

	Allan Hancock	Antelope Valley	Barstow	Butte-Glenn	Cabrillo	Cerritos	Chabot-Las Positas	Chaffey	Citrus	Coast	Contra Costa	Copper Mountain	Desert	El Camino	Feather River	Foothill-De Anza	
STEP	1	55278 57	61269 28	58315 43	55692 55	58157 46	60824 30	59671 34	61240 29	59441 36	64197 14	64524 12	54126 62	64500 13	66131 5	58283 44	63912 15
	2	57157 58	63569 26	60391 43	58048 55	59975 46	63408 29	62354 33	64000 23	59441 49	66485 14	64524 20	56365 62	67175 12	68557 6	60686 42	66730 13
	3	59100 58	65870 25	62468 43	60399 53	62380 45	65990 24	65036 31	66760 20	59441 56	68767 15	64524 35	58699 61	69965 11	70987 7	63022 41	69547 13
	4	61109 60	68170 25	64544 46	62751 53	64782 44	68572 24	67720 30	69521 18	62076 55	71057 16	67044 35	61130 59	72872 10	73426 8	65361 41	72365 12
	5	63186 60	70469 26	66621 48	65106 52	67184 45	71157 23	70401 27	72280 17	64715 55	73337 16	69564 34	63666 58	75904 8	75846 9	67766 40	75183 12
	6	65336 60	72770 28	68697 49	67457 52	69590 42	73743 22	73084 26	75041 17	67349 54	75623 16	72132 33	66310 56	79063 4	78275 10	70108 41	78001 11
	7	67557 61	75070 28	70774 49	69805 54	71993 42	76326 20	75766 24	77800 17	69985 51	77905 16	74580 31	69064 56	82358 3	80705 11	72440 41	80819 10
	8	69854 60	77371 30	72850 48	72164 53	74395 43	78910 22	78450 23	80561 16	72621 50	80194 17	77064 32	71937 56	85792 2	83132 11	74848 42	83636 8
	9	72229 60	79807 29	74926 50	74516 55	76801 43	81494 22	81131 24	83321 14	75256 48	82475 18	79608 31	74932 49	89373 2	85569 10	77197 41	86454 6
	10	74685 61	81972 30	77003 53	76870 54	79202 45	84073 20	83814 22	84927 17	77891 49	84756 18	82128 29	78055 48	93105 2	87991 10	79537 42	89272 5
	11	77224 61	84272 29	79079 55	79310 53	80555 48	86662 18	86496 20	86533 19	80528 49	87045 17	84540 27	81309 46	96996 2	90421 8	81937 42	92090 5
	12	79851 60	86571 26	81156 55	81575 54	81908 52	89243 18	89177 19	88139 22	83165 48	89324 17	87060 25	84703 40	101053 2	90421 14	84270 42	94907 5
	13	79851 61	88872 27	83232 53	83927 51	83263 52	89243 25	91861 15	89745 21	85798 43	91611 17	89616 23	88239 32	101053 2	90421 18	84527 49	97725 5
	14	82404 60	88872 39	85309 52	83927 57	84615 55	89243 34	94544 15	91351 22	88434 43	91611 20	89616 32	91928 19	101053 2	90421 27	84788 54	99725 3
	15	82404 62	91172 33	87385 50	83927 59	85973 55	89243 42	97227 10	92957 24	88434 46	95079 15	89616 40	91928 30	101053 2	90421 38	85045 57	99725 5
	16	85042 61	93473 30	89462 47	87294 54	86935 55	91826 36	97227 10	94564 21	88434 51	95079 18	92028 34	91928 35	101053 4	90421 43	85306 60	99725 6
	17	85042 64	93473 31	91538 39	87294 55	87896 54	91826 37	97227 18	96169 22	88434 51	98546 12	92028 35	91928 36	101053 4	92661 34	85563 63	99725 8
	18	87765 59	93473 34	93615 33	87294 60	88858 53	91826 42	97227 23	97776 20	91069 44	98546 16	92028 39	91928 41	101053 6	92661 37	85820 65	102725 4
	19	87765 61	95779 29	95691 30	87294 62	89818 54	91826 45	97227 24	98436 21	91069 47	98546 20	94596 34	91928 44	101053 10	92661 40	85820 66	102725 5
	20	90573 55	95779 32	97768 26	90661 54	90783 52	94410 40	99908 18	99095 23	91069 50	102010 10	94596 38	91928 48	101053 13	92661 46	85820 67	102725 7
	21	90573 57	95779 33	97768 28	90661 56	91742 51	94410 42	99908 21	99755 23	91069 55	102010 13	94596 41	91928 50	101053 16	94905 37	85820 67	102725 10
	22	93471 50	95779 36	97768 30	90661 60	92705 54	94410 45	99908 22	100415 20	93705 48	102010 15	97128 32	91928 57	101053 18	94905 40	85820 67	106475 4
	23	93471 53	98077 28	97768 31	90661 61	93667 51	94410 48	99908 23	101076 19	93705 50	105477 6	97128 33	91928 57	101053 20	94905 43	85820 67	106475 4
	24	96461 40	98077 31	97768 34	94029 52	94627 51	96993 37	99908 25	101736 18	93705 54	105477 6	97128 35	91928 60	101053 20	94905 46	85820 67	106475 4
	25	96461 44	98077 35	97768 36	94029 54	95587 47	96993 41	102592 18	102395 19	93705 55	105477 6	97128 39	91928 60	101053 22	97147 38	85820 69	106475 4
	26	96461 46	101555 23	97768 36	94029 56	97413 37	96993 42	102592 21	103055 18	96340 47	108943 5	97128 40	91928 63	101053 25	97147 39	85820 70	110225 4
	27	96461 47	101555 23	97768 39	94029 57	97413 40	96993 44	102592 22	103715 18	96340 48	108943 5	97128 42	91928 63	101053 25	99391 34	85820 70	110225 4
	28	96461 47	101555 25	97768 42	94029 57	97413 43	99574 34	102592 23	104375 14	96340 48	108943 5	97128 44	91928 63	101053 27	99391 36	85820 70	110225 4
	29	96461 48	101555 25	97768 43	94029 58	97413 44	99574 34	105035 12	98975 39	108943 5	97128 45	91928 63	101053 27	99391 36	85820 70	110225 4	
	30	96461 50	101555 26	97768 45	94029 59	97413 46	99574 35	102592 23	105694 11	98975 40	108943 5	97128 47	91928 63	101053 28	99391 37	85820 70	110225 4
Max HND Salary	96461 50	101555 29	97768 46	94029 59	97413 47	99574 38	102592 27	105694 15	106882 13	108943 9	97128 48	91928 63	101053 31	99391 40	85820 70	110225 7	
HND Salary	72229 49	72770 46	81156 13	67457 61	76801 31	78910 23	75766 35	83321 9	67349 63	77905 29	74580 39	78055 28	82358 11	78275 26	74848 37	86454 6	
Previous Schedule	2007-08	2008-09	2005-06	2008-09	2007-08	2007-08	2007-08	2008-09	2008	2008-09	2008-09	2008	2008	2008	2008-09	2008-09	
Latest Schedule	2007-08	2008-09	2008-09	2009-10	2007-08	2007-08	2007-08	2009-10	2009	2009-10	2008-09	2008	2008	2008	2009-10	2009-10	
% Increase Min HND			16.86%	2.85%				4.00%	0.00%	0.30%					0.00%	0.00%	
% Increase 16th HND			21.89%	2.85%				4.00%	0.00%	0.30%					0.00%	0.00%	
% Increase Max HND			21.45%	2.85%				4.00%	0.00%	0.30%					0.00%	0.00%	

