

**CHABOT – LAS POSITAS COMMUNITY COLLEGE DISTRICT
MANAGEMENT SALARY SCHEDULE
Effective July 1, 2017 (updated 3/22/18)**

| RANGE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 09 | \$ 60,428 | \$ 62,539 | \$ 64,735 | \$ 66,981 | \$ 69,329 | \$ 71,760 |
| 10 | \$ 64,940 | \$ 67,250 | \$ 69,601 | \$ 72,048 | \$ 74,580 | \$ 77,179 |
| 11 | \$ 69,851 | \$ 72,267 | \$ 74,782 | \$ 77,434 | \$ 80,119 | \$ 82,924 |
| 12 | \$ 75,070 | \$ 77,722 | \$ 80,405 | \$ 83,260 | \$ 86,166 | \$ 89,171 |
| 13 | \$ 80,710 | \$ 83,532 | \$ 86,470 | \$ 89,492 | \$ 92,599 | \$ 95,876 |
| 14 | \$ 86,755 | \$ 89,813 | \$ 92,935 | \$ 96,213 | \$ 99,557 | \$ 103,036 |
| 15 | \$ 93,293 | \$ 96,568 | \$ 99,927 | \$ 103,424 | \$ 107,039 | \$ 110,787 |
| 16 | \$ 100,283 | \$ 103,796 | \$ 107,411 | \$ 111,176 | \$ 115,059 | \$ 119,097 |
| 17 | \$ 107,798 | \$ 111,579 | \$ 115,484 | \$ 119,519 | \$ 123,689 | \$ 128,047 |
| 18 | \$ 115,904 | \$ 119,941 | \$ 124,163 | \$ 128,453 | \$ 132,961 | \$ 137,638 |
| 19 | \$ 124,585 | \$ 128,942 | \$ 133,451 | \$ 138,146 | \$ 142,990 | \$ 148,006 |
| 20 | \$ 133,922 | \$ 138,619 | \$ 143,430 | \$ 148,446 | \$ 153,681 | \$ 159,070 |
| 21 | \$ 143,966 | \$ 149,004 | \$ 154,221 | \$ 159,619 | \$ 165,204 | \$ 170,988 |

STEP PLACEMENT ON THE MANAGEMENT SALARY SCHEDULE

The rules for placement on the Management Salary Schedule (original effective date July 3, 1991) are as follows:

1. Credit for full-time management work experience related to the equivalent level of management position assigned may be allowed at the rate of one (1) step for each complete year of full-time work experience up to a maximum of five (5) years (five steps - to Step 6). Salary step placement will be determined by the Chancellor or designee only when all written supporting documents are received by the District. Pending receipt of documentation, successful applicant will be placed initially at Step 1. Documents should be submitted to Human Resources no later than ten (10) days after initial hire date.
2. Credit for previous work experience for placement purposes shall not be granted for the following:
 - (a) Part-time work experience or partial years;
 - (b) Work experience as a substitute, internships, etc., in the related management position to be assigned.
3. A manager who is promoted to a higher management position will be placed at the highest step possible in accordance with paragraph 1 and 2 above, or will be placed on the lowest step which provides a minimum five percent (5%) upward adjustment where such is possible within the designated pay range.
4. A person from within the District who first enters a management position will be placed at the highest step possible in accordance with paragraph 1, and 2, above, unless that step is less than the person's current annual salary. If so, the individual shall start at the lowest step that avoids a loss in annual salary.
5. A manager who changes to a management position with a lower salary range shall be placed in the same step in the new range.
6. Salary Range/Step of a Manager who changes to a non-management position shall be determined by the Chancellor.
7. Initial placement on management salary schedule must be adjusted, if necessary, within ninety (90) days of initial date of hire. No further adjustment will be authorized after the ninety (90) day period.

NOTE: This revision reflects a total adjustment of 3% to the FY 2017-2018 Management Salary Schedule as adopted by the Board of Trustees at their June 20, 2017 meeting, effective July 1, 2017.

