

## 2012 ACCCA Benchmark Survey for Single College Districts

POSITION 1: Chief Executive Officer		Without Doctorate		With Doctorate		# of Paid Holidays	# of Vacation Days	# 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	Foundation Funds	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 Included	Health Benefits	Vision Benefits	Dental Benefits									
Allan Hancock Jt. CC	Supt/Pres	\$196,794	\$203,059	\$205,059	\$205,059	15	24	3	X	\$9,370	2	X	X	X	Income Protection & cash in lieu								
Antelope Valley College	Supt/Pres	\$211,807	\$211,807	\$211,807	\$211,807	2	22	3		\$15,362	all	X	X	X	Disability								
Barstow CCD	Pres/CEO	\$166,304	\$166,304	\$166,304	\$166,304	16	25	3	X	\$21,119	all	X	X	X	Income Protection	\$4,800						\$4,800	
Butte College	Pres/Supt	\$186,000	\$186,000	\$189,042	\$189,042	17	24	1		\$15,403		X	X	X		\$5,000	\$5,000	\$600				\$10,600	
Cabrillo CC	Supt/Pres CEO	\$235,589	\$235,589	\$238,001	\$238,001	16	20	4		\$24,136	all	X	X	X	Disability								
Carritos College	Pres/Supt	\$226,600	\$226,600	\$226,600	\$226,600	18	22	3	X	\$26,260	all	X	X	X		\$500	\$400					\$900	
Chaffey College	Supt/Pres	\$233,448	\$233,448	\$233,448	\$233,448	16	22	4		\$15,968	all	X	X	X		\$13,200	\$3,895	\$21,408	\$840		\$27,000 housing allowance	\$66,343	
Citrus CCD	Supt/Pres	\$209,559	\$209,559	\$214,928	\$214,928	17	22	4		\$18,212	all	X	X	X		\$12,000					\$1,000 per month for district related expenses including cell phone	\$24,000	
City College of San Francisco	Chancellor	\$287,000		\$287,000		13	21	1		\$11,758	all	X	X	X	Rx Reimbursement	\$8,000			\$720			\$8,720	
College of the Sequoias	Interim Supt/Pres	\$170,000		\$170,000		19	21	1		\$16,722	all	X	X	X				\$0					
Compton CCD	CEO/Provost	\$200,000	\$200,000	\$200,000	\$200,000	21	20	3	X	\$10,000	1	X	X	X									
Copper Mountain CCD	Supt/Pres	\$169,540		\$169,540		17	22	2		\$18,186	all	X	X	X			\$4,800	\$1,000				\$5,800	
Desert CCD	Pres	\$219,375	\$219,375	\$219,375	\$219,375	15	27	4		\$15,060	all	X	X	X	EAP	\$12,000	\$12,000	\$21,937	\$1,200	\$1,000	Hospitality & entertainment expenses; 15 years post presidency health insurance or medicare supplement incl. spouse	\$48,137	
El Camino CC	Pres/Supt	\$276,905		\$276,905		13	20	4	X	\$17,948		X	X	X		\$6,000		\$7,500				\$19,500	
Feather River CCD	Pres/Supt	\$157,500		\$157,500		16	25	3	X	\$12,427	all	X	X	X			\$5,000						
Gavilan Jt. CCD	Pres/Supt	\$255,090	\$255,090	\$255,090	\$255,090	14	24	4	X	\$15,568	2	X	X	X			\$12,000	\$2,550				\$14,550	
Glendale CC																							
Hartnell CC	Supt/Pres	\$180,000	\$180,000	\$180,000	\$180,000	13	46	1													\$4,000 per month car & living expenses combined	\$48,000	
Imperial CCD	Suptinentent/Pres	\$195,000		\$195,000	\$195,000		1			\$12,640	all	X	X	X	EAP, Income Protection		\$6,000						
Lake Tahoe CC	Supt/Pres	\$165,000	\$165,000	\$165,000	\$165,000	16	24	3	X	\$16,655	all	X	X	X		\$7,500						\$7,500	
Lassen CC	Pres/Supt	\$195,452		\$195,452		17	22	3	X	\$18,200	all	X	X	X		\$7,200							
Long Beach CCD	Supt/Pres	\$246,396		\$248,646		15	22	4	X	\$23,946	all	X	X	X	Disability insurance policy	\$16,500	\$7,500				District contributes to STPB; 2-month paid leave for advanced degrees; 10 days professional development basic; life insurance value \$250K		
Marin CCD	Supt/Pres	\$220,332	\$220,332	\$220,332	\$220,332	22	16	3	X	\$23,655	all	X	X	X	Business Travel & Long Term Insurance	\$4,500	\$500	\$4,500			\$7500 housing		
Mendocino-Lake CCD	Supt/Pres	\$163,770	\$172,770	\$163,770	\$172,770	18	30	4	X	\$23,232	all	X	X	X			\$246				Stipend	\$7,000	
Merced CCD	Supt/Pres	\$220,276	\$220,276	\$225,647	\$225,647	11	24	1		\$63,069		X	X	X		\$8,400		\$8,811				\$17,211	
MiraCosta CCD	Supt/Pres	\$258,771	\$258,771	\$258,771	\$258,771	17	30	4	X	\$18,189		X	X	X							\$1,300/month expenses, incl. entertainment & travel; cell plan varies; \$12,000 relocation	\$15,600	
Monterey Peninsula College	Supt/Pres	\$240,558	\$240,558	\$240,558	\$240,558	16	22	4		\$20,538	all	X	X	X	vision & life, employee only	\$7,500	\$7,500					\$15,000	
Mt. San Antonio CCD	Pres/CEO	\$232,200	\$232,200	\$234,009	\$234,009	20	24	2		\$5,993	all	X	X	X		\$10,200			\$600		Two business, professional, or Srvc organizations of President's choice.	\$10,800	
Mt. San Jacinto CCD	Supt/Pres	\$190,800		\$190,800		16	22	3		\$19,750	4	X	X	X		\$12,000	\$480	\$6,000		\$780		\$19,260	
Napa Valley CCD	Supt/Pres	\$220,000	\$220,000	\$220,000	\$220,000	18	30	4		\$29,356	2	X	X	X	EAP	\$9,600	\$192	\$9,600	\$16,500	\$911		\$36,803	
Ohlone CC	Pres/Supt	\$226,390	\$226,390	\$226,390	\$226,390	15	25	4	X	\$8,368		X	X	X		\$6,000			\$1,200		\$29,506.32 housing allowance	\$36,706	
Palo Verde CCD	Supt/Pres	\$158,674	\$158,674	\$158,674	\$158,674	20	22	4	X	\$17,647	all	X	X	X		\$10,200					\$850 for cell phone; information for permanent position; currently interim until August	\$11,050	
Palomar CCD	Pres	\$250,408	\$250,408	\$250,408	\$250,408	17	24	4		\$24,095		X	X	X		\$8,700			\$1,800			\$10,500	
Pasadena City College	Supt/Pres	\$230,000	\$230,000	\$230,000	\$230,000	16	22	4	X	\$16,784	all	X	X	X		\$1,139	\$12,000	\$20,000			Other expenses incurred by policy &/or approval of the Board	\$33,139	
Redwoods CCD	Pres/Supt	\$208,000		\$208,000		16	20	3	X	\$15,000	all	X	X	X	10 days leave, prof. development	\$5,004	\$7,200						
Rio Hondo College	Supt/Pres	\$215,000		\$215,000		19	22	3		\$20,014	all	X	X	X	EAP	\$9,000	\$530		\$1,200		Total value of supplemental life insurance \$250K	\$10,730	
San Joaquin Delta College	Supt/Pres	\$189,880	\$213,615	\$191,934	\$215,669	16	24	1		\$15,892		X	X	X									
San Luis Obispo CCD	Supt/Pres	\$195,250	\$195,250	\$195,000	\$195,000	15	30	1		\$8,231	1	X	X	X	Cafeteria Plan	\$9,000			\$1,380			\$10,380	
Santa Barbara CC	Supt/Pres	\$215,000	\$231,125	\$215,000	\$231,125	15	30	4	X	\$14,813	2	X	X	X	LTD	\$6,000		\$10,750	\$1,320	\$23,837	\$13,110 for 15 days vacation payout annually	\$55,017	
Santa Clarita CCD	Chancellor	\$290,000		\$290,000	\$290,000	16	34	4		\$9,479	2	X	X	X	EAP & LTD		\$2,691		\$3,624		\$3,700 annually for long term care insurance	\$10,015	
Santa Monica CCD	Supt/Pres	\$304,000	\$304,000	\$304,000	\$304,000	12	30	4		\$17,372	3	X	X	X		\$9,000			\$1,320	\$1,200	\$24K housing allowance; \$2,520 fringe allowance	\$38,040	
Santa Rosa JC	Pres/Supt	\$230,392	\$241,911	\$235,000	\$246,750	16	22	4		\$21,160		X	X	X									
Shasta-Tehama-Trinity Jt. CCD	District Supt/Pres	\$179,225	\$179,225	\$181,208	\$181,208	15	22	4		\$12,144		X	X	X			\$8,400					\$20,544	
Sierra Jt. CCD	District Supt/Pres	\$215,000	\$215,000	\$215,000	\$215,000	17	22	4	X	\$9,000	all	X	X	X			\$12,000		\$720		This position is scheduled to receive a 7.3% salary reduction effective 7/01/10	\$12,000	
Siskiyou Jt. CCD	Supt/Pres	\$164,000	\$164,000	\$164,000	\$164,000	16	22	3	X	\$17,599	all	X	X	X		\$6,000			\$1,225	\$1,400		\$8,625	
Solano CCD	Supt/Pres	\$235,000	\$238,000	\$237,400	\$240,400	15	22	4	X	\$28,963	2	X	X	X	EAP	\$5,000	\$3,000	\$18,989	\$588	\$300	\$3,000 annual professional education development; \$10,000 annual housing allowance; \$25,000 life insurance value	\$52,877	
Southwestern College	Supt/Pres	\$220,000	\$220,000	\$222,000	\$222,000	16	26	3	X	\$8,335	2	X	X	X		\$6,000	\$7,000				\$100,000 life insurance value	\$13,000	
Victor Valley CCD	Supt/Pres	\$203,155	\$233,628	\$206,155	\$236,628	18	22	4		\$12,376	all	X	X	X			\$7,500					\$7,500	
West Kern CCD	Supt/Pres	\$180,000	\$189,000	\$183,371	\$192,371	14	24	3	X	\$16,985		X	X	X		\$7,200				\$2,400	\$12,000 housing allowance	\$21,600	
X = YES	Average	\$213,322	\$215,193	\$214,315	\$214,064	16	24	3	23	\$17,723	47	45	46	45		\$8,000	\$1,209	\$7,170	\$12,945	\$1,113	\$1,260	\$23,837	\$20,921
_ = no answer; _ = no	Median	\$215,000	\$220,000	\$215,000	\$219,375	16	22	3	25	\$16,784	2	2	2	4		\$7,500	\$515	\$7,100	\$13,625	\$1,056	\$1,200	\$23,837	\$14,550

## 2012 ACCCA Benchmark Survey for Single College Districts

POSITION 2: Chief Instructional Officer		Without Doctorate		With Doctorate		Also CSSO?	# 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	W/ Longevity Pay Years to Maximum Longevity				Total Value of Benefits Package	# Family Members Included	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance									Other Benefits						
Allan Hancock Jt. CC	Assoc Supt/VP, Acad affairs	\$135,267	18	\$138,188	18	\$140,188	18	\$142,188	2	X	\$12,358	3	X	X	X	X	Income Protection												
Antelope Valley College																													
Barstow CCD	VP, Acad Affairs	\$129,979	18	\$129,979	18	\$131,979	18	\$131,979	2	X	\$21,119	all	X	X	X	X	Income Protection							Doctoral Stipend \$2,000	\$2,000				
Butte College	VP For Learning	\$139,332	15	\$139,332	15	\$142,374	15	\$142,374	1		\$15,403		X	X	X			\$5,000							\$5,600				
Cabrillo CC	VP/Assist Supt of Instruction	\$158,416	10	\$158,416	10	\$161,818	10	\$161,818	1	X	\$24,136	all	X	X	X	X	Disability Insurance									\$0			
Carritos College	VP of Acad Affairs/Assist Supt	\$191,593	6	\$191,593	6	\$191,593	6	\$191,593	2	X	\$26,260	all	X	X	X	X		\$300								\$300			
Chaffey College	VP, Instruction	\$188,832	15	\$188,832	15	\$188,832	15	\$188,832	3		\$15,968	all	X	X	X	X								Management Incentive - \$5,000	\$5,840				
Citrus CCD	VP of Instruction	\$195,462	8	\$195,462	8	\$200,349	8	\$200,349	1	X	\$14,957	all	X	X	X	X													
City College of San Francisco	Vice Chancellor Acad Affairs	\$200,135	15		15	\$200,135	15		3	X	\$11,758	all	X	X	X	X	Rx Reimbursement												
College of the Sequoias	VP, Academic Svcs	\$152,779	15	\$152,779	15	\$154,579	15	\$154,579	2	X	\$16,722	all	X	X	X	X										\$1,440			
Compton CCD																													
Copper Mountain CCD	VP of Academic Affairs	\$122,954	15		15	\$122,954	15		2		\$16,445	all	X	X	X	X											\$3,400		
Desert CCD	VP, Academic Affairs	\$155,122	15	\$155,122	15	\$155,122	15	\$155,122	3		\$12,560	all	X	X	X	X											\$4,600		
El Camino CC	VP - Academic Affairs	\$188,320	15	\$188,320	15	\$188,320	15	\$188,320	2	X	\$17,948		X	X	X	X		\$3,600							\$1,000/month for work at Compton Educational Center	\$15,600			
Feather River CCD	Dean of Instruction	\$121,199	15		15	\$121,199	15	\$121,199	1	X	\$12,427	all	X	X	X	X													
Gavilan Jt. CCD	Exec VP & CIO	\$165,207	15	\$165,207	15	\$168,214	15	\$168,214	2	X	\$15,568	2	X	X	X	X													
Glendale CC	Exec VP of Instruction	\$153,300	25	\$201,180	25	\$155,664	25	\$203,544	3	X	\$9,200	2	X	X	X	X											\$7,560		
Hartnell CC	VP for Acad Affairs & Accred	\$141,759	15	\$141,759	15	\$143,259	15	\$143,259	0		\$13,408	all	X	X	X	X													
Imperial CCD	VP for Acad Svcs	\$163,527	15		15	\$168,527	15		1		\$12,640	all	X	X	X	X	EAP, Income Protection												
Lake Tahoe CC	VP, Acad Affairs & Student Svcs	\$125,974	1	\$125,974	1	\$125,974	1	\$125,974	X	2	X	\$16,655	all	X	X	X	X										\$5,280		
Lassen CC	VP Instruction	\$123,000	15		15	\$123,000	15		1	X	\$18,200	all	X	X	X	X											\$7,200		
Long Beach CCD	VP, Acad Affairs	\$169,776	15		15	\$172,026	15		3	X	\$22,826	all	X	X	X	X											\$3,600		
Marin CCD	VP of Student Learning	\$135,082	8	\$135,082	8	\$135,082	8	\$135,082	X	1	X	\$23,655	all	X	X	X	X	Travel Insurance & LTD											
Mendocino-Lake CCD	VP of Education & Student Svcs	\$134,640	34	\$143,640	34	\$136,777	34	\$145,777	X	3		\$23,232	all	X	X	X	X											\$144	
Merced CCD	VP of Instruction	\$205,143	15	\$205,143	15	\$210,514	15	\$210,514	3		\$59,882		X	X	X	X													
MiraCosta CCD	VP Instruct Svcs	\$203,179	15	\$203,179	15	\$203,179	15	\$203,179	2	X	\$18,189		X	X	X	X												\$5,100	
Monterey Peninsula College	VP for Acad Affairs	\$140,412	8	\$140,412	8	\$143,256	8	\$143,256	3		\$20,538	all	X	X	X	X	life & vision, employee only	\$2,400										\$2,400	
Mt. San Antonio CCD	VP, Instruction	\$187,900	35	\$187,900	35	\$189,900	35	\$189,900	3		\$5,993	5	X	X	X	X												\$7,200	
Mt. San Jacinto CCD	VP of Instruction	\$165,289	15		15	\$165,289	15		2	X	\$8,132	2	X	X	X	X												\$1,075	
Napa Valley CCD	VP, Instruction	\$156,636	15	\$156,636	15	\$156,636	15	\$156,636	3		\$9,548	2	X	X	X	X	Disability & EAP												\$8,125
Ohlone CC	VP, Acad Affairs/Deputy Supt	\$166,203	15	\$178,982	15	\$166,203	15	\$178,982	3		\$520						LTD & EAP												
Palo Verde CCD	VP of Instruct Svcs	\$141,087	28	\$191,896	28	\$141,087	28	\$191,896	3	X	\$17,647	all	X	X	X	X												\$6,000	
Palomar CCD	VP Instruction	\$217,260	41	\$217,260	41	\$217,260	41	\$217,260	2	X	\$23,257		X	X	X	X	Long Term Care											\$1,200	
Pasadena City College	Vacancy - Pres, Instruction	\$172,816	15	\$172,816	15	\$172,816	15	\$172,816	1	X	\$16,784	all	X	X	X	X													
Redwoods CCD	VP-Instruction	\$139,819	15		15	\$141,319	15		2	X	\$15,000	all	X	X	X	X												\$2,400	
Rio Hondo College	VP, Acad Affairs	\$175,101	10	\$175,101	10	\$175,101	10	\$175,101	2		\$17,762	all	X	X	X	X	EAP	\$4,920										\$4,920	
San Joaquin Delta College	VP of Instruction	\$143,310	25	\$161,223	25	\$145,474	25	\$163,387	1	X	\$15,892		X	X	X	X													
San Luis Obispo CCD	VP of Acad Affairs	\$156,921	15		15	\$156,921	15		3	X	\$8,231	all	X	X	X	X	Cafeteria Plan											\$1,380	
Santa Barbara CC	Exec VP - Educational Programs	\$161,628	15	\$177,791	15	\$164,311	15	\$180,474	X	2		\$10,780	2	X	X	X	Income Protection											\$780	
Santa Clarita CCD	Assist Supt/VP, Instruction	\$161,854	15		15	\$164,854	15		3		\$17,924	2	X	X	X	X	EAP & LTD											\$732	
Santa Monica CCD	Exec VP	\$216,461	15	\$216,461	15	\$216,461	15	\$216,461	1	X	\$12,792	1	X	X	X	X												\$3,600	
Santa Rosa JC	VP Acad Affairs/Asst Supt	\$139,500	11	\$146,475	11	\$142,290	11	\$149,404	2	X	\$21,160		X	X	X	X												\$2,400	
Shasta-Tehama-Trinity Jt. CCD	VP of Acad Affairs	\$131,352	15		15	\$133,155	15		1	X	\$12,144		X	X	X	X													\$12,144
Sierra Jt. CCD	VP Instruction/CIO, ALO	\$189,079	10	\$207,987	10	\$189,079	10	\$207,987	4	X	\$9,000	all	X	X	X	X												\$720	
Siskiyou Jt. CCD	VP Student Learning	\$140,000	15	\$140,000	15	\$140,000	15	\$140,000	X	1		\$17,599	all	X	X	X												\$1,400	
Solano CCD	Exec VP, Acad & Student Affairs	\$145,473	29	\$148,473	29	\$147,873	29	\$150,873	2	X	\$25,190	3	X	X	X	X	EAP											\$11,632	
Southwestern College	VP-Acad Affairs	\$150,000	8	\$150,000	8	\$152,000	8	\$152,000	1	X	\$8,335		X	X	X	X													
Victor Valley CCD	VP, Instruction	\$182,148	25	\$209,470	25	\$185,148	25	\$212,470	4		\$12,376	all	X	X	X	X													
West Kern CCD	VP of Instruction	\$142,328	15		15	\$149,444	15	\$152,815	1	X	\$16,985		X	X	X	X													
X = YES	Average	\$160,054	18	\$169,110	18	\$161,650	18	\$163,505	5	2	30	\$16,492	46	44	46	41		\$3,938	\$144	\$3,787	\$3,871	\$970	\$1,200				\$5,340		
_ = no answer; _ = no	Median	\$156,636	15	\$163,215	15	\$156,636	15	\$162,603	43	2	17	\$15,968	1	3	1	6		\$3,600	\$144	\$3,600	\$1,426	\$840	\$1,200				\$4,800		