	Gavilan	Glendale	Grossmont-Cuyamaca	Hartnell	Imperial	Kern	Lake Tahoe	Lassen	Long Beach	Los Angeles	Los Rios	Marin (BA Dist)	Mendocino-Lake	Merced	Mira Costa (BA Dist)	Monterey	
STEP	1	60365 33	61801 23	60754 31	55027 58	54367 61	58231 45	47981 69	41413 71	57698 48	57860 47	52554 66	54460 60	56536 51	57191 49	77801 1	59334 38
	2	62599 32	64148 22	62334 34	57495 57	55998 63	60269 44	49032 70	43372 71	60076 45	59940 47	54656 65	56766 59	58758 50	59485 48	81483 1	61558 39
	3	64836 32	66549 22	63954 36	59957 55	57676 64	62378 46	50773 70	45428 71	62446 44	62100 47	56842 65	59076 59	60979 50	61769 48	85165 1	63793 39
	4	67060 34	69066 21	65617 39	62422 54	59408 64	64561 45	52515 70	47587 71	64816 43	64330 47	59116 65	61382 57	63200 50	64065 49	88849 1	66020 38
	5	69300 35	71688 19	67323 42	64890 54	61191 66	66822 46	54852 70	49856 71	67194 44	66650 47	61481 64	63689 57	65422 51	66361 49	92530 1	68251 38
	6	71534 35	74412 18	69073 46	67354 53	63027 66	69160 45	56217 70	52238 71	69564 43	69050 47	63940 64	65997 57	67643 51	68746 48	96215 1	70474 39
	7	73763 35	77246 18	70869 48	69816 53	64917 66	71579 44	57740 70	54739 71	71939 43	71540 45	66498 63	68306 58	69864 52	71135 47	99892 1	72717 40
	8	76003 37	80185 18	72712 49	72281 52	66865 66	74086 46	59259 70	57364 71	74311 44	74110 45	69157 62	70612 58	72086 54	73544 47	103579 1	74945 41
	9	78232 37	83247 15	74603 53	74751 52	68871 66	76679 46	61203 70	60120 71	76681 45	76780 44	71924 61	72921 59	74307 56	75948 47	107261 1	77178 42
	10	80462 37	86434 14	76542 55	77218 50	70937 66	79362 44	63149 70	63014 71	79054 46	79540 41	74801 60	75227 59	76528 56	78353 47	110942 1	79407 43
	11	82694 38	86434 21	78532 57	79688 51	73065 66	82140 40	65195 71	66053 70	81426 45	82410 39	77793 59	77533 60	78750 56	80775 47	114627 1	81510 44
	12	84834 39	86434 27	80574 58	82147 51	75257 67	85014 37	66231 71	69240 70	83799 44	85370 35	80904 57	79845 61	80971 56	83193 47	118309 1	83868 43
	13	87162 38	88918 26	82669 56	84603 48	77515 65	87989 33	67265 70	72593 69	86172 41	88450 29	84141 50	82150 58	83192 54	85634 45	121990 1	86092 42
	14	89396 33	88918 38	84818 53	87081 48	79840 65	91070 24	68214 71	72593 70	88544 41	88450 42	87506 47	84458 56	85414 51	88078 44	125672 1	86092 50
	15	91629 31	88918 44	87024 51	89460 41	82235 63	91070 34	69448 71	72593 70	90849 36	88450 45	91006 35	86764 52	87635 49	88078 47	129349 1	86092 54
	16	93861 28	91477 37	87489 53	90505 42	84703 64	91070 38	70706 71	72593 70	90849 40	90561 41	91006 39	89074 49	89856 45	88078 52	130078 1	86092 56
	17	96098 23	91477 40	87957 53	91551 38	87244 56	91070 42	73547 70	72593 71	90849 44	90561 45	91006 43	91318 41	89856 47	88078 52	130809 1	86092 58
