

## 2012 ACCCA Benchmark Survey for Multiple College Districts

POSITION 1: Chief Executive Officer		Without Doctorate		With Doctorate		Benefits for Employee & Family										Car/Mileage Allowance	Supplemental Life Insurance Policy Premiums	Expense Allowance	District-paid 403(b) or 457 Plans	District-provided Cell Phone	District-provided Home Office/Computer	Foundation Funds	Specific Other Allowances/ Stipends	Total Amount of Allowances/ Stipends				
District	Title	Maximum Annual Salary	W/ Longevity Pay Years to Maximum Longevity	Maximum Annual Salary	W/ Longevity Pay Years to Maximum Longevity	# of Paid Holidays	# of Vacation Days	# Years Contract	Rolling Contract?	Total Value of Benefits Package	# Family Members	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance										Other Benefits			
Chabot-Las Positas CC	District Chancellor	—	—	\$253,558	—	\$253,558	17	22	3	—	\$13,064	1	X	X	X	X	LTD, and Life insurance > 50K	\$8,004	—	\$12,888	\$25,764	—	—	—	—	—	—	\$46,656
Coast CCD	Chancellor	\$248,000	—	\$248,000	—	\$248,000	10	25	3	—	\$25,000	all	X	X	X	X	—	\$4,800	—	\$6,000	\$12,000	—	—	—	—	—	Housing Allowance of \$18,000 per annum for two years.	\$40,800
Contra Costa CCD	Chancellor	\$272,328	—	\$272,328	—	\$273,540	19	25	4	X	\$28,210	—	X	X	X	X	EAP	\$7,200	—	\$9,600	\$4,800	—	—	—	—	—	—	\$21,600
Foothill-De Anza CCD	Chancellor	\$273,000	—	\$275,400	—	\$275,400	16	24	2	X	\$22,563	—	X	X	X	X	Disability	\$6,600	—	\$9,600	—	\$1,800	\$1,000	—	—	401 retirement plan - Annual value: \$12,000	\$31,000	
Grossmont-Cuyamaca CCD	Chancellor	\$245,000	—	\$245,000	—	\$245,000	17	24	3	X	\$12,949	all	X	X	X	X	EAP, LTD, Executive Life policy \$1,216	\$10,200	\$600	—	—	—	—	—	—	\$2,400 mobile communications allowance	\$13,200	
Kern CCD	Chancellor	\$283,000	—	\$283,000	—	—	14	36	4	—	\$13,902	all	X	X	X	X	—	—	—	—	\$28,245	—	—	—	—	—	\$28,245	
Los Angeles CCD	Chancellor	\$370,000	—	\$370,000	—	—	16	24	3	—	\$8,086	1	X	X	X	X	EAP	—	—	—	—	—	—	—	—	—	—	\$0
Los Rios CCD	Chancellor	—	—	\$309,357	—	\$309,357	17	30	4	—	\$26,065	all	X	—	X	X	STRS Reimbursement	\$11,400	—	\$11,400	—	\$1,632	—	—	—	—	Eligible for performance compensation.	\$24,432
North Orange County CCD	Chancellor	\$240,000	—	\$240,000	—	\$240,000	17	26	4	—	\$17,812	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	\$0
Peralta CCD	Chancellor	\$240,000	—	\$240,000	—	\$240,000	18	22	1	X	\$27,636	all	X	X	X	X	—	—	—	—	—	—	—	—	—	—	Travel Allowance/Stipend	\$0
Rancho Santiago CCD	Chancellor	\$252,632	—	\$252,632	—	\$252,632	18	27	4	X	\$23,217	3	X	—	X	X	—	—	—	—	\$6,063	\$6,366	\$1,200	\$2,000	—	Housing \$30,000	\$45,629	
Riverside CCD	Chancellor	\$260,000	—	\$260,000	—	\$260,000	14	22	4	X	\$20,242	1	X	X	X	X	Vision included in medical	\$9,600	—	\$14,400	—	—	—	—	—	—	Housing Allowance = \$24,000/yr	\$49,000
San Bernardino CCD	Chancellor	\$235,000	—	\$235,000	—	\$235,000	15	23	1	X	\$13,503	all	X	X	X	X	—	—	—	—	\$24,000	—	—	—	—	—	—	\$26,400
San Diego CCD	Chancellor	\$267,976	—	\$267,976	—	\$267,976	15	25	4	X	\$12,591	all	X	X	X	X	—	—	—	—	—	—	—	—	—	—	—	\$0
San Jose/Evergreen CCD	Chancellor	\$254,800	—	\$254,800	—	\$254,800	17	24	3	—	\$28,044	all	X	X	X	X	EAP, LTD, Dep Life	—	—	—	—	—	—	—	—	—	cell phone stipend \$80 per month	\$960
San Mateo CCD	Chancellor	\$240,000	—	\$240,000	—	\$240,000	16	30	4	X	\$72,000	2	X	X	X	X	—	\$20,412	—	\$21,192	\$17,964	—	—	—	—	—	—	\$59,568
South Orange County CCD	Chancellor	\$275,000	—	\$275,000	—	\$275,000	18	24	3	—	\$56,565	1	X	X	X	X	Hyatt Legal, LTC, LTD, WC, SS, MED	\$8,400	—	—	—	\$1,560	\$1,440	—	—	The District pays for professional memberships and travel outside Orange County	\$11,400	
State Center CCD	Chancellor	\$225,000	—	\$225,000	—	\$225,000	15	24	3	—	\$14,073	all	X	X	X	X	EAP, LTD	\$8,400	\$8	\$6,000	—	—	—	—	—	—	—	\$14,408
Ventura County CCD	Chancellor	\$228,226	—	\$228,226	—	\$228,226	15	20	3	—	\$14,973	all	X	X	X	X	—	—	—	—	—	—	—	—	—	Cell-phone expense/stipend \$75/mo.	\$900	
West Hills CCD	Chancellor	\$277,606	—	\$277,606	—	\$277,606	15	22	3	X	\$14,500	3	X	X	X	X	—	\$9,000	—	—	—	—	—	—	—	—	—	\$9,000
West Valley-Mission CCD	Chancellor	\$240,000	13	\$241,000	—	\$241,500	13	22	4	—	\$5,308	all	X	X	X	—	LTD	—	—	\$12,000	—	—	—	—	—	—	Housing \$24,000	\$36,000
Yosemite CCD	Chancellor	\$254,000	40	\$258,000	—	\$256,100	40	21	3	X	\$16,658	all	X	X	X	X	—	\$14,000	—	—	—	—	—	—	—	—	—	\$14,000
Yuba CCD	Chancellor	\$218,000	—	\$218,000	—	\$218,000	20	22	2	X	\$17,103	all	X	X	X	X	—	—	—	—	—	\$900	—	—	—	\$600/month travel stipend	\$8,100	
X = YES		Average	\$257,122	27	\$247,115	\$259,552	27	\$252,315	16	25	3	12	\$21,916	22	20	22	21	\$9,835	\$304	\$12,104	\$15,857	\$1,499	\$1,480	\$0	—	—	—	\$20,926
_ = no answer; _ = no		Median	\$252,632	27	\$245,000	\$253,558	27	\$250,316	17	24	3	11	\$17,103	1	3	1	2	\$8,700	\$304	\$11,400	\$14,982	\$1,560	\$1,440	\$0	—	—	—	\$14,408

