

	Allan Hancock	Antelope Valley	Barstow	Butte-Glenn	Cabrillo	Cerritos	Chabot-Las Positas	Chaffey	Citrus	Coast	Contra Costa	Copper Mountain	Desert	El Camino	Feather River	Foothill-De Anza
1	52883 59	60662 24	49900 68	54149 51	58157 35	58188 34	59671 26	56080 46	57414 38	62292 15	62304 14	52465 63	64500 6	64205 7	58283 33	63312 10
2	54679 59	62940 23	51700 68	56439 51	59975 37	60660 33	62354 24	58608 42	57414 47	64512 15	62304 25	54635 61	67175 6	66560 7	60686 32	66103 10
3	56538 62	65211 22	53500 68	58725 50	62380 34	63130 30	65036 24	61136 40	57414 54	66727 15	62304 35	56898 59	69965 5	68919 8	63022 31	68895 9
4	58460 62	67495 22	55300 68	61012 50	64782 33	65600 29	67720 21	63664 40	59959 51	68949 15	64728 34	59254 56	72872 4	71287 10	65361 32	71686 7
5	60447 62	69771 24	57100 68	63302 50	67184 33	68073 29	70401 18	66191 40	62508 51	71161 16	67164 34	61713 53	75904 4	73637 10	67766 31	74477 6
6	62502 62	72049 24	58900 69	65588 50	69590 34	70547 29	73084 18	68719 38	65053 51	73379 17	69648 33	64274 53	79063 2	75995 10	70108 31	77268 7
7	64627 61	74327 24	60700 69	67870 50	71993 33	73018 29	75766 17	71246 38	67599 51	75593 18	72012 32	66945 52	82358 2	78354 9	72440 30	80060 6
8	66824 60	76605 24	62500 69	70164 50	74395 34	75490 28	78450 15	73774 37	70145 51	77815 18	74412 33	69731 52	85792 2	80711 9	74848 31	82851 6
9	69096 60	79017 21	64300 69	72451 51	76801 32	77962 28	81131 14	76301 37	72690 48	80028 19	76860 31	72633 49	89373 2	83077 9	77197 30	85642 5
10	71444 60	81160 23	66100 69	74740 52	79202 33	80430 27	83814 13	77772 38	75235 48	82241 20	79296 31	75659 47	93105 2	85428 11	79537 30	88434 5
11	73875 59	83438 23	67900 69	77112 52	80555 35	82906 26	86496 12	79242 43	77782 49	84462 19	81624 32	78814 44	96996 2	87787 10	81937 29	91225 4
12	76385 58	85714 20	69700 69	79315 52	81908 40	85376 26	89177 11	80714 44	80329 48	86673 18	84060 31	82104 39	101053 2	87787 13	84270 29	94016 4
13	76385 62	87992 20	71500 70	81601 51	83263 42	85376 33	91861 12	82184 49	82873 43	88893 17	86532 28	85532 31	101053 2	87787 23	84527 36	96808 4
14	78831 62	87992 27	73300 69	81601 56	84615 44	85376 40	94544 11	83655 47	85419 39	88893 23	86532 35	89108 22	101053 2	87787 29	84788 42	98808 4
15	78831 65	90270 25	75100 69	81601 59	85973 42	85376 46	97227 6	85125 47	85419 45	92257 19	86532 39	89108 29	101053 2	87787 35	85045 48	98808 5
16	81353 62	92547 22	75100 69	84875 52	86935 42	87847 40	97227 6	86597 45	85419 49	92257 24	88860 33	89108 32	101053 2	87787 41	85306 50	98808 5
17	81353 63	92547 25	75100 69	84875 54	87896 44	87847 45	97227 11	88067 41	85419 52	95623 16	88860 37	89108 34	101053 2	89962 31	85563 51	98808 6
18	83956 59	92547 27	76900 69	84875 55	88858 43	87847 48	97227 14	89538 39	87964 47	95623 20	88860 42	89108 41	101053 4	89962 36	85820 53	101808 3
19	83956 62	94830 24	76900 69	84875 57	89818 42	87847 48	97227 16	90142 40	87964 47	95623 22	91332 36	89108 44	101053 6	89962 41	85820 54	101808 4
20	86642 55	94830 27	76900 69	88149 49	90783 41	90319 43	99908 11	90747 42	87964 52	98984 14	91332 39	89108 46	101053 8	89962 44	85820 59	101808 5
21	86642 58	94830 29	78700 69	88149 51	91742 40	90319 45	99908 13	91351 43	87964 53	98984 18	91332 44	89108 48	101053 9	92141 35	85820 60	101808 6
22	89414 50	94830 31	78700 70	88149 56	92705 37	90319 46	99908 15	91955 42	90510 48	98984 20	93780 35	89108 53	101053 11	92141 38	85820 62	105558 4
23	89414 52	97106 27	78700 70	88149 56	93667 37	90319 50	99908 18	92560 40	90510 45	102347 7	93780 36	89108 54	101053 12	92141 41	85820 62	105558 4
24	92276 43	97106 27	80500 70	91423 49	94627 36	92790 42	99908 19	93164 41	90510 53	102347 7	93780 38	89108 57	101053 12	92141 44	85820 63	105558 4
