



# South Orange County Community College District

## C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2016-2017 (3% Increase)

Range/ Step	1	2	3	4	5	6
<b>111</b>	2,991	3,143	3,303	3,471	3,647	3,831
	17.803	18.708	19.660	20.660	21.708	22.803
<b>112</b>	3,066	3,222	3,386	3,558	3,738	3,927
	18.250	19.178	20.154	21.178	22.250	23.375
<b>113</b>	3,143	3,303	3,471	3,647	3,831	4,025
	18.708	19.660	20.660	21.708	22.803	23.958
<b>114</b>	3,222	3,386	3,558	3,738	3,927	4,126
	19.178	20.154	21.178	22.250	23.375	24.559
<b>115</b>	3,303	3,471	3,647	3,831	4,025	4,229
	19.660	20.660	21.708	22.803	23.958	25.172
<b>116</b>	3,386	3,558	3,738	3,927	4,126	4,335
	20.154	21.178	22.250	23.375	24.559	25.803
<b>117</b>	3,471	3,647	3,831	4,025	4,229	4,443
	20.660	21.708	22.803	23.958	25.172	26.446
<b>118</b>	3,558	3,738	3,927	4,126	4,335	4,554
	21.178	22.250	23.375	24.559	25.803	27.107
<b>119</b>	3,647	3,831	4,025	4,229	4,443	4,668
	21.708	22.803	23.958	25.172	26.446	27.785
<b>120</b>	3,738	3,927	4,126	4,335	4,554	4,785
	22.250	23.375	24.559	25.803	27.107	28.482
<b>121</b>	3,831	4,025	4,229	4,443	4,668	4,905
	22.803	23.958	25.172	26.446	27.785	29.196
<b>122</b>	3,927	4,126	4,335	4,554	4,785	5,028
	23.375	24.559	25.803	27.107	28.482	29.928
<b>123</b>	4,025	4,229	4,443	4,668	4,905	5,154
	23.958	25.172	26.446	27.785	29.196	30.678
<b>124</b>	4,126	4,335	4,554	4,785	5,028	5,283
	24.559	25.803	27.107	28.482	29.928	31.446
<b>125</b>	4,229	4,443	4,668	4,905	5,154	5,415
	25.172	26.446	27.785	29.196	30.678	32.232
<b>126</b>	4,335	4,554	4,785	5,028	5,283	5,550
	25.803	27.107	28.482	29.928	31.446	33.035
<b>127</b>	4,443	4,668	4,905	5,154	5,415	5,689
	26.446	27.785	29.196	30.678	32.232	33.863



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<b>128</b>	4,554	4,785	5,028	5,283	5,550	5,831
	27.107	28.482	29.928	31.446	33.035	34.708
<b>129</b>	4,668	4,905	5,154	5,415	5,689	5,977
	27.785	29.196	30.678	32.232	33.863	35.577
<b>130</b>	4,785	5,028	5,283	5,550	5,831	6,126
	28.482	29.928	31.446	33.035	34.708	36.464
<b>131</b>	4,905	5,154	5,415	5,689	5,977	6,279
	29.196	30.678	32.232	33.863	35.577	37.375
<b>132</b>	5,028	5,283	5,550	5,831	6,126	6,436
	29.928	31.446	33.035	34.708	36.464	38.309
<b>133</b>	5,154	5,415	5,689	5,977	6,279	6,597
	30.678	32.232	33.863	35.577	37.375	39.267
<b>134</b>	5,283	5,550	5,831	6,126	6,436	6,762
	31.446	33.035	34.708	36.464	38.309	40.250
<b>135</b>	5,415	5,689	5,977	6,279	6,597	6,931
	32.232	33.863	35.577	37.375	39.267	41.255
<b>136</b>	5,550	5,831	6,126	6,436	6,762	7,104
	33.035	34.708	36.464	38.309	40.250	42.285
<b>137</b>	5,689	5,977	6,279	6,597	6,931	7,282
	33.863	35.577	37.375	39.267	41.255	43.345
<b>138</b>	5,831	6,126	6,436	6,762	7,104	7,464
	34.708	36.464	38.309	40.250	42.285	44.428
<b>139</b>	5,977	6,279	6,597	6,931	7,282	7,651
	35.577	37.375	39.267	41.255	43.345	45.541
<b>140</b>	6,126	6,436	6,762	7,104	7,464	7,842
	36.464	38.309	40.250	42.285	44.428	46.678
<b>141</b>	6,279	6,597	6,931	7,282	7,651	8,038
	37.375	39.267	41.255	43.345	45.541	47.845
<b>142</b>	6,436	6,762	7,104	7,464	7,842	8,239
	38.309	40.250	42.285	44.428	46.678	49.041
<b>143</b>	6,597	6,931	7,282	7,651	8,038	8,445
	39.267	41.255	43.345	45.541	47.845	50.267
<b>144</b>	6,762	7,104	7,464	7,842	8,239	8,656
	40.250	42.285	44.428	46.678	49.041	51.523



