

	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	
STEP	1	55278 53	61269 27	49900 68	54149 59	58157 44	60824 29	59671 34	61240 28	59441 36	64004 14	64524 11	53514 61	64500 12	66131 3	58283 43	63912 15
	2	57157 55	63569 25	51700 68	56439 57	59975 44	63408 28	62354 33	64000 22	59441 48	66286 13	64524 20	55728 61	67175 11	68557 4	60686 42	66730 12
	3	59100 55	65870 24	53500 68	58725 57	62380 44	65990 23	65036 30	66760 20	59441 54	68561 14	64524 35	58035 59	69965 10	70987 5	63022 41	69547 12
	4	61109 56	68170 24	55300 68	61012 57	64782 44	68572 23	67720 29	69521 17	62076 53	70844 15	67044 34	60440 59	72872 9	73426 6	65361 41	72365 11
	5	63186 57	70469 25	57100 69	63302 56	67184 44	71157 23	70401 26	72280 17	64715 53	73117 15	69564 33	62947 58	75904 6	75846 7	67766 40	75183 11
	6	65336 58	72770 27	58900 69	65588 56	69590 41	73743 20	73084 25	75041 16	67349 52	75396 15	72132 32	65560 57	79063 3	78275 8	70108 40	78001 10
	7	67557 59	75070 27	60700 69	67870 56	71993 42	76326 20	75766 23	77800 15	69985 50	77671 16	74580 30	68284 55	82358 2	80705 9	72440 41	80819 8
	8	69854 58	77371 28	62500 69	70164 56	74395 43	78910 20	78450 22	80561 15	72621 49	79954 18	77064 30	71124 54	85792 2	83132 9	74848 42	83636 7
	9	72229 58	79807 28	64300 69	72451 56	76801 43	81494 19	81131 21	83321 13	75256 48	82228 17	79608 29	74086 54	89373 2	85569 8	77197 41	86454 6
	10	74685 59	81972 29	66100 69	74740 58	79202 43	84073 19	83814 20	84927 16	77891 48	84502 18	82128 28	77173 51	93105 2	87991 8	79537 41	89272 5
	11	77224 58	84272 28	67900 69	77112 60	80555 47	86662 17	86496 19	86533 18	80528 48	86784 16	84540 26	80391 49	96996 2	90421 7	81937 40	92090 5
	12	79851 57	86571 26	69700 69	79315 60	81908 51	89243 15	89177 16	88139 19	83165 48	89056 18	87060 22	83746 43	101053 2	90421 13	84270 40	94907 5
	13	79851 60	88872 25	71500 69	81601 58	83263 51	89243 21	91861 14	89745 19	85798 42	91336 16	89616 20	87242 36	101053 2	90421 17	84527 48	97725 5
	14	82404 58	88872 36	73300 69	81601 60	84615 54	89243 32	94544 14	91351 17	88434 40	91336 18	89616 30	90890 23	101053 2	90421 25	84788 53	99725 3
	15	82404 60	91172 30	75100 69	81601 63	85973 54	89243 42	97227 9	92957 22	88434 46	94794 14	89616 40	90890 32	101053 2	90421 37	85045 56	99725 3
	16	85042 59	93473 29	75100 69	84875 61	86935 53	91826 33	97227 9	94564 20	88434 50	94794 18	92028 32	90890 37	101053 3	90421 42	85306 58	99725 4
	17	85042 61	93473 31	75100 69	84875 62	87896 53	91826 34	97227 15	96169 20	88434 50	98251 11	92028 33	90890 40	101053 3	92661 32	85563 60	99725 6
	18	87765 58	93473 33	76900 69	84875 63	88858 52	91826 38	97227 22	97776 18	91069 41	98251 16	92028 36	90890 44	101053 5	92661 34	85820 61	102725 3
	19	87765 59	95779 29	76900 69	84875 66	89818 53	91826 41	97227 24	98436 18	91069 45	98251 21	94596 31	90890 48	101053 9	92661 37	85820 64	102725 3
	20	90573 52	95779 30	76900 69	88149 60	90783 51	94410 37	99908 17	99095 21	91069 48	101704 9	94596 35	90890 49	101053 12	92661 44	85820 66	102725 5
