

2013 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					Maximum Annual Salary	Maximum Annual Salary	Total Value of Benefits Package	# Family Members Included	Health Benefits										Vision Benefits
Allan Hancock Jt CCD	Superintendent/President	\$209,192		\$209,192		15	24	1	X	\$9,871	all	X	X	X								\$0		
Antelope Valley College	Superintendent/President	\$205,000	1	\$205,000	\$206,800	1	22	3		\$13,385	all	X	X	X								\$0		
Barstow CCD	Superintendent/President & CEO	\$180,000		\$180,000	\$180,000		17	24	3	\$15,900	all	X	X	X	Income Protection							discretionary	\$4,800	
Butte	President/Superintendent	\$186,000		\$186,000	\$189,042		17	24	2	\$15,404		X	X	X		\$5,000			\$600			\$5,600		
Cabrillo CC	Superintendent/President CEO	\$220,681		\$220,681	\$224,209		16	24	3	\$25,137	all	X	X	X	Disability	\$6,325	\$7,187					\$13,512		
Cerritos College	President/Superintendent	\$226,600		\$226,600	\$226,600		18	23	X	\$20,735	all	X	X	X		\$6,000						\$10,800		
Chaffey College	Superintendent/President	\$233,448		\$233,448	\$233,448		16	22	4	\$16,187	all	X	X	X		\$13,200	\$3,895	\$21,408	\$600			Housing Allowance - \$27,000	\$66,103	
Citrus CCD	Superintendent/President	\$226,658		\$226,658	\$232,324		17	34	4	\$18,858	all	X	X	X		\$12,240		\$12,000				Housing \$40,800	\$65,040	
City College of San Francisco	Chancellor/ Interim Not Applicable at this time	\$267,000		\$267,000				1		\$14,087	all	X	X	X					\$720			\$720		
College of the Sequoias	Superintendent/President	\$225,000		\$225,000	\$225,000		20	25	3	\$14,769	all	X	X	X		\$9,000	\$0		\$0			\$9,000		
Compton CCD	Chief Executive Officer	\$200,000	10	\$200,000	\$200,000	10	20	20	3	\$10,000	1	X	X	X		\$3,600	\$6,000					\$9,600		
Copper Mountain CCD	Superintendent/President	\$169,539		\$169,539	\$169,539		16	22	2	\$18,881	2	X	X	X				\$1,000				Mileage: \$4,800	\$5,800	
Desert CCD	Superintendent President	\$249,600		\$249,600	\$249,600		15	27	4	\$15,000	all	X	X	X	long term care	\$12,000			\$24,960				\$36,960	
El Camino CC	President/Superintendent	\$312,905		\$312,905			13	20	4	\$18,125		X	X	X		\$11,000	\$12,000					\$23,000		
Feather River College	President/Superintendent	\$162,500		\$162,500	\$162,500		16	25	3	\$13,049	all	X	X	X			\$7,200	\$2,000				\$9,200		
Gavilan Jt CCD	Superintendent/President	\$265,590		\$265,590	\$265,590			3	X	\$30,000												\$0		
Glendale CC	Superintendent/President	\$195,432	10	\$223,750	\$195,432	10	22	3		\$22,084	2	X	X	X		\$9,600	\$1,200	\$21,000	\$7,000	\$2,400			\$41,200	
Hartnell CC	Superintendent/President	\$180,000		\$180,000	\$180,000		13	46	1	\$0												Car & Living Expenses combined \$4,000 per month	\$48,000	
Imperial CCD	Superintendent/President	\$195,000		\$195,000	\$195,000			1		\$16,450	all	X	X	X	EAP		\$6,000						\$6,000	
Lake Tahoe CC	Superintendent/President	\$165,000	1	\$165,000	\$165,000		16	24	3	\$16,950	all	X	X	X		\$7,500						\$7,500		
Lassen CC	President/Superintendent	\$195,452		\$195,452			17	22	3	\$18,200	all	X	X	X		\$7,200						\$7,200		
Long Beach CCD	Superintendent/President	\$256,248		\$256,498			15	22	4	\$26,378	all	X	X	X	disability insurance policy	\$16,500	\$7,500						\$24,000	
Marin CCD	Superintendent/President	\$226,727		\$226,727	\$226,727		16	22	1	\$23,063	1	X	X	X		\$750	\$43					Housing allowance - 625	\$1,375	
Mendocino-Lake CCD	Superintendent/President	\$184,500	34	\$193,500	\$186,679	34	18	22	3	\$20,400	all	X	X	X			\$246					Stipend	\$12,000	
Merced CCD	Superintendent/President	\$220,276		\$220,276	\$225,647		11	24	1	\$63,069		X	X	X		\$8,400		\$8,811					\$17,211	
MiraCosta CCD	Superintendent/President	\$256,208		\$256,208	\$256,208		17	30	4	\$13,596		X	X	X		\$9,000							\$18,000	
Montgomery Peninsula College	Superintendent/President	\$200,859	4	\$200,859	\$200,859	4	16	22	4	\$20,538	all	X	X	X	vision and life are for employee only	\$7,500	\$7,500						\$15,000	
Mt. San Antonio CCD	President/CEO	\$229,500		\$231,500	\$231,500		20	24	3	\$33,000	3	X	X	X		\$8,000		\$10,000	\$1,200	\$1,800			\$21,000	
Mt. San Jacinto CCD	Superintendent/President	\$190,800		\$190,800	\$190,800		16	22	3	\$21,496	4	X	X	X		\$16,327	\$839	\$6,000					Cell phone stipend - \$780.00 per year	\$23,946
Napa Valley CCD	Superintendent/President	\$235,000		\$235,000	\$235,000		18	30	4	\$11,625	all	X	X	X	EAP	\$12,000	\$0	\$12,000	\$12,189	\$911			\$37,100	
Oholone CC	President/Superintendent	\$226,390		\$226,390	\$226,390		15	25	4	\$14,084		X	X	X		\$6,000			\$1,200			Housing allowance: \$29,506.32	\$36,706	
Palo Verde CCD	Superintendent/President	\$185,000		\$185,000	\$185,000		20	22	2	\$14,869	all	X	X	X		\$10,200			\$2,400	\$10,000			\$22,600	
Palomar CCD	President	\$250,408	1	\$250,408	\$250,408		17	24	4	\$24,525		X	X	X		\$8,700			\$1,800				\$10,500	
Pasadena City College	Superintendent-President	\$230,000		\$230,000	\$230,000		16	22	4	\$16,784	all	X	X	X			\$1,139	\$12,000	\$20,000				Other expenses incurred by policy and/or approval of the Board.	\$33,139
Redwoods CCD	President/Superintendent	\$208,000		\$208,000			16	20	3	\$15,000	all	X	X	X		\$5,004	\$7,200						\$12,204	
Rio Hondo	Superintendent/President	\$210,500		\$210,500			19	22	1	\$21,177	all	X	X	X	Employee Assistance Program-EAP	\$5,000	\$530	\$8,000		\$240			Total Value of Supplemental Life Insurance 200k	\$13,770
San Joaquin Delta CC	Superintendent/President	\$200,000	25	\$235,000	\$235,000	25	16	24	1	\$17,432		X	X	X									This position is on contract and the above salary is an estimate.	\$0
San Luis Obispo County CCD	Superintendent/President	\$195,250		\$195,250			15	30	3	\$8,231	all	X	X	X		\$9,000			\$1,380				\$10,380	
Santa Barbara CCD	Superintendent/President	\$225,000		\$225,000	\$225,000		15	25	3	\$19,625	3	X	X	X	Long term disability		\$8,400	\$13,500	\$1,500				\$23,400	
Santa Clarita CCD	Chancellor	\$290,000		\$290,000	\$290,000		16	34	4	\$21,418	all	X	X	X	EAP and LTD	\$2,691			\$3,624				\$3,700 annually - Long Term Care insurance	\$10,015
Santa Monica CCD	Superintendent/President	\$337,000		\$337,000	\$337,000		12	30	4	\$17,372	3	X	X	X				\$1,320	\$1,200				Fringe Allowance: 2,520	\$5,040
Santa Rosa Jr College	President/Superintendent	\$230,392	11	\$241,911	\$235,000	11	22	4		\$22,432		X	X	X									\$0	
Shasta-Tehama-Trinity Jt CCD	Superintendent/President			\$179,225	\$181,028		12	22	4	\$12,156	all	X	X	X									\$0	
Sierra CCD	Superintendent/President	\$231,748		\$231,748	\$231,748		17	22	4	\$13,833	3	X	X	X	AD&D								\$245,581	
Siskiyou Jt CCD	Superintendent/President	\$164,000		\$164,000	\$164,000		16	22	3	\$17,599	all	X	X	X		\$6,000			\$1,225	\$1,400			\$8,625	
Solano CC	Superintendent/President	\$235,000	29	\$238,000	\$237,400	29	22	4	X	\$28,963	2	X	X	X	EAP	\$5,000	\$3,000	\$18,989	\$588	\$300			\$52,877	
Southwestern College	Superintendent-President	\$209,000		\$209,000	\$211,000		16	26	3	\$8,335	2	X	X	X		\$6,000	\$7,000						\$113,000	
Victor Valley CCD	Superintendent/President	\$203,155	25	\$233,628	\$206,155	25	23	4		\$12,376		X	X	X			\$7,500						\$7,500	
West Kern CCD	Superintendent/President	\$180,000	15	\$189,000	\$183,371	15	22	4	X	\$18,174		X	X	X		\$7,200				\$2,400			Housing Allowance \$12,000	\$21,600
X = YES	Average	\$218,366	14	\$217,787	\$219,159	15	25	3	27	18380	47	45	46	43		\$8,308	\$1,176	\$8,114	\$12,714	\$1,277	\$2,850			23808
= no answer; _ = no	Median	\$215,388	11	\$224,375	\$224,209	11	24	3	22	17372	2	4	3	6		\$7,750	\$839	\$7,350	\$12,189	\$1,200	\$1,600			12000

2013 ACCCA Benchmark Survey for Single College Districts

POSITION 2: Chief Instructional Officer		Without Doctorate		With Doctorate		Also CSS07?	# 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 CCD	Associate Supt/VP, Academic Affairs	\$136,458		\$138,458			1	X	\$12,425	all	X	X	X								\$0				
Antelope Valley College																									
Barstow CCD	VP, Academic Affairs	\$129,979		\$131,979			2		\$15,900	all	X	X	X	Income Protection							Doctoral Stipend \$2,000	\$2,000			
Butte	VP For Learning	\$139,332	5	\$162,999	\$142,374	5	\$166,041		2		\$15,404		X	X	X			\$600			\$5,600				
Cabrillo CC	VP/Assistant Supt of Instruction	\$164,262		\$167,790				1	X	\$25,737	all	X	X	X	Disability Insurance							\$0			
Cerritos College	VP of Academic Affairs/Assistant Supt	\$191,593	5	\$191,593				2	X	\$20,735	all	X	X	X							\$3,600				
Chaffey College	VP, Instruction	\$188,832		\$188,832				3		\$16,186	all	X	X	X				\$600			Management Incentive - \$5,000	\$5,600			
Citrus CCD	VP of Academic Affairs	\$199,371		\$204,355				1	X	\$18,857	all	X	X	X							Cell Phone Compensation: \$600/year	\$0			
City College of San Francisco																									
College of the Sequoias	VP, Academic Svcs	\$155,165		\$156,965				2	X	\$14,769	all	X	X	X								\$0			
Compton CCD																									
Copper Mountain CCD	VP for Academic Affairs	\$125,413		\$125,413				2		\$16,596	2	X	X	X			\$1,000				Mileage: \$2,400.00	\$3,400			
Desert CCD	Executive VP Student Success & Student Learning							X	0	\$15,000	all	X	X	X	long term care							\$0			
El Camino CC	VP - Academic Affairs	\$188,320		\$188,320				2	X	\$18,125		X	X	X							\$1,000/month for work at Compton Educational Center	\$4,600			
Feather River College	Dean of Instruction	\$121,199		\$121,199				1	X	\$13,049	all	X	X	X								\$0			
Gavilan Jt CCD	Executive VP/Chief Instructional Officer	\$165,207		\$168,214				2	X	\$30,000												\$0			
Glendale CC	VP, Instructional Svcs	\$145,920	24	\$191,484	\$148,308	24	\$193,872		3		\$12,170	1	X	X	X			\$1,860			\$6,000 additional responsibility stipend	\$7,860			
Hartnell CC	VP for Academic Affairs & Accreditation	\$141,759		\$143,259				0		\$13,408	all	X	X	X								\$0			
Imperial CCD	VP for Academic Svcs	\$163,527		\$168,527				1		\$16,450	all	X	X	X	EAP							\$0			
Lake Tahoe CC	VP, Academic Affairs & Student Svcs	\$125,974	1	\$125,974				X	3	\$16,950	all	X	X	X			\$5,280					\$5,280			
Lassen CC	VP Instruction	\$123,000		\$123,000				1	X	\$18,200	all	X	X	X				\$300				\$7,500			
Long Beach CCD	VP, Academic Affairs	\$175,164		\$177,414				3	X	\$23,660	all	X	X	X							laptop	\$3,600			
Marin CCD	VP of Student Learning	\$135,085		\$135,085				0		\$23,063	1	X	X	X								\$0			
Mendocino-Lake CCD	Vice-President of Education & Student Svcs	\$137,280	34	\$146,280	\$139,459	34	\$148,459	X	3	\$20,400	all	X	X	X			\$144					\$144			
Mercado CCD	Vice-President of Instruction	\$205,143		\$210,514				3		\$59,882		X	X	X								\$0			
MiraCosta CCD	VP Instructional Svcs	\$192,500		\$225,250				3	X	\$20,705	1	X	X	X				\$1,260			NOTE: cell phone allowance is for service plan; device is purchased by the employee	\$11,160			
Monterey Peninsula College	VP for Academic Affairs	\$140,412	8	\$143,256	\$143,256	8	\$14,356		3	\$20,538	all	X	X	X	life and vision for employee only		\$2,400		\$2,400			\$4,800			
Mt. San Antonio CCD	VP, Instruction	\$199,500	35	\$231,359	\$201,500	35	\$233,359		3	\$20,000		X	X	X				\$1,200				\$8,400			
Mt. San Jacinto CCD	VP of Instruction	\$165,289		\$165,289				1		\$0	0										\$10,745	Cell phone stipend - \$900.00 per year	\$11,645		
Napa Valley CCD	VP, Instruction	\$156,636	15	\$156,636				3		\$9,713	2	X	X	X	Disability & EAP							PERS Buyout \$8125	\$8,125		
Oholone CC	VP, Academic Affairs/Deputy Supt	\$166,203	15	\$166,203				3		\$2,120		X	X	X	Long Term Disability and EAP								\$0		
Palo Verde CCD	VP of Instructional Svcs	\$141,087	28	\$191,896	\$141,087	28	\$191,896		3	X	\$17,647	all	X	X	X				\$6,000			\$2,400			
Palomar CCD	VP Instruction	\$217,260	41	\$217,260				2	X	\$24,525		X	X	X	Long Term Care					\$1,200			\$1,200		
Pasadena City College	Vacancy - President, Instruction	\$172,816		\$172,816				1	X	\$16,784	all	X	X	X									\$0		
Redwoods CCD	VP-Instruction	\$139,819		\$141,319				2	X	\$15,000	all	X	X	X				\$2,400					\$2,400		
Rio Hondo	VP, Academic Affairs	\$175,101		\$175,101				2		\$20,743	all	X	X	X	Employee Assistance Program-EAP		\$4,920		\$396		\$240		Supplemental Life Insurance of 150K	\$5,556	
San Joaquin Delta CC	Assistant Supt/VP of Instruction	\$150,275	25	\$152,476				1		\$17,432		X	X	X								\$12,000 stipend for transportation and other expenses.	\$12,000		
San Luis Obispo County CCD	VP of Academic Affairs	\$156,921		\$156,921				3	X	\$8,231	all	X	X	X					\$1,380				\$7,380		
Santa Barbara CCD	Executive VP - Educational Programs	\$161,628	25	\$181,832	\$164,311	25	\$184,514		2		\$13,137	2	X	X	X	Long term disability		\$600			\$1,320		\$1,920		
Santa Clarita CCD	Assistant Supt/VP, Instruction	\$162,000		\$165,000				3	X	\$17,832	all	X	X	X	EAP and LTD					\$1,812			None	\$1,812	
Santa Monica CCD	VP, Academic Affairs	\$185,688		\$185,688				1	X	\$12,792	1	X	X	X				\$3,600					\$16,332		
Santa Rosa Jr College	VP Academic Affairs/Asst Supt	\$139,500	11	\$146,475	\$142,290	11	\$149,404		2	X	\$22,432		X	X	X			\$2,400		\$3,000			5% Longevity	\$5,400	
Shasta-Tehama-Trinity Jt CCD	VP of Academic Affairs	\$131,352		\$133,155				1		\$12,156	all	X	X	X									\$0		
Sierra CCD	VP - Instruction	\$184,674	10	\$213,299	\$184,674	10	\$213,299		3	X	\$13,833	all	X	X	X	AD&D								\$0	
Siskiyou Jt CCD	VP Student Learning	\$140,000		\$140,000				X	1		\$17,599	all	X	X							\$1,400		\$1,400		
Solano CC	Executive VP, Academic & Student Affairs	\$145,473	29	\$148,473	\$147,873	29	\$150,873		2	X	\$25,190	3	X	X	X	EAP		\$25,000		\$11,632				\$36,632	
Southwestern College	VP-Academic Affairs	\$166,872	8	\$166,872				1	X	\$8,335		X	X	X									\$0		
Victor Valley CCD	VP, Instruction	\$182,148	25	\$209,470	\$185,148	25	\$212,470		4		\$12,376		X	X	X								\$0		
West Kern CCD	VP of Instruction	\$142,328	15	\$149,444	\$145,760	15	\$152,815		1	X	\$18,173		X	X	X								\$0		
X = YES	Average	\$159,410	##	\$171,509	\$161,665	##	\$165,798	4	\$2	\$24	\$17,484	43	43	44	39			\$5,173	\$8,513	\$3,816	\$6,316	\$1,181	\$1,400		\$4,212
= no answer; _ = no	Median	\$156,921	##	\$166,203	\$156,965	##	\$166,203	42	\$2	\$22	\$16,867	3	3	2	7			\$4,960	\$396	\$3,600	\$6,316	\$1,230	\$1,400		\$1,960

