

**LOS RIOS COMMUNITY COLLEGE DISTRICT**  
**2023-2024 Final**  
**Management Salary Schedule**

Title/Job Code	Frequency	Range	Step 1(*)	Step 1(a)	Step 2(*)	Step 2(a)	Step 3(*)	Step 3(a)	Step 4(*)	Step 4(a)	Step 5(*)	Step 5(a)
<b>Deputy Chancellor/ Executive Vice Chancellor (679)</b>	Annual	<b>C</b>	266,752.51	296,095.29	272,087.56	302,017.20	277,529.31	308,057.54	283,079.90	314,218.69	288,741.50	320,503.06
	Monthly		22,229.38	24,674.61	22,673.96	25,168.10	23,127.44	25,671.46	23,589.99	26,184.89	24,061.79	26,708.59
<b>Vice Chancellor/College President/ Chief Contract Manager (679)</b>	Annual	<b>B</b>	247,140.36	274,325.80	252,083.17	279,812.32	257,124.83	285,408.57	262,267.33	291,116.74	267,512.68	296,939.07
	Monthly		20,595.03	22,860.48	21,006.93	23,317.69	21,427.07	23,784.05	21,855.61	24,259.73	22,292.72	24,744.92
<b>Associate Vice Chancellor/ General Counsel/ Chief of Police (679)</b>	Annual	<b>A</b>	211,231.25	234,466.67	215,455.88	239,156.00	219,765.00	243,939.12	224,160.30	248,817.90	228,643.51	253,794.26
	Monthly		17,602.60	19,538.89	17,954.66	19,929.67	18,313.75	20,328.26	18,680.03	20,734.83	19,053.63	21,149.52
<b>Director/Manager I/ Vice President (674)</b>	Annual	<b>1</b>	184,113.67	204,366.16	187,795.94	208,453.48	191,551.86	212,622.55	195,382.90	216,875.00	199,290.56	221,212.50
	Monthly		15,342.81	17,030.51	15,649.66	17,371.12	15,962.66	17,718.55	16,281.91	18,072.92	16,607.55	18,434.38
<b>Director/Manager II/ Associate Vice President (672)</b>	Annual	<b>2</b>	172,631.26	191,620.70	176,083.89	195,453.11	179,605.57	199,362.17	183,197.68	203,349.41	186,861.63	207,416.40
	Monthly		14,385.94	15,968.39	14,673.66	16,287.76	14,967.13	16,613.51	15,266.47	16,945.78	15,571.80	17,284.70
<b>Director/Manager III/ Dean (670)</b>	Annual	<b>3</b>	161,864.96	179,670.11	165,102.26	183,263.51	168,404.31	186,928.78	171,772.40	190,667.36	175,207.85	194,480.71
	Monthly		13,488.75	14,972.51	13,758.52	15,271.96	14,033.69	15,577.40	14,314.37	15,888.95	14,600.65	16,206.73
<b>Director/Manager IV/ Associate Dean (668)</b>	Annual	<b>4</b>	151,770.12	168,464.83	154,805.52	171,834.13	157,901.63	175,270.81	161,059.66	178,776.23	164,280.86	182,351.75
	Monthly		12,647.51	14,038.74	12,900.46	14,319.51	13,158.47	14,605.90	13,421.64	14,898.02	13,690.07	15,195.98
<b>Director/Manager V (664)</b>	Annual	<b>5</b>	131,671.50	146,155.36	134,304.93	149,078.47	136,991.03	152,060.04	139,730.85	155,101.24	142,525.47	158,203.26
	Monthly		10,972.63	12,179.61	11,192.08	12,423.21	11,415.92	12,671.67	11,644.24	12,925.10	11,877.12	13,183.61
<b>Director/Manager VI (663)</b>	Annual	<b>6</b>	123,459.70	137,040.26	125,928.89	139,781.07	128,447.47	142,576.69	131,016.42	145,428.22	133,636.75	148,336.78
	Monthly		10,288.31	11,420.02	10,494.07	11,648.42	10,703.96	11,881.39	10,918.04	12,119.02	11,136.40	12,361.40
<b>Director/Manager VII (662)</b>	Annual	<b>7</b>	113,665.48	126,168.69	115,938.79	128,692.06	118,257.57	131,265.90	120,622.72	133,891.22	123,035.17	136,569.04
	Monthly		9,472.12	10,514.06	9,661.57	10,724.34	9,854.80	10,938.83	10,051.89	11,157.60	10,252.93	11,380.75
<b>Director/Manager VIII (665)</b>	Annual	<b>8</b>	106,576.64	118,300.08	108,708.17	120,666.08	110,882.33	123,079.40	113,099.98	125,540.99	115,361.98	128,051.81
	Monthly		8,881.39	9,858.34	9,059.01	10,055.51	9,240.19	10,256.62	9,425.00	10,461.75	9,613.50	10,670.98
<b>Director/Manager IX (669)</b>	Annual	<b>9</b>	99,929.90	110,922.20	101,928.50	113,140.64	103,967.07	115,403.45	106,046.41	117,711.52	108,167.34	120,065.75
	Monthly		8,327.49	9,243.52	8,494.04	9,428.39	8,663.92	9,616.95	8,837.20	9,809.29	9,013.95	10,005.48
<b>Director/Manager X (675)</b>	Annual	<b>10</b>	93,697.70	104,004.45	95,571.65	106,084.54	97,483.08	108,206.23	99,432.74	110,370.35	101,421.39	112,577.76
	Monthly		7,808.14	8,667.04	7,964.30	8,840.38	8,123.59	9,017.19	8,286.06	9,197.53	8,451.78	9,381.48

Annual Salaries are based on a Manager's work year which will not be less than 260 days comprised of work days, holidays, and vacation.

(\*) Step columns represent the original base payrates for year 2023-2024.

(a) Step columns include a one-time improvement of 11%

After 10 years of full-time service with Los Rios, a longevity increment will be awarded which will be 4% of the appropriate range and step.

An Additional increment of 4% (8.16%) will be awarded after 15 years.

An Additional increment of 4% (12.486%) will be awarded after 20 years.

An Additional increment of 2% (14.736%) will be awarded after 25 years.

Longevity Increments 2, 3 and 4 are based on current step placement plus any previously earned longevity (rate compounded).

For Ranges A, B and C, equivalent full-time service outside of the District will be considered for longevity increment based on a determination from Human Resources. Service in the following classifications at another employer, or service in classifications with substantially similar duties or responsibilities, count toward all longevity service thresholds: Deputy Chancellor, Executive Vice Chancellor, Vice Chancellor, College President, Chief Contract Manager, Associate Vice Chancellor, General Counsel.

Educational Incentive: An educational incentive payment will be provided to managers possessing an earned doctorate completed at an accredited institution or fully accredited in accordance with the American Bar Association or the California Bar Association. Accredited institution includes a postsecondary institution accredited by an accreditation agency recognized by either the U.S. Department of Education or the Council on Postsecondary and Vocational Education. The Educational incentive will be an annual amount of \$4,014.64, plus any Off Salary Schedule Pay percentage that is paid to employees as follows: Fiscal Year 2023-2024: \$4,456.25 (\$4,014.64 + 11% OSSP).

Retroactive to: July 1, 2023

Board approved: August 14, 2024