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The following classification titles are currently in use or are expected to be used in the near future.

| CLASSIFICATION TITLE | RANGE |
|--|--------------|
| ASSISTANT DIRECTOR, BUSINESS SERVICES | 16 |
| ASSISTANT DIRECTOR, ECONOMIC DEVELOPMENT AND CONTRACT ED | 19 |
| ASSISTANT DIRECTOR, MENTOR PROGRAM | 15 |
| ASSISTANT DIRECTOR, OSHA TRAINING CENTER | 16 |
| CHANCELLOR | CONTRACT |
| CHIEF TECHNOLOGY OFFICER | CONTRACT |
| CONTRACT EDUCATION PROGRAM DEVELOPMENT MANAGER | 17 |
| CONTRACTS MANAGER – FACILITY PLANNING | 13 |
| DEAN | 19 |
| DIRECTOR, ADMISSIONS & RECORDS | 18 |
| DIRECTOR, BUSINESS SERVICES | 21 |
| DIRECTOR, ECONOMIC DEVELOPMENT/CONTRACT ED | 18 |
| DIRECTOR, EMPLOYEE AND LABOR RELATIONS | 19 |
| DIRECTOR, FINANCIAL AID | 17 |
| DIRECTOR, GRANTS | 15 |
| DIRECTOR, HISPANIC-SERVING INSTITUTION | 13 |
| DIRECTOR, INSTITUTIONAL EFFECTIVENESS | 17 |
| DIRECTOR, MAINTENANCE & OPERATIONS | 19 |
| DIRECTOR, MENTOR PROGRAM | 19 |
| DIRECTOR, FACILITIES AND BOND PROGRAM | 21 |
| DIRECTOR, PUBLIC RELATIONS, MARKETING & GOVT RELATIONS | 21 |
| DIRECTOR, RESEARCH, PLANNING & INSTITUTIONAL EFFECTIVENESS | 19 |
| DIRECTOR, SAFETY AND SECURITY | 17 |
| DIRECTOR, STUDENT EQUITY AND SUCCESS | 15 |
| DIRECTOR, STUDENT LIFE | 12 |
| DISTRICT BUDGET OFFICER | 14 |
| DISTRICT EXECUTIVE DIRECTOR, ECONOMIC DEV & CONTRACT ED | CONTRACT |
| EXECUTIVE DIRECTOR, FOUNDATION | 19 |
| EXECUTIVE DIRECTOR, DEVELOPMENT AND THE FOUNDATION | 19 |
| FISCAL AGENT AND ECONOMIC DEVELOPMENT MANAGER – CONTRACT EDUCATION | 17 |
| MANAGER, ADULT EDUCATION AND NON-CREDIT PROJECT | 15 |
| MANAGER, BOOKSTORE | 14 |
| MANAGER, CHILDREN’S CENTER | 16 |
| MANAGER, EMERGENCY PREPAREDNESS & WORKPLACE SAFETY | 16 |
| MANAGER, HUMAN RESOURCES | 16 |
| MANAGER, NETWORK SYSTEMS & SERVICES | 18 |
| MANAGER, PAYROLL | 16 |
| MANAGER, PROGRAM | 14 |
| MANAGER, PURCHASING & WAREHOUSE SERVICES | 16 |
| MARKETING & SALES MANAGER - CONTRACT EDUCATION | 17 |
| PRESIDENT | CONTRACT |
| PROGRAM DIRECTOR, CHILDREN’S CENTER | 13 |
| PROGRAMS MANAGER, PUBLIC SAFETY | 15 |
| PROJECT DIRECTOR – WORKPLACE LEARNING RESOURCE CENTER | 14 |
| PROJECT MANAGER, ADULT EDUCATION | 14 |
| PROJECT MANAGER, CAREER AND TECHNICAL EDUCATION PRGMS | 15 |
| PROJECT PLANNER / MANAGER, FACILITIES | 20 |
| VICE CHANCELLOR | CONTRACT |
| VICE PRESIDENT | 21 |

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The following classification titles are vacant and subject to additional review.

| CLASSIFICATION TITLE | RANGE |
|---|--------------|
| ADMINISTRATIVE INTERN | 12 |
| ASSISTANT DEAN | 18 |
| ASSISTANT DIRECTOR, FOUNDATION | 15 |
| ASSISTANT MANAGER, BOOKSTORE | 12 |
| DIRECTOR, COMMUNITY EDUCATION & MARKETING | 15 |
| DIRECTOR, MARKETING & COMMUNICATION | 15 |
| DIRECTOR, MEDIA SERVICES | 12 |
| DIRECTOR, OFF CAMPUS PROGRAMS | 12 |
| DIRECTOR, FACILITIES AND BOND PROGRAM | 21 |
| DIRECTOR, PROJECT | 13 |
| DISTRICT DEAN, EDUCATIONAL SERVICES & PLANNING | 19 |
| MANAGER, EMPLOYEE BENEFITS/WORKERS' COMPENSATION | 16 |
| MANAGER, EMPLOYMENT, DIVERSITY & EMPLOYEE RELATIONS | 16 |
| PROGRAM CONTROLS MANAGER - FACILITIES | 13 |
| PROJECT MANAGER, ITS (BOND TECHNOLOGY & INFRASTRUCTURE) | 18 |

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