	71,580
2630 School Lunchrm Cook	47,135	49,522	51,859	54,464	57,094	59,942	62,913	66,077	69,381	72,850
2708 Custodian	54,029	56,476	59,243	61,876	64,776	67,942	71,347	74,911	78,657	82,590
2716 Cust Asst Supvr	58,500	61,101	63,964	67,011	70,111	73,579	77,256	81,118	85,174	89,432
2727 Schl Cust Supvr I	56,753	59,626	62,353	65,518	68,755	72,213	75,841	79,639	83,620	87,802
2730 Schl Cust Srv Spvr I	59,626	62,353	65,518	68,755	72,042	75,670	79,468	83,413	87,583	91,962
2732 Schl Cust Srv Supvr II	64,276	67,344	70,508	74,258	77,886	81,733	85,847	90,132	94,639	99,371
2992 Contract Compliance I	94,247	98,970	103,912	109,074	114,552	120,249	126,263	132,593	139,223	146,184
3210 Swimming Instructor/Pool	54,764	57,373	60,225	63,183	66,303	69,558	73,054	76,740	80,576	84,605
3248 TIA Pianist	64,223	67,483	70,818	74,204	77,915	81,777	85,865	90,128	94,634	99,366
3374 Volunteer Outreach Coord	77,816	81,712	85,788	90,076	94,575	96,870	99,316	101,732	106,818	112,160
3464 Supr Parks & Facilities	2,897	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000	0,000
3536 TIA-Performing Arts	58,202	61,110	63,964	67,202	70,276	73,843	77,492	81,389	85,458	89,731
3537 TIA-Media Srvcs Mgr	66,178	69,396	72,855	74,324	80,148	84,143	88,354	92,751	97,389	102,258
3538 TIA-Language Lab	54,464	57,094	59,796	62,693	65,785	69,121	72,554	76,206	80,016	84,017
3597 School Aide II	49,227	50,982	52,813	54,718	56,825	59,383	62,092	65,176	68,435	71,856
3598 School Aide III	54,764	57,018	59,378	61,895	64,621	67,819	71,227	74,818	78,559	82,487
3599 TIA-Guidance Aide	54,776	57,035	59,294	61,788	64,369	67,626	70,971	74,520	78,247	82,159
3616 Libry Tech Asst I	65,667	68,771	72,078	75,488	79,075	82,993	87,141	91,466	96,039	100,841
3618 Libry Tech Asst II	70,718	74,104	77,614	81,276	85,162	89,401	93,889	98,579	103,508	108,683
3619 Libry Mgr Statler Lb	62,133	65,225	68,342	71,775	75,281	79,078	82,974	87,138	91,494	96,069
4306 Collections Officer	59,632	62,583	65,585	68,839	72,219	75,776	79,585	83,571	87,749	92,137
4308 Sr.Collections Clerk	64,122	67,300	70,479	73,935	77,693	81,603	85,614	89,902	94,397	99,117
4320 Cashier I	52,649	55,098	57,652	60,413	63,070	66,248	69,583	73,048	76,700	80,535
4321 Cashier II	56,088	58,720	61,455	64,373	67,238	70,651	74,220	77,893	81,788	85,877
4322 Cashier III	66,234	69,529	73,023	76,686	80,521	84,547	88,774	93,212	97,873	102,767
5260 Architectural Asst I	67,922	71,206	74,749	78,497	82,195	86,305	90,598	95,148	99,906	104,901
5265 Architectural Assoc I	85,559	89,838	94,306	99,069	104,048	109,243	114,706	120,439	126,461	132,784
5266 Architectural Assoc II	99,484	104,484	109,673	115,159	120,916	126,970	133,321	139,969	146,968	154,316
5268 Architect	115,296	121,099	127,116	133,425	140,107	147,081	154,429	162,175	170,284	178,798
5295 Sch Fac Planner	112,069	117,741	123,585	129,818	136,269	143,087	150,245	157,768	165,656	173,939
5320 Illustrator and Art Desig	86,852	91,209	95,782	100,574	105,612	110,866	116,393	122,219	128,330	134,747
5322 Graphic Artist	60,108	62,988	65,996	69,259	72,649	76,244	80,093	84,095	88,300	92,715
5384 TIA-Electronic Tech	61,850	64,909	68,041	71,417	74,940	78,634	82,574	86,708	91,043	95,596
5502 Project Manager I	130,113	130,113	130,113	130,113	130,113	136,624	143,501	150,666	158,199	166,109

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 & Construction Trade Council Unions										
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.