25	92276 46	97106 29	80500 70	91423 50	95587 34	92790 44	102592 8	93769 42	90510 54	102347 9	93780 41	89108 59	101053 15	94317 39	85820 63	105558 4
26	92276 47	100549 20	80500 70	91423 51	97413 30	92790 46	102592 12	94373 39	93055 45	105712 5	93780 42	89108 59	101053 16	94317 40	85820 63	109308 3
27	92276 49	100549 20	80500 70	91423 53	97413 31	92790 47	102592 12	94977 37	93055 46	105712 5	93780 43	89108 59	101053 16	96496 33	85820 64	109308 3
28	92276 50	100549 22	80500 70	91423 53	97413 32	95259 38	102592 13	95581 37	93055 48	105712 5	93780 45	89108 59	101053 18	96496 33	85820 64	109308 3
29	92276 50	100549 23	80500 70	91423 53	97413 32	95259 39	102592 13	96185 35	93055 48	105712 5	93780 45	89108 60	101053 19	96496 33	85820 64	109308 3
30	92276 51	100549 24	80500 70	91423 55	97413 32	95259 40	102592 13	96790 33	95600 39	105712 7	93780 46	89108 61	101053 20	96496 34	85820 66	109308 3
Max HND Salary	92276 52	100549 25	80500 70	91423 55	97413 34	95259 42	102592 15	96790 36	103238 13	105712 9	93780 48	89108 61	101053 21	96496 37	85820 66	109308 5
Max Initial HND Salary	69096 51	72049 38	69700 48	65588 59	76801 20	75490 27	75766 24	76301 21	65053 60	75593 26	72012 39	75659 25	82358 8	75995 22	67766 53	85642 4
Latest Schedule	2006-07	2007-08	2005-06	2006-07	2007-08	2006-07	2007-08	2007-08	2007-08	2007-08	2007-08	2007-08	2007-08	2007-08	2007-08	2007-08
% Increase Min HND	8.60%	9.09%		2.07%	2.01%		6.00%	6.00%	6.97%	6.00%	15.94%	9.20%	32.07%	5.00%	4.53%	5.53%
% Increase Step 16	6.10%	7.84%		2.07%	2.01%		6.00%	6.00%	6.97%	6.00%	7.00%	9.20%	12.31%	5.00%	4.53%	5.41%
% Increase Max HND	5.69%	8.94%		2.07%	2.01%		6.00%	8.02%	6.97%	6.00%	7.01%	9.20%	12.31%	5.00%	4.53%	4.87%

	Gavilan	Glendale	Grossmont-Cuyamaca	Hartnell	Imperial	Kern	Lake Tahoe	Lassen	Long Beach	Los Angeles	Los Rios	Marin (BA Dist)	Mendocino-Lake	Merced	Mira Costa (BA Dist)	Monterey	
STEP	1	59181 30	61189 22	55511 47	55027 48	54000 52	56306 45	46811 69	41413 71	54511 49	57470 37	52554 62	53050 58	53321 55	53122 57	75116 1	57915 36
	2	61372 29	63513 19	56954 48	57495 46	55620 53	58276 45	47836 70	43372 71	56757 49	59540 39	54656 60	55298 56	55416 54	55253 57	78670 1	60086 36
	3	63565 28	65890 17	58435 51	59957 46	57289 56	60316 45	49535 70	45428 71	58996 47	61680 38	56842 60	57546 52	57511 53	57374 55	82225 1	62267 36
	4	65745 28	68382 17	59954 52	62422 46	59007 59	62427 45	51234 70	47587 71	61235 49	63900 39	59116 57	59794 53	59606 54	59507 55	85782 1	64441 37
	5	67941 30	70978 17	61513 56	64890 46	60778 60	64613 47	53514 70	49856 71	63481 49	66200 39	61481 57	62042 52	61701 54	61639 55	89336 1	66619 36
	6	70131 30	73675 16	63112 58	67354 42	62601 61	66874 47	54846 70	52238 71	65721 49	68590 39	63940 54	64288 52	63796 56	63855 55	92893 1	68789 37
	7	72317 31	76481 15	64753 59	69816 42	64479 63	69213 46	56332 70	54739 71	67964 49	71050 39	66498 54	66538 53	65891 57	66074 56	96444 1	70978 40
	8	74513 32	79391 13	66437 61	72281 42	66413 63	71637 44	57814 70	57364 71	70205 49	73610 39	69157 53	68784 55	67986 57	68311 56	100003 1	73153 40
	9	76698 35	82422 13	68164 63	74751 41	68406 61	74144 44	59710 71	60120 70	72445 52	76260 38	71924 53	71033 55	70081 58	70544 56	103558 1	75332 40
	10	78884 35	85579 9	69936 63	77218 41	70458 61	76739 43	61609 71	63014 70	74686 53	79010 34	74801 51	73280 55	72176 58	72778 56	107113 1	77508 40
	11	81073 34	85579 14	71755 64	79688 39	72572 61	79425 42	63605 71	66053 70	76928 53	81850 30	77793 48	75526 55	74271 58	75028 56	110670 1	79561 41
	12	83171 33	85579 22	73620 64	82147 38	74749 61	82204 37	64616 71	69240 70	79169 53	84800 27	80904 43	77778 55	76366 59	77274 57	114225 1	81862 41
