

## AFA 2017 Salary Study Summary

### 2017-18 Rank Ten Salary Schedules

The ten top-ranked districts and Sonoma in each benchmark category are listed for 2016-17 in the table below.

Minimum HND Salary		16 year HND Salary		Maximum HND Salary				
1	Compton	82442	1	Riverside	109833	1	Mt San Antonio	125191
2	Kern	78495	2	Cerritos	109413	2	Santa Clarita	125112
3	West Kern	78038	3	Mt San Antonio	108891	3	West Hills	123338
4	Pasadena	74620	4	Palomar	108041	4	Palomar	121462
5	Long Beach	73434	5	Foothill-De Anza	107941	5	Sequoias	120518
6	Mt San Jacinto	73417	6	Mt San Jacinto	107816	6	Allan Hancock	119872
7	Riverside	73311	7	Kern	105566	7	Cerritos	118645
8	Cerritos	72474	8	Santa Clarita	105504	8	Foothill-De Anza	118441
9	Mt San Antonio	72411	9	Santa Monica	104796	9	Santa Monica	118229
10	San Diego	72235	10	Chabot-Las Positas	104191	10	San Diego	117708
<b>14. Sonoma</b>		<b>70,594</b>	<b>18. Sonoma</b>		<b>102,270</b>	<b>14. Sonoma</b>		<b>114,537</b>
Rank Ten Adjustment		2.32%	Rank Ten Adjustment		1.88%	Rank Ten Adjustment		2.77%

Table 1: 2016-17 Top-Ten Benchmark Rankings

The Full-time Faculty 2017-18 salary schedule and the 2017-18 estimated faculty payroll costs are shown in Tables 2 and 3 respectively. These tables are based on the FTEF counts (AY 2015-16) provided by the District and assume a COLA of 1.48%.

STEP	Class A	Class B	Class C	Class D	
1	64919	68815	72943	74402	3.33%
2	66833	70844	75094	76596	3.28%
3	68749	72873	77245	78791	3.25%
4	70663	74902	79397	80985	3.21%
5	72577	76931	81548	83178	3.17%
6	74491	78961	83699	85372	3.14%
7	76408	80992	85851	87568	3.11%
8	78322	83021	88002	89762	3.08%
9	80236	85050	90153	91956	3.05%
10	82151	87079	92304	94150	3.02%
11	84066	89109	94456	96345	2.99%
12	85980	91138	96607	98539	2.97%
13	87895	93168	98758	100733	2.94%
14	89809	95197	100910	102927	2.92%
15	91724	97229	103061	105123	2.90%
16	93639	99258	105212	107317	2.88%
PG20	97688	103549	109762	111957	3.20%
PG24		107842	114312	116599	3.50%
PG28			118862	121239	3.78%

Table 2: Full-time Faculty 2017-18 salary schedule

	2016-17	2017-18 (prop)	Change	% Change
<b>Regular</b>	<b>\$28,065,128</b>	<b>\$28,925,256</b>	<b>\$860,128</b>	<b>3.06%</b>
<b>Hrly Total</b>	<b>\$24,741,523</b>	<b>\$25,514,107</b>	<b>\$772,583</b>	<b>3.12%</b>
Allied Hrly	\$2,323,034	\$2,395,780	\$72,746	3.13%
Lect Hrly	\$13,424,504	\$13,842,324	\$417,821	3.11%
Lab Hrly	\$6,465,005	\$6,668,315	\$203,310	3.14%
NonCr Hrly	\$875,835	\$903,145	\$27,310	3.12%
CDCP Hrly	\$1,653,146	\$1,704,542	\$51,396	3.11%
<b>Total</b>	<b>\$52,806,651</b>	<b>\$54,439,363</b>	<b>\$1,632,712</b>	<b>3.09%</b>

Table 3: 2017-18 estimated faculty payroll costs