

STEP	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	
	1	55278 57	61268.54 27	58315 45	58431 44	58157 48	60824 29	59671 34	61240 28	59441 36	64679 12	64524 13	54126 63	64500.1 14	66131 5	58283.2 46	63912 16
	2	57157 58	63568.98 25	60391 44	60903 42	59975 48	63408 28	62354 33	64000 22	59441 51	66984 13	64524 20	56365 63	67175.3 12	68557 6	60685.7 43	66730 15
	3	59100 58	65869.63 24	62468 44	63369 40	62380 46	65990 23	65036 30	66760 20	59441 56	69283 15	64524 35	58699 61	69965 11	70987 7	63021.9 42	69547 14
	4	61109 60	68170.18 24	64544 47	65837 39	64782 45	68572 23	67720 29	69521 18	62076 55	71590 15	67044 34	61130 59	72872.3 10	73426 8	65361.4 42	72365 12
	5	63186 60	70468.73 25	66621 49	68308 38	67184 46	71157 23	70401 26	72280 17	64715 55	73888 15	69564 33	63666 58	75903.8 8	75846 9	67766.2 41	75183 13
	6	65336 60	72769.5 27	68697 50	70774 38	69590 43	73743 22	73084 25	75041 17	67349 53	76191 15	72132 32	66310 56	79063.4 4	78275 10	70107.9 42	78001 11
	7	67557 61	75070.05 27	70774 50	73238 38	71993 43	76326 20	75766 24	77800 17	69985 52	78490 15	74580 30	69064 55	82357.7 3	80705 11	72439.6 42	80819 10
	8	69854 60	77370.6 29	72850 49	75713 37	74395 44	78910 22	78450 23	80561 17	72621 51	80796 15	77064 31	71937 55	85792.1 2	83132 11	74847.7 43	83636 9
	9	72229 60	79806.8 29	74926 51	78181 37	76801 44	81494 22	81131 24	83321 14	75256 49	83094 16	79608 30	74932 50	89372.7 2	85569 10	77197.1 42	86454 6
	10	74685 61	81971.8 30	77003 54	80650 36	79202 46	84073 20	83814 22	84927 18	77891 50	85392 17	82128 29	78055 49	93104.9 2	87991 11	79536.6 43	89272 5
	11	77224 60	84272.24 29	79079 55	83210 35	80555 49	86662 18	86496 20	86533 19	80528 50	87698 16	84540 27	81309 47	96996.2 2	90421 9	81937 42	92090 5
	12	79851 59	86570.9 26	81156 55	85587 31	81908 53	89243 18	89177 19	88139 22	83165 49	89994 16	87060 25	84703 40	101053 2	90421 14	84269.8 42	94907 5
	13	79851 62	88871.89 27	83232 53	88054 32	83263 52	89243 25	91861 16	89745 21	85798 44	92299 15	89616 23	88239 31	101053 2	90421 18	84526.7 50	97725 5
	14	82404 60	88871.89 38	85309 52	88054 44	84615 55	89243 33	94544 15	91351 22	88434 42	92299 18	89616 31	91928 20	101053 2	90421 26	84788 54	99725 3
	15	82404 63	91172.33 32	87385 50	88054 48	85973 55	89243 42	97227 11	92957 24	88434 46	95793 14	89616 40	91928 29	101053 2	90421 37	85044.8 58	99725 5
	16	85042 62	93472.87 29	89462 47	91587 37	86935 55	91826 36	97227 11	94564 20	88434 51	95793 16	92028 34	91928 35	101053 4	90421 44	85306.1 61	99725 6
	17	85042 65	93472.87 30	91538 40	91587 38	87896 55	91826 37	97227 18	96169 22	88434 52	99286 9	92028 35	91928 36	101053 4	92661 33	85563.6 64	99725 8
	18	87765 60	93472.87 33	93615 32	91587 44	88858 54	91826 43	97227 23	97776 20	91069 46	99286 12	92028 40	91928 42	101053 6	92661 37	85819.9 66	102725 4
	19	87765 62	95778.64 29	95691 30	91587 47	89818 55	91826 46	97227 24	98436 21	91069 49	99286 18	94596 34	91928 45	101053 10	92661 40	85819.9 67	102725 5
	20	90573 56	95778.64 32	97768 27	95120 35	90783 54	94410 42	99908 19	99095 23	91069 52	102776 7	94596 40	91928 50	101053 13	92661 48	85819.9 67	102725 8