	21	90573 54	95779 31	78700 70	88149 62	91742 47	94410 39	99908 20	99755 22	91069 52	101704 13	94596 38	90890 53	101053 16	94905 36	85820 66	102725 7
	22	93471 48	95779 34	78700 70	88149 64	92705 52	94410 42	99908 22	100415 19	93705 46	101704 15	97128 31	90890 58	101053 18	94905 39	85820 66	106475 4
	23	93471 51	98077 28	78700 70	88149 64	93667 49	94410 45	99908 23	101076 18	93705 48	105161 5	97128 32	90890 58	101053 19	94905 41	85820 66	106475 4
	24	96461 38	98077 31	80500 70	91423 58	94627 48	96993 36	99908 24	101736 17	93705 51	105161 5	97128 34	90890 61	101053 20	94905 44	85820 66	106475 4
	25	96461 42	98077 35	80500 70	91423 60	95587 45	96993 40	102592 15	102395 16	93705 52	105161 7	97128 38	90890 63	101053 22	97147 37	85820 67	106475 4
	26	96461 44	101555 23	80500 70	91423 62	97413 36	96993 41	102592 20	103055 16	96340 45	108617 5	97128 39	90890 64	101053 25	97147 38	85820 68	110225 4
	27	96461 45	101555 23	80500 70	91423 62	97413 38	96993 42	102592 21	103715 15	96340 46	108617 5	97128 40	90890 64	101053 25	99391 32	85820 68	110225 4
	28	96461 45	101555 25	80500 70	91423 62	97413 41	99574 32	102592 22	104375 12	96340 46	108617 5	97128 42	90890 64	101053 27	99391 34	85820 68	110225 4
	29	96461 46	101555 25	80500 70	91423 62	97413 42	99574 32	102592 22	105035 11	98975 37	108617 5	97128 43	90890 64	101053 27	99391 34	85820 68	110225 4
	30	96461 48	101555 26	80500 70	91423 62	97413 44	99574 33	102592 22	105694 8	98975 38	108617 5	97128 45	90890 64	101053 28	99391 35	85820 69	110225 4
Max HND Salary	96461 49	101555 29	80500 70	91423 62	97413 46	99574 36	102592 26	105694 13	106882 12	108617 9	97128 47	90890 64	101053 31	99391 38	85820 69	110225 7	
Max Initial HND Salary	72229 47	72770 44	69700 56	65588 64	76801 29	78910 21	75766 32	83321 9	67349 61	77671 27	74580 36	77173 28	82358 11	78275 24	74848 33	86454 6	
Previous 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	
Latest Schedule	2007-08	2008-09	2005-06	2008-09	2007-08	2007-08	2007-08	2008-09	2008-09	2008-09	2008-09	2008	2007-08	2008-09	2008-09	2008-09	
% Increase Min HND	4.53%	1.00%		0.00%		4.53%		9.20%	3.53%	2.75%	3.56%	2.00%		3.00%	0.00%	0.95%	
% Increase Step 16	4.53%	1.00%		0.00%		4.53%		9.20%	3.53%	2.75%	3.57%	2.00%		3.00%	0.00%	0.93%	
% Increase Max HND	4.54%	1.00%		0.00%		4.53%		9.20%	3.53%	2.75%	3.57%	2.00%		3.00%	0.00%	0.84%	

	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	60365 33	61801 22	60754 30	55027 54	54367 57	57837 46	47981 69	41413 71	57698 47	57860 45	52554 64	54460 56	56536 50	57191 48	77031 1	59334 38
	2	62599 31	64148 21	62334 34	57495 53	55998 58	59862 46	49032 70	43372 71	60076 43	59940 45	54656 63	56766 56	58758 49	59485 47	80676 1	61558 39
	3	64836 31	66549 21	63954 36	59957 53	57676 60	61957 46	50773 70	45428 71	62446 43	62100 45	56842 63	59076 56	60979 48	61769 47	84322 1	63793 39
	4	67060 33	69066 21	65617 39	62422 52	59408 60	64125 46	52515 70	47587 71	64816 43	64330 45	59116 63	61382 55	63200 48	64065 47	87969 1	66020 38
	5	69300 34	71688 18	67323 41	64890 52	61191 62	66370 46	54852 70	49856 71	67194 43	66650 45	61481 61	63689 55	65422 50	66361 47	91614 1	68251 38
