

**Antelope Valley College  
CONFIDENTIAL/MGMT/SUPERVISORY - "CF" (Including Longevity)**

Effective July 1, 2016 (2% Increase)

RANGE		Step 1	Step 2	Step 3	Step 4	Step 5
001	MONTHLY	2,234.83	2,346.56	2,463.87	2,587.09	2,716.44
	HOURLY	12.89	13.54	14.21	14.93	15.67
	ANNUAL	26,817.96	28,158.77	29,566.43	31,045.12	32,597.24
002	MONTHLY	2,316.69	2,432.55	2,554.15	2,681.88	2,816.03
	HOURLY	13.37	14.03	14.74	15.47	16.25
	ANNUAL	27,800.31	29,190.64	30,649.79	32,182.56	33,792.41
003	MONTHLY	2,401.63	2,521.69	2,647.79	2,780.21	2,919.23
	HOURLY	13.86	14.55	15.28	16.04	16.84
	ANNUAL	28,819.52	30,260.31	31,773.52	33,362.56	35,030.74
004	MONTHLY	2,489.72	2,614.18	2,744.88	2,882.09	3,026.29
	HOURLY	14.36	15.08	15.84	16.63	17.46
	ANNUAL	29,876.63	31,370.20	32,938.52	34,585.11	36,315.53
005	MONTHLY	2,580.96	2,710.03	2,845.52	2,987.79	3,137.15
	HOURLY	14.89	15.63	16.42	17.24	18.10
	ANNUAL	30,971.51	32,520.30	34,146.19	35,853.45	37,645.83
006	MONTHLY	2,675.57	2,809.31	2,949.88	3,097.33	3,252.15
	HOURLY	15.44	16.21	17.02	17.87	18.76
	ANNUAL	32,106.88	33,711.68	35,398.51	37,167.98	39,025.81
007	MONTHLY	2,773.70	2,912.34	3,057.98	3,210.88	3,371.45
	HOURLY	16.00	16.80	17.64	18.52	19.45
	ANNUAL	33,284.42	34,948.08	36,695.71	38,530.51	40,457.41
008	MONTHLY	2,875.38	3,019.10	3,170.10	3,328.55	3,494.96
	HOURLY	16.59	17.42	18.29	19.20	20.16
	ANNUAL	34,504.51	36,229.24	38,041.16	39,942.57	41,939.46
009	MONTHLY	2,980.80	3,129.79	3,286.32	3,450.63	3,623.17
	HOURLY	17.20	18.06	18.96	19.91	20.90
	ANNUAL	35,769.64	37,557.48	39,435.87	41,407.54	43,478.04
010	MONTHLY	3,090.06	3,244.58	3,406.78	3,577.12	3,755.98

11th Year	16th Year	21st Year	26th Year	31st Year	36th Year
2,811.51	2,909.91	3,011.98	3,117.38	3,226.31	3,339.32
16.22	16.79	17.38	17.98	18.61	19.27
33,738.14	34,918.98	36,143.82	37,408.59	38,715.74	40,071.79
2,914.60	3,016.61	3,122.19	3,231.46	3,344.57	3,461.62
16.81	17.40	18.01	18.64	19.30	19.97
34,975.14	36,199.27	37,466.25	38,777.57	40,134.78	41,539.50
3,021.40	3,127.15	3,236.60	3,349.88	3,467.13	3,588.48
17.43	18.04	18.67	19.33	20.00	20.70
36,256.82	37,525.80	38,839.21	40,198.58	41,605.53	43,061.72
3,132.21	3,241.84	3,355.31	3,472.74	3,594.29	3,720.09
18.07	18.70	19.36	20.04	20.74	21.46
37,586.57	38,902.10	40,263.68	41,672.91	43,131.46	44,641.06
3,246.95	3,360.60	3,478.22	3,599.95	3,725.95	3,856.36
18.73	19.39	20.07	20.77	21.50	22.25
38,963.43	40,327.15	41,738.60	43,199.46	44,711.44	46,276.34
3,365.98	3,483.79	3,605.72	3,731.92	3,862.54	3,997.72
19.42	20.10	20.80	21.53	22.28	23.06
40,391.71	41,805.42	43,268.61	44,783.01	46,350.42	47,972.68
3,489.45	3,611.58	3,737.99	3,868.82	4,004.23	4,144.37
20.13	20.84	21.57	22.32	23.10	23.91
41,873.42	43,338.99	44,855.85	46,425.81	48,050.71	49,732.49
3,617.28	3,743.88	3,874.92	4,010.54	4,150.91	4,296.19
20.87	21.60	22.36	23.14	23.95	24.79
43,407.34	44,926.60	46,499.03	48,126.49	49,810.92	51,554.30
3,749.98	3,881.23	4,017.07	4,157.67	4,303.19	4,453.80
21.63	22.39	23.18	23.99	24.83	25.70
44,999.77	46,574.76	48,204.88	49,892.05	51,638.27	53,445.61
3,887.44	4,023.50	4,164.32	4,310.07	4,460.92	4,617.05

