LOS RIOS COMMUNITY COLLEGE DISTRICT

2026-2027

Executive 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	307,301.03	313,447.05	319,715.99	326,110.31	332,632.52
			Monthly	25,608.42	26,120.59	26,643.00	27,175.86	27,719.38
686	**Vice Chancellor** **College President** **Chief Counsel/Officer**	B	Annual	284,707.66	290,401.82	296,209.86	302,134.06	308,176.74
			Monthly	23,725.64	24,200.15	24,684.16	25,177.84	25,681.40
679	**Associate Vice Chancellor** **Chief of Police**	A	Annual	243,340.07	248,206.87	253,171.01	258,234.43	263,399.12
			Monthly	20,278.34	20,683.91	21,097.58	21,519.54	21,949.93

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.

2026-2027 payrates include a continuing improvement of 4.5% above base payrates for 2025-2026.

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).

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 $4,624.90.

Effective: July 1, 2026

Board approved: August 12, 2026