2013 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
Allan Hancock Jt CCD	Assoc Superint/VP, Academic Affairs	\$146,097		\$148,097		A 1	X		\$9,871	all	X	X	X								\$0	
Antelope Valley College	VP, Admin Business Svcs	\$146,284	6	\$146,284	\$148,084	6			\$13,385	all	X	X	X								\$0	
Barstow CCD	VP, Admin Svcs	\$128,844		\$128,844	\$130,844		A 2		\$15,900	all	X	X	X	Income Protection							Doctoral Stipend \$2,000	\$2,000
Butte	VP For Admin/CBO	\$139,332	5	\$162,999	\$142,374	5	C 2		\$15,404	all	X	X	X		\$5,000			\$600			\$5,600	
Cabrillo CC	VP/Assist Superint of Business	\$164,262		\$164,262	\$167,790		C 1	X	\$25,737	all	X	X	X	Disability Insurance							\$0	
Cerritos College	VP of Business Svcs/Assist Supe	\$191,593	5	\$191,593	\$191,593	5	C 2	X	\$20,735	all	X	X	X		\$3,600						\$3,600	
Chaffey College	VP, Business Svcs	\$188,832		\$188,832	\$188,832		A 3		\$16,187	all	X	X	X				\$600			Management Incentive - \$5,000.	\$5,600	
Citrus CCD	VP of Admin Svcs	\$199,371		\$199,371	\$204,355		C 1	X	\$18,858	all	X	X	X								Cell Phone Compensation: \$600/year	\$600
City College of San Francisco	VC of Finance & Admin	\$190,128		\$190,128	\$190,128		1		\$14,087	2	X	X	X					\$720			\$720	
College of the Sequoias	VP, Admin Svcs	\$155,165		\$156,965			C 2	X	\$14,769	all	X	X	X								\$0	
Compton CCD	Chief Business Officer	\$147,840		000,000	000,000		C 2	X	\$10,000	1	X	X	X	\$1000 district contribution all inclusive							\$0	
Copper Mountain CCD	Chief Business Officer	\$103,495		\$103,495	\$103,495		C 2		\$18,881	3	X	X	X			\$1,000					\$1,000	
Desert CCD	VP, Admin Svcs	\$179,748	10	\$179,748	\$179,148	10	C 23		\$15,000	all	X	X	X	long term care							\$0	
El Camino CC	VP Admin Svcs	\$188,320		\$188,320			A 2	X	\$18,125	X	X	X	X		\$3,600						NOTE: This position is currently vacant and we are in the process of a search. This individual may also be paid on a contract, compensation commensurate with experience and education.	\$15,600
Feather River College	CFO	\$119,215		\$119,215	\$119,215		1	X	\$13,049	all	X	X	X								\$0	
Gavilan Jt CCD	VP of Admin Svcs	\$146,531		\$146,531	\$149,538		C 2	X	\$30,000												\$0	
Glendale CC	Exec VP, Admin Svcs	\$153,300	24	\$201,180	\$155,688	24	C 3		\$24,669	4	X	X	X				\$1,860				\$6,000 additional responsibility stipend	\$7,860
Hartnell CC	VP, Support Svcs	\$156,759		\$156,759	\$158,259		C 0		\$13,408	all	X	X	X								\$0	
Imperial CCD	VP for Business Svcs	\$163,527		\$168,527			1		\$16,450	all	X	X	X	EAP							\$0	
Lake Tahoe CC	VP, Admin Svcs	\$125,974	1	\$125,974	\$125,974	1	C 3	X	\$16,950	all	X	X	X			\$5,280					\$5,280	
Lassen CC	Exec Dir of Fiscal & Auxiliary Service	\$105,000		\$105,000	\$105,000		1	X	\$18,200	all	X	X	X								\$0	
Long Beach CCD	VP, Admin Svcs	\$175,164		\$177,414			A 3	X	\$23,660	all	X	X	X		\$3,600						Laptop	\$3,600
Marin CCD	VP of Finance	\$135,085		\$135,085	\$135,085		C 0		\$23,063	1	X	X	X								\$0	
Mendocino-Lake CCD	VP of Admin Svcs	\$137,280	34	\$146,280	\$139,459	34	3		\$20,400	all	X	X	X			\$144					\$144	
Merced CCD	VP of Admin Svcs	\$205,143		\$205,143	\$210,514		1		\$59,882	X	X	X	X								\$0	
MiraCosta CCD	VP Business & Admin Svcs	\$192,500		\$225,250	\$225,250		3	X	\$20,705	1	X	X	X		\$5,100		\$4,800		\$1,260		NOTE: cell phone allowance is for monthly plan, device is purchased by the employee	\$11,160
Montgomery Peninsula College	VP for Admin Svcs	\$140,412	8	\$140,412	\$143,256	8	3		\$20,538	all	X	X	X	Vision and life for employee only	\$2,400		\$2,400				\$4,800	
Mt. San Antonio CCD	VP, Admin Svcs	\$199,500	35	\$231,359	\$201,500	35	3		\$20,000	X	X	X	X		\$7,200			\$1,200			\$8,400	
Mt. San Jacinto CCD	VP of Business Svcs	\$165,289		\$165,289	\$165,289		C 2	X	\$9,273	3	X	X	X		\$10,745						Cell phone stipend - \$900.00 per year.	\$11,645
Napa Valley CCD	VP, Business & Finance	\$156,636	15	\$156,636	\$156,636	15	C 3		\$3,182	all	X	X	X				\$7,549				\$7,549	
Oholone CC	VP, Admin Svcs	\$166,203		\$166,203	\$166,203		C 3		\$2,120	X	X	X	X	Long Term Disability and EAP							\$0	
Palo Verde CCD	Chief Business Officer	\$25,551	28	\$170,765	\$125,551	28	C 2	X	\$204	0				Employee Opted out at \$6,000	\$6,000			\$2,400			\$8,400	
Palomar CCD	VP, Finance & Admin Svcs	\$217,260	41	\$217,260	\$218,566	41	C 2	X	\$24,525	X	X	X	X	Long Term Care				\$1,200			\$1,200	
Pasadena City College	VP, Admin Svcs	\$180,000		\$180,000	\$180,000		A 1	X	\$16,784	all	X	X	X			\$9,000					\$9,000	
Redwoods CCD	VP of Admin Svcs	\$139,819		\$141,319			A 2	X	\$15,000	all	X	X	X		\$2,400						\$2,400	
Rio Hondo	VP, Finance & Business	\$175,101		\$175,101			A 2		\$20,768	all	X	X	X	Employee Assistance Program-EAP	\$4,920		\$396		\$240		Supplemental Life Insurance of 150K	\$5,556
San Joaquin Delta CC	VP of Admin Svcs	\$146,518	25	\$148,719		25	A 1	X	\$17,432	X	X	X	X								\$0	
San Luis Obispo County CCD	VP of Admin Svcs	\$156,921		\$156,921			C 3	X	\$8,231	all	X	X	X		\$6,000			\$1,380			\$7,380	
Santa Barbara CCD	VP, Business Svcs	\$150,096	25	\$168,858	\$152,779	25	C 0	X	\$2,000	1				Long term disability				\$1,320			\$1,320	
Santa Clarita CCD	Assist Superint/VP, Business	\$162,000		\$165,000	\$165,000		C 3	X	\$17,832	all	X	X	X	EAP & LTD				\$1,812			\$1,812	
Santa Monica CCD	VP - Business & Administration	\$219,167		\$219,167	\$219,167		A 1	X	\$7,790	1	X	X	X			\$3,600					\$3,600	
Santa Rosa Jr College	VP Business Svcs	\$139,500	11	\$146,475	\$142,290	11	2	X	\$22,432	X	X	X	X		\$2,400		\$3,000				5% Longevity	\$5,400
Shasta-Tehama-Trinity Jt CCD	VP of Admin Svcs	\$131,352		\$133,155			A 1		\$12,156	all	X	X	X								\$0	
Sierra CCD	VP - Finance & Admin	\$184,674	10	\$213,299	\$184,674	10	C 3	X	\$13,833	all	X	X	X	AD&D							\$0	
Siskiyou Jt CCD	VP - Admin & Information Serv	\$140,000		\$140,000	\$140,000		C 1		\$17,599	all	X	X	X						\$1,400		\$1,400	
Solano CC	VP of Finance & Admin	\$160,144	29	\$163,144	\$162,544	29	C		\$25,190	3	X	X	X	EAP	\$25,000		\$16,954		\$300		\$42,254	
Southwestern College	VP, Bus. & Financial Affairs	\$166,872	8	\$166,872	\$168,872	8	A 1	X	\$8,335	X	X	X	X								\$0	
Victor Valley CCD	VP, Admin Svcs	\$182,148	25	\$209,470	\$185,148	25	C 0		\$12,376	X	X	X	X								\$0	
West Kern CCD	VP of Admin Svcs	\$142,328	15	\$149,444	\$145,760	15	1	X	\$18,173	X	X	X	X								\$0	
X = YES	Average	\$159,842	18	\$169,775	\$162,258	18	A 14	2	27	\$16,799	44	43	46	45	\$4,843	\$8,513	\$4,680	\$8,501	\$1,216	\$850	\$3,773	
= no answer; _ = no	Median	\$156,759	15	\$166,203	\$157,612	15	C 25	2	22	\$16,784	5	6	3	4	\$4,920	\$396	\$4,200	\$7,549	\$1,230	\$850	\$1,200	

2013 ACCCA Benchmark Survey for Single College Districts

POSITION 4: Chief Human Resources Officer		Without Doctorate		With Doctorate		Benefits for Employee & Family										Specific Other Allowances/ Stipends										Total Amount of Allowances/ Stipends								
District	Title	Maximum Annual Salary	W/ Longevity Pay		Maximum Annual Salary	W/ Longevity Pay		# Years Contract Rolling Contract?	Total Value of Benefits Package	# Family Members Included	Health Benefits	Vision Benefits	Dental Benefits	Life Insurance	Other Benefits	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		
			Maximum Annual Salary	Years to Maximum Longevity		Maximum Annual Salary	Years to Maximum Longevity															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							
Allan Hancock Jt CCD	Dir, HR	\$121,242			\$123,242			1	X	\$9,236	all	X	X	X																				\$0
Antelope Valley College	VP, HR & Employee Relat	\$146,284	6	\$146,284	\$148,084	6	\$148,084	3		\$13,385	all	X	X	X																				\$0
Barstow CCD	VP, HR	\$102,811		\$102,811	\$104,811		\$104,811	2		\$15,900	all	X	X	X	Income Protection																		\$2,000	
Butte	Dir of HR	\$106,722	24	\$128,346	\$109,764	24	\$131,388			\$15,403	all	X	X	X																			\$0	
Cabrillo CC	Dir Personnel & HR	\$123,836		\$123,836	\$127,364		\$127,364	1	X	\$25,737	all	X		X	Disability Insurance																		\$0	
Cerritos College	VP of HR/Assist Superi	\$191,593	5	\$191,593	\$191,593	5	\$191,593	2	X	\$20,735	all	X	X	X																			\$3,600	
Chaffey College	Exec Dir, HR/Risk Managemen	\$141,948		\$141,948	\$141,948		\$141,948		X	\$16,187	all	X	X	X																			\$600	
Citrus CCD	Dir of HR	\$173,390		\$173,390	\$177,725		\$177,725	1	X	\$18,858	all	X	X	X																			\$600	
City College of San Francisco	Dean of HR	\$174,108			\$174,108		\$174,108	1		\$14,087	2	X		X																			\$720	
College of the Sequoias	Dean, Human Resource Svcs/Legal Affairs	\$137,143			\$138,943			1	X	\$14,769	all	X	X	X																			\$0	
Compton CCD	Dean HR			\$125,620				0	X	\$10,000	1	X	X	X																			\$0	
Copper Mountain CCD	Chief HR Officer	\$103,495		\$103,495	\$103,495		\$103,495	2		\$7,701	0	X	X	X																			\$2,200	
Desert CCD	Exec Dir, HR & Employee R	\$139,803		\$139,803	\$139,803		\$18,803	2		\$15,000	all	X	X	X	long term care																		\$0	
El Camino CC	VP - HR	\$188,320			\$188,320			2	X	\$18,125		X	X	X																			\$15,600	
Feather River College	Dir of HR	\$88,512			\$88,512		\$88,512	1	X	\$13,049	all	X	X	X																			\$0	
Gavilan Jt CCD	Dir of HR	\$116,689		\$116,689	\$119,696		\$119,696	2	X	\$30,000																							\$0	
Glendale CC	Admin Dean, HR	\$132,204	24	\$169,260	\$134,592	24	\$171,648	3		\$21,977	2	X	X	X																			\$3,000	
Hartnell CC	Assoc VP, HR/Equal Em	\$141,759		\$141,759	\$143,259		\$143,259	0		\$13,408	all	X	X	X																			\$0	
Imperial CCD	Admin Dean for HR	\$150,558			\$155,558			1		\$16,450	all	X	X	X	EAP																		\$0	
Lake Tahoe CC	HR Dir	\$78,120	25	\$85,932	\$85,932	25	\$85,932	1	X	\$16,950	all	X	X	X																			\$0	
Lassen CC	Exec Dir Human & Support Svcs	\$85,000						1	X	\$18,200	all	X	X	X																			\$300	
Long Beach CCD	VP, HR	\$175,164			\$177,414			3	X	\$23,660	all	X	X	X																			\$3,600	
Marin CCD	Exec Dir, HR & Labor Rela	\$123,827		\$123,827	\$123,827		\$123,827	0		\$23,063	1	X	X	X																			\$0	
Mendocino-Lake CCD	Dir of HR	\$119,224	34	\$128,224	\$121,403	34	\$130,403	3	X	\$20,400	all	X	X	X																			\$0	
Mercado CCD																																		
MiraCosta CCD	Dir HR	\$173,189	21	\$173,189	\$173,189	21	\$173,189			\$13,596	2	X	X	X																				\$1,080
Montezuma Peninsula College	Assoc Dean of HR	\$120,864	8	\$120,864	\$123,708	8	\$123,708		X	\$20,538	all	X	X	X	vision and life for employee only																			\$0
Mt. San Antonio CCD	VP, HR	\$199,500	35	\$231,359	\$201,500	35	\$233,359	3		\$20,000		X	X	X																			\$8,400	
Mt. San Jacinto CCD	VP of HR	\$165,289			\$165,289		\$165,289	2	X	\$8,162	1	X	X	X																			\$11,645	
Napa Valley CCD	Dean, HR	\$127,716	15	\$127,719	\$127,719	15	\$127,719	1		\$9,713	1	X	X	X	EAP and DISABILITY																		\$6,625	
Oholone CC	Assoc VP, HR & Training	\$155,580		\$155,580	\$155,580		\$155,580	3		\$2,120		X	X	X	LTD and EAP																		\$0	
Palo Verde CCD	Dir of Human Resource	\$91,176	25	\$122,172	\$91,176	25	\$122,172	1	X	\$14,808	all	X	X	X																			\$1,200	
Palomar CCD	VP Human Resource Svcs	\$217,260	41	\$217,260	\$217,260	41	\$217,260	2	X	\$24,525		X	X	X	Long Term Care																		\$1,200	
Pasadena City College	VP, HR	\$160,000		\$160,000	\$160,000		\$160,000	1	X	\$16,784	all	X	X	X																			\$9,000	
Redwoods CCD	Dir of Human Svcs	\$124,438			\$125,938			1	X	\$15,000	all	X	X	X																			\$2,400	
Rio Hondo	Dir, HR	\$152,257	12	\$161,977	\$155,845	12	\$165,565	1	X	\$20,779	all	X	X	X	Employee Assistance Program-EAP																			\$0
San Joaquin Delta CC	Dir of HR	\$139,005	25		\$141,206	25		1	X	\$17,432		X	X	X																				\$0
San Luis Obispo County CCD	Exec Dir of HR & Labor Re	\$111,516	20	\$111,516	\$111,516	20	\$111,516	3	X	\$8,231	all	X	X																				\$1,380	
Santa Barbara CCD	VP, HR	\$150,096	25	\$168,858	\$152,779	25	\$171,541	0		\$18,702	3	X	X	X	Long term disability																		\$1,320	
Santa Clarita CCD	Assist Superint/V.P., HR	\$168,545		\$168,545	\$171,545		\$171,545	3	X	\$8,670	all		X	X	EAP & LTD																		\$1,812	
Santa Monica CCD	VP - HR	\$185,688		\$185,688	\$185,688		\$185,688	1	X	\$12,792	1	X	X	X																				\$3,600
Santa Rosa Jr College	VP HR	\$139,500	11	\$146,475	\$142,290	11	\$149,404	2	X	\$22,432		X	X	X																			\$0	
Shasta-Tehama-Trinity Jt CCD	Assoc VP of HR	\$120,359			\$122,162			1		\$12,156	all	X	X	X																			\$0	
Sierra CCD	VP - HR	\$184,674	10	\$213,299	\$184,674	10	\$213,299	3	X	\$13,833	all	X	X	X	AD&D																		\$0	
Siskiyou Jt CCD	Dir, HR	\$78,108	12	\$78,108	\$78,108	12	\$78,108			\$17,599	all	X	X																				\$0	
Solano CC	Dir of HR	\$123,882	29	\$127,882	\$126,282	29	\$129,282			\$25,190	3	X	X	X	EAP																		\$40,000	
Southwestern College	VP-HR	\$166,872	8	\$166,872	\$168,872	8	\$168,872	1	X	\$8,335		X	X	X																			\$0	
Victor Valley CCD	Vice Presiden, HR	\$182,148	25	\$209,470	\$185,148	25	\$212,470	4		\$12,376		X	X	X																			\$0	
West Kern CCD	Dir of HR	\$83,216	15	\$87,376	\$86,647	15	\$90,807	1	X	\$18,173		X	X	X																			\$0	
X = YES	Average	\$140,056	20	\$146,584	\$142,902	20	\$144,973	2	29	\$16,130	45	45	46	43		\$5,191		\$6,300	\$7,542	\$1,081														

