

	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 58	59268.41 38	58315 44	58431 43	58157 47	60824 27	59671 32	61240 26	59441 34	64679 13	64524 14	54126 62	64500.1 15	66131 7	58831 41	63912 16
	2	57157 59	61568.73 37	60391 43	60903 41	59975 48	63408 26	62354 31	64000 21	59441 51	66984 13	64524 20	56365 63	67175.3 12	68557 7	61256 39	66730 15
	3	59100 59	63867.5 35	62468 44	63369 39	62380 46	65990 22	65036 28	66760 20	59441 57	69283 16	64524 33	58699 61	69965 13	70987 9	63614 38	69547 15
	4	61109 60	66167.94 35	64544 47	65837 38	64782 44	68572 22	67720 27	69521 18	62076 56	71590 16	67044 32	61130 59	72872.3 13	73426 10	65976 37	72365 15
	5	63186 60	68468.93 35	66621 49	68308 38	67184 45	71157 22	70401 24	72280 17	64715 55	73888 16	69564 31	63666 58	75903.8 11	75846 12	68403 37	75183 15
	6	65336 60	70769.26 37	68697 50	70774 36	69590 42	73743 21	73084 24	75041 17	67349 53	76191 16	72132 30	66310 57	79063.4 4	78275 13	70767 38	78001 15
	7	67557 61	73069.69 38	70774 50	73238 36	71993 42	76326 19	75766 23	77800 17	69985 52	78490 16	74580 28	69064 56	82357.7 4	80705 15	73121 37	80819 13
	8	69854 60	75370.68 40	72850 49	75713 35	74395 43	78910 21	78450 22	80561 17	72621 51	80796 16	77064 29	71937 55	85792.1 3	83132 14	75551 38	83636 9
	9	72229 60	77671.34 39	74926 51	78181 36	76801 43	81494 21	81131 23	83321 15	75256 49	83094 16	79608 28	74932 50	89372.7 3	85569 13	77923 37	86454 7
	10	74685 61	79969.78 39	77003 54	80650 35	79202 45	84073 19	83814 21	84927 17	77891 49	85392 16	82128 28	78055 48	93104.9 2	87991 13	80284 38	89272 6
	11	77224 60	82270.55 39	79079 55	83210 33	80555 48	86662 18	86496 20	86533 19	80528 49	87698 16	84540 26	81309 46	96996.2 2	90421 12	82707 36	92090 6
	12	79851 60	84569.88 40	81156 55	85587 29	81908 52	89243 18	89177 19	88139 22	83165 47	89994 16	87060 25	84703 39	101053 2	90421 14	85062 35	94907 6
	13	79851 62	86871.87 37	83232 54	88054 30	83263 53	89243 25	91861 16	89745 21	85798 42	92299 15	89616 23	88239 29	101053 3	90421 18	85321 47	97725 6
	14	82404 60	86871.87 48	85309 52	88054 42	84615 54	89243 33	94544 15	91351 22	88434 40	92299 18	89616 31	91928 20	101053 4	90421 26	85585 51	99725 5
	15	82404 63	89172.19 42	87385 50	88054 48	85973 53	89243 41	97227 12	92957 24	88434 45	95793 14	89616 39	91928 29	101053 5	90421 36	85844 54	99725 8
	16	85042 61	91472.96 37	89462 47	91587 36	86935 54	91826 35	97227 12	94564 20	88434 50	95793 16	92028 33	91928 34	101053 6	90421 43	86108 57	99725 8
	17	85042 64	91472.96 41	91538 40	91587 38	87896 54	91826 37	97227 18	96169 22	88434 51	99286 13	92028 35	91928 36	101053 6	92661 33	86367 56	99725 11
	18	87765 58	91472.96 44	93615 32	91587 43	88858 53	91826 42	97227 23	97776 20	91069 45	99286 15	92028 39	91928 41	101053 7	92661 36	86627 60	102725 5
	19	87765 61	93773.84 36	95691 29	91587 46	89818 55	91826 44	97227 25	98436 21	91069 48	99286 20	94596 33	91928 43	101053 11	92661 39	86627 64	102725 6
	20	90573 56	93773.84 43	97768 27	95120 33	90783 54	94410 40	99908 20	99095 24	91069 51	102776 8	94596 38	91928 49	101053 15	92661 47	86627 64	102725 9
