

Los Rios Community College District
2016-17 Final Schedule
Management Salary Schedule
Full Time Annual
Includes a one-time-only improvement of 6%

Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	+ 10 Yr. Long. Based on Step 5	+ 15 Yr. Long. Based on Step 5	+ 20 Yr. Long. Based on Step 5	+ 20 Yr. Long. & Dr. Based on Step 5
Deputy Chancellor (679)	C	216,262	220,588	224,999	229,499	234,089	243,453	253,191	258,255	261,775
Vice Chancellor/ College President (679)	B	200,362	204,370	208,457	212,626	216,879	225,554	234,576	239,267	242,787
Assoc. Vice Chancellor/ General Counsel (679)	A	178,100	181,662	185,295	189,001	192,781	200,492	208,512	212,682	216,202
Director/Manager I/ Vice President (674)	1	155,236	158,340	161,507	164,737	168,032	174,753	181,744	185,378	188,898
Director/Manager II/ Assoc. VP (672)	2	145,554	148,465	151,435	154,463	157,553	163,855	170,409	173,817	177,337
Director/Manager III/ Dean (670)	3	136,477	139,206	141,990	144,830	147,727	153,636	159,781	162,977	166,497
Director/Manager IV/ Dean III (668)	4	127,965	130,525	133,135	135,798	138,514	144,054	149,816	152,813	156,333
Director/Manager V (664)	5	111,019	113,239	115,504	117,814	120,171	124,977	129,976	132,576	136,096
Director/Manager VI (663)	6	104,095	106,177	108,301	110,467	112,676	117,183	121,870	124,308	127,828
Director/Manager VII (662)	7	95,837	97,754	99,709	101,703	103,737	107,887	112,202	114,446	117,966
Director/Manager VIII (665)	8	89,860	91,657	93,491	95,360	97,268	101,158	105,205	107,309	110,829
Director/Manager IX (669)	9	84,256	85,941	87,660	89,413	91,201	94,850	98,643	100,616	104,136
Director/Manager X (675)	10	79,001	80,581	82,193	83,837	85,514	88,934	92,492	94,341	97,861

Educational Stipend: An educational stipend of \$3,520 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 stipend amount is equivalent to the difference between Step 6 Class IV and Step 6 Class V on the LRCFT Salary Schedule A.

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

An Additional 2% (10.323%) increment will be awarded after 20 years.

The second and third longevity increments will be based on current step placement plus previously earned longevity increments (rate compounded).

Retroactive to July 1, 2016

Board Approved - August 9, 2017

LOS RIOS COMMUNITY COLLEGE DISTRICT
2016-17 Final Management Salary Schedule
Without Doctoral Stipend
Includes a one-time-only improvement of 6%

