



MT. SAN ANTONIO COLLEGE

REGULAR MEETING OF THE BOARD OF TRUSTEES

Wednesday, October 12, 2016

MINUTES

CALL TO ORDER

The regular meeting of the Board of Trustees of Mt. San Antonio College was called to order by Board President Chen Haggerty at 6:00 p.m. on Wednesday, October 12, 2016. Trustees Baca, Bader, Chen, Chen Haggerty, Hall, Hidalgo, Santos, and Student Trustee Santos were present.

STAFF PRESENT

Bill Scroggins, President & CEO; Mike Gregoryk, Vice President, Administrative Services; Joumana McGowan, Associate Vice President, Instruction; Audrey Yamagata-Noji, Vice President, Student Services; and Abe Ali, Vice President, Human Resources were present.

PUBLIC COMMUNICATION REGARDING CLOSED SESSION

- Community member Layla Abou-Taleb commented on Closed Session Item 1.
- Community member Mansfield Collins commented on Closed Session Item 1.

CLOSED SESSION

The Board adjourned to Closed Session at 6:09 p.m. to discuss the following items:

1. **Public Employee Performance Evaluation, President & CEO**

The Board reserves the right to modify the order of business in the manner it deems appropriate.

Closed session shall not extend past the designated time, but should the business considered in closed session require additional time, the Board shall reserve time after the public meeting to continue discussion.

2. **Conference with Legal Counsel** – Existing Litigation Pursuant to Section 54956.9(d) – one case:

- Los Angeles County Superior Court Case No. BC 576587 [consolidated for all purposes with Case Nos. BS 154389 and BS 159953]

PUBLIC SESSION

The meeting reconvened at 6:47 p.m., and the Pledge of Allegiance was led by Abe Ali.

REPORTING OF ACTION TAKEN IN CLOSED SESSION

None.

MOMENT OF SILENCE

A moment of silence was observed in memory of retired professor **D. Arthur (Art) Boster**, who passed away on September 3, 2016, at the age of 73 years. Art proudly served the College from 1972 until his retirement in 2001. Prior to employment at Mt. SAC, he was a high school agriculture instructor in Fullerton. After his retirement, he was an adjunct professor at Cal Poly Pomona and a substitute teacher at Norco and Chino High School. Art was actively involved with Future Farmers of America and 4-H students across southern California. In 2000, he was honored with the Distinguished Service Award by the Future Farmers of America. He will be missed by many people including his family, friends, teachers, FFA advisors, and FFA and 4- H youth and families throughout California.

INTRODUCTIONS AND RECOGNITION

- The following newly appointed and promoted employees were introduced:

Classified Employees (Newly Appointed)

- **Michelle Ravel**, Administrative Specialist I (Instruction) (absent)
- **David Ritter**, Laboratory Technician, Digital Arts (Commercial and Entertainment Arts) (absent)

Classified Employee (Promoted)

- **Maria Madero Fernandez**, Coordinator, Project/Program (TRiO Program) (present)

Confidential Employee (Newly Appointed)

- **Eugenia Scott**, Human Resources Technician (Human Resources) (present)

Management Employee (Newly Appointed)

- **Kevin Owen**, Assistant Director, Technical Services (Technical Services) (present)

- A Certificate of Service was presented to the following retiring employees:

- **Ronald McGregor**, Custodian (Custodial Services) (18 years of service) (absent)

APPROVAL OF MINUTES

It was moved by Trustee Baca, seconded by Trustee Hall, and passed to approve the minutes of the regular meeting of September 14, 2016.

Ayes: Baca, Bader, Chen Haggerty, Hall, Hidalgo, Santos

Noes: None

Abstained: Chen

Absent: None

Student Trustee concurred.

The following correction was made to the Minutes of September 28, 2016:

- Add Trustee Jay Chen to the list of trustees present.

It was moved by Trustee Hidalgo, seconded by Trustee Chen, and passed to approve the minutes of the special meeting of September 28, 2016, as corrected.

Ayes: Baca, Bader, Chen, Chen Haggerty, Hidalgo, Santos

Noes: None

Abstained: Hall

Absent: None

Student Trustee concurred.

PUBLIC COMMUNICATION

- Community member Layla Abou-Taleb commented on Consent Items 6, 7, 8, 10, and 12 and Action Items 2 and 3.
- Community member Mansfield Collins commented on the parking structure, solar farm, athletic complex, Action Item 4 and trustee term limits, satellite campuses, reorganizing the District, demolition of Hilmer Lodge Stadium, Facilities Master Plan, and the Community Facilities Master Plan Committee.
- Student Maria Galvan commented on the Public Hearing, parking structure, bottle water filling stations, and student fees.
- Student Rene Jimenez commented on the Sustainability Committee, reducing the College's carbon footprint, and the solar farm project.
- City attorney's office employee David Mann commented on Response to Comments and Action Items 2 and 3.

REPORTS

Reports by the following constituency leaders were given and are posted on the College website with these minutes:

- **Aneca Nuyda**, President, Associated Students
- **Jeff Archibald**, President, Academic Senate
- **John Lewallen**, President, Classified Senate

- **Eric Kaljumagi**, President, Faculty Association
- **Bill Rawlings**, President, CSEA 262 (no written report)
- **Bill Lambert**, Executive Director, Mt. SAC Foundation

BOARD COMMUNICATION

- A. Trustee Chen Haggerty read the following reminder: “At this time, the Board of Trustees will report on matters related to attendance at conferences, professional affiliations, and community involvement directly related to their functions as Board members.”
- B. All Board members shared the following comments:
- They welcomed and congratulated newly appointed and promoted employees.
 - They congratulated Ronald McGregor on his retirement.
- C. Student Trustee Betty Santos reported the following:
- Attended the Taste of Pomona;
 - Attended the ASPIRE Welcome Back event;
 - Attended the International student welcome event;
 - Attended Carolyn Keys’ retirement party and she thanked Carolyn for her service and she will be missed;
 - Attended the ACCT Leadership Congress, where she attended diversity committee meetings and attended the caucuses for the Latino and API communities;
 - Looking forward to attending the Fall Leadership Conference in Lake Arrowhead;
 - Brainstorming with area student trustees on state initiatives and what is going on the ballot and how to promote that within the schools; and
 - Looking forward to Wassail.
- D. Trustee Chen reported the following:
- Attended a community leadership retreat to Israel sponsored by the Jewish Federation with other Los Angeles area leaders;
 - Attended the L.A. County Fair Premiere Party;
 - Attended the Labor day family picnic with State Senator Tony Mendoza;
 - Toured the thermal energy storage facility;
 - Attended ACCT Leadership Congress;
 - Looking forward to end of year; and
 - Thanks the Faculty Association for putting him in Puttin’ on the Hits.
- E. Trustee Santos reported the following:
- Attended the Pomona NAACP Truth and Reconciliation Conference;
 - Attended the 48th Assembly District Candidate Forum;
 - Part of organizing a forum on ballot measures important to our community;
 - Looking forward to attending the Latino roundtable on October 25 state ballot measure forum in Pomona;
 - Attended the Community Facility Advisory Committee meeting;
 - Attended a Latino women’s potluck event;
 - Supervisor Solis’s park event at Leg Lake; and
 - Attended coffee with outgoing Assemblyman Roger Hernandez.

F. Trustee Bader reported the following:

- Attended as part of a campus tour with the new Superintendent of the Bonita USD in which Dr. Scroggins led the tour;
- Attended the Community Facility Advisory Committee meeting;
- Moderated a Fashion show in Pomona with models who were cancer survivors;
- Attended Taste of Pomona;
- Looking forward to Wassail; and
- Looking forward to Associated Students Leadership Retreat.

G. Trustee Baca reported the following:

- Looking forward to the Associated Students Leadership Retreat;
- Attended the Walnut Family Festival Parade;
- Spent time at City College of San Francisco while they're going through their accreditation review. He commented that they've done a lot to correct issues;
- Attended a couple of football games, one win and one loss;
- Attended the Taste of Pomona;
- Commented on the engagement of the trustees and employees of the college in the community and encouraged continued engagement; and
- Will be performing in Puttin' on the Hits on Saturday evening.

H. Trustee Hidalgo reported the following:

- Attended the football game against Fullerton College;
- Attended a LACSTA dinner where there was a speaker from San Diego State University speaking on the minority male initiative;
- Participated in the West Covina 5K Pumpkin Run with proceeds going to the West Covina Senior Citizens Center; and
- Will be at the Saturday evening Puttin' on the Hits show.

I. Trustee Hall reported the following:

- Participated in the Walnut Family Festival Parade and thanked Student Trustee Betty Santos who recruited a driver, student Brian Moon;
- Looking forward to riding in the Rowland Heights Buckboard Days Parade; and
- Looking forward to participating in Puttin' on the Hits and encouraged the support of this event.

J. Trustee Chen Haggerty reported the following:

- Attended the International Student Welcome;
- Attended the ACCT Leadership Congress, in which she attended a pre-conference Diversity Committee meeting. She commended Student Trustee Betty Santos for attending. She made two presentations at the conference, one is for Federal Compliance and with CCLC for Federal Compliance, ACES committee

PRESIDENT SCROGGINS' REPORT INCLUDED THE FOLLOWING:

- He welcomed and congratulated newly appointed and promoted employees.
- He congratulated Ronald McGregor on his retirement.
- He is serving on the Executive board of Convergence. This group's goal is the convergence in the health field—health providers, health educators, and the workforce agencies that promote jobs and training in the health professions. This group includes the Inland Empire and the Pomona valley area, which has a heavy concentration of health care providers. He was recruited by Devorah Lieberman, President of University of La Verne.
- He is serving on the Executive Committee of a newly formed initiative called the California Guided Pathways. There is interest in California to have 15-20 colleges to have that model. Through funding from California Futures, there is a non-profit established to work on this project in California.
- Going to the State Academic Senate Plenary next month. He and Jeff are on a panel on AACC Pathways, which is a faculty-led and administratively supported program.
- He introduced Adrienne Price, Director, Grants, to present the Grants Office Report. (Note: The handout may be found on the College website with these minutes.)
- He introduced Jill Dolan, Director, Public Affairs, to present on the November Ballot Propositions.

CONSENT CALENDAR

The following correction was made to the Consent Calendar:

- On the handout for Consent Item #16 – Master Pay Schedule for 2013-14, 2014-15, and 2015-16 – correction to Range 54 on the 2013-14 Schedule, add the classification of **EOPS Outreach Specialist**.

It was moved by Trustee Bader, seconded by Trustee Baca, and passed to approve the following items, as corrected:

1. Appropriation Transfers and Budget Revisions Summary;
2. Hire various Independent Contractors in order to acquire the expertise needed to accomplish College goals and to meet deadlines;
3. Purchase campus master scheduling system from CollegeNET, (RFP No. 3081);
4. Memorandum of Understanding with GovDeals, Inc., an online auction system, to dispose of surplus property;
5. This item was pulled and acted upon separately below;
6. This item was pulled and acted upon separately below;
7. Agreement with Tilden Coil Constructors for Construction Management Services – Athletics Complex East;

8. This item was pulled and acted upon separately below;
9. This item was pulled and acted upon separately below;
10. Approval of agreements to provide professional design and consulting services with H2 Environmental Consulting Services, Inc. for the Athletics Complex East, Psomas for the Athletics Complex East, and Ridge Landscape Architects for the Student Center Temporary Space Project;
11. Rejection of all bids received for Bid No. 3095 – Continuing Education Building 40 Upgrades – Phase II, General Construction:
 - Bid No. 3095 Continuing Education Building 40 Upgrades – Phase II, General Construction;
12. Contract Amendments:
 - Contract Professional Design and Consulting services – Added Services – Solar Photovoltaic Project – Helix Environmental Planning, Inc. – Amendment No. 2
 - Contract Professional Design and Consulting services – Added Services – Solar Photovoltaic Project – P2S Engineering – Amendment No. 1
 - Contract Professional Design and Consulting services – Added Services – Modular Buildings Installation – Steven Fader Architects – Amendment No. 5
 - Contract Professional Design and Consulting services – Added Services – Athletics Complex – HMC Architects – Amendment No. 3
 - Contract Professional Design and Consulting services – Time and Materials Agreements – Solar Photovoltaic Project – Psomas – Amendment No. 1;
13. Change Order for the Athletics Modular Structure:
 - Contract American Modular Systems (General Contractor) – Change Order No. 4;
14. Proposed Gifts and Donations to the College:
 - Dee Falasco – Yamaha upright piano, P2, Serial #R3901366, valued by donor at \$2,000, to be used in the Music Department
 - Adam Taylor – Jacobson Sound Bumps, customized (2), 24-70 Lens Tube (1), 70-200 Lens Tube (1), and Series 9 Filters (4), valued by donor at \$3,000, to be used in the Arts Division, Photography Program
 - Keysight Technologies – Five network performance analyzer test instruments: Wirescope 15S system (1), Wirescope 350 system (1), Wirescope Pro system (1), Agilent Framescope 350 (1), and Agilent Framescope Pro (1), all with accessories and manuals, valued by donor at \$8,900, to be used in Electronics and Computer Technology
 - XL Specialty Insurance Company – 1980 Beechcraft C-23 aircraft salvage, valued by donor at \$2,500, to be used in Aircraft Maintenance;

15. Personnel Transactions;
16. Master Pay Schedule for 2013-14, 2014-15, and 2015-16;
17. New and/or Revised Management Job Classification Descriptions;
18. School of Continuing Education Additions and Changes;
19. This item was pulled and acted upon separately below;
20. In-House Repair Center Agreement with Scott Technologies, Inc.;
21. Contract Agreement with Global Perspective Speakers and Events;
22. Contract Agreement with Volt Athletics;
23. Asian American and Native American Pacific Islander-Serving Institutions Grant: Acceptance of Funds and Approval of Purchases;
24. Child Development Training Consortium Grant: Acceptance of Funds;
25. Student Support Services Grant: Acceptance of Funds and Approval of Purchases;
26. Upward Bound Grant: Acceptance of Funds and Approval of Purchases;
27. 4-Year Review, Modified Courses, and New Certificate Effective with the 2017-18 Academic Year;
28. Community Carnival and Open House Rental;
29. Contract with Cal Poly Pomona Foundation, Inc.;
30. Contract with Strata Information Group for Financial Aid Consulting;
31. Honors Ambassadors Club Fund-raisers for Scholarships;
32. Note Takers as Independent Contractors for the Disabled Student Programs and Services in order to acquire the expertise needed to accomplish College goals and to meet deadlines; and
33. Contract with Cal Poly Pomona Foundation, Inc. for the Counseling Department's Annual Training.

Ayes: Baca, Bader, Chen Haggerty, Hall, Hidalgo, Santos

Noes: None

Abstained: None

Absent: Chen

Student Trustee concurred.

CONSENT ITEM #5 – RENEWAL AGREEMENTS FOR ARCHITECTURAL/ENGINEERING SERVICES FOR THE MEASURE RR CONSTRUCTION PROGRAM

It was moved by Trustee Baca and seconded by Trustee Chen to approve this item.

Ayes: Baca, Bader, Chen, Chen Haggerty, Hall, Hidalgo, Santos

Noes: None

Abstained: None

Absent: None

Student Trustee concurred.

CONSENT ITEM #6 – CONTRACT WITH HELIX ENVIRONMENTAL PLANNING, INC. TO PROVIDE BIOLOGICAL CONSULTING SERVICES FOR THE SOLAR PHOTOVOLTAIC PROJECT

It was moved by Trustee Bader and seconded by Trustee Baca to approve this item.

Ayes: Baca, Bader, Chen, Chen Haggerty, Hall, Hidalgo, Santos

Noes: None

Abstained: None

Absent: None

Student Trustee concurred.

CONSENT ITEM #8 – MODIFICATION OF AGREEMENT WITH TILDEN COIL CONSTRUCTORS FOR PRECONSTRUCTION SERVICES – ATHLETICS COMPLEX EAST

It was moved by Trustee Chen and seconded by Trustee Hidalgo to approve this item.

Ayes: Baca, Bader, Chen, Chen Haggerty, Hall, Hidalgo, Santos

Noes: None

Abstained: None

Absent: None

Student Trustee concurred.

CONSENT ITEM #9 – CONTRACT WITH PSOMAS TO PROVIDE PROFESSIONAL CONSULTING SERVICES FOR THE PARKING AND CIRCULATION MASTER PLAN

It was moved by Trustee Baca and seconded by Trustee Chen to approve this item.

Ayes: Baca, Bader, Chen, Chen Haggerty, Hall, Hidalgo, Santos

Noes: None

Abstained: None

Absent: None

Student Trustee concurred.

CONSENT ITEM #19 – UPDATED ADULT EDUCATION BLOCK GRANT ALLOCATION, AB104, SECTION 39, ARTICLE 9

It was moved by Trustee Chen and seconded by Trustee Hall to approve this item.

Ayes: Baca, Bader, Chen, Chen Haggerty, Hall, Hidalgo, Santos

Noes: None

Abstained: None

Absent: None

Student Trustee concurred.

ACTION ITEM #1 – PUBLIC HEARING ON THE MT. SAN ANTONIO COLLEGE 2015 FACILITIES MASTER PLAN UPDATE AND PHYSICAL EDUCATION PROJECTS SUBSEQUENT PROJECT AND PROGRAM FINAL ENVIRONMENTAL IMPACT RPEORT (SCH 2002041161)

A public hearing was held at 9:07 p.m. regarding the Mt. San Antonio College 2015 Facilities Master Plan Update and Physical Education Projects Subsequent Project and Program Final Environmental Impact Report (SCH 2002041161).

No public comments.

The public hearing concluded at 9:08 p.m.

ACTION ITEM #2 – RESOLUTION NO. 16-02 – A RESOLUTION OF THE BOARD OF TRUSTEES OF MT. SAN ANTONIO COLLEGE CERTIFYING THE MT. SAN ANTONIO COLLEGE 2015 FACILITIES MASTER PLAN UPDATE AND PHYSICAL EDUCATION PROJECTS; AND PROGRAM FINAL ENVIRONMENTAL IMPACT REPORT (SCH 2002041161), ADOPTING A STATEMENT OF OVERRIDING CONSIDERATIONS, AND ADOPTING A MITIGATION MONITORING PROGRAM

It was moved by Trustee Santos and seconded by Trustee Hall to approve this item.

Ayes: Baca, Bader, Chen, Chen Haggerty, Hall, Hidalgo, Santos

Noes: None

Abstained: None

Absent: None

Student Trustee concurred.

ACTION ITEM #3 – RESOLUTION NO. 16-03 – A RESOLUTION OF THE BOARD OF TRUSTEES OF MT. SAN ANTONIO COLLEGE AUTHORIZING EXEMPTION FROM LOCAL ZONING ORDINANCES FOR THE PHYSICAL EDUCATION PROJECTS, AND AUTHORIZATION OF MEASURE RR BOND FUNDS FOR THE ORDERING OF IMPROVEMENTS TO THE PHYSICAL EDUCATION PROJECTS

It was moved by Trustee Baca and seconded by Trustee Chen to approve this item.

Ayes: Baca, Bader, Chen, Chen Haggerty, Hall, Hidalgo, Santos

Noes: None

Abstained: None

Absent: None

Student Trustee concurred.

ACTION ITEM #4 – RESOLUTION NO. 16-04 – RESOLUTION TO CONSOLIDATE MT. SAN ANTONIO COMMUNITY COLLEGE DISTRICT BOARD OF TRUSTEES ELECTIONS WITH STATEWIDE ELECTIONS PER THE CALIFORNIA VOTER PARTICIPATION ACT

It was moved by Trustee Santos and seconded by Trustee Bader to approve this item.

There was discussion on the two options presented: (1) modifying the current election terms by extending them for one additional year so that the next election cycles would be 2018 and 2020; and (2) modifying the next two trustee election terms from four years to five years by extending the 2017 trustee election term to 2022 and the 2019 election term to 2024.

It was moved by Trustee Santos and seconded by Trustee Hidalgo to amend the main motion to select option 1.

There was further discussion on the amended motion. The amendment passes to include option 1:

WHEREAS, modifying the current election terms by extending them for one additional year so that the next election cycles would be in 2018 and 2020.

Ayes: Chen Haggerty, Hall, Hidalgo, Santos

Noes: Baca, Bader, Chen

Abstained: None

Absent: None

Student Trustee concurred.

ACTION ITEM #5 – MEET-AND-CONFER AGREEMENT BETWEEN THE MANAGEMENT EMPLOYEES AND THE DISTRICT FOR 2016-17

It was moved by Trustee Baca and seconded by Trustee Chen to approve this item.

Ayes: Baca, Bader, Chen, Chen Haggerty, Hall, Hidalgo, Santos

Noes: None

Abstained: None

Absent: None
Student Trustee concurred.

ACTION ITEM #6 – YEAR THREE-OF-THREE NEGOTIATED AGREEMENT BETWEEN CSEA, CHAPTER 262 AND THE DISTRICT FOR 2014-17

It was moved by Trustee Chen and seconded by Trustee Baca to approve this item.

Ayes: Baca, Bader, Chen, Chen Haggerty, Hall, Hidalgo, Santos
Noes: None
Abstained: None
Absent: None
Student Trustee concurred.

ACTION ITEM #7 – EVENT LICENSE AGREEMENT WITH SMG, INC. – CITIZENS BUSINESS BANK ARENA, INCLUDING ADVANCE PAYMENTS

It was moved by Trustee Bader and seconded by Trustee Chen to approve this item.

Ayes: Baca, Bader, Chen, Chen Haggerty, Hall, Hidalgo, Santos
Noes: None
Abstained: None
Absent: None
Student Trustee concurred.

ACTION ITEM #8 – PROPOSED BOARD POLICY 3225 – INSTITUTIONAL EFFECTIVENESS (NEW)

It was moved by Trustee Bader and seconded by Trustee Baca to approve this item.

Ayes: Baca, Bader, Chen, Chen Haggerty, Hall, Hidalgo, Santos
Noes: None
Abstained: None
Absent: None
Student Trustee concurred.

DISCUSSION ITEM #1 – MT. SAN ANTONIO COLLEGE'S INVESTMENT STRATEGIES

Andy Fass, Senior Vice President, Public Agency Financial Consultants of Hilltop Securities presented to the Board information on the College's investment strategies and a portfolio update. (Note: The presentation may be found on the College website with these minutes.)

INFORMATION ITEM #1 – REVISIONS TO ADMINISTRATIVE PROCEDURE 5520 – STUDENT DISCIPLINE

This item was presented to the Board for information only.

CLOSED SESSION

The Board adjourned to Closed Session at 10:30 p.m. to discuss the following item:

1. **Public Employee Performance Evaluation, President & CEO**

PUBLIC SESSION

The meeting reconvened at 11:29 p.m.

REPORTING OF ACTION TAKEN IN CLOSED SESSION

None.

ADJOURNMENT

The meeting adjourned at 11:30 p.m.

WTS:CN

MT. SAN ANTONIO COLLEGE
SALARY SCHEDULES
Monthly & Annual Rates
Effective July 1, 2013 through June 30, 2014

SALARY SCHEDULE OF ASSIGNMENTS FOR CSEA, CHAPTER 262 EMPLOYEES

<u>Range</u>	<u>Title</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Range</u>
1	Range 1 Monthly Salary	1,764.50	1,852.73	1,945.36	2,042.63	2,144.77	2,252.00	1
	Range 1 Annual Salary	21,174.00	22,232.76	23,344.32	24,511.56	25,737.24	27,024.00	
Library Page								
2	Range 2 Monthly Salary	1,782.14	1,871.25	1,964.81	2,063.05	2,166.20	2,274.50	2
	Range 2 Annual Salary	21,385.68	22,455.00	23,577.72	24,756.60	25,994.40	27,294.00	
No Job Classification Assigned								
3	Range 3 Monthly Salary	1,799.98	1,889.97	1,984.47	2,083.69	2,187.87	2,297.27	3
	Range 3 Annual Salary	21,599.76	22,679.64	23,813.64	25,004.28	26,254.44	27,567.24	
No Job Classification Assigned								
4	Range 4 Monthly Salary	1,817.97	1,908.87	2,004.31	2,104.52	2,209.75	2,320.24	4
	Range 4 Annual Salary	21,815.64	22,906.44	24,051.72	25,254.24	26,517.00	27,842.88	
No Job Classification Assigned								
5	Range 5 Monthly Salary	1,836.16	1,927.97	2,024.35	2,125.56	2,231.85	2,343.44	5
	Range 5 Annual Salary	22,033.92	23,135.64	24,292.20	25,506.72	26,782.20	28,121.28	
No Job Classification Assigned								
6	Range 6 Monthly Salary	1,854.51	1,947.24	2,044.61	2,146.83	2,254.17	2,366.88	6
	Range 6 Annual Salary	22,254.12	23,366.88	24,535.32	25,761.96	27,050.04	28,402.56	
No Job Classification Assigned								
7	Range 7 Monthly Salary	1,873.06	1,966.72	2,065.04	2,168.30	2,276.71	2,390.56	7
	Range 7 Annual Salary	22,476.72	23,600.64	24,780.48	26,019.60	27,320.52	28,686.72	
No Job Classification Assigned								
8	Range 8 Monthly Salary	1,891.79	1,986.37	2,085.71	2,189.99	2,299.50	2,414.47	8
	Range 8 Annual Salary	22,701.48	23,836.44	25,028.52	26,279.88	27,594.00	28,973.64	
No Job Classification Assigned								
9	Range 9 Monthly Salary	1,910.52	2,006.25	2,106.56	2,211.89	2,322.50	2,438.61	9
	Range 9 Annual Salary	22,926.24	24,075.00	25,278.72	26,542.68	27,870.00	29,263.32	
No Job Classification Assigned								
10	Range 10 Monthly Salary	1,929.82	2,026.31	2,127.63	2,234.03	2,345.71	2,463.01	10
	Range 10 Annual Salary	23,157.84	24,315.72	25,531.56	26,808.36	28,148.52	29,556.12	
No Job Classification Assigned								
11	Range 11 Monthly Salary	1,949.13	2,046.58	2,148.91	2,256.37	2,369.18	2,487.65	11
	Range 11 Annual Salary	23,389.56	24,558.96	25,786.92	27,076.44	28,430.16	29,851.80	
No Job Classification Assigned								
12	Range 12 Monthly Salary	1,949.13	2,046.58	2,148.91	2,256.37	2,369.18	2,487.65	12
	Range 12 Annual Salary	23,389.56	24,558.96	25,786.92	27,076.44	28,430.16	29,851.80	
No Job Classification Assigned								
13	Range 13 Monthly Salary	1,988.31	2,087.72	2,192.12	2,301.72	2,416.80	2,537.64	13
	Range 13 Annual Salary	23,859.72	25,052.64	26,305.44	27,620.64	29,001.60	30,451.68	
No Job Classification Assigned								
14	Range 14 Monthly Salary	2,008.18	2,108.59	2,214.02	2,324.73	2,440.96	2,563.03	14
	Range 14 Annual Salary	24,098.16	25,303.08	26,568.24	27,896.76	29,291.52	30,756.36	
No Job Classification Assigned								
15	Range 15 Monthly Salary	2,028.26	2,129.67	2,236.15	2,347.96	2,465.35	2,588.63	15
	Range 15 Annual Salary	24,339.12	25,556.04	26,833.80	28,175.52	29,584.20	31,063.56	
No Job Classification Assigned								
16	Range 16 Monthly Salary	2,048.55	2,150.97	2,258.53	2,371.45	2,490.03	2,614.54	16
	Range 16 Annual Salary	24,582.60	25,811.64	27,102.36	28,457.40	29,880.36	31,374.48	
No Job Classification Assigned								
17	Range 17 Monthly Salary	2,069.02	2,172.47	2,281.11	2,395.17	2,514.93	2,640.66	17
	Range 17 Annual Salary	24,828.24	26,069.64	27,373.32	28,742.04	30,179.16	31,687.92	
No Job Classification Assigned								
18	Range 18 Monthly Salary	2,089.72	2,194.21	2,303.92	2,419.11	2,540.05	2,667.07	18
	Range 18 Annual Salary	25,076.64	26,330.52	27,647.04	29,029.32	30,480.60	32,004.84	
No Job Classification Assigned								

19	Range 19 Monthly Salary	2,110.62	2,216.15	2,326.95	2,443.31	2,565.47	2,693.74	19
	Range 19 Annual Salary	25,327.44	26,593.80	27,923.40	29,319.72	30,785.64	32,324.88	
No Job Classification Assigned								
20	Range 20 Monthly Salary	2,131.71	2,238.30	2,350.23	2,467.74	2,591.11	2,720.68	20
	Range 20 Annual Salary	25,580.52	26,859.60	28,202.76	29,612.88	31,093.32	32,648.16	
No Job Classification Assigned								
21	Range 21 Monthly Salary	2,153.04	2,260.68	2,373.72	2,492.41	2,617.02	2,747.87	21
	Range 21 Annual Salary	25,836.48	27,128.16	28,484.64	29,908.92	31,404.24	32,974.44	
No Job Classification Assigned								
22	Range 22 Monthly Salary	2,174.57	2,283.30	2,397.46	2,517.34	2,643.21	2,775.37	22
	Range 22 Annual Salary	26,094.84	27,399.60	28,769.52	30,208.08	31,718.52	33,304.44	
No Job Classification Assigned								
23	Range 23 Monthly Salary	2,196.32	2,306.14	2,421.44	2,542.51	2,669.65	2,803.13	23
	Range 23 Annual Salary	26,355.84	27,673.68	29,057.28	30,510.12	32,035.80	33,637.56	
Parent Education Preschool Assistant								
24	Range 24 Monthly Salary	2,218.29	2,329.20	2,445.67	2,567.94	2,696.35	2,831.18	24
	Range 24 Annual Salary	26,619.48	27,950.40	29,348.04	30,815.28	32,356.20	33,974.16	
No Job Classification Assigned								
25	Range 25 Monthly Salary	2,240.47	2,352.48	2,470.11	2,593.62	2,723.30	2,859.46	25
	Range 25 Annual Salary	26,885.64	28,229.76	29,641.32	31,123.44	32,679.60	34,313.52	
No Job Classification Assigned								
26	Range 26 Monthly Salary	2,262.87	2,376.01	2,494.82	2,619.57	2,750.54	2,888.06	26
	Range 26 Annual Salary	27,154.44	28,512.12	29,937.84	31,434.84	33,006.48	34,656.72	
No Job Classification Assigned								
27	Range 27 Monthly Salary	2,285.50	2,399.78	2,519.76	2,645.75	2,778.03	2,916.93	27
	Range 27 Annual Salary	27,426.00	28,797.36	30,237.12	31,749.00	33,336.36	35,003.16	
No Job Classification Assigned								
28	Range 28 Monthly Salary	2,308.36	2,423.76	2,544.96	2,672.19	2,805.81	2,946.09	28
	Range 28 Annual Salary	27,700.32	29,085.12	30,539.52	32,066.28	33,669.72	35,353.08	
No Job Classification Assigned								
29	Range 29 Monthly Salary	2,331.44	2,448.00	2,570.41	2,698.91	2,833.87	2,975.57	29
	Range 29 Annual Salary	27,977.28	29,376.00	30,844.92	32,386.92	34,006.44	35,706.84	
No Job Classification Assigned								
30	Range 30 Monthly Salary	2,354.75	2,472.49	2,596.11	2,725.90	2,862.21	3,005.31	30
	Range 30 Annual Salary	28,257.00	29,669.88	31,153.32	32,710.80	34,346.52	36,063.72	
No Job Classification Assigned								
31	Range 31 Monthly Salary	2,378.30	2,497.22	2,622.08	2,753.17	2,890.82	3,035.37	31
	Range 31 Annual Salary	28,539.60	29,966.64	31,464.96	33,038.04	34,689.84	36,424.44	
No Job Classification Assigned								
32	Range 32 Monthly Salary	2,402.08	2,522.19	2,648.30	2,780.71	2,919.75	3,065.74	32
	Range 32 Annual Salary	28,824.96	30,266.28	31,779.60	33,368.52	35,037.00	36,788.88	
No Job Classification Assigned								
33	Range 33 Monthly Salary	2,426.11	2,547.41	2,674.78	2,808.52	2,948.95	3,096.39	33
	Range 33 Annual Salary	29,113.32	30,568.92	32,097.36	33,702.24	35,387.40	37,156.68	
No Job Classification Assigned								
34	Range 34 Monthly Salary	2,450.36	2,572.89	2,701.53	2,836.61	2,978.45	3,127.38	34
	Range 34 Annual Salary	29,404.32	30,874.68	32,418.36	34,039.32	35,741.40	37,528.56	
No Job Classification Assigned								
35	Range 35 Monthly Salary	2,474.87	2,598.62	2,728.56	2,864.99	3,008.22	3,158.64	35
	Range 35 Annual Salary	29,698.44	31,183.44	32,742.72	34,379.88	36,098.64	37,903.68	
No Job Classification Assigned								
36	Range 36 Monthly Salary	2,499.63	2,624.60	2,755.83	2,893.63	3,038.31	3,190.22	36
	Range 36 Annual Salary	29,995.56	31,495.20	33,069.96	34,723.56	36,459.72	38,282.64	
No Job Classification Assigned								
37	Range 37 Monthly Salary	2,524.61	2,650.84	2,783.38	2,922.55	3,068.68	3,222.12	37
	Range 37 Annual Salary	30,295.32	31,810.08	33,400.56	35,070.60	36,824.16	38,665.44	
No Job Classification Assigned								
38	Range 38 Monthly Salary	2,549.87	2,677.35	2,811.23	2,951.79	3,099.38	3,254.34	38
	Range 38 Annual Salary	30,598.44	32,128.20	33,734.76	35,421.48	37,192.56	39,052.08	
No Job Classification Assigned								

39	Range 39 Monthly Salary	2,575.36	2,704.12	2,839.34	2,981.31	3,130.36	3,286.89	39
	Range 39 Annual Salary	30,904.32	32,449.44	34,072.08	35,775.72	37,564.32	39,442.68	
No Job Classification Assigned								
40	Range 40 Monthly Salary	2,601.12	2,731.17	2,867.73	3,011.12	3,161.68	3,319.77	40
	Range 40 Annual Salary	31,213.44	32,774.04	34,412.76	36,133.44	37,940.16	39,837.24	
No Job Classification Assigned								
41	Range 41 Monthly Salary	2,627.13	2,758.47	2,896.40	3,041.23	3,193.28	3,352.94	41
	Range 41 Annual Salary	31,525.56	33,101.64	34,756.80	36,494.76	38,319.36	40,235.28	
No Job Classification Assigned								
42	Range 42 Monthly Salary	2,653.38	2,786.07	2,925.37	3,071.64	3,225.22	3,386.49	42
	Range 42 Annual Salary	31,840.56	33,432.84	35,104.44	36,859.68	38,702.64	40,637.88	
No Job Classification Assigned								
43	Range 43 Monthly Salary	2,679.93	2,813.92	2,954.62	3,102.36	3,257.48	3,420.35	43
	Range 43 Annual Salary	32,159.16	33,767.04	35,455.44	37,228.32	39,089.76	41,044.20	
No Job Classification Assigned								
44	Range 44 Monthly Salary	2,706.72	2,842.06	2,984.17	3,133.38	3,290.07	3,454.56	44
	Range 44 Annual Salary	32,480.64	34,104.72	35,810.04	37,600.56	39,480.84	41,454.72	
No Job Classification Assigned								
45	Range 45 Monthly Salary	2,733.80	2,870.48	3,014.00	3,164.71	3,322.93	3,489.08	45
	Range 45 Annual Salary	32,805.60	34,445.76	36,168.00	37,976.52	39,875.16	41,868.96	
Admissions and Registration Clerk Driver DSP&S English as a Second Language Instructional Support Assistant High School Proctor Office Assistant Tutorial Services Assistant I								
46	Range 46 Monthly Salary	2,761.13	2,899.18	3,044.14	3,196.36	3,356.18	3,524.00	46
	Range 46 Annual Salary	33,133.56	34,790.16	36,529.68	38,356.32	40,274.16	42,288.00	
No Job Classification Assigned								
47	Range 47 Monthly Salary	2,788.74	2,928.19	3,074.60	3,228.34	3,389.74	3,559.23	47
	Range 47 Annual Salary	33,464.88	35,138.28	36,895.20	38,740.08	40,676.88	42,710.76	
No Job Classification Assigned								
48	Range 48 Monthly Salary	2,816.63	2,957.46	3,105.34	3,260.61	3,423.64	3,594.82	48
	Range 48 Annual Salary	33,799.56	35,489.52	37,264.08	39,127.32	41,083.68	43,137.84	
No Job Classification Assigned								
49	Range 49 Monthly Salary	2,844.79	2,987.02	3,136.39	3,293.20	3,457.86	3,630.76	49
	Range 49 Annual Salary	34,137.48	35,844.24	37,636.68	39,518.40	41,494.32	43,569.12	
No Job Classification Assigned								
50	Range 50 Monthly Salary	2,873.24	3,016.90	3,167.75	3,326.14	3,492.44	3,667.06	50
	Range 50 Annual Salary	34,478.88	36,202.80	38,013.00	39,913.68	41,909.28	44,004.72	
No Job Classification Assigned								
51	Range 51 Monthly Salary	2,901.98	3,047.08	3,199.42	3,359.40	3,527.38	3,703.75	51
	Range 51 Annual Salary	34,823.76	36,564.96	38,393.04	40,312.80	42,328.56	44,445.00	
No Job Classification Assigned								
52	Range 52 Monthly Salary	2,931.00	3,077.55	3,231.42	3,393.00	3,562.64	3,740.78	52
	Range 52 Annual Salary	35,172.00	36,930.60	38,777.04	40,716.00	42,751.68	44,889.36	
Clerical Assistant Library Technician I Tutorial Services Assistant II								
53	Range 53 Monthly Salary	2,960.29	3,108.32	3,263.74	3,426.94	3,598.28	3,778.20	53
	Range 53 Annual Salary	35,523.48	37,299.84	39,164.88	41,123.28	43,179.36	45,338.40	
EOPS Tutorial/Peer Counselor Supervisor ESL Outreach Specialist Telephone Operator, Receptionist								
54	Range 54 Monthly Salary	2,989.92	3,139.40	3,296.38	3,461.19	3,634.25	3,815.95	54
	Range 54 Annual Salary	35,879.04	37,672.80	39,556.56	41,534.28	43,611.00	45,791.40	
No Job Classification Assigned								
55	Range 55 Monthly Salary	3,019.80	3,170.81	3,329.35	3,495.82	3,670.60	3,854.13	55

	Range 55 Annual Salary	36,237.60	38,049.72	39,952.20	41,949.84	44,047.20	46,249.56	55
No Job Classification Assigned								
56	Range 56 Monthly Salary	3,050.01	3,202.51	3,362.64	3,530.79	3,707.32	3,892.69	56
	Range 56 Annual Salary	36,600.12	38,430.12	40,351.68	42,369.48	44,487.84	46,712.28	
No Job Classification Assigned								
57	Range 57 Monthly Salary	3,080.51	3,234.53	3,396.27	3,566.08	3,744.38	3,931.59	57
	Range 57 Annual Salary	36,966.12	38,814.36	40,755.24	42,792.96	44,932.56	47,179.08	
No Job Classification Assigned								
58	Range 58 Monthly Salary	3,111.33	3,266.89	3,430.22	3,601.74	3,781.83	3,970.92	58
	Range 58 Annual Salary	37,335.96	39,202.68	41,162.64	43,220.88	45,381.96	47,651.04	
No Job Classification Assigned								
59	Range 59 Monthly Salary	3,142.44	3,299.56	3,464.54	3,637.77	3,819.66	4,010.64	59
	Range 59 Annual Salary	37,709.28	39,594.72	41,574.48	43,653.24	45,835.92	48,127.68	
Admissions and Records Clerk I Lead Admissions and Registration Clerk Receptionist/Clerical Assistant Student Services Outreach Specialist								
60	Range 60 Monthly Salary	3,173.85	3,332.56	3,499.17	3,674.14	3,857.84	4,050.74	60
	Range 60 Annual Salary	38,086.20	39,990.72	41,990.04	44,089.68	46,294.08	48,608.88	
PE/Athletic Technician I								
61	Range 61 Monthly Salary	3,205.60	3,365.90	3,534.19	3,710.90	3,896.44	4,091.26	61
	Range 61 Annual Salary	38,467.20	40,390.80	42,410.28	44,530.80	46,757.28	49,095.12	
No Job Classification Assigned								
62	Range 62 Monthly Salary	3,237.66	3,399.54	3,569.53	3,748.00	3,935.40	4,132.17	62
	Range 62 Annual Salary	38,851.92	40,794.48	42,834.36	44,976.00	47,224.80	49,586.04	
Alternate Media Technician ESL Learning Resources Technician Learning Resources Technician Learning Lab Assistant I Mail Room Operator Test Administration Clerk								
63	Range 63 Monthly Salary	3,270.04	3,433.56	3,605.23	3,785.50	3,974.76	4,173.50	63
	Range 63 Annual Salary	39,240.48	41,202.72	43,262.76	45,426.00	47,697.12	50,082.00	
PE/Athletic Technician II								
64	Range 64 Monthly Salary	3,302.75	3,467.88	3,641.28	3,823.35	4,014.51	4,215.24	64
	Range 64 Annual Salary	39,633.00	41,614.56	43,695.36	45,880.20	48,174.12	50,582.88	
No Job Classification Assigned								
65	Range 65 Monthly Salary	3,335.78	3,502.56	3,677.70	3,861.58	4,054.65	4,257.38	65
	Range 65 Annual Salary	40,029.36	42,030.72	44,132.40	46,338.96	48,655.80	51,088.56	
No Job Classification Assigned								
66	Range 66 Monthly Salary	3,369.14	3,537.60	3,714.47	3,900.19	4,095.21	4,299.97	66
	Range 66 Annual Salary	40,429.68	42,451.20	44,573.64	46,802.28	49,142.52	51,599.64	
No Job Classification Assigned								
67	Range 67 Monthly Salary	3,402.83	3,572.96	3,751.62	3,939.19	4,136.16	4,342.97	67
	Range 67 Annual Salary	40,833.96	42,875.52	45,019.44	47,270.28	49,633.92	52,115.64	
No Job Classification Assigned								
68	Range 68 Monthly Salary	3,436.85	3,608.70	3,789.14	3,978.60	4,177.52	4,386.39	68
	Range 68 Annual Salary	41,242.20	43,304.40	45,469.68	47,743.20	50,130.24	52,636.68	
Student Accounts Technician Technician I, Event Services								
69	Range 69 Monthly Salary	3,471.23	3,644.79	3,827.03	4,018.38	4,219.30	4,430.25	69
	Range 69 Annual Salary	41,654.76	43,737.48	45,924.36	48,220.56	50,631.60	53,163.00	
Account Clerk I Admissions and Records Clerk II Clerical Specialist International Student Services Specialist Printing Services Specialist								
70	Range 70 Monthly Salary	3,505.93	3,681.24	3,865.30	4,058.57	4,261.50	4,474.56	70

	Range 70 Annual Salary	42,071.16	44,174.88	46,383.60	48,702.84	51,138.00	53,694.72	70
	Assistant Curriculum Specialist Printing Services Technician I							
71	Range 71 Monthly Salary	3,541.00	3,718.05	3,903.95	4,099.15	4,304.10	4,519.30	71
	Range 71 Annual Salary	42,492.00	44,616.60	46,847.40	49,189.80	51,649.20	54,231.60	
	Caseworker Caseworker/Intervention Specialist Library Technician II Mentor Coordinator Parking Officer							
72	Range 72 Monthly Salary	3,576.41	3,755.23	3,943.00	4,140.16	4,347.15	4,564.51	72
	Range 72 Annual Salary	42,916.92	45,062.76	47,316.00	49,681.92	52,165.80	54,774.12	
	Learning Lab Assistant II							
73	Range 73 Monthly Salary	3,612.19	3,792.80	3,982.43	4,181.56	4,390.63	4,610.16	73
	Range 73 Annual Salary	43,346.28	45,513.60	47,789.16	50,178.72	52,687.56	55,321.92	
	Printing Services Technician II							
74	Range 74 Monthly Salary	3,648.30	3,830.72	4,022.25	4,223.38	4,434.55	4,656.27	74
	Range 74 Annual Salary	43,779.60	45,968.64	48,267.00	50,680.56	53,214.60	55,875.24	
	No Job Classification Assigned							
75	Range 75 Monthly Salary	3,684.80	3,869.03	4,062.49	4,265.60	4,478.89	4,702.82	75
	Range 75 Annual Salary	44,217.60	46,428.36	48,749.88	51,187.20	53,746.68	56,433.84	
	No Job Classification Assigned							
76	Range 76 Monthly Salary	3,721.64	3,907.71	4,103.11	4,308.26	4,523.68	4,749.85	76
	Range 76 Annual Salary	44,659.68	46,892.52	49,237.32	51,699.12	54,284.16	56,998.20	
	No Job Classification Assigned							
77	Range 77 Monthly Salary	3,758.86	3,946.79	4,144.14	4,351.35	4,568.92	4,797.36	77
	Range 77 Annual Salary	45,106.32	47,361.48	49,729.68	52,216.20	54,827.04	57,568.32	
	Parking/Security Technician Test Administration Assistant							
78	Range 78 Monthly Salary	3,796.44	3,986.26	4,185.56	4,394.86	4,614.59	4,845.34	78
	Range 78 Annual Salary	45,557.28	47,835.12	50,226.72	52,738.32	55,375.08	58,144.08	
	Veterans Service Specialist							
79	Range 79 Monthly Salary	3,834.42	4,026.13	4,227.42	4,438.82	4,660.76	4,893.79	79
	Range 79 Annual Salary	46,013.04	48,313.56	50,729.04	53,265.84	55,929.12	58,725.48	
	Account Clerk II Admissions & Records Computer Technician Buyer Child Development Workforce Initiative Grant Specialist Computer Facilities Assistant Computer Operator Early Child Development Specialist I Help Desk/Network Support Technician Laboratory Technician - Arts Laboratory Technician - Astronomy Laboratory Technician - Biological Sciences Laboratory Technician - Business and Computer Information							
	Range 79 (continued)							
79	Range 79 Monthly Salary	3,834.42	4,026.13	4,227.42	4,438.82	4,660.76	4,893.79	79
	Range 79 Annual Salary	46,013.04	48,313.56	50,729.04	53,265.84	55,929.12	58,725.48	
	Laboratory Technician - Chemistry Laboratory Technician - DSP&S Laboratory Technician - Earth Sciences Laboratory Technician - Math Activities Resource Center Laboratory Technician - Math Computer Sciences Laboratory Technician - Natural Sciences Laboratory Technician - Photography Laboratory Technician - Physical Science & Engineering Laboratory Technician - Radio Laboratory Technician - Registered Vet Technician Laboratory Technician - Theater Laboratory Technician - Welding							

Library Technician III
Office Supervisor, ESL
Office Supervisor, RHORC
Office Supervisor, SBDC
Project/Program Specialist
Skills Lab Technician
Student Services Program Specialist
Student Specialist
Teaching Assistant
Television Production Specialist
Web Developer

80	Range 80 Monthly Salary	3,872.75	4,066.38	4,269.70	4,483.19	4,707.36	4,942.73	80
	Range 80 Annual Salary	46,473.00	48,796.56	51,236.40	53,798.28	56,488.32	59,312.76	

No Job Classification Assigned

81	Range 81 Monthly Salary	3,911.48	4,107.05	4,312.41	4,528.03	4,754.44	4,992.14	81
	Range 81 Annual Salary	46,937.76	49,284.60	51,748.92	54,336.36	57,053.28	59,905.68	

Accommodations Specialist
Admissions and Records Clerk III
Employment Specialist
Facilities Specialist
Financial Aid Specialist
Financial Aid Technician
Graphics Technician
Lead International Students Specialist
Public Information Assistant
Publications Technician
Secretary
Senior Tool Keeper
Specialist: Contract Services - CalWORKs
Student Relations Specialist

82	Range 82 Monthly Salary	3,950.60	4,148.13	4,355.52	4,573.30	4,801.97	5,042.06	82
	Range 82 Annual Salary	47,407.20	49,777.56	52,266.24	54,879.60	57,623.64	60,504.72	

No Job Classification Assigned

83	Range 83 Monthly Salary	3,990.10	4,189.60	4,399.08	4,619.03	4,849.98	5,092.48	83
	Range 83 Annual Salary	47,881.20	50,275.20	52,788.96	55,428.36	58,199.76	61,109.76	

No Job Classification Assigned

84	Range 84 Monthly Salary	4,030.00	4,231.48	4,443.08	4,665.22	4,898.48	5,143.41	84
	Range 84 Annual Salary	48,360.00	50,777.76	53,316.96	55,982.64	58,781.76	61,720.92	

No Job Classification Assigned

85	Range 85 Monthly Salary	4,070.30	4,273.80	4,487.51	4,711.88	4,947.47	5,194.86	85
	Range 85 Annual Salary	48,843.60	51,285.60	53,850.12	56,542.56	59,369.64	62,338.32	

No Job Classification Assigned

86	Range 86 Monthly Salary	4,111.01	4,316.57	4,532.38	4,759.01	4,996.94	5,246.79	86
	Range 86 Annual Salary	49,332.12	51,798.84	54,388.56	57,108.12	59,963.28	62,961.48	

Laboratory Technician II - Biological Sciences
Learning Assistance Resource Center (LARC) Support Specialist

87	Range 87 Monthly Salary	4,152.13	4,359.73	4,577.72	4,806.60	5,046.93	5,299.28	87
	Range 87 Annual Salary	49,825.56	52,316.76	54,932.64	57,679.20	60,563.16	63,591.36	

No Job Classification Assigned

88	Range 88 Monthly Salary	4,193.64	4,403.33	4,623.50	4,854.67	5,097.40	5,352.27	88
	Range 88 Annual Salary	50,323.68	52,839.96	55,482.00	58,256.04	61,168.80	64,227.24	

Accompanist/Librarian
Account Clerk III
Administrative Secretary
Athletic Eligibility Specialist
Benefits Specialist
DSP&S Computer Technician
Early Child Development Specialist II
Help Desk Coordinator
Job Developer

Learning Lab Coordinator
 Learning Resources Computer Technician
 Media Services Coordinator
 Performing Arts Services Coordinator
 Public Information Specialist
 Public Safety Officer
 Registration Specialist
 Risk Management Specialist
 Scholarship Program Specialist
 Senior Buyer
 Senior Interpreter
 Technician, Audio Visual Repair
 Tutorial Services Specialist

89	Range 89 Monthly Salary	4,235.58	4,447.36	4,669.71	4,903.20	5,148.37	5,405.78	89
	Range 89 Annual Salary	50,826.96	53,368.32	56,036.52	58,838.40	61,780.44	64,869.36	
Technician III, Event Services								
90	Range 90 Monthly Salary	4,277.94	4,491.83	4,716.43	4,952.25	5,199.87	5,459.86	90
	Range 90 Annual Salary	51,335.28	53,901.96	56,597.16	59,427.00	62,398.44	65,518.32	
No Job Classification Assigned								
91	Range 91 Monthly Salary	4,320.71	4,536.75	4,763.59	5,001.79	5,251.87	5,514.47	91
	Range 91 Annual Salary	51,848.52	54,441.00	57,163.08	60,021.48	63,022.44	66,173.64	
No Job Classification Assigned								
92	Range 92 Monthly Salary	4,363.92	4,582.13	4,811.22	5,051.78	5,304.37	5,569.58	92
	Range 92 Annual Salary	52,367.04	54,985.56	57,734.64	60,621.36	63,652.44	66,834.96	
No Job Classification Assigned								
93	Range 93 Monthly Salary	4,407.56	4,627.94	4,859.34	5,102.30	5,357.43	5,625.30	93
	Range 93 Annual Salary	52,890.72	55,535.28	58,312.08	61,227.60	64,289.16	67,503.60	
Small Business Development Center Assistant								
94	Range 94 Monthly Salary	4,451.64	4,674.23	4,907.93	5,153.32	5,410.99	5,681.54	94
	Range 94 Annual Salary	53,419.68	56,090.76	58,895.16	61,839.84	64,931.88	68,178.48	
No Job Classification Assigned								
95	Range 95 Monthly Salary	4,496.16	4,720.97	4,957.00	5,204.86	5,465.10	5,738.37	95
	Range 95 Annual Salary	53,953.92	56,651.64	59,484.00	62,458.32	65,581.20	68,860.44	
Budget & Accounting Technician College Information Systems Support Specialist Educational Advisor Equipment Technician-Electronics Grants Specialist KSAK Operations Coordinator Lead Printing Operations								
Range 95 (continued)								
95	Range 95 Monthly Salary	4,496.16	4,720.97	4,957.00	5,204.86	5,465.10	5,738.37	95
	Range 95 Annual Salary	53,953.92	56,651.64	59,484.00	62,458.32	65,581.20	68,860.44	
Project/Program Coordinator Purchasing Specialist Senior Help Desk/Network Support Technician Supplemental Instruction Program Specialist Transfer Specialist								
96	Range 96 Monthly Salary	4,541.11	4,768.17	5,006.59	5,256.90	5,519.75	5,795.74	96
	Range 96 Annual Salary	57,237.72	60,099.60	63,104.64	66,259.80	69,572.76	73,051.32	
Interpreter Specialist Lead Computer Operator Research Assistant								
97	Range 97 Monthly Salary	4,586.54	4,815.86	5,056.65	5,309.50	5,574.98	5,853.71	97
	Range 97 Annual Salary	55,038.48	57,790.32	60,679.80	63,714.00	66,899.76	70,244.52	
No Job Classification Assigned								
98	Range 98 Monthly Salary	4,632.39	4,864.01	5,107.22	5,362.57	5,630.71	5,912.24	98
	Range 98 Annual Salary	55,588.68	58,368.12	61,286.64	64,350.84	67,568.52	70,946.88	
Graphics Designer Lead Printing Services								
99	Range 99 Monthly Salary	4,678.71	4,912.64	5,158.28	5,416.19	5,687.01	5,971.35	99

	Range 99 Annual Salary	56,144.52	58,951.68	61,899.36	64,994.28	68,244.12	71,656.20	99
	No Job Classification Assigned							
100	Range 100 Monthly Salary	4,725.50	4,961.76	5,209.87	5,470.37	5,743.87	6,031.05	100
	Range 100 Annual Salary	56,706.00	59,541.12	62,518.44	65,644.44	68,926.44	72,372.60	
	No Job Classification Assigned							
101	Range 101 Monthly Salary	4,772.75	5,011.39	5,261.95	5,525.06	5,801.31	6,091.38	101
	Range 101 Annual Salary	57,273.00	60,136.68	63,143.40	66,300.72	69,615.72	73,096.56	
	No Job Classification Assigned							
102	Range 102 Monthly Salary	4,820.48	5,061.51	5,314.58	5,580.31	5,859.33	6,152.29	102
	Range 102 Annual Salary	57,845.76	60,738.12	63,774.96	66,963.72	70,311.96	73,827.48	
	No Job Classification Assigned							
103	Range 103 Monthly Salary	4,868.69	5,112.13	5,367.73	5,636.12	5,917.92	6,213.82	103
	Range 103 Annual Salary	58,424.28	61,345.56	64,412.76	67,633.44	71,015.04	74,565.84	
	Specialist: Job Placement, DSP&S (Temp.)							
104	Range 104 Monthly Salary	4,917.37	5,163.23	5,421.40	5,692.47	5,977.09	6,275.96	104
	Range 104 Annual Salary	59,008.44	61,958.76	65,056.80	68,309.64	71,725.08	75,311.52	
	Administrative Noncredit Curriculum Specialist							
105	Range 105 Monthly Salary	4,966.54	5,214.87	5,475.62	5,749.40	6,036.88	6,338.72	105
	Range 105 Annual Salary	59,598.48	62,578.44	65,707.44	68,992.80	72,442.56	76,064.64	
	Athletic Trainer Coordinator, Budget and Accounting High School Outreach Coordinator Office Supervisor, Welcome Back Program Staff Nurse Student Activities Coordinator Training & Applications Specialist Vocational Outreach Specialist							
106	Range 106 Monthly Salary	5,016.21	5,267.03	5,530.37	5,806.89	6,097.23	6,402.10	106
	Range 106 Annual Salary	60,194.52	63,204.36	66,364.44	69,682.68	73,166.76	76,825.20	
	No Job Classification Assigned							
107	Range 107 Monthly Salary	5,066.36	5,319.68	5,585.68	5,864.96	6,158.21	6,466.13	107
	Range 107 Annual Salary	60,796.32	63,836.16	67,028.16	70,379.52	73,898.52	77,593.56	
	Computer Facilities Supervisor Data Communications Technician Educational Research Assessment Analyst Network Support Specialist Research Analyst							
	Range 107 (continued)							
107	Range 107 Monthly Salary	5,066.36	5,319.68	5,585.68	5,864.96	6,158.21	6,466.13	107
	Range 107 Annual Salary	60,796.32	63,836.16	67,028.16	70,379.52	73,898.52	77,593.56	
	Technician, Telecommunications & Networking							
108	Range 108 Monthly Salary	5,117.03	5,372.88	5,641.53	5,923.61	6,219.78	6,530.79	108
	Range 108 Annual Salary	61,404.36	64,474.56	67,698.36	71,083.32	74,637.36	78,369.48	
	Technician, Performing Arts Operations Technician, Performing Arts Operations (Master Electrician) Technician, Performing Arts (Stage Manager Master Carpenter)							
109	Range 109 Monthly Salary	5,168.20	5,426.62	5,697.96	5,982.85	6,281.98	6,596.09	109
	Range 109 Annual Salary	62,018.40	65,119.44	68,375.52	71,794.20	75,383.76	79,153.08	
	Coordinator, CalWORKs Coordinator, Student Veterans Services & Scholarships							
110	Range 110 Monthly Salary	5,219.89	5,480.88	5,754.94	6,042.69	6,344.82	6,662.04	110
	Range 110 Annual Salary	62,638.68	65,770.56	69,059.28	72,512.28	76,137.84	79,944.48	
	No Job Classification Assigned							
111	Range 111 Monthly Salary	5,272.10	5,535.69	5,812.48	6,103.10	6,408.25	6,728.66	111
	Range 111 Annual Salary	63,265.20	66,428.28	69,749.76	73,237.20	76,899.00	80,743.92	
	No Job Classification Assigned							
112	Range 112 Monthly Salary	5,324.81	5,591.05	5,870.60	6,164.15	6,472.34	6,795.96	112
	Range 112 Annual Salary	63,897.72	67,092.60	70,447.20	73,969.80	77,668.08	81,551.52	
	Curriculum Specialist Exercise Science/Health Supervisor Matriculation Supervisor, (ESL Non-Credit)							

Supervisor, Admissions & Records
 Supervisor, Emeritus Program
 Supervisor, ESL
 Supervisor, Financial Aid
 Supervisor, Health Occupations & Resource Lab
 Supervisor, High School Program
 Supervisor, Language Learning Center
 Supervisor, VESL

113	Range 113 Monthly Salary	5,378.06	5,646.96	5,929.31	6,225.77	6,537.06	6,863.92	113
	Range 113 Annual Salary	64,536.72	67,763.52	71,151.72	74,709.24	78,444.72	82,367.04	
No Job Classification Assigned								
114	Range 114 Monthly Salary	5,431.85	5,703.44	5,988.60	6,288.03	6,602.44	6,932.55	114
	Range 114 Annual Salary	65,182.20	68,441.28	71,863.20	75,456.36	79,229.28	83,190.60	
Computer Services Coordinantor Computer Support Specialist Lead Technician, Broadcast & Audio Lead Technician, Telecommunications & Networking Senior Graphic Designer Systems Analyst/Programmer Web Designer Web Support Specialist Webmaster								
115	Range 115 Monthly Salary	5,486.16	5,760.46	6,048.49	6,350.91	6,668.47	7,001.88	115
	Range 115 Annual Salary	65,833.92	69,125.52	72,581.88	76,210.92	80,021.64	84,022.56	
No Job Classification Assigned								
116	Range 116 Monthly Salary	5,541.03	5,818.07	6,108.97	6,414.42	6,735.15	7,071.89	116
	Range 116 Annual Salary	66,492.36	69,816.84	73,307.64	76,973.04	80,821.80	84,862.68	
No Job Classification Assigned								
117	Range 117 Monthly Salary	5,596.43	5,876.25	6,170.05	6,478.56	6,802.49	7,142.62	117
	Range 117 Annual Salary	67,157.16	70,515.00	74,040.60	77,742.72	81,629.88	85,711.44	
No Job Classification Assigned								
118	Range 118 Monthly Salary	5,652.40	5,935.01	6,231.75	6,543.34	6,870.51	7,214.04	118
	Range 118 Annual Salary	67,828.80	71,220.12	74,781.00	78,520.08	82,446.12	86,568.48	
Coordinator, Health Careers Resource Center								
119	Range 119 Monthly Salary	5,708.91	5,994.35	6,294.07	6,608.79	6,939.22	7,286.19	119
	Range 119 Annual Salary	68,506.92	71,932.20	75,528.84	79,305.48	83,270.64	87,434.28	
No Job Classification Assigned								
120	Range 120 Monthly Salary	5,766.00	6,054.30	6,357.02	6,674.88	7,008.61	7,359.05	120
	Range 120 Annual Salary	69,192.00	72,651.60	76,284.24	80,098.56	84,103.32	88,308.60	
No Job Classification Assigned								
121	Range 121 Monthly Salary	5,823.66	6,114.85	6,420.58	6,741.62	7,078.69	7,432.64	121
	Range 121 Annual Salary	69,883.92	73,378.20	77,046.96	80,899.44	84,944.28	89,191.68	
No Job Classification Assigned								
122	Range 122 Monthly Salary	5,881.89	6,175.98	6,484.78	6,809.03	7,149.47	7,506.93	122
	Range 122 Annual Salary	70,582.68	74,111.76	77,817.36	81,708.36	85,793.64	90,083.16	
No Job Classification Assigned								
123	Range 123 Monthly Salary	5,940.71	6,237.73	6,549.63	6,877.12	7,220.98	7,582.02	123
	Range 123 Annual Salary	71,288.52	74,852.76	78,595.56	82,525.44	86,651.76	90,984.24	
No Job Classification Assigned								
124	Range 124 Monthly Salary	6,000.11	6,300.13	6,615.12	6,945.88	7,293.18	7,657.84	124
	Range 124 Annual Salary	72,001.32	75,601.56	79,381.44	83,350.56	87,518.16	91,894.08	

Admissions and Records Systems Analyst
 Coordinator, Marketing & Communication
 Coordinator, Online Learning Support Center
 Coordinator, Professional & Organizational Development
 Educational Technology Coordinator
 Financial Aid Systems Analyst
 Financial Aid Systems Programmer
 Information Technology Specialist: Academic Applications & Portal Content
 Lead Technician, Data Communication
 Mid-Range Systems Programmer

Network Administrator
 Senior Research Analyst
 Senior Systems Analyst/Programmer
 Systems Programmer
 Teaching/Learning Technology Specialist

125	Range 125 Monthly Salary	6,060.12	6,363.11	6,681.28	7,015.34	7,366.12	7,734.42	125
	Range 125 Annual Salary	72,721.44	76,357.32	80,175.36	84,184.08	88,393.44	92,813.04	
No Job Classification Assigned								
126	Range 126 Monthly Salary	6,120.72	6,426.76	6,748.09	7,085.49	7,439.76	7,811.75	126
	Range 126 Annual Salary	73,448.64	77,121.12	80,977.08	85,025.88	89,277.12	93,741.00	
Project Administrator Registered Nurse Practitioner Senior Systems Programmer								
140	Range 140 Monthly Salary	7,035.59	7,387.38	7,756.75	8,144.61	8,551.81	8,979.42	140
	Range 140 Annual Salary	84,427.08	88,648.56	93,081.00	97,735.32	102,621.72	107,753.04	
Database Administrator								

LONGEVITY:

After 10 years = 3.5% above base
 After 15 years = An additional 5% (compounded as 8.68% above base salary)
 After 20 years = An additional 3.5% (compounded as 12.48% above base salary)
 After 25 years = An additional 3.5% (compounded as 16.42% above base salary)
 After 30 years = An additional 3.5% (compounded as 20.49% above base salary)

SALARY SCHEDULE OF ASSIGNMENTS FOR CSEA, CHAPTER 651 EMPLOYEES

Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
34	Range 34 Monthly Salary	3,019.26	3,170.53	3,325.50	3,497.30	3,676.53	3,853.91	34
	Range 34 Annual Salary	36,231.12	38,046.36	39,906.00	41,967.60	44,118.36	46,246.92	
Custodian								
35	Range 35 Monthly Salary	3,051.03	3,207.85	3,360.99	3,534.63	3,708.25	3,891.26	35
	Range 35 Annual Salary	36,612.36	38,494.20	40,331.88	42,415.56	44,499.00	46,695.12	
No Job Classification Assigned								
36	Range 36 Monthly Salary	3,080.88	3,234.00	3,394.57	3,568.25	3,741.88	3,930.48	36
	Range 36 Annual Salary	36,970.56	38,808.00	40,734.84	42,819.00	44,902.56	47,165.76	
No Job Classification Assigned								
37	Range 37 Monthly Salary	3,110.77	3,267.61	3,426.32	3,594.38	3,782.98	3,975.27	37
	Range 37 Annual Salary	37,329.24	39,211.32	41,115.84	43,132.56	45,395.76	47,703.24	
No Job Classification Assigned								
38	Range 38 Monthly Salary	3,136.93	3,303.07	3,467.42	3,633.58	3,820.29	4,016.37	38
	Range 38 Annual Salary	37,643.16	39,636.84	41,609.04	43,602.96	45,843.48	48,196.44	
No Job Classification Assigned								
39	Range 39 Monthly Salary	3,172.38	3,329.22	3,506.63	3,678.40	3,865.09	4,049.98	39
	Range 39 Annual Salary	38,068.56	39,950.64	42,079.56	44,140.80	46,381.08	48,599.76	
Grounds Equipment Operator*								
40	Range 40 Monthly Salary	3,207.85	3,364.71	3,536.49	3,708.25	3,894.98	4,087.32	40
	Range 40 Annual Salary	38,494.20	40,376.52	42,437.88	44,499.00	46,739.76	49,047.84	
No Job Classification Assigned								
41	Range 41 Monthly Salary	3,235.89	3,402.05	3,571.95	3,743.74	3,932.35	4,132.14	41
	Range 41 Annual Salary	38,830.68	40,824.60	42,863.40	44,924.88	47,188.20	49,585.68	
No Job Classification Assigned								
42	Range 42 Monthly Salary	3,269.47	3,426.32	3,601.84	3,786.67	3,977.14	4,171.32	42
	Range 42 Annual Salary	39,233.64	41,115.84	43,222.08	45,440.04	47,725.68	50,055.84	
No Job Classification Assigned								
43	Range 43 Monthly Salary	3,304.97	3,467.42	3,635.44	3,824.05	4,018.23	4,212.41	43

	Range 43 Annual Salary	39,659.64	41,609.04	43,625.28	45,888.60	48,218.76	50,548.92	43
Grounds Equipment Operator*								
44	Range 44 Monthly Salary	3,336.70	3,506.63	3,680.24	3,866.99	4,057.46	4,253.51	44
	Range 44 Annual Salary	40,040.40	42,079.56	44,162.88	46,403.88	48,689.52	51,042.12	
Warehouse Worker I								
45	Range 45 Monthly Salary	3,366.58	3,536.49	3,713.89	3,902.45	4,092.93	4,294.58	45
	Range 45 Annual Salary	40,398.96	42,437.88	44,566.68	46,829.40	49,115.16	51,534.96	
No Job Classification Assigned								
46	Range 46 Monthly Salary	3,407.66	3,577.55	3,745.63	3,937.93	4,135.84	4,337.51	46
	Range 46 Annual Salary	40,891.92	42,930.60	44,947.56	47,255.16	49,630.08	52,050.12	
Heavy Grounds Equipment Operator Lead Custodian Refuse and Recyclable Collector								
47	Range 47 Monthly Salary	3,430.03	3,613.05	3,788.57	3,979.02	4,175.08	4,389.81	47
	Range 47 Annual Salary	41,160.36	43,356.60	45,462.84	47,748.24	50,100.96	52,677.72	
Irrigation Specialist								
48	Range 48 Monthly Salary	3,469.27	3,639.19	3,829.64	4,020.10	4,219.87	4,429.03	48
	Range 48 Annual Salary	41,631.24	43,670.28	45,955.68	48,241.20	50,638.44	53,148.36	
No Job Classification Assigned								
49	Range 49 Monthly Salary	3,508.47	3,682.14	3,866.99	4,059.30	4,257.24	4,468.23	49
	Range 49 Annual Salary	42,101.64	44,185.68	46,403.88	48,711.60	51,086.88	53,618.76	
No Job Classification Assigned								
50	Range 50 Monthly Salary	3,538.35	3,715.73	3,902.45	4,096.65	4,296.43	4,516.77	50
	Range 50 Annual Salary	42,460.20	44,588.76	46,829.40	49,159.80	51,557.16	54,201.24	
No Job Classification Assigned								
51	Range 51 Monthly Salary	3,579.43	3,756.80	3,939.80	4,139.61	4,346.86	4,563.45	51
	Range 51 Annual Salary	42,953.16	45,081.60	47,277.60	49,675.32	52,162.32	54,761.40	
Horticulture Production Assistant								
52	Range 52 Monthly Salary	3,616.79	3,796.02	3,980.89	4,176.95	4,393.53	4,612.00	52
	Range 52 Annual Salary	43,401.48	45,552.24	47,770.68	50,123.40	52,722.36	55,344.00	
Lead Grounds Equipment Operator								
53	Range 53 Monthly Salary	3,646.66	3,829.64	4,021.99	4,221.76	4,438.36	4,662.44	53
	Range 53 Annual Salary	43,759.92	45,955.68	48,263.88	50,661.12	53,260.32	55,949.28	
No Job Classification Assigned								
54	Range 54 Monthly Salary	3,685.87	3,868.83	4,066.77	4,260.96	4,479.42	4,703.49	54
	Range 54 Annual Salary	44,230.44	46,425.96	48,801.24	51,131.52	53,753.04	56,441.88	
No Job Classification Assigned								
55	Range 55 Monthly Salary	3,725.09	3,906.17	4,098.51	4,305.78	4,522.36	4,748.30	55
	Range 55 Annual Salary	44,701.08	46,874.04	49,182.12	51,669.36	54,268.32	56,979.60	
No Job Classification Assigned								
56	Range 56 Monthly Salary	3,758.67	3,947.27	4,141.48	4,350.59	4,565.34	4,796.83	56
	Range 56 Annual Salary	45,104.04	47,367.24	49,697.76	52,207.08	54,784.08	57,561.96	
No Job Classification Assigned								
57	Range 57 Monthly Salary	3,797.90	3,986.48	4,186.27	4,397.27	4,613.87	4,845.40	57
	Range 57 Annual Salary	45,574.80	47,837.76	50,235.24	52,767.24	55,366.44	58,144.80	
Horse Trainer Landscape Technician								
58	Range 58 Monthly Salary	3,831.51	4,027.55	4,225.47	4,440.20	4,666.16	4,893.96	58
	Range 58 Annual Salary	45,978.12	48,330.60	50,705.64	53,282.40	55,993.92	58,727.52	
No Job Classification Assigned								
59	Range 59 Monthly Salary	3,870.76	4,070.50	4,268.45	4,486.91	4,707.21	4,946.21	59
	Range 59 Annual Salary	46,449.12	48,846.00	51,221.40	53,842.92	56,486.52	59,354.52	
No Job Classification Assigned								
60	Range 60 Monthly Salary	3,911.80	4,107.85	4,315.10	4,524.25	4,750.18	4,996.66	60
	Range 60 Annual Salary	46,941.60	49,294.20	51,781.20	54,291.00	57,002.16	59,959.92	
No Job Classification Assigned								
61	Range 61 Monthly Salary	3,949.13	4,143.30	4,352.46	4,570.93	4,798.74	5,041.46	61
	Range 61 Annual Salary	47,389.56	49,719.60	52,229.52	54,851.16	57,584.88	60,497.52	
No Job Classification Assigned								
62	Range 62 Monthly Salary	3,988.36	4,191.86	4,400.99	4,619.50	4,847.24	5,093.73	62
	Range 62 Annual Salary	47,860.32	50,302.32	52,811.88	55,434.00	58,166.88	61,124.76	