	21	90573 57	93773.84 44	97768 29	95120 36	91742 52	94410 43	99908 24	99755 26	91069 55	102776 10	94596 42	91928 51	101053 18	94905 37	86627 67	102725 11
	22	93471 51	93773.84 48	97768 31	95120 37	92705 54	94410 45	99908 25	100415 23	93705 49	102776 15	97128 32	91928 58	101053 21	94905 39	86627 67	106475 5
	23	93471 53	96072.61 36	97768 31	95120 41	93667 51	94410 49	99908 26	101076 21	96340 35	106269 6	97128 32	91928 58	101053 22	94905 43	86627 68	106475 5
	24	96461 39	96072.61 41	97768 33	98653 30	94627 52	96993 37	99908 27	101736 20	96340 40	106269 6	97128 35	91928 59	101053 22	94905 47	86627 68	106475 5
	25	96461 43	96072.61 45	97768 34	98653 33	95587 48	96993 40	102592 20	102395 21	96340 44	106269 6	97128 38	91928 61	101053 24	97147 37	86627 69	106475 5
	26	96461 47	98372.61 35	97768 36	98653 34	97413 37	96993 43	102592 23	103055 19	98975 33	109761 6	97128 41	91928 63	101053 25	97147 40	86627 70	110225 5
	27	96461 48	98372.61 36	97768 39	98653 35	97413 40	96993 45	102592 23	103715 18	98975 34	109761 6	97128 43	91928 64	101053 25	99391 33	86627 70	110225 5
	28	96461 49	98372.61 40	97768 43	98653 39	97413 44	99574 34	102592 23	104375 16	98975 38	109761 6	97128 45	91928 64	101053 25	99391 36	86627 70	110225 5
	29	96461 49	98372.61 40	97768 43	98653 39	97413 44	99574 35	102592 23	105035 13	101611 24	109761 6	97128 45	91928 65	101053 26	99391 37	86627 70	110225 5
	30	96461 51	98372.61 42	97768 45	98653 40	97413 46	99574 36	102592 23	105694 12	101611 25	109761 6	97128 47	91928 65	101053 27	99391 38	86627 70	110225 5
	Max HND Salary	96461 52	98372.61 44	97768 47	98653 43	97413 48	99574 39	102592 27	107012 13	106882 14	109761 9	97128 49	91928 65	101053 29	99391 41	86627 70	110225 8
	Max Initial HND Salary	72229 48	70769.26 54	81156 15	70774 53	76801 31	78910 24	75766 36	83321 11	67349 62	78490 25	89616 4	78055 30	82357.7 13	78275 28	75551 37	86454 7
	Previous 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
	Latest Schedule	2007-08	2008-09	2008-09	2010-11	2010-11	2007-08	2007-08	2011-12	2011	2011-12	2011-12	2008	2007-08	2011	2011-12	2009-10
	% Increase Min HND								0.00%		0.00%	0.00%			0.00%	0.94%	
	% Increase 16th HND								0.00%		0.00%	0.00%			0.00%	0.94%	
	% Increase Max HND								1.25%		0.00%	0.00%			0.00%	0.94%	

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 31	58315 44	60754 28	55027 59	53823 64	58230.6 46	47981 69	42448 71	57698.4 50	57860 49	52554 67	55279.5 57	54275 61	57191 51	77801 1	58135 48
	2	62599 30	60530 42	62334 32	57495 58	55438 65	60268.6 45	49032 70	44456 71	60075.7 47	59940 49	54656 67	57620 56	56408 61	59485 50	81483 1	60315 44
	3	64836 29	62796 42	63954 34	59957 56	57101 65	62378.4 47	50773 70	46564 71	62446 45	62100 48	56842 68	59965 55	58540 62	61769 50	85165 1	62504 43
	4	67060 31	65171 42	65617 39	62422 54	58814 67	64561.5 46	52515 70	48777 71	64816.3 43	64330 48	59116 66	62306 55	60672 62	64065 50	88849 1	64686 45