## 2012 ACCCA Benchmark Survey for Multiple College Districts

POSITION 2: College President		Without Doctorate		With Doctorate		Benefits for Employee & Family										Car/Mileage Allowance	Supplemental Life Insurance Policy Premiums	Expense Allowance	District-paid 403(b) or 457 Plans	District-provided Cell Phone	District-provided Home Office/Computer	Specific Other Allowances/ Stipends	Total Amount of Allowances/ Stipends				
District	Title	Maximum Annual Salary	W/ Longevity Pay	Maximum Annual Salary	W/ Longevity Pay	# Years Contract	Rolling Contract?	Total Value of Benefits Package	# Family Members	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits													
Chabot-Las Positas CC	College President	—	—	\$206,162	—	\$206,162	3	—	\$17,587	—	X	X	X	LTD, Life ins. > 50K	—	—	\$14,940	—	\$800	—	—	—	—	\$15,740			
Coast CCD	College President	\$217,928	\$226,928	\$220,680	15	\$229,680	2	—	\$25,000	—	X	X	X	Add. life \$100K-500K or 2X salary	\$300	—	—	—	\$500	\$2,000	—	—	—	—	\$2,800		
Contra Costa CCD	College President	\$210,000	—	\$210,000	—	\$211,212	—	\$210,000	3	X	—	X	X	EAP	\$7,200	—	—	—	—	—	—	—	—	—	\$7,200		
Foothill-De Anza CCD	President	\$219,449	—	\$221,849	—	—	—	—	1	X	—	X	X	Disability	\$4,142	—	\$9,887	—	—	—	—	—	—	401 retirement plan - Annual Value: \$7,200	\$21,229		
Grossmont-Cuyamaca CCD	President	\$185,000	—	\$185,000	—	\$185,000	—	\$185,000	3	X	—	X	X	EAP, LTD	\$7,200	—	\$10,000	—	—	—	—	—	—	\$2,400 for mobile communications	\$19,600		
Kern CCD	President	\$186,267	—	\$186,267	—	—	—	—	3	—	—	all	X	X	X	X	—	—	—	—	—	—	—	—	—		
Los Angeles CCD	President	\$192,000	—	\$192,000	—	—	—	—	2	—	—	1	X	X	X	X	—	—	—	—	—	—	—	—	\$18,360		
Los Rios CCD	President	\$180,369	—	\$180,369	—	—	—	—	3	—	—	all	X	—	X	X	—	—	—	—	—	—	—	—	\$6,600		
North Orange County CCD	College President	\$200,609	—	\$200,609	—	\$200,609	—	\$200,609	3	X	—	—	—	—	—	—	—	—	—	—	—	—	—	—	\$11,760		
Peralta CCD	College President	\$190,000	—	\$190,000	—	\$190,000	—	\$190,000	13	X	—	all	X	X	X	X	—	—	—	—	—	—	\$600	—	Travel/Stipend \$4,800/year	\$600	
Rancho Santiago CCD	President	\$205,457	—	\$205,457	—	\$205,457	—	\$205,457	3	X	—	3	X	—	X	X	—	—	—	—	—	—	—	—	—	\$10,308	
Riverside CCD	President	\$195,952	—	\$195,952	—	\$200,850	—	\$200,850	3	X	—	1	X	X	X	X	—	—	—	—	—	—	—	—	—	RCDD has 3 Presidents. 1 has no benefits but has a housing allowance of \$24,000/yr.	\$10,000
San Bernardino CCD	College President	\$171,624	5	\$171,624	—	\$172,764	5	\$172,764	2	—	—	all	X	X	X	X	—	—	—	—	—	—	—	—	—	\$13,200	
San Diego CCD	College President	\$221,244	—	\$221,244	—	\$221,244	—	\$221,244	3	X	—	all	X	X	X	X	—	—	—	—	—	—	—	—	—	—	
San Jose/Evergreen CCD	College President	\$188,221	10	\$188,221	—	\$188,221	10	\$188,221	3	—	—	all	X	X	X	X	EAP, LTD	—	—	—	—	—	—	—	—	cell phone stipend \$80 per month	\$960
San Mateo CCD	President	\$204,000	—	\$204,000	—	\$204,000	—	\$204,000	3	X	—	3	X	X	X	X	—	—	—	—	—	—	—	—	—	\$29,704	
South Orange County CCD	President	\$189,524	—	\$189,524	—	\$189,524	—	\$189,524	3	—	—	1	X	X	X	X	Hyatt Legal, LTC, LTD, WC, SS, MED	\$6,000	—	—	—	—	\$1,560	\$1,200	—	The District pays for professional memberships and travel outside Orange County	\$8,760
State Center CCD	College President	\$180,000	—	\$180,000	—	\$180,000	—	\$180,000	3	—	—	all	X	X	X	X	EAP, LTD	\$8,400	\$8	—	—	—	—	—	—	—	\$8,408
Ventura County CCD	President	\$183,383	—	\$183,383	—	\$183,383	—	\$183,383	3	—	—	all	X	X	X	X	—	—	—	—	—	—	—	—	—	cell phone allowance/stipend \$75/mo., \$900/yr	\$900
West Hills CCD	President	\$213,293	—	\$213,293	—	\$213,293	—	\$213,293	3	X	—	2	X	X	X	X	—	—	—	—	—	—	—	—	—	—	\$7,800
West Valley-Mission CCD	President	\$191,624	14	\$192,624	—	\$193,124	14	\$194,124	3	—	—	all	X	X	X	—	LTD	—	—	—	—	—	—	—	—	—	\$6,000
Yosemite CCD	College President	\$210,785	40	\$214,785	—	\$212,885	40	\$216,885	3	X	—	all	X	X	X	X	—	—	—	—	—	—	—	—	—	—	\$9,600
Yuba CCD	President	\$166,817	11	\$168,932	—	\$169,992	11	\$172,107	3	X	—	—	X	X	X	X	—	—	—	—	—	—	\$900	—	—	—	\$2,400
X = YES		Average	\$195,616	\$196,754	\$196,908	16	\$198,069	3	12	\$21,668	22	20	22	21	—	—	\$7,656	\$8	\$9,350	\$8,186	\$937	\$1,600	—	—	—	\$10,092	
_ = no answer; _ = no		Median	\$191,812	\$194,288	\$193,124	13	\$200,609	3	11	\$17,103	1	3	1	2	—	—	\$7,200	\$8	\$9,462	\$8,186	\$900	\$1,600	—	—	—	\$8,760	

## 2012 ACCCA Benchmark Survey for Multiple College Districts

POSITION 3: Chief Instructional Officer/ District - Vice Chancellor		Without Doctorate		With Doctorate		Benefits for Employee & Family										Car/Mileage Allowance	Supplemental Life Insurance Policy Premiums	Expense Allowance	District-paid 403(b) or 457 Plans	District-provided Cell Phone	District-provided Home Office/Computer	Specific Other Allowances/ Stipends	Total Amount of Allowances/ Stipends				
District	Title	Maximum Annual Salary	W/ Longevity Pay	Maximum Annual Salary	W/ Longevity Pay	# Years Contract	Rolling Contract?	Total Value of Benefits Package	# Family Members	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits													
Chabot-Las Positas CC																											
Coast CCD	VC, Educational Svcs	\$217,928	15	\$226,928	\$220,680	15	\$229,680	3		\$25,000		X	X	X									\$500	\$2,000	\$2,500		
Contra Costa CCD	VC, Education & Technology	\$175,584		\$175,584	\$176,796		\$176,796	3	X	\$28,210		X	X	X	EAP											\$0	
Foothill-De Anza CCD																											
Grossmont-Cuyamaca CCD																											
Kern CCD	VC, Educational Svcs	\$176,177			\$176,177			2		\$13,902	all	X	X	X	X											Cell phone allowance \$900 annually	\$900
Los Angeles CCD	VC	\$192,000			\$192,000			2		\$8,086	1	X	X	X	EAP	\$18,360											\$18,360
Los Rios CCD	VC of Education & Technology				\$180,369			3		\$23,900	all	X		X	X	\$6,600											\$6,600
North Orange County CCD																											
Peralta CCD	VC for Educational Svcs	\$190,000		\$190,000	\$190,000		\$190,000	13	X	\$27,636	all	X	X	X	X									\$600			\$600
Rancho Santiago CCD																											
Riverside CCD	VC, Educational Svcs	\$177,966		\$177,966	\$182,415		\$182,415	3	X	\$1,761				X	X	Employee opted out of health		\$9,000					\$1,000				\$10,000
San Bernardino CCD																											
San Diego CCD	VC Instructional Svcs	\$198,156		\$198,156	\$198,156		\$198,156	3	X	\$12,591	all	X	X	X	X												\$0
San Jose/Evergreen CCD																											
San Mateo CCD	VP of Instruction	\$167,000	6	\$167,000	\$167,000	6	\$167,000	2	X	\$50,000	2	X	X	X	X												\$0
South Orange County CCD	VC, Technical & Learning Svcs	\$204,990		\$204,990	\$204,990		\$204,990	3		\$45,146	1	X	X	X	X	Hyatt Legal, LTC, LTD, WC, SS, MEDI	\$6,000					\$1,560	\$1,200		The District pays for professional memberships and travel outside Orange County	\$8,760	
State Center CCD	Associate VC, Educational Svcs	\$146,140	25	\$157,831	\$148,085	25	\$159,776	3		\$14,073	all	X	X	X	X	EAP, LTD	\$8,400	\$8									\$8,408
Ventura County CCD																											
West Hills CCD	VP of Educational Svcs	\$183,682	15	\$183,682	\$183,682	15	\$183,682	1	X	\$14,500	2	X	X	X	X												\$0
West Valley-Mission CCD																											
Yosemite CCD																											
Yuba CCD	VC of Educational Planning & Svcs	\$166,817	11	\$168,932	\$169,992	11	\$172,107	3	X	\$17,103		X	X	X	X		\$1,500						\$900				\$2,400
	X = YES	Average	\$183,037	14	\$185,107	\$183,872	14	\$186,460	3	7	\$21,685	12	11	13	13		\$8,172	\$8	\$9,000			\$912	\$1,600				\$4,502
	_ = no answer; _ = no	Median	\$180,824	15	\$180,824	\$182,415	15	\$183,049	3	6	\$17,103	10	11	9	9		\$6,600	\$8	\$9,000			\$900	\$1,600				\$2,400

