

STEP	Allan Hancock		Antelope Valley		Barstow		Butte-Glenn		Cabrillo		Cerritos		Chabot-Las Positas		Chaffey		Citrus		Coast		Compton		Contra Costa		Copper Mountain		
	1	62331	36	60801	44	62269	37	59853	51	59745	52	67339	15	59671	53	61240	42	60630	47	66245	20	74205	2	65820	22	55209	66
	2	64450	37	63161	44	64470	36	62384	50	61612	52	70200	12	62354	51	64000	41	60630	56	68606	20	78067	2	65820	26	57492	67
	3	66641	37	65519	43	66671	36	64911	49	64083	52	73059	10	65036	48	66760	34	60630	62	70960	21	79401	2	65820	40	59873	66
	4	68908	37	67879	43	68872	39	67439	47	66551	50	75917	9	67720	45	69521	30	63318	61	73323	21	80770	2	68388	40	62353	64
	5	71251	37	70240	44	71073	39	69970	46	69018	50	78778	8	70401	43	72280	27	66009	58	75677	22	82116	3	70956	40	64939	63
	6	73672	36	72599	44	73274	41	72497	45	71490	50	81641	8	73084	42	75041	27	68696	57	78035	21	82970	3	73572	38	67636	62
	7	76178	33	74959	45	75475	42	75020	44	73958	50	84501	7	75766	39	77800	27	71385	54	80390	21	83825	10	76068	34	70445	60
	8	78768	34	77320	46	77676	44	77555	45	76426	50	87362	7	78450	37	80561	27	74073	54	82752	22	84679	18	78600	35	73376	57
	9	81447	34	79680	47	79877	45	80083	44	78898	50	90222	7	81131	37	83321	27	76761	54	85105	21	85545	19	81204	36	76431	56
	10	82749	38	82038	47	82078	46	82613	42	81364	50	93078	6	83814	34	84927	32	79449	55	87459	20	86399	24	83772	35	79616	54
	11	84073	48	84398	44	84279	46	85235	38	82754	52	95944	5	86496	34	86533	33	82139	53	89821	20	87289	30	86232	35	82935	51
	12	85418	51	86757	44	86480	47	87670	37	84144	54	98803	4	89177	31	88139	35	84828	52	92172	19	88190	33	88800	32	86397	49
	13	86785	52	89118	43	88681	49	90197	33	85536	56	98803	9	91861	30	89745	37	87514	51	94533	18	89090	44	91404	31	90004	35
	14	88175	53	89118	51	90882	43	90197	45	86925	58	98803	14	94544	24	91351	39	90203	44	94533	25	89980	47	91404	37	93767	31
	15	89586	55	91478	44	93083	40	90197	53	88320	58	98803	16	97227	22	92957	42	90203	52	98112	17	90870	48	91404	45	93767	34
	16	91019	54	93838	41	95285	37	93816	42	89308	59	101661	12	97227	26	94564	38	90203	58	98112	21	91770	51	93864	40	93767	43
	17	92476	55	93838	43	97486	27	93816	45	90296	59	101661	17	97227	30	96169	38	92890	49	101689	16	92683	52	93864	42	93767	46
	18	93955	46	93838	48	99687	26	93816	49	91284	57	101661	20	97227	33	97776	32	92890	55	101689	19	93573	51	93864	47	93767	50
	19	95459	47	96199	45	101888	21	93816	52	92270	57	101661	23	97227	37	98436	31	92890	56	101689	22	94474	50	96492	43	93767	53
	20	96985	41	96199	49	104089	18	97435	39	93261	58	104523	16	99908	28	99095	32	95579	53	105264	12	95609	51	96492	47	93767	57
	21	98537	38	96199	53	104089	19	97435	43	94247	57	104523	17	99908	31	99755	32	95579	54	105264	13	96603	49	96492	52	93767	58
	22	99522	38	96199	53	104089	20	97435	46	95236	55	104523	18	99908	37	100415	32	95579	54	105264	15	97598	44	99072	41	93767	59
	23	100518	33	98557	45	104089	22	97435	48	96224	56	104523	20	99908	38	101076	31	98267	46	108841	9	98594	43	99072	41	93767	59
	24	101523	33	98557	47	104089	25	101054	34	97210	51	107382	13	99908	41	101736	31	98267	48	108841	9	99588	42	99072	46	93767	60
	25	102538	35	98557	48	104089	27	101054	40	98197	50	107382	16	102592	33	102395	36	98267	49	108841	10	100583	43	99072	47	93767	60
	26	103563	31	100916	43	104089	28	101054	41	100072	49	107382	17	102592	36	103055	32	100955	42	112418	6	100583	46	99072	51	93767	62
	27	104599	24	100916	43	104089	30	101054	41	100072	49	107382	17	102592	37	103715	33	100955	42	112418	6	100583	46	99072	52	93767	64
	28	105645	22	100916	44	104089	31	101054	42	100072	49	110239	11	102592	37	104375	28	100955	43	112418	6	100583	47	99072	52	93767	64
	29	106701	21	100916	44	104089	31	101054	43	100072	49	110239	12	102592	38	105035	24	103643	34	112418	6	100583	47	99072	52	93767	65
	30	107768	21	100916	45	104089	31	101054	44	100072	50	110239	13	102592	39	105694	23	103643	34	112418	6	100583	48	99072	52	93767	65