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	HOURLY	17.83	18.72	19.65	20.64	21.67
	ANNUAL	37,080.67	38,935.00	40,881.31	42,925.43	45,071.72
<b>011</b>	<b>MONTHLY</b>	<b>3,203.32</b>	<b>3,363.51</b>	<b>3,531.64</b>	<b>3,708.29</b>	<b>3,893.65</b>
	HOURLY	18.48	19.40	20.37	21.39	22.46
	ANNUAL	38,439.82	40,362.08	42,379.66	44,499.44	46,723.74
<b>012</b>	<b>MONTHLY</b>	<b>3,320.80</b>	<b>3,486.83</b>	<b>3,661.09</b>	<b>3,844.16</b>	<b>4,036.40</b>
	HOURLY	19.16	20.12	21.12	22.18	23.29
	ANNUAL	39,849.56	41,841.92	43,933.10	46,129.87	48,436.82
<b>013</b>	<b>MONTHLY</b>	<b>3,442.50</b>	<b>3,614.64</b>	<b>3,795.32</b>	<b>3,985.09</b>	<b>4,184.33</b>
	HOURLY	19.86	20.85	21.90	22.99	24.14
	ANNUAL	41,310.01	43,375.72	45,543.87	47,821.08	50,211.98
<b>014</b>	<b>MONTHLY</b>	<b>3,568.69</b>	<b>3,747.16</b>	<b>3,934.45</b>	<b>4,131.20</b>	<b>4,337.73</b>
	HOURLY	20.59	21.62	22.70	23.83	25.03
	ANNUAL	42,824.27	44,965.90	47,213.36	49,574.40	52,052.74
<b>015</b>	<b>MONTHLY</b>	<b>3,699.48</b>	<b>3,884.46</b>	<b>4,078.73</b>	<b>4,282.69</b>	<b>4,496.76</b>
	HOURLY	21.34	22.41	23.53	24.71	25.94
	ANNUAL	44,393.76	46,613.53	48,944.79	51,392.25	53,961.15
<b>016</b>	<b>MONTHLY</b>	<b>3,835.17</b>	<b>4,026.94</b>	<b>4,228.29</b>	<b>4,439.69</b>	<b>4,661.65</b>
	HOURLY	22.13	23.23	24.39	25.61	26.89
	ANNUAL	46,021.98	48,323.25	50,739.50	53,276.33	55,939.80
<b>017</b>	<b>MONTHLY</b>	<b>3,975.71</b>	<b>4,174.48</b>	<b>4,383.22</b>	<b>4,602.37</b>	<b>4,832.55</b>
	HOURLY	22.94	24.08	25.29	26.55	27.88
	ANNUAL	47,708.54	50,093.76	52,598.64	55,228.47	57,990.64
<b>018</b>	<b>MONTHLY</b>	<b>4,121.54</b>	<b>4,327.59</b>	<b>4,543.97</b>	<b>4,771.17</b>	<b>5,009.69</b>
	HOURLY	23.78	24.97	26.22	27.53	28.90
	ANNUAL	49,458.48	51,931.02	54,527.60	57,254.07	60,116.24
<b>019</b>	<b>MONTHLY</b>	<b>4,272.62</b>	<b>4,486.23</b>	<b>4,710.57</b>	<b>4,946.01</b>	<b>5,193.33</b>
	HOURLY	24.65	25.88	27.18	28.53	29.96
	ANNUAL	51,271.42	53,834.77	56,526.84	59,352.13	62,319.97