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## C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2016-2017 (3% Increase)

Range/ Step	1	2	3	4	5	6
<b>145</b>	6,931	7,282	7,651	8,038	8,445	8,872
	41.255	43.345	45.541	47.845	50.267	52.809
<b>146</b>	7,104	7,464	7,842	8,239	8,656	9,094
	42.285	44.428	46.678	49.041	51.523	54.130
<b>147</b>	7,282	7,651	8,038	8,445	8,872	9,321
	43.345	45.541	47.845	50.267	52.809	55.482
<b>148</b>	7,464	7,842	8,239	8,656	9,094	9,554
	44.428	46.678	49.041	51.523	54.130	56.869
<b>149</b>	7,651	8,038	8,445	8,872	9,321	9,793
	45.541	47.845	50.267	52.809	55.482	58.291
<b>150</b>	7,842	8,239	8,656	9,094	9,554	10,038
	46.678	49.041	51.523	54.130	56.869	59.750
<b>151</b>	8,038	8,445	8,872	9,321	9,793	10,289
	47.845	50.267	52.809	55.482	58.291	61.244
<b>152</b>	8,239	8,656	9,094	9,554	10,038	10,546
	49.041	51.523	54.130	56.869	59.750	62.773
<b>153</b>	8,445	8,872	9,321	9,793	10,289	10,810
	50.267	52.809	55.482	58.291	61.244	64.345
<b>154</b>	8,656	9,094	9,554	10,038	10,546	11,080
	51.523	54.130	56.869	59.750	62.773	65.952

To determine the hourly rate, the monthly rate is divided by 168 and the results carried to three decimal places. (Based on 21 Days per Month)



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<b>Job Class Title</b>	<b>Pay Range</b>
Accompanist	126
Accounting Assistant	118
Accounting Officer	135
Accounting Specialist	127
Accounting Systems Specialist	135
Administrative Assistant	121
Admissions & Records Evaluator	127
Admissions & Records Specialist I	116
Admissions & Records Specialist I (Bilingual Preferred)	116
Admissions & Records Specialist I (Bilingual)	116
Admissions & Records Specialist II	120
Admissions & Records Specialist III	122
Admissions & Records Systems Specialist	126
Alternate Media Specialist	140
Applications Specialist I	134
Applications Specialist II	138
Applications Specialist III	142
Art Gallery Specialist/Curator	130
Articulation Specialist	127
Assistive Technology Assistant	134
Athletic Equipment Specialist/Driver	121
Athletic Trainer	132
Automotive Diagnostic Technician	128
Benefits Specialist	127
Budget Control/Fiscal Officer	130
Building Maintenance Worker	124
Buyer	126
Campus Police Office Assistant	115
Career Guidance Officer	129
Career Guidance Specialist	136
Career Placement Officer	129
Career Services Officer	129



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## C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2016-2017 (3% Increase)

<b>Job Class Title</b>	<b>Pay Range</b>
Career Services Technician	121
CD Work-Based LLP Org. Program Assistant	118
Central Services Specialist	121
Child Development Specialist	122
Clerical Assistant -- Categorical funded	113
College Information Operator	113
College Public Information Officer	133
Community Education Program Specialist	127
Computer/Audiovisual Technician	126
Contract Specialist	131
Coordinated Scheduling Analyst	132
Copy Center Technician	118
Costume/Makeup Designer	132
Counseling Office Assistant	115
Curriculum Assistant	121
Curriculum Publications Specialist	132
Custodian	113
Custodian Assistant	111
Database Administrator	152
Development Assistant I	128
Development Assistant II	131
Development Associate-Tech/Donor/Alumni Develop.	138
Disabled Student Program Specialist	123
Dispatcher	117
Dispatcher Lead	123
Dispatcher/Records	119
District Accounting Systems Specialist	137
District Payroll Systems Specialist	137
Electrician	128
EMS Program Specialist	123
Equipment Technician	122
Executive Assistant	133



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## C.S.E.A. CLASSIFIED BARGAINING UNIT SALARY SCHEDULE 2016-2017 (3% Increase)