	31	108846	18	100916	45	104089	31	101054	44	100072	52	110239	14	102592	40	106353	23	103643	34	112418	6	100583	49	99072	53	93767	65
	32	108846	18	100916	45	104089	32	101054	44	100072	52	110239	14	102592	40	107012	22	106331	24	112418	6	100583	49	99072	53	93767	65
	33	108846	18	100916	45	104089	33	101054	44	100072	52	110239	14	102592	40	107012	22	106331	25	112418	6	100583	49	99072	54	93767	65
	34	108846	18	100916	46	104089	34	101054	45	100072	53	110239	14	102592	40	107012	22	106331	25	112418	7	100583	50	99072	55	93767	65
	35	108846	20	100916	47	104089	35	101054	46	100072	53	110239	15	102592	41	107012	24	109020	19	112418	8	100583	50	99072	55	93767	65
36	108846	21	100916	47	104089	35	101054	46	100072	53	110239	16	102592	41	107012	25	109020	20	112418	9	100583	50	99072	55	93767	65	
Max HND Salary	108846	21	100916	47	104089	36	101054	46	100072	53	110239	16	102592	42	107012	26	109020	20	112418	9	100583	50	99072	55	93767	65	
Max Initial	81447	25	72599	58	86480	13	72497	59	78898	35	87362	11	75766	49	83321	19	68696	68	80390	29	79401	34	91404	5	79616	32	
Previous Schedule	2007-08		2013-14		2008-09		2013-14		2013-14		2013-14		2013-14		2011-12		2013-14		2012-13		2007-08		2013-14		2013-14		
Latest Schedule	2014-15		2013-14		2014-15		2014-15		2014-15		2014-15		2014-15		2011-12		2013-14		2014-15		2007-08		2013-14		2013-14		
% Increase	12.76%				6.78%		0.85%		0.00%		3.37%		0.00%						2.42%								
% Increase	7.03%				6.51%		0.85%		0.00%		3.37%		0.00%						2.42%								
% Increase	6.45%				6.47%		0.85%		0.00%		3.37%		0.00%						2.42%								
	Allan Hancock		Antelope Valley		Barstow		Butte-Glenn		Cabrillo		Cerritos		Chabot-Las Positas		Chaffey		Citrus		Coast		Compton		Contra Costa		Copper Mountain		

STEP	Desert	El Camino	Feather River	Foothill-De Anza	Gavilan	Glendale	Grossmont-Cuyamaca	Hartnell	Imperial	Kern	Lake Tahoe	Lassen	Long Beach	
	1	66435 18	68115 11	60666 46	65235 25	64089 28	65428 24	60900 43	60089 50	58501 57	59301 55	47981 72	52650 68	70951 5
	2	69190 18	70614 9	63156 45	68111 23	66413 25	67913 24	62484 49	62785 47	60256 57	61377 54	49032 73	55159 68	73321 5
	3	72065 15	73117 9	65577 42	70987 20	68741 25	70454 23	64108 51	65473 44	62064 56	63525 54	50773 73	57795 68	75696 5
	4	75059 14	75629 10	68003 42	73863 19	71054 24	73119 22	65775 52	68165 41	63925 58	65749 54	52515 73	60562 68	78068 5
	5	78183 10	78121 12	70495 42	76739 17	73385 24	75895 20	67485 54	70860 41	65843 60	68050 52	54852 73	63467 67	80439 5
	6	81436 9	80623 13	72922 43	79616 17	75710 25	78779 18	69240 54	73551 39	67818 60	70432 53	56217 73	66516 65	82811 5
	7	84830 5	83126 15	75340 43	82492 17	78028 26	81779 18	71040 57	76239 32	69853 62	72895 52	57740 73	69717 63	85184 3
	8	88366 3	85626 13	77835 43	85367 14	80359 28	84891 17	72887 61	78931 33	71949 64	75448 52	59259 73	73080 59	87556 5
	9	92055 2	88136 14	80270 42	88244 13	82678 29	88132 15	74782 62	81629 33	74107 64	78088 51	61203 73	76606 55	89929 8
	10	95898 2	90631 14	82696 39	91120 11	84998 31	91507 10	76727 63	84322 33	76330 65	80822 51	63149 73	80319 52	93454 5
	11	99906 2	93134 13	85184 39	93996 10	87320 29	91507 17	78721 63	87019 32	78620 65	83650 50	65195 73	80319 59	94606 7
	12	104087 2	93134 18	87601 39	96872 10	89647 29	91507 22	80768 66	89704 28	80979 64	86577 45	66231 73	80319 67	95080 12
	13	104087 2	94429 19	88797 47	99748 8	91968 29	94136 22	82868 64	92386 27	83408 62	89607 39	67265 73	80319 68	95554 16
	14	104087 2	94429 26	89558 50	101748 5	94293 28	94136 29	85023 63	95092 22	85910 60	92744 32	68214 73	80319 71	96028 20
	15	104087 3	94429 30	90318 51	101748 8	96616 24	94136 32	87233 61	97690 18	88488 57	92744 43	69448 73	80319 72	96502 27
	16	104087 4	94429 39	90318 57	101748 11	98938 18	96846 29	87700 61	98831 19	91142 53	92744 47	70706 73	80319 72	96976 28