	6	71534 34	74412 18	69073 45	67354 51	63027 63	68693 48	56217 70	52238 71	69564 42	69050 46	63940 61	65997 54	67643 50	68746 47	95262 1	70474 38
	7	73763 33	77246 17	70869 48	69816 52	64917 63	71096 47	57740 70	54739 71	71939 43	71540 44	66498 61	68306 54	69864 51	71135 46	98903 1	72717 40
	8	76003 36	80185 16	72712 48	72281 51	66865 63	73586 46	59259 70	57364 71	74311 44	74110 45	69157 60	70612 55	72086 52	73544 47	102553 1	74945 41
	9	78232 36	83247 14	74603 51	74751 50	68871 63	76161 46	61203 70	60120 71	76681 45	76780 44	71924 59	72921 55	74307 53	75948 47	106199 1	77178 42
	10	80462 36	86434 14	76542 53	77218 49	70937 63	78826 46	63149 70	63014 71	79054 45	79540 40	74801 56	75227 55	76528 54	78353 47	109844 1	79407 42
	11	82694 37	86434 20	78532 54	79688 51	73065 63	81585 42	65195 71	66053 70	81426 44	82410 38	77793 55	77533 56	78750 53	80775 46	113492 1	81510 43
	12	84834 37	86434 27	80574 55	82147 50	75257 64	84440 38	66231 71	69240 70	83799 42	85370 34	80904 54	79845 58	80971 53	83193 47	117138 1	83868 41
	13	87162 37	88918 23	82669 54	84603 47	77515 63	87395 35	67265 70	72593 68	86172 40	88450 27	84141 49	82150 55	83192 52	85634 44	120782 1	86092 41
	14	89396 31	88918 35	84818 52	87081 48	79840 64	90455 24	68214 71	72593 70	88544 38	88450 39	87506 46	84458 55	85414 51	88078 41	124428 1	86092 50
	15	91629 27	88918 44	87024 50	89460 41	82235 61	90455 36	69448 71	72593 70	90849 33	88450 45	91006 31	86764 51	87635 49	88078 47	128068 1	86092 53
	16	93861 27	91477 34	87489 52	90505 40	84703 62	90455 41	70706 71	72593 70	90849 38	90560 39	91006 36	89074 48	89856 44	88078 51	128790 1	86092 54
	17	96098 21	91477 36	87957 52	91551 35	87244 54	90455 43	73547 70	72593 71	90849 41	90560 42	91006 39	91318 38	89856 45	88078 51	129514 1	86092 56
	18	98326 15	91477 39	88428 55	92596 35	89861 48	94253 30	74981 70	72593 71	90849 45	90560 46	91006 43	93619 32	89856 49	90531 47	130237 1	88322 56
	19	100558 11	94113 34	88901 56	92596 38	92557 39	94253 33	75922 70	72593 71	90849 49	92720 36	91006 47	95979 27	89856 52	90531 50	130960 1	88322 58
	20	100558 14	94113 39	89377 57	93641 41	95334 32	94253 38	76863 70	72593 71	93219 42	92720 43	94647 34	98397 24	89856 55	90531 53	131684 1	88322 59
	21	100558 18	94113 41	89855 60	93641 42	95334 33	94253 40	80092 69	72593 71	93219 43	92720 44	94647 37	98397 26	91356 51	90531 56	132407 1	90560 55
	22	102845 11	96827 32	90336 60	93641 47	95334 35	94253 43	81061 68	72593 71	93219 49	94930 38	94647 41	98397 27	91356 57	93155 50	133130 1	90560 59
	23	102845 13	96827 33	90819 59	93641 50	95334 37	94253 46	82029 69	72593 71	93219 53	94930 40	94647 44	98397 27	91356 57	93155 54	133853 1	90560 60
	24	102845 13	96827 37	91305 60	93641 52	95334 40	94253 49	82998 69	72593 71	93219 54	94930 42	94647 47	98397 29	91356 59	93155 55	134577 1	92789 56
	25	102845 14	99623 30	91793 58	93641 53	95334 46	98967 32	85966 66	72593 71	95589 44	97200 36	94647 51	98397 34	91356 61	93155 55	135300 1	92789 56
	26	102845 17	99623 31	92284 58	93641 54	95334 49	98967 33	86958 66	72593 71	95589 48	97200 37	94647 53	98397 35	92856 56	95853 46	136023 1	92789 57