## 2012 ACCCA Benchmark Survey for Multiple College Districts

POSITION 4: Chief Business Officer/ District - Vice Chancellor		Without Doctorate		With Doctorate		Academic or Classified?	# Years Contract	Rolling Contract?	Benefits for Employee & Family							Car/Mileage Allowance	Supplemental Life Insurance Policy Premiums	Expense Allowance	District-paid 403(b) or 457 Plans	District-provided Cell Phone	District-provided Home Office/ Computer	Specific Other Allowances/ Stipends	Total Amount of Allowances/ Stipends						
District	Title	Maximum Annual Salary	W/ Longevity Pay	Maximum Annual Salary	W/ Longevity Pay				Total Value of Benefits Package	# Family Members	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits														
Chabot-Las Positas CC	District VC - Business Svcs	\$216,599	15	\$216,599	15	\$216,599	C	3	—	\$18,540	3	1	1	1	1	LTD, Life ins. >50K	—	—	\$2,400	—	—	\$800	—	—	—	—	\$3,200		
Coast CCD	VC, Administrative Svcs	\$217,928	15	\$226,928	\$220,680	15	\$229,680	A	3	—	\$25,000	all	1	1	1	1	—	—	—	—	—	\$500	\$2,000	—	—	—	\$2,500		
Contra Costa CCD	VC, Administrative Svcs	\$170,436	—	\$170,436	\$171,648	—	\$171,648	C	3	X	\$25,210	—	1	1	1	1	EAP	—	—	—	—	—	—	—	—	—	\$0		
Foothill-De Anza CCD	VC, Business Svcs	\$205,218	—	—	\$207,618	—	—	C	1	X	\$22,563	—	1	1	1	1	Disability	—	—	—	—	—	—	—	—	—	\$7,200		
Grossmont-Cuyamaca CCD	VC, Business Svcs	\$162,073	—	\$162,073	\$162,073	—	\$162,073	A	3	X	\$12,949	—	1	1	1	1	EAP, LTD	\$7,200	—	\$5,000	—	—	—	—	—	—	\$14,600		
Kern CCD	Chief Financial Officer	\$176,177	—	—	\$176,177	—	—	C	2	—	\$13,902	all	1	1	1	1	—	—	—	—	—	—	—	—	—	—	\$900		
Los Angeles CCD	Deputy Chancellor	\$222,000	—	—	\$222,000	—	—	—	2	—	\$8,086	1	1	1	1	1	EAP	\$18,360	—	—	—	—	—	—	—	—	\$18,360		
Los Rios CCD	Deputy Chancellor	—	—	—	\$229,460	—	—	C	4	—	\$23,900	all	1	0	1	1	PERS Reimbursement	\$6,600	—	\$9,000	—	—	—	—	—	—	\$15,600		
North Orange County CCD	VC, Finance & Facilities	\$200,609	—	\$200,609	\$200,609	—	\$200,609	C	3	X	\$17,024	—	0	0	0	0	—	—	—	—	—	—	—	—	—	—	\$11,760		
Peralta CCD	VC for Finance & Administration	\$190,000	—	\$190,000	\$190,000	—	\$190,000	—	13	X	\$27,636	all	1	1	1	1	—	—	—	—	—	—	—	—	—	—	\$600		
Rancho Santiago CCD	VC Business Ops & Fiscal Svcs	\$205,457	7	\$205,457	\$205,457	7	\$205,457	A	3	X	\$23,217	3	1	0	1	1	—	—	—	—	—	—	—	—	—	—	\$10,308		
Riverside CCD	VC, Administration & Finance	\$177,966	—	\$177,966	\$182,415	—	\$182,415	A	2	X	\$20,242	all	1	99	1	1	Vision included in medical	—	—	\$9,000	—	—	—	—	—	—	—	\$1,000	\$10,000
San Bernardino CCD	VC Fiscal Svcs	\$171,624	5	\$171,624	\$171,624	5	\$172,764	A	2	—	\$10,300	all	1	1	1	1	—	—	—	\$12,000	—	—	—	—	—	—	\$1,200	\$13,200	
San Diego CCD	Executive VC, Business Svcs	\$221,244	—	\$221,244	\$221,244	—	\$221,244	C	3	X	\$12,591	all	1	1	1	1	—	—	—	—	—	—	—	—	—	—	—	\$0	
San Jose/Evergreen CCD	VC of Administrative Svcs	\$188,221	10	\$188,221	\$188,221	10	\$188,221	C	2	—	\$28,045	all	1	1	1	1	EAP, LTD, Dep Life	—	—	\$4,800	—	—	—	—	—	—	—	cell phone stipend \$80 per month	\$5,760
San Mateo CCD	Executive VC	\$214,000	—	\$214,000	\$214,000	—	\$214,000	—	3	X	\$64,000	2	1	1	1	1	—	—	—	\$9,036	\$10,000	—	—	—	—	—	—	\$29,704	
South Orange County CCD	VC, Business Svcs	\$197,105	—	\$197,105	\$197,105	—	\$197,105	A	2	—	\$46,159	2	1	1	1	1	Hyatt Legal, LTC, LTD, WC, SS, MED	\$6,000	—	—	—	—	—	\$1,560	\$1,200	—	—	The District pays for professional memberships and travel outside Orange County	\$8,760
State Center CCD	VC, Finance & Administration	\$162,898	—	\$162,898	\$162,898	—	\$162,898	A	3	—	\$14,073	all	1	1	1	1	EAP, LTD	\$8,400	\$8	—	—	—	—	—	—	—	—	\$8,408	
Ventura County CCD	VC, Business & Administrative Servi	\$183,383	—	\$183,383	\$183,383	—	\$183,383	C	3	—	\$14,973	all	1	1	1	1	—	—	—	—	—	—	—	—	—	—	—	\$0	
West Hills CCD	VC Business Svcs	\$203,742	—	\$203,742	\$203,742	—	\$203,742	A	3	X	\$14,500	2	1	1	1	1	—	—	—	—	—	—	—	—	—	—	—	\$7,800	
West Valley-Mission CCD	VC, Administrative Svcs	\$193,124	13	\$194,124	\$194,624	13	\$195,624	—	3	—	\$17,804	all	1	1	1	0	LTD	—	—	—	—	—	—	—	—	—	—	\$0	
Yosemite CCD	Executive VC, Fiscal Svcs	\$206,831	40	\$210,831	\$208,931	40	\$212,931	C	3	X	\$16,658	all	1	99	1	1	—	—	—	—	—	—	—	—	—	—	—	\$8,000	
Yuba CCD	VC of Administrative Svcs	\$166,817	11	\$168,932	\$169,992	11	\$172,107	A	3	X	\$16,047	—	1	1	1	1	—	—	—	—	—	—	—	—	—	—	—	\$5,568	
X = YES		Average	\$193,339	14	\$192,956	\$195,674	14	\$193,816	A	9	3	12	\$21,453	0	0	0	0	—	—	\$8,629	\$8	\$6,897	\$6,513	\$937	\$1,600	—	—	\$7,923	
_ = no answer; _ = no		Median	\$195,115	11	\$194,124	\$197,105	11	\$195,624	C	10	3	11	\$17,804	0	0	0	0	—	—	\$7,900	\$8	\$7,000	\$6,372	\$900	\$1,600	—	—	\$7,800	