## 2012 ACCCA Benchmark Survey for Single College Districts

POSITION 3: Chief Business Officer		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 Included	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance									Other Benefits					
Allan Hancock Jt. CC	Assoc Suptint/VP, Admin	\$144,823	—	\$147,864	—	\$149,864	A	2	X	\$9,803	2	X	X	X	Income Protection & cash in lieu	—	—	—	—	—	—	—	—					
Antelope Valley College	VP, Admin Business Svcs	\$139,235	6	\$139,235	6	\$141,035	A	2	—	\$16,149	all	X	X	X	Disability	—	—	—	—	—	—	—	—					
Barstow CCD	VP, Admin Svcs	\$128,844	—	\$128,844	—	\$130,844	A	2	X	\$21,119	all	X	X	X	Income Protection	—	—	—	—	—	—	—	Doctoral Stipend \$2,000	\$2,000				
Butte College	VP For Admin/CBO	\$139,332	5	\$162,999	\$142,374	\$166,041	C	1	—	\$15,403	—	X	X	X	—	\$5,000	—	—	—	\$600	—	—	\$5,600					
Cabrillo CC	VP/Assist Suptint of Business	\$158,416	—	\$158,416	—	\$161,818	C	1	X	\$24,136	all	X	—	X	Disability Insurance	—	—	—	—	—	—	—	—					
Carritos College	VP of Business Svcs/Assist Suptint	\$191,593	6	\$191,593	—	\$191,593	C	2	X	\$26,260	all	X	X	X	—	\$300	—	—	—	—	—	—	\$300					
Chaffey College	VP, Business Svcs	\$188,832	—	\$188,832	—	\$188,832	A	3	—	\$15,966	all	X	X	X	—	—	—	—	—	\$840	—	—	Management Incentive - \$5,000.	\$5,840				
Citrus CCD	VP of Finance & Admin Svcs	\$195,462	8	\$195,462	—	\$200,349	C	1	X	\$18,212	all	X	X	X	—	—	—	—	—	—	—	—	—					
City College of San Francisco	Vice Chancellor, Finance & Admin	\$200,136	—	—	—	\$200,136	—	3	X	\$11,758	all	X	X	X	Rx Reimbursement	—	—	—	—	—	\$720	—	—	\$720				
College of the Sequoias	Dean, Fiscal Svcs	\$135,035	15	\$135,035	—	\$136,835	—	2	X	\$16,722	all	X	X	X	—	—	—	—	—	\$1,440	—	—	—	\$1,440				
Compton CCD	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
Copper Mountain CCD	Chief Business Officer	\$101,466	—	—	—	\$101,466	—	2	—	\$18,186	all	X	X	X	—	—	—	—	—	\$1,000	—	—	—	—	\$1,000			
Desert CCD	VP, Business Affairs	\$174,513	—	\$174,153	—	\$174,153	A	3	—	\$15,060	all	X	X	X	EAP	—	—	\$1,200	\$1,200	\$1,200	\$1,000	—	—	—	\$4,600			
El Camino CC	VP Admin Svcs	\$188,320	—	—	—	\$188,320	—	2	X	\$17,948	—	X	X	X	—	\$3,600	—	—	—	—	—	—	—	—	\$1,000/month for work at Compton Education Center	\$15,600		
Feather River CCD	CFO	\$119,215	—	—	—	\$119,215	C	1	X	\$12,427	all	X	X	X	—	—	—	—	—	—	—	—	—	—	—			
Gavilan Jt. CCD	VP, Admin Svcs	\$146,531	—	\$149,538	—	\$149,538	C	2	X	\$15,926	2	—	X	X	—	—	—	—	—	\$5,400	\$1,465	—	—	—	—	\$6,865		
Glendale CC	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—			
Hartnell CC	VP, Support Svcs	\$156,759	—	\$156,759	—	\$158,259	C	—	—	\$13,408	all	X	X	X	—	—	—	—	—	—	—	—	—	—	—	\$13,408		
Imperial CCD	VP for Business Svcs	\$163,527	—	—	—	\$168,527	—	1	—	\$12,640	all	X	X	X	EAP, Income Protection	—	—	—	—	—	—	—	—	—	—	—		
Lake Tahoe CC	VP, Admin Svcs	\$125,974	1	\$125,974	—	\$125,974	A	3	X	\$16,655	all	X	X	X	—	—	—	—	—	—	\$5,280	—	—	—	—	\$5,280		
Lassen CC	Exec Dir of Fiscal & Auxiliary Svcs	\$105,000	—	\$105,000	—	\$105,000	—	1	X	\$18,200	all	X	X	X	—	—	—	—	—	—	—	—	—	—	—			
Long Beach CCD	VP, Admin Svcs	\$169,776	—	—	—	\$172,026	—	3	X	\$22,826	all	X	X	X	—	\$3,600	—	—	—	—	—	—	—	—	—	Laptop		
Marin CCD	VP of College Oper	\$135,082	8	\$135,082	—	\$135,082	A	1	X	\$23,655	all	X	X	X	Travel & LTD Insurance	—	—	—	—	—	—	—	—	—	—	—		
Mendocino-Lake CCD	VP of Admin Svcs	\$134,640	34	\$143,640	—	\$136,777	—	3	—	\$23,232	all	X	X	X	—	—	—	—	—	—	—	—	—	—	—	\$144		
Merced CCD	VP of Admin Svcs	\$205,143	—	\$205,143	—	\$210,514	—	1	—	\$59,882	—	X	X	X	—	—	—	—	—	—	—	—	—	—	—			
MiraCosta CCD	VP Business & Admin Svcs	\$203,179	—	\$203,179	—	\$203,179	—	2	X	\$18,189	1	X	X	X	—	\$5,100	—	—	—	\$1,200	—	—	—	—	—	NOTE: cell phone allowance is for monthly plan, device is purchased by the employee	\$11,100	
Montgomery Peninsula College	VP for Admin Svcs	\$140,412	8	\$140,412	—	\$143,256	A	3	—	\$20,538	all	X	X	X	Vision & life, employee only	\$2,400	—	\$2,400	—	—	—	—	—	—	—	—	\$4,800	
Mt. San Antonio CCD	VP, Admin Svcs	\$187,900	35	\$187,900	—	\$189,900	—	3	—	\$5,993	5	X	X	X	—	\$7,200	—	—	—	—	—	—	—	—	—	—	\$7,800	
Mt. San Jacinto CCD	VP of Business Svcs	\$165,289	—	\$165,289	—	\$165,289	C	2	X	\$9,273	4	X	X	X	—	\$10,745	—	—	—	—	—	—	—	—	—	—	Cell phone stipend - \$780.00 per year.	\$11,525
Napa Valley CCD	VP, Business & Finance	\$156,636	15	\$156,636	—	\$156,636	C	3	—	\$3,182	all	—	—	—	—	—	—	—	—	—	\$8,125	—	—	—	—	—	\$8,125	
Ohlone CC	VP, Admin Svcs	\$166,000	—	\$166,000	—	\$166,000	—	3	—	\$520	—	—	—	—	LTD & EAP	—	—	—	—	—	—	—	—	—	—	—	\$1,200	
Palo Verde CCD	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—		
Palomar CCD	VP, Finance & Admin Svcs	\$217,260	41	\$217,260	—	\$218,566	C	2	X	\$23,320	—	X	X	X	Long Term Care	—	—	—	—	—	—	—	—	—	—	—	—	
Pasadena City College	VP, Admin Svcs	\$180,000	—	\$180,000	—	\$180,000	A	1	X	\$16,784	all	X	X	X	—	—	—	—	—	—	—	—	—	—	—	—	\$9,000	
Redwoods CCD	VP of Admin Svcs	\$139,819	—	—	—	\$141,319	—	2	X	\$15,000	all	X	X	X	—	\$2,400	—	—	—	—	—	—	—	—	—	—	\$2,400	
Rio Hondo College	VP, Finance & Business	\$175,101	—	—	—	\$175,101	—	2	—	\$17,762	all	X	X	X	EAP	\$4,920	\$477	—	—	—	—	—	—	—	—	—	\$5,397	
San Joaquin Delta College	VP of Admin Svcs	\$143,310	25	\$161,223	—	\$145,474	C	1	X	\$15,892	—	X	X	X	—	—	—	—	—	—	—	—	—	—	—	—		
San Luis Obispo CCD	VP of Admin Svcs	\$156,921	—	—	—	\$156,921	—	3	X	\$8,231	all	X	X	X	Cafeteria Plan	—	—	—	—	—	—	—	—	—	—	—	—	
Santa Barbara CC	VP, Business Svcs	\$150,096	—	\$165,105	—	\$162,779	C	—	—	\$2,000	1	—	—	—	Income Protection	—	—	—	—	—	—	—	—	—	—	—	\$1,320	
Santa Clarita CCD	Assist Supt/VP, Business	\$162,000	—	—	—	\$165,000	C	3	—	\$17,924	3	X	X	X	EAP & LTD	—	—	—	—	—	—	—	—	—	—	—	\$1,812	
Santa Monica CCD	VP - Business & Administration	\$216,461	—	\$216,461	—	\$216,461	A	1	X	\$7,790	1	X	X	X	—	—	—	—	—	—	—	—	—	—	—	—		
Santa Rosa JC	VP Business Svcs	\$139,500	11	\$146,475	—	\$142,290	—	2	X	\$21,160	—	X	X	X	—	\$2,400	—	—	—	—	—	—	—	—	—	—	5% Longevity	
Shasta-Tehama-Trinity Jt. CCD	VP of Admin Svcs	\$131,352	—	\$131,352	—	\$133,155	A	1	X	\$12,144	—	X	X	X	—	—	—	—	—	—	—	—	—	—	—	—	\$12,144	
Sierra Jt. CCD	VP of Finance & Oper	\$155,555	10	\$207,987	—	\$155,555	—	4	X	\$9,000	all	X	X	X	—	—	—	—	—	—	—	—	—	—	—	—	\$720	
Siskiyou Jt. CCD	VP - Admin & Inform Serv	\$140,000	—	\$140,000	—	\$140,000	C	1	—	\$17,599	all	X	—	—	—	—	—	—	—	—	—	—	—	—	—	—	\$1,400	
Solano CCD	VP of Finance & Admin	\$160,144	29	\$163,144	—	\$162,544	C	—	—	\$25,190	3	X	X	X	EAP	—	—	—	—	—	—	—	—	—	—	—	\$16,954	
Southwestern College	VP, Bus. & Financial Affairs	\$150,000	8	\$150,000	—	\$152,000	A	1	X	\$8,335	—	X	X	X	—	—	—	—	—	—	—	—	—	—	—	—	—	
Victor Valley CCD	VP, Admin Svcs	\$182,148	25	\$209,470	—	\$185,148	C	0	—	\$12,376	all	X	X	X	—	—	—	—	—	—	—	—	—	—	—	—	—	
West Kern CCD	VP of Admin Svcs	\$142,328	15	\$149,444	—	\$145,699	A	1	X	\$16,985	—	X	X	X	—	—	—	—	—	—	—	—	—	—	—	—	—	
X = YES	Average	\$158,893	16	\$163,789	—	\$160,386	A	15	2	27	\$16,321	42	42	44	43	\$4,333	\$311	\$4,440	\$5,749	\$1,071	\$900	—	—	—	—	—	\$5,671	
_ = no answer; _ = no	Median	\$156,698	11	\$158,416	—	\$156,779	C	17	2	19	\$16,402	1	2	1	2	\$3,600	\$311	\$4,800	\$1,465	\$1,200	\$1,000	—	—	—	—	—	\$5,040	