	5	69300 32	67645 40	67323 42	64890 54	60579 68	66821.5 47	54852 70	51102 71	67193.6 44	66650 48	61481 66	64648 56	62805 62	66361 50	92530 1	66872 46
	6	71534 32	70215 41	69073 46	67354 52	62397 68	69160 45	56217 70	53544 71	69563.9 43	69050 47	63940 66	66990 56	64937 62	68746 49	96215 1	69050 47
	7	73763 32	72889 40	70869 49	69816 53	64268 68	71579.3 44	57740 70	56107 71	71938.7 43	71540 45	66498 65	69334 55	67069 62	71135 48	99892 1	71248 47
	8	76003 34	75663 37	72712 50	72281 53	66196 68	74085.9 46	59259 70	58798 71	74310.8 44	74110 45	69157 64	71675 56	69203 63	73544 47	103579 1	73431 48
	9	78232 35	78552 34	74603 54	74751 53	68182 68	76678.6 46	61203 71	61623 70	76681.2 45	76780 44	71924 61	74018 56	71335 64	75948 47	107261 1	75619 48
	10	80462 36	81559 29	76542 55	77218 51	70228 69	79362.5 44	63149 71	64589 70	79054 46	79540 43	74801 60	76359 56	73467 64	78353 47	110942 1	77803 50
	11	82694 37	81559 44	78532 57	79688 52	72334 69	82140.1 40	65195 71	67704 70	81426.4 45	82410 38	77793 59	78700 56	75600 63	80775 47	114627 1	79863 51
	12	84834 38	81559 54	80574 58	82147 51	74504 69	85014 36	66231 71	70971 70	83799.2 42	85370 33	80904 57	81047 56	77732 63	83193 46	118309 1	82174 50
	13	87162 36	83903 51	82669 56	84603 48	76740 68	87989.3 31	67265 70	74408 69	86171.5 40	88450 27	84141 50	83386 52	79864 61	85634 44	121990 1	84353 49
	14	89396 32	83903 56	84818 53	87081 47	79042 69	91070 24	68214 71	74408 70	88544.3 38	88450 39	87506 46	85729 50	81997 61	88078 41	125672 1	84353 55
	15	91629 30	83903 60	87024 51	89460 40	81413 66	91070 32	69448 71	74408 70	90848.8 34	88450 44	91006 33	88070 47	84130 59	88078 46	129349 1	84353 57
	16	93861 27	86318 55	87489 53	90505 42	83856 67	91070 38	70706 71	74408 70	90848.8 40	90561.3 41	91006 39	90415 44	86262 56	88078 51	130078 1	84353 64
	17	96098 23	86318 58	87957 53	91551 39	86372 55	91070 42	73547.1 71	74408 70	90848.8 44	90561.3 45	91006 43	92692 32	86262 59	88078 52	130809 1	84353 66
	18	98326 18	86318 63	88428 56	92596 37	88962 52	94894.1 28	74981.2 70	74408 71	90848.8 49	90561.3 50	91006 47	95028 27	86262 64	90531 51	131539 1	86538 61
	19	100558 15	88805 58	88901 57	92596 40	91631 45	94894.1 31	75921.7 70	74408 71	90848.8 52	92723 38	91006 50	97423 23	86262 66	90531 53	132270 1	86538 65
	20	100558 18	88805 60	89377 59	93641 44	94381 41	94894.1 34	76863.1 70	74408 71	93219.1 45	92723 46	94647 37	99878 21	86262 66	90531 57	133001 1	86538 65
	21	100558 22	88805 62	89855 61	93641 45	95334 34	94894.1 38	80091.9 70	74408 71	93219.1 46	92723 47	94647 41	100877 20	87762 65	90531 59	133731 1	90560 58
	22	102845 13	91366 60	90336 62	93641 50	95334 35	94894.1 40	81061.1 70	74408 71	93219.1 52	94936.3 38	94647 44	100877 22	87762 66	93155 53	134461 1	90560 61
	23	102845 17	91366 60	90819 61	93641 52	95334 39	94894.1 44	82029.2 70	74408 71	93219.1 54	94936.3 42	94647 48	100877 23	87762 66	93155 55	135192 1	90560 62
	24	102845 17	91366 60	91305 62	93641 54	95334 43	94894.1 48	82998.3 70	74408 71	93219.1 55	94936.3 45	94647 51	100877 24	87762 66	93155 56	135923 1	90915 63