	13	85453 32	88037 19	75534 64	84603 35	76991 61	85081 34	65624 71	72593 69	81411 52	87850 22	84141 38	80023 54	78461 58	79541 56	117779 1	84033 39
	14	87643 30	88037 26	77498 64	87081 33	79301 60	88060 25	66550 71	72593 70	83652 48	87850 28	87506 31	82272 53	80556 57	81811 55	121334 1	84033 46
	15	89832 26	88037 31	79513 62	89460 27	81680 58	88060 30	67754 71	72593 70	85830 43	87850 34	91006 22	84518 50	82651 54	81811 57	124883 1	84033 51
	16	92021 25	90571 27	79939 65	90505 28	84131 55	88060 38	68981 71	72593 70	85830 47	89950 29	91006 26	86768 44	84746 53	81811 61	125588 1	84033 56
	17	94214 23	90571 29	80366 66	91551 27	86655 47	88060 42	71753 71	72593 70	85830 49	89950 32	91006 28	88955 36	84746 55	81811 62	126294 1	84033 57
	18	96398 16	90571 35	80796 67	92596 26	89254 40	91757 30	73152 70	72593 71	85830 52	89950 37	91006 33	91196 31	84746 56	84090 58	126999 1	86210 51
	19	98586 12	93181 29	81228 67	92596 31	91932 34	91757 35	74070 70	72593 71	85830 53	92100 32	91006 38	93495 28	84746 58	84090 61	127704 1	86210 52
	20	98586 15	93181 34	81663 67	93641 32	94690 29	91757 38	74988 70	72593 71	88069 50	92100 35	94647 30	95852 24	84746 61	84090 63	128410 1	86210 57
	21	98586 19	93181 34	82100 67	93641 32	94690 30	91757 39	78139 70	72593 71	88069 52	92100 36	94647 31	95852 27	84746 61	84090 63	129115 1	88394 50
	22	100828 12	95869 28	82539 67	93641 36	94690 32	91757 43	79084 69	72593 71	88069 57	94350 34	94647 33	95852 29	84746 63	86527 60	129820 1	88394 55
	23	100828 13	95869 29	82981 66	93641 38	94690 33	91757 43	80029 69	72593 71	88069 57	94350 35	94647 34	95852 30	84746 64	86527 60	130525 1	88394 55
	24	100828 14	95869 29	83425 66	93641 39	94690 34	91757 47	80974 68	72593 71	88069 58	94350 37	94647 35	95852 30	84746 64	86527 60	131231 1	90570 52
	25	100828 17	98637 26	83871 66	93641 43	94690 37	96347 31	83869 67	72593 71	90308 55	96600 30	94647 38	95852 32	84746 65	86527 61	131936 1	90570 53
	26	100828 18	98637 27	84320 67	93641 43	94690 37	96347 32	84837 65	72593 71	90308 55	96600 31	94647 38	95852 33	84746 66	89033 60	132641 1	90570 54
	27	100828 18	98637 27	84771 66	93641 44	94690 39	96347 34	86577 62	72593 71	90308 55	96600 32	94647 41	95852 35	84746 67	89033 60	133347 1	92742 48
	28	100828 20	101489 16	85224 66	93641 46	94690 41	96347 34	88469 62	72593 71	90308 55	98900 28	94647 42	95852 35	84746 67	89033 60	134052 1	92742 49
	29	100828 21	101489 16	85680 65	93641 46	94690 41	96347 34	88469 62	72593 71	90308 55	101200 17	94647 42	95852 36	84746 67	89033 61	134757 1	92742 49
	30	100828 22	101489 17	86139 65	93641 47	94690 42	96347 35	88469 62	72593 71	92485 50	101200 18	94647 43	95852 36	84746 67	91614 54	135462 1	92742 49
Max HND Salary	100828 23	101489 18	86139 65	93641 49	94690 44	96347 38	88469 62	72593 71	92485 51	101200 19	94647 45	95852 39	84746 67	97022 35	135462 1	92742 50	
Max Initial HND Salary	70131 45	70978 43	59954 67	67354 54	62601 64	69213 49	64616 62	49856 71	70205 44	73610 35	69157 50	82272 9	65891 58	63855 63	92893 2	66619 56	
Latest Schedule	2007-08	2006-07	2005-06	2007-08	2007-08	2007-08	2007-08	2006-07	2006-07	2007-08	2007-08	2006-07	2006-07	2006-07	2007-08	2006-07	
% Increase Min HND	10.54%	7.50%		4.53%	7.00%	1.38%	7.67%			4.61%	3.91%		5.92%	2.93%	3.72%	7.12%	
% Increase Step 16	10.54%	7.50%		6.97%	7.00%	1.38%	17.64%			4.61%	3.91%		5.92%	2.93%	3.72%	7.12%	
% Increase Max HND	13.05%	7.50%		6.77%	7.00%	1.38%	10.71%			7.10%	3.91%		5.92%	2.93%	3.72%	7.12%	

	Mt San Antonio	Mt San Jacinto	Napa	North Orange	Ohlone	Palo Verde	Palomar	Pasadena	Peralta	Rancho Santiago	Redwoods	Rio Hondo	Riverside	San Bernadino	San Diego	San Francisco	