## 2012 ACCCA Benchmark Survey for Single College Districts

POSITION 4: Chief Human Resources Officer		Without Doctorate		With Doctorate		# 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	W/ Longevity Pay Years to Maximum Longevity			Total Value of Benefits Package	# Family Members Included	Health Benefits	Vision Benefits	Dental Benefits								
Allan Hancock Jt. CC	Dir, HR	\$120,184	6	\$122,788	6	\$124,788	2	X	\$9,169	2	X	X	X	Income Protection & cash in lieu						
Antelope Valley College	VP, HR & Employee Relations	\$146,284	6	\$146,284	6	\$148,084	3		\$15,362	all	X	X	X							
Barstow CCD	VP, HR	\$102,811		\$102,811		\$104,811	2	X	\$21,119	all	X	X	X	Income Protection					Doctoral Stipend \$2,000	\$2,000
Butte College	Dir of HR	\$106,722	24	\$128,346	24	\$131,388			\$15,403		X	X	X							
Cabrillo CC	Dir Personnel & HR	\$119,429		\$119,429		\$122,831	1	X	\$24,136	all	X		X	Disability Insurance						
Carritos College	VP of HR/Assist Supt	\$191,593	6	\$191,593	6	\$191,593	2	X	\$26,260	all	X	X	X		\$300					\$300
Chaffey College	Exec Dir, HR	\$160,596				\$160,596	3		\$15,968	all	X	X	X			\$840		Management Incentive \$3,000.	\$3,840	
Citrus CCD	Dir of HR	\$169,990	8	\$169,990	8	\$174,240	1	X	\$18,212	all	X	X	X							
City College of San Francisco	Dean of HR	\$175,380				\$175,380	3	X	\$11,758	all	X	X	X	Rx Reimbursement			\$720			\$720
College of the Sequoias	Dean, HR Svcs/Legal Affairs	\$135,035	15	\$135,035	15	\$136,835	2	X	\$16,722	all	X	X	X			\$1,440				\$1,440
Compton CCD																				
Copper Mountain CCD	HR Manager	\$102,264				\$102,264	2		\$18,186	all	X	X	X			\$1,000				\$1,000
Desert CCD	Exec Dir, HR & Employee Relations	\$135,732		\$135,732		\$135,732	2		\$15,060	all	X	X	X	EAP		\$1,200	\$1,000			\$2,200
El Camino CC	VP - HR	\$188,320				\$188,320	2	X	\$17,948		X	X	X		\$3,600				\$1,000/month for work at Compton Educational Center	\$15,600
Feather River CCD	Dir of HR	\$88,512				\$88,512	1	X	\$12,427	all	X	X	X							
Gavilan Jt. CCD	Dir, HR	\$116,689	20	\$120,889	20	\$120,889	1	X	\$25,581	3	X	X	X			\$1,112				
Glendale CC	Assoc VP HR	\$135,528	25	\$177,840	25	\$180,204	2	X	\$15,000	2	X	X	X		\$3,000			reimbursement for use of cell phone 1560/year	\$4,560	
Hartnell CC	Assoc VP, HR/Equal Employment	\$141,759		\$141,759		\$143,259			\$13,408	all	X	X	X							\$13,408
Imperial CCD	Admin Dean for HR	\$150,558				\$155,558	1		\$12,640	all	X	X	X	EAP, Income Protection						
Lake Tahoe CC	HR Dir	\$78,120	25	\$85,932	25	\$85,932	1	X	\$16,655	all	X	X	X							
Lassen CC	Exec Dir Human & Support Svcs	\$85,000					1	X	\$18,200	all	X	X	X				\$300			
Long Beach CCD	VP, HR	\$169,776				\$172,026	3	X	\$22,826	all	X	X	X		\$3,600					
Marin CCD	Exec Dean, HR & Labor Relations	\$123,826	8	\$123,826	8	\$123,826	1	X	\$23,655	all	X	X	X	Travel & LTD Insurance						
Mendocino-Lake CCD	Dir of HR	\$116,931	34	\$125,931	34	\$128,068	3	X	\$23,232	all	X	X	X							
Merced CCD																				
MiraCosta CCD	Dir HR	\$173,189	21	\$173,189	21	\$173,189			\$18,189	2	X	X	X					Cell phone allowance	\$1,080	
Montgomery Peninsula College	Assoc Dean of HR	\$120,864	8	\$120,864	8	\$123,708		X	\$20,538	all	X	X	X	Vision & life, employee only						
Mt. San Antonio CCD	VP, HR	\$187,900	35	\$187,900	35	\$189,900	3		\$5,993	5	X	X	X		\$7,200		\$600			\$7,800
Mt. San Jacinto CCD	VP of HR	\$165,289				\$165,289	2	X	\$7,472	1	X	X	X		\$10,745			Cell phone - \$780.00 per year	\$11,525	
Napa Valley CCD	Dean, HR	\$127,716	15	\$127,719	15	\$127,719	1		\$9,181		X	X	X	EAP & DISABILITY			\$6,625			\$6,625
Ohlone CC	Assoc VP, HR & Training	\$155,580		\$155,580		\$155,580	3		\$520					LTD & EAP						
Palo Verde CCD	Human Resource Manager	\$93,188	25	\$124,881	25	\$124,881	1	X	\$17,586	all	X	X	X							
Palomar CCD	VP Human Resource Svcs	\$217,260	41	\$217,260	41	\$217,260	2	X	\$23,320		X	X	X	Long Term Care			\$1,200			
Pasadena City College	VP, HR	\$160,000		\$160,000		\$160,000	1	X	\$16,784	all	X	X	X		\$9,000					\$9,000
Redwoods CCD	Dir of Human Svcs	\$124,438				\$125,938	1	X	\$15,000	all	X	X	X							
Rio Hondo College	Dir, HR	\$152,257	12	\$161,977	12	\$165,565	1	X	\$17,762	all	X	X	X	EAP						
San Joaquin Delta College	Dir of HR	\$135,961	25	\$152,956	25	\$155,120	1	X	\$15,892		X	X	X							
San Luis Obispo CCD	Exec Dir of HR & Labor Relations	\$111,516	20	\$129,096	20	\$129,096	1		\$8,231	all	X	X	X	Cafeteria Plan						
Santa Barbara CC	VP, HR & Legal Affairs	\$150,096		\$165,105		\$162,779			\$10,780	2	X	X	X	Income Protection						
Santa Clarita CCD	Assist Supt/V.P., HR	\$162,000		\$162,000		\$165,000	3		\$8,624	4	X	X	X	EAP & LTD			\$1,812			\$1,812
Santa Monica CCD	VP - HR	\$183,396		\$183,396		\$183,396	1	X		1	X	X	X							
Santa Rosa JC	VP HR	\$139,500	11	\$146,475	11	\$149,404	2	X	\$21,160		X	X	X						5% Longevity	
Shasta-Trinity-Trinity Jt. CCD	Assoc VP of HR	\$120,359		\$120,359		\$122,162	1	X	\$12,144		X	X	X							\$12,144
Sierra Jt. CCD	VP of HR	\$163,333		\$163,333		\$163,333	4	X	\$9,600		X	X	X				\$720			\$720
Siskiyou Jt. CCD	Dir, HR	\$78,108	12	\$78,108	12	\$78,108			\$17,599	all	X	X	X							
Solano CCD	Dir of HR	\$123,882	29	\$127,882	29	\$129,282			\$25,190	3	X	X	X	EAP			\$15,000		\$25,000 Supplemental Life Insurance Value	\$15,000
Southwestern College	VP-HR	\$150,000	8	\$150,000	8	\$152,000	1	X	\$8,335		X	X	X							
Victor Valley CCD	VP, HR	\$182,148	25	\$209,470	25	\$212,470	4		\$12,376	all	X	X	X							
West Kern CCD	Dir of HR	\$83,216	15	\$87,376	15	\$90,747	1	X	\$16,985		X	X	X							
X = YES	Average	\$138,771	19	\$143,605	19	\$145,065	2	30	\$15,830	45	45	46	43		\$5,089	\$6,000	\$4,987	\$959		\$5,830
_ = no answer; _ = no	Median	\$135,961	20	\$138,746	20	\$145,672	2	17	\$16,312	2	2	1	4		\$3,600	\$6,000	\$1,200	\$840		\$3,840

## 2012 ACCCA Benchmark Survey for Single College Districts

POSITION 5: Chief Student Services 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	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				Maximum Annual Salary	W/ Longevity Pay Years to Maximum Longevity	# Years Contract Rolling Contract?	Total Value of Benefits Package	# Family Members Included	Health Benefits									Vision Benefits	Dental Benefits
Allan Hancock Jt. CC	VP, student Svcs	\$131,330	6	\$134,088	6	\$133,330	6	\$136,088	2	X	\$0	1	X	X	X	Income Protection & cash in lieu								
Antelope Valley College	Exec. VP, Student Svcs. & Academic Affairs	\$146,284	6	\$146,284	6	\$148,084	6	\$148,084	3		\$15,362	all	X	X	X	Disability				\$576			\$576	
Barstow CCD	VP, Student Affairs	\$121,841		\$121,841		\$123,841		\$123,841	2	X	\$21,119	all	X	X	X	Income Protection							Doctoral Stipend \$2,000	\$2,000
Butte College	VP For Student Svcs	\$139,332	5	\$162,999	24	\$142,374	24	\$166,041	1		\$15,403		X	X	X		\$5,000			\$600			\$5,600	
Cabrillo CC	VP/Assist Supt Student Se	\$158,416		\$158,416		\$161,818		\$161,818	1	X	\$24,136	all	X		X	Disability Insurance								
Carritos College	VP of Student Svcs/Assist Supt	\$191,593	6	\$191,593	6	\$191,593	6	\$191,593	2	X	\$26,260	all	X	X	X		\$300						\$300	
Chaffey College	VP, Student Svcs	\$188,832		\$188,832		\$188,832		\$188,832	3		\$15,966	all	X	X	X				\$840			Incentive Pay - \$5,000.	\$5,840	
Citrus CCD	VP of Student Svcs	\$195,462	8	\$195,462	8	\$200,349	8	\$200,349	1	X	\$18,212	all	X	X	X									
City College of San Francisco	Vice Chancellor - Student Affairs	\$200,135				\$200,135			3	X	\$11,758	all	X	X	X	Rx Reimbursement				\$720	\$720			
College of the Sequoias	VP, Student Svcs	\$152,779	15	\$152,779	15	\$154,579	15	\$154,579	2	X	\$16,722	all	X	X	X				\$1,440				\$1,440	
Compton CCD																								
Copper Mountain CCD	VP of Student Svcs	\$122,954				\$122,954			2		\$18,186	all	X	X	X				\$1,000	\$2,400			\$3,400	
Desert CCD	VP, Student Affairs	\$155,122		\$155,122		\$155,122		\$155,122	3		\$15,060	all	X	X	X	EAP		\$1,200	\$1,200	\$1,200	\$1,000		\$4,600	
El Camino CC	VP - Student & Community Advancement	\$188,320				\$188,320			2	X	\$17,948		X	X	X		\$3,600						\$1,000/month for work at Compton Educational Center	\$15,600
Feather River CCD	CSSO	\$100,559				\$100,559			1	X	\$12,427	all	X	X	X									
Gavilan Jt. CCD	VP, Student Svcs	\$146,531		\$146,531		\$149,538		\$149,538	1	X	\$8,057	1	X	X	X			\$5,400	\$1,465				\$6,865	
Glendale CC	VP Student Svcs	\$145,920	25	\$191,484	25	\$148,284	25	\$193,848	3	X	\$15,000	4	X	X	X			\$6,000				Cell phone Reimbursement for \$1560 year	\$7,560	
Hartnell CC	VP, Student Affairs	\$141,759				\$143,259		\$143,259	0		\$13,408	all	X	X	X								\$13,408	
Imperial CCD	VP for Student Svcs	\$163,527				\$168,527			1		\$12,640	all	X	X	X	EAP, Income Protection								
Lake Tahoe CC																								
Lassen CC	Dean of Student Svcs	\$105,000				\$105,000			1	X	\$18,200	all	X	X	X					\$300				
Long Beach CCD	VP, Student Support Svcs	\$169,776				\$172,026			3	X	\$22,826	all	X	X	X		\$3,600						Blackberry, laptop	
Marin CCD	VP of Student Learning	\$133,086	8	\$133,086	8	\$133,086	8	\$133,086	1	X	\$18,108	all	X	X	X	Travel Insurance								
Mendocino-Lake CCD																								
Merced CCD	VP of Student Svcs	\$205,143		\$205,143		\$210,514		\$210,514	1		\$59,882	X	X	X	X									
MiraCosta CCD	VP Student Svcs	\$219,579		\$219,579		\$219,579		\$219,579	2	X	\$18,189	1	X	X	X		\$5,100	\$4,800	\$1,200			NOTE: cell phone allowance is for monthly plan, device is purchased by the employee	\$11,100	
Montgomery Peninsula College	VP for Student Svcs	\$140,412	8	\$140,412	8	\$143,256	8	\$143,256	3		\$20,538	all	X	X	X	Vision & life, employee only	\$2,400	\$2,400					\$4,800	
Mt. San Antonio CCD	VP, Student Svcs	\$187,900	35	\$187,900	35	\$189,900	35	\$189,900	3		\$5,993	5	X	X	X		\$7,200			\$600			\$7,800	
Mt. San Jacinto CCD	VP of Student Svcs	\$165,289				\$165,289		\$165,289	2	X	\$6,861	1	X	X	X		\$10,745					Cell phone stipend - \$780.00 per year	\$11,525	
Napa Valley CCD	VP, Student Svcs	\$156,636	15	\$156,636	15	\$156,636	15	\$156,636	2		\$10,639	all	X	X	X	EAP & Disability			\$7,550	\$425			\$7,975	
Ohlone CC	VP, Student Svcs	\$166,203	15	\$174,617	15	\$166,203	15	\$174,617	3		\$520					LTD & EAP								
Palo Verde CCD	Vice President of Student Svcs	\$141,087	28	\$191,896	28	\$141,087	28	\$191,896	3	X	\$17,647	all	X	X	X		\$6,000						\$6,000	
Palomar CCD	VP, Student Svcs	\$217,260	41	\$217,260	41	\$218,566	41	\$218,566	2	X	\$23,320		X	X	X	Long Term Care				\$1,200			\$1,200	
Pasadena City College	VP, Student & Learning Svcs	\$165,000		\$165,000		\$165,000			1	X	\$16,784	all	X	X	X			\$9,000					\$9,000	
Redwoods CCD	VP-Learning & Student Development	\$139,819				\$141,319			2	X	\$15,000	all	X	X	X		\$2,400	\$1,048					\$3,448	
Rio Hondo College	VP, Student Svcs	\$175,101				\$175,101			2		\$17,762	all	X	X	X	EAP	\$4,920	\$477					\$5,397	
San Joaquin Delta College	Asst. Supt./VP of Student Svcs	\$146,985	25	\$165,358	25	\$149,149	25	\$167,522	1	X	\$15,892		X	X	X									
San Luis Obispo CCD	VP of Student Svcs	\$156,921				\$156,921			3	X	\$8,231	all	X	X	X	Cafeteria Plan				\$1,380			\$1,380	
Santa Barbara CC																								
Santa Clarita CCD	Assist Supt/VP, Student S	\$171,562				\$174,562		\$174,562	3		\$8,624	4	X	X	X	EAP & LTD				\$3,204			\$3,204	
Santa Monica CCD	VP - Student Affairs	\$183,396		\$183,396		\$183,396		\$183,396	1	X	\$12,792	1	X	X	X			\$3,600					\$3,600	
Santa Rosa JC	VP Student Svcs/Assist Suptint	\$139,500	11	\$146,475	11	\$142,290	11	\$149,404	2	X	\$21,160		X	X	X								5% Longevity	
Shasta-Tehama-Trinity Jt. CCD	Assoc VP of Student Svcs	\$120,359		\$120,359		\$122,162		\$122,162	1	X	\$12,144		X	X	X								\$12,144	
Sierra Jt. CCD	VP Student Svcs	\$189,079	10	\$207,987	10	\$189,079	10	\$207,987	4	X	\$9,000	all	X	X	X					\$720			\$720	
Siskiyou Jt. CCD																								
Solano CCD	VP, Student Svcs	\$135,473	29	\$138,473	29	\$137,873	29	\$140,873	1	X	\$28,852	all	X	X	X	EAP								
Southwestern College	VP-Student Affairs	\$150,000	8	\$150,000	8	\$152,000	8	\$152,000	1	X	\$8,335		X	X	X									
Victor Valley CCD	VP, Student Svcs	\$182,148	25	\$209,470	25	\$185,148	25	\$212,470	4		\$12,376		X	X	X									
West Kern CCD	VP of Student Svcs	\$142,328	15	\$149,444	15	\$145,699	15	\$152,815	1	X	\$16,985		X	X	X									
X = YES	Average	\$158,994	17	\$167,178	18	\$167,061	18	\$167,061	2	29	\$16,007	43	41	43	40		\$4,660	\$763	\$4,629	\$2,804	\$1,120	\$860		\$5,796
_ = no answer; _ = no	Median	\$155,879	15	\$160,708	15	\$155,879	15	\$163,554	2	15	\$15,648	1	3	1	4		\$4,920	\$763	\$4,800	\$1,333	\$840	\$860		\$5,397



## 2012 ACCCA Benchmark Survey for Single College Districts

POSITION 6: Admissions & Records Director		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 Included	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits	Confidential	Supervisory	Classified Management
Allan Hancock Jt. CC	Dir, admissions & records	\$103,671	\$105,848	\$105,671	\$107,848	2	X	\$12,358	3	X	X	X	Income Protection & cash in lieu				
Antelope Valley College	Dean, Enrollment Svcs. & Counseling & Matriculat	\$127,725	\$127,725	\$129,525	\$129,525	6		\$15,361	all	X	X	X	Disability				X
Barstow CCD	Dir, Enrollment Svcs	\$84,117	\$84,117	\$86,117	\$86,117	3		\$21,119	all	X	X	X	Income Protection			X	
Butte College	Dir of Admissions & Records & Enrollment	\$101,579	\$122,161	\$104,621	\$125,203	24		\$15,403		X	X	X				X	
Cabrillo CC	Dir of Enrollment Svcs	\$119,429	\$119,429	\$122,831	\$122,831	1	X	\$24,136	all	X		X	Disability Insurance				
Cerritos College	Dean of Admissions, Records & Svcs	\$158,304	\$158,304	\$158,304	\$158,304	8	X	\$26,260	all	X	X	X					X
Chaffey College																	
Citrus CCD	Dean of Admissions & Records	\$161,484	\$161,484	\$165,521	\$165,521	8	X	\$18,212	all	X	X	X				X	
City College of San Francisco	Dean Admissions & Records	\$175,380		\$175,380			X	\$11,758	all	X	X	X	Rx Reimbursement				
College of the Sequoias																	
Compton CCD																	
Copper Mountain CCD																	
Desert CCD	Dean, Enrollment Svcs	\$135,732	\$135,732	\$135,732	\$135,732	2		\$15,060	all	X	X	X	EAP				X
El Camino CC	Dir of Admissions & Records	\$127,929		\$127,929				\$17,948		X	X	X				X	
Feather River CCD	Registrar	\$64,222		\$64,222	\$64,222			\$12,427	all	X	X	X				X	
Gavilan Jt. CCD	Dir, Admissions & Records	\$91,821	\$96,021	\$96,021	\$96,021	20	X	\$9,700	1	X	X	X		X			
Glendale CC	Dean of Admissions & Records	\$128,988	\$169,260	\$131,352	\$171,624	25	X	\$15,000	2	X	X	X					
Hartnell CC																	
Imperial CCD	Dir of Admissions & Records	\$124,896		\$124,896			X	\$12,640	all	X	X	X	EAP		X	X	
Lake Tahoe CC	Dir of Admissions & Records	\$78,120	\$85,932	\$78,120	\$85,932	25	X	\$16,655	all	X	X	X				X	
Lassen CC	Dir of Enrollment	\$82,000		\$82,000				\$18,200	all	X	X	X				X	
Long Beach CCD	Dean, Admissions & Records	\$138,324		\$140,574			X	\$22,826	all	X	X	X	\$420 yr/cell phone stipend				
Marin CCD	Dean of Enrollment Mngt	\$115,807	\$115,807	\$115,807	\$115,807	8	X	\$23,655	all	X	X	X	Travel & LTD Insurance			X	X
Mendocino-Lake CCD	Dir of Admissions & Records	\$106,200	\$115,200	\$108,337	\$117,337	34		\$23,232	all	X	X	X					
Merced CCD	Registrar	\$124,598	\$124,598	\$129,969	\$129,969	1		\$42,921		X	X	X					
MiraCosta CCD	Dir Admissions & Records/Registrar	\$157,184	\$157,184	\$157,184	\$157,184	21		\$19,147		X	X	X				X	
Montgomery Peninsula College	Dir of Admissions & Records	\$89,568	\$92,208	\$92,208	\$92,208	22	X	\$20,568	all	X	X	X	Vision & life, employee only			X	
Mt. San Antonio CCD	Dean, Enrollment Mngt	\$146,340	\$165,570	\$148,340	\$167,570	30	X	\$8,440	all	X	X	X					
Mt. San Jacinto CCD	Assoc Dean, Student Svcs	\$122,594		\$122,594			X	\$8,182	2	X	X	X				X	
Napa Valley CCD	Assoc Dean, Admissions & Records	\$100,032	\$100,032	\$100,032	\$100,032	15		\$9,652	1	X	X	X	EAP & Disability; \$5,194 PERS Buyout				X
Ohlone CC	Dir of Admissions & Records	\$104,729	\$112,781	\$104,729	\$112,781	20		\$520					LTD & EAP			X	
Palo Verde CCD	Registrar	\$93,188	\$124,881	\$93,188	\$124,881	25	X	\$17,586	all	X	X	X		X		X	
Palomar CCD	Dir Enrollment Svcs	\$182,743	\$182,743	\$182,743		41	X	\$23,320		X	X	X	Long Term Care				X
Pasadena City College	Vacancy - Assoc Dean, Admissions & Records	\$158,587		\$161,087			X	\$16,784	all	X	X	X					X
Redwoods CCD	Dir-Admissions & Records	\$65,865		\$95,408			X	\$15,000	all	X	X	X				X	
Rio Hondo College	Dir, Admission & Records	\$141,430	\$151,150	\$145,018	\$154,738	12	X	\$20,014	all	X	X	X	EAP		X	X	
San Joaquin Delta College	Dir of Admissions & Records	\$106,564		\$108,691		25		\$17,892		X	X	X				X	
San Luis Obispo CCD	Dir of Admissions & Records	\$89,508	\$103,620	\$89,508	\$103,620	20		\$8,331	all	X	X	X	Cafeteria Plan			X	
Santa Barbara CC	Dir - Admissions & Records	\$108,888	\$119,777	\$111,571	\$122,460			\$6,083	1	X	X	X	Income Protection			X	
Santa Clarita CCD	Dir, Admissions & Records	\$112,015	\$112,015	\$115,015	\$115,015	2		\$8,624	4	X	X	X	EAP & LTD			X	
Santa Monica CCD	VP - Enrollment Develop	\$183,396	\$183,396	\$183,396		1	X	\$30,781	4	X	X	X					X
Santa Rosa JC	Dir Admissions & Enrollment Svcs	\$107,928	\$113,324	\$107,928	\$113,324	11	X	\$21,160		X	X	X				X	
Shasta-Tehama-Trinity Jt. CCD	Dir of Admissions & Records	\$72,293	\$72,293	\$74,096	\$74,096	1	X	\$12,144		X	X	X				X	
Sierra Jt. CCD	Manager, Admissions & Records	\$97,007	\$124,769	\$97,007	\$124,769	24		\$9,000	all	X	X	X		X			
Siskiyou Jt. CCD	Dir, Enrollment Svcs	\$78,108	\$78,108	\$78,108	\$78,108	12		\$17,599	all	X	X	X				X	
Solano CCD	Dir, Admissions & Records	\$102,183	\$105,183	\$104,583	\$107,583	29		\$25,190	3	X	X	X	EAP			X	
Southwestern College																	
Victor Valley CCD	Dir, Admissions & Records	\$111,540	\$128,271	\$114,540	\$131,271	25		\$12,376		X	X	X				X	
West Kern CCD	Dir of Academic Records/Assist Registrar	\$75,480	\$79,254	\$78,851	\$82,625	15	X	\$16,985		X	X	X		X		X	
X = YES	Average	\$115,291	\$122,066	\$117,413	\$120,007	19	24	\$16,750	42	40	42	38		0	6	26	8
_ = no answer; _ = no	Median	\$108,888	\$119,429	\$111,571	\$119,899	1	19	\$16,784	1	3	1	5		43	37	17	35