	25	102845 18	94004 55	91793 62	93641 56	95334 49	99640.3 32	85965.6 70	74408 71	95589.2 47	97202.4 36	94647 54	100877 26	87762 66	93155 58	136653 1	90915 65
	26	102845 20	94004 56	92284 61	93641 57	95334 51	99640.3 32	86957.8 69	74408 71	95589.2 50	97202.4 39	94647 55	100877 27	89262 67	95853 48	137383 1	90915 65
	27	102845 20	94004 56	92778 61	93641 57	95334 52	99640.3 32	88741.3 68	74408 71	95589.2 51	97202.4 42	94647 55	100877 27	89262 67	95853 49	138114 1	93095 59
	28	102845 20	96723 47	93274 60	93641 59	95334 53	99640.3 33	90680.6 66	74408 71	95589.2 52	99522.6 35	94647 57	100877 27	89262 68	95853 50	138845 1	93095 61
	29	102845 20	96723 47	93773 59	93641 60	95334 53	99640.3 34	90680.6 67	74408 71	95589.2 52	99522.6 36	94647 57	100877 28	89262 68	95853 50	139575 1	93095 61
	30	102845 20	96723 49	94275 59	93641 60	95334 53	99640.3 35	90680.6 67	74408 71	97893.8 44	99522.6 37	94647 58	100877 29	89262 68	98632 41	140305 1	93095 61
Max HND Salary	102845 24	96723 51	94275 59	93641 60	95334 54	99640.3 38	90680.6 67	74408 71	97893.8 46	99522.6 40	94647 58	100877 32	89262 68	104454 21	140305 1	93095 61	
Max Initial HND Salary	71534 52	67645 60	76542 33	67354 61	62397 67	71579.3 50	66231 64	51102 71	74310.8 41	74110 43	69157 56	85729 9	67069 63	68746 58	110942 1	69050 57	
Previous 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	
Latest Schedule	2010-11	2011-12	2008	2011-12	2011-12	2008-09	2008-09	2010-11	2008-09	2011-12	2011-12	2011-12	2010-11	2011-12	2009-11	2011-12	
% Increase Min HND		-5.64%		0.00%	-1.00%			2.50%		0.00%	0.00%	1.50%		0.00%		-2.02%	
% Increase 16th HND		-5.64%		0.00%	-1.00%			2.50%		0.00%	0.00%	1.50%		0.00%		-2.02%	
% Increase Max HND		-5.64%		0.00%	0.00%			2.50%		0.00%	0.00%	2.52%		0.00%		-2.02%	

	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	63312 19	67878 3	46920 70	62876 20	66969 5	55896 55	64960.2 11	65769 10	61504 23	66379 6	53483 66	59325 36	67435 4	56213.4 53	58610 42	58883 40
	2	66525 16	69915 4	49511 69	62876 28	69378 5	57573 57	67617.7 10	68332 9	63682 22	66778 14	55623 64	62039 35	70035 3	58143.4 55	60220 46	61343 38
	3	69636 14	72012 4	52101 69	62876 41	71797 5	59301 58	70278.3 11	70894 10	65849 23	71184 7	57848 64	64738 32	72630 3	60064.6 54	61880 49	63807 37
	4	72726 14	74173 5	54700 69	65377 40	74217 4	61080 61	72934.2 11	73457 9	68091 23	73591 7	60162 64	67449 29	75221 3	61996.8 57	63580 51	66268 34
	5	75929 10	76398 5	57289 69	67875 39	76634 4	62912 61	75591.5 14	76019 8	70274 25	76001 9	62568 63	70164 26	77811 3	63924.6 57	65330 52	68732 34
	6	79061 5	78690 8	59881 69	70375 40	79045 6	64799 63	78249 14	78581 9	72454 26	78404 11	65071 61	72876 25	80413 3	65842.5 59	67130 55	71194 33
	7	82172 5	81050 10	62473 69	72874 41	81473 6	66743 64	80906.3 12	81144 8	74664 27	80804 14	67674 60	75589 24	83004 3	67773.6 59	68970 57	73657 34
	8	85344 5	83482 12	65065 69	75373 39	83888 7	68746 65	83562.2 11	81144 15	76875 30	83209 13	70380 59	78287 23	85602 4	69697 61	70870 57	76119 33