	18	98326 18	91477 43	88428 56	92596 38	89861 50	94894 27	74981 70	72593 71	90849 47	90561 48	91006 46	93619 32	89856 51	90531 49	131539 1	88322 57
	19	100558 13	94113 36	88901 57	92596 41	92557 42	94894 31	75922 70	72593 71	90849 50	92723 39	91006 49	95979 27	89856 53	90531 51	132270 1	88322 60
	20	100558 16	94113 41	89377 60	93641 43	95334 34	94894 35	76863 70	72593 71	93219 44	92723 45	94647 37	98397 24	89856 58	90531 56	133001 1	88322 62
	21	100558 18	94113 43	89855 62	93641 44	95334 35	94894 38	80092 70	72593 71	93219 45	92723 46	94647 40	98397 26	91356 54	90531 59	133731 1	90560 58
	22	102845 13	96827 34	90336 62	93641 49	95334 37	94894 41	81061 69	72593 71	93219 51	94936 39	94647 44	98397 27	91356 59	93155 52	134461 1	90560 61
	23	102845 15	96827 35	90819 60	93641 52	95334 40	94894 44	82029 70	72593 71	93219 54	94936 42	94647 47	98397 27	91356 59	93155 55	135192 1	90560 62
	24	102845 15	96827 38	91305 63	93641 55	95334 42	94894 47	82998 70	72593 71	93219 56	94936 44	94647 50	98397 29	91356 61	93155 57	135923 1	92789 58
	25	102845 17	99623 32	91793 61	93641 56	95334 48	99640 31	85966 68	72593 71	95589 46	97202 37	94647 53	98397 34	91356 63	93155 57	136653 1	92789 58
	26	102845 19	99623 33	92284 62	93641 57	95334 51	99640 32	86958 68	72593 71	95589 50	97202 38	94647 55	98397 35	92856 58	95853 48	137383 1	92789 59
	27	102845 20	99623 33	92778 61	93641 58	95334 52	99640 32	88741 67	72593 71	95589 51	97202 41	94647 56	98397 36	92856 60	95853 49	138114 1	95014 53
	28	102845 20	102504 24	93274 60	93641 59	95334 52	99640 33	90681 66	72593 71	95589 51	99523 35	94647 56	98397 39	92856 61	95853 49	138845 1	95014 53
	29	102845 20	102504 24	93773 59	93641 60	95334 52	99640 33	90681 66	72593 71	95589 51	99523 35	94647 56	98397 40	92856 61	95853 49	139575 1	95014 53
	30	102845 20	102504 24	94275 58	93641 60	95334 52	99640 34	90681 66	72593 71	97894 44	99523 36	94647 57	98397 42	92856 61	98632 41	140305 1	95014 54
Max HND Salary	102845 24	102504 28	94275 58	93641 60	95334 52	99640 37	90681 66	72593 71	97894 45	99523 39	94647 57	98397 43	92856 61	104454 20	140305 1	95014 54	
HND Salary	71534 54	71688 50	76542 32	67354 62	63027 66	71579 52	66231 64	49856 71	74311 40	74110 42	69157 58	84458 8	69864 56	68746 59	96215 2	70474 55	
Previous Schedule	2008-09	2007-08	2008	2007-08	2008-09	2007-08r	2008-09	2006-07	2008-09	2008-09	2008-09	2006-07r	2007-08	2008-09	2008-09	2007-08	
Latest Schedule	2008-09	2007-08	2008	2007-08	2009-10	2008-09	2008-09	2006-07	2008-09	2009-10	2009-10	2006-07r	2008-09	2009-10	2009-10	2007-08	
% Increase Min HND					0.00%	0.68%				0.00%	0.00%		0.00%	0.00%	1.00%		
% Increase 16th HND					0.00%	0.68%				0.00%	0.00%		0.00%	0.00%	1.00%		
% Increase Max HND					0.00%	0.68%				0.00%	0.00%		0.00%	0.00%	1.00%		