	21	90573 57	95778.64 33	97768 29	95120 37	91742 53	94410 44	99908 22	99755 24	91069 56	102776 10	94596 43	91928 52	101053 17	94905 38	85819.9 67	102725 11
	22	93471 52	95778.64 36	97768 31	95120 39	92705 55	94410 47	99908 23	100415 21	93705 50	102776 14	97128 32	91928 58	101053 20	94905 41	85819.9 67	106475 4
	23	93471 54	98077.41 29	97768 32	95120 42	93667 52	94410 50	99908 24	101076 20	96340 37	106269 5	97128 33	91928 58	101053 21	94905 44	85819.9 68	106475 4
	24	96461 41	98077.41 31	97768 34	98653 29	94627 53	96993 38	99908 25	101736 19	96340 42	106269 5	97128 36	91928 60	101053 21	94905 48	85819.9 68	106475 4
	25	96461 45	98077.41 35	97768 36	98653 33	95587 49	96993 42	102592 19	102395 20	96340 46	106269 5	97128 40	91928 60	101053 23	97147 39	85819.9 70	106475 4
	26	96461 48	101554.5 23	97768 37	98653 35	97413 38	96993 44	102592 22	103055 19	98975 34	109761 5	97128 42	91928 62	101053 25	97147 41	85819.9 70	110225 4
	27	96461 49	101554.5 23	97768 40	98653 36	97413 41	96993 46	102592 22	103715 18	98975 35	109761 5	97128 44	91928 62	101053 25	99391 33	85819.9 70	110225 4
	28	96461 49	101554.5 24	97768 44	98653 40	97413 45	99574 34	102592 22	104375 15	98975 39	109761 5	97128 46	91928 62	101053 26	99391 36	85819.9 70	110225 4
	29	96461 49	101554.5 25	97768 44	98653 40	97413 45	99574 35	102592 22	105035 13	101611 24	109761 5	97128 46	91928 63	101053 27	99391 37	85819.9 70	110225 4
	30	96461 51	101554.5 26	97768 46	98653 41	97413 47	99574 36	102592 22	105694 12	101611 25	109761 5	97128 48	91928 63	101053 28	99391 38	85819.9 70	110225 4
Max HND Salary	96461 51	101554.5 28	97768 47	98653 43	97413 48	99574 38	102592 26	105694 15	106882 13	109761 9	97128 49	91928 63	101053 30	99391 40	85819.9 70	110225 7	
Max Initial HND Salary	72229 49	72769.5 46	81156 13	70774 55	76801 30	78910 23	75766 34	83321 9	67349 62	78490 24	74580 39	78055 29	82357.7 11	78275 27	74847.7 37	86454 6	
Previous Schedule	2007-08	2008-09	2008-09	2009-10	2007-08	2007-08	2007-08	2009-10	2009	2009-10	2008-09	2008	2007-08	2008	2009-10	2009-10	
Latest Schedule	2007-08	2008-09	2008-09	2010-11	2010-11	2007-08	2007-08	2009-10	2011	2010-11	2009-10	2008	2007-08	2008	2010-11	2009-10	
% Increase Min HND				4.92%	0.00%				0.00%	0.75%	0.00%				0.00%		
% Increase 16th HND				4.92%	0.00%				0.00%	0.75%	0.00%				0.00%		
% Increase Max HND				4.92%	0.00%				0.00%	0.75%	0.00%				0.00%		

STEP	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	
	1	60365 33	61801 22	60754 30	55027 58	54367 61	58230.6 47	47981 69	41413 71	57698.4 50	57860 49	52554 67	54460 60	54275 62	57191 51	77801 1	59334 38
	2	62599 32	64148 21	62334 34	57495 57	55998 64	60268.6 45	49032 70	43372 71	60075.7 47	59940 49	54656 67	56766 59	56408 61	59485 50	81483 1	61558 39
	3	64836 31	66549 21	63954 36	59957 55	57676 65	62378.4 47	50773 70	45428 71	62446 45	62100 48	56842 67	59076 59	58540 62	61769 50	85165 1	63793 39
	4	67060 33	69066 21	65617 40	62422 54	59408 65	64561.5 46	52515 70	47587 71	64816.3 44	64330 48	59116 66	61382 57	60672 62	64065 50	88849 1	66020 38