Range	1	1 + 10 yrs	1 + 15 yrs	1 + 20 yrs	2	2 + 10 yrs	2 + 15 yrs	2 + 20 yrs	3	3 + 10 yrs	3 + 15yrs	3 + 20 yrs	4	4 + 10 yrs	4 + 15 yrs	4 + 20 yrs	5	5 + 10 yrs	5 + 15 yrs	5 + 20 yrs
C	216,262.27	224,912.76	233,909.27	238,587.46	220,587.52	229,411.02	238,587.46	243,359.21	224,999.27	233,999.24	243,359.21	248,226.39	229,499.26	238,679.23	248,226.40	253,190.93	234,089.25	243,452.82	253,190.93	258,254.75
	18,021.86	18,742.73	19,492.44	19,882.29	18,382.29	19,117.59	19,882.29	20,279.93	18,749.94	19,499.94	20,279.93	20,685.53	19,124.94	19,889.94	20,685.53	21,099.24	19,507.44	20,287.74	21,099.24	21,521.23
	969.79	1,008.58	1,048.92	1,069.90	989.18	1,028.75	1,069.90	1,091.30	1,008.97	1,049.32	1,091.30	1,113.12	1,029.14	1,070.31	1,113.12	1,135.39	1,049.73	1,091.72	1,135.39	1,158.09
B	200,362.26	208,376.75	216,711.82	221,046.06	204,369.51	212,544.29	221,046.06	225,466.98	208,456.90	216,795.18	225,466.99	229,976.33	212,626.04	221,131.08	229,976.32	234,575.85	216,878.56	225,553.70	234,575.85	239,267.37
	16,696.86	17,364.73	18,059.32	18,420.51	17,030.79	17,712.02	18,420.51	18,788.92	17,371.41	18,066.27	18,788.92	19,164.69	17,718.84	18,427.59	19,164.69	19,547.99	18,073.21	18,796.14	19,547.99	19,938.95
	898.49	934.42	971.80	991.24	916.46	953.11	991.24	1,011.06	934.78	972.18	1,011.06	1,031.28	953.48	991.62	1,031.28	1,051.91	972.55	1,011.45	1,051.91	1,072.95
A	178,099.93	185,223.93	192,632.89	196,485.55	181,661.93	188,928.41	196,485.55	200,415.26	185,295.17	192,706.98	200,415.26	204,423.57	189,001.07	196,561.11	204,423.55	208,512.02	192,781.09	200,492.33	208,512.02	212,682.26
	14,841.66	15,435.33	16,052.74	16,373.80	15,138.49	15,744.03	16,373.80	16,701.27	15,441.26	16,058.92	16,701.27	17,035.30	15,750.09	16,380.09	17,035.30	17,376.00	16,065.09	16,707.69	17,376.00	17,723.52
	798.65	830.60	863.82	881.10	814.63	847.21	881.10	898.72	830.92	864.16	898.72	916.70	847.54	881.44	916.70	935.03	864.49	899.07	935.03	953.73
1	155,235.71	161,445.14	167,902.95	171,261.01	158,340.42	164,674.04	171,261.00	174,686.22	161,507.23	167,967.52	174,686.22	178,179.94	164,737.37	171,326.86	178,179.93	181,743.53	168,032.12	174,753.40	181,743.54	185,378.41
	12,936.31	13,453.76	13,991.91	14,271.75	13,195.04	13,722.84	14,271.75	14,557.19	13,458.94	13,997.29	14,557.19	14,848.33	13,728.11	14,277.24	14,848.33	15,145.29	14,002.68	14,562.78	15,145.30	15,448.20
	696.12	723.97	752.93	767.99	710.05	738.45	767.99	783.35	724.25	753.22	783.35	799.01	738.73	768.28	799.01	814.99	753.51	783.65	814.99	831.29
2	145,554.30	151,376.47	157,431.53	160,580.16	148,465.39	154,404.01	160,580.17	163,791.77	151,434.70	157,492.09	163,791.77	167,067.61	154,463.39	160,641.93	167,067.61	170,408.96	157,552.66	163,854.77	170,408.96	173,817.14
	12,129.53	12,614.71	13,119.29	13,381.68	12,372.12	12,867.00	13,381.68	13,649.31	12,619.56	13,124.34	13,649.31	13,922.30	12,871.95	13,386.83	13,922.30	14,200.75	13,129.39	13,654.56	14,200.75	14,484.76
	652.71	678.82	705.97	720.09	665.76	692.39	720.09	734.49	679.08	706.24	734.49	749.18	692.66	720.37	749.18	764.17	706.51	734.77	764.17	779.45
3	136,476.69	141,935.76	147,613.19	150,565.45	139,206.22	144,774.47	150,565.45	153,576.76	141,990.34	147,669.95	153,576.75	156,648.29	144,830.15	150,623.36	156,648.29	159,781.26	147,726.75	153,635.82	159,781.25	162,976.88
	11,373.06	11,827.98	12,301.10	12,547.12	11,600.52	12,064.54	12,547.12	12,798.06	11,832.53	12,305.83	12,798.06	13,054.02	12,069.18	12,551.95	13,054.02	13,315.11	12,310.56	12,802.99	13,315.10	13,581.41
	612.00	636.48	661.94	675.18	624.24	649.21	675.18	688.69	636.73	662.20	688.68	702.46	649.46	675.44	702.46	716.51	662.45	688.95	716.51	730.84