	Mt San Antonio	Mt San Jacinto	Napa	North Orange	Ohlone	Palo Verde	Palomar	Pasadena	Peralta	Rancho Santiago	Redwoods	Rio Hondo	Riverside	San Bernardino	San Diego	San Francisco	
STEP	1	62070 22	65574 10	46920 70	62876 19	66527 4	55896 54	63807 16	65769 8	61504 25	65687 9	53483 64	59325 39	67435 3	56213 52	52580 65	58883 42
	2	65220 18	67541 11	49511 69	62876 31	68920 4	57573 56	66417 15	68332 8	63682 24	68059 9	55623 64	62039 37	70035 3	58143 54	54030 66	61343 40
	3	68270 16	69567 12	52101 69	62876 42	71323 4	59301 57	69030 14	70894 8	65849 26	70442 9	57848 63	64738 34	72630 3	60065 54	55520 67	63807 38
	4	71300 15	71654 13	54700 69	65377 40	73727 5	61080 61	71639 14	73457 7	68091 26	72824 11	60162 63	67449 32	75221 2	61997 56	57040 67	66268 36
	5	74440 13	73803 15	57289 69	67875 39	76128 5	62912 61	74249 14	76019 7	70274 28	75209 11	62568 62	70164 29	77811 2	63925 56	58610 67	68732 36
	6	77510 13	76018 15	59881 68	70375 40	78523 8	64799 62	76859 14	78581 6	72454 29	77587 12	65071 61	72876 27	80413 2	65843 59	60220 67	71194 36
	7	80560 12	78298 15	62473 67	72874 39	80935 9	66743 62	79469 14	81144 6	74664 30	79962 13	67674 60	75589 25	83004 2	67774 59	61880 68	73657 37
	8	83670 7	80647 15	65065 67	75373 39	83334 10	68746 63	82078 13	81144 14	76875 33	82342 12	70380 59	78287 24	85602 3	69697 61	63580 68	76119 36
	9	86790 4	83067 16	67657 67	77869 38	85735 9	70808 64	84692 13	81144 23	79085 32	84723 12	73196 57	81000 25	88195 3	71627 62	65330 68	78581 36
	10	89840 4	85558 16	70251 67	80370 38	88137 9	72932 64	87302 11	83706 24	81297 32	87102 13	76123 57	83715 23	90784 3	73550 63	67130 69	81046 35
	11	92930 4	88125 15	72842 67	82869 37	90534 7	74537 64	89912 10	83706 31	83506 32	89484 13	79168 54	86415 22	93383 3	75433 63	68970 69	83504 33
	12	96000 3	90769 13	75435 65	85367 36	92939 8	76177 64	92521 10	83706 45	85725 31	91867 12	82335 50	89124 20	95973 4	77365 63	70870 69	85971 30
	13	99090 3	93492 11	78029 63	87865 35	95339 7	77852 64	95131 8	86269 40	87945 34	94245 10	85629 46	91861 15	98562 4	79347 62	72820 68	88430 30
	14	99090 4	96297 10	80617 64	87865 45	97740 6	79565 66	95785 11	86269 49	90164 28	96624 9	89054 36	94552 14	98562 5	81378 62	74820 69	90892 25
	15	99090 8	99186 7	83211 61	87865 48	100147 3	81316 65	96437 13	86269 53	92383 27	96624 12	92616 26	94552 16	99797 4	83461 60	76880 68	93354 20
	16	99090 8	99186 7	85958 58	90367 44	102325 2	83105 67	97089 11	88831 50	94602 20	96624 13	94468 24	94552 22	101029 5	84878 63	78990 68	95817 16
	17	99090 10	99186 9	85958 60	90367 46	104515 2	84933 65	97743 15	88831 50	96821 19	99001 11	96358 21	97267 17	101029 5	86319 57	81160 68	95817 24
	18	102210 5	99186 12	85958 64	91044 45	106695 2	86801 61	98396 17	88831 54	99041 13	99001 14	98285 19	97266 22	101029 7	87785 58	83400 67	95817 26
	19	102210 8	99186 17	85958 64	91044 48	108879 2	88711 58	99052 18	91394 46	101260 9	99001 19	100250 14	97266 23	103494 4	89272 56	85690 67	95817 28
	20	102210 9	99186 22	85958 65	95362 33	110859 2	90663 53	99704 21	91394 49	101260 12	101383 11	102255 8	97266 28	103494 6	90789 51	88050 63	95817 31
	21	105330 4	99186 24	88030 65	95362 34	113055 2	92657 47	100356 19	91394 53	101260 15	101383 14	104301 7	99981 20	103494 8	92328 48	90470 60	95817 32
	22	105330 6	99186 24	88030 66	97863 29	113055 3	92657 55	101010 19	93956 46	101260 17	101383 16	104301 9	99981 21	105958 5	93893 47	92950 53	95817 35
	23	105330 7	99186 25	88030 66	97863 30	113055 3	92657 56	101662 17	93956 49	101260 18	103764 12	104301 10	99981 22	105958 5	95487 39	95510 38	95817 37
	24	105330 7	99186 27	91309 62	97863 33	113055 3	92657 59	102316 17	93956 53	101260 19	103764 12	104301 10	99981 24	105958 5	97108 36	98140 30	95817 41
	25	105330 8	99186 33	91309 64	100362 26	115316 3	92657 59	102969 16	96519 42	101260 21	103764 15	104301 13	99981 28	105958 5	97108 40	100840 25	95817 45
	26	108450 6	99186 34	91309 64	100362 28	115316 3	92657 60	103382 16	96519 44	101260 24	103764 15	104301 13	102696 20	105958 7	97108 41	101840 22	95817 49
	27	108450 6	99186 35	91309 64	100362 28	115316 3	92657 62	103792 16	96519 46	101260 24	103764 17	104301 13	102696 21	105958 7	97108 43	103880 15	95817 50
	28	108450 6	99186 37	91309 64	100362 30	115316 3	92657 62	104205 16	99081 38	101260 26	103764 19	104301 15	102696 21	105958 8	97108 45	104920 11	95817 50
	29	108450 6	99186 37	91309 64	100362 30	115316 3	92657 62	104617 16	99081 38	101260 26	103764 19	104301 17	102696 21	105958 8	97108 46	104920 13	95817 50
	30	108450 6	99186 38	91309 64	100362 31	115316 3	92657 62	105029 13	99081 39	101260 27	103764 19	104301 17	102696 21	105958 10	97108 48	104920 14	95817 51
Max HND Salary	114690 5	99186 41	91309 64	100362 34	115316 4	92657 62	109149 8	99081 42	101260 30	103764 23	104301 21	102696 25	105958 14	97108 49	104920 17	95817 51	
HND Salary	86790 5	73803 43	59881 69	80370 19	85735 7	68746 59	92521 3	81144 14	72454 47	79962 20	76123 33	78287 24	80413 18	69697 57	61880 67	81046 16	
Previous Schedule	2008-09	2006-07	2008-09	2007-08	2007-08r	2008-09	2008-09	2007-08	2007-08r	2007-08	2008-09	2007-08	2008-09	2008	2008	2007-08	
Latest Schedule	2008-09	2006-07	2009-10	2007-08	2009-10	2009-10	2009-10	2007-08	2007-08r	2008-09	2009-10	2007-08	2009-10	2008	2009	2007-08	
% Increase Min HND			0.00%		0.66%	3.00%	0.67%			0.00%	2.26%		1.00%		0.00%		
% Increase 16th HND			0.00%		0.66%	3.00%	0.67%			0.00%	2.26%		1.00%		0.00%		
% Increase Max HND			0.00%		0.67%	0.78%	0.67%			0.00%	2.26%		1.00%		0.99%		