STEP	1	62070 16	65574 5	46455 70	61643 18	62601 13	52687 60	57250 40	62638 12	56418 44	65687 4	52275 64	59325 29	63241 11	53283 56	52580 61	58883 31
	2	65220 12	67541 5	49021 69	61643 28	64853 14	54268 63	59691 38	65078 13	58574 44	68059 4	54367 62	62039 27	65680 11	55112 58	54030 64	61343 30
	3	68270 10	69567 6	51585 69	61643 39	67114 14	55896 63	62133 37	67518 13	60786 42	70442 4	56542 61	64738 26	68113 12	56933 58	55520 66	63807 27
	4	71300 9	71654 8	54158 69	64095 38	69376 14	57573 65	64578 35	69959 13	62940 42	72824 5	58802 60	67449 23	70543 11	58765 61	57040 66	66268 27
	5	74440 7	73803 9	56722 69	66544 37	71635 14	59300 65	67019 35	72399 12	65082 42	75209 5	61155 58	70164 20	72972 11	60592 61	58610 66	68732 27
	6	77510 6	76018 9	59288 68	68995 36	73889 15	61079 65	69460 35	74839 12	67296 43	77587 5	63601 57	72876 19	75413 11	62410 64	60220 66	71194 26
	7	80560 5	78298 10	61854 67	71445 37	76158 16	62912 65	71902 34	77280 12	69454 44	79962 7	66145 55	75589 19	77842 11	64240 64	61880 66	73657 26
	8	83670 4	80647 10	64421 66	73895 36	78416 16	64799 65	74344 35	77280 20	71609 46	82342 7	68791 54	78287 17	80278 11	66064 64	63580 67	76119 26
	9	86790 3	83067 10	66987 65	76342 36	80675 16	66743 66	76785 33	77280 29	73794 45	84723 8	71543 54	81000 15	82710 12	67893 64	65330 67	78581 26
	10	89840 3	85558 10	69555 65	78794 36	82935 15	68745 66	79229 32	79720 29	75979 45	87102 8	74404 54	83715 14	85138 12	69716 64	67130 68	81046 26
	11	92930 3	88125 9	72121 62	81244 33	85191 16	70258 66	81671 31	79720 38	78163 46	89484 7	77380 50	86415 13	87576 11	71501 65	68970 68	83504 21
	12	96000 3	90769 9	74688 62	83693 32	87454 15	71803 66	84113 30	79720 50	80348 47	91867 8	80476 45	89124 12	90005 10	73332 65	70870 68	85971 19
	13	99090 3	93492 8	77256 60	86142 29	89712 15	73383 67	86553 27	82161 50	82532 46	94245 7	83695 41	91861 12	92433 11	75210 65	72820 68	88430 18
	14	99090 3	96297 6	79819 58	86142 37	91971 15	74997 67	87165 32	82161 54	85006 41	96624 5	87042 34	94552 10	92433 14	77136 65	74820 68	90892 17
	15	99090 4	99186 3	82387 55	86142 41	94236 13	76647 67	87777 36	82161 56	86708 38	96624 7	90524 24	94552 11	93591 14	79110 64	76880 66	93354 15
	16	99090 4	99186 3	85107 51	88595 34	96286 8	78333 67	88387 36	84601 54	88487 35	96624 7	92335 23	94552 15	94747 14	80453 63	78990 66	95817 9
	17	99090 4	99186 3	85107 53	88595 39	98347 7	80057 67	88997 35	84601 56	90285 30	99001 5	94181 24	97267 10	94747 19	81819 61	81160 64	95817 15
	18	102210 2	99186 7	85107 54	91044 32	100398 5	81818 66	89608 38	84601 57	92085 28	99001 8	96065 17	97266 13	94747 21	83208 61	83400 60	95817 19
	19	102210 3	99186 10	85107 56	91044 37	102454 2	83618 63	90220 39	87042 50	93883 27	99001 11	97987 14	97266 15	97057 18	84618 59	85690 55	95817 21
	20	102210 4	99186 13	86915 54	93492 33	104317 2	85458 60	90830 40	87042 53	95681 26	101383 7	99946 10	97266 20	97057 22	86056 58	88050 51	95817 25
	21	102210 4	99186 17	86915 57	93492 33	106382 2	87338 55	91442 42	87042 56	97886 22	101383 8	101945 5	99981 12	97057 24	87514 54	88930 49	95817 28
	22	102210 6	99186 19	86915 59	95944 27	106382 3	89259 51	92052 39	89482 49	97886 25	101383 9	101945 7	99981 14	99369 18	88998 54	89810 47	95817 30
	23	102210 8	99186 22	86915 59	95944 28	106382 3	91223 46	92665 39	89482 51	97886 25	103764 5	101945 9	99981 17	99369 21	90509 49	90710 47	95817 31
	24	102210 8	99186 23	89778 54	95944 28	106382 3	91223 51	93275 40	89482 55	97886 26	103764 5	101945 9	99981 18	99369 22	92045 45	91620 48	95817 31
	25	102210 10	99186 25	89778 56	98394 27	108510 3	91223 52	93886 40	91922 49	97886 28	103764 6	101945 11	99981 20	99369 24	92045 47	92540 45	95817 33
