

	Allan Hancock	Antelope Valley	Barstow	Butte-Glenn	Cabrillo	Cerritos	Chabot-Las Positas	Chaffey	Citrus	Coast	Compton	Contra Costa	Copper Mountain	Desert	El Camino	Feather River	Foothill-De Anza
1	55278 62	59268.4 38	58315 47	58431 46	58157 49	63865 18	59075 39	61240 31	60630 33	64679 14	66131 8	64524 15	54126 66	64500.1 16	66131 8	58831 41	63912 17
2	57157 63	61568.7 38	60391 46	60903 42	59975 51	66578 17	61731 36	64000 26	60630 43	66984 14	68557 7	64524 22	56365 66	67175.3 13	68557 7	61256 39	66730 16
3	59100 63	63867.5 37	62468 46	63369 40	62380 49	69290 17	64386 34	66760 24	60630 57	69283 18	70987 9	64524 33	58699 66	69965 14	70987 9	63614 39	69547 16
4	61109 64	66167.9 35	64544 47	65837 38	64782 45	72001 17	67043 33	69521 22	63318 55	71590 18	73426 10	67044 32	61130 63	72872.3 14	73426 10	65976 37	72365 16
5	63186 66	68468.9 35	66621 50	68308 38	67184 45	74715 17	69697 31	72280 21	66009 54	73888 18	75846 12	69564 33	63666 62	75903.8 11	75846 12	68403 37	75183 16
6	65336 66	70769.3 37	68697 51	70774 36	69590 42	77430 17	72354 30	75041 21	68696 52	76191 18	78275 13	72132 32	66310 61	79063.4 5	78275 13	70767 38	78001 16
7	67557 66	73069.7 38	70774 53	73238 36	71993 42	80142 17	75009 28	77800 21	71385 47	78490 20	80705 15	74580 31	69064 60	82357.7 5	80705 15	73121 37	80819 13
8	69854 64	75370.7 39	72850 53	75713 35	74395 44	82856 16	77666 28	80561 21	74073 47	80796 20	83132 14	77064 32	71937 59	85792.1 3	83132 14	75551 37	83636 9
9	72229 64	77671.3 38	74926 55	78181 35	76801 44	85569 13	80320 28	83321 19	76761 46	83094 21	85569 13	79608 31	74932 54	89372.7 3	85569 13	77923 36	86454 7
10	74685 65	79969.8 39	77003 59	80650 35	79202 47	88277 12	82976 26	84927 21	79449 46	85392 20	87991 14	82128 30	78055 51	93104.9 2	87991 14	80284 38	89272 7
11	77224 64	82270.5 40	79079 59	83210 34	80555 50	90995 12	85632 25	86533 21	82139 41	87698 19	90421 14	84540 28	81309 47	96996.2 2	90421 14	82707 37	92090 6
12	79851 64	84569.9 41	81156 58	85587 32	81908 55	93705 11	88286 21	88139 23	84828 39	89994 18	90421 16	87060 27	84703 40	101053 2	90421 16	85062 37	94907 6
13	79851 65	86871.9 40	83232 57	88054 33	83263 56	93705 14	90943 18	89745 23	87514 37	92299 16	90421 19	89616 25	88239 32	101053 3	90421 19	85321 49	97725 6
14	82404 63	86871.9 51	85309 56	88054 44	84615 58	93705 16	93599 17	91351 24	90203 31	92299 19	90421 28	89616 35	91928 21	101053 4	90421 28	85585 54	99725 5
15	82404 66	89172.2 46	87385 54	88054 51	85973 57	93705 21	96255 13	92957 26	90203 40	95793 15	90421 38	89616 44	91928 29	101053 6	90421 38	85844 58	99725 9
16	85042 64	91473 39	89462 53	91587 37	86935 58	96417 13	96255 15	94564 23	90203 50	95793 19	90421 46	92028 35	91928 36	101053 7	90421 46	86108 60	99725 9
17	85042 67	91473 44	91538 42	91587 40	87896 58	96417 22	96255 23	96169 25	90203 52	99286 13	92661 35	92028 38	91928 39	101053 7	92661 35	86367 61	99725 11
18	87765 62	91473 48	93615 33	91587 46	88858 57	96417 23	96255 25	97776 20	92890 39	99286 17	92661 40	92028 44	91928 45	101053 8	92661 40	86627 64	102725 6
19	87765 64	93773.8 38	95691 30	91587 51	89818 59	96417 25	96255 27	98436 21	92890 42	99286 20	92661 44	94596 35	91928 49	101053 14	92661 44	86627 67	102725 7