	9	88526 4	85986 11	67657 69	77869 38	86305 9	70808 65	86222.8 10	81144 22	79085 29	85615 12	73196 57	81000 24	88195 5	71627 63	72820 59	78581 33
	10	91637 4	88566 11	70251 68	80370 37	88723 10	72932 65	88880.1 9	83706 23	81297 30	88019 12	76123 57	83715 22	90784 5	73550.4 63	74820 59	81046 33
	11	94789 4	91223 9	72842 67	82869 35	91136 10	74537 65	91537.7 8	83706 28	83506 29	90426 11	79168 54	86415 21	93383 5	75433.2 64	76880 61	83504 30
	12	97920 3	93960 9	75435 66	85367 34	93557 10	76177 65	94193.5 8	83706 44	85725 28	92834 12	82335 49	89124 20	95973 5	77365.4 64	78990 62	85971 27
	13	101072 2	96778 9	78029 64	87865 33	95973 10	77852 65	96850.9 8	86269 39	87945 32	95237 11	85629 45	91861 16	98562 5	79347 63	81160 60	88430 28
	14	101072 3	99682 6	80617 65	87865 44	98390 8	79565 67	97516.4 10	86269 49	90164 27	97641 9	89054 35	94552 14	98562 7	81378 64	83400 58	90892 25
	15	101072 4	102672 3	83211 62	87865 49	100813 6	81316 67	98180.4 9	86269 52	92383 26	97641 11	92616 25	94552 16	99797 7	83460.6 61	85690 55	93354 20
	16	101072 5	102672 4	85958 59	90367 45	103005 3	83105 68	98844.1 9	88831 49	94602 18	97641 11	94468 23	94552 21	101029 7	84877.9 63	88050 52	94586 19
	17	101072 5	102672 4	85958 61	90367 47	105210 3	84933 65	99509.9 12	88831 50	96821 19	100043 9	96358 21	97267 17	101029 7	86319.3 57	90470 46	95817 24
	18	104252 4	102672 6	85958 66	91044 46	107405 3	86801 59	100175 12	88831 54	99041 16	100043 13	98285 19	97266 22	101029 8	87784.9 57	92950 35	95817 26
	19	104252 4	102672 7	85958 67	91044 49	109603 3	88711 59	100842 13	91394 47	101260 10	100043 17	100250 16	97266 24	103494 5	89272.5 56	95510 30	95817 28
	20	104252 6	102672 10	85958 67	95362 32	111596 3	90663 55	101506 13	91394 50	101260 14	102451 11	102255 12	97266 28	103494 7	90788.6 53	98140 25	95817 31
	21	107432 4	102672 12	88030 64	95362 33	113807 3	92657 48	102170 16	91394 54	101260 17	102451 14	104301 7	99981 23	103494 8	92327.8 49	100840 21	95817 32
	22	107432 4	102672 16	88030 65	97863 30	113807 3	92657 55	102836 14	93956 46	101260 20	102451 18	104301 9	99981 24	105958 6	93893.3 47	101840 19	95817 34
	23	107432 4	102672 18	88030 65	97863 30	113807 3	92657 56	103500 14	93956 50	101260 20	104857 8	104301 11	99981 25	105958 7	95487.3 38	103880 13	95817 37
	24	107432 4	102672 18	91309 61	97863 32	113807 3	92657 57	104165 13	93956 53	101260 21	104857 9	104301 12	99981 26	105958 7	97107.7 36	104920 8	95817 42
	25	107432 4	102672 19	91309 64	100362 28	116083 3	92657 59	104831 13	96519 41	101260 23	104857 12	104301 16	99981 29	105958 7	97107.7 39	104920 11	95817 46
	26	110612 4	102672 22	91309 64	100362 29	116083 3	92657 59	105251 10	96519 45	101260 24	104857 13	104301 16	102696 21	105958 7	97107.7 42	104920 12	95817 49
	27	110612 4	102672 22	91309 65	100362 29	116083 3	92657 62	105669 8	96519 47	101260 24	104857 13	104301 16	102696 21	105958 7	97107.7 44	104920 12	95817 50
	28	110612 4	102672 22	91309 65	100362 29	116083 3	92657 62	106089 8	99081 37	101260 24	104857 13	104301 17	102696 21	105958 9	97107.7 46	104920 12	95817 51