2013 ACCCA Benchmark Survey for Single College Districts

POSITION 5: Chief Student Services 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	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 CCD	VP, Student Svcs	\$132,484	-	\$134,484	-	1	X	\$9,604	all	X	X	X								\$0			
Antelope Valley College	Exec. VP, Student Svcs. & Academic Affairs	\$146,284	6	\$146,284	\$148,084	6		\$13,385	all	X	X	X								\$0			
Barstow CCD	VP, Student Svcs	\$121,841	-	\$121,841	\$123,841	2		\$15,900	all	X	X	X	Income Protection							Doctoral Stipend \$2,000	\$2,000		
Butte	VP For Student Svcs	\$139,332	5	\$162,999	\$142,374	24		\$15,404	all	X	X	X		\$5,000		\$600				\$5,600			
Cabrillo CC	VP/Assist Superint Student Se	\$164,262	-	\$164,262	\$167,790	-		\$25,737	all	X	X	X	Disability Insurance							\$0			
Carritos College	VP of Student Svcs/Assist Super	\$191,593	5	\$191,593	\$191,593	5		\$20,735	all	X	X	X		\$3,600						\$3,600			
Chaffey College	VP, Student Svcs	\$188,832	-	\$188,832	\$188,832	-		\$16,187	all	X	X	X				\$600				Incentive Pay - \$5,000.	\$5,600		
Citrus CCD	VP of Student Svcs	\$199,371	-	\$199,371	\$204,355	-		\$18,858	all	X	X	X								Cell Phone Compensation: \$600/year	\$600		
City College of San Francisco	VC - Student Development	\$190,128	-	\$190,128	\$190,128	-		\$14,087	2	X	X	X				\$720					\$720		
College of the Sequoias	VP, Student Svcs	\$155,165	-	\$156,965	-	-		\$14,769	all	X	X	X									\$0		
Compton CCD	-	-	-	-	-	-		-	-	-	-	-									-		
Copper Mountain CCD	VP for Student Svcs	\$125,413	N/A	\$125,413	\$125,413	N/A		\$125,413	2						\$1,000						Mileage: 2,400.00	\$3,400	
Desert CCD	-	-	-	-	-	-		-	-	-	-	-									-		
El Camino CC	VP - Student & Community Advancement	\$188,320	-	\$188,320	-	-		\$18,125	-	X	X	X		\$3,600							\$1,000/month for work at Compton Educational Center	\$15,600	
Feather River College	CSSO	\$100,559	-	\$100,559	-	\$100,559		\$13,049	all	X	X	X										\$0	
Gavilan Jt CCD	VP of Student Svcs	\$146,531	-	\$146,531	\$149,538	-		\$30,000	-	-	-	-										\$0	
Glendale CC	VP, Student Svcs	\$145,920	24	\$148,308	\$191,484	24		\$2,630	4	-	X	X	X			\$1,860					\$6,000 additional responsibility stipend	\$7,860	
Hartnell CC	VP, Student Affairs	\$141,759	-	\$141,759	\$143,259	-		\$13,408	all	X	X	X										\$0	
Imperial CCD	VP for Student Svcs, Technology, &	\$163,527	-	\$168,527	-	-		\$16,450	all	X	X	X	EAP									\$0	
Lake Tahoe CC	Dean of Student & Academic Support Svcs	\$110,254	1	\$110,254	\$110,254	1		\$16,950	all	X	X	X	LTD								\$400 per month in-district allowance.	\$4,800	
Lassen CC	Dean of Student Svcs	\$105,000	-	\$105,000	-	-		\$18,200	all	X	X	X				\$300						\$300	
Long Beach CCD	VP, Student Support Svcs	\$175,164	-	\$177,414	-	-		\$23,660	all	X	X	X		\$3,600							laptop	\$3,600	
Marin CCD	VP of Student Svcs	\$135,085	-	\$135,085	\$135,085	-		\$23,063	1	X	X	X										\$0	
Mendocino-Lake CCD	VP of Education & Student Svcs	\$128,000	9	\$128,000	\$130,000	9		\$19,200	all	X	X	X										\$0	
Merced CCD	VP of Student Svcs	\$205,143	-	\$205,143	\$210,514	-		\$59,882	-	X	X	X										\$0	
MiraCosta CCD	VP Student Svcs	\$219,579	-	\$219,579	\$219,579	-		\$20,705	1	X	X	X		\$5,100	\$4,800	\$1,260					NOTE: cell phone allowance is for monthly plan, device is purchased by the employee	\$11,160	
Monterey Peninsula College	VP for Student Svcs	\$140,412	8	\$140,412	\$143,256	8		\$20,538	all	X	X	X	vision and life for employee only	\$2,400	\$2,400							\$4,800	
Mt. San Antonio CCD	VP, Student Svcs	\$199,500	35	\$231,359	\$201,500	35		\$20,000	-	X	X	X		\$7,200		\$1,200						\$8,400	
Mt. San Jacinto CCD	VP of Student Svcs	\$165,289	-	\$165,289	-	-		\$7,929	1	X	X	X		\$10,745							Cell phone stipend - \$900.00 per year	\$11,645	
Napa Valley CCD	VP, Student Svcs	\$156,636	15	\$156,636	\$156,636	15		\$10,842	all	X	X	X	EAP & Disability			\$7,550						\$7,550	
Ohlone CC	VP, Student Svcs	\$166,203	-	\$166,203	\$166,203	-		\$2,120	-	X	X	X	LTD and EAP									\$0	
Palo Verde CCD	-	-	-	-	-	-		-	-	-	-	-										-	
Palomar CCD	VP, Student Svcs	\$217,260	41	\$217,260	\$218,566	41		\$24,525	-	X	X	X	Long Term Care			\$1,200						\$1,200	
Pasadena City College	VP, Student & Learning Service	\$165,000	-	\$165,000	\$165,000	-		\$16,784	all	X	X	X			\$9,000							\$9,000	
Redwoods CCD	VP-Learning & Student Development	\$139,819	-	\$141,319	-	-		\$15,000	all	X	X	X		\$2,400	\$1,048							\$3,448	
Rio Hondo	VP, Student Svcs	\$175,101	-	\$175,101	-	-		\$20,743	all	X	X	X	Employee Assistance Program-EAP	\$4,920	\$396		\$240					Supplemental Life Insurance of 150K	\$5,556
San Joaquin Delta CC	Asst. Superint/VP of Student Ser	\$150,275	25	\$152,476	25			\$17,432	-	X	X	X		\$12,000								\$12,000 for transportation and other expenses.	\$12,000
San Luis Obispo County CCD	VP of Student Svcs	\$156,921	-	\$156,921	-	-		\$8,231	all	X	X	X		\$6,000			\$1,380					\$7,380	
Santa Barbara CCD	Dean, Educational Programs	\$132,660	25	\$149,243	\$135,343	25		\$2,000	0	-	-	X	Long term disability	\$300			\$420					\$720	
Santa Clarita CCD	Assist Superint/VP, Student S	\$171,562	-	\$174,562	\$174,562	-		\$8,670	all	-	X	X	EAP and LTD			\$1,812						\$1,812	
Santa Monica CCD	VP - Student Affairs	\$185,688	-	\$185,688	\$185,688	-		\$12,792	1	X	X	X			\$3,600							\$3,600	
Santa Rosa Jr College	VP Student Svcs/Assist Superint	\$139,500	11	\$146,475	\$142,290	11		\$22,432	-	X	X	X										5% Longevity	\$0
Shasta-Tehama-Trinity Jt CCD	VP of Student Svcs	\$131,352	-	\$133,155	-	-		\$12,156	all	X	X	X										\$0	
Sierra CCD	VP - Student Svcs	\$184,674	10	\$213,299	\$184,674	10		\$13,833	all	X	X	X	AD&D									\$0	
Siskiyou Jt CCD	-	-	-	-	-	-		-	-	-	-	-										-	
Solano CC	VP, Student Svcs	\$135,473	29	\$138,473	\$137,873	29		\$28,852	all	X	X	X	Employee Assistance Program										\$0
Southwestern College	VP-Student Affairs	\$166,872	8	\$166,872	\$168,872	8		\$8,335	-	X	X	X										\$0	
Victor Valley CCD	VP, Student Svcs	\$182,148	25	\$209,470	\$185,148	25		\$12,376	-	X	X	X										\$0	
West Kern CCD	VP of Sturdent Svcs	\$142,328	15	\$149,444	\$145,760	15		\$18,173	-	X	X	X										\$0	
X = YES	Average	\$158,316	17	\$166,491	\$160,867	18	\$167,559	2	26	\$16,834	40	41	43	40	\$5,143	\$722	\$4,950	\$4,275	\$966	#DIV/0!		\$3,154	
_ = no answer; ___ = no	Median	\$156,636	13	\$162,999	\$156,965	15	\$165,665	2	19	\$16,187	5	4	2	5	\$4,920	\$722	\$4,200	\$4,275	\$960	#NUM!		\$720	

2013 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 CCD	Marian Quaid-Maltagliati	\$104,584		\$106,584		1	X	\$9,150	all	X	X	X					
Antelope Valley College	Dean, Enrollment Svcs. & Counseling & Matriculat	\$127,725	6	\$127,725	\$129,525	6		\$13,385	all	X	X	X				X	
Barstow CCD	Dir, Enrollment Svcs	\$84,117		\$84,117	\$86,117			\$15,900	all	X	X	X	Income Protection			X	
Butte	Dir of Admissions & Records & Enrollment	\$101,579	24	\$122,161	\$104,621	24		\$15,404	all	X	X	X			X		
Cabrillo CC	Dir of Enrollment Svcs	\$123,836		\$123,836	\$127,364			\$25,737	all	X		X	Disability Insurance			X	
Cerritos College	Dean of Admissions, Records & Svcs	\$158,304	7	\$158,304	\$158,304	7		\$20,735	all	X	X	X				X	
Chaffey College	Dir, Admissions, Records, & Registration	\$119,412		\$119,412	\$119,412			\$16,187	all	X	X	X					
Citrus CCD	Dean of Admissions & Records	\$164,714		\$164,714	\$168,832			\$18,858	all	X	X	X				X	
City College of San Francisco	Dean - Admissions Records & Outreach	\$166,611		\$166,611	\$166,611			\$14,087	2	X		X				X	
Colleg of the Sequoias																	
Compton CCD	Dir Admissions & Records	\$85,756						\$10,000	0	X	X	X	\$1,000			X	
Copper Mountain CCD																	
Desert CCD	Dir, Admissions & Records	\$119,831		\$119,831	\$119,831			\$15,000	all	X	X	X	long term care			X	
El Camino CC	Dir of Admissions & Records	\$127,929		\$127,929				\$18,125		X	X	X				X	
Feather River College	Registrar	\$64,222		\$64,222	\$64,222			\$13,049	all	X	X	X			X		
Gavilan Jt CCD	Dir of Admissions & Records	\$91,821		\$91,821	\$96,021			\$30,000									
Glendale CC	Dir, Admission & Records	\$108,516	24	\$142,392	\$110,904	24		\$19,202	4	X	X	X				X	
Hartnell CC																	
Imperial CCD	Dir of Admissions & Records	\$124,896		\$124,896				\$16,450	all	X	X	X	EAP		X	X	
Lake Tahoe CC	Dir of Admissions & Records	\$78,120	25	\$85,932	\$78,120	25		\$16,950	all	X	X	X	LTD			X	
Lassen CC	Dir of Enrollment	\$82,000		\$82,000				\$18,200	all	X	X	X				X	
Long Beach CCD	Dean, Admissions & Records	\$142,716		\$144,966				\$23,660	all	X	X	X	\$420 yr/cell phone stipend				
Marin CCD	Dean of Enrollment Svcs	\$115,810		\$115,810	\$115,810			\$23,063	1	X	X	X				X	
Mendocino-Lake CCD	Dir of Admissions & Records	\$108,283	34	\$117,283	\$110,462	34		\$23,232	all	X	X	X					
Merced CCD	Registrar	\$124,598		\$124,598	\$129,969			\$42,921		X	X	X					
MiraCosta CCD	Dir Admissions & Records/Registrar	\$157,184	21	\$157,184	\$157,184	21		\$20,705	0	X	X	X			X		
Montgomery Peninsula College	Dir of Admissions & Records	\$89,568	22	\$92,208	\$92,208	22		\$20,568	all	X	X	X	vision and life for employee only			X	
Mt. San Antonio CCD	Dean, Enrollment Managment	\$149,267	35	\$173,103	\$151,267	35		\$6,295		X	X	X				X	
Mt. San Jacinto CCD	Assoc Dean, Student Svcs	\$122,594		\$122,594	\$122,594			\$8,182	2	X	X	X				X	
Napa Valley CCD	Assoc Dean, Admissions & Records	\$100,032	15	\$100,032	\$100,032	15		\$10,738	1	X	X	X	EAP & Disability; \$449 PERS Buyout			X	
Oholone CC	Dean, Enrollment Svcs	\$141,372	20	\$152,242	\$152,242	20		\$2,120		X	X	X	LTD and EAP			X	
Palo Verde CCD	Dir of Admissions & Records	\$85,428	25	\$114,480	\$85,428	25		\$17,526	all	X	X	X		X		X	
Palomar CCD	Dir Enrollment Svcs	\$182,743	41	\$182,743	\$182,743			\$24,525		X	X	X	Long Term Care			X	
Pasadena City College	Vacancy - Assoc Dean, Admissions & Records	\$158,587		\$161,087				\$16,784	all	X	X	X				X	
Redwoods CCD	Dir-Admissions & Records	\$93,954		\$95,454				\$15,000	all	X	X	X			X		
Rio Hondo	Dir, Admission & Records	\$141,430	12	\$151,150	\$145,018	12		\$20,779	all	X	X	X	Employee Assistance Program-EAP		X	X	
San Joaquin Delta CC	Dir of Admissions & Records	\$108,950	25	\$111,151		25		\$17,432		X	X	X			X		
San Luis Obispo County CCD	Dir of Admissions & Records	\$89,508	20	\$103,620	\$89,508	20		\$8,231	all	X	X	X			X		
Santa Barbara CCD	Assoc Dean, Educational Programs	\$117,240	25	\$131,895	\$119,923	25		\$7,249	1	X	X	X	Long term disability			X	
Santa Clarita CCD	Dir, Admissions & Records	\$115,375		\$115,375	\$118,375			\$8,670	all		X	X	EAP and LTD			X	
Santa Monica CCD	VP - Enrollment Development	\$185,688		\$185,688	\$185,688			\$30,781	4	X	X	X				X	
Santa Rosa Jr College	Dir Admissions & Enrollment Svcs	\$107,928	11	\$113,324	\$107,928	11		\$22,432		X	X	X			X		
Shasta-Tehama-Trinity Jt CCD	Dir of Admissions & Records, Registrar (40%)	\$28,917		\$29,638				\$12,156	all	X	X	X					
Sierra CCD	Program Manager - Admissions & Records	\$97,007	24	\$124,769	\$97,007	24		\$13,833	all	X	X	X	AD&D			X	
Siskiyou Jt CCD	Dir, Enrollment Svcs	\$78,108	12	\$78,108	\$78,108	12		\$17,599	all	X	X	X			X		
Solano CC	Dir of Admissions & Records	\$102,183	29	\$105,183	\$104,583	29		\$25,190	3	X	X	X	EAP			X	
Southwestern College																	
Victor Valley CCD	Dir, Admissions & Records	\$111,540	25	\$128,271	\$114,540	25		\$12,376		X	X	X			X		
West Kern CCD	Registrar/Dir of Admissions	\$75,480	15	\$79,254	\$78,911	15		\$18,173		X	X	X		X	X		
X = YES	Average	\$114,788	22	\$125,854	\$117,116	21		\$17,259	42	42	44	40		0	4	26	12
_ = no answer; ___ = no	Median	\$111,540	24	\$122,161	\$115,175	23		\$16,950	3	3	1	5		45	41	19	33