	26	105330 6	99186 26	89778 57	98394 28	108510 4	91223 53	94272 41	91922 50	97886 29	103764 8	101945 13	102696 11	99369 25	92045 48	93460 44	95817 34
	27	105330 6	99186 26	89778 57	98394 28	108510 4	91223 54	94658 40	91922 52	97886 30	103764 8	101945 13	102696 11	99369 25	92045 50	94400 42	95817 36
	28	105330 6	99186 27	89778 57	98394 29	108510 4	91223 54	95042 39	94363 44	97886 31	103764 9	101945 14	102696 12	99369 26	92045 51	94400 43	95817 36
	29	105330 7	99186 28	89778 57	98394 29	108510 4	91223 54	95428 38	94363 44	97886 31	103764 9	101945 14	102696 12	99369 27	92045 51	94400 43	95817 37
	30	105330 8	99186 29	89778 59	98394 30	108510 4	91223 56	95814 38	94363 45	97886 31	103764 10	101945 14	102696 12	99369 28	92045 52	94400 44	95817 37
Max HND Salary	111570 4	99186 31	89778 59	98394 32	108510 7	91223 56	99668 28	94363 47	97886 33	103764 11	101945 16	102696 14	99369 30	92045 53	94400 46	95817 40	
Max Initial HND Salary	86790 3	73803 33	59288 69	78794 13	78416 16	64799 61	84113 6	77280 18	67296 55	79962 12	68791 52	78287 17	75413 28	66064 57	61880 65	81046 11	
Latest Schedule	2007-08	2006-07	2007-08	2006-07	2007-08	2007-08	2007-08	2006-07	2007-08	2007-08	2007-08	2007-08	2006-07	2006-07	2007-08	2007-08	
% Increase Min HND	5.53%	5.92%	13.40%	7.00%	0.44%	4.32%	5.92%	6.40%	3.35%	5.00%	9.73%	4.53%				4.02%	
% Increase Step 16	5.53%	5.92%	13.40%	7.00%	0.44%	5.89%	5.92%	6.40%	10.14%	7.58%	9.73%	7.53%				5.37%	
% Increase Max HND	8.55%	5.92%	12.62%	7.00%	0.44%	8.97%	5.92%	6.40%	3.35%	10.05%	9.73%	4.53%				5.37%	

	San Joaquin Delta	San Jose-Evergreen	San Luis Obispo	San Mateo	Santa Barbara	Santa Clarita	Santa Monica	Sequoias	Shasta-Tehama-Trinity	Sierra	Siskiyou	Solano	Sonoma	South Orange (BA Dist)	South-western	State Center
1	57356 39	65974 3	54451 50	60410 25	58448 32	59620 27	57006 41	59440 28	50802 67	53405 54	51074 66	53515 53	61443 19	64094 8	61288 21	63810 9
2	60130 35	68492 3	56709 50	63206 21	60448 34	62170 26	58997 40	61327 31	53212 66	56077 52	52657 67	55361 55	63646 17	66162 9	63493 20	66454 8
3	62859 32	71011 3	58979 48	65992 16	62448 33	64740 25	60986 41	63433 29	55624 65	58879 49	54290 67	57207 57	65848 18	68229 11	65697 20	69091 7
4	65455 31	73526 3	61258 48	68786 16	64448 36	67290 26	62976 41	65539 30	58033 63	61825 47	55973 67	59053 58	68050 18	70297 12	67904 20	71729 6
5	68227 28	76050 3	63528 48	71580 15	66448 38	69850 23	64965 44	67745 32	60444 63	64916 45	57708 67	60899 59	70253 19	72365 13	70106 22	74368 8
6	70910 28	78557 4	65802 48	74377 14	68448 40	72390 21	66955 46	69752 32	62853 59	68161 41	59499 67	62745 60	72455 20	74432 13	72312 23	76983 8
7	73594 27	81085 4	68071 48	77163 13	70448 41	74960 20	68943 47	71559 36	65265 58	71569 35	61342 68	64591 62	74657 21	76500 14	74516 23	79648 8
8	76280 25	83604 5	70341 48	79956 12	72448 41	77510 19	70933 47	73765 38	67674 58	75148 29	63245 68	66437 61	76860 21	78567 14	76722 23	82290 8
9	78963 22	85277 6	72618 50	82753 11	74448 43	80070 18	72923 47	75870 39	70085 57	78904 25	65204 68	68283 62	79062 20	80635 17	78926 24	84932 7
10	81645 21	87165 7	74893 50	82753 17	76448 44	82640 19	74912 49	77559 39	72496 57	82851 16	67225 67	70129 62	81264 22	82702 18	81131 24	87568 6
11	84330 20	89094 8	77158 51	85545 15	78448 45	85170 17	76900 54	79664 40	74906 57	82851 27	69310 67	71975 63	83467 22	84770 18	83337 24	90205 5
12	87056 16	93137 5	79486 51	85545 23	80448 46	87740 14	78891 54	81672 42	77316 56	82851 34	71460 67	73821 63	85669 21	86837 17	85541 24	92849 6
13	94824 6	93137 9	79486 57	85545 30	82448 48	90310 14	80880 53	83777 40	79727 55	82851 44	73674 66	75667 63	87871 21	88905 16	87747 24	95483 5
14	94824 9	95326 8	83461 49	89150 21	84448 45	92860 13	82869 50	86200 36	79727 59	82851 51	75958 66	77513 63	90074 18	90973 16	89950 19	95483 7