	17	104087 7	96901 32	90318 58	101748 15	101266 19	96846 33	88169 61	99974 20	93877 41	92744 50	73547 73	80319 72	97450 28
	18	104087 9	96901 35	90318 61	104748 7	103584 11	96846 36	88641 63	101115 22	96693 37	96639 38	74981 73	80319 72	97924 31
	19	104087 14	96901 39	90318 61	104748 11	105906 9	99636 27	89115 64	101115 25	96693 40	96639 41	75922 73	80319 72	98398 32
	20	104087 19	96901 43	90318 62	104748 14	105906 11	99636 30	89592 66	102256 26	96693 44	96639 45	76863 73	80319 72	98872 34
	21	104087 20	99372 35	90318 65	104748 16	105906 11	99636 33	90071 67	102256 26	96693 46	96639 48	80092 73	80319 72	99466 34
	22	104087 21	99372 39	90318 67	108498 9	108285 11	102510 25	90553 66	102256 27	96693 49	96639 51	81061 72	80319 73	99927 36
	23	104087 23	99372 39	90318 67	108498 11	108285 12	102510 27	91038 65	102256 29	96693 51	96639 53	82029 72	80319 73	100388 34
	24	104087 26	99372 44	90318 69	108498 11	108285 12	102510 29	91525 66	102256 30	96693 52	96639 54	82998 72	80319 73	100849 36
	25	104087 28	101843 37	90318 70	108498 12	108285 13	105469 21	92014 65	102656 32	96693 53	101472 38	85966 72	80319 73	101310 39
	26	104087 29	101843 39	90318 70	112248 7	108285 14	105469 21	92507 65	102656 35	96693 53	101472 40	86958 72	80319 73	101901 38
	27	104087 31	104315 27	90318 70	112248 7	108285 14	105469 21	93001 65	102656 36	96693 55	101472 40	88741 72	80319 73	101901 39
	28	104087 32	104315 29	90318 71	112248 7	108285 19	108519 18	93499 65	102656 36	96693 55	101472 41	90681 70	80319 73	101901 39
	29	104087 32	104315 29	90318 71	112248 7	108285 19	108519 18	93999 63	102656 37	96693 55	101472 42	90681 70	80319 73	101901 40
	30	104087 32	104315 29	90318 72	112248 7	108285 20	108519 19	94502 64	102656 38	96693 57	101472 43	90681 71	80319 73	101901 41
	31	104087 32	104315 29	90318 72	112248 7	108285 21	108519 20	94502 64	102656 39	96693 57	101472 43	90681 71	80319 73	101901 42
	32	104087 33	104315 30	90318 72	112248 7	108285 21	108519 20	94502 64	102656 39	96693 57	101472 43	90681 71	80319 73	101901 42
	33	104087 34	104315 31	90318 72	112248 8	108285 21	108519 20	94502 64	102656 39	96693 58	101472 43	90681 71	80319 73	101901 42
	34	104087 35	104315 32	90318 72	112248 8	108285 21	108519 20	94502 64	102656 39	96693 58	101472 44	90681 71	80319 73	101901 42
	35	104087 36	104315 33	90318 72	112248 10	108285 23	108519 22	94502 64	102656 40	96693 58	101472 45	90681 71	80319 73	101901 43
36	104087 36	104315 33	90318 72	112248 10	108285 24	108519 23	94502 64	102656 40	96693 58	101472 45	90681 71	80319 73	101901 43	
Max HND Salary	104087 37	104315 34	90318 72	112248 10	108285 25	108519 23	94502 64	102656 41	96693 58	101472 45	90681 71	80319 73	101901 44	
Max Initial	95898 4	80623 27	77835 38	88244 8	75710 50	75895 46	76727 43	73551 55	69853 63	72895 57	66231 69	60562 72	87556 10	
Previous Schedule	2013-14	2013	2013-14	2013-14	2013-14	2013-14	2008	2013-14	2012-13	2012-13	2008-09	2013-14	2008-09	
Latest Schedule	2013-14	2014-15	2014-15	2013-14	2014-15	2014-15	2014	2014-15	2014-15	2013-14	2010-11	2013-14	2014-15	
% Increase		3.00%	0.85%		2.00%	2.77%	0.24%	4.00%	7.60%	1.17%	0.00%		22.97%	
% Increase		4.43%	0.85%		2.00%	2.77%	0.24%	4.00%	7.60%	1.17%	0.00%		6.74%	
% Increase		4.95%	0.85%		2.00%	2.77%	0.24%	3.98%	1.43%	1.17%	0.00%		4.09%	
	Desert	El Camino	Feather River	Foothill-De Anza	Gavilan	Glendale	Grossmont-Cuyamaca	Hartnell	Imperial	Kern	Lake Tahoe	Lassen	Long Beach	

STEP	Los Angeles		Los Rios		Marin		Mendocino-Lake		Merced		Mira Costa		Monterey		Mt San Antonio		Mt San Jacinto		Napa		North Orange		Ohlone		Palo Verde		
	1	62003	39	52554	69	55280	65	60308	49	57191	59	77801	1	59334	54	64950	26	67878	14	46920	73	64447	27	68020	13	55896	63
	2	64234	40	54656	69	57620	64	62678	48	59485	59	81483	1	61558	53	68246	22	69915	13	49511	72	64447	38	70467	10	57573	65