	27	102845 19	99623 31	92778 58	93641 56	95334 50	98967 34	88741 66	72593 71	95589 49	97200 39	94647 55	98397 36	92856 57	95853 47	136747 1	95014 52
	28	102845 20	102504 23	93274 57	93641 56	95334 50	98967 37	90681 65	72593 71	95589 49	99520 33	94647 55	98397 39	92856 59	95853 47	137470 1	95014 52
	29	102845 20	102504 23	93773 56	93641 58	95334 50	98967 38	90681 65	72593 71	95589 49	99520 33	94647 55	98397 40	92856 59	95853 47	138193 1	95014 52
	30	102845 20	102504 23	94275 57	93641 58	95334 50	98967 39	90681 65	72593 71	97894 43	99520 34	94647 55	98397 42	92856 59	98632 41	138916 1	95014 52
Max HND Salary	102845 24	102504 27	94275 57	93641 58	95334 51	98967 41	90681 65	72593 71	97894 45	99520 37	94647 55	98397 43	92856 59	104454 18	138916 1	95014 52	
Max Initial HND Salary	71534 50	71688 48	76542 30	67354 60	63027 66	71096 52	66231 63	49856 71	74311 39	74110 40	69157 58	84458 8	69864 55	68746 59	98903 2	70474 53	
Previous 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	
Latest Schedule	2008-09	2007-08	2008-09	2007-08	2008-09	2007-08r	2008-09	2006-07	2008-09	2008-09	2008-09	2006-07r	2007-08	2008-09	2008-09	2007-08	
% Increase Min HND	2.00%	1.00%	9.44%		0.68%	2.72%	2.50%		5.85%	0.68%	0.00%	2.66%	6.03%	7.66%	2.55%	2.45%	
% Increase Step 16	2.00%	1.00%	9.45%		0.68%	2.72%	2.50%		5.85%	0.68%	0.00%	2.66%	6.03%	7.66%	2.55%	2.45%	
% Increase Max HND	2.00%	1.00%	9.45%		0.68%	2.72%	2.50%		5.85%	0.68%	0.00%	2.66%	6.03%	7.66%	2.55%	2.45%	

	Mt San Antonio	Mt San Jacinto	Napa	North Orange	Ohlone	Palo Verde	Palomar	Pasadena	Peralta	Rancho Santiago	Redwoods	Rio Hondo	Riverside	San Bernardino	San Diego	San Francisco	
STEP	1	62070 21	65574 9	46920 70	62876 18	66088 4	54268 58	63381 17	65769 7	61504 24	65687 8	52301 65	59325 39	66767 2	56213 51	52580 63	58883 42
	2	65220 17	67541 10	49511 69	62876 30	68465 6	55896 59	65974 15	68332 7	63682 23	68059 8	54393 64	62039 37	69342 2	58143 52	54030 66	61343 40
	3	68270 15	69567 11	52101 69	62876 42	70852 7	57573 61	68570 13	70894 6	65849 25	70442 8	56569 65	64738 33	71911 2	60065 51	55520 66	63807 38
	4	71300 13	71654 12	54700 69	65377 40	73240 7	59300 61	71161 14	73457 5	68091 25	72824 10	58832 65	67449 31	74476 2	61997 54	57040 66	66268 36
	5	74440 12	73803 13	57289 68	67875 39	75625 8	61079 64	73754 14	76019 5	70274 27	75209 10	61185 63	70164 28	77041 2	63925 54	58610 66	68732 36
	6	77510 12	76018 14	59881 67	70375 39	78004 9	62911 64	76347 13	78581 5	72454 28	77587 11	63633 62	72876 26	79617 2	65843 55	60220 66	71194 35
	7	80560 10	78298 14	62473 66	72874 39	80400 11	64799 64	78940 13	81144 5	74664 29	79962 12	66178 62	75589 25	82182 3	67774 57	61880 67	73657 35
	8	83670 6	80647 14	65065 66	75373 38	82783 10	66743 64	81531 12	81144 13	76875 31	82342 11	68825 62	78287 23	84754 3	69697 59	63580 67	76119 35
	9	86790 4	83067 15	67657 66	77869 37	85169 10	68745 64	84127 12	81144 20	79085 31	84723 11	71578 62	81000 22	87322 3	71627 60	65330 67	78581 35
	10	89840 4	85558 15	70251 65	80370 37	87555 10	70807 64	86720 13	83706 22	81297 31	87102 12	74441 60	83715 21	89885 3	73550 62	67130 68	81046 34