	5	69300 34	71688 19	67323 43	64890 54	61191 67	66821.5 47	54852 70	49856 71	67193.6 45	66650 48	61481 65	63689 57	62805 62	66361 50	92530 1	68251 39
	6	71534 34	74412 18	69073 47	67354 52	63027 67	69160 46	56217 70	52238 71	69563.9 44	69050 48	63940 65	65997 57	64937 62	68746 49	96215 1	70474 40
	7	73763 34	77246 18	70869 49	69816 53	64917 67	71579.3 45	57740 70	54739 71	71938.7 44	71540 46	66498 64	68306 58	67069 62	71135 48	99892 1	72717 41
	8	76003 36	80185 18	72712 50	72281 53	66865 67	74085.9 47	59259 70	57364 71	74310.8 45	74110 46	69157 63	70612 58	69203 62	73544 48	103579 1	74945 42
	9	78232 36	83247 15	74603 54	74751 53	68871 67	76678.6 47	61203 70	60120 71	76681.2 46	76780 45	71924 61	72921 58	71335 63	75948 48	107261 1	77178 43
	10	80462 37	86434 14	76542 55	77218 51	70937 67	79362.5 45	63149 70	63014 71	79054 47	79540 42	74801 60	75227 58	73467 64	78353 48	110942 1	79407 44
	11	82694 38	86434 21	78532 56	79688 52	73065 67	82140.1 40	65195 71	66053 70	81426.4 46	82410 39	77793 58	77533 59	75600 63	80775 48	114627 1	81510 45
	12	84834 39	86434 27	80574 57	82147 52	75257 68	85014 37	66231 71	69240 70	83799.2 44	85370 35	80904 56	79845 60	77732 63	83193 48	118309 1	83868 43
	13	87162 38	88918 26	82669 55	84603 49	77515 66	87989.3 33	67265 70	72593 69	86171.5 41	88450 29	84141 51	82150 57	79864 61	85634 46	121990 1	86092 42
	14	89396 32	88918 37	84818 53	87081 49	79840 66	91070 24	68214 71	72593 70	88544.3 40	88450 41	87506 48	84458 56	81997 61	88078 43	125672 1	86092 51
	15	91629 30	88918 44	87024 51	89460 41	82235 64	91070 33	69448 71	72593 70	90848.8 35	88450 45	91006 34	86764 52	84130 60	88078 47	129349 1	86092 54
	16	93861 27	91477 38	87489 54	90505 43	84703 65	91070 39	70706 71	72593 70	90848.8 41	90561.3 42	91006 40	89074 49	86262 56	88078 52	130078 1	86092 57
	17	96098 23	91477 41	87957 54	91551 39	87244 56	91070 43	73547.1 70	72593 71	90848.8 45	90561.3 46	91006 44	91318 42	86262 58	88078 53	130809 1	86092 59
	18	98326 18	91477 45	88428 57	92596 38	89861 52	94894.1 27	74981.2 70	72593 71	90848.8 49	90561.3 50	91006 48	93619 31	86262 63	90531 51	131539 1	88322 58
	19	100558 13	94113 36	88901 58	92596 41	92557 42	94894.1 32	75921.7 70	72593 71	90848.8 52	92723 39	91006 51	95979 27	86262 64	90531 53	132270 1	88322 61
	20	100558 16	94113 43	89377 60	93641 45	95334 34	94894.1 36	76863.1 70	72593 71	93219.1 46	92723 47	94647 39	98397 24	86262 64	90531 57	133001 1	88322 62
	21	100558 20	94113 45	89855 61	93641 46	95334 35	94894.1 39	80091.9 70	72593 71	93219.1 47	92723 48	94647 42	98397 27	87762 65	90531 59	133731 1	90560 58
	22	102845 13	96827 34	90336 61	93641 51	95334 37	94894.1 42	81061.1 70	72593 71	93219.1 53	94936.3 40	94647 46	98397 28	87762 66	93155 54	134461 1	90560 60
	23	102845 16	96827 35	90819 60	93641 53	95334 40	94894.1 45	82029.2 70	72593 71	93219.1 55	94936.3 43	94647 49	98397 28	87762 66	93155 56	135192 1	90560 61