<b>Job Class Title</b>	<b>Pay Range</b>
Extended Opportunity Program Specialist	121
Extended Opportunity Program Specialist -- Bilingual	121
Financial Aid Specialist	125
Financial Analyst	140
Fine Arts Public Information Officer	129
Fiscal/Veterans Specialist	126
Foster & Kinship Care Education Program Assistant	121
Foundation Specialist	128
Front of House Assistant	118
Front of House Manager	122
Grants Analyst	138
Graphic Designer	130
Graphic Designer/Production Technician	126
Greenhouse Assistant	114
Grounds Specialist	122
Groundskeeper	118
Groundskeeper/Swimming Pool Maintenance Worker	120
Head Interpreter, Categorical funded	142
Health Center Nurse	136
Health Office Assistant	115
Health Science & Human Services Project Specialist	123
Human Resources Assistant	121
Human Resources Assistant Recruiter	123
Human Resources Specialist	127
HVAC Technician	128
Instructional Assistant	122
Instructional Programmer/Analyst	130
Instructional Technologist	142
International Student Program Specialist	129
International Student Program Technician	125
Irrigation Systems Specialist	129
Laboratory Assistant	116



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<b>Job Class Title</b>	<b>Pay Range</b>
Laboratory Technician, Art	122
Laboratory Technician, Automotive Technology	122
Laboratory Technician, Chemistry	122
Laboratory Technician, Communication Arts	122
Laboratory Technician, Computers	122
Laboratory Technician, Environmental Studies	122
Laboratory Technician, Graphics	122
Laboratory Technician, Horticulture	122
Laboratory Technician, Language	122
Laboratory Technician, Lariat	122
Laboratory Technician, Life/Physical Sciences	122
Laboratory Technician, PE & Athletics	122
Laboratory Technician, Photography & Art	122
Laboratory Technician, Reading	122
Laboratory Technician, Student Success Center	122
Lead Automotive Diagnostic Technician	134
Lead Building Maintenance Worker	130
Lead Charge Nurse	142
Lead Custodian	119
Lead Electrician	134
Lead Groundskeeper	124
Lead Human Resources Specialist	131
Lead Payroll Process Specialist	137
Lead Warehouse Worker	126
Library Assistant I	115
Library Assistant II	119
Library Assistant III	121
Library Technician	125
Lighting and Sound Designer	132
Locksmith	128
Mailroom Assistant	114
Maintenance Coordinator	135



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<b>Job Class Title</b>	<b>Pay Range</b>
Matriculation Specialist	123
Media and Marketing Specialist	138
Media Production Specialist	136
Network Services Analyst	140
Network Systems Administrator	143
Network Systems Technician I	132
Network Systems Technician II	136
Network Systems Technician III	140
New Media and Marketing Specialist	138
Nursing Program Admissions & Records Evaluator	127
Office Assistant	113
Operations Planning Specialist	126
Outreach Assistant	117
Outreach Specialist	131
Painter	128
Parking Coordinator	127
Payroll Specialist	127
Performing Arts Center Operations Manager	122
Plant Engineer	134
Plumber	128
Police Services Specialist	132
Police Technical Services Specialist	132
Program Assistant -- Categorical funded	118
Program Coordinator -- Categorical funded	134
Program Laboratory Technician -- Categorical funded	122
Program Research Analyst – Categorical funded	138
Program Senior Laboratory Technician -- Categorical funded	130
Program Specialist -- Categorical funded	130
Program Technician -- Categorical funded	122
Programmer Analyst	142
Public Safety Assistant	113
Publications Technician	122





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<b>Job Class Title</b>	<b>Pay Range</b>
Radio News Director	132
Receptionist	113
Re-Entry Center Specialist	136
Re-Entry/Women's Center Services Officer	129
Research and Planning Analyst	138
Research Specialist	130
Risk Management Specialist	125
Scheduling and Enrollment Planning Analyst	138
Senior Accounting Specialist	131
Senior Administrative Assistant	127
Senior Admissions & Records Specialist	126
Senior Admissions & Records Specialist -- Bilingual	126
Senior Buyer	130
Senior Child Development Specialist	128
Senior Copy Center Technician	124
Senior Counseling Office Assistant	119
Senior Electrician	130
Senior Financial Aid Specialist	129
Senior Fiscal/Veterans Specialist	130
Senior Graphic Designer	134
Senior Graphic Designer/Publications Editor	136
Senior Health Office Assistant	124
Senior Human Resources Specialist	131
Senior HVAC Technician	130
Senior Laboratory Technician, Advanced Tech/Applied Science	130
Senior Laboratory Technician, Art	130
Senior Laboratory Technician, Astronomy	130
Senior Laboratory Technician, Automotive Technician	130
Senior Laboratory Technician, Biology	130
Senior Laboratory Technician, Chemistry	130
Senior Laboratory Technician, Computers	130
Senior Laboratory Technician, Consumer Sciences	130