No Job Classification Assigned								
63	Range 63 Monthly Salary	4,029.43	4,231.08	4,443.96	4,668.01	4,897.70	5,142.26	63
	Range 63 Annual Salary	48,353.16	50,772.96	53,327.52	56,016.12	58,772.40	61,707.12	
No Job Classification Assigned								
64	Range 64 Monthly Salary	4,074.23	4,277.75	4,490.63	4,712.82	4,948.09	5,190.83	64
	Range 64 Annual Salary	48,890.76	51,333.00	53,887.56	56,553.84	59,377.08	62,289.96	
Assistant Farm Manager Lead Irrigation Specialist								
65	Range 65 Monthly Salary	4,111.62	4,317.01	4,526.11	4,753.92	4,998.52	5,246.85	65
	Range 65 Annual Salary	49,339.44	51,804.12	54,313.32	57,047.04	59,982.24	62,962.20	
No Job Classification Assigned								
66	Range 66 Monthly Salary	4,145.21	4,361.78	4,578.39	4,802.46	5,045.17	5,297.28	66
	Range 66 Annual Salary	49,742.52	52,341.36	54,940.68	57,629.52	60,542.04	63,567.36	
No Job Classification Assigned								
67	Range 67 Monthly Salary	4,197.47	4,402.87	4,623.23	4,850.98	5,099.34	5,349.56	67
	Range 67 Annual Salary	50,369.64	52,834.44	55,478.76	58,211.76	61,192.08	64,194.72	
No Job Classification Assigned								
68	Range 68 Monthly Salary	4,234.81	4,445.81	4,669.88	4,903.27	5,146.03	5,407.45	68
	Range 68 Annual Salary	50,817.72	53,349.72	56,038.56	58,839.24	61,752.36	64,889.40	
No Job Classification Assigned								
69	Range 69 Monthly Salary	4,281.50	4,496.23	4,714.70	4,949.97	5,196.45	5,459.70	69
	Range 69 Annual Salary	51,378.00	53,954.76	56,576.40	59,399.64	62,357.40	65,516.40	
No Job Classification Assigned								
70	Range 70 Monthly Salary	4,324.46	4,539.18	4,757.65	5,000.37	5,250.57	5,512.00	70
	Range 70 Annual Salary	51,893.52	54,470.16	57,091.80	60,004.44	63,006.84	66,144.00	
No Job Classification Assigned								
71	Range 71 Monthly Salary	4,367.39	4,583.99	4,804.32	5,052.66	5,304.75	5,566.15	71
	Range 71 Annual Salary	52,408.68	55,007.88	57,651.84	60,631.92	63,657.00	66,793.80	
Air Conditioning & Heating Mechanic Carpenter Electrician Mechanic Plumber Preventative Maintenance, A/C and Heating Mechanic Preventative Maintenance, Plumber Skilled Trades Crafts Worker								
72	Range 72 Monthly Salary	4,404.74	4,626.94	4,856.60	5,101.23	5,357.02	5,624.02	72
	Range 72 Annual Salary	52,856.88	55,523.28	58,279.20	61,214.76	64,284.24	67,488.24	
No Job Classification Assigned								
73	Range 73 Monthly Salary	4,451.45	4,671.76	4,907.03	5,151.60	5,409.32	5,678.16	73
	Range 73 Annual Salary	53,417.40	56,061.12	58,884.36	61,819.20	64,911.84	68,137.92	
No Job Classification Assigned								
74	Range 74 Monthly Salary	4,498.10	4,716.56	4,955.56	5,209.50	5,461.60	5,734.18	74
	Range 74 Annual Salary	53,977.20	56,598.72	59,466.72	62,514.00	65,539.20	68,810.16	
No Job Classification Assigned								
75	Range 75 Monthly Salary	4,541.05	4,770.69	5,002.26	5,254.31	5,521.33	5,792.07	75
	Range 75 Annual Salary	54,492.60	57,248.28	60,027.12	63,051.72	66,255.96	69,504.84	
No Job Classification Assigned								
76	Range 76 Monthly Salary	4,585.86	4,815.55	5,058.25	5,306.60	5,573.62	5,851.84	76
	Range 76 Annual Salary	55,030.32	57,786.60	60,699.00	63,679.20	66,883.44	70,222.08	
Assistant Farm Operations Specialist Horticulture Operations Specialist Lead Air Conditioning & Heating Mechanic Lead Carpenter Lead Construction & Repair Worker Lead Electrician Lead Mechanic Lead Painter Lead Plumber								

77	Range 77 Monthly Salary	4,630.68	4,860.34	5,110.56	5,362.61	5,625.89	5,905.96	77
	Range 77 Annual Salary	55,568.16	58,324.08	61,326.72	64,351.32	67,510.68	70,871.52	
No Job Classification Assigned								
78	Range 78 Monthly Salary	4,677.37	4,912.61	5,157.21	5,418.65	5,685.65	5,971.31	78
	Range 78 Annual Salary	56,128.44	58,951.32	61,886.52	65,023.80	68,227.80	71,655.72	
Building Automation Technician								
79	Range 79 Monthly Salary	4,731.51	4,957.41	5,211.36	5,470.92	5,737.92	6,029.22	79
	Range 79 Annual Salary	56,778.12	59,488.92	62,536.32	65,651.04	68,855.04	72,350.64	
No Job Classification Assigned								
80	Range 80 Monthly Salary	4,774.45	5,015.30	5,267.41	5,523.17	5,807.01	6,094.57	80
	Range 80 Annual Salary	57,293.40	60,183.60	63,208.92	66,278.04	69,684.12	73,134.84	
No Job Classification Assigned								
81	Range 81 Monthly Salary	4,823.01	5,065.74	5,310.36	5,579.22	5,855.57	6,152.44	81
	Range 81 Annual Salary	57,876.12	60,788.88	63,724.32	66,950.64	70,266.84	73,829.28	
Warehouse Coordinator								
82	Range 82 Monthly Salary	4,864.10	5,116.13	5,368.23	5,638.96	5,919.05	6,221.55	82
	Range 82 Annual Salary	58,369.20	61,393.56	64,418.76	67,667.52	71,028.60	74,658.60	
No Job Classification Assigned								
83	Range 83 Monthly Salary	4,914.48	5,159.11	5,420.49	5,691.25	5,978.82	6,277.54	83
	Range 83 Annual Salary	58,973.76	61,909.32	65,045.88	68,295.00	71,745.84	75,330.48	
No Job Classification Assigned								
84	Range 84 Monthly Salary	4,966.76	5,215.10	5,472.79	5,751.00	6,036.67	6,339.16	84
	Range 84 Annual Salary	59,601.12	62,581.20	65,673.48	69,012.00	72,440.04	76,069.92	
No Job Classification Assigned								
85	Range 85 Monthly Salary	5,019.05	5,269.27	5,526.92	5,808.90	6,096.43	6,398.90	85
	Range 85 Annual Salary	60,228.60	63,231.24	66,323.04	69,706.80	73,157.16	76,786.80	
No Job Classification Assigned								
86	Range 86 Monthly Salary	5,069.48	5,325.28	5,582.97	5,861.16	6,156.19	6,460.52	86
	Range 86 Annual Salary	60,833.76	63,903.36	66,995.64	70,333.92	73,874.28	77,526.24	
No Job Classification Assigned								
87	Range 87 Monthly Salary	5,118.02	5,371.96	5,640.83	5,930.26	6,227.15	6,533.37	87
	Range 87 Annual Salary	61,416.24	64,463.52	67,689.96	71,163.12	74,725.80	78,400.44	
No Job Classification Assigned								
88	Range 88 Monthly Salary	5,170.32	5,422.37	5,694.99	5,988.14	6,279.42	6,598.71	88
	Range 88 Annual Salary	62,043.84	65,068.44	68,339.88	71,857.68	75,353.04	79,184.52	
No Job Classification Assigned								
89	Range 89 Monthly Salary	5,218.85	5,476.55	5,760.31	6,042.30	6,344.76	6,660.32	89
	Range 89 Annual Salary	62,626.20	65,718.60	69,123.72	72,507.60	76,137.12	79,923.84	
No Job Classification Assigned								
90	Range 90 Monthly Salary	5,271.15	5,536.25	5,810.75	6,105.76	6,406.40	6,729.40	90
	Range 90 Annual Salary	63,253.80	66,435.00	69,729.00	73,269.12	76,876.80	80,752.80	
No Job Classification Assigned								
91	Range 91 Monthly Salary	5,327.15	5,590.40	5,877.98	6,163.66	6,477.36	6,792.87	91
	Range 91 Annual Salary	63,925.80	67,084.80	70,535.76	73,963.92	77,728.32	81,514.44	
No Job Classification Assigned								

LONGEVITY:

- After 10 years = 3.5% above base
- After 15 years = An additional 5% (compounded as 8.68% above base salary)
- After 20 years = An additional 3.5% (compounded as 12.48% above base salary)
- After 25 years = An additional 3.5% (compounded as 16.42% above base salary)
- After 30 years = An additional 3.5% (compounded as 20.49% above base salary)

SALARY SCHEDULE OF ASSIGNMENTS FOR CONFIDENTIAL EMPLOYEES

Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
45	Range 45 Monthly Salary	3,712.00	3,897.00	4,092.00	4,296.00	4,511.00	4,738.00	45
	Range 45 Annual Salary	44,544.00	46,764.00	49,104.00	51,552.00	54,132.00	56,856.00	
No Job Classification Assigned								
46	Range 46 Monthly Salary	3,749.00	3,937.00	4,133.00	4,339.00	4,556.00	4,785.00	46
	Range 46 Annual Salary	44,988.00	47,244.00	49,596.00	52,068.00	54,672.00	57,420.00	
No Job Classification Assigned								

47	Range 47 Monthly Salary	3,785.00	3,975.00	4,175.00	4,382.00	4,601.00	4,831.00	47
	Range 47 Annual Salary	45,420.00	47,700.00	50,100.00	52,584.00	55,212.00	57,972.00	
No Job Classification Assigned								
48	Range 48 Monthly Salary	3825	4014	4216	4429	4647	4879	48
	Range 48 Annual Salary	45,900.00	48,168.00	50,592.00	53,148.00	55,764.00	58,548.00	
No Job Classification Assigned								
49	Range 49 Monthly Salary	3862.00	4057.00	4257.00	4471.00	4695.00	4930.00	49
	Range 49 Annual Salary	46,344.00	48,684.00	51,084.00	53,652.00	56,340.00	59,160.00	
No Job Classification Assigned								
50	Range 50 Monthly Salary	3901.00	4095.00	4300.00	4515.00	4741.00	4978.00	50
	Range 50 Annual Salary	46,812.00	49,140.00	51,600.00	54,180.00	56,892.00	59,736.00	
No Job Classification Assigned								
51	Range 51 Monthly Salary	3940.00	4136.00	4344.00	4559.00	4789.00	5027.00	51
	Range 51 Annual Salary	47,280.00	49,632.00	52,128.00	54,708.00	57,468.00	60,324.00	
No Job Classification Assigned								
52	Range 52 Monthly Salary	3978.00	4178.00	4387.00	4606.00	4837.00	5078.00	52
	Range 52 Annual Salary	47,736.00	50,136.00	52,644.00	55,272.00	58,044.00	60,936.00	
No Job Classification Assigned								
53	Range 53 Monthly Salary	4019.00	4220.00	4432.00	4653.00	4884.00	5130.00	53
	Range 53 Annual Salary	48,228.00	50,640.00	53,184.00	55,836.00	58,608.00	61,560.00	
No Job Classification Assigned								
54	Range 54 Monthly Salary	4060.00	4262.00	4475.00	4698.00	4934.00	5182.00	54
	Range 54 Annual Salary	48,720.00	51,144.00	53,700.00	56,376.00	59,208.00	62,184.00	
No Job Classification Assigned								
55	Range 55 Monthly Salary	4099.00	4305.00	4518.00	4746.00	4983.00	5232.00	55
	Range 55 Annual Salary	49,188.00	51,660.00	54,216.00	56,952.00	59,796.00	62,784.00	
No Job Classification Assigned								
56	Range 56 Monthly Salary	4140.00	4348.00	4566.00	4793.00	5032.00	5284.00	56
	Range 56 Annual Salary	49,680.00	52,176.00	54,792.00	57,516.00	60,384.00	63,408.00	
No Job Classification Assigned								
57	Range 57 Monthly Salary	4182.00	4390.00	4609.00	4841.00	5083.00	5338.00	57
	Range 57 Annual Salary	50,184.00	52,680.00	55,308.00	58,092.00	60,996.00	64,056.00	
No Job Classification Assigned								
58	Range 58 Monthly Salary	4225.00	4435.00	4656.00	4890.00	5134.00	5391.00	58
	Range 58 Annual Salary	50,700.00	53,220.00	55,872.00	58,680.00	61,608.00	64,692.00	
No Job Classification Assigned								
59	Range 59 Monthly Salary	4267.00	4479.00	4705.00	4939.00	5186.00	5445.00	59
	Range 59 Annual Salary	51,204.00	53,748.00	56,460.00	59,268.00	62,232.00	65,340.00	
Human Resources Technician								
60	Range 60 Monthly Salary	4309.00	4524.00	4750.00	4987.00	5236.00	5499.00	60
	Range 60 Annual Salary	51,708.00	54,288.00	57,000.00	59,844.00	62,832.00	65,988.00	
No Job Classification Assigned								
61	Range 61 Monthly Salary	4352.00	4569.00	4798.00	5036.00	5289.00	5555.00	61
	Range 61 Annual Salary	52,224.00	54,828.00	57,576.00	60,432.00	63,468.00	66,660.00	
No Job Classification Assigned								
62	Range 62 Monthly Salary	4395.00	4615.00	4846.00	5088.00	5343.00	5610.00	62
	Range 62 Annual Salary	52,740.00	55,380.00	58,152.00	61,056.00	64,116.00	67,320.00	
No Job Classification Assigned								
63	Range 63 Monthly Salary	4439.00	4660.00	4895.00	5137.00	5395.00	5665.00	63
	Range 63 Annual Salary	53,268.00	55,920.00	58,740.00	61,644.00	64,740.00	67,980.00	
No Job Classification Assigned								
64	Range 64 Monthly Salary	4484.00	4708.00	4944.00	5190.00	5450.00	5722.00	64
	Range 64 Annual Salary	53,808.00	56,496.00	59,328.00	62,280.00	65,400.00	68,664.00	
No Job Classification Assigned								
65	Range 65 Monthly Salary	4527.00	4754.00	4992.00	5241.00	5505.00	5780.00	65
	Range 65 Annual Salary	54,324.00	57,048.00	59,904.00	62,892.00	66,060.00	69,360.00	
No Job Classification Assigned								
66	Range 66 Monthly Salary	4574.00	4803.00	5042.00	5293.00	5559.00	5837.00	66
	Range 6 Annual Salary	54,888.00	57,636.00	60,504.00	63,516.00	66,708.00	70,044.00	
No Job Classification Assigned								

67	Range 67 Monthly Salary	4620.00	4851.00	5094.00	5347.00	5615.00	5896.00	67
	Range 67 Annual Salary	55,440.00	58,212.00	61,128.00	64,164.00	67,380.00	70,752.00	
No Job Classification Assigned								
68	Range 68 Monthly Salary	4665.00	4899.00	5144.00	5401.00	5672.00	5954.00	68
	Range 68 Annual Salary	55,980.00	58,788.00	61,728.00	64,812.00	68,064.00	71,448.00	
No Job Classification Assigned								
69	Range 69 Monthly Salary	4712.00	4948.00	5196.00	5455.00	5729.00	6014.00	69
	Range 69 Annual Salary	56,544.00	59,376.00	62,352.00	65,460.00	68,748.00	72,168.00	
Human Resources Specialist								
70	Range 70 Monthly Salary	4759.00	4997.00	5246.00	5509.00	5785.00	6074.00	70
	Range 70 Annual Salary	57,108.00	59,964.00	62,952.00	66,108.00	69,420.00	72,888.00	
No Job Classification Assigned								
71	Range 71 Monthly Salary	4807.00	5048.00	5300.00	5564.00	5844.00	6135.00	71
	Range 71 Annual Salary	57,684.00	60,576.00	63,600.00	66,768.00	70,128.00	73,620.00	
No Job Classification Assigned								
72	Range 72 Monthly Salary	4856.00	5097.00	5352.00	5619.00	5901.00	6195.00	72
	Range 72 Annual Salary	58,272.00	61,164.00	64,224.00	67,428.00	70,812.00	74,340.00	
No Job Classification Assigned								
73	Range 73 Monthly Salary	4904.00	5148.00	5405.00	5677.00	5960.00	6258.00	73
	Range 73 Annual Salary	58,848.00	61,776.00	64,860.00	68,124.00	71,520.00	75,096.00	
Executive Assistant I								
74	Range 74 Monthly Salary	4953.00	5201.00	5459.00	5734.00	6021.00	6322.00	74
	Range 74 Annual Salary	59,436.00	62,412.00	65,508.00	68,808.00	72,252.00	75,864.00	
No Job Classification Assigned								
75	Range 75 Monthly Salary	5002.00	5252.00	5513.00	5790.00	6080.00	6384.00	75
	Range 75 Annual Salary	60,024.00	63,024.00	66,156.00	69,480.00	72,960.00	76,608.00	
No Job Classification Assigned								
76	Range 76 Monthly Salary	5053.00	5306.00	5570.00	5849.00	6141.00	6448.00	76
	Range 76 Annual Salary	60,636.00	63,672.00	66,840.00	70,188.00	73,692.00	77,376.00	
No Job Classification Assigned								
77	Range 77 Monthly Salary	5103.00	5356.00	5626.00	5906.00	6203.00	6513.00	77
	Range 77 Annual Salary	61,236.00	64,272.00	67,512.00	70,872.00	74,436.00	78,156.00	
No Job Classification Assigned								
78	Range 78 Monthly Salary	5153.00	5410.00	5682.00	5966.00	6265.00	6578.00	78
	Range 78 Annual Salary	61,836.00	64,920.00	68,184.00	71,592.00	75,180.00	78,936.00	
No Job Classification Assigned								
79	Range 79 Monthly Salary	5206.00	5466.00	5738.00	6025.00	6328.00	6642.00	79
	Range 79 Annual Salary	62,472.00	65,592.00	68,856.00	72,300.00	75,936.00	79,704.00	
No Job Classification Assigned								
80	Range 80 Monthly Salary	5258.00	5519.00	5796.00	6087.00	6390.00	6709.00	80
	Range 80 Annual Salary	63,096.00	66,228.00	69,552.00	73,044.00	76,680.00	80,508.00	
No Job Classification Assigned								
81	Range 81 Monthly Salary	5311.00	5576.00	5855.00	6146.00	6453.00	6776.00	81
	Range 81 Annual Salary	63,732.00	66,912.00	70,260.00	73,752.00	77,436.00	81,312.00	
No Job Classification Assigned								
82	Range 82 Monthly Salary	5363.00	5631.00	5912.00	6209.00	6518.00	6846.00	82
	Range 82 Annual Salary	64,356.00	67,572.00	70,944.00	74,508.00	78,216.00	82,152.00	
No Job Classification Assigned								
83	Range 83 Monthly Salary	5416.00	5688.00	5972.00	6271.00	6584.00	6911.00	83
	Range 83 Annual Salary	64,992.00	68,256.00	71,664.00	75,252.00	79,008.00	82,932.00	
No Job Classification Assigned								
84	Range 84 Monthly Salary	5472.00	5745.00	6031.00	6333.00	6650.00	6983.00	84
	Range 84 Annual Salary	65,664.00	68,940.00	72,372.00	75,996.00	79,800.00	83,796.00	
No Job Classification Assigned								
85	Range 85 Monthly Salary	5526.00	5802.00	6091.00	6395.00	6716.00	7052.00	85
	Range 85 Annual Salary	66,312.00	69,624.00	73,092.00	76,740.00	80,592.00	84,624.00	
Executive Assistant II								
86	Range 86 Monthly Salary	5582.00	5861.00	6152.00	6462.00	6783.00	7123.00	86
	Range 86 Annual Salary	66,984.00	70,332.00	73,824.00	77,544.00	81,396.00	85,476.00	
No Job Classification Assigned								

87	Range 87 Monthly Salary	5636.00	5918.00	6215.00	6524.00	6852.00	7194.00	87
	Range 87 Annual Salary	67,632.00	71,016.00	74,580.00	78,288.00	82,224.00	86,328.00	
No Job Classification Assigned								
88	Range 88 Monthly Salary	5694.00	5977.00	6275.00	6589.00	6920.00	7266.00	88
	Range 88 Annual Salary	68,328.00	71,724.00	75,300.00	79,068.00	83,040.00	87,192.00	
No Job Classification Assigned								
89	Range 89 Monthly Salary	5750.00	6036.00	6340.00	6655.00	6989.00	7339.00	89
	Range 89 Annual Salary	69,000.00	72,432.00	76,080.00	79,860.00	83,868.00	88,068.00	
No Job Classification Assigned								
90	Range 90 Monthly Salary	5808.00	6097.00	6402.00	6723.00	7059.00	7411.00	90
	Range 90 Annual Salary	69,696.00	73,164.00	76,824.00	80,676.00	84,708.00	88,932.00	
No Job Classification Assigned								
91	Range 91 Monthly Salary	5866.00	6158.00	6467.00	6791.00	7129.00	7486.00	91
	Range 91 Annual Salary	70,392.00	73,896.00	77,604.00	81,492.00	85,548.00	89,832.00	
No Job Classification Assigned								
92	Range 92 Monthly Salary	5924.00	6221.00	6531.00	6857.00	7201.00	7561.00	92
	Range 92 Annual Salary	71,088.00	74,652.00	78,372.00	82,284.00	86,412.00	90,732.00	
No Job Classification Assigned								
93	Range 93 Monthly Salary	5983.00	6281.00	6596.00	6927.00	7271.00	7637.00	93
	Range 93 Annual Salary	71,796.00	75,372.00	79,152.00	83,124.00	87,252.00	91,644.00	
No Job Classification Assigned								
94	Range 94 Monthly Salary	6043.00	6345.00	6661.00	6995.00	7346.00	7711.00	94
	Range 94 Annual Salary	72,516.00	76,140.00	79,932.00	83,940.00	88,152.00	92,532.00	
No Job Classification Assigned								
95	Range 95 Monthly Salary	6105.00	6410.00	6729.00	7066.00	7420.00	7790.00	95
	Range 95 Annual Salary	73,260.00	76,920.00	80,748.00	84,792.00	89,040.00	93,480.00	
No Job Classification Assigned								
96	Range 96 Monthly Salary	6164.00	6472.00	6796.00	7135.00	7492.00	7867.00	96
	Range 96 Annual Salary	73,968.00	77,664.00	81,552.00	85,620.00	89,904.00	94,404.00	
No Job Classification Assigned								
97	Range 97 Monthly Salary	6226.00	6536.00	6863.00	7209.00	7569.00	7947.00	97
	Range 97 Annual Salary	74,712.00	78,432.00	82,356.00	86,508.00	90,828.00	95,364.00	
Human Resources Analyst Human Resources Analyst - Position Management								
98	Range 98 Monthly Salary	6288.00	6602.00	6933.00	7280.00	7644.00	8025.00	98
	Range 98 Annual Salary	75,456.00	79,224.00	83,196.00	87,360.00	91,728.00	96,300.00	
No Job Classification Assigned								
99	Range 99 Monthly Salary	6351.00	6669.00	7001.00	7352.00	7721.00	8106.00	99
	Range 99 Annual Salary	76,212.00	80,028.00	84,012.00	88,224.00	92,652.00	97,272.00	
No Job Classification Assigned								
100	Range 100 Monthly Salary	6415.00	6736.00	7072.00	7426.00	7797.00	8188.00	100
	Range 100 Annual Salary	76,980.00	80,832.00	84,864.00	89,112.00	93,564.00	98,256.00	
No Job Classification Assigned								
101	Range 101 Monthly Salary	6479.00	6803.00	7144.00	7501.00	7875.00	8269.00	101
	Range 101 Annual Salary	77,748.00	81,636.00	85,728.00	90,012.00	94,500.00	99,228.00	
No Job Classification Assigned								
102	Range 102 Monthly Salary	6545.00	6871.00	7214.00	7575.00	7953.00	8352.00	102
	Range 102 Annual Salary	78,540.00	82,452.00	86,568.00	90,900.00	95,436.00	100,224.00	
No Job Classification Assigned								
103	Range 103 Monthly Salary	6609.00	6941.00	7286.00	7650.00	8033.00	8436.00	103
	Range 103 Annual Salary	79,308.00	83,292.00	87,432.00	91,800.00	96,396.00	101,232.00	
No Job Classification Assigned								
104	Range 104 Monthly Salary	6676.00	7010.00	7359.00	7728.00	8113.00	8519.00	104
	Range 104 Annual Salary	80,112.00	84,120.00	88,308.00	92,736.00	97,356.00	102,228.00	
Executive Assistant to the President and Board of Trustees								

LONGEVITY:

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After 15 years = An additional 5% (compounded as 8.68% above base salary)

After 20 years = An additional 3.5% (compounded as 12.48% above base salary)

After 25 years = An additional 3.5% (compounded as 16.42% above base salary)

After 30 years = An additional 3.5% (compounded as 20.49% above base salary)

SALARY SCHEDULE OF ASSIGNMENTS FOR SUPERVISORY EMPLOYEES

<u>Range</u>	<u>Title</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Range</u>
1	Range 1 Monthly Salary	3,994.00	4,195.00	4,389.00	4,592.00	4,787.00	1
	Range 1 Annual Salary	47,928.00	50,340.00	52,668.00	55,104.00	57,444.00	
No Job Classification Assigned							
2	Range 2 Monthly Salary	4,392.00	4,593.00	4,787.00	4,989.00	5,184.00	2
	Range 2 Annual Salary	52,704.00	55,116.00	57,444.00	59,868.00	62,208.00	
No Job Classification Assigned							
3	Range 3 Monthly Salary	4,790.00	4,990.00	5,184.00	5,387.00	5,582.00	3
	Range 3 Annual Salary	57,480.00	59,880.00	62,208.00	64,644.00	66,984.00	
No Job Classification Assigned							
4	Range 4 Monthly Salary	5,187.00	5,388.00	5,582.00	5,785.00	5,978.00	4
	Range 4 Annual Salary	62,244.00	64,656.00	66,984.00	69,420.00	71,736.00	
No Job Classification Assigned							
5	Range 5 Monthly Salary	5,582.00	5,785.00	5,978.00	6,180.00	6,386.00	5
	Range 5 Annual Salary	66,984.00	69,420.00	71,736.00	74,160.00	76,632.00	
Supervisor, Custodial Services Supervisor Grounds Supervisor, Tutorial Services							
6	Range 6 Monthly Salary	5,978.00	6,180.00	6,386.00	6,580.00	6,783.00	6
	Range 6 Annual Salary	71,736.00	74,160.00	76,632.00	78,960.00	81,396.00	
No Job Classification Assigned							
7	Range 7 Monthly Salary	6,386.00	6,580.00	6,783.00	6,984.00	7,178.00	7
	Range 7 Annual Salary	76,632.00	78,960.00	81,396.00	83,808.00	86,136.00	
Supervisor, Broadcast and Presentation Services Supervisor, Public Safety							
8	Range 8 Monthly Salary	6,783.00	6,984.00	7,178.00	7,383.00	7,581.00	8
	Range 8 Annual Salary	81,396.00	83,808.00	86,136.00	88,596.00	90,972.00	
Supervisor, High School Outreach Supervisor, Planetarium and Astronomy Observatory Center Supervisor, Special Programs Supervisor, Student Services							
9	Range 9 Monthly Salary	7,178.00	7,383.00	7,581.00	7,776.00	7,979.00	9
	Range 9 Annual Salary	86,136.00	88,596.00	90,972.00	93,312.00	95,748.00	
Supervisor, Farm Supervisor, Flight Training Program							
10	Range 10 Monthly Salary	7,581.00	7,776.00	7,979.00	8,178.00	8,377.00	10
	Range 10 Annual Salary	90,972.00	93,312.00	95,748.00	98,136.00	100,524.00	
No Job Classification Assigned							
11	Range 11 Monthly Salary	7,979.00	8,178.00	8,377.00	8,582.00	8,774.00	11
	Range 11 Annual Salary	95,748.00	98,136.00	100,524.00	102,984.00	105,288.00	
No Job Classification Assigned							
12	Range 12 Monthly Salary	8,377.00	8,582.00	8,774.00	8,971.00	9,165.00	12
	Range 12 Annual Salary	100,524.00	102,984.00	105,288.00	107,652.00	109,980.00	
Supervisor, Application Support and Development Supervisor, Web and Portal Services							
13	Range 13 Monthly Salary	8,774.00	8,971.00	9,165.00	9,378.00	9,567.00	13
	Range 13 Annual Salary	105,288.00	107,652.00	109,980.00	112,536.00	114,804.00	
No Job Classification Assigned							
14	Range 14 Monthly Salary	9,165.00	9,378.00	9,567.00	9,768.00	9,974.00	14
	Range 14 Annual Salary	109,980.00	112,536.00	114,804.00	117,216.00	119,688.00	
No Job Classification Assigned							
15	Range 15 Monthly Salary	9,567.00	9,768.00	9,974.00	10,167.00	10,368.00	15
	Range 15 Annual Salary	114,804.00	117,216.00	119,688.00	122,004.00	124,416.00	
No Job Classification Assigned							

LONGEVITY:

After 10 years = 3.5% above base

After 15 years = An additional 5% (compounded as 8.68% above base salary)

After 20 years = An additional 3.5% (compounded as 12.48% above base salary)

After 25 years = An additional 3.5% (compounded as 16.42% above base salary)
 After 30 years = An additional 3.5% (compounded as 20.49% above base salary)

SALARY SCHEDULE OF ASSIGNMENTS FOR MANAGEMENT EMPLOYEES

Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Range
4	Range 4 Monthly Salary	5,187.00	5,388.00	5,582.00	5,785.00	5,978.00	4
	Range 4 Annual Salary	62,224.00	64,656.00	66,984.00	69,420.00	71,735.00	
No Job Classification Assigned							
5	Range 5 Monthly Salary	5,582.00	5,785.00	5,978.00	6,180.00	6,386.00	5
	Range 5 Annual Salary	66,984.00	69,420.00	71,736.00	74,160.00	76,632.00	
No Job Classification Assigned							
6	Range 6 Monthly Salary	5,978.00	6,180.00	6,386.00	6,580.00	6,783.00	6
	Range 6 Annual Salary	71,736.00	74,160.00	76,632.00	78,960.00	81,396.00	
Assistant Director, Child Development Center Manager, Bursar's Office							
7	Range 7 Monthly Salary	6,386.00	6,580.00	6,783.00	6,984.00	7,178.00	7
	Range 7 Annual Salary	76,632.00	78,960.00	81,396.00	83,808.00	86,136.00	
ESL Instructional Support Manager							
8	Range 8 Monthly Salary	6,783.00	6,984.00	7,178.00	7,383.00	7,581.00	8
	Range 8 Annual Salary	81,396.00	83,808.00	86,136.00	88,596.00	90,972.00	
Assistant Director, Public Safety Manager, Deaf & Hard of Hearing Services Manager, Facilities Projects Director, Development & Alumni Rrelations at Mt. SAC							
9	Range 9 Monthly Salary	7,178.00	7,383.00	7,581.00	7,776.00	7,979.00	9
	Range 9 Annual Salary	86,136.00	88,596.00	90,972.00	93,312.00	95,748.00	
Director, Grounds and Transportation Manager, Accounting Manager, Career & Technical Education Outreach Manager Custodial Services Manager, Payroll							
10	Range 10 Monthly Salary	7,581.00	7,776.00	7,979.00	8,178.00	8,377.00	10
	Range 10 Annual Salary	90,972.00	93,312.00	95,748.00	98,136.00	100,524.00	
Assistant Director, Adult Basic Education Assistant Director, English as a Second Language Assistant Director, Financial Aid Director, Honors Program Director, Maintenance Director, Public Safety Director, The Writing Center Manager, Facilities Support Services Project Director, Logistics Education & Training							
11	Range 11 Monthly Salary	7,979.00	8,178.00	8,377.00	8,582.00	8,774.00	11
	Range 11 Annual Salary	95,748.00	98,136.00	100,524.00	102,984.00	105,288.00	
Director, Child Development Center Director, CalWORKs							
12	Range 12 Monthly Salary	8,377.00	8,582.00	8,774.00	8,971.00	9,165.00	12
	Range 12 Annual Salary	100,524.00	102,984.00	105,288.00	107,652.00	109,980.00	
Assistant Director, Academic Technology & Infrastructure Manager, Network & Data Security Manager, Purchasing Director, Title V							
13	Range 13 Monthly Salary	8,774.00	8,971.00	9,165.00	9,378.00	9,567.00	13
	Range 13 Annual Salary	105,288.00	107,652.00	109,980.00	112,536.00	114,804.00	
Assistant Director, Admissions and Records Assistant Director, Facilities Planning and Management Assistant Director, Fiscal Services							

Director, CalWORKS/CARE
 Director, Career and Transfer Services
 Director, Center of Excellence
 Director, RHORC

Range 13 (continued)

13	Range 13 Monthly Salary	8,774.00	8,971.00	9,165.00	9,378.00	9,567.00	13
	Range 13 Annual Salary	105,288.00	107,652.00	109,980.00	112,536.00	114,804.00	

Director, Upward Bound Program
 Manager, Professional Development and Employee Services

14	Range 14 Monthly Salary	9,165.00	9,378.00	9,567.00	9,768.00	9,974.00	14
	Range 14 Annual Salary	109,980.00	112,536.00	114,804.00	117,216.00	119,688.00	

Manager, Public Affairs
 Executive Director, Development & the Mt. SAC Foundation
 Construction Project Manager

15	Range 15 Monthly Salary	9,567.00	9,768.00	9,974.00	10,167.00	10,368.00	15
	Range 15 Annual Salary	114,804.00	117,216.00	119,688.00	122,004.00	124,416.00	

Director, Adult Basic Education
 Director, Assessment and Matriculation
 Director, Community and Career Education
 Director, Disabled Student Programs & Services
 Director, ESL/Intercultural Programs
 Director, Extended Opportunity Programs & Services
 Director, Health Services
 Director, Learning Assistance Center
 Director, Physical Education/Wellness Programs
 Director, Safety, Health Benefits & Risk Management
 Director, Student Life
 Director of Grants

16	Range 16 Monthly Salary	9,974.00	10,167.00	10,368.00	10,573.00	10,767.00	16
	Range 16 Annual Salary	119,688.00	122,004.00	124,416.00	126,876.00	129,204.00	

No Job Classification Assigned

17	Range 17 Monthly Salary	10,368.00	10,573.00	10,767.00	10,968.00	11,174.00	17
	Range 17 Annual Salary	124,416.00	126,876.00	129,204.00	131,616.00	134,088.00	

Director, Employee Services-EEO
 Director, Human Resources Operations & Employee Services
 Director, Professional Development & Employee Engagement
 Senior Construction Project Manager

18	Range 18 Monthly Salary	10,767.00	10,968.00	11,174.00	11,372.00	11,562.00	18
	Range 18 Annual Salary	129,204.00	131,616.00	134,088.00	134,464.00	138,744.00	

No Job Classification Assigned

19	Range 19 Monthly Salary	11,174.00	11,372.00	11,562.00	11,768.00	11,964.00	19
	Range 19 Annual Salary	134,088.00	134,464.00	138,744.00	141,216.00	143,568.00	

Associate Dean, Arts
 Associate Dean, Business
 Associate Dean, Counseling
 Associate Dean, Humanities and Social Sciences
 Associate Dean, Kinesiology, Athletics and Dance
 Associate Dean, Natural Sciences
 Associate Dean, Technology and Health
 Director, Academic Computing & Infrastructure
 Director, Financial Aid
 Director, Marketing & Public Affairs
 Director, Research and Institutional Effectiveness
 Director, Technical Services/Learning Resources

20	Range 20 Monthly Salary	11,562.00	11,768.00	11,964.00	12,176.00	12,364.00	20
	Range 20 Annual Salary	138,744.00	141,216.00	143,568.00	146,112.00	148,368.00	

Director, Enterprise Application Systems

21	Range 21 Monthly Salary	11,964.00	12,176.00	12,364.00	12,566.00	12,759.00	21
	Range 21 Annual Salary	143,568.00	146,112.00	148,368.00	150,792.00	153,108.00	

Dean, Arts
 Dean, Business

Dean, Continuing Education

Range 21 (continued)

21	Range 21 Monthly Salary	11,964.00	12,176.00	12,364.00	12,566.00	12,759.00	21
	Range 21 Annual Salary	143,568.00	146,112.00	148,368.00	150,792.00	153,108.00	
Dean, Counseling							
Dean, Enrollment Management							
Dean, Humanities and Social Sciences							
Dean, Instructional Services							
Dean, Kinesiology, Athletics, and Dance							
Dean, Library and Learning Resources							
Dean, Natural Sciences							
Dean, Student Services							
Dean, Technology and Health							
Director, Facilities Planning and Management							
22	Range 22 Monthly Salary	12,364.00	12,566.00	12,759.00	12,962.00	13,163.00	22
	Range 22 Annual Salary	148,368.00	150,792.00	153,108.00	155,544.00	157,956.00	
No Job Classification Assigned							
23	Range 23 Monthly Salary	12,759.00	12,962.00	13,163.00	13,359.00	13,560.00	23
	Range 23 Annual Salary	153,108.00	155,544.00	157,956.00	160,308.00	162,720.00	
Assistant Vice President, Community Education							
Associate Vice President, Fiscal Services							
24	Range 24 Monthly Salary	13,163.00	13,359.00	13,560.00	13,760.00	13,958.00	24
	Range 24 Annual Salary	157,956.00	160,308.00	162,720.00	165,120.00	167,496.00	
No Job Classification Assigned							
25	Range 25 Monthly Salary	13,560.00	13,760.00	13,958.00	14,163.00	14,362.00	25
	Range 25 Annual Salary	162,720.00	165,120.00	167,496.00	169,956.00	172,344.00	
No Job Classification Assigned							
26	Range 26 Monthly Salary	13,958.00	14,163.00	14,362.00	14,554.00	14,755.00	26
	Range 26 Annual Salary	167,496.00	169,956.00	172,344.00	174,648.00	177,060.00	
No Job Classification Assigned							
27	Range 27 Monthly Salary	14,362.00	14,554.00	14,755.00	14,958.00	15,154.00	27
	Range 27 Annual Salary	172,344.00	174,648.00	177,060.00	179,496.00	181,848.00	
Chief Technology Officer							
28	Range 28 Monthly Salary	14,755.00	14,958.00	15,154.00	15,359.00	15,553.00	28
	Range 28 Annual Salary	177,060.00	179,496.00	181,848.00	184,308.00	186,636.00	
No Job Classification Assigned							
29	Range 29 Monthly Salary	15,154.00	15,359.00	15,553.00	15,755.00	15,950.00	29
	Range 29 Annual Salary	181,848.00	184,308.00	186,636.00	189,060.00	191,400.00	
No Job Classification Assigned							
30	Range 30 Monthly Salary	15,553.00	15,755.00	15,950.00	16,442.00	16,750.00	30
	Range 30 Annual Salary	186,636.00	189,060.00	191,400.00	197,376.00	201,000.00	
No Job Classification Assigned							

LONGEVITY:

- After 10 years = 3.5% above base
- After 15 years = An additional 5% (compounded as 8.68% above base salary)
- After 20 years = An additional 3.5% (compounded as 12.48% above base salary)
- After 25 years = An additional 3.5% (compounded as 16.42% above base salary)
- After 30 years = An additional 3.5% (compounded as 20.49% above base salary)
- After 35 years = An additional 3.5% (compounded as 24.71% above base salary)

SALARY SCHEDULE OF ASSIGNMENTS FOR VICE PRESIDENTS

Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Range
1	Range 1 Monthly Salary	15,153.00	15,607.00	16,074.00	16,557.00	17,052.00	1
	Range 1 Annual Salary	181,836.00	187,284.00	192,888.00	198,684.00	204,624.00	
Vice President, Administrative Services							
Vice President, Human Resources							
Vice President, Instruction							
Vice President, Student Services							

LONGEVITY:

- After 10 years = 3.5% above base

After 15 years = An additional 5% (compounded as 8.68% above base salary)
After 20 years = An additional 3.5% (compounded as 12.48% above base salary)
After 25 years = An additional 3.5% (compounded as 16.42% above base salary)
After 30 years = An additional 3.5% (compounded as 20.49% above base salary)
After 35 years = An additional 3.5% (compounded as 24.71% above base salary)

MT. SAN ANTONIO COLLEGE
SALARY SCHEDULES
Monthly & Annual Rates
Effective July 1, 2014 through June 30, 2015

SALARY SCHEDULE OF ASSIGNMENTS FOR CSEA, CHAPTER 262 EMPLOYEES

Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
1	Range 1 Monthly Salary	1,764.77	1,853.02	1,945.66	2,042.95	2,145.10	2,252.34	1
	Range 1 Annual Salary	21,177.24	22,236.24	23,347.92	24,515.40	25,741.20	27,028.08	
No Job Classification Assigned								
2	Range 2 Monthly Salary	1,782.42	1,871.53	1,965.11	2,063.37	2,166.53	2,274.84	2
	Range 2 Annual Salary	21,389.04	22,458.36	23,581.32	24,760.44	25,998.36	27,298.08	
No Job Classification Assigned								
3	Range 3 Monthly Salary	1,800.25	1,890.26	1,984.78	2,084.00	2,188.21	2,297.62	3
	Range 3 Annual Salary	21,603.00	22,683.12	23,817.36	25,008.00	26,258.52	27,571.44	
No Job Classification Assigned								
4	Range 4 Monthly Salary	1,818.25	1,909.16	2,004.62	2,104.84	2,210.08	2,320.59	4
	Range 4 Annual Salary	21,819.00	22,909.92	24,055.44	25,258.08	26,520.96	27,847.08	
No Job Classification Assigned								
5	Range 5 Monthly Salary	1,836.44	1,928.26	2,024.67	2,125.89	2,232.19	2,343.80	5
	Range 5 Annual Salary	22,037.28	23,139.12	24,296.04	25,510.68	26,786.28	28,125.60	
No Job Classification Assigned								
6	Range 6 Monthly Salary	1,854.79	1,947.54	2,044.93	2,147.16	2,254.51	2,367.25	6
	Range 6 Annual Salary	22,257.48	23,370.48	24,539.16	25,765.92	27,054.12	28,407.00	
No Job Classification Assigned								
7	Range 7 Monthly Salary	1,873.35	1,967.02	2,065.36	2,168.63	2,277.06	2,390.92	7
	Range 7 Annual Salary	22,480.20	23,604.24	24,784.32	26,023.56	27,324.72	28,691.04	
No Job Classification Assigned								
8	Range 8 Monthly Salary	1,892.08	1,986.67	2,086.03	2,190.33	2,299.85	2,414.84	8
	Range 8 Annual Salary	22,704.96	23,840.04	25,032.36	26,283.96	27,598.20	28,978.08	
No Job Classification Assigned								
9	Range 9 Monthly Salary	1,910.81	2,006.56	2,106.88	2,212.23	2,322.86	2,438.99	9
	Range 9 Annual Salary	22,929.72	24,078.72	25,282.56	26,546.76	27,874.32	29,267.88	
No Job Classification Assigned								
10	Range 10 Monthly Salary	1,930.12	2,026.63	2,127.96	2,234.37	2,346.07	2,463.39	10
	Range 10 Annual Salary	23,161.44	24,319.56	25,535.52	26,812.44	28,152.84	29,560.68	
No Job Classification Assigned								
11	Range 11 Monthly Salary	1,949.42	2,046.90	2,149.24	2,256.71	2,369.54	2,488.03	11
	Range 11 Annual Salary	23,393.04	24,562.80	25,790.88	27,080.52	28,434.48	29,856.36	
No Job Classification Assigned								
12	Range 12 Monthly Salary	1,968.90	2,067.36	2,170.72	2,279.26	2,393.23	2,512.88	12
	Range 12 Annual Salary	23,626.80	24,808.32	26,048.64	27,351.12	28,718.76	30,154.56	
No Job Classification Assigned								
13	Range 13 Monthly Salary	1,988.61	2,088.04	2,192.45	2,302.07	2,417.16	2,538.03	13
	Range 13 Annual Salary	23,863.32	25,056.48	26,309.40	27,624.84	29,005.92	30,456.36	
No Job Classification Assigned								
14	Range 14 Monthly Salary	2,008.49	2,108.92	2,214.36	2,324.08	2,441.33	2,563.42	14
	Range 14 Annual Salary	24,101.88	25,307.04	26,572.32	27,888.96	29,295.96	30,761.04	
No Job Classification Assigned								
15	Range 15 Monthly Salary	2,028.57	2,130.00	2,236.49	2,348.32	2,465.73	2,589.02	15
	Range 15 Annual Salary	24,342.84	25,560.00	26,837.88	28,179.84	29,588.76	31,068.24	
No Job Classification Assigned								
16	Range 16 Monthly Salary	2,048.87	2,151.30	2,258.88	2,371.81	2,490.41	2,614.94	16
	Range 16 Annual Salary	24,586.44	25,815.60	27,106.56	28,461.72	29,884.92	31,379.28	
No Job Classification Assigned								
17	Range 17 Monthly Salary	2,068.34	2,172.80	2,281.46	2,395.54	2,515.32	2,651.07	17
	Range 17 Annual Salary	24,820.08	26,073.60	27,377.52	28,746.48	30,183.84	31,812.84	
No Job Classification Assigned								
18	Range 18 Monthly Salary	2,090.04	2,194.55	2,304.27	2,419.49	2,540.44	2,667.47	18
	Range 18 Annual Salary	25,080.48	26,334.60	27,651.24	29,033.88	30,485.28	32,009.64	
No Job Classification Assigned								

19	Range 19 Monthly Salary	2,110.95	2,216.49	2,327.31	2,443.68	2,565.86	2,694.15	19
	Range 19 Annual Salary	25,331.40	26,597.88	27,927.72	29,324.16	30,790.32	32,329.80	
No Job Classification Assigned								
20	Range 20 Monthly Salary	2,132.94	2,238.64	2,350.58	2,468.12	2,591.51	2,721.09	20
	Range 20 Annual Salary	25,595.28	26,863.68	28,206.96	29,617.44	31,098.12	32,653.08	
No Job Classification Assigned								
21	Range 21 Monthly Salary	2,153.37	2,261.03	2,374.08	2,492.79	2,617.43	2,748.29	21
	Range 21 Annual Salary	25,840.44	27,132.36	28,488.96	29,913.48	31,409.16	32,979.48	
No Job Classification Assigned								
22	Range 22 Monthly Salary	2,174.90	2,283.65	2,397.83	2,517.73	2,643.61	2,775.79	22
	Range 22 Annual Salary	26,098.80	27,403.80	28,773.96	30,212.76	31,723.32	33,309.48	
No Job Classification Assigned								
23	Range 23 Monthly Salary	2,196.66	2,306.50	2,421.81	2,542.90	2,670.06	2,803.56	23
	Range 23 Annual Salary	26,359.92	27,678.00	29,061.72	30,514.80	32,040.72	33,642.72	
Parent Education Preschool Assistant								
24	Range 24 Monthly Salary	2,218.63	2,329.55	2,446.04	2,568.34	2,696.76	2,831.62	24
	Range 24 Annual Salary	26,623.56	27,954.60	29,352.48	30,820.08	32,361.12	33,979.44	
No Job Classification Assigned								
25	Range 25 Monthly Salary	2,240.81	2,352.85	2,470.49	2,594.01	2,723.71	2,859.90	25
	Range 25 Annual Salary	26,889.72	28,234.20	29,645.88	31,128.12	32,684.52	34,318.80	
No Job Classification Assigned								
26	Range 26 Monthly Salary	2,263.22	2,376.38	2,495.21	2,619.97	2,750.96	2,888.51	26
	Range 26 Annual Salary	27,158.64	28,516.56	29,942.52	31,439.64	33,011.52	34,662.12	
No Job Classification Assigned								
27	Range 27 Monthly Salary	2,285.84	2,400.14	2,520.14	2,626.16	2,778.45	2,917.37	27
	Range 27 Annual Salary	27,430.08	28,801.68	30,241.68	31,513.92	33,341.40	35,008.44	
No Job Classification Assigned								
28	Range 28 Monthly Salary	2,308.71	2,424.13	2,545.34	2,672.60	2,806.24	2,496.53	28
	Range 28 Annual Salary	27,704.52	#VALUE!	30,544.08	32,071.20	33,674.88	29,958.36	
No Job Classification Assigned								
29	Range 29 Monthly Salary	2,331.80	2,448.37	2,570.80	2,699.33	2,834.30	2,976.03	29
	Range 29 Annual Salary	27,981.60	29,380.44	30,849.60	32,391.96	34,011.60	35,712.36	
No Job Classification Assigned								
30	Range 30 Monthly Salary	2,355.11	2,472.87	2,596.51	2,726.31	2,862.64	3,005.77	30
	Range 30 Annual Salary	28,261.32	29,674.44	31,158.12	32,715.72	34,351.68	36,069.24	
No Job Classification Assigned								
31	Range 31 Monthly Salary	2,378.66	2,497.60	2,622.49	2,753.60	2,891.27	3,035.84	31
	Range 31 Annual Salary	28,543.92	29,971.20	31,469.88	33,043.20	34,695.24	36,430.08	
No Job Classification Assigned								
32	Range 32 Monthly Salary	2,402.45	2,552.58	2,648.70	2,781.14	2,920.19	3,066.21	32
	Range 32 Annual Salary	28,829.40	30,630.96	31,784.40	33,373.68	35,042.28	36,794.52	
No Job Classification Assigned								
33	Range 33 Monthly Salary	2,426.48	2,547.80	2,675.19	2,808.95	2,949.40	3,096.87	33
	Range 33 Annual Salary	29,117.76	30,573.60	32,102.28	33,707.40	35,392.80	37,162.44	
No Job Classification Assigned								
34	Range 34 Monthly Salary	2,450.73	2,573.28	2,701.94	2,837.05	2,978.90	3,127.86	34
	Range 34 Annual Salary	29,408.76	30,879.36	32,423.28	34,044.60	35,746.80	37,534.32	
No Job Classification Assigned								
35	Range 35 Monthly Salary	2,475.25	2,599.02	2,728.97	2,865.52	3,008.69	3,159.13	35
	Range 35 Annual Salary	29,703.00	31,188.24	32,747.64	34,386.24	36,104.28	37,909.56	
No Job Classification Assigned								
36	Range 36 Monthly Salary	2,500.13	2,625.00	2,756.25	2,894.07	3,038.78	3,190.71	36
	Range 36 Annual Salary	30,001.56	31,500.00	33,075.00	34,728.84	36,465.36	38,288.52	
No Job Classification Assigned								
37	Range 37 Monthly Salary	2,524.99	2,651.25	2,783.80	2,922.99	3,069.15	3,222.62	37
	Range 37 Annual Salary	30,299.88	31,815.00	33,405.60	35,075.88	36,829.80	38,671.44	
No Job Classification Assigned								
38	Range 38 Monthly Salary	2,550.26	2,677.76	2,811.66	2,952.24	3,099.85	3,254.84	38
	Range 38 Annual Salary	30,603.12	32,133.12	33,739.92	35,426.88	37,198.20	39,058.08	
No Job Classification Assigned								

39	Range 39 Monthly Salary	2,575.75	2,704.54	2,839.78	2,981.76	3,130.84	3,287.39	39
	Range 39 Annual Salary	30,909.00	32,454.48	34,077.36	35,781.12	37,570.08	39,448.68	
No Job Classification Assigned								
40	Range 40 Monthly Salary	2,601.52	2,731.60	2,868.18	3,011.58	3,162.16	3,320.27	40
	Range 40 Annual Salary	31,218.24	32,779.20	34,418.16	36,138.96	37,945.92	39,843.24	
No Job Classification Assigned								
41	Range 41 Monthly Salary	2,627.53	2,758.89	2,896.84	3,041.70	3,193.77	3,353.45	41
	Range 41 Annual Salary	31,530.36	33,106.68	34,762.08	36,500.40	38,325.24	40,241.40	
No Job Classification Assigned								
42	Range 42 Monthly Salary	2,653.79	2,786.50	2,925.82	3,072.12	3,225.72	3,387.10	42
	Range 42 Annual Salary	31,845.48	33,438.00	35,109.84	36,865.44	38,708.64	40,645.20	
No Job Classification Assigned								
43	Range 43 Monthly Salary	2,680.34	2,814.34	2,955.08	3,102.84	3,257.98	3,420.87	43
	Range 43 Annual Salary	32,164.08	33,772.08	35,460.96	37,234.08	39,095.76	41,050.44	
No Job Classification Assigned								
44	Range 44 Monthly Salary	2,707.13	2,842.49	2,984.63	3,133.86	3,290.57	3,455.09	44
	Range 44 Annual Salary	32,485.56	34,109.88	35,815.56	37,606.32	39,486.84	41,461.08	
No Job Classification Assigned								
45	Range 45 Monthly Salary	2,734.22	2,870.93	3,014.46	3,165.19	3,323.44	3,489.62	45
	Range 45 Annual Salary	32,810.64	34,451.16	36,173.52	37,982.28	39,881.28	41,875.44	
Admissions and Registration Clerk Driver English as a Second Language Instructional Support Assistant High School Proctor Office Assistant								
46	Range 46 Monthly Salary	2,761.55	2,899.63	3,044.61	3,196.85	3,356.69	3,524.54	46
	Range 46 Annual Salary	33,138.60	34,795.56	36,535.32	38,362.20	40,280.28	42,294.48	
No Job Classification Assigned								
47	Range 47 Monthly Salary	2,789.18	2,928.64	3,075.07	3,228.82	3,390.27	3,559.78	47
	Range 47 Annual Salary	33,470.16	35,143.68	36,900.84	38,745.84	40,683.24	42,717.36	
No Job Classification Assigned								
48	Range 48 Monthly Salary	2,817.06	2,957.92	3,105.81	3,261.11	3,424.15	3,595.37	48
	Range 48 Annual Salary	33,804.72	35,495.04	37,269.72	39,133.32	41,089.80	43,144.44	
No Job Classification Assigned								
49	Range 49 Monthly Salary	2,845.22	2,987.48	3,136.87	3,293.71	3,458.39	3,631.31	49
	Range 49 Annual Salary	34,142.64	35,849.76	37,642.44	39,524.52	41,500.68	43,575.72	
No Job Classification Assigned								
50	Range 50 Monthly Salary	2,873.68	3,017.36	3,168.24	3,326.65	3,492.97	3,667.62	50
	Range 50 Annual Salary	34,484.16	36,208.32	38,018.88	39,919.80	41,915.64	44,011.44	
No Job Classification Assigned								
51	Range 51 Monthly Salary	2,902.43	3,047.54	3,199.91	3,359.92	3,527.92	3,704.32	51
	Range 51 Annual Salary	34,829.16	36,570.48	38,398.92	40,319.04	42,335.04	44,451.84	
No Job Classification Assigned								
52	Range 52 Monthly Salary	2,931.44	3,078.03	3,321.91	3,393.52	3,563.18	3,741.35	52
	Range 52 Annual Salary	35,177.28	36,936.36	39,862.92	40,722.24	42,758.16	44,896.20	
Clerical Assistant Tutorial Services Assistant								
53	Range 53 Monthly Salary	2,960.74	3,108.80	3,264.24	3,427.46	3,598.83	3,778.77	53
	Range 53 Annual Salary	35,528.88	37,305.60	39,170.88	41,129.52	43,185.96	45,345.24	
EOPS Tutorial/Peer Counselor Supervisor ESL Outreach Specialist Telephone Operator, Receptionist								
54	Range 54 Monthly Salary	2,990.38	3,139.88	3,296.89	3,461.72	3,634.81	3,816.54	54
	Range 54 Annual Salary	35,884.56	37,678.56	39,562.68	41,540.64	43,617.72	45,798.48	
EOPS Specialist								
55	Range 55 Monthly Salary	3,020.26	3,171.29	3,329.96	3,496.36	3,671.16	3,854.72	55
	Range 55 Annual Salary	36,243.12	38,055.48	39,959.52	41,956.32	44,053.92	46,256.64	
No Job Classification Assigned								
56	Range 56 Monthly Salary	3,050.28	3,203.00	3,363.16	3,531.32	3,707.89	3,893.28	56
	Range 56 Annual Salary	36,603.36	38,436.00	40,357.92	42,375.84	44,494.68	46,719.36	
Admissions and Records Specialist I								

57	Range 57 Monthly Salary	3,080.97	3,235.03	3,396.79	3,566.62	3,744.95	3,932.19	57
	Range 57 Annual Salary	36,971.64	38,820.36	40,761.48	42,799.44	44,939.40	47,186.28	
No Job Classification Assigned								
58	Range 58 Monthly Salary	3,111.80	3,267.38	3,430.75	3,602.29	3,782.41	3,971.52	58
	Range 58 Annual Salary	37,341.60	39,208.56	41,169.00	43,227.48	45,388.92	47,658.24	
No Job Classification Assigned								
59	Range 59 Monthly Salary	3,142.92	3,300.07	3,465.07	3,638.32	3,820.24	4,011.26	59
	Range 59 Annual Salary	37,715.04	39,600.84	41,580.84	43,659.84	45,842.88	48,135.12	
Admissions and Records Clerk I Lead Admissions and Registration Clerk Receptionist/Clerical Assistant Student Services Outreach Specialist								
60	Range 60 Monthly Salary	3,174.34	3,333.07	3,499.70	3,674.70	3,858.43	4,051.35	60
	Range 60 Annual Salary	38,092.08	39,996.84	41,996.40	44,096.40	46,301.16	48,616.20	
Kinesiology/Athletic Technician I								
61	Range 61 Monthly Salary	3,206.93	3,366.41	3,534.74	3,711.47	3,897.03	4,091.88	61
	Range 61 Annual Salary	38,483.16	40,396.92	42,416.88	44,537.64	46,764.36	49,102.56	
No Job Classification Assigned								
62	Range 62 Monthly Salary	3,238.16	3,400.06	3,570.08	3,748.57	3,936.00	4,132.80	62
	Range 62 Annual Salary	38,857.92	40,800.72	42,840.96	44,982.84	47,232.00	49,593.60	
ESL Learning Resources Technician Learning Resources Technician Learning Lab Assistant I Mail Room Operator Test Administration Clerk								
63	Range 63 Monthly Salary	3,270.54	3,434.09	3,605.78	3,786.08	3,975.37	4,174.14	63
	Range 63 Annual Salary	39,246.48	41,209.08	43,269.36	45,432.96	47,704.44	50,089.68	
Kinesiology/Athletic Technician II								
64	Range 64 Monthly Salary	3,303.26	3,468.41	3,641.84	3,823.93	4,015.12	4,215.88	64
	Range 64 Annual Salary	39,639.12	41,620.92	43,702.08	45,887.16	48,181.44	50,590.56	
No Job Classification Assigned								
65	Range 65 Monthly Salary	3,336.29	3,503.09	3,678.26	3,862.17	4,055.27	4,258.04	65
	Range 65 Annual Salary	40,035.48	42,037.08	44,139.12	46,346.04	48,663.24	51,096.48	
No Job Classification Assigned								
66	Range 66 Monthly Salary	3,369.65	3,538.14	3,715.04	3,900.79	4,095.83	4,300.63	66
	Range 66 Annual Salary	40,435.80	42,457.68	44,580.48	46,809.48	49,149.96	51,607.56	
No Job Classification Assigned								
67	Range 67 Monthly Salary	3,403.36	3,573.51	3,752.19	3,939.80	4,136.79	4,343.64	67
	Range 67 Annual Salary	40,840.32	42,882.12	45,026.28	47,277.60	49,641.48	52,123.68	
No Job Classification Assigned								
68	Range 68 Monthly Salary	3,437.38	3,609.26	3,789.72	3,979.21	4,178.16	4,387.06	68
	Range 68 Annual Salary	41,248.56	43,311.12	45,476.64	47,750.52	50,137.92	52,644.72	
Event Services Technician Student Accounts Technician								
69	Range 69 Monthly Salary	3,471.75	3,645.35	3,827.62	4,019.00	4,219.94	4,430.93	69
	Range 69 Annual Salary	41,661.00	43,744.20	45,931.44	48,228.00	50,639.28	53,171.16	
Account Clerk I Admissions and Records Specialist II Clerical Specialist Range 69 (continued)								
69	Range 69 Monthly Salary	3,471.75	3,645.35	3,827.62	4,019.00	4,219.94	4,430.93	69
	Range 69 Annual Salary	41,661.00	43,744.20	45,931.44	48,228.00	50,639.28	53,171.16	
International Student Services Specialist Printing Services Specialist								
70	Range 70 Monthly Salary	3,506.47	3,681.80	3,865.89	4,059.19	4,262.15	4,475.25	70
	Range 70 Annual Salary	42,077.64	44,181.60	46,390.68	48,710.28	51,145.80	53,703.00	
Assistant Curriculum Specialist								
71	Range 71 Monthly Salary	3,541.54	3,718.62	3,904.55	4,099.77	4,304.76	4,519.99	71
	Range 71 Annual Salary	42,498.48	44,623.44	46,854.60	49,197.24	51,657.12	54,239.88	
Caseworker Caseworker/Intervention Specialist								

	Library Technician Mentor Coordinator Parking Officer							
72	Range 72 Monthly Salary	3,576.96	3,755.81	3,943.60	4,140.79	4,347.82	4,565.21	72
	Range 72 Annual Salary	42,923.52	45,069.72	47,323.20	49,689.48	52,173.84	54,782.52	
	Learning Lab Assistant Lead Mail Room Operator							
73	Range 73 Monthly Salary	3,612.74	3,793.38	3,983.05	4,182.21	4,391.31	4,610.87	73
	Range 73 Annual Salary	43,352.88	45,520.56	47,796.60	50,186.52	52,695.72	55,330.44	
	Printing Services Technician							
74	Range 74 Monthly Salary	3,648.86	3,831.31	4,022.87	4,224.03	4,435.23	4,656.98	74
	Range 74 Annual Salary	43,786.32	45,975.72	48,274.44	50,688.36	53,222.76	55,883.76	
	No Job Classification Assigned							
75	Range 75 Monthly Salary	3,685.36	3,869.62	4,063.11	4,266.25	4,479.58	4,703.54	75
	Range 75 Annual Salary	44,224.32	46,435.44	48,757.32	51,195.00	53,754.96	56,442.48	
	No Job Classification Assigned							
76	Range 76 Monthly Salary	3,722.21	3,908.31	4,103.73	4,308.91	4,524.37	4,750.58	76
	Range 76 Annual Salary	44,666.52	46,899.72	49,244.76	51,706.92	54,292.44	57,006.96	
	No Job Classification Assigned							
77	Range 77 Monthly Salary	3,759.44	3,947.39	4,144.77	4,352.01	4,569.61	4,798.10	77
	Range 77 Annual Salary	45,113.28	47,368.68	49,737.24	52,224.12	54,835.32	57,577.20	
	Parking/Security Technician							
78	Range 78 Monthly Salary	3,797.02	3,986.87	4,186.21	4,395.53	4,615.30	4,846.08	78
	Range 78 Annual Salary	45,564.24	47,842.44	50,234.52	52,746.36	55,383.60	58,152.96	
	Veterans Service Specialist							
79	Range 79 Monthly Salary	3,835.00	4,026.75	4,228.07	4,439.50	4,661.47	4,894.54	79
	Range 79 Annual Salary	46,020.00	48,321.00	50,736.84	53,274.00	55,937.64	58,734.48	
	Account Clerk II Admissions & Records Computer Technician Alternate Media Program Specialist Buyer Child Development Workforce Initiative Grant Specialist Computer Facilities Assistant Early Child Development Specialist I Help Desk Support Technician Laboratory Technician - Arts Laboratory Technician - Astronomy Laboratory Technician - Business and Computer Information Laboratory Technician - DSP&S Laboratory Technician - Earth Sciences Laboratory Technician - Math Activities Resource Center Laboratory Technician - Math Computer Sciences Laboratory Technician - Natural Sciences Laboratory Technician - Photography Laboratory Technician - Physical Science & Engineering Laboratory Technician - Radio							
	Range 79 (continued)							
79	Range 79 Monthly Salary	3,835.00	4,026.75	4,228.07	4,439.50	4,661.47	4,894.54	79
	Range 79 Annual Salary	46,020.00	48,321.00	50,736.84	53,274.00	55,937.64	58,734.48	
	Laboratory Technician - Registered Vet Technician Laboratory Technician - Theater Laboratory Technician - Welding Laboratory Technician I - Biological Sciences Laboratory Technician I - Chemistry Lead Library Technician Office Supervisor, ESL Office Supervisor, RHORC Office Supervisor, SBDC Project/Program Specialist Skills Lab Technician Student Services Program Specialist							

	Student Specialist Teaching Assistant Television Production Specialist Web Developer							
80	Range 80 Monthly Salary	3,873.34	4,067.00	4,270.35	4,483.87	4,708.07	4,943.49	80
	Range 80 Annual Salary	46,480.08	48,804.00	51,244.20	53,806.44	56,496.84	59,321.88	
No Job Classification Assigned								
81	Range 81 Monthly Salary	3,912.07	4,107.67	4,313.07	4,528.73	4,755.16	4,992.90	81
	Range 81 Annual Salary	46,944.84	49,292.04	51,756.84	54,344.76	57,061.92	59,914.80	
Accommodations Specialist Admissions and Records Specialist III Construction Projects Specialist Facilities Specialist Financial Aid Specialist Financial Aid Technician Lead International Students Specialist Public Information Assistant Publications Technician Secretary Senior Tool Keeper Specialist: Contract Services - CalWORKs Student Relations Specialist								
82	Range 82 Monthly Salary	3,951.20	4,148.76	4,356.19	4,574.00	4,802.70	4,042.84	82
	Range 82 Annual Salary	47,414.40	49,785.12	52,274.28	54,888.00	57,632.40	48,514.08	
No Job Classification Assigned								
83	Range 83 Monthly Salary	3,990.70	4,190.25	4,399.76	4,619.74	4,850.73	5,093.26	83
	Range 83 Annual Salary	47,888.40	50,283.00	52,797.12	55,436.88	58,208.76	61,119.12	
No Job Classification Assigned								
84	Range 84 Monthly Salary	4,030.62	4,232.13	4,443.76	4,665.94	4,899.23	5,144.20	84
	Range 84 Annual Salary	48,367.44	50,785.56	53,325.12	55,991.28	58,790.76	61,730.40	
No Job Classification Assigned								
85	Range 85 Monthly Salary	4,070.92	4,274.46	4,488.20	4,712.60	4,948.23	5,195.66	85
	Range 85 Annual Salary	48,851.04	51,293.52	53,858.40	56,551.20	59,378.76	62,347.92	
No Job Classification Assigned								
86	Range 86 Monthly Salary	4,111.64	4,317.22	4,533.08	4,759.74	4,997.71	5,247.60	86
	Range 86 Annual Salary	49,339.68	51,806.64	54,396.96	57,116.88	59,972.52	62,971.20	
Laboratory Technician II - Biological Sciences Laboratory Technician - Chemistry								
87	Range 87 Monthly Salary	4,152.77	4,360.39	4,578.42	4,807.34	5,047.70	5,300.09	87
	Range 87 Annual Salary	49,833.24	52,324.68	54,941.04	57,688.08	60,572.40	63,601.08	
No Job Classification Assigned								
88	Range 88 Monthly Salary	4,194.28	4,404.00	4,624.20	4,855.41	5,098.18	5,353.09	88
	Range 88 Annual Salary	50,331.36	52,848.00	55,490.40	58,264.92	61,178.16	64,237.08	
Accompanist Account Clerk III Administrative Secretary Athletic Eligibility Specialist Benefits Specialist Career Services Specialist Communications Specialist Coordinator, Help Desk Coordinator, Learning Lab Coordinator, Patron Services Early Child Development Specialist II Learning Resources Computer Technician Media Services Coordinator Public Safety Officer Registration Specialist Risk Management Specialist								