	3	66544	38	56842	70	59965	64	65048	47	61769	57	85165	1	63793	53	71438	19	72012	17	52101	72	64447	50	72924	11	59301	67
	4	68947	36	59116	70	62306	65	67417	48	64065	57	88849	1	66020	51	74607	16	74173	18	54700	72	67011	49	75382	11	61080	67
	5	71423	36	61481	70	64648	65	69788	47	66361	56	92530	1	68251	51	77894	13	76398	19	57289	72	69572	49	77837	15	62912	68
	6	73993	32	63940	70	66990	64	72157	47	68746	56	96215	1	70474	52	81107	12	78690	19	59881	72	72134	48	80286	16	64799	68
	7	76657	31	66498	70	69334	65	74526	48	71135	56	99892	1	72717	53	84298	8	81050	19	62473	72	74696	47	82752	16	66743	69
	8	79424	31	69157	69	71675	65	76896	49	73544	55	103579	1	74945	53	87551	6	83482	20	65065	72	77258	47	85205	15	68746	70
	9	82285	31	71924	67	74018	65	79265	49	75948	57	107261	1	77178	53	90816	4	85986	18	67657	72	79816	46	87660	16	70808	70
	10	85240	30	74801	67	76359	64	81634	49	78353	58	110942	1	79407	56	94007	4	88566	18	70251	72	82379	44	90116	16	72932	70
	11	88309	25	77793	67	78700	64	84005	49	80775	57	114627	1	81510	55	97241	3	91223	18	72842	72	84941	40	92567	15	74537	70
	12	91493	23	80904	65	81047	63	86374	50	83193	57	118309	1	83868	56	100453	3	93960	14	75435	72	87501	40	95026	13	76177	71
	13	94780	17	84141	60	83386	63	88744	48	85634	55	121990	1	86092	54	103686	3	96778	13	78029	71	90062	34	97480	11	77852	72
	14	94780	23	87506	56	85729	61	91114	41	88078	55	125672	1	86092	59	103686	3	99682	11	80617	70	90062	46	99935	9	79565	72
	15	94780	29	91006	46	88070	60	93482	38	88078	59	129349	1	86092	63	103686	4	102672	5	83211	68	90062	54	102396	6	81316	71
	16	97049	27	91006	55	90415	56	95852	35	88078	60	130078	1	86092	66	103686	5	102672	7	85958	68	92626	48	104622	3	83105	71
	17	97049	31	91006	57	92692	51	95852	39	88078	62	130809	1	86092	66	103686	9	102672	11	85958	68	92626	54	106862	3	84933	69
	18	97049	34	91006	59	95028	45	95852	41	90531	60	131539	1	88322	64	106946	5	102672	15	85958	70	95187	44	109091	3	86801	66
	19	99358	28	91006	59	97423	35	95852	46	90531	60	132270	1	88322	67	106946	6	102672	18	85958	71	95187	48	111324	3	88711	66
	20	99358	31	94647	56	99878	29	95852	50	90531	61	133001	1	88322	67	106946	8	102672	22	85958	71	97746	38	113348	3	90663	60
	21	99358	36	94647	56	100877	28	97352	44	90531	63	133731	1	90560	62	110206	6	102672	24	88030	70	97746	41	115594	3	92657	60
	22	101730	29	94647	58	100877	31	97352	47	93155	60	134461	1	90560	65	110206	7	102672	24	88030	71	100309	34	115594	3	92657	62
	23	101730	30	94647	58	100877	32	97352	49	93155	60	135192	1	90560	66	110206	8	102672	26	88030	71	100309	36	115594	3	92657	62
	24	101730	32	94647	59	100877	35	97352	50	93155	61	135923	1	92789	62	110206	8	102672	28	91309	68	100309	39	115594	3	92657	64
	25	104165	25	94647	59	100877	41	97352	52	93155	62	136653	1	92789	63	110206	8	102672	31	91309	69	102871	30	117906	3	92657	64
	26	104165	26	94647	60	100877	44	98852	52	95853	58	137383	1	92789	63	113466	5	102672	34	91309	69	102871	33	117906	3	92657	64
	27	104165	28	94647	62	100877	44	98852	53	95853	58	138114	1	95014	59	113466	5	102672	35	91309	69	102871	34	117906	3	92657	66
	28	106651	21	94647	62	100877	45	98852	53	95853	58	138845	1	95014	60	113466	5	102672	35	91309	69	102871	34	117906	3	92657	66
	29	106651	22	94647	62	100877	45	98852	53	95853	59	139575	1	95014	60	113466	5	102672	36	91309	69	102871	35	117906	3	92657	66
	30	106651	22	94647	63	100877	46	98852	53	98632	54	140305	1	95014	61	113466	5	102672	37	91309	69	102871	36	117906	3	92657	66
	31	106651	22	94647	63	100877	47	98852	54	98632	55	140305	1	95014	61	116726	4	102672	38	91309	69	102871	37	117906	3	92657	66
	32	106651	23	94647	63	100877	47	98852	54	98632	55	140305	1	95014	61	116726	4	102672	38	91309	69	102871	37	117906	3	92657	66
	33	106651	24	94647	63	100877	47	98852	55	98632	56	140305	1	95014	61	116726	4	102672	38	91309	69	102871	37	117906	3	92657	66
	34	106651	24	94647	63	100877	48	98852	56	101495	43	140305	1	95014	61	116726	4	102672	38	91309	69	102871	37	117906	3	92657	66