	11	92930 3	88125 13	72842 64	82869 36	89936 8	72365 65	89313 11	83706 30	83506 31	89484 10	77419 57	86415 21	92458 4	75433 62	68970 68	83504 32
	12	96000 3	90769 12	75435 63	85367 35	92325 8	73957 65	91904 10	83706 44	85725 30	91867 11	80515 56	89124 17	95023 4	77365 62	70870 68	85971 28
	13	99090 3	93492 11	78029 62	87865 31	94709 8	75584 65	94497 9	86269 39	87945 29	94245 10	83736 50	91861 14	97586 6	79347 61	72820 67	88430 28
	14	99090 4	96297 10	80617 63	87865 44	97094 7	77247 66	95146 12	86269 49	90164 26	96624 9	87086 47	94552 13	97586 6	81378 62	74820 68	90892 22
	15	99090 6	99186 5	83211 59	87865 48	99485 4	78946 66	95794 12	86269 52	92383 23	96624 11	90569 35	94552 15	97586 8	83461 57	76880 67	93354 18
	16	99090 6	99186 5	85958 56	90367 43	101649 2	80683 66	96441 12	88831 49	94602 19	96624 11	92380 31	94552 21	98809 7	84878 60	78990 67	95817 13
	17	99090 8	99186 7	85958 58	90367 44	103825 2	82458 65	97091 17	88831 49	96821 18	99001 10	94228 29	97267 14	100029 4	86319 55	81160 67	95817 23
	18	102210 4	99186 10	85958 60	91044 42	105990 2	84272 64	97740 19	88831 53	99041 12	99001 13	96113 24	97266 21	100029 7	87785 57	83400 66	95817 26
	19	102210 6	99186 15	85958 63	91044 46	108160 2	86126 62	98391 19	91394 44	101260 8	99001 17	98035 22	97266 23	102469 4	89272 55	85690 65	95817 28
	20	102210 8	99186 20	85958 65	95362 31	110127 2	88021 62	99039 23	91394 47	101260 11	101383 10	99995 16	97266 27	102469 6	90789 50	88050 61	95817 29
	21	102210 10	99186 24	88030 63	95362 32	112308 2	89958 59	99687 23	91394 50	101260 15	101383 14	101995 12	99981 19	102469 8	92328 45	90470 57	95817 30
	22	102210 13	99186 24	88030 65	97863 30	112308 2	91937 54	100336 20	93956 44	101260 17	101383 16	101995 14	99981 21	104909 5	93893 45	92950 51	95817 33
	23	102210 15	99186 25	88030 65	97863 31	112308 2	91937 55	100984 20	93956 47	101260 17	103764 10	101995 16	99981 22	104909 6	95487 36	95510 35	95817 34
	24	102210 15	99186 26	88030 65	97863 33	112308 2	91937 57	101633 18	93956 50	101260 19	103764 10	101995 16	99981 23	104909 6	97108 35	98140 30	95817 39
	25	102210 18	99186 31	91309 62	100362 26	114554 2	91937 57	102283 17	96519 41	101260 21	103764 13	101995 19	99981 27	104909 9	97108 39	100840 24	95817 43
	26	105330 7	99186 32	91309 63	100362 28	114554 2	91937 59	102693 19	96519 43	101260 24	103764 14	101995 21	102696 18	104909 10	97108 40	101840 22	95817 47
	27	105330 7	99186 33	91309 63	100362 28	114554 2	91937 60	103100 17	96519 44	101260 24	103764 14	101995 22	102696 20	104909 10	97108 41	102860 18	95817 48
	28	105330 7	99186 35	91309 63	100362 29	114554 2	91937 60	103510 18	99081 36	101260 26	103764 17	101995 24	102696 21	104909 10	97108 43	103890 16	95817 48
	29	105330 8	99186 35	91309 63	100362 29	114554 2	91937 60	103920 16	99081 36	101260 26	103764 18	101995 24	102696 21	104909 12	97108 44	103890 17	95817 48
	30	105330 10	99186 36	91309 63	100362 30	114554 2	91937 60	104329 14	99081 37	101260 27	103764 18	101995 24	102696 21	104909 12	97108 46	103890 17	95817 49
