

## AFA 2016 Salary Study Summary

### 2016-17 Rank Ten Salary Schedules

The ten top-ranked districts and Sonoma in each benchmark category are listed for 2015-16 in the table below.

Minimum HND Salary		16 year HND Salary		Maximum HND Salary	
1. Kern	78495	1. Kern	110911	1. Mt San Antonio	125191
2. West Kern	78038	2. Mt. San Jacinto	109982	2. Palomar	117924
3. Compton	75538	3. Mt. San Antonio	108891	3. Santa Clarita	117768
4. Pasadena	73156	4. Riverside	107679	4. San Diego	117708
5. Mt. San Antonio	72411	5. Desert	106042	5. Sequoias	115742
6. San Diego	72235	6. Palomar	104894	6. West Hills	115074
7. Riverside	71874	7. Foothill-De Anza	104242	7. Glendale	114905
8. Long Beach	70951	8. Glendale	102545	8. Foothill-De Anza	114742
9. West Hills	70631	9. Santa Monica	102540	9. Santa Monica	114588
10. Mt. San Jacinto	70594	10. West Hills	102270	10. Citrus	114537
<b>17. Sonoma</b>	<b>67,689</b>	<b>13. Sonoma</b>	<b>101,542</b>	<b>17. Sonoma</b>	<b>111,489</b>
Rank Ten Adjustment 4.29%		Rank Ten Adjustment 0.72%		Rank Ten Adjustment 2.73%	

Table 1: 2015-16 Top-Ten Benchmark Rankings

The Full-time Faculty 2016-17 salary schedule and the 2016-17 estimated faculty payroll costs are shown in Tables 2 and 3 respectively. These tables are based on the FTEF counts (AY 2014-15) provided by the District and assume no COLA.

STEP	Class A	Class B	Class C	Class D	
1	62828	66599	70594	72006	4.29%
2	64708	68591	72706	74160	3.95%
3	66588	70582	74817	76314	3.62%
4	68467	72574	76929	78468	3.32%
5	70346	74566	79041	80621	3.03%
6	72225	76559	81153	82775	2.76%
7	74106	78552	83264	84930	2.50%
8	75985	80544	85376	87084	2.26%
9	77864	82536	87488	89238	2.03%
10	79744	84528	89600	91392	1.82%
11	81623	86520	91711	93545	1.61%
12	83502	88512	93823	95699	1.41%
13	85382	90505	95935	97853	1.23%
14	87261	92497	98047	100007	1.05%
15	89141	94490	100158	102162	0.88%
16	91021	96482	102270	104316	0.72%
PG20	94659	100339	106359	108486	1.43%
PG24		104197	110448	112658	2.10%
PG28			114537	116828	2.73%

Table 2: Full-time Faculty 2016-17 salary schedule

	2015-16	2016-17 (prop)	Change	% Change
<b>Regular</b>	<b>\$26,457,515</b>	<b>\$26,870,407</b>	<b>\$412,892</b>	<b>1.56%</b>
<b>Hrly Total</b>	<b>\$23,194,014</b>	<b>\$23,820,700</b>	<b>\$626,686</b>	<b>2.70%</b>
Allied Hrly	\$2,268,051	\$2,329,664	\$61,614	2.72%
Lect Hrly	\$12,560,850	\$12,889,298	\$328,449	2.61%
Lab Hrly	\$6,069,994	\$6,245,244	\$175,250	2.89%
NonCr Hrly	\$750,860	\$771,390	\$20,531	2.73%
CDCP Hrly	\$1,544,260	\$1,585,103	\$40,843	2.64%
<b>Total</b>	<b>\$49,651,529</b>	<b>\$50,691,107</b>	<b>\$1,039,578</b>	<b>2.09%</b>

Table 3: 2016-17 estimated faculty payroll costs