	24	102845 17	96827 39	91305 62	93641 55	95334 44	94894.1 49	82998.3 70	72593 71	93219.1 56	94936.3 46	94647 52	98397 30	87762 66	93155 57	135923 1	92789 58
	25	102845 18	99623 31	91793 61	93641 56	95334 50	99640.3 30	85965.6 69	72593 71	95589.2 48	97202.4 38	94647 55	98397 34	87762 66	93155 57	136653 1	92789 58
	26	102845 20	99623 32	92284 61	93641 57	95334 52	99640.3 31	86957.8 69	72593 71	95589.2 51	97202.4 40	94647 56	98397 36	89262 67	95853 49	137383 1	92789 58
	27	102845 20	99623 32	92778 60	93641 58	95334 53	99640.3 31	88741.3 68	72593 71	95589.2 52	97202.4 43	94647 57	98397 37	89262 67	95853 50	138114 1	95014 54
	28	102845 20	102504 23	93274 60	93641 59	95334 53	99640.3 33	90680.6 65	72593 71	95589.2 52	99522.6 35	94647 57	98397 41	89262 68	95853 50	138845 1	95014 54
	29	102845 20	102504 23	93773 59	93641 60	95334 53	99640.3 34	90680.6 66	72593 71	95589.2 52	99522.6 36	94647 57	98397 41	89262 68	95853 50	139575 1	95014 54
	30	102845 20	102504 23	94275 59	93641 60	95334 53	99640.3 35	90680.6 66	72593 71	97893.8 45	99522.6 37	94647 58	98397 43	89262 68	98632 42	140305 1	95014 55
Max HND Salary	102845 24	102504 27	94275 59	93641 60	95334 53	99640.3 37	90680.6 66	72593 71	97893.8 46	99522.6 39	94647 58	98397 44	89262 68	104454 20	140305 1	95014 55	
Max Initial HND Salary	71534 54	71688 50	76542 31	67354 61	63027 66	71579.3 52	66231 64	49856 71	74310.8 40	74110 42	69157 58	84458 8	67069 63	68746 59	96215 2	70474 56	
Previous 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	
Latest Schedule	2010-11	2010-11	2008	2007-08	2009-10	2008-09	2008-09	2006-07	2008-09	2009-10	2010-11	2006-07r	2010-11	2010-11	2009-11	2007-08	
% Increase Min HND	0.00%	0.00%									0.00%		-4.00%	0.00%	0.00%		
% Increase 16th HND	0.00%	0.00%									0.00%		-4.00%	0.00%	0.00%		
% Increase Max HND	0.00%	0.00%									0.00%		-3.87%	0.00%	0.00%		

STEP	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	
	1	62070 21	65573.5 10	46920 70	62876 19	66969 4	55896 55	64329.8 15	65769 8	61504 24	65687 9	53483 66	59325 39	67435 3	56213.4 53	58610 43	58883 42
	2	65220 18	67540.7 11	49511 69	62876 30	69378 4	57573 56	66961.5 14	68332 8	63682 23	68059 9	55623 65	62039 37	70035 3	58143.4 55	60220 46	61343 40
	3	68270 16	69566.9 13	52101 69	62876 43	71797 4	59301 57	69596.3 12	70894 8	65849 25	70442 9	57848 64	64738 34	72630 3	60064.6 54	61880 49	63807 38
	4	71300 16	71653.9 14	54700 69	65377 41	74217 4	61080 61	72226.4 13	73457 7	68091 25	72824 11	60162 64	67449 31	75221 2	61996.8 56	63580 51	66268 36
	5	74440 14	73803.5 16	57289 69	67875 40	76634 4	62912 61	74857.9 13	76019 7	70274 27	75209 11	62568 63	70164 28	77811 2	63924.6 56	65330 52	68732 36
	6	77510 13	76017.6 16	59881 69	70375 41	79045 5	64799 63	77489.6 14	78581 7	72454 28	77587 12	65071 61	72876 26	80413 2	65842.5 59	67130 55	71194 35
	7	80560 12	78298.2 16	62473 69	72874 40	81473 5	66743 63	80121.1 13	81144 7	74664 29	79962 14	67674 60	75589 25	83004 2	67773.6 59	68970 56	73657 36
	8	83670 8	80647.1 16	65065 69	75373 39	83888 5	68746 64	82751.2 12	81144 14	76875 32	82342 13	70380 59	78287 24	85602 3	69697 61	70870 56	76119 35