15	94824 10	95326 9	83461 52	89150 28	86448 40	93290 16	84858 49	87989 32	79727 60	82851 53	75958 68	79359 63	92276 18	93040 17	92156 20	95483 8
16	94824 13	95326 11	83461 57	89150 31	86448 46	93730 20	86848 43	87989 39	82117 60	82851 58	75958 68	82322 59	94478 16	95108 12	94360 18	95483 10
17	97137 13	97566 9	87634 46	89150 33	86448 48	95410 17	88837 38	87989 43	82117 60	82851 58	78312 68	82322 59	94478 20	97175 12	94360 22	98126 8
18	97137 15	97566 11	87634 49	91971 29	86448 50	95840 18	90826 34	87989 46	82117 64	82851 62	78312 68	82322 63	94478 22	99243 6	94360 24	98126 10
19	97137 17	99859 8	87634 49	91971 33	86448 51	96280 20	92816 30	89689 43	84580 60	82851 64	78312 68	82322 66	94478 25	101310 5	96565 19	98126 13
20	97137 21	99859 12	92015 36	91971 37	86448 56	97970 17	94805 28	89689 45	84580 62	82851 66	80741 68	83822 64	97400 18	103378 3	96565 23	98126 16
21	99449 15	99859 14	92015 37	91971 38	86448 59	98400 20	96794 25	89689 46	84580 62	82851 66	80741 68	83822 65	97400 23	105445 3	96565 26	100764 11
22	99449 17	99859 16	92015 40	91971 41	86448 61	98830 21	98783 22	89689 48	87119 58	82851 66	80741 68	83822 65	97400 26	107513 2	98770 23	100764 13
23	99449 20	99859 19	92015 42	94782 32	86448 61	100540 16	100773 14	91388 45	87119 58	82851 67	80741 68	83822 65	97400 26	109581 2	98770 23	100764 15
24	99449 21	99859 20	92015 46	94782 33	86448 61	100980 13	100773 15	91388 50	87119 59	82851 67	80741 69	83822 65	100322 17	111648 2	98770 24	100764 16
25	99449 23	99859 21	92015 48	94782 36	86448 62	101390 13	100773 18	91388 51	89734 57	82851 68	80741 69	85322 64	100322 19	113716 2	100973 16	103404 7
26	99449 24	99859 22	92015 49	94782 36	86448 62	103090 10	100773 19	91388 52	89734 58	82851 68	80741 69	85322 64	100322 21	113716 2	100973 17	103404 9
27	99449 24	99859 22	92015 51	94782 38	86448 63	103540 9	100773 19	93217 45	89734 58	82851 68	80741 69	85322 65	100322 21	113716 2	100973 17	103404 10
28	99449 25	99859 23	92015 52	94782 40	86448 63	103970 8	100773 21	93217 47	89734 58	82851 68	80741 69	85322 65	103244 11	113716 2	100973 19	103404 10
29	99449 26	99859 24	92015 52	94782 40	86448 63	105650 6	100773 22	93217 47	89734 58	82851 68	80741 69	85322 66	103244 11	113716 2	100973 20	103404 10
30	99449 27	99859 25	92015 53	94782 41	86448 63	106090 5	100773 23	93217 48	89734 60	82851 68	80741 69	86322 64	103244 11	113716 2	100973 21	106040 6
Max HND Salary	99449 29	99859 26	92015 54	94782 43	86448 63	112640 3	100773 24	95686 41	89734 60	82851 68	80741 69	86322 64	103244 12	113716 2	100973 22	106040 8
Max Initial HND Salary	84330 5	73526 36	58979 70	71580 41	78448 15	82640 7	100773 1	69752 47	74906 29	61825 66	59499 68	70129 46	74657 30	74432 32	72312 37	76983 19
Latest Schedule	2006-07	2007-08	2006-07	2007-08	2007-08	2007-08	2006-07	2006-07	2007-08	2006-07	2007-08	2006-07	2007-08	2006-07	2007-08	2007-08
% Increase Min HND		10.72%		3.53%	8.28%	4.52%		1.51%	6.70%	2.01%	6.92%	5.92%	15.08%		11.85%	10.72%
% Increase Step 16		16.05%		4.48%	5.45%	4.52%		1.51%	6.70%	2.01%	6.92%	5.94%	9.75%		11.85%	10.72%
% Increase Max HND		16.21%		4.48%	5.45%	4.53%		1.51%	6.70%	2.01%	6.92%	5.65%	13.02%		11.85%	10.72%

STEP	Ventura	Victor Valley	West Hills	West Kern	West Valley Mission	Yosemite	Yuba	
	1	56431 43	60897 23	61816 17	66077 2	56649 42	51133 65	61369 20
	2	58599 43	63047 22	63684 16	68640 2	58631 41	53397 65	63564 18
	3	60770 43	65197 23	65555 21	71205 2	60683 44	55661 64	65760 19
	4	62940 42	67347 25	67422 24	73769 2	62807 44	57924 64	67957 19
	5	65111 41	69497 25	69293 26	76333 2	65006 43	60189 64	70150 21
	6	67280 45	71647 25	71162 27	78898 3	67281 44	62453 63	72346 22