	San Joaquin Delta	San Jose-Evergreen	San Luis Obispo	San Mateo	Santa Barbara	Santa Clarita	Santa Monica	Sequoias	Shasta-Tehama-Trinity	Sierra	Siskiyou	Solano	Sonoma	South Orange (BA Dist)	South-western	State Center	
STEP	1	59381 37	65974 7	56085 53	60410 32	61668 24	59620 35	59001 41	63462 18	51564 67	55564 56	51074 68	54591 59	62284 21	68344 2	61288 27	64882 11
	2	62253 35	68492 7	58410 52	63206 30	63668 25	62170 36	61062 41	65411 17	54010 67	58343 53	52657 68	56474 60	64451 21	70549 2	63493 28	67570 10
	3	65078 30	71011 6	60749 51	65992 23	65668 29	64740 33	63121 40	67586 17	56458 66	61260 49	54290 68	58357 62	66618 21	72754 2	65697 28	70252 10
	4	67765 29	73526 6	63096 51	68786 22	67668 31	67290 33	65180 42	69763 17	58903 66	64323 48	55973 68	60240 62	68785 23	74958 3	67904 28	72933 9
	5	70636 25	76050 6	65434 50	71580 21	69668 33	69850 32	67239 43	72042 18	61351 65	67539 41	57708 68	62123 63	70952 24	77163 3	70106 31	75617 10
	6	73413 23	78557 7	67776 50	74377 19	71668 34	72390 30	69298 44	74116 20	63796 65	70916 37	59499 69	64006 63	73119 25	79368 3	72312 32	78276 9
	7	76192 21	81085 7	70113 50	77163 19	73668 36	74960 29	71356 46	75983 23	66244 64	74462 34	61342 69	65889 65	75285 26	81572 4	74516 33	80987 8
	8	78973 21	83604 9	72451 51	79956 19	75668 38	77510 28	79922 20	78262 25	68689 64	78185 27	63245 69	67772 65	77452 29	83777 5	76722 35	83672 6
	9	81750 21	85277 11	74797 51	82753 17	77668 39	80070 28	81982 20	80437 27	71136 63	82094 19	65204 69	69655 65	79619 30	85982 8	78926 35	86359 7
	10	84527 19	87165 12	77140 52	82753 25	79668 40	82640 27	84041 21	82182 28	73583 62	86199 15	67225 68	71539 65	81786 31	88186 8	81131 33	89039 7
	11	87307 16	89094 14	79473 52	85545 24	81668 43	85170 25	86099 23	84357 28	76030 62	89646 12	69310 68	73422 65	83953 30	90391 9	83337 34	91720 6
	12	90129 15	93137 7	81871 53	85545 32	83668 46	87740 23	88158 21	86432 28	78476 62	89646 16	71460 68	75305 66	86120 29	92596 9	85541 33	94410 6
	13	92952 14	93137 12	81871 59	85545 47	85668 44	90310 19	90218 20	88607 28	80923 60	89646 22	73674 67	77188 66	88287 31	94800 9	87747 36	97087 6
	14	95776 12	95326 13	81871 61	89150 35	87668 46	92860 17	92276 18	91110 23	80923 63	89646 31	75958 68	79071 67	90454 26	97005 8	89950 29	97087 7
	15	98170 9	95326 14	81871 64	89150 43	89668 39	93290 21	94335 18	92959 23	80923 67	93232 22	75958 69	80954 66	92621 25	99210 6	92156 28	97087 11
	16	98170 9	95326 17	85964 57	89150 48	89668 46	93730 29	96395 14	92959 32	83349 66	93232 31	75958 69	83977 65	94787 19	101414 3	94360 25	97087 12
	17	100565 6	97566 16	85964 59	89150 49	89668 48	95410 25	98453 13	92959 33	83349 67	93232 32	78312 69	83977 66	94787 26	103619 3	94360 29	99775 7
	18	100565 8	97566 21	85964 63	91971 40	89668 52	95840 25	100512 9	92959 36	83349 68	93232 35	78312 69	83977 66	94787 28	105824 3	94360 30	99775 11