	9	86790 4	83066.5 17	67657 69	77869 38	86305 8	70808 65	85386 11	81144 23	79085 31	84723 13	73196 56	81000 25	88195 3	71627 62	72820 59	78581 35
	10	89840 4	85558.5 16	70251 69	80370 38	88723 8	72932 65	88017.5 10	83706 24	81297 31	87102 13	76123 56	83715 23	90784 3	73550.4 63	74820 59	81046 34
	11	92930 4	88125.2 15	72842 68	82869 37	91136 7	74537 65	90649.4 8	83706 30	83506 31	89484 13	79168 54	86415 22	93383 3	75433.2 64	76880 61	83504 32
	12	96000 3	90769 13	75435 66	85367 36	93557 7	76177 65	93279.3 8	83706 46	85725 30	91867 12	82335 51	89124 20	95973 4	77365.4 64	78990 61	85971 29
	13	99090 3	93492.2 11	78029 64	87865 35	95973 7	77852 65	95911 8	86269 40	87945 34	94245 10	85629 47	91861 16	98562 4	79347 63	81160 59	88430 30
	14	99090 4	96296.8 11	80617 65	87865 46	98390 6	79565 68	96570 10	86269 50	90164 27	96624 9	89054 35	94552 14	98562 5	81378 63	83400 58	90892 25
	15	99090 8	99185.8 7	83211 62	87865 49	100813 3	81316 66	97227.6 10	86269 53	92383 26	96624 13	92616 25	94552 16	99797 4	83460.6 61	85690 56	93354 20
	16	99090 8	99185.8 7	85958 59	90367 45	103005 2	83105 68	97884.8 10	88831 50	94602 18	96624 13	94468 23	94552 21	101029 5	84877.9 64	88050 53	94586 19
	17	99090 11	99185.8 10	85958 61	90367 48	105210 2	84933 66	98544.1 13	88831 51	96821 19	99001 12	96358 21	97267 17	101029 5	86319.3 57	90470 47	95817 24
	18	102210 5	99185.8 14	85958 65	91044 47	107405 2	86801 61	99203.2 13	88831 55	99041 15	99001 16	98285 19	97266 22	101029 7	87784.9 59	92950 36	95817 26
	19	102210 8	99185.8 19	85958 65	91044 50	109603 2	88711 59	99863.8 15	91394 48	101260 9	99001 20	100250 14	97266 23	103494 4	89272.5 57	95510 31	95817 28
	20	102210 10	99185.8 22	85958 65	95362 33	111596 2	90663 55	100521 17	91394 51	101260 12	101383 11	102255 9	97266 28	103494 6	90788.6 53	98140 25	95817 31
	21	105330 4	99185.8 25	88030 64	95362 34	113807 2	92657 49	101179 16	91394 55	101260 15	101383 14	104301 7	99981 21	103494 8	92327.8 50	100840 19	95817 32
	22	105330 6	99185.8 25	88030 65	97863 30	113807 3	92657 56	101838 17	93956 48	101260 19	101383 18	104301 9	99981 22	105958 5	93893.3 49	101840 16	95817 35
	23	105330 7	99185.8 26	88030 65	97863 31	113807 3	92657 57	102495 17	93956 51	101260 19	103764 13	104301 10	99981 23	105958 6	95487.3 39	103880 12	95817 38
	24	105330 7	99185.8 27	91309 61	97863 33	113807 3	92657 59	103155 14	93956 54	101260 20	103764 13	104301 11	99981 24	105958 6	97107.7 37	104920 8	95817 43
	25	105330 8	99185.8 32	91309 63	100362 26	116083 3	92657 59	103814 16	96519 43	101260 22	103764 17	104301 14	99981 27	105958 6	97107.7 41	104920 11	95817 47
	26	108450 6	99185.8 33	91309 63	100362 28	116083 3	92657 59	104229 15	96519 46	101260 24	103764 17	104301 14	102696 21	105958 7	97107.7 43	104920 11	95817 50
	27	108450 6	99185.8 34	91309 63	100362 28	116083 3	92657 61	104643 13	96519 48	101260 24	103764 17	104301 15	102696 21	105958 7	97107.7 45	104920 11	95817 51
	28	108450 6	99185.8 37	91309 63	100362 29	116083 3	92657 61	105059 11	99081 38	101260 25	103764 19	104301 16	102696 21	105958 8	97107.7 47	104920 12	95817 51