2013 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	Maximum Annual Salary	W/ Longevity Pay					Maximum Annual Salary	Maximum Annual Salary	Total Value of Benefits Package	# Family Members Included	Health Benefits	Vision Benefits
Allan Hancock Jt CCD	Dean, Academic Affairs	\$121,242		\$123,242		X	1	X	\$9,236	all	X	X	X		
Antelope Valley College	Dean, Student Svcs & Activities	\$127,725	6	\$127,725	6	\$129,525	X	3	\$13,385	all	X	X	X		
Barstow CCD	Dean, Instruction	\$110,717		\$110,717		\$112,717	X	2	\$15,900	all	X	X	X	Income Protection	
Butte	Dean of Student Learning	\$112,124	24	\$134,844	\$115,166	24	\$137,886	X	2	\$15,404	all	X	X	X	
Cabrillo CC	Division Dean	\$136,529		\$136,529		\$140,057	X	1	\$25,737	all	X	X	X	Disability Insurance	
Cerritos College	Instructional Dean	\$158,304	7	\$158,304	7	\$158,304	X	1	\$20,735	all	X	X	X		
Chaffey College	Dean, Instructional Support	\$160,596		\$160,596		\$160,596	X	2	\$16,187	all	X	X	X		
Citrus CCD	Dean	\$164,714		\$164,714		\$168,832	X	1	\$18,858	all	X	X	X		
City College of San Francisco	Instructional Dean	\$166,611		\$166,611		\$166,611	X	1	\$14,087	2	X	X	X		
College of the Sequoias	Dean	\$137,143		\$138,943			X	1	\$14,769	all	X	X	X		
Compton CCD															
Copper Mountain CCD															
Desert CCD	Dean,	\$139,803		\$139,803		\$139,803	X	2	\$15,000	all	X	X	X	long term life	
El Camino CC	Dean	\$135,005		\$135,005			X	2	\$18,125		X	X	X		
Feather River College															
Gavilan Jt CCD	Dean	\$128,271		\$128,271		\$131,278	X	2	\$30,000						
Glendale CC	Dean, Instructional Svcs	\$128,988	24	\$169,260	\$131,376	24	\$171,648	X	2	\$13,172	2	X	X	X	
Hartnell CC	Dean	\$122,342		\$122,342		\$123,542	X	0	\$13,408	all	X	X	X		
Imperial CCD	Instructional Dean	\$150,558		\$155,558			X	1	\$16,450	all	X	X	X	EAP	
Lake Tahoe CC	Dean of Instruction	\$110,254	1	\$110,254	\$110,254	1	\$110,254	X	2	\$16,655	all	X	X	X	\$4,800 in-district allowance
Lassen CC															
Long Beach CCD	Instructional Dean	\$142,716		\$144,966			X	2	\$23,660	all	X	X	X	\$420 yr/cell phone stipend	
Marin CCD															
Mendocino-Lake CCD	Dean of Instruction	\$123,132	34	\$132,132	\$125,311	34	\$134,311	X	2	\$20,400	all	X	X	X	
Merced CCD	Instructional Dean	\$158,702		\$158,702		\$164,073	X	1	\$50,102		X	X	X		
MiraCosta CCD	Dean	\$188,082	15	\$188,082	\$190,082	15	\$190,082	X	3	\$20,705		X	X	X	
Monterey Peninsula College	Dean of Instruction	\$126,780	8	\$126,780	\$129,624	8	\$129,624	X	1	\$20,538	all	X	X	X	vision and life for employee only
Mt. San Antonio CCD	Division Dean	\$149,267	35	\$173,103	\$151,267	35	\$175,103	X	2	\$6,295		X	X	X	
Mt. San Jacinto CCD	Dean of Instruction	\$128,395		\$128,395		\$128,395	X	2	\$8,182	2	X	X	X		
Napa Valley CCD	Dean, Instruction & Economic Workforce Development	\$121,596	15	\$121,596	\$121,596	15	\$121,596	X	1	\$11,245	all	X	X	X	EAP & disability; \$6153 403B
Oholone CC	Dean, Arts & Social Science	\$141,372	20	\$152,242	\$152,242	20	\$152,242	X	2	\$2,120		X	X	X	LTD and EAP
Palo Verde CCD															
Palomar CCD	Arts, Media, Business & Computing Systems	\$196,855	41	\$196,855	\$196,855		X	2	\$24,525		X	X	X	Long Term Care	
Pasadena City College	Division Dean	\$158,587		\$161,087			X	1	\$16,784	all	X	X	X		
Redwoods CCD	Dean-Academic Affairs	\$117,395		\$118,895			X	1	\$15,000	all	X	X	X		
Rio Hondo	Dean, Instructional	\$152,257	12	\$161,977	\$155,845	12	\$165,565	X	1	\$21,525	all	X	X	X	Employee Assistance Program-EAP
San Joaquin Delta CC	Division Dean	\$127,734	25	\$129,935		25	X	1	\$17,432		X	X	X		
San Luis Obispo County CCD	Dean	\$111,516	20	\$129,096	\$111,519	20	\$129,096	X	3	\$8,231	all	X	X	X	
Santa Barbara CCD	Dean, Educational Programs	\$132,660	25	\$149,243	\$135,343	25	\$151,926	X	2	\$18,702	3	X	X	X	Long term disability
Santa Clarita CCD	Dean	\$141,517		\$144,517		\$144,517	X	2	\$12,087	all	X	X	X	EAP and LTD	
Santa Monica CCD	Dean, Instructional	\$156,735		\$156,735		\$156,735	X	1	\$24,004	2	X	X	X		
Santa Rosa Jr College	Dean II	\$120,276	11	\$126,289	\$122,681	11	\$128,814	X	2	\$22,432		X	X	X	
Shasta-Tehama-Trinity Jt CCD	Division Dean	\$114,628		\$116,431			X	1	\$12,156	all	X	X	X		
Sierra CCD	Dean	\$123,016	24	\$139,774	\$129,167	24	\$145,925	X	2	\$13,833	all	X	X	X	AD&D
Siskiyou Jt CCD	Dean, Instruction	\$122,591	7	\$122,591	\$123,791	7	\$123,791	X	1	\$17,599	all	X	X	X	
Solano CC	Dean	\$118,885	29	\$121,885	\$121,285	29	\$124,285	X		\$25,190	3	X	X	X	EAP
Southwestern College	Dean of Instructional Support Svcs	\$132,816	8	\$132,816	\$134,816	8	\$134,816	X	1	\$8,335		X	X	X	
Victor Valley CCD	Instructional Dean	\$135,696	25	\$156,050	\$138,696	25	\$159,050	X	4	\$12,376		X	X	X	
West Kern CCD															
X = YES	Average	\$137,003	19	\$144,384	\$139,190	18	\$144,094	42	2	22	\$17,156	40	39	39	36
_ = no answer; ___ = no	Median	\$132,738	20	\$139,774	\$134,911	20	\$139,930	0	2	20	\$16,319	2	3	3	6

2013 ACCCA Benchmark Survey for Single College Districts

POSITION 8: Director of Accounting		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 CCD	Dir, Business Svcs	\$107,721		\$109,721		1	X	\$2,983	all	X	X	X				X				
Antelope Valley College	Dir, Business Svcs	\$114,580	35	\$138,642	\$138,642	35	\$138,642	1	X	\$13,385	all	X	X	X	X		X			
Barstow CCD	Dir, Fiscal Svcs	\$84,117		\$84,117	\$86,117		\$86,117	1		\$15,900	all	X	X	X	X	Income Protection		X		
Butte	Dir of Business Svcs	\$106,722	24	\$128,346	\$109,764	24	\$131,388	2		\$15,404	all	X	X	X	X			X		
Cabrillo CC	Manager of Fiscal Svcs	\$101,880		\$101,880	\$105,408		\$105,408	1	X	\$25,737	all	X		X	X	Disability Insurance			X	
Cerritos College	Dir of Fiscal Svcs	\$139,032	7	\$139,032	\$139,032	7	\$139,032	1	X	\$20,735	all	X	X	X	X				X	
Chaffey College	Dir, Accounting Svcs	\$141,948		\$141,948	\$141,948		\$141,948	0	X	\$16,187	all	X	X	X	X					
Citrus CCD	Dir of Fiscal Svcs	\$145,445		\$145,445	\$149,081		\$149,081	1	X	\$18,858		X	X	X	X				X	
City College of San Francisco	Controller (Currently Vacant)	\$174,108		\$174,108	\$174,108		\$174,108	1		\$14,807	2	X		X	X					
College of the Sequoias	Chief Accounting Officer	\$112,559			\$114,359			1	X	\$14,769	all	X	X	X	X				X	
Compton CCD	Dir of Accounting			\$103,249				0		\$10,000	3	X	X	X	X	\$1,000			X	
Copper Mountain CCD																				
Desert CCD	Dir, Fiscal Svcs	\$139,803		\$139,803	\$139,803		\$139,803	1	X	\$15,000	all	X	X	X	X	long term care			X	
El Camino CC	Business Manager	\$135,005			\$135,005			0		\$18,125		X	X	X	X				X	
Feather River College																				
Gavilan Jt CCD	Dir of Business Svcs	\$116,689		\$116,689	\$120,889		\$120,889	2	X	\$30,000										
Glendale CC	Controller	\$128,988	24	\$169,260	\$131,376	24	\$171,648	0		\$24,598	4	X	X	X	X				X	
Hartnell CC	Controller	\$112,213		\$112,213	\$113,713		\$113,713	0		\$13,408	all	X	X	X	X				X	
Imperial CCD	Dir of Fiscal Svcs	\$124,896			\$124,896			1	X	\$16,450	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	\$133,392			\$135,642			2	X	\$23,660	all	X	X	X	X	\$420 yr/cell phone				
Marin CCD	Dir of Fiscal Svcs	\$108,670		\$108,670	\$108,670		\$108,670	0		\$23,063	1	X	X	X	X				X	
Mendocino-Lake CCD	Dir of Fiscal Svcs	\$110,236	34	\$119,236	\$112,415	34	\$121,415	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	0		\$13,596	0	X	X	X	X				X	
Monteary Peninsula College	Controller	\$73,632	22	\$73,632	\$73,632	23	\$76,272	1	X	\$20,568	all	X	X	X	X	vision and life for employee only			X	
Mt. San Antonio CCD	Assoc VP, Fiscal Svcs	\$158,643	35	\$183,948	\$160,643	35	\$185,948	2		\$6,295		X	X	X	X					
Mt. San Jacinto CCD	Dir of Budget & Accounting	\$110,334			\$110,334		\$110,334	2	X	\$9,273	3	X	X	X	X				X	
Napa Valley CCD	Dir, Fiscal Svcs	\$100,032	15	\$100,032	\$100,032	15	\$100,032	1		\$10,061	2	X	X	X	X	EAP & disability; \$5017 PERS Buyout			X	
Ohlone CC	Dir of Business Svcs	\$134,728	20	\$145,087	\$134,728	20	\$145,087	1		\$2,120		X	X	X	X	LTD and EAP			X	
Palo Verde CCD																				
Palomar CCD	Dir, Fiscal Svcs	\$173,962	41	\$173,962	\$173,962			2	X	\$24,525		X	X	X	X	Long Term Care			X	X
Pasadena City College	(Vacant) Dir, Fiscal Svcs	\$158,587			\$161,087	NA		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	Dir of Accounting	\$131,338	12	\$141,058	\$134,926	12	\$144,646	1	X	\$21,525	all	X	X	X	X	Employee Assistance Program		X	X	
San Joaquin Delta CC	Controller	\$127,734	25		\$129,935	25		1	X	\$17,432		X	X	X					X	
San Luis Obispo County CCD	Dir of Fiscal Svcs	\$96,336	20	\$111,516	\$96,336	20	\$111,516	1		\$8,231	all	X	X	X					X	
Santa Barbara CCD	Controller	\$117,240	25	\$131,895	\$119,923	25	\$134,578	0		\$18,702	4	X	X	X	X	Long term disability			X	
Santa Clarita CCD	Controller	\$120,095		\$120,095	\$123,095		\$123,095	2	X	\$16,914	all	X	X	X	X	EAP and LTD			X	
Santa Monica CCD	Dir, Fiscal Svcs	\$135,735		\$135,735	\$135,735		\$135,735	1		\$13,094	2	X	X	X	X				X	
Santa Rosa Jr College	Dir Fiscal Svcs	\$120,276	11	\$126,289	\$120,276	11	\$126,289	2	X	\$22,432		X	X	X	X				X	
Shasta-Tehama-Trinity Jt CCD	Comptroller	\$98,220			\$100,023			1		\$12,156	all	X	X	X	X				X	
Sierra CCD	Manager - Financial Svcs	\$97,007	24	\$124,769	\$97,007	24	\$124,769	1	X	\$13,833	all	X	X	X	X	AD&D			X	
Siskiyou Jt CCD	Controller	\$68,880	12	\$68,880	\$68,880	12	\$68,880	0		\$17,599	all	X	X	X					X	
Solano CC	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	\$118,476	9	\$118,476	\$120,476	9	\$120,476	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	0		\$12,376		X	X	X	X				X	
West Kern CCD	Dir of Business Svcs	\$91,746	15	\$96,333	\$95,177	15	\$99,764	1	X	\$18,173		X	X	X	X		X		X	
X = YES	Average	\$120,552	22	\$126,058	\$122,553	21	\$126,405	1	24	\$16,906	43	42	44	41		0	3	38	1	
_ = no answer; _ = no	Median	\$118,681	24	\$126,289	\$121,087	24	\$125,529	1	21	\$16,450	2	3	1	4		45	42	7	44	

