

**CHABOT – LAS POSITAS COMMUNITY COLLEGE DISTRICT
MANAGEMENT SALARY SCHEDULE
Effective July 1, 2016**

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
09	\$ 58,667	\$ 60,717	\$ 62,849	\$ 65,030	\$ 67,309	\$ 69,669
10	\$ 63,048	\$ 65,291	\$ 67,573	\$ 69,949	\$ 72,407	\$ 74,931
11	\$ 67,816	\$ 70,162	\$ 72,603	\$ 75,178	\$ 77,785	\$ 80,508
12	\$ 72,883	\$ 75,458	\$ 78,063	\$ 80,834	\$ 83,656	\$ 86,573
13	\$ 78,359	\$ 81,099	\$ 83,951	\$ 86,885	\$ 89,901	\$ 93,083
14	\$ 84,228	\$ 87,197	\$ 90,228	\$ 93,410	\$ 96,657	\$ 100,034
15	\$ 90,575	\$ 93,755	\$ 97,016	\$ 100,411	\$ 103,921	\$ 107,560
16	\$ 97,362	\$ 100,772	\$ 104,282	\$ 107,937	\$ 111,707	\$ 115,628
17	\$ 104,658	\$ 108,329	\$ 112,120	\$ 116,037	\$ 120,086	\$ 124,317
18	\$ 112,528	\$ 116,447	\$ 120,546	\$ 124,711	\$ 129,088	\$ 133,629
19	\$ 120,956	\$ 125,186	\$ 129,564	\$ 134,122	\$ 138,825	\$ 143,695
20	\$ 130,021	\$ 134,581	\$ 139,252	\$ 144,122	\$ 149,204	\$ 154,436
21	\$ 139,772	\$ 144,664	\$ 149,729	\$ 154,969	\$ 160,392	\$ 166,007

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 4% to the FY 2016-2017 Management Salary Schedule as adopted by the Board of Trustees at their March 15, 2016 meeting, effective July 1, 2016.

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MANAGEMENT SALARY SCHEDULE
Effective July 1, 2016**

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, MAINTENANCE & OPERATIONS	18
DIRECTOR, MENTOR PROGRAM	19
DIRECTOR, FACILITIES AND BOND PROGRAM	21
DIRECTOR, PUBLIC RELATIONS, MARKETING & GOVT RELATIONS	19
DIRECTOR, RESEARCH & PLANNING	17
DIRECTOR, SAFETY AND SECURITY	17
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
MANAGER, ADULT EDUCATION AND NON-CREDIT PROJECT	15
MANAGER, BOOKSTORE	14
MANAGER, CHILDREN'S CENTER	16
MANAGER, HUMAN RESOURCES	14
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
PROJECT DIRECTOR – WORKPLACE LEARNING RESOURCE CENTER	14
PROJECT MANAGER, CAREER AND TECHNICAL EDUCATION PRGMS	15
PROJECT PLANNER / MANAGER, FACILITIES	20
VICE CHANCELLOR	CONTRACT
VICE PRESIDENT	21

Office of Human Resources
Revised 4/21/08; 9/24/09; 10/29/12; 4/7/15; 7/23/15; 06/23/16
(p:/Salary Schedules/2016-17/MGT Salary Schedule)

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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, EMERGENCY PREPAREDNESS & WORKPLACE SAFETY	16
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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