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

Deduction Code	Deduction Description	FY 19-20 Employee Amount	FY 19-20 Employer Amount	FY 20-21 Employee Amount	FY 20-21 Employer Amount
970	Assoc of Cal Comm Coll Admin	786	0	802	0
972	Colonial Police Officers Assoc	346	0	333	0
973	Amer Family Life Assurance Com	21,236	0	20,343	0
974	SF Institutional PO Asso.	2,190	0	1,845	0
975	SF Community College PO Asso.	6,625	0	5,050	0
132	CA State Disability Insurance	3,519	0		
135	Short Term Disability	284,306	0	268,818	0
137	Voluntary Long Term Disability	118,719	0	112,077	0
115	FICA Medicare	694,178	694,178	639,612	639,612
401	FSA-Medical Reimbursement	106,915	0	101,085	0
402	FSA-Dependent Care	73,129	0	40,972	0
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	2,596,400		
525	Kaiser-Post Tax Dom Partner	9,351	30,958		
530	BlueShield Access+ Pre-Tax	351,126	1,274,623		
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	4,579,649	10,059,044
221	City Employee Retirement	2,817	4,853		
222	Pre-tax City Ret. Cont-Adjust	3,900	0	2,051	0
229	SFER Rtrmnt Buy Back Post-Tax	4,550	0	4,375	0
230	SFER Retrmnt Buy Back Pre-tax	28,924	0	22,920	0
A99	Refund for 403b	-4,850	0	-100	0

Deduction Code	Deduction Description	FY 19-20 Employee Amount	FY 19-20 Employer Amount	FY 20-21 Employee Amount	FY 20-21 Employer 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	22,236,403	12,872,044	21,934,547

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

	Less than 35,000	35,000 to 49,999	45,000 to 54,999	55,000 to 64,999	65,000 to 74,999	75,000 to 84,999	85,000 or Greater	Unknown	Total Headcount	Average Salary
San Mateo	0	0	0	0	108	0	0	0	108	$128,372
West Valley	0	1	1	2	82	0	0	3	89	$117,932
North Orange	0	0	0	1	5	0	0	0	6	$110,231
Allan Hancock	0	0	0	0	4	0	0	0	4	$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	$98,598
Lassen	0	0	0	0	4	0	0	1	5	$97,783
Long Beach	0	0	0	1	36	0	0	0	37	$96,577
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	$93,780
San Diego	0	0	0	0	14	0	0	0	14	$93,319
Foothill	2	0	1	8	162	0	0	1	174	$93,299
Victor Valley	2	0	0	0	20	0	0	0	22	$92,523
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	$89,449
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	$82,453
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	$79,967
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	$75,556
San Luis Obispo	2	0	0	1	6	0	0	0	9	$75,190

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

	Less than 35,000	35,000 to 49,999	45,000 to 54,999	55,000 to 64,999	65,000 to 74,999	75,000 to 84,999	85,000 or Greater	Unknown	Total Headcount	Average 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	$65,869
Monterey	1	2	1	2	6	0	0	3	15	$64,136
Gavilan	0	1	3	14	13	0	0	0	31	$63,840
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	$58,060
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

(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 than 25,000	25,000 to 39,999	40,000 to 49,999	50,000 to 59,999	60,000 to 69,999	70,000 to 79,999	80,000 or Greater	Unknown	Total Headcount	Average 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	$63,883
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	72	126	0	0	0	260	$58,140
Gavilan	10	4	26	18	34	0	0	1	93	$58,129
San Joaquin Delta	19	17	42	64	107	0	0	0	249	$57,463

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

	Less than 25,000	25,000 to 39,999	40,000 to 49,999	50,000 to 59,999	60,000 to 69,999	70,000 to 79,999	80,000 or Greater	Unknown	Total Headcount	Average 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	$55,045
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	$53,947
Compton	0	6	28	35	21	0	0	0	90	$53,687
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