2013 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 CCD	Dir, Plant Svcs	\$98,584	—	\$100,584	—	1	X	\$9,236	all	X	X	X			X			
Antelope Valley College	Dir, Facilities Svcs	\$102,849	35	\$126,428	\$126,428	35	1	X	\$13,385	all	X	X	X		X			
Barstow CCD	Dir, Maintenance & Oper	\$89,727	—	\$89,727	\$91,727	—	\$91,727	1	—	\$15,900	all	X	X	X	Income Protection		X	
Butte	Dir of Facilities Planning & Management	\$106,722	24	\$128,344	\$109,764	24	\$131,386	2	—	\$15,404	all	X	X	X		X		
Cabrillo CC	Dir, Facilities Planning & Plant Oper	\$123,836	—	\$123,836	\$127,364	—	\$127,364	1	X	\$25,737	all	X	—	X	X	Disability Insurance		X
Cerritos College	Dir of Physical Plan & Construction Svcs	\$139,032	7	\$139,032	\$139,032	7	\$139,032	1	X	\$20,735	all	X	X	X		X		
Chaffey College	Dir, Facilities, Oper & Engineering	\$128,580	—	\$128,580	\$128,580	—	\$128,580	0	X	\$16,187	all	X	X	X		—		
Citrus CCD	Dir of Facilities & Construction	\$144,181	—	\$144,181	\$147,786	—	\$147,786	1	X	\$18,858	all	X	X	X		X		
City College of San Francisco	Superint of Building & Grounds	\$118,123	—	\$118,123	\$118,123	—	\$118,123	1	—	\$14,807	2	X	—	X	X			
College of the Sequoias	Dean, Facilities & Facilities Planning	\$137,143	—	\$138,943	—	—	—	1	X	\$14,769	all	X	X	X		X		
Compton CCD	Dir of Facilities, Planning & Oper	\$122,020	—	—	—	—	—	0	—	\$10,000	3	X	X	X	\$1,000		X	
Copper Mountain CCD	Chief of Campus Facilities	\$103,495	—	\$103,495	\$103,495	—	\$103,495	2	—	\$13,782	1	X	X	X		X		
Desert CCD	Dir, Maintenance & Oper	\$119,831	—	\$119,831	\$119,831	—	\$119,831	1	X	\$15,000	all	X	X	X	long term care		X	
El Camino CC	Dir, Facilities, Planning & Svcs	\$135,005	—	\$135,005	\$135,005	—	\$135,005	0	—	\$18,125	—	X	X	X		X		
Feather River College	Dir of Facilities/IT	\$94,451	—	\$94,451	\$94,451	—	\$94,451	1	X	\$13,049	all	X	X	X		—		
Gavilan Jt CCD	Dir of Facilities	\$105,976	—	\$105,976	\$110,176	—	\$110,176	2	X	\$30,000	—	—	—	—		—		
Glendale CC	Dir, Facilities	\$122,784	24	\$161,136	\$125,172	24	\$163,524	0	—	\$24,472	4	X	X	X		X		
Hartnell CC	Dir of Facilities, Oper & Asset Manag	\$102,102	—	\$102,102	\$103,602	—	\$103,602	0	—	\$13,408	all	X	X	X		X		
Imperial CCD	Dir of Maintenance & Oper	\$124,896	—	\$124,896	—	—	—	1	X	\$16,450	all	X	X	X	EAP		X	
Lake Tahoe CC	Dir of Maintenance & Oper	\$78,120	25	\$85,932	\$78,120	25	\$85,932	1	X	\$16,655	all	X	X	X		X		
Lassen CC	Facilities Dir	\$95,000	—	\$82,000	—	—	—	1	X	\$16,000	all	X	X	X		X		
Long Beach CCD	Dir, District Facilities	\$133,392	—	\$135,642	—	—	—	2	X	\$23,660	all	X	X	X	\$420 yr/cell phone		—	
Marin CCD	Dir of Facilities Planning, Maintenance & O	\$108,670	—	\$108,670	\$108,670	—	\$108,670	0	—	\$23,063	1	X	X	X		X		
Mendocino-Lake CCD	Dir of Maintenance & Oper	\$95,051	34	\$104,051	\$97,230	34	\$106,230	2	—	\$20,400	2	X	X	X		—		
Merced CCD	Dir, Maint., Trans. & Facilities	\$127,792	—	\$127,792	\$133,163	—	\$133,163	1	—	\$43,593	—	X	X	X		—		
MiraCosta CCD	Dir Facilities	\$173,189	21	\$173,189	\$173,189	21	\$173,189	0	—	\$13,596	—	X	X	X		X		
Monterey Peninsula College		—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Mt. San Antonio CCD	Dir, Facilities Planning & Management	\$149,267	35	\$173,103	\$151,267	35	\$175,103	2	—	\$6,295	—	X	X	X		—		
Mt. San Jacinto CCD	District Maintenance & Oper Supervisor	\$98,282	—	\$98,282	—	—	\$98,282	0	—	\$9,273	3	X	X	X		X		
Napa Valley CCD	Dir, Facilities Svcs	\$104,964	15	\$104,964	\$104,964	15	\$104,964	1	—	\$11,239	all	X	X	X	Disability & EAP- \$5,716 PERS Buyout		X	
Ohlone CC	Dir of Facilities	\$121,488	20	\$130,829	\$121,488	20	\$130,829	2	—	\$2,120	—	X	X	X	LTD and EAP		X	
Palo Verde CCD		—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
Palomar CCD	Dir, Facilities	\$173,963	41	\$173,963	\$173,963	—	—	2	X	\$24,525	—	X	X	X	Long Term Care		X	
Pasadena City College	Vacant - Dir, Facilities & Engineering 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	Dir of Facilities Svcs	\$131,338	12	\$141,058	\$134,926	12	\$144,646	1	X	\$21,525	all	X	X	X	Employee Assistance Program-EAP		X	
San Joaquin Delta CC	Dir of Facilities Management	\$120,220	25	\$122,421	25	—	—	1	X	\$17,892	—	X	X	—		X		
San Luis Obispo County CCD	Dir of Facilities Svcs	\$101,148	20	\$117,096	\$101,148	20	\$117,096	1	—	\$8,231	all	X	X	X		X		
Santa Barbara CCD	Dir - Facilities & Campus Development	\$117,240	25	\$131,895	\$119,923	25	\$134,578	0	—	\$7,249	1	X	X	X	Long term disability		X	
Santa Clarita CCD	Facilities Manager	\$80,000	—	\$80,000	\$83,000	—	\$83,000	2	X	\$7,870	all	—	X	X	EAP and LTD		X	
Santa Monica CCD	Chief Dir - Facilities Management	\$135,735	—	\$135,735	\$135,735	—	\$135,735	1	—	\$30,780	4	X	X	X		X		
Santa Rosa Jr College	Dir, Facilities Oper	\$102,048	11	\$107,150	\$102,048	11	\$107,150	2	X	\$22,432	—	X	X	X	5% Longevity		X	
Shasta-Tehama-Trinity Jt CCD	Dir of Physical Plant	\$98,220	—	\$100,023	—	—	—	1	—	\$12,156	all	X	X	X		X		
Sierra CCD	Deputy Dir-Facilities & Oper	\$123,808	24	\$159,240	\$123,808	24	\$159,240	1	X	\$13,833	all	X	X	X	AD&D		X	
Siskiyou Jt CCD	Dir, Maintenance, Oper & Transportation	\$76,296	12	\$76,296	\$76,296	12	\$76,296	0	—	\$17,599	all	X	X	—		X		
Solano CC	Dir of Facilities	\$102,183	29	\$105,183	\$104,583	29	\$107,583	—	—	\$25,190	3	X	X	X	EAP		X	
Southwestern College	Dir of Facilities, Oper & Planning	\$118,476	9	\$118,476	\$120,476	9	\$120,476	1	X	\$8,335	—	X	X	X		X		
Victor Valley CCD	Dir, Facilities Construction	\$111,540	25	\$128,271	\$114,540	25	\$131,271	0	—	\$12,376	—	X	X	X		X		
West Kern CCD	Dir of Maintenance & Oper	\$83,216	15	\$87,377	\$86,647	15	\$90,808	1	X	\$18,173	—	X	X	X		X		
X = YES	Average	\$115,617	22	\$122,745	\$117,098	21	\$121,243	1	24	\$16,705	44	44	46	42	0	4	37	1
_ = no answer; _ = no	Median	\$117,240	24	\$123,836	\$118,977	24	\$120,154	1	23	\$15,900	3	3	1	5	47	43	10	46

2013 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 CCD	Dir, Information Technology Svcs	\$121,242	—	\$123,242	—	1	X	\$5,574	all	X	X	X	X	
Antelope Valley College	Dir of Information Technology	\$114,580	35	\$140,848	\$140,848	6	—	\$13,385	all	X	X	X	X	
Barstow CCD	—	—	—	—	—	—	—	—	—	—	—	—	—	
Butte	Dir of Information Technology-Systems-Chief T	\$112,121	24	\$134,844	\$115,163	24	—	\$15,404	all	X	X	X	X	
Cabrillo CC	Dir, Information Technology	\$123,836	—	\$123,836	\$127,364	—	—	\$127,364	all	X	—	X	X	Disability Insurance
Cerritos College	Dir of Information Technology	\$158,304	7	\$158,304	\$158,304	7	—	\$158,304	all	X	X	X	X	
Chaffey College	Dir, Technical Svcs	\$135,096	—	\$135,096	\$135,096	—	—	\$135,096	all	X	X	X	X	
Citrus CCD	Chief Information Svcs Officer	\$173,390	—	\$173,390	\$177,725	—	—	\$177,725	all	X	X	X	X	
City College of San Francisco	Information Technology	\$145,600	—	\$145,600	\$145,600	—	—	\$145,600	2	X	—	X	X	
College of the Sequoias	Dean, Computer Svcs	\$137,143	—	\$138,943	—	—	—	\$138,943	all	X	X	X	X	
Compton CCD	—	—	—	—	—	—	—	—	—	—	—	—	—	
Copper Mountain CCD	Dir of Information Systems	\$94,137	—	\$94,137	\$94,137	—	—	\$94,137	2	X	X	X	X	
Desert CCD	Chief Technology Officer	\$139,803	—	\$139,803	\$139,803	—	—	\$139,803	all	X	X	X	X	long term care
El Camino CC	Dir, Information Technology	\$135,005	—	\$135,005	—	—	—	\$135,005	—	X	X	X	X	
Feather River College	—	—	—	—	—	—	—	—	—	—	—	—	—	
Gavilan Jt CCD	Dir of Management Information Systems	\$96,334	—	\$96,334	\$100,534	—	—	\$100,534	2	X	—	—	—	
Glendale CC	Assoc VP, Information Technology	\$135,528	24	\$177,840	\$137,916	24	—	\$180,228	2	X	X	X	X	
Hartnell CC	Assoc VP for Admin Inform	\$141,759	—	\$141,759	\$143,259	—	—	\$143,259	all	X	X	X	X	
Imperial CCD	VP of Student Svcs, Technology, & Research	\$163,527	—	\$168,527	—	—	—	\$168,527	all	X	X	X	X	EAP
Lake Tahoe CC	Dir of Computer Svcs	\$88,392	25	\$97,231	\$88,392	25	—	\$97,231	all	X	X	X	X	
Lassen CC	—	—	—	—	—	—	—	—	—	—	—	—	—	
Long Beach CCD	Assoc VP, Instructional & Inform	\$157,848	—	\$160,098	—	—	—	\$160,098	all	X	X	X	X	\$420 yr/cell phone stipend
Marin CCD	Dir of Information Technology	\$123,827	—	\$123,827	\$123,827	—	—	\$123,827	1	X	X	X	X	
Mendocino-Lake CCD	Dir of Information Technology	\$119,224	34	\$128,224	\$121,403	34	—	\$130,403	all	X	X	X	X	
Merced CCD	VP of Technology & Institutional Resea	\$205,143	—	\$205,143	\$210,514	—	—	\$210,514	—	X	X	X	X	
MiraCosta CCD	Dean	\$188,082	15	\$188,082	\$190,082	15	—	\$190,082	—	X	X	X	X	
Monteary Peninsula College	Dir of Information Systems	\$108,900	22	\$108,900	\$108,900	22	—	\$108,900	all	X	X	X	X	Vision and life employee only
Mt. San Antonio CCD	Chief Information Technology Officer	\$177,284	35	\$205,595	\$179,284	35	—	\$207,595	—	X	X	X	X	
Mt. San Jacinto CCD	Dean of Information Technology	\$128,395	—	\$128,395	—	—	—	\$128,395	1	X	X	X	X	
Napa Valley CCD	Dir, Information Technology	\$115,788	15	\$115,788	\$115,788	15	—	\$115,788	all	X	X	X	X	EAP & Disability; \$6,103 PERS Buyout
Oholone CC	Assoc VP IT/CIO	\$155,580	—	\$155,580	\$155,580	—	—	\$155,580	—	X	X	X	X	LTD and EAP
Palo Verde CCD	Dir of Information Technology	\$91,176	25	\$122,172	\$91,176	25	—	\$122,172	all	X	X	X	X	
Palomar CCD	Dir, Information Svcs	\$196,855	41	\$19,685	\$196,855	—	—	\$196,855	—	X	X	X	X	Long Term Care
Pasadena City College	Dir, Information Technology Svcs	\$158,587	—	\$161,087	—	—	—	\$161,087	all	X	X	X	X	Annual cell phone allowance \$600
Redwoods CCD	Manager Information Technology	\$95,409	—	\$96,909	—	—	—	\$96,909	all	X	X	X	X	
Rio Hondo	Dir, Information Technology	\$152,257	12	\$161,977	\$165,565	12	—	\$175,285	all	X	X	X	X	
San Joaquin Delta CC	Dir of IT & Data Center Svcs	\$139,000	25	\$141,206	5	—	—	\$141,206	—	X	X	X	X	
San Luis Obispo County CCD	Dir of Computer Svcs	\$103,620	20	\$119,964	\$103,620	20	—	\$119,964	all	X	X	X	—	
Santa Barbara CCD	VP, Information Technology	\$150,096	25	\$168,858	\$152,779	25	—	\$171,541	0	—	—	—	X	Long term disability
Santa Clarita CCD	Dir, Information Technology Systems	\$125,698	—	\$125,698	\$128,698	—	—	\$128,698	all	X	X	X	X	EAP and LTD
Santa Monica CCD	Dir of Management Information Systems	\$137,064	—	\$137,064	\$137,064	—	—	\$137,064	3	X	X	X	X	
Santa Rosa Jr College	Dir, Information Technology	\$126,816	11	\$133,156	\$126,816	11	—	\$133,156	—	X	X	X	X	5% Longevity
Shasta-Tehama-Trinity Jt CCD	Assoc VP of Information Svcs a	\$120,359	—	\$122,162	—	—	—	\$122,162	all	X	X	X	X	
Sierra CCD	Chief Technology Officer	\$143,324	24	\$184,341	\$143,324	24	—	\$184,341	all	X	X	X	X	AD&D
Siskiyou Jt CCD	Dir, Information Technology	\$63,576	12	\$63,576	\$63,576	12	—	\$63,576	all	X	X	X	—	
Solano CC	Chief Information System Officer	\$118,886	29	\$121,886	\$121,286	29	—	\$124,286	3	X	X	X	X	EAP
Southwestern College	Dir of Inst. Technology & CIO	\$144,360	9	\$144,360	\$146,360	9	—	\$146,360	2	X	X	X	X	
Victor Valley CCD	Exec Dean, Information Technology	\$135,696	25	\$156,050	\$138,696	25	—	\$159,050	—	X	X	X	X	
West Kern CCD	Dir, Information Svcs	\$111,518	15	\$117,094	\$114,949	15	—	\$120,525	—	X	X	X	X	
X = YES	Average	\$133,559	22	\$136,173	\$135,908	19	1	23	\$17,385	42	41	43	41	
_ = no answer; _ = no	Median	\$135,096	24	\$135,096	\$137,064	21	1	22	\$16,655	3	4	2	4	