## 2012 ACCCA Benchmark Survey for Single College Districts

POSITION 7: Instructional Dean		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			Total Value of Benefits Package	# Family Members Included	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits				
Allan Hancock Jt. CC	dean, academic affairs	\$120,184	—	\$122,788	—	\$122,184	—	\$124,788	X	—	X	\$9,169	2	X	—	X	X	Income Protection & cash in lieu
Antelope Valley College	Dean, Student Svcs & Activities	\$127,725	6	\$127,725	6	\$129,525	6	\$129,525	X	—	3	\$15,362	all	X	X	X	X	Disability
Barstow CCD	Dean, Instruction	\$110,717	—	\$110,717	—	\$112,717	—	\$112,717	X	—	2	\$21,119	all	X	X	X	X	Income Protection
Butte College	Dean of Student Learning	\$112,124	24	\$134,844	24	\$115,166	24	\$137,866	X	—	1	\$15,403	—	X	X	X	X	—
Cabrillo CC	Division Dean	\$131,670	—	\$131,670	—	\$135,072	—	\$135,072	X	—	1	\$24,136	all	X	—	X	X	Disability Insurance
Carritos College	Instruct Dean	\$158,304	8	\$158,304	8	\$158,304	8	\$158,304	X	—	1	\$26,260	all	X	X	X	X	—
Chaffey College	Dean	\$160,596	—	\$160,596	—	\$160,596	—	\$160,596	X	—	2	\$15,966	all	X	X	X	X	—
Citrus CCD	Dean	\$161,484	8	\$161,484	8	\$165,521	8	\$165,521	X	—	1	\$18,212	all	X	X	X	X	—
City College of San Francisco	Dean	\$175,380	—	—	—	\$175,380	—	—	X	—	3	\$11,758	all	X	X	X	X	Rx Reimbursement
College of the Sequoias	Dean	\$135,035	15	\$135,035	15	\$136,835	15	\$136,835	X	—	2	\$16,722	all	X	X	X	X	—
Compton CCD	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Copper Mountain CCD	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Desert CCD	Dean, (School)	\$135,732	—	\$135,732	—	\$135,732	—	\$135,732	X	—	2	\$15,060	all	X	X	X	X	EAP
El Camino CC	Dean	\$135,005	—	—	—	\$135,005	—	—	X	—	2	\$17,948	—	X	X	X	X	—
Feather River CCD	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Gavilan Jt. CCD	Dean, Liberal Arts & Sciences	\$128,271	—	\$128,271	—	\$131,278	—	\$131,278	X	—	2	\$15,568	2	X	X	X	X	—
Glendale CC	Dean of Instruct Svcs	\$128,988	25	\$169,260	25	\$131,352	25	\$171,624	X	—	2	\$15,000	3	X	X	X	X	—
Hartnell CC	Dean	\$122,342	—	\$122,342	—	\$123,542	—	\$123,542	X	—	0	\$13,408	all	X	X	X	X	—
Imperial CCD	Instruct Dean	\$150,558	—	—	—	\$155,558	—	—	X	—	1	\$12,640	all	X	X	X	X	EAP, Income Protection
Lake Tahoe CC	Dean of Instruction	\$110,254	1	\$110,254	1	\$110,254	1	\$110,254	X	—	2	\$16,655	all	X	X	X	X	\$4,800 in-district allowance
Lassen CC	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Long Beach CCD	Instruct Dean	\$138,324	—	—	—	\$140,574	—	—	X	—	2	\$22,826	all	X	X	X	X	\$420 yr/cell phone stipend
Marin CCD	Dean	\$115,807	8	\$115,807	8	\$115,807	8	\$115,807	X	—	1	\$23,655	all	X	X	X	X	Travel & LTD Insurance
Mendocino-Lake CCD	Dean of Instruction	\$120,764	34	\$129,764	34	\$122,901	34	\$131,901	X	—	2	\$23,232	all	X	X	X	—	—
Merced CCD	Instruct Dean	\$158,702	—	\$158,702	—	\$164,073	—	\$164,073	X	—	1	\$50,102	—	X	X	X	X	—
MiraCosta CCD	Dean	\$188,082	15	\$188,082	15	\$190,082	15	\$190,082	X	—	2	\$18,189	—	X	X	X	X	—
Monterey Peninsula College	Dean of Instruction	\$126,780	8	\$126,780	8	\$129,624	8	\$129,624	X	—	1	\$20,538	all	X	X	X	X	Vision & life, employee only
Mt. San Antonio CCD	Dean, Instruct Svcs	\$144,340	35	\$144,340	35	\$146,340	35	\$146,340	X	—	2	\$5,993	5	X	X	X	X	—
Mt. San Jacinto CCD	Dean of Instruction	\$128,395	—	—	—	\$128,395	—	—	X	—	2	\$8,399	1	X	X	X	X	—
Napa Valley CCD	Dean, Instruction & Economic Workforce Develop	\$121,596	15	\$121,596	15	\$121,596	15	\$121,596	X	—	1	\$8,704	1	X	X	X	X	EAP & disability; \$6,307 403B
Ohlone CC	Dean, Humanities, Social Sciences & Math	\$141,372	20	\$152,242	20	\$152,242	20	\$152,242	X	—	2	\$520	—	—	—	—	—	LTD & EAP
Palo Verde CCD	Deans	\$120,931	28	\$164,482	28	\$120,931	28	\$164,482	X	—	3	\$17,586	all	X	X	X	X	—
Palomar CCD	Arts, Media, Business & Computing Systems	\$196,855	41	\$196,855	41	\$196,855	41	\$196,855	—	—	2	\$23,320	—	X	X	X	X	Long Term Care
Pasadena City College	Division Dean	\$158,587	—	—	—	\$161,087	—	—	X	—	1	\$16,784	all	X	X	X	X	—
Redwoods CCD	Dean-Academic Affairs	\$117,395	—	—	—	\$118,895	—	—	X	—	1	\$15,000	all	X	X	X	X	—
Rio Hondo College	Dean, Instruct	\$152,257	12	\$161,977	12	\$155,845	12	\$165,565	X	—	1	\$20,014	all	X	X	X	X	EAP
San Joaquin Delta College	Division Dean	\$124,937	25	—	—	\$127,064	25	—	X	—	1	\$17,892	—	X	X	X	—	—
San Luis Obispo CCD	Dean (Various Titles)	\$111,516	20	\$129,096	20	\$111,516	20	\$129,096	X	—	1	\$8,231	all	X	X	X	—	Cafeteria Plan
Santa Barbara CC	Dean, Educational Programs	\$132,660	—	\$145,926	—	\$135,343	—	\$148,609	X	—	2	\$1,533	all	X	X	X	X	Income Protection
Santa Clarita CCD	Dean	\$141,517	—	—	—	\$144,517	—	\$144,517	X	—	2	\$12,159	4	X	X	X	X	EAP & LTD
Santa Monica CCD	Dean, Instruct	\$154,800	—	\$154,800	—	\$154,800	—	\$154,800	X	—	1	\$24,004	2	X	X	X	X	—
Santa Rosa JC	Dean II	\$120,276	11	\$126,289	11	\$122,681	11	\$128,814	X	—	2	\$21,160	—	X	X	X	X	—
Shasta-Tehama-Trinity Jt. CCD	Dean	\$114,628	—	\$114,628	—	\$116,431	—	\$116,431	X	—	1	\$12,144	—	X	X	X	X	—
Sierra Jt. CCD	Dean	\$123,017	24	\$139,775	24	\$129,168	24	\$146,764	X	—	2	\$9,000	all	X	X	X	X	—
Siskiyou Jt. CCD	Dean, Instruction	\$122,591	7	\$122,591	7	\$123,791	7	\$123,791	X	—	1	\$17,599	all	X	X	X	X	—
Solano CCD	Dean (various divisions)	\$118,885	29	\$121,885	29	\$121,285	29	\$124,285	X	—	—	\$25,190	3	X	X	X	X	EAP
Southwestern College	Dean of Instruct Support Svcs	\$139,000	8	\$139,000	8	\$141,000	8	\$141,000	X	—	1	\$8,335	—	X	X	X	X	—
Victor Valley CCD	Instruct Dean	\$135,696	25	\$156,050	25	\$138,696	25	\$159,050	X	—	4	\$12,376	—	X	X	X	X	—
West Kern CCD	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
X = YES	Average	\$135,775	18	\$140,563	17	\$137,854	17	\$140,582	44	—	2	\$16,474	43	41	43	39	—	—
_ = no answer; _ = no	Median	\$130,329	15	\$135,035	15	\$133,179	15	\$136,284	0	—	2	\$16,311	1	3	1	5	—	—

## 2012 ACCCA Benchmark Survey for Single College Districts

POSITION 8: Director of Accounting		Without Doctorate		With Doctorate		# Years Contract?	# Years 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 Included	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits	Confidential	Supervisory	Classified Management	Academic Management			
			Years to Maximum Longevity		Years to Maximum Longevity																
Allan Hancock Jt. CC	Dir, business Svcs	\$106,783	—	\$106,783	—	\$107,783	—	\$107,783	2	X	\$4,063	2	—	X	X	Income Protection & cash in lieu	—	—	—	—	
Antelope Valley College	Dir, Business Svcs	\$114,580	35	\$138,642	—	\$114,580	35	\$138,642	1	X	\$15,362	all	X	X	X	X	Disability	—	—	X	—
Barstow CCD	Dir, Fiscal Svcs	\$84,117	—	\$84,117	—	\$86,117	—	\$86,117	1	—	\$21,119	all	X	X	X	X	Income Protection	—	—	X	—
Butte College	Dir of Business Svcs	\$106,722	24	\$128,346	—	\$109,764	24	\$131,388	1	—	\$15,403	—	X	X	X	X	—	—	—	X	—
Cabrillo CC	Manager of Fiscal Svcs	\$98,255	—	\$98,255	—	\$101,657	—	\$101,657	1	X	\$24,136	all	X	—	X	X	Disability Insurance	—	—	—	—
Carritos College	Dir of Fiscal Svcs	\$139,032	8	\$139,032	—	\$139,032	8	\$139,032	1	X	\$26,260	all	X	X	X	X	—	—	—	—	—
Chaffey College	Dir, Accounting Svcs	\$141,948	—	\$141,948	—	\$141,948	—	\$141,948	—	—	\$15,966	all	X	X	X	X	—	—	—	X	—
Citrus CCD	Dir of Fiscal Svcs	\$142,593	8	\$142,593	—	\$146,158	8	\$146,158	2	X	\$18,212	all	X	X	X	X	—	—	—	X	—
City College of San Francisco	Dean ~ CFO	\$175,380	—	—	—	\$175,380	—	—	3	X	\$11,758	all	X	X	X	X	Rx Reimbursement	—	—	—	—
College of the Sequoias	Chief Accounting Officer	\$110,828	15	\$110,828	—	\$112,628	15	\$112,628	1	X	\$16,722	all	X	X	X	X	—	—	—	X	—
Compton CCD	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Copper Mountain CCD	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Desert CCD	Dir, Fiscal Svcs	\$106,649	—	\$106,649	—	\$106,649	—	\$106,649	1	X	\$15,060	all	X	X	X	X	EAP	—	X	—	—
El Camino CC	Business Manager	\$135,005	—	—	—	\$135,005	—	—	—	—	\$17,948	—	X	X	X	X	—	—	—	X	—
Feather River CCD	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Gavilan Jt. CCD	Dir, Business Svcs	\$116,689	20	\$120,889	—	\$120,889	20	\$120,889	1	X	\$15,926	2	X	X	X	X	—	—	—	X	—
Glendale CC	Controller	\$128,988	25	\$169,260	—	\$131,352	—	\$171,624	2	X	\$15,000	4	X	X	X	X	—	—	—	—	—
Hartnell CC	Controller	\$112,213	—	\$112,213	—	\$113,713	—	\$113,713	—	—	\$13,408	all	X	X	X	X	—	—	—	X	—
Imperial CCD	Dir of Fiscal Svcs	\$124,896	—	—	—	\$124,896	—	—	1	—	\$12,640	all	X	X	X	X	EAP	—	X	X	—
Lake Tahoe CC	Dir of Fiscal Svcs	\$88,392	25	\$97,231	—	\$88,392	25	\$97,231	1	X	\$16,655	all	X	X	X	X	—	—	—	X	—
Lassen CC	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Long Beach CCD	Dir of Fiscal Svcs	\$129,288	—	—	—	\$130,538	—	—	2	X	\$22,826	all	X	X	X	X	\$420 yr/cell phone	—	—	—	—
Marin CCD	Dir of Fiscal Svcs	\$108,668	8	\$108,668	—	\$108,668	8	\$108,668	1	X	\$23,655	all	X	X	X	X	—	—	—	X	—
Mendocino-Lake CCD	Dir of Fiscal Svcs	\$107,177	34	\$116,177	—	\$109,314	34	\$118,314	2	—	\$23,232	all	X	X	X	X	—	—	—	—	—
Merced CCD	Dir. of Bus. & Fiscal Svcs	\$127,792	—	\$127,792	—	\$133,163	—	\$133,163	1	—	\$43,593	—	X	X	X	X	—	—	—	—	—
MiraCosta CCD	Dir Fiscal Svcs	\$162,522	21	\$162,522	—	\$162,522	21	\$162,522	—	—	\$18,189	—	X	X	X	X	—	—	—	X	—
Monterey Peninsula College	Controller	\$73,632	22	\$73,632	—	\$73,632	23	\$76,272	1	X	\$20,568	all	X	X	X	X	Vision & life, employee only	—	—	X	—
Mt. San Antonio CCD	Assoc VP, Admin Svcs	\$155,532	35	\$155,532	—	\$157,532	35	\$157,532	3	—	\$5,993	5	X	X	X	X	—	—	—	X	—
Mt. San Jacinto CCD	Dean of Business Svcs	\$128,395	—	—	—	\$128,395	—	\$128,395	2	X	\$7,333	3	X	X	X	X	—	—	—	X	—
Napa Valley CCD	Chief Accountant	\$73,044	15	\$73,044	—	\$73,044	15	\$73,044	1	—	\$9,176	2	X	X	X	X	EAP & disability; \$3,789 PERS Buyout	—	—	—	—
Ohlone CC	Dean of Business Svcs	\$141,372	20	\$152,242	—	\$141,372	20	\$152,242	2	—	\$520	—	—	—	—	—	LTD & EAP	—	—	X	—
Palo Verde CCD	Fiscal Svcs Manager	\$93,188	25	\$124,881	—	\$93,188	25	\$124,881	1	X	\$17,586	all	X	X	X	X	—	—	—	X	—
Palomar CCD	Dir, Fiscal Svcs	\$173,962	41	\$173,962	—	\$173,962	—	\$173,962	2	X	\$23,320	—	X	X	X	X	Long Term Care	—	—	X	X
Pasadena City College	(Vacant) Dir, Fiscal Svcs	\$158,587	—	—	—	\$161,087	—	—	1	X	\$16,784	all	X	X	X	X	—	—	—	X	—
Redwoods CCD	Controller	\$124,148	—	—	—	\$125,648	—	—	1	X	\$15,000	all	X	X	X	X	—	—	—	X	—
Rio Hondo College	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
San Joaquin Delta College	Controller	\$124,937	25	—	—	\$127,064	25	—	1	X	\$17,892	—	X	X	X	—	—	—	—	X	—
San Luis Obispo CCD	Dir of Fiscal Svcs	\$96,336	20	\$111,516	—	\$96,336	20	\$111,516	—	—	\$8,231	all	X	X	X	—	Cafeteria Plan	—	—	X	—
Santa Barbara CC	Controller	\$117,240	—	\$128,964	—	\$119,923	—	\$131,647	—	—	\$6,083	1	X	X	X	X	Income Protection	—	—	X	—
Santa Clarita CCD	Controller	\$120,095	—	\$120,095	—	\$123,095	—	\$123,095	2	—	\$17,168	4	X	X	X	X	EAP & LTD	—	—	X	—
Santa Monica CCD	Dir, Fiscal Svcs	\$134,060	—	\$134,060	—	\$134,060	—	\$134,060	1	—	\$13,094	2	X	X	X	X	—	—	—	X	—
Santa Rosa JC	Dir Fiscal Svcs	\$120,276	11	\$126,289	—	\$120,276	11	\$126,289	2	X	\$21,160	—	X	X	X	X	—	—	—	X	—
Shasta-Tehama-Trinity Jt. CCD	Comptroller	\$98,220	—	\$98,220	—	\$100,023	—	\$100,023	1	X	\$12,144	—	X	X	X	X	—	—	—	X	—
Sierra Jt. CCD	Dir of Finance	\$129,999	24	\$167,202	—	\$129,999	24	\$167,202	—	—	\$9,000	all	X	X	X	X	—	—	X	—	—
Siskiyou Jt. CCD	Controller	\$68,880	12	\$68,880	—	\$68,880	12	\$68,880	—	—	\$17,599	all	X	X	X	X	—	—	—	X	—
Solano CCD	Dir of Fiscal Svcs	\$118,885	29	\$121,885	—	\$121,285	29	\$124,285	—	—	\$25,190	3	X	X	X	X	EAP	—	—	X	—
Southwestern College	Dir of Finance	\$124,000	9	\$124,000	—	\$126,000	9	\$126,000	1	X	\$8,335	—	X	X	X	X	—	—	—	X	—
Victor Valley CCD	Dir, Fiscal Svcs	\$111,540	25	\$128,271	—	\$114,540	25	\$131,271	—	—	\$12,376	all	X	X	X	X	—	—	—	X	—
West Kern CCD	Dir of Business Svcs	\$91,746	15	\$96,333	—	\$95,117	15	\$99,704	1	X	\$16,985	—	X	X	X	X	—	—	X	X	—
X = YES	Average	\$119,241	21	\$121,971	—	\$120,559	20	\$122,068	1	24	\$16,106	42	41	43	40	—	0	4	34	1	—
_ = no answer; _ _ = no	Median	\$119,490	22	\$122,943	—	\$121,087	21	\$124,583	1	20	\$16,311	2	3	1	4	—	44	40	10	43	—