11th Year	16th Year	21st Year	26th Year	31st Year	36th Year
22.43	23.21	24.02	24.87	25.74	26.64
46,649.23	48,281.95	49,971.82	51,720.84	53,531.06	55,404.65
<b>4,029.92</b>	<b>4,170.97</b>	<b>4,316.95</b>	<b>4,468.05</b>	<b>4,624.43</b>	<b>4,786.28</b>
23.25	24.06	24.91	25.78	26.68	27.61
48,359.07	50,051.64	51,803.45	53,616.57	55,493.15	57,435.41
<b>4,177.68</b>	<b>4,323.89</b>	<b>4,475.23</b>	<b>4,631.86</b>	<b>4,793.98</b>	<b>4,961.77</b>
24.10	24.95	25.82	26.72	27.66	28.63
50,132.11	51,886.73	53,702.77	55,582.37	57,527.75	59,541.22
<b>4,330.78</b>	<b>4,482.36</b>	<b>4,639.24</b>	<b>4,801.62</b>	<b>4,969.67</b>	<b>5,143.61</b>
24.99	25.86	26.76	27.70	28.67	29.67
51,969.40	53,788.33	55,670.92	57,619.40	59,636.08	61,723.34
<b>4,489.55</b>	<b>4,646.68</b>	<b>4,809.32</b>	<b>4,977.64</b>	<b>5,151.86</b>	<b>5,332.18</b>
25.90	26.81	27.75	28.72	29.72	30.76
53,874.59	55,760.20	57,711.80	59,731.72	61,822.33	63,986.11
<b>4,654.15</b>	<b>4,817.04</b>	<b>4,985.64</b>	<b>5,160.14</b>	<b>5,340.74</b>	<b>5,527.67</b>
26.85	27.79	28.76	29.77	30.81	31.89
55,849.79	57,804.53	59,827.69	61,921.66	64,088.92	66,332.03
<b>4,824.81</b>	<b>4,993.68</b>	<b>5,168.45</b>	<b>5,349.35</b>	<b>5,536.58</b>	<b>5,730.36</b>
27.84	28.81	29.82	30.86	31.94	33.06
57,897.69	59,924.11	62,021.46	64,192.21	66,438.93	68,764.30
<b>5,001.69</b>	<b>5,176.75</b>	<b>5,357.94</b>	<b>5,545.47</b>	<b>5,739.56</b>	<b>5,940.44</b>
28.86	29.87	30.91	31.99	33.11	34.27
60,020.31	62,121.02	64,295.26	66,545.59	68,874.69	71,285.30
<b>5,185.03</b>	<b>5,366.50</b>	<b>5,554.33</b>	<b>5,748.73</b>	<b>5,949.94</b>	<b>6,158.18</b>
29.91	30.96	32.04	33.17	34.33	35.53
62,220.31	64,398.02	66,651.95	68,984.77	71,399.23	73,898.21
<b>5,375.10</b>	<b>5,563.23</b>	<b>5,757.94</b>	<b>5,959.47</b>	<b>6,168.05</b>	<b>6,383.93</b>
31.01	32.10	33.22	34.38	35.58	36.83
64,501.17	66,758.71	69,095.26	71,513.60	74,016.57	76,607.16