## 2012 ACCCA Benchmark Survey for Multiple College Districts

POSITION 7: Chief Student Services Officer/ District - Vice Chancellor		Without Doctorate		With Doctorate		Benefits for Employee & Family										Car/Mileage Allowance	Supplemental Life Insurance Policy Premiums	Expense Allowance	District-paid 403(b) or 457 Plans	District-provided Cell Phone	District-provided Home Office/Computer	Specific Other Allowances/ Stipends	Total Amount of Allowances/ Stipends			
District	Title	Maximum Annual Salary	W/ Longevity Pay	Maximum Annual Salary	W/ Longevity Pay	# Years Contract	Rolling Contract?	Total Value of Benefits Package	# Family Members	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits												
Chabot-Las Positas CC	College VP-Student Svcs	—	\$153,427	\$153,427	—	\$153,427	1	—	\$23,242	2	X	X	X	LTD, Life ins > 50K	—	—	—	—	—	—	\$800	—	—	\$800		
Coast CCD	VP, Student Svcs	\$147,455	\$156,455	\$150,207	15	\$159,207	2	—	\$25,000	all	X	X	X	—	—	—	—	—	—	—	—	\$500	\$2,000	—	\$2,500	
Contra Costa CCD	VP	\$144,300	\$167,328	\$145,512	20	\$168,540	—	—	\$28,210	—	X	X	X	EAP	—	—	—	—	—	—	—	—	—	—	\$0	
Foothill-De Anza CCD	VP, Student Svcs	\$162,038	—	\$164,438	—	—	1	X	\$22,563	X	X	X	X	Disability	—	—	—	—	—	—	—	—	—	—	—	\$0
Grossmont-Cuyamaca CCD	VP, Student Svcs	\$134,315	\$138,622	\$135,490	—	\$139,797	2	X	\$12,949	—	X	X	X	EAP, LTD	—	—	—	—	—	—	—	—	—	—	Mobile Communications \$3,600 per year	\$3,600
Kern CCD	VP - Student Affairs	\$138,398	—	\$138,398	—	—	1	X	\$13,902	all	X	X	X	—	—	—	—	—	—	—	—	—	—	—	\$0	
Los Angeles CCD	VP, Student Svcs	\$160,400	—	\$164,280	—	—	—	—	\$8,086	1	X	X	X	EAP	—	—	—	—	—	—	—	—	—	—	\$0	
Los Rios CCD	VP of Student Svcs	\$142,057	\$153,649	\$145,250	20	\$156,842	—	—	\$11,956	all	X	—	X	X	—	—	—	—	—	—	—	—	—	—	\$0	
North Orange County CCD	VP, Student Svcs	\$155,463	7	\$158,063	7	—	1	X	\$13,012	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	\$0	
Peralta CCD	VP of Student Svcs	\$150,000	\$150,000	\$150,000	—	\$150,000	13	X	\$27,636	all	X	X	X	—	—	—	—	—	—	—	—	—	—	Travel Stipend \$3,600/yearCell Phone Stipend \$600/year	\$600	
Rancho Santiago CCD	VP, Student Svcs	\$161,426	\$161,426	\$161,426	—	\$161,426	2	X	\$23,217	3	X	—	X	—	—	—	—	—	—	—	—	—	—	—	\$0	
Riverside CCD	VP of Student Svcs	\$146,439	\$146,439	\$150,100	—	\$150,100	2	X	\$23,143	all	X	X	X	Vision included in medical	—	—	—	—	—	—	—	—	\$1,000	—	—	\$1,000
San Bernardino CCD	College: VP, Student Svcs	\$148,248	5	\$148,248	\$149,388	5	\$149,388	2	—	\$10,300	all	X	X	X	—	—	—	—	—	—	—	—	—	—	\$0	
San Diego CCD	VP, Student Svcs	\$167,136	\$167,136	\$167,136	—	\$167,136	2	X	\$12,591	all	X	X	X	—	—	—	—	—	—	—	—	—	—	—	\$0	
San Jose/Evergreen CCD	VP of Student Affairs	\$135,164	25	\$138,543	\$138,543	25	\$138,543	2	X	\$28,045	all	X	X	X	EAP, LTD, dep life	—	—	—	—	—	—	—	—	—	cell phone stipend \$80 per month	\$960
San Mateo CCD	VP of Student Svcs	\$167,000	\$167,000	\$167,000	—	\$167,000	2	X	\$50,000	2	X	X	X	—	—	—	—	—	—	—	—	—	—	—	\$0	
South Orange County CCD	VP, Student Svcs	\$157,224	\$157,224	\$157,224	—	\$157,224	3	—	\$47,643	6	X	X	X	Hyllt Legal, LTC, LTD, WC, SS, MED	\$2,400	—	—	—	—	—	\$1,560	—	—	Professional institutional memberships and conferences	\$3,960	
State Center CCD	VP of Student Svcs	\$146,140	25	\$157,831	\$148,085	25	\$159,776	1	—	\$14,073	all	X	X	X	EAP, LTD	—	\$8	—	—	—	—	—	—	—	\$8	
Ventura County CCD	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
West Hills CCD	Dean of Student Svcs	\$179,202	15	\$179,202	\$179,202	—	\$179,202	1	X	\$14,500	2	X	X	X	—	—	—	—	—	—	—	—	—	—	—	\$0
West Valley-Mission CCD	VP, Student Svcs	\$138,146	14	\$139,146	\$139,646	14	\$140,646	2	—	\$17,804	all	X	X	X	LTD	—	—	—	—	—	—	—	—	—	—	\$0
Yosemite CCD	VP of Student Svcs	\$171,183	40	\$175,183	\$173,283	40	\$177,283	3	X	\$16,658	all	X	X	X	—	—	—	—	—	—	—	—	—	—	\$1,000	
Yuba CCD	VP	\$130,464	11	\$132,579	\$133,639	11	\$135,754	2	X	\$17,103	—	X	X	X	—	—	—	—	—	—	—	\$900	—	—	—	\$900
X = YES		Average	\$151,533	18	\$154,969	\$153,170	18	\$156,183	2	13	\$20,983	21	19	21	20	\$1,700	\$8	—	—	—	\$952	\$2,000	—	—	—	\$697
_ = no answer; _ = no		Median	\$148,248	15	\$155,052	\$150,154	18	\$157,033	2	9	\$17,454	1	3	1	2	\$1,700	\$8	—	—	—	\$900	\$2,000	—	—	—	\$0

## 2012 ACCCA Benchmark Survey for Multiple College Districts

POSITION 8: Chief Business Officer/ District - Vice Chancellor		Without Doctorate		With Doctorate		Academic or Classified?	# Years Contract	Rolling Contract?	Benefits for Employee & Family					Car/Mileage Allowance	Supplemental Life Insurance Policy Premiums	Expense Allowance	District-paid 403(b) or 457 Plans	District-provided Cell Phone	District-provided Home Office/ Computer	Specific Other Allowances/ Stipends	Total Amount of Allowances/ Stipends				
District	Title	Maximum Annual Salary	W/ Longevity Pay Years to Maximum Longevity Maximum Annual Salary	Maximum Annual Salary	W/ Longevity Pay Years to Maximum Longevity Maximum Annual Salary				Total Value of Benefits Package	# Family Members	Health Benefits	Vision Benefits	Dental Benefits									Life Insurance	Other Benefits		
Chabot-Las Positas CC	College VP-Administrative Svcs	\$153,427	15	\$153,427	15	\$153,427	C	1	\$23,218		X	X	X	X	LTD, Life ins. > 50K							\$800			
Coast CCD	VP, Administrative Svcs	\$147,455	15	\$156,455	\$150,207	15	\$159,207	A	2	\$25,000		X	X	X			\$500	\$2,000				\$2,500			
Contra Costa CCD	VP or Dir of Business Svcs	\$144,300	20	\$167,328	\$145,512	20	\$168,540			\$28,210		X	X	X	EAP							\$0			
Foothill-De Anza CCD	VP, Educational Resources & Instruct	\$162,038			\$164,438			C	1	X	\$22,563		X	X	X	Disability						\$0			
Grossmont-Cuyamaca CCD	VP, Administrative Svcs	\$134,315		\$138,622	\$135,490		\$139,797		2	X	\$12,949		X	X	X	EAP, LTD					\$3,600 for mobile communications	\$3,600			
Kern CCD	Executive Dir - Administrative Svcs	\$125,890			\$125,890				1	X	\$13,902	all	X	X	X							\$0			
Los Angeles CCD	VP Administrative Svcs	\$160,400			\$164,280					\$8,086	1	X	X	X	EAP							\$0			
Los Rios CCD	VP Administration	\$142,057	20	\$153,649	\$145,250	20	\$156,842	C			\$11,956	all	X	X	X							\$0			
North Orange County CCD	VP, Administrative Svcs	\$155,463	7	\$155,463	\$158,063	7	\$158,063	C	1	X	\$13,012											\$0			
Peralta CCD	Business & Administrative Svcs Manager	\$110,000		\$110,000	\$110,000		\$110,000	C	13	X	\$27,636	all	X	X	X						Cell Phone Stipend \$600/year	\$600			
Rancho Santiago CCD	VP, Administrative Svcs	\$161,426	7	\$161,426	\$161,426	7	\$161,426	C	2	X	\$23,217	3	X	X	X							\$0			
Riverside CCD	VP, Business Svcs	\$146,590		\$146,590	\$150,255		\$150,255	C	1	X	\$20,122	all	X	X	X	Vision included in medical			\$1,000			\$1,000			
San Bernardino CCD	Vice Presidetrn Administrative Svcs	\$148,248	5	\$148,248	\$149,388	5	\$149,388	C	2		\$13,503	all	X	X	X							\$0			
San Diego CCD	VP, Administrative Svcs	\$145,956		\$145,956	\$145,956		\$145,956	C	2	X	\$12,591	all	X	X	X							\$0			
San Jose/Evergreen CCD	VP of Administrative Svcs	\$135,164	25	\$138,543	\$138,543	25	\$138,543	C	2	X	\$28,045	all	X	X	X	EAP, LTD, dep life					cell phone stipend \$80 per month	\$960			
San Mateo CCD	Dir of Business Svcs	\$122,000		\$122,000	\$122,000		\$122,000		2	X	\$36,000	2	X	X	X							\$0			
South Orange County CCD	Dir, Fiscal Svcs	\$132,600		\$132,600	\$132,600		\$132,600	C			\$46,479	2	X	X	X	Hyllatt Legal, LTC, LTD, WC, SS, MEDI			\$1,560		Professional memberships - institutional	\$1,560			
State Center CCD	VP of Administrative Svcs	\$146,140	25	\$157,831	\$148,085	25	\$159,776	C	1		\$14,073	all	X	X	X	EAP, LTD		\$8				\$8			
Ventura County CCD	VP, Business Svcs	\$149,595	30	\$154,156	\$158,954	30	\$158,954	C	2		\$14,973		X	X	X						cell-phone allowance/stipend \$75/mo, \$900/yr	\$900			
West Hills CCD																									
West Valley-Mission CCD	VP, Administrative Svcs	\$138,146	11	\$139,146	\$139,646	11	\$140,646		2		\$21,512	all	X	X	X	LTD						\$0			
Yosemite CCD	VP of College Administrative Svcs	\$171,183	40	\$175,183	\$173,283	40	\$177,283	A	3	X	\$16,658	all	X	X	X			\$375				\$375			
Yuba CCD																									
X = YES		Average	\$144,400	19	\$147,590	\$146,319	19	\$149,039	A	2	2	11	\$20,653	20	18	20	19		\$375	\$8			\$965	\$2,000	\$586
_ = no answer; _ = no		Median	\$146,140	20	\$150,838	\$148,085	20	\$151,841	C	13	2	10	\$20,122	1	3	1	2		\$375	\$8			\$900	\$2,000	\$0