20	90573 60	93773.8 44	97768 28	95120 36	90783 58	99131 23	98909 25	99095 24	92890 49	102776 10	92661 51	94596 41	91928 53	101053 17	92661 51	86627 68	102725 11
21	90573 61	93773.8 47	97768 30	95120 37	91742 56	99131 27	98909 28	99755 26	92890 51	102776 10	94905 39	94596 45	91928 55	101053 19	94905 39	86627 70	102725 11
22	93471 55	93773.8 53	97768 31	95120 40	92705 59	99131 27	98909 28	100415 23	95579 36	102776 15	94905 43	97128 32	91928 62	101053 21	94905 43	86627 70	106475 6
23	93471 56	96072.6 38	97768 32	95120 44	93667 54	99131 28	98909 29	101076 21	98267 30	106269 7	94905 47	97128 34	91928 62	101053 22	94905 47	86627 70	106475 6
24	96461 41	96072.6 42	97768 34	98653 31	94627 54	101843 20	98909 30	101736 21	98267 32	106269 7	94905 50	97128 37	91928 63	101053 23	94905 50	86627 70	106475 6
25	96461 46	96072.6 47	97768 36	98653 34	95587 51	101843 21	101567 22	102395 20	98267 35	106269 7	97147 40	97128 42	91928 64	101053 26	97147 40	86627 70	106475 6
26	96461 49	98372.6 36	97768 37	98653 35	97413 39	101843 23	101567 24	103055 20	100955 28	109761 6	97147 42	97128 44	91928 66	101053 27	97147 42	86627 71	110225 5
27	96461 50	98372.6 38	97768 41	98653 37	97413 43	101843 23	101567 24	103715 19	100955 28	109761 6	99391 35	97128 46	91928 67	101053 27	99391 35	86627 71	110225 5
28	96461 50	98372.6 41	97768 44	98653 40	97413 46	104553 18	101567 25	104375 19	100955 29	109761 6	99391 37	97128 47	91928 67	101053 28	99391 37	86627 71	110225 5
29	96461 50	98372.6 41	97768 44	98653 40	97413 46	104553 20	101567 26	105035 15	103643 22	109761 6	99391 37	97128 47	91928 67	101053 29	99391 37	86627 71	110225 5
30	96461 52	98372.6 43	97768 46	98653 41	97413 48	104553 20	101567 27	105694 15	103643 22	109761 6	99391 38	97128 49	91928 67	101053 30	99391 38	86627 71	110225 5
Max HND Salary	96461 53	98372.6 45	97768 48	98653 44	97413 50	104553 23	101567 29	107012 15	109020 11	109761 9	99391 41	97128 51	91928 67	101053 32	99391 41	86627 71	110225 8
Max Initial HND	72229 52	70769.3 56	81156 16	70774 55	76801 33	82856 13	75009 41	83321 12	68696 62	78490 25	78275 28	89616 6	78055 31	93104.9 4	78275 28	75551 37	86454 8
Previous Schedule	2007-08	2008-09	2008-09	2010-11	2010-11	2007-08	2007-08	2011-12	2011	2011-12	2011	2011-12	2008-09	2007-08	2011	2011-12	2009-10
Latest Schedule	2007-08	2009-10	2008-09	2010-11	2011-12	2012-13	2012-13	2011-12	2012-13	2012-13	2012	2011-12	2008-09	2007-08	2012	2011-12	2009-10
% Incr Min HND		0.00%		0.00%	5.00%	-1.00%		2.00%	0.00%	0.00%				0.00%			
% Incr 16th HND		0.00%		0.00%	5.00%	-1.00%		2.00%	0.00%	0.00%				0.00%			
% Incr Max HND		0.00%		0.00%	5.00%	-1.00%		2.00%	0.00%	0.00%				0.00%			
	Allan Hancock	Antelope Valley	Barstow	Butte-Glenn	Cabrillo	Cerritos	Chabot-Las Positas	Chaffey	Citrus	Coast	Compton	Contra Costa	Copper Mountain	Desert	El Camino	Feather River	Foothill-De Anza

	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	Mt San Antonio	
STEP	1	61572 27	61801 24	60754 32	55027 63	54367 64	58486.9 45	47981 71	52650 68	57698.4 52	57860 51	52554 69	55279.5 61	58797 42	57191 54	77801 1	58135 50	63312 21
	2	63851 27	64148 25	62334 33	57495 62	55998 67	60533.8 45	49032 72	55159 68	60075.7 50	59940 52	54656 69	57620 60	61108 40	59485 54	81483 1	60315 48	66525 18