2013 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		Years to Maximum Longevity											
Allan Hancock Jt CCD	Admin. Assistant to the Supt/President	\$75,961	—	\$77,961	—	\$9,190	all	X	X	X	X		X	—	—	—
Antelope Valley College	Exec Assist to the President	\$71,752	35	\$71,752	35	\$88,202	\$13,385	all	X	X	X	X	X	—	—	—
Barstow CCD	Exec Assist to the President	\$67,422	—	\$67,422	—	\$69,422	\$15,900	all	X	X	X	X	Income Protection	X	—	—
Butte	Exec Assist to the President/Superintenden	\$66,452	24	\$79,917	24	\$82,959	\$15,404	all	X	X	X	X		X	—	—
Cabrillo CC	Exec. Asst. to the Supt/President	\$64,571	15	\$64,571	20	\$75,870	\$25,737	all	X	—	X	X	Disability Insurance	X	—	—
Carritos College	Exec Assist to the President	\$79,776	7	\$79,776	7	\$79,776	\$20,735	all	X	X	X	X		X	—	—
Chaffey College	Exec Assist II	\$88,668	—	\$88,668	—	\$88,668	\$16,301	all	X	X	X	X		X	—	—
Citrus CCD	Exec Assist to the Supt/President	\$84,072	29	\$107,268	29	\$107,268	\$18,858	all	X	X	X	X		X	—	—
City College of San Francisco	Special Assist to Chancellor	\$134,638	—	\$134,638	—	\$134,638	\$14,087	2	—	—	X	X		X	—	—
College of the Sequoias	Executive Admin Assist	\$85,362	—	\$87,162	—	\$87,162	\$14,769	all	X	X	X	X		X	—	—
Compton CCD	Exec Assist to the CEO	000,000	10	\$65,520	000,000	—	\$10,000	0	—	—	—	\$1,000	X	—	—	—
Copper Mountain CCD	Exec. Assist to the Supt/President	\$73,562	20	\$74,642	20	\$74,642	\$13,782	2	X	X	X	X		X	—	—
Desert CCD	Exec Admin Assist to the Supt/Pres and	\$79,888	—	\$79,888	—	\$79,888	\$15,000	all	X	X	X	X	long term care	—	—	X
El Camino CC	Exec Assist to Superintendent	\$86,088	25	\$87,888	25	\$87,888	\$18,125	—	X	X	X	X	6000month depend on work at Compton Educational Center	X	—	—
Feather River College	Admin Assist	\$57,816	—	\$57,816	—	\$57,816	\$13,049	all	X	X	X	X		X	—	—
Gavilan Jt CCD	Exec Assist to the Supt/President	\$75,346	—	\$75,346	—	\$79,546	\$30,000	—	—	—	—	—		—	—	—
Glendale CC	Secretary to the Supt/President	\$80,688	24	\$105,864	24	\$108,252	\$24,414	3	X	X	X	X		X	—	—
Hartnell CC	Senior Exec Assist	\$66,444	15	\$69,766	15	\$69,766	\$13,408	all	X	X	X	X		X	—	X
Imperial CCD	Exec Assist to Supt/President	\$96,876	—	\$96,876	—	\$96,876	\$16,450	all	X	X	X	X	EAP	X	—	—
Lake Tahoe CC	Admin Assist to Supt/Preside	\$56,676	25	\$62,344	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	—	\$55,000	\$16,000	all	X	X	X	—		X	—	—
Long Beach CCD	Exec Assist to Supt/President	\$77,628	30	\$77,628	30	\$77,628	\$23,660	all	X	X	X	X		X	—	—
Marin CCD	Exec Assist	\$89,427	—	\$89,427	—	\$89,427	\$23,063	1	X	X	X	X		X	—	—
Mendocino-Lake CCD	Exec Asst II-Supt/President	\$68,425	34	\$77,425	34	\$79,604	\$20,400	all	X	X	X	X		X	—	—
Merced CCD	Exec Assist to Sup/President	\$81,017	—	\$81,017	—	\$86,388	\$33,743	—	X	X	X	X		X	—	—
MiraCosta CCD	Exec Assist to the Supt	\$100,015	21	\$100,015	21	\$100,015	\$13,596	1	X	X	X	X		—	—	—
Monteary Peninsula College	Exec Assist to the President	\$59,616	23	\$63,936	23	\$63,936	\$20,568	all	X	X	X	X	vision and life for employee only	X	—	—
Mt. San Antonio CCD	Exec Assist to the President & the Board	\$99,669	30	\$118,931	30	\$118,931	\$9,042	—	X	X	X	X		X	—	—
Mt. San Jacinto CCD	Dir, Supt/President's Office	\$110,334	—	\$110,334	—	\$110,334	\$10,335	1	X	X	X	X		—	—	X
Napa Valley CCD	Exec Assist to the Supt/President	\$82,320	15	\$82,320	15	\$82,320	\$9,079	all	X	X	X	X	EAP, disability, PERS BO 4270	X	—	—
Ohlone CC	Assist to the President/Superint	\$97,345	20	\$104,829	20	\$104,829	\$2,120	—	—	X	X	X	LTD and EAP	—	—	X
Palo Verde CCD	Admin Assist to the Supt/Pre	\$71,064	25	\$95,232	25	\$95,232	\$14,807	all	X	X	X	X		X	—	—
Palomar CCD	Exec Assist to the Supt/Governin	\$111,597	41	\$111,597	—	\$111,597	\$24,525	—	X	X	X	X	Long Term Care	X	—	—
Pasadena City College	Vacant - Exec Assist to the President/Conf	\$75,652	30	\$87,577	30	\$87,577	\$16,784	all	X	X	X	X		X	—	—
Redwoods CCD	Assist to the President	\$65,811	—	\$67,311	—	\$67,311	\$15,000	all	X	X	X	X		X	—	—
Rio Hondo	Exec Assist to the Supt/President	\$96,093	30	\$101,841	30	\$101,841	\$20,779	all	X	X	X	X	Employee Assistance Program-EAP	X	—	—
San Joaquin Delta CC	Exec Secretary to Supt/President	\$66,660	25	\$66,660	25	\$66,660	\$17,432	—	X	X	X	—		X	—	—
San Luis Obispo County CCD	Exec Assist, Supt/President and	\$69,624	20	\$80,592	20	\$80,592	\$8,231	all	X	X	X	—		X	—	—
Santa Barbara CCD	Exec Assist to the President - Board	\$69,816	25	\$78,543	25	\$81,226	\$7,249	1	X	X	X	X	Long term disability	—	X	—
Santa Clarita CCD	Admin Assist V - Chancellor	\$67,740	18	\$100,994	18	\$100,994	\$6,633	all	X	X	X	X	EAP and LTD	X	—	—
Santa Monica CCD	Admin Assist IV- Confidential	\$65,928	—	\$65,928	—	\$65,928	\$30,768	3	X	X	X	X		X	—	—
Santa Rosa Jr College	Exec Assist to the Supt/Preside	\$70,320	21	\$84,384	11	\$84,384	\$22,432	—	X	X	X	X		X	—	—
Shasta-Tehama-Trinity Jt CCD	Assist to the President	\$76,069	—	\$77,872	—	\$77,872	\$12,156	all	X	X	X	X		—	—	X
Sierra CCD	Exec Assist to the President	\$79,201	24	\$101,867	24	\$101,867	\$13,833	all	X	X	X	X	AD&D	X	—	—
Siskiyou Jt CCD	Exec Assist - Board & President	\$63,624	12	\$63,624	12	\$63,624	\$17,599	all	X	X	X	—		X	—	—
Solano CC	Executive Coordinator - Supt/President	\$67,704	2	\$74,474	15	\$76,874	\$25,190	3	X	X	X	X	EAP	X	—	—
Southwestern College	Ex. Asst. to the Supt/President	\$83,856	9	\$83,856	9	\$85,856	\$8,335	2	X	X	X	X		—	X	—
Victor Valley CCD	Exec Assist	\$73,416	25	\$84,428	25	\$87,428	\$12,376	—	X	X	X	X		X	—	—
West Kern CCD	Assist to the Supt/President	\$83,216	15	\$87,377	15	\$90,808	\$18,173	—	X	X	X	X		X	—	—
X = YES	Average	\$78,547	22	\$85,525	22	\$86,845	\$16,513	45	45	47	43		40	3	5	0
_ = no answer; _ = no	Median	\$75,807	24	\$82,320	24	\$85,856	\$15,900	4	4	2	6		9	46	44	49

2013 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 CCD	Nancy Meddings	\$114,281		\$116,281		\$2,550	all	X	X	X	X					X
Antelope Valley College	Dean, Instructional Resources-Ext Svcs & Language	\$127,725		\$129,525	6	\$13,385	all	X	X	X	X					X
Barstow CCD																
Butte	Dean of Student Learning	\$112,124		\$115,166	24	\$15,404	all	X	X	X	X					X
Cabrillo CC	Dir,Library/Learning Resources	\$106,975		\$110,503		\$25,737	all	X		X	X	Disability Insurance				X
Cerritos College	Dean of the Library & Educational Technologies	\$158,304		\$158,304	7	\$20,735	all	X	X	X	X					X
Chaffey College	Assoc Dean, Library/Learning Resources	\$152,856		\$152,856		\$16,187	all	X	X	X	X					
Citrus CCD																
City College of San Francisco	Assoc. Dean Instructional Support Svcs	\$145,457		\$145,457		\$14,087	2	X		X	X					
College of the Sequoias	Director, Learning Resource Center	\$124,244		\$126,044		\$14,769	all	X	X	X	X					X
Compton CCD																
Copper Mountain CCD																
Desert CCD	Asso. Dean, School of Library, Learning Resources	\$139,803		\$139,803		\$15,000	all	X	X	X	X	long term care				X
El Camino CC	Dir, Learning Resources	\$117,523		\$117,523		\$18,125		X	X	X	X					X
Feather River College	LRC Dir	\$86,627		\$86,627		\$13,049	all	X	X	X	X					X
Gavilan Jt CCD																
Glendale CC	Assoc Dean, Library & Learning Resources	\$116,832		\$119,220	24	\$21,977	2	X	X	X	X					X
Hartnell CC	Dean of Math, Science & Engineering & Library Serv	\$122,432		\$123,742		\$13,408	all	X	X	X	X					X
Imperial CCD																
Lake Tahoe CC	Dir of Library & Media Svcs	\$99,246		\$101,415	27	\$16,655	all	X	X	X	X	12 month faculty position.				
Lassen CC																
Long Beach CCD																
Marin CCD	Dir of Learning Resources	\$108,670		\$108,670		\$23,063	1	X	X	X	X					X
Mendocino-Lake CCD	Dir of MESA/Learning Center	\$83,402		\$92,402	34	\$20,400	all	X	X	X	X					
Merced CCD	Dir. Learning Resources Center	\$137,877		\$143,248		\$45,718		X	X	X	X					
MiraCosta CCD																
Monterey Peninsula College																
Mt. San Antonio CCD	Dean, Library & Learning Resources	\$149,267		\$151,267	35	\$6,295		X	X	X	X					
Mt. San Jacinto CCD	Dean of Instruction, Library & Technology	\$128,395		\$128,395		\$8,182	2	X	X	X	X					X
Napa Valley CCD	Dean, Library & Learning Resources	\$115,788		\$115,788	15	\$10,848	all	X	X	X	X	EAP & disability, 80301-4000; 2 party medical DVD				X
Oholone CC	Dean of Business, Technology & Learning Resource	\$141,372		\$141,372	20	\$2,120			X	X	X	LTD and EAP				X
Palo Verde CCD																
Palomar CCD																
Pasadena City College																
Redwoods CCD																
Rio Hondo	Dean, Library & Instructional Support	\$144,947		\$148,535	12	\$21,525	all	X	X	X	X	Employee Assistance Program				X
San Joaquin Delta CC																
San Luis Obispo County CCD	Dir of Library/Learning Resources & Distanc	\$101,148		\$101,148	20	\$8,231	all	X	X	X						X
Santa Barbara CCD	Professor/Dir - Learning Resource Center	\$89,668		\$92,351	41	\$19,625	3	X	X	X	X	Long term disability				
Santa Clarita CCD	Dean, Education Technology, Learning Resources and	\$137,957		\$140,957		\$16,625	all	X	X	X	X	EAP and LTD				X
Santa Monica CCD	Dean, Library Resources	\$156,734		\$156,734		\$10,909	1	X	X	X	X					X
Santa Rosa Jr College	Dean III, Learning Resources & Educational Techn	\$126,816		\$129,352	11	\$22,432		X	X	X	X					X
Shasta-Tehama-Trinity Jt CCD	Assoc Dean Library Svcs	\$108,395		\$110,197		\$12,156	all	X	X	X	X					X
Sierra CCD	Dean - LRC	\$123,016		\$129,167	24	\$13,833	all	X	X	X	X	AD&D				X
Siskiyou Jt CCD	Assist Dean, Learning Resources	\$96,763		\$97,963	7	\$17,599	all	X	X	X						X
Solano CC																
Southwestern College																
Victor Valley CCD																
West Kern CCD	Dir, Library/Learning Resources	\$101,150		\$104,581	15	\$18,173		X	X	X	X					X
X = YES	Average	\$121,800		\$123,697	20	\$16,090	30	29	31	29			0	0	0	24
_ = no answer; ___ = no	Median	\$122,432		\$123,742	20	\$15,404	1	2	0	2			31	31	31	7

2013 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 CCD	Dir, Student Financial Aid	\$92,923		\$92,923													
Antelope Valley College																	
Barstow CCD																	
Butte	Dean of Financial Aid & Special Programs	\$112,124		\$115,166	24	\$137,886	\$15,404	all	X	X	X	X					X
Cabrillo CC	Dir of Business Svcs	\$123,836		\$123,836		\$127,364	\$25,737	all	X			X	Disability Insurance			X	
Carritos College																	
Chaffey College	Dir, Financial Aid	\$119,412		\$119,412		\$119,412	\$16,187	all	X	X	X	X					
Citrus CCD	Dir of Financial Aid	\$129,186		\$132,416		\$132,416	\$18,858	all	X	X	X	X				X	
City College of San Francisco	Dean of Financial Aid	\$152,002		\$152,002		\$152,002	\$14,087	2	X		X	X					
College of the Sequoias	Dir of Financial Aid	\$109,815		\$111,615			\$14,769	all	X	X	X	X				X	
Compton CCD	Dir of Financial Aid				5	\$110,039	\$10,000	0	X	X	X	X	\$1,000			X	
Copper Mountain CCD	Dir of Financial Aid	\$104,309		\$104,309		\$104,309	\$18,881	2	X	X	X	X			X		
Desert CCD	Dir, Financial Aid	\$119,831		\$119,831		\$119,831	\$15,000	all	X	X	X	X	long term care			X	
El Camino CC	Dir Financial Aid & Scholarship	\$117,523		\$117,523		\$117,523	\$18,125		X	X	X	X				X	
Feather River College	Financial Aid Dir	\$64,222		\$64,222		\$64,222	\$13,049	all	X	X	X	X				X	
Gavilan Jt CCD	Dir of Financial Aid	\$83,185		\$83,185		\$87,385	\$30,000										
Glendale CC	Assoc Dean, Student Financial Aid	\$116,832		\$119,220	24	\$155,748	\$21,977	2	X	X	X	X					X
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			\$16,450	all	X	X	X	X	EAP		X	X	
Lake Tahoe CC	VP, Admin Svcs	\$125,974		\$125,974	1	\$125,974	\$16,655	all	X	X	X	X	(includes allowance of \$400 per month or \$5,200 annually)				X
Lassen CC																	
Long Beach CCD	Dir, Financial Aid	\$124,656		\$126,906			\$23,600	all	X	X	X	X					
Marin CCD	Dir of Financial Aid & Career Svcs	\$108,670		\$108,670		\$108,670	\$23,063	1	X	X	X	X					X
Mendocino-Lake CCD	Assist Dean-Financial Aid/EOPS	\$110,236		\$119,236	34	\$119,253	\$23,232		X	X	X	X					
Merced CCD																	
MiraCosta CCD	Dir, Financial Aid & Scholarships	\$157,184		\$157,184	21	\$157,184	\$13,596	3	X	X	X	X				X	
Monterey Peninsula College	Dir, Student Financial Svcs	\$73,632		\$73,632	22	\$76,272	\$20,568	all	X	X	X	X	vision and life for employee only			X	
Mt. San Antonio CCD	Dir, Financial Aid	\$139,964		\$141,964	35	\$146,185	\$6,295		X	X	X	X					
Mt. San Jacinto CCD																	
Napa Valley CCD	Dean, Financial Aid/EOPS/Pre-College TRIO Programs	\$110,256		\$110,256	15	\$110,256	\$9,375	1	X	X	X	X	EAP and Disability; \$5719 PERS BO				X
Oholone CC	Dir, Financial Aid	\$104,729		\$104,729	20	\$112,782	\$2,120		X	X	X	X	LTD and EAP			X	
Palo Verde CCD	Dir of Financial Aid & Scholarships	\$85,428		\$85,428	25	\$114,480	\$14,807	all	X	X	X	X			X	X	
Palomar CCD																	
Pasadena City College	Assist Dean, Scholarships & Financial Aid	\$161,087		\$161,087			\$16,784	all	X	X	X	X					X
Redwoods CCD	Dir Enrollment & Financial Aid Svcs	\$109,020		\$110,520			\$15,000	all	X	X	X	X				X	
Rio Hondo	Dir, Financial Aid & Veterans Svcs	\$131,338		\$134,926	12	\$144,646	\$21,525	all	X	X	X	X	Employee Assistance Program-EAP				X
San Joaquin Delta CC	Dir of Financial Aid	\$116,463		\$118,664	25		\$17,432		X	X	X					X	
San Luis Obispo County CCD																	
Santa Barbara CCD	Dir, Financial Aid	\$96,252		\$98,935	25	\$110,968	\$7,249	1	X	X	X	X	Long term disability			X	
Santa Clarita CCD	Dir, Financial Aid	\$104,998		\$107,998		\$107,940	\$16,914	all	X	X	X	X				X	
Santa Monica CCD	Assoc Dean, Financial Aid/Scholarships	\$142,101		\$142,101		\$142,101	\$18,805	4	X	X	X	X					X
Santa Rosa Jr College	Dir Student Financial Svcs	\$113,808		\$113,808	11	\$119,498	\$22,432									X	
Shasta-Tehama-Trinity Jt CCD	Dir of Financial Aid	\$88,046		\$89,849			\$12,156	all	X	X		X				X	
Sierra CCD	Manager, Financial Aid Svcs	\$97,007		\$101,857	24	\$124,769	\$13,833	all	X	X	X	X				X	
Siskiyou Jt CCD																	
Solano CC	Dir Financial Aid	\$102,183		\$104,583	29	\$107,583	\$25,190	3	X	X	X	X	EAP			X	
Southwestern College	Dir-Financial Aid	\$110,004		\$112,004	9	\$112,004	\$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		\$68,633	15	\$71,893	\$18,173		X	X	X	X			X	X	
X = YES	Average	\$110,928		\$112,355	20	\$118,447	\$16,447	36	35	35	36			0	4	24	8
_ = no answer; ___ = no	Median	\$110,256		\$113,808	23	\$119,253	\$16,450	4	5	5	4			40	36	16	32