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RANGE		Step 1	Step 2	Step 3	Step 4	Step 5
020	MONTHLY	4,429.26	4,650.73	4,883.20	5,127.35	5,383.77
	HOURLY	25.55	26.83	28.17	29.58	31.06
	ANNUAL	53,151.11	55,808.77	58,598.36	61,528.16	64,605.20
021	MONTHLY	4,591.55	4,821.15	5,062.26	5,315.31	5,581.10
	HOURLY	26.49	27.81	29.21	30.67	32.20
	ANNUAL	55,098.59	57,853.77	60,747.10	63,783.77	66,973.20
022	MONTHLY	4,759.88	4,997.91	5,247.81	5,510.25	5,785.71
	HOURLY	27.46	28.83	30.28	31.79	33.38
	ANNUAL	57,118.50	59,974.97	62,973.74	66,122.94	69,428.54
023	MONTHLY	4,934.43	5,181.17	5,440.17	5,712.18	5,997.80
	HOURLY	28.47	29.89	31.39	32.95	34.60
	ANNUAL	59,213.19	62,174.06	65,281.99	68,546.19	71,973.65
024	MONTHLY	5,115.29	5,371.12	5,639.61	5,921.58	6,217.72
	HOURLY	29.51	30.99	32.54	34.16	35.87
	ANNUAL	61,383.42	64,453.45	67,675.36	71,058.95	74,612.66
025	MONTHLY	5,302.86	5,567.98	5,846.42	6,138.73	6,445.61
	HOURLY	30.59	32.12	33.73	35.42	37.19
	ANNUAL	63,634.36	66,815.76	70,157.08	73,664.73	77,347.28
026	MONTHLY	5,497.22	5,772.12	6,060.70	6,363.74	6,681.90
	HOURLY	31.71	33.30	34.97	36.71	38.55
	ANNUAL	65,966.67	69,265.43	72,728.44	76,364.93	80,182.79
027	MONTHLY	5,698.77	5,983.73	6,282.93	6,597.07	6,926.91
	HOURLY	32.88	34.52	36.25	38.06	39.96
	ANNUAL	68,385.28	71,804.71	75,395.15	79,164.88	83,122.94
028	MONTHLY	5,907.70	6,203.07	6,513.20	6,838.93	7,180.85
	HOURLY	34.08	35.79	37.58	39.46	41.43
	ANNUAL	70,892.35	74,436.88	78,158.35	82,067.14	86,170.22
029	MONTHLY	6,124.27	6,430.47	6,752.00	7,089.60	7,444.05

11th Year	16th Year	21st Year	26th Year	31st Year	36th Year
5,572.20	5,767.23	5,969.08	6,178.00	6,394.23	6,618.02
32.15	33.27	34.44	35.64	36.89	38.18
66,866.38	69,206.71	71,628.94	74,135.95	76,730.71	79,416.29
5,776.44	5,978.61	6,187.87	6,404.44	6,628.60	6,860.60
33.33	34.49	35.70	36.95	38.24	39.58
69,317.26	71,743.37	74,254.38	76,853.29	79,543.15	82,327.16
5,988.21	6,197.80	6,414.72	6,639.24	6,871.61	7,112.12
34.55	35.76	37.01	38.30	39.64	41.03
71,858.54	74,373.59	76,976.66	79,670.85	82,459.33	85,345.40
6,207.73	6,425.00	6,649.87	6,882.62	7,123.51	7,372.83
35.81	37.07	38.36	39.71	41.10	42.54
74,492.73	77,099.97	79,798.47	82,591.42	85,482.12	88,473.99
6,435.34	6,660.58	6,893.70	7,134.98	7,384.70	7,643.17
37.13	38.43	39.77	41.16	42.60	44.10
77,224.10	79,926.95	82,724.39	85,619.74	88,616.43	91,718.01
6,671.20	6,904.70	7,146.36	7,396.48	7,655.36	7,923.30
38.49	39.83	41.23	42.67	44.17	45.71
80,054.43	82,856.34	85,756.31	88,757.78	91,864.31	95,079.56
6,915.77	7,157.82	7,408.34	7,667.63	7,936.00	8,213.76
39.90	41.30	42.74	44.24	45.78	47.39
82,989.19	85,893.81	88,900.09	92,011.60	95,232.00	98,565.12
7,169.35	7,420.28	7,679.99	7,948.79	8,227.00	8,514.94
41.36	42.81	44.31	45.86	47.46	49.12
86,032.24	89,043.37	92,159.89	95,385.49	98,723.98	102,179.32
7,432.18	7,692.31	7,961.54	8,240.19	8,528.60	8,827.10
42.88	44.38	45.93	47.54	49.20	50.93
89,186.18	92,307.69	95,538.46	98,882.31	102,343.19	105,925.20
7,704.59	7,974.25	8,253.35	8,542.22	8,841.20	9,150.64