## 2012 ACCCA Benchmark Survey for Multiple College Districts

POSITION 9: Admissions and Records Director/ College		Without Doctorate		With Doctorate		# Years Contract	Rolling Contract?	Benefits for Employee & Family						Position Status					
District	Title	Maximum Annual Salary	W/ Longevity Pay	Maximum Annual Salary	W/ Longevity Pay			Total Value of Benefits Package	# Family Members	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits	Confidential	Supervisory	Classified Management	Academic Management	
Chabot-Las Positas CC	Dir, Admissions & Records	\$111,406	15	\$111,406	15	\$111,406	1	1	X	X	X	X	LTD, Life insurance > 50K						
Coast CCD	Dir, Admissions & Records	\$137,811	15	\$146,811	15	\$140,571	15	\$149,571	2		\$25,000		X	X	X	X			
Contra Costa CCD	Dir of Admissions & Records	\$118,428	20	\$137,340	20	\$119,640	20	\$138,552	1		\$28,210		X	X	X	X	EAP		
Foothill-De Anza CCD	Dean, Admissions & Records	\$130,270		\$132,670		\$132,670		\$132,670	1	X	\$22,563		X	X	X	X	Disability		
Grossmont-Cuyamaca CCD	Dean, Counseling & Enrollment Svcs	\$117,423		\$121,730		\$118,598		\$122,905	1	X	\$12,949		X	X	X	X	EAP, LTD		
Kern CCD	Dir of Enrollment Svcs	\$108,019		\$108,019		\$108,019		\$108,019	1	X	\$13,902	all	X	X	X	X			
Los Angeles CCD	Registrar	\$99,000	10	\$101,900	10	\$102,100	10	\$105,000			\$8,086	1	X	X	X	X	EAP		
Los Rios CCD	Records & Admissions Supervisor	\$71,955	15	\$77,827	15	\$71,955	15	\$77,827			\$11,956	all	X		X	X			
North Orange County CCD	Dean, Admissions & Records	\$141,850	6	\$144,450	6	\$144,450	6	\$144,450	1	X	\$13,012								
Peralta CCD	Associate VC for A&R & Student Serv	\$145,000		\$145,000		\$145,000		\$145,000	2		\$30,750	2	X		X	X			
Rancho Santiago CCD	Associate Dean, Admissions & Records	\$130,383	7	\$130,383	7	\$130,383	7	\$130,383	2	X	\$23,217	3	X		X	X			
Riverside CCD	Dean, Enrollment Svcs	\$132,791		\$132,791		\$136,111		\$136,111	1	X	\$20,122	all	X	X	X	X	Vision included in medical		
San Bernardino CCD	Associate Dean, Enrollment Management	\$110,628	5	\$110,628	5	\$111,798	5	\$111,798	1		\$13,503	all	X	X	X	X			
San Diego CCD	Student Svcs Supervisor II	\$89,460		\$89,460		\$89,460		\$89,460			\$12,591	all	X	X	X	X			
San Jose/Evergreen CCD	Dean of Enrollment Svcs	\$122,688	25	\$125,755	25	\$125,755	25	\$125,755	2	X	\$28,045	all	X	X	X	X	EAP, LTD, dep life		
San Mateo CCD	Dean of Enrollment Svcs	\$141,000	6	\$141,000	6	\$141,000	6	\$141,000	2	X	\$42,000	2	X	X	X	X			
South Orange County CCD	Dir, Admissions & Records	\$150,948		\$150,948		\$150,948		\$150,948			\$49,414		X	X	X	X	Hyllatt Legal, LTC, LTD, WC, SS, MED		
State Center CCD	VP of Admissions & Records	\$146,140	25	\$157,831	25	\$148,085	25	\$159,776	1		\$14,073	all	X	X	X	X	EAP, LTD		
Ventura County CCD	Registrar	\$91,812	30	\$94,312	30	\$91,812	30	\$94,312			\$14,973	all	X	X	X	X			
West Hills CCD	Associate VC	\$183,682	15	\$183,682	15	\$183,682	15	\$183,682	1	X	\$14,500	2	X	X	X	X			
West Valley-Mission CCD	Dir, Enrollment/Admissions, Records & Assess	\$117,978	15	\$118,978	15	\$119,478	15	\$120,478	1		\$16,017	all	X	X	X	X	LTD		
Yosemite CCD	Dir of Admissions, Records, & Assessment	\$82,980	40	\$86,980	40	\$89,080	40	\$89,080	1	X	\$16,658	all	X	X	X	X			
Yuba CCD	Dir, Admissions & Enrollment Svcs	\$98,215	11	\$100,330	11	\$101,390	11	\$103,595	1		\$17,103		X	X	X	X	Add. Life Insurance Policy		
X = YES		Average	\$120,864	16	\$122,110	\$122,147	16	\$123,244	1	10	\$20,187	22	19	22	21				
_ = no answer; _ = no		Median	\$118,428	15	\$121,730	\$119,640	15	\$122,905	1	13	\$16,017	1	4	1	2				
													0	4	8	7			
													23	19	15	16			

## 2012 ACCCA Benchmark Survey for Multiple College Districts

POSITION 10: Instructional Dean/ College		Without Doctorate		With Doctorate		12-month assignment?	% of assignment (if not 100%)	# Years Contract	Rolling Contract?	Benefits for Employee & Family						
District	Title	Maximum Annual Salary	W/ Longevity Pay Years to Maximum Longevity	Maximum Annual Salary	W/ Longevity Pay Years to Maximum Longevity					Maximum Annual Salary	Total Value of Benefits Package	# Family Members	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance
Chabot-Las Positas CC	College Dean-Applied Technology & Business	\$133,450	15	\$133,450	15	\$133,450	X	1		\$15,545	1	X	X	X	LTD, Life ins. > 50K	
Coast CCD	Dean	\$137,807	15	\$146,807	15	\$149,567	X	2		\$25,000	1	X	X	X		
Contra Costa CCD	Dean	\$124,416	20	\$144,300	20	\$145,512	X			\$28,210	1	X	X	X	EAP	
Foothill-De Anza CCD	Division Dean	\$143,521		\$145,920			X	1	X	\$22,563	1	X	X	X	Disability	
Grossmont-Cuyamaca CCD	Dean	\$117,423		\$121,730		\$118,598	X	1	X	\$12,949	1	X	X	X	EAP, LTD	
Kern CCD	Dean of Instruction	\$125,890		\$125,890			X	1	X	\$13,902	all	X	X	X		
Los Angeles CCD	Dean	\$140,000		\$143,600			X			\$8,086	1	X	X	X	EAP	
Los Rios CCD	Dean	\$124,891	20	\$135,082	20	\$138,275	X			\$11,956	all	X		X		
North Orange County CCD	Dean, Division	\$141,850	6	\$144,450	6		X	1	X	\$13,012						
Peralta CCD	Dean of Academic/Student Affairs	\$120,000		\$120,000		\$120,000	X	13	X	\$27,636	all	X	X	X		
Rancho Santiago CCD	Dean	\$151,107	7	\$151,107	7	\$151,107	X	2	X	\$23,217	3	X		X		
Riverside CCD	Dean of Instruction	\$136,909		\$136,909		\$140,332	X	1	X	\$23,143	all	X	X	X	Vision included in medical	
San Bernardino CCD	Instructional Dean	\$121,968	5	\$121,968	5	\$123,108	X	1		\$13,503	all	X	X	X		
San Diego CCD	Dean	\$136,128		\$136,128		\$136,128	X	2		\$12,591	all	X	X	X		
San Jose/Evergreen CCD	Dean	\$122,688	25	\$125,755	25	\$125,755	X	2	X	\$28,045	all	X	X	X	EAP, LTD, dep life	
San Mateo CCD	Division Dean	\$155,000	6	\$155,000	6	\$155,000	X	2	X	\$46,000	2	X	X	X		
South Orange County CCD	Dean, Liberal Arts	\$162,868		\$162,868		\$162,868	X	3		\$38,793		X	X	X	Hyllatt Legal, LTC, LTD, WC, SS, MED	
State Center CCD	Dean of Instruction	\$133,694	25	\$144,390	25	\$146,335	X	1		\$14,073	all	X	X	X	EAP, LTD	
Ventura County CCD	Dean	\$139,074	30	\$143,636	30	\$148,434	X	2		\$14,973	all	X	X	X		
West Hills CCD	Dean	\$179,202	15	\$179,202	15	\$179,202	X	1	X	\$14,000		X	X	X		
West Valley-Mission CCD	Dean of Instruction	\$123,018	5	\$124,018	5	\$125,518	X	1		\$15,429	all	X	X	X	LTD	
Yosemite CCD	Dean of Instructional Svcs	\$133,380	40	\$137,380	40	\$139,480	X	1	X	\$16,658	all	X	X	X		
Yuba CCD	Dean	\$118,621	11	\$120,736	11	\$123,911	X	1		\$17,103		X	X	X	Add. Life Insurance Policy	
X = YES		Average	\$135,778	16	\$138,972	\$137,448	16	\$140,362	23	2	11	\$19,843	22	20	22	21
_ = no answer; _ = no		Median	\$133,694	15	\$136,909	\$135,639	15	\$139,480	0	1	12	\$15,545	1	3	1	2