	3	66133 26	66549 25	63954 36	59957 61	57678 68	62652.9 43	50773 72	57795 67	62446 47	62100 50	56842 70	59965 60	64028 35	61769 53	85165 1	62504 44	69636 15
	4	68401 26	69066 25	65617 40	62422 58	59408 69	64845.5 43	52515 72	60562 67	64816.3 44	64330 51	59116 70	62306 59	65728 39	64065 53	88849 1	64686 46	72726 15
	5	70686 26	71688 22	67323 42	64890 58	61191 70	67115.6 46	54852 72	63467 65	67193.6 44	66650 49	61481 69	64648 59	68039 39	66361 53	92530 1	66872 47	75929 10
	6	72965 26	74412 22	69073 47	67354 56	63027 70	69464.3 44	56217 72	66516 60	69563.9 43	69050 48	63940 69	66990 59	70349 41	68746 50	96215 1	69050 48	79061 6
	7	75238 26	77246 22	70869 51	69816 56	64917 70	71894.2 44	57740 72	69717 57	71938.7 43	71540 46	66498 69	69334 59	72659 41	71135 50	99892 1	71248 49	82172 6
	8	77523 29	80185 22	72712 55	72281 57	66865 70	74411.9 43	59259 72	73080 51	74310.8 45	74110 46	69157 68	71675 60	74969 42	73544 49	103579 1	73431 50	85344 6
	9	79797 30	83247 20	74603 58	74751 57	68871 70	77016 43	61203 72	76606 48	76681.2 47	76780 45	71924 65	74018 61	77279 42	75948 50	107261 1	75619 51	88526 4
	10	82071 31	86434 18	76542 60	77218 55	70937 70	79711.7 41	63149 72	80319 37	79054 48	79540 45	74801 64	76359 61	79589 43	78353 50	110942 1	77803 52	91637 4
	11	84348 30	86434 22	78532 61	79688 56	73065 70	82501.5 38	65195 72	80319 52	81426.4 46	82410 39	77793 63	78700 60	81900 43	80775 49	114627 1	79863 54	94789 4
	12	86629 28	86434 29	80574 61	82147 54	75257 71	85388 34	66231 72	80319 62	83799.2 44	85370 35	80904 60	81047 59	84210 43	83193 50	118309 1	82174 53	97920 3
	13	88905 28	88918 27	82669 59	84603 51	77515 70	88376.5 31	67265 71	80319 64	86171.5 44	88450 30	84141 53	83386 54	86520 42	85634 48	121990 1	84353 52	101072 2
	14	91184 25	88918 37	84818 57	87081 50	79840 70	91470.7 23	68214 72	80319 69	88544.3 40	88450 41	87506 48	85729 53	88831 38	88078 43	125672 1	84353 59	101072 3
	15	93462 22	88918 47	87024 55	89460 45	82235 67	91470.7 30	69448 72	80319 71	90848.8 35	88450 48	91006 33	88070 50	91140 32	88078 49	129349 1	84353 61	101072 5
	16	95738 20	91477 38	87489 57	90505 45	84703 67	91470.7 40	70706 72	80319 71	90848.8 43	90561 44	91006 41	90415 48	93450 28	88078 55	130078 1	84353 68	101072 6
	17	98020 16	91477 43	87957 57	91551 41	87244 59	91470.7 45	73547.1 72	80319 71	90848.8 48	90561 49	91006 46	92692 34	93450 30	88078 56	130809 1	84353 69	101072 6
	18	100293 12	91477 47	88428 60	92596 42	89861 55	95311.7 29	74981.2 72	80319 71	90848.8 52	90561 53	91006 50	95028 30	93450 34	90531 54	131539 1	86538 66	104252 4
	19	102569 11	94113 36	88901 61	92596 46	92557 47	95311.7 32	75921.7 72	80319 71	90848.8 56	92722.7 43	91006 54	97423 23	93450 39	90531 57	132270 1	86538 69	104252 5
	20	102569 13	94113 42	89377 63	93641 45	95334 34	95311.7 35	76863.1 72	80319 71	93219.1 47	92722.7 50	94647 40	99878 20	93450 46	90531 61	133001 1	86538 69	104252 7
	21	102569 13	94113 46	89855 65	93641 48	95334 34	95311.7 36	80091.9 72	80319 71	93219.1 49	92722.7 52	94647 44	100877 21	94950 38	90531 63	133731 1	90560 62	107432 4
	22	104902 9	96827 34	90336 65	93641 54	95334 37	95311.7 39	81061.1 71	80319 72	93219.1 56	94936 42	94647 49	100877 22	94950 41	93155 57	134461 1	90560 64	107432 4
	23	104902 10	96827 36	90819 64	93641 55	95334 41	95311.7 43	82029.2 71	80319 72	93219.1 57	94936 46	94647 51	100877 23	94950 45	93155 58	135192 1	90560 65	107432 4