## 2012 ACCCA Benchmark Survey for Single College Districts

POSITION 9: Director of Campus Facilities		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 Included	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits	Confidential	Supervisory	Classified Management	Academic Management			
Allan Hancock Jt. CC	Dir, plant Svcs	\$97,723	—	\$99,775	—	\$99,723	—	\$101,775	2	X	\$9,169	2	X	—	—	X	—				
Antelope Valley College	Dir, Facil Svcs	\$114,580	35	\$138,642	—	\$138,642	35	\$138,642	1	X	\$15,362	all	X	X	X	X	Disability				
Barstow CCD	Dir, Maint & Oper	\$89,727	—	\$89,727	—	\$91,727	—	\$91,727	1	—	\$21,119	all	X	X	X	X	Income Protection				
Butte College	Dir of Facil Planning & Mngt	\$106,722	24	\$128,344	—	\$109,764	24	\$131,386	1	—	\$15,403	—	X	X	X	—	—				
Cabrillo CC	Dir, Facil Planning & Plant Oper	\$119,429	—	\$119,429	—	\$122,831	—	\$122,831	1	X	\$24,136	all	X	—	X	X	Disability Insurance				
Carritos College	Dir of Physical Plant & Constr Svcs	\$139,032	8	\$139,032	—	\$139,032	8	\$139,032	1	X	\$26,260	all	X	X	X	X	—				
Chaffey College	Dir, Facil, Oper & Engin	\$128,580	—	\$128,580	—	\$128,580	—	\$128,580	—	—	\$15,966	all	X	X	X	X	—				
Citrus CCD	Dir of Facil & Constr	\$141,354	8	\$141,354	—	\$144,888	8	\$144,888	1	X	\$18,212	all	X	X	X	X	—				
City College of San Francisco	Dean ~ Facil	\$175,380	—	—	—	\$175,380	—	—	3	X	\$11,758	all	X	X	X	X	Rx Reimbursement				
College of the Sequoias	Dean, Facil & Facilities Planning	\$135,035	15	\$135,035	—	\$136,835	15	\$136,835	2	X	\$16,722	all	X	X	X	X	—				
Compton CCD	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
Copper Mountain CCD	Chief of Campus Facil	\$101,466	—	—	—	\$101,466	—	—	2	—	\$18,186	all	X	X	X	X	—				
Desert CCD	Dir, Maint & Oper	\$116,341	—	\$116,341	—	\$116,341	—	\$116,341	1	X	\$15,060	all	X	X	X	X	EAP				
El Camino CC	Dir, Facil, Planning & Svcs	\$135,005	—	\$135,005	—	\$135,005	—	\$135,005	—	—	\$17,948	—	X	X	X	—	—				
Feather River CCD	Dir of Facil/IT	\$94,451	—	—	—	\$94,451	—	\$94,451	1	X	\$12,427	all	X	X	X	X	—				
Gavilan Jt. CCD	Dir, Facil Svcs	\$105,976	20	\$110,176	—	\$110,176	20	\$110,176	1	X	\$19,213	2	X	X	X	X	—				
Glendale CC	Dir of Facil	\$122,784	25	\$161,136	—	\$125,148	25	\$163,500	—	—	\$15,000	2	X	X	X	X	—				
Hartnell CC	Dir of Facil, Oper & Asset Manag	\$102,102	—	\$102,102	—	\$103,602	—	\$103,602	—	—	\$13,408	all	X	X	X	X	—				
Imperial CCD	Dir of Maint & Oper	\$124,896	—	—	—	\$124,896	—	—	1	X	\$12,640	all	X	X	X	X	EAP				
Lake Tahoe CC	Dir of Maint & Oper	\$78,120	25	\$85,932	—	\$78,120	25	\$85,932	1	X	\$16,655	all	X	X	X	X	—				
Lassen CC	Facil Dir	\$95,000	—	—	—	\$82,000	—	—	1	X	\$16,000	all	X	X	X	X	—				
Long Beach CCD	Dir, District Facil	\$129,288	—	—	—	\$130,538	—	—	2	X	\$22,826	all	X	X	X	X	\$420 yr/cell phone				
Marin CCD	Dir of Maint & Oper	\$98,668	8	\$98,668	—	\$98,668	8	\$98,668	1	X	\$23,655	all	X	X	X	X	Travel & LTD Insurance				
Mendocino-Lake CCD	Maint & Oper Suptvisor	\$79,804	34	\$88,804	—	\$81,941	34	\$90,941	2	—	\$23,232	all	X	X	X	X	—				
Merced CCD	Dir, Maint., Trans. & Facil	\$127,792	—	\$127,792	—	\$133,163	—	\$133,163	1	—	\$43,593	—	X	X	X	X	—				
MiraCosta CCD	Dir Facil	\$173,189	21	\$173,189	—	\$173,189	21	\$173,189	—	—	\$18,189	—	X	X	X	X	—				
Monterey Peninsula College	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—				
Mt. San Antonio CCD	Dir, Facil Planning & Mngt	\$109,728	35	\$109,728	—	\$111,728	35	\$111,728	3	—	\$5,993	5	X	X	X	X	—				
Mt. San Jacinto CCD	District Maint & Oper Suptvisor	\$98,282	—	—	—	\$98,282	—	\$98,282	—	—	\$9,273	3	X	X	X	X	—				
Napa Valley CCD	Dir, Facil Svcs	\$104,964	15	\$104,964	—	\$104,964	15	\$104,964	1	—	\$10,521	all	X	X	X	X	Disability & EAP; \$6,444 PERS Buyout				
Ohlone CC	Dir of Facil	\$121,488	20	\$130,829	—	\$121,488	20	\$130,829	2	—	\$520	—	—	—	—	—	LTD & EAP				
Palo Verde CCD	Dir of Facil & Oper	\$99,454	25	\$133,277	—	\$99,454	25	\$133,277	1	X	\$17,586	all	X	X	X	X	—				
Palomar CCD	Dir, Facil	\$173,963	41	\$173,963	—	\$173,963	—	—	2	X	\$23,320	—	X	X	X	X	Long Term Care				
Pasadena City College	Vacant - Dir, Facil & Engin Servc	\$158,587	—	—	—	\$161,087	—	—	1	X	\$16,784	all	X	X	X	X	—				
Redwoods CCD	Dir-2 positions	\$95,409	—	—	—	\$96,909	—	—	1	X	\$15,000	all	X	X	X	X	—				
Rio Hondo College	Dir of Facil Svcs	\$131,338	12	\$141,058	—	\$134,926	12	\$144,646	1	X	\$17,762	all	X	X	X	X	EAP				
San Joaquin Delta College	Dir of Facil Mngt	\$117,569	25	—	—	\$119,715	25	—	1	X	\$17,892	—	X	X	—	—	—				
San Luis Obispo CCD	Dir of Facil Svcs	\$101,148	20	\$117,096	—	\$101,148	20	\$117,096	—	—	\$8,231	all	X	X	X	—	Cafeteria Plan				
Santa Barbara CC	Dir - Facil & Campus Develop	\$117,240	—	\$128,964	—	\$119,923	—	\$131,647	—	—	\$6,083	1	X	X	X	X	Income Protection				
Santa Clarita CCD	Facil Manager	\$80,000	—	\$80,000	—	\$83,000	—	\$83,000	2	—	\$13,412	3	X	X	X	X	EAP & LTD				
Santa Monica CCD	Chief Dir - Facilities Mngt	\$140,346	—	\$140,346	—	\$140,346	—	\$140,346	1	—	\$30,780	4	X	X	X	X	—				
Santa Rosa JC	Dir, Facil Oper	\$102,048	11	\$107,150	—	\$102,048	11	\$107,150	2	X	\$21,160	—	X	X	X	X	5% Longevity				
Shasta-Tehama-Trinity Jt. CCD	Dir of Physical Plant	\$98,220	—	\$98,220	—	\$100,023	—	\$100,023	1	X	\$12,144	—	X	X	X	X	—				
Sierra Jt. CCD	Deputy Dir Facil Oper	\$123,809	24	\$159,241	—	\$123,809	24	\$159,241	—	—	\$9,000	all	X	X	X	X	—				
Siskiyou Jt. CCD	Dir, Maint, Oper & Transportation	\$76,296	12	\$76,296	—	\$76,296	12	\$76,296	—	—	\$17,599	all	X	X	—	—	—				
Solano CCD	Dir of Facil	\$102,183	29	\$105,183	—	\$104,583	29	\$107,583	—	—	\$25,190	3	X	X	X	X	EAP				
Southwestern College	Dir of Facil, Oper & Planning	\$124,000	9	\$124,000	—	\$126,000	9	\$126,000	1	X	\$8,335	—	X	X	X	X	—				
Victor Valley CCD	Dir, Facil Constr	\$111,540	25	\$128,271	—	\$114,540	25	\$131,271	—	—	\$12,376	all	X	X	X	X	—				
West Kern CCD	Dir of Maintenance & Oper	\$83,216	15	\$87,377	—	\$86,587	15	\$90,748	1	X	\$16,985	—	X	X	X	X	—				
X = YES	Average	\$114,963	21	\$120,676	—	\$116,530	20	\$119,337	1	25	\$16,555	46	44	46	42	—	—	0	8	35	1
_ = no answer; _ _ = no	Median	\$111,540	21	\$124,000	—	\$114,540	20	\$119,964	1	22	\$16,655	1	3	1	5	—	—	47	39	12	46

## 2012 ACCCA Benchmark Survey for Single College Districts

POSITION 10: Director of Information Technology		Without Doctorate		With Doctorate		Benefits for Employee & Family										
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 Included	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits		
			Years to Maximum Longevity		Years to Maximum Longevity											
Allan Hancock Jt. CC	Dir, IT Svcs	\$120,184	—	\$122,788	—	\$122,184	—	\$124,788	2	X	\$6,075	1	X	X	X	Income Protection & cash in lieu
Antelope Valley College	Dir of IT	\$127,225	6	\$127,225	—	\$129,525	6	\$129,525	1	—	\$15,361	all	X	X	X	Disability
Barstow CCD	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Butte College	Dir of IT-Systems-Chief T	\$112,121	24	\$134,844	—	\$115,163	24	\$137,886	1	—	\$15,403	—	X	X	X	—
Cabrillo CC	Dir, IT	\$119,429	—	\$119,429	—	\$122,831	—	\$122,831	1	X	\$24,136	all	X	—	X	Disability Insurance
Carritos College	Dir of IT	\$158,304	8	\$158,304	—	\$158,304	8	\$158,304	1	X	\$26,260	all	X	X	X	—
Chaffey College	Dir, Admin Systems &/or Dir,	\$135,096	—	\$135,096	—	\$135,096	—	\$135,096	—	—	\$15,966	all	X	X	X	—
Citrus CCD	Chief Inform Svcs Officer	\$169,990	8	\$169,990	—	\$174,240	8	\$174,240	1	X	\$18,212	all	X	X	X	—
City College of San Francisco	Dean CIO	\$183,272	—	—	—	\$183,272	—	—	3	X	\$11,758	all	X	X	X	Rx Reimbursement
College of the Sequoias	Dean, Computer Svcs	\$135,035	15	\$135,035	—	\$136,835	15	\$136,835	2	X	\$16,722	all	X	X	X	—
Compton CCD	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Copper Mountain CCD	Dir of Inform Systems	\$102,264	—	—	—	\$102,264	—	—	2	—	\$18,186	all	X	X	X	—
Desert CCD	Dean, Info Systems & Inst Research	\$135,732	—	\$135,732	—	\$135,732	—	\$135,732	2	—	\$15,060	all	X	X	X	EAP
El Camino CC	Dir, IT	\$135,005	—	—	—	\$135,005	—	—	—	—	\$17,948	—	X	X	X	—
Feather River CCD	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Gavilan Jt. CCD	Dir, Inform Systems	\$96,334	20	\$100,534	—	\$100,534	20	\$100,534	1	X	\$9,456	1	X	X	X	—
Glendale CC	Assoc VP IT	\$135,528	25	\$177,840	—	\$137,892	25	\$180,204	3	X	\$15,000	2	X	X	X	—
Hartnell CC	Assoc VP for Admin Inform	\$141,759	—	\$141,759	—	\$143,259	—	\$143,259	—	—	\$13,408	all	X	X	X	—
Imperial CCD	VP of tech	\$163,527	—	—	—	\$168,527	—	—	1	—	\$12,640	all	X	X	X	EAP, Income Protection
Lake Tahoe CC	Dir of Computer Svcs	\$88,392	25	\$97,231	—	\$88,392	25	\$97,231	1	X	\$16,655	all	X	X	X	—
Lassen CC	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Long Beach CCD	Assoc VP, Instruct & Informat	\$152,988	—	—	—	\$155,238	—	—	2	X	\$22,826	all	X	X	X	\$420 yr/cell phone stipend
Marin CCD	Dir of Inform Technologies	\$123,826	8	\$123,826	—	\$123,826	8	\$123,826	1	X	\$23,655	all	X	X	X	Travel Insurance
Mendocino-Lake CCD	Dir of IT	\$116,931	34	\$125,931	—	\$119,068	34	\$128,068	2	—	\$23,232	all	X	X	X	—
Merced CCD	VP of tech & Instit Research	\$205,143	—	\$205,143	—	\$210,514	—	\$210,514	1	—	\$59,882	—	X	X	X	—
MiraCosta CCD	Dean	\$188,082	15	\$188,082	—	\$190,082	15	\$190,082	2	X	\$18,189	—	X	X	X	—
Montgomery Peninsula College	Dean of tech	\$126,780	8	\$126,780	—	\$129,624	8	\$129,624	1	X	\$20,538	all	X	X	X	Vision & life employee only
Mt. San Antonio CCD	Chief tech Officer	\$173,808	35	\$173,808	—	\$175,808	35	\$175,808	3	—	\$5,993	5	X	X	X	—
Mt. San Jacinto CCD	Assoc Dean of IT	\$122,593	—	—	—	\$122,593	—	\$122,593	1	—	\$7,386	1	X	X	X	—
Napa Valley CCD	Dir, IT	\$115,788	15	\$115,788	—	\$115,788	15	\$115,788	1	—	\$10,560	all	X	X	X	EAP & Disability; \$6,006 PERS Buyout
Ohlone CC	Assoc VP IT/CIO	\$155,580	—	\$155,580	—	\$155,580	—	\$155,580	2	—	\$520	—	—	—	—	LTD & EAP
Palo Verde CCD	Dir of IT	\$99,454	25	\$133,277	—	\$99,454	25	\$133,277	1	X	\$17,586	all	X	X	X	—
Palomar CCD	Dir, Inform Svcs	\$196,855	41	\$19,685	—	\$196,855	—	—	2	X	\$23,320	—	X	X	X	Long Term Care
Pasadena City College	Dir, IT Svcs	\$158,587	—	—	—	\$161,087	—	—	1	X	\$16,784	all	X	X	X	Annual cell phone allowance \$600
Redwoods CCD	Manager IT	\$95,409	—	—	—	\$96,909	—	—	1	X	\$15,000	all	X	X	X	—
Rio Hondo College	Dir, IT	\$152,257	12	\$161,977	—	\$165,565	12	\$175,285	1	X	\$17,762	all	X	X	X	—
San Joaquin Delta College	Dir of IT Svcs	\$106,564	25	—	—	\$108,691	5	—	1	X	\$17,892	—	X	X	—	—
San Luis Obispo CCD	Dir of Computer Svcs	\$103,620	20	\$119,964	—	\$103,620	20	\$119,964	—	—	\$8,231	all	X	X	X	Cafeteria Plan
Santa Barbara CC	VP, IT	\$150,096	—	\$165,105	—	\$162,779	—	\$167,788	—	—	\$1,533	all	X	X	X	Income Protection
Santa Clarita CCD	Dir, IT Systems	\$123,840	—	\$123,840	—	\$126,840	—	\$126,840	2	—	\$17,168	4	X	X	X	EAP & LTD
Santa Monica CCD	Dean, IT	\$154,800	—	\$154,800	—	\$154,800	—	\$154,800	1	X	\$30,768	3	X	X	X	—
Santa Rosa JC	Dir, IT	\$126,816	11	\$133,156	—	\$126,816	11	\$133,156	2	X	\$21,160	—	X	X	X	5% Longevity
Shasta-Tehama-Trinity Jt. CCD	Assoc VP of Inform Svcs	\$120,359	—	\$120,359	—	\$122,162	—	\$122,162	1	X	\$12,144	—	X	X	X	—
Sierra Jt. CCD	Chief tech Officer	\$143,324	24	\$184,341	—	\$143,324	24	\$184,341	—	—	\$9,000	all	X	X	X	—
Siskiyou Jt. CCD	Dir, IT	\$63,576	12	\$63,576	—	\$63,576	12	\$63,576	—	—	\$17,599	all	X	X	—	—
Solano CCD	Chief Inform System Officer	\$118,886	29	\$121,886	—	\$121,286	29	\$124,286	—	—	\$25,190	3	X	X	X	EAP
Southwestern College	Dir of Inst. tech & CIO	\$151,956	9	\$151,956	—	\$153,956	9	\$153,956	1	X	\$8,335	2	X	X	X	—
Victor Valley CCD	Exec Dean, IT	\$135,696	25	\$156,050	—	\$138,696	25	\$159,050	4	—	\$12,376	all	X	X	X	—
West Kern CCD	Dir, Inform Svcs	\$111,518	15	\$117,094	—	\$114,889	15	\$120,465	1	X	\$16,985	—	X	X	X	—
X = YES	Average	\$134,552	19	\$136,064	—	\$136,411	17	\$140,758	2	24	\$16,664	44	42	44	41	—
_ = no answer; ___ = no	Median	\$135,005	18	\$134,061	—	\$135,005	15	\$134,187	1	21	\$16,722	1	3	1	4	—