	29	108450 6	99185.8 38	91309 64	100362 30	116083 3	92657 62	105475 10	99081 39	101260 26	103764 19	104301 17	102696 21	105958 8	97107.7 47	104920 14	95817 51
	30	108450 6	99185.8 39	91309 64	100362 31	116083 3	92657 62	105891 11	99081 40	101260 27	103764 19	104301 17	102696 21	105958 10	97107.7 49	104920 14	95817 52
Max HND Salary	114690 5	99185.8 41	91309 64	100362 33	116083 3	92657 62	110044 8	99081 42	101260 29	103764 23	104301 21	102696 25	105958 14	97107.7 50	104920 17	95817 52	
Max Initial HND Salary	86790 5	73803.5 43	59881 70	80370 19	86305 7	68746 59	93279.3 3	81144 14	72454 47	79962 20	76123 32	78287 25	80413 18	69697 57	61880 68	81046 16	
Previous 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	
Latest Schedule	2009-10	2006-07	2010-11	2007-08	2010-11	2009-10	2010-11	2007-08	2007-08r	2008-09	2009-10	2007-08	2009-10	2008	2010	2007-08	
% Increase Min HND	0.00%		0.00%		0.66%		0.82%								11.47%		
% Increase 16th HND	0.00%		0.00%		0.66%		0.82%								11.47%		
% Increase Max HND	2.80%		0.00%		0.67%		0.82%								0.00%		

	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	
HND	1	59381 37	65974 7	56085 54	60410 32	61668 23	59620 35	59001 41	63461.6 18	51564 68	55564.4 56	53628 65	54590.7 59	60605 31	68344 2	61288 26	64882 11
	2	62253 35	68492 7	58410 53	63206 29	63668 24	62170 36	61062 41	65411.3 17	54010 68	58342.6 54	55290 66	56473.8 60	62713 31	70549 2	63493 27	67570 10
	3	65078 29	71011 6	60749 52	65992 22	65668 28	64740 33	63121 41	67586.5 17	56458 68	61259.7 51	57004 66	58356.9 63	64822 32	72754 2	65697 27	70252 10
	4	67765 28	73526 6	63096 52	68786 22	67668 30	67290 32	65180 43	69762.8 17	58903 67	64322.7 49	58772 68	60240 63	66930 35	74958 3	67904 27	72933 9
	5	70636 24	76050 6	65434 51	71580 21	69668 32	69850 31	67239 44	72041.7 18	61351 66	67538.8 42	60593 68	62123.1 64	69039 35	77163 3	70106 30	75617 10
	6	73413 23	78557 8	67776 51	74377 19	71668 33	72390 29	69298 45	74115.6 20	63796 66	70915.8 37	62474 68	64006.2 64	71147 36	79368 3	72312 31	78276 9
	7	76192 21	81085 8	70113 51	77163 19	73668 35	74960 28	71356 47	75983.3 23	66244 65	74461.6 33	64409 68	65889.3 66	73256 37	81572 4	74516 32	80987 9
	8	78973 21	83604 10	72451 52	79956 19	75668 38	77510 28	79922 20	78262.1 25	68689 65	78184.6 27	66407 68	67772.4 66	75364 40	83777 6	76722 34	83672 7
	9	81750 21	85277 12	74797 52	82753 18	77668 39	80070 28	81982 20	80437.3 27	71136 64	82093.9 19	68464 68	69655.5 66	77473 41	85982 9	78926 34	86359 7
	10	84527 19	87165 12	77140 53	82753 25	79668 40	82640 27	84041 21	82182 28	73583 62	86198.6 15	70586 68	71538.6 66	79581 41	88186 9	81131 32	89039 7
	11	87307 17	89094 14	79473 53	85545 24	81668 44	85170 25	86099 23	84357.1 28	76030 62	89646.5 12	72776 69	73421.7 66	81689 43	90391 10	83337 33	91720 6
	12	90129 15	93137 9	81871 54	85545 32	83668 47	87740 23	88158 21	86432.2 28	78476 62	89646.5 17	75033 69	75304.8 67	83798 45	92596 10	85541 33	94410 6
	13	92952 14	93137 12	81871 58	85545 48	85668 45	90310 19	90218 20	88607.3 28	80923 60	89646.5 22	77358 67	77187.9 68	85906 43	94800 9	87747 36	97087 6