Scholarship Program Specialist								
Senior Buyer								
Senior Interpreter								
Technician, Audio Visual Repair								
89	Range 89 Monthly Salary	4,236.22	4,448.04	4,670.43	4,903.95	5,149.15	5,406.60	89
	Range 89 Annual Salary	50,834.64	53,376.48	56,045.16	58,847.40	61,789.80	64,879.20	
Lead Event Services Technician								
90	Range 90 Monthly Salary	4,278.59	4,492.51	4,717.14	5,953.01	5,200.66	5,460.70	90
	Range 90 Annual Salary	51,343.08	53,910.12	56,605.68	71,436.12	62,407.92	65,528.40	
No Job Classification Assigned								
91	Range 91 Monthly Salary	4,321.38	4,537.45	4,764.31	5,002.55	5,252.68	5,515.32	91
	Range 91 Annual Salary	51,856.56	54,449.40	57,171.72	60,030.60	63,032.16	66,183.84	
No Job Classification Assigned								
92	Range 92 Monthly Salary	4,634.59	4,582.83	4,811.95	5,052.56	5,305.18	5,570.43	92
	Range 92 Annual Salary	55,615.08	54,993.96	57,743.40	60,630.72	63,662.16	66,845.16	
No Job Classification Assigned								
93	Range 93 Monthly Salary	4,408.23	4,628.65	4,860.08	5,103.09	5,358.24	5,626.15	93
	Range 93 Annual Salary	52,898.76	55,543.80	58,320.96	61,237.08	64,298.88	67,513.80	
Small Business Development Center Assistant								
94	Range 94 Monthly Salary	4,452.32	4,674.95	4,908.68	5,154.11	5,411.81	5,682.41	94
	Range 94 Annual Salary	53,427.84	56,099.40	58,904.16	61,849.32	64,941.72	68,188.92	
No Job Classification Assigned								
95	Range 95 Monthly Salary	4,496.84	4,721.69	4,957.76	5,205.66	5,465.94	5,739.25	95
	Range 95 Annual Salary	53,962.08	56,660.28	59,493.12	62,467.92	65,591.28	68,871.00	
Budget & Accounting Technician								
Coordinator, Assessment Center								
Coordinator, Assistive Technology								
Coordinator, Learning Assistance Resource Center (LARC)								
Coordinator, Printing Services								
Coordinator, Project Program								
Coordinator, Supplemental Instruction Program								
Coordinator, Writing Center								
Educational Advisor								
Equipment Technician-Electronics								
Grants Specialist								
Information Technology Specialist								
KSAK Operations Coordinator								
Procurement Specialist								
Transfer Specialist								
96	Range 96 Monthly Salary	4,541.81	4,768.90	5,007.35	5,257.71	5,520.60	5,796.63	96
	Range 96 Annual Salary	57,237.72	60,099.60	63,104.64	66,259.80	69,572.76	73,051.32	
Interpreter Specialist								
Lead Computer Operator								
Research Assistant								
97	Range 97 Monthly Salary	4,587.24	4,816.59	5,057.42	5,310.31	5,575.83	5,854.61	97
	Range 97 Annual Salary	55,046.88	57,799.08	60,689.04	63,723.72	66,909.96	70,255.32	
No Job Classification Assigned								
98	Range 98 Monthly Salary	4,633.10	4,864.76	5,108.00	5,363.39	5,631.58	5,913.15	98
	Range 98 Annual Salary	55,597.20	58,377.12	61,296.00	64,360.68	67,578.96	70,957.80	
Graphics Designer								
Lead Printing Services								
99	Range 99 Monthly Salary	4,679.43	4,913.40	5,159.07	6,517.01	5,687.89	5,972.26	99
	Range 99 Annual Salary	56,153.16	58,960.80	61,908.84	78,204.12	68,254.68	71,667.12	
No Job Classification Assigned								
100	Range 100 Monthly Salary	4,726.22	4,962.52	5,210.67	5,471.20	5,744.75	6,031.98	100
	Range 100 Annual Salary	56,714.64	59,550.24	62,528.04	65,654.40	68,937.00	72,383.76	
No Job Classification Assigned								
101	Range 101 Monthly Salary	4,773.47	5,012.16	5,262.76	5,525.90	5,802.20	6,092.31	101
	Range 101 Annual Salary	57,281.64	60,145.92	63,153.12	66,310.80	69,626.40	73,107.72	
No Job Classification Assigned								

102	Range 102 Monthly Salary	4,821.22	5,062.28	5,315.40	5,581.17	5,860.23	6,153.23	102
	Range 102 Annual Salary	57,854.64	60,747.36	63,784.80	66,974.04	70,322.76	73,838.76	
No Job Classification Assigned								
103	Range 103 Monthly Salary	4,869.43	5,112.91	5,368.55	5,636.98	5,918.82	6,214.77	103
	Range 103 Annual Salary	58,433.16	61,354.92	64,422.60	67,643.76	71,025.84	74,577.24	
Specialist: Job Placement, DSP&S (Temp.)								
104	Range 104 Monthly Salary	4,918.12	5,164.02	5,422.23	5,693.34	5,978.01	6,276.92	104
	Range 104 Annual Salary	59,017.44	61,968.24	65,066.76	68,320.08	71,736.12	75,323.04	
Administrative Noncredit Curriculum Specialist								
105	Range 105 Monthly Salary	4,967.30	5,215.67	5,476.45	5,750.27	6,037.80	6,339.69	105
	Range 105 Annual Salary	59,607.60	62,588.04	65,717.40	69,003.24	72,453.60	76,076.28	
Applications Training Specialist Athletic Trainer Coordinator, Budget and Accounting Coordinator, Payroll Coordinator, Student Activities High School Outreach Coordinator Office Supervisor, Welcome Back Program Staff Nurse Vocational Outreach Specialist								
106	Range 106 Monthly Salary	5,016.97	5,267.84	5,531.21	5,807.77	6,098.17	6,403.08	106
	Range 106 Annual Salary	60,203.64	63,214.08	66,374.52	69,693.24	73,178.04	76,836.96	
No Job Classification Assigned								
107	Range 107 Monthly Salary	5,067.14	5,320.50	5,586.54	5,865.86	6,159.15	6,467.11	107
	Range 107 Annual Salary	60,805.68	63,846.00	67,038.48	70,390.32	73,909.80	77,605.32	
Coordinator, Computer Facilities Educational Research Assessment Analyst Information Technology Support Technician Research Analyst Telecommunications Technician								
108	Range 108 Monthly Salary	5,117.81	5,373.71	5,642.40	5,924.52	6,220.73	6,531.78	108
	Range 108 Annual Salary	61,413.72	64,484.52	67,708.80	71,094.24	74,648.76	78,381.36	
Technician, Performing Arts Operations Technician, Performing Arts Operations (Master Electrician) Technician, Performing Arts (Stage Manager Master Carpenter)								
109	Range 109 Monthly Salary	5,169.00	5,427.45	5,698.83	5,983.77	6,282.95	6,597.10	109
	Range 109 Annual Salary	62,028.00	65,129.40	68,385.96	71,805.24	75,395.40	79,165.20	
Coordinator, CalWORKs Coordinator, Student Veterans Services & Scholarships								
110	Range 110 Monthly Salary	5,220.69	5,481.71	5,755.82	6,043.61	6,345.79	6,663.06	110
	Range 110 Annual Salary	62,648.28	65,780.52	69,069.84	72,523.32	76,149.48	79,956.72	
No Job Classification Assigned								
111	Range 111 Monthly Salary	5,272.91	5,536.54	5,813.37	6,104.04	6,409.23	6,729.69	111
	Range 111 Annual Salary	63,274.92	66,438.48	69,760.44	73,248.48	76,910.76	80,756.28	
No Job Classification Assigned								
112	Range 112 Monthly Salary	5,325.62	5,591.91	5,871.50	6,165.09	6,473.33	6,797.00	112
	Range 112 Annual Salary	63,907.44	67,102.92	70,458.00	73,981.08	77,679.96	81,564.00	
Coordinator, Adult Basic Education Coordinator, English as a Second Language Coordinator, High School Program Coordinator, Language Learning Center Curriculum Specialist Exercise Science/Health Supervisor Matriculation Supervisor, (ESL Non-Credit) Supervisor, Admissions & Records Supervisor, Emeritus Program Supervisor, Financial Aid Supervisor, Health Occupations & Resource Lab Supervisor, VESL								

113	Range 113 Monthly Salary	5,378.89	5,647.83	5,930.22	6,226.73	6,538.06	6,864.97	113
	Range 113 Annual Salary	64,546.68	67,773.96	71,162.64	74,720.76	78,456.72	82,379.64	
No Job Classification Assigned								
114	Range 114 Monthly Salary	5,432.68	5,704.31	5,989.52	6,289.00	6,603.45	6,933.51	114
	Range 114 Annual Salary	65,192.16	68,451.72	71,874.24	75,468.00	79,241.40	83,202.12	
Computer Support Specialist Coordinator, Computer Services Lead Technician, Broadcast & Audio Lead Telecommunications Support Technician Systems Analyst/Programmer Web Designer Web Support Specialist Webmaster								
115	Range 115 Monthly Salary	5,487.00	5,761.34	6,049.42	6,351.88	6,669.48	7,002.96	115
	Range 115 Annual Salary	65,844.00	69,136.08	72,593.04	76,222.56	80,033.76	84,035.52	
No Job Classification Assigned								
116	Range 116 Monthly Salary	5,541.87	5,818.95	6,109.90	6,415.40	6,736.17	7,072.98	116
	Range 116 Annual Salary	66,502.44	69,827.40	73,318.80	76,984.80	80,834.04	84,875.76	
No Job Classification Assigned								
117	Range 117 Monthly Salary	5,597.29	5,877.15	6,170.99	6,479.54	6,803.53	7,143.71	117
	Range 117 Annual Salary	67,167.48	70,525.80	74,051.88	77,754.48	81,642.36	85,724.52	
No Job Classification Assigned								
118	Range 118 Monthly Salary	5,653.26	5,935.91	6,232.71	6,544.35	6,871.56	7,215.13	118
	Range 118 Annual Salary	67,839.12	71,230.92	74,792.52	78,532.20	82,458.72	86,581.56	
Coordinator, Health Careers Resource Center								
119	Range 119 Monthly Salary	5,709.78	5,995.27	6,295.04	6,609.80	6,940.29	7,287.31	119
	Range 119 Annual Salary	68,517.36	71,943.24	75,540.48	79,317.60	83,283.48	87,447.72	
No Job Classification Assigned								
120	Range 120 Monthly Salary	5,766.89	6,055.22	6,358.00	6,675.90	7,009.68	7,360.17	120
	Range 120 Annual Salary	69,202.68	72,662.64	76,296.00	80,110.80	84,116.16	88,322.04	
No Job Classification Assigned								
121	Range 121 Monthly Salary	5,824.55	6,115.79	6,421.57	6,742.65	7,079.78	7,433.78	121
	Range 121 Annual Salary	69,894.60	73,389.48	77,058.84	80,911.80	84,957.36	89,205.36	
No Job Classification Assigned								
122	Range 122 Monthly Salary	5,882.79	6,176.92	6,485.78	6,810.07	7,150.56	7,508.09	122
	Range 122 Annual Salary	70,593.48	74,123.04	77,829.36	81,720.84	85,806.72	90,097.08	
No Job Classification Assigned								
123	Range 123 Monthly Salary	5,941.62	6,238.69	6,550.63	6,878.18	7,222.09	7,583.18	123
	Range 123 Annual Salary	71,299.44	74,864.28	78,607.56	82,538.16	86,665.08	90,998.16	
No Job Classification Assigned								
124	Range 124 Monthly Salary	6,001.03	6,301.09	6,616.14	6,946.94	7,294.29	7,659.01	124
	Range 124 Annual Salary	72,012.36	75,613.08	79,393.68	83,363.28	87,531.48	91,908.12	
Academic Applications Systems Specialist Admissions and Records Systems Analyst Coordinator, Graphic Design Coordinator, Marketing & Communication Coordinator, Online Learning Support Center Coordinator, Professional & Organizational Development Educational Technology Coordinator Financial Aid Systems Analyst Financial Aid Systems Programmer Instructional Designer Lead Information Technology Support Technician Senior Research Analyst Senior Systems Analyst/Programmer Systems Analyst/Programmer Systems Programmer								
125	Range 125 Monthly Salary	6,061.05	6,364.09	6,682.30	7,016.41	7,367.24	7,735.61	125
	Range 125 Annual Salary	72,732.60	76,369.08	80,187.60	84,196.92	88,406.88	92,827.32	
No Job Classification Assigned								
126	Range 126 Monthly Salary	6,121.66	6,427.74	6,749.12	7,086.57	7,440.90	7,812.95	126

126	Range 126 Annual Salary	73,459.92	77,132.88	80,989.44	85,038.84	89,290.80	93,755.40	140
Project Administrator Registered Nurse Practitioner Senior Systems Programmer								
127	Range 127 Monthly Salary	6,182.87	6,492.03	6,816.61	7,157.45	7,515.31	7,891.09	140
	Range 127 Annual Salary	74,194.44	77,904.36	81,799.32	85,889.40	90,183.72	94,693.08	
No Job Classification Assigned								
128	Range 128 Monthly Salary	6,244.70	6,556.94	6,884.79	7,229.01	7,590.46	7,970.00	140
	Range 128 Annual Salary	74,936.40	78,683.28	82,617.48	86,748.12	91,085.52	95,640.00	
No Job Classification Assigned								
129	Range 129 Monthly Salary	6,307.15	6,622.50	6,953.64	7,301.31	7,666.36	8,049.69	140
	Range 129 Annual Salary	75,685.80	79,470.00	83,443.68	87,615.72	91,996.32	96,596.28	
No Job Classification Assigned								
130	Range 130 Monthly Salary	6,370.22	6,688.74	7,023.17	7,374.33	7,743.03	8,130.20	140
	Range 130 Annual Salary	76,442.64	80,264.88	84,278.04	88,491.96	92,916.36	97,562.40	
No Job Classification Assigned								
131	Range 131 Monthly Salary	6,433.93	6,755.61	7,093.40	7,448.08	7,820.47	8,211.49	140
	Range 131 Annual Salary	77,207.16	81,067.32	85,120.80	89,376.96	93,845.64	98,537.88	
No Job Classification Assigned								
132	Range 132 Monthly Salary	6,498.27	6,823.17	7,164.34	7,522.56	7,898.66	8,293.62	140
	Range 132 Annual Salary	77,979.24	81,878.04	85,972.08	90,270.72	94,783.92	99,523.44	
No Job Classification Assigned								
133	Range 133 Monthly Salary	6,563.25	6,891.40	7,235.98	7,597.79	7,977.66	8,376.56	140
	Range 133 Annual Salary	78,759.00	82,696.80	86,831.76	91,173.48	95,731.92	100,518.72	
No Job Classification Assigned								
134	Range 134 Monthly Salary	6,628.87	6,960.31	7,308.34	7,673.76	8,057.44	8,460.32	140
	Range 134 Annual Salary	79,546.44	83,523.72	87,700.08	92,085.12	96,689.28	101,523.84	
Enterprise Network Administrator								
135	Range 135 Monthly Salary	6,695.16	7,029.92	7,381.42	7,750.51	8,138.01	8,544.90	140
	Range 135 Annual Salary	80,341.92	84,359.04	88,577.04	93,006.12	97,656.12	102,538.80	
No Job Classification Assigned								
136	Range 136 Monthly Salary	6,762.11	7,100.21	7,455.23	7,828.00	8,219.38	8,630.36	140
	Range 136 Annual Salary	81,145.32	85,202.52	89,462.76	93,936.00	98,632.56	103,564.32	
No Job Classification Assigned								
137	Range 137 Monthly Salary	6,829.72	7,171.22	7,529.78	7,906.29	8,301.57	8,716.66	140
	Range 137 Annual Salary	81,956.64	86,054.64	90,357.36	94,875.48	99,618.84	104,599.92	
No Job Classification Assigned								
138	Range 138 Monthly Salary	6,898.03	7,242.93	7,605.08	7,985.35	8,384.60	8,803.83	140
	Range 138 Annual Salary	82,776.36	86,915.16	91,260.96	95,824.20	100,615.20	105,645.96	
No Job Classification Assigned								
139	Range 139 Monthly Salary	6,966.99	7,315.36	7,681.12	8,065.20	8,468.44	8,891.87	140
	Range 139 Annual Salary	83,603.88	87,784.32	92,173.44	96,782.40	101,621.28	106,702.44	
No Job Classification Assigned								
140	Range 140 Monthly Salary	6,966.99	7,315.36	7,681.12	8,065.20	8,468.44	8,891.87	140
	Range 140 Annual Salary	83,603.88	87,784.32	92,173.44	96,782.40	101,621.28	106,702.44	
Database Administrator								

LONGEVITY:

- After 10 years = 3.5% above base
- After 15 years = An additional 5% (compounded as 8.68% above base salary)
- After 20 years = An additional 3.5% (compounded as 12.48% above base salary)
- After 25 years = An additional 3.5% (compounded as 16.42% above base salary)
- After 30 years = An additional 3.5% (compounded as 20.49% above base salary)

SALARY SCHEDULE OF ASSIGNMENTS FOR CSEA, CHAPTER 651 EMPLOYEES

Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
34	Range 34 Monthly Salary	3,019.72	3,171.02	3,326.01	3,497.83	3,677.10	3,854.50	34
	Range 34 Annual Salary	36,236.64	38,052.24	39,912.12	41,973.96	44,125.20	46,254.00	
Custodian								
35	Range 35 Monthly Salary	3,051.49	3,208.34	3,361.51	3,535.17	3,708.82	3,891.85	35
	Range 35 Annual Salary	36,617.88	38,500.08	40,338.12	42,422.04	44,505.84	46,702.20	
No Job Classification Assigned								

36	Range 36 Monthly Salary	3,081.36	3,234.49	3,395.09	3,568.79	3,742.45	3,931.08	36
	Range 36 Annual Salary	36,976.32	38,813.88	40,741.08	42,825.48	44,909.40	47,172.96	
No Job Classification Assigned								
37	Range 37 Monthly Salary	3,111.25	3,268.12	3,426.85	3,594.93	3,783.55	3,975.89	37
	Range 37 Annual Salary	37,335.00	39,217.44	41,122.20	43,139.16	45,402.60	47,710.68	
No Job Classification Assigned								
38	Range 38 Monthly Salary	3,137.41	3,303.58	3,467.95	3,634.14	3,820.88	4,017.00	38
	Range 38 Annual Salary	37,648.92	39,642.96	41,615.40	43,609.68	45,850.56	48,204.00	
No Job Classification Assigned								
39	Range 39 Monthly Salary	3,172.86	3,329.73	3,507.16	3,678.96	3,865.68	4,050.59	39
	Range 39 Annual Salary	38,074.32	39,956.76	42,085.92	44,147.52	46,388.16	48,607.08	
Grounds and Horticultural Technician - Campus								
40	Range 40 Monthly Salary	3,208.34	3,365.22	3,537.03	3,708.82	3,895.58	4,087.94	40
	Range 40 Annual Salary	38,500.08	40,382.64	42,444.36	44,505.84	46,746.96	49,055.28	
No Job Classification Assigned								
41	Range 41 Monthly Salary	3,236.38	3,402.57	3,572.49	3,744.31	3,932.95	4,132.77	41
	Range 41 Annual Salary	38,836.56	40,830.84	42,869.88	44,931.72	47,195.40	49,593.24	
No Job Classification Assigned								
42	Range 42 Monthly Salary	3,269.97	3,426.95	3,602.39	3,787.25	3,977.75	4,171.96	42
	Range 42 Annual Salary	39,239.64	41,123.40	43,228.68	45,447.00	47,733.00	50,063.52	
No Job Classification Assigned								
43	Range 43 Monthly Salary	3,305.48	3,467.95	3,636.00	3,824.63	4,018.85	4,213.05	43
	Range 43 Annual Salary	39,665.76	41,615.40	43,632.00	45,895.56	48,226.20	50,556.60	
Grounds Equipment Operator*								
44	Range 44 Monthly Salary	3,337.21	3,507.16	3,680.80	3,867.58	4,058.09	4,254.16	44
	Range 44 Annual Salary	40,046.52	42,085.92	44,169.60	46,410.96	48,697.08	51,049.92	
Grounds and Horticultural Technician - Athletics and Sports Fields								
Warehouse Worker I								
45	Range 45 Monthly Salary	3,367.10	3,537.03	3,714.46	3,903.04	4,093.56	4,295.24	45
	Range 45 Annual Salary	40,405.20	42,444.36	44,573.52	46,836.48	49,122.72	51,542.88	
No Job Classification Assigned								
46	Range 46 Monthly Salary	3,408.18	3,578.10	3,746.20	3,938.54	41,136.48	4,338.17	46
	Range 46 Annual Salary	40,898.16	42,937.20	44,954.40	47,262.48	493,637.76	52,058.04	
Grounds Heavy Equipment Operator								
Lead Custodian								
Refuse and Recyclable Collector								
47	Range 47 Monthly Salary	3,430.56	3,613.60	3,789.15	3,979.63	4,175.72	4,390.48	47
	Range 47 Annual Salary	41,166.72	43,363.20	45,469.80	47,755.56	50,108.64	52,685.76	
Irrigation Specialist								
48	Range 48 Monthly Salary	3,469.79	3,639.75	3,830.22	4,020.71	4,220.52	4,429.71	48
	Range 48 Annual Salary	41,637.48	43,677.00	45,962.64	48,248.52	50,646.24	53,156.52	
No Job Classification Assigned								
49	Range 49 Monthly Salary	3,509.00	3,682.70	3,867.58	4,059.92	4,257.89	4,468.91	49
	Range 49 Annual Salary	42,108.00	44,192.40	46,410.96	48,719.04	51,094.68	53,626.92	
No Job Classification Assigned								
50	Range 50 Monthly Salary	3,538.89	3,716.31	3,903.42	4,097.28	4,297.09	4,517.47	50
	Range 50 Annual Salary	42,466.68	44,595.72	46,841.04	49,167.36	51,565.08	54,209.64	
No Job Classification Assigned								
51	Range 51 Monthly Salary	3,579.98	3,757.37	3,940.39	4,140.24	4,347.52	4,564.15	51
	Range 51 Annual Salary	42,959.76	45,088.44	47,284.68	49,682.88	52,170.24	54,769.80	
Horticulture Production Assistant								
52	Range 52 Monthly Salary	3,617.35	3,796.60	3,981.49	4,177.58	4,394.21	4,612.70	52
	Range 52 Annual Salary	43,408.20	45,559.20	47,777.88	50,130.96	52,730.52	55,352.40	
Lead Grounds and Horticultural Technician								
53	Range 53 Monthly Salary	3,647.22	3,830.22	4,022.60	4,222.41	4,439.04	4,663.16	53
	Range 53 Annual Salary	43,766.64	45,962.64	48,271.20	50,668.92	53,268.48	55,957.92	
No Job Classification Assigned								
54	Range 54 Monthly Salary	3,686.44	3,869.42	4,067.39	4,261.61	4,480.10	4,704.21	54
	Range 54 Annual Salary	44,237.28	46,433.04	48,808.68	51,139.32	53,761.20	56,450.52	
Warehouse Worker II								
55	Range 55 Monthly Salary	3,725.66	3,906.77	4,099.14	4,306.44	4,523.05	4,749.03	55

	Range 55 Annual Salary	44,707.92	46,881.24	49,189.68	51,677.28	54,276.60	56,988.36	55
No Job Classification Assigned								
56	Range 56 Monthly Salary	3,759.24	3,947.88	4,142.11	4,351.25	4,566.04	4,797.56	56
	Range 56 Annual Salary	45,110.88	47,374.56	49,705.32	52,215.00	54,792.48	57,570.72	
No Job Classification Assigned								
57	Range 57 Monthly Salary	3,798.48	3,987.09	4,186.91	4,397.94	4,614.57	4,846.14	57
	Range 57 Annual Salary	45,581.76	47,845.08	50,242.92	52,775.28	55,374.84	58,153.68	
Horse Trainer								
58	Range 58 Monthly Salary	3,832.10	4,028.17	4,226.12	4,440.88	4,666.87	4,894.71	58
	Range 58 Annual Salary	45,985.20	48,338.04	50,713.44	53,290.56	56,002.44	58,736.52	
No Job Classification Assigned								
59	Range 59 Monthly Salary	3,871.35	4,071.13	4,269.11	4,487.60	4,707.93	4,946.97	59
	Range 59 Annual Salary	46,456.20	48,853.56	51,229.32	53,851.20	56,495.16	59,363.64	
No Job Classification Assigned								
60	Range 60 Monthly Salary	3,912.41	4,108.48	4,315.76	4,524.94	4,750.91	4,997.42	60
	Range 60 Annual Salary	46,948.92	49,301.76	51,789.12	54,299.28	57,010.92	59,969.04	
No Job Classification Assigned								
61	Range 61 Monthly Salary	3,949.74	4,143.94	4,353.12	4,571.63	4,799.47	5,042.23	61
	Range 61 Annual Salary	47,396.88	49,727.28	52,237.44	54,859.56	57,593.64	60,506.76	
No Job Classification Assigned								
62	Range 62 Monthly Salary	3,988.97	4,192.50	4,401.66	4,620.20	4,847.98	5,094.51	62
	Range 62 Annual Salary	47,867.64	50,310.00	52,819.92	55,442.40	58,175.76	61,134.12	
No Job Classification Assigned								
63	Range 63 Monthly Salary	4,030.05	4,231.73	4,444.64	4,668.73	4,898.45	5,143.05	63
	Range 63 Annual Salary	48,360.60	50,780.76	53,335.68	56,024.76	58,781.40	61,716.60	
No Job Classification Assigned								
64	Range 64 Monthly Salary	4,074.86	4,278.41	4,491.32	4,713.55	4,948.85	5,191.62	64
	Range 64 Annual Salary	48,898.32	51,340.92	53,895.84	56,562.60	59,386.20	62,299.44	
Assistant Farm Manager Lead Irrigation Specialist Lead Landscape Chemical Specialist - Campus Grounds and Sports Fields								
65	Range 65 Monthly Salary	4,112.26	4,317.67	4,526.80	4,754.66	4,999.29	5,247.65	65
	Range 65 Annual Salary	49,347.12	51,812.04	54,321.60	57,055.92	59,991.48	62,971.80	
No Job Classification Assigned								
66	Range 66 Monthly Salary	4,145.85	4,362.44	4,579.09	4,803.20	5,045.94	5,298.09	66
	Range 66 Annual Salary	49,750.20	52,349.28	54,949.08	57,638.40	60,551.28	63,577.08	
No Job Classification Assigned								
67	Range 67 Monthly Salary	4,198.12	4,403.54	4,623.94	4,851.72	5,100.12	5,350.37	67
	Range 67 Annual Salary	50,377.44	52,842.48	55,487.28	58,220.64	61,201.44	64,204.44	
No Job Classification Assigned								
68	Range 68 Monthly Salary	4,235.46	4,446.49	4,670.60	4,904.01	5,146.82	5,408.28	68
	Range 68 Annual Salary	50,825.52	53,357.88	56,047.20	58,848.12	61,761.84	64,899.36	
No Job Classification Assigned								
69	Range 69 Monthly Salary	4,282.16	4,496.91	4,715.43	4,950.73	5,197.25	5,460.53	69
	Range 69 Annual Salary	51,385.92	53,962.92	56,585.16	59,408.76	62,367.00	65,526.36	
No Job Classification Assigned								
70	Range 70 Monthly Salary	4,325.12	4,539.88	4,758.37	5,001.14	5,251.37	5,512.84	70
	Range 70 Annual Salary	51,901.44	54,478.56	57,100.44	60,013.68	63,016.44	66,154.08	
No Job Classification Assigned								
71	Range 71 Monthly Salary	4,368.06	4,584.69	4,805.05	5,053.43	5,305.56	5,567.00	71
	Range 71 Annual Salary	52,416.72	55,016.28	57,660.60	60,641.16	63,666.72	66,804.00	
Carpenter Electrician HVAC Mechanic Locksmith Mechanic Plumber Preventative Maintenance, A/C and Heating Mechanic Preventative Maintenance, Plumber								

Skilled Trades Crafts Worker

72	Range 72 Monthly Salary	4,405.41	4,627.65	4,857.34	5,102.00	5,357.84	5,624.87	72
	Range 72 Annual Salary	52,864.92	55,531.80	58,288.08	61,224.00	64,294.08	67,498.44	
No Job Classification Assigned								
73	Range 73 Monthly Salary	4,452.13	4,672.47	4,907.78	5,152.38	5,410.15	5,679.03	73
	Range 73 Annual Salary	53,425.56	56,069.64	58,893.36	61,828.56	64,921.80	68,148.36	
No Job Classification Assigned								
74	Range 74 Monthly Salary	4,498.79	4,717.28	4,956.31	5,210.30	5,462.43	5,735.05	74
	Range 74 Annual Salary	53,985.48	56,607.36	59,475.72	62,523.60	65,549.16	68,820.60	
No Job Classification Assigned								
75	Range 75 Monthly Salary	4,541.75	4,771.42	5,003.02	5,255.12	5,522.18	5,792.96	75
	Range 75 Annual Salary	54,501.00	57,257.04	60,036.24	63,061.44	66,266.16	69,515.52	
No Job Classification Assigned								
76	Range 76 Monthly Salary	4,586.56	4,816.29	5,059.02	5,307.42	5,574.47	5,852.74	76
	Range 76 Annual Salary	55,038.72	57,795.48	60,708.24	63,689.04	66,893.64	70,232.88	
Horticulture Operations Specialist Lead Air Conditioning & Heating Mechanic Lead Carpenter Lead Construction & Repair Worker Lead Electrician Lead HVAC Mechanic Lead Mechanic								
Range 76 (continued)								
76	Range 76 Monthly Salary	4,586.56	4,816.29	5,059.02	5,307.42	5,574.47	5,852.74	76
	Range 76 Annual Salary	55,038.72	57,795.48	60,708.24	63,689.04	66,893.64	70,232.88	
Lead Plumber Painter								
77	Range 77 Monthly Salary	4,631.39	4,861.09	5,111.35	5,363.42	5,626.75	5,906.86	77
	Range 77 Annual Salary	55,576.68	58,333.08	61,336.20	64,361.04	67,521.00	70,882.32	
No Job Classification Assigned								
78	Range 78 Monthly Salary	4,678.08	4,913.37	5,158.00	5,419.48	5,686.52	5,972.22	78
	Range 78 Annual Salary	56,136.96	58,960.44	61,896.00	65,033.76	68,238.24	71,666.64	
Building Automation Technician								
79	Range 79 Monthly Salary	4,732.23	4,958.17	5,212.16	5,471.76	5,738.80	6,030.14	79
	Range 79 Annual Salary	56,786.76	59,498.04	62,545.92	65,661.12	68,865.60	72,361.68	
No Job Classification Assigned								
80	Range 80 Monthly Salary	4,775.18	5,016.07	5,268.22	5,524.01	5,807.90	6,095.50	80
	Range 80 Annual Salary	57,302.16	60,192.84	63,218.64	66,288.12	69,694.80	73,146.00	
No Job Classification Assigned								
81	Range 81 Monthly Salary	4,864.84	5,116.91	5,369.05	5,639.82	5,919.95	6,222.50	81
	Range 81 Annual Salary	58,378.08	61,402.92	64,428.60	67,677.84	71,039.40	74,670.00	
Theater Arts Technical Specialist Warehouse Coordinator								
82	Range 82 Monthly Salary	4,915.23	5,159.90	5,421.32	5,692.12	5,979.74	6,278.50	82
	Range 82 Annual Salary	58,982.76	61,918.80	65,055.84	68,305.44	71,756.88	75,342.00	
No Job Classification Assigned								
83	Range 83 Monthly Salary	4,915.23	5,159.90	5,421.32	5,692.12	5,979.74	6,278.50	83
	Range 83 Annual Salary	58,982.76	61,918.80	65,055.84	68,305.44	71,756.88	75,342.00	
No Job Classification Assigned								
84	Range 84 Monthly Salary	4,967.51	5,215.91	5,473.63	5,751.88	6,037.59	6,340.13	84
	Range 84 Annual Salary	59,610.12	62,590.92	65,683.56	69,022.56	72,451.08	76,081.56	
No Job Classification Assigned								
85	Range 85 Monthly Salary	5,019.81	5,270.07	5,527.77	5,809.78	6,097.37	6,400.89	85
	Range 85 Annual Salary	60,237.72	63,240.84	66,333.24	69,717.36	73,168.44	76,810.68	
No Job Classification Assigned								
86	Range 86 Monthly Salary	5,070.26	5,326.09	5,583.83	5,862.05	6,157.13	6,461.51	86
	Range 86 Annual Salary	60,843.12	63,913.08	67,005.96	70,344.60	73,885.56	77,538.12	
No Job Classification Assigned								
87	Range 87 Monthly Salary	5,118.80	5,372.79	5,641.69	5,931.16	6,228.10	6,534.37	87
	Range 87 Annual Salary	61,425.60	64,473.48	67,700.28	71,173.92	74,737.20	78,412.44	
No Job Classification Assigned								

88	Range 88 Monthly Salary	5,171.11	5,423.21	5,695.86	5,989.06	6,280.38	6,599.71	88
	Range 88 Annual Salary	62,053.32	65,078.52	68,350.32	71,868.72	75,364.56	79,196.52	
No Job Classification Assigned								
89	Range 89 Monthly Salary	5,219.65	5,477.39	5,761.19	6,043.22	6,345.74	6,661.34	89
	Range 89 Annual Salary	62,635.80	65,728.68	69,134.28	72,518.64	76,148.88	79,936.08	
No Job Classification Assigned								
90	Range 90 Monthly Salary	5,271.96	5,537.09	5,811.64	6,106.69	6,407.38	6,730.43	90
	Range 90 Annual Salary	63,263.52	66,445.08	69,739.68	73,280.28	76,888.56	80,765.16	
No Job Classification Assigned								
91	Range 91 Monthly Salary	5,327.96	5,591.26	5,878.88	6,164.60	6,478.35	6,793.92	91
	Range 91 Annual Salary	63,935.52	67,095.12	70,546.56	73,975.20	77,740.20	81,527.04	
No Job Classification Assigned								

LONGEVITY:

- After 10 years = 3.5% above base
- After 15 years = An additional 5% (compounded as 8.68% above base salary)
- After 20 years = An additional 3.5% (compounded as 12.48% above base salary)
- After 25 years = An additional 3.5% (compounded as 16.42% above base salary)
- After 30 years = An additional 3.5% (compounded as 20.49% above base salary)

SALARY SCHEDULE OF ASSIGNMENTS FOR CONFIDENTIAL EMPLOYEES

<u>Range</u>	<u>Title</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Range</u>
45	Range 45 Monthly Salary	3713.00	3898.00	4093.00	4297.00	4512.00	4739.00	45
	Range 45 Annual Salary	44,556.00	46,776.00	49,116.00	51,564.00	54,144.00	56,868.00	
No Job Classification Assigned								
46	Range 46 Monthly Salary	3749.00	3937.00	4133.00	4339.00	4557.00	4785.00	46
	Range 46 Annual Salary	44,988.00	47,244.00	49,596.00	52,068.00	54,684.00	57,420.00	
No Job Classification Assigned								
47	Range 47 Monthly Salary	3785.00	3975.00	4175.00	4382.00	4602.00	4832.00	47
	Range 47 Annual Salary	45,420.00	47,700.00	50,100.00	52,584.00	55,224.00	57,984.00	
No Job Classification Assigned								
48	Range 48 Monthly Salary	3826.00	4014.00	4217.00	4430.00	4648.00	4880.00	48
	Range 48 Annual Salary	45,912.00	48,168.00	50,604.00	53,160.00	55,776.00	58,560.00	
No Job Classification Assigned								
49	Range 49 Monthly Salary	3862.00	4057.00	4257.00	4471.00	4695.00	4930.00	49
	Range 49 Annual Salary	46,344.00	48,684.00	51,084.00	53,652.00	56,340.00	59,160.00	
No Job Classification Assigned								
50	Range 50 Monthly Salary	3902.00	4096.00	4301.00	4516.00	4742.00	4978.00	50
	Range 50 Annual Salary	46,824.00	49,152.00	51,612.00	54,192.00	56,904.00	59,736.00	
No Job Classification Assigned								
51	Range 51 Monthly Salary	3940.00	4136.00	4344.00	4560.00	4789.00	5027.00	51
	Range 51 Annual Salary	47,280.00	49,632.00	52,128.00	54,720.00	57,468.00	60,324.00	
No Job Classification Assigned								
52	Range 52 Monthly Salary	3978.00	4178.00	4387.00	4608.00	4838.00	5079.00	52
	Range 52 Annual Salary	47,736.00	50,136.00	52,644.00	55,296.00	58,056.00	60,948.00	
No Job Classification Assigned								
53	Range 53 Monthly Salary	4020.00	4221.00	4433.00	4653.00	4885.00	5131.00	53
	Range 53 Annual Salary	48,240.00	50,652.00	53,196.00	55,836.00	58,620.00	61,572.00	
No Job Classification Assigned								
54	Range 54 Monthly Salary	4060.00	4262.00	4475.00	4699.00	4935.00	5182.00	54
	Range 54 Annual Salary	48,720.00	51,144.00	53,700.00	56,388.00	59,220.00	62,184.00	
No Job Classification Assigned								
55	Range 55 Monthly Salary	4100.00	4306.00	4519.00	4747.00	4983.00	5233.00	55
	Range 55 Annual Salary	49,200.00	51,672.00	54,228.00	56,964.00	59,796.00	62,796.00	
No Job Classification Assigned								
56	Range 56 Monthly Salary	4140.00	4349.00	4567.00	4793.00	5033.00	5285.00	56
	Range 56 Annual Salary	49,680.00	52,188.00	54,804.00	57,516.00	60,396.00	63,420.00	
No Job Classification Assigned								
57	Range 57 Monthly Salary	4182.00	4390.00	4611.00	4842.00	5084.00	5339.00	57
	Range 57 Annual Salary	50,184.00	52,680.00	55,332.00	58,104.00	61,008.00	64,068.00	
No Job Classification Assigned								
58	Range 58 Monthly Salary	4226.00	4436.00	4656.00	4890.00	5135.00	5392.00	58

	Range 58 Annual Salary	50,712.00	53,232.00	55,872.00	58,680.00	61,620.00	64,704.00	59
No Job Classification Assigned								
59	Range 59 Monthly Salary	4267.00	4480.00	4706.00	4940.00	5186.00	5446.00	59
	Range 59 Annual Salary	51,204.00	53,760.00	56,472.00	59,280.00	62,232.00	65,352.00	
Human Resources Technician								
60	Range 60 Monthly Salary	4310.00	4525.00	4751.00	4987.00	5237.00	5499.00	60
	Range 60 Annual Salary	51,720.00	54,300.00	57,012.00	59,844.00	62,844.00	65,988.00	
No Job Classification Assigned								
61	Range 61 Monthly Salary	4353.00	4570.00	4799.00	5037.00	5289.00	5556.00	61
	Range 61 Annual Salary	52,236.00	54,840.00	57,588.00	60,444.00	63,468.00	66,672.00	
No Job Classification Assigned								
62	Range 62 Monthly Salary	4396.00	4616.00	4847.00	5089.00	5344.00	5611.00	62
	Range 62 Annual Salary	52,752.00	55,392.00	58,164.00	61,068.00	64,128.00	67,332.00	
No Job Classification Assigned								
63	Range 63 Monthly Salary	4440.00	4660.00	4895.00	5138.00	5396.00	5666.00	63
	Range 63 Annual Salary	53,280.00	55,920.00	58,740.00	61,656.00	64,752.00	67,992.00	
No Job Classification Assigned								
64	Range 64 Monthly Salary	4485.00	4709.00	4945.00	5190.00	5450.00	5724.00	64
	Range 64 Annual Salary	53,820.00	56,508.00	59,340.00	62,280.00	65,400.00	68,688.00	
No Job Classification Assigned								
65	Range 65 Monthly Salary	4528.00	4755.00	4992.00	5242.00	5506.00	5780.00	65
	Range 65 Annual Salary	54,336.00	57,060.00	59,904.00	62,904.00	66,072.00	69,360.00	
No Job Classification Assigned								
66	Range 66 Monthly Salary	4574.00	4805.00	5043.00	5293.00	5560.00	5838.00	66
	Range 6 Annual Salary	54,888.00	57,660.00	60,516.00	63,516.00	66,720.00	70,056.00	
No Job Classification Assigned								
67	Range 67 Monthly Salary	5621.00	4851.00	5094.00	5348.00	5616.00	5896.00	67
	Range 67 Annual Salary	67,452.00	58,212.00	61,128.00	64,176.00	67,392.00	70,752.00	
No Job Classification Assigned								
68	Range 68 Monthly Salary	4665.00	4900.00	5145.00	5402.00	5673.00	5955.00	68
	Range 68 Annual Salary	55,980.00	58,800.00	61,740.00	64,824.00	68,076.00	71,460.00	
No Job Classification Assigned								
69	Range 69 Monthly Salary	4713.00	4949.00	5197.00	5455.00	5730.00	6015.00	69
	Range 69 Annual Salary	56,556.00	59,388.00	62,364.00	65,460.00	68,760.00	72,180.00	
Human Resources Specialist								
70	Range 70 Monthly Salary	4760.00	4997.00	5247.00	5510.00	5786.00	6075.00	70
	Range 70 Annual Salary	57,120.00	59,964.00	62,964.00	66,120.00	69,432.00	72,900.00	
No Job Classification Assigned								
71	Range 71 Monthly Salary	4809.00	5049.00	5300.00	5565.00	5845.00	6136.00	71
	Range 71 Annual Salary	57,708.00	60,588.00	63,600.00	66,780.00	70,140.00	73,632.00	
No Job Classification Assigned								
72	Range 72 Monthly Salary	4865.00	5097.00	5353.00	5620.00	5901.00	6196.00	72
	Range 72 Annual Salary	58,380.00	61,164.00	64,236.00	67,440.00	70,812.00	74,352.00	
No Job Classification Assigned								
73	Range 73 Monthly Salary	4904.00	5148.00	5405.00	5677.00	5960.00	6258.00	73
	Range 73 Annual Salary	58,848.00	61,776.00	64,860.00	68,124.00	71,520.00	75,096.00	
Executive Assistant I								
74	Range 74 Monthly Salary	4954.00	5203.00	5460.00	5735.00	6022.00	6324.00	74
	Range 74 Annual Salary	59,448.00	62,436.00	65,520.00	68,820.00	72,264.00	75,888.00	
No Job Classification Assigned								
75	Range 75 Monthly Salary	5004.00	5252.00	5514.00	5791.00	6081.00	6385.00	75
	Range 75 Annual Salary	60,048.00	63,024.00	66,168.00	69,492.00	72,972.00	76,620.00	
No Job Classification Assigned								
76	Range 76 Monthly Salary	5053.00	5307.00	5570.00	5850.00	6142.00	6449.00	76
	Range 76 Annual Salary	60,636.00	63,684.00	66,840.00	70,200.00	73,704.00	77,388.00	
No Job Classification Assigned								
77	Range 77 Monthly Salary	5104.00	5357.00	5627.00	5906.00	6204.00	6515.00	77
	Range 77 Annual Salary	61,248.00	64,284.00	67,524.00	70,872.00	74,448.00	78,180.00	
No Job Classification Assigned								

78	Range 78 Monthly Salary	5154.00	5411.00	5683.00	5967.00	6266.00	6579.00	78
	Range 78 Annual Salary	61,848.00	64,932.00	68,196.00	71,604.00	75,192.00	78,948.00	
No Job Classification Assigned								
79	Range 79 Monthly Salary	5208.00	5467.00	5739.00	6026.00	6359.00	6644.00	79
	Range 79 Annual Salary	62,496.00	65,604.00	68,868.00	72,312.00	76,308.00	79,728.00	
No Job Classification Assigned								
80	Range 80 Monthly Salary	5258.00	5520.00	5797.00	6087.00	6391.00	6710.00	80
	Range 80 Annual Salary	63,096.00	66,240.00	69,564.00	73,044.00	76,692.00	80,520.00	
No Job Classification Assigned								
81	Range 81 Monthly Salary	5312.00	5576.00	5856.00	6147.00	6454.00	6777.00	81
	Range 81 Annual Salary	63,744.00	66,912.00	70,272.00	73,764.00	77,448.00	81,324.00	
No Job Classification Assigned								
82	Range 82 Monthly Salary	5634.00	5632.00	5913.00	6209.00	6520.00	6848.00	82
	Range 82 Annual Salary	67,608.00	67,584.00	70,956.00	74,508.00	78,240.00	82,176.00	
No Job Classification Assigned								
83	Range 83 Monthly Salary	5417.00	5688.00	5971.00	6272.00	6585.00	6912.00	83
	Range 83 Annual Salary	65,004.00	68,256.00	71,652.00	75,264.00	79,020.00	82,944.00	
No Job Classification Assigned								
84	Range 84 Monthly Salary	5637.00	5920.00	6216.00	6526.00	6853.00	7195.00	84
	Range 84 Annual Salary	67,644.00	71,040.00	74,592.00	78,312.00	82,236.00	86,340.00	
No Job Classification Assigned								
85	Range 85 Monthly Salary	5528.00	5803.00	6091.00	6396.00	6718.00	7053.00	85
	Range 85 Annual Salary	66,336.00	69,636.00	73,092.00	76,752.00	80,616.00	84,636.00	
Executive Assistant II								
86	Range 86 Monthly Salary	5582.00	5862.00	6153.00	6463.00	6784.00	7125.00	86
	Range 86 Annual Salary	66,984.00	70,344.00	73,836.00	77,556.00	81,408.00	85,500.00	
No Job Classification Assigned								
87	Range 87 Monthly Salary	5637.00	5920.00	6216.00	6526.00	6853.00	7195.00	87
	Range 87 Annual Salary	67,644.00	71,040.00	74,592.00	78,312.00	82,236.00	86,340.00	
No Job Classification Assigned								
88	Range 88 Monthly Salary	5694.00	5977.00	6276.00	6590.00	6922.00	7267.00	88
	Range 88 Annual Salary	68,328.00	71,724.00	75,312.00	79,080.00	83,064.00	87,204.00	
No Job Classification Assigned								
89	Range 89 Monthly Salary	5751.00	6037.00	6341.00	6556.00	6990.00	7340.00	89
	Range 89 Annual Salary	69,012.00	72,444.00	76,092.00	78,672.00	83,880.00	88,080.00	
No Job Classification Assigned								
90	Range 90 Monthly Salary	5809.00	6097.00	6403.00	6725.00	7060.00	7411.00	90
	Range 90 Annual Salary	69,708.00	73,164.00	76,836.00	80,700.00	84,720.00	88,932.00	
No Job Classification Assigned								
91	Range 91 Monthly Salary	5867.00	6159.00	6468.00	6792.00	7130.00	7487.00	91
	Range 91 Annual Salary	70,404.00	73,908.00	77,616.00	81,504.00	85,560.00	89,844.00	
No Job Classification Assigned								
92	Range 92 Monthly Salary	5926.00	6222.00	6532.00	6858.00	7202.00	7563.00	92
	Range 92 Annual Salary	71,112.00	74,664.00	78,384.00	82,296.00	86,424.00	90,756.00	
No Job Classification Assigned								
93	Range 93 Monthly Salary	5984.00	6282.00	6597.00	6928.00	7272.00	7639.00	93
	Range 93 Annual Salary	71,808.00	75,384.00	79,164.00	83,136.00	87,264.00	91,668.00	
No Job Classification Assigned								
94	Range 94 Monthly Salary	6045.00	6346.00	6662.00	6996.00	7347.00	7712.00	94
	Range 94 Annual Salary	72,540.00	76,152.00	79,944.00	83,952.00	88,164.00	92,544.00	
No Job Classification Assigned								
95	Range 95 Monthly Salary	6105.00	6410.00	6730.00	7067.00	7421.00	7791.00	95
	Range 95 Annual Salary	73,260.00	76,920.00	80,760.00	84,804.00	88,892.00	93,492.00	
No Job Classification Assigned								
96	Range 96 Monthly Salary	6165.00	6473.00	6797.00	7136.00	7493.00	7868.00	96
	Range 96 Annual Salary	73,980.00	77,676.00	81,564.00	85,632.00	89,916.00	94,416.00	
No Job Classification Assigned								
97	Range 97 Monthly Salary	6227.00	6537.00	6864.00	7209.00	7570.00	7949.00	97
	Range 97 Annual Salary	74,724.00	78,444.00	82,368.00	86,508.00	90,840.00	95,388.00	
Human Resources Analyst								

98	Range 98 Monthly Salary	6288.00	6603.00	6934.00	7281.00	7645.00	8026.00	98
	Range 98 Annual Salary	75,456.00	79,236.00	83,208.00	87,372.00	91,740.00	96,312.00	
No Job Classification Assigned								
99	Range 99 Monthly Salary	6352.00	6670.00	7002.00	7354.00	7722.00	8107.00	99
	Range 99 Annual Salary	76,224.00	80,040.00	84,024.00	88,248.00	92,664.00	97,284.00	
No Job Classification Assigned								
100	Range 100 Monthly Salary	6416.00	6737.00	7073.00	7428.00	7798.00	8189.00	100
	Range 100 Annual Salary	76,992.00	80,844.00	84,876.00	89,136.00	93,576.00	98,268.00	
No Job Classification Assigned								
101	Range 101 Monthly Salary	6480.00	6804.00	7145.00	7502.00	7877.00	8271.00	101
	Range 101 Annual Salary	77,760.00	81,648.00	85,740.00	90,024.00	94,524.00	99,252.00	
No Job Classification Assigned								
102	Range 102 Monthly Salary	6546.00	6872.00	7214.00	7576.00	7955.00	8354.00	102
	Range 102 Annual Salary	78,552.00	82,464.00	86,568.00	90,912.00	95,460.00	100,248.00	
No Job Classification Assigned								
103	Range 103 Monthly Salary	6609.00	6942.00	7287.00	7651.00	8035.00	8438.00	103
	Range 103 Annual Salary	79,308.00	83,304.00	87,444.00	91,812.00	96,420.00	101,256.00	
No Job Classification Assigned								
104	Range 104 Monthly Salary	6677.00	7010.00	7361.00	7729.00	8114.00	8520.00	104
	Range 104 Annual Salary	80,124.00	84,120.00	88,332.00	92,748.00	97,368.00	102,240.00	
Executive Assistant to the President and Board of Trustees								

LONGEVITY:

After 10 years = 3.5% above base

After 15 years = An additional 5% (compounded as 8.68% above base salary)

After 20 years = An additional 3.5% (compounded as 12.48% above base salary)

After 25 years = An additional 3.5% (compounded as 16.42% above base salary)

After 30 years = An additional 3.5% (compounded as 20.49% above base salary)

SALARY SCHEDULE OF ASSIGNMENTS FOR SUPERVISORY EMPLOYEES

<u>Range</u>	<u>Title</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Range</u>	
1	Range 1 Monthly Salary	3995.00	4196.00	4389.00	4592.00	4787.00	1	
	Range 1 Annual Salary	47940.00	50352.00	52668.00	55104.00	57444.00		
No Job Classification Assigned								
2	Range 2 Monthly Salary	4392.00	4593.00	4787.00	4989.00	5184.00	2	
	Range 2 Annual Salary	52704.00	55116.00	57444.00	59868.00	62208.00		
No Job Classification Assigned								
3	Range 3 Monthly Salary	4790.00	4990.00	5184.00	5387.00	5582.00	3	
	Range 3 Annual Salary	57480.00	59880.00	62208.00	64644.00	66984.00		
No Job Classification Assigned								
4	Range 4 Monthly Salary	5187.00	5388.00	5582.00	5785.00	5978.00	4	
	Range 4 Annual Salary	62244.00	64656.00	66984.00	69420.00	71736.00		
No Job Classification Assigned								
5	Range 5 Monthly Salary	5582.00	5786.00	5978.00	6181.00	6378.00	5	
	Range 5 Annual Salary	71736.00	74172.00	76644.00	78972.00	81408.00		
Supervisor, Custodial Services Supervisor Grounds Supervisor, Tutorial Services								
6	Range 6 Monthly Salary	5978.00	6181.00	6387.00	6581.00	6784.00	6	
	Range 6 Annual Salary	71736.00	74172.00	76644.00	78972.00	81408.00		
No Job Classification Assigned								
7	Range 7 Monthly Salary	6387.00	6581.00	6784.00	6985.00	7179.00	7	
	Range 7 Annual Salary	76644.00	78972.00	81408.00	83820.00	86148.00		
Supervisor, Broadcast and Presentation Services Supervisor, Public Safety								
8	Range 8 Monthly Salary	6,784.00	6,985.00	7,179.00	7,384.00	7,582.00	8	
	Range 8 Annual Salary	81,396.00	83,808.00	86,136.00	88,596.00	90,972.00		
Supervisor, High School Outreach Supervisor, Planetarium and Astronomy Observatory Center Supervisor, Special Programs Supervisor, Student Services								

9	Range 9 Monthly Salary	7179.00	7384.00	7582.00	7777.00	7980.00	9
	Range 9 Annual Salary	86148.00	88608.00	90984.00	93324.00	95760.00	
Supervisor, Farm Supervisor, Flight Training Program							
10	Range 10 Monthly Salary	7582.00	7777.00	7980.00	8179.00	8378.00	10
	Range 10 Annual Salary	90984.00	93324.00	95760.00	98148.00	100536.00	
No Job Classification Assigned							
11	Range 11 Monthly Salary	7980.00	8179.00	8378.00	8583.00	8775.00	11
	Range 11 Annual Salary	95760.00	98148.00	100536.00	102996.00	105300.00	
No Job Classification Assigned							
12	Range 12 Monthly Salary	8378.00	8583.00	8775.00	8972.00	9166.00	12
	Range 12 Annual Salary	100536.00	102996.00	105300.00	107664.00	109992.00	
Supervisor, Application Support and Development Supervisor, Web and Portal Services							
13	Range 13 Monthly Salary	8775.00	8972.00	9166.00	9380.00	9568.00	13
	Range 13 Annual Salary	105300.00	107664.00	109992.00	112560.00	114816.00	
No Job Classification Assigned							
14	Range 14 Monthly Salary	9166.00	9380.00	9568.00	9770.00	9976.00	14
	Range 14 Annual Salary	109992.00	112560.00	114816.00	117240.00	119712.00	
No Job Classification Assigned							
15	Range 15 Monthly Salary	9568.00	9770.00	9976.00	10169.00	10370.00	15
	Range 15 Annual Salary	114816.00	117240.00	119712.00	122028.00	124440.00	
No Job Classification Assigned							

LONGEVITY:

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- After 15 years = An additional 5% (compounded as 8.68% above base salary)
- After 20 years = An additional 3.5% (compounded as 12.48% above base salary)
- After 25 years = An additional 3.5% (compounded as 16.42% above base salary)
- After 30 years = An additional 3.5% (compounded as 20.49% above base salary)

SALARY SCHEDULE OF ASSIGNMENTS FOR MANAGEMENT EMPLOYEES

<u>Range</u>	<u>Title</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Range</u>
4	Range 4 Monthly Salary	5,187.00	5,388.00	5,582.00	5,786.00	5,978.00	4
	Range 4 Annual Salary	62,244.00	64,656.00	66,984.00	69,432.00	71,736.00	
No Job Classification Assigned							
5	Range 5 Monthly Salary	5,582.00	5,786.00	5,978.00	6,181.00	6,387.00	5
	Range 5 Annual Salary	66,984.00	69,432.00	71,736.00	74,172.00	76,644.00	
No Job Classification Assigned							
6	Range 6 Monthly Salary	5,978.00	6,181.00	6,387.00	6,581.00	6,743.00	6
	Range 6 Annual Salary	71,736.00	74,172.00	76,644.00	78,972.00	80,916.00	
Assistant Director, Child Development Center Manager, Bursar's Office							
7	Range 7 Monthly Salary	6,387.00	6,581.00	6,784.00	6,985.00	7,179.00	7
	Range 7 Annual Salary	76,644.00	78,972.00	81,408.00	83,820.00	86,148.00	
Manager, English as a Second Language Instructional Support							
8	Range 8 Monthly Salary	6,784.00	6,985.00	7,179.00	7,384.00	7,582.00	8
	Range 8 Annual Salary	81,408.00	83,820.00	86,148.00	88,608.00	90,984.00	
Manager, Facilities Projects Director, Development and Alumni Relations at Mt. SAC							
9	Range 9 Monthly Salary	7,198.00	7,394.00	7,582.00	7,777.00	7,980.00	9
	Range 9 Annual Salary	86,376.00	88,728.00	90,984.00	93,324.00	95,760.00	
Director, Asian American, Native America, Pacific Island Serving Institutions Director, Grounds and Transportation Manager, Career and Technical Education Outreach Manager Custodial Services							
10	Range 10 Monthly Salary	7,582.00	7,777.00	7,980.00	8,179.00	8,378.00	10
	Range 10 Annual Salary	90,984.00	93,324.00	95,760.00	98,148.00	100,536.00	
Assistant Director, Adult Basic Education Assistant Director, English as a Second Language Assistant Director, Financial Aid Director, Honors Program							

Director, Maintenance Director, Public Safety Director, The Writing Center Manager, Facilities Support Services							
Range 10 (continued)							
10	Range 10 Monthly Salary	7,582.00	7,777.00	7,980.00	8,179.00	8,378.00	10
	Range 10 Annual Salary	90,984.00	93,324.00	95,760.00	98,148.00	100,536.00	
Project Director, Logistics Education & Training							
11	Range 11 Monthly Salary	7,980.00	8,179.00	8,378.00	8,583.00	8,775.00	11
	Range 11 Annual Salary	95,760.00	98,148.00	100,536.00	102,996.00	105,300.00	
Deputy Chief, Public Safety Director, Child Development Center Director, CalWORKs							
12	Range 12 Monthly Salary	8,378.00	8,583.00	8,775.00	8,972.00	9,166.00	12
	Range 12 Annual Salary	100,536.00	102,996.00	105,300.00	107,664.00	109,992.00	
Manager, Network and Data Security Director, Title V							
13	Range 13 Monthly Salary	8,775.00	8,972.00	9,166.00	9,380.00	9,568.00	13
	Range 13 Annual Salary	105,300.00	107,664.00	109,992.00	112,560.00	114,816.00	
Assistant Director, Admissions and Records Assistant Director, Facilities Planning and Management Director, Accounting Director, CalWORKs/CARE Director, Career and Transfer Services Director, Center of Excellence Director, Deaf and Hard of Hearing Services Director, RHORC Director, TRiO Programs Manager, Professional Development and Employee Services							
14	Range 14 Monthly Salary	9,166.00	9,380.00	9,568.00	9,770.00	9,986.00	14
	Range 14 Annual Salary	109,992.00	112,560.00	114,816.00	117,240.00	119,832.00	
Director, Public Affairs Executive Director, Development Manager, Construction Projects							
15	Range 15 Monthly Salary	9,568.00	9,770.00	9,976.00	10,169.00	10,370.00	15
	Range 15 Annual Salary	114,816.00	117,240.00	119,712.00	122,028.00	124,440.00	
Director, Adult Basic Education Director, Assessment and Matriculation Director, Budget and Financial Programs Director, Community and Contract Education Director, English as a Second Language and Intercultural Programs Director, EOPS and Care Director, Learning Assistance Center Director, Payroll Director, Physical Education/Wellness Programs Director, Purchasing Director, Student Health Services Director, Student Life Director of Grants							
16	Range 16 Monthly Salary	9,976.00	10,169.00	10,370.00	10,575.00	10,769.00	16
	Range 16 Annual Salary	119,712.00	122,028.00	124,440.00	126,900.00	129,228.00	
No Job Classification Assigned							
17	Range 17 Monthly Salary	10,370.00	10,575.00	10,769.00	10,970.00	11,176.00	17
	Range 17 Annual Salary	124,440.00	126,900.00	129,228.00	131,640.00	134,112.00	
Director, Employee Services-EEO Director, Human Resources Operations & Employee Services Director, Professional Development & Employee Engagement Director, Safety and Risk Management Senior Manager, Construction Projects							
18	Range 18 Monthly Salary	10,769.00	10,970.00	11,176.00	11,374.00	11,563.00	18
	Range 18 Annual Salary	129,228.00	131,640.00	134,112.00	136,488.00	138,756.00	

Assistant Director, Infrastructure and Data Security

19	Range 19 Monthly Salary	11,176.00	11,374.00	11,563.00	11,770.00	11,965.00	19
	Range 19 Annual Salary	134,112.00	136,488.00	138,756.00	141,240.00	143,580.00	
Associate Dean, Arts Associate Dean, Business Associate Dean, Counseling Associate Dean, Humanities and Social Sciences Associate Dean, Kinesiology, Athletics and Dance Associate Dean, Natural Sciences Associate Dean, Technology and Health Director, Financial Aid Director, Marketing and Public Affairs Director, Research and Institutional Effectiveness Director, Technical Services/Learning Resources							
20	Range 20 Monthly Salary	11,563.00	11,708.00	11,965.00	12,178.00	12,365.00	20
	Range 20 Annual Salary	138,756.00	140,496.00	143,580.00	146,136.00	148,380.00	
Director, Academic Computing & Infrastructure Director, Enterprise Application Systems							
21	Range 21 Monthly Salary	11,965.00	12,178.00	12,365.00	12,567.00	12,760.00	21
	Range 21 Annual Salary	143,580.00	146,136.00	148,380.00	150,804.00	153,120.00	
Dean, Arts Dean, Business Dean, Continuing Education Dean, Counseling Dean, Disabled Student Programs and Services Dean, Enrollment Management Dean, Humanities and Social Sciences Dean, Instructional Services Dean, Kinesiology, Athletics, and Dance Dean, Library and Learning Resources Dean, Natural Sciences Dean, Student Services Dean, Technology and Health Director, Facilities Planning and Management							
22	Range 22 Monthly Salary	12,365.00	12,567.00	12,760.00	12,963.00	13,164.00	22
	Range 22 Annual Salary	148,380.00	150,804.00	153,120.00	155,556.00	157,968.00	
No Job Classification Assigned							
23	Range 23 Monthly Salary	12,760.00	12,963.00	13,164.00	13,360.00	13,562.00	23
	Range 23 Annual Salary	153,120.00	155,556.00	157,968.00	160,320.00	162,744.00	
Assistant Vice President, Community Education Associate Vice President, Fiscal Services							
24	Range 24 Monthly Salary	13,164.00	13,360.00	13,562.00	13,762.00	13,960.00	24
	Range 24 Annual Salary	157,968.00	160,320.00	162,744.00	165,144.00	167,520.00	
No Job Classification Assigned							
25	Range 25 Monthly Salary	13,562.00	13,762.00	13,608.00	14,165.00	14,364.00	25
	Range 25 Annual Salary	162,744.00	165,144.00	163,296.00	169,980.00	172,368.00	
No Job Classification Assigned							
26	Range 26 Monthly Salary	13,960.00	14,165.00	14,364.00	14,556.00	14,757.00	26
	Range 26 Annual Salary	167,520.00	169,980.00	172,368.00	174,672.00	177,084.00	
No Job Classification Assigned							
27	Range 27 Monthly Salary	14,364.00	14,556.00	14,757.00	14,960.00	15,156.00	27
	Range 27 Annual Salary	172,368.00	174,672.00	177,084.00	179,520.00	181,872.00	
Chief Technology Officer							
28	Range 28 Monthly Salary	14,757.00	14,960.00	15,156.00	15,361.00	15,555.00	28
	Range 28 Annual Salary	177,084.00	179,520.00	181,872.00	184,332.00	186,660.00	
No Job Classification Assigned							
29	Range 29 Monthly Salary	15,156.00	15,361.00	15,555.00	15,757.00	15,952.00	29
	Range 29 Annual Salary	181,872.00	184,332.00	186,660.00	189,084.00	191,424.00	
No Job Classification Assigned							
30	Range 30 Monthly Salary	15,555.00	15,852.00	16,157.00	16,451.00	16,752.00	30
	Range 30 Annual Salary	186,660.00	190,224.00	193,884.00	197,412.00	201,024.00	

LONGEVITY:

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After 25 years = An additional 3.5% (compounded as 16.42% above base salary)

After 30 years = An additional 3.5% (compounded as 20.49% above base salary)

After 35 years = An additional 3.5% (compounded as 24.71% above base salary)

SALARY SCHEDULE OF ASSIGNMENTS FOR VICE PRESIDENTS

<u>Range</u>	<u>Title</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Range</u>
1	Range 1 Monthly Salary	15,155.00	15,610.00	16,076.00	16,559.00	17,055.00	1
	Range 1 Annual Salary	181,836.00	187,284.00	192,888.00	198,684.00	204,624.00	
Vice President, Administrative Services							
Vice President, Human Resources							
Vice President, Instruction							
Vice President, Student Services							

LONGEVITY:

After 10 years = 3.5% above base

After 15 years = An additional 5% (compounded as 8.68% above base salary)

After 20 years = An additional 3.5% (compounded as 12.48% above base salary)

After 25 years = An additional 3.5% (compounded as 16.42% above base salary)

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MT. SAN ANTONIO COLLEGE
SALARY SCHEDULES
Monthly & Annual Rates
Effective July 1, 2015 through June 30, 2016
Job Classification Descriptions in "Red" are Under Review

SALARY SCHEDULE OF ASSIGNMENTS FOR CSEA, CHAPTER 262 EMPLOYEES

Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
1	Range 1 Monthly Salary	1,853.36	1,946.04	2,043.33	2,145.51	2,252.78	2,365.41	1
	Range 1 Annual Salary	22,240.32	23,352.48	24,519.96	25,746.12	27,033.36	28,384.92	
No Job Classification Assigned								
2	Range 2 Monthly Salary	1,871.90	1,965.48	2,063.76	2,166.95	2,275.29	2,389.04	2
	Range 2 Annual Salary	22,462.80	23,585.76	24,765.12	26,003.40	27,303.48	28,668.48	
No Job Classification Assigned								
3	Range 3 Monthly Salary	1,890.62	1,985.15	2,084.42	2,188.62	2,298.06	2,412.96	3
	Range 3 Annual Salary	22,687.44	23,821.80	25,013.04	26,263.44	27,576.72	28,955.52	
No Job Classification Assigned								
4	Range 4 Monthly Salary	1,909.53	2,005.00	2,105.25	2,210.50	2,321.03	2,437.08	4
	Range 4 Annual Salary	22,914.36	24,060.00	25,263.00	26,526.00	27,852.36	29,244.96	
No Job Classification Assigned								
5	Range 5 Monthly Salary	1,928.63	2,025.06	2,126.31	2,232.61	2,344.25	2,461.46	5
	Range 5 Annual Salary	23,143.56	24,300.72	25,515.72	26,791.32	28,131.00	29,537.52	
No Job Classification Assigned								
6	Range 6 Monthly Salary	1,947.90	2,045.31	2,147.59	2,254.95	2,367.69	2,486.09	6
	Range 6 Annual Salary	23,374.80	24,543.72	25,771.08	27,059.40	28,412.28	29,833.08	
No Job Classification Assigned								
7	Range 7 Monthly Salary	1,967.39	2,065.76	2,169.04	2,277.50	2,391.37	2,510.94	7
	Range 7 Annual Salary	23,608.68	24,789.12	26,028.48	27,330.00	28,696.44	30,131.28	
No Job Classification Assigned								
8	Range 8 Monthly Salary	1,987.06	2,086.40	2,190.75	2,300.28	2,415.30	2,536.06	8
	Range 8 Annual Salary	23,844.72	25,036.80	26,289.00	27,603.36	28,983.60	30,432.72	
No Job Classification Assigned								
9	Range 9 Monthly Salary	2,006.73	2,107.29	2,212.65	2,323.28	2,439.47	2,561.43	9
	Range 9 Annual Salary	24,080.76	25,287.48	26,551.80	27,879.36	29,273.64	30,737.16	
No Job Classification Assigned								
10	Range 10 Monthly Salary	2,027.01	2,128.37	2,234.78	2,346.54	2,463.84	2,587.05	10
	Range 10 Annual Salary	24,324.12	25,540.44	26,817.36	28,158.48	29,566.08	31,044.60	
No Job Classification Assigned								
11	Range 11 Monthly Salary	2,047.28	2,149.65	2,257.13	2,370.00	2,488.49	2,612.93	11
	Range 11 Annual Salary	24,567.36	25,795.80	27,085.56	28,440.00	29,861.88	31,355.16	
No Job Classification Assigned								
12	Range 12 Monthly Salary	2,067.74	2,171.14	2,279.69	2,393.68	2,513.37	2,639.03	12
	Range 12 Annual Salary	24,812.88	26,053.68	27,356.28	28,724.16	30,160.44	31,668.36	
No Job Classification Assigned								
13	Range 13 Monthly Salary	2,088.44	2,192.86	2,302.51	2,417.63	2,538.50	2,665.44	13
	Range 13 Annual Salary	25,061.28	26,314.32	27,630.12	29,011.56	30,462.00	31,985.28	
No Job Classification Assigned								
14	Range 14 Monthly Salary	2,109.32	2,214.79	2,325.52	2,441.80	2,563.88	2,692.10	14
	Range 14 Annual Salary	25,311.84	26,577.48	27,906.24	29,301.60	30,766.56	32,305.20	
No Job Classification Assigned								
15	Range 15 Monthly Salary	2,130.40	2,236.93	2,348.76	2,466.21	2,589.51	2,718.99	15
	Range 15 Annual Salary	25,564.80	26,843.16	28,185.12	29,594.52	31,074.12	32,627.88	
No Job Classification Assigned								
16	Range 16 Monthly Salary	2,151.72	2,259.30	2,372.28	2,490.87	2,615.43	2,746.21	16
	Range 16 Annual Salary	25,820.64	27,111.60	28,467.36	29,890.44	31,385.16	32,954.52	
No Job Classification Assigned								
17	Range 17 Monthly Salary	2,173.22	2,281.87	2,395.99	2,515.80	2,641.59	2,773.65	17
	Range 17 Annual Salary	26,078.64	27,382.44	28,751.88	30,189.60	31,699.08	33,283.80	
No Job Classification Assigned								
18	Range 18 Monthly Salary	2,194.96	2,304.72	2,419.94	2,540.95	2,667.97	2,801.38	18
	Range 18 Annual Salary	26,339.52	27,656.64	29,039.28	30,491.40	32,015.64	33,616.56	
No Job Classification Assigned								

