

LOS RIOS COMMUNITY COLLEGE DISTRICT
2025-2026
Management Salary Schedule

Job Code	Title	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5
687	Deputy Chancellor Executive Vice Chancellor	C	Annual	294,067.97	299,949.33	305,948.32	312,067.29	318,308.64
			Monthly	24,505.66	24,995.78	25,495.69	26,005.61	26,525.72
686	Vice Chancellor College President Chief Counsel/Officer	B	Annual	272,447.51	277,896.46	283,454.39	289,123.48	294,905.95
			Monthly	22,703.96	23,158.04	23,621.20	24,093.62	24,575.50
679	Associate Vice Chancellor Chief of Police	A	Annual	232,861.31	237,518.54	242,268.91	247,114.29	252,056.58
			Monthly	19,405.11	19,793.21	20,189.08	20,592.86	21,004.72
674	Director/Manager I Vice President Deputy General Counsel	1	Annual	202,966.89	207,026.23	211,166.75	215,390.09	219,697.89
			Monthly	16,913.91	17,252.19	17,597.23	17,949.17	18,308.16
672	Director/Manager II Associate Vice President	2	Annual	190,308.69	194,114.86	197,997.16	201,957.10	205,996.24
			Monthly	15,859.06	16,176.24	16,499.76	16,829.76	17,166.35
670	Director/Manager III Dean	3	Annual	178,439.93	182,008.73	185,648.90	189,361.88	193,149.12
			Monthly	14,869.99	15,167.39	15,470.74	15,780.16	16,095.76
668	Director/Manager IV Associate Dean	4	Annual	167,311.37	170,657.60	174,070.75	177,552.17	181,103.21
			Monthly	13,942.61	14,221.47	14,505.90	14,796.01	15,091.93
664	Director/Manager V Police Captain	5	Annual	145,154.66	148,057.75	151,018.90	154,039.28	157,120.07
			Monthly	12,096.22	12,338.15	12,584.91	12,836.61	13,093.34
663	Director/Manager VI	6	Annual	136,101.97	138,824.01	141,600.49	144,432.50	147,321.15
			Monthly	11,341.83	11,568.67	11,800.04	12,036.04	12,276.76
662	Director/Manager VII	7	Annual	125,304.82	127,810.92	130,367.14	132,974.48	135,633.97
			Monthly	10,442.07	10,650.91	10,863.93	11,081.21	11,302.83
665	Director/Manager VIII	8	Annual	117,490.08	119,839.88	122,236.68	124,681.41	127,175.04
			Monthly	9,790.84	9,986.66	10,186.39	10,390.12	10,597.92
669	Director/Manager IX	9	Annual	110,162.71	112,365.96	114,613.28	116,905.55	119,243.66
			Monthly	9,180.23	9,363.83	9,551.11	9,742.13	9,936.97
675	Director/Manager X	10	Annual	103,292.32	105,358.17	107,465.33	109,614.64	111,806.93
			Monthly	8,607.69	8,779.85	8,955.44	9,134.55	9,317.24

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.

2025-2026 payrates include a continuing improvement of 6% above base payrates for 2024-2025.

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 Counsel, Chief Officer, Associate Vice Chancellor, Chief of Police.

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 \$4,425.74.

Effective: July 1, 2025

Board approved: August 13, 2025