## 2012 ACCCA Benchmark Survey for Single College Districts

POSITION 11: 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 Included	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											
Allan Hancock Jt. CC	Admin Assist to the Supt./Pres & the Board	\$75,298	—	\$76,879	\$75,298	—	\$76,879	\$12,309	—	X	—	X	X	Income Protection & cash in lieu	X	—	—	—
Antelope Valley College	Exec Assist to the Pres	\$71,752	35	\$86,820	\$86,820	35	\$86,820	\$15,362	all	X	X	X	X	Disability	X	—	—	—
Barstow CCD	Exec Assist to the Pres	\$67,422	—	\$67,422	\$69,422	—	\$69,422	\$21,119	all	X	X	X	X	Income Protection	X	—	—	—
Butte College	Admin Assist	\$83,000	—	—	\$86,042	—	\$86,042	\$12,000	—	X	X	X	—	—	X	—	—	—
Cabrillo CC	Exec. Asst. to the Supt./Pres	\$62,273	—	—	\$62,273	—	—	\$24,136	all	X	—	X	X	Disability Insurance	X	—	—	—
Carritos College	Exec Assist to the Pres	\$79,776	8	\$79,776	\$79,776	8	\$79,776	\$26,260	all	X	X	X	X	—	X	—	—	—
Chaffey College	Exec Assist II	\$88,668	—	\$88,668	\$88,668	—	\$88,668	\$16,082	all	X	X	X	—	—	X	—	—	—
Citrus CCD	Exec Assist	\$82,428	7	\$105,168	\$82,428	7	\$105,168	\$18,212	all	X	X	X	X	—	X	—	—	—
City College of San Francisco	Dean	\$175,380	—	—	\$175,380	—	—	\$11,758	all	X	X	X	X	Rx Reimbursement	—	—	—	—
College of the Sequoias	Exec Assist to the Pres	\$106,606	35	\$106,606	\$108,406	35	\$108,406	\$16,722	all	X	X	X	X	—	X	—	—	—
Compton CCD	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Copper Mountain CCD	Exec Assist to the Supt./Pres	\$72,120	20	\$73,200	\$72,120	20	\$73,200	\$18,186	all	X	X	X	X	—	X	—	—	—
Desert CCD	Exec Assist & Supt of the Pres	\$87,256	—	\$87,256	\$87,256	—	\$87,256	\$15,060	all	X	X	X	X	EAP	—	X	—	—
El Camino CC	Assist to Supt	\$86,088	25	\$87,888	\$86,088	25	\$87,888	\$17,948	—	X	X	X	X	645/month stipend for work at Compton Educational Center	X	—	—	—
Feather River CCD	Admin Assist	\$57,816	—	—	\$57,816	—	\$57,816	\$12,427	all	X	X	X	X	—	X	—	—	—
Gavilan Jt. CCD	Exec Assist to the Supt./Presiden	\$75,346	20	\$79,546	\$79,546	20	\$79,546	\$22,440	5	X	X	X	X	—	X	—	—	—
Glendale CC	Secretary to the Supt	\$80,688	25	\$105,864	\$83,052	25	\$108,228	\$15,000	2	X	X	X	X	—	X	—	—	—
Hartnell CC	Senior Exec Assist	\$66,444	15	\$69,766	\$69,766	15	\$69,766	\$13,408	all	X	X	X	X	—	X	—	X	—
Imperial CCD	Exec Assist to Supt./Pres	\$96,876	—	—	\$96,876	—	—	\$12,640	all	X	X	X	X	EAP	X	—	—	—
Lake Tahoe CC	Admin Assist to Supt./Preside	\$56,676	25	\$62,344	\$56,676	25	\$62,344	\$16,655	all	X	X	X	X	Position is non-empt; paid for overtime worked.	X	—	—	—
Lassen CC	Exec Assist	\$55,000	—	—	\$55,000	—	—	\$16,000	all	X	X	X	—	—	X	—	—	—
Long Beach CCD	Exec Assist Supt-Pres	\$75,240	30	—	\$75,240	30	—	\$22,826	all	X	X	X	X	—	X	—	—	—
Marin CCD	Exec Assist	\$74,529	20	\$89,427	\$74,529	20	\$89,427	\$23,655	all	X	X	X	X	Travel & LTD Insurance	X	—	—	—
Mendocino-Lake CCD	Exec Asst II-Supt/Pres	\$67,109	34	\$76,109	\$69,246	34	\$78,246	\$23,232	all	X	X	X	X	—	X	—	—	—
Merced CCD	Exec Assist to Sup/Pres	\$81,017	—	\$81,017	\$86,388	—	\$86,388	\$33,743	—	X	X	X	X	—	X	—	—	—
MiraCosta CCD	Exec Assist to the Supt	\$100,015	21	\$100,015	\$100,015	21	\$100,015	\$18,189	—	X	X	X	X	—	—	—	—	—
Monterey Peninsula College	Exec Assist to the Pres	\$59,616	23	\$63,936	\$63,936	23	\$63,936	\$20,568	all	X	X	X	X	Vision & life, employee only	X	—	—	—
Mt. San Antonio CCD	Exec Assist to the Pres & Board of Trustees	\$97,716	35	\$97,716	\$97,716	35	\$97,716	\$8,741	5	X	X	X	X	—	X	—	—	—
Mt. San Jacinto CCD	Dir, Supt/Pres's Office	\$110,334	—	—	\$110,334	—	\$110,334	\$9,893	1	X	X	X	X	—	—	—	X	—
Napa Valley CCD	Exec Assist to the Supt./Presiden	\$82,320	15	\$82,320	\$82,320	15	\$82,320	\$10,028	4	X	X	X	X	EAP, disability, FEFS BO 4270	X	—	—	—
Ohlone CC	Assist to the Pres/Supt	\$97,345	20	\$104,829	\$97,345	20	\$104,829	\$520	—	—	—	—	—	LTD & EAP	—	—	X	—
Palo Verde CCD	Exec Assist to the Supt./Presiden	\$96,321	25	\$129,080	\$96,321	25	\$129,080	\$17,586	all	X	X	X	X	—	X	—	—	—
Palomar CCD	Exec Assist to the Supt./Governin	\$111,597	41	\$111,597	\$111,597	—	—	\$23,320	—	X	X	X	X	Long Term Care	X	—	—	—
Pasadena City College	Vacant - Exec Assist to the Pres/Conf	\$75,652	30	\$87,577	\$75,652	30	\$87,577	\$16,784	all	X	X	X	X	—	X	—	—	—
Redwoods CCD	Assist to the Pres	\$65,811	—	—	\$67,311	—	—	\$15,000	all	X	X	X	X	—	X	—	—	—
Rio Hondo College	Exec Assist to the Supt./Pres	\$96,093	30	\$101,841	\$101,841	30	\$101,841	\$17,762	all	X	X	X	X	EAP	X	—	—	—
San Joaquin Delta College	Exec Secretary to Supt./Pres	\$65,000	25	—	\$65,000	25	—	\$17,892	—	X	X	X	—	—	X	—	—	—
San Luis Obispo CCD	Exec Assist, Supt/Pres &	\$60,144	20	\$69,624	\$60,144	20	\$69,624	\$8,231	all	X	X	X	—	Cafeteria Plan	X	—	—	—
Santa Barbara CC	Exec Assist to the Pres & Board	\$69,816	—	\$76,797	\$72,499	—	\$79,380	\$6,083	1	X	X	X	X	Income Protection	—	X	—	—
Santa Clarita CCD	Admin Assist V - Chancellor	\$67,740	18	\$100,994	\$67,740	18	\$100,994	\$6,558	1	X	X	X	X	EAP & LTD	X	—	—	—
Santa Monica CCD	Admin Assist IV- Confidential	\$79,140	—	\$79,140	\$79,140	—	—	\$30,768	3	X	X	X	—	—	X	—	—	—
Santa Rosa JC	Exec Assist to the Supt./Pres	\$70,320	21	\$84,384	\$70,320	11	\$84,384	\$21,160	—	X	X	X	X	—	X	—	—	—
Shasta-Tehama-Trinity Jt. CCD	Assist to Pres	\$76,069	—	\$76,069	\$77,872	—	\$77,872	\$12,144	—	X	X	X	X	—	—	—	X	—
Sierra Jt. CCD	Exec Assist to the Pres	\$79,202	25	\$101,868	\$79,202	24	\$101,868	\$9,000	all	X	X	X	X	—	X	—	—	—
Siskiyou Jt. CCD	Exec Assist - Board & Pres	\$63,624	12	\$63,624	\$63,624	12	\$63,624	\$17,599	all	X	X	X	—	—	X	—	—	—
Solano CCD	Exec Coordinator - Supt Pres	\$67,704	2	\$74,474	\$70,104	15	\$76,874	\$25,190	3	X	X	X	X	EAP	X	—	—	—
Southwestern College	Exec Asst. to the Supt./Pres	\$88,272	—	\$88,272	\$90,272	—	\$90,272	\$8,335	2	X	X	X	X	—	—	X	—	—
Victor Valley CCD	Exec Assist	\$73,416	25	\$84,428	\$76,416	25	\$87,428	\$12,376	all	X	X	X	X	—	X	—	—	—
West Kern CCD	Assist to the Supt./Pres	\$83,216	15	\$87,377	\$86,587	15	\$90,748	\$16,985	—	X	X	X	X	—	X	—	—	—
X = YES	Average	\$80,444	23	\$86,572	\$81,821	22	\$86,529	\$16,414	47	45	47	43	—	—	40	3	4	0
_ = no answer; _ = no	Median	\$75,861	23	\$85,624	\$79,171	22	\$86,604	\$16,689	1	3	1	5	—	—	8	45	44	48

## 2012 ACCCA Benchmark Survey for Single College Districts

POSITION 12: Director of Learning Resources		Without Doctorate		With Doctorate		Benefits for Employee & Family						Position Status						
District	Title	Maximum Annual Salary		Maximum Annual Salary	W/ Longevity Pay	Total Value of Benefits Package	# Family Members Included	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits	Confidential	Supervisory	Classified Management	Academic Management		
Allan Hancock Jt. CC	Assoc dean, learning resources	\$113,286		\$115,296	—	\$115,665		\$2,483	1	—	—	X	X	Income Protection & cash in lieu	—	—	—	X
Antelope Valley College	Dean, Instruct Resources-Ext Svcs & Language	\$127,725		\$127,725	6	\$129,525		\$15,362	all	X	X	X	X	Disability	—	—	—	X
Barstow CCD	—	—		—	—	—		—	—	—	—	—	—	—	—	—	—	—
Butte College	Dean of Student Learning	\$112,124		\$115,166	24	\$137,886		\$15,403	—	X	X	X	X	—	—	—	—	X
Cabrillo CC	Dir,Library/Learning Resources	\$103,168		\$106,570	—	\$106,570		\$24,136	all	X	—	X	X	Disability Insurance	—	—	—	—
Carritos College	Dean of the Library, Special Programs & Svcs	\$158,304		\$158,304	8	\$158,304		\$26,260	all	X	X	X	X	—	—	—	—	X
Chaffey College	Assoc Dean, Library/Learning Resources	\$152,856		\$152,856	—	\$152,856		\$15,966	all	X	X	X	X	—	—	—	—	X
Citrus CCD	—	—		—	—	—		—	—	—	—	—	—	—	—	—	—	—
City College of San Francisco	Dean	\$175,380		\$175,380	—	—		\$11,758	all	X	X	X	X	Rx Reimbursement	—	—	—	—
College of the Sequoias	Director, Learning Resource Center	\$122,335		\$124,135	15	\$124,135		\$16,722	all	X	X	X	X	—	—	—	—	X
Compton CCD	—	—		—	—	—		—	—	—	—	—	—	—	—	—	—	—
Copper Mountain CCD	—	—		—	—	—		—	—	—	—	—	—	—	—	—	—	—
Desert CCD	Dean, School of Library, Learning Resources & Di	\$135,732		\$135,732	—	\$135,732		\$15,060	all	X	X	X	X	EAP	—	—	—	X
El Camino CC	Dir, Learning Resources	\$117,523		\$117,523	—	\$117,523		\$17,948	—	X	X	X	X	—	—	—	—	X
Feather River CCD	LRC Dir	\$86,627		\$86,627	—	\$86,627		\$12,427	all	X	X	X	X	—	—	—	—	X
Gavilan Jt. CCD	—	—		—	—	—		—	—	—	—	—	—	—	—	—	—	—
Glendale CC	Dir of Library & Learning Resource Center	\$114,000		\$116,364	25	\$149,616		\$15,000	2	X	X	X	X	—	—	—	—	—
Hartnell CC	Dean of Math, Science & Engrin & Library Serv	\$122,432		\$123,742	—	—		\$13,408	all	X	X	X	X	—	—	—	—	X
Imperial CCD	Dean of Learning Svcs	\$150,558		\$155,558	—	—		\$12,640	all	X	X	X	X	EAP, Income Protection	—	—	—	—
Lake Tahoe CC	Dir of Library & Media Svcs	\$99,246		\$101,415	27	\$109,021		\$16,655	all	X	X	X	X	12 month faculty position.	—	—	—	—
Lassen CC	—	—		—	—	—		—	—	—	—	—	—	—	—	—	—	—
Long Beach CCD	—	—		—	—	—		—	—	—	—	—	—	—	—	—	—	—
Marin CCD	Dir of Learning Resources	\$108,668		\$108,668	8	\$108,668		\$23,655	all	X	X	X	X	Travel & LTD Insurance	—	—	—	X
Mendocino-Lake CCD	Dir of MESA/Learning Center	\$81,798		\$83,935	34	\$92,935		\$23,232	all	X	X	X	X	—	—	—	—	—
Merced CCD	Dir, Learning Resources Center	\$137,877		\$143,248	—	\$143,248		\$45,718	—	X	X	X	X	—	—	—	—	—
MiraCosta CCD	—	—		—	—	—		—	—	—	—	—	—	—	—	—	—	—
Monterey Peninsula College	—	—		—	—	—		—	—	—	—	—	—	—	—	—	—	—
Mt. San Antonio CCD	Dir Learning Assistance	\$118,920		\$120,920	35	\$120,920		\$5,993	5	X	X	X	X	—	—	—	X	—
Mt. San Jacinto CCD	Dean of Instruction, Library & tech	\$128,395		\$128,395	—	\$128,395		\$8,182	2	X	X	X	X	—	—	—	—	X
Napa Valley CCD	Dean, Library & Learning Resources	\$115,788		\$115,788	15	\$115,788		\$10,137	all	X	X	X	X	EAP & disability; \$6006 403B	—	—	—	X
Ohlone CC	Dean of Learning Resources & Instruct Techn	\$141,372		\$141,372	20	\$152,242		\$520	—	—	—	—	—	LTD & EAP	—	—	—	X
Palo Verde CCD	Coordinator of the Learning Skills Center	\$108,362		\$110,362	—	\$110,362		\$17,586	all	X	X	X	X	—	—	—	—	—
Palomar CCD	—	—		—	—	—		—	—	—	—	—	—	—	—	—	—	—
Pasadena City College	—	—		—	—	—		—	—	—	—	—	—	—	—	—	—	—
Redwoods CCD	Dean of Distance Ed	\$117,395		\$118,895	—	—		\$15,000	all	X	X	X	X	—	—	—	—	X
Rio Hondo College	Dean, Library & Instruct Support	\$144,947		\$148,535	12	\$158,255		\$20,014	all	X	X	X	X	EAP	—	—	—	X
San Joaquin Delta College	—	—		—	—	—		—	—	—	—	—	—	—	—	—	—	—
San Luis Obispo CCD	Dir of Library/Learning Resources & Distanc	\$101,148		\$101,148	20	\$117,096		\$8,231	all	X	X	X	—	Cafeteria Plan	—	—	X	—
Santa Barbara CC	Professor/Dir - Learning Resource Center	\$89,668		\$92,351	—	\$102,371		\$11,433	2	X	X	X	X	Income Protection	—	—	—	—
Santa Clarita CCD	Dean, Education tech, Learning Resources &	\$137,957		\$140,957	—	\$140,957		\$16,716	4	X	X	X	X	EAP & LTD	—	—	—	X
Santa Monica CCD	Dean, Library Resources	\$154,800		\$154,800	—	\$154,800		\$10,909	1	X	X	X	X	—	—	—	—	X
Santa Rosa JC	Dean III, Learning Resources & Educational Techn	\$126,816		\$129,352	11	\$135,819		\$21,889	—	X	X	X	X	—	—	—	—	X
Shasta-Tehama-Trinity Jt. CCD	Assoc Dean of Library Svcs	\$108,395		\$110,198	—	\$110,198		\$12,144	—	X	X	X	X	—	—	—	—	X
Sierra Jt. CCD	Dean Learning Resource Center	\$123,017		\$129,168	24	\$146,764		\$9,000	all	X	X	X	X	—	—	—	—	X
Siskiyou Jt. CCD	Assist Dean, Learning Resources	\$96,763		\$97,963	7	\$97,963		\$17,599	all	X	X	X	—	—	—	—	—	X
Solano CCD	—	—		—	—	—		—	—	—	—	—	—	—	—	—	—	—
Southwestern College	—	—		—	—	—		—	—	—	—	—	—	—	—	—	—	—
Victor Valley CCD	—	—		—	—	—		—	—	—	—	—	—	—	—	—	—	—
West Kern CCD	Dir, Library/Learning Resources	\$101,150		\$104,521	15	\$109,957		\$16,985	—	X	X	X	X	—	—	—	—	X
X = YES	Average	\$121,604		\$123,322	18	\$122,373		\$15,476	32	31	33	31		0	0	2	23	
_ = no answer; ___ = no	Median	\$118,222		\$119,908	15	\$122,528		\$15,211	2	3	1	3		34	34	32	11	