19	Range 19 Monthly Salary	2,216.92	2,327.76	244.14	2,566.35	2,694.67	2,829.40	19
	Range 19 Annual Salary	26,603.04	27,933.12	2,929.68	30,796.20	32,336.04	33,952.80	
No Job Classification Assigned								
20	Range 20 Monthly Salary	2,239.07	2,351.02	2,468.58	2,592.02	2,721.60	2,857.69	20
	Range 20 Annual Salary	26,868.84	28,212.24	29,622.96	31,104.24	32,659.20	34,292.28	
No Job Classification Assigned								
21	Range 21 Monthly Salary	2,261.47	2,374.53	2,493.26	2,617.93	2,748.82	2,886.25	21
	Range 21 Annual Salary	27,137.64	28,494.36	29,919.12	31,415.16	32,985.84	34,635.00	
No Job Classification Assigned								
22	Range 22 Monthly Salary	2,284.08	2,398.29	2,518.20	2,644.12	2,776.32	2,915.13	22
	Range 22 Annual Salary	27,408.96	28,779.48	30,218.40	31,729.44	33,315.84	34,981.56	
No Job Classification Assigned								
23	Range 23 Monthly Salary	2,306.93	2,422.29	2,543.38	2,670.55	2,804.10	2,944.30	23
	Range 23 Annual Salary	27,683.16	29,067.48	30,520.56	32,046.60	33,649.20	35,331.60	
Parent Education Preschool Assistant								
24	Range 24 Monthly Salary	2,330.01	2,446.49	2,568.83	2,697.27	2,832.14	2,973.77	24
	Range 24 Annual Salary	27,960.12	29,357.88	30,825.96	32,367.24	33,985.68	35,685.24	
No Job Classification Assigned								
25	Range 25 Monthly Salary	2,353.30	2,470.96	2,594.51	2,724.23	2,860.44	3,003.47	25
	Range 25 Annual Salary	28,239.60	29,651.52	31,134.12	32,690.76	34,325.28	36,041.64	
No Job Classification Assigned								
26	Range 26 Monthly Salary	2,376.83	2,495.67	2,620.47	2,751.49	2,889.06	3,033.51	26
	Range 26 Annual Salary	28,521.96	29,948.04	31,445.64	33,017.88	34,668.72	36,402.12	
No Job Classification Assigned								
27	Range 27 Monthly Salary	2,400.59	2,520.63	2,646.65	2,779.00	2,917.93	3,063.82	27
	Range 27 Annual Salary	28,807.08	30,247.56	31,759.80	33,348.00	35,015.16	36,765.84	
No Job Classification Assigned								
28	Range 28 Monthly Salary	2,424.61	2,545.82	2,673.12	2,806.76	2,947.11	3,094.45	28
	Range 28 Annual Salary	29,095.32	30,549.84	32,077.44	33,681.12	35,365.32	37,133.40	
No Job Classification Assigned								
29	Range 29 Monthly Salary	2,448.86	2,571.28	2,699.85	2,834.84	2,976.58	3,125.43	29
	Range 29 Annual Salary	29,386.32	30,855.36	32,398.20	34,018.08	35,718.96	37,505.16	
No Job Classification Assigned								
30	Range 30 Monthly Salary	2,473.34	2,597.01	2,726.85	2,863.17	3,006.34	3,156.66	30
	Range 30 Annual Salary	29,680.08	31,164.12	32,722.20	34,358.04	36,076.08	37,879.92	
No Job Classification Assigned								
31	Range 31 Monthly Salary	2,498.07	2,622.98	2,754.14	2,891.82	3,036.41	3,188.24	31
	Range 31 Annual Salary	29,976.84	31,475.76	33,049.68	34,701.84	36,436.92	38,258.88	
No Job Classification Assigned								
32	Range 32 Monthly Salary	2,523.05	2,649.21	2,781.66	2,920.75	3,066.78	3,220.13	32
	Range 32 Annual Salary	30,276.60	31,790.52	33,379.92	35,049.00	36,801.36	38,641.56	
No Job Classification Assigned								
33	Range 33 Monthly Salary	2,548.29	2,675.70	2,809.48	2,949.96	3,097.46	3,252.33	33
	Range 33 Annual Salary	30,579.48	32,108.40	33,713.76	35,399.52	37,169.52	39,027.96	
No Job Classification Assigned								
34	Range 34 Monthly Salary	2,573.76	2,702.46	2,837.58	2,979.47	3,128.44	3,284.88	34
	Range 34 Annual Salary	30,885.12	32,429.52	34,050.96	35,753.64	37,541.28	39,418.56	
No Job Classification Assigned								
35	Range 35 Monthly Salary	2,599.51	2,729.49	2,865.96	3,009.26	3,159.73	3,317.72	35
	Range 35 Annual Salary	31,194.12	32,753.88	34,391.52	36,111.12	37,916.76	39,812.64	
No Job Classification Assigned								
36	Range 36 Monthly Salary	2,625.51	2,756.78	2,894.61	3,039.35	3,191.33	3,350.88	36
	Range 36 Annual Salary	31,506.12	33,081.36	34,735.32	36,472.20	38,295.96	40,210.56	
No Job Classification Assigned								
37	Range 37 Monthly Salary	2,651.74	2,784.34	2,923.55	3,069.72	3,223.22	3,384.40	37
	Range 37 Annual Salary	31,820.88	33,412.08	35,082.60	36,836.64	38,678.64	40,612.80	
No Job Classification Assigned								
38	Range 38 Monthly Salary	2,678.28	2,812.18	2,952.81	3,100.44	3,255.46	3,418.23	38
	Range 38 Annual Salary	32,139.36	33,746.16	35,433.72	37,205.28	39,065.52	41,018.76	
No Job Classification Assigned								

39	Range 39 Monthly Salary	2,705.05	2,840.31	2,982.34	3,131.44	3,288.02	3,452.42	39
	Range 39 Annual Salary	32,460.60	34,083.72	35,788.08	37,577.28	39,456.24	41,429.04	
No Job Classification Assigned								
40	Range 40 Monthly Salary	2,732.12	2,868.73	3,012.16	3,162.76	3,320.90	3,486.95	40
	Range 40 Annual Salary	32,785.44	34,424.76	36,145.92	37,953.12	39,850.80	41,843.40	
No Job Classification Assigned								
41	Range 41 Monthly Salary	2,759.43	2,897.39	3,042.26	3,194.39	3,354.10	3,521.79	41
	Range 41 Annual Salary	33,113.16	34,768.68	36,507.12	38,332.68	40,249.20	42,261.48	
No Job Classification Assigned								
42	Range 42 Monthly Salary	2,787.01	2,926.38	3,072.70	3,226.34	3,387.65	3,557.04	42
	Range 42 Annual Salary	33,444.12	35,116.56	36,872.40	38,716.08	40,651.80	42,684.48	
No Job Classification Assigned								
43	Range 43 Monthly Salary	2,814.89	2,955.62	3,103.43	3,258.60	3,421.53	3,592.60	43
	Range 43 Annual Salary	33,778.68	35,467.44	37,241.16	39,103.20	41,058.36	43,111.20	
No Job Classification Assigned								
44	Range 44 Monthly Salary	2,843.03	2,985.18	3,134.46	3,291.18	3,455.76	2,628.54	44
	Range 44 Annual Salary	34,116.36	35,822.16	37,613.52	39,494.16	41,469.12	31,542.48	
No Job Classification Assigned								
45	Range 45 Monthly Salary	2,871.48	3,015.05	3,165.79	3,324.08	3,490.28	3,664.80	45
	Range 45 Annual Salary	34,457.76	36,180.60	37,989.48	39,888.96	41,883.36	43,977.60	
Admissions and Registration Clerk Driver English as a Second Language Instructional Support Assistant High School Proctor Student Accounts Clerk								
46	Range 46 Monthly Salary	2,900.18	3,045.19	3,197.45	3,357.33	3,525.20	3,701.47	46
	Range 46 Annual Salary	34,802.16	36,542.28	38,369.40	40,287.96	42,302.40	44,417.64	
No Job Classification Assigned								
47	Range 47 Monthly Salary	2,929.20	3,075.66	3,229.44	3,390.92	3,560.46	3,738.48	47
	Range 47 Annual Salary	35,150.40	36,907.92	38,753.28	40,691.04	42,725.52	44,861.76	
No Job Classification Assigned								
48	Range 48 Monthly Salary	2,958.48	3,106.41	3,261.72	3,424.82	3,596.05	3,775.86	48
	Range 48 Annual Salary	35,501.76	37,276.92	39,140.64	41,097.84	43,152.60	45,310.32	
No Job Classification Assigned								
49	Range 49 Monthly Salary	2,988.05	3,137.45	3,294.34	3,459.05	3,632.00	3,813.60	49
	Range 49 Annual Salary	35,856.60	37,649.40	39,532.08	41,508.60	43,584.00	45,763.20	
No Job Classification Assigned								
50	Range 50 Monthly Salary	3,017.94	3,168.83	3,327.29	3,493.65	3,668.32	3,851.73	50
	Range 50 Annual Salary	36,215.28	38,025.96	39,927.48	41,923.80	44,019.84	46,220.76	
No Job Classification Assigned								
51	Range 51 Monthly Salary	3,048.13	3,200.53	3,360.55	3,528.59	3,705.02	3,890.28	51
	Range 51 Annual Salary	36,577.56	38,406.36	40,326.60	42,343.08	44,460.24	46,683.36	
No Job Classification Assigned								
52	Range 52 Monthly Salary	3,078.60	3,232.55	3,394.15	3,563.87	3,742.05	3,929.17	52
	Range 52 Annual Salary	36,943.20	38,790.60	40,729.80	42,766.44	44,904.60	47,150.04	
Tutorial Services Assistant								
53	Range 53 Monthly Salary	3,109.37	3,264.86	3,428.10	3,599.49	3,779.49	3,968.46	53
	Range 53 Annual Salary	37,312.44	39,178.32	41,137.20	43,193.88	45,353.88	47,621.52	
EOPS Tutorial/Peer Counselor Supervisor ESL Outreach Specialist								
54	Range 54 Monthly Salary	3,140.50	3,297.50	3,462.39	3,635.50	3,817.28	4,008.13	54
	Range 54 Annual Salary	37,686.00	39,570.00	41,548.68	43,626.00	45,807.36	48,097.56	
EOPS Specialist								
55	Range 55 Monthly Salary	3,171.88	3,330.49	3,497.02	3,671.88	3,855.45	4,048.23	55
	Range 55 Annual Salary	38,062.56	39,965.88	41,964.24	44,062.56	46,265.40	48,578.76	
No Job Classification Assigned								
56	Range 56 Monthly Salary	3,203.61	3,363.79	3,531.99	3,708.59	3,894.03	4,088.72	56
	Range 56 Annual Salary	38,443.32	40,365.48	42,383.88	44,503.08	46,728.36	49,064.64	
No Job Classification Assigned								

57	Range 57 Monthly Salary	3,235.63	3,397.43	3,567.31	3,745.66	3,932.95	4,129.59	57
	Range 57 Annual Salary	38,827.56	40,769.16	42,807.72	44,947.92	47,195.40	49,555.08	
No Job Classification Assigned								
58	Range 58 Monthly Salary	3,268.01	3,431.40	3,602.97	3,783.12	3,972.29	4,170.89	58
	Range 58 Annual Salary	39,216.12	41,176.80	43,235.64	45,397.44	47,667.48	50,050.68	
No Job Classification Assigned								
59	Range 59 Monthly Salary	3,300.69	3,465.73	3,639.02	3,820.96	4,012.02	4,212.63	59
	Range 59 Annual Salary	39,608.28	41,588.76	43,668.24	45,851.52	48,144.24	50,551.56	
Admissions and Records Specialist I Lead Admissions and Registration Clerk								
60	Range 60 Monthly Salary	3,333.69	3,500.39	3,675.38	3,859.17	4,052.12	4,254.73	60
	Range 60 Annual Salary	40,004.28	42,004.68	44,104.56	46,310.04	48,625.44	51,056.76	
Kinesiology/Athletic Technician I								
61	Range 61 Monthly Salary	3,367.04	3,535.40	3,812.18	3,897.79	4,092.66	4,297.29	61
	Range 61 Annual Salary	40,404.48	42,424.80	45,746.16	46,773.48	49,111.92	51,567.48	
No Job Classification Assigned								
62	Range 62 Monthly Salary	3,400.72	3,570.74	3,749.30	3,936.75	4,133.59	4,340.27	62
	Range 62 Annual Salary	40,808.64	42,848.88	44,991.60	47,241.00	49,603.08	52,083.24	
ESL Learning Resources Technician Learning Resources Technician Mail Room Operator Test Administration Clerk								
63	Range 63 Monthly Salary	3,434.72	3,603.48	3,786.79	3,976.14	4,174.93	4,383.68	63
	Range 63 Annual Salary	41,216.64	43,241.76	45,441.48	47,713.68	50,099.16	52,604.16	
Kinesiology/Athletic Technician II								
64	Range 64 Monthly Salary	3,469.08	3,642.52	3,824.66	4,015.89	4,216.68	4,427.52	64
	Range 64 Annual Salary	41,628.96	43,710.24	45,895.92	48,190.68	50,600.16	53,130.24	
No Job Classification Assigned								
65	Range 65 Monthly Salary	3,503.77	3,678.95	3,862.91	4,056.05	4,258.84	4,471.79	65
	Range 65 Annual Salary	42,045.24	44,147.40	46,354.92	48,672.60	51,106.08	53,661.48	
No Job Classification Assigned								
66	Range 66 Monthly Salary	3,568.81	3,715.75	3,901.54	4,096.61	4,301.44	4,516.52	66
	Range 66 Annual Salary	42,825.72	44,589.05	46,818.48	49,159.32	51,617.28	54,198.24	
No Job Classification Assigned								
67	Range 67 Monthly Salary	3,574.21	3,752.90	3,940.55	4,137.58	4,344.46	4,561.69	67
	Range 67 Annual Salary	42,890.52	45,034.80	47,286.60	49,650.96	52,133.52	54,740.28	
No Job Classification Assigned								
68	Range 68 Monthly Salary	3,609.94	3,790.44	3,979.96	4,178.97	4,387.90	4,607.29	68
	Range 68 Annual Salary	43,319.28	45,485.28	47,759.52	50,147.64	52,654.80	55,287.48	
Event Services Technician Student Accounts Technician								
69	Range 69 Monthly Salary	3,646.03	3,828.35	4,019.77	4,220.75	4,431.78	4,653.36	69
	Range 69 Annual Salary	43,752.36	45,940.20	48,237.24	50,649.00	53,181.36	55,840.32	
Account Clerk I Administrative Specialist I Admissions and Records Clerk II Admissions and Records Specialist II Clerical Specialist International Student Services Specialist								
Range 69 (continued)								
69	Range 69 Monthly Salary	3,646.03	3,828.35	4,019.77	4,220.75	4,431.78	4,653.36	69
	Range 69 Annual Salary	43,752.36	45,940.20	48,237.24	50,649.00	53,181.36	55,840.32	
Printing Services Specialist								
70	Range 70 Monthly Salary	3,682.49	3,866.63	4,059.96	4,262.96	4,476.11	4,699.91	70
	Range 70 Annual Salary	44,189.88	46,399.56	48,719.52	51,155.52	53,713.32	56,398.92	
Assistant Curriculum Specialist								
71	Range 71 Monthly Salary	3,719.33	3,905.29	4,100.56	4,305.58	4,520.86	4,746.89	71
	Range 71 Annual Salary	44,631.96	46,863.48	49,206.72	51,666.96	54,250.32	56,962.68	
Caseworker/Intervention Specialist Library Technician Mentor Coordinator								

Parking Officer

Student Services Program Specialist I

72	Range 72 Monthly Salary	3,756.52	3,944.35	4,141.57	4,348.66	4,566.08	4,794.38	72
	Range 72 Annual Salary	45,078.24	47,332.20	49,698.84	52,183.92	54,792.96	57,532.56	

Lead Mail Room Operator
Learning Lab Assistant

73	Range 73 Monthly Salary	3,794.10	3,983.81	4,183.00	4,392.16	4,611.75	4,842.34	73
	Range 73 Annual Salary	45,529.20	47,805.72	50,196.00	52,705.92	55,341.00	58,108.08	

Printing Services Technician

74	Range 74 Monthly Salary	3,832.03	4,023.64	4,224.82	4,436.08	4,657.88	4,890.76	74
	Range 74 Annual Salary	45,984.36	48,283.68	50,697.84	53,232.96	55,894.56	58,689.12	

No Job Classification Assigned

75	Range 75 Monthly Salary	3,870.37	4,063.87	4,267.08	4,480.42	4,704.45	4,939.66	75
	Range 75 Annual Salary	46,444.44	48,766.44	51,204.96	53,765.04	56,453.40	59,275.92	

Administrative Specialist II

76	Range 76 Monthly Salary	3,909.06	4,104.51	4,309.74	4,525.22	4,751.49	4,989.06	76
	Range 76 Annual Salary	46,908.72	49,254.12	51,716.88	54,302.64	57,017.88	59,868.72	

No Job Classification Assigned

77	Range 77 Monthly Salary	3,948.16	4,145.55	4,352.84	4,570.48	4,799.00	5,038.96	77
	Range 77 Annual Salary	47,377.92	49,746.60	52,234.08	54,845.76	57,588.00	60,467.52	

Medical Assistant

Parking/Security Technician

78	Range 78 Monthly Salary	3,987.63	4,187.01	4,396.36	4,616.19	4,846.99	5,089.35	78
	Range 78 Annual Salary	47,851.56	50,244.12	52,756.32	55,394.28	58,163.88	61,072.20	

Veterans Service Specialist

79	Range 79 Monthly Salary	4,027.52	4,228.89	4,440.32	4,662.36	4,895.48	5,140.25	79
	Range 79 Annual Salary	48,330.24	50,746.68	53,283.84	55,948.32	58,745.76	61,683.00	

Account Clerk II

Admissions & Records Computer Technician

Alternate Media Specialist

Buyer

Child Development Workforce Initiative Grant Specialist (Eliminated 7/11/16)

Computer Facilities Assistant

Early Child Development Specialist I

Help Desk Support Technician

Laboratory Technician - Arts

Laboratory Technician - Astronomy

Laboratory Technician - Business and Computer Information

Laboratory Technician - Digital Arts

Laboratory Technician - DSP&S

Laboratory Technician - Earth Sciences

Laboratory Technician - Math Activities Resource Center

Laboratory Technician - Mathematics and Computer Sciences

Laboratory Technician - Natural Sciences

Laboratory Technician - Photography

Laboratory Technician - Physical Science and Engineering

Range 79 (continued)

79	Range 79 Monthly Salary	4,027.52	4,228.89	4,440.32	4,662.36	4,895.48	5,140.25	79
	Range 79 Annual Salary	48,330.24	50,746.68	53,283.84	55,948.32	58,745.76	61,683.00	

Laboratory Technician - Radio

Laboratory Technician - Registered Vet Technician

Laboratory Technician - Theater

Laboratory Technician - Welding

Laboratory Technician I - Biology

Laboratory Technician I - Chemistry

Lead Library Technician

Lead Printing Services Technician

Office Supervisor, ESL

Office Supervisor, RHORC

Office Supervisor, SBDC

Project/Program Specialist

Skills Lab Technician
 Student Center Specialist
 Student Services Program Specialist II
 Teaching Assistant
 Television Production Specialist
 Web Developer

80	Range 80 Monthly Salary	4,067.78	4,271.16	4,484.72	4,708.96	4,944.42	5,191.65	80
	Range 80 Annual Salary	48,813.36	51,253.92	53,816.64	56,507.52	59,333.04	62,299.80	

No Job Classification Assigned

81	Range 81 Monthly Salary	4,108.46	4,313.88	4,529.59	4,756.07	4,993.87	5,243.54	81
	Range 81 Annual Salary	49,301.52	51,766.56	54,355.08	57,072.84	59,926.44	62,922.48	

Accommodations Specialist
 Administrative Specialist III
 Admissions and Records Specialist III
 Construction Projects Specialist
 Equipment Assistant
 Facilities Specialist
 Financial Aid Specialist
 Financial Aid Technician
 Lead International Students Specialist
 Public Information Assistant
 Publications Technician
 Specialist: Contract Services - CalWORKs
 Student Relations Specialist
 Student Services Outreach Specialist

82	Range 82 Monthly Salary	4,149.55	4,357.03	4,574.87	4,803.61	5,043.80	5,295.99	82
	Range 82 Annual Salary	49,794.60	52,284.36	54,898.44	57,643.32	60,525.60	63,551.88	

No Job Classification Assigned

83	Range 83 Monthly Salary	4,191.03	4,400.60	4,620.63	4,851.65	5,094.24	5,348.94	83
	Range 83 Annual Salary	50,292.36	52,807.20	55,447.56	58,219.80	61,130.88	64,187.28	

No Job Classification Assigned

84	Range 84 Monthly Salary	4,232.96	4,444.58	4,666.84	4,900.17	5,145.17	5,402.44	84
	Range 84 Annual Salary	50,795.52	53,334.96	56,002.08	58,802.04	61,742.04	64,829.28	

No Job Classification Assigned

85	Range 85 Monthly Salary	4,275.28	4,489.04	4,713.51	4,949.17	5,196.63	5,456.48	85
	Range 85 Annual Salary	51,303.36	53,868.48	56,562.12	59,390.04	62,359.56	65,477.76	

No Job Classification Assigned

86	Range 86 Monthly Salary	4,318.04	4,533.94	4,760.64	4,998.68	5,248.60	5,511.03	86
	Range 86 Annual Salary	51,816.48	54,407.28	57,127.68	59,984.16	62,983.20	66,132.36	

Laboratory Technician II - Biology
 Laboratory Technician II - Chemistry

87	Range 87 Monthly Salary	4,361.24	4,579.28	4,808.26	5,048.67	5,301.09	5,566.15	87
	Range 87 Annual Salary	52,334.88	54,951.36	57,699.12	60,584.04	63,613.08	66,793.80	

Specialist, ESL Instructional Support

88	Range 88 Monthly Salary	4,404.83	4,625.08	4,856.33	5,099.15	5,354.11	5,621.82	88
	Range 88 Annual Salary	52,857.96	55,500.96	58,275.96	61,189.80	64,249.32	67,461.84	

Accompanist
 Account Clerk III
 Administrative Specialist IV
 Advancement Services Specialist
 Athletic Eligibility Specialist
 Benefits Specialist
 Career Services Specialist
 Communications Specialist
 Coordinator, Help Desk
 Coordinator, Learning Lab
 Coordinator, Patron Services
 Early Child Development Specialist II
 Fiscal Technician II

Lead Computer Facilities Assistant
 Library and Learning Resources Computer Technician
 Media Services Coordinator
 Public Safety Officer
 Registration Specialist
 Risk Management Specialist
 Scholarship Program Specialist
 Senior Buyer
 Sports Publicist
 Technician, Audio Visual Repair
 Tutorial Services Specialist

89	Range 89 Monthly Salary	4,448.88	4,671.33	4,904.89	5,150.13	5,407.64	5,678.01	89
	Range 89 Annual Salary	53,386.56	56,055.96	58,858.68	61,801.56	64,891.68	68,136.12	

Lead Event Services Technician

90	Range 90 Monthly Salary	4,493.38	4,718.03	4,953.94	5,201.65	5,461.73	5,734.83	90
	Range 90 Annual Salary	53,920.56	56,616.36	59,447.28	62,419.80	65,540.76	68,817.96	

No Job Classification Assigned

91	Range 91 Monthly Salary	4,538.31	4,765.23	5,003.48	5,253.68	5,516.36	5,792.19	91
	Range 91 Annual Salary	54,459.72	57,182.76	60,041.76	63,044.16	66,196.32	69,506.28	

No Job Classification Assigned

92	Range 92 Monthly Salary	4,583.69	4,812.89	5,053.51	5,306.20	5,571.50	5,850.07	92
	Range 92 Annual Salary	55,004.28	57,754.68	60,642.12	63,674.40	66,858.00	70,200.84	

No Job Classification Assigned

93	Range 93 Monthly Salary	4,629.52	4,861.01	5,104.06	5,359.27	5,627.22	5,908.58	93
	Range 93 Annual Salary	55,554.24	58,332.12	61,248.72	64,311.24	67,526.64	70,902.96	

Small Business Development Center Assistant

94	Range 94 Monthly Salary	4,675.83	4,909.63	5,155.10	5,412.85	5,683.48	5,968.67	94
	Range 94 Annual Salary	56,109.96	58,915.56	61,861.20	64,954.20	68,201.76	71,624.04	

No Job Classification Assigned

95	Range 95 Monthly Salary	4,722.58	4,958.72	5,206.64	5,466.98	5,740.33	6,027.36	95
	Range 95 Annual Salary	56,670.96	59,504.64	62,479.68	65,603.76	68,883.96	72,328.32	

Coordinator, Assessment Center
 Coordinator, Assistive Technology
 Coordinator, Learning Assistance Resource Center (LARC)
 Coordinator, Printing Services
 Coordinator, Project Program
 Coordinator, Supplemental Instruction Program
 Coordinator, Writing Services
 Educational Advisor
 Equipment Technician

Range 95 (continued)

95	Range 95 Monthly Salary	4,722.58	4,958.72	5,206.64	5,466.98	5,740.33	6,027.36	95
	Range 95 Annual Salary	56,670.96	59,504.64	62,479.68	65,603.76	68,883.96	72,328.32	

Fiscal Specialist
 Grants Specialist
 Information Technology Specialist
 KSAK Operations Coordinator
 Procurement Specialist
 Transfer Specialist
 Upward Bound Academic Specialist

96	Range 96 Monthly Salary	4,769.81	5,008.30	5,258.72	5,521.65	5,797.73	6,087.61	96
	Range 96 Annual Salary	57,237.72	60,099.60	63,104.64	66,259.80	69,572.76	73,051.32	

Interpreter Specialist
 Lead Computer Operator
 Research Assistant

97	Range 97 Monthly Salary	4,817.52	5,058.38	5,311.30	5,576.89	5,855.74	6,148.51	97
	Range 97 Annual Salary	57,810.24	60,700.56	63,735.60	66,922.68	70,268.88	73,782.12	

No Job Classification Assigned

98	Range 98 Monthly Salary	4,865.68	5,108.97	5,364.41	5,632.63	5,914.29	6,209.99	98
	Range 98 Annual Salary	58,388.16	61,307.64	64,372.92	67,591.56	70,971.48	74,519.88	

Graphics Designer

Lead Printing Services

99	Range 99 Monthly Salary	4,914.34	5,160.05	5,418.06	5,688.94	5,973.42	6,272.07	99
	Range 99 Annual Salary	58,972.08	61,920.60	65,016.72	68,267.28	71,681.04	75,264.84	
No Job Classification Assigned								
100	Range 100 Monthly Salary	4,963.48	5,211.64	5,472.25	5,745.85	6,033.14	6,334.79	100
	Range 100 Annual Salary	59,561.76	62,539.68	65,667.00	68,950.20	72,397.68	76,017.48	
No Job Classification Assigned								
101	Range 101 Monthly Salary	5,013.10	5,263.77	5,526.95	5,803.30	6,093.47	6,398.14	101
	Range 101 Annual Salary	60,157.20	63,165.24	66,323.40	69,639.60	73,121.64	76,777.68	
No Job Classification Assigned								
102	Range 102 Monthly Salary	5,063.25	5,316.41	5,582.23	5,861.34	6,154.41	6,462.12	102
	Range 102 Annual Salary	60,759.00	63,796.92	66,986.76	70,336.08	73,852.92	77,545.44	
No Job Classification Assigned								
103	Range 103 Monthly Salary	5,113.88	5,369.58	5,638.05	5,919.96	6,215.94	6,526.75	103
	Range 103 Annual Salary	61,366.56	64,434.96	67,656.60	71,039.52	74,591.28	78,321.00	
Specialist: Job Placement, DSP&S (Temp.)								
104	Range 104 Monthly Salary	5,165.01	5,423.25	5,694.43	5,979.15	6,278.11	6,592.02	104
	Range 104 Annual Salary	61,980.12	65,079.00	68,333.16	71,749.80	75,337.32	79,104.24	
Administrative Noncredit Curriculum Specialist								
105	Range 105 Monthly Salary	5,216.66	5,477.50	5,751.37	6,039.93	6,340.90	6,657.94	105
	Range 105 Annual Salary	62,599.92	65,730.00	69,016.44	72,479.16	76,090.80	79,895.28	
Applications Training Specialist Athletic Trainer Coordinator, Budget and Accounting Coordinator, Payroll Coordinator, Student Activities High School Outreach Coordinator Office Supervisor, Welcome Back Program Staff Nurse Vocational Outreach Specialist								
106	Range 106 Monthly Salary	5,268.82	5,532.29	5,808.88	6,099.32	6,404.30	6,724.51	106
	Range 106 Annual Salary	63,225.84	66,387.48	69,706.56	73,191.84	76,851.60	80,694.12	
No Job Classification Assigned								
107	Range 107 Monthly Salary	5,321.51	5,587.59	5,866.97	6,160.33	6,468.34	6,791.76	107
	Range 107 Annual Salary	63,858.12	67,051.08	70,403.64	73,923.96	77,620.08	81,501.12	
Coordinator, Audio Visual Systems Coordinator, Computer Facilities								
Range 107 (continued)								
107	Range 107 Monthly Salary	5,321.51	5,587.59	5,866.97	6,160.33	6,468.34	6,791.76	107
	Range 107 Annual Salary	63,858.12	67,051.08	70,403.64	73,923.96	77,620.08	81,501.12	
Coordinator, Multimedia Educational Research Assessment Analyst Information Technology Support Technician Research Analyst Telecommunications Technician								
108	Range 108 Monthly Salary	5,374.72	5,643.47	5,925.65	6,221.93	6,533.01	6,859.68	108
	Range 108 Annual Salary	64,496.64	67,721.64	71,107.80	74,663.16	78,396.12	82,316.16	
Master Carpenter/Stage Manager Master Electrician Theatrical Audio Engineer								
109	Range 109 Monthly Salary	5,428.48	5,699.91	5,984.91	6,284.16	6,952.35	6,928.27	109
	Range 109 Annual Salary	65,141.76	68,398.92	71,818.92	75,409.92	83,428.20	83,139.24	
Coordinator, CalWORKs Coordinator, Career Services Projects Coordinator, Student Veterans Services & Scholarships								
110	Range 110 Monthly Salary	5,482.77	5,756.89	6,044.76	6,347.00	6,664.35	6,997.55	110
	Range 110 Annual Salary	65,793.24	69,082.68	72,537.12	76,164.00	79,972.20	83,970.60	
No Job Classification Assigned								
111	Range 111 Monthly Salary	5,537.61	5,814.47	6,105.20	6,410.46	6,730.97	7,067.52	111
	Range 111 Annual Salary	66,451.32	69,773.64	73,262.40	76,925.52	80,771.64	84,810.24	
No Job Classification Assigned								

112	Range 112 Monthly Salary	5,592.97	5,872.62	6,166.25	6,474.58	6,798.29	7,138.21	112
	Range 112 Annual Salary	67,115.64	70,471.44	73,995.00	77,694.96	81,579.48	85,658.52	
Coordinator, Adult Basic Education Coordinator, Education for Older Adults Coordinator, English as a Second Language Coordinator, Health and Fitness Coordinator, High School Program Coordinator, Language Learning Center Coordinator, Matriculation Coordinator, Vocational English as a Second Language (VESL) Curriculum Specialist Supervisor, Admissions & Records Supervisor, Emeritus Program Supervisor, Financial Aid Supervisor, Health Occupations & Resource Lab Supervisor, VESL								
113	Range 113 Monthly Salary	5,648.91	5,931.35	6,227.92	6,539.31	6,866.27	7,209.59	113
	Range 113 Annual Salary	67,786.92	71,176.20	74,735.04	78,471.72	82,395.24	86,515.08	
No Job Classification Assigned								
114	Range 114 Monthly Salary	5,705.40	5,990.67	6,290.19	6,604.71	6,934.94	7,281.68	114
	Range 114 Annual Salary	68,464.80	71,888.04	75,482.28	79,256.52	83,219.28	87,380.16	
Computer Support Specialist Coordinator, Computer Services Lead Telecommunications Support Technician Web Designer Web Support Specialist Webmaster								
115	Range 115 Monthly Salary	5,762.45	6,050.56	6,353.10	6,670.74	7,004.29	7,354.51	115
	Range 115 Annual Salary	69,149.40	72,606.72	76,237.20	80,048.88	84,051.48	88,254.12	
No Job Classification Assigned								
116	Range 116 Monthly Salary	5,820.07	6,111.06	6,416.62	6,737.45	7,074.33	7,428.04	116
	Range 116 Annual Salary	69,840.84	73,332.72	76,999.44	80,849.40	84,891.96	89,136.48	
No Job Classification Assigned								
117	Range 117 Monthly Salary	5,878.27	6,172.18	6,480.77	6,804.81	7,145.07	7,502.32	117
	Range 117 Annual Salary	70,539.24	74,066.16	77,769.24	81,657.72	85,740.84	90,027.84	
No Job Classification Assigned								
118	Range 118 Monthly Salary	5,937.05	6,233.89	6,545.59	6,872.88	7,216.51	7,577.34	118
	Range 118 Annual Salary	71,244.60	74,806.68	78,547.08	82,474.56	86,598.12	90,928.08	
Coordinator, Grants Coordinator, Health Careers Resource Center Coordinator, Special Projects-Technology & Health Lead Broadcast and Audio Technician								
119	Range 119 Monthly Salary	5,996.41	6,296.23	6,611.05	6,941.61	7,288.69	7,653.13	119
	Range 119 Annual Salary	71,956.92	75,554.76	79,332.60	83,299.32	87,464.28	91,837.56	
No Job Classification Assigned								
120	Range 120 Monthly Salary	6,056.39	6,359.19	6,677.16	7,011.03	7,361.57	7,729.65	120
	Range 120 Annual Salary	72,676.68	76,310.28	80,125.92	84,132.36	88,338.84	92,755.80	
Business Analyst								
121	Range 121 Monthly Salary	6,116.94	6,422.80	6,743.93	7,081.13	7,435.18	7,806.96	121
	Range 121 Annual Salary	73,403.28	77,073.60	80,927.16	84,973.56	89,222.16	93,683.52	
No Job Classification Assigned								
122	Range 122 Monthly Salary	6,178.11	6,487.00	6,811.37	7,151.94	7,509.52	7,885.00	122
	Range 122 Annual Salary	74,137.32	77,844.00	81,736.44	85,823.28	90,114.24	94,620.00	
No Job Classification Assigned								
123	Range 123 Monthly Salary	6,239.89	6,551.87	6,879.47	7,223.46	7,584.64	7,965.86	123
	Range 123 Annual Salary	74,878.68	78,622.44	82,553.64	86,681.52	91,015.68	95,590.32	
No Job Classification Assigned								
124	Range 124 Monthly Salary	6,302.28	6,617.40	6,948.27	7,295.68	7,660.46	8,043.49	124
	Range 124 Annual Salary	75,627.36	79,408.80	83,379.24	87,548.16	91,925.52	96,521.88	
Academic Applications Systems Specialist								

Academic Network Administrator
 Admissions and Records Systems Analyst
 Coordinator, Graphic Design
 Coordinator, Marketing & Communication
 Coordinator, Online Learning Support Center
 Coordinator, Professional & Organizational Development
 Educational Technology Coordinator
 Financial Aid Systems Analyst
 Financial Aid Systems Programmer
 Instructional Designer
 Lead Information Technology Support Technician
 Mental Health Clinician
 Senior Research Analyst
 Senior Systems Analyst/Programmer
 Systems Analyst/Programmer
 Systems Programmer

125	Range 125 Monthly Salary	6,365.31	6,683.57	7,017.75	7,368.63	7,737.08	8,123.94	125
	Range 125 Annual Salary	76,383.72	80,202.84	84,213.00	88,423.56	92,844.96	97,487.28	
No Job Classification Assigned								
126	Range 126 Monthly Salary	6,428.97	6,750.41	7,087.93	7,442.32	7,814.43	8,205.16	126
	Range 126 Annual Salary	77,147.64	81,004.92	85,055.16	89,307.84	93,773.16	98,461.92	
Lead Interpreter Project Administrator Registered Nurse Practitioner Senior Systems Analyst								
127	Range 127 Monthly Salary	6,493.25	6,817.93	7,158.80	7,516.75	7,892.58	8,287.00	127
	Range 127 Annual Salary	77,919.00	81,815.16	85,905.60	90,201.00	94,710.96	99,444.00	
No Job Classification Assigned								
128	Range 128 Monthly Salary	6,558.18	6,886.10	7,230.41	7,591.91	7,971.50	8,370.09	128
	Range 128 Annual Salary	78,698.16	82,633.20	86,764.92	91,102.92	95,658.00	100,441.08	
No Job Classification Assigned								
129	Range 129 Monthly Salary	6,623.77	6,954.95	7,302.71	7,667.84	8,051.21	8,453.78	129
	Range 129 Annual Salary	79,485.24	83,459.40	87,632.52	92,014.08	96,614.52	101,445.36	
No Job Classification Assigned								
130	Range 130 Monthly Salary	6,690.01	7,024.51	7,375.73	7,744.52	8,131.73	8,538.34	130
	Range 130 Annual Salary	80,280.12	84,294.12	88,508.76	92,934.24	97,580.76	102,460.08	
Senior Systems Integrator								
131	Range 131 Monthly Salary	6,756.91	7,094.74	7,449.49	7,821.97	8,213.06	8,623.71	131
	Range 131 Annual Salary	81,082.92	85,136.88	89,393.88	93,863.64	98,556.72	103,484.52	
No Job Classification Assigned								
132	Range 132 Monthly Salary	6,824.48	7,165.69	7,523.99	7,900.19	8,295.17	8,709.96	132
	Range 132 Annual Salary	81,893.76	85,988.28	90,287.88	94,802.28	99,542.04	104,519.52	
No Job Classification Assigned								
133	Range 133 Monthly Salary	6,892.73	7,237.35	7,599.23	7,979.20	8,378.14	8,797.06	133
	Range 133 Annual Salary	82,712.76	86,848.20	91,190.76	95,750.40	100,537.68	105,564.72	
No Job Classification Assigned								
134	Range 134 Monthly Salary	6,961.64	7,309.72	7,675.22	8,058.98	8,461.92	8,885.03	134
	Range 134 Annual Salary	83,539.68	87,716.64	92,102.64	96,707.76	101,543.04	106,620.36	
Enterprise Network Administrator								
135	Range 135 Monthly Salary	7,031.26	7,382.82	7,751.97	8,139.59	8,546.54	8,973.85	135
	Range 135 Annual Salary	84,375.12	88,593.84	93,023.64	97,675.08	102,558.48	107,686.20	
No Job Classification Assigned								
136	Range 136 Monthly Salary	7,101.57	7,456.64	7,829.48	8,220.98	8,631.99	9,063.60	136
	Range 136 Annual Salary	85,218.84	89,479.68	93,953.76	98,651.76	103,583.88	108,763.20	
No Job Classification Assigned								
137	Range 137 Monthly Salary	7,172.57	7,531.22	7,907.77	8,303.19	8,718.31	9,157.24	137
	Range 137 Annual Salary	86,070.84	90,374.64	94,893.24	99,638.28	104,619.72	109,886.88	
No Job Classification Assigned								
138	Range 138 Monthly Salary	7,244.31	7,606.53	7,986.86	8,386.21	8,805.51	9,245.78	138
	Range 138 Annual Salary	86,931.72	91,278.36	95,842.32	100,634.52	105,666.12	110,949.36	
No Job Classification Assigned								

139	Range 139 Monthly Salary	7,316.73	7,682.59	8,066.71	8,470.07	8,893.56	9,338.24	139
	Range 139 Annual Salary	87,800.76	92,191.08	96,800.52	101,640.84	106,722.72	112,058.88	
No Job Classification Assigned								
140	Range 140 Monthly Salary	7,389.91	7,759.41	8,147.39	8,554.78	8,982.49	9,431.63	140
	Range 140 Annual Salary	88,678.92	93,112.92	97,768.68	102,657.36	107,789.88	113,179.56	
Database Administrator								
141	Range 141 Monthly Salary	7,463.81	7,837.00	8,228.85	8,640.30	9,072.31	9,525.92	141
	Range 141 Annual Salary	89,565.72	94,044.00	98,746.20	103,683.60	108,867.72	114,311.04	
No Job Classification Assigned								
142	Range 142 Monthly Salary	7,538.45	7,915.38	8,311.15	8,726.70	9,163.04	9,621.19	142
	Range 142 Annual Salary	90,461.40	94,984.56	99,733.80	104,720.40	109,956.48	115,454.28	
No Job Classification Assigned								
143	Range 143 Monthly Salary	7,613.83	7,994.52	8,394.25	8,813.96	9,254.66	9,717.39	143
	Range 143 Annual Salary	91,365.96	95,934.24	100,731.00	105,767.52	111,055.92	116,608.68	
No Job Classification Assigned								
144	Range 144 Monthly Salary	7,689.97	8,074.47	8,478.20	8,902.11	9,347.22	9,814.58	144
	Range 144 Annual Salary	92,279.64	96,893.64	101,738.40	106,825.32	112,166.64	117,774.96	
Enterprise Network Security Analyst								

LONGEVITY:

- After 10 years = 3.5% above base
 - After 15 years = An additional 5% (compounded as 8.68% above base salary)
 - After 20 years = An additional 3.5% (compounded as 12.48% above base salary)
 - After 25 years = An additional 3.5% (compounded as 16.42% above base salary)
 - After 30 years = An additional 3.5% (compounded as 20.49% above base salary)
- Board Approved September 9, 2015 (Updated 6/27/16)

SALARY SCHEDULE OF ASSIGNMENTS FOR CSEA, CHAPTER 651 EMPLOYEES

<u>Range</u>	<u>Title</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Range</u>
34	Range 34 Monthly Salary	3,132.36	3,289.30	3,450.07	3,628.30	3,814.26	3,998.27	34
	Range 34 Annual Salary	37,588.32	39,471.60	41,400.84	43,539.60	45,771.12	47,979.24	
Custodian								
35	Range 35 Monthly Salary	3,165.31	3,328.01	3,486.89	3,667.03	3,847.16	4,037.02	35
	Range 35 Annual Salary	37,983.72	39,936.12	41,842.68	44,004.36	46,165.92	48,444.24	
No Job Classification Assigned								
36	Range 36 Monthly Salary	3,196.29	3,355.14	3,521.73	3,701.91	3,882.04	4,077.71	36
	Range 36 Annual Salary	38,355.48	40,261.68	42,260.76	44,422.92	46,584.48	48,932.52	
No Job Classification Assigned								
37	Range 37 Monthly Salary	3,227.30	3,390.02	3,554.67	3,729.02	3,924.68	4,124.19	37
	Range 37 Annual Salary	38,727.60	40,680.24	42,656.04	44,748.24	47,096.16	49,490.28	
No Job Classification Assigned								
38	Range 38 Monthly Salary	3,254.44	3,426.80	3,597.30	3,769.69	3,963.40	4,166.82	38
	Range 38 Annual Salary	39,053.28	41,121.60	43,167.60	45,236.28	47,560.80	50,001.84	
No Job Classification Assigned								
39	Range 39 Monthly Salary	3,291.21	3,453.93	3,637.98	3,816.19	4,009.87	4,201.68	39
	Range 39 Annual Salary	39,484.52	41,447.16	43,655.76	45,794.28	48,118.44	50,420.16	
Grounds and Horticultural Technician - Campus								
40	Range 40 Monthly Salary	3,328.01	3,490.74	3,668.96	3,847.16	4,040.89	4,240.42	40
	Range 40 Annual Salary	39,336.12	41,888.88	44,027.52	46,165.92	48,490.68	50,885.04	
No Job Classification Assigned								
41	Range 41 Monthly Salary	3,357.10	3,529.49	3,705.74	3,883.97	4,079.65	4,286.92	41
	Range 41 Annual Salary	40,285.20	42,353.88	44,468.88	46,607.64	48,955.80	51,443.04	
No Job Classification Assigned								
42	Range 42 Monthly Salary	3,391.94	3,554.67	3,736.76	3,928.51	4,126.12	4,327.57	42
	Range 42 Annual Salary	40,703.28	42,656.04	44,841.12	47,142.12	49,513.44	51,930.84	
No Job Classification Assigned								
43	Range 43 Monthly Salary	3,428.77	3,597.30	3,771.62	3,967.29	4,168.75	4,370.20	43
	Range 43 Annual Salary	41,145.24	43,167.60	45,259.44	47,607.48	50,025.00	52,442.40	
No Job Classification Assigned								
44	Range 44 Monthly Salary	3,461.69	3,637.98	3,818.09	4,011.84	4,209.46	4,412.84	44

	Range 44 Annual Salary	41,540.28	43,655.76	45,817.08	48,142.08	50,513.52	52,954.08	44
Grounds and Horticultural Technician - Athletic and Sports Fields								
Warehouse Worker I								
45	Range 45 Monthly Salary	3,492.69	3,668.96	3,853.01	4,048.62	4,243.25	4,455.45	45
	Range 45 Annual Salary	41,912.28	44,027.52	46,236.12	48,583.44	50,955.00	53,465.40	
No Job Classification Assigned								
46	Range 46 Monthly Salary	3,535.31	3,711.56	3,885.93	40,853.45	4,290.77	4,499.98	46
	Range 46 Annual Salary	42,423.72	44,538.72	46,631.16	49,025.40	51,489.24	53,999.76	
Grounds Heavy Equipment Operator								
Lead Custodian								
Refuse and Recyclable Collector								
47	Range 47 Monthly Salary	35,583.52	3,748.39	3,930.49	4,128.07	4,331.47	4,554.24	47
	Range 47 Annual Salary	42,702.24	44,980.68	47,165.88	49,536.84	51,977.64	54,650.88	
Irrigation Specialist								
48	Range 48 Monthly Salary	3,599.21	3,775.51	3,973.09	4,170.68	4,377.95	4,594.94	48
	Range 48 Annual Salary	43,190.52	45,306.12	47,677.08	50,048.16	52,535.40	55,139.28	
No Job Classification Assigned								
49	Range 49 Monthly Salary	3,639.89	3,820.06	4,011.84	4,211.36	4,416.71	4,635.60	49
	Range 49 Annual Salary	43,678.68	45,840.72	48,142.08	50,536.32	53,000.52	55,627.20	
No Job Classification Assigned								
50	Range 50 Monthly Salary	3,670.89	3,854.93	4,048.62	4,250.11	4,457.37	4,685.97	50
	Range 50 Annual Salary	44,050.68	46,259.16	48,583.44	51,001.32	53,488.44	56,231.64	
No Job Classification Assigned								
51	Range 51 Monthly Salary	3,713.51	3,897.52	4,087.37	4,294.67	4,509.68	4,734.39	51
	Range 51 Annual Salary	44,562.12	46,770.24	49,048.44	51,536.04	54,116.16	56,812.68	
Horticulture Production Assistant								
52	Range 52 Monthly Salary	3,752.28	3,938.21	4,130.00	4,333.40	4,558.11	4,784.75	52
	Range 52 Annual Salary	45,027.36	47,258.52	49,560.00	52,000.80	54,697.32	57,417.00	
Lead Grounds and Horticultural Technician								
53	Range 53 Monthly Salary	3,783.26	3,973.09	4,172.64	4,379.91	4,604.62	4,837.10	53
	Range 53 Annual Salary	45,399.12	47,677.08	50,071.68	52,558.92	55,255.44	58,045.20	
No Job Classification Assigned								
54	Range 54 Monthly Salary	3,823.94	4,013.75	4,219.10	4,420.57	4,647.21	4,879.68	54
	Range 54 Annual Salary	45,887.28	48,165.00	50,629.20	53,046.84	55,766.52	58,556.16	
Warehouse Worker II								
55	Range 55 Monthly Salary	3,864.63	4,052.49	4,252.04	4,467.07	4,691.76	4,926.17	55
	Range 55 Annual Salary	46,375.56	48,629.88	51,024.48	53,604.84	56,301.12	59,114.04	
No Job Classification Assigned								
56	Range 56 Monthly Salary	3,899.46	4,095.14	4,296.61	4,513.55	4,736.35	4,976.51	56
	Range 56 Annual Salary	46,793.52	49,141.68	51,559.32	54,162.60	56,836.20	59,718.12	
No Job Classification Assigned								
57	Range 57 Monthly Salary	3,940.16	4,135.81	4,343.08	4,561.98	4,786.69	5,026.90	57
	Range 57 Annual Salary	47,281.92	49,629.72	52,116.96	54,743.76	57,440.28	60,322.80	
Horse Trainer								
58	Range 58 Monthly Salary	3,975.04	4,178.42	4,383.75	4,606.52	4,840.94	5,077.28	58
	Range 58 Annual Salary	47,700.48	50,141.04	52,605.00	55,278.24	58,091.28	60,927.36	
No Job Classification Assigned								
59	Range 59 Monthly Salary	4,015.75	4,222.98	4,428.35	4,654.99	4,883.54	5,131.49	59
	Range 59 Annual Salary	48,189.00	50,675.76	53,140.20	55,859.88	58,602.48	61,577.88	
No Job Classification Assigned								
60	Range 60 Monthly Salary	4,058.34	4,261.73	4,476.74	4,693.72	4,928.12	5,183.82	60
	Range 60 Annual Salary	48,700.08	51,140.76	53,720.88	56,324.64	59,137.44	62,205.84	
No Job Classification Assigned								
61	Range 61 Monthly Salary	4,097.07	4,298.51	4,515.49	4,742.15	4,978.49	5,230.31	61
	Range 61 Annual Salary	49,164.84	51,582.12	54,185.88	56,905.80	59,741.88	62,763.72	
No Job Classification Assigned								
62	Range 62 Monthly Salary	4,137.76	4,348.88	4,565.84	4,792.53	5,028.81	5,284.54	62
	Range 62 Annual Salary	49,653.12	52,186.56	54,790.08	57,510.36	60,345.72	63,414.48	
No Job Classification Assigned								

63	Range 63 Monthly Salary	4,180.37	4,389.57	4,610.43	4,842.87	5,081.16	5,334.89	63
	Range 63 Annual Salary	50,164.44	52,674.84	55,325.16	58,114.44	60,973.92	64,018.68	
No Job Classification Assigned								
64	Range 64 Monthly Salary	4,226.85	4,437.99	4,658.85	4,889.37	5,133.44	5,385.27	64
	Range 64 Annual Salary	50,722.20	53,255.88	55,906.20	58,672.44	61,601.28	64,623.24	
Lead Irrigation Specialist Lead Landscape Chemical Specialist - Campus Grounds and Sports Fields								
65	Range 65 Monthly Salary	4,265.65	4,478.72	4,695.65	4,932.01	5,185.76	5,443.39	65
	Range 65 Annual Salary	51,187.80	53,744.64	56,347.80	59,184.12	62,229.12	65,320.68	
No Job Classification Assigned								
66	Range 66 Monthly Salary	4,300.49	4,525.16	4,749.89	4,982.36	5,234.15	5,495.71	66
	Range 66 Annual Salary	51,605.88	54,301.92	56,998.68	59,788.32	62,809.80	65,948.52	
No Job Classification Assigned								
67	Range 67 Monthly Salary	4,354.71	4,567.79	4,796.41	5,032.69	5,290.35	5,549.94	67
	Range 67 Annual Salary	52,256.52	54,813.48	57,556.92	60,392.28	63,484.20	66,599.28	
No Job Classification Assigned								
68	Range 68 Monthly Salary	4,393.44	4,612.34	4,844.80	5,086.93	5,338.80	5,610.01	68
	Range 68 Annual Salary	52,721.28	55,348.08	58,137.60	61,043.16	64,065.60	67,320.12	
No Job Classification Assigned								
69	Range 69 Monthly Salary	4,441.88	4,664.64	4,891.32	5,135.39	5,391.11	5,664.21	69
	Range 69 Annual Salary	53,302.56	55,975.68	58,695.84	61,624.68	64,693.32	67,970.52	
No Job Classification Assigned								
70	Range 70 Monthly Salary	4,486.45	4,709.22	4,935.86	5,187.68	5,447.25	5,718.47	70
	Range 70 Annual Salary	53,837.40	56,510.64	59,230.32	62,252.16	65,367.00	68,621.64	
No Job Classification Assigned								
71	Range 71 Monthly Salary	4,530.99	4,755.70	4,984.28	5,241.92	5,503.46	5,774.65	71
	Range 71 Annual Salary	54,371.88	57,068.40	59,811.36	62,903.04	66,041.52	69,295.80	
Carpenter Electrician HVAC Mechanic Locksmith Mechanic Painter Plumber Preventative Maintenance, A/C and Heating Mechanic Skilled Trades Craft Worker								
72	Range 72 Monthly Salary	4,569.73	4,800.26	5,038.52	5,292.30	5,557.69	5,834.68	72
	Range 72 Annual Salary	54,836.76	57,603.12	60,462.24	63,507.60	66,692.28	70,016.16	
No Job Classification Assigned								
73	Range 73 Monthly Salary	4,618.19	4,846.75	5,090.84	5,344.56	5,611.95	5,890.86	73
	Range 73 Annual Salary	55,418.28	58,161.00	61,090.08	64,134.72	67,343.40	70,690.32	
No Job Classification Assigned								
74	Range 74 Monthly Salary	4,666.59	4,893.23	5,141.18	5,404.64	5,666.18	5,948.97	74
	Range 74 Annual Salary	55,999.08	58,718.76	61,694.16	64,855.68	67,994.16	71,387.64	
No Job Classification Assigned								
75	Range 75 Monthly Salary	4,711.16	4,949.39	5,189.63	5,451.14	5,728.16	6,009.04	75
	Range 75 Annual Salary	56,533.92	59,392.68	62,275.56	65,413.68	68,737.92	72,108.48	
No Job Classification Assigned								
76	Range 76 Monthly Salary	4,757.64	4,995.94	5,247.72	5,505.39	5,782.40	6,071.05	76
	Range 76 Annual Salary	57,091.68	59,951.28	62,972.64	66,064.68	69,388.80	72,852.60	
Animal Farm Operations Specialist Horticulture Operations Specialist Lead Carpenter Lead Electrician Lead HVAC Mechanic Lead Locksmith Lead Mechanic Lead Painter Lead Plumber Lead Skilled Trades Craft Worker								
77	Range 77 Monthly Salary	4,804.14	5,042.41	5,302.00	5,563.48	5,836.63	6,127.19	77

	Range 77 Annual Salary	57,649.68	60,508.92	63,624.00	66,761.76	70,039.56	73,526.28	
No Job Classification Assigned								
78	Range 78 Monthly Salary	4,852.57	5,096.64	5,350.39	5,621.63	5,898.63	6,194.98	78
	Range 78 Annual Salary	58,230.84	61,159.68	64,204.68	67,459.56	70,783.56	74,339.76	
Building Automation Technician								
79	Range 79 Monthly Salary	4,908.74	5,143.11	5,406.57	5,675.86	5,952.86	6,255.06	79
	Range 79 Annual Salary	58,904.88	61,717.32	64,878.84	68,110.32	71,434.32	75,060.72	
No Job Classification Assigned								
80	Range 80 Monthly Salary	4,953.29	5,203.17	5,464.72	5,730.06	6,024.53	6,322.86	80
	Range 80 Annual Salary	59,439.48	62,438.04	65,576.64	68,760.72	72,294.36	75,874.32	
No Job Classification Assigned								
81	Range 81 Monthly Salary	5,003.67	5,255.49	5,509.28	5,788.22	6,074.91	6,382.89	81
	Range 81 Annual Salary	60,044.04	63,065.88	66,111.36	69,458.64	72,898.92	76,594.68	
Coordinator, Warehouse Theater Arts Technical Specialist								
82	Range 82 Monthly Salary	5,046.30	5,307.77	5,569.32	5,850.19	6,140.76	6,454.60	82
	Range 82 Annual Salary	60,555.60	63,693.24	66,831.84	70,202.28	73,689.12	77,455.20	
No Job Classification Assigned								
83	Range 83 Monthly Salary	5,098.57	5,352.36	5,623.54	5,904.44	6,202.78	6,512.69	83
	Range 83 Annual Salary	61,182.84	64,228.32	67,482.48	70,853.28	74,433.36	78,152.28	
No Job Classification Assigned								
84	Range 84 Monthly Salary	5,152.80	5,410.45	5,677.79	5,966.43	6,262.79	6,576.62	84
	Range 84 Annual Salary	61,833.60	64,925.40	68,133.48	71,597.16	75,153.48	78,919.44	
No Job Classification Assigned								
85	Range 85 Monthly Salary	5,207.05	5,466.64	5,733.96	6,026.48	6,324.80	6,638.61	85
	Range 85 Annual Salary	62,484.60	65,599.68	68,807.52	72,317.76	75,897.60	79,663.32	
No Job Classification Assigned								
86	Range 86 Monthly Salary	5,259.38	5,524.75	5,792.11	6,080.70	6,386.79	6,702.52	86
	Range 86 Annual Salary	63,112.56	66,297.00	69,505.32	72,968.40	76,641.48	80,430.24	
No Job Classification Assigned								
87	Range 87 Monthly Salary	5,309.73	5,573.20	5,852.13	6,152.39	6,460.41	6,778.10	87
	Range 87 Annual Salary	63,716.76	66,878.40	70,225.56	73,828.68	77,524.92	81,337.20	
No Job Classification Assigned								
88	Range 88 Monthly Salary	5,363.99	5,625.50	5,908.32	6,212.45	6,514.64	6,845.88	88
	Range 88 Annual Salary	64,367.88	67,506.00	70,899.84	74,549.40	78,175.68	82,150.56	
No Job Classification Assigned								
89	Range 89 Monthly Salary	5,414.34	5,681.70	5,976.08	6,268.63	6,582.44	6,909.81	89
	Range 89 Annual Salary	64,972.08	68,180.40	71,712.96	75,223.56	78,989.28	82,917.72	
No Job Classification Assigned								
90	Range 90 Monthly Salary	5,468.60	5,743.62	6,028.41	6,334.47	6,646.38	6,981.48	90
	Range 90 Annual Salary	65,623.20	68,923.44	72,340.92	76,013.64	79,756.56	83,777.76	
No Job Classification Assigned								
91	Range 91 Monthly Salary	5,526.69	5,799.81	6,098.16	6,394.54	6,719.99	7,047.33	91
	Range 91 Annual Salary	66,320.28	69,597.72	73,177.92	76,734.48	80,639.88	84,567.96	
No Job Classification Assigned								

LONGEVITY:

After 10 years = 5% above base
 After 15 years = An additional 5% (compounded as 10.25% above base salary)
 After 20 years = An additional 5% (compounded as 15.77% above base salary)
 After 25 years = An additional 5% (compounded as 21.56% above base salary)
 After 30 years = An additional 5% (compounded as 27.63% above base salary)
 Board Approved October 21, 2015. Updated 6.13.16

SALARY SCHEDULE OF ASSIGNMENTS FOR CONFIDENTIAL EMPLOYEES

Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
45	Range 45 Monthly Salary	3,899.00	4,094.00	4,298.00	4,513.00	4,739.00	4,977.00	45
	Range 45 Annual Salary	46,788.00	49,128.00	51,576.00	54,156.00	56,868.00	59,724.00	
No Job Classification Assigned								
46	Range 46 Monthly Salary	3,937.00	4,135.00	4,340.00	4,557.00	4,786.00	5,025.00	46
	Range 46 Annual Salary	47,244.00	49,620.00	52,080.00	54,684.00	57,432.00	60,300.00	

No Job Classification Assigned								
47	Range 47 Monthly Salary	3,975.00	4,175.00	4,385.00	4,602.00	4,833.00	5,075.00	47
	Range 47 Annual Salary	47,700.00	50,100.00	52,620.00	55,224.00	57,996.00	60,900.00	
No Job Classification Assigned								
48	Range 48 Monthly Salary	4,018.00	4,216.00	4,429.00	4,652.00	4,881.00	5,125.00	48
	Range 48 Annual Salary	48,216.00	50,592.00	53,148.00	55,824.00	58,572.00	61,500.00	
No Job Classification Assigned								
49	Range 49 Monthly Salary	4,056.00	4,261.00	4,471.00	4,695.00	4,931.00	5,177.00	49
	Range 49 Annual Salary	48,672.00	51,132.00	53,652.00	56,340.00	59,172.00	62,124.00	
No Job Classification Assigned								
50	Range 50 Monthly Salary	4,098.00	4,302.00	4,517.00	4,743.00	4,980.00	5,228.00	50
	Range 50 Annual Salary	49,176.00	51,624.00	54,204.00	56,916.00	59,760.00	62,736.00	
No Job Classification Assigned								
51	Range 51 Monthly Salary	4,138.00	4,344.00	4,562.00	4,789.00	5,029.00	5,280.00	51
	Range 51 Annual Salary	49,656.00	52,128.00	54,744.00	57,468.00	60,348.00	63,360.00	
No Job Classification Assigned								
52	Range 52 Monthly Salary	4,178.00	4,388.00	4,607.00	4,839.00	5,081.00	5,334.00	52
	Range 52 Annual Salary	50,136.00	52,656.00	55,284.00	58,068.00	60,972.00	64,008.00	
No Job Classification Assigned								
53	Range 53 Monthly Salary	4,222.00	4,433.00	4,656.00	4,887.00	5,130.00	5,389.00	53
	Range 53 Annual Salary	50,664.00	53,196.00	55,872.00	58,644.00	61,560.00	64,668.00	
No Job Classification Assigned								
54	Range 54 Monthly Salary	4,264.00	4,476.00	4,700.00	4,935.00	5,183.00	5,442.00	54
	Range 54 Annual Salary	51,168.00	53,712.00	56,400.00	59,220.00	62,196.00	65,304.00	
No Job Classification Assigned								
55	Range 55 Monthly Salary	4,306.00	4,522.00	4,746.00	4,985.00	5,233.00	5,496.00	55
	Range 55 Annual Salary	51,672.00	54,264.00	56,952.00	59,820.00	62,796.00	65,952.00	
No Job Classification Assigned								
56	Range 56 Monthly Salary	5,348.00	4,567.00	4,796.00	5,034.00	5,286.00	5,550.00	56
	Range 56 Annual Salary	64,176.00	54,804.00	57,552.00	60,408.00	63,432.00	66,600.00	
No Job Classification Assigned								
57	Range 57 Monthly Salary	4,392.00	4,610.00	4,842.00	5,085.00	5,339.00	5,607.00	57
	Range 57 Annual Salary	52,704.00	55,320.00	58,104.00	61,020.00	64,068.00	67,284.00	
No Job Classification Assigned								
58	Range 58 Monthly Salary	4,438.00	4,659.00	4,890.00	5,135.00	5,393.00	5,663.00	58
	Range 58 Annual Salary	53,256.00	55,908.00	58,680.00	61,620.00	64,716.00	67,956.00	
No Job Classification Assigned								
59	Range 59 Monthly Salary	4,481.00	4,705.00	4,942.00	5,188.00	5,446.00	5,719.00	59
	Range 59 Annual Salary	53,772.00	56,460.00	59,304.00	62,256.00	65,352.00	68,628.00	
Human Resources Technician								
60	Range 60 Monthly Salary	4,526.00	4,752.00	4,990.00	5,237.00	5,500.00	5,775.00	60
	Range 60 Annual Salary	54,312.00	57,024.00	59,880.00	62,844.00	66,000.00	69,300.00	
No Job Classification Assigned								
61	Range 61 Monthly Salary	4,572.00	4,799.00	5,040.00	5,290.00	5,555.00	5,835.00	61
	Range 61 Annual Salary	54,864.00	57,588.00	60,480.00	63,480.00	66,660.00	70,020.00	
No Job Classification Assigned								
62	Range 62 Monthly Salary	4,617.00	4,848.00	5,090.00	5,344.00	5,612.00	5,893.00	62
	Range 62 Annual Salary	55,404.00	58,176.00	61,080.00	64,128.00	67,344.00	70,716.00	
No Job Classification Assigned								
63	Range 63 Monthly Salary	4,663.00	4,894.00	5,141.00	5,396.00	5,667.00	5,950.00	63
	Range 63 Annual Salary	55,956.00	58,728.00	61,692.00	64,752.00	68,004.00	71,400.00	
No Job Classification Assigned								
64	Range 64 Monthly Salary	4,710.00	4,945.00	5,193.00	5,451.00	5,724.00	6,011.00	64
	Range 64 Annual Salary	56,520.00	59,340.00	62,316.00	65,412.00	68,688.00	72,132.00	
No Job Classification Assigned								
65	Range 65 Monthly Salary	4,755.00	4,994.00	5,243.00	5,505.00	5,782.00	6,070.00	65
	Range 65 Annual Salary	57,060.00	59,928.00	62,916.00	66,060.00	69,384.00	72,840.00	
No Job Classification Assigned								
66	Range 66 Monthly Salary	4,804.00	5,046.00	5,296.00	5,559.00	5,839.00	6,131.00	66
	Range 6 Annual Salary	57,648.00	60,552.00	63,552.00	66,708.00	70,068.00	73,572.00	
No Job Classification Assigned								

67	Range 67 Monthly Salary	4,853.00	5,095.00	5,350.00	5,616.00	5,898.00	6,192.00	67
	Range 67 Annual Salary	58,236.00	61,140.00	64,200.00	67,392.00	70,776.00	74,304.00	
No Job Classification Assigned								
68	Range 68 Monthly Salary	4,899.00	5,146.00	5,403.00	5,673.00	5,958.00	6,254.00	68
	Range 68 Annual Salary	58,788.00	61,752.00	64,836.00	68,076.00	71,496.00	75,048.00	
No Job Classification Assigned								
69	Range 69 Monthly Salary	4,950.00	5,197.00	5,458.00	5,729.00	6,018.00	6,317.00	69
	Range 69 Annual Salary	59,400.00	62,364.00	65,496.00	68,748.00	72,216.00	75,804.00	
Human Resources Specialist								
70	Range 70 Monthly Salary	4,999.00	5,248.00	5,510.00	5,787.00	6,076.00	6,380.00	70
	Range 70 Annual Salary	59,988.00	62,976.00	66,120.00	69,444.00	72,912.00	76,560.00	
No Job Classification Assigned								
71	Range 71 Monthly Salary	5,050.00	5,302.00	5,566.00	5,844.00	6,138.00	6,444.00	71
	Range 71 Annual Salary	60,600.00	63,624.00	66,792.00	70,128.00	73,656.00	77,328.00	
No Job Classification Assigned								
72	Range 72 Monthly Salary	5,100.00	5,353.00	5,622.00	5,902.00	6,197.00	6,507.00	72
	Range 72 Annual Salary	61,200.00	64,236.00	67,464.00	70,824.00	74,364.00	78,084.00	
No Job Classification Assigned								
73	Range 73 Monthly Salary	5,151.00	5,407.00	5,678.00	5,963.00	6,260.00	6,573.00	73
	Range 73 Annual Salary	61,812.00	64,884.00	68,136.00	71,556.00	75,120.00	78,876.00	
Executive Assistant I								
74	Range 74 Monthly Salary	5,203.00	5,464.00	5,734.00	6,023.00	6,324.00	6,641.00	74
	Range 74 Annual Salary	62,436.00	65,568.00	68,808.00	72,276.00	75,888.00	79,692.00	
No Job Classification Assigned								
75	Range 75 Monthly Salary	5,255.00	5,516.00	5,791.00	6,082.00	6,386.00	6,707.00	75
	Range 75 Annual Salary	63,060.00	66,192.00	69,492.00	72,984.00	76,632.00	80,484.00	
No Job Classification Assigned								
76	Range 76 Monthly Salary	5,307.00	5,573.00	5,850.00	6,144.00	6,450.00	6,773.00	76
	Range 76 Annual Salary	63,684.00	66,876.00	70,200.00	73,728.00	77,400.00	81,276.00	
No Job Classification Assigned								
77	Range 77 Monthly Salary	5,360.00	5,626.00	5,909.00	6,202.00	6,515.00	6,842.00	77
	Range 77 Annual Salary	64,320.00	67,512.00	70,908.00	74,424.00	78,180.00	82,104.00	
No Job Classification Assigned								
78	Range 78 Monthly Salary	5,413.00	5,683.00	5,968.00	6,267.00	6,581.00	6,909.00	78
	Range 78 Annual Salary	64,956.00	68,196.00	71,616.00	75,204.00	78,972.00	82,908.00	
No Job Classification Assigned								
79	Range 79 Monthly Salary	5,469.00	5,741.00	6,027.00	6,329.00	6,647.00	6,978.00	79
	Range 79 Annual Salary	65,628.00	68,892.00	72,324.00	75,948.00	79,764.00	83,736.00	
No Job Classification Assigned								
80	Range 80 Monthly Salary	5,522.00	5,797.00	6,088.00	6,393.00	6,712.00	7,047.00	80
	Range 80 Annual Salary	66,264.00	69,564.00	73,056.00	76,716.00	80,544.00	84,564.00	
No Job Classification Assigned								
81	Range 81 Monthly Salary	5,579.00	5,856.00	6,150.00	6,456.00	6,778.00	7,117.00	81
	Range 81 Annual Salary	66,948.00	70,272.00	73,800.00	77,472.00	81,336.00	85,404.00	
No Job Classification Assigned								
82	Range 82 Monthly Salary	5,633.00	5,915.00	6,210.00	6,521.00	6,847.00	7,191.00	82
	Range 82 Annual Salary	67,596.00	70,980.00	74,520.00	78,252.00	82,164.00	86,292.00	
No Job Classification Assigned								
83	Range 83 Monthly Salary	5,689.00	5,974.00	6,272.00	6,587.00	6,916.00	7,259.00	83
	Range 83 Annual Salary	68,268.00	71,688.00	75,264.00	79,044.00	82,992.00	87,108.00	
No Job Classification Assigned								
84	Range 84 Monthly Salary	5,748.00	6,034.00	6,335.00	6,652.00	6,985.00	7,335.00	84
	Range 84 Annual Salary	68,976.00	72,408.00	76,020.00	79,824.00	83,820.00	88,020.00	
No Job Classification Assigned								
85	Range 85 Monthly Salary	5,806.00	6,094.00	6,397.00	6,717.00	7,055.00	7,407.00	85
	Range 85 Annual Salary	69,672.00	73,128.00	76,764.00	80,604.00	84,660.00	88,884.00	
Executive Assistant II								
86	Range 86 Monthly Salary	5,862.00	6,156.00	6,462.00	6,787.00	7,125.00	7,483.00	86
	Range 86 Annual Salary	70,344.00	73,872.00	77,544.00	81,444.00	85,500.00	89,796.00	
No Job Classification Assigned								