Max HND Salary	111570 6	99186 39	91309 63	100362 33	114554 2	91937 60	108421 10	99081 40	101260 30	103764 22	101995 28	102696 25	104909 16	97108 48	103890 21	95817 50	
Max Initial HND Salary	86790 5	73803 41	59881 69	80370 17	85169 7	66743 62	91904 3	81144 13	72454 45	79962 18	74441 37	78287 22	79617 20	69697 57	61880 67	81046 15	
Previous 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	2007-08	2006-07	2007	2007	2007-08
Latest Schedule	2008-09	2006-07	2008-09	2007-08	2007-08r	2008-09	2008-09	2007-08	2007-08r	2007-08	2008-09	2007-08	2008-09	2008-09	2008	2008	2007-08
% Increase Min HND	0.00%		0.00%	2.00%	5.57%	3.00%	6.18%	5.00%	9.01%		0.05%		5.58%	5.50%	0.00%		
% Increase Step 16	0.00%		0.00%	2.00%	5.57%	3.00%	6.18%	5.00%	7.24%		0.05%		5.57%	5.50%	0.00%		
% Increase Max HND	0.00%		0.00%	2.00%	5.57%	0.78%	6.18%	5.00%	3.45%		0.05%		5.57%	5.50%	10.05%		

	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	
STEP	1	59381 37	65974 6	56085 52	60410 32	61668 23	59620 35	59001 41	60635 31	51909 66	54473 55	51074 67	53515 60	62638 19	64094 13	61288 26	64882 10
	2	62253 35	68492 5	58410 51	63206 29	63668 24	62170 36	61062 41	62560 32	54372 65	57199 54	52657 67	55361 62	64817 18	66162 14	63493 27	67570 9
	3	65078 29	71011 4	60749 49	65992 22	65668 28	64740 32	63121 40	64708 34	56837 64	60057 52	54290 67	57207 62	66996 18	68229 16	65697 27	70252 9
	4	67765 28	73526 4	63096 49	68786 22	67668 30	67290 32	65180 42	66856 35	59298 62	63062 50	55973 67	59053 64	69176 19	70297 16	67904 27	72933 8
	5	70636 24	76050 4	65434 49	71580 19	69668 32	69850 31	67239 42	69106 35	61762 60	66214 48	57708 67	60899 65	71355 22	72365 16	70106 30	75617 9
	6	73413 23	78557 6	67776 49	74377 19	71668 33	72390 29	69298 44	71154 36	64223 60	69524 43	59499 68	62745 65	73534 22	74432 17	72312 31	78276 7
	7	76192 21	81085 6	70113 49	77163 18	73668 34	74960 28	71356 45	72998 37	66688 60	73000 36	61342 68	64591 65	75713 24	76500 19	74516 32	80987 7
	8	78973 19	83604 8	72451 50	79956 17	75668 37	77510 27	77534 26	75248 40	69149 61	76651 34	63245 68	66437 65	77892 25	78567 21	76722 33	83672 5
	9	81750 18	85277 9	74797 49	82753 16	77668 38	80070 27	79592 30	77395 40	71613 61	80482 24	65204 68	68283 65	80072 26	80635 23	78926 34	86359 7
	10	84527 17	87165 11	77140 52	82753 23	79668 39	82640 25	81652 30	79118 44	74076 61	87888 9	67225 67	70129 66	82251 27	82702 24	81131 32	89039 7
	11	87307 15	89094 12	79473 52	85545 22	81668 41	85170 23	83711 29	81265 45	76539 61	87888 14	69310 67	71975 66	84430 27	84770 24	83337 33	91720 6
	12	90129 14	93137 7	81871 52	85545 31	83668 45	87740 21	85769 29	83314 46	79001 61	87888 20	71460 67	73821 66	86609 25	86837 23	85541 32	94410 6
	13	98170 4	93137 12	81871 56	85545 45	85668 43	90310 18	87828 32	85461 46	81465 59	87888 30	73674 66	75667 64	88788 26	88905 24	87747 33	97087 7
	14	98170 5	95326 11	81871 59	89150 33	87668 45	92860 16	89888 29	87933 42	81465 61	87888 43	75958 67	77513 65	90968 21	90973 20	89950 27	97087 8