	35	106651	26	94647	63	100877	48	98852	56	101495	44	140305	1	95014	61	116726	4	102672	39	91309	69	102871	38	117906	3	92657	66
36	106651	26	94647	63	100877	48	98852	56	101495	44	140305	1	95014	61	119986	3	102672	39	91309	69	102871	38	117906	4	92657	66	
Max HND Salary	106651	27	94647	63	100877	48	98852	56	104454	32	140305	1	95014	61	119986	3	102672	40	91309	69	102871	39	117906	4	92657	66	
Max Initial	79424	33	69157	64	85729	15	74526	51	68746	66	110942	2	70474	62	90816	6	76398	45	59881	73	82379	21	87660	9	68746	66	
Previous Schedule	2013-14		2013-14		2011-12		2013-14		2013-14		2013-14		2013-14		2013-14		2008-09		2013-14		2007-08		2013-14		2009-10		
Latest Schedule	2014-15		2014-15		2011-12		2013-14		2014-15		2013-15		2013-14		2014-15		2008-09		2014-15		2013-14		2013-14		2009-10		
% Increase	4.04%		0.00%						0.00%		0.00%				0.02%				0.00%		2.50%						
% Increase	4.04%		0.00%						0.00%		0.00%				0.02%				0.00%		2.50%						
% Increase	4.04%		0.00%						0.00%		0.00%				0.01%				0.00%		2.50%						
	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		

STEP	Palomar	Pasadena	Peralta	Rancho Santiago	Redwoods	Rio Hondo	Riverside	San Bernardino	San Diego	San Francisco	San Joaquin Delta	San Jose-Evergreen	San Luis Obispo	
	1	66909 16	65769 23	63218 31	68674 9	49563 71	60589 48	69076 7	61267 41	68033 12	56498 60	61453 40	68811 8	56085 62
	2	69646 15	65769 27	65458 29	71154 8	51546 71	63361 42	71740 6	63355 43	69898 14	58859 60	64426 39	71437 7	58410 61
	3	72387 13	65769 41	67686 26	73645 8	53607 71	66118 39	74397 6	65433 46	71823 18	61223 60	67349 30	74065 7	60749 61
	4	75122 12	65769 53	69989 27	76136 8	55752 71	68887 38	77051 6	67523 46	73799 20	63585 60	70130 26	76688 7	63096 62
	5	77859 14	65769 61	72233 28	78629 9	57982 71	71660 31	79705 6	69608 48	75826 21	65948 59	73101 25	79320 7	65434 62
	6	80596 14	65769 67	74474 29	81115 11	60301 71	74429 30	82369 6	71682 49	77914 22	68310 59	75975 24	81935 7	67776 61
	7	83334 13	68332 66	76746 30	83598 12	62713 71	77201 29	85024 4	73771 51	80052 22	70674 59	78851 24	84572 6	70113 61
	8	86069 12	70894 66	79018 32	86086 10	65222 71	79956 29	87685 4	75851 51	82252 23	73036 60	81729 24	87199 9	72451 62
	9	88809 11	73457 66	81290 35	88575 12	67831 71	82727 28	90341 6	77939 52	84522 24	75399 60	84603 23	88944 9	74797 61
	10	91547 9	76019 66	83563 36	91062 12	70544 71	85499 28	92993 7	80019 53	86843 22	77764 60	87477 19	90914 13	77140 61
	11	94284 9	78581 66	85835 36	93553 11	73366 71	88257 26	95655 6	82055 54	89234 22	80122 60	90354 19	92925 14	79473 61
	12	97019 9	81144 62	88115 36	96044 11	76300 70	91024 25	98309 6	84145 53	91687 21	82489 59	93274 17	97142 7	81871 61
	13	99756 7	81144 67	90396 32	98530 10	79352 70	93797 23	100960 4	86289 53	94200 21	84849 58	96196 14	97142 12	81871 65
	14	100442 8	81144 69	92677 33	101017 6	82526 65	96567 19	100960 7	88485 52	96795 18	87210 57	99119 13	99425 12	81871 66
	15	101126 10	83706 66	94958 28	101017 11	85827 65	96567 25	102226 7	90738 50	99460 14	89573 56	101596 9	99425 15	81871 69
	16	101809 10	83706 70	97239 25	101017 14	87544 62	96567 31	103487 6	92271 49	102196 9	91936 50	101596 13	99425 16	85964 67
	17	102495 13	83706 71	99520 22	104745 5	89295 60	96567 35	103487 10	93830 44	105007 4	91936 56	104075 8	101762 14	85964 67
	18	103181 14	86269 68	101802 17	104745 8	91081 58	99340 27	103487 12	95415 43	107894 4	91936 56	104075 10	101762 18	85964 69
	19	103868 16	86269 70	104083 15	104745 12	92902 55	97266 36	106013 8	97024 38	110862 4	91936 58	106552 7	104152 13	90263 62
	20	104552 15	86269 70	104083 20	108482 6	94760 54	97266 40	106013 10	98664 35	110862 5	91936 59	106552 9	104152 17	90263 63
	21	105235 14	88831 68	104083 21	108482 8	96655 47	99981 30	106013 10	100329 29	110862 5	91936 61	106552 9	104152 18	90263 66