2013 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 CCD	Dir, Public Affairs & Publications	\$98,584		\$100,584		\$9,604	all	X	X	X	X				X	
Antelope Valley College	Dir, Public & Governmental Relns.	\$102,850		\$102,850	35	\$126,428		all	X	X	X				X	
Barstow CCD	Dir, Public Information	\$84,117		\$86,117		\$15,900	all	X	X	X	X	income protection			X	
Butte	Dir of Public Relations & Marketing	\$97,697		\$90,739	24	\$108,508		X	X	X	X				X	
Cabrillo CC	Dir of Marketing & Communications	\$106,975		\$106,975		\$25,737	all	X		X	X	Disability Insurance			X	
Carritos College	Dir of Public & Government Relations	\$158,304		\$158,304	7	\$158,304		all	X	X	X				X	
Chaffey College	Dir, Marketing & Public Relations	\$128,580		\$128,580		\$16,187	all	X	X	X	X					
Citrus CCD	Exec. Dir. Development/External Relations	\$151,577		\$155,366		\$18,858	all	X	X	X	X				X	
City College of San Francisco																
College of the Sequoias	Public Information/Marketing Coordinator	\$83,280		\$85,080		\$14,769	all	X	X	X	X		X			
Compton CCD																
Copper Mountain CCD																
Desert CCD																
El Camino CC	Dir, Community Relations	\$127,928		\$127,928		\$18,125		X	X	X	X				X	
Feather River College																
Gavilan Jt CCD	Dir of Public Information	\$96,334		\$96,334		\$100,534										
Glendale CC																
Hartnell CC	Foundation Exec Dir	\$122,342		\$123,842		\$13,408	all	X	X	X	X				X	
Imperial CCD																
Lake Tahoe CC	Public Information Officer	\$61,032		\$61,032	25	\$67,135						Part-time position.			X	
Lassen CC																
Long Beach CCD	Dir, College Advancement, Public Affairs and	\$133,392		\$135,642		\$23,660	all	X	X	X	X					
Marin CCD	Exec Dir of Communications, Community Re	\$123,827		\$123,827		\$123,827	1	X	X	X	X				X	
Mendocino-Lake CCD																
Merced CCD																
MiraCosta CCD	Dir, Public & Governmental Relations, Marketi	\$162,522		\$162,522	21	\$162,522	1	X	X	X	X				X	
Monterey Peninsula College																
Mt. San Antonio CCD	Dir, Marketing & Public Affairs	\$139,964		\$141,964	35	\$146,185		X	X	X	X					
Mt. San Jacinto CCD	Dir of Public Information	\$99,300		\$99,300		\$99,300	1	X	X	X	X				X	
Napa Valley CCD																
Oholone CC	Dir of College Advancement/Public Relations	\$131,006		\$131,006	20	\$141,079		X	X	X	X	LTD and EAP			X	
Palo Verde CCD																
Palomar CCD	Dir Communication, Marketing & Public Affairs	\$96,486		\$96,486		\$24,525		X	X	X	X	Long Term Care		X		
Pasadena City College																
Redwoods CCD	Communications & Marketing Manager/Public Relation	\$89,109		\$90,609		\$15,000	all	X	X	X	X				X	
Rio Hondo	Dir, Marketing & Communications	\$121,906		\$125,494	12	\$135,214		all	X	X	X	Employee Assistance Program-EAP			X	
San Joaquin Delta CC																
San Luis Obispo County CCD	Dir Foundation/Institutional Advancement	\$96,336		\$96,336	20	\$129,096		all	X	X	X				X	
Santa Barbara CCD	Dir, Marketing & Publications	\$101,124		\$103,807	25	\$116,448		1	X	X	X	Long term disability			X	
Santa Clarita CCD	Interim, Managing Dir, District Communication	\$111,321		\$114,321		\$114,321		all	X	X	X				X	
Santa Monica CCD	Senior Dir, Government Relations/Institutions	\$185,688		\$185,688		\$185,688		3	X	X	X					X
Santa Rosa Jr College	Dir Communication & Marketing	\$96,804		\$96,804	11	\$101,644									X	
Shasta-Tehama-Trinity Jt CCD																
Sierra CCD	Manager, Marketing/Public Relations	\$97,007		\$101,857	24	\$124,769		all	X	X	X				X	
Siskiyou Jt CCD	Dir II, Institutional Advancement	\$96,763		\$97,963	7	\$97,963		all	X	X	X				X	
Solano CC	Exec. Dir. Institutional Advancement	\$118,886		\$121,286	29	\$124,286		3	X	X	X	EAP			X	
Southwestern College	Chief PIO & Gov Relations Officer	\$118,476		\$120,476	9	\$120,476		2	X	X	X				X	
Victor Valley CCD	Dir, Marketing/Public Information	\$111,540		\$114,540	25	\$131,271			X	X	X				X	
West Kern CCD																
X = YES	Average	\$113,783		\$115,114	21	\$123,980		\$15,657	28	28	29	27	1	1	25	1
_ = no answer; ___ = no	Median	\$109,148		\$110,648	23	\$124,528		\$15,652	4	4	3	5	31	31	7	31

2013 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	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 CCD																	
Antelope Valley College	Dir., Stu Activities - Community Outreach	\$95,704		\$95,704	35	\$117,645	\$13,385	all	X	X	X	X				X	
Barstow CCD																	
Butte	Assoc Dean, Recruitment, Outreach & Student	\$109,390		\$112,432	24	\$134,596	\$15,404	all	X	X	X	X					X
Cabrillo CC	Outreach Specialist	\$54,600		\$54,600	20	\$62,790	\$25,737	all	X		X	X	Disability Insurance				
Carritos College																	
Chaffey College																	
Citrus CCD																	
City College of San Francisco																	
Colleg of the Sequoias																	
Compton CCD	Dir of Enrollment Svcs	\$93,630					\$10,000	0	X	X	X	X	\$1,000				
Copper Mountain CCD																	
Desert CCD	Dean, Student Access & School Relations	\$139,803		\$139,803		\$139,803	\$15,000	all	X	X	X	X	long term care				X
El Camino CC	Dir of Outreach & School Relations	\$99,701		\$99,701		\$99,701	\$18,125		X	X	X	X				X	
Feather River College																	
Gavilan Jt CCD																	
Glendale CC																	
Hartnell CC																	
Imperial CCD	Counselor/Project Dir Matriculation	\$107,199		\$112,199			\$16,450	all	X	X	X	X	EAP				
Lake Tahoe CC																	
Lassen CC																	
Long Beach CCD																	
Marin CCD	School Relations & Outreach Coordinator	\$70,454		\$70,454		\$70,454	\$23,063	1	X	X	X	X		X			
Mendocino-Lake CCD																	
Merced CCD																	
MiraCosta CCD	Coordinator, School Relations/Diversity Outreach	\$105,940		\$105,940	23	\$105,940	\$20,705		X	X	X	X		X			
Monterey Peninsula College																	
Mt. San Antonio CCD																	
Mt. San Jacinto CCD	Dean of Student Svcs	\$128,395		\$128,395		\$128,395	\$10,335	1	X	X	X	X					X
Napa Valley CCD																	
Ohlone CC																	
Palo Verde CCD																	
Palomar CCD																	
Pasadena City College																	
Redwoods CCD																	
Rio Hondo																	
San Joaquin Delta CC																	
San Luis Obispo County CCD																	
Santa Barbara CCD	Student Outreach & Orientation Coordinator	\$71,544		\$74,227	25	\$83,170	\$7,249	1		X	X	X	Long term disability		X		
Santa Clarita CCD	Dir, Outreach & School Relations	\$82,496		\$85,496		\$85,496	\$50	0				X				X	
Santa Monica CCD	Assoc Dean, Outreach & Recruitment	\$142,101		\$142,101		\$142,101	\$18,805	3	X	X	X	X		X			X
Santa Rosa Jr College	Coordinator School Relations & Outreach	\$61,728		\$61,728	21	\$75,003	\$22,432										
Shasta-Tehama-Trinity Jt CCD																	
Sierra CCD	Program Manager, Outreach & International Students	\$97,007		\$101,857	24	\$124,769	\$13,833	all	X	X	X	X			X		
Siskiyou Jt CCD																	
Solano CC	Coordinator, Marketing & Student Recruitment	\$62,597		\$64,997	29	\$67,997	\$25,190	3	X	X	X	X	EAP			X	
Southwestern College	Admissions & Records Supervisor	\$77,844		\$79,844	9	\$79,844	\$8,335	2	X	X	X	X		X			
Victor Valley CCD																	
West Kern CCD																	
X = YES	Average	\$94,125		\$95,592	23	\$101,180	\$15,535	14	14	15	16			0	5	5	4
_ = no answer; ___ = no	Median	\$95,704		\$97,703	24	\$99,701	\$15,404	3	3	2	1			17	12	12	13

2013 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
Allan Hancock Jt CCD	Dir, Institutional Research & Planning	\$114,281		\$116,281		\$0	all	X	X	X	X					X
Antelope Valley College	Dean, Instt Effectiveness Resrch & Ping	\$127,725		\$129,525	6	\$129,525		all	X	X	X	X				X
Barstow CCD	Dean, Research Planning & Development	\$102,811		\$104,811		\$15,900	all	X	X	X	X					X
Butte	Dir, Institutional Research	\$101,579		\$104,621	24	\$125,204		all	X	X	X	X				X
Cabrillo CC	Dir, Planning, Research, & Knowledge Syst.	\$117,939		\$117,939		\$25,737	all	X		X	X	Disability Insurance			X	
Cerritos College	Dir of Research & Planning	\$126,132		\$126,132	7	\$126,132		all	X	X	X	X			X	
Chaffey College	Dir, Institutional Research	\$128,580		\$128,580		\$16,187	all	X	X	X	X					
Citrus CCD	Dir of Institutional Research & Planning	\$120,958		\$123,982		\$18,858	all	X	X	X	X			X		
City College of San Francisco																
Colleg of the Sequoias	Dir, Planning, Research & Institutional Effic	\$133,798		\$135,598		\$14,769	all	X	X	X	X					X
Compton CCD																
Copper Mountain CCD																
Desert CCD	Exec Dean, Institutional Effectiveness, Educa	\$159,775		\$159,775		\$15,000	all	X	X	X	X	long term life			X	
El Camino CC	Dir of Research & Planning	\$117,523		\$117,523		\$18,125		X	X	X	X				X	
Feather River College	Coordinator of Research & Planning	\$62,463		\$62,463		\$13,049	all	X	X	X	X				X	
Gavilan Jt CCD	Dir of Institutional Research	\$96,334		\$96,334		\$30,000										
Glendale CC	Dean, Research, Planning & Grants	\$128,988		\$169,260	24	\$171,648		4	X	X	X	X				X
Hartnell CC																
Imperial CCD	Institutional Researcher & Grants Coordinator	\$107,199		\$112,199		\$16,450	all	X	X	X	X	EAP				
Lake Tahoe CC	Dir of Institutional Research & Planning	\$88,392		\$88,392	25	\$97,231		all	X	X	X	X			X	
Lassen CC																
Long Beach CCD	Assoc Dean, Institutional Effectiveness	\$142,716		\$144,966		\$23,600	all	X	X	X	X					
Marin CCD	Dir of Planning, Research & Institutional E	\$115,810		\$115,810		\$23,063	1	X	X	X	X					X
Mendocino-Lake Ccd	Dir of Institutional Research	\$108,283		\$110,462	34	\$119,462		X	X	X	X					
Merced CCD																
MiraCosta CCD	Dean, Institutional Effectiveness	\$188,082		\$190,082	15	\$190,082		X	X	X	X					X
Monterey Peninsula College	Dir of Institutional Research	\$83,184		\$83,184	22	\$85,824		all	X	X	X	vision and life for employee only			X	
Mt. San Antonio CCD	Dir, Reseach & Institutional Effectiveness	\$139,964		\$141,964	35	\$146,185		X	X	X	X					
Mt. San Jacinto CCD	Assoc Dean of Institutional Effectiveness, Pla	\$122,593		\$122,593		\$9,082	1	X	X	X	X				X	
Napa Valley CCD	Dean, Institutional Effectiveness	\$100,032		\$100,032	15	\$100,032		1	X	X	X	EAP & \$5188 for 403B				X
Ohlone CC	Dean, Institutional Research & Planning	\$141,372		\$141,372	20	\$152,242		X	X	X	X	LTD and EAP			X	
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					X
Rio Hondo																
San Joaquin Delta CC																
San Luis Obispo County CCD	Dir - Institutional Research/assessment	\$96,336		\$96,336	20	\$111,516		all	X	X	X				X	
Santa Barbara CCD	Sr. Dir of Institutional Assessment, Research	\$117,240		\$119,923	25	\$134,578		2			X	Long term disability			X	
Santa Clarita CCD	Asst. Superint/VP Institutional	\$171,562		\$174,562		\$17,831	all	X	X	X	X					X
Santa Monica CCD	Dir, Institutional Research	\$135,735		\$135,735		\$14,800	2	X	X	X	X					X
Santa Rosa Jr College	Dir Institutional Research	\$113,808		\$116,197	11	\$121,888										X
Shasta-Tehama-Trinity Jt CCD	Dir of Research & Planning	\$108,395		\$110,197		\$12,156	all	X	X	X	X					X
Sierra CCD	Dean - Planning, Research & Resource Development	\$123,016		\$150,000	24	\$180,000		all	X	X	X	X				X
Siskiyou Jt CCD																
Solano CC	Dir, Research & Planning	\$82,373		\$84,773	29	\$87,773		3	X	X	X	X	EAP		X	
Southwestern College	Dean-Office of Inst. Effectiveness	\$130,816		\$132,816	8	\$132,816		2	X	X	X	X				X
Victor Valley CCD	Exec Dean, Institutional Effectiveness	\$135,696		\$138,696	25	\$159,050		X	X	X	X					X
West Kern CCD	Institutional Development, Research & Planning Coo	\$115,412		\$118,843		\$18,173		X	X	X	X					X
X = YES	Average	\$119,160		\$122,310	21	\$127,673		33	33	34	33		0	0	13	18
_ = no answer; ___ = no	Median	\$117,523		\$118,843	23	\$123,982		4	4	3	4		37	37	24	19