	15	98170 7	95326 13	81871 62	89150 43	89668 39	93290 19	91946 26	89758 38	81465 64	91404 28	75958 68	79359 65	93147 20	93040 21	92156 24	97087 10
	16	98170 8	95326 15	85964 55	89150 47	89668 46	93730 28	94005 25	89758 45	83907 64	91404 35	75958 68	82322 65	95326 15	95108 17	94360 23	97087 10
	17	99080 9	97566 13	85964 57	89150 48	89668 47	95410 24	96065 22	89758 46	83907 64	91404 37	78312 68	82322 66	95326 25	97175 16	94360 28	99775 5
	18	99080 11	97566 20	85964 59	91971 37	89668 51	95840 25	98123 17	89758 50	83907 65	91404 40	78312 68	82322 67	95326 27	99243 9	94360 29	99775 8
	19	99080 16	99859 13	90263 51	91971 40	89668 54	96280 26	100182 12	91492 42	86424 60	91404 43	78312 68	82322 67	95326 30	101310 7	96565 25	99775 14
	20	99080 22	99859 18	90263 54	91971 45	89668 56	97970 25	102240 7	91492 46	86424 64	95060 33	80741 68	83822 67	97965 26	103378 4	96565 28	99775 19
	21	102959 6	99859 21	90263 58	91971 46	89668 61	98400 25	104300 5	91492 49	86424 65	95060 35	80741 68	83822 67	97965 28	105445 3	96565 29	102457 9
	22	102959 10	99859 23	94776 40	91971 53	89668 61	98830 25	104300 7	91492 56	89018 62	95060 37	80741 69	83822 67	97965 29	107513 3	98770 26	102457 12
	23	102959 12	99859 24	94776 43	94782 42	89668 61	100540 21	104300 8	93225 52	89018 63	95060 39	83243 68	83822 67	97965 30	109581 3	98770 26	102457 14
	24	102959 12	99859 25	94776 46	94782 45	89668 63	100980 21	104300 8	93225 53	89018 64	98862 27	83243 68	83822 67	100605 22	111648 3	98770 28	102457 14
	25	105354 5	99859 28	94776 50	94782 49	89668 65	101390 20	104300 11	93225 54	91690 59	98862 33	83243 69	85322 68	100605 25	113716 3	100973 23	105141 8
	26	105354 6	99859 29	94776 52	94782 51	89668 65	103090 15	104300 12	93225 55	91690 60	98862 34	85824 67	85322 69	100605 27	113716 3	100973 26	105141 9
	27	105354 6	99859 29	94776 54	94782 53	89668 65	103540 16	104300 12	95091 51	91690 61	98862 35	85824 67	85322 69	100605 27	113716 3	100973 26	105141 9
	28	105354 6	99859 30	94776 54	94782 53	89668 66	103970 15	104300 13	95091 51	91690 61	98862 38	85824 67	85322 69	103244 19	113716 3	100973 28	105141 9
	29	105354 7	99859 30	94776 54	94782 53	89668 66	105650 6	104300 14	95091 51	91690 61	98862 39	88484 67	85322 69	103244 19	113716 3	100973 28	105141 10
	30	105354 9	99859 31	94776 54	94782 53	89668 66	106090 7	104300 15	95091 51	91690 61	98862 40	88484 67	86822 68	103244 19	113716 3	100973 29	107821 6
Max HND Salary	105354 14	99859 34	94776 54	94782 53	89668 66	112640 4	104300 19	112251 5	91690 61	98862 42	88484 67	86822 68	103244 23	113716 3	100973 32	107821 11	
Max Initial HND Salary	87307 4	73526 43	60749 68	71580 49	81668 12	82640 10	104300 1	71154 51	76539 31	63062 65	59499 70	70129 54	77892 26	74432 38	72312 46	78276 23	
Previous 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	
Latest Schedule	2008-09	2007-08	2007-08	2007-08	2008-09	2007-08	2008-09	2008-09	2008-09	2007-08	2008-09	2006-07	2008-09	2006-07	2007-08	2008-09	
% Increase Min HND	3.53%		3.00%		5.51%		3.50%	2.01%	2.18%	2.00%	0.00%		1.94%			1.68%	
% Increase Step 16	2.00%		3.00%		3.72%		8.14%	2.01%	2.18%	5.01%	0.00%		0.90%			1.68%	