## 2012 ACCCA Benchmark Survey for Multiple College Districts

POSITION 11: Director of Accounting		Without Doctorate		With Doctorate		Benefits for Employee & Family								Position Status						
District	Title	Maximum Annual Salary	W/ Longevity Pay	Maximum Annual Salary	W/ Longevity Pay	# Years Contract	Rolling Contract?	Total Value of Benefits Package	# Family Members	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits	Confidential	Supervisory	Classified Management	Academic Management		
			Years to Maximum Longevity		Maximum Annual Salary														Years to Maximum Longevity	Maximum Annual Salary
Chabot-Las Positas CC	District Dir-Business Svcs	\$153,421	15	\$153,421	15	\$153,421	1	1	\$10,186	1	X	X	X	X	LTD, Life Ins. > 50K					
Coast CCD	Administrative Dir., Fiscal Affairs	\$137,807	15	\$146,807	15	\$146,807	2	1	\$25,000	1	X	X	X	X						
Contra Costa CCD	Dir of District Finance Svcs	\$124,416	20	\$144,300	20	\$145,512	1	1	\$28,210	1	X	X	X	X	EAP			X		
Foothill-De Anza CCD	Dir, Budget & Personnel	\$108,506	1	\$110,906	1	\$110,906	1	X	\$22,563	1	X	X	X	X	Disability					
Grossmont-Cuyamaca CCD	District Accounting Manager	\$94,576	1	\$98,883	1	\$100,058	1	X	\$12,949	1	X	X	X	X	EAP, LTD			X		
Kern CCD	Dir, Accounting Svcs	\$125,890	1	\$125,890	1	\$125,890	1	X	\$13,902	all	X	X	X	X			X			
Los Angeles CCD	Associate VP, Admin Svcs	\$123,000	10	\$125,900	10	\$129,000	1	1	\$8,086	1	X	X	X	X	EAP			X		
Los Rios CCD	Dir II: Accounting Svcs	\$133,198	20	\$144,067	20	\$147,260	1	1	\$11,956	all	X	X	X	X			X			
North Orange County CCD	District Dir, Fiscal Affairs	\$141,850	6	\$144,450	6	\$144,450	1	X	\$13,012	1	1	1	1	1			X			
Peralta CCD	Associate VC for Finance & Budget	\$115,000	1	\$115,000	1	\$115,000	2	1	\$30,750	2	X	1	X	X						
Rancho Santiago CCD	Assistant VC of Fiscal Svcs	\$151,107	7	\$151,107	7	\$151,107	2	X	\$23,217	3	X	1	X	X			X			
Riverside CCD	Controller	\$132,928	1	\$132,928	1	\$136,251	1	X	\$20,122	all	X	X	X	X	Vision included in medical			X		
San Bernardino CCD	Dir Financial Svcs	\$121,968	5	\$121,968	5	\$123,108	1	1	\$13,503	all	X	X	X	X			X			
San Diego CCD																				
San Jose/Evergreen CCD	Dir of Fiscal Svcs	\$135,164	25	\$138,543	25	\$138,543	2	X	\$28,045	all	X	X	X	X	EAP, LTD			X		
San Mateo CCD	Controller	\$142,595	9	\$142,595	9	\$142,595	2	X	\$30,000	2	X	X	X	X			X			
South Orange County CCD	District Dir, Fiscal Svcs	\$157,836	1	\$157,836	1	\$157,836	1	1	\$50,525	3	X	X	X	X	Hyatt Legal			X		
State Center CCD	Dir of Finance	\$127,214	25	\$137,391	25	\$139,336	1	1	\$14,073	all	X	X	X	X	EAP, LTD			X		
Ventura County CCD	Dir of Fiscal Svcs	\$142,470	30	\$147,032	30	\$151,830	2	1	\$14,973	all	X	X	X	X			X			
West Hills CCD	Dir of Fiscal Svcs	\$158,388	15	\$158,388	15	\$158,388	1	X	\$14,500	2	X	X	X	X				X		
West Valley-Mission CCD	Accounting Manager	\$99,824	1	\$100,824	1	\$102,324	1	1	\$15,975	all	X	X	X	1	LTD			X		
Yosemite CCD	Controller	\$171,183	40	\$175,183	40	\$177,283	3	X	\$16,658	all	X	X	X	X						
Yuba CCD	Dir, Fiscal Svcs	\$105,415	11	\$107,530	11	\$110,705	1	1	\$17,103	1	X	X	X	X	Add. Life Insurance Policy		X	X		
X = YES		Average	\$131,989	17	\$138,039	\$133,582	17	\$139,520	1	10	\$19,787	21	18	21	20		0	1	16	1
_ = no answer; _ = no		Median	\$133,063	15	\$143,331	\$136,321	15	\$144,054	1	12	\$16,317	1	4	1	2		22	21	6	21

## 2012 ACCCA Benchmark Survey for Multiple College Districts

POSITION 12: Director of Campus Facilities		Without Doctorate		With Doctorate		Benefits for Employee & Family								Position Status							
District	Title	Maximum Annual Salary	W/ Longevity Pay Years to Maximum Longevity	Maximum Annual Salary	W/ Longevity Pay Years to Maximum Longevity	Maximum Annual Salary	W/ Longevity Pay Years to Maximum Longevity	# Years Contract	Rolling Contract?	Total Value of Benefits Package	# Family Members	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits	Confidential	Supervisory	Classified Management	Academic Management	
Chabot-Las Positas CC	District Dir-Maintenance & Operations	\$123,498	15	\$123,498	15	\$123,498	15	1	—	\$15,521	1	X	X	X	X	LTD, Life ins. > 50K	—	—	—	—	
Coast CCD	Dir., Maintenance & Operations	\$120,058	15	\$129,059	15	\$120,058	15	1	X	\$25,000	—	X	X	X	X	—	—	—	X	—	
Contra Costa CCD	Buildings & Grounds Manager	\$102,120	20	\$118,428	20	\$103,332	20	—	—	\$28,210	—	X	X	X	X	EAP	—	—	X	—	
Foothill-De Anza CCD	Associate VP, College Operations	\$150,295	—	—	—	\$152,695	—	—	—	—	—	X	X	X	X	Disability	—	—	X	—	
Grossmont-Cuyamaca CCD	Dir, Facilities, Operations & Maintenance	\$117,423	—	\$121,730	—	\$118,598	—	1	X	\$12,949	—	X	X	X	X	EAP, LTD	—	—	X	—	
Kern CCD	Maintenance & Operations Manager	\$92,999	—	—	—	\$92,999	—	1	X	\$13,902	all	X	X	X	X	—	—	—	X	—	
Los Angeles CCD	Dir of College Facilities	\$123,000	10	\$125,900	10	\$126,100	10	—	—	\$8,086	1	X	X	X	X	EAP	—	—	X	—	
Los Rios CCD	Dir III: Administrative Svcs	\$124,891	20	\$135,082	20	\$128,084	20	—	—	\$11,956	all	X	—	X	X	—	—	—	X	—	
North Orange County CCD	Dir, Physical Plant/Facilities	\$122,789	6	—	—	\$125,389	6	1	X	\$13,012	—	—	—	—	—	—	—	—	X	—	
Peralta CCD	Dir of Facilities & Operations	\$120,000	—	\$120,000	—	\$120,000	—	13	X	\$27,636	all	X	X	X	X	—	—	—	X	—	
Rancho Santiago CCD	Plant Manager	\$96,950	7	\$96,950	7	\$96,950	7	—	—	\$23,217	3	X	—	X	X	—	—	X	—	—	
Riverside CCD	Dir, Facilities, Operations & Maintenance	\$100,082	—	\$100,082	—	\$102,584	—	1	X	\$15,707	1	X	X	X	X	Vision included in medical	—	—	—	X	—
San Bernardino CCD	Dir, Facilities, Operations, & Maint.	\$100,344	5	\$100,334	5	\$101,474	5	1	—	\$13,503	all	X	X	X	X	—	—	—	X	—	
San Diego CCD	Regional Facilities Officer	\$84,336	—	\$84,336	—	\$84,336	—	—	—	\$12,591	all	X	X	X	X	—	—	X	—	—	
San Jose/Evergreen CCD	Facilities Manager	\$96,761	25	\$99,180	25	\$99,180	25	2	X	\$28,045	all	X	X	X	X	EAP, LTD, dep life	—	—	—	X	—
San Mateo CCD	Facilities Operations Manager	\$111,729	9	\$111,729	9	\$111,729	9	—	—	\$28,280	3	X	X	X	X	—	—	X	X	—	
South Orange County CCD	Dir, Facilities	\$150,948	—	\$150,948	—	\$150,948	—	—	—	\$49,421	1	X	X	X	X	Hyllat Legal, LTC, LTD, WC, SS, MED	—	—	—	X	—
State Center CCD	Dir of Maintenance & Operations	\$94,438	25	\$101,993	25	\$96,383	25	1	—	\$14,073	all	X	X	X	X	EAP, LTD	—	—	—	X	—
Ventura County CCD	Dir of Facilities, Maintenance, & Operation	\$123,071	30	\$128,352	30	\$127,869	30	2	—	\$14,973	all	X	X	X	X	—	—	—	X	—	
West Hills CCD	Dir of Maintenance & Operations	\$112,096	15	\$112,096	15	\$112,096	15	1	—	\$14,500	2	X	X	X	X	—	—	—	—	X	—
West Valley-Mission CCD	Manager, College Facilities	\$101,843	14	\$102,843	14	\$103,343	14	1	—	\$17,792	all	X	X	X	—	LTD	—	—	—	—	—
Yosemite CCD	Dir of Facilities Planning & Operations	\$122,016	40	\$126,016	40	\$124,116	40	1	X	\$16,658	all	X	X	X	X	—	—	—	—	X	—
Yuba CCD	Dir, Maintenance & Operations	\$98,215	11	\$100,330	11	\$103,390	11	1	—	\$17,103	—	X	X	X	X	—	—	X	X	—	—
X = YES		Average	\$112,604	17	\$114,444	\$114,050	17	2	9	\$19,335	22	20	22	21	—	—	0	4	19	0	
_ = no answer; _ = no		Median	\$112,096	15	\$115,262	\$112,096	15	1	14	\$15,707	1	3	1	2	—	—	23	19	4	23	