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<b>Job Class Title</b>	<b>Pay Range</b>
Senior Laboratory Technician, Environmental Studies	130
Senior Laboratory Technician, Language	130
Senior Laboratory Technician, Life/Physical Sciences	130
Senior Laboratory Technician, Math/Science/Engineering	130
Senior Laboratory Technician, Music	130
Senior Laboratory Technician, Performing Arts	130
Senior Laboratory Technician, Photography	130
Senior Laboratory Technician, Student Success Center	130
Senior Laboratory Technician, Theater Arts/Carpentry	130
Senior Matriculation Specialist	127
Senior Multimedia Technician	130
Senior Operations Planning Specialist	130
Senior Payroll Specialist	131
Senior Plumber	130
Senior Programmer Analyst	146
Senior Research and Planning Analyst	144
Senior Transfer Center Specialist	129
Sports Public Information Officer	129
Student Development Office Assistant	121
Student Services Specialist	125
Student Success Grants Assistant	119
Swimming Pool Maintenance Worker	122
Technical Director	132
Technical Director/Scenic Designer	132
Technology Assistant	124
Testing Center Specialist	121
Theater Production/Operations Manager	136
Theatre Production Manager	132
Ticket Office Operations Assistant	116
Ticket Office Operations Manager	122
Transfer Center Specialist	123
Utility Custodian	117



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Job Class Title	Pay Range
Veterans Office Assistant	115
Veterans Specialist	126
Video Production Specialist	132
Warehouse Worker	120
Warehouse Worker/Delivery Driver	114
Webmaster	144

<u>7.9 SHIFT DIFFERENTIAL COMPENSATION:</u>	
<p>7.9.1 Any full-time employee in the bargaining unit whose assigned work shift commences between 11 a.m. and 9 p.m. inclusive shall be paid a shift differential premium of five (5) percent above the regular rate of pay for all hours worked.</p> <p>Any full-time employee in the bargaining unit whose assigned work shift commences between 9 p.m. and 4 a.m. inclusive shall be paid a shift differential premium of seven and one-half (7.5) percent above the regular rate of pay for all hours worked.</p> <p>Any part-time unit member who has forty (40) percent or more of his/her regular assigned work shift between 5:00 p.m. and midnight shall be paid a shift differential premium of five (5) percent above the regular rate of pay. This is effective July 1, 2009.</p> <p>Any part-time unit member who has forty (40) percent or more of his/her regular assigned work shift between midnight and 8:00 a.m. shall be paid a shift differential premium of seven and one half (7.5) percent above the regular rate of pay. This is effective July 1, 2009.</p>	<p><u>8.1.1 BILINGUAL STIPEND:</u> Unit members who are directed by the manager or supervisor, with the approval of the President, to use a verified bilingual ability as a regular and routine component of their assignment shall be provided a stipend of 2.0% of base salary. The District shall require testing of bilingual ability prior to authorization of the initial additional compensation.</p>
<u>Article 8.10 - LONGEVITY:</u> The District agrees to additionally compensate long service employees as specified below:	
<p>2% increase in salary after 5 years of service            3% increase in salary after 6 years of service            4% increase in salary after 7 years of service            5% increase in salary after 8 years of service            6% increase in salary after 9 years of service            7% increase in salary after 10 years of service            8% increase in salary after 11 years of service            9% increase in salary after 12 years of service            10% increase in salary after 13 years of service            11% increase in salary after 14 years of service            12% increase in salary after 15 years of service            13% increase in salary after 16 years of service            14% increase in salary after 17 years of service            15% increase in salary after 18 years of service            16% increase in salary after 19 years of service            17% increase in salary after 20 years of service            18% increase in salary after 21 years of service            19% increase in salary after 22 years of service            20% increase in salary after 23 years of service            21% increase in salary after 24 years of service            22% increase in salary after 25 years of service</p>	
<p><i>The provisions of Article 8.10 will be discontinued for all classified bargaining unit members hired after October 1, 1998. An employee working for the District, but not included in a classified bargaining unit position, will not be eligible for the provisions of Article 8.10.</i></p>	