4	127,965.21	133,083.82	138,407.17	141,175.31	130,524.51	135,745.49	141,175.31	143,998.82	133,135.00	138,460.40	143,998.82	146,878.80	135,797.70	141,229.61	146,878.79	149,816.37	138,513.65	144,054.20	149,816.37	152,812.70
	10,663.77	11,090.32	11,533.93	11,764.61	10,877.04	11,312.12	11,764.61	11,999.90	11,094.58	11,538.37	11,999.90	12,239.90	11,316.48	11,769.13	12,239.90	12,484.70	11,542.80	12,004.52	12,484.70	12,734.39
	573.84	596.79	620.66	633.07	585.31	608.72	633.07	645.73	597.02	620.90	645.73	658.65	608.96	633.32	658.65	671.82	621.14	645.98	671.82	685.26
5	111,019.02	115,459.78	120,078.17	122,479.73	113,239.40	117,768.98	122,479.74	124,929.33	115,504.19	120,124.36	124,929.33	127,427.92	117,814.27	122,526.84	127,427.91	129,976.47	120,170.56	124,977.38	129,976.48	132,576.01
	9,251.59	9,621.65	10,006.51	10,206.64	9,436.62	9,814.08	10,206.65	10,410.78	9,625.35	10,010.36	10,410.78	10,618.99	9,817.86	10,210.57	10,618.99	10,831.37	10,014.21	10,414.78	10,831.37	11,048.00
	497.84	517.76	538.47	549.24	507.80	528.11	549.24	560.22	517.96	538.67	560.22	571.43	528.32	549.45	571.43	582.85	538.88	560.44	582.85	594.51
6	104,095.24	108,259.05	112,589.41	114,841.20	106,177.14	110,424.23	114,841.20	117,138.02	108,300.68	112,632.71	117,138.02	119,480.78	110,466.69	114,885.36	119,480.77	121,870.39	112,676.02	117,183.06	121,870.38	124,307.79
	8,674.60	9,021.59	9,382.45	9,570.10	8,848.10	9,202.02	9,570.10	9,761.50	9,025.06	9,386.06	9,761.50	9,956.73	9,205.56	9,573.78	9,956.73	10,155.87	9,389.67	9,765.26	10,155.87	10,358.98
	466.79	485.47	504.89	514.98	476.13	495.18	514.98	525.28	485.65	505.08	525.28	535.79	495.37	515.18	535.79	546.50	505.27	525.48	546.50	557.43
7	95,837.23	99,670.72	103,657.55	105,730.70	97,753.97	101,664.13	105,730.70	107,845.31	99,709.05	103,697.41	107,845.31	110,022.22	101,703.23	105,771.36	110,022.21	112,202.25	103,737.29	107,886.78	112,202.25	114,446.30
	7,986.44	8,305.89	8,638.13	8,810.89	8,146.16	8,472.01	8,810.89	8,987.11	8,309.09	8,641.45	8,987.11	9,166.85	8,475.27	8,814.28	9,166.85	9,350.19	8,644.77	8,990.57	9,350.19	9,537.19
	429.76	446.95	464.83	474.13	438.36	455.89	474.13	483.61	447.13	465.01	483.61	493.28	456.07	474.31	493.28	503.15	465.19	483.80	503.15	513.21
8	89,860.26	93,454.67	97,192.86	99,136.72	91,657.47	95,323.77	99,136.72	101,119.45	93,490.62	97,230.24	101,119.45	103,141.84	95,360.43	99,174.85	103,141.84	105,204.68	97,267.64	101,158.35	105,204.68	107,308.77
	7,488.36	7,787.89	8,099.41	8,261.39	7,638.12	7,943.65	8,261.39	8,426.62	7,790.89	8,102.52	8,426.62	8,595.15	7,946.70	8,264.57	8,595.15	8,767.06	8,105.64	8,429.86	8,767.06	8,942.40
	402.96	419.08	435.84	444.56	411.02	427.46	444.56	453.45	419.24	436.01	453.45	462.52	427.63	444.73	462.52	471.77	436.18	453.62	471.77	481.21
9	84,256.05	87,626.29	91,131.34	92,953.97	85,941.17	89,378.82	92,953.97	94,813.05	87,659.99	91,166.39	94,813.05	96,709.31	89,413.19	92,989.72	96,709.31	98,643.50	91,201.45	94,849.51	98,643.49	100,616.36
	7,021.34	7,302.19	7,594.28	7,746.16	7,161.76	7,448.24	7,746.16	7,901.09	7,305.00	7,597.20	7,901.09	8,059.11	7,451.10	7,749.14	8,059.11	8,220.29	7,600.12	7,904.13	8,220.29	8,384.70
	377.83	392.94	408.66	416.83	385.39	400.80	416.83	425.17	393.09	408.82	425.17	433.67	400.96	416.99	433.67	442.35	408.98	425.33	442.35	451.19
10	79,001.35	82,161.40	85,447.86	87,156.82	80,581.38	83,804.64	87,156.83	88,899.97	82,193.01	85,480.73	88,899.96	90,677.96	83,836.87	87,190.34	90,677.95	92,491.51	85,513.61	88,934.15	92,491.52	94,341.35
	6,583.45	6,846.78	7,120.66	7,263.07	6,715.12	6,983.72	7,263.07	7,408.33	6,849.42	7,123.39	7,408.33	7,556.50	6,986.41	7,265.86	7,556.50	7,707.63	7,126.13	7,411.18	7,707.63	7,861.78
	354.27	368.44	383.17	390.84	361.35	375.81	390.84	398.65	368.58	383.32	398.65	406.63	375.95	390.99	406.63	414.76	383.47	398.81	414.76	423.06