## 2012 ACCCA Benchmark Survey for Multiple College Districts

POSITION 14: Executive Assistant to the Chief Executive Officer		Without Doctorate		With Doctorate		Benefits for Employee & Family						Position Status					
District	Title	Maximum Annual Salary	W/ Longevity Pay	Maximum Annual Salary	W/ Longevity Pay	Total Value of Benefits Package	# Family Members	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits	Confidential	Supervisory	Classified Management	Academic Management	
			Years to Maximum Longevity		Years to Maximum Longevity												
Chabot-Las Positas CC	Executive Assistant to Chancellor	\$81,566	24	\$92,985	24	\$92,985	1	X	X	X	X	LTD, Life ins. > 50K	X				
Coast CCD	Executive Assistant to the Chancellor	\$83,578	22	\$83,578	22	\$83,578		X	X	X	X		X				
Contra Costa CCD	Executive Coordinator	\$87,468	20	\$101,436	20	\$88,680		X	X	X	X	EAP	X				
Foothill-De Anza CCD	Assistant to the Chancellor	\$84,573				\$84,573		X	X	X	X	Disability	X				
Goswami-Cuyamaca CCD	Chancellor/Governing Board Office Supervisor	\$72,057		\$76,406		\$72,057		X	X	X	X		X	X			
Kern CCD	Executive Assistant, Chancellor's Office	\$86,660				\$86,660		all	X	X	X				X		
Los Angeles CCD	Executive Secretary to the Chancellor	\$97,000		\$99,900		\$0											
Los Rios CCD	Confidential Chancellor's Executive Assistant	\$88,394	25	\$97,519	25	\$88,394		all	X		X		X				
North Orange County CCD	Executive Administrative Aide to the Chancellor an	\$90,110	6		6	\$92,710									X		
Peralta CCD	Executive Assistant/Chancellor's Office	\$77,940		\$77,940		\$77,940		all	X	X	X		X				
Rancho Santiago CCD	Executive Assistant to the Chancellor	\$91,954	7	\$91,954	7	\$91,954		3	X		X		X				
Riverside CCD	Exec Admin Asst, Chancellor & Board	\$72,360	25	\$79,884	25	\$79,360		all	X	X	X	Visual included in medical	X				
San Bernardino CCD	Exec. Administrative Asst.	\$84,384	5	\$84,384	5	\$85,524		all	X	X	X		X				
San Diego CCD	Executive Assistant to the Chancellor	\$94,920		\$94,920		\$94,920		all	X	X	X			X			
San Jose/Evergreen CCD	Chief Assistant to the Chancellor	\$122,688	25	\$125,755	25	\$125,755		all	X	X	X	EAP, LTD, dep life			X		
San Mateo CCD	Administrative Assistant	\$71,000	5	\$71,000	5	\$71,000		3	X	X	X		X				
South Orange County CCD	Manager, Office of the Chancellor & Trustee Servc	\$84,372		\$84,372		\$84,372		3	X	X	X	Hyatt Legal, LTC, LTD, WC, SS, MEDI			X		
State Center CCD	Executive Secretary to the Chancellor	\$68,388	20	\$76,937	20	\$76,937		all	X	X	X	EAP, LTD, Supplemental Life Insurance	X				
Ventura County CCD	Executive Assistant to the Chancellor	\$83,532	30	\$86,362	30	\$83,532		all	X	X	X		X				
West Hills CCD	Executive Administrative Assistant to the Chancell	\$106,694	15	\$106,694	15	\$106,694		4	X	X	X		X				
West Valley-Mission CCD	Executive Assistant to the Chancellor	\$77,964	2	\$78,964	2	\$80,464		all	X	X	X	LTD	X				
Yosemite CCD	Executive Assistant	\$63,528	40	\$67,528	40	\$69,528		all	X	X	X		X				
Yuba CCD	Executive Assistant to the Chancellor & the Boar	\$72,589	11	\$74,704	11	\$77,879			X	X	X	Additional Life Insurance Policy	X				
	X = YES	Average	\$84,510	18	\$87,661	\$81,432	18	\$87,470	\$18,321	22	20	22	21	18	2	4	0
	_ = no answer; _ = no	Median	\$84,372	20	\$84,378	\$84,372	20	\$84,372	\$16,658	1	3	1	2	5	21	19	23

## 2012 ACCCA Benchmark Survey for Multiple College Districts

POSITION 15: Director of Learning Resources/ College		Without Doctorate		With Doctorate		Benefits for Employee & Family								Position Status							
District	Title	Maximum Annual Salary	W/ Longevity Pay Years to Maximum Longevity	Maximum Annual Salary	W/ Longevity Pay Years to Maximum Longevity	Maximum Annual Salary	W/ Longevity Pay Years to Maximum Longevity	# Years Contract	Rolling Contract?	Total Value of Benefits Package	# Family Members	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits	Confidential	Supervisory	Classified Management	Academic Management	
Chabot-Las Positas CC																					
Coast CCD	Dir., College Information Technology	\$128,637	15	\$137,637		\$128,637	15	\$137,637	1	X	\$25,000		X	X	X				X		
Contra Costa CCD	Senior Dean	\$130,728	20	\$151,596		\$131,940	20	\$152,808			\$28,210		X	X	X	EAP				X	
Foothill-De Anza CCD	Dean, Learning Resources	\$143,521				\$145,921			1	X	\$22,563		X	X	X	Disability				X	
Grossmont-Cuyamaca CCD	Dean of Learning & Technology Resources	\$117,423		\$121,730		\$118,598		\$122,905	1	X	\$11,376		X	X	X					X	
Kern CCD	Dean of Learning Support Svcs	\$125,890				\$125,890			1	X	\$13,902	all	X	X	X					X	
Los Angeles CCD	Campus Learning Skills Center Dir	\$106,000		\$119,400		\$109,600		\$123,000			\$8,086	1	X	X	X	EAP				X	
Los Rios CCD	Dean of Learning Resources	\$124,891	20	\$135,082		\$128,084	20	\$138,275			\$11,956	all	X		X					X	
North Orange County CCD	Dean, Library & Learning Resources	\$133,630	6			\$136,828	6		1	X	\$13,012									X	
Peralta CCD																					
Rancho Santiago CCD																					
Riverside CCD	Dean, Technology & Learning Resources	\$129,069		\$129,069		\$132,230		\$132,230	1	X	\$23,143	all	X	X	X	Visual included in medical				X	
San Bernardino CCD	Dean	\$121,968				\$123,108			1	X	\$9,300	all	X	X	X	chiropractic				X	
San Diego CCD	Dean	\$136,128		\$136,128		\$136,128		\$136,128	3		\$12,591	all	X	X	X					X	
San Jose/Evergreen CCD	Dean of Library & Learning Resources	\$122,688	25	\$125,755		\$125,755	25	\$125,755	2	X	\$28,045	all	X	X	X	EAP, LTD, dep life				X	
San Mateo CCD	Dir of Library Svcs	\$111,729	9	\$111,729		\$111,729	9	\$111,729			\$30,000	3	X	X	X					X	
South Orange County CCD																					
State Center CCD	Dir, Learning Resource Center	\$127,214	25	\$137,391		\$129,159	25	\$139,336	1	X	\$13,799	all	X	X	X					X	
Ventura County CCD																					
West Hills CCD	Associate VC Learning Resources	\$179,902	15	\$179,902		\$179,902	15	\$179,902	1	X	\$14,500	4	X	X	X					X	
West Valley-Mission CCD	Dean, Information Technology & Svcs	\$123,018	5	\$124,018		\$124,518	5	\$125,518	2		\$17,804	all	X	X	X	LTD				X	
Yosemite CCD	Dir of Information Technology & Media Svc	\$99,156	40	\$103,156		\$105,256	40	\$109,256	1	X	\$16,658	all	X	X	X					X	
Yuba CCD	Dean, Distributive Education & Media Svcs	\$118,621	11	\$120,736		\$121,796	11	\$123,911	1		\$17,103		X	X	X	Additional Life Insurance Policy				X	
X = YES		Average		\$126,679	17	\$130,952	\$128,616	17	\$132,742	1	11	\$17,614	17	16	17		0	0	1	17	
_ = no answer; _ = no		Median		\$125,391	15	\$127,412	\$126,987	15	\$128,993	1	7	\$15,579	1	2	1	2		18	18	17	1