	19	100565 12	99859 15	90263 52	91971 43	89668 55	96280 26	102570 7	94716 33	85849 65	93232 38	78312 69	83977 68	94787 32	108028 3	96565 25	99775 16
	20	100565 15	99859 19	90263 57	91971 47	89668 59	97970 25	104630 5	94716 36	85849 66	96962 29	80741 69	85477 68	97412 27	110233 3	96565 30	99775 20
	21	102959 9	99859 22	90263 61	91971 49	89668 63	98400 25	104630 6	94716 39	85849 66	96962 30	80741 69	85477 68	97412 29	112438 3	96565 31	102457 11
	22	102959 12	99859 23	94776 42	91971 56	89668 63	98830 25	104630 8	94716 43	88426 65	96962 33	80741 70	85477 68	97412 31	114642 2	98770 26	102457 14
	23	102959 14	99859 24	94776 46	94782 45	89668 64	100540 21	104630 9	96471 36	88426 65	96962 34	83243 69	85477 68	97412 32	116847 2	98770 26	102457 16
	24	102959 14	99859 26	94776 49	94782 48	89668 65	100980 21	104630 9	96471 39	88426 66	100840 22	83243 69	85477 68	100036 23	119052 2	98770 28	102457 16
	25	105354 7	99859 29	94776 52	94782 51	89668 66	101390 20	104630 12	96471 43	91080 65	100840 24	83243 70	86977 67	100036 27	121256 2	100973 23	105141 10
	26	105354 8	99859 30	94776 54	94782 53	89668 66	103090 17	104630 12	96471 45	91080 65	100840 27	85824 69	86977 67	100036 29	121256 2	100973 26	105141 10
	27	105354 8	99859 30	94776 55	94782 54	89668 66	103540 19	104630 12	98361 37	91080 65	100840 27	85824 69	86977 68	100036 29	121256 2	100973 26	105141 10
	28	105354 9	99859 31	94776 55	94782 54	89668 67	103970 18	104630 13	98361 40	91080 65	100840 29	85824 69	86977 68	102661 22	121256 2	100973 28	105141 10
	29	105354 10	99859 31	94776 55	94782 54	89668 67	105650 9	104630 15	98361 41	91080 65	100840 29	88484 68	86977 69	102661 22	121256 2	100973 28	105141 11
	30	105354 12	99859 32	94776 56	94782 55	89668 67	106090 9	104630 16	98361 43	91080 65	100840 30	88484 68	88477 69	102661 22	121256 2	100973 29	107821 7
Max HND Salary	105354 16	99859 35	94776 56	94782 55	89668 67	112640 6	104630 19	115742 3	91080 65	100840 33	88484 68	88477 69	102661 26	121256 2	100973 32	107821 11	
HND Salary	87307 4	73526 45	60749 68	71580 51	81668 12	82640 10	104630 1	74116 41	76030 34	64323 65	59499 70	71539 53	77452 30	79368 22	72312 48	78276 25	
Previous Schedule	2008-09	2007-08	2007-08	2007-08	2008-09	2007-08	2008-09	2008-09	2008-09	2007-08	2008-09	2006-07	2008-09	2006-07	2007-08	2008-09	
Latest Schedule	2008-09	2008-09	2007-08	2007-08	2008-09	2007-08	2009-10	2009-10	2009-10	2009-10	2009-10	2009-10	2009-10	2009-10	2007-08	2008-09	
% Increase Min HND		0.00%					0.00%	1.29%	-0.665%	2.00%	0.00%	2.01%	-0.565%	6.63%			
% Increase 16th HND		0.00%					2.49%	1.29%	-0.665%	2.00%	0.00%	2.01%	-0.565%	6.63%			
% Increase Max HND		0.00%					0.32%	1.29%	-0.665%	2.00%	0.00%	1.91%	-0.565%	6.63%			