	29	110612 4	102672 22	91309 66	100362 30	116083 3	92657 63	106509 8	99081 38	101260 25	104857 15	104301 18	102696 21	105958 9	97107.7 46	104920 14	95817 51
	30	110612 4	102672 22	91309 66	100362 31	116083 3	92657 63	106928 9	99081 39	101260 26	104857 15	104301 18	102696 21	105958 11	97107.7 48	104920 14	95817 52
Max HND Salary		116972 3	102672 26	91309 66	100362 34	116083 4	92657 63	111123 7	99081 42	101260 28	104857 18	104301 22	102696 25	105958 15	97107.7 50	104920 17	95817 53
Max Initial HND Salary		88526 5	76398 34	59881 70	80370 22	86305 8	68746 58	94193.5 3	81144 16	72454 46	80804 20	76123 35	78287 26	80413 21	69697 55	61880 68	81046 18
Previous 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
Latest Schedule		2011-12	2008-09	2011-12	2007-08	2010-11	2009-10	2011-12	2007-08	2007-08r	2011-12	2009-10	2007-08	2009-10	2008	2010	2007-08
% Increase Min HND		2.00%	3.51%	0.00%				0.98%			1.05%						
% Increase 16th HND		2.00%	3.51%	0.00%				0.98%			1.05%						
% Increase Max HND		1.99%	3.51%	0.00%				0.98%			1.05%						

STEP	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	
	1	59381 35	65974 9	56085 54	60410 30	61668 22	59620 33	59001 39	63461.6 18	52080 68	55564.4 56	53628 65	54590.7 60	60605 29	72754 2	61288 25	64882 12
	2	62253 33	68492 8	58410 53	63206 27	63668 23	62170 34	61062 40	65411.3 18	54550 68	58342.6 54	55290 66	56473.8 60	62713 29	74958 2	63493 25	67570 11
	3	65078 27	71011 8	60749 52	65992 21	65668 26	64740 31	63121 40	67586.5 17	57023 66	61259.7 51	57004 67	58356.9 63	64822 30	77163 2	65697 25	70252 12
	4	67765 26	73526 8	63096 52	68786 21	67668 28	67290 30	65180 41	69762.8 17	59492 65	64322.7 49	58772 68	60240 63	66930 33	79368 2	67904 25	72933 12
	5	70636 23	76050 7	65434 51	71580 20	69668 30	69850 29	67239 43	7204.7 18	61965 65	67538.8 41	60593 67	62123.1 64	69039 33	81572 2	70106 28	75617 13
	6	73413 22	78557 10	67776 51	74377 18	71668 31	72390 27	69298 44	74115.6 19	64434 64	70915.8 35	62474 67	64006.2 65	71147 34	83777 2	72312 29	78276 12
	7	76192 20	81085 9	70113 51	77163 18	73668 33	74960 26	71356 46	75983.3 22	66906 63	74461.6 31	64409 67	65889.3 66	73256 35	85982 2	74516 30	80987 11
	8	78973 20	83604 10	72451 52	79956 18	75668 36	77510 27	79922 19	78262.1 24	69376 62	78184.6 26	66407 67	67772.4 66	75364 41	88186 2	76722 32	83672 8
	9	81750 20	85277 14	74797 52	82753 17	77668 40	80070 27	81982 19	80437.3 26	71847 62	82093.9 18	68464 67	69655.5 66	77473 42	90391 2	78926 32	86359 8
	10	84527 18	87165 14	77140 53	82753 24	79668 41	82640 26	84041 20	82182 27	74319 62	86198.6 15	70586 67	71538.6 66	79581 42	92596 3	81131 31	89039 8
	11	87307 17	89094 15	79473 53	85545 23	81668 43	85170 24	86099 22	84357.1 27	76790 62	89646.5 14	72776 68	73421.7 66	81689 42	94800 3	83337 31	91720 7
	12	90129 15	93137 11	81871 53	85545 30	83668 45	87740 23	88158 21	86432.2 26	79261 61	89646.5 17	75033 68	75304.8 67	83798 43	97005 4	85541 31	94410 7
	13	92952 14	93137 12	81871 58	85545 46	85668 43	90310 19	90218 20	88607.3 26	81732 59	89646.5 22	77358 66	77187.9 67	85906 41	99210 4	87747 34	97087 7
