

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

Title (Job Code)	Range	Frequency	Step 1	Step 2	Step 3	Step 4	Step 5
Deputy Chancellor/ Executive Vice Chancellor (679)	C	Annual	266,752.51	272,087.56	277,529.31	283,079.90	288,741.50
		Monthly	22,229.38	22,673.96	23,127.44	23,589.99	24,061.79
Vice Chancellor/College President/ Chief Contract Manager (679)	B	Annual	247,140.36	252,083.17	257,124.83	262,267.33	267,512.68
		Monthly	20,595.03	21,006.93	21,427.07	21,855.61	22,292.72
Associate Vice Chancellor/ General Counsel/ Chief of Police (679)	A	Annual	211,231.25	215,455.88	219,765.00	224,160.30	228,643.51
		Monthly	17,602.60	17,954.66	18,313.75	18,680.03	19,053.63
Director/Manager I/ Vice President (674)	1	Annual	184,113.67	187,795.94	191,551.86	195,382.90	199,290.56
		Monthly	15,342.81	15,649.66	15,962.66	16,281.91	16,607.55
Director/Manager II/ Associate Vice President (672)	2	Annual	172,631.26	176,083.89	179,605.57	183,197.68	186,861.63
		Monthly	14,385.94	14,673.66	14,967.13	15,266.47	15,571.80
Director/Manager III/ Dean (670)	3	Annual	161,864.96	165,102.26	168,404.31	171,772.40	175,207.85
		Monthly	13,488.75	13,758.52	14,033.69	14,314.37	14,600.65
Director/Manager IV/ Associate Dean (668)	4	Annual	151,770.12	154,805.52	157,901.63	161,059.66	164,280.86
		Monthly	12,647.51	12,900.46	13,158.47	13,421.64	13,690.07
Director/Manager V (664)	5	Annual	131,671.50	134,304.93	136,991.03	139,730.85	142,525.47
		Monthly	10,972.63	11,192.08	11,415.92	11,644.24	11,877.12
Director/Manager VI (663)	6	Annual	123,459.70	125,928.89	128,447.47	131,016.42	133,636.75
		Monthly	10,288.31	10,494.07	10,703.96	10,918.04	11,136.40
Director/Manager VII (662)	7	Annual	113,665.48	115,938.79	118,257.57	120,622.72	123,035.17
		Monthly	9,472.12	9,661.57	9,854.80	10,051.89	10,252.93
Director/Manager VIII (665)	8	Annual	106,576.64	108,708.17	110,882.33	113,099.98	115,361.98
		Monthly	8,881.39	9,059.01	9,240.19	9,425.00	9,613.50
Director/Manager IX (669)	9	Annual	99,929.90	101,928.50	103,967.07	106,046.41	108,167.34
		Monthly	8,327.49	8,494.04	8,663.92	8,837.20	9,013.95
Director/Manager X (675)	10	Annual	93,697.70	95,571.65	97,483.08	99,432.74	101,421.39
		Monthly	7,808.14	7,964.30	8,123.59	8,286.06	8,451.78

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. 2023-24 payrates include a continuing improvement of 7% above base payrates for 2022-23.

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, 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 \$4,014.64.

Effective: July 1, 2023

Board approved: August 9, 2023