Retroactive to July 1, 2016

Board Approved - August 9, 2017

LOS RIOS COMMUNITY COLLEGE DISTRICT
2016-17 Final Management Salary Schedule
With Doctoral Stipend of \$3,520
Includes a one-time-only improvement of 6%

Range	1	1 + 10 yrs	1 + 15 yrs	1 + 20 yrs	2	2 + 10 yrs	2 + 15 yrs	2 + 20 yrs	3	3 + 10 yrs	3 + 15yrs	3 + 20 yrs	4	4 + 10 yrs	4 + 15 yrs	4 + 20 yrs	5	5 + 10 yrs	5 + 15 yrs	5 + 20 yrs
C	219,782.27	228,432.76	237,429.27	242,107.46	224,107.52	232,931.02	242,107.46	246,879.21	228,519.27	237,519.24	246,879.21	251,746.39	233,019.26	242,199.23	251,746.40	256,710.93	237,609.25	246,972.82	256,710.93	261,774.75
	18,315.19	19,036.06	19,785.77	20,175.62	18,675.63	19,410.92	20,175.62	20,573.27	19,043.27	19,793.27	20,573.27	20,978.87	19,418.27	20,183.27	20,978.87	21,392.58	19,800.77	20,581.07	21,392.58	21,814.56
	985.57	1,024.36	1,064.71	1,085.68	1,004.97	1,044.53	1,085.68	1,107.08	1,024.75	1,065.11	1,107.08	1,128.91	1,044.93	1,086.10	1,128.91	1,151.17	1,065.51	1,107.50	1,151.17	1,173.88
B	203,882.26	211,896.75	220,231.82	224,566.06	207,889.51	216,064.29	224,566.06	228,986.98	211,976.90	220,315.18	228,986.99	233,496.33	216,146.04	224,651.08	233,496.32	238,095.85	220,398.56	229,073.70	238,095.85	242,787.37
	16,990.19	17,658.06	18,352.65	18,713.84	17,324.13	18,005.36	18,713.84	19,082.25	17,664.74	18,359.60	19,082.25	19,458.03	18,012.17	18,720.92	19,458.03	19,841.32	18,366.55	19,089.48	19,841.32	20,232.28
	914.27	950.21	987.59	1,007.02	932.24	968.90	1,007.02	1,026.85	950.57	987.96	1,026.85	1,047.07	969.26	1,007.40	1,047.07	1,067.69	988.33	1,027.24	1,067.69	1,088.73
A	181,619.93	188,743.93	196,152.89	200,005.55	185,181.93	192,448.41	200,005.55	203,935.26	188,815.17	196,226.98	203,935.26	207,943.57	192,521.07	200,081.11	207,943.55	212,032.02	196,301.09	204,012.33	212,032.02	216,202.26
	15,134.99	15,728.66	16,346.07	16,667.13	15,431.83	16,037.37	16,667.13	16,994.61	15,734.60	16,352.25	16,994.61	17,328.63	16,043.42	16,673.43	17,328.63	17,669.34	16,358.42	17,001.03	17,669.34	18,016.86
	814.44	846.39	879.61	896.89	830.41	863.00	896.89	914.51	846.70	879.94	914.51	932.48	863.32	897.22	932.48	950.82	880.27	914.85	950.82	969.52
1	158,755.71	164,965.14	171,422.95	174,781.01	161,860.42	168,194.04	174,781.00	178,206.22	165,027.23	171,487.52	178,206.22	181,699.94	168,257.37	174,846.86	181,699.93	185,263.53	171,552.12	178,273.40	185,263.53	188,898.41
	13,229.64	13,747.10	14,285.25	14,565.08	13,488.37	14,016.17	14,565.08	14,850.52	13,752.27	14,290.63	14,850.52	15,141.66	14,021.45	14,570.57	15,141.66	15,438.63	14,296.01	14,856.12	15,438.63	15,741.53