87	Range 87 Monthly Salary	5,920.00	6,217.00	6,528.00	6,854.00	7,197.00	7,556.00	87
	Range 87 Annual Salary	71,040.00	74,604.00	78,336.00	82,248.00	86,364.00	90,672.00	
No Job Classification Assigned								
88	Range 88 Monthly Salary	5,980.00	6,277.00	6,591.00	6,921.00	7,269.00	7,632.00	88
	Range 88 Annual Salary	71,760.00	75,324.00	79,092.00	83,052.00	87,228.00	91,584.00	
No Job Classification Assigned								
89	Range 89 Monthly Salary	6,040.00	6,340.00	6,659.00	6,990.00	7,341.00	7,708.00	89
	Range 89 Annual Salary	72,480.00	76,080.00	79,908.00	83,880.00	88,092.00	92,496.00	
No Job Classification Assigned								
90	Range 90 Monthly Salary	6,101.00	6,403.00	6,724.00	7,063.00	7,414.00	7,783.00	90
	Range 90 Annual Salary	73,212.00	76,836.00	80,688.00	84,756.00	88,968.00	93,396.00	
No Job Classification Assigned								
91	Range 91 Monthly Salary	6,162.00	6,468.00	6,793.00	7,133.00	7,488.00	7,863.00	91
	Range 91 Annual Salary	73,944.00	77,616.00	81,516.00	85,596.00	89,856.00	94,356.00	
No Job Classification Assigned								
92	Range 92 Monthly Salary	6,223.00	6,534.00	6,860.00	7,202.00	7,564.00	7,943.00	92
	Range 92 Annual Salary	74,676.00	78,408.00	82,320.00	86,424.00	90,768.00	95,316.00	
No Job Classification Assigned								
93	Range 93 Monthly Salary	6,284.00	6,597.00	6,927.00	7,276.00	7,637.00	8,022.00	93
	Range 93 Annual Salary	75,408.00	79,164.00	83,124.00	87,312.00	91,644.00	96,264.00	
No Job Classification Assigned								
94	Range 94 Monthly Salary	6,348.00	6,665.00	6,996.00	7,347.00	7,716.00	8,099.00	94
	Range 94 Annual Salary	76,176.00	79,980.00	83,952.00	88,164.00	92,592.00	97,188.00	
No Job Classification Assigned								
95	Range 95 Monthly Salary	6,411.00	6,732.00	7,068.00	7,422.00	7,794.00	8,182.00	95
	Range 95 Annual Salary	76,932.00	80,784.00	84,816.00	89,064.00	93,528.00	98,184.00	
No Job Classification Assigned								
96	Range 96 Monthly Salary	6,474.00	6,798.00	7,138.00	7,494.00	7,869.00	8,263.00	96
	Range 96 Annual Salary	77,688.00	81,576.00	85,656.00	89,928.00	94,428.00	99,156.00	
No Job Classification Assigned								
97	Range 97 Monthly Salary	6,540.00	6,865.00	7,209.00	7,571.00	7,950.00	8,348.00	97
	Range 97 Annual Salary	78,480.00	82,380.00	86,508.00	90,852.00	95,400.00	100,176.00	
Human Resources Analyst Human Resources Analyst - Position Management								
98	Range 98 Monthly Salary	6,604.00	6,934.00	7,282.00	7,647.00	8,029.00	8,429.00	98
	Range 98 Annual Salary	79,248.00	83,208.00	87,384.00	91,764.00	96,348.00	101,148.00	
No Job Classification Assigned								
99	Range 99 Monthly Salary	6,671.00	7,005.00	7,354.00	7,723.00	8,110.00	8,514.00	99
	Range 99 Annual Salary	80,052.00	84,060.00	88,248.00	92,676.00	97,320.00	102,168.00	
No Job Classification Assigned								
100	Range 100 Monthly Salary	6,738.00	7,075.00	7,428.00	7,801.00	8,189.00	8,600.00	100
	Range 100 Annual Salary	80,856.00	84,900.00	89,136.00	93,612.00	98,268.00	103,200.00	
No Job Classification Assigned								
101	Range 101 Monthly Salary	6,805.00	7,146.00	7,504.00	7,879.00	8,272.00	8,686.00	101
	Range 101 Annual Salary	81,660.00	85,752.00	90,048.00	94,548.00	99,264.00	104,232.00	
No Job Classification Assigned								
102	Range 102 Monthly Salary	6,875.00	7,217.00	7,576.00	7,956.00	8,354.00	8,773.00	102
	Range 102 Annual Salary	82,500.00	86,604.00	90,912.00	95,472.00	100,248.00	105,276.00	
No Job Classification Assigned								
103	Range 103 Monthly Salary	6,941.00	7,290.00	7,653.00	8,035.00	8,438.00	8,862.00	103
	Range 103 Annual Salary	83,292.00	87,480.00	91,836.00	96,420.00	101,256.00	106,344.00	
No Job Classification Assigned								
104	Range 104 Monthly Salary	7,012.00	7,362.00	7,731.00	8,117.00	8,521.00	8,948.00	104
	Range 104 Annual Salary	84,144.00	88,344.00	92,772.00	97,404.00	102,252.00	107,376.00	
Executive Assistant to the President and Board of Trustees								

LONGEVITY:

After 10 years = 3.5% above base

After 15 years = An additional 5% (compounded as 8.68% above base salary)

After 20 years = An additional 3.5% (compounded as 12.48% above base salary)

After 25 years = An additional 3.5% (compounded as 16.42% above base salary)

SALARY SCHEDULE OF ASSIGNMENTS FOR SUPERVISORY EMPLOYEES

Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
1	Range 1 Monthly Salary	4,196.00	4,407.00	4,609.00	4,823.00	5,027.00	5,128.00	1
	Range 1 Annual Salary	50,352.00	52,884.00	55,308.00	57,876.00	60,324.00	61,536.00	
No Job Classification Assigned								
2	Range 2 Monthly Salary	4,612.00	4,824.00	5,027.00	5,239.00	5,444.00	5,553.00	2
	Range 2 Annual Salary	55,344.00	57,888.00	60,324.00	62,868.00	65,328.00	66,636.00	
No Job Classification Assigned								
3	Range 3 Monthly Salary	5,030.00	5,240.00	5,444.00	5,657.00	5,862.00	5,980.00	3
	Range 3 Annual Salary	60,360.00	62,880.00	65,328.00	67,884.00	70,344.00	71,760.00	
No Job Classification Assigned								
4	Range 4 Monthly Salary	5,447.00	5,658.00	5,862.00	6,075.00	6,278.00	6,404.00	4
	Range 4 Annual Salary	65,364.00	67,896.00	70,344.00	72,900.00	75,336.00	76,848.00	
No Job Classification Assigned								
5	Range 5 Monthly Salary	5,862.00	6,076.00	6,278.00	6,491.00	6,708.00	6,842.00	5
	Range 5 Annual Salary	70,344.00	72,912.00	75,336.00	77,892.00	80,496.00	82,104.00	
Supervisor, Custodial Services Supervisor, Grounds								
6	Range 6 Monthly Salary	6,278.00	6,491.00	6,708.00	6,911.00	7,125.00	7,267.00	6
	Range 6 Annual Salary	75,336.00	77,892.00	80,496.00	82,932.00	85,500.00	87,204.00	
No Job Classification Assigned								
7	Range 7 Monthly Salary	6,708.00	6,911.00	7,125.00	7,336.00	7,539.00	7,691.00	7
	Range 7 Annual Salary	80,496.00	82,932.00	85,500.00	88,032.00	90,468.00	92,292.00	
Supervisor, Broadcast and Presentation Services Supervisor, Public Safety								
8	Range 8 Monthly Salary	7,125.00	7,336.00	7,539.00	7,755.00	7,963.00	8,122.00	8
	Range 8 Annual Salary	85,500.00	88,032.00	90,468.00	93,060.00	95,556.00	97,464.00	
Supervisor, Planetarium and Astronomy Observatory Center								
9	Range 9 Monthly Salary	7,539.00	7,755.00	7,963.00	8,167.00	8,381.00	8,549.00	9
	Range 9 Annual Salary	90,468.00	93,060.00	95,556.00	98,004.00	100,572.00	102,588.00	
Supervisor, Farm								
10	Range 10 Monthly Salary	7,963.00	8,167.00	8,381.00	8,590.00	8,799.00	8,975.00	10
	Range 10 Annual Salary	95,556.00	98,004.00	100,572.00	103,080.00	105,588.00	107,700.00	
No Job Classification Assigned								
11	Range 11 Monthly Salary	8,381.00	8,590.00	8,799.00	9,014.00	9,216.00	9,400.00	11
	Range 11 Annual Salary	100,572.00	103,080.00	105,588.00	108,168.00	110,592.00	112,800.00	
No Job Classification Assigned								
12	Range 12 Monthly Salary	8,799.00	9,014.00	9,216.00	9,422.00	9,626.00	9,818.00	12
	Range 12 Annual Salary	105,588.00	108,168.00	110,592.00	113,064.00	115,512.00	117,816.00	
Supervisor, Application Support and Development Supervisor, Web and Portal Services								
13	Range 13 Monthly Salary	9,216.00	9,422.00	9,626.00	9,851.00	10,048.00	10,249.00	13
	Range 13 Annual Salary	110,592.00	113,064.00	115,512.00	118,212.00	120,576.00	122,988.00	
No Job Classification Assigned								
14	Range 14 Monthly Salary	9,626.00	9,851.00	10,048.00	10,260.00	10,477.00	10,687.00	14
	Range 14 Annual Salary	115,512.00	118,212.00	120,576.00	123,120.00	125,724.00	128,244.00	
No Job Classification Assigned								
15	Range 15 Monthly Salary	10,048.00	10,260.00	10,477.00	10,679.00	10,891.00	11,108.00	15
	Range 15 Annual Salary	120,576.00	123,120.00	125,724.00	128,148.00	130,692.00	133,296.00	
No Job Classification Assigned								

LONGEVITY:

After 10 years = 3.5% above base
 After 15 years = An additional 5% (compounded as 8.68% above base salary)
 After 20 years = An additional 3.5% (compounded as 12.48% above base salary)

After 25 years = An additional 3.5% (compounded as 16.42% above base salary)
 After 30 years = An additional 3.5% (compounded as 20.49% above base salary)
 Board Approved 9.9.15, Updated 7.26.16

SALARY SCHEDULE OF ASSIGNMENTS FOR MANAGEMENT EMPLOYEES

<u>Range</u>	<u>Title</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Range</u>
1	Range 1 Monthly Salary	4,196.00	4,407.00	4,610.00	4,823.00	5,027.00	5,128.00	1
	Range 1 Annual Salary	50,352.00	52,884.00	55,320.00	57,876.00	60,324.00	61,536.00	
No Job Classification Assigned								
2	Range 2 Monthly Salary	4,613.00	4,824.00	5,027.00	5,241.00	5,445.00	5,554.00	2
	Range 2 Annual Salary	55,356.00	57,888.00	60,324.00	62,892.00	65,340.00	66,648.00	
No Job Classification Assigned								
3	Range 3 Monthly Salary	5,031.00	5,242.00	5,445.00	5,658.00	5,863.00	5,980.00	3
	Range 3 Annual Salary	60,372.00	62,904.00	65,340.00	67,896.00	70,356.00	71,760.00	
No Job Classification Assigned								
4	Range 4 Monthly Salary	5,447.00	5,658.00	5,862.00	6,076.00	6,278.00	6,404.00	4
	Range 4 Annual Salary	65,364.00	67,896.00	70,344.00	72,912.00	75,336.00	76,848.00	
No Job Classification Assigned								
5	Range 5 Monthly Salary	5,862.00	6,076.00	6,278.00	6,491.00	6,708.00	6,842.00	5
	Range 5 Annual Salary	70,344.00	72,912.00	75,336.00	77,892.00	80,496.00	82,104.00	
No Job Classification Assigned								
6	Range 6 Monthly Salary	6,278.00	6,491.00	6,708.00	6,911.00	7,125.00	7,267.00	6
	Range 6 Annual Salary	75,336.00	77,892.00	80,496.00	82,932.00	85,500.00	87,204.00	
Assistant Director, Child Development Center Assistant Director, Writing Center Manager, Bursar's Office								
7	Range 7 Monthly Salary	6,708.00	6,911.00	7,125.00	7,336.00	7,539.00	7,691.00	7
	Range 7 Annual Salary	80,496.00	82,932.00	85,500.00	88,032.00	90,468.00	92,292.00	
Manager, English as a Second Language Instructional Support Manager, Tutorial Services Sergeant, Police-Public Safety								
8	Range 8 Monthly Salary	7,125.00	7,336.00	7,539.00	7,755.00	7,963.00	8,122.00	8
	Range 8 Annual Salary	85,500.00	88,032.00	90,468.00	93,060.00	95,556.00	97,464.00	
Director, Development and Alumni Relations Manager, Environmental Safety and Emergency Services Manager, Facilities Projects								
9	Range 9 Monthly Salary	7,539.00	7,755.00	7,963.00	8,167.00	8,381.00	8,549.00	9
	Range 9 Annual Salary	90,468.00	93,060.00	95,556.00	98,004.00	100,572.00	102,588.00	
Director, AANAPISI Director, Aspire Director, Grounds and Transportation Director, High School Outreach Judicial Affairs Officer Manager Custodial Services Manager, Financial Aid and Special Programs Manager, Student Services								
10	Range 10 Monthly Salary	7,963.00	8,167.00	8,381.00	8,590.00	8,799.00	8,975.00	10
	Range 10 Annual Salary	95,556.00	98,004.00	100,572.00	103,080.00	105,588.00	107,700.00	
Assistant Director, Adult Basic Education Director, Honors Program Director, Writing Center Manager, Energy Services Manager, Facilities Support Services								
11	Range 11 Monthly Salary	8,381.00	8,590.00	8,799.00	9,014.00	9,216.00	9,400.00	11
	Range 11 Annual Salary	100,572.00	103,080.00	105,588.00	108,168.00	110,592.00	112,800.00	
Deputy Chief, Public Safety Director, CalWORKs Director, Child Development Center								
12	Range 12 Monthly Salary	8,799.00	9,014.00	9,216.00	9,422.00	9,626.00	9,818.00	12
	Range 12 Annual Salary	105,588.00	108,168.00	110,592.00	113,064.00	115,512.00	117,816.00	
No Job Classification Assigned								

13	Range 13 Monthly Salary	9,216.00	9,422.00	9,626.00	9,851.00	10,048.00	10,249.00	13
	Range 13 Annual Salary	110,592.00	113,064.00	115,512.00	118,212.00	120,576.00	122,988.00	
Assistant Director, Admissions and Records Assistant Director, Facilities Planning and Management Assistant Director, Financial Aid Assistant Director, Student Health Services Course Identification (C-ID) Grant Operations Director Director, Accounting Director, Career and Transfer Services Director, Center of Excellence Director, Deaf and Hard of Hearing Services Director, International Students Director, Title V Grant Director, TRiO Programs Manager, Professional Development and Employee Services								
14	Range 14 Monthly Salary	9,626.00	9,851.00	10,048.00	10,260.00	10,477.00	10,687.00	14
	Range 14 Annual Salary	115,512.00	118,212.00	120,576.00	123,120.00	125,724.00	128,244.00	
Director, Public Affairs Executive Director, Development Manager, Construction Projects Manager, Technical Services Engineering								
15	Range 15 Monthly Salary	10,048.00	10,260.00	10,477.00	10,679.00	10,891.00	11,108.00	15
	Range 15 Annual Salary	120,576.00	123,120.00	125,724.00	128,148.00	130,692.00	133,296.00	
Director, Adult Basic Education Director, Assessment and Matriculation Director, Budget and Financial Programs Director, Community and Contract Education Director, Education for Older Adults and Adults with Disabilities Programs Director, English as a Second Language and Intercultural Programs Director, EOPS and CARE Director, Grants Director, Learning Assistance Center Director, Payroll Director, Purchasing Director, Student Health Services Director, Student Life Senior Facilities Planner								
16	Range 16 Monthly Salary	10,477.00	10,679.00	10,891.00	11,106.00	11,310.00	11,535.00	16
	Range 16 Annual Salary	125,724.00	128,148.00	130,692.00	133,272.00	135,720.00	138,420.00	
No Job Classification Assigned								
17	Range 17 Monthly Salary	10,891.00	11,106.00	11,310.00	11,521.00	11,737.00	11,972.00	17
	Range 17 Annual Salary	130,692.00	133,272.00	135,720.00	138,252.00	140,844.00	143,664.00	
Assistant Director, Technical Services Chief, Public Safety Director, Equal Employment Opportunity (EEO) Programs Director, Fiscal Services Director, Human Resources Operations and Employee Services Director, Information Technology Project Implementation/Fiscal Integration Director, Safety and Risk Management Senior Manager, Construction Projects								
18	Range 18 Monthly Salary	11,310.00	11,521.00	11,737.00	11,945.00	12,143.00	12,386.00	18
	Range 18 Annual Salary	135,720.00	138,252.00	140,844.00	143,340.00	145,716.00	148,632.00	
Assistant Director, Infrastructure and Data Security								
19	Range 19 Monthly Salary	11,737.00	11,945.00	12,143.00	12,361.00	12,566.00	12,817.00	19
	Range 19 Annual Salary	140,844.00	143,340.00	145,716.00	148,332.00	150,792.00	153,804.00	
Associate Dean, Arts Associate Dean, Business Associate Dean, Career Education and Workforce Development Range 19 (continued)								
19	Range 19 Monthly Salary	11,737.00	11,945.00	12,143.00	12,361.00	12,566.00	12,817.00	19

	Range 19 Annual Salary	140,844.00	143,340.00	145,716.00	148,332.00	150,792.00	153,804.00	19
Associate Dean, Continuing Education Programs and Services								
Associate Dean, Counseling								
Associate Dean, Humanities and Social Sciences								
Associate Dean, Instruction								
Associate Dean, Kinesiology, Athletics and Dance								
Associate Dean, Library and Learning Resources								
Associate Dean, Natural Sciences								
Associate Dean, Student Success & Equity								
Associate Dean, Technology and Health								
Director, Financial Aid								
Director, Marketing and Communication								
Director, Research and Institutional Effectiveness								
20	Range 20 Monthly Salary	12,143.00	12,361.00	12,566.00	12,789.00	12,986.00	13,245.00	20
	Range 20 Annual Salary	145,716.00	148,332.00	150,792.00	153,468.00	155,832.00	158,940.00	
Director, Academic Computing and Infrastructure								
Director, Enterprise Application Systems								
21	Range 21 Monthly Salary	12,566.00	12,789.00	12,986.00	13,198.00	13,401.00	13,668.00	21
	Range 21 Annual Salary	150,792.00	153,468.00	155,832.00	158,376.00	160,812.00	164,016.00	
Dean, Arts								
Dean, Business								
Dean, Continuing Education								
Dean, Counseling								
Dean, Disabled Student Programs and Services								
Dean, Enrollment Management								
Dean, Humanities and Social Sciences								
Dean, Instructional Services								
Dean, Kinesiology, Athletics, and Dance								
Dean, Library and Learning Resources								
Dean, Natural Sciences								
Dean, Student Services								
Director, Technical Services								
Dean, Technology and Health								
Director, Facilities Planning and Management								
22	Range 22 Monthly Salary	12,986.00	13,198.00	13,401.00	13,614.00	13,825.00	14,101.00	22
	Range 22 Annual Salary	155,832.00	158,376.00	160,812.00	163,368.00	165,900.00	169,212.00	
No Job Classification Assigned								
23	Range 23 Monthly Salary	13,401.00	13,614.00	13,825.00	14,031.00	14,243.00	14,527.00	23
	Range 23 Annual Salary	160,812.00	163,368.00	165,900.00	168,372.00	170,916.00	174,324.00	
Associate Vice President, Fiscal Services								
Deputy Chief, Technology Officer								
Executive Dean, Instructional Services								
24	Range 24 Monthly Salary	13,825.00	14,031.00	14,243.00	14,453.00	14,661.00	14,954.00	24
	Range 24 Annual Salary	165,900.00	168,372.00	170,916.00	173,436.00	175,932.00	179,448.00	
No Job Classification Assigned								
25	Range 25 Monthly Salary	14,243.00	14,453.00	14,661.00	14,876.00	15,085.00	15,386.00	25
	Range 25 Annual Salary	170,916.00	173,436.00	175,932.00	178,512.00	181,020.00	184,632.00	
No Job Classification Assigned								
26	Range 26 Monthly Salary	14,661.00	14,876.00	15,085.00	15,287.00	15,498.00	15,808.00	26
	Range 26 Annual Salary	175,932.00	178,512.00	181,020.00	183,444.00	185,976.00	189,696.00	
No Job Classification Assigned								
27	Range 27 Monthly Salary	15,085.00	15,287.00	15,498.00	15,711.00	15,917.00	16,235.00	27
	Range 27 Annual Salary	181,020.00	183,444.00	185,976.00	188,532.00	191,004.00	194,820.00	
Chief Technology Officer								
28	Range 28 Monthly Salary	15,498.00	15,711.00	15,917.00	16,132.00	16,336.00	16,662.00	28
	Range 28 Annual Salary	185,976.00	188,532.00	191,004.00	193,584.00	196,032.00	199,944.00	
No Job Classification Assigned								
29	Range 29 Monthly Salary	15,917.00	16,132.00	16,336.00	16,548.00	16,753.00	17,088.00	29
	Range 29 Annual Salary	191,004.00	193,584.00	196,032.00	198,576.00	201,036.00	205,056.00	
No Job Classification Assigned								
30	Range 30 Monthly Salary	16,336.00	16,648.00	16,968.00	17,277.00	17,593.00	17,945.00	30

	Range 30 Annual Salary	196,032.00	199,776.00	203,616.00	207,324.00	211,116.00	215,340.00	
No Job Classification Assigned								

LONGEVITY:

After 10 years = 3.5% above base
 After 15 years = An additional 5% (compounded as 8.68% above base salary)
 After 20 years = An additional 3.5% (compounded as 12.48% above base salary)
 After 25 years = An additional 3.5% (compounded as 16.42% above base salary)
 After 30 years = An additional 3.5% (compounded as 20.49% above base salary)
 After 35 years = An additional 3.5% (compounded as 24.71% above base salary)
 Board Approved 9.9.15, Updated 7.26.16

SALARY SCHEDULE OF ASSIGNMENTS FOR VICE PRESIDENTS

Effective July 1, 2015 through June 30, 2016

Range	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Range
1	Range 1 Monthly Salary	16,545.90	17,023.74	17,513.14	18,020.38	18,541.28	18,899.40	1
	Range 1 Annual Salary	198,550.80	204,284.88	210,157.68	216,244.56	222,495.36	226,792.80	
Vice President, Administrative Services Vice President, Human Resources Vice President, Instruction Vice President, Student Services								

LONGEVITY:

After 10 years = 3.5% above base
 After 15 years = An additional 5% (compounded as 8.68% above base salary)
 After 20 years = An additional 3.5% (compounded as 12.48% above base salary)
 After 25 years = An additional 3.5% (compounded as 16.42% above base salary)
 After 30 years = An additional 3.5% (compounded as 20.49% above base salary)
 After 35 years = An additional 3.5% (compounded as 24.71% above base salary)
 Board Approved 9.9.15

CEQA EXECUTIVE SUMMARY: 2015 FMPU and PEP

The California Environmental Quality Act (CEQA) is a statute that requires state and local agencies to identify the significant environmental impacts of their actions and to avoid or mitigate those impacts, if feasible.

The complete text of all documents referenced below are available on the web at <http://mtsac.edu/construction/reports-and-publications/environmental-impact-reports.html>, and are also included on a data stick accompanying this summary. At the October 12, 2016 meeting, the Board of Trustees are being asked to approve the following critical elements:

Certify and Adopt the Mt. San Antonio College 2015 Facilities Master Plan Update and Physical Education Projects Subsequent Project and Program Final Environmental Impact Report.

Mt. San Antonio College has prepared a Subsequent Program/Project Environmental Impact Report in accordance with CEQA guidelines. This document is unique in that it includes three types of Environmental Impact Reports (EIR) in one document:

- Subsequent EIR to the Final Program EIR (SCH 2002041161),
- Program EIR for the 2015 Facilities Master Plan Update (FMPU),
- Project EIR for the Physical Education Projects (PEP).

The content and procedural requirements of the three types of EIR are essentially the same.

The document is a Subsequent EIR since substantial changes have occurred in the project since the 2012 Final EIR was certified, one or more significant impacts may occur, and new information is available on prior projects since the 2012 Facility Master Plan (FMP) Final EIR was certified in December 2013. This document will evaluate the 2015 Facilities Master Plan Update and Physical Education Projects that includes but is not limited to revisions to the 2012 Facility Master Plan, additional projects not included in the 2012 FMP and changes in project statistics (e.g. square footage or assignable square footage or year of occupancy) included in the 2012 FMP.

Second, the document is a Program EIR because it addresses a series of actions that can be characterized as one large project that is related geographically, governs the conduct of a continuing program (i.e. a facilities master plan), is carried out by the same authority (i.e. Mt. San Antonio Community College District), and all individual activities (i.e. projects) having generally similar effects (i.e. physical environmental impacts) are mitigated in similar ways (i.e. by implementation of adopted mitigation measures). Since the 2015 Facilities Master Plan Update governs the development of multiple building projects at Mt. San Antonio College, a Program EIR is the appropriate environmental document for consideration of the potential environment impacts of the 2015 FMPU.

Third, this document is a Project EIR (CEQA Guidelines Section 15161) because it addresses one or more specific development projects. A Project EIR focuses on the changes in the environment that may result from development of all phases of the project, including planning, construction and operation. Usually, more technical analysis is included when preparing a Project EIR, compared to a Program EIR. In this instance, the document evaluates the potential environmental impacts of Phases 1 and 2 of the Physical Education

Projects (PEP). Both phases will occupy the 32.2-acre site surrounding the Hilmer Lodge Stadium. The additional analysis included for the PEP is the geology/soils study, a biological resource study, a structural assessment of existing facilities at the Stadium, and an aesthetic evaluation. Collectively, the two phases are the Physical Education Project (PEP).

This document consists of two sections:

- 1) The Draft Subsequent Program/Project EIR to Final Program EIR (Draft SEIR) (SCH 2002041161) document.
- 2) The Response to Public Comments — Following the completion of the Draft SEIR in June 2016, the document was circulated locally for public review for forty-five days from June 13, 2016 to July 28, 2016. The Draft EIR was forwarded by the District to the State Clearinghouse, twenty-seven (27) federal/state/local agencies, and to three (3) interest groups. Responses were received from eight (8) agencies/groups as below:
 - California Department of Fish & Wildlife
 - City of Pomona
 - City of Walnut
 - County of Los Angeles Fire Department
 - County Sanitation Districts of Los Angeles County
 - Gabrieleno Band of Mission Indians — Kizh Nation
 - South Coast Air Quality Management District
 - United Walnut Taxpayers

Adopt the Statement of Overriding Considerations

A Statement of Overriding Considerations requires the decision-making agency to balance the benefits of a project against its unavoidable environmental risks in determining whether to approve a project. The Statement of Overriding Considerations lists five (5) adverse impacts resulting from the buildout of the 2015 Facilities Master Plan Update relating to visual impacts, historic resource impacts, and traffic impacts. It also lists twelve (12) reasons those adverse impacts are acceptable.

Adopt the Statement of Facts and Findings

The District, as the Lead Agency, for the project is required to prepare written findings for any identified significant environmental effects along with a rationale for each finding. This current document addresses only the new significant impacts identified in the 2015 Final SEIR. It is not a comprehensive list of all significant impacts, since those have already been addressed in prior Environmental Impact Reports.

Findings were identified for Aesthetics, Air Quality, Biological Resources, Cultural Resources, Greenhouse Gas Emissions, Hydrology/Water Quality, Land Use/Planning, Noise, Population/Housing, Public Services, Transportation, and Utilities/Service Systems.

Mitigation measures were developed to address the findings, and are included in the 2016 Mitigation Monitoring Program.

Adopt the 2016 Mitigation Monitoring Program

The 2016 Mitigation Monitoring Program includes all mitigation measures from the 2012 Mitigation Monitoring Plan, with revisions and additions for the 2015 Facilities Master Plan Update. The plan identifies each mitigation measure, the monitoring action, and the department responsible.

<i>Category</i>	<i>Number of Mitigation Measures</i>
Aesthetics	6
Air Quality	10
Biological Resources	15
Cultural Resources	10
Energy	1
Greenhouse Gas Emissions	4
Hazards & Hazardous Materials	4
Hydrology/Water Quality	5
Land Use/Planning	6
Noise	6
Open Space, Managed Resources and Working Landscapes	2
Population/Housing	1
Public Services	5
Transportation	57
Utilities/Service Systems	8

Approval of the 2015 Facilities Master Plan Update (FMPU) and Physical Education Projects (PEP) (Phases 1 and 2).

The Draft EIR includes a comprehensive comparison between the 2012 FMP and the 2015 FMPU. This comparison lists 27 items.

Major changes include:

- The Physical Education Projects (PEP), Phases 1 and 2. The new project includes the demolition of the Hilmer Lodge Stadium rather than renovation.
- The Thermal Energy System (2.2 million gallons) in Lot H is added.
- The Public Transportation Center is moved to Lot D3 north of Temple Avenue and a new signalized intersection on Temple Avenue at this location is required.
- The acreage designated for the Wildlife Sanctuary is expanded from 10.0 acres to 26.0 acres, including the MSAC Hill,

The included exhibits are labeled *Mt. San Antonio College Land Use Plan* and *Mt. San Antonio College Campus Zoning* dated April 20, 2016 and *Exhibit 2.2: Physical Education Projects (PEP) Site Plan (Phase 1)* and *Exhibit 2.4: Physical Education Projects (PEP) Site Plan (Phases 1,2)* dated June 2016. These exhibits comprise the 2015 FMPU and PEP.

DRAFT SUBSEQUENT PROGRAM/PROJECT EIR
TO FINAL PROGRAM EIR (SCH 2002041161)

*2015 Facilities Master Plan Update (FMPU)
and
Physical Education Projects (PEP) (Phase 1, 2)*

Board Packet

October 12, 2016

Prepared for:

MT. SAN ANTONIO COLLEGE
Facilities Planning & Management
1100 North Grand Avenue
Walnut, California 91789-1399

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CEQA EXECUTIVE SUMMARY: 2015 FMPU and PEP

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A Statement of Overriding Considerations requires the decision-making agency to balance the benefits of a project against its unavoidable environmental risks in determining whether to approve a project. The Statement of Overriding Considerations lists five (5) adverse impacts resulting from the buildout of the 2015 Facilities Master Plan Update relating to visual impacts, historic resource impacts, and traffic impacts. It also lists twelve (12) reasons those adverse impacts are acceptable.

Adopt the Statement of Facts and Findings

The District, as the Lead Agency, for the project is required to prepare written findings for any identified significant environmental effects along with a rationale for each finding. This current document addresses only the new significant impacts identified in the 2015 Final SEIR. It is not a comprehensive list of all significant impacts, since those have already been addressed in prior Environmental Impact Reports.

Findings were identified for Aesthetics, Air Quality, Biological Resources, Cultural Resources, Greenhouse Gas Emissions, Hydrology/Water Quality, Land Use/Planning, Noise, Population/Housing, Public Services, Transportation, and Utilities/Service Systems.

Mitigation measures were developed to address the findings, and are included in the 2016 Mitigation Monitoring Program.

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Noise	6
Open Space, Managed Resources and Working Landscapes	2
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STATEMENT OF OVERRIDING CONSIDERATIONS

Mt. San Antonio College 2015 Facilities Master Plan Update (FMPU) Subsequent Program

Final EIR and Physical Education Projects (PEP) Project Final EIR

(SCH 2002041161)

October 6, 2016

BACKGROUND

The *California Environmental Quality Act (CEQA)* and the *California CEQA Guidelines (Section 15093)* promulgated pursuant thereto provide:

“(a) CEQA requires the decision-making agency to balance, as applicable, the economic, legal, social, technological, or other benefits of a proposed project against its unavoidable environmental risks in determining whether to approve the project. If the specific economic, legal, social, technological, or other benefits of a proposed project outweigh the unavoidable adverse environmental effects, the adverse environmental effects may be considered ‘acceptable.’

(b) Where the lead agency approves a project which will result in the occurrence of significant effects which are identified in the Final EIR but are not avoided or substantially lessened, the agency must state in writing the specific reasons to support its action based on the Final EIR and/or other information in the record. The Statement of Overriding Considerations shall be supported by substantial record in the record.

(c) If an agency makes a Statement of Overriding Considerations, the statement should be included in the record of the project approval and should be mentioned in the Notice of Determination. This statement does not substitute for, and shall be in addition to, findings required pursuant to Section 15091.”

STATEMENT

The Board hereby makes findings pursuant to, and in accordance with, Sections 21081, 21081.5, and 21081.6 of the Public Resources Code:

The Board of Trustees of Mt. San Antonio Community College District proposes to approve the following action for the *2015 Facilities Master Plan Update Subsequent Program Final EIR and Physical Education Projects (PEP) Project Final EIR*. Because the action constitutes a project under CEQA, a Subsequent Project and Program Final Environmental Impact Report (EIR) has been prepared for the project and approved by the Facilities Planning & Management Department and the Campus Master Plan Coordinating Team (CMPCT) at Mt. San Antonio Community College District.

Having received, reviewed, and considered the information in the Draft EIR for the proposed Project, as well as the supporting administrative record, the Board of Trustees finds that the mitigation measures required in the *2016 Mitigation Monitoring Program (MMP)*, when implemented, will avoid or substantially lessen the significant impacts identified in the *2015 Facilities Master Plan Update Subsequent Program Final EIR and Physical Education Projects (PEP) Project Final EIR* in 2025 and increases in student enrollments to 2025. However, the Final EIR has identified significant potential unavoidable adverse impacts that will not be mitigated to Less than Significant with Mitigation Incorporated.

Adverse Impacts Resulting from Buildout of the 2015 Facilities Master Plan Update (FMPU)

(a) Buildout of the 2015 FMPU will result in adverse direct and indirect visual impacts to the Mt. SAC Historic District.

(b) The demolition of Hilmer Lodge Stadium will result in adverse direct and indirect visual impacts to the Mt. SAC Historic District, which is individually eligible for the *California Register of Historical Resources and a contributing resource to the Mt. SAC Historic District*. Although the required mitigation measures for the 2015 FMPU avoid or reduce the impacts on historic resources by requiring filing of Department of Parks and Recreation (DPR) 253 forms, Historic American Building Survey (HABS) documentation photos and photo-documentation and historical displays on campus, the recommended mitigation measures do not reduce the significant effects on historic resources to Less than Significant.

(c) Development approved in the 2012 and 2008 Facility Master Plans, along with projects in the 2015 FMPU, result in adverse cumulative historic resource impacts to the Mt. SAC Historic District.

(d) Additional lane improvements are not feasible at six (6) locations within the traffic study area for one or more traffic scenarios: (1) Grand Avenue/Mountaineer Road, (2) Grand Avenue/San Jose Hills Road, (3) Valley Boulevard/Temple Avenue, (4) Grand Avenue/Valley Boulevard, (5) Grand Avenue/Temple Avenue and (6) Grand Avenue/Baker Parkway. Locations 1–2 are adverse with the project in 2020, and locations 1–5 in 2025 with the project. With cumulative projects, locations 1–6 are adverse in 2020 and in 2025 (i.e. Tables 10, 15, 17 in Appendix B1 of the *Draft SEIR*).

Although lane and traffic signal improvements are required at nine (9) locations for project buildout of the 2015 FMPU in 2020, additional improvements are not feasible at three (3) locations and the traffic impact will be unavoidably adverse. For cumulative conditions in 2020, improvements are required at thirteen (13) locations, but feasible at only nine (9) locations.

(e) PM peak weekday traffic during the 2020 Olympic Track & Field Trials (OTFT), when event traffic is combined with pm peak commuter traffic, will result in significant traffic impacts at 18 locations for two weekdays. Providing feasible improvements for only two days is not practical or cost effective. The pm peak congestion is limited to two or three hours for two weekday evenings during Session 1. Future schedule event changes may reduce the congestion duration.

Although the shuttle system will reduce event trips near campus, and the required vehicle occupancy minimums will reduce trips and the need for parking, event traffic for hosting the 2020 Olympic Track & Field Trials is adverse for two weekday pm peak periods. Higher patron shuttle participation rates and higher vehicle occupancy limits are not feasible.

(f) The General Plan and Zoning designations for the campus are inconsistent and the designations do not reflect the historical use of the campus as a community college. Voters in the four local high school districts approved the formation of the Mt. San Antonio Community College District in December 1945. The CEQA Guidelines include this statement: *(b) Would the project cause a significant environmental impact due to a conflict with any land use plan, policy or regulation adopted for the purpose of avoiding or mitigating an environmental effect?* The City of Walnut maintains their designations are related to environmental protection of perimeter land uses. Therefore, if the City does not revise its jurisdictions, future development could be regarded as in conflict with the City's designations and a significant effect. If the City's designations remain unchanged, a Statement of Overriding Considerations (SOC) is recommended if the project is not exempt from City of Walnut building and zoning ordinances by operation of law or resolution of the Board of Trustees of the District.

Statement of Reasons for Adverse Impacts being Acceptable

In approving the project, Public Resources Code 21081 and 21081.5, and CEQA Guidelines Section 15093 require the Board of Trustees to balance the economic, legal, social, technological and other benefits of the project against the unavoidable environmental risks of the project. And if specific economic, legal, social, technological, or other benefits outweigh the unavoidable adverse environmental effect, the adverse effects may be considered "acceptable." In this regard, the Board of Trustees finds that all feasible mitigation measures required in the *2016 Mitigation Monitoring Program (MMP)* will be implemented with the project. Any significant remaining unavoidable effects are acceptable due to the following specific considerations, all of which are based upon the facts set forth in the CEQA findings, Final EIR (SCH 2002041161) and the record of the proceedings of this project.

1. The voters of the Mt. San Antonio Community College District passed the Measure R Bond in November 2001 and Measure RR in November 2008 to modernize existing facilities and develop new facilities to implement the District's long-range educational objectives.
2. Mt. SAC Facilities Planning & Management has prepared the 2015 Facilities Master Plan Update to identify future facilities needed to accommodate educational programs for an additional 3,745 students in 2020–21 and an additional 7,153 students in 2025–26 compared to 35,986 in 2015–16. These projections are provided by the California Community Colleges Chancellor's Office (CCCCO).
3. The buildings proposed for demolition are no longer adequate for the planned physical educational programs of the District and some may not be designed for present seismic forces and current building codes. Their mechanical systems are energy inefficient and do not provide the necessary air changes for current codes. Many building uses do not meet the space utilization (ASF) requirements of the CCCCCO. Limited funds are better used for new construction rather than renovation and retrofitting existing facilities. The buildings proposed for demolition are primarily wood-frame structures with insufficient lateral force resisting systems for probable area seismic events. The wood frames support heavy clay tile roofs which pose added dangers during seismic events. Termite damage and dry rot have damaged the buildings and they are energy inefficient and very expensive to operate and maintain. The remaining brick or concrete buildings being demolished are too costly to retrofit for current facility needs and retrofitting may exceed their replacement value. Limited funds are better used for new construction than renovation and retrofitting.
4. There are no constraints that hinder new development and renovation on campus; all public services are available, or may be easily extended and expanded within the campus.

5. Additional campus development will be compatible with existing campus facilities and with surrounding off-campus land uses. All potential significant land use and public service impacts of the project are reduced to Less than Significant With Mitigation Incorporated.
6. The project is an urban in-fill project and the development proposed is appropriate for an in-fill project. The proposed uses are compatible with adjacent uses and prior development on campus.
7. All operational aspects of the project, including traffic flow, parking and pedestrian safety, have been fully evaluated and feasible solutions incorporated into the project design. Outside agencies have the authority, and duty, to implement required circulation measures for project and cumulative traffic conditions within their jurisdictions within the timeframes for the project. The District is providing its fair share of funding for improvements required due to project-specific impacts.
8. The District will dedicate land to the City of Walnut for all feasible intersection improvements required adjacent to the campus for lane improvements and for the Public Transportation Center on campus. The District and Foothill Transit are entering into a Memorandum of Understanding regarding traffic improvement plans and funding sources. The Public Transportation Center will reduce campus-related vehicle trips and contribute to less air quality emissions.
9. Retention and expansion of the Wildlife Sanctuary is an important educational element of the District, preserves riparian and wetland areas that support a diversity of wildlife and provides educational opportunities for biological students and area schools. Restoration of some, but not all, of the riparian areas south of the existing Wildlife Sanctuary will expand the existing Wildlife Sanctuary as a contiguous area along Snow Creek. The Biology Department has invested substantial resources in the Wildlife Sanctuary since its creation in 1964.
10. Construction noise adjacent to existing coastal sage scrub habitat for the California gnatcatcher within or near MSAC Hill that is retained (i.e. not graded) will be minimized by avoiding construction grading during the prime nesting season.
11. Project impacts on biological resources will be mitigated on campus by replacement or restoration of habitat in perpetuity. The habitat mitigation areas will meet the requirements of responsible agencies [e.g., California Department of Fish and Wildlife (CDFW), U. S. Fish and Wildlife Service (USFWS) and the U. S. Army Corps of Engineers (USACE)]. A Land Use Management Area, initially created for replacement of California Black Walnut trees removed from Lot R west of Hilmer Lodge Stadium, will be expanded to accommodate all habitat replacement needs on campus. The final acreage will be determined in agreements with the CDFW and the USFWS.
12. Hosting the 2020 Olympic Track & Field Trials provides the District opportunities for national and regional exposure of its educational mission and supports the long-range goals of the District to continue its athletics heritage.

For these reasons, on balance, the Board of Trustees finds that there are economic, legal, social, technological or other benefits resulting from the project that serve to override and outweigh the project's unavoidable significant environmental impacts, and thus, the adverse environmental effects of the project are considered acceptable.

STATEMENT OF FACTS AND FINDINGS

Mt. San Antonio College 2015 Facilities Master Plan Update (FMPU) Subsequent Program Final EIR and Physical Education Projects (PEP) Project Final EIR

(SCH 2002041161)

October 10, 2016

SIGNIFICANT ENVIRONMENTAL EFFECTS OF THE PROPOSED PROJECT, FINDINGS WITH RESPECT TO SAID EFFECTS, AND STATEMENT OF FACTS IN SUPPORT THEREOF, ALL WITH RESPECT TO CONSTRUCTION, OPERATION AND MAINTENANCE OF THE "MT. SAN ANTONIO COLLEGE 2015 FACILITIES MASTER PLAN UPDATE (FMPU) AND PHYSICAL EDUCATION PROJECTS (PEP) ("FINAL EIR") LOCATED IN THE CITY OF WALNUT, THE COUNTY OF LOS ANGELES.

INTRODUCTION/PROJECT BACKGROUND

The California Environmental Quality Act (CEQA) and the State Environmental Impact Report ("EIR") Guidelines (Guidelines) promulgated pursuant thereto provide:

"No public agency shall approve or carry out a project for which an EIR has been certified which identifies one or more significant environmental effects of the project unless the public agency makes one or more written findings for each of those significant effects, accompanied by a brief explanation of the rationale for each finding." (Section 15091)

The Board of Trustees of the Mt. San Antonio Community College District ("District") proposes to approve the final Mt. San Antonio College 2015 Facilities Master Plan Update (FMPU), consisting of a net increase of 752,211 gross square feet (Draft SEIR Appendix K1) of facilities by 2025 and for a net student enrollment increase of 7,153 (student headcount) (Draft SEIR Table 1.1), and related infrastructure, circulation and parking improvements.

The District also proposes to approve the Physical Education Projects (PEP Phase 1, 2) that includes demolition and construction of athletics facilities on a 32.2-acre site formerly occupied by Hilmer Lodge Stadium. This project would be completed by the end of 2018. The District is also agreeing to host the 2020 Olympic Track & Field Trials in the summer of 2020, if USA Track and Field (USATF) selects the District as the event host.

Because the proposed actions constitute a project under CEQA and the Guidelines, the District prepared a 2015 Facilities Master Plan Update (FMPU) Subsequent Program Final EIR and Physical Education Projects (PEP) Project Final EIR ("Final SEIR"). The Final SEIR provides CEQA clearances for the PEP (Phase 1, 2) at the project (i.e. site-specific) level and for all other projects in the 2015 FMPU at the Program EIR level. If the magnitude of the other projects in the 2015 FMPU are above the District's threshold of significance of 80,000 gsf (56,000 asf), the projects may require additional CEQA review when additional information (i.e. site plans) are available.

As part of the CEQA environmental review process for this Project, the Mt. San Antonio Community College District (“District”), as lead agency, on January 15, 2016 published a Notice of Preparation (NOP) of a Draft Subsequent Program and Project EIR for the Mt. San Antonio College 2015 Facilities Master Plan Update and Physical Education Projects (“Draft SEIR”), for a 30-day agency and public review period. The Draft SEIR addressed the potential significant effects that were peculiar to the projects or site and potential significant effects that were not addressed in the previous Final EIR certified by the District for the 2012 Facility Master Plan (FMP). The Initial Study concluded the proposed Project may have significant environmental impacts and that the District would prepare an Environmental Impact Report (“EIR”) to address the impacts. The District received comments from the Native American Heritage Commission, South Coast Air Quality Management District, United Walnut Taxpayers, the City of Walnut, the City of Industry, the California Community Colleges Chancellor’s Office, the County of Los Angeles Fire Department, the County of Los Angeles Department of Public Works, the Southern California Association of Governments and the County Sanitation Districts of Los Angeles in response to the NOP. The issues raised in these responses did not identify additional issue areas requiring EIR analysis beyond those identified in the Initial Study.

On June 6, 2016, the District completed its 2015 Facilities Master Plan Update and Physical Education Projects Draft Subsequent Program/Project EIR to Final Program EIR (“Draft SEIR”). The District filed the Draft SEIR with the County Clerk and posted a Notice of Completion (“NOC”) on the District’s website and made the Draft SEIR also available on its website as well as at the Walnut Public Library and at the Mt. San Antonio College Library, for a 45-day public review period from June 13 to July 28, 2016. The District received and considered agency and public comments to the Draft SEIR. The issues raised in the comments have been considered and addressed by the District’s Response to Comments which was issued and posted on the District’s website on September 30, 2016. Such issues raised by public comments have not identified additional issue areas requiring EIR analysis beyond those identified in the Initial Study. Comments also may be submitted at the October 12, 2016 Board of Trustees meeting.

The Statement of Facts and Findings (Findings) and Statement of Overriding Considerations (SOC) presented herein address the environmental effects associated with the Project that are described and analyzed within the Draft SEIR. These Findings have been made pursuant to California Environmental Quality Act (CEQA; California Public Resources Code Section 21000 et seq.), specifically Public Resources Code Sections 21081 and 21081.6, as well as the CEQA Guidelines (14 CCR 15000 et seq.), Sections 15091 and 15093.

Public Resources Code Section 21081 and CEQA Guidelines Section 15091 require that the District, as the Lead Agency for the Project, prepare written findings for any identified significant environmental effects along with a brief explanation of the rationale for each finding. Specific findings under CEQA Guidelines Section 15091(a) are:

- (1) Changes or alterations have been required in, or incorporated into, the project which avoid or substantially lessen the significant environmental effects as identified in the final EIR.**
- (2) Such changes or alterations are within the responsibility and jurisdiction of another public agency and not the agency making the finding. Such changes have been adopted by such other agency or can and should be adopted by such other agency.**
- (3) Specific economic, legal, social, technological, or other considerations, including provision of employment opportunities for highly trained workers, make infeasible the mitigation measures or project alternatives identified in the final EIR.**

Further, in accordance with Public Resources Code Section 21081 and CEQA Guidelines Section 15093, whenever significant effects cannot be mitigated to below a level of significance, the District as the decision-making agency is required to balance, as applicable, the benefits of the Project against its unavoidable environmental risks when determining whether to approve the Project. If the benefits of a project outweigh the unavoidable adverse environmental effects, the adverse effects may be considered “acceptable,” in which case the lead agency must adopt a formal statement of overriding considerations. The Draft SEIR identified potentially significant environmental effects that could result from construction of the Project. The Draft SEIR also identified significant unavoidable impacts, thus a statement of overriding considerations is required.

The Board of Trustees has independently reviewed the *Final EIR for the Mt. San Antonio College 2015 Facilities Master Plan Update (FMPU) and PEP (Phase 1, 2): SCH 2002041161* and identified certain Significant Effects which may occur as a result of development of the project.

Furthermore, as required by Section 15090 of the CEQA Guidelines, the Board of Trustees has determined that the EIR is complete and adequate and has been prepared in accordance with CEQA and the Guidelines. The Final EIR was presented to the Board of Trustees for their review and the Board of Trustees reviewed and considered the information contained within the Final EIR prior to approving the Project. The Final EIR reflects the independent judgment and analysis of the Mt. San Antonio Community College District (District) and the Board of Trustees.

The following findings are set forth herein pursuant to Section 15091 of the Guidelines.

The mitigation measures in the following findings are indexed to match Draft SEIR Table 1.3/Section 3.7.3. The Final 2016 Mitigation Monitoring Program (MMP) includes both previous mitigation measures and the Draft SEIR measures; therefore the numbering is slightly different.

PART 1: NEW OR REVISED FINDINGS RELATED TO THE 2015 FACILITIES MASTER PLAN UPDATE AND PHYSICAL EDUCATION PROJECTS (PHASE 1, 2)

AESTHETICS

Significant Effect #1 – Project buildout will result in increased light and glare in some areas on campus and may result in light and glare off campus near the campus perimeter. The aesthetics of specific areas of the campus may change due to new buildings and the need for new landscaping.

FINDING 1 - Changes or alterations have been required in, or incorporated into, the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – Buildout of the 2015 FMPU will result in new light and glare, primarily from building and security lighting. The impacts are generally confined to the project interior. Only Zone 2 (Draft SEIR Table 3.7.12) and Parking Structure J are located near the campus perimeter and only security lighting will be installed for the West Parcel Solar project or retail facilities. The areas of concern are the Fire Training Academy because of its location near sensitive habitat areas, and the increase in illumination for Hilmer Lodge Stadium, the southerly Practice Fields and operational issues related to soccer field lighting and the campus observatory research activities. While the interior areas of the stadium will have increased illumination with the new LED lighting standards, which exceed the height of the existing standards to cover a larger interior area, the spillover lighting to the east does not impact sensitive habitat and is limited to 50 meters into the native habitat. Since there is no intrusion of stadium lighting into sensitive habitat or residential areas, the only remaining concern was for skyglow effects. The analysis of skyglow effects has shown the impact is less than significant.

The following mitigation measures assure that proper lighting equipment is installed for each facility, that lighting is limited to the hours of use and the lighting levels and direction are appropriate for the facility.

AES-01. All athletic field lighting [excluding the PEP (Phase 1, 2)] must employ automatic shutoff devices to monitor that facilities are not illuminated unless desired. Lighting levels and design shall comply with the recommendations of the Illuminating Engineers Society's *Sports and Recreational Area Lighting (IES RP-6-01)* standards for site-specific athletic facilities. Facilities Planning & Management shall ensure compliance.

AES-02. All new construction contracts shall implement those provisions of the latest Landscape Master Plan applicable to their projects. Facilities Planning & Management shall ensure compliance.

AES-03. The lighting and programming for the soccer fields south of the Observatory (Building 60) shall be reviewed to determine if light and glare can be reduced for observatory activities on the first Friday of each month for public viewing and on Tuesday and Wednesday nights for student research activities. Facilities Planning & Management shall ensure compliance.

AES-04. Hilmer Lodge Stadium (Measure RR Project D6) lighting fixtures shall be designed, located, installed, aimed downward or toward structures and maintained in good order to prevent glare, light trespass and light pollution off-site. Lighting fixtures shall be mounted, aimed and shielded so that their beams fall within the primary playing area and their immediate surroundings, and so that no significant off-site light trespass is produced. Stadium Lighting (Measure RR Project D6) shall adhere to National Collegiate Athletic Association (NCAA) Lighting Standards, the Flex Field (Measure RR Project D5) to 50 FC/2:1 Uniformity and the Practice Field (Measure RR Project D5) to 20 FC/2:1 Uniformity (Draft SEIR Table 3.8.20). The Stadium sports lighting shall be turned off as soon as possible following the end of the event when players and spectators are leaving the Stadium. Where feasible, a low-level lighting system shall be used to facilitate spectators leaving the facility, cleanup, nighttime maintenance and other closing activities. Facilities Planning & Management shall ensure compliance.

AES-06. All future projects included in the 2015 FMPU that are located near the perimeter of the campus shall conform to the Campus Perimeter Night Lighting Guidelines (Table 3.7.12 in Draft SEIR). The Guidelines do not supersede California Building Code (CBC) Section 1205.6: Light pollution reduction, the California Administrative Code (CAC) Section 10-114: Determination of outdoor lighting zones and administrative rules for use or the Illuminating Engineering Society (IES) *G-1-03: Guideline on Security Lighting for People, Property and Public Spaces* for parking and sidewalks/walkway security illumination levels. Facilities Planning and Management shall ensure compliance.

All significant aesthetic environmental effects that can feasibly be avoided have been eliminated or substantially lessened by virtue of mitigation measures identified in the Final EIR and incorporated into the project or future project approvals as set forth above.

AIR QUALITY

Significant Effect #2 – Grading and construction equipment used on campus may generate particulate emissions that occasionally exceed South Coast Air Quality Management District (SCAQMD) thresholds of significance for Nitrogen Oxides (NO_x). In addition, without proper equipment and construction procedures, Reactive Organic Gases [i.e. Volatile Organic Compounds (VOC)] and particulate emissions would exceed SCAQMD standards.

FINDING 1 - Changes or alterations have been required in, or incorporated into, the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – Grading and construction particulate emissions may be reduced by requiring more efficient diesel equipment engines, using standard construction practices to reduce particulate emissions (e.g. watering, slow speed on dirt roads, minimize idling, use of low sulfur diesel fuel, diesel particulate filters, trip reduction, use of low emission VOC paint and coatings etc.). The following mitigation measures assure that construction emissions will be reduced during buildout of the 2015 FMPU.

AQ-01. All contractors shall comply with all feasible Best Available Control Measures (BACM) included in South Coast Air Quality Management District (SCAQMD) Rule 403: Fugitive Dust included in Table 1: Best Available Control Measures Applicable to All Construction Activity Sources. In addition, the project shall comply with at least one of the following Track-Out Control Options: (a) Install a pad consisting of washed gravel (minimum-size: one inch) maintained in a clean condition to a depth of at least six inches and extending at least 20 feet wide and 50 feet long, (b) Pave the surface extending at least 100 feet and a width of at least 20 feet wide, (c) Utilize a wheel shaker/wheel spreading device consisting of raised dividers (rails, pipe, or grates) at least 24 feet long and 10 feet wide to remove bulk material from tires and vehicle undercarriages before vehicles exit the site, (d) Install and utilize a wheel washing system to remove bulk material from tires and vehicle undercarriages before vehicles exit the site, (e) Any other control measures approved by the Executive Officer and the U.S. EPA as equivalent to the methods specified items (a) through (d) above. Individual BACM in Table 1 that are not applicable to the project or infeasible, based on additional new project information, may be omitted only if Facilities Planning & Management specifies in a written agreement with the applicant that specific BACM measures may be omitted. Any clarifications, additions, selections of alternative measures, or specificity required to implement the required BACM for the project shall be included in the written agreement. The written agreement shall be completed prior to demolition and/or grading for the project. Facilities Planning & Management shall include the written agreement within the Mitigation Monitoring Program (MMP) for the project and Facilities Planning & Management and Purchasing shall ensure compliance.

AQ-02. To reduce volatile organic compound (VOC) emissions, all construction contracts shall limit painting to eight hours per day and specify the use of paints and coatings with a VOC content of 80 grams per liter (g/l) or less. Facilities Planning & Management and Purchasing shall ensure compliance.

AQ-03. All off-road diesel-powered construction equipment greater than 50 hp (e.g. excavators, graders, dozers, scrapers, tractors, loaders, etc.) used during construction of PEP (Phase 1) shall comply with EPA-Certified Tier IV emission controls where available. The requirements shall be placed in construction contracts. Facilities Planning & Management and Purchasing shall ensure compliance.

Significant Effect #3 – Construction equipment of more than 50 hp used during buildout of the PEP (Phase 1) may exceed NOx daily emissions.

FINDING 1 - Changes or alterations have been required in, or incorporated into, the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – The CalEEMod projections for the construction schedule for PEP (Phase 1) and the types of construction equipment used indicate the SCAQMD daily thresholds of significance for NOx emissions may be exceeded. The following mitigation measures assure that NOx daily emissions are not significant.

PE-03. All off-road diesel-powered construction equipment greater than 50 hp (e.g. excavators, graders, dozers, scrapers, tractors, loaders, etc.) used during construction of PEP (Phase 1) shall comply with EPA-Certified Tier IV emission controls where available. The requirements shall be placed in construction contracts. Facilities Planning & Management and Purchasing shall ensure compliance.

All significant air quality environmental effects that can feasibly be avoided have been eliminated or substantially lessened by virtue of mitigation measures identified in the Final EIR and incorporated into the project or future project approvals as set forth above.

BIOLOGICAL RESOURCES

Significant Effect #4 – Buildout of the 2015 FMPU will result in the removal of five California Black Walnut trees; a sensitive vegetative community. The trees are also a potential habitat for raptors and other species.

FINDING 1 - Changes or alterations have been required in, or incorporated into, the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – The biological survey has indicated five California Black Walnut trees will be impacted during buildout of the 2015 FMPU. The following mitigation measure requires trees meeting the size standard be replaced on campus.

BIO-03. Impacts to California Black Walnut trees, if they cannot be avoided, should be mitigated by the replacement of each impacted tree that has a diameter of 6 inches at 4 feet-6 inches above the ground by a 24-inch boxed specimen (Draft SEIR Appendix G1: *Mt. San Antonio College 2015 Facilities Master Plan Update Biological Technical Report* dated April 14, 2016: Table 5). These trees should be planted in the approved California Black Walnut Management Plan area and preserved, maintained and monitored for five years to monitor viability. Facilities Planning & Management shall ensure compliance.

Significant Effect #5 – Buildout of the 2015 FMPU will result in harm to Burrowing Owls that may inhabit portions of the campus.

FINDING 1 - Changes or alterations have been required in, or incorporated into, the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – The biological survey indicated that suitable habitat occurs on campus for the Burrowing Owl. Buildout of the 2015 FMPU will impact the habitat areas in which the owl may reside. The following mitigation measure assures that Burrowing Owls will be identified if they are present onsite and any impacts are less not significant.

BIO-02. A pre-construction survey for Burrowing Owls shall be completed for construction areas with suitable habitat for the Burrowing Owl (e.g. Irrigation Well site, the Detention Basin site, and the Fire Training Academy site). If clearing, grading, or construction is planned to occur during the raptor and migratory bird breeding season (February 1 through July 31) or the burrowing owl breeding season (February 1 through August 31), pre-construction surveys should be conducted in the construction area and in appropriate nesting habitat within 500 feet of the construction area. A pre-construction nest/owl survey should be completed for each project or work area within 14 days prior to the start of construction. Multiple pre-construction surveys may be required because the start of specific projects may be separated in time by months or years. If there are no nesting owls, raptors or protected birds within each area, development would be allowed to proceed. However, if raptors or migratory birds are observed nesting within this area and within sight or sound of the work, development within 300 feet must be postponed either until all nesting has ceased, until after the breeding season, or until construction is moved far away enough so that the activity does not impact the birds. If burrowing owls are observed, impacts shall be avoided according to the *Staff Report on Burrowing Owl Mitigation* (CDFW 2012). All recommendations of the final studies shall be implemented. Facilities Planning & Management shall ensure compliance.

Significant Effect #6 – Buildout of the 2015 FMPU will introduce new lighting in Lot M and Lot W that may impact sensitive habit and species in the Open Space/Wildlife Sanctuary and MSAC Hill areas.

FINDING 1 - Changes or alterations have been required in, or incorporated into, the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – Sensitive species in natural habitat areas may be impacted by light and glare within their habitat. Some displacement of species may occur or the types of species in the natural habitat may be altered. Limiting the illumination levels at the edges of native habitat with sensitive species is an effective solution. The following mitigation measure assures lighting standards are appropriate for the edge conditions near habitat for sensitive species on campus.

BIO-01: New permanent lighting standards in Parking Lot M and Lot W immediately adjacent to sensitive biological habitat areas (i.e. Wildlife Sanctuary/Open Space Zone) shall not exceed 0.2 foot-candles (fc) at five (5) feet outside of the parking lot boundary. Facilities Planning & Management shall ensure compliance.

All significant biological resource environmental effects that can feasibly be avoided have been eliminated or substantially lessened by virtue of mitigation measures identified in the Final EIR and incorporated into the project or future project approvals as set forth above.

CULTURAL RESOURCES

Significant Effect #7 – Twenty buildings on campus are potential new contributing resources to the Mt. SAC Historic District. Ten additional buildings were previously considered eligible contributing resources and have been demolished. The Technology Center is considered individually eligible (Hilmer Lodge Stadium is discussed separately).

FINDING 1 - Changes or alterations have been required in, or incorporated into, the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – Buildout of the 2015 FMPU will result in the demolition of the Gym (3), five remaining “Row” Buildings (17–20), the Exercise Science/Wellness Center, Pool and Physical Education Center (27A–27C) and the stadium athletic facilities (50A–50H). The Library/Learning Technology Center (6), Bookstore/Auxiliary Services (9A) and Technology Center (28A/B) are also contributors and may be impacted during renovation.

The District has expended considerable resources in preparing historical resource studies for buildings on campus since 2002, prepared and submitted the required Department of Parks and Recreation (DPR) forms for individual buildings, and completed photo documentation of the buildings designated as contributors to the Mt. SAC Historic District. All buildings are assessed for structural deficiencies, operational costs, educational programming usefulness and other factors prior to consideration of renovation or replacement.

The following mitigation measures assure that the District is complying with the procedures and recommendations of the State Historical Preservation Office for potentially eligible historic resources designated at the local level. The District will consider revision of the 2015 FMPU, completion of Historic American Buildings Survey (HABS) photo-documentation, HABS drawings, and a HABS Narrative Historical Report. Archival stable reproduction of original as-built drawings will be created.

The District will establish an interpretative exhibit within Heritage Hall and create a “Mt. SAC History” section on the campus website. Qualified professionals shall review the proposed architectural drawings and renderings of the facilities proposed for renovation, including the Library/Learning Technology Center (6), Bookstore/Auxiliary Services (9A) and Technology Center (28 A/B) to ensure compliance with the Secretary of the Interior's (SOI) Standards for the Treatment of Historic Properties. All of these efforts represent a substantial commitment by the District to preserve and document the historical record of the campus.

CR-03. The recommended action for the adverse impact on historic resources and on the Mt. SAC Historic District due to buildout of the 2015 FMPU and the PEP is revision of the Land Use Plan to avoid demolition of a CEQA historic resource. An evaluation of feasible options shall be prepared for the Campus Master Plan Coordinating Team (CMPCT) prior to certification of the Final EIR. The College shall evaluate whether the impacts on 3CD or 3CB buildings proposed for removal or demolition in the recommended Historic District may be reduced to Less than Significant. The alternatives to be considered include: (1) Redesign of the 2015 FMPU to avoid impacting the 3CD or 3CB buildings, (2) Redesign of the 2015 FMPU to reduce the project impacts on 3CD or 3CB buildings to Less than Significant, (3) Redesign of phases of the project to reduce impacts on 3CD or 3CB buildings to Less than Significant as more detailed planning for each phase comes up for review before CMPCT, and (4) Evaluation of adaptive reuses of 3CD or 3CB buildings prior to construction. Facilities Planning & Management shall ensure compliance.

CR-04. If project redesign is not feasible to achieve the Project and College's educational goals and facility needs, the following mitigation shall be implemented to reduce the significant impacts on historical resources: (a) Historic American Buildings Survey (HABS) Level II History Report for the (1) Mt. SAC Historic District and for (2) Hilmer Lodge Stadium consistent with the *Historic American Buildings Survey Guidelines for Historical Reports* (National Park Service 2007); (b) HABS Level II Standard Photography following the *Secretary of Interior Standards and Guidelines for Architectural and Engineering Documentation* and HABS specific guidelines for the Mt. SAC Historic District and Hilmer Lodge Stadium; (c) Reproduction of select existing drawings for each building proposed for demolition or alteration following HABS Level II guidelines; (d) Creation of an interpretative exhibit within Heritage Hall (HH) including not only the history of Hilmer Lodge Stadium, but the entire Historic District as well, and (e) Development of a "Mt. SAC History" section on the campus website. Facilities Planning & Management shall ensure compliance.

CR-05. Prior to demolition, removal, or remodeling of any 3CD or 3CB building on campus, the College shall enlist the services of a qualified architectural historian to prepare the HABS Narrative Historical Report as well as California Department of Parks and Recreation (DPR) 523 forms. Documentation through HABS is an important measure because it allows documentation of the resource before alterations begin. Given the relative historic significance of the resources, Level II HABS is the recommended documentation standard, to be prepared in accordance with the *Secretary of Interior Standards and Guidelines for Architectural and Engineering Documentation* and HABS specific guidelines (<http://www.nps.gov/hdp/standards/habsguidelines.htm>). A narrative historical report following the *Historic American Buildings Survey Guidelines for Historical Reports* (National Park Service 2007) should be prepared for the (1) Mt. SAC Historic District and (2) Hilmer Lodge Stadium. The College shall enlist the services of a qualified architectural historian to prepare the HABS Narrative Historical Report as well as California Department of Parks and Recreation (DPR) 523 forms. The DPR forms shall be submitted to the California Office of Historic Preservation (OHP) [via the South Central Coast Information Center (SCCIC)] for their records. All other historic documents shall be made available to the public in the collection of the College's Library/Learning Technology Center, including: the HABS Narrative Historical Report, DPR 523 forms, the *Historic Resources on the Campus of Mt. San Antonio College, Walnut, California* (The Building Biographer, June 1, 2003) and *The Historical Resources Analysis for Five Buildings at Mount San Antonio College, Los Angeles County, Walnut, California* (Davis 2012), and a copy of this report. Facilities Planning & Management shall ensure compliance.

CR-06. Prior to demolition, removal or remodeling of any 3CD or 3CB building, the College shall hire a qualified HABS photographer to provide photo-documentation for the properties on campus identified as 3CD or 3CB which are proposed for removal or demolition in the 2012 FMP or 2015 FMPU. The photo-documentation shall be made available to the public in the collection of the College's Library/Learning Technology Center. The documentation should be done in accordance with the Guidelines provided in the *Photographic Specifications: Historic American Building Survey, Historic American Engineering Record, Division of National Register Programs, National Park Service, Western Region*. Facilities Planning & Management shall ensure compliance.

CR-07. Prior to demolition, removal or remodeling of any 3CD or 3CB building, the College shall prepare archivally stable reproductions of original as-built drawings. Reproductions of drawings shall be done in accordance with the *Secretary of the Interior's Guidelines for Architectural and Engineering Documentation*. Select existing drawings, where available, may be photographed with large-format negatives or photographically reproduced on Mylar in accordance with the U.S. Copyright Act, as amended. Facilities Planning & Management shall ensure compliance.

CR-10. An architectural historian or historical architect meeting the Secretary of the Interior's (SOI) Professional Qualification Standards for either discipline shall review the proposed architectural drawings and renderings of the Library/Learning Technology Center (6), Bookstore/Auxiliary Services (9A) and Technology Center (28 A/B) to monitor compliance with the SOI Standards for the Treatment of Historic Properties. The person should be consulted during the early design of the renovation projects to monitor adherence to the Standards and to minimize plan alternations during the design process. Facilities Planning & Management shall ensure compliance.

Significant Effect #8 – Buildout of the 2015 FMPU and PEP (Phase 1, 2) will result in the demolition of Hilmer Lodge Stadium, a contributor to the Mt. SAC Historic District and potentially eligible for the California Register of Historic Places as an individual resource.

FINDING 1 - Changes or alterations have been required in, or incorporated into, the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – Hilmer Lodge Stadium was first designated a contributor to the Mt. SAC Historic District in June 2003. The 2012 Facility Master Plan (FMP) proposed renovation of the stadium facilities. The 2015 FMPU proposes demolition of the stadium and buildout of the Physical Education Projects (Phase 1, 2) which concentrate all athletic facilities in one location, and expand the stadium to better serve the educational needs of the District. Demolition of a contributor to a Historic District is a significant impact and remains adverse with mitigation. In addition to the mitigation measures listed for Significant Effect #8, the following measures will be implemented:

CR-08. To recognize the history of Mt. SAC, part of the facilities for the new Physical Education Projects (PEP) (Phase 1) will include Heritage Hall, an area dedicated to historical interpretation of the history of Hilmer Lodge Stadium and the College. The interpretative panels could utilize information from the HABS Level II Narrative Historical Report and large-format photographic documentation. Facilities Planning & Management shall ensure compliance.

CR-09. To further recognition of the history of Mt. SAC, a page or series of pages should be developed for inclusion on the College's website. This project could be completed as a multi-disciplinary project, prepared by students in the Technology and History departments utilizing the information from the HABS Level II Narrative Historical Report and large-format photographic documentation. Facilities Planning & Management shall ensure compliance.

All significant cultural resource environmental effects that can feasibly be avoided have been eliminated or substantially lessened by virtue of mitigation measures identified in the Final EIR and incorporated into the project or future project approvals as set forth above.

FINDING 3 - Specific economic, legal, social, technological or other considerations, including provision of employment opportunities for highly trained workers, make infeasible the mitigation measures or project alternatives identified in the Final EIR.

Facts in Support of Findings – The Board of Trustees has balanced the economic, legal, social, technological, and other benefits of demolition of the stadium against its unavoidable environmental risks and found that these benefits outweigh the unavoidable adverse environmental effects, and the adverse environmental effects are considered acceptable. The Board's reasons for supporting this conclusion are set forth in the Statement of Overriding Considerations adopted for the project. The conclusion is based on substantial evidence in the record of the Final EIR, and those provided in the Statement of Overriding Considerations.

Significant Effect #9 – Construction activities, including grading, excavation, trenching or earth export may uncover and damage human remains or other archaeological and paleontological resources.

FINDING 1 - Changes or alterations have been required in, or incorporated into, the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – Development on campus, with the exception of a few areas, will occur in areas that have previously been graded and are not located near streambeds. No prior construction on campus, whether grading, excavation or trenching has encountered cultural resources, including tribal cultural resources. New projects in the 2015 FMPU are not located in natural habitat areas, areas previously or currently devoted to agricultural uses or an identified tribal cultural resource. Therefore, the probability of encountering archaeological, paleontological or other cultural resources is low, but not impossible. The following mitigation measures assure that the District will comply with state regulations and the CEQA Guidelines if cultural resources or tribal cultural resources are encountered during construction.

CR-01. During construction grading and site preparation activities, the contractor shall monitor all construction activities. In the event that cultural resources (i.e., prehistoric sites, historic sites and/or isolated artifacts) are discovered, work shall be halted immediately within 50 feet of the discovery and the contractor shall inform the project manager. A qualified archaeologist that meets the Secretary of the Interior's Standards (SOI) and Guidelines for Professional Qualifications in Archaeology shall be retained to analyze the significance of the discovery and recommend further appropriate measures to reduce further impacts on archaeological resources. Such measures may include avoidance, preservation in place, excavation, documentation, curation, data recovery or other appropriate measures. Facilities Planning & Management shall ensure compliance.

CR-02. If, during the course of implementing the project, human remains are discovered, all work shall be halted immediately within 50 feet of the discovery, the contractor shall inform the project manager, and the Los Angeles County Department of Medical Examiner-Coroner must be notified according to Section 5097.98 of the California Public Resources Code (PRC) and Section 7050.5 of the California Health and Safety Code. If the remains are determined to be Native American, the coroner will notify the Native American Heritage Commission (NAHC), and the procedures outlined in CEQA Section 15064.5(d) and (e) shall be followed. Facilities Planning & Management shall ensure compliance.

MR-02. During construction grading and site preparation activities, the contractor shall monitor all construction activities. In the event a paleontological find or a potential paleontological find is discovered, construction activities shall cease and the contractor shall inform the project manager. A qualified paleontologist shall be contacted to analyze the find and recommend further appropriate measures to reduce further impacts on paleontological resources. Facilities Planning & Management shall ensure compliance.

All significant archaeological and paleontological resource environmental effects that can feasibly be avoided have been eliminated or substantially lessened by virtue of mitigation measures identified in the Final EIR and incorporated into the project or future project approvals as set forth above.

GREENHOUSE GAS EMISSIONS

Significant Effect #10 – The existing and future operational greenhouse emissions from the campus contribute to significant cumulative impacts for the SCAQMD region. Approximately 80 percent of the operational greenhouse campus emissions are related to vehicular emissions (Draft SEIR Table 3.4.1).