	24	104902 11	96827 39	91305 65	93641 57	95334 44	95311.7 46	82998.3 71	80319 72	93219.1 58	94936 48	94647 53	100877 25	94950 47	93155 59	135923 1	90915 66	107432 4
	25	104902 13	99623 33	91793 65	93641 58	95334 52	100079 30	85965.6 71	80319 72	95589.2 50	97202.1 39	94647 57	100877 27	94950 54	93155 60	136653 1	90915 68	107432 5
	26	104902 14	99623 34	92284 64	93641 59	95334 55	100079 32	86957.8 70	80319 72	95589.2 54	97202.1 41	94647 58	100877 29	96450 50	95853 52	137383 1	90915 68	110612 4
	27	104902 14	99623 34	92778 64	93641 59	95334 56	100079 32	88741.3 70	80319 72	95589.2 55	97202.1 45	94647 58	100877 29	96450 51	95853 53	138114 1	93095 61	110612 4
	28	104902 14	102504 24	93274 62	93641 61	95334 56	100079 33	90680.6 69	80319 72	95589.2 55	99522 36	94647 59	100877 30	96450 51	95853 53	138845 1	93095 63	110612 4
	29	104902 16	102504 25	93773 61	93641 62	95334 56	100079 33	90680.6 69	80319 72	95589.2 55	99522 36	94647 59	100877 30	96450 51	95853 53	139575 1	93095 63	110612 4
	30	104902 16	102504 25	94275 61	93641 62	95334 56	100079 34	90680.6 70	80319 72	97893.8 45	99522 37	94647 60	100877 31	96450 53	98632 42	140305 1	93095 63	110612 4
Max HND Salary	104902 19	102504 28	94275 61	93641 62	95334 57	100079 37	90680.6 70	80319 72	97893.8 47	99522 40	94647 60	100877 34	96450 54	104454 24	140305 1	93095 63	116972 3	
Max Initial HND	72965 49	71688 54	76542 35	67354 65	63027 68	71894.2 53	66231 66	60562 71	74310.8 43	74110 45	69157 58	85729 10	72659 50	68746 60	110942 1	69050 59	88526 7	
Previous 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	2011-12	
Latest Schedule	2011-12	2012-13	2008	2011-12	2012-13	2011-12	2008-09	2012-13	2008-09	2011-12	2012-13	2011-12	2011-12	2012-13	2009-11	2011-12	2011-12	
% Incr Min HND	2.00%	5.98%			1.01%	0.44%		24.03%			0.00%		8.33%	0.00%				
% Incr 16th HND	2.00%	5.98%			1.01%	0.44%		7.94%			0.00%		8.33%	0.00%				
% Incr Max HND	2.00%	5.98%			0.00%	0.44%		7.94%			0.00%		8.05%	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	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	San Joaquin Delta	San Jose-Evergreen	
STEP	1	67878 3	46920 72	62876 22	66969 6	55896 59	64960.2 12	65769 11	61504 28	66379 7	54286 65	59325 36	67435 4	56213.4 57	58610 44	57204.8 53	61453 29	65974 10
	2	69915 4	49511 71	62876 31	69378 6	57573 61	67617.7 11	68332 10	63682 28	66778 15	56457 64	62039 35	70035 3	58143.4 59	60220 49	59594.7 53	64426 24	68492 9
	3	72012 5	52101 71	62876 42	71797 6	59301 62	70278.3 12	70894 11	65849 27	71184 7	58715 65	64738 32	72630 3	60064.6 59	61880 52	61988.5 51	67349 21	71011 8
	4	74173 6	54700 71	65377 41	74217 5	61080 65	72934.2 12	73457 9	68091 27	73591 7	61064 66	67449 30	75221 3	61996.8 61	63580 54	64379.4 50	70130 20	73526 8
	5	76398 6	57289 71	67875 40	76634 5	62912 67	75591.5 15	76019 8	70274 27	76001 9	63506 64	70164 28	77811 3	63924.6 61	65330 56	66773.1 48	73101 19	76050 7
	6	78690 8	59881 71	70375 40	79045 7	64799 67	78249 15	78581 9	72454 28	78404 11	66047 62	72876 27	80413 3	65842.5 65	67130 58	69165 46	75975 19	78557 10
	7	81050 10	62473 71	72874 40	81473 7	66743 68	80906.3 12	81144 8	74664 30	80804 14	68689 62	75589 25	83004 3	67773.6 65	68970 61	71557.8 45	78851 18	81085 9