	14	95776 12	95326 13	81871 62	89150 34	87668 47	92860 17	92276 19	91110.5 23	80923 64	89646.5 30	79756 67	79071 69	88015 45	97005 8	89950 28	97087 7
	15	98170 9	95326 15	81871 65	89150 43	89668 39	93290 21	94335 18	92958.9 23	80923 68	93232.4 22	79756 69	80954.1 67	90123 38	99210 6	92156 27	97087 12
	16	98170 9	95326 17	85964 58	89150 48	89668 46	93730 28	96395 14	92958.9 31	83349 67	93232.4 30	79756 69	83976.7 66	92232 33	101414 3	94360 24	97087 12
	17	100565 6	97566 16	85964 60	89150 50	89668 49	95410 25	98453 14	92958.9 32	83349 68	93232.4 31	82228 69	83976.7 67	92232 34	103619 3	94360 28	99775 7
	18	100565 8	97566 21	85964 64	91971 41	89668 53	95840 25	100512 9	92958.9 35	83349 68	93232.4 34	82228 69	83976.7 67	92232 39	105824 3	94360 29	99775 11
	19	100565 12	99859 16	90263 54	91971 44	89668 56	96280 26	102570 7	94715.6 33	85849 66	93232.4 38	82228 69	83976.7 68	92232 43	108028 3	96565 25	99775 17
	20	100565 15	99859 20	90263 58	91971 49	89668 59	97970 26	104630 5	94715.6 38	85849 66	96961.6 29	84778 69	85476.7 68	94785 37	110233 3	96565 30	99775 21
	21	102959 9	99859 23	90263 60	91971 51	89668 62	98400 26	104630 6	94715.6 41	85849 66	96961.6 30	84778 69	85476.7 68	94785 40	112438 3	96565 31	102457 12
	22	102959 12	99859 24	94776 44	91971 57	89668 62	98830 26	104630 8	94715.6 45	88426 64	96961.6 33	84778 69	85476.7 68	94785 43	114642 2	98770 27	102457 15
	23	102959 15	99859 25	94776 48	94782 47	89668 63	100540 22	104630 9	96471.2 36	88426 64	96961.6 34	87405 67	85476.7 69	94785 46	116847 2	98770 27	102457 18
	24	102959 16	99859 26	94776 51	94782 50	89668 64	100980 22	104630 10	96471.2 40	88426 65	100840 23	87405 67	85476.7 69	97339 35	119052 2	98770 28	102457 18
	25	105354 7	99859 28	94776 54	94782 53	89668 65	101390 21	104630 13	96471.2 44	91080 64	100840 25	87405 67	86976.7 68	97339 37	121256 2	100973 24	105141 10
	26	105354 8	99859 29	94776 55	94782 54	89668 66	103090 18	104630 13	96471.2 47	91080 64	100840 27	90115 65	86976.7 68	97339 39	121256 2	100973 26	105141 10
	27	105354 8	99859 29	94776 56	94782 55	89668 66	103540 19	104630 14	98360.6 38	91080 64	100840 27	90115 65	86976.7 69	97339 42	121256 2	100973 26	105141 10
	28	105354 9	99859 31	94776 56	94782 55	89668 67	103970 18	104630 14	98360.6 42	91080 64	100840 28	90115 66	86976.7 69	99893 30	121256 2	100973 27	105141 10
	29	105354 11	99859 32	94776 56	94782 55	89668 67	105650 9	104630 16	98360.6 42	91080 65	100840 29	92908 61	86976.7 69	99893 31	121256 2	100973 28	105141 12
	30	105354 13	99859 33	94776 57	94782 56	89668 67	106090 9	104630 16	98360.6 44	91080 65	100840 30	92908 61	88476.7 69	99893 32	121256 2	100973 29	107821 7
Max HND Salary	105354 16	99859 35	94776 57	94782 56	89668 67	112640 6	104630 19	115742 4	91080 65	100840 32	92908 61	88476.7 69	99893 34	121256 2	100973 31	107821 11	
Max Initial HND Salary	87307 4	73526 45	60749 69	71580 51	81668 12	82640 10	104630 1	74115.6 41	76030 33	64322.7 65	62474 67	71538.6 53	75364 36	79368 22	72312 48	78276 26	