	7	69450 45	73797 25	73033 28	81462 3	69636 43	64718 60	74542 22
	8	71625 45	75947 27	74902 30	84026 3	72073 43	66981 59	76734 22
	9	73793 46	78097 27	76776 34	86591 4	74596 42	69246 59	78930 23
	10	75963 46	80247 28	78642 37	89155 4	77206 42	71509 59	81126 25
	11	78133 47	82397 28	80512 36	89859 6	79909 37	73774 60	83320 25
	12	80303 49	84547 28	82388 36	92321 7	82705 35	76037 60	85515 25
	13	82472 47	86697 26	84253 37	93039 10	82705 45	78302 59	87712 25
	14	84643 43	88847 24	86119 38	93758 12	82705 52	79008 61	89905 20
	15	86813 37	90997 23	87986 33	94476 12	85600 44	79712 61	92100 21
	16	88333 37	93147 21	89850 30	94476 17	85600 48	80418 64	94296 19
	17	88333 40	95297 18	91725 26	94476 21	85600 50	81124 65	96490 14
	18	88333 45	97447 12	93600 25	94476 23	88596 44	81829 65	98685 9
	19	88333 46	99597 9	95475 23	94476 26	88596 45	82533 65	100879 7
	20	88333 48	101747 6	97350 19	94476 31	88596 47	83239 65	100879 9
	21	89201 47	101747 7	99225 16	98063 21	91696 41	83944 64	100879 10
	22	89201 52	101747 8	101100 10	98063 24	91696 44	84650 64	103073 5
	23	89201 53	101747 10	101100 11	98063 24	91696 44	85354 63	103073 6
	24	89201 56	101747 10	101100 11	98063 25	94906 32	86060 62	103073 6
	25	89201 58	101747 12	101100 14	99719 22	94906 35	86765 60	105267 5
	26	90069 56	101747 14	101100 15	99719 23	94906 35	87471 61	105267 7
	27	90069 56	101747 14	101100 15	99719 23	98227 29	88176 61	105267 7
	28	90069 56	101747 15	101100 17	99719 24	98227 30	88882 61	105267 7
	29	90069 56	101747 15	101100 18	99719 25	98227 30	89586 59	105267 8
	30	90069 58	101747 15	101100 19	99719 26	101665 16	90292 57	105267 9
	Max HND Salary	90937 57	101747 17	101100 20	99719 27	108907 6	90292 58	105267 10
Max Initial HND Salary	71625 40	75947 23	78642 14	73769 34	74596 31	71509 42	81126 10	
Latest Schedule	2007-08	2007-08	2007-08	2007-08	2007-08	2007-08	2007-08	
% Increase Min HND	6.23%	6.68%	4.53%	4.40%	4.87%	5.06%	8.03%	
% Increase Step 16	6.23%	6.97%	4.53%	4.40%	4.87%	4.50%	8.03%	
% Increase Max HND	6.23%	7.01%	4.53%	4.40%	4.87%	1.79%	8.03%	

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.

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 previous schedule used in 2006/2007 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 (www.santarosa.edu/afa), 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

Minimum HND Salary (w/o BA districts)			16th HND Salary (w/o BA districts)			Maximum HND Salary (w/o BA districts)		
Rank	District	Salary	Rank	District	Salary	Rank	District	Salary
1	West Kern	66077	1	Desert	101053	1	Santa Clarita	112640
2	San Jose-Evergreen	65974	2	Mt San Jacinto	99186	2	Mt San Antonio	111570
3	Rancho Santiago	65687	3	Mt San Antonio	99090	3	Foothill-De Anza	109308
4	Mt San Jacinto	65574	4	Foothill-De Anza	98808	4	West ValleyMission	108907
5	Desert	64500	5	Chabot-Las Positas	97227	5	Ohlone	108510
6	El Camino	64205	6	Rancho Santiago	96624	6	State Center	106040
7	State Center	63810	7	Ohlone	96286	7	Coast	105712
8	Foothill-De Anza	63312	8	San Francisco	95817	8	Yuba	105267
9	Riverside	63241	9	State Center	95483	9	Rancho Santiago	103764
10	Pasadena	62638	10	San Jose-Evergreen	95326	10	Sonoma	103244
11	Ohlone	62601	11	San Joaquin Delta	94824	11	Citrus	103238
12	Contra Costa	62304	12	Riverside	94747	12	Rio Hondo	102696
13	Coast	62292	13	Rio Hondo	94552	13	Chabot-Las Positas	102592
14	Mt San Antonio	62070	14	Sonoma	94478	14	Redwoods	101945
15	West Hills	61816	15	West Kern	94476	15	Victor Valley	101747
16	North Orange	61643	16	Southwestern	94360	16	Glendale	101489
17	Sonoma	61443	17	Yuba	94296	17	Los Angeles	101200
18	Yuba	61369	18	Santa Clarita	93730	18	West Hills	101100
19	Southwestern	61288	19	Victor Valley	93147	19	Desert	101053