	8	83482 12	65065 71	75373 38	83888 7	68746 69	83562.2 11	81144 19	76875 33	83209 13	71436 61	78287 24	85602 4	69697 66	70870 62	73949.6 48	81729 17	83604 10
	9	85986 11	67657 71	77869 37	86305 9	70808 69	86222.8 10	81144 24	79085 32	85615 12	74294 60	81000 25	88195 5	71627 68	72820 63	76341.4 49	84603 17	85277 16
	10	88566 11	70251 71	80370 36	88723 10	72932 69	88880.1 9	83706 25	81297 32	88019 13	77265 54	83715 24	90784 5	73550.4 68	74820 63	78736.2 49	87477 16	87165 17
	11	91223 10	72842 71	82869 36	91136 11	74537 69	91537.7 8	83706 31	83506 32	90426 13	80356 51	86415 23	93383 5	75433.2 68	76880 65	81124.1 48	90354 16	89094 18
	12	93960 10	75435 70	85367 36	93557 12	76177 69	94193.5 8	83706 46	85725 31	92834 15	83570 48	89124 20	95973 5	77365.4 68	78990 66	83520.8 49	93274 13	93137 14
	13	96778 9	78029 68	87865 35	95973 11	77852 69	96850.9 8	86269 43	87945 34	95237 12	86913 39	91861 17	98562 5	79347 67	81160 63	85909.7 45	96196 10	93137 15
	14	99682 6	80617 68	87865 46	98390 9	79565 71	97516.4 11	86269 52	90164 32	97641 10	90390 30	94552 15	98562 8	81378 67	83400 61	88301.6 42	99119 7	95326 14
	15	102672 3	83211 65	87865 52	100813 7	81316 70	98180.4 10	86269 56	92383 27	97641 11	94005 19	94552 17	99797 8	83460.6 63	85690 59	90693.4 36	101596 4	95326 16
	16	102672 4	85958 62	90367 49	103005 3	83105 70	98844.1 10	88831 54	94602 22	97641 11	95885 18	94552 24	101029 8	84877.9 66	88050 56	93086.2 30	101596 5	95326 21
	17	102672 5	85958 64	90367 51	105210 3	84933 68	99509.9 12	88831 55	96821 20	100043 9	97803 17	97267 19	101029 8	86319.3 62	90470 50	93086.2 32	104075 4	97566 18
	18	102672 7	85958 69	91044 49	107405 3	86801 63	100175 13	88831 58	99041 18	100043 14	99759 16	97266 22	101029 9	87784.9 61	92950 38	93086.2 36	104075 5	97566 21
	19	102672 8	85958 70	91044 53	109603 3	88711 62	100842 16	91394 52	101260 13	100043 17	101754 12	97266 24	103494 6	89272.5 60	95510 31	93086.2 41	106552 4	99859 18
	20	102672 12	85958 70	95362 33	111596 3	90663 59	101506 15	91394 55	101260 16	102451 14	103789 8	97266 29	103494 9	90788.6 57	98140 26	93086.2 48	106552 4	99859 21
	21	102672 12	88030 68	95362 33	113807 3	92657 53	102170 17	91394 59	101260 18	102451 15	105865 6	99981 23	103494 9	92327.8 54	100840 22	93086.2 50	106552 5	99859 24
	22	102672 16	88030 69	97863 30	113807 3	92657 60	102836 14	93956 50	101260 20	102451 18	105865 8	99981 24	105958 7	93893.3 51	101840 19	93086.2 58	106552 5	99859 25
	23	102672 18	88030 69	97863 31	113807 3	92657 60	103500 16	93956 52	101260 20	104857 11	105865 9	99981 25	105958 8	95487.3 40	103880 15	93086.2 59	106552 5	99859 26
	24	102672 18	91309 64	97863 33	113807 3	92657 61	104165 15	93956 55	101260 22	104857 12	105865 10	99981 27	105958 9	97107.7 38	105960 8	93086.2 60	106552 5	99859 28
	25	102672 19	91309 67	100362 29	116083 3	92657 62	104831 15	96519 44	101260 25	104857 14	105865 10	99981 31	105958 9	97107.7 43	105960 8	93086.2 61	109031 4	99859 32
	26	102672 22	91309 67	100362 31	116083 3	92657 62	105251 12	96519 47	101260 26	104857 15	105865 10	102696 21	105958 9	97107.7 45	105960 8	93086.2 61	109031 7	99859 33
	27	102672 22	91309 68	100362 31	116083 3	92657 65	105669 11	96519 49	101260 26	104857 15	105865 10	102696 21	105958 9	97107.7 47	105960 8	93086.2 63	109031 7	99859 33