Previous 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	
Latest Schedule	2008-09	2009-10	2007-08	2007-08	2008-09	2007-08	2009-10	2010-11	2010-11	2009-10	2009-10	2009-10	2010-11	2009-10	2007-08	2008-09	
% Increase Min HND		0.00%						0.00%	0.00%				-2.696%				
% Increase 16th HND		0.00%						0.00%	0.00%				-2.696%				
% Increase Max HND		0.00%						0.00%	0.00%				-3.246%				

STEP	Ventura	Victor Valley	West Hills	West Kern	West Valley Mission	Yosemite	Yuba	
	1	59293 40	62736 20	63671 17	66077 6	56649 52	53984 64	61369 25
	2	61570 38	64951 19	65594 16	68640 5	58631 52	56374 62	63564 26
	3	63852 37	67166 19	67521 18	71205 5	60683 53	58764 60	65760 26
	4	66132 37	69381 20	69445 19	73769 5	62807 53	61153 58	67957 26
	5	68413 37	71596 20	71372 22	76333 5	65006 53	63545 59	70150 29
	6	70692 39	73811 21	73297 24	78898 6	67281 54	65935 58	72346 30
	7	72972 39	76026 22	75224 26	81462 6	69636 54	68326 57	74542 31
	8	75257 41	78241 26	77149 30	84026 4	72073 54	70715 57	76734 33
	9	77535 40	80456 26	79079 32	86591 5	74596 55	73107 57	78930 33
	10	79815 39	82671 26	81002 35	89155 6	77206 52	75496 57	81126 33
	11	82095 41	84886 26	82927 36	89859 11	79909 51	77887 57	83320 34
	12	84375 41	87101 24	84860 38	92321 11	82705 50	80276 58	85515 34
	13	86654 71	89316 24	86781 39	93039 13	82705 54	82668 56	87712 37
	14	88935 36	91531 21	88703 39	93758 16	82705 59	83413 57	89905 29
	15	91215 31	93746 19	90625 36	94476 17	85600 57	84156 59	92100 28
	16	93951.5 26	95961 15	92546 32	94476 22	85600 60	84902 63	94296 25
	17	93951.5 29	98176 15	94477 26	94476 27	85600 63	85646 62	96490 20
	18	93951.5 30	100391 10	96408 24	94476 28	88596 56	86391 62	98685 17
	19	93951.5 37	102606 6	98339 22	94476 35	88596 60	87134 63	100879 11
	20	93951.5 44	104821 4	100270 18	94476 41	88596 61	87880 63	100879 14
	21	95319.8 36	104821 5	102201 13	98063 28	91696 54	88624 63	100879 18
	22	95319.8 38	104821 7	104133 10	98063 29	91696 59	89369 63	103074 11
	23	95319.8 41	104821 8	104133 11	98063 30	91696 59	90113 62	103074 14
	24	95319.8 45	104821 9	104133 12	98063 32	94906 47	90858 63	103074 15
	25	95319.8 51	104821 12	104133 15	99719 29	94906 52	91602 62	105269 9
	26	96688.1 45	104821 12	104133 16	99719 30	94906 53	92348 60	105269 9
	27	96688.1 47	104821 12	104133 16	99719 30	98227 39	93092 59	105269 9
	28	96688.1 48	104821 13	104133 17	99719 32	98227 43	93837 58	107464 7
	29	96688.1 48	104821 15	104133 18	99719 33	98227 43	94581 58	107464 7
	30	96688.1 50	104821 15	104133 18	99719 34	101665 24	95326 54	107464 8
Max HND Salary	98056.4 45	104821 18	104133 22	99719 36	108907 10	95326 54	107464 12	
Max Initial HND Salary	79815 21	78241 28	81002 17	73769 44	74596 38	75496 35	81126 15	
Previous Schedule	2008-09	2009-10	2008-09	2008-09	2009-10	2009-10	2009-10	
Latest Schedule	2008-09	2009-10	2008-09	2008-09	2009-10	2009-10	2009-10	
% Increase Min HND								
% Increase 16th HND								
% Increase Max HND								

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 2010/2011 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