2013 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 CCD	Dean, Student Svcs/Counseling & Matriculation	\$121,242		\$123,242		\$0	all	X	X	X	X					X
Antelope Valley College																
Barstow CCD																
Butte																
Cabrillo CC	Dean of Student Svcs	\$136,529		\$136,529	\$140,057	\$25,737	all	X		X	X	Disability Insurance				X
Carritos College	Dean of Student Support Svcs	\$158,304		\$158,304	7 \$158,304	\$20,735	all	X	X	X	X					X
Chaffey College	Dean, Student Svcs & Discipline	\$160,596		\$160,596		\$16,187	all	X	X	X	X					
Citrus CCD	Dean	\$164,714		\$168,832	\$168,832	\$18,858	all	X	X	X	X					X
City College of San Francisco	Dean of Student Svcs	\$166,611		\$166,611	\$166,611	\$14,087		X		X	X					
College of the Sequoias	Dean, Student Svcs	\$137,143		\$138,943		\$14,769	all	X	X	X	X					X
Compton CCD	Dean of Student Svcs				\$125,420	\$10,000	2	X	X	X	X	\$1,000				
Copper Mountain CCD																
Desert CCD	Dean Student Support Programs & Svcs	\$139,803		\$139,803	\$139,803	\$15,000	all	X	X	X	X	long term care				X
El Camino CC	Dean of Student Svcs/Enrollment Svcs	\$135,005		\$135,005	\$135,005	\$18,125		X	X	X	X					X
Feather River College	CSSO	\$100,559		\$100,559	\$100,559	\$13,049	all	X	X	X	X					X
Gavilan Jt CCD																
Glendale CC	Dean, Student Svcs	\$128,988		\$169,260	24 \$171,648	\$24,669	4	X	X	X	X					X
Hartnell CC	Enrollment Svcs Manager	\$76,964		\$78,464		\$13,408	all	X	X	X	X				X	
Imperial CCD	Dean Student Development & Campus Events	\$150,558		\$155,558		\$16,450	all	X	X	X	X	EAP				
Lake Tahoe CC	Dean of Student & Academic Support Svcs	\$110,254		\$110,254	1 \$110,254	\$16,655	all	X	X	X	X	in district allowance \$400 per month, \$4,800 annual				X
Lassen CC																
Long Beach CCD	Dean, Counseling & Student Support Svcs	\$142,716		\$144,966		\$23,600	all	X	X	X	X					
Marin CCD	Dean of Student Success	\$115,810		\$115,810	\$115,810	\$23,063	1	X	X	X	X					X
Mendocino-Lake CCD	Dean of Student Svcs	\$123,132		\$125,311	34 \$134,300	\$20,400	1	X	X	X	X					
Merced CCD																
MiraCosta CCD	Dean, Admissions & Student Support	\$188,082		\$190,082	15 \$190,082	\$20,705		X	X	X	X					X
Montgomery Peninsula College	Dean of Student Svcs	\$126,780		\$129,624	8 \$129,624	\$20,538	all	X	X	X	X	vision and life for employee only				
Mt. San Antonio CCD																
Mt. San Jacinto CCD	Dean of Student Svcs	\$128,395		\$128,395	N/A \$128,395	\$8,051	1	X	X	X	X					X
Napa Valley CCD																
Ohlone CC																
Palo Verde CCD																
Palomar CCD																
Pasadena City College																
Redwoods CCD																
Rio Hondo																
San Joaquin Delta CC	Asst. Superint/VP of Student Svcs	\$150,275		\$152,476	25	\$17,432		X	X	X						X
San Luis Obispo County CCD	Dean of Student Svcs	\$111,516		\$111,516	20 \$129,096	\$8,231	all	X	X	X						X
Santa Barbara CCD																
Santa Clarita CCD	Dean, Student Svcs	\$127,668		\$130,668	\$130,668	\$17,831	all	X	X	X	X					X
Santa Monica CCD	Dean, Student Svcs	\$156,735		\$156,735	\$156,735	\$14,800	2	X	X	X	X			X		X
Santa Rosa Jr College	VP of Student Svcs	\$139,500		\$142,290	11 \$149,404	\$22,432										X
Shasta-Tehama-Trinity Jt CCD	Dean of Enrollment Svcs	\$114,628		\$116,431		\$12,156	all	X	X	X						X
Sierra CCD	Dean - Student Svcs	\$123,016		\$139,774	24 \$145,925	\$13,833	all	X	X	X	X					X
Siskiyou Jt CCD	Dean of Student Learning	\$122,591		\$123,791	7 \$123,791	\$17,599	all	X	X	X						X
Solano CC																
Southwestern College	Dean of Student Svcs	\$132,816		\$134,816	8 \$134,816	\$8,335	2	X	X	X	X					X
Victor Valley CCD	Dean, Student Svcs	\$135,696		\$138,696	25 \$159,050	\$12,376		X	X	X	X					X
West Kern CCD	Dean, Student Svcs	\$117,094		\$120,525	15 \$126,379	\$18,173		X	X	X	X					
X = YES	Average	\$133,668		\$136,899	16 \$141,247	\$16,165	31	29	31	27			0	1	1	23
_ = no answer; ___ = no	Median	\$132,816		\$136,529	15 \$135,005	\$16,553	1	3	1	5			32	31	31	9

2013 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	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 CCD																
Antelope Valley College																
Barstow CCD	Dean, Workforce & Economic Development	\$102,811		\$104,811		\$15,900	all	X	X	X	X	income protection				X
Butte	Dir, Contract Education Training & Develop	\$106,722		\$109,764	24	\$15,404	all	X	X	X	X					X
Cabrillo CC																
Carritos College																
Chaffey College	Dir, Economic Development/Community Education	\$135,096		\$135,096		\$16,187	all	X	X	X	X					
Citrus CCD																
City College of San Francisco																
Colleg of the Sequoias	Dir, Business, Industry & Community Service	\$124,244		\$126,044		\$14,769	all	X	X	X	X				X	
Compton CCD																
Copper Mountain CCD																
Desert CCD	Dir, Partnership & Community Education	\$99,859		\$99,859		\$15,000	all	X	X	X	X	long term care			X	
El Camino CC	Dean, Community Advancement & Business Training Ce	\$135,005		\$135,005		\$18,125		X	X	X	X					X
Feather River College																
Gavilan Jt CCD																
Glendale CC																
Hartnell CC																
Imperial CCD	Dean Economic & Workforce Development	\$150,558		\$155,558		\$16,450	all	X	X	X	X	EAP				
Lake Tahoe CC																
Lassen CC																
Long Beach CCD	Exec Dir, Economic Development	\$133,392		\$135,642		\$23,600	all	X	X	X	X					
Marin CCD	Exec Dean of Indian Valley Campus, Workforce	\$123,827		\$123,827		\$23,063	1	X	X	X	X					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	\$8,344	0	X	X	X	X	EAP + \$5194 403B			X	
Oholone CC																
Palo Verde CCD																
Palomar CCD																
Pasadena City College																
Redwoods CCD																
Rio Hondo																
San Joaquin Delta CC																
San Luis Obispo County CCD	Dir of workforce, Economic Development & Co	\$85,248		\$85,248	20	\$8,231	all	X	X	X					X	
Santa Barbara CCD	Dean, Educational Programs	\$132,660		\$135,343	25	\$13,137	2	X	X	X	X	Long term disability				X
Santa Clarita CCD	Dean, Economic Development	\$120,000		\$123,000		\$12,556	all	X	X	X	X				X	
Santa Monica CCD	Dean, Workforce Development	\$156,735		\$156,735		\$14,800	2	X	X	X	X		X			X
Santa Rosa Jr College	Dr Economic & Workforce Development	\$107,928		\$110,086	11	\$22,432										X
Shasta-Tehama-Trinity Jt CCD																
Sierra CCD																
Siskiyou Jt CCD																
Solano CC	Dir, Workforce & Economic Development	\$92,658		\$95,058	29	\$25,190	3	X	X	X	X	EAP			X	
Southwestern College	Dir of Continuing Education	\$118,440		\$120,440	8	\$8,335	2	X	X		X					X
Victor Valley CCD																
West Kern CCD																
X = YES	Average	\$119,130		\$120,679	19	\$15,972	16	16	15	15			0	1	6	8
_ = no answer; ___ = no	Median	\$120,000		\$123,000	20	\$15,404	1	1	2	2			17	16	11	9

2013 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
Allan Hancock Jt CCD	Exec Director, Allan Hancock College Foundat	\$98,584		\$100,584		\$0	all	X	X	X	X				X	
Antelope Valley College	Exec. Dir - Advancement & Foundation	\$127,725		\$129,525	6	\$129,525	all	X	X	X	X					X
Barstow CCD																
Butte																
Cabrillo CC																
Carritos College	Exec Dir of Foundation & Community Advan	\$114,396		\$114,396	7	\$114,396	all	X	X	X	X				X	
Chaffey College	Dir, Alumni Relations	\$122,412		\$122,412		\$122,412	all	X	X	X	X					
Citrus CCD																
City College of San Francisco																
Colleg of the Sequoias																
Compton CCD																
Copper Mountain CCD	Exec Dir of the Foundation	\$94,137		\$94,137		\$94,137	3	X	X	X	X				X	
Desert CCD	Exec Dir, Title V & Institutional Advanceme	\$139,803		\$139,803		\$139,803	all	X	X	X	X	long term care			X	
El Camino CC	Exec Dir, Foundation	\$127,929		\$127,929		\$127,929		X	X	X	X				X	
Feather River College																
Gavilan Jt CCD																
Glendale CC	Exec Dir, College Foundation	\$128,988		\$131,376	24	\$171,648	2	X	X	X	X				X	
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	\$142,716		\$144,966			all	X	X	X	X					
Marin CCD																
Mendocino-Lake CCD																
Merced CCD																
MiraCosta CCD	Exec Dir of Fund Development & College F	\$167,859		\$167,859	21	\$167,859		X	X	X	X				X	
Monterey Peninsula College																
Mt. San Antonio CCD	Exec Dir of Development & the Mt. SAC Fo	\$116,684		\$118,684	35	\$137,317		X	X	X	X					
Mt. San Jacinto CCD																
Napa Valley CCD	Dir, Institutional Advancement/Exec Dire	\$110,256		\$110,256	15	\$110,256	1	X	X	X	X	EAP + \$4902 PERS buyout			X	
Oholone CC	Exec Dir of the Foundation	\$141,372		\$141,372	20	\$152,242			X	X	X	LTD and EAP			X	
Palo Verde CCD																
Palomar CCD																
Pasadena City College																
Redwoods CCD																
Rio Hondo																
San Joaquin Delta CC																
San Luis Obispo County CCD	Exec Dir, Foundation/Institutional Advan	\$111,516		\$111,516	20	\$129,096	all	X	X	X					X	
Santa Barbara CCD																
Santa Clarita CCD	Chief Development Officer	\$115,500		\$118,500		\$118,500	all	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 Jr College	Dir Development & Alumni Relations/Exec	\$120,276		\$120,276	11	\$126,289										
Shasta-Tehama-Trinity Jt CCD	Exec Dir of Shasta College Foundation IP	\$40,000		\$40,000												
Sierra CCD																
Siskiyou Jt CCD																
Solano CC																
Southwestern College																
Victor Valley CCD																
West Kern CCD																
X = YES	Average	\$116,297		\$117,004	18	\$127,420		\$13,041	16	17	17	16	0	0	12	1
_ = no answer; ___ = no	Median	\$116,684		\$118,684	20	\$127,109		\$13,596	33	32	32	33	19	19	7	18

2013 ACCCA Benchmark Survey for Single College Districts

District	Enrollment Reporting &/or Budget Facilities &/or Purchasing Maintenance &/or Operations Capital Outlay &/or Internal Audit Security Information Technology Specs &/or Budget Foundation &/or California Reographics Controller Accounting Recruitment Employment Records Payroll Classification Equal Employment Opportunities Negotiations Training Risk Management Workers Compensation Admissions Records Registration Counseling Financial Aid Student Discipline Articulation Matriculation Student Activities DEPS (Disabled Student Programs & Svcs) EOPS (Expanded Opportunities Programs & Svcs) Resident Housing Maintenance Custodial Grounds Capital Projects Transportation Campus Safety Warehousing Academic Computing Telecommunications Computer Equipment Acquisition Computer Repair Student Computer Labs Library (Book Collection) AV Software AV Distribution/ Maintenance of Equipment Learning Labs, Computer Instructional Information Systems Reographics Services	POSITION 7: Instructional Dean																																															
Specific Other Span of Control																																																	
Allan Hancock Jt CCD																																																	
Antelope Valley College																																																	
Barstow CCD																																																	
Butte																																																	
Cabrillo CC																																																	
Carritos College																																																	
Chaffey College																																																	
Citrus CCD	X																																																
City College of San Francisco																																																	
Colleg of the Sequoias																																																	
Compton CCD																																																	
Copper Mountain CCD																																																	
Desert CCD																																																	
El Camino CC																																																	
Feather River College																																																	
Gavilan Jt CCD																																																	
Glendale CC																																																	
Hartnell CC																																																	
Imperial CCD																																																	
Lake Tahoe CC																																																	
Lassen CC																																																	
Long Beach CCD	X																																																
Marin CCD																																																	
Mendocino-Lake CCD																																																	
Merced CCD																																																	
MiraCosta CCD																																																	
Monterey Peninsula College																																																	
Mt. San Antonio CCD																																																	
Mt. San Jacinto CCD																																																	
Napa Valley CCD																																																	
Ohlone CC																																																	
Palo Verde CCD																																																	
Palomar CCD																																																	
Pasadena City College																																																	
Redwoods CCD																																																	
Rio Hondo																																																	
San Joaquin Delta CC																																																	
San Luis Obispo County CCD	X																																																
Santa Barbara CCD	X																																																
Santa Clarita CCD																																																	
Santa Monica CCD																																																	
Santa Rosa Jr College																																																	
Shasta-Tehama-Trinity Jt CCD																																																	
Sierra CCD																																																	
Siskiyou Jt CCD	X																																																
Solano CC																																																	
Southwestern College																																																	
Victor Valley CCD																																																	
West Kern CCD																																																	
X = YES	5	0	0	1	0	0	0	1	1	1	1	0	0	1	1	4	1	0	0	0	0	0	1	8	3	4	3	3	2	0	0	0	0	0	0	0	7	2	0	2	0	9	6	1	0	18	15	13	0
_ = no answer; __ = no	37	42	42	41	42	42	42	41	41	41	41	38	41	42	42	42	42	42	42	42	42	41	34	39	38	39	39	40	42	42	42	42	42	42	42	42	35	40	42	40	42	33	36	41	42	24	27	29	42

2013 ACCCA Benchmark Survey for Single College Districts

District	Enrollment Reporting &/or Budget Facilities &/or Purchasing Maintenance &/or Operations Capital Outlay &/or Internal Audit Security Information Technology Specs &/or Budget Foundation &/or Cafeteria Reprographics Controller Accounting Recruitment Employment Records Payroll Classification Equal Employment Opportunities Negotiations Training Risk Management Benefits Workers Compensation Admissions Records Registration Counseling Financial Aid Student Discipline Articulation Matriculation Student Activities DEPS (Disabled Student Programs & Svcs) EOPS (Extended Opportunities Programs & Svcs) Resident Housing Maintenance Custodial Grounds Capital Projects Transportation Campus Safety Warehousing Academic Computing Admin Computing Telecommunications Computer Equipment Acquisition Computer Repair Student Computer Labs Library (Book Collection) AV Software AV Distribution/ Maintenance of Equipment Learning Labs, General Learning Labs, Computer Instructional Information Systems Reprographics Services	POSITION 9: Director of Campus Facilities
		Specific Other Span of Control
Allan Hancock Jt CCD		
Antelope Valley College		
Barstow CCD	X	
Butte	X X X X	X
Cabrillo CC	X	
Carritos College		Construction
Chaffey College		
Citrus CCD	X	
City College of San Francisco		
Colleg of the Sequoias	X X	
Compton CCD		
Copper Mountain CCD	X X	Security
Desert CCD	X X	Und
El Camino CC		
Feather River College		
Gavilan Jt CCD		
Glendale CC	X	
Hartnell CC		
Imperial CCD	X	Construction and alteration of buildings
Lake Tahoe CC	X	
Lassen CC	X X X	
Long Beach CCD	X X	
Marin CCD	X X X	
Mendocino-Lake CCD	X X X X	
Merced CCD	X X	
MiraCosta CCD	X	
Monterey Peninsula College		
Mt. San Antonio CCD	X X	
Mt. San Jacinto CCD	X	
Napa Valley CCD	X X	X
Oholone CC	X X	
Palo Verde CCD		
Palomar CCD	X X	
Pasadena City College	X X X	
Redwoods CCD	X X	duties divided between Director of Facilities & Planning and Director of Maintenance & Operations
Rio Hondo	X X X X	
San Joaquin Delta CC	X X	
San Luis Obispo County CCD	X X X X	
Santa Barbara CCD	X	
Santa Clarita CCD	X	
Santa Monica CCD	X	
Santa Rosa Jr College	X X X	
Shasta-Tehama-Trinity Jt CCD	X	
Sierra CCD	X	
Siskiyou Jt CCD	X	
Solano CC	X	
Southwestern College	X X X	X
Victor Valley CCD	X	Construction, planning, and development
West Kern CCD		

X = YES	0	28	29	9	2	0	0	3	1	0	0	0	0	1	0	4	4	0	1	0	0	0	0	0	0	0	0	0	45	44	45	29	33	13	21	1	1	2	1	1	0	0	1	3	0	0	0	3
_ = no answer; __ = no	47	19	18	38	45	47	47	44	46	47	47	47	47	46	47	43	43	47	46	47	47	47	47	47	47	47	47	47	2	3	2	18	14	34	26	46	46	45	46	46	47	47	46	44	47	47	47	44