	28	102672 23	91309 68	100362 32	116083 3	92657 65	106089 9	99081 39	101260 27	104857 15	105865 12	102696 22	105958 11	97107.7 48	105960 10	93086.2 64	109031 7	99859 35
	29	102672 24	91309 68	100362 32	116083 3	92657 65	106509 9	99081 39	101260 28	104857 17	105865 12	102696 23	105958 11	97107.7 48	105960 10	93086.2 64	109031 7	99859 35
	30	102672 24	91309 68	100362 33	116083 3	92657 65	106928 10	99081 40	101260 29	104857 17	105865 14	102696 23	105958 13	97107.7 50	105960 12	93086.2 64	109031 7	99859 36
Max HND Salary	102672 27	91309 68	100362 36	116083 4	92657 65	111123 7	99081 43	101260 31	104857 20	105865 18	102696 26	105958 17	97107.7 52	105960 16	93086.2 64	109031 10	99859 39	
Max Initial HND	76398 36	59881 72	80370 22	86305 9	68746 60	94193.5 3	81144 17	72454 51	80804 20	77265 32	78287 26	80413 21	69697 57	61880 69	78736.2 24	90354 5	73526 47	
Previous Schedule	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	2008-09	2011-12	
Latest Schedule	2008-09	2012-13	2007-08	2012-13	2009-10	2011-12	2007-08	2007-08r	2011-12	2012-13	2007-08	2009-10	2008	2011	2012-13	2012-13	2011-12	
% Incr Min HND		0.00%		0.00%						1.50%				0.00%	-2.85%	3.49%		
% Incr 16th HND		0.00%		0.00%						1.50%				0.00%	-2.85%	3.49%		
% Incr Max HND		0.00%		0.00%						1.50%				0.99%	-2.85%	3.49%		
	Mt San Jacinto	Napa	North Orange	Ohlone	Palo Verde	Palomar	Pasadena	Peralta	Rancho Santiago	Redwoods	Rio Hondo	Riverside	San Bernardino	San Diego	San Francisco	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	Ventura	Victor Valley	West Hills
1	56085 58	61620 26	61668 25	59620 35	59001 40	63461.6 20	52080 70	55564.4 60	58772 43	56271 56	60605 34	72754 2	58224 48	64882 13	59293 37	62736 23	63671 19
2	58410 56	64476 23	63668 29	62170 34	61062 41	65411.3 20	54550 70	58342.6 57	60593 44	58211 58	62713 32	74958 2	60318 47	67570 12	61570 37	64951 21	65594 19
3	60749 55	67308 22	65668 29	64740 31	63121 41	67586.5 19	57023 69	61259.7 54	62474 45	60151 58	64822 30	77163 2	62412 48	70252 13	63852 38	67166 23	67521 20
4	63096 56	70164 19	67668 29	67290 31	65180 42	69762.8 21	59492 68	64322.7 52	64409 49	62091 60	66930 34	79368 2	64509 48	72933 13	66132 36	69381 24	69445 23
5	65434 55	73008 20	69668 32	69850 30	67239 43	72041.7 22	61965 68	67538.8 41	66407 52	64031 60	69039 34	81572 2	66601 51	75617 14	68413 36	71596 24	71372 25
6	67776 55	75864 20	71668 33	72390 29	69298 45	74115.6 23	64434 68	70915.8 35	68464 54	65971 63	71147 34	83777 2	68696 52	78276 12	70692 39	73811 24	73297 25
7	70113 55	78708 19	73668 34	74960 29	71356 48	75983.3 24	66906 67	74461.6 33	70586 54	67911 64	73256 35	85982 2	70790 52	80987 11	72972 39	76026 23	75224 27
8	72451 56	81552 18	75668 36	77510 30	79922 23	78262.1 25	69376 67	78184.6 27	72776 54	69851 65	75364 40	88186 2	72886 52	83672 8	75257 41	78241 26	77149 31
9	74797 56	84408 18	77668 39	80070 29	81982 23	80437.3 27	71847 66	82093.9 22	75033 52	71791 67	77473 41	90391 2	74980 53	86359 8	77535 40	80456 26	79079 33
10	77140 57	84408 22	79668 42	82640 28	84041 23	82182 29	74319 66	86198.6 19	77358 53	73731 67	79581 44	92596 3	77074 58	89039 8	79815 40	82671 27	81002 34
11	79473 57	87252 20	81668 45	85170 26	86099 24	84357.1 29	76790 66	89646.5 17	79756 55	75671 67	81689 44	94800 3	79170 58	91720 7	82095 42	84886 27	82927 35
