

Management Pay Ranges
Effective July 1, 2008

Exhibit A

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Mgmt Level	Minimum	Maximum
A	65,000	80,000
	Custodial Manager	
1	80,000	100,000
	Assistant to the Chancellor Children's Center Site Manager Director of International Services EOPS Director Moving Manager Payroll Manager Purchasing Compliance Manager	
2	90,000	110,000
	Business & Administrative Services Manager Director of Risk Management Facilities Project Manager	
3	110,000	120,000
	Associate Vice Chancellor for Budget and Finance Dean of Student Support Services/functional area(s) Director of Development Director of Employee Relations Director of Enterprise Services Director of Facilities and Operations Director of Human Resources Director of CITD Division Dean II Executive Director, Marketing, PR & Communications	
4	130,000	150,000
	Associate Vice Chancellor for A&R/Student Services Associate Vice Chancellor for International Affairs Associate Vice Chancellor for Research & Institutional Development Associate Vice Chancellor /Special Assistant to the Chancellor Director of Administrative Systems and Services/Information Technology Director of Capital Projects Inspector General Deputy General Counsel Vice President of Instruction Vice President of Student Services	
5	140,000	160,000
	Chief Information Officer, Information Technology	
Executive	150,000	190,000
President/ Vice Chancellors	College President Vice Chancellor for Educational Services Vice Chancellor for Finance and Administration Vice Chancellor for General Services Vice Chancellor for Human Resources General Counsel	



REVISED MANAGEMENT SALARY SCHEDULE
Effective 7/1/2011

Position Title	RANGE	A		B		C		D		E	
		Min	Max								
Custodial Manager	LEVEL 1	5,417	68,750	5,729	68,750	6,042	72,500	6,354	76,250	6,567	80,000
Assistant to the Chancellor Director of International Services Director of Special Projects Director, Alameda County SBDC Director, ATLAS Program Director, Gateway To College Program Director, Green Technology Programs Energy & Environmental Sustainability Manager EOPS Director Food Service Manager Moving Manager Payroll Manager Purchasing Compliance Manager TRIO Student Success Director	LEVEL 2	6,887	85,000	7,083	85,000	7,500	90,000	7,917	95,000	8,333	100,000
Budget Director Business & Administrative Services Manger Facilities Planning & Development Manager Facilities Project Manager Internal Auditor Project Design Manager	LEVEL 3	7,800	95,000	7,917	95,000	8,333	100,000	8,750	105,000	9,167	110,000
Dean of Student Support Services/functional Area(s) Director of Enterprise Services Director of Facilities and Operations Director of Financial Aid Director of Human Resources Director of Risk Management Division Dean II Executive Director, Marketing, PR & Communications	LEVEL 4	9,167	112,500	9,375	112,500	9,583	115,000	9,792	117,500	10,000	120,000
Associate Vice Chancellor for A&R/Student Services Associate Vice Chancellor for Finance Associate Vice Chancellor for International Affairs Associate Vice Chancellor for Research & Institutional Development Associate Vice Chancellor/Special Assistant to the Chancellor Director of Administrative Systems and Services/IT Director of Technical Services/IT Director of Capital Projects Inspector General Vice President of Instruction Vice President of Student Services	LEVEL 5	10,833	135,000	11,250	135,000	11,667	140,000	12,083	145,000	12,500	150,000
Associate Vice Chancellor for Information Technology	LEVEL 6	11,867	145,000	12,083	145,000	12,500	150,000	12,817	155,000	13,333	160,000
College President Vice Chancellor for Educational Services Vice Chancellor for Finance And Administration Vice Chancellor for General Services Vice Chancellor for Human Resources Vice Chancellor for Student Services General Counsel	LEVEL 7	12,800	160,000	13,333	160,000	14,167	170,000	15,000	180,000	15,833	190,000

Initial placement on the salary schedule for newly hired managers will be at Step 1; however Chancellor has the authority to place a new manager on the salary schedule up to Step 3 depending on prior professional experience.

Advancement to the next step will depend on professional experience and will occur on July 1 of each year if the manager has spent at least six full months at the current step. If not, advancement to the next step will occur the following July 1.

However, advancement to the next step on the salary schedule is not automatic and shall be based on measurable annual performance indicators and upon the recommendation of the Chancellor