## 2012 ACCCA Benchmark Survey for Single College Districts

POSITION 13: Chief Financial Aid Officer		Without Doctorate		With Doctorate		Benefits for Employee & Family							Position Status			
District	Title	Maximum Annual Salary	Maximum Annual Salary	W/ Longevity Pay		Total Value of Benefits Package	# Family Members Included	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits	Confidential	Supervisory	Classified Management	Academic Management
				Years to Maximum Longevity	Maximum Annual Salary											
Allan Hancock Jt. CC	Dir, Financial Aid	\$92,114	\$94,114	-	\$94,114	\$12,155	1	X	-	X	X	Income Protection & cash in lieu	-	-	-	X
Antelope Valley College	Dir of Financial Aid	\$102,850	\$102,850	35	\$126,428	\$15,362	all	X	X	X	X	Disability	-	-	-	-
Barstow CCD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Butte College	Dean of Financial Aid & Special Programs	\$112,124	\$115,166	24	\$137,886	\$15,403	-	X	X	X	X	-	-	-	-	X
Cabrillo CC	Dir of Business Svcs	\$119,429	\$122,831	-	\$122,831	\$24,136	all	X	-	-	X	Disability Insurance	-	-	-	-
Carritos College	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Chaffey College	Dir, Financial Aid	\$119,412	\$119,412	-	\$119,412	\$15,966	all	X	X	X	X	-	-	-	X	-
Citrus CCD	Dir of Financial Aid	\$126,653	\$129,820	8	\$129,820	\$18,212	all	X	X	X	X	-	-	-	X	-
City College of San Francisco	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
College of the Sequoias	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Compton CCD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Copper Mountain CCD	Dir of Financial Aid	\$102,264	\$102,264	-	-	\$18,186	all	X	X	X	X	-	-	X	X	-
Desert CCD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
El Camino CC	Dir Financial Aid & Scholarship	\$117,523	\$117,523	-	\$117,523	\$17,948	-	X	X	X	X	-	-	-	X	-
Feather River CCD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gavilan Jt. CCD	Dir, Financial Aid	\$83,185	\$83,185	20	\$87,385	\$25,581	5	X	X	X	X	-	-	-	-	-
Glendale CC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hartnell CC	Financial Aid Manager	\$76,964	\$78,464	-	-	\$13,408	all	X	X	X	X	-	-	-	X	-
Imperial CCD	Dir of Financial Aid	\$114,240	\$114,240	-	-	\$12,640	all	X	X	X	X	EAP	-	-	X	-
Lake Tahoe CC	VP, Admin Svcs	\$125,974	\$125,974	1	\$125,974	\$16,655	all	X	X	X	X	In-district annual allowance of \$5,280	-	-	-	X
Lassen CC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Long Beach CCD	Dir, Financial Aid	\$120,816	\$123,066	-	-	\$22,826	all	X	X	X	X	-	-	-	-	-
Marin CCD	Dir of Financial Aid	\$108,668	\$108,668	8	\$108,668	\$23,655	all	X	X	X	X	Travel & LTD Insurance	-	-	X	-
Mendocino-Lake CCD	Assist Dean-Financial Aid/EOPS	\$108,116	\$110,253	34	\$119,253	\$23,232	-	X	X	X	X	-	-	-	-	-
Merced CCD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MiraCosta CCD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Montgomery Peninsula College	Dir, Student Financial Svcs	\$73,632	\$73,632	22	\$76,272	\$20,568	all	X	X	X	X	Vision & life, employee only	-	-	X	-
Mt. San Antonio CCD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mt. San Jacinto CCD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Napa Valley CCD	Dean, Financial Aid/EOPS/Pre-College TRIO Programs	\$110,256	\$110,256	15	\$110,256	\$8,344	1	X	X	X	X	EAP & Disability	-	-	-	X
Ohlone CC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Palo Verde CCD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Palomar CCD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Pasadena City College	Assist Dean, Scholarships & Financial Aid	\$161,087	\$161,087	-	-	\$16,784	all	X	X	X	X	-	-	-	-	X
Redwoods CCD	Financial Aid Director	\$109,020	\$110,520	-	-	\$15,000	all	X	X	-	X	-	-	-	X	-
Rio Hondo College	Dir, Financial Aid & Veterans Svcs	\$131,338	\$134,926	12	\$144,646	\$17,762	all	X	X	X	X	EAP	-	-	-	X
San Joaquin Delta College	Dir of Financial Aid	\$113,913	\$116,040	25	-	\$17,892	-	X	X	X	-	-	-	-	X	-
San Luis Obispo CCD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Santa Barbara CC	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Santa Clarita CCD	Dir, Financial Aid	\$101,940	\$104,940	-	\$104,940	\$17,924	4	X	X	X	X	-	-	-	X	-
Santa Monica CCD	VP, Enrollment Develop	\$183,396	\$183,396	-	\$183,396	\$18,805	4	X	X	X	X	-	X	-	-	X
Santa Rosa JC	Dir Student Financial Svcs	\$113,808	\$113,808	11	\$119,498	\$21,160	-	-	-	-	-	-	-	-	X	-
Shasta-Tehama-Trinity Jt. CCD	Dir of Financial Aid	\$88,046	\$89,849	-	\$89,849	\$12,144	-	X	X	X	X	-	-	-	X	-
Sierra Jt. CCD	Manager Financial Aid	\$97,007	\$97,007	24	\$124,769	\$9,000	all	X	X	X	X	-	X	-	-	-
Siskiyou Jt. CCD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Solano CCD	Dir Financial Aid	\$102,183	\$104,583	29	\$107,583	\$25,190	3	X	X	X	X	EAP	-	-	X	-
Southwestern College	Dir-Financial Aid	\$110,220	\$112,220	9	\$112,220	\$8,335	2	X	X	X	X	-	-	-	X	-
Victor Valley CCD	Dir, Financial Aid	\$111,540	\$114,540	25	\$131,271	\$12,376	-	X	X	X	X	-	-	-	X	-
West Kern CCD	Dir of Financial Aid	\$65,202	\$68,573	15	\$71,833	\$16,985	-	X	X	X	X	-	X	-	X	-
X = YES	Average	\$110,097	\$111,440	19	\$115,906	\$17,121	29	27	27	28	-	0	4	17	7	-
_ = no answer; - = no	Median	\$110,238	\$111,370	20	\$119,253	\$17,374	1	3	3	2	-	30	26	13	23	-



## 2012 ACCCA Benchmark Survey for Single College Districts

POSITION 14: Chief Marketing &/or Public Relations Director		Without Doctorate		With Doctorate		Benefits for Employee & Family						Position Status				
District	Title	Maximum Annual Salary		Maximum Annual Salary	W/ Longevity Pay	Total Value of Benefits Package	# Family Members Included	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits	Confidential	Supervisory	Classified Management	Academic Management
Allan Hancock Jt. CC	Dir, Public Affairs & Publications	\$97,723		\$99,723	35	\$99,817	\$5,489	2	X	X	X	Income Protection & cash in lieu			X	
Antelope Valley College	Dir, Public & Governmental Relns.	\$102,850		\$102,850	35	\$124,449	\$15,362	all	X	X	X				X	
Barstow CCD	Dir, Public Inform	\$84,117		\$86,117		\$86,117	\$21,119	all	X	X	X	Income Protection			X	
Butte College	Dir of Public Relations & Marketing	\$87,697		\$90,739	24	\$108,508	\$15,403	X	X	X	X				X	
Cabrillo CC	Dir of Marketing & Communications	\$103,168		\$106,570		\$106,570	\$24,136	all	X	X	X	Disability Insurance				
Carritos College	Dir of Public & Government Relations	\$158,304		\$158,304	8	\$158,304	\$26,260	all	X	X	X				X	
Chaffey College	Dir, Marketing & Public Relations	\$128,580		\$128,580		\$128,580	\$15,966	all	X	X	X				X	
Citrus CCD	Dir of Communications	\$118,727		\$121,695	8	\$121,695	\$18,212	all	X	X	X				X	
City College of San Francisco																
College of the Sequoias																
Compton CCD																
Copper Mountain CCD																
Desert CCD																
El Camino CC	Dir, Community Relations	\$127,928		\$127,928		\$127,928	\$17,948	X	X	X	X					
Feather River CCD																
Gavilan Jt. CCD	Dir, Public Inform	\$96,334		\$96,334	20	\$100,534	\$22,440	5	X	X	X					
Glendale CC																
Hartnell CC	Foundation Exec Dir	\$122,342		\$123,842			\$13,408	all	X	X	X				X	
Imperial CCD	Dir of Community & Media Relations	\$104,532		\$104,532			\$12,640	all	X	X	X	EAP			X	
Lake Tahoe CC	Public Inform Officer	\$61,032		\$61,032	25	\$67,135	\$0					Part-time position.			X	
Lassen CC																
Long Beach CCD	Dir, College Advancement, Public Affairs & ?	\$129,288		\$130,538			\$22,826	all	X	X	X					
Marin CCD	Dir of Communications & Community Relations	\$115,807		\$115,807	8	\$115,807	\$23,655	all	X	X	X	Travel & LTD Insurance			X	
Mendocino-Lake CCD																
Merced CCD																
MiraCosta CCD																
Monterey Peninsula College																
Mt. San Antonio CCD	Dir Marketing & Communications	\$139,964		\$141,964	35	\$141,964	\$5,993	5	X	X	X				X	
Mt. San Jacinto CCD	Dir of Public Inform	\$99,300		\$99,300		\$99,300	\$8,182	1	X	X	X				X	
Napa Valley CCD	Dir, Community Relations	\$86,340		\$86,340	15	\$86,340	\$8,258	1	X	X	X				X	
Ohlone CC	Dir of College Advancement/Public Relations	\$131,006		\$131,006	15	\$149,071	\$520					LTD				
Palo Verde CCD																
Palomar CCD	Dir Communication, Marketing & Public Affairs	\$96,486		\$96,486			\$23,320	X	X	X	X	Long Term Care		X		
Pasadena City College																
Redwoods CCD	Communications & Marketing Manager/Public Relations	\$89,109		\$90,609			\$15,000	all	X	X	X				X	
Rio Hondo College	Dir, Marketing & Communications	\$121,906		\$125,494	12	\$135,214	\$17,762	all	X	X	X	EAP			X	
San Joaquin Delta College																
San Luis Obispo CCD																
Santa Barbara CC																
Santa Clarita CCD	Interim, Managing Dir, District Communication	\$111,321		\$114,321		\$114,321	\$13,412	3	X	X	X				X	
Santa Monica CCD	Senior Dir, Government Relations/Institutional	\$183,396		\$183,396		\$183,396	\$18,805	3	X	X	X					X
Santa Rosa JC	Dir Public Relations	\$96,804		\$96,804	11	\$101,644	\$21,160								X	
Shasta-Tehama-Trinity Jt. CCD																
Sierra Jt. CCD	Manager Marketing & Public Relations	\$97,007		\$97,007	24	\$124,769	\$9,000	all	X	X	X		X			
Siskiyou Jt. CCD	Dir II, Institutional Advancement	\$96,763		\$97,963	7	\$97,963	\$17,599	all	X	X	X				X	
Solano CCD	Exec. Dir, Institutional Advancement	\$118,886		\$121,286	29	\$124,286	\$25,190	3	X	X	X	EAP			X	
Southwestern College	Chief PIO & Gov Relations Officer	\$124,716		\$126,716	9	\$126,716	\$8,335	2	X	X	X				X	
Victor Valley CCD	Dir, Marketing/Public Inform	\$111,540		\$114,540	25	\$131,271	\$12,376	X	X	X	X				X	
West Kern CCD																
X = YES	Average	\$111,432		\$112,594	18	\$118,468	\$15,326	27	24	27	26		0	2	22	1
_ = no answer; ___ = no	Median	\$107,927		\$110,446	15	\$121,695	\$15,685	3	6	3	4		30	28	8	29

## 2012 ACCCA Benchmark Survey for Single College Districts

POSITION 15: Campus Outreach Coordinator		Without Doctorate		With Doctorate		Benefits for Employee & Family						Position Status				
District	Title	Maximum Annual Salary		Maximum Annual Salary	W/ Longevity Pay	Total Value of Benefits Package	# Family Members Included	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits	Confidential	Supervisory	Classified Management	Academic Management
Allan Hancock Jt. CC																
Antelope Valley College	Dir., Stu Activities - Community Outreach	\$95,704		\$95,704	35	\$115,802	15,362	all	X	X	X	X			X	
Barstow CCD																
Butte College	Assoc Dean, Recruitment, Outreach & Student	\$109,390		\$112,432	24	\$134,596	15,403		X	X	X	X				X
Cabrillo CC	Outreach & Recruitment Coordinator	\$58,043		\$58,043			24,136	all	X		X	X	Disability Insurance			
Carritos College																
Chaffey College																
Citrus CCD																
City College of San Francisco																
College of the Sequoias																
Compton CCD																
Copper Mountain CCD																
Desert CCD																
El Camino CC																
Feather River CCD																
Gavilan Jt. CCD																
Glendale CC																
Hartnell CC																
Imperial CCD																
Lake Tahoe CC																
Lassen CC																
Long Beach CCD																
Marin CCD	School Relations & Outreach Coordinator	\$58,716		\$58,716	20	\$70,454	23,655	all	X	X	X	X	Travel & LTD Insurance		X	
Mendocino-Lake CCD																
Merced CCD																
MiraCosta CCD																
Monterey Peninsula College																
Mt. San Antonio CCD																
Mt. San Jacinto CCD	Dean of Student Svcs	\$128,395		\$128,395		\$128,395	8,182	1	X	X	X	X				X
Napa Valley CCD																
Ohlone CC																
Palo Verde CCD																
Palomar CCD																
Pasadena City College																
Redwoods CCD																
Rio Hondo College																
San Joaquin Delta College																
San Luis Obispo CCCC																
Santa Barbara CC																
Santa Clarita CCD	Dir, Outreach & School Relations	\$82,496		\$85,496		\$85,496	12,159	2	X	X	X	X			X	
Santa Monica CCD	Assoc Dean, Outreach & Recruitment	\$140,346		\$140,346		\$140,346	18,805	3	X	X	X	X		X		X
Santa Rosa JC	Coordinator School Relations & Outreach	\$61,728		\$61,728	21	\$75,003	21,160									
Shasta-Tehama-Trinity Jt. CCD																
Sierra Jt. CCD	Manager Outreach International Students	\$97,007		\$97,007	24	\$124,769	9,000	all	X	X	X	X		X		
Siskiyou Jt. CCD																
Solano CCD	Coordinator, Marketing & Student Recruitment	\$62,597		\$64,997	29	\$67,997	25,190	3	X	X	X	X	EAP		X	
Southwestern College	Admissions & Records Suptvisor	\$81,936		\$83,936	9	\$83,936	8,335	2	X	X	X	X		X		
Victor Valley CCD																
West Kern CCD																
X = YES	Average	\$88,760		\$89,709	23	\$102,679	\$16,490	10	9	10	10		0	4	3	3
_ = no answer; ___ = no	Median	\$82,496		\$85,496	24	\$100,649	\$15,403	1	2	1	1		11	7	8	8