12	81871 56	87252 25	83668 47	87740 24	88158 22	86432.2 30	79261 65	89646.5 19	82228 52	77611 67	83798 45	97005 4	81264 57	94410 7	84375 42	87101 26	84860 38
13	81871 61	87252 38	85668 47	90310 21	90218 22	88607.3 29	81732 62	89646.5 24	84778 50	79551 66	85906 46	99210 4	83360 55	97087 7	66654 72	89316 26	86781 41
14	81871 64	90936 27	87668 47	92860 18	92276 20	91110.5 26	81732 65	89646.5 34	87405 49	81491 66	88015 45	101414 2	85453 55	97087 12	88935 36	91531 22	88703 39
15	81871 68	90936 34	89668 43	93290 23	94335 18	92958.9 25	81732 69	93232.4 24	90115 42	83431 64	90123 41	103619 2	87548 53	97087 12	91215 31	93746 20	90625 37
16	85964 61	90936 42	89668 51	93730 27	96395 14	92958.9 31	84184 69	93232.4 29	92908 32	86547 59	92232 34	105824 2	89642 52	97087 12	93951.5 26	95961 17	92546 33
17	85964 63	90936 47	89668 53	95410 27	98453 14	92958.9 33	84184 70	93232.4 31	95695 26	86547 60	92232 37	108028 2	89642 54	99775 10	93951.5 29	98176 15	94477 28
18	85964 68	94752 31	90921 51	95840 27	100512 10	92958.9 37	84184 70	93232.4 35	95695 28	86547 65	92232 43	110233 2	89642 56	99775 15	93951.5 32	100391 11	96408 24
19	90263 58	94752 33	90921 55	96280 26	102570 10	94715.6 34	86710 66	93232.4 40	95695 29	86547 68	92232 48	112438 2	91737 50	99775 19	93951.5 37	102606 9	98339 22
20	90263 62	94752 38	90921 56	97970 27	104630 6	94715.6 39	86710 67	96961.6 30	95695 32	88047 65	94785 37	114642 2	91737 54	99775 22	93951.5 43	104821 5	100270 19
21	90263 64	94752 42	90921 60	98400 29	104630 8	94715.6 43	86710 69	96961.6 31	95695 32	88047 67	94785 41	116847 2	91737 57	102457 14	95319.8 35	104821 7	102201 16
22	94776 46	94752 47	92173 61	98830 29	104630 11	94715.6 48	89311 67	96961.6 33	95695 35	88047 68	94785 45	119052 2	93832 52	102457 17	95319.8 38	104821 10	104133 12
23	94776 50	97644 33	92173 61	100540 24	104630 13	96471.2 37	89311 67	96961.6 35	95695 39	88047 68	94785 49	121256 2	93832 53	102457 19	95319.8 42	104821 12	104133 14
24	94776 52	97644 35	92173 62	100980 24	104630 14	96471.2 40	89311 68	100840 26	95695 43	88047 69	97339 36	121256 2	93832 56	102457 19	95319.8 45	104821 13	104133 16
25	94776 56	97644 37	93426 59	101390 24	104630 17	96471.2 45	91990 63	100840 28	95695 49	89547 69	97339 38	121256 2	95924 48	105141 12	95319.8 53	104821 16	104133 18
26	94776 57	97644 38	93426 60	103090 19	104630 17	96471.2 48	91990 65	100840 30	95695 53	89547 69	97339 40	123461 2	95924 51	105141 13	96688.1 46	104821 16	104133 18
27	94776 57	97644 42	93426 60	103540 20	104630 17	98360.6 39	91990 66	100840 30	95695 54	89547 69	97339 44	123461 2	95924 52	105141 13	96688.1 48	104821 16	104133 18
28	94776 57	97644 45	94678 58	103970 21	104630 17	98360.6 42	91990 66	100840 31	95695 54	89547 70	99893 34	123461 2	95924 52	105141 13	96688.1 49	104821 16	104133 20
29	94776 57	97644 45	94678 58	105650 13	104630 19	98360.6 42	91990 66	100840 31	95695 54	89547 70	99893 34	123461 2	95924 52	105141 14	96688.1 49	104821 18	104133 21
30	94776 58	97644 47	94678 59	106090 11	104630 19	98360.6 44	91990 66	100840 32	95695 55	91047 69	99893 35	123461 2	95924 54	107821 8	96688.1 51	104821 18	104133 21