% Increase Max HND	5.94%		3.00%		3.72%		3.50%	17.31%	2.18%	4.07%	9.59%		0.00%			1.68%	

	Ventura	Victor Valley	West Hills	West Kern	West Valley Mission	Yosemite	Yuba	
STEP	1	59293 40	62537 20	63671 16	66077 5	56649 49	53449 62	61369 25
	2	61570 38	64745 19	65594 16	68640 3	58631 50	55816 60	63564 26
	3	63852 37	66953 19	67521 17	71205 3	60683 50	58182 58	65760 26
	4	66132 37	69161 20	69445 18	73769 3	62807 51	60548 58	67957 26
	5	68413 37	71369 21	71372 20	76333 3	65006 51	62916 59	70150 29
	6	70692 37	73577 21	73297 24	78898 4	67281 53	65282 59	72346 30
	7	72972 38	75785 22	75224 26	81462 4	69636 53	67650 58	74542 31
	8	75257 39	77993 24	77149 29	84026 4	72073 53	70015 57	76734 32
	9	77535 39	80201 25	79079 32	86591 5	74596 52	72383 57	78930 33
	10	79815 38	82409 26	81002 35	89155 6	77206 50	74748 57	81126 33
	11	82095 39	84616 25	82927 35	89859 9	79909 50	77116 59	83320 34
	12	84375 39	86824 24	84860 36	92321 9	82705 49	79481 59	85515 33
	13	88935 34	91240 19	88703 37	93758 15	82705 56	82587 57	89905 28
	14	88935 34	91240 19	88703 37	93758 15	82705 56	82587 57	89905 28
	15	91215 29	93448 17	90625 34	94476 16	85600 55	83323 58	92100 25
	16	93952 26	95656 14	92546 30	94476 22	85600 57	84061 63	94296 24
	17	93952 30	97864 12	94477 26	94476 27	85600 59	84798 63	96490 19
	18	93952 31	100072 6	96408 23	94476 28	88596 54	85536 62	98685 14
	19	93952 35	102280 5	98339 20	94476 32	88596 57	86272 61	100879 10
	20	93952 40	104488 3	100270 15	94476 36	88596 58	87010 63	100879 13
	21	95320 34	104488 4	102201 11	98063 27	91696 48	87747 64	100879 17
	22	95320 36	104488 6	104133 8	98063 28	91696 55	88485 63	103073 9
	23	95320 38	104488 7	104133 9	98063 29	91696 56	89221 62	103073 11
	24	95320 41	104488 7	104133 9	98063 32	94906 43	89959 62	103073 11
	25	95320 47	104488 10	104133 12	99719 29	94906 48	90695 64	105267 6
	26	96688 42	104488 11	104133 13	99719 30	94906 50	91433 61	105267 8
	27	96688 43	104488 11	104133 13	99719 30	98227 37	92170 59	105267 8
	28	96688 44	104488 11	104133 14	99719 31	98227 40	92908 58	105267 8
	29	96688 45	104488 13	104133 15	99719 31	98227 41	93644 57	105267 9
	30	96688 47	104488 13	104133 16	99719 32	101665 25	94382 56	105267 11
Max HND Salary	98056 44	104488 17	104133 20	99719 35	108907 8	94382 56	105267 15	
Max Initial HND Salary	79815 19	77993 25	81002 16	73769 42	74596 35	74748 34	81126 14	
Previous Schedule	2007-08	2007-08	2007-08	2007-08	2007-08	2007-08	2007-08	
Latest Schedule	2008-09	2008-09	2008-09	2008-09	2007-08	2007-08r	2007-08	
% Increase Min HND	5.07%	2.69%	3.00%	0.00%		4.53%		
% Increase Step 16	6.36%	2.69%	3.00%	0.00%		4.53%		
% Increase Max HND	7.83%	2.69%	3.00%	0.00%		4.53%		

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.

PREVIOUS SCHEDULE

Academic year of salary schedule published by the district used in previous *AFA Salary Study*.

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 Min HND, Step16 HND, 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* (<http://www.santarosa.edu/afa>) of Santa Rosa Junior College 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 .