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	HOURLY	35.33	37.10	38.95	40.90	42.95
	ANNUAL	73,491.26	77,165.66	81,024.00	85,075.21	89,328.62
<b>030</b>	<b>MONTHLY</b>	<b>6,348.81</b>	<b>6,666.22</b>	<b>6,999.50</b>	<b>7,349.56</b>	<b>7,717.03</b>
	HOURLY	36.63	38.46	40.38	42.40	44.52
	ANNUAL	76,185.66	79,994.58	83,994.05	88,194.67	92,604.33
<b>031</b>	<b>MONTHLY</b>	<b>6,581.56</b>	<b>6,910.65</b>	<b>7,256.11</b>	<b>7,618.99</b>	<b>7,999.88</b>
	HOURLY	37.97	39.87	41.86	43.96	46.15
	ANNUAL	78,978.72	82,927.74	87,073.26	91,427.83	95,998.53
<b>032</b>	<b>MONTHLY</b>	<b>6,822.86</b>	<b>7,164.00</b>	<b>7,522.19</b>	<b>7,898.28</b>	<b>8,293.14</b>
	HOURLY	39.36	41.33	43.40	45.57	47.85
	ANNUAL	81,874.27	85,968.05	90,266.33	94,779.32	99,517.70
<b>033</b>	<b>MONTHLY</b>	<b>7,072.94</b>	<b>7,426.54</b>	<b>7,797.97</b>	<b>8,187.81</b>	<b>8,597.23</b>
	HOURLY	40.81	42.85	44.99	47.24	49.60
	ANNUAL	84,875.23	89,118.42	93,575.61	98,253.74	103,166.74
<b>034</b>	<b>MONTHLY</b>	<b>7,332.22</b>	<b>7,698.84</b>	<b>8,083.75</b>	<b>8,487.99</b>	<b>8,912.33</b>
	HOURLY	42.30	44.42	46.64	48.97	51.42
	ANNUAL	87,986.66	92,386.09	97,004.94	101,855.82	106,947.98
<b>035</b>	<b>MONTHLY</b>	<b>7,600.98</b>	<b>7,981.10</b>	<b>8,380.18</b>	<b>8,799.17</b>	<b>9,239.12</b>
	HOURLY	43.85	46.04	48.35	50.76	53.30
	ANNUAL	91,211.81	95,773.19	100,562.13	105,589.99	110,869.46
<b>036</b>	<b>MONTHLY</b>	<b>7,879.70</b>	<b>8,273.71</b>	<b>8,687.33</b>	<b>9,121.73</b>	<b>9,577.78</b>
	HOURLY	45.46	47.73	50.12	52.63	55.26
	ANNUAL	94,556.34	99,284.46	104,247.92	109,460.76	114,933.36
<b>037</b>	<b>MONTHLY</b>	<b>8,168.58</b>	<b>8,576.94</b>	<b>9,005.79</b>	<b>9,456.08</b>	<b>9,928.89</b>
	HOURLY	47.13	49.48	51.96	54.55	57.28
	ANNUAL	98,022.98	102,923.28	108,069.52	113,472.90	119,146.65
<b>038</b>	<b>MONTHLY</b>	<b>8,467.98</b>	<b>8,891.37</b>	<b>9,336.02</b>	<b>9,802.79</b>	<b>10,292.92</b>
	HOURLY	48.85	51.30	53.86	56.55	59.38
	ANNUAL	101,615.75	106,696.39	112,032.25	117,633.43	123,515.04