## 2012 ACCCA Benchmark Survey for Single College Districts

POSITION 16: Chief Research/ Institutional Effectiveness Officer		Without Doctorate		With Doctorate		Benefits for Employee & Family						Position Status					
District	Title	Maximum Annual Salary		Maximum Annual Salary	W/ Longevity Pay		Total Value of Benefits Package	# Family Members Included	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits	Confidential	Supervisory	Classified Management	Academic Management
					Years to Maximum Longevity	Maximum Annual Salary											
Allan Hancock Jt. CC	Dir, Institutional Research	\$113,286		\$115,296	—	\$115,665	\$5,507	5	X	—	X	X	Income Protection & cash in lieu	—	—	—	X
Antelope Valley College	Dean, Instt Effectiveness Resrch & Plng	\$127,725		\$129,525	6	\$129,525	\$15,362	all	X	X	X	X	—	—	—	—	X
Barstow CCD	Dean, Research Planning & Develop	\$102,811		\$104,811	—	\$104,811	\$21,119	all	X	X	X	X	—	—	—	—	X
Butte College	Dir, Institutional Research	\$101,579		\$104,621	24	\$125,204	\$15,403	—	X	X	X	X	—	—	—	—	X
Cabrillo CC	Dir, Planning, Research, & Knowledge Syst.	\$113,742		\$117,144	—	\$117,144	\$24,136	all	X	—	X	X	Disability Insurance	—	—	—	—
Carritos College	Dir of Research & Planning	\$126,132		\$126,132	8	\$126,132	\$26,260	all	X	X	X	X	—	—	—	X	—
Chaffey College	Dir, Institutional Research	\$128,580		\$128,580	—	\$128,580	\$15,966	all	X	X	X	X	—	—	—	—	X
Citrus CCD	Dir of Institutional Research & Planning	\$118,586		\$121,551	8	\$121,551	\$18,212	all	X	X	X	X	—	—	—	X	—
City College of San Francisco	—	—		—	—	—	—	—	—	—	—	—	—	—	—	—	—
College of the Sequoias	—	—		—	—	—	—	—	—	—	—	—	—	—	—	—	—
Compton CCD	—	—		—	—	—	—	—	—	—	—	—	—	—	—	—	—
Copper Mountain CCD	—	—		—	—	—	—	—	—	—	—	—	—	—	—	—	—
Desert CCD	—	—		—	—	—	—	—	—	—	—	—	—	—	—	—	—
El Camino CC	—	—		—	—	—	—	—	—	—	—	—	—	—	—	—	—
Feather River CCD	Coordinator of Research & Planning	\$62,463		\$62,463	—	\$62,463	\$12,427	all	X	X	X	X	—	—	—	X	—
Gavilan Jt. CCD	Dir, Institutional Research	\$96,334		\$96,334	20	\$100,534	\$20,843	4	X	X	X	X	—	—	—	—	—
Glendale CC	—	—		—	—	—	—	—	—	—	—	—	—	—	—	—	—
Hartnell CC	—	—		—	—	—	—	—	—	—	—	—	—	—	—	—	—
Imperial CCD	Dir of Research Planning & Grants Administrat	\$124,896		\$124,896	—	—	\$12,640	all	X	X	X	X	EAP	—	—	X	—
Lake Tahoe CC	Dir of Institutional Research & Planning	\$88,392		\$88,392	25	\$97,231	\$16,655	all	X	X	X	X	—	—	—	X	—
Lassen CC	—	—		—	—	—	—	—	—	—	—	—	—	—	—	—	—
Long Beach CCD	Assoc Dean, Institutional Effectiveness	\$129,288		\$130,538	—	—	\$22,826	all	X	X	X	X	—	—	—	—	X
Marin CCD	Dir of Planning, Research, & Institutional	\$115,807		\$115,807	8	\$115,807	\$23,655	all	X	X	X	X	—	—	—	—	X
Mendocino-Lake CCD	Dir of Institutional Research	\$106,158		\$108,295	34	\$117,295	\$23,232	—	X	X	X	X	—	—	—	—	—
Merced CCD	—	—		—	—	—	—	—	—	—	—	—	—	—	—	—	—
MiraCosta CCD	Dean, Institutional Planning, Research & Grants	\$188,082		\$190,082	15	\$190,082	\$18,189	—	X	X	X	—	—	—	—	—	X
Monterey Peninsula College	Dir of Institutional Research	\$83,184		\$83,184	22	\$85,824	\$20,568	all	X	X	X	X	Vision & life, employee only	—	—	X	—
Mt. San Antonio CCD	—	—		—	—	—	—	—	—	—	—	—	—	—	—	—	—
Mt. San Jacinto CCD	Assoc Dean of Institutional Effectiveness, Pla	\$122,593		\$122,593	—	\$122,593	\$9,273	4	X	X	X	X	—	—	—	X	—
Napa Valley CCD	Dean, Institutional Effectiveness	\$110,256		\$110,256	15	\$110,256	\$8,344	1	X	X	X	X	EAP & \$5719 for 403B	—	—	—	X
Ohlone CC	Dean, Institutional Research & Planning	\$141,372		\$141,372	20	\$152,242	\$520	—	—	—	—	LTD	—	—	—	—	—
Palo Verde CCD	—	—		—	—	—	—	—	—	—	—	—	—	—	—	—	—
Palomar CCD	—	—		—	—	—	—	—	—	—	—	—	—	—	—	—	—
Pasadena City College	—	—		—	—	—	—	—	—	—	—	—	—	—	—	—	—
Redwoods CCD	Dir of Institutional Research	\$102,030		\$103,530	—	—	\$15,000	all	X	X	X	—	—	—	—	—	X
Rio Hondo College	Dean, Institutional Research & Planning	\$152,257		\$155,845	12	\$165,565	\$17,762	all	X	X	X	X	EAP	—	—	X	—
San Joaquin Delta College	—	—		—	—	—	—	—	—	—	—	—	—	—	—	—	—
San Luis Obispo CCCC	—	—		—	—	—	—	—	—	—	—	—	—	—	—	—	—
Santa Barbara CC	—	—		—	—	—	—	—	—	—	—	—	—	—	—	—	—
Santa Clarita CCD	Asst. Supt/VP Institutional	\$171,562		\$174,562	—	\$174,562	\$17,924	4	X	X	X	X	—	—	—	—	X
Santa Monica CCD	Dir, Institutional Research	\$134,060		\$134,060	—	\$134,060	\$14,800	2	X	X	X	X	—	—	—	—	—
Santa Rosa JC	Dir Institutional Research	\$113,808		\$116,197	11	\$121,888	\$21,160	—	—	—	—	—	—	—	—	—	X
Shasta-Tehama-Trinity Jt. CCD	Dir of Research & Planning	\$108,395		\$110,198	—	\$110,198	\$12,144	—	X	X	X	X	—	—	—	—	X
Sierra Jt. CCD	Dean Planning Research Resource Dev	\$123,017		\$129,168	24	\$146,764	\$9,000	all	X	X	X	X	—	—	—	—	X
Siskiyou Jt. CCD	—	—		—	—	—	—	—	—	—	—	—	—	—	—	—	—
Solano CCD	Dir, Research & Planning	\$82,373		\$84,773	29	\$87,773	\$25,190	3	X	X	X	X	EAP	—	—	X	—
Southwestern College	Dean-Office of Inst. Effectiveness	\$139,812		\$141,812	8	\$141,812	\$8,335	2	X	X	X	X	—	—	—	—	X
Victor Valley CCD	Exec Dean, Institutional Effectiveness	\$135,696		\$138,696	25	\$159,050	\$12,376	—	X	X	X	X	—	—	—	—	X
West Kern CCD	—	—		—	—	—	—	—	—	—	—	—	—	—	—	—	—
X = YES	Average	\$118,809		\$120,357	17	\$124,615	\$16,161	28	26	28	26		0	0	9	16	
_ = no answer; ___ = no	Median	\$117,197		\$119,348	18	\$121,888	\$16,311	2	4	2	4		30	30	21	14	

## 2012 ACCCA Benchmark Survey for Single College Districts

POSITION 17: Dean of Student Services		Without Doctorate		With Doctorate		Benefits for Employee & Family						Position Status				
District	Title	Maximum Annual Salary		Maximum Annual Salary	W/ Longevity Pay	Total Value of Benefits Package	# Family Members Included	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits	Confidential	Supervisory	Classified Management	Academic Management
Allan Hancock Jt. CC	Dean, Student Svcs/Counseling & Matriculation	\$120,184		\$122,184		\$122,708						Income Protection & cash in lieu				X
Antelope Valley College																
Barstow CCD																
Butte College																
Cabrillo CC	Dean of Student Svcs	\$131,670		\$136,072		\$136,072						Disability Insurance				
Cerritos College	Dean of Student Support Svcs	\$158,304		\$158,304	8	\$158,304										X
Chaffey College																
Citrus CCD	Dean	\$161,484		\$165,521	8	\$165,521										X
City College of San Francisco																
College of the Sequoias	Dean, Student Svcs	\$135,035		\$135,035	15	\$136,835										
Compton CCD																
Copper Mountain CCD																
Desert CCD																
El Camino CC																
Feather River CCD	CSSO	\$100,559		\$100,559		\$100,559										
Gavilan Jt. CCD																
Glendale CC																
Hartnell CC	Enrollment Svcs Manager	\$76,964		\$78,464											X	
Imperial CCD	Dean of Student Affairs	\$150,558		\$155,558								EAP, Income Protection				
Lake Tahoe CC	Dean of Student & Academic Support Svcs	\$110,254		\$110,254	1	\$110,254						In-district annual allowance \$4,800				X
Lassen CC																
Long Beach CCD	this is two positions: Dean, Admissions & Records	\$138,324		\$140,574												X
Marin CCD	Dean of Student Develop & Special Svcs	\$115,807		\$115,807	8	\$115,807						Travel & LTD Insurance				X
Mendocino-Lake CCD																
Merced CCD																
MiraCosta CCD	Dean, Admissions & Student Support	\$188,082		\$190,082	15	\$190,082										X
Monterey Peninsula College	Dean of Student Svcs	\$126,780		\$129,624	8	\$129,624						Vision & life, employee only				
Mt. San Antonio CCD	Dean, Student Svcs	\$149,267		\$151,267	35	\$151,267								X		
Mt. San Jacinto CCD	Dean of Student Svcs	\$128,395		\$128,395		\$128,395										X
Napa Valley CCD																
Ohlone CC																
Palo Verde CCD																
Palomar CCD																
Pasadena City College																
Redwoods CCD																
Rio Hondo College																
San Joaquin Delta College	VP of Student Svcs	\$143,310		\$145,437	25										X	
San Luis Obispo CCCC																
Santa Barbara CC																
Santa Clarita CCD	Dean, Student Svcs	\$127,668		\$130,668		\$130,668										X
Santa Monica CCD	Dean, Student Svcs	\$154,800		\$154,800		\$154,800							X			
Santa Rosa JC	VP of Student Svcs	\$139,500		\$142,290	11	\$149,404										X
Shasta-Tehama-Trinity Jt. CCD	Dean of Enrollment Mngt	\$114,628		\$116,431		\$116,431										X
Sierra Jt. CCD	Dean Student Svcs	\$123,017		\$129,168	24	\$146,764										X
Siskiyou Jt. CCD	Dean of Student Learning	\$122,591		\$123,791	7	\$123,791										X
Solano CCD																
Southwestern College	Dean of Student Svcs	\$139,812		\$141,812	8	\$141,812										X
Victor Valley CCD	Dean, Student Svcs	\$135,696		\$138,696	25	\$159,050										X
West Kern CCD																
X = YES	Average	\$133,029		\$135,033	14	\$138,407		\$15,976	23	21	23	20	0	1	3	16
_ = no answer; ___ = no	Median	\$133,353		\$135,554	10	\$136,454		\$16,689	1	3	1	4	24	23	21	8

## 2012 ACCCA Benchmark Survey for Single College Districts

POSITION 18: Chief Workforce Development Officer		Without Doctorate		With Doctorate		Benefits for Employee & Family						Position Status					
District	Title	Maximum Annual Salary		Maximum Annual Salary	Years to Maximum Longevity	Maximum Annual Salary	Total Value of Benefits Package	# Family Members Included	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits	Confidential	Supervisory	Classified Management	Academic Management
Allan Hancock Jt. CC																	
Antelope Valley College																	
Barstow CCD	Dean, Workforce & Economic Develop	\$102,811		\$104,811		\$102,811	\$21,119	all	X	X	X	X	Income Protection				X
Butte College	Dir, Contract Education Training & Develop	\$106,722		\$109,764	24	\$131,388	\$15,403		X	X	X	X					X
Cabrillo CC																	
Carritos College																	
Chaffey College	Dir, Economic Develop/Community Education	\$135,096		\$135,096		\$135,096	\$15,966	all	X	X	X	X					X
Citrus CCD																	
City College of San Francisco																	
College of the Sequoias																	
Compton CCD																	
Copper Mountain CCD																	
Desert CCD																	
El Camino CC																	
Feather River CCD																	
Gavilan Jt. CCD	Assoc Dean, Non-Credit	\$100,000		\$100,000		\$100,000	\$15,000	2	X	X	X	X					
Glendale CC																	
Hartnell CC																	
Imperial CCD																	
Lake Tahoe CC																	
Lassen CC																	
Long Beach CCD																	
Marin CCD	Dean of Workforce Develop, College & Community	\$115,807		\$115,807	8	\$115,807	\$23,655	all	X	X	X	X	Travel & LTD Insurance				X
Mendocino-Lake CCD																	
Merced CCD																	
MiraCosta CCD																	
Monterey Peninsula College																	
Mt. San Antonio CCD																	
Mt. San Jacinto CCD																	
Napa Valley CCD	Assoc Dean, Upper Valley Campus	\$100,032		\$100,032	15	\$100,032	\$8,344		X	X	X	X	EAP + \$5194 403B				X
Ohlone CC																	
Palo Verde CCD																	
Palomar CCD																	
Pasadena City College																	
Redwoods CCD																	
Rio Hondo College																	
San Joaquin Delta College																	
San Luis Obispo CCCC																	
Santa Barbara CC																	
Santa Clarita CCD	Dean, Economic Develop	\$120,000		\$123,000		\$123,000	\$6,558	1	X	X	X	X				X	
Santa Monica CCD	Dean, Workforce Develop	\$154,800		\$154,800		\$154,800	\$14,800	2	X	X	X	X		X			X
Santa Rosa JC	Dir Economic & Workforce Develop	\$107,928		\$110,086	11	\$115,590	\$21,160										X
Shasta-Tehama-Trinity Jt. CCD	Dean of Economic & Workforce Develop	\$114,628		\$116,431		\$116,431	\$12,144		X	X	X	X					X
Sierra Jt. CCD																	
Siskiyou Jt. CCD																	
Solano CCD	Dir, Workforce & Economic Develop	\$92,658		\$95,058	29	\$98,058	\$25,190	3	X	X	X	X	EAP			X	
Southwestern College	Dir of Continuing Education	\$124,668		\$126,668	8	\$126,668	\$8,335	2	X	X		X					X
Victor Valley CCD																	
West Kern CCD																	
X = YES	Average	\$114,596		\$115,963	16	\$118,307	\$15,640	11	11	10	11			0	1	2	9
_ = no answer; ___ = no	Median	\$111,278		\$112,947	13	\$116,119	\$15,202	1	1	2	1			12	11	10	3



## 2012 ACCCA Benchmark Survey for Single College Districts

POSITION 19: Chief Advancement Officer		Without Doctorate		With Doctorate		Benefits for Employee & Family							Position Status				
District	Title	Maximum Annual Salary		Maximum Annual Salary	W/ Longevity Pay	Total Value of Benefits Package	# Family Members Included	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits	Confidential	Supervisory	Classified Management	Academic Management	
																	Years to Maximum Longevity
Allan Hancock Jt. CC																	
Antelope Valley College	Exec. Dir - Advancement & Foundation	\$127,725		\$129,525	6	\$129,525										X	
Barstow CCD																	
Butte College	Exec Dir, Foundation & Develop	\$96,685		\$99,727	24	\$119,318		X	X	X	X				X		
Cabrillo CC																	
Carritos College	Exec Dir of Foundation & Community Advan	\$114,396		\$114,396	8	\$114,396		all	X	X	X	X			X		
Chaffey College																	
Citrus CCD																	
City College of San Francisco																	
College of the Sequoias																	
Compton CCD																	
Copper Mountain CCD																	
Desert CCD																	
El Camino CC	Exec Dir, Foundation	\$127,929		\$127,929		\$127,929			X	X	X	X			X		
Feather River CCD																	
Gavilan Jt. CCD																	
Glendale CC																	
Hartnell CC																	
Imperial CCD																	
Lake Tahoe CC	Dir of LTCC Foundation	\$78,120		\$78,120	25	\$85,932		all	X	X	X	X			X		
Lassen CC																	
Long Beach CCD	Exec Dir, Foundation	\$138,324		\$140,574				all	X	X	X	X				X	
Marin CCD																	
Mendocino-Lake CCD																	
Merced CCD																	
MiraCosta CCD	Exec Dir of Fund Develop & College F	\$167,859		\$167,859	21	\$167,859			X		X	X			X		
Monterey Peninsula College																	
Mt. San Antonio CCD																	
Mt. San Jacinto CCD																	
Napa Valley CCD	Exec Dir, Foundation	\$104,964		\$104,964	15	\$104,964			X	X	X	X	EAP + \$5444 PERS buyout		X		
Ohlone CC	Exec Dir of the Foundation	\$141,372		\$141,372	20	\$152,242		\$520				LTD					
Palo Verde CCD																	
Palomar CCD																	
Pasadena City College																	
Redwoods CCD																	
Rio Hondo College																	
San Joaquin Delta College																	
San Luis Obispo CCCC																	
Santa Barbara CC																	
Santa Clarita CCD	Chief Develop Officer	\$115,500		\$118,500		\$118,500			2	X	X	X	X		X		
Santa Monica CCD	Assoc Dir, Santa Monica College Foundatio	\$111,372		\$111,372		\$111,372			1	X	X	X	X		X		
Santa Rosa JC	Dir Develop & Alumni Relations/Exec	\$120,276		\$120,276	11	\$126,289											
Shasta-Tehama-Trinity Jt. CCD																	
Sierra Jt. CCD																	
Siskiyou Jt. CCD																	
Solano CCD																	
Southwestern College																	
Victor Valley CCD																	
West Kern CCD																	
X = YES	Average	\$120,377		\$121,218	16	\$123,484		\$15,251	10	9	10	10		0	0	8	2
_ = no answer; ___ = no	Median	\$117,888		\$119,388	18	\$119,318		\$16,029	2	3	2	2		12	12	4	10











