	711.91	739.75	768.71	783.77	725.83	754.23	783.77	799.13	740.03	769.00	799.13	814.80	754.52	784.07	814.80	830.78	769.29	799.43	830.78	847.08
2	149,074.30	154,896.47	160,951.53	164,100.16	151,985.39	157,924.01	164,100.17	167,311.77	154,954.70	161,012.09	167,311.77	170,587.61	157,983.39	164,161.93	170,587.61	173,928.96	161,072.66	167,374.77	173,928.96	177,337.14
	12,422.86	12,908.04	13,412.63	13,675.01	12,665.45	13,160.33	13,675.01	13,942.65	12,912.89	13,417.67	13,942.65	14,215.63	13,165.28	13,680.16	14,215.63	14,494.08	13,422.72	13,947.90	14,494.08	14,778.10
	668.49	694.60	721.76	735.88	681.55	708.18	735.88	750.28	694.86	722.03	750.28	764.97	708.45	736.15	764.97	779.95	722.30	750.56	779.95	795.23
3	139,996.69	145,455.76	151,133.19	154,085.45	142,726.22	148,294.47	154,085.45	157,096.76	145,510.34	151,189.95	157,096.75	160,168.29	148,350.15	154,143.36	160,168.29	163,301.26	151,246.75	157,155.82	163,301.25	166,496.88
	11,666.39	12,121.31	12,594.43	12,840.45	11,893.85	12,357.87	12,840.45	13,091.40	12,125.86	12,599.16	13,091.40	13,347.36	12,362.51	12,845.28	13,347.36	13,608.44	12,603.90	13,096.32	13,608.44	13,874.74
	627.79	652.27	677.73	690.97	640.03	665.00	690.97	704.47	652.51	677.98	704.47	718.24	665.25	691.23	718.24	732.29	678.24	704.73	732.29	746.62
4	131,485.21	136,603.82	141,927.17	144,695.31	134,044.51	139,265.49	144,695.31	147,518.82	136,655.00	141,980.40	147,518.82	150,398.80	139,317.70	144,749.61	150,398.79	153,336.37	142,033.65	147,574.20	153,336.37	156,332.70
	10,957.10	11,383.65	11,827.26	12,057.94	11,170.38	11,605.46	12,057.94	12,293.24	11,387.92	11,831.70	12,293.24	12,533.23	11,609.81	12,062.47	12,533.23	12,778.03	11,836.14	12,297.85	12,778.03	13,027.73
	589.62	612.57	636.44	648.86	601.10	624.51	648.86	661.52	612.80	636.68	661.52	674.43	624.74	649.10	674.43	687.61	636.92	661.77	687.61	701.04
5	114,539.02	118,979.78	123,598.17	125,999.73	116,759.40	121,288.98	125,999.74	128,449.33	119,024.19	123,644.36	128,449.33	130,947.92	121,334.27	126,046.84	130,947.91	133,496.47	123,690.56	128,497.38	133,496.48	136,096.01
	9,544.92	9,914.98	10,299.85	10,499.98	9,729.95	10,107.42	10,499.98	10,704.11	9,918.68	10,303.70	10,704.11	10,912.33	10,111.19	10,503.90	10,912.33	11,124.71	10,307.55	10,708.12	11,124.71	11,341.33
	513.63	533.54	554.25	565.02	523.58	543.90	565.02	576.01	533.74	554.46	576.01	587.21	544.10	565.23	587.21	598.64	554.67	576.22	598.64	610.30
6	107,615.24	111,779.05	116,109.41	118,361.20	109,697.14	113,944.23	118,361.20	120,658.02	111,820.68	116,152.71	120,658.02	123,000.78	113,986.69	118,405.36	123,000.77	125,390.39	116,196.02	120,703.06	125,390.38	127,827.79