	Ventura	Victor Valley	West Hills	West Kern	West Valley Mission	Yosemite	Yuba	
STEP	1	59293 40	62736 20	63671 17	66077 6	56649 50	53984 63	61369 26
	2	61570 38	64951 19	65594 16	68640 5	58631 51	56374 61	63564 27
	3	63852 37	67166 19	67521 18	71205 5	60683 52	58764 60	65760 27
	4	66132 37	69381 20	69445 19	73769 4	62807 52	61153 58	67957 27
	5	68413 37	71596 20	71372 22	76333 4	65006 53	63545 59	70150 30
	6	70692 38	73811 21	73297 24	78898 5	67281 55	65935 58	72346 31
	7	72972 38	76026 22	75224 27	81462 5	69636 55	68326 57	74542 32
	8	75257 40	78241 26	77149 31	84026 4	72073 55	70715 57	76734 34
	9	77535 40	80456 26	79079 33	86591 5	74596 54	73107 58	78930 34
	10	79815 39	82671 26	81002 36	89155 6	77206 51	75496 58	81126 34
	11	82095 41	84886 26	82927 36	89859 11	79909 50	77887 58	83320 35
	12	84375 41	87101 24	84860 38	92321 11	82705 49	80276 59	85515 34
	13	86654 71	89316 24	86781 39	93039 13	82705 55	82668 57	87712 37
	14	88935 37	91531 21	88703 40	93758 16	82705 59	83413 58	89905 30
	15	91215 32	93746 19	90625 37	94476 17	85600 56	84156 58	92100 29
	16	93952 27	95961 15	92546 33	94476 23	85600 59	84902 62	94296 26
	17	93952 30	98176 14	94477 27	94476 28	85600 62	85646 61	96490 20
	18	93952 31	100391 10	96408 24	94476 29	88596 55	86391 62	98685 15
	19	93952 37	102606 6	98339 22	94476 35	88596 59	87134 63	100879 11
	20	93952 42	104821 4	100270 17	94476 39	88596 61	87880 64	100879 14
	21	95320 36	104821 5	102201 12	98063 27	91696 52	88624 64	100879 17
	22	95320 38	104821 7	104133 10	98063 28	91696 58	89369 64	103074 11
	23	95320 41	104821 8	104133 11	98063 29	91696 58	90113 63	103074 13
	24	95320 43	104821 8	104133 11	98063 32	94906 45	90858 64	103074 13
	25	95320 49	104821 11	104133 14	99719 30	94906 50	91602 62	105269 9
	26	96688 43	104821 11	104133 14	99719 31	94906 52	92348 61	105269 9
	27	96688 45	104821 11	104133 14	99719 31	98227 38	93092 59	105269 9
	28	96688 46	104821 12	104133 17	99719 32	98227 41	93837 58	107464 7
	29	96688 47	104821 14	104133 18	99719 32	98227 42	94581 57	107464 7
	30	96688 49	104821 15	104133 18	99719 33	101665 25	95326 53	107464 8
Max HND Salary	98056 44	104821 18	104133 22	99719 36	108907 10	95326 53	107464 12	
HND Salary	79815 21	78241 27	81002 17	73769 44	74596 38	75496 36	81126 15	
Previous Schedule	2008-09	2008-09	2008-09	2008-09	2007-08	2007-08r	2007-08	
Latest Schedule	2008-09	2009-10	2008-09	2008-09	2009-10	2009-10	2009-10	
% Increase Min HND		0.32%			0.00%	1.00%	0.00%	
% Increase 16th HND		0.32%			0.00%	1.00%	0.00%	
% Increase Max HND		0.32%			0.00%	1.00%	0.00%	