	22	105921 13	88831 69	104083 22	108482 10	96655 50	99981 35	108537 8	102022 28	110862 6	91936 63	106552 12	104152 19	94776 56
	23	106605 13	88831 69	104083 24	112215 5	96655 52	99981 37	108537 10	103746 25	110862 7	91936 63	106552 14	104152 21	94776 57
	24	107290 14	91394 67	104083 27	112215 5	96655 53	99981 40	108537 10	105499 18	110862 7	91936 65	106552 15	104152 24	94776 58
	25	107976 15	91394 68	104083 29	112215 5	96655 54	99981 46	108537 11	105499 20	110862 7	91936 67	109031 9	104152 26	94776 58
	26	108408 13	91394 68	104083 30	112215 8	96655 54	104886 22	108537 12	105499 20	110862 10	91936 67	109031 11	104152 27	94776 59
	27	108839 12	93956 63	104083 32	112215 8	96655 56	104886 22	108537 13	105499 20	110862 10	91936 68	109031 11	104152 29	94776 61
	28	109271 14	93956 63	104083 33	112215 8	96655 56	104886 24	108537 17	105499 23	110862 10	91936 68	109031 15	104152 30	94776 61
	29	109704 13	93956 64	104083 33	112215 8	96655 56	104886 25	108537 17	105499 23	110862 10	91936 68	109031 16	104152 30	94776 61
	30	110136 14	96519 60	104083 33	112215 8	96655 58	104886 25	108537 18	105499 24	110862 12	91936 68	109031 17	104152 30	94776 62
	31	110569 13	96519 60	104083 33	112215 8	96655 58	104886 25	108537 19	105499 24	110862 12	91936 68	109031 17	104152 30	94776 62
	32	110997 11	96519 60	104083 34	112215 8	96655 58	104886 26	108537 19	105499 25	110862 13	91936 68	109031 17	104152 31	94776 62
	33	111430 11	99081 53	104083 35	112215 9	96655 59	104886 27	108537 19	105499 26	110862 13	91936 68	109031 17	104152 32	94776 62
	34	111864 10	99081 54	104083 36	112215 9	96655 59	104886 27	108537 19	105499 26	110862 13	91936 68	109031 17	104152 33	94776 62
	35	112296 9	99081 54	104083 37	112215 11	96655 59	104886 28	108537 21	105499 27	110862 14	91936 68	109031 18	104152 34	94776 62
	36	112729 8	99081 54	104083 37	112215 11	96655 59	104886 28	108537 22	105499 27	110862 14	91936 68	109031 19	104152 34	94776 62
Max HND Salary	114456 8	99081 54	104083 38	112215 11	96655 59	104886 29	108537 22	105499 28	110862 14	91936 68	109031 19	104152 35	94776 62	
Max Initial	97019 3	81144 26	74474 52	83598 18	70544 61	79956 31	82369 22	75851 47	71823 60	77764 39	90354 7	76688 44	60749 71	
Previous Schedule	2013-14	2007-08	2013-14	2013-14	2013-14	2013-14	2013-14	2008	2011	2013-14	2012-13	2012-13	2007-08	
Latest Schedule	2014-15	2007-08	2014-15	2014-15	2013-14	2014-15	2014-15	2014-15	2014	2014-15	2012-13	2013-14	2007-08	
% Increase	0.00%		-0.83%	0.85%		2.13%	0.85%	8.99%	16.08%	1.00%		4.30%		
% Increase	0.00%		-0.83%	0.85%		2.13%	0.85%	8.71%	16.07%	1.00%		4.30%		
% Increase	0.00%		-0.83%	0.85%		2.13%	0.85%	8.64%	4.63%	1.00%		4.30%		
	Palomar	Pasadena	Peralta	Rancho Santiago	Redwoods	Rio Hondo	Riverside	San Bernardino	San Diego	San Francisco	San Joaquin Delta	San Jose-Evergreen	San Luis Obispo	

STEP	San Mateo	Santa Barbara	Santa Clarita	Santa Monica	Sequoias	Shasta-Tehama-Trinity	Sierra	Siskiyou	Solano	Sonoma	South Orange	South-western	State Center	
	1	65976 21	63503 29	62340 35	62763 32	63462 30	52080 70	55564 64	59289 56	56271 61	66362 19	73896 4	62250 38	66743 17
	2	69036 19	65520 28	64992 31	64954 32	65411 30	54550 70	58343 62	61126 55	58211 63	68518 21	76135 4	64490 35	69507 16
	3	72060 16	67537 29	67680 27	67146 32	67586 28	57023 69	61260 59	63024 55	60151 63	70673 22	78375 4	66728 35	72266 14
	4	75120 13	69554 29	70356 25	69763 32	69763 32	59492 69	64323 56	64976 55	62091 66	72828 23	80614 4	68970 35	75024 15
	5	78168 11	71571 33	73020 26	71525 34	72042 29	61965 69	67539 53	66991 55	64031 66	74983 23	82853 2	71207 38	77785 16
	6	81216 10	73588 37	75684 26	73715 35	74116 31	64434 69	70916 51	69066 55	65971 66	77138 23	85092 2	73447 40	80521 15
	7	84264 9	75605 41	78372 25	75906 38	75983 37	66906 68	74462 49	71207 55	67911 67	79293 23	87332 2	75686 40	83309 14