20	Glendale	61189	20	Antelope Valley	92547	20	Southwestern	100973
21	Victor Valley	60897	21	Redwoods	92335	21	Gavilan	100828
22	Antelope Valley	60662	22	Coast	92257	22	Santa Monica	100773
23	San Mateo	60410	23	Gavilan	92021	23	Antelope Valley	100549
24	Chabot-Las Positas	59671	24	Los Rios	91006	24	San Jose-Evergreen	99859
25	Santa Clarita	59620	25	Glendale	90571	25	West Kern	99719
26	Sequoias	59440	26	Hartnell	90505	26	Palomar	99668
27	Rio Hondo	59325	27	Los Angeles	89950	27	San Joaquin Delta	99449
28	Gavilan	59181	28	West Hills	89850	28	Riverside	99369
29	San Francisco	58883	29	San Mateo	89150	29	Mt San Jacinto	99186
30	Santa Barbara	58448	30	Copper Mountain	89108	30	North Orange	98394
31	Feather River	58283	31	Contra Costa	88860	31	Peralta	97886
32	Cerritos	58188	32	North Orange	88595	32	Cabrillo	97413
33	Cabrillo	58157	33	Peralta	88487	33	Merced	97022
34	Monterey	57915	34	Palomar	88387	34	Chaffey	96790
35	Los Angeles	57470	35	Ventura	88333	35	El Camino	96496
36	Citrus	57414	36	Kern	88060	36	Kern	96347
37	San Joaquin Delta	57356	37	Sequoias	87989	37	San Francisco	95817
38	Palomar	57250	38	Cerritos	87847	38	Sequoias	95686
39	Santa Monica	57006	39	El Camino	87787	39	Cerritos	95259
40	West ValleyMission	56649	40	Cabrillo	86935	40	San Mateo	94782
41	Ventura	56431	41	Santa Monica	86848	41	Imperial	94690
42	Peralta	56418	42	Chaffey	86597	42	Los Rios	94647

Minimum HND Salary (w/o BA districts)			16th Step HND Salary (w/o BA districts)			Maximum HND Salary (w/o BA districts)		
Rank	District	Salary	Rank	District	Salary	Rank	District	Salary
43	Kern	56306	43	Santa Barbara	86448	43	San Diego	94400
44	Chaffey	56080	44	Long Beach	85830	44	Pasadena	94363
45	Grossmont-Cuyamaca	55511	45	West ValleyMission	85600	45	Contra Costa	93780
46	Hartnell	55027	46	Citrus	85419	46	Hartnell	93641
47	Long Beach	54511	47	Feather River	85306	47	Monterey	92742
48	San Luis Obispo	54451	48	Napa	85107	48	Long Beach	92485
49	Butte-Glenn	54149	49	Butte-Glenn	84875	49	Allan Hancock	92276
50	Imperial	54000	50	Mendocino-Lake	84746	50	San Bernadino	92045
51	Solano	53515	51	Pasadena	84601	51	San Luis Obispo	92015
52	Sierra	53405	52	Imperial	84131	52	Butte-Glenn	91423
53	Mendocino-Lake	53321	53	Monterey	84033	53	Palo Verde	91223
54	San Bernadino	53283	54	San Luis Obispo	83461	54	Ventura	90937
55	Merced	53122	55	Sierra	82851	55	Yosemite	90292
56	Allan Hancock	52883	56	Solano	82322	56	Napa	89778
57	Palo Verde	52687	57	Shasta-Tehama-Trinity	82117	57	Shasta-Tehama-Trinity	89734
58	San Diego	52580	58	Merced	81811	58	Copper Mountain	89108
59	Los Rios	52554	59	Allan Hancock	81353	59	Lake Tahoe	88469
60	Copper Mountain	52465	60	San Bernadino	80453	60	Santa Barbara	86448
61	Redwoods	52275	61	Yosemite	80418	61	Solano	86322
62	Yosemite	51133	62	Grossmont-Cuyamaca	79939	62	Grossmont-Cuyamaca	86139
63	Siskiyou	51074	63	San Diego	78990	63	Feather River	85820
64	Shasta-Tehama-Trinity	50802	64	Palo Verde	78333	64	Mendocino-Lake	84746
65	Barstow	49900	65	Siskiyou	75958	65	Sierra	82851
66	Lake Tahoe	46811	66	Barstow	75100	66	Siskiyou	80741
67	Napa	46455	67	Lassen	72593	67	Barstow	80500
68	Lassen	41413	68	Lake Tahoe	68981	68	Lassen	72593
BA	Marin	53050	BA	Marin	86768	BA	Marin	95852
BA	Mira Costa	75116	BA	Mira Costa	125588	BA	Mira Costa	135462
BA	South Orange	64094	BA	South Orange	95108	BA	South Orange	113716

HND Highest class not requiring a doctorate from the district's most current 10-month contract salary schedule. (Basic aid districts not included in ranking.)

Minimum Salary Minimum salary on HND.

16th Step Salary Salary on HND after 16 years on schedule, given no initial advanced placement in HND.

Maximum Salary Maximum salary on HND.