HIGHEST NON-DOCTORATE (HND) CLASS ANNUAL SALARY

Salary by step (with statewide rank) in highest salary class not requiring a PhD or equivalent degree from the district's most current 10-month contract salary schedule.

MAX HND SALARY

Maximum salary (with statewide rank) in HND class from the district's current 10-month contract salary schedule.

MAX INIT HND SALARY

Maximum salary (with statewide rank) for initial salary placement of new hires in HND class from the district's current 10-month contract salary schedule.

PREVIOUS SCHEDULE

Academic year of salary schedule published by the district used in previous *AFA Salary Study*.

LATEST SCHEDULE

Academic year of latest salary schedule published by the district.

% INCREASE

Percentage increase of salary from district's current schedule in HND class at Step 1, Step16, and Max HND over district's previous schedule used in 2006/2007 salary study. For some districts, this increase reflects more than one negotiated increase.

The *AFA Salary Study* is compiled each year by the All Faculty Association of Santa Rosa Junior College, as defined in Contract Article 26.02-C-1. The study is used by AFA in annual negotiations of regular faculty salaries and hourly faculty rates. AFA also makes this study available as a service to faculty associations and human resources departments statewide.

Send comments and corrections to wruud@santarosa.edu

AFA website:
www.santarosa.edu/afa