	14	95776 12	95326 13	81871 62	89150 34	87668 45	92860 17	92276 19	91110.5 23	81732 63	89646.5 30	79756 66	79071 68	88015 43	101414 2	89950 28	97087 11
	15	98170 10	95326 15	81871 64	89150 43	89668 38	93290 21	94335 18	92958.9 23	81732 65	93232.4 22	79756 69	80954.1 68	90123 37	103619 2	92156 27	97087 13
	16	98170 10	95326 17	85964 58	89150 48	89668 46	93730 28	96395 14	92958.9 30	84184 65	93232.4 29	79756 69	83976.7 68	92232 32	105824 2	94360 24	97087 13
	17	100565 8	97566 16	85964 60	89150 49	89668 48	95410 25	98453 14	92958.9 31	84184 67	93232.4 30	82228 69	83976.7 68	92232 34	108028 2	94360 28	99775 10
	18	100565 9	97566 21	85964 65	91971 40	90921 48	95840 25	100512 10	92958.9 34	84184 67	93232.4 33	82228 69	83976.7 68	92232 38	110233 2	94360 30	99775 14
	19	100565 14	99859 18	90263 54	91971 42	90921 51	96280 27	102570 9	94715.6 32	86710 63	93232.4 37	82228 69	83976.7 68	92232 41	112438 2	96565 26	99775 19
	20	100565 17	99859 22	90263 58	91971 48	90921 52	97970 26	104630 5	94715.6 36	86710 63	96961.6 29	84778 69	85476.7 68	94785 35	114642 2	96565 30	99775 23
	21	102959 9	99859 25	90263 60	91971 50	90921 56	98400 27	104630 6	94715.6 40	86710 66	96961.6 30	84778 69	85476.7 68	94785 39	116847 2	96565 31	102457 13
	22	102959 12	99859 26	94776 42	91971 57	92173 56	98830 27	104630 8	94715.6 43	89311 64	96961.6 33	84778 69	85476.7 68	94785 41	119052 2	98770 28	102457 17
	23	102959 16	99859 27	94776 47	94782 46	92173 57	100540 24	104630 10	96471.2 34	89311 64	96961.6 33	87405 67	85476.7 69	94785 45	121256 2	98770 28	102457 19
	24	102959 16	99859 28	94776 50	94782 49	92173 58	100980 23	104630 11	96471.2 38	89311 65	100840 25	87405 67	85476.7 69	97339 34	121256 2	98770 29	102457 19
	25	105354 8	99859 30	94776 53	94782 52	93426 57	101390 22	104630 15	96471.2 42	91990 60	100840 27	87405 67	86976.7 68	97339 35	121256 2	100973 25	105141 10
	26	105354 8	99859 30	94776 54	94782 53	93426 58	103090 18	104630 15	96471.2 46	91990 62	100840 28	90115 66	86976.7 68	97339 38	123461 2	100973 26	105141 11
	27	105354 9	99859 30	94776 54	94782 53	93426 58	103540 19	104630 15	98360.6 37	91990 63	100840 28	90115 66	86976.7 69	97339 41	123461 2	100973 26	105141 11
	28	105354 10	99859 31	94776 55	94782 54	94678 56	103970 19	104630 15	98360.6 41	91990 63	100840 28	90115 67	86976.7 69	99893 30	123461 2	100973 26	105141 11
	29	105354 11	99859 32	94776 55	94782 54	94678 56	105650 10	104630 17	98360.6 41	91990 64	100840 29	92908 62	86976.7 69	99893 31	123461 2	100973 27	105141 12
	30	105354 13	99859 33	94776 56	94782 55	94678 57	106090 10	104630 17	98360.6 43	91990 64	100840 30	92908 62	88476.7 69	99893 32	123461 2	100973 28	107821 7
Max HND Salary	105354 16	99859 36	94776 57	94782 56	100941 31	112640 6	104630 20	115742 5	91990 64	100840 33	92908 62	88476.7 69	99893 35	123461 2	100973 30	107821 11	
Max Initial HND Salary	87307 6	73526 45	60749 69	71580 49	81668 14	82640 12	104630 2	74115.6 42	76790 32	64322.7 65	62474 66	71538.6 51	75364 39	83777 10	72312 47	78276 27	