	8	87312 8	78589 36	81036 26	85017 16	78262 38	69376 68	78185 41	73416 56	69851 67	81448 25	89571 2	77927 42	86070 11
	9	90372 5	80846 38	83712 25	87209 17	80437 41	71847 68	82094 32	75693 59	71791 69	83603 26	91810 3	80165 43	88835 10
	10	90372 15	83105 37	86400 23	89399 17	82182 45	74319 68	86199 26	78039 59	73731 69	85759 27	94049 3	82405 43	91592 8
	11	93408 12	85364 37	89040 23	91588 16	84357 45	76790 68	89646 21	80458 58	75671 69	87914 28	96289 4	84645 43	94349 8
	12	93408 16	87623 38	91728 20	93778 15	86432 48	79261 68	89646 30	82952 58	77611 69	90069 27	98528 5	86884 43	97117 8
	13	93408 24	89883 36	94416 20	95970 15	88607 50	81732 66	89646 38	85524 57	79551 69	92224 28	100767 5	89125 42	99871 6
	14	97356 16	92139 34	97080 17	98159 15	91110 42	81732 67	89646 49	88174 54	81491 68	94379 27	103007 4	91362 38	99871 10
	15	97356 20	94399 31	97536 19	100349 12	92959 41	81732 70	93232 39	90908 47	83431 67	96534 26	105246 2	93603 36	99871 13
	16	97356 24	96656 30	97992 22	102540 8	92959 46	84184 69	93232 45	93726 44	86547 65	98689 20	107485 2	95841 36	99871 15
	17	97356 29	96656 34	99744 21	104730 6	92959 48	84184 70	93232 47	96537 36	86547 65	98689 23	109724 2	95841 40	102636 12
	18	101448 21	97949 30	100200 25	106920 6	92959 54	84184 71	93232 53	96537 39	86547 67	98689 29	111964 2	95841 42	102636 16
	19	101448 24	97949 34	100656 26	109109 5	94716 49	86710 68	93232 54	96537 42	86547 69	98689 30	114203 2	98081 33	102636 19
	20	101448 27	97949 37	102432 24	111300 4	94716 55	86710 69	96962 42	96537 46	88047 68	102264 25	116442 2	98081 36	102636 23
	21	101448 27	97949 40	102864 22	113492 4	94716 55	86710 71	96962 45	96537 51	88047 69	102264 25	118681 2	98081 39	105394 12
	22	101448 30	99241 40	103320 23	114588 4	94716 57	89311 68	96962 48	96537 52	88047 70	102264 26	120921 2	100321 33	105394 14
	23	104532 19	99241 40	105108 16	114588 4	96471 55	89311 68	96962 50	96537 54	88047 70	102264 28	123160 2	100321 35	105394 15
	24	104532 22	99241 45	105564 17	114588 4	96471 56	89311 70	100840 37	96537 55	88047 71	105838 16	123160 2	100321 38	105394 19
	25	104532 23	100534 45	106008 18	114588 4	96471 56	91990 66	100840 42	96537 55	89547 71	105838 19	123160 2	102558 34	108156 14
	26	104532 24	100534 48	107772 16	114588 4	96471 56	91990 66	100840 45	96537 55	89547 71	105838 19	125399 2	102558 37	108156 15
	27	104532 25	100534 48	108252 15	114588 4	98361 54	91990 67	100840 45	96537 57	89547 71	105838 19	125399 2	102558 38	108156 16
	28	104532 26	101827 40	108696 16	114588 4	98361 54	91990 67	100840 46	96537 57	89547 72	109413 13	125399 2	102558 38	108156 20
	29	104532 27	101827 41	110460 11	114588 4	98361 54	91990 67	100840 46	96537 57	89547 72	109413 15	125399 2	102558 39	108156 20
	30	104532 27	101827 42	110904 11	114588 4	98361 55	91990 67	100840 47	96537 59	91047 70	109413 16	125399 2	102558 40	110912 10
	31	104532 27	103119 36	111372 10	114588 5	100912 46	91990 67	100840 48	96537 59	91047 70	109413 16	125399 2	102558 41	110912 11
	32	104532 28	103119 36	111828 9	114588 5	100912 46	91990 67	100840 48	96537 59	91047 70	109413 16	125399 2	102558 41	110912 12
	33	104532 29	103119 36	112272 7	114588 5	100912 46	91990 67	100840 48	96537 60	91047 70	109413 16	125399 2	102558 41	110912 12
	34	104532 29	104412 31	112740 6	114588 5	100912 47	91990 67	100840 49	96537 60	91047 70	109413 16	125399 2	102558 41	110912 12
	35	104532 30	104412 32	113196 7	114588 6	115742 5	91990 67	100840 49	96537 60	91047 70	109413 17	125399 2	102558 42	110912 13
36	104532 30	104412 32	113640 7	114588 6	115742 5	91990 67	100840 49	96537 60	91047 70	109413 18	125399 2	102558 42	110912 13	
Max HND Salary	104532 31	108290 24	117768 5	114588 7	115742 6	91990 67	100840 49	96537 60	91047 70	109413 18	125399 2	102558 43	110912 13	
Max Initial	78168 37	85364 16	86400 14	114588 1	74116 53	76790 42	64323 70	69066 65	73731 54	81448 24	85092 17	73447 56	80521 28	