## 2012 ACCCA Benchmark Survey for Multiple College Districts

POSITION 17: Chief Marketing and/ or Public Relations Director		Without Doctorate		With Doctorate		# Years Contract	Rolling Contract?	Benefits for Employee & Family						Position Status			
District	Title	Maximum Annual Salary	W/ Longevity Pay Years to Maximum Longevity	Maximum Annual Salary	W/ Longevity Pay Years to Maximum Longevity			Total Value of Benefits Package	# Family Members	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits	Confidential	Supervisory	Classified Management
Chabot-Las Positas CC																	
Coast CCD	Dir, Public Affairs, Marketing & Government R	\$120,058	15	\$129,058	\$120,058	15	\$129,058	1	X	\$25,000		X	X	X			
Contra Costa CCD	Dir, Communications & Community Relations	\$130,728	20	\$151,596	\$131,940	20	\$152,808		X	\$28,210		X	X	X	EAP		
Foothill-De Anza CCD	Associate VP, External Relations	\$150,295			\$152,695			1	X	\$22,563		X	X	X	Disability		
Grossmont-Cuyamaca CCD																	
Kern CCD	Dir, Marketing & Public Relations	\$86,660			\$86,660			1	X	\$13,902	all	X	X	X			X
Los Angeles CCD																	
Los Rios CCD	Confidential Public Information Officer	\$79,898	25	\$88,147	\$79,898	25	\$88,147			\$11,956	all	X		X	X		X
North Orange County CCD	District Dir, Public & Governmental Affairs	\$122,789	6	\$122,789	\$125,389			1	X	\$13,012							X
Peralta CCD	Exec. Dir. of Public Information, Communications &	\$120,000		\$120,000	\$120,000		\$120,000	13	X	\$27,636	all	X	X	X	X		X
Rancho Santiago CCD	Dir, Communications & Publications	\$124,344	7	\$124,344	\$124,344	7	\$124,344			\$23,217	3	X		X	X		X
Riverside CCD	Assoc VC, Strategic Comm & Relations	\$137,050		\$137,050	\$140,476		\$140,476	1	X	\$23,143	all	X	X	X	X	Vision included in medical	
San Bernardino CCD	Dir of Marketing & Public Relations	\$95,568	5	\$95,568	\$96,708	5	\$96,708	1		\$13,503		X	X	X			X
San Diego CCD	Dir, Public Information & Government Relation	\$127,188		\$127,188	\$127,188		\$127,188	3	X	\$12,591	all	X	X	X			X
San Jose/Evergreen CCD																	
San Mateo CCD	Dir of Marketing, Community & P.R.	\$106,409	9	\$106,409	\$106,409	9	\$106,409			\$22,000	1	X	X	X	X		X
South Orange County CCD	District Dir, Public Affairs/Intergovernmenta	\$96,624		\$96,624	\$96,624		\$96,624			\$40,698	2	X	X	X	X	Hyatt Legal, LTC, LTD, WC, SS, MED	
State Center CCD	Executive Dir, Public & Legislative Relations	\$127,214	25	\$137,391	\$129,159	25	\$139,336	1	X	\$13,799	all	X	X	X	X		X
Ventura County CCD	Dir of Administrative Relations	\$139,074	30	\$143,636	\$143,872	30	\$148,434	2		\$14,973		X	X	X	X		X
West Hills CCD																	
West Valley-Mission CCD																	
Yosemite CCD	District Dir of Public Affairs	\$111,624	40	\$115,624	\$113,724	40	\$117,724	1	X	\$16,658	all	X	X	X	X		X
Yuba CCD	Dir, Public & Governmental Relations	\$102,949	11	\$105,064	\$106,124	11	\$108,239	2	X	\$17,103		X	X	X	X		X
	X = YES	Average	\$116,381	18	\$120,033	\$117,722	19	\$121,107	2	11	\$19,998	16	14	16	16		
	_ = no answer; _ = no	Median	\$120,058	15	\$122,789	\$120,058	18	\$122,172	1	6	\$17,103	1	3	1	1		



## 2012 ACCCA Benchmark Survey for Multiple College Districts

POSITION 19: Chief Research/ Institutional Effectiveness Officer		Without Doctorate		With Doctorate		Benefits for Employee & Family								Position Status									
District	Title	Maximum Annual Salary	W/ Longevity Pay	Maximum Annual Salary	W/ Longevity Pay	# Years Contract	Rolling Contract?	Total Value of Benefits Package	# Family Members	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits	Confidential	Supervisory	Classified Management	Academic Management					
			Years to Maximum Longevity		Years to Maximum Longevity																		
Chabot-Las Positas CC																							
Coast CCD																							
Contra Costa CCD	Senior Dean	\$130,728	20	\$151,596	\$131,940	20	\$152,808		X	\$28,210		X	X	X	EAP				X				
Foothill-De Anza CCD	Exec Dir, Inst Research & Planning	\$150,295			\$152,695				1	X	\$22,563		X	X	X	Disability			X				
Grossmont-Cuyamaca CCD																							
Kern CCD	Dir, Research Analysis & Reporting	\$125,890			\$125,890				1	X	\$13,902	all	X	X	X				X				
Los Angeles CCD																							
Los Rios CCD	Dir III: Institutional Research	\$124,891	20	\$135,082	\$128,084	20	\$138,275			\$11,956	all	X		X	X				X				
North Orange County CCD	Dir, Institutional Research & Planning	\$136,403	6	\$136,003	\$139,003				1	X	\$13,012								X				
Peralta CCD	Associate VC for Academic Affairs	\$150,000		\$150,000	\$150,000		\$150,000		13	X	\$27,636	all	X	X	X				X				
Rancho Santiago CCD	Dir of Research	\$115,540	7	\$115,540	\$115,540	7	\$115,540			\$23,217	3	X		X	X				X				
Riverside CCD	Dean, Institutional Reasearch	\$116,875		\$116,875	\$119,800		\$119,800		1	X	\$23,143	all	X	X	X	Vision included in medical				X			
San Bernardino CCD	Dir of Research & Planning	\$100,344	5	\$10,344	\$101,484	5	\$101,484		1		\$13,503		X	X	X				X				
San Diego CCD	Chief Researcher	\$111,648		\$111,648	\$111,648		\$111,648		3	X	\$12,591	all	X		X	X			X				
San Jose/Evergreen CCD	Executive Dir, Research & Instit. Effect	\$122,688	25	\$125,755	\$125,755	25	\$125,755		2	X	\$28,045	all	X	X	X	EAP, LTD, dep life				X			
San Mateo CCD	Dean of Planing, Research & Inst Effectiveness	\$141,000	9	\$141,000	\$141,000	9	\$141,000		2		\$25,000		X	X	X				X				
South Orange County CCD	District Dir, Research/Planning	\$120,084		\$120,084	\$120,084		\$120,084				\$44,473	1	X	X	X	Hyatt Legal, LTC, LTD, WC, SS, MED				X			
State Center CCD	Dir of Institutional Research	\$127,214	25	\$137,391	\$129,159	25	\$139,336		1	X	\$13,799	all	X	X	X				X				
Ventura County CCD																							
West Hills CCD	VC Institutional Research	\$192,981	15	\$192,981	\$192,981	15	\$192,981		1	X	\$14,500	3	X	X	X					X			
West Valley-Mission CCD																							
Yosemite CCD	Dir of College Research & Planning/District	\$96,300	40	\$100,300	\$98,400	40	\$102,400		1	X	\$16,658	all	X	X	X				X				
Yuba CCD																							
	X = YES	Average		\$128,930	17	\$124,614	\$130,216	18	\$131,624	2	11	\$20,763	15	12	15	15				0	0	9	7
	_ = no answer; __ = no	Median		\$125,391	18	\$130,419	\$126,987	20	\$125,755	1	5	\$19,611	1	4	1	1				16	16	7	9























