FINDING 1 - Changes or alterations have been required in, or incorporated into, the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – Although the construction, operational and area greenhouse emissions for the 2012 FMP are not significant increases, all projects in the region are required to contribute to the SCAQMD reduction goals. When a project contributes its fair share toward cumulative regional greenhouse gas reductions, the impact is Less than Significant with Mitigation Incorporated. The following mitigation measures assure that the project is contributing its fair share toward regional cumulative greenhouse gas emission reductions. Additional required mitigation measures in other sections of this document that reduce trips and encourage use of public transit also reduce greenhouse emissions.

GH-01. Future buildings exceeding 20,000 ASF shall have building roof coverings with a minimum three-year aged solar reflectance and thermal emittance, or a minimum solar reflectance index (SRI) greater than or equal to the values specified in Sections A5.106.11.2.1 and A5 106.11.2.2 or a minimum aged Solar Reflectance Index (SRI) 3 complying with Sections A5.106.11.2.3 as shown in Table A5.106.11.2.1 or A5.106.11.2.2 in Appendix A5 for Non-Residential Voluntary Measures in the 2013, or more current version of, California Green Building Standards Code (CALGreen). Facilities Planning & Management shall ensure compliance.

GH-02. Future buildings exceeding 20,000 ASF shall include occupant sensors, motion sensors and vacancy sensors capable of automatically turning off all the lights in an area no more than 30 minutes after the area has been vacated and shall have a visible status signal indicating that the device is operating properly or that it has failed or malfunctioned. The visible status signal may have an override switch that turns the signal off. In addition, ultrasonic and microwave devices shall have a built-in mechanism that allows the calibration of the sensitivity of the device to room movement in order to reduce the false sensing of occupants and shall comply with either Subsection A5.209.1.4.1 or A5.209.1.4.2 as applicable.

These measures are included in Appendix A5 for Non-Residential Voluntary Measures in the 2013, or more current version of, California Green Building Standards Code (CALGreen). Facilities Planning & Management shall ensure compliance.

GH-03. Future buildings exceeding 20,000 ASF shall include installation of field-fabricated fenestration (i.e. windows) and field-fabricated exterior doors only if the compliance documentation demonstrates compliance for the installation using U-factors from Table A5.205.1-A and Solar Heat Gain Coefficient (SHGC) values from Table A5.205.1-B included in Appendix A5 for Non-Residential Voluntary Measures in the 2013, or more current version of, California Green Building Standards Code (CALGreen). Facilities Planning & Management shall ensure compliance.

GH-04. Future buildings exceeding 70,000 ASF shall either have an energy efficiency of 30 percent above Title 24. Part 6 [e.g. exceed California Energy Commission (CEC) requirements] (Performance Approach), based on the 2008 Energy Efficiency Standards by 30 percent and meet the requirements of Division A45.6 or exceed the latest edition of "Savings by Design, Healthcare Modeling Procedures" by 15 percent, in accordance with Section A.5.203.1.2 CALGreen Tier 2 [Office of Statewide Health Planning and Development (OSHPD)], as listed in Appendix A5 for Non-Residential Voluntary Measures in the 2013, or more current version of, California Green Building Standards Code (CALGreen). Facilities Planning & Management shall ensure compliance.

All significant greenhouse gas emissions environmental effects that can feasibly be avoided have been eliminated or substantially lessened by virtue of mitigation measures identified in the Final EIR and incorporated into the project or future project approvals as set forth above.

HYDROLOGY/WATER QUALITY

Significant Effect #11 – Project buildout will result in an increase in impervious area of approximately 20 acres, which results in increases in flow (cfs) in some areas of the drainage system. The drainage lines must accommodate all future projected flows.

FINDING 1 - Changes or alterations have been required in, or incorporated into the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – The increases in drainage flows from buildout of the 2015 FMPU requires improvements in the campus drainage system (Draft SEIR Exhibit 3.10). The following mitigation measure assures that the improvements required in the Mt. SAC Utility Infrastructure Master Plan (UIMP) will be implemented with the appropriate projects.

HYD-01. Future development occurring for buildout of the 2015 FMPU shall install the drainage facilities required by the 2012 Mt. SAC Utility Infrastructure Master Plan (UIMP) and *Figure 2d – Proposed Utility Map – Hydrology Distribution*, as modified by the *Campuswide Stormwater Analysis* prepared by Psomas and dated September 1, 2016 prior to occupancy. Facilities Planning & Management shall ensure compliance.

All significant hydrology/water quality environmental effects that can feasibly be avoided have been eliminated or substantially lessened by virtue of mitigation measures identified in the Final EIR and incorporated into the project or future project approvals as set forth above.

LAND USE/PLANNING

Significant Effect #12 – The project will change land uses in some areas of the campus and results in the need for compatibility between future uses and existing uses (e.g. buildings, parking and circulation).

FINDING 1 - Changes or alterations have been required in, or incorporated into the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – All future land uses on campus shall be substantially consistent with the 2015 FMPU in terms of location, gross square footage and use. Changes in the Land Use Plan may elicit the need

for changes in other campus plans for the site area. The following mitigation measures assure that the plans are consistent, compatible and have no significant land use/planning impacts.

LU-01. All future land uses on campus, building locations and assignable square footage (ASF) shall be substantially consistent with the 2015 FMPU. Facilities Planning & Management shall ensure compliance.

LU-02. The following master plan elements shall be revised to conform to the 2015 FMPU: (1) Land Use Plan, (2) Conservation Plan, (3) Circulation and Parking Plan. Facilities Planning & Management shall ensure compliance.

Significant Effect #13 – The City has General Plan and Zoning designations that are inconsistent with the historical, present and future land uses of the Mt. SAC campus.

FINDING 1 - Changes or alterations have been required in, or incorporated into the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – All future land uses on campus shall be substantially consistent with the 2015 FMPU. However, disagreements and confusion have resulted from the existing General Plan and Zoning designations included in the 1979 City of Walnut General Plan. The residential designations for the campus do not reflect the historical, existing or future land uses of the campus. The existing City designations are incompatible and inconsistent with the existing land uses and the uses recommended in the 2015 FMPU. The following mitigation measure will resolve the inconsistencies and recognize that the entire campus is designated for community college facilities.

LU-03. The City of Walnut should revise its General Plan designation for the Mt. SAC campus to Community College in its next General Plan Update and the Zoning District to Community College (or another applicable) zoning district so the General Plan and Zoning District are consistent. The Community Development Department of the City of Walnut shall ensure compliance.

All significant land use environmental effects that can feasibly be avoided have been eliminated or substantially lessened by virtue of mitigation measures identified in the Final EIR and incorporated into the project or future project approvals as set forth above.

FINDING 2 - Such changes or alterations are within the responsibility and jurisdiction of another public agency and not the agency making the finding. Such changes have been adopted by such other agency or can and should be adopted by such other agency.

Facts in Support of Findings – The City of Walnut will continue to include the campus within its General Plan and land use and zoning designations will include the campus. The City is completing a General Plan Update, the first since its adoption in 1979, and now has the opportunity to resolve inconsistencies between existing and future campus land uses and its planning documents.

The following mitigation measure will resolve the inconsistencies and recognize that the entire campus is designated for community college facilities.

LU-03. The City of Walnut should revise its General Plan designation for the Mt. SAC campus to Community College in its next General Plan Update and the Zoning District to Community College (or another applicable) zoning district so the General Plan and Zoning District are consistent. The Community Development Department of the City of Walnut shall ensure compliance.

FINDING 3 - Specific economic, legal, social, technological or other considerations, including provision of employment opportunities for highly trained workers, make infeasible the mitigation measures or project alternatives identified in the Final EIR.

Facts in Support of Findings – While the District may recommend the City of Walnut implement mitigation measure LU-03, it cannot compel the City to do so. The Board of Trustees has balanced the economic, legal, social, technological, and other benefits of revising the General Plan designation and Zoning against any unavoidable environmental risks and found that these benefits outweigh the unavoidable adverse environmental effects. The Board’s reasons for supporting this conclusion are set forth in the Statement of Overriding Considerations adopted for the project. The conclusion is based on substantial evidence in the record of the Final EIR, and those provided in the Statement of Overriding Considerations.

NOISE

Significant Effect #14 – Buildout of the 2015 FMPU will result in noise increases from trip increases due to student enrollment increases, from construction equipment noise and from construction occurring during the early morning or evening hours.

FINDING 1 - Changes or alterations have been required in, or incorporated into the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – Construction related to buildout of the 2015 FMPU may include equipment vibration near sensitive receptors adjacent to the campus perimeter. Construction noise, in general, is also considered significant if it occurs outside of designated construction hours. The following mitigation measures assure that construction equipment vibration impacts do not cause damage or extreme annoyance off campus and that construction schedules are appropriate for the campus and adjacent residential areas.

NO-01. All construction activities, except in emergencies or special circumstances, shall be limited to the hours of 7 am to 7 pm Monday–Saturday. Staging areas for construction shall be located away from existing off-site residences. All construction equipment shall use properly operating mufflers. These requirements shall be included in construction contracts and implemented. Facilities Planning & Management shall ensure compliance.

NO-02. All construction activities, except in emergencies or special circumstances, shall be limited to the hours of 7 am to 7 pm Monday–Saturday. Staging areas for construction shall be located away from existing off-site residences. All construction equipment shall use properly operating mufflers. These requirements shall be included in construction contracts and implemented. Facilities Planning & Management shall ensure compliance.

All significant noise environmental effects that can feasibly be avoided have been eliminated or substantially lessened by virtue of mitigation measures identified in the Final EIR and incorporated into the project or future project approvals as set forth above.

POPULATION/HOUSING

Significant Effect #15 – Other governmental agencies rely on statistics of housing and population within their jurisdiction. Long-range campus planning is part of that process and may impact area housing or population.

FINDING 1 - Changes or alterations have been required in, or incorporated into the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – While no specific impact of buildout of the 2015 FMPU has been identified, the following mitigation measures is required to aid other agencies in their projections.

PH-01. Beginning January 2016, then in January 2020 and every five years after January 2020, projections of future campus employment shall be forwarded to the Southern California Association of Governments (SCAG). Human Resources shall ensure compliance.

All significant population/housing environmental effects that can feasibly be avoided have been eliminated or substantially lessened by virtue of mitigation measures identified in the Final EIR and incorporated into the project or future project approvals as set forth above.

PUBLIC SERVICES

Significant Effect #16 – Buildout of the project and student enrollment increases will generate additional wastewater flows that are conveyed off campus for treatment at regional facilities. The facilities must be able to accommodate the projected increase in wastewater flows.

FINDING 1 - Changes or alterations have been required in, or incorporated into the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – The following mitigation measures assure that future land uses substantially conform to the 2015 FMPU:

PS-01. The net increase in campus wastewater flows shall be projected whenever the Mt. SAC Utility Infrastructure Master Plan (UIMP) is updated based on a new campus FMP or FMPU, or within ten years of the last UIMP Update. The College shall obtain the required permits from the Consolidated Sanitation District of Los Angeles County (LACSD), and pay the required capital facilities fees for the net increase projected in the updated UIMP. Facilities Planning & Management shall ensure compliance.

All significant public services environmental effects that can feasibly be avoided have been eliminated or substantially lessened by virtue of mitigation measures identified in the Final EIR and incorporated into the project or future project approvals as set forth above.

TRANSPORTATION

Significant Effect #17 – Student enrollment increases projected for 2020 and 2025 will result in increases of 4,606 average daily trips (ADT) and 8,798 ADT respectively (Draft SEIR Section 3.2.5). These trips result in significant traffic impacts at six (6) intersections in 2020 and at nine (9) intersections in 2025 (Draft SEIR Table 3.2.17).

FINDING 1 - Changes or alterations have been required in, or incorporated into, the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – Feasible improvements may be implemented for four (4) of the six (6) locations with significant project traffic impacts in 2020 and five (5) of the nine (9) locations in 2025 (Draft SEIR Table 3.2.17). Locations where additional improvements are infeasible are Grand Avenue/San Jose Hills Road and Valley Boulevard/Temple Avenue. The following mitigation measures assure that the required feasible improvements are implemented by 2020:

TP-05. A second eastbound (EB) right-turn lane shall be added to the Grand Avenue and Cameron Avenue intersection. The City of Industry is the Lead Agency and the County of Los Angeles is an interested agency. The City of Industry shall ensure compliance.

TP-06. A second EB right-turn lane is required at the Grand Avenue and San Jose Hills Road intersection. However, insufficient ROW is available due to existing development at the SW and NW corner of this intersection. Therefore, further improvements are not feasible. The City of Walnut is the Lead Agency.

TP-07. The EB right-turn lane at the Grand Avenue and Temple Avenue intersection shall be converted to a through/right-turn lane. The City of Walnut is the Lead Agency.

TP-08. The signal phasing for the Grand Avenue and La Puente Road intersection shall be modified to include an EB right-turn overlap phase (i.e. a right-turn protected arrow). The City of Walnut shall ensure compliance.

TP-09. The EB approach shall be restriped to include a dedicated right-turn lane at the Temple Avenue and Mt. SAC Way intersection. The City of Walnut is the Lead Agency.

All significant transportation environmental effects that can feasibly be avoided have been eliminated or substantially lessened by virtue of mitigation measures identified in the Final EIR and incorporated into the project or future project approvals as set forth above.

FINDING 3 - Specific economic, legal, social, technological or other considerations, including provision of employment opportunities for highly trained workers, make infeasible the mitigation measures or project alternatives identified in the Final EIR.

Facts in Support of Findings – Additional improvements are not feasible at the locations identified above (Grand Avenue/San Jose Hills Road and Valley Boulevard/Temple Avenue) because of physical constraints, cost or the need for additional right-of-way.

The Board of Trustees has balanced the economic, legal, social, technological, and other benefits of the project against its unavoidable environmental risks and found that these benefits outweigh the unavoidable adverse environmental effects, and the adverse environmental effects are considered acceptable. The Board's reasons for supporting this conclusion are set forth in the Statement of Overriding Considerations adopted for the project. The conclusion is based on substantial evidence in the record of the Final EIR, and those provided in the Statement of Overriding Considerations.

Significant Effect #18 – Student enrollment increases projected for 2020 and 2025 will result in increases of 4,606 ADT and 8,798 ADT respectively (Draft SEIR Section 3.2.5). These trips result in significant cumulative traffic impacts at nine (9) intersections in 2020 and at thirteen (13) intersections in 2025 (Draft SEIR Table 3.2.17). The District contributes 23.2 percent and 19.2 percent of the total cumulative ADT trips (Draft SEIR Table 3.2.11) for 2020 and 2025 and is responsible for its fair share of funding for feasible mitigation measures for cumulative impacts.

FINDING 1 - Changes or alterations have been required in, or incorporated into, the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – Feasible improvements may be implemented for five (5) of the nine (9) locations with significant cumulative traffic impacts in 2020 and nine (9) of the thirteen (13) locations in 2025 (Draft SEIR Table 3.2.17). Locations where additional improvements for cumulative impacts are infeasible are Grand Avenue/San Jose Hills Road, Valley Boulevard/Temple Avenue, Grand Avenue/Mountaineer Road, Grand Avenue/Temple Avenue, Grand Avenue/Baker Parkway and Grand Avenue/Valley Boulevard.

The following mitigation measures assure that the required feasible improvements are implemented by 2025. The District shall provide its fair share funding for cumulative impacts (Table 3.2.18):

TP-18. Convert the existing EB right-turn lane to a through/right-turn lane at the Nogales Street/Amar Road intersection (Intersection Index #1 per *Mt. SAC 2015 Facilities Master Plan Update & Physical Education Projects Traffic Impact Study Final Report* prepared by Iteris and dated September 1, 2016). There is sufficient roadway width at the intersection departure lane in the eastbound direction to accommodate the third through-lane. The City of Walnut is the Lead Agency.

TP-19. Restripe the EB approach lane to include a dedicated right-turn lane at the Lemon Avenue/Amar Road intersection (Intersection Index #2). The City of Walnut is the Lead Agency.

TP-20. Convert the existing NB right-turn lane to a shared through/right-turn lane at the Grand Avenue and SR-60 EB Ramps (Intersection Index #13). There is sufficient roadway width at the intersection departure in the northbound (NB) direction to accommodate the third through lane. The California Department of Transportation is the Lead Agency.

TP-21. Modify the traffic signal at the Bonita Drive/Temple Avenue intersection (Intersection Index #15) to include a NB right-turn overlap phase. The City of Walnut is the Lead Agency.

FINDING 2 - Such changes or alterations are within the responsibility and jurisdiction of another public agency and not the agency making the finding. Such changes have been adopted by such other agency or can and should be adopted by such other agency.

Facts in Support of Findings – The cities of Walnut, Pomona and Industry, and Cal Poly Pomona are responsible for implementing feasible circulation improvements for 2020 and 2025 improvements. As shown in Draft SEIR Table 3.2.11, cumulative projects within the jurisdictions of the cities of Industry and Pomona and Cal Poly Pomona contribute 32.7, 11.8 and 33.1 percent of the total cumulative impacts in 2025.

The responsible Lead Agency (i.e. city or county) shall include the improvements in their Capital Improvement Programs, fund their share of the improvements and manage the preparation of design plans, secure the required funding and implement the plans in the timeframe required. Feasible improvements may be implemented for five (5) of the nine (9) locations with significant cumulative traffic impacts in 2020 and nine (9) of the thirteen (13) locations in 2025 (Draft SEIR Table 3.2.17). Locations where additional improvements for cumulative impacts are infeasible are Grand Avenue/San Jose Hills Road, Valley Boulevard/Temple Avenue, Grand Avenue/Mountaineer Road, Grand Avenue/Temple Avenue, Grand Avenue/Baker Parkway and Grand Avenue/Valley Boulevard. The following feasible mitigation measures assure that the required feasible improvements are implemented by 2025:

TP-18. Convert the existing EB right-turn lane to a through/right-turn lane at the Nogales Street/Amar Road intersection (Intersection Index #1 per *Mt. SAC 2015 Facilities Master Plan Update & Physical Education Projects Traffic Impact Study Final Report* prepared by Iteris and dated September 1, 2016). There is sufficient roadway width at the intersection departure lane in the eastbound direction to accommodate the third through-lane. The City of Walnut is the Lead Agency.

TP-19. Restripe the EB approach lane to include a dedicated right-turn lane at the Lemon Avenue/Amar Road intersection (Intersection Index #2). The City of Walnut is the Lead Agency.

TP-20. Convert the existing NB right-turn lane to a shared through/right-turn lane at the Grand Avenue and SR-60 EB Ramps (Intersection Index #13). There is sufficient roadway width at the intersection departure in the northbound (NB) direction to accommodate the third through lane. The California Department of Transportation is the Lead Agency.

TP-21. Modify the traffic signal at the Bonita Drive/Temple Avenue intersection (Intersection Index #15) to include a NB right-turn overlap phase. The City of Walnut is the Lead Agency.

FINDING 3 - Specific economic, legal, social, technological or other considerations, including provision of employment opportunities for highly trained workers, make infeasible the mitigation measures or project alternatives identified in the Final EIR.

Facts in Support of Findings – Additional improvements for cumulative impacts are not feasible at six (6) locations because of physical constraints, cost or the need for additional right-of-way: Grand Avenue/San Jose Hills Road, Valley Boulevard/Temple Avenue, Grand Avenue/Mountaineer Road, Grand Avenue/Temple Avenue, Grand Avenue/Baker Parkway and Grand Avenue/Valley Boulevard.

The Board of Trustees has balanced the economic, legal, social, technological, and other benefits of the project against its unavoidable environmental risks and found that these benefits outweigh the unavoidable adverse environmental effects, and the adverse environmental effects are considered acceptable. The Board's reasons for supporting this conclusion are set forth in the Statement of Overriding Considerations adopted for the project. The conclusion is based on substantial evidence in the record of the Final EIR, and those provided in the Statement of Overriding Considerations.

Significant Effect #19 – Increased student enrollments of 7,153 students in 2025 (Draft SEIR Table 1.1) will increase the demand for parking spaces on campus. At buildout in 2025, 8,716 parking spaces are required for anticipating enrollments (Draft SEIR Table 3.2.9).

FINDING 1 - Changes or alterations have been required in, or incorporated into the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – The Final EIR has projected the parking demand based on future enrollment and compiled the current parking supply. The net increase in parking for the 2015 FMPU in 2020 is approximately 1,309 spaces (Draft SEIR Section 3.7.2.B.). The parking demand will be projected again in 2020 and in 2025 to assure enrollment and parking supply are in balance.

The following mitigation measures require that the College provides parking consistent with student enrollments.

TP-02. The College shall provide a minimum of 8,017 parking spaces by 2020 and a minimum of 8,716 spaces by 2025. The parking totals exclude the 50 on-street metered spaces along Temple Avenue. The 2025 student headcount projections and parking requirements shall be updated by January 1, 2020. Facilities Planning & Management shall ensure compliance.

TP-13. The following recommendations from the *Mt. San Antonio College Traffic Impact Analysis (Revised)* prepared by Kunzman Associates and dated August 22, 2002 shall be implemented for onsite improvements: (1) Preferential carpool parking permits and spaces for special events and/or special recognition of student and faculty achievements, (2) Additional parking spaces for motorcycles, (3) Additional bicycle racks, (4) Bicycle lockers and/or showers and lockers for cyclists, and (5) Evaluation of reduction in free parking, raising parking fees and/or demand parking prices. The evaluation shall be completed by July 1, 2017 and CMPCT shall issue a recommendation to the Board of Trustees by September 1, 2017. Facilities Planning & Management shall ensure compliance.

All significant environmental effects related to campus parking that can feasibly be avoided have been eliminated or substantially lessened by virtue of mitigation measures identified in the Final EIR and incorporated into the project or future project approvals as set forth above.

Significant Effect #20 – Buildout of the 2015 FMPU requires truck hauling for some projects with the potential to have significant traffic impacts along the haul route because of the number of trucks, the specific route and the level of service at area intersections. Future new special events may also have unforeseen traffic or parking impacts.

FINDING 1 - Changes or alterations have been required in, or incorporated into the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – Large projects included in the 2015 FMPU, like PEP (Phase 1) require substantial export of earth and concrete from demolition, and import of concrete and materials. Truck hauling may have localized impacts along the haul route. Future new special events may also have traffic impacts, especially if trips are occurring during the am or pm peak hours, and a high magnitude of trips are associated with the new event. (The 2020 Olympic Track & Field Trials are discussed separately and are not considered a new future special event).

The following mitigation measures assure the potential impacts of truck hauling and traffic from new special events (if any) are evaluated, and if needed, mitigated to less than significant.

TP-01. For hauling operations of more than 15 trucks per hour or more than 100,000 cubic yards (cy), a Truck Haul Plan (THP) approved by the Director of Facilities Planning & Management, with consultation with adjacent cities, shall be implemented. The THP shall consider traffic counts, routes, hours/day of hauling, avoidance of am and pm peak hours, intersection geometrics, access/egress constraints and pieces of construction equipment onsite. Recommendations shall be made concerning all hauling operations to minimize traffic and pedestrian congestion on campus and off campus and included in construction logistics plans. If required, all haul trucks shall be radio-dispatched. Light duty trucks with a weight of no more than 8,500 pounds are exempt from the THP requirements. Facilities Planning & Management shall ensure compliance

TP-04. Site specific traffic and parking studies are required by the College for all new special events (i.e. excluding the 2020 Olympic Track & Field Trials) with projected maximum daily attendance above 15,000 weekdays (excludes Summer Intersession and campus holidays). Facilities Planning & Management shall ensure compliance

All significant environmental effects related to large hauling operations and truck hauling for new special events that can feasibly be avoided have been eliminated or substantially lessened by virtue of mitigation measures identified in the Final EIR and incorporated into the project or future project approvals as set forth above.

Significant Effect #21 – As one of the largest projects in the 2015 FMPU, the PEP (Phase 1) has the potential to cause traffic impacts, and have air quality emissions in excess of SCAQMD daily thresholds of significance.

FINDING 1 - Changes or alterations have been required in, or incorporated into the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – The following mitigation measures assure truck hauling for PEP (Phase 2) grading will be less than significant and that NOx emissions are below SCAQMD daily thresholds.

PE-02. Truck hauling for grading of the Physical Education Projects (PEP) (Phase 1, 2) site shall be limited to 8 hours a day and a maximum of 18 trucks per hour. Facilities Planning & Management shall ensure compliance.

PE-03. All off-road diesel-powered construction equipment greater than 50 hp (e.g. excavators, graders, dozers, scrapers, tractors, loaders, etc.) used during construction of PEP (Phase 1) shall comply with EPA-Certified Tier IV emission controls where available. The requirements shall be placed in construction contracts. Facilities Planning & Management and Purchasing shall ensure compliance.

All significant environmental effects of PEP (Phase 1) that can feasibly be avoided have been eliminated or substantially lessened by virtue of mitigation measures identified in the Final EIR and incorporated into the project or future project approvals as set forth above.

Significant Effect #22 – The hosting of the 2020 Olympic Track & Field Trials on campus may cause traffic impacts, result in parking shortages and create conflicts with campus operations when classes are in session. Hosting an event for up to 10-days with daily attendance up to 20,000 presents security and logistical challenges not associated with weekly campus operations.

FINDING 1 - Changes or alterations have been required in, or incorporated into the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – Without proper planning, even if classes are not in session, hosting 20,000 guests on campus, and allowing them to park on campus would create daily congestion in the campus area. The parking plans and shuttle system required for the event will minimize traffic congestion and allow guests to park in remote shuttle lots and use shuttles to reach the event. A final Transportation and Parking Management Plan will be adopted a year in advance, and a Security Plan will be approved nine months prior to the event.

The following mitigation measures assure that trips are distributed across the area, and not concentrated along Temple Avenue or Grand Avenue near the campus. The measures assure parking demand will be met, that traffic impacts are minimized and confined to a few weekdays during the pm peak hour and that adequate security, medical services and waste collection occurs during the event.

SE-03. Facilities Planning & Management, along with the Local Organizing Committee (LOC) shall prepare a Transportation and Parking Management Plan for the 2020 Olympic Track & Field Trials (OTFT). All campus parking locations and parking or shuttle fees shall be included in the Plan. If needed, additional security shall be provided at off-campus shuttle lots. All parking attendants (i.e. a minimum of one for each lot) shall have communication devices to communicate with a Campus Parking Supervisor. The Executive Board Officers of the Associated Students (AS) of Mt. SAC shall be given an opportunity to review and comment on the preliminary plan. The Plan shall be substantially complete at least a year (12 months) before the OTFT begin and be approved by the Board of Trustees. The timeframe relates to the preparation of registration materials and event websites. Facilities Planning & Management shall ensure compliance.

SE-04. Parking lot locations, vehicle occupancy requirements, and parking pass fees shall be published in all registration and event materials, on the event websites and included in all media information. The Local Organizing Committee (LOC) shall hire students part-time as parking attendants or, if qualified, as shuttle drivers. Event Services shall ensure compliance.

SE-05. The Local Organizing Committee (LOC) shall provide shuttle bus service as described in Draft SEIR Section 3.11.2. The off-campus shuttles shall operate at least three (3) hours before the first event of the day for the 2020 Olympic Track & Field Trials and for at least three (3) hours after the last event ends. Event Services shall ensure compliance.

SE-06. The Local Organizing Committee (LOC) shall conduct two or more workshops for local Chamber of Commerce members and area hotel managers at least nine (9) months before the 2020 Olympic Track & Field Trials to inform them of the events. The workshops shall discuss shuttle routes and time tables, distribute media packets, answer questions and encourage hotel managers to offer special hotel packages and morning and evening hotel shuttle services between their hotel and the campus free or for a limited fee. The Director of the Local Organizing Committee (LOC) shall ensure compliance.

SE-07. The Transportation and Parking Management Plan for the 2020 Olympic Track & Field Trials shall be based on the information in the Parking Plan in Draft SEIR Section 3.11.2. With the stated minimum persons per vehicle, the designated lots provide parking for at least 14,919 guests and 490 faculty/staff on campus during the 2020 Summer Intersession if classes are not in session (Draft SEIR Table 3.11.5). The Parking Plan provides sufficient parking without Parking Structure J (Draft SEIR Table 3.11.5). Facilities Planning & Management shall ensure compliance.

SE-08. If the 2020 Olympic Track & Field Trials are held during the Summer Intersession and classes are in session, the Local Organizing Committee (LOC) shall implement a Parking Plan based on Draft SEIR Section 3.11.2. The Parking Plan shall pre-register faculty and staff for parking on campus for the week (i.e. not daily). Faculty and staff do not need to pre-register for the weekend. This procedure assures all faculty and staff have easy access to reserved parking during the week. Facilities Planning & Management shall ensure compliance.

SE-09. During registration for the 2020 Olympic Track & Field Trials, registrants may purchase a parking pass for a specific on-campus parking lot (e.g. Lot F) or an off-campus parking pass (e.g. Cal Poly Pomona, Lanterman Developmental Center, Diamond Bar High School or Walnut High School etc.). Parking passes will be sold for the entire 10-day event, for Session 1 (Day 1–4), Day 5–6 or Session 2 (Day 7–10). No parking passes will be issued for the other off-campus shuttle locations. Each registrant who purchases a parking pass shall receive a windshield parking pass for a specific parking lot. Each parking pass shall state the minimum persons per vehicle [e. g. minimum three (3) persons per vehicle]. Registration for athletes and officials shall begin two (2) weeks before registration for the general public. Facilities Planning & Management shall ensure compliance.

SE-10. With classes not scheduled in the Summer Intersession, the recommended parking plan for the 2020 Olympic Track & Field Trials (OTFT) is Plan A in Draft SEIR Section 3.11.2 (Table 3.11.5). The OTFT Parking Plan shall be refined when the shuttle route system is finalized (i.e. TR-17). Facilities Planning & Management shall ensure compliance.

SE-11. With classes scheduled in the Summer Intersession, the recommended parking plan for the 2020 Olympic Track & Field Trials (OTFT) is Plan B in Draft SEIR Section 3.11.2 (Table 3.11.6). The OTFT Parking Plan shall be refined when the shuttle route system is finalized (i.e. TR-17). An updated focused traffic analysis is required. Facilities Planning & Management shall ensure compliance.

SE-12. For additional reduction in pm peak period conflicts between area commuter traffic and 2020 Olympic Track & Field Trials traffic leaving the final event on Friday or Monday during Session 1, the event schedule shall be revised so guest traffic leaves before the commute period begins or after the pm peak commute period ends. Either event schedule revision will result in reducing the number of pm peak period conflicts by two days, and only two of the ten event days during Session 2 have pm peak conflicts (Draft SEIR Table 3.11.1). Facilities Planning & Management shall ensure compliance.

All significant environmental effects associated with hosting the 2020 Olympic Track & Field Trials that can feasibly be avoided have been eliminated or substantially lessened by virtue of mitigation measures identified in the Final EIR and incorporated into the project or future project approvals as set forth above.

FINDING 3 - Specific economic, legal, social, technological or other considerations, including provision of employment opportunities for highly trained workers, make infeasible the mitigation measures or project alternatives identified in the Final EIR.

Facts in Support of Findings – While altering the scheduling of events for hosting the 2020 Olympic Track & Field Trials may reduce congestion during the weekday pm peak hour, guest behavior and commuter behavior cannot be fully regulated to achieve the desired outcomes. Some congestion may occur and unacceptable level of service may occur at a few of the 19 intersection locations studied in the traffic report. This situation is more likely to occur along Temple Avenue as guests drive to or from the closest off-campus shuttle areas to the campus. In addition, some guests may choose to not obtain parking passes and attempt to access campus parking without passes. This situation could also result in congestion if large numbers of vehicles are involved. While registration can control how many vehicles obtain passes for campus parking lots, or passes for remote shuttle lots, they cannot limit other vehicles from using the area circulation system during the event. Some outlying shuttle lots (i.e. City of Covina) will not be regulated (i.e. any vehicle may park there).

The Board of Trustees has balanced the economic, legal, social, technological, and other benefits of the project against its unavoidable environmental risks and found that these benefits outweigh the unavoidable adverse environmental effects, and the adverse environmental effects are considered acceptable. The Board's reasons for supporting this conclusion are set forth in the Statement of Overriding Considerations adopted for the project. The conclusion is based on substantial evidence in the record of the Final EIR, and those provided in the Statement of Overriding Considerations.

Significant Effect #23 – Increased student enrollments of 7,153 students in 2025 (Draft SEIR Table 1.1) will increase the need for additional public transit services. Increases in transit use are desirable since it reduces total campus trips in the campus area and associated air quality impacts. Increases in the number of vehicles on campus also require review of the adequacy of emergency access plans.

FINDING 1 - Changes or alterations have been required in, or incorporated into the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – The District currently has agreements with Foothill Transit to provide transit passes for unlimited use to registered students, funded by a student registration fee. Having other transit agencies offer similar programs would increase student transit use. The following mitigation measure requires the District to enter into other agreements with other willing transit agencies and to encourage public transit and shuttle use. The District has a variety of emergency evacuation plans, prepared and managed by the Department of Police/Public Safety (DPS), to respond effectively to a variety of campus or area emergencies (i.e. bomb threats, active shooters, fire, earthquake, chemical incidents, etc.). DPS is also responsible for regular campus security, as well as security related to special events.

TP-03. The District shall negotiate an agreement with additional transit agencies serving the campus to provide an unlimited bus pass for a fixed student transportation fee per semester by January 1, 2018. Facilities Planning & Management shall ensure compliance.

TP-11. When a site plan is completed, a site-specific analysis shall be completed for the Public Transportation Center. All recommendations of the traffic analysis shall be completed and the project coordinated with the College, the City of Walnut, Foothill Transit and, if required, the Los Angeles County Metropolitan Transportation Authority (Metro). Facilities Planning & Management shall ensure compliance.

TP-12. Mt. SAC shall meet with Cal Poly Pomona to discuss a joint campus shuttle service by July 1, 2017. Facilities Planning & Management shall ensure compliance.

TP-22. The Mt. SAC Department of Police/Public Safety shall update their evacuation plans for an extreme emergency by January 1, 2017. The updated emergency evacuation plan shall refine the preliminary plan included in the Final EIR and distribute vehicular traffic from campus lots to Grand Avenue and Temple Avenue in the most efficient and safe manner as possible. Public safety officers shall be deployed to pre-assigned locations and tasks to direct vehicular traffic in pre-determined directions defined in the emergency evacuation plan. Facilities Planning & Management shall ensure compliance.

TC-01. The Executive Board Officers of the Associated Students (AS) of Mt. SAC shall be given an opportunity to review and comment on the Public Transportation Center project prior to CMPCT final review. Facilities Planning & Management shall ensure compliance.

SE-02. The Kinesiology, Athletics and Dance Division and the Mt. SAC Department of Police/Public Safety shall prepare a Security Plan for all new special events (i.e. does not include the 2020 Olympic Track & Field Trials) with a maximum daily attendance of 10,000 persons or more. The Security Plan shall be approved by the Board of Trustees a minimum of three (3) months prior to the event. Facilities Planning & Management shall ensure compliance.

All significant environmental effects related to public transit and shuttles that can feasibly be avoided have been eliminated or substantially lessened by virtue of mitigation measures identified in the Final EIR and incorporated into the project or future project approvals as set forth above.

UTILITIES/SERVICE SYSTEMS

Significant Effect #24 – Buildout of the 2015 FMPU and associated student enrollment increases will increase wastewater flows, which must be treated at regional facilities prior to discharge to avoid water contamination.

FINDING 1 - Changes or alterations have been required in, or incorporated into the project which avoid or substantially lessen the significant environmental effect as identified in the Final EIR.

Facts in Support of Findings – The following mitigation measures assure that increased wastewater flows can be conveyed from the campus to regional treatment facilities operated by the Consolidated Sanitation District of Los Angeles County (LACSD). The following mitigation measures assure the increases in wastewater flows are projected regularly and that the District complies with LACSD regulations.

PS-01. The net increase in campus wastewater flows shall be projected whenever the Mt. SAC Utility Infrastructure Master Plan (UIMP) is updated based on a new campus FMP or FMPU, or within ten years of the last UIMP Update. The College shall obtain the required permits from the Consolidated Sanitation District of Los Angeles County (LACSD), and pay the required capital facilities fees for the net increase projected in the updated UIMP. Facilities Planning & Management shall ensure compliance.

All significant wastewater environmental effects that can feasibly be avoided have been eliminated or substantially lessened by virtue of mitigation measures identified in the Final EIR and incorporated into the project or future project approvals as set forth above.

PART 2: REASONS FOR REJECTING OTHER PROJECT ALTERNATIVES

Where the District has determined that, even after the adoption of all feasible mitigation measures, the Project would still cause one or more significant environmental impacts that cannot be avoided or lessened to below a level of significant, the District must determine if there is a project alternative that is both environmentally superior and feasible. An alternative may be “infeasible” if it fails to achieve the most basic project objectives identified within the EIR. Further, “feasibility” under CEQA encompasses the desirability of the project “based on a reasonable balancing of the relevant economic, environmental, social, and technological factors” of a project (*City of Del Mar v. City of San Diego* (1982) 133 Cal.App.3d 401, 417; see also *Sequoyah Hills Homeowners Assn. v. City of Oakland* (1993) 23 Cal.App.4th 704, 715).

"No Project" Alternative (35,986 Headcount)

The No Project Alternative would be the overall environmentally superior alternative, but would not achieve any of the project objectives; however, the "no project" alternative would result in no new development occurring on campus except for remodeling and renovation of existing space. No new buildings would be constructed on campus, no new traffic signals or other intersection improvements and no change in total parking spaces would occur. All existing sites that are graded would remain undeveloped. None of the facilities proposed in the 2015 FMPU would be constructed.

None of the existing buildings considered eligible for the California Register of Historical Resources would be demolished. There would not be a significant increase in trips associated with the no-project alternative since student enrollment would not increase. No significant increase in air quality or noise impacts, except for cumulative regional traffic growth, would occur.

The policies adopted by the Board of Trustees for replacement of outmoded facilities, development of new facilities not now existing on campus, and for expansion of college programs to accommodate the projected future enrollment of the College, consistent with the Chancellor’s Office projections, would not be met.

In Draft SEIR Table 5.2: Project Alternatives Comparisons, the No Project Alternative is considered superior to the project but inferior to Alternative 1, which does not result in complete demolition of Hilmer Lodge Stadium, a contributor to the Mt. SAC Historic District.

However, the “no-project” alternative is not consistent with the prior actions of the Board of Trustees in approving the prior master plans or consistent with the voter’s intent in passing Measure R and Measure RR. Therefore, the "no project" alternative is rejected from further consideration.

Alternative 1 – Revise the Physical Education Projects 2020 (39,731 Headcount)

Alternative 1 would retain all aspects of the 2012 Facility Master Plan but would not remove the Aquatic Center (Building 27B) because it is considered eligible for the California Register of Historic Places and a contributor to a historic district. Without demolition of the Aquatic Center, the proposed open space spine (between buildings E and G) would not be built and a new Career & Technical Education Building would be built.

Retention of the Aquatic Center and renovation by a third party is prohibitive because of the administrative, financial and staffing constraints. This proposal was considered as Alternative 1 in the 2012 Final EIR. Operating and maintenance costs for an outside entity may be prohibitive for a private operator and no outside public entity has expressed interest in the Aquatic Center. The policies adopted by the Board of Trustees for replacement of outmoded facilities, development of new facilities not now existing on campus, and for expansion of college programs to accommodate the projected future enrollment of the College, consistent with the Chancellor’s Office projections, would not be met with Alternative 1.

In Table 5.2: Project Alternatives Comparisons, Alternative 1 is considered environmentally superior to the project and to all other alternatives because it has less historic resource impacts than the project.

However, the Alternative 1 is not consistent with the prior actions of the Board of Trustees in approving the prior master plans or consistent with the voter's intent in passing Measure R and Measure RR. The retention of part of Hilmer Lodge Stadium has some reduction in construction costs but still has a major impact on the Stadium as a historic resource. Therefore, Alternative 1 is rejected from further consideration.

Alternative 2 – Parking Structure Locations (39,731 Headcount)

Alternative 2 assumes there are approximately 8,352 parking spaces on campus in 2025. This estimate includes a 1,400-space in Lot D, 1,528-spaces in Lot F and 2,300 spaces in Parking Structure J.

In Draft SEIR Table 5.2: Project Alternatives Comparisons, Alternative 2 is considered slightly superior to the project but inferior to all other alternatives because it has similar environmental impacts off campus but provides more parking on campus in accessible locations. However, obtaining the necessary funding of over \$100 million for the parking structures in Alternative 2 is prohibitive and not included in the approved Measure R and RR Bond funds. Alternative 2 also does not provide the total parking required for 2025.

Alternative 2 is not consistent with the prior actions of the Board of Trustees in approving the prior master plans or consistent with the voter's intent in passing Measure R and Measure RR. Therefore, Alternative 2 is rejected from further consideration.

Alternative 3 – No 2020 Olympic Track & Field Trials (39,731 Headcount)

The hosting or not hosting of the Olympic Track & Field Trials (OTFT) has little impact on the permanent long-term impacts of increased enrollments and buildout of the 2015 FMPU. As a 10-day event, it has no impact on enrollments and no impact on parking or campus generated traffic outside of the event.

However, if the event were held when summer classes were in session, hosting the OTFT requires occupancy of at least 8,093 spaces on campus daily for students, faculty, staff and guests. Traffic congestion near campus may be similar to a Fall Term registration event.

The policies adopted by the Board of Trustees that encouraged the formation of a Local Organizing Committee and submittal of an application for hosting the OTFT would be inconsistent with Alternative 3. However, buildout of the 2015 FMPU is fully implemented in Alternative 3.

In Draft SEIR Table 5.2: Project Alternatives Comparisons, Alternative 3 is considered slightly superior to the project but inferior to the No-project Alternative and Alternative 1. All impacts of hosting the OTFT would not occur, and the pm peak period traffic conflicts of the event and commuters would not occur. The impacts of hosting the OTFT are temporary and impacts are confined to a 10-day period.

However, the Alternative 3 is not consistent with the prior actions of the Board of Trustees in approving the 2015 FMPU or consistent with the voter's intent in passing Measure R and Measure RR. As illustrated by the 2016 USA Track & Field Trials at Hayward Stadium in Eugene, Oregon, the OTFT are immensely popular with television audiences. An opportunity for considerable publicity and good will for the College would be lost if the OTFT are not hosted on campus. Therefore, the Alternative 3 is rejected from further consideration.

Alternative 4 – 2012 Facility Master Plan (FMP) (37,059 Headcount)

Buildout of the 2012 FMP was based on enrollments of 33,443 FTES in 2020 and 37,350 FTES in 2025. The FTES estimates used in the 2012 FMP are roughly equivalent to 37,059 and 41,401 headcount respectively, based on 2014–2015 California Community Colleges Chancellor’s Office Management Information Systems Data Mart statistics.

Several new and revised projects are included in the 2015 FMPU that were not included in the 2012 FMP. This includes the expansion of the Wildlife Sanctuary/OS Zone, the new site for the Public Transportation Center, the Irrigation Water Tank, the Physical Education Projects (Phase 1,2), the removal of Parking Structure J (Phase 2) and the downsizing of Parking Structure J. These projects are considered essential to the educational and program needs of the campus.

Alternative 4 assumed that any renovation or adaptation of Hilmer Lodge Stadium (HLS) consistent with the 2012 FMP would retain the eligibility of HLS as a contributor to the Mt. SAC Historic District. Therefore, Alternative 4 would have less impact on historic resources than the buildout of the 2015 FMPU.

The policies adopted by the Board of Trustees for replacement of outmoded facilities, development of new facilities not now existing on campus, and for expansion of college programs to accommodate the projected future enrollment of the College, consistent with the Chancellor’s Office projections, would not be met.

In Draft SEIR Table 5.2: Project Alternatives Comparisons, Alternative 4 is considered environmentally inferior to the project and inferior to Alternatives 1–3. While Alternative 4 includes renovation rather than demolition of Hilmer Lodge Stadium, the historic resource impacts were still adverse.

However, Alternative 4 is not consistent with the prior actions of the Board of Trustees in approving the prior master plans or consistent with the voter’s intent in passing Measure R and Measure RR. Alternative 4 does not accommodate the projected enrollment growth for 2020 or 2025. Therefore, Alternative 4 is rejected from further consideration.

Table 1.0

2016 MITIGATION MONITORING PROGRAM

2015 Facilities Master Plan Update (FMPU) and Physical Education Projects (PEP) Final SEIR SCH 2002041161 – Appendix L1

CEQA Guidelines Section 15097

October 10, 2016

*Notes: Includes all mitigation measures in 2012 MMP w/revisions and additions for 2015 FMPU
Titles revised to conform to revised CEQA Checklist, Office of Planning and Research (OPR), August 2016
All prior indices for mitigation measures have been changed*

ABBREVIATIONS			
ACBM	American Center for Biological Medicine	IES	Illuminating Engineering Society
ADA	Americans with Disabilities Act	LACoFD	Los Angeles County Fire Department
AS	Associated Students	LACSD	Los Angeles County Sanitation Districts
ASF	Assignable Square Feet	LASD	Los Angeles County Sheriff's Department
BACM	Best Available Control Measures	Lmax	Maximum Sound Level
BACT	Best Available Control Technology	LOC	Local Organizing Committee
CAC	California Administrative Code	Metro	Los Angeles County Metropolitan Transportation Authority
CalEPA	California Environmental Protection Agency	MMP	Mitigation Monitoring Program
CALGreen	California Green Building Standards Code	MOU	Memorandum of Understanding
Cal-IPC	California Invasive Plant Council	NB	Northbound
Cal/OSHA	California Division of Occupational Safety and Health	NAHC	California Native American Heritage Commission
Caltrans	California Department of Transportation	NCAA	National Collegiate Athletic Association
CARB	California Air Resources Board	NPDES	National Pollutant Discharge Elimination System
CBC	California Building Code	OHP	California Office of Historic Preservation
CBW	California Black Walnut (trees)	OPR	California Office of Planning and Research
CDFW	California Department of Fish and Wildlife	OSHPD	California Office of Statewide Health Planning and Development
CEC	California Energy Commission	OTFT	Olympic Track and Field Trials
CEQA	California Environmental Quality Act	PEP	Physical Education Projects (Phase 1, 2)
CMPCT	Campus Master Plan Coordinating Team	PPV	Peak Particle Velocity
CNDBB	California Natural Diversity Database	PRC	California Public Resources Code
cy	Cubic Yards	ROW	Right-of-way
dB or dBA	Decibel	RWQCB	Regional Water Quality Control Board
District	Mt. San Antonio Community College District	SCAB	South Coast Air Basin of California
DPH	Los Angeles County Department of Public Health	SCAG	Southern California Association of Governments
DPR	Department of Parks and Recreation	SCAQMD	South Coast Air Quality Management District
DSA	Division of the State Architect	SCCIC	South Central Coast Information Center
EB	Eastbound	SEIR	Subsequent Environmental Impact Report
EIR	Environmental Impact Report	SHGC	Solar Heat Gain Coefficient
EPA	Environmental Protection Agency	SoCalGas	Southern California Gas Company
fc	Foot-candle(s)	SOI	Secretary of the Interior
FMP	Facility or Facilities Master Plan	SRI	Solar Reflectance Index
FMPU	Facility or Facilities Master Plan Update	SWPPP	Stormwater Pollution Prevention Plan
GHG	Greenhouse Gas(es)	THP	Truck Haul Plan
g/l	Gram per Liter	TVMWD	Three Valleys Municipal Water District
HABS	Historic American Buildings Survey	UIMP	Utility or Utilities Infrastructure Master Plan
HH	Heritage Hall	VOC	Volatile Organic Compound
hp	Horsepower	WQMP	Water Quality Management Plan

Mitigation Measures	Monitoring Action	Department Responsible
1. Aesthetics		
<p>AES-01. All athletic field lighting [excluding the PEP (Phase 1, 2)] must employ automatic shutoff devices to monitor that facilities are not illuminated unless desired. Lighting levels and design shall comply with the recommendations of the Illuminating Engineers Society's <i>Sports and Recreational Area Lighting (IES RP-6-01)</i> standards for site-specific athletic facilities. Facilities Planning & Management shall ensure compliance.</p>	<p>Assure light and glare is minimized outside of the athletic fields.</p>	<p>Facilities Planning & Management</p>
<p>AES-02. All new construction contracts shall implement those provisions of the latest Landscape Master Plan applicable to their projects. Facilities Planning & Management shall ensure compliance.</p>	<p>Assuring the campus landscaping plans and guidelines are implemented.</p>	<p>Facilities Planning & Management</p>
<p>AES-03. Hilmer Lodge Stadium (Measure RR Project D6) lighting fixtures shall be designed, located, installed, aimed downward or toward structures and maintained in good order to prevent glare, light trespass and light pollution off-site. Lighting fixtures shall be mounted, aimed and shielded so that their beams fall within the primary playing area and their immediate surroundings, and so that no significant off-site light trespass is produced. Stadium Lighting (Measure RR Project D6) shall adhere to National Collegiate Athletic Association (NCAA) Lighting Standards, the Flex Field (Measure RR Project D5) to 50 FC/2:1 Uniformity and the Practice Field (Measure RR Project D5) to 20 FC/2:1 Uniformity (Draft SEIR Table 3.8.20). The Stadium sports lighting shall be turned off as soon as possible following the end of the event when players and spectators are leaving the Stadium. Where feasible, a low-level lighting system shall be used to facilitate spectators leaving the facility, cleanup, nighttime maintenance and other closing activities. Facilities Planning & Management shall ensure compliance.</p>	<p>Assure light and glare is minimized outside of the athletic fields.</p>	<p>Facilities Planning & Management</p>
<p>AES-04. The lighting and programming for the soccer fields south of the Observatory (Building 60) shall be reviewed to determine if light and glare can be reduced for observatory activities on the first Friday of each month for public viewing and on Tuesday and Wednesday nights for student research activities. Facilities Planning & Management shall ensure compliance.</p>	<p>Minimizing conflicts with observatory activities and soccer field lighting.</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
1. Aesthetics (continued)		
<p>AES-05. Exterior building materials, colors and signage shall be reviewed by the Campus Master Plan Coordinating Team (CMPCT). All construction contracts shall specify these items and implement CMPCT final recommendations. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing provision for consistency between projects and the local built environment.</p>	<p>Facilities Planning & Management</p>
<p>AES-06. All future projects included in the 2015 FMPU that are located near the perimeter of the campus shall conform to the Campus Perimeter Night Lighting Guidelines (Table 3.7.12 in Draft SEIR). The Guidelines do not supersede California Building Code (CBC) Section 1205.6: Light pollution reduction, the California Administrative Code (CAC) Section 10-114: Determination of outdoor lighting zones and administrative rules for use or the Illuminating Engineering Society (IES) G-1-03: <i>Guideline on Security Lighting for People, Property and Public Spaces</i> for parking and sidewalks/walkway security illumination levels. Facilities Planning and Management shall ensure compliance.</p>	<p>Project compliance to reduce light or glare impacts off-campus.</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
2. Air Quality		
<p>AQ-01. All contractors shall comply with all feasible Best Available Control Measures (BACM) included in South Coast Air Quality Management District (SCAQMD) Rule 403: Fugitive Dust included in Table 1: Best Available Control Measures Applicable to All Construction Activity Sources. In addition, the project shall comply with at least one of the following Track-Out Control Options: (a) Install a pad consisting of washed gravel (minimum-size: one inch) maintained in a clean condition to a depth of at least six inches and extending at least 20 feet wide and 50 feet long, (b) Pave the surface extending at least 100 feet and a width of at least 20 feet wide, (c) Utilize a wheel shaker/wheel spreading device consisting of raised dividers (rails, pipe, or grates) at least 24 feet long and 10 feet wide to remove bulk material from tires and vehicle undercarriages before vehicles exit the site, (d) Install and utilize a wheel washing system to remove bulk material from tires and vehicle undercarriages before vehicles exit the site, (e) Any other control measures approved by the Executive Officer and the U.S. EPA as equivalent to the methods specified items (a) through (d) above. Individual BACM in Table 1 that are not applicable to the project or infeasible, based on additional new project information, may be omitted only if Facilities Planning & Management specifies in a written agreement with the applicant that specific BACM measures may be omitted. Any clarifications, additions, selections of alternative measures, or specificity required to implement the required BACM for the project shall be included in the written agreement. The written agreement shall be completed prior to demolition and/or grading for the project. Facilities Planning & Management shall include the written agreement within the Mitigation Monitoring Program (MMP) for the project and Facilities Planning & Management and Purchasing shall ensure compliance.</p>	<p>Ongoing compliance with Rule 403 to reduce air quality emissions.</p>	<p>Facilities Planning & Management Purchasing</p>

Mitigation Measures	Monitoring Action	Department Responsible
2. Air Quality (continued)		
<p>AQ-02. Project construction contracts shall prohibit off-road vehicle and engine idling in excess of five (5) minutes and monitor that all off-road equipment is compliant with the California Air Resources Board's (CARB) in-use off-road diesel vehicle regulations and SCAQMD Rule 1186 and 1186.1 certified street sweepers or roadway washing trucks, and all internal combustion engines/construction equipment operating on the project site shall meet Environmental Protection Agency (EPA) Certified Tier 2 emissions standards, or higher according to the adopted project start date requirements. A copy of each unit's certified tier specification, Best Available Control Technology (BACT) documentation and CARB or SCAQMD operating permit shall be provided to the construction manager at the time of mobilization of each applicable unit of equipment. Facilities Planning & Management and Purchasing shall ensure compliance.</p>	<p>Ongoing compliance with CARB and EPA regulations to reduce air quality emissions.</p>	<p>Purchasing Facilities Planning & Management</p>
<p>AQ-03. During construction, contractors shall minimize off-site air quality impacts by implementing the following measures: (a) encourage carpooling for construction workers, (b) limit lane closures to off-peak travel periods, (c) park construction vehicles off traveled roadways, (d) encourage receipt of materials during non-peak traffic hours and (e) sandbag construction sites for erosion control. These requirements shall be included in construction contracts and implemented. Facilities Planning & Management and Purchasing shall ensure compliance.</p>	<p>Ongoing compliance with recommendations to reduce air quality emissions.</p>	<p>Purchasing Facilities Planning & Management</p>
<p>AQ-04. Truck deliveries and pickups shall be scheduled during off-peak hours whenever possible to alleviate traffic congestion and air quality emissions during peak hours. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing compliance with recommendations to reduce vehicle trips during peak hours.</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
2. Air Quality (continued)		
<p>AQ-05. During project construction, all off-road diesel-powered construction equipment greater than 50 hp shall meet the EPA-Certified Tier 4 emission standards where available. All construction equipment shall be outfitted with BACT devices certified by CARB. Any emission control devices used by a contractor shall achieve emissions reductions that are no less than what could be achieved by a Level 3 diesel emissions control strategy for a similarly sized engine as defined by CARB regulations. A copy of each unit's certified tier specification, BACT documentation and CARB or SCAQMD operating permit shall be provided by contractors before commencement of equipment use on campus. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing compliance with EPA and CARB regulations to reduce diesel particulate emissions.</p>	<p>Facilities Planning & Management</p>
<p>AQ-06. Construction contracts shall specify that all diesel construction equipment used onsite shall use ultra-low sulfur diesel fuel. Facilities Planning & Management and Purchasing shall ensure compliance.</p>	<p>Ongoing compliance with recommendations to reduce diesel engine air quality emissions.</p>	<p>Facilities Planning & Management Purchasing</p>
<p>AQ-07. During grading and construction, fugitive dust from construction operations shall be reduced by watering at least twice daily using reclaimed water or chemical soil binder, where feasible, or water whenever substantial dust generation is evident. Grading sites of more than ten gross acres shall be watered at least three times daily. The project shall comply with Rule 403: Fugitive Dust (South Coast Air Quality Management District). Project contractors shall suspend grading operations, apply soil binders, and water the grading site when wind speeds (as instantaneous gusts) exceed 25 miles per hour. Traffic speeds on all unpaved graded surfaces shall not exceed 15 miles per hour. All grading operations shall be suspended during first and second stage smog alerts. All project contracts shall require project contractors to keep construction equipment engines tuned to monitor that air quality impacts generated by construction activities are minimized. Upon request, contractors shall submit equipment tuning logs to Facilities Planning & Management. Facilities Planning & Management and Purchasing shall ensure compliance.</p>	<p>Ongoing compliance with SCAQMD regulations to reduce particulate emissions.</p>	<p>Facilities Planning & Management Purchasing</p>
<p>AQ-08. To reduce volatile organic compound (VOC) emissions, all construction contracts shall limit painting to eight hours per day and specify the use of paints and coatings with a VOC content of 80 grams per liter (g/l) or less. Facilities Planning & Management and Purchasing shall ensure compliance.</p>	<p>Ongoing compliance with SCAQMD regulations to reduce VOC/ROG particulate emissions.</p>	<p>Facilities Planning & Management Purchasing</p>