Previous 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	
Latest Schedule	2008-09	2011-12	2007-08	2007-08	2008-09	2007-08	2009-10	2010-11	2011-12	2010-11	2009-10	2009-10	2011-12	2011-12	2007-08	2008-09	
% Increase Min HND		0.00%							1.00%	0.00%			0.000%	6.45%			
% Increase 16th HND		0.00%							1.00%	0.00%			0.000%	4.26%			
% Increase Max HND		0.00%							1.00%	0.00%			0.000%	1.82%			

STEP	Ventura	Victor Valley	West Hills	West Kern	West Valley Mission	Yosemite	Yuba	
	1	59293 37	62736 21	63671 17	66077 8	56649 52	53984 63	61369 24
	2	61570 36	64951 19	65594 17	68640 6	58631 52	56374 62	63564 24
	3	63852 36	67166 19	67521 18	71205 6	60683 53	58764 60	65760 24
	4	66132 36	69381 20	69445 19	73769 6	62807 53	61153 58	67957 24
	5	68413 36	71596 19	71372 21	76333 6	65006 53	63545 59	70150 27
	6	70692 39	73811 20	73297 23	78898 7	67281 54	65935 58	72346 28
	7	72972 39	76026 21	75224 25	81462 7	69636 54	68326 58	74542 29
	8	75257 42	78241 25	77149 28	84026 6	72073 54	70715 58	76734 31
	9	77535 41	80456 25	79079 30	86591 6	74596 55	73107 58	78930 31
	10	79815 40	82671 25	81002 34	89155 7	77206 52	75496 58	81126 32
	11	82095 41	84886 25	82927 34	89859 13	79909 50	77887 58	83320 32
	12	84375 41	87101 24	84860 37	92321 13	82705 48	80276 59	85515 32
	13	86654 71	89316 24	86781 38	93039 13	82705 55	82668 57	87712 35
	14	88935 36	91531 21	88703 37	93758 16	82705 59	83413 57	89905 29
	15	91215 31	93746 19	90625 35	94476 17	85600 56	84156 58	92100 28
	16	93951.5 26	95961 15	92546 31	94476 22	85600 60	84902 62	94296 25
	17	93951.5 29	98176 15	94477 26	94476 27	85600 63	85646 62	96490 20
	18	93951.5 31	100391 11	96408 24	94476 29	88596 55	86391 62	98685 17
	19	93951.5 35	102606 8	98339 22	94476 34	88596 60	87134 62	100879 12
	20	93951.5 42	104821 4	100270 19	94476 39	88596 61	87880 62	100879 16
	21	95319.8 35	104821 5	102201 15	98063 28	91696 53	88624 63	100879 19
	22	95319.8 36	104821 7	104133 10	98063 29	91696 59	89369 63	103074 11
	23	95319.8 40	104821 9	104133 12	98063 29	91696 59	90113 63	103074 15
	24	95319.8 44	104821 10	104133 14	98063 31	94906 46	90858 64	103074 15
	25	95319.8 50	104821 14	104133 17	99719 31	94906 51	91602 63	105269 9
	26	96688.1 44	104821 14	104133 17	99719 31	94906 52	92348 60	105269 9
	27	96688.1 46	104821 14	104133 17	99719 31	98227 38	93092 60	105269 10
	28	96688.1 48	104821 14	104133 18	99719 32	98227 42	93837 58	107464 7
	29	96688.1 48	104821 16	104133 19	99719 33	98227 42	94581 58	107464 7
	30	96688.1 50	104821 16	104133 19	99719 34	101665 24	95326 54	107464 8
Max HND Salary	98056.4 45	104821 19	104133 23	99719 37	108907 10	95326 55	107464 12	
Max Initial HND Salary	79815 23	78241 29	81002 19	73769 44	74596 40	75496 38	81126 17	
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	2011-12	2009-10	2009-10	
% Increase Min HND					0.00%			
% Increase 16th HND					0.00%			
% Increase Max HND					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 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.

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