11th Year	16th Year	21st Year	26th Year	31st Year	36th Year
44.45	46.01	47.62	49.28	51.01	52.79
92,455.12	95,691.05	99,040.24	102,506.65	106,094.38	109,807.68
<b>7,987.12</b>	<b>8,266.67</b>	<b>8,556.01</b>	<b>8,855.47</b>	<b>9,165.41</b>	<b>9,486.20</b>
46.08	47.69	49.36	51.09	52.88	54.73
95,845.48	99,200.07	102,672.08	106,265.60	109,984.89	113,834.37
<b>8,279.87</b>	<b>8,569.67</b>	<b>8,869.61</b>	<b>9,180.04</b>	<b>9,501.34</b>	<b>9,833.89</b>
47.77	49.44	51.17	52.96	54.82	56.73
99,358.48	102,836.03	106,435.29	110,160.52	114,016.14	118,006.70
<b>8,583.40</b>	<b>8,883.82</b>	<b>9,194.75</b>	<b>9,516.57</b>	<b>9,849.65</b>	<b>10,194.39</b>
49.52	51.25	53.05	54.90	56.82	58.81
103,000.82	106,605.85	110,337.05	114,198.85	118,195.81	122,332.66
<b>8,898.13</b>	<b>9,209.57</b>	<b>9,531.90</b>	<b>9,865.52</b>	<b>10,210.81</b>	<b>10,568.19</b>
51.34	53.13	54.99	56.92	58.91	60.97
106,777.58	110,514.79	114,382.81	118,386.21	122,529.72	126,818.26
<b>9,224.26</b>	<b>9,547.11</b>	<b>9,881.26</b>	<b>10,227.11</b>	<b>10,585.05</b>	<b>10,955.53</b>
53.22	55.08	57.01	59.00	61.07	63.20
110,691.16	114,565.35	118,575.14	122,725.27	127,020.65	131,466.37
<b>9,562.49</b>	<b>9,897.18</b>	<b>10,243.58</b>	<b>10,602.10</b>	<b>10,973.18</b>	<b>11,357.24</b>
55.17	57.10	59.10	61.17	63.31	65.52
114,749.89	118,766.14	122,922.95	127,225.26	131,678.14	136,286.87
<b>9,913.00</b>	<b>10,259.96</b>	<b>10,619.06</b>	<b>10,990.72</b>	<b>11,375.40</b>	<b>11,773.54</b>
57.19	59.19	61.26	63.41	65.63	67.92
118,956.03	123,119.49	127,428.67	131,888.67	136,504.78	141,282.44
<b>10,276.40</b>	<b>10,636.07</b>	<b>11,008.34</b>	<b>11,393.63</b>	<b>11,792.40</b>	<b>12,205.14</b>
59.29	61.36	63.51	65.73	68.03	70.41
123,316.78	127,632.87	132,100.02	136,723.52	141,508.84	146,461.65
<b>10,653.17</b>	<b>11,026.03</b>	<b>11,411.94</b>	<b>11,811.36</b>	<b>12,224.76</b>	<b>12,652.63</b>
61.46	63.61	65.84	68.14	70.53	73.00
127,838.07	132,312.40	136,943.33	141,736.35	146,697.12	151,831.52

**Antelope Valley College  
CONFIDENTIAL/MGMT/SUPERVISORY - "CF" (Including Longevity)**

Effective July 1, 2016 (2% Increase)

RANGE		Step 1	Step 2	Step 3	Step 4	Step 5
<b>039</b>	<b>MONTHLY</b>	<b>8,778.48</b>	<b>9,217.39</b>	<b>9,678.23</b>	<b>10,162.13</b>	<b>10,670.24</b>
	<b>HOURLY</b>	50.65	53.18	55.84	58.63	61.56
	<b>ANNUAL</b>	105,341.75	110,608.67	116,138.70	121,945.56	128,042.93
<b>040</b>	<b>MONTHLY</b>	<b>9,100.29</b>	<b>9,555.28</b>	<b>10,033.05</b>	<b>10,534.68</b>	<b>11,061.39</b>
	<b>HOURLY</b>	52.50	55.13	57.88	60.78	63.82
	<b>ANNUAL</b>	109,203.46	114,663.38	120,396.63	126,416.13	132,736.67

11th Year	16th Year	21st Year	26th Year	31st Year	36th Year
<b>11,043.70</b>	<b>11,430.23</b>	<b>11,830.29</b>	<b>12,244.35</b>	<b>12,672.90</b>	<b>13,116.45</b>
63.71	65.94	68.25	70.64	73.11	75.67
132,524.43	137,162.79	141,963.49	146,932.21	152,074.83	157,397.45
<b>11,448.54</b>	<b>11,849.24</b>	<b>12,263.96</b>	<b>12,693.20</b>	<b>13,137.46</b>	<b>13,597.27</b>
66.05	68.36	70.75	73.23	75.79	78.45
137,382.45	142,190.84	147,167.52	152,318.38	157,649.53	163,167.26