Mitigation Measures	Monitoring Action	Department Responsible
2. Air Quality (continued)		
<p>AQ-09. All off-road diesel-powered construction equipment greater than 50 hp (e.g. excavators, graders, dozers, scrappers, tractors, loaders, etc.) used during construction of PEP (Phase 1) shall comply with EPA-Certified Tier IV emission controls where available. The requirements shall be placed in construction contracts. Facilities Planning & Management and Purchasing shall ensure compliance.</p>	<p>Ongoing compliance with SCAQMD regulations for construction NOx emissions.</p>	<p>Facilities Planning & Management Purchasing</p>
<p>AQ-10. The College shall obtain all required permits for the Fire Training Academy from the South Coast Air Quality Management District (SCAQMD). The Fire Technology Program and Technology and Health Division shall ensure compliance.</p>	<p>Compliance with SCAQMD permits for operation of fire suppression activities at the Training Academy.</p>	<p>Fire Technology Program and Technology and Health Division</p>
3. Biological Resources		
<p>BIO-01. New permanent lighting standards in Parking Lot M and Lot W immediately adjacent to sensitive biological habitat areas (i.e. Wildlife Sanctuary/Open Space Zone) shall not exceed 0.2 foot-candles (fc) at five (5) feet outside of the parking lot boundary. Facilities Planning & Management shall ensure compliance.</p>	<p>Minimize light intrusion in open space areas.</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
3. Biological Resources (continued)		
<p>BIO-02. A pre-construction survey for Burrowing Owls shall be completed for construction areas with suitable habitat for the Burrowing Owl (e.g. Irrigation Well site, the Detention Basin site, and the Fire Training Academy site). If clearing, grading, or construction is planned to occur during the raptor and migratory bird breeding season (February 1 through July 31) or the burrowing owl breeding season (February 1 through August 31), pre-construction surveys should be conducted in the construction area and in appropriate nesting habitat within 500 feet of the construction area. A pre-construction nest/owl survey should be completed for each project or work area within 14 days prior to the start of construction. Multiple pre-construction surveys may be required because the start of specific projects may be separated in time by months or years. If there are no nesting owls, raptors or protected birds within each area, development would be allowed to proceed. However, if raptors or migratory birds are observed nesting within this area and within sight or sound of the work, development within 300 feet must be postponed either until all nesting has ceased, until after the breeding season, or until construction is moved far away enough so that the activity does not impact the birds. If burrowing owls are observed, impacts shall be avoided according to the <i>Staff Report on Burrowing Owl Mitigation</i> (CDFW 2012). All recommendations of the final studies shall be implemented. Facilities Planning & Management shall ensure compliance.</p>	<p>Project compliance with CDFW regulations for rare and sensitive biological resources.</p>	<p>Facilities Planning & Management</p>
<p>BIO-03. Prior to grading within areas of Venturan Coastal Sage Scrub, the College shall identify replacement 2:1 acreage. Replacement habitat shall be completed prior to project completion. Planning & Facilities Management shall ensure compliance.</p>	<p>Project compliance with CDFW regulations for rare and sensitive biological resources.</p>	<p>Facilities Planning & Management</p>
<p>BIO-04. Prior to grading within areas of non-native grassland, the College shall identify replacement 0.5:1 acreage habitat. Replacement habitat shall be completed prior to project completion. Planning & Facilities Management shall ensure compliance.</p>	<p>Project compliance with CDFW regulations for rare and sensitive biological resources.</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
3. Biological Resources (continued)		
<p>BIO-05 The College shall adopt a Land Management Plan to minimize impacts on California Black Walnut trees on campus. Any walnut trees with a diameter of six inches four feet above ground damaged or removed by construction activities shall be replaced according to the standards in Table 4 of the <i>Mt. SAC California Black Walnut Management Plan</i> (Helix Environmental Planning, September 2012). Replacement habitat shall be completed prior to project completion. The required mitigation acreage for replacement black walnut trees is 2.018 acres. The replacement specimens shall be preserved, maintained and monitored for a period of five years to monitor vitality. Facilities Planning & Management shall ensure compliance.</p>	<p>Project compliance with CDFW regulations for rare and sensitive biological resources. Provides conservation area for replacement of California Black Walnut trees removed elsewhere on campus.</p>	<p>Facilities Planning & Management</p>
<p>BIO-06. Prior to removal of any trees on campus in or near construction areas of the 2015 FMPU during March–May, a qualified biologist shall survey the trees for active nesting sites. All recommendations of the final biological report shall be completed. Facilities Planning & Management shall ensure compliance.</p>	<p>Project compliance with CDFW regulations for rare and sensitive biological resources.</p>	<p>Facilities Planning & Management</p>
<p>BIO-07. If construction is planned during February 1–July 31 in potential raptor nesting habitat, pre-construction surveys of habitat within 500 feet of the construction area shall be completed. All recommendations of the final report shall be implemented. Facilities Planning & Management shall ensure compliance.</p>	<p>Project compliance with CDFW and Bird Migration Act regulations for rare and sensitive biological resources.</p>	<p>Facilities Planning & Management</p>
<p>BIO-08. Permanent development adjacent to any future wetland mitigation areas shall incorporate a 100 foot buffer during final project design. If un-vegetated, the buffer shall be planted with non-invasive species that are compatible with the adjacent wetland mitigation area habitat. A qualified biologist shall review the final landscape plans for the buffer area to confirm that no species on the California Invasive Plant Council (Cal-IPC) list are present in the plan. Facilities Planning & Management shall ensure compliance.</p>	<p>Project compliance to reduce impacts on wetland habitat areas.</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
3. Biological Resources (continued)		
<p>BIO-09. The limits of construction for projects adjacent to sensitive habitats should be delineated with silt fencing/fiber rolls and orange construction fencing. A qualified biologist should attend a pre-construction meeting to inform construction crews about the sensitivity of any adjacent habitat. A qualified biologist should also inspect the fencing upon installation and monitor clearing and grading of (and near) native habitat to prevent unauthorized impacts. Facilities Planning & Management shall ensure compliance.</p>	<p>Project compliance to reduce intrusion of construction equipment into sensitive adjacent habitats.</p>	<p>Facilities Planning & Management</p>
<p>BIO-10. Impacts to California Black Walnut trees, if they cannot be avoided, should be mitigated by the replacement of each impacted tree that has a diameter of 6 inches at 4 feet-6 inches above the ground by a 24-inch boxed specimen (Draft SEIR Appendix G1: <i>Mt. San Antonio College 2015 Facilities Master Plan Update Biological Technical Report</i> dated April 14, 2016: Table 5). These trees should be planted in the approved California Black Walnut Management Plan area and preserved, maintained and monitored for five years to monitor viability. Facilities Planning & Management shall ensure compliance.</p>	<p>Compliance with impacts on California Black Walnut trees.</p>	<p>Facilities Planning & Management</p>
<p>BIO-11. A 25-foot buffer shall be incorporated into the project design for the Fire Training Academy to protect future wetland mitigation areas along Snow Creek. A qualified biologist shall also review the draft landscape plans for the buffer area to confirm that no species on the Cal-IPC list would be present during plan implementation. Facilities Planning & Management shall ensure compliance.</p>	<p>Compliance with efforts to reduce impacts on native habitat and sensitive bird species.</p>	<p>Facilities Planning & Management</p>
<p>BIO-12. When a preliminary site plan for the Fire Training Academy is available, the College shall have a qualified noise consultant evaluate the potential construction and operational noise impacts of the Fire Training Academy on threatened and special status birds in the adjacent Venturan Coastal Sage Scrub on MSAC Hill and riparian habitat along Snow Creek. The study shall also assess any noise impacts on residential uses to the south. All recommended mitigation measures of the final report shall be implemented. Facilities Planning & Management shall ensure compliance.</p>	<p>Compliance with efforts to reduce impacts on a threatened or special status bird species.</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
3. Biological Resources (continued)		
<p>BIO-13. Construction noise adjacent to existing Venturan Coastal Sage Scrub habitat within the West Parcel and on MSAC Hill that is retained (i.e. not graded) will be minimized whenever feasible by avoiding construction grading during the prime nesting season. Facilities Planning & Management shall ensure compliance.</p>	<p>Compliance with efforts to reduce impacts on a threatened or special status bird species.</p>	<p>Facilities Planning & Management</p>
<p>BIO-14. The College shall file information and exhibits on the animal and plants observed on campus completed for the Final EIR with the California Natural Diversity Database (CNDDDB) within six months of certification of the Final EIR. Facilities Planning & Management shall ensure compliance.</p>	<p>Compliance with CDFW request for filing information with CNDDDB.</p>	<p>Facilities Planning & Management</p>
<p>BIO-15. The College shall file a written notification with CDFW pursuant to Section 1602 for the proposed re-configuration of the detention basin northeast of the Hilmer Lodge Stadium by November 1, 2016. Facilities Planning & Management shall ensure compliance.</p>	<p>Compliance with CDFW request for filing a Notification pursuant to Section 1602 for the re-configured detention basin.</p>	<p>Facilities Planning & Management</p>
4. Cultural Resources		
<p>CR-01. During construction grading and site preparation activities, the contractor shall monitor all construction activities. In the event that cultural resources (i.e., prehistoric sites, historic sites and/or isolated artifacts) are discovered, work shall be halted immediately within 50 feet of the discovery and the contractor shall inform the project manager. A qualified archaeologist that meets the Secretary of the Interior's Standards (SOI) and Guidelines for Professional Qualifications in Archaeology shall be retained to analyze the significance of the discovery and recommend further appropriate measures to reduce further impacts on archaeological resources. Such measures may include avoidance, preservation in place, excavation, documentation, curation, data recovery or other appropriate measures. Facilities Planning & Management shall ensure compliance.</p>	<p>Actions if cultural resources are discovered during grading.</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
4. Cultural Resources (continued)		
<p>CR-02. If, during the course of implementing the project, human remains are discovered, all work shall be halted immediately within 50 feet of the discovery, the contractor shall inform the project manager, and the Los Angeles County Department of Medical Examiner-Coroner must be notified according to Section 5097.98 of the California Public Resources Code (PRC) and Section 7050.5 of the California Health and Safety Code. If the remains are determined to be Native American, the coroner will notify the Native American Heritage Commission (NAHC), and the procedures outlined in CEQA Section 15064.5(d) and (e) shall be followed. Facilities Planning & Management shall ensure compliance.</p>	<p>Actions if human remains are discovered during grading.</p>	<p>Facilities Planning & Management</p>
<p>CR-03. The recommended action for the adverse impact on historic resources and on the Mt. SAC Historic District due to buildout of the 2015 FMPU and the PEP is revision of the Land Use Plan to avoid demolition of a CEQA historic resource. An evaluation of feasible options shall be prepared for the Campus Master Plan Coordinating Team (CMPCT) prior to certification of the Final EIR. The College shall evaluate whether the impacts on 3CD or 3CB buildings proposed for removal or demolition in the recommended Historic District may be reduced to Less than Significant. The alternatives to be considered include: (1) Redesign of the 2015 FMPU to avoid impacting the 3CD or 3CB buildings, (2) Redesign of the 2015 FMPU to reduce the project impacts on 3CD or 3CB buildings to Less than Significant, (3) Redesign of phases of the project to reduce impacts on 3CD or 3CB buildings to Less than Significant as more detailed planning for each phase comes up for review before CMPCT, and (4) Evaluation of adaptive reuses of 3CD or 3CB buildings prior to construction. Facilities Planning & Management shall ensure compliance.</p>	<p>Assuring future projects have been assessed for cultural resource impacts</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
4. Cultural Resources (continued)		
<p>CR-04. If project redesign is not feasible to achieve the Project and College's educational goals and facility needs, the following mitigation shall be implemented to reduce the significant impacts on historical resources: (a) Historic American Buildings Survey (HABS) Level II History Report for the (1) Mt. SAC Historic District and for (2) Hilmer Lodge Stadium consistent with the <i>Historic American Buildings Survey Guidelines for Historical Reports</i> (National Park Service 2007); (b) HABS Level II Standard Photography following the <i>Secretary of Interior Standards and Guidelines for Architectural and Engineering Documentation</i> and HABS specific guidelines for the Mt. SAC Historic District and Hilmer Lodge Stadium; (c) Reproduction of select existing drawings for each building proposed for demolition or alteration following HABS Level II guidelines; (d) Creation of an interpretative exhibit within Heritage Hall (HH) including not only the history of Hilmer Lodge Stadium, but the entire Historic District as well, and (e) Development of a "Mt. SAC History" section on the campus website. Facilities Planning & Management shall ensure compliance.</p>	<p>Project compliance with CEQA regulations and California Office of Historic Preservation (OHP) guidelines for historic resources.</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
4. Cultural Resources (continued)		
<p>CR-05. Prior to demolition, removal, or remodeling of any 3CD or 3CB building on campus, the College shall enlist the services of a qualified architectural historian to prepare the HABS Narrative Historical Report as well as California Department of Parks and Recreation (DPR) 523 forms. Documentation through HABS is an important measure because it allows documentation of the resource before alterations begin. Given the relative historic significance of the resources, Level II HABS is the recommended documentation standard, to be prepared in accordance with the <i>Secretary of Interior Standards and Guidelines for Architectural and Engineering Documentation</i> and HABS specific guidelines (http://www.nps.gov/hdp/standards/habsguidelines.htm). A narrative historical report following the <i>Historic American Buildings Survey Guidelines for Historical Reports</i> (National Park Service 2007) should be prepared for the (1) Mt. SAC Historic District and (2) Hilmer Lodge Stadium. The College shall enlist the services of a qualified architectural historian to prepare the HABS Narrative Historical Report as well as California Department of Parks and Recreation (DPR) 523 forms. The DPR forms shall be submitted to the California Office of Historic Preservation (OHP) [via the South Central Coast Information Center (SCCIC)] for their records. All other historic documents shall be made available to the public in the collection of the College's Library/Learning Technology Center, including: the HABS Narrative Historical Report, DPR 523 forms, the <i>Historic Resources on the Campus of Mt. San Antonio College, Walnut, California</i> (The Building Biographer, June 1, 2003) and <i>The Historical Resources Analysis for Five Buildings at Mount San Antonio College, Los Angeles County, Walnut, California</i> (Davis 2012), and a copy of this report. Facilities Planning & Management shall ensure compliance.</p>	<p>Project compliance with CEQA regulations and California Office of Historic Preservation (OHP) guidelines for historic resources.</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
4. Cultural Resources (continued)		
<p>CR-06. Prior to demolition, removal or remodeling of any 3CD or 3CB building, the College shall hire a qualified HABS photographer to provide photo-documentation for the properties on campus identified as 3CD or 3CB which are proposed for removal or demolition in the 2012 FMP or 2015 FMPU. The photo-documentation shall be made available to the public in the collection of the College's Library/Learning Technology Center. The documentation should be done in accordance with the Guidelines provided in the <i>Photographic Specifications: Historic American Building Survey, Historic American Engineering Record, Division of National Register Programs, National Park Service, Western Region</i>. Facilities Planning & Management shall ensure compliance.</p>	<p>Project compliance with CEQA regulations and California Office of Historic Preservation (OHP) guidelines for historic resources.</p>	<p>Facilities Planning & Management</p>
<p>CR-07. Prior to demolition, removal or remodeling of any 3CD or 3CB building, the College shall prepare archivally stable reproductions of original as-built drawings. Reproductions of drawings shall be done in accordance with the <i>Secretary of the Interior's Guidelines for Architectural and Engineering Documentation</i>. Select existing drawings, where available, may be photographed with large-format negatives or photographically reproduced on Mylar in accordance with the U.S. Copyright Act, as amended. Facilities Planning & Management shall ensure compliance.</p>	<p>Project compliance with CEQA regulations and California Office of Historic Preservation (OHP) guidelines for historic resources.</p>	<p>Facilities Planning & Management</p>
<p>CR-08. To recognize the history of Mt. SAC, part of the facilities for the new Physical Education Projects (PEP) (Phase 1) will include Heritage Hall, an area dedicated to historical interpretation of the history of Hilmer Lodge Stadium and the College. The interpretative panels could utilize information from the HABS Level II Narrative Historical Report and large-format photographic documentation. Facilities Planning & Management shall ensure compliance.</p>	<p>Preserve and honor Mt. SAC's history.</p>	<p>Facilities Planning & Management</p>
<p>CR-09. To further recognition of the history of Mt. SAC, a page or series of pages should be developed for inclusion on the College's website. This project could be completed as a multi-disciplinary project, prepared by students in the Technology and History departments utilizing the information from the HABS Level II Narrative Historical Report and large-format photographic documentation. Facilities Planning & Management shall ensure compliance.</p>	<p>Preserve and honor Mt. SAC's history.</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
4. Cultural Resources (continued)		
<p>CR-10. An architectural historian or historical architect meeting the Secretary of the Interior's (SOI) Professional Qualification Standards for either discipline shall review the proposed architectural drawings and renderings of the Library/Learning Technology Center (6), Bookstore/Auxiliary Services (9A) and Technology Center (28 A/B) to monitor compliance with the SOI Standards for the Treatment of Historic Properties. The person should be consulted during the early design of the renovation projects to monitor adherence to the Standards and to minimize plan alternations during the design process. Facilities Planning & Management shall ensure compliance.</p>	<p>Project compliance with CEQA regulations and SOI's guidelines for Treatment of Historic Properties.</p>	<p>Facilities Planning & Management</p>
5. Energy		
<p>EN-01. An energy management system shall be installed in all new facilities to reduce energy consumption and related pollutant emissions. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing compliance with recommendations to reduce energy and air quality emissions.</p>	<p>Facilities Planning & Management</p>
6. Greenhouse Gas Emissions		
<p>GH-01. Future buildings exceeding 20,000 ASF shall have building roof coverings with a minimum three-year aged solar reflectance and thermal emittance, or a minimum solar reflectance index (SRI) greater than or equal to the values specified in Sections A5.106.11.2.1 and A5 106.11.2.2 or a minimum aged Solar Reflectance Index (SRI) 3 complying with Sections A5.106.11.2.3 as shown in Table A5.106.11.2.1 or A5.106.11.2.2 in Appendix A5 for Non-Residential Voluntary Measures in the 2013, or more current version of, California Green Building Standards Code (CALGreen). Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing compliance with CALGreen regulations to reduce cumulative greenhouse gas (GHG) emissions in the South Coast Air Basin of California (SCAB).</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
6. Greenhouse Gas Emissions (continued)		
<p>GH-02. Future buildings exceeding 20,000 ASF shall include occupant sensors, motion sensors and vacancy sensors capable of automatically turning off all the lights in an area no more than 30 minutes after the area has been vacated and shall have a visible status signal indicating that the device is operating properly or that it has failed or malfunctioned. The visible status signal may have an override switch that turns the signal off. In addition, ultrasonic and microwave devices shall have a built-in mechanism that allows the calibration of the sensitivity of the device to room movement in order to reduce the false sensing of occupants and shall comply with either Subsection A5.209.1.4.1 or A5.209.1.4.2 as applicable. These measures are included in Appendix A5 for Non-Residential Voluntary Measures in the 2013, or more current version of, California Green Building Standards Code (CALGreen). Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing compliance with CALGreen regulations to reduce cumulative GHG emissions in the SCAB.</p>	<p>Facilities Planning & Management</p>
<p>GH-03. Future buildings exceeding 20,000 ASF shall include installation of field-fabricated fenestration (i.e. windows) and field-fabricated exterior doors only if the compliance documentation demonstrates compliance for the installation using U-factors from Table A5.205.1-A and Solar Heat Gain Coefficient (SHGC) values from Table A5.205.1-B included in Appendix A5 for Non-Residential Voluntary Measures in the 2013, or more current version of, California Green Building Standards Code (CALGreen). Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing compliance with CALGreen regulations to reduce cumulative GHG emissions in the SCAB.</p>	<p>Facilities Planning & Management</p>
<p>GH-04. Future buildings exceeding 70,000 ASF shall either have an energy efficiency of 30 percent above Title 24, Part 6 [e.g. exceed California Energy Commission (CEC) requirements] (Performance Approach), based on the 2008 Energy Efficiency Standards by 30 percent and meet the requirements of Division A45.6 or exceed the latest edition of "Savings by Design, Healthcare Modeling Procedures" by 15 percent, in accordance with Section A.5.203.1.2 CALGreen Tier 2 [Office of Statewide Health Planning and Development (OSHPD)], as listed in Appendix A5 for Non-Residential Voluntary Measures in the 2013, or more current version of, California Green Building Standards Code (CALGreen). Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing compliance with CALGreen regulations to reduce cumulative GHG emissions in the SCAB.</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
7. Hazards & Hazardous Materials		
<p>HAZ-01. Prior to demolition or remodeling, onsite inspection and sampling in all buildings included in the 2015 FMPU for renovation or demolition shall be completed by a qualified Occupational Safety and Health Administration (OSHA) professional for asbestos contaminated building materials and the presence of lead-based paint. All final recommendations of the final approved report(s) shall be included in construction contracts and implemented. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing compliance with OSHA and SCAQMD regulations for American Center for Biological Medicine (ACBM) materials or lead-based paint hazards.</p>	<p>Facilities Planning & Management</p>
<p>HAZ-02. All building plans for laboratories on campus shall be reviewed by the Division of the State Architect (DSA), the State Fire Marshall and the Los Angeles County Fire Department (LACoFD) (Fire Prevention-Engineering Unit) for fire and hazard safety. All final recommendations of the final approved plan(s) shall be included in construction contracts and implemented. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing compliance with DSA regulations for fire and hazard safety in campus laboratories.</p>	<p>Facilities Planning & Management</p>
<p>HAZ-03. Prior to construction, all proposed storage areas onsite of potential hazardous chemicals and materials and operational plans shall be reviewed by the LACoFD. All recommendations of the final approved plans shall be included in construction documents, if applicable, and implemented. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing compliance with LACoFD regulations for storage of potential hazardous chemicals and materials on campus.</p>	<p>Facilities Planning & Management</p>
<p>HAZ-04. All materials generated onsite for the Fire Training Academy that are classified as hazardous by state regulations shall be disposed of consistent with OSHA, CalEPA and the Los Angeles County Department of Public Health (DPH). The Fire Technology Program and the Technology and Health Division shall ensure compliance.</p>	<p>Compliance with OSHA, CalEPA and DPH requirements for operation of fire suppression activities at the Fire Training Academy.</p>	<p>Fire Technology Program and Technology and Health Division</p>
8. Hydrology/Water Quality		
<p>HYD-01. Future development occurring for buildout of the 2015 FMPU shall install the drainage facilities required by the 2012 Mt. SAC Utility Infrastructure Master Plan (UIMP) and <i>Figure 2d – Proposed Utility Map – Hydrology Distribution</i>, as modified by the <i>Campuswide Stormwater Analysis</i> prepared by Psomas and dated September 1, 2016 prior to occupancy. Facilities Planning & Management shall ensure compliance.</p>	<p>Providing adequate drainage facilities for all future development on campus.</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
8. Hydrology/Water Quality (continued)		
<p>HYD-02. The Master Campus Drainage Plan shall be updated prior to commencement of grading for the Fire Training Academy and Physical Education Projects (Phase 1,2). The Drainage Plan shall comply with the <i>State of California National Pollutant Discharge Elimination System (NPDES) Construction Activities Storm Water Discharge Permit (Construction Permit)</i> regulations. When construction activities on campus constitute acreage at or above the threshold acreage, the College shall prepare a Stormwater Pollution Prevention Plan (SWPPP) and a Monitoring Program for the 2015 FMPU. All recommendations of the final drainage plan(s) approved by the Division of the State Architect (DSA) shall be included in construction contracts and implemented. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing provisions for compliance with Water Quality Management Plans (WQMP).</p>	<p>Facilities Planning & Management</p>
<p>HYD-03. All drainage improvements shall be consistent with the current Master Campus Drainage Plan. All recommendations of the approved final drainage plan(s) shall be included in construction contracts and implemented. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing provisions for compliance with campus drainage plans.</p>	<p>Facilities Planning & Management</p>
<p>HYD-04. Prior to excavation onsite for which the preliminary soils/geology report indicated groundwater may be encountered; any required permit for de-watering shall be obtained from the Los Angeles Regional Water Quality Control Board (RWQCB). If effluent concentrations exceed permit requirements, a carbon treatment system or equivalent system to remove pollutants shall be utilized prior to discharge. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing provisions for compliance with RWQCB regulations.</p>	<p>Facilities Planning & Management</p>
<p>HYD-05. 21b. The College shall obtain all required permits for the Fire Training Academy from the RWQCB. Facilities Planning & Management and the Fire Technology Program shall ensure compliance.</p>	<p>Compliance with RWQCB permits for wastewater disposal for Fire Training Academy fire suppression activities.</p>	<p>Facilities Planning & Management Fire Technology Program</p>
9. Land Use/Planning		
<p>LU-01. All future land uses on campus, building locations and assignable square footage (ASF) shall be substantially consistent with the 2015 FMPU. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing review of consistency between individual projects and 2015 FMPU</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
9. Land Use/Planning (continued)		
<p>LU-02. The following master plan elements shall be revised to conform to the 2015 FMPU: (1) Land Use Plan, (2) Conservation Plan, (3) Circulation and Parking Plan. Facilities Planning & Management shall ensure compliance.</p>	<p>Assuring consistency between the 2015 FMPU Land Use Plan and other elements.</p>	<p>Facilities Planning & Management</p>
<p>LU-03. The City of Walnut should revise its General Plan designation for the Mt. SAC campus to Community College in its next General Plan Update and the Zoning District to Community College (or another applicable) zoning district so the General Plan and Zoning District are consistent. The Community Development Department of the City of Walnut shall ensure compliance.</p>	<p>Resolving inconsistencies between General Plan designations and campus land uses.</p>	<p>City of Walnut</p>
<p>LU-04. The Master Conservation Plan shall be revised to include approximately 25.6 acres of Habitat Mitigation Area for removal of existing California Black Walnut (CBW) trees, Venturan Coastal Sage Scrub and Non-Native Grassland habitats. Facilities Planning & Management shall ensure compliance.</p>	<p>The adopted Mt. San Antonio College <i>California Black Walnut Management Plan</i>, Helix Environmental Planning, Inc., September 21, 2012 defines the large 25.6 acres area and the smaller initial CBW replacement habit of 2.02 areas (Figure 4).</p>	<p>Facilities Planning & Management</p>
<p>LU-05. Prior to building construction for the Fire Training Academy, CMPCT shall review the Preliminary Landscaping Plan and a Preliminary Operation and Management Plan for the Fire Training Academy. Facilities Planning & Management shall ensure compliance.</p>	<p>CMPCT oversight of the preliminary plans for the Fire Training Academy.</p>	<p>Facilities Planning & Management</p>
<p>LU-06. Programming for the Auditorium should establish if an adjacent Parking Structure is desirable in Lot B within six months of certification of the Final EIR. A site-specific study is required for the Auditorium and/or an adjacent parking structure. Facilities Planning & Management shall ensure compliance.</p>	<p>Explore advanced planning needs for an additional parking structure near the Auditorium.</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
10. Noise		
<p>NO-01. All construction activities, except in emergencies or special circumstances, shall be limited to the hours of 7 am to 7 pm Monday–Saturday. Staging areas for construction shall be located away from existing off-site residences. All construction equipment shall use properly operating mufflers. These requirements shall be included in construction contracts and implemented. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing of limitation on construction hours to reduce construction noise impacts on adjacent areas.</p>	<p>Facilities Planning & Management</p>
<p>NO-02. Loudspeaker and other public address systems on campus shall be located and adjusted to register no more than 70 dB Lmax at the nearest off-site residences. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing restriction of loudspeaker and public address system noise levels to minimize noise impacts on adjacent areas.</p>	<p>Facilities Planning & Management</p>
<p>NO-03. Weekend special events within any athletic field areas such as tournaments, day-long meets, etc. shall be planned to not begin before 7 am on Saturday or 8 am on Sunday. Event Services shall ensure compliance.</p>	<p>Ongoing restriction of event hours to minimize early morning noise impacts on adjacent areas.</p>	<p>Event Services</p>
<p>NO-04. Concrete pouring for Parking Structure J shall be located as far away from residences as possible. Concrete trucks shall use Bonita Drive and Walnut Drive for access. Construction of Parking Structure J is limited to the hours of 7 am to 7 pm Monday–Saturday. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing limitations on location of concrete pouring to minimize noise impacts on adjacent off-site residential areas.</p>	<p>Facilities Planning & Management</p>
<p>NO-05. The College shall adopt policies and post signs in Parking Structure J indicating vehicles with alarms may be towed from parking areas if alarms sound for more than five minutes. The Mt. SAC Department of Police/Public Safety shall ensure compliance.</p>	<p>Ongoing restriction on vehicle alarms to minimize noise impacts on adjacent areas.</p>	<p>Department of Police/Public Safety</p>
<p>NO-06. Construction contracts shall specify that construction equipment vibration impacts with a peak particle velocity (PPV) of 0.04 inches per second or more occurring off-site in a sensitive receptor area shall not exceed 15 minutes in any one hour. Facilities Planning & Management shall ensure compliance.</p>	<p>Minimization of vibration off-site for sensitive receptors from construction equipment operations.</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
11. Open Space, Managed Resources and Working Landscapes		
MR-01. All recommendations in the final geotechnical report(s) for projects included in the 2015 FMPU shall be included in construction contracts and implemented. Facilities Planning & Management shall ensure compliance.	Ongoing requirements to assure public safety from seismic hazards.	Facilities Planning & Management
MR-02. During construction grading and site preparation activities, the contractor shall monitor all construction activities. In the event a paleontological find or a potential paleontological find is discovered, construction activities shall cease and the contractor shall inform the project manager. A qualified paleontologist shall be contacted to analyze the find and recommend further appropriate measures to reduce further impacts on paleontological resources. Facilities Planning & Management shall ensure compliance.	Ongoing during construction	Facilities Planning & Management
12. Population/Housing		
PH-01. Beginning January 2016, then in January 2020 and every five years after January 2020, projections of future campus employment shall be forwarded to the Southern California Association of Governments (SCAG). Human Resources shall ensure compliance.	Ongoing provision for employment projections for SCAG forecasts.	Human Resources
13. Public Services		
PS-01. The net increase in campus wastewater flows shall be projected whenever the Mt. SAC Utility Infrastructure Master Plan (UIMP) is updated based on a new campus FMP or FMPU, or within ten years of the last UIMP Update. The College shall obtain the required permits from the Consolidated Sanitation District of Los Angeles County (LACSD), and pay the required capital facilities fees for the net increase projected in the updated UIMP. Facilities Planning & Management shall ensure compliance.	Ongoing communication of campus circulation and parking conditions for Los Angeles County Sheriff's Department (LASD) vehicular response.	Facilities Planning & Management

Mitigation Measures	Monitoring Action	Department Responsible
13. Public Services (continued)		
<p>PS-02. The Mt. SAC Department of Police/Public Safety shall project their Department personnel and equipment needs to accommodate the student, staff and facility increases projected in the 2015 FMPU. The Personnel Plan shall provide for student, staff and visitor security upon buildout of the 2015 FMPU. (Expansions of the Code Blue Emergency Phone System and revisions to the assignment of evening escorts shall be included in the Plan). Department of Police/Public Safety shall ensure compliance.</p>	<p>Ongoing provision for maintaining safety for personnel and equipment to serve campus needs at buildout.</p>	<p>Department of Police/Public Safety</p>
<p>PS-03. Within six months of certification of the 2015 Final EIR, the Department of Police/Public Safety shall complete a security construction plan to address direct and indirect security needs for all construction activities on campus associated with the 2015 FMPU. The special public safety needs of buildings (i.e. demolition, new construction and remodeling), construction sites, transport of construction materials and equipment, construction parking and use of construction equipment shall be addressed. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing provision for maintaining safety for personnel and equipment to serve campus needs during construction.</p>	<p>Facilities Planning & Management</p>
<p>PS-04. The Kinesiology, Athletics and Dance Division and the Mt. SAC Department of Police/Public Safety shall prepare a Security Plan for all new special events (i.e. does not include the 2020 Olympic Track & Field Trials) with a maximum daily attendance of 10,000 persons or more. The Security Plan shall be approved by the Board of Trustees a minimum of three (3) months prior to the event. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing provision for maintaining safety for personnel and equipment for any future new special events. None are currently planned.</p>	<p>Kinesiology, Athletics and Dance Division Facilities Planning & Management</p>
<p>PS-05. The Kinesiology, Athletics and Dance Division and the Mt. SAC Department of Police/Public Safety shall prepare a Security Plan for the 2020 Olympic Track & Field Trials. The Security Plan shall be approved by the Board of Trustees a minimum of nine (9) months prior to the event. Facilities Planning & Management shall ensure compliance.</p>	<p>Provision for maintaining safety for guests, athletes, students, faculty, staff and volunteers during the event.</p>	<p>Kinesiology, Athletics and Dance Division Facilities Planning & Management</p>
14. Transportation		
<p>TR-01 to TR-14 are intersection improvements or ramp improvements required for buildout of the 2015 Facilities Master Plan Update (FMPU).</p>		

Mitigation Measures	Monitoring Action	Department Responsible
14. Transportation (continued)		
<p>TR-01. A second eastbound (EB) right-turn lane shall be added to the Grand Avenue and Cameron Avenue intersection. The City of Industry is the Lead Agency and the County of Los Angeles is an interested agency. The City of Industry shall ensure compliance.</p>	<p>Complete required traffic improvements by 2020</p>	<p>Facilities Planning & Management</p>
<p>TR-02. The College shall provide a minimum of 8,017 parking spaces by 2020 and a minimum of 8,716 spaces by 2025. The parking totals exclude the 50 on-street metered spaces along Temple Avenue. The 2025 student headcount projections and parking requirements shall be updated by January 1, 2020. Facilities Planning & Management shall ensure compliance.</p>	<p>Complete required traffic improvements by 2020</p>	<p>Facilities Planning & Management</p>
<p>TR-03. The EB right-turn lane at the Grand Avenue and Temple Avenue intersection shall be converted to a through/right-turn lane. The City of Walnut is the Lead Agency.</p>	<p>Complete required traffic improvements by 2020</p>	<p>Facilities Planning & Management</p>
<p>TR-04. The signal phasing for the Grand Avenue and La Puente Road intersection shall be modified to include an EB right-turn overlap phase (i.e. a right-turn protected arrow). The City of Walnut shall ensure compliance.</p>	<p>Complete required traffic improvements by 2020</p>	<p>Facilities Planning & Management</p>
<p>TR-05. The EB approach shall be restriped to include a dedicated right-turn lane at the Temple Avenue and Mt. SAC Way intersection. The City of Walnut is the Lead Agency.</p>	<p>Complete required traffic improvements by 2020</p>	<p>Facilities Planning & Management</p>
<p>TR-06. Additional improvements at the Temple Avenue and Valley Boulevard intersection are not feasible due to the right-of-way (ROW) constraints near the adjacent railroad line. Therefore, further improvements are not feasible. The City of Pomona is the Lead Agency.</p>	<p>Complete required traffic improvements by 2020</p>	<p>Facilities Planning & Management</p>
<p>TR-07. When a site plan is completed, a site-specific analysis shall be completed for the Public Transportation Center. All recommendations of the traffic analysis shall be completed and the project coordinated with the College, the City of Walnut, Foothill Transit and, if required, the Los Angeles County Metropolitan Transportation Authority (Metro). Facilities Planning & Management shall ensure compliance.</p>	<p>Complete required traffic improvements by 2020</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
14. Transportation (continued)		
<p>TR-08. A third NB through-lane is required at the Grand Avenue and Mountaineer Road intersection. However, insufficient right-of-way (ROW) is available within the current curb width. Therefore, further improvements are not feasible. The City of Walnut is the Lead Agency.</p>	<p>Complete required traffic improvements by 2025</p>	<p>Facilities Planning & Management</p>
<p>TR-09. The NB approach of the Grand Avenue and Baker Parkway intersection shall be restriped to include a third through-lane. However, this improvement would not fully mitigate the cumulative impact. The City of Industry is the Lead Agency.</p>	<p>Complete required traffic improvements by 2025</p>	<p>Facilities Planning & Management</p>
<p>TR-10. When the preliminary design of the pedestrian bridge on Temple Avenue east of Bonita Drive is available, it shall be reviewed by the Executive Board Officers of the Associated Students (AS) of Mt. SAC, by the Campus Master Plan Coordinating Team (CMPCT), by the City of Walnut, and the Division of the State Architect (DSA). All recommendations of a site-specific traffic analysis shall be implemented. The Lead Agency is the City of Walnut.</p>	<p>Complete required traffic improvements by 2025</p>	<p>Facilities Planning & Management</p>
<p>TR-11. Convert the existing EB right-turn lane to a through/right-turn lane at the Nogales Street/Amar Road intersection (Intersection Index #1 per <i>Mt. SAC 2015 Facilities Master Plan Update & Physical Education Projects Traffic Impact Study Final Report</i> prepared by Iteris and dated September 1, 2016). There is sufficient roadway width at the intersection departure lane in the eastbound direction to accommodate the third through-lane. The City of Walnut is the Lead Agency.</p>	<p>Complete required traffic improvements by 2025</p>	<p>Facilities Planning & Management</p>
<p>TR-12. Restripe the EB approach lane to include a dedicated right-turn lane at the Lemon Avenue/Amar Road intersection (Intersection Index #2). The City of Walnut is the Lead Agency.</p>	<p>Complete required traffic improvements by 2025</p>	<p>Facilities Planning & Management</p>
<p>TR-13. Convert the existing NB right-turn lane to a shared through/right-turn lane at the Grand Avenue and SR-60 EB Ramps (Intersection Index #13). There is sufficient roadway width at the intersection departure in the northbound (NB) direction to accommodate the third through lane. The California Department of Transportation is the Lead Agency.</p>	<p>Complete required traffic improvements by 2025</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
14. Transportation (continued)		
<p>TR-14. Modify the traffic signal at the Bonita Drive/Temple Avenue intersection (Intersection Index #15) to include a NB right-turn overlap phase. The City of Walnut is the Lead Agency.</p>	<p>Complete required traffic improvements by 2025</p>	<p>Facilities Planning & Management</p>
<p>TR-15. A third NB through-lane is required at the Grand Avenue and Mountaineer Road intersection. However, insufficient right-of-way ROW is available within the current curb width. Therefore, further improvements are not feasible. The City of Walnut is the Lead Agency.</p>	<p>Assure pedestrian and vehicular safety during truck hauling activities for the PEP (Phase 1).</p>	<p>Facilities Planning & Management</p>
<p>TR-16 to TR-27 are requirements for hosting the 2020 Olympic Track & Field Trials</p>		
<p>TR-16. Facilities Planning & Management, along with the Local Organizing Committee (LOC) shall prepare a Transportation and Parking Management Plan for the 2020 Olympic Track & Field Trials (OTFT). All campus parking locations and parking or shuttle fees shall be included in the Plan. If needed, additional security shall be provided at off-campus shuttle lots. All parking attendants (i.e. a minimum of one for each lot) shall have communication devices to communicate with a Campus Parking Supervisor. The Executive Board Officers of the Associated Students (AS) of Mt. SAC shall be given an opportunity to review and comment on the preliminary plan. The Plan shall be substantially complete at least a year (12 months) before the OTFT begin and be approved by the Board of Trustees. The timeframe relates to the preparation of registration materials and event websites. Facilities Planning & Management shall ensure compliance.</p>	<p>Implement a traffic and parking plan that provides adequate parking, minimizes congestion and provides opportunities for shuttle use.</p>	<p>Facilities Planning & Management</p>
<p>TR-17. Parking lot locations, vehicle occupancy requirements, and parking pass fees shall be published in all registration and event materials, on the event websites and included in all media information. The Local Organizing Committee (LOC) shall hire students part-time as parking attendants or, if qualified, as shuttle drivers. Event Services shall ensure compliance.</p>	<p>Distributing information to all registrants, media and the public on parking availability.</p>	<p>Event Services Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
14. Transportation (continued)		
<p>TR-18. The Local Organizing Committee (LOC) shall provide shuttle bus service as described in Draft SEIR Section 3.11.2. The off-campus shuttles shall operate at least three (3) hours before the first event of the day for the 2020 Olympic Track & Field Trials and for at least three (3) hours after the last event ends. Event Services shall ensure compliance.</p>	<p>Implement a traffic and parking plan that provides adequate parking, minimizes congestion and provides opportunities for shuttle use.</p>	<p>Event Services Facilities Planning & Management</p>
<p>TR-19. The Local Organizing Committee (LOC) shall conduct two or more workshops for local Chamber of Commerce members and area hotel managers at least nine (9) months before the 2020 Olympic Track & Field Trials to inform them of the events. The workshops shall discuss shuttle routes and time tables, distribute media packets, answer questions and encourage hotel managers to offer special hotel packages and morning and evening hotel shuttle services between their hotel and the campus free or for a limited fee. The Director of the Local Organizing Committee (LOC) shall ensure compliance.</p>	<p>Distributing information to businesses that provide services to athletics and guests during the event.</p>	<p>Facilities Planning & Management</p>
<p>TR-20. The Transportation and Parking Management Plan for the 2020 Olympic Track & Field Trials shall be based on the information in the Parking Plan in Draft SEIR Section 3.11.2. With the stated minimum persons per vehicle, the designated lots provide parking for at least 14,919 guests and 490 faculty/staff on campus during the 2020 Summer Intersession if classes are not in session (Draft SEIR Table 3.11.5). The Parking Plan provides sufficient parking without Parking Structure J (Draft SEIR Table 3.11.5). Facilities Planning & Management shall ensure compliance.</p>	<p>Implement a traffic and parking plan that provides adequate parking, minimizes congestion and provides opportunities for shuttle use.</p>	<p>Facilities Planning & Management</p>
<p>TR-21. If the 2020 Olympic Track & Field Trials are held during the Summer Intersession and classes are in session, the Local Organizing Committee (LOC) shall implement a Parking Plan based on Draft SEIR Section 3.11.2. The Parking Plan shall pre-register faculty and staff for parking on campus for the week (i.e. not daily). Faculty and staff do not need to pre-register for the weekend. This procedure assures all faculty and staff have easy access to reserved parking during the week. Facilities Planning & Management shall ensure compliance.</p>	<p>Implement a traffic and parking plan that provides adequate parking, minimizes congestion and provides opportunities for shuttle use.</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
14. Transportation (continued)		
<p>TR-22. During registration for the 2020 Olympic Track & Field Trials, registrants may purchase a parking pass for a specific on-campus parking lot (e.g. Lot F) or an off-campus parking pass (e.g. Cal Poly Pomona, Lanterman Developmental Center, Diamond Bar High School or Walnut High School etc.). Parking passes will be sold for the entire 10-day event, for Session 1 (Day 1–4), Day 5–6 or Session 2 (Day 7–10). No parking passes will be issued for the other off-campus shuttle locations. Each registrant who purchases a parking pass shall receive a windshield parking pass for a specific parking lot. Each parking pass shall state the minimum persons per vehicle [e. g. minimum three (3) persons per vehicle]. Registration for athletes and officials shall begin two (2) weeks before registration for the general public. Facilities Planning & Management shall ensure compliance.</p>	<p>Implement a traffic and parking plan that provides adequate parking, minimizes congestion and provides opportunities for shuttle use.</p>	<p>Facilities Planning & Management</p>
<p>TR-23. With classes not scheduled in the Summer Intersession, the recommended parking plan for the 2020 Olympic Track & Field Trials (OTFT) is Plan A in Draft SEIR Section 3.11.2 (Table 3.11.5). The OTFT Parking Plan shall be refined when the shuttle route system is finalized (i.e. TR-17). Facilities Planning & Management shall ensure compliance.</p>	<p>Implement a traffic and parking plan that provides adequate parking, minimizes congestion and provides opportunities for shuttle use.</p>	<p>Facilities Planning & Management</p>
<p>TR-24. With classes scheduled in the Summer Intersession, the recommended parking plan for the 2020 Olympic Track & Field Trials (OTFT) is Plan B in Draft SEIR Section 3.11.2 (Table 3.11.6). The OTFT Parking Plan shall be refined when the shuttle route system is finalized (i.e. TR-17). An updated focused traffic analysis is required. Facilities Planning & Management shall ensure compliance.</p>	<p>Implement a traffic and parking plan that provides adequate parking, minimizes congestion and provides opportunities for shuttle use.</p>	<p>Facilities Planning & Management</p>
<p>TR-25. For additional reduction in pm peak period conflicts between area commuter traffic and 2020 Olympic Track & Field Trials traffic leaving the final event on Friday or Monday during Session 1, the event schedule shall be revised so guest traffic leaves before the commute period begins or after the pm peak commute period ends. Either event schedule revision will result in reducing the number of pm peak period conflicts by two days, and only two of the ten event days during Session 2 have pm peak conflicts (Draft SEIR Table 3.11.1). Facilities Planning & Management shall ensure compliance.</p>	<p>If feasible, revising the preliminary schedule to reduce traffic congestion weekdays during the pm peak period.</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
14. Transportation (continued)		
<p>TR-26. Prior to installation of the Lot F traffic signal, the City of Walnut shall consider lowering the posted travel speed along Temple Avenue near Lot F from 50 mph to 35–40 mph to facilitate access to the Lot F east entry driveway. The Public Works Department of the City of Walnut shall ensure compliance.</p>	<p>Consideration of lower posted travel speeds on Temple Avenue when a signal is warranted at Lot F and Temple Avenue.</p>	<p>Facilities Planning & Management</p>
<p>TR-27. Prior to completion of Parking Structure J, the northside leg at the Lot F and Temple Avenue driveway shall be widened. Facilities Planning & Management shall ensure compliance.</p>	<p>Complete required traffic improvements when required</p>	<p>Facilities Planning & Management</p>
<p>TR-28 to TR-40 are requirements for general parking, construction, and transportation impacts</p>		
<p>TR-28. Beginning in 2015, whenever a traffic/parking study for a FMP has not been completed in five (5) years, a new parking study shall be completed. The parking study shall specify the total parking supply required and a timeframe for providing the required number of campus parking spaces. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing provision for adequate parking based on the College's recommended most recent headcount parking standard.</p>	<p>Facilities Planning & Management</p>
<p>TR-29. Site specific traffic and parking studies are required by the College for all new special events (i.e. excluding the 2020 Olympic Track & Field Trials) with projected maximum daily attendance above 15,000 weekdays (excludes Summer Intersession and campus holidays). Facilities Planning & Management shall ensure compliance.</p>	<p>Studies for new Special Events other than the 2020 Olympic Track & Field Trials</p>	<p>Facilities Planning & Management</p>
<p>TR-30. The following recommendations from the <i>Mt. San Antonio College Traffic Impact Analysis (Revised)</i> prepared by Kunzman Associates and dated August 22, 2002 shall be implemented for onsite improvements: (1) Preferential carpool parking permits and spaces for special events and/or special recognition of student and faculty achievements, (2) Additional parking spaces for motorcycles, (3) Additional bicycle racks, (4) Bicycle lockers and/or showers and lockers for cyclists, and (5) Evaluation of reduction in free parking, raising parking fees and/or demand parking prices. The evaluation shall be completed by July 1, 2017 and CMPCT shall issue a recommendation to the Board of Trustees by September 1, 2017. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing provision to improve alternative transportation on campus.</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
14. Transportation (continued)		
<p>TR-31. For hauling operations of more than 15 trucks per hour or more than 100,000 cubic yards (cy), a Truck Haul Plan (THP) approved by the Director of Facilities Planning & Management, with consultation with adjacent cities, shall be implemented. The THP shall consider traffic counts, routes, hours/day of hauling, avoidance of am and pm peak hours, intersection geometrics, access/egress constraints and pieces of construction equipment onsite. Recommendations shall be made concerning all hauling operations to minimize traffic and pedestrian congestion on campus and off campus and included in construction logistics plans. If required, all haul trucks shall be radio-dispatched. Light duty trucks with a weight of no more than 8,500 pounds are exempt from the THP requirements. Facilities Planning & Management shall ensure compliance.</p>	<p>Assure pedestrian safety and reduce vehicular congestion along haul routes for campus construction hauling during peak hour traffic.</p>	<p>Facilities Planning & Management</p>
<p>TR-32. Contractors shall submit traffic handling plans and other construction documents to Facilities Planning & Management prior to commencement of demolition or grading. The plans and documents shall comply with the <i>Work Area Traffic Control Handbook (WATCH)</i>. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing assurance of public safety at or near project construction sites.</p>	<p>Facilities Planning & Management</p>
<p>TR-33. Demolition and construction contracts shall include plans for temporary sidewalk closure, pedestrian safety on adjacent sidewalks, vehicle and pedestrian safety along the project perimeter and along construction equipment haul routes on campus. These plans shall be reviewed by the Mt. SAC Department of Police/Public Safety and approved by Facilities Planning & Management. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing assurance of public safety at or near project construction sites.</p>	<p>Facilities Planning & Management</p>
<p>TR-34. Demolition and construction contracts shall include plans for construction worker parking areas on campus. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing provisions for construction employee parking areas near construction sites or in designated areas with permits.</p>	<p>Facilities Planning & Management</p>
<p>TR-35. Each project site shall be adequately barricaded with temporary fencing to secure construction equipment, minimize trespassing, vandalism and short-cut attractions, and reduce hazards during demolition and construction. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing provisions for construction security for individual projects and assurance of public safety.</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
14. Transportation (continued)		
<p>TR-36. Construction contractors shall post a flag person at locations near a construction site during major truck hauling activities to protect pedestrians from conflicts with heavy equipment entering or leaving the project site. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing provision for public safety from truck hauling activities near pedestrian paths.</p>	<p>Facilities Planning & Management</p>
<p>TR-37. Upon completion of project-specific construction documents, the Mt. SAC Department of Police/Public Safety shall complete a parking, pedestrian, circulation and signage plan to address direct and indirect public safety needs for parking on campus during the project-specific construction period. For each major project, the changing parking demands created by construction, increased student enrollments and new building locations shall be addressed. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing provision for maintaining adequate parking during construction periods.</p>	<p>Facilities Planning & Management</p>
<p>TR-38. During the preparation of campus grading, landscape and street improvement plans, the sight distance (length of roadway visible to a driver) at each project access on campus shall be reviewed with respect to Caltrans standards. Facilities Planning & Management shall ensure compliance.</p>	<p>Provision for sight distances for public safety on campus near construction sites.</p>	<p>Facilities Planning & Management</p>
<p>TR-39. Onsite traffic signing and striping shall be implemented in conjunction with detailed project-specific construction plans. Facilities Planning & Management shall ensure compliance.</p>	<p>Provision for required onsite traffic signs and striping.</p>	<p>Facilities Planning & Management</p>
<p>TR-40. The Master Vehicular Circulation Plan shall be updated and shall specify all revisions and additions to parking areas, parking controls, public bus stops, private shuttle operations, shuttle stops and signage within the campus needed for buildout of the 2015 FMPU. All recommendations of the approved Vehicular Circulation Plan shall be included in construction contracts and implemented. Facilities Planning & Management shall ensure compliance.</p>	<p>Provision for adequate transportation facilities and services for buildout of the 2015 FMPU.</p>	<p>Facilities Planning & Management</p>
<p>TR-41 to TR-48 are requirements for public transit impacts</p>		
<p>TR-41. The Bursar's Office at Mt. San Antonio College shall participate in the Metrolink College Student Discount Pass Program. Registration materials for each term shall inform student of its availability. Auxiliary Services shall ensure compliance.</p>	<p>Ongoing provision for bus passes for campus students.</p>	<p>Auxiliary Services</p>

Mitigation Measures	Monitoring Action	Department Responsible
14. Transportation (continued)		
TR-42. Schedule/fee information for Foothill Transit (including the Go Pass), Metrolink and Metro shall be made available to students for each semester. Auxiliary Services shall ensure compliance.	Ongoing provision for up to date information on area transportation services.	Auxiliary Services
TR-43. The Campus Master Plan Coordinating Team (CMPCT) shall review the preliminary site plan for the Public Transportation Center and recommend any changes needed in the Pedestrian Circulation and Vehicular Circulation exhibits in the 2015 FMPU to provide safe pedestrian paths, including Americans with Disability Act (ADA) requirements for access the Public Transportation Center. Facilities Planning & Management shall ensure compliance.	Ongoing provision for adequate pedestrian paths and vehicular circulation near the Public Transportation Center.	Facilities Planning & Management
TR-44. The District shall complete a Memorandum of Understanding (MOU) with participating transit agencies for the Public Transportation Center. The MOU shall specify all financial, legal, insurance, operation and maintenance responsibilities for each party. Facilities Planning & Management shall ensure compliance.	Provision for legal agreements for operation and funding of the Public Transportation Center.	Facilities Planning & Management
TR-45. The District shall negotiate an agreement with additional transit agencies serving the campus to provide an unlimited bus pass for a fixed student transportation fee per semester by January 1, 2018. Facilities Planning & Management shall ensure compliance.	Complete required traffic improvements by 2018.	Facilities Planning & Management
TR-46. The Executive Board Officers of the Associated Students (AS) of Mt. SAC shall be given an opportunity to review and comment on the Public Transportation Center project prior to CMPCT final review. Facilities Planning & Management shall ensure compliance.	Provide opportunities for student feedback on preliminary plans for the Public Transportation Center.	Facilities Planning & Management
TR-47. Mt. SAC shall meet with Cal Poly Pomona to discuss a joint campus shuttle service by July 1, 2017. Facilities Planning & Management shall ensure compliance.	Explore opportunities for shuttle use between Mt. SAC and Cal Poly Pomona.	Facilities Planning & Management
TR-48. Not Used		
TR-49 to TR-57 are requirements for other transportation issues (TR-48 is no longer being used as an index)		

Mitigation Measures	Monitoring Action	Department Responsible
14. Transportation (continued)		
<p>TR-49. When traffic access is allowed (gate controlled) at the southside leg of the Temple Avenue and Lot F driveway (primarily for athletic events), manual traffic control (Mt. SAC or City provided traffic control personnel) shall be utilized. The Kinesiology, Athletics and Dance Division and Facilities Planning & Management shall ensure compliance.</p>	<p>Provision for required traffic controls along Temple Avenue at the Lot F intersection during special events when the Lot F intersection is not signalized.</p>	<p>Kinesiology, Athletics and Dance Division and Facilities Planning & Management</p>
<p>TR-50. All truck hauling from the borrow site to the West Parcel shall have radio-communication to assure that trucks do not create traffic congestion at area intersections, in the left-turn pocket at Grand Avenue and Temple Avenue and at the West Parcel driveway. In addition, haul trucks on the designated haul route shall be spaced to assure that trucks do not impede traffic flow along the haul route,</p> <p>(a) All construction hauling for the West Parcel project shall occur between the hours of 8:30 am to 4:30 pm Monday–Saturday to avoid the am and pm peak hour traffic along the haul route,</p> <p>(b) The hauling contractor shall maintain radio-communication with all trucks at all times, and have a designated person at the West Parcel and at the borrow site who can inform truck drivers at the borrow site if the spacing needs to be adjusted. All truck drivers shall be oriented to the hauling and communication procedures prior to initiating haul activities. The project manager shall ensure truck hauling to assure spacing requirements and hauling activities do not exceed the requirements,</p> <p>(c) Truck haul drivers shall be instructed to maintain proper spacing along the entire return route from the West Parcel to the borrow site. When needed, the drivers should be in radio-communication along the return route to prevent congestion. However, visual contract between trucks may be sufficient to provide spacing without a lot of radio communication on the return haul route and;</p> <p>(d) For 95% of the time, drivers shall maintain a minimum of 80 feet separation between trucks on the return route from the West Parcel to the borrow site on roadway links. This restriction does not apply to intersections where signalization may cause delays. Facilities Planning & Management shall ensure compliance.</p>	<p>Assure pedestrian and vehicular safety during truck hauling activities for the West Parcel Solar project.</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
14. Transportation (continued)		
<p>TR-51. Programming for the Auditorium should establish if an adjacent Parking Structure is desirable in Lot B within six months of certification of the Final EIR. A site specific study is required for the Auditorium and/or an adjacent parking structure. Facilities Planning & Management shall ensure compliance.</p>	<p>Explore advanced planning needs for an additional parking structure near the Auditorium.</p>	<p>Facilities Planning & Management</p>
<p>TR-52. The City of Walnut shall consider restricting left-turn movements eastbound along Amar Road east of Country Hollow Drive during the am peak hour, implementation of a resident parking program or restrictions on street parking during certain hours, to minimize student-related traffic in the adjacent neighborhoods west of Grand Avenue south of Collegewood Drive. The Community Development Department of the City of Walnut shall ensure compliance.</p>	<p>Provision for required vehicle turning movement restrictions for vehicular safety.</p>	<p>City of Walnut</p>
<p>TR-53. Truck hauling for grading of the Physical Education Projects (PEP) (Phase 1, 2) site shall be limited to 8 hours a day and a maximum of 18 trucks per hour. Facilities Planning & Management shall ensure compliance.</p>	<p>Truck hauling for PEP.</p>	<p>Facilities Planning & Management</p>
<p>TR-54. When a site plan is completed, a site-specific analysis shall be completed for the Public Transportation Center. All recommendations of the traffic analysis shall be completed and the project coordinated with the College, the City of Walnut, Foothill Transit and if required, Metro. Facilities Planning & Management shall ensure compliance.</p>	<p>Provision for inter-agency coordination and CEQA regulations.</p>	<p>Facilities Planning & Management</p>
<p>TR-55. The Mt. SAC Department of Police/Public Safety shall update their evacuation plans for an extreme emergency by January 1, 2017. The updated emergency evacuation plan shall refine the preliminary plan included in the Final EIR and distribute vehicular traffic from campus lots to Grand Avenue and Temple Avenue in the most efficient and safe manner as possible. Public safety officers shall be deployed to pre-assigned locations and tasks to direct vehicular traffic in pre-determined directions defined in the emergency evacuation plan. Facilities Planning & Management shall ensure compliance.</p>	<p>Provision for a current plan for minimizing the time required to evacuate vehicles and personnel away from campus in an emergency evacuation.</p>	<p>Mt. SAC Department of Police/Public Safety Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
14. Transportation (continued)		
<p>TR-56. For hauling operations of more than 15 trucks per hour and more than 100,000 cubic yards, a Truck Haul Plan (THP) approved by the Director of Facilities Planning & Management, shall be implemented. The THP shall consider traffic counts, haul routes, hours/days of hauling, avoidance of peak hours, intersection geometrics, access/egress constraints, truck load capacity, and pieces of construction equipment onsite and shall specify requirements to minimize traffic and pedestrian congestion on campus and off campus. The THP shall be required in all applicable construction logistics plans. If necessary, all haul trucks shall utilize radio communication to improve traffic flow and minimize congestion. Light duty trucks with a weight of no more than 8,500 pounds are exempted from a THP. Facilities Planning & Management shall ensure compliance.</p>	<p>Minimizing traffic impacts from truck hauling.</p>	<p>Facilities Planning & Management</p>
<p>TR-57. Beginning in 2015, whenever a traffic/parking study for a FMP or FMPU has not been completed in five (5) years, a new parking study shall be completed. The parking study shall specify the total parking supply required and a timeframe for providing the required number of campus parking spaces. Facilities Planning & Management shall ensure compliance.</p>	<p>Providing ample parking supply when enrollment changes.</p>	<p>Facilities Planning & Management</p>
15. Utilities/Service Systems		
<p>SS-01. The 2012 Mt. SAC Utility Infrastructure Master Plan (UIMP) shall be updated to accommodate the projected 2019–2020 student enrollment and the facilities included in the buildout of the 2015 FMPU to year 2020. Facilities Planning & Management shall ensure compliance.</p>	<p>Resolution of phasing issues related to infrastructure, new facilities and student enrollment increases.</p>	<p>Facilities Planning & Management</p>
<p>SS-02. The 2012 Mt. SAC Utility Infrastructure Master Plan (UIMP) shall be revised for buildout of the 2015 FMPU. The UIMP shall specify all revisions and additions to water lines from Three Valleys Municipal Water District's (TVMWD) \ PM-1 connector to the campus, and lines within the campus needed for buildout of the 2015 FMPU. All recommendations of the approved UIMP shall be included in construction contracts and implemented. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing provision for ample water supplies on campus.</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
15. Utilities/Service Systems (continued)		
<p>SS-03. The College shall obtain permits and water commitments required by the Three Valleys Municipal Water District (TVMWD) for water service to all projects. These requirements shall be included in construction contracts. TVMWD has requested advance notification whenever demand may increase by more than 50 percent so future planning may be completed. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing provision for ample water supplies on campus.</p>	<p>Facilities Planning & Management</p>
<p>SS-04. The 2012 Mt. SAC Utility Infrastructure Master Plan (UIMP) shall be updated and shall specify all revisions and additions to sewer lines within the campus needed for buildout of the 2015 FMPU. All recommendations of the approved UIMP shall be included in construction contracts and implemented. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing provision for adequate sewer line capacity on campus.</p>	<p>Facilities Planning & Management</p>
<p>SS-05. The 2012 Mt. SAC Utility Infrastructure Master Plan (UIMP) shall be updated and shall specify all revisions and additions to the electrical distribution system within the campus needed for buildout of the 2015 FMPU. All recommendations of the approved UIMP shall be included in construction contracts and implemented. Facilities Planning & Management shall ensure compliance.</p>	<p>Provision for adequate electrical system for buildout of the 2015 FMPU.</p>	<p>Facilities Planning & Management</p>
<p>SS-06. For each project, the College shall obtain all approval(s) required by Southern California Edison (SCE) for electrical service. These requirements shall be included in construction contracts and implemented. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing provision for electrical service for new projects from SCE.</p>	<p>Facilities Planning & Management</p>
<p>SS-07. For each project, the College shall obtain all permits required by the Southern California Gas Company (SoCalGas) for natural gas service. These requirements shall be included in construction contracts and implemented. Facilities Planning & Management shall ensure compliance.</p>	<p>Ongoing provision for natural gas service for new projects from SoCalGas</p>	<p>Facilities Planning & Management</p>

Mitigation Measures	Monitoring Action	Department Responsible
15. Utilities/Service Systems (continued)		
<p>SS-08. The 2012 Mt. SAC Utility Infrastructure Master Plan (UIMP) shall be updated and shall specify all revisions and additions to solid waste collection systems, storage and transfer within the campus needed for buildout of the 2015 FMPU. All recommendations of the approved UIMP shall be included in construction contracts and implemented. (Contracts with independent trash haulers are not included in these requirements). Facilities Planning & Management shall ensure compliance.</p>	<p>Provision for adequate solid waste facilities on campus for buildout of the 2015 FMPU</p>	<p>Facilities Planning & Management</p>
<p>Source: Mt. San Antonio College Facilities Planning & Management, October 10, 2016</p>		

MT. SAN ANTONIO COLLEGE EXISTING CAMPUS PLAN



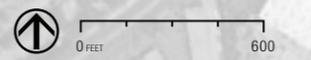
BUILDING KEY

ID No.	Building Name	ID No.	Building Name	ID No.	Building Name
1A	Art Center	26B	Humanities / Social Sciences East	61	Math and Science
1B/C	Art Center/Gallery	26C	Planetarium	66	Language Center
2	Performing Arts Center	26D	Humanities / Social Sciences South	67A	Health Careers Center
3	Gymnasium	27A	Exercise Science / Wellness Center	67B	Health Careers Center
4	Administration	27B	Pool	69	Welding, Heating / Air Conditioning
6	Library / Learning Technology Center	27C	Physical Education Center	70-73	Child Development Complex
6A	Information Kiosk	28A/B	Technology Center	80	Agricultural Science
7	Science South	29	Central Plant	104	Brackett Field (Off Campus)
8	Campus Cafe (to be demolished)	29A	Lease Space (to be demolished)	F1	Horticulture Unit
9A	Bookstore / The Center for Deaf and Hard of Hearing (DHH)	29B	Central Plant Office	F1A	Sherman Park Picnic Area / Restrooms
9B	Student Services Center	30	Adult Basic Education Center	F2A	Farm Offices
9C	Student Life Center	31A/B	Continuing Education ESL*	F2B	Horticulture Storage
9D	Student Services	31C	Continuing Education Toilet Room Building*	F2C	Irrigation + Landscape Construction
10	Founders Hall	32	Continuing Education ESL*	F3	Equipment Barn
11	Science North	35	Continuing Education ESL*	F3A	Old Dairy Unit
12	Building 12*	36	Continuing Education ESL*	F4A	Swine Market Pens
12A	Oden House (to be demolished)	38A	Community Education Center*	F4B	Swine Farrowing House
12B	Garage (to be demolished)	38B	Community Education Center*	F5A	Vivarium
13	Design Technology	40	Building 40*	F5B	Small Animal Care Unit
16A	Express Stop	43	Tilden Coil Constructors (TCC) / Vinewood Company	F6A	Equine Breeding Barn
16B	ACES + Arise	44	Athletics Modular	F6B	Equine Mare Motel
16C	Veterans Resource Center (VRC)	45	Kinesiology / Athletics / Dance	F6C	Equine Hay Barn
16D	High Tech Center (HTC)	46	Emergency Operations Center	F7	Equipment Technology
17	Building 17*	46A	Document Storage Modular	F8	Hay Barn
18	Building 18*	47	Facilities Planning + Management (FP+M) and Maintenance + Operations (M+O)	F9	Livestock Pavilion
18A	Modular Building 18A*	48	Receiving / Transportation	F10	48th Agricultural District Office
18B	Modular Building 18B*	50A	Stadium Ticket Office (to be demolished)	G1	Greenhouse
18C	Technical Education Resource Center (TERC)	50B	Stadium Restroom (to be demolished)	G2	Greenhouse
18D	Instructional Modular	50C	Stadium Restroom (to be demolished)	G3	Greenhouse
19A	Building 19A*	50D	Stadium Restroom (to be demolished)	G4	Greenhouse
19B	Building 19B*	50E	Stadium Restroom (to be demolished)	G5	Greenhouse
19C	Mountie Grill	50F	Stadium Press Box (to be demolished)	BH	Block House
20	Building 20*	50G	Physical Education Center Field House (to be demolished)	EC	Equity Center
21A-21D	Modular Classroom Buildings*	50H	Stadium Concessions (to be demolished)	FS	Food Services Building (Bond ID L7-C2)
21E	Modular Toilet Room Building*	51	Athletic Storage Building	SSC	Student Success Center (Bond ID L7-C8)
21F-21J	Modular Classroom Buildings*	60	Science Laboratories	WT	Water Tower
23	College Services				
23A	Data Center				
26A	Humanities / Social Sciences North				

* No official building name exists

LEGEND

- PROPERTY LINE
- EXISTING FACILITIES
- (R) RECENTLY RENOVATED FACILITIES
- (PR) PARTIALLY RENOVATED FACILITIES
- FACILITIES UNDER CONSTRUCTION
- FACILITIES TO BE DEMOLISHED
- CROSS COUNTRY COURSE

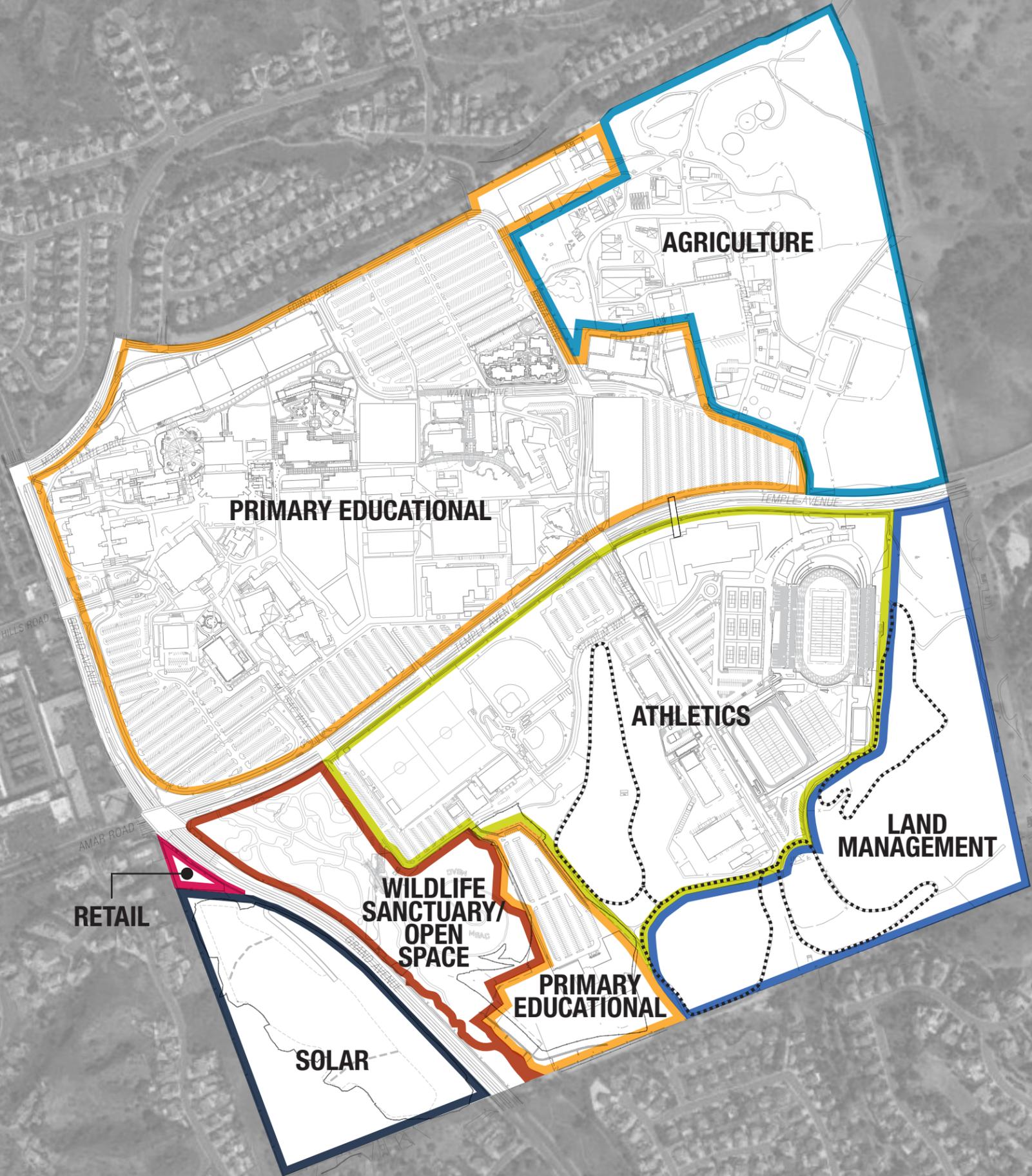


MT. SAN ANTONIO COLLEGE CAMPUS ZONING



LEGEND

- AGRICULTURE
- ATHLETICS
- RETAIL
- PRIMARY EDUCATIONAL
- WILDLIFE SANCTUARY/OPEN SPACE
- LAND MANAGEMENT
- SOLAR
- CROSS COUNTRY COURSE



LEGEND

- PROPERTY LINE
- FUTURE NEW FACILITIES OR EXPANSION ZONE
- LIMIT OF PHYSICAL EDUCATION PROJECTS
- /// EXISTING FACILITIES – TO BE RENOVATED
- EXISTING FACILITIES – TO REMAIN
- FUTURE PROGRAM ZONE
- FACILITIES TO BE DEMOLISHED
- CROSS COUNTRY COURSE

MT. SAN ANTONIO COLLEGE LAND USE PLAN



BUILDING KEY

ID No.	Building Name	ID No.	Building Name
1A	Art Center	38A	Community Education Center* (to be demolished)
1B/C	Art Center/Gallery	38B	Community Education Center* (to be demolished)
2	Performing Arts Center	40	Building 40*
3	Gymnasium (to be demolished)	43	Tilden Coil Constructors (TCC) / Vinewood Company
4	Administration	44	Athletics Modular
6	Library / Learning Technology Center	45	Kinesiology / Athletics / Dance
6A	Information Kiosk	46	Emergency Operations Center
7	Science South	46A	Document Storage Modular
9A	Bookstore / The Center for Deaf and Hard of Hearing (DHH)	47	Facilities Planning + Management (FP+M) and Maintenance + Operations (M+O)
9B	Student Services Center	48	Receiving / Transportation
9C	Student Life Center (to be demolished)	50F	Stadium Press Box (to be demolished)
9D	Student Services	50G	Physical Education Center Field House (to be demolished)
10	Founders Hall	50H	Stadium Concessions (to be demolished)
11	Science North	51	Athletic Storage Building
12	Building 12*	60	Science Laboratories
13	Design Technology	61	Math and Science
16A	Express Stop (to be demolished)	66	Language Center
16B	Aces + Arise (to be demolished)	67A	Health Careers Center
16C	Veterans Resource Center (VRC) (to be demolished)	67B	Health Careers Center
16D	High Tech Center (HTC) (to be demolished)	69	Welding, Heating / Air Conditioning
17	Building 17* (to be demolished)	70-73	Child Development Complex
18	Building 18* (to be demolished)	80	Agricultural Science
18A	Modular Building 18A* (to be demolished)	104	Brackett Field (Off Campus)
18B	Modular Building 18B* (to be demolished)	F1	Horticulture Unit
18C	Technical Education Resource Center (TERC) (to be demolished)	F1A	Sherman Park Picnic Area / Restrooms
18D	Instructional Modular (to be demolished)	F2A	Farm Offices
19A	Building 19A* (to be demolished)	F2B	Horticulture Storage
19B	Building 19B* (to be demolished)	F2C	Irrigation + Landscape Construction
19C	Mountie Grill (to be demolished)	F3	Equipment Barn
20	Building 20* (to be demolished)	F3A	Old Dairy Unit
21A-21D	Modular Classroom Buildings* (to be demolished)	F4A	Swine Market Pens
21E	Modular Toilet Room Building* (to be demolished)	F4B	Swine Farrowing House
21F-21J	Modular Classroom Buildings* (to be demolished)	F5A	Vivarium
23	College Services	F5B	Small Animal Care Unit
23A	Data Center	F6A	Equine Breeding Barn
26A	Humanities / Social Sciences North	F6B	Equine Mare Motel
26B	Humanities / Social Sciences East	F6C	Equine Hay Barn
26C	Planetarium	F7	Equipment Technology
26D	Humanities / Social Sciences South	F8	Hay Barn
27A	Exercise Science / Wellness Center (to be demolished)	F9	Livestock Pavilion
27B	Pool (to be demolished)	F10	48th Agricultural District Office
27C	Physical Education Center (to be demolished)	G1	Greenhouse
28A/B	Technology Center	G2	Greenhouse
29	Central Plant	G3	Greenhouse
29B	Central Plant Office	G4	Greenhouse
30	Adult Basic Education Center	G5	Greenhouse
31A/B	Continuing Education ESL*	BH	Block House
31C	Continuing Education Toilet Room Building*	CCT	Chiller Cooling Tower (CCT)
32	Continuing Education ESL*	J	North Parking Structure
35	Continuing Education ESL*	TES	Thermal Energy System (TES)
36	Continuing Education ESL*	WPS	West Parcel Solar Project
		WSE	Wildlife Sanctuary Expansion
		WT	Water Tower
		WW	Irrigation Water

BOND PROJECT KEY

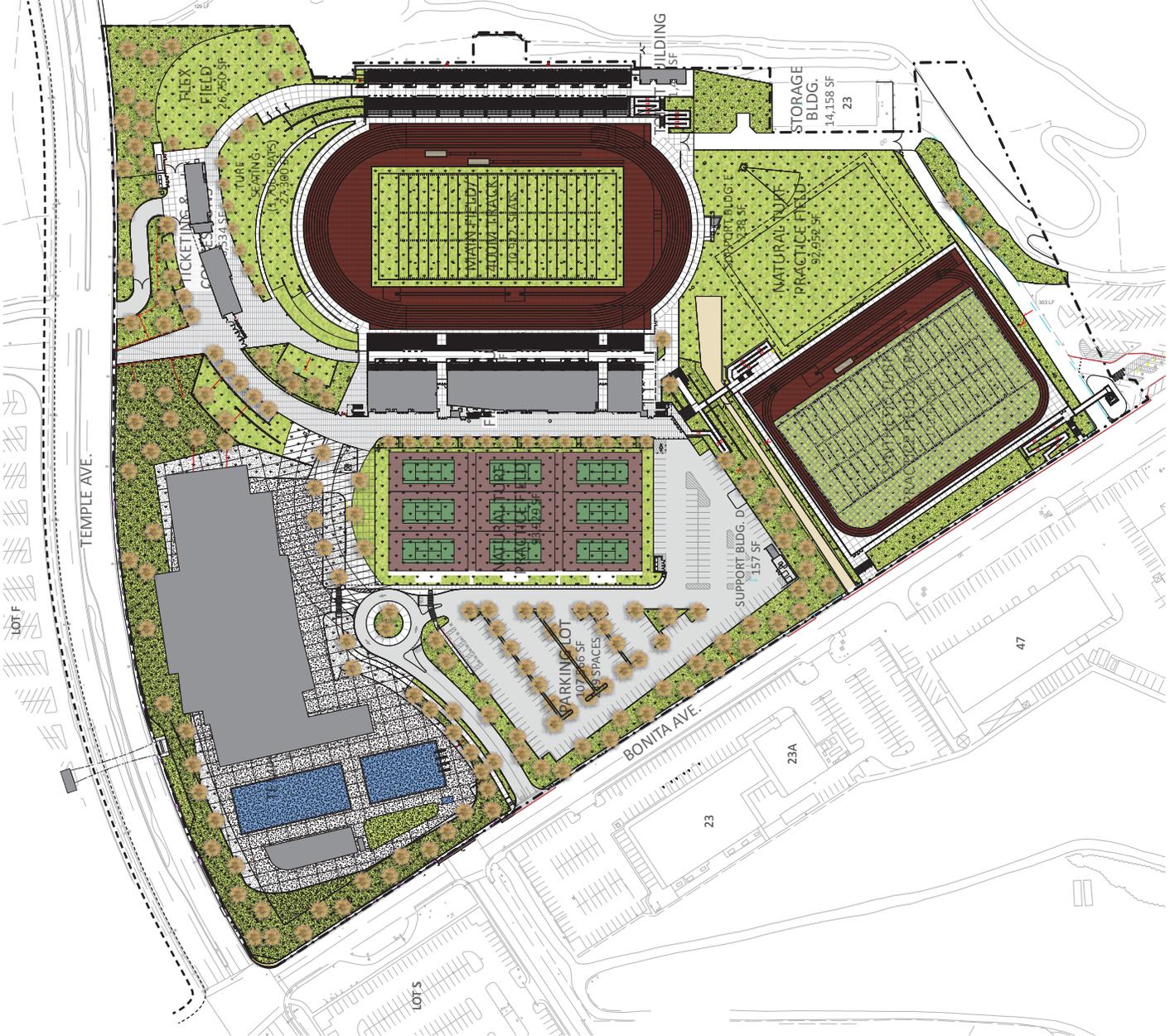
ID No.	Bond Project Name
A	Library / Campus Center
D	Athletic Concessions & Restrooms
D1/D2/D3	Physical Education Complex (PEC)
D4	Tennis Courts
D5	Practice Fields
D6	Stadium
E	Career & Technical Education Building Renovation & Expansion
F2	Classroom Building Renovation
G	Laboratory Building Expansion
H	Fire Training Academy
I	Public Transit Center
J	Parking Structure (2,300 spaces)
L7-A	Building 9A Renovation
L7-C15	Building 40 Continuing Education Remodel
1	Future Instructional Building Zone (two-story, 35,000 sf)
2	Future Adult Education Zone
3	Auditorium Zone (1,200 seats)
4	Future Instructional Building Zone
5	Future Instructional Building Zone
--	Retail Zone
BCT	Business & Computer Technology (BCT) (Bond ID B, G, L7-C3)
EC	Equity Center
FS	Food Services Building (Bond ID L7-C2)
HH	Heritage Hall
SSC	Student Success Center (Bond ID L7-C8)

* No official building name exists



Exhibit 2.2: Physical Education Projects (PEP) Site Plan (Phase 1)

June 2016

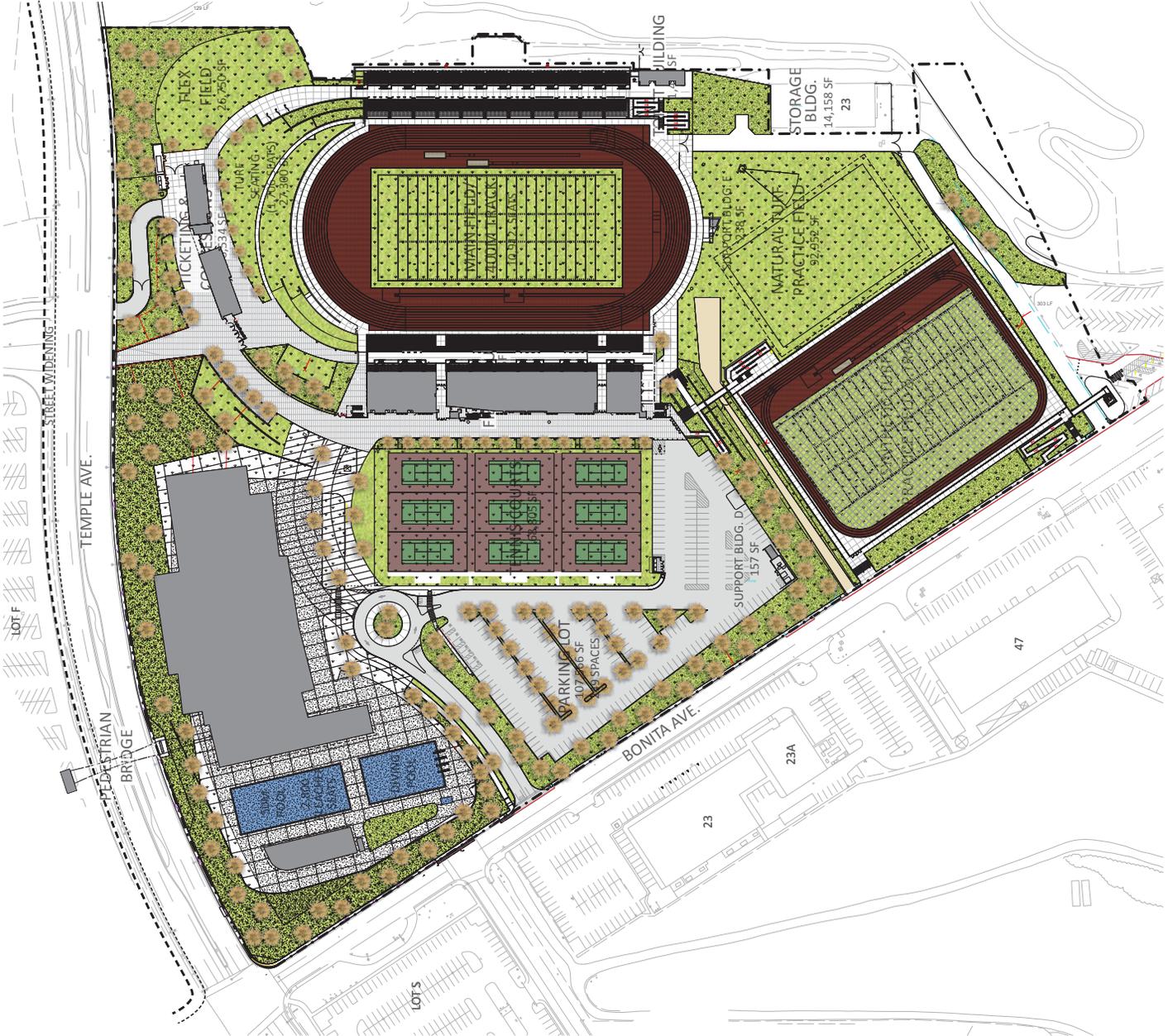




PEP (Phase 1) Parking and PEP (Phase 2) Construction

Exhibit 2.4: Physical Education Projects (PEP) Site Plan (Phase 1, 2)

June 2016







Public Agency Financial Consultants
A Division of Hilltop Securities

PAFCONS

MT. SAC PORTFOLIO UPDATE
JULY 1, 2016 – SEPTEMBER 30 2016
FOR
THE BOARD OF TRUSTEES
OCTOBER 12, 2016

Andy Fass
Senior Vice President
Public Agency Financial Consultants (PAFCONS)
Of Hilltop Securities

Disclosure: PAFCONS is a Marketing Name for a group of registered representatives/investment adviser representatives within Hilltop Securities and is not a division of the firm nor is it a legal entity. Hilltop Securities is a member of NYSE, FINRA, and SIPC. Hilltop Securities (HTS) is a registered broker-dealer and registered investment adviser that does not provide tax or legal advice. The firm is a wholly owned subsidiary of Hilltop Holdings Inc. (NYSE: HTH) and is located at 1201 Elm Street, Suite 3500, Dallas, Texas 75270 (214/859 1800).