	8,967.94	9,314.92	9,675.78	9,863.43	9,141.43	9,495.35	9,863.43	10,054.84	9,318.39	9,679.39	10,054.84	10,250.07	9,498.89	9,867.11	10,250.06	10,449.20	9,683.00	10,058.59	10,449.20	10,652.32
	482.58	501.25	520.67	530.77	491.92	510.96	530.77	541.07	501.44	520.86	541.07	551.57	511.15	530.97	551.57	562.29	521.06	541.27	562.29	573.22
7	99,357.23	103,190.72	107,177.55	109,250.70	101,273.97	105,184.13	109,250.70	111,365.31	103,229.05	107,217.41	111,365.31	113,522.22	105,223.23	109,291.36	113,522.21	115,722.25	107,257.29	111,406.78	115,722.25	117,966.30
	8,279.77	8,599.23	8,931.46	9,104.23	8,439.50	8,765.34	9,104.23	9,280.44	8,602.42	8,934.78	9,280.44	9,460.19	8,768.60	9,107.61	9,460.18	9,643.52	8,938.11	9,283.90	9,643.52	9,830.53
	445.55	462.74	480.62	489.91	454.14	471.68	489.91	499.40	462.91	480.80	499.40	509.07	471.85	490.10	509.07	518.93	480.97	499.58	518.93	529.00
8	93,380.26	96,974.67	100,712.86	102,656.72	95,177.47	98,843.77	102,656.72	104,639.45	97,010.62	100,750.24	104,639.45	106,661.84	98,880.43	102,694.85	106,661.84	108,724.68	100,787.64	104,678.35	108,724.68	110,828.77
	7,781.69	8,081.22	8,392.74	8,554.73	7,931.46	8,236.98	8,554.73	8,719.95	8,084.22	8,395.85	8,719.95	8,888.49	8,240.04	8,557.90	8,888.49	9,060.39	8,398.97	8,723.20	9,060.39	9,235.73
	418.75	434.86	451.63	460.34	426.80	443.25	460.34	469.24	435.03	451.79	469.24	478.30	443.41	460.52	478.30	487.55	451.96	469.41	487.55	496.99
9	87,776.05	91,146.29	94,651.34	96,473.97	89,461.17	92,898.82	96,473.97	98,333.05	91,179.99	94,686.39	98,333.05	100,229.31	92,933.19	96,509.72	100,229.31	102,163.50	94,721.45	98,369.51	102,163.49	104,136.36
	7,314.67	7,595.52	7,887.61	8,039.50	7,455.10	7,741.57	8,039.50	8,194.42	7,598.33	7,890.53	8,194.42	8,352.44	7,744.43	8,042.48	8,352.44	8,513.63	7,893.45	8,197.46	8,513.62	8,678.03
	393.61	408.73	424.45	432.62	401.17	416.59	432.62	440.96	408.88	424.60	440.96	449.46	416.74	432.78	449.46	458.13	424.76	441.12	458.13	466.98
10	82,521.35	85,681.40	88,967.86	90,676.82	84,101.38	87,324.64	90,676.83	92,419.97	85,713.01	89,000.73	92,419.96	94,197.96	87,356.87	90,710.34	94,197.95	96,011.51	89,033.61	92,454.15	96,011.52	97,861.35
	6,876.78	7,140.12	7,413.99	7,556.40	7,008.45	7,277.05	7,556.40	7,701.66	7,142.75	7,416.73	7,701.66	7,849.83	7,279.74	7,559.20	7,849.83	8,000.96	7,419.47	7,704.51	8,000.96	8,155.11
	370.05	384.22	398.96	406.62	377.14	391.59	406.62	414.44	384.36	399.11	414.44	422.41	391.73	406.77	422.41	430.54	399.25	414.59	430.54	438.84

Retroactive to July 1, 2016

Board Approved - August 9, 2017