Max HND Salary	94776 59	97644 49	100941 33	112640 6	104630 22	115742 5	91990 66	100840 35	95695 56	91047 69	99893 38	123461 2	95924 55	107821 13	98056.4 46	104821 21	104133 25
Max Initial HND	60749 70	73008 48	81668 15	82640 14	104630 2	74115.6 44	76790 34	64322.7 67	68464 64	73731 46	75364 39	83777 11	68696 62	78276 27	79815 23	78241 30	81002 19
Previous Schedule	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	2008-09	2009-10	2008-09
Latest Schedule	2007-08	20127-13	2008-09	2012-13	2012-13	2012-13	2012-13	2010-11	2012-13	2012-14	2012-13	2011-12	2012-13	2008-09	2008-09	2009-10	2008-09
% Incr Min HND		2.00%		0.00%	0.00%	0.00%	0.00%		9.59%	3.08%	0.00%		-5.00%				
% Incr 16th HND		2.00%		0.00%	0.00%	0.00%	0.00%		16.38%	3.06%	0.00%		-5.00%				
% Incr Max HND		3.02%		0.00%	0.00%	0.00%	0.00%		3.00%	2.91%	0.00%		-5.00%				
	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	Ventura	Victor Valley	West Hills

STEP	West Kern	West Valley Mission	Yosemite	Yuba		
	1	67266 5	56649 55	53984 67	61369 30	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.
	2	69876 5	58631 55	56374 65	63564 30	
	3	72487 4	60683 56	58764 64	65760 28	
	4	75097 4	62807 57	61153 62	67957 28	MAX HND SALARY Maximum salary (with statewide rank) in HND class from the district's current 10-month contract salary schedule.
	5	77707 4	65006 57	63545 63	70150 29	
	6	80318 4	67281 57	65935 64	72346 31	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.
	7	82928 4	69636 58	68326 63	74542 32	
	8	85538 5	72073 58	70715 63	76734 34	
	9	88150 6	74596 59	73107 62	78930 34	PREVIOUS SCHEDULE Academic year of salary schedule published by the district used in previous <i>AFA Salary Study</i> .
	10	90760 6	77206 56	75496 62	81126 33	
	11	91476 9	79909 53	77887 62	83320 33	
	12	93983 9	82705 51	80276 63	85515 33	LATEST SCHEDULE Academic year of latest salary schedule published by the district.
	13	94714 13	82705 58	82668 60	87712 36	
	14	95446 13	82705 62	83413 60	89905 33	
	15	96177 14	85600 60	84156 62	92100 28	% INCREASE Percentage increase of salary from district's current schedule in HND class at Step 1, Step16, and Max HND over district's schedule used in the previous <i>AFA Salary Study</i> . For some districts, this increase reflects more than one negotiated increase.
	16	96177 16	85600 63	84902 65	94296 25	
	17	96177 24	85600 66	85646 65	96490 21	
	18	96177 26	88596 59	86391 67	98685 19	
	19	96177 28	88596 63	87134 65	100879 15	
	20	96177 31	88596 64	87880 66	100879 18	
	21	99828 25	91696 58	88624 66	100879 20	The <i>AFA Salary Study</i> 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
	22	99828 26	91696 63	89369 66	103074 13	
	23	99828 27	91696 63	90113 66	103074 17	
	24	99828 29	94906 49	90858 67	103074 17	
	25	101514 23	94906 55	91602 66	105269 11	
	26	101514 25	94906 56	92348 63	105269 11	
	27	101514 25	98227 40	93092 62	105269 12	
	28	101514 26	98227 43	93837 60	107464 8	
	29	101514 27	98227 43	94581 60	107464 8	
	30	101514 28	101665 26	95326 57	107464 9	
Max HND Salary	101514 30	108907 12	95326 58	107464 14		
Max Initial HND	75097 40	74596 42	75496 38	81126 18		
Previous Schedule	2008-09	2011-12	2009-10	2009-10		
Latest Schedule	2012-13	2011-12	2009-10	2009-10		
% Incr Min HND	1.80%					
% Incr 16th HND	1.80%					
% Incr Max HND	1.80%					
	West Kern	West Valley Mission	Yosemite	Yuba		