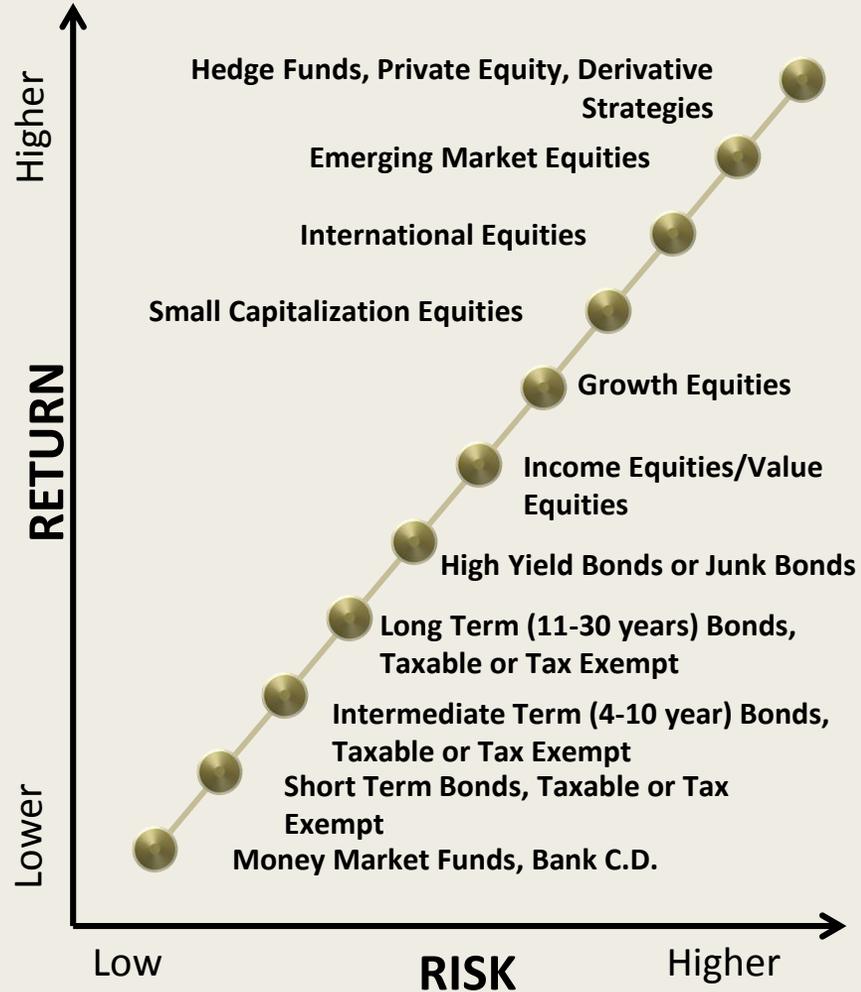
Public Agency Financial Consultants

A Division of Hilltop Securities

PAFCONS

Overall Portfolio Strategy

Risk vs Reward



Investment Management Strategies

Strategic

- Creates an asset mix that will provide optimal balance between expected risk and return for long-term investment horizons
- Perform regular balance to maintain target allocation.

Tactical

- Active approach that positions the portfolio into those assets, sectors, or individual stocks that show the most potential for gains in the short term.
- Buy and sell as the market moves.

Core-Satellite

- Hybrid of strategic and tactical
- Portfolio consists of two components: the core strategic holdings, accounting for the bulk of the portfolio, and the satellite tactical portion which can be actively invested without additional risk to the entire portfolio.

PAFCON Portfolio Requirements

- We understand that mitigating risk of loss is paramount!
 - *CA Code Section 53622*
- With that in mind, we design portfolios that incorporate realistic rate of return targets that work to meet the goals of the program, yet maintain safety of principal and needed liquidity
- We Want to Win By Not Losing!

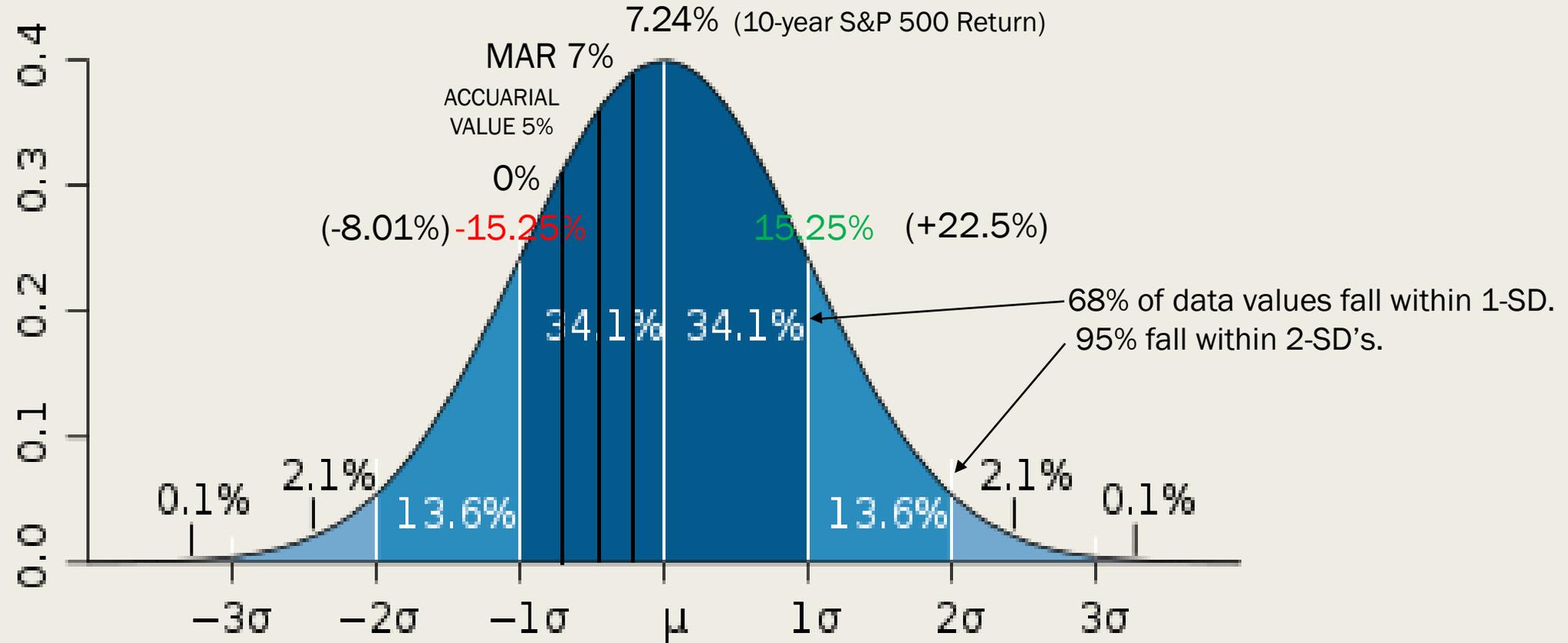
Our Process

- Our program offers a customized approach by tailoring investment options to the needs of the client.
- This process begins with a thorough review of the clients objectives, time horizon and tolerance for risk, and the analysis of the Investment Policy Statement
- The investment strategy is then implemented to help the client achieve short-and long-term goals.
- We utilize tactical and strategic asset allocation decisions to manage the portfolio

Our Process

- We use Post Modern Portfolio Theory as a roadmap:
 - *A portfolio optimization methodology that uses the downside risk of returns instead of the **mean variance** of investment returns used by Modern Portfolio theory (MPT)*
 - *Based around a Target Return termed Minimum Acceptable Return (MAR)*

STRATEGY



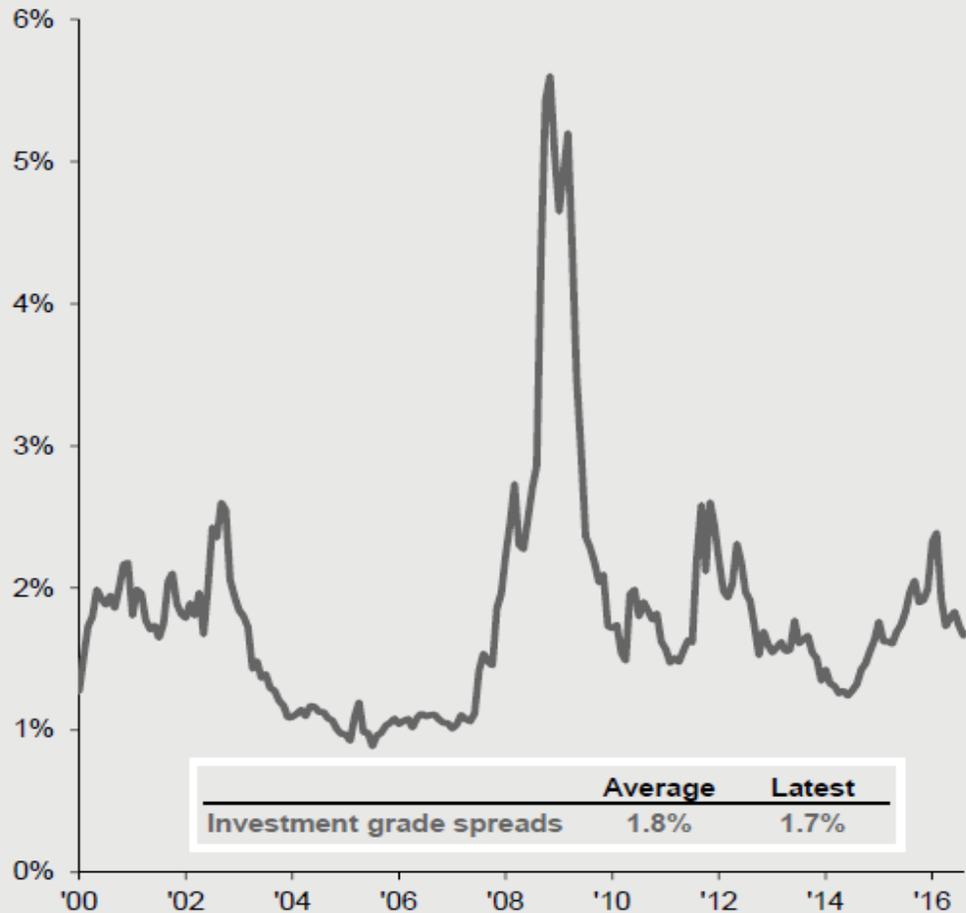
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Hilltop Securities MEMBER NYSE/FINRA/SIPC

Tactical decisions

- Shorten Duration
- Shorten Maturities
- Increase Yield
- Look for Opportunities
- Manage for Income (pay ARC)
- Manage Unrealized Gains/Losses

Investment grade spreads

Spread to worst



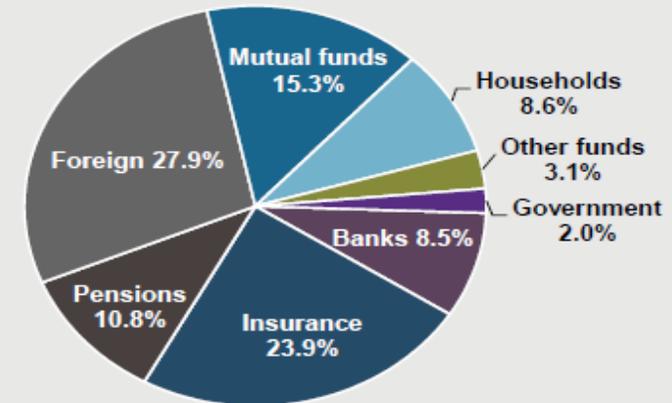
Rolling correlations of stocks and corporate bonds

Correlation* of high yield and investment grade bonds with stocks



Corporate bond ownership

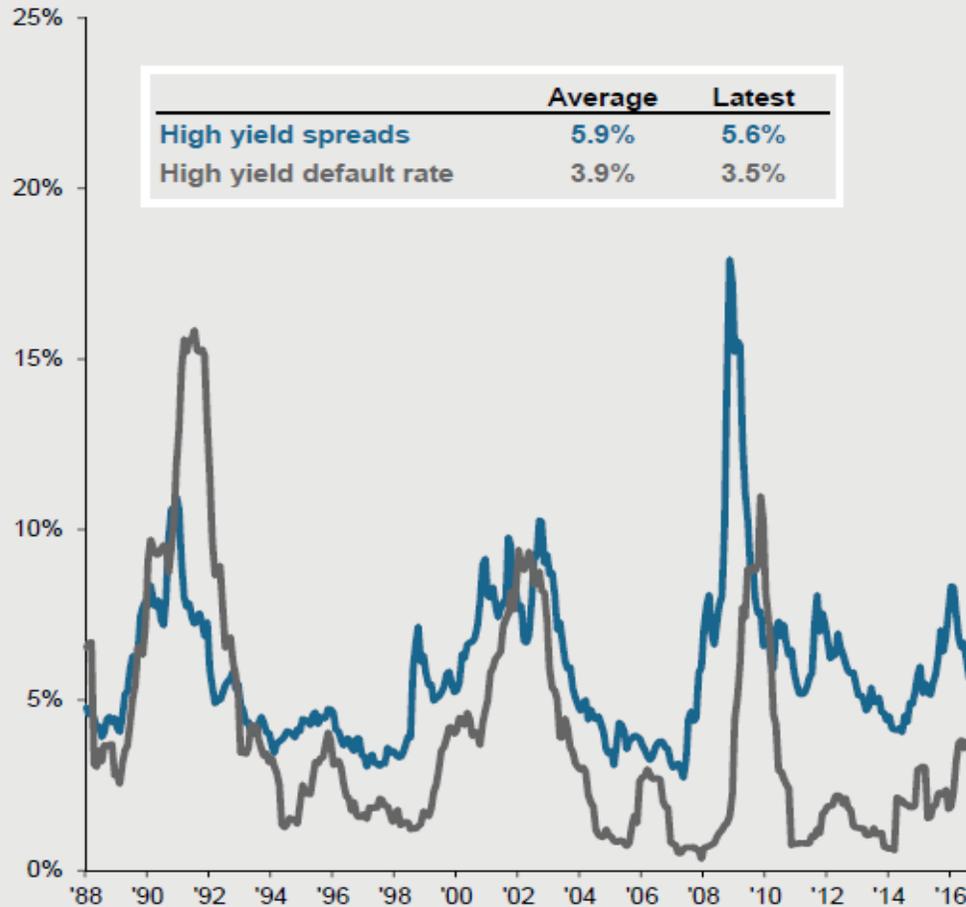
Ownership as percent of amount outstanding 2Q 16



Source: J.P. Morgan Asset Management; (Left) J.P. Morgan Global Economic Research; (Top right) Barclays, FactSet; (Bottom right) FRB. Investment grade corporate bonds are represented by the J.P. Morgan U.S. Liquid Index (JULI). High yield corporate bonds are represented by the J.P. Morgan Domestic HY Index. Stocks are represented by the S&P 500. Correlation is based on the weekly change in price. Spreads indicated are benchmark yield to worst less comparable maturity Treasury yields. *Rolling 12-month correlation of weekly change in price. Guide to the Markets – U.S. Data are as of September 30, 2016.

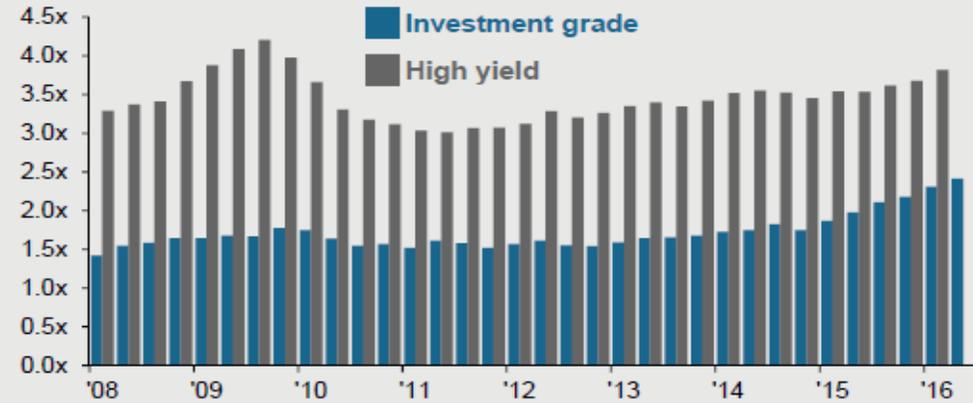
High yield spreads and default rate

Spread to worst



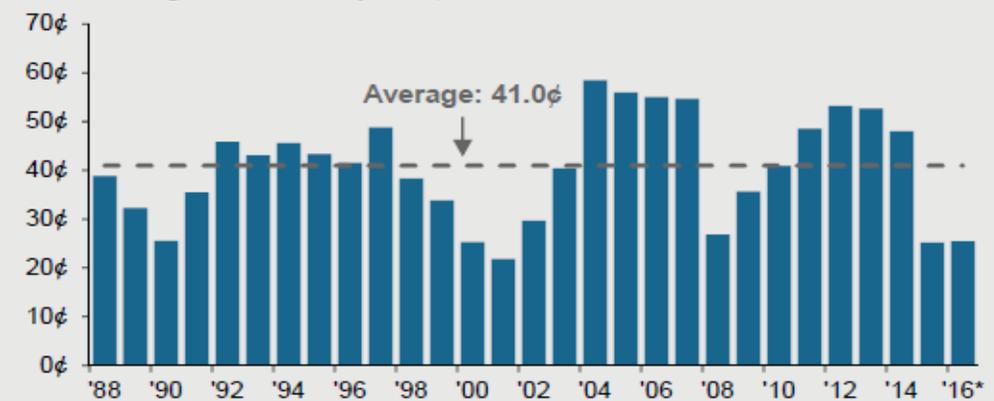
Historical high yield and high grade net leverage

Net debt/EBITDA



Historical high yield recovery rates

Issuer-weighted recovery rate, cents on the dollar



Source: J.P. Morgan Global Economic Research, J.P. Morgan Asset Management.

Default rates are defined as the par value percentage of the total market trading at or below 50% of par value and include any Chapter 11 filing, prepackaged filing or missed interest payments. Spreads indicated are benchmark yield to worst less comparable maturity Treasury yields. Yield to worst is defined as the lowest potential yield that can be received on a bond without the issuer actually defaulting and reflects the possibility of the bond being called at an unfavorable time for the holder. High yield is represented by the J.P. Morgan Domestic HY Index. Investment grade is represented by the J.P. Morgan U.S. Liquid Index. Recovery rates are issuer-weighted and based on bond price 30 days after default date. The 2009 adjusted recovery rate is based on year-end prices. *2016 recovery rate is for the last 12 months and is not included in the average recovery rate calculated over the period. *Guide to the Markets – U.S.* Data are as of September 30, 2016.

High Yield

■ HY does not necessarily mean “Junk”!

■ Issuers:

- *Ally Financial*
- *RR Donnelley*
- *Genworth Financial*
- *Hertz*
- *Safeway*
- *United Rentals*
- *Bank of America*
- *FelCor Lodging*
- *Health Net*
- *Hilton*
- *US Airways/American*
- *Zion Bancorp*

Why Use Bonds?

- Cash flow for OPEB Annual Required Contribution (ARC)
- Possible Appreciation
- Know potential “worse-case” scenario by looking at Yield to Maturity (YTM)
- Manage Credit Risk

Example

- Bought 500 Genworth Financial 2/15/2021
 - *Purchase Date: 7/11/2016*
 - *Purchase Price: 87.50 (\$875.00 per \$1,000 par bond at Maturity)*
 - *Cost: \$437,500*
 - *Coupon 7.2%*
 - *Annual Cash Flow: \$36,000*
 - *Current Price: 95.250*
 - *Current Value: \$476,250*
 - *Yield to Maturity (YTM): 10.71%*

Example

- Bought 500 Safeway 8/15/17
 - *Purchase Date: 5/17/2016*
 - *Purchase Price: 103.750 (\$1,037.50 per \$1,000 par bond at Maturity)*
 - *Cost: \$518,750*
 - *Coupon 6.35%*
 - *Annual Cash Flow: \$31,750*
 - *Current Price: 102.00*
 - *Current Value: \$510,000*
 - *Yield to Maturity (YTM): 3.246%*
 - *1 Yr. Treasury: 0.58% (5/17/2016)*

Unit Investment Trusts

- A UIT buys a relatively fixed portfolio of securities (for example, five, ten, or twenty specific stocks or bonds), and holds them with little or no change for the life of the UIT. A UIT has a termination date
- A UIT does not actively trade its investment portfolio (unlike a Mutual Fund)
- Some UIT securities are chosen according to a quantitative selection process determined by a sponsor while some are based on an index. Other UITs are chosen by experienced analysts or portfolio managers, who research the securities and screen them for various characteristics, according to specific objectives.

The Big Picture

MT. SAN ANTONIO COMMUNITY COLLEGE DISTRICT OPEB TRUST - MARKED TO MARKET Executive Summary

Account Reconciliation - Fiscal YTD

	9/30/16 Qtr End	2017 YTD	7/1/08 Incept.
Beginning Value	70,395,139	70,395,139	55,813,207
Net Contributions	-9,293	-9,293	-4,495,015
Interest Receivable	552,484	552,484	552,484
Investment G/L	1,472,776	1,472,776	20,540,430
Ending Value	71,858,622	71,858,622	71,858,622

Weighted Portfolio Characteristics

Weighted Average Maturity	6.37 Years
Modified Duration	4.61 Years
Current Yield	3.96 %
Yield to Maturity	4.48 %

Index (Barclays Gov/Credit)

Weighted Average Maturity	8.88 Years
Modified Duration	6.55 Years
Current Yield	1.96 %
Yield to Maturity	1.79 %

Fiscal Year Total Returns

	9/30/16 Qtr. End	2017 YTD	Since Incept
Portfolio	2.1	2.1	40.0

Fiscal Quarter Total Returns

	9/30/16 Qtr. End		Fiscal YTD	2016	2015	2014	2013	2012	2011	2010	2009
Portfolio	2.1	Portfolio	2.1	3.4	-2.00	7.0	5.9	6.9	3.7	0.3	4.2
Barclays Gov/Credit	0.4	Barclays Gov/Credit	0.4	6.7	1.44	4.28	-0.62	0.9	1.37	2.76	3.8
Diff	1.69	Diff	1.69	-3.34	-3.45	2.72	6.53	5.99	2.37	-2.48	0.8

Inception date is July 1, 2008

Returns for periods exceeding one year are annualized.

Returns are net of fees.

The information provided is for illustrative purposes only, and is not a guarantee of future return. Bond Prices obtained from monthly statements provided by Citizens Business Bank, and are deemed accurate, but are not readily verifiable.

The Other Big Picture

MT. SAN ANTONIO COMMUNITY COLLEGE DISTRICT AUXILLARY TRUST - MARKED TO MARKET Executive Summary

Account Reconciliation - Fiscal YTD

	9/30/16 Qtr End	2017 YTD	7/1/08 Incept.
Beginning Value	3,355,927	3,355,927	2,632,399
Net Contributions	-1,356	-1,356	-334,592
Interest Receivable	23,239	23,239	23,239
Investment G/L	17,005	17,005	1,073,768
Ending Value	3,371,575	3,371,575	3,371,575

Weighted Portfolio Characteristics

Weighted Average Maturity	3.33 Years
Modified Duration	2.41 Years
Current Yield	5.03 %
Yield to Maturity	4.62 %

Index (Barclays Gov/Credit)

Weighted Average Maturity	8.88 Years
Modified Duration	6.55 Years
Current Yield	1.96 %
Yield to Maturity	1.79 %

Fiscal Year Total Returns

	9/30/16 Qtr. End	2017 YTD	Since Incept
Portfolio	0.5	0.5	46.7

Fiscal Quarter Total Returns

	9/30/16 Qtr. End		Fiscal YTD	2016	2015	2014	2013	2012	2011	2010	2009
Portfolio	0.5	Portfolio	0.5	5.2	1.2	8.2	5.5	8.7	1.1	2.5	3.6
Barclays Gov/Credit	0.4	Barclays Gov/Credit	0.4	6.7	1.44	4.28	-0.62	0.9	1.37	2.8	3.6
Diff	0.11	Diff	0.11	-1.49	-0.23	3.89	6.09	7.81	-0.25	-0.30	0

Inception date is July 1, 2008

Returns for periods exceeding one year are annualized.

Returns are net of fees.

The information provided is for illustrative purposes only and is not a guarantee of future return. Bond Prices are obtained from the monthly statement provided by Citizens Business Bank and are deemed accurate, but are not readily verifiable.

The Newest Big Picture

MT. SAN ANTONIO COMMUNITY COLLEGE DISTRICT Section 115 TRUST - MARKED TO MARKET Executive Summary

Account Reconciliation - Fiscal YTD

	9/30/16 Qtr End	2017 YTD	6/24/16 Incept.
Beginning Value	4,000,000	4,000,000	4,000,000
Net Contributions	-5,285	-5,285	-5,285
Interest Receivable	8,725	8,725	8,725
Investment G/L	21,346	21,346	21,346
Ending Value	4,018,061	4,018,061	4,018,061

Weighted Portfolio Characteristics

Weighted Average Maturity	8.62 Years
Modified Duration	3.34 Years
Current Yield	3.84 %
Yield to Maturity	6.91 %

Index (Barclays Gov/Credit)

Weighted Average Maturity	8.88 Years
Modified Duration	6.55 Years
Current Yield	1.96 %
Yield to Maturity	1.79 %

Fiscal Year Total Returns

	9/30/16 Qtr. End	2017 YTD	Since Incept
Portfolio	0.5	0.5	0.5

Fiscal Quarter Total Returns

	9/30/16 Qtr. End		Fiscal YTD
Portfolio	0.5	Portfolio	0.5
Barclays Gov/Credit	0.4	Barclays Gov/Credit	0.4
Diff	0.13	Diff	0.13

Inception date is June 24, 2016

Returns for periods exceeding one year are annualized.

Returns are net of fees.

The information provided is for illustrative purposes only and is not a guarantee of future return. Bond Prices are obtained from the monthly statement provided by Citizens Business Bank and are deemed accurate, but are not readily verifiable.

Summary

We go to great lengths to ensure that all investment decisions and portfolio compositions fall within the parameters of those guiding regulations and principals, and match our clients' fiduciary obligations and responsibilities.

In everything we do, we value:

- *Integrity*
- *Collaboration*
- *Adaptability*
- *Respect*
- *Excellence*

IMPORTANT DISCLOSURES:

As a courtesy to investors this report (1) is provided for informational purposes only; (2) does not constitute a recommendation of specific securities or asset allocation; and (3) does not replace customer statements regularly distributed by Hilltop Securities, Inc. or any other investment company named herein. Fund distributors or investment companies named herein are not affiliates of Hilltop Securities, Inc.

Investors should review and maintain the original source documents and data used to prepare this report and refer to those sources for additional notices, disclosures, or other important information. Additionally, this report includes assets held away from Hilltop Securities, Inc.; therefore, investors should contact customer service or other representatives from the respective distributors or issuers to determine SIPC coverage for held-away assets.

Data used to calculate the values and totals presented herein were gathered from various sources and Hilltop Securities, Inc. does not guarantee its accuracy or completeness. Information provided herein regarding contributions, withdrawals, values, and performance obtained directly from Monthly statements provided by the Custodian, Citizens Business Bank. All information is subject to further review with client to validate final values.

Investment companies listed herein are not affiliates of Hilltop Securities, Inc., Accounts listed herein are not held with Hilltop Securities, Inc., but are held directly with Citizens Business Bank. Hilltop Securities, Inc. is not a tax or legal advisor. Past performance is not indicative of future results.

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Methodology: Weighted Average Maturity Calculation - The weighted average of the time until all maturities in a bond portfolio come due. The higher the weighted average to maturity, the longer the bonds have until maturity.

Methodology: Modified Duration Calculation - duration calculations include the effect of embedded options (call features). The common objective behind the different definitions of duration is to measure the price sensitivity (and therefore market risk) of a fixed income security to changes in its yield. Bonds of similar duration will have similar price movements for a given move in interest rates. The resulting value is a measure of the volatility risk associated with owning the bond.

Source index performance: ishares GBF Benchmark information

This report may exclude some securities in the customer's portfolio. Opinions, projections, and estimates may change without notice and could be based on select assumptions keyed into financial models supporting this evaluation. Changes in interest rates, market conditions and credit quality (financial status) of an issuer may not be reflected in this evaluation, and any reference to past performance should not be interpreted as an implication of future performance.

Hilltop Securities, Inc. will not sell securities in States where such transaction or solicitation would be unlawful before registration or qualification under the securities laws of such States.

Suitability on products mentioned in this report must be determined on an individual basis. Not all products are suitable for all investors. Investors should also know that diversification does not ensure a profit or guarantee against loss. Moreover, investors should carefully consider tax consequences as well as any fees and charges that may be imposed when liquidating a current investment.

For complete information about a specific issue, including expenses and charges, risks and other important information, obtain a prospectus, offering circular, official statement, or term sheet from your Hilltop Securities representative or the issuer.

Additional investor education is available through FINRA (Financial Industry Regulatory Authority) at <<http://www.finra.org/Investors/index.htm>>; Securities Industry and Financial Markets Association (SIFMA) at <<http://www.investinginbonds.com/>>; and Municipal Securities Rulemaking Board (MSRB) at <<http://www.msrb.org>>. and <<http://www.emma.msrb.org>>.

Investment performance scenarios depicted within this report may be hypothetical. Hypothetical performances may reflect actual historical data, general industry or sector consensus, preparer's assumptions, or other factors that exclude the risks associated with any investment product or strategy. Consequently, investors should not assume that any account will or likely will achieve the gains or losses or otherwise similar results as those illustrated in this report. Additionally, investors should consult with the presenting registered representative for complete details of the methodologies used in this report and refer to this Appendix section for further disclosure of the assumptions and terms that may be included with this report.

Definition of Terms used in this report

Descriptive information

Provided by third party data sources.

Dated Date: date from which interest usually begins to accrue.

Insurer: some issues are insured by private insurers as to timely repayment of principal & interest in the event of issuer default.

Ratings: credit rating of issuer provided by Moody's and/or Standard & Poors. Unrated issues are designated as NR or UR. Certain reports will reflect the best rating by either Moody's or S&P. Various position reports provide both ratings for review.

Security Description: detailed description of bond issuer, coupon rate, maturity date and other material features of the security.

Coupon Rate: annualized rate of interest payable on interest bearing securities expressed as a percentage of principal.

Redemption Feature: some issues may have features where an issuer may return principal of an outstanding security prior to maturity. Commonly referred to as call or principal pay-down features.

Other asset classes:

The **Alerian MLP Index** is a composite of the 50 most prominent energy Master Limited Partnerships (MLPs) that provides investors with an unbiased, comprehensive benchmark for the asset class.

The **Bloomberg Commodity Index** and related sub-indices are composed of futures contracts on physical commodities and represents twenty two separate commodities traded on U.S. exchanges, with the exception of aluminum, nickel, and zinc

The **Cambridge Associates U.S. Global Buyout and Growth Index®** is based on data compiled from 1,768 global (U.S. & ex - U.S.) buyout and growth equity funds, including fully liquidated partnerships, formed between 1986 and 2013.

The **CS/Tremont Hedge Fund Index** is compiled by Credit Suisse Tremont Index, LLC. It is an asset-weighted hedge fund index and includes only funds, as opposed to separate accounts. The Index uses the Credit Suisse/Tremont database, which tracks over 4500 funds, and consists only of funds with a minimum of US\$50 million under management, a 12-month track record, and audited financial statements. It is calculated and rebalanced on a monthly basis, and shown net of all performance fees and expenses. It is the exclusive property of Credit Suisse Tremont Index, LLC.

The **HFR1 Monthly Indices (HFR1)** are equally weighted performance indexes, utilized by numerous hedge fund managers as a benchmark for their own hedge funds. The HFR1 are broken down into 4 main strategies, each with multiple sub strategies. All single-manager HFR1 Index constituents are included in the HFR1 Fund Weighted Composite, which accounts for over 2200 funds listed on the internal HFR Database.

The **NAREIT EQUITY REIT Index** is designed to provide the most comprehensive assessment of overall industry performance, and includes all tax-qualified real estate investment trusts (REITs) that are listed on the NYSE, the American Stock Exchange or the NASDAQ National Market List.

The **NFI-ODCE**, short for NCREIF Fund Index - Open End Diversified Core Equity, is an index of investment returns reporting on both a historical and current basis the results of 33 open-end commingled funds pursuing a core investment strategy, some of which have performance histories dating back to the 1970s. The NFI-ODCE Index is capitalization-weighted and is reported gross of fees. Measurement is time-weighted.

Definitions:

Investing in **alternative assets** involves higher risks than traditional investments and is suitable only for sophisticated investors. Alternative investments involve greater risks than traditional investments and should not be deemed a complete investment program. They are not tax efficient and an investor should consult with his/her tax advisor prior to investing. Alternative investments have higher fees than traditional investments and they may also be highly leveraged and engage in speculative investment techniques, which can magnify the potential for investment loss or gain. The value of the investment may fall as well as rise and investors may get back less than they invested.

Bonds are subject to interest rate risks. Bond prices generally fall when interest rates rise.

Investments in **commodities** may have greater volatility than investments in traditional securities, particularly if the instruments involve leverage. The value of commodity-linked derivative instruments may be affected by changes in overall market movements, commodity index volatility, changes in interest rates, or factors affecting a particular industry or commodity, such as drought, floods, weather, livestock disease, embargoes, tariffs and international economic, political and regulatory developments. Use of leveraged commodity-linked derivatives creates an opportunity for increased return but, at the same time, creates the possibility for greater loss.

Derivatives may be riskier than other types of investments because they may be more sensitive to changes in economic or market conditions than other types of investments and could result in losses that significantly exceed the original investment. The use of derivatives may not be successful, resulting in investment losses, and the cost of such strategies may reduce investment returns.

Distressed Restructuring Strategies employ an investment process focused on corporate fixed income instruments, primarily on corporate credit instruments of companies trading at significant discounts to their value at issuance or obliged (par value) at maturity as a result of either formal bankruptcy proceeding or financial market perception of near term proceedings.

Investments in **emerging markets** can be more volatile. The normal risks of investing in foreign countries are heightened when investing in emerging markets. In addition, the small size of securities markets and the low trading volume may lead to a lack of liquidity, which leads to increased volatility. Also, emerging markets may not provide adequate legal protection for private or foreign investment or private property.

The price of **equity securities** may rise, or fall because of changes in the broad market or changes in a company's financial condition, sometimes rapidly or unpredictably. These price movements may result from factors affecting individual companies, sectors or industries, or the securities market as a whole, such as changes in economic or political conditions. Equity securities are subject to "stock market risk" meaning that stock prices in general may decline over short or extended periods of time.

Equity market neutral strategies employ sophisticated quantitative techniques of analyzing price data to ascertain information about future price movement and relationships between securities, select securities for purchase and sale. Equity Market Neutral Strategies typically maintain characteristic net equity market exposure no greater than 10% long or short.

Global macro strategies trade a broad range of strategies in which the investment process is predicated on movements in underlying economic variables and the impact these have on equity, fixed income, hard currency and commodity markets.

International investing involves a greater degree of risk and increased volatility. Changes in currency exchange rates and differences in accounting and taxation policies outside the U.S. can raise or lower returns. Some overseas markets may not be as politically and economically stable as the United States and other nations.

There is no guarantee that the use of **long and short positions** will succeed in limiting an investor's exposure to domestic stock market movements, capitalization, sector swings or other risk factors. Using long and short selling strategies may have higher portfolio turnover rates. Short selling involves certain risks, including additional costs associated with covering short positions and a possibility of unlimited loss on certain short sale positions.

Merger arbitrage strategies which employ an investment process primarily focused on opportunities in equity and equity related instruments of companies which are currently engaged in a corporate transaction.

Mid-capitalization investing typically carries more risk than investing in well-established "blue-chip" companies. Historically, mid-cap companies' stock has experienced a greater degree of market volatility than the average stock.

Price to forward earnings is a measure of the price-to-earnings ratio (P/E) using forecasted earnings. **Price to book value** compares a stock's market value to its book value. **Price to cash flow** is a measure of the market's expectations of a firm's future financial health. **Price to dividends** is the ratio of the price of a share on a stock exchange to the dividends per share paid in the previous year, used as a measure of a company's potential as an investment.

Real estate investments may be subject to a higher degree of market risk because of concentration in a specific industry, sector or geographical sector. Real estate investments may be subject to risks including, but not limited to, declines in the value of real estate, risks related to general and economic conditions, changes in the value of the underlying property owned by the trust and defaults by borrower.

Relative Value Strategies maintain positions in which the investment thesis is predicated on realization of a valuation discrepancy in the relationship between multiple securities.

Small-capitalization investing typically carries more risk than investing in well-established "blue-chip" companies since smaller companies generally have a higher risk of failure. Historically, smaller companies' stock has experienced a greater degree of market volatility than the average stock.

The **Market Insights program** provides comprehensive data and commentary on global markets without reference to products. Designed as a tool to help clients understand the markets and support investment decision-making, the program explores the implications of current economic data and changing market conditions.

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Brazilian recipients:



Prepared by: Andrew D. Goldberg, Anastasia V. Amoroso, Samantha M. Azzarello, James C. Liu, Gabriela D. Santos, David M. Lebovitz, Hannah J. Anderson, Abigail B. Dwyer, Ainsley E. Woolridge and David P. Kelly.

Unless otherwise stated, all data are as of December 31, 2015 or most recently available.

Guide to the Markets - U.S.

JP-LITTLEBOOK

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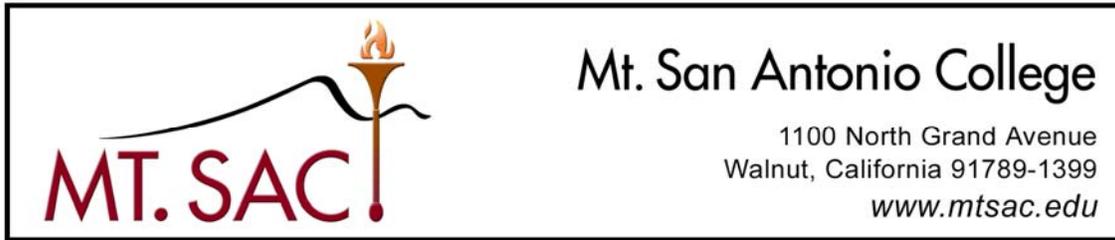
Questions?



Public Agency Financial Consultants
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PAFCONS

Thank You!



Grants Office Annual Report Fiscal Year 2015-16

Overview

The Grants Office's primary functions are: to assist faculty, staff, and managers in the development and submission of competitive grant applications; to assist project directors in grant start-up, management, and close-out; and to monitor grant projects to ensure compliance with funding agency guidelines and state and/or federal regulations. The Grants Office is currently staffed by a full-time Director and a full-time Grants Specialist, and the department is in the process of hiring a new Coordinator.

- The Grants Office monitored **30 active projects** for a fiscal year funding level of \$5,966,188. These grants had a total funding level of **\$15,863,790**.¹
- The Grants Office coordinated the submission of **12 new grant applications**. Of these new applications, one was a preliminary application invited to submit a full application and nine were funded, resulting in an **82% success rate**. The office also assisted in the development of documents for two partner applications, one of which was funded. The total funding level of these new grants is **\$4,192,985**.
- The Grants Office coordinated the development of two non-grant applications; one was awarded and the other was selected as a finalist.
- Of the 30 active projects, ten (33.3%) were federally-funded, 13 (43.3%) were state-funded, and seven (23.3%) were from private or other sources of funding.
- Of the 14 new applications (lead and partner) submitted, three (21.4%) were to federal sources, nine (64.3%) were to state sources, and two (14.3%) were to private or other sources of funding.

Highlights

- Mt. SAC continues to be successful in receiving grants from the **National Science Foundation**, having been awarded a total of \$6.55 million throughout its history. College faculty are currently implementing two collaborative grants focused on geoscience curriculum and research, as well as one focused on preparing students to become science, technology, engineering, and mathematics teachers.

- Mt. SAC applied for and has been awarded its second **Asian American and Native American Pacific Islander-Serving Institutions** grant from the U.S. Department of Education. This five-year \$1.75 million grant will provide continued funding to the College's Arise Program, which offers a variety of services and activities within the areas of instructional support, counseling intervention, student development, professional development, and research and evaluation. This networked link of services and activities aims to improve the academic achievement and personal development of Asian American and Native American Pacific Islander students.
- Mt. SAC currently partners with the East San Gabriel Valley Regional Occupational Program and Technical Center (ESGVROP/TC) on a **Youth CareerConnect** grant from the U.S. Department of Labor. This partnership provides integrated academic and career-focused learning for high school students, work-based learning, robust employer engagement, individualized career and academic counseling, and integration of postsecondary education and training. The success of this grant led the partners to pursue an **America's Promise Job Driven** grant from the U.S. Department of Labor. If awarded, this project, led by the Los Angeles County Workforce Investment Board, will provide career pathways in industry-recognized certification programs leading to middle- to high-skill jobs in the healthcare industry.
- Mt. SAC applied for and has been awarded a three-year \$1.43 million **Community Colleges Basic Skills and Student Outcomes Transformation** grant, funded by the California Community Colleges Chancellor's Office. This grant addresses the needs of students placing into basic skills courses through the implementation of the following activities: the development of both an English co-requisite model and an accelerated English course to move students through basic skills writing more quickly, the development of an onboarding process for incoming freshmen that clusters students into areas of interest, and embedding tutors in the co-requisite model, the accelerated model, and contextualized learning community cohorts.
- Mt. SAC started a new funding cycle for its **Student Support Services** grant, funded by the U.S. Department of Education. This five-year \$1.11 million grant, titled Achieving in College, Ensuring Success (ACES), serves low-income and first-generation college students and students with disabilities. Program services include academic counseling, tutoring, supplemental instruction, guided study groups, basic skills development, financial aid and scholarship assistance, assessment and intervention activities, non-cognitive skill development, financial literacy activities, enrollment assistance, peer advising/mentoring, transfer assistance, career planning, cultural enrichment activities, family support activities, and leadership development, among others. The primary purpose of the ACES Program is to improve the persistence, graduation, and transfer rates of eligible students.

- Mt. SAC **collaborated** with an array of partners on a number of grant projects and proposals, including, but not limited to, the following:
- **K-12 schools/districts:** Adelanto ESD, Baldwin Park USD, Bethel Christian School, Charter Oak USD, Crossroads Christian School, Cucamonga SD, Del Rosa Christian School, El Monte City SD, El Rancho USD, Hacienda La Puente USD, Harvest Christian School, Los Angeles USD, Monrovia USD, Olive Branch Christian School, Ontario SD, Ontario-Montclair SD, Packinghouse Christian Academy, Pomona USD, Redlands USD, Riverside Christian Schools, Rowland USD, San Bernardino City USD, San Jose Charter Academy, Saugus USD, Tustin USD, Upland USD, Walnut Valley USD, and West Covina USD.
 - **Regional occupational programs:** East San Gabriel Valley ROPTC.
 - **Community colleges/districts:** Antelope Valley College, Butte College, Citrus College, Coastline Community College District, East Los Angeles College, Kirkwood Community College, Long Beach City College, Los Angeles City College, Los Angeles Mission College, Los Angeles Southwest College, Los Angeles Trade-Technical College, Los Angeles Valley College, North Orange Community College District, Pasadena City College, Pierce College, Rancho Santiago Community College District, Santa Monica College, and Yosemite Community College District.
 - **Baccalaureate colleges and universities:** Berea College, California State University Fullerton, Carleton College, College of the Atlantic, Indiana University, University of California Irvine, University of Central Oklahoma, University of Massachusetts Boston, and University of San Francisco.
 - **Government agencies:** Los Angeles County Workforce Investment Board and Yosemite National Park.
 - **Business/industry:** AltaMed, Anthem CareMore, Arrowhead Regional Medical Center, Citrus Valley Health Partners, Casa Colina Hospital and Centers for Healthcare, Kindred Hospital, PIH Health Hospital, Pomona Valley Hospital Medical Center, Queen of the Valley Hospital, and UNAVCO.
 - **Non-profit organizations and associations:** Academic Senate for California Community Colleges, American Geophysical Union, Consortium of Universities for the Advancement of Hydrologic Science, East-West Center, National Association of Geoscience Teachers, National Ecological Observatory Network, San Gabriel Valley Economic Partnership, Sierra Nevada Aquatic Research Laboratory, and Southern Sierra Critical Zone Observatory.

¹ In addition to the grants directly monitored and/or submitted through the Grants Office, other grants exist on campus that traditionally have been independent of the Grants Office. The Grants Office has been available to the individuals administering these grants and has assisted them as necessary.

ACTIVE PROJECTS - FISCAL YEAR 2015-16					
Project Title and Funding Agency	Project Director and Department	Start Date	End Date	Fiscal Year Funding	Total Funding
Nursing – Pomona Valley Hospital Medical Center	M. Boyer Nursing	7/1/2007	Ongoing	\$ 54,414	\$ 136,000
Nursing – Citrus Valley Health Partners	M. Boyer Nursing	11/1/2007	Ongoing	\$ 46,533	\$ 85,000
Student Support Services – U.S. Department of Education	F. Dorame Student Services	9/1/2010	8/31/2015	\$ 213,180	\$ 1,072,720
Asian American and Native American Pacific Islander-Serving Institutions Program – U.S. Department of Education	A. Cuenza Student Services	10/1/2011	9/30/2016	\$ 461,922	\$ 2,256,876
Upward Bound – U.S. Department of Education	F. Dorame Student Services	9/1/2012	8/31/2017	\$ 237,438	\$ 1,390,186
Geodesy Curriculum for the 21st Century – National Science Foundation	R. Walker Earth Sciences	7/1/2013	6/30/2016	\$ 20,939	\$ 37,511
Song-Brown Health Care Workforce Training Act Registered Nurse Education Program, Capitation Funding – California Office of Statewide Health Planning and Development	M. Boyer Nursing	9/1/2013	10/15/2015	\$ 44,186	\$ 120,000
Title V - Developing Hispanic-Serving Institutions – U.S. Department of Education	L. Rodriguez Instruction	10/1/2013	9/30/2018	\$ 755,954	\$ 3,248,423
Technical Assistance Provider for Contract Education – California Community Colleges Chancellor's Office	S. Sisco Continuing Ed	7/1/2014	10/31/2015	\$ 34,036	\$ 237,525
Youth CareerConnect – U.S. Department of Labor through East San Gabriel Valley Regional Occupational Program and Technical Center	M. Tyra Instruction	7/1/2014	6/30/2018	\$ 79,423	\$ 317,692
Advanced Technological Education: STEM Teacher Preparation Program (STEM TP ²) – National Science Foundation	I. Nejad Chemistry	9/1/2014	8/31/2017	\$ 579,300	\$ 624,668
Child Care Access Means Parents in School – U.S. Department of Education	T. Addison Child Dev Center	10/1/2014	9/30/2018	\$ 375,000	\$ 1,500,000
LA84 Foundation/Mt. SAC Relays Youth Days – LA84 Foundation	D. Ruh Kinesiology	10/30/2014	10/29/2015	\$ 5,445	\$ 105,000
Career Technical Education Enhancement Fund – California Community Colleges Chancellor's Office through Rancho Santiago Community College District	J. Judd Tech & Health	1/1/2015	10/31/2016	\$ 775,558	\$ 1,319,841

ACTIVE PROJECTS - FISCAL YEAR 2015-16					
Project Title and Funding Agency	Project Director and Department	Start Date	End Date	Fiscal Year Funding	Total Funding
Proposition 39 Clean Energy Workforce – California Community Colleges Chancellor’s Office through Los Angeles Trade-Technical College	J. Judd Tech & Health	2/1/2015	10/31/2015	\$ 14,910	\$ 51,511
Course Identification Program – California Community Colleges Chancellor’s Office	J. McGowan Instruction	6/1/2015	2/29/2016	\$ 341,392	\$ 342,035
Flight Safety Programs – California Community Foundation	L. Rogus Aeronautics	6/25/2015	6/30/2016	\$ 46,211	\$ 46,211
Technical Assistance Provider for Contract Education – California Community Colleges Chancellor’s Office	S. Sisco Continuing Ed	7/1/2015	6/30/2016	\$ 237,525	\$ 237,525
Child Development Workforce Initiative – Los Angeles Universal Preschool	T. Henry Child Dev	7/1/2015	9/30/2016	\$ 350,000	\$ 350,000
Assessment, Remediation, and Retention for Associate Degree Nursing Programs, Renewal – California Community Colleges Chancellor’s Office	M. Boyer Nursing	7/1/2015	6/30/2016	\$ 68,400	\$ 68,400
Enrollment Growth for Associate Degree Nursing Programs, Renewal – California Community Colleges Chancellor’s Office	M. Boyer Nursing	7/1/2015	6/30/2016	\$ 160,937	\$ 160,937
Dorothy D. Rupe Nursing Assistant Grant – Arthur N. Rupe Foundation	N. Meggelin CNA	7/1/2015	7/31/2016	\$ 35,000	\$ 35,000
Song-Brown Health Care Workforce Training Act RN Education Program, Capitation – California Office of Statewide Health Planning and Development	M. Boyer Nursing	7/1/2015	8/15/2017	\$ 160,000	\$ 160,000
Song-Brown Health Care Workforce Training Act RN Education Program, Special Programs – California Office of Statewide Health Planning and Development	M. Boyer Nursing	7/1/2015	8/15/2017	\$ 116,517	\$ 116,517
Child Development Training Consortium – California Department of Education through Yosemite Community College District	D. Landeros Child Dev	9/1/2015	6/30/2016	\$ 10,000	\$ 10,000
Student Support Services – U.S. Department of Education	F. Dorame Student Services	9/1/2015	8/31/2020	\$ 220,000	\$ 1,100,000
Improving Undergraduate STEM Education: Pathways into Geoscience – National Science Foundation	R. Walker Earth Sciences	9/15/2015	8/31/2018	\$ 143,986	\$ 143,986
LA84 Foundation/Mt. SAC Relays Youth Days -- LA84 Foundation	D. Ruh Kinesiology	11/19/2015	11/18/2016	\$ 85,000	\$ 85,000
Proposition 39 Clean Energy Workforce – California Community Colleges Chancellor’s Office through Los Angeles Trade-Technical College	J. Judd Tech & Health	2/1/2016	6/30/2016	\$ 54,984	\$ 54,984

ACTIVE PROJECTS - FISCAL YEAR 2015-16					
Project Title and Funding Agency	Project Director and Department	Start Date	End Date	Fiscal Year Funding	Total Funding
Course Identification Program – California Community Colleges Chancellor's Office	J. McGowan Instruction	2/1/2016	10/31/2016	\$ 295,675	\$ 395,675
Total				\$ 5,966,188	\$ 15,863,790

NEW APPLICATIONS / PROPOSALS / CONTRACTS - FISCAL YEAR 2015-16					
Project Title and Funding Agency	Date Submitted	First Year Request	Total Request	First Year Funding	Total Funding
Campus Grants to Activate Bystanders to Reduce Sexual Assault and Dating Abuse – Avon Foundation for Women	7/1/2015	\$ 10,000	\$ 10,000	Not funded	Not funded
Technical Assistance Provider for Contract Education – California Community Colleges Chancellor's Office	7/22/2015	\$ 237,525	\$ 237,525	\$ 237,525	\$ 237,525
Child Development Training Consortium – California Department of Education through Yosemite Community College District	8/1/2014	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000
The Pathways Project – American Association of Community Colleges	9/21/2015	Non-grant	Non-grant	Awarded	Awarded
Flight Safety Programs – California Community Foundation	10/1/2015	\$ 46,211	\$ 46,211	\$ 46,211	\$ 46,211
Cooperating Agencies Foster Youth Educational Support Program – California Community Colleges Chancellor's Office	10/9/2015	\$ 90,000	\$ 390,000	Not funded	Not funded
Bellwether Awards – Community College Futures Assembly	10/19/2015	Non-grant	Non-grant	Finalist	Finalist
Proposition 39 Clean Energy Workforce – California Community Colleges Chancellor's Office through Los Angeles Trade-Technical College	1/8/2016	\$ 54,984	\$ 54,984	\$ 54,984	\$ 54,984
Course Identification Program – California Community Colleges Chancellor's Office	2/1/2016	\$ 299,835	\$ 299,835	\$ 295,675	\$ 295,675
InnovationMaker Investment 3 – California Community Colleges Chancellor's Office	3/18/2016	Letter of intent	Letter of intent	N/A	N/A
Community Colleges Basic Skills and Student Outcomes Transformation Program – California Community Colleges Chancellor's Office	3/25/2016	\$ 1,430,590	\$ 1,430,590	\$ 1,430,590	\$ 1,430,590
Enrollment Growth for Associate Degree Nursing Programs, Renewal – California Community Colleges Chancellor's Office	4/8/2016	\$ 211,000	\$ 211,000	\$ 211,000	\$ 211,000
Assessment, Remediation, and Retention for Associate Degree Nursing Programs, Renewal – California Community Colleges Chancellor's Office	4/8/2016	\$ 57,000	\$ 57,000	\$ 57,000	\$ 57,000
Asian American and Native American Pacific Islander Serving Institutions Program – U.S. Department of Education	4/22/2016	\$ 350,000	\$ 1,750,000	\$ 350,000	\$ 1,750,000
Total		\$ 2,797,145	\$ 4,497,145	\$ 2,692,985	\$ 4,092,985

NEW PARTNER APPLICATIONS / PROPOSALS / CONTRACTS - FISCAL YEAR 2015-16					
Project Title and Funding Agency	Date Submitted	First Year Request	Total Request	First Year Funding	Total Funding
Improving Undergraduate STEM Education: Collaborative Research, Geodesy – National Science Foundation through Indiana University	1/13/2016	\$ 16,417	\$ 49,439	Not funded	Not funded
Hispanic-Serving Institutions STEM and Articulation Programs – U.S. Department of Education through California State University, Fullerton	5/31/2016	\$ 20,000	\$ 100,000	\$ 20,000	\$ 100,000
Total		\$ 36,417	\$ 149,439	\$ 20,000	\$ 100,000

IN-PROGRESS APPLICATIONS / PROPOSALS / CONTRACTS - FISCAL YEAR 2015-16*					
Project Title and Awarding Agency	Date Submitted	First Year Request	Total Request	First Year Funding	Total Funding
Child Development Training Consortium – California Department of Education through Yosemite Community College District	8/1/2016	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000
Proposition 39 Clean Energy Workforce – California Community Colleges Chancellor's Office through Los Angeles Trade-Technical College	10/15/2016	\$ 50,000	\$ 50,000	N/A	N/A
InnovationMaker Investment 3 – California Community Colleges Chancellor's Office	11/1/2016 (anticipated)	\$ 100,000	\$ 100,000	N/A	N/A
LA84 Foundation/Mt. SAC Relays Youth Days – LA84 Foundation	11/1/2016	\$ 35,000	\$ 35,000	N/A	N/A
Upward Bound – U.S. Department of Education	11/30/2016	\$ 300,000	\$ 1,500,000	N/A	N/A
Total		\$ 495,000	\$ 1,895,000	\$ 10,000	\$ 10,000

IN-PROGRESS PARTNER APPLICATIONS / PROPOSALS / CONTRACTS - FISCAL YEAR 2015-16*					
Project Title and Funding Agency	Due Date	First Year Request	Total Request	First Year Funding	Total Funding
Undergraduate International Studies and Foreign Language Program – U.S. Department of Education through East-West Center	7/22/2016	\$ 13,892	\$ 41,676	\$ 13,892	\$ 41,676
America's Promise Job Driven Grant Program – U.S. Department of Labor through Los Angeles County Workforce Development Board	8/25/2016	\$ 50,000	\$ 200,000	Pending	Pending
Total		\$ 63,892	\$ 241,676	\$ 13,892	\$ 41,676

*Status as of 9.30.16



Associated Students Report

*Presented by A.S. President Aneca Koleen Nyuda
October 12th, 2016*

Greetings Members of the Board,

Senate and Executive Board Meetings

Associated Students is continuing to make changes to governing documents. We are updating our documents to reflect current practices and also to attract a more diverse pool of students to apply and run for A.S. positions. As part of our Thursday trainings, we partnered with the Los Angeles County Registrar's office for voter registration training for our voter registration drive.

Constitution Day

Associated Students Government officers informed the students about the United States constitution. Trained volunteers registered voters during the event to ensure that they were registered in preparation of the November 8th election. In addition, students learned about the important propositions and how they can affect their education, environmental surroundings, and their civic liberties in the State of California.

Join-A-Club

Over 50 clubs participated during this semesters Join-A-Club, exceeding the capacity of the 40 available tables during the event. A big thanks to our ICC Chair for coordinating the event to its success. ICC will begin an incentive program for pre-registering for the event starting next spring. Lastly, Join-A-Club became a good visibility event for student government.

Inter-Club Council Meeting

An ICC vice-chair was voted into executive board during the last ICC meeting. ICC announced an initiative to hold an event completely organized by the clubs in order for them to experience planning an event of which they can take back knowledge to their officers and club members.

Voter Registration Day

Trained volunteers informed students on the importance of voting and assisted students in registering to vote. Students were also informed about the eighteen propositions on the ballot, including proposition 51 which is related to higher education. Students were informed about the effects of their vote and how to facilitate the direction of our communities, state, and country. We registered over 100 people in the first two hours.

Pizza with the President

Registration filled up once again for Pizza with the President. Seven out of Ten spots have also been filled for the upcoming month. Topics discussed included construction and sustainability.

Night Student Appreciation

This event is an A.S. opportunity to show support and care for our night students. Officers provided a quick boost of energy for student preparing for midterms week by distributing snacks.

Upcoming Events

Lost and Found Silent Auction (October 19)

Mountie Monday (October 24 and November 7)

Fall Leadership Conference (October 28-30)

Pizza with the President (November 8)

Special Gratitude

A special thank you to Dean Carolyn Keys for her fifteen years of excellent service. The Associated Students are honored to have worked with you, thank you for supporting us in our growth and development as an organization.

Respectfully,

Associated Students President

Aneca Nuyda

**Academic Senate Report
to the Board of Trustees
October 12, 2016**

Full Senate Activity

The full Senate met on September 15. At the meeting, the Senate:

- approved numerous council and committee appointments
- approved revisions to the Senate handbook
- approved changes to AP 4024 (Units-to-Contact Hours)
- approved revisions to the Faculty Professional Development Committee Purpose & Function statement
- opened nominations for the vacant Director position.

The full Senate met again on September 29. At the meeting, the Senate:

- elected Abby Wood (Paralegal) to the vacant Director position
- approved a resolution appreciating the efforts of Human Resources in faculty hiring
- approved of the 2015-16 year end report of Senate activity
- discussed the 2016-17 Senate goals and strategic objectives
- discussed a CTE advisory committee proposal
- received an update on dual enrollment from Drs. Joumana McGowan and Francisco Dorame.

The full Senate will next meet on October 13. At the meeting we will consider adoption of 2016-17 goals and strategic objectives.

Faculty Hiring Prioritization

The Senate Executive Board will be meeting to discuss and rank faculty hiring requests on Friday, October 14. There are 60 requests across the divisions. Hiring is expected to be lighter this year in comparison to the past two years. AMAC will compile the College's hiring priority list on October 24.

Area C Meeting

Jeff Archibald, Vice President Martin Ramey, and Curriculum Liaison Michelle Sampat will attend the Area C meeting at Pasadena City College on Saturday, October 15. Resolutions and issues for the upcoming ASCCC Plenary will be discussed.

South Regional Curriculum Meeting

On Saturday, October 22, Mt. SAC will host the ASCCC's South Regional Curriculum Meeting in Building 13. Many thanks to Dr. Scroggins for providing financial support for the event and to Vice President Martin Ramey for coordinating the logistics with ASCCC personnel.

Respectfully submitted,

Jeff Archibald

President, Academic Senate



MT. SAN ANTONIO COLLEGE CLASSIFIED SENATE

REPORT TO THE BOARD OF TRUSTEES
WEDNESDAY OCTOBER 12, 2016

1. Recruitment of new members for Classified Senate has gone very well. I am happy to say we have several new members. The senate had experienced a lengthy period of attrition so the new members are especially welcome.

New Classified Senate members:

Melissa Andrewin
Liz Callahan
Marlene Espina
Zak Gallegos
Yvette Garcia
Nicee Gonzalez

2. The Classified Professional Development Committee (CPDC) has sent out a survey to classified staff who attended the August 12 Classified Professional Development Day (CPD–Day) asking for input on the workshops and speakers. The results of this survey will be utilized going forward to help plan and improve next year’s CPD–Day.

One idea in CPDC is to market Lynda.com as a key resource for planned sessions at CPD–Day 2017.

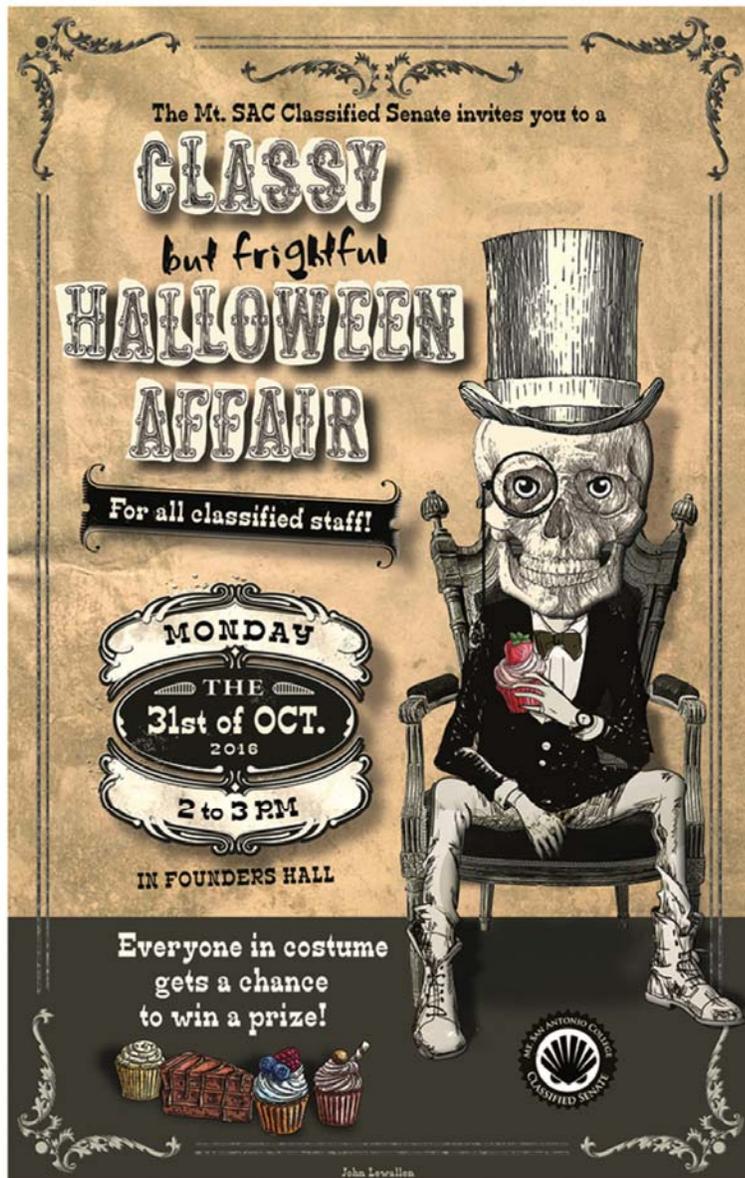
The most popular workshops at August’s CPD–Day (by attendance) were: CalPERS and You, Maximize Your Retirement Income, Moving Up at Mt. SAC, StrengthsFinders 2.0, Know Your Contract 262, Planetarium Show, and The Meek Gallery.

3. The Classified Senate is planning their **“Classy (But Frightening) Halloween Affair.”** This is an annual event and a popular mixer for classified staff. Treats and prizes for costumes.
4. I will be attending the annual California Community Colleges Classified Senate’s (4Cs)

South Area Retreat this Friday. This year's host is Pasadena City College. The event provides a wonderful opportunity to learn and discuss, with other college's classified leaders, the latest ideas, plans, and progress on topics affecting classified employees.

Respectfully submitted by,
John Lewallen
President, Classified Senate

Classified Senate's Halloween Affair!



John Lewallen



Strengthen, Increase, Promote and Advance

**Faculty Association Report
To the Board of Trustees
12 October 2016**

1. Negotiations

The FA Representative Council has recommended approval of the 22 tentative agreements. Ratification ballots were sent out this past Monday and will be due back to the FA Office on 21 October. We expect that the Board of Trustees will be asked to consider ratification of the agreements at its November or December meeting. At the same time, we are sending out a survey to faculty regarding potential negotiation topics for this year's negotiations. Eric Kaljumagi, Veronica Alvarez, Linda Chan, Sandra Esslinger, and Joan Sholars make up the 2017 Faculty Association Negotiation Team.

2. Representative Council

In addition to the approval mentioned above, the FA Representative Council approved modifications to its bylaws and goals for 2016-17. The goals may be found on the back of this report. Furthermore, the Representative Council has directed the FA Executive Board to pilot a means by which faculty may provide input about their immediate managers to the College.

3. Fall CCA Conference

The CCA Fall Conference was held from 6 – 9 October at the Sheraton Grand in Sacramento with Linda Chan, Tamra Horton, Luisa Howell, Eric Kaljumagi, Al Kirchgraber, Richard Myers, Michael Sanetrick, Joan Sholars, and Emily Woolery serving as the delegates from Mt. SAC. Conference sessions included CTA member benefits, the legal rights and obligations of professors, and the provisions of dual enrollment. We also were addressed by Senator Marty Block, who was presented with the CCA Educator of the Year Award.

4. Puttin' on the Hits 2016 #2

Due to the college's upcoming accreditation visit, this year's version of Puttin' on the Hits will be in the Fall semester on **18 – 19 November 2016**. The format of Puttin' on the Hits allows students, faculty, classified, management, and trustees to come together in a way that builds camaraderie. It's one of the things that make Mt. SAC such a positive place to work, and I very much hope that you will plan on participating.

5. Celebration of Adjunct Faculty

Last year, recognizing that adjunct faculty now teach roughly half of all class sections at Mt. SAC, the Faculty Association made a request of each department to select an adjunct professor for recognition. This was accomplished at our "First Annual Celebration of our Adjunct Faculty" event last October. As this event was a resounding success, we have made a similar request to departments for this year. Our second annual celebration of our adjunct faculty will be held on Tuesday, **18 October, from 11:30 – 1:30** in Founders Hall. We encourage managers and trustees to attend this event so as to hear of the good work being accomplished by our adjunct faculty.

Respectfully submitted by,
Eric Kaljumagi, Faculty Association President

FA 2016-17 Goals

(adopted 4 October 2016)

1) Membership

There will be a concerted effort to increase our membership and a new Membership Drive

The FA President and Vice-president will schedule open houses, meet & greets, and informational meetings to inform and reach out to members and potential members.

The FA President and Vice-president will request the opportunity to present at department meetings and adjunct faculty meetings.

2) Grievances

The Grievance Committee will begin to help with grievances.

3) Mediation

The FA President and Vice-president will organize follow-up training provided for the pool of Level Two mediators.

4) Governance

The Governance Committee will review all existing Bylaws so as to align them with CTA requirements.

5) Awards

The Awards Committee will assist in developing an additional means of raising award funds.

6) Puttin' on the Hits

The POTH Task Force will propose means of improving attendance and participation.

7) Negotiations

Past negotiators and those with an expressed interest in negotiations will attend follow-up training sessions.

8) Communication

The Communication Committee will be enlarged in number and the FA will maintain social media accounts and improved updates to the FA website.

9) Political Action

The Political Action Committee will receive training and will propose means of interacting with local K-12 unions.

Respectfully submitted by,
Eric Kaljumagi, Faculty Association President



Foundation Report to the Board of Trustees October 12, 2016

It has been a busy month since we last met. Here is a sampling of our activities:

- Our Foundation Board retreat was a great success! We covered a lot of territory and it is clear that the Board is maturing—its understanding of how the Foundation operates and how they need to be involved is expanding in some exciting ways. Special thanks to Irene and Audrey for coming by to say hello—it is really meaningful to the Board when they see the college leadership making time to interact with us.
- Karl Benjamin Exhibit Opening Reception—this was a lovely event in the Art gallery. Members of the Benjamin family and close friends were on hand to unveil pieces of his personal collection. Thanks to Sue Long and her team especially Fatima for the work they are doing there. We have a strong relationship with the Benjamin family and we are poised to begin Phase II of the Mural project.
- We arranged a campus visit with Leslie Sorensen of the Promise Scholars program. Thanks to Audrey and her team for their participation.
- I attended the International Student Welcome lunch. Trustee Chen Haggerty encouraged the students to contact the Foundation office when their families visit so we can give them a tour of campus.
- Campus visit from Clark Rucker of Boeing. Clark was here as a follow up to the Summer Science Experience that Boeing supported. He met with Dean Matt Judd, Profs Newman & Nejad as well as our retired Dean and current Foundation Board member, Larry Redinger. The purpose of the visit was to tour our STEM facilities and also talk about future opportunities to partner. Special thanks to President Scroggins for joining the meeting—it helped to advance the conversation and really focus in on ways that Boeing can partner with us.
- Dean Jemma Blake-Judd and I had lunch with Reyna Delharo of KP Baldwin Park. It was a great conversation with info sharing on both sides. It was the first time the two of them had officially met, but they immediately connected and we all came away with ideas on how to strengthen the relationship
- Marisa Fierro and I recently attended a CASE (Council for the Advancement and Support of Education) Conference for Community College fundraisers. It was a great couple of days with Colleges from across the country coming together to present successes, troubleshoot challenges and share best practices. We picked up some really valuable information that we feel we can implement in the coming months including some terrific stewardship ideas, a Planned Giving Advisory Council and other ways to engage the Foundation Board and campus leadership
- While in San Diego for the conference, I took the opportunity to meet with Denis Shaw, one of the 2017 inductees into the Mt. SAC Athletics Hall of Fame. Dennis played football here in the late 60s and then transferred to San Diego State. He was a tremendously gifted athlete who enjoyed his time at Mt. SAC and is delighted that we are inducting into our Hall of Fame. Dennis starred at SD State was NFL Rookie of the Year in 1970.
- This morning I attended the UCLA/ Claremont McKenna Southern CA Economic Forecast breakfast sponsored by Citizens Business Bank. I was a guest of Foundation Board member Chris Haddow, from CBB. Prediction for next year: moderate growth. Nervousness surrounding the election. It was amazing to see how influential our area is here as part of the bigger picture in the state. There's also room for us to be even more involved.

Upcoming Events:

- Community Carnival, Saturday, November 5
- Fall 2016 President's Circle Breakfast, Wednesday, November 9, 7:30 AM
- 19th Annual Wassail Dinner & Concert, December 8, 9, 10 (invitations will arrive soon)

Annual Giving Stats	FY2015/16	FY2016/17 To-Date	FY2016/17 Goal	FY2015/16 % to Goal
Total Dollars Raised	\$672,072.30	\$229,487.58	\$706,000	32.5%
Total # of Donors	514	81	540	15.0%

Submitted by Bill Lambert, Executive Director, Mt. SAC Foundation