Previous Schedule	2013-14	2013-14	2013-14	2012-13	2013-14	2013-14	2010-11	2013-14	2013-14	2013-14	2013-14	2012-13	2012-13	
Latest Schedule	2014-15	2014-15	2014-15	2014-15	2014-15	2014-15	2010-11	2014-15	2013-14	2014-15	2013-14	2013-14	2014-15	
% Increase	3.70%	0.85%	4.56%	5.06%	0.00%	0.00%		4.00%		2.91%		6.91%	2.87%	
% Increase	3.69%	3.97%	4.55%	5.06%	0.00%	0.00%		4.00%		2.48%		6.92%	2.87%	
% Increase	3.69%	3.62%	4.55%	7.11%	0.00%	0.00%		4.00%		1.79%		6.92%	2.87%	
	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		West Kern		West Valley Mission		Yosemite		Yuba	
S T E P	1	60776	45	62736	33	68312	10	69194	6	57538	58	55064	67	62565	34
	2	63110	46	64951	33	70375	11	69194	17	59552	58	57501	66	64799	34
	3	65449	45	67166	31	72443	12	69194	24	61636	58	59939	65	67036	33
	4	67786	44	69381	31	74508	17	69194	34	63793	59	62376	63	69273	33
	5	70124	45	71596	32	76574	18	71879	30	66027	57	64816	64	71510	35
	6	72460	46	73811	33	78639	20	74565	28	68337	58	67254	63	73747	34
	7	74797	46	76026	35	80707	20	77250	28	70729	58	69693	64	75984	36
	8	77139	48	78241	39	82773	21	79935	30	73205	58	72129	63	78221	40
	9	79474	48	80456	40	84843	22	82621	30	75767	58	74569	63	80458	39
	10	81811	48	82671	41	86907	21	85306	29	78418	57	77006	62	82695	40
	11	84148	47	84886	42	88971	24	87991	27	81164	56	79445	62	84932	41
	12	86485	46	87101	42	91045	24	90677	26	84003	55	81882	60	87169	41
	13	88821	46	89316	41	93106	26	93361	25	84003	61	84321	59	89406	40
	14	91159	40	91531	36	95168	21	94099	30	84003	64	85081	62	91643	35
	15	93496	37	93746	35	97231	21	96677	23	86944	62	85839	64	93880	33
	16	96301	32	95961	34	99291	17	97429	23	86944	63	86600	64	96117	33
	17	96301	37	98176	26	101362	18	98182	25	86944	64	87359	63	98354	24
	18	96301	40	100391	24	103435	13	98934	28	89987	62	88119	65	100591	23
	19	96301	44	102606	20	105507	10	98934	29	89987	63	88877	65	102828	17
	20	96301	48	104821	13	107578	7	98934	33	89987	64	89638	65	102828	21
	21	97703	42	104821	15	109651	7	98934	37	93136	59	90396	64	102828	23
	22	97703	43	104821	17	111722	5	98934	42	93136	61	91156	64	105065	16
	23	97703	47	104821	18	111722	6	98934	42	93136	61	91915	64	105065	17
	24	97703	49	104821	21	111722	6	104424	23	96396	57	92675	63	105065	20
	25	97703	51	104821	22	111722	6	104424	24	96396	57	93434	61	107302	17
	26	99106	50	104821	23	111722	9	104424	25	96396	57	94195	61	107302	18
	27	99106	51	104821	23	111722	9	104424	26	99769	50	94954	60	107302	18
	28	99106	51	104821	25	111722	9	104424	27	99769	50	95714	59	109539	12
	29	99106	51	104821	26	111722	9	104424	28	99769	50	96473	58	109539	14
	30	99106	51	104821	26	111722	9	104424	28	103261	35	97233	56	109539	15
	31	100508	51	104821	26	111722	9	104424	28	103261	35	97233	56	109539	15
	32	100508	51	104821	27	111722	10	104424	29	103261	35	97233	56	109539	15
	33	100508	51	104821	28	111722	10	104424	30	106876	23	97233	57	109539	15
	34	100508	52	104821	28	111722	11	104424	30	106876	23	97233	57	109539	15
	35	100508	52	104821	29	111722	12	104424	31	106876	25	97233	57	109539	16
	36	100508	52	104821	29	111722	12	104424	31	110617	15	97233	57	109539	17
Max HND Salary	100508	52	104821	30	111722	12	104424	33	110617	15	97233	57	109539	17	
Max Initial	81811	23	78241	36	86907	12	77250	40	75767	48	77006	41	82695	20	
Previous Schedule	2013-14		2009-10		2013-14		2013-14		2011-12		2013-14		2013-14		
Latest Schedule	2013-14		2009-10		2014-15		2014-15		2013-14		2013-14		2014-15		
% Increase					3.00%		0.85%		1.57%				0.68%		
% Increase					3.00%		-0.68%		1.57%				0.67%		
% Increase					3.00%		0.85%		1.57%				0.67%		
	Ventura		Victor Valley		West Hills		West Kern		West Valley Mission		Yosemite		Yuba		

**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 schedule used in the previous *AFA 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](mailto:wruud@santarosa.edu).

AFA website: <http://www.santarosa.edu/afa>