

**SCCCD PERSONNEL SYSTEM
POA - Annual Schedule P
Effective July 1, 2019**

| Range | A | B | C | D | E |
|--------------|----------|----------|----------|-----------|-----------|
| 31 | \$27,566 | \$28,994 | \$30,510 | \$32,064 | \$33,638 |
| 32 | \$28,335 | \$29,763 | \$31,209 | \$32,835 | \$34,534 |
| 33 | \$28,994 | \$30,510 | \$32,064 | \$33,638 | \$35,283 |
| 34 | \$29,763 | \$31,209 | \$32,835 | \$34,534 | \$36,227 |
| 35 | \$30,510 | \$32,064 | \$33,638 | \$35,283 | \$37,121 |
| 36 | \$31,209 | \$32,835 | \$34,534 | \$36,229 | \$38,034 |
| 37 | \$32,064 | \$33,638 | \$35,283 | \$37,121 | \$38,996 |
| 38 | \$32,835 | \$34,534 | \$36,229 | \$38,034 | \$39,999 |
| 39 | \$33,638 | \$35,283 | \$37,121 | \$38,996 | \$40,873 |
| 40 | \$34,534 | \$36,229 | \$38,034 | \$39,999 | \$42,018 |
| 41 | \$35,283 | \$37,121 | \$38,996 | \$40,873 | \$42,987 |
| 42 | \$36,227 | \$38,034 | \$39,999 | \$42,018 | \$44,107 |
| 43 | \$37,121 | \$38,996 | \$40,873 | \$42,983 | \$45,162 |
| 44 | \$38,034 | \$39,999 | \$42,018 | \$44,107 | \$46,269 |
| 45 | \$38,996 | \$40,873 | \$42,983 | \$45,162 | \$47,376 |
| 46 | \$39,999 | \$42,018 | \$44,107 | \$46,269 | \$48,608 |
| 47 | \$40,873 | \$42,983 | \$45,162 | \$47,376 | \$49,786 |
| 48 | \$42,018 | \$44,107 | \$46,269 | \$48,608 | \$51,038 |
| 49 | \$42,983 | \$45,162 | \$47,376 | \$49,786 | \$52,272 |
| 50 | \$44,107 | \$46,269 | \$48,608 | \$51,038 | \$53,646 |
| 51 | \$45,162 | \$47,376 | \$49,786 | \$52,272 | \$54,898 |
| 52 | \$46,269 | \$48,608 | \$51,038 | \$53,646 | \$56,253 |
| 53 | \$47,376 | \$49,786 | \$52,272 | \$54,898 | \$57,612 |
| 54 | \$48,608 | \$51,038 | \$53,646 | \$56,253 | \$59,023 |
| 55 | \$49,786 | \$52,272 | \$54,898 | \$57,612 | \$60,508 |
| 56 | \$51,038 | \$53,646 | \$56,253 | \$59,023 | \$62,026 |
| 57 | \$52,272 | \$54,898 | \$57,612 | \$60,508 | \$63,532 |
| 58 | \$53,646 | \$56,253 | \$59,023 | \$62,026 | \$65,117 |
| 59 | \$54,898 | \$57,612 | \$60,508 | \$63,524 | \$66,618 |
| 60 | \$56,253 | \$59,023 | \$62,026 | \$65,117 | \$68,315 |
| 61 | \$57,612 | \$60,508 | \$63,524 | \$66,618 | \$69,992 |
| 62 | \$59,023 | \$62,026 | \$65,117 | \$68,315 | \$71,728 |
| 63 | \$60,508 | \$63,524 | \$66,618 | \$69,992 | \$73,477 |
| 64 | \$62,026 | \$65,117 | \$68,315 | \$71,728 | \$75,354 |
| 65 | \$63,524 | \$66,618 | \$69,992 | \$73,477 | \$77,156 |
| 66 | \$65,117 | \$68,315 | \$71,728 | \$75,354 | \$79,175 |
| 67 | \$66,618 | \$69,992 | \$73,477 | \$77,156 | \$80,998 |
| 68 | \$68,315 | \$71,728 | \$75,354 | \$79,175 | \$83,050 |
| 69 | \$69,992 | \$73,477 | \$77,156 | \$80,998 | \$85,052 |
| 70 | \$71,728 | \$75,354 | \$79,175 | \$83,050 | \$87,180 |
| 71 | \$73,477 | \$77,156 | \$80,998 | \$85,052 | \$89,339 |
| 72 | \$75,354 | \$79,175 | \$83,050 | \$87,180 | \$91,573 |
| 73 | \$77,156 | \$80,998 | \$85,052 | \$89,339 | \$93,787 |
| 74 | \$79,175 | \$83,050 | \$87,180 | \$91,573 | \$96,198 |
| 75 | \$80,998 | \$85,052 | \$89,339 | \$93,787 | \$98,558 |
| 76 | \$83,050 | \$87,180 | \$91,573 | \$96,198 | \$101,006 |
| 77 | \$85,052 | \$89,339 | \$93,787 | \$98,558 | \$103,417 |
| 78 | \$87,180 | \$91,573 | \$96,198 | \$101,006 | \$105,954 |
| 79 | \$89,374 | \$93,826 | \$98,593 | \$103,491 | \$108,579 |

*A longevity increase is granted after number of years of service completed: 10 years = 2.5%; 14 years = 5%; 17 years = 7.5%; 21 years = 10%; 25 years = 12.5%

*A professional growth increase is granted after # of units completed after employment: 15 units = \$300/yr; 30 units = \$600/yr; 45 units = \$900/yr; 60 units = \$1,200/yr

*A shift differential increase is granted if shift is: 4 or more hours btwn 6pm & 12am = 7.5%; 4 or more hours btwn 12am & 6am = 10%

*A special assignment increase of 5% is granted for all hours worked when specially assigned as a Field Training Officer or Range Master.

*A POST Certificate differential increase is granted after a permanent unit member receives: Intermediate POST Certificate = 1%; Advanced POST Certificate = 2%

*All increases are subject to approval by Human Resources as per the bargaining unit contract and Personnel Commission Rules.

**SCCCD PERSONNEL SYSTEM
POA - Monthly Schedule P
Effective July 1, 2019**

| Range | A | B | C | D | E |
|--------------|------------|------------|------------|------------|------------|
| 31 | \$2,297.17 | \$2,416.17 | \$2,542.50 | \$2,672.00 | \$2,803.17 |
| 32 | \$2,361.25 | \$2,480.25 | \$2,600.75 | \$2,736.25 | \$2,877.83 |
| 33 | \$2,416.17 | \$2,542.50 | \$2,672.00 | \$2,803.17 | \$2,940.25 |
| 34 | \$2,480.25 | \$2,600.75 | \$2,736.25 | \$2,877.83 | \$3,018.92 |
| 35 | \$2,542.50 | \$2,672.00 | \$2,803.17 | \$2,940.25 | \$3,093.42 |
| 36 | \$2,600.75 | \$2,736.25 | \$2,877.83 | \$3,019.08 | \$3,169.50 |
| 37 | \$2,672.00 | \$2,803.17 | \$2,940.25 | \$3,093.42 | \$3,249.67 |
| 38 | \$2,736.25 | \$2,877.83 | \$3,019.08 | \$3,169.50 | \$3,333.25 |
| 39 | \$2,803.17 | \$2,940.25 | \$3,093.42 | \$3,249.67 | \$3,406.08 |
| 40 | \$2,877.83 | \$3,019.08 | \$3,169.50 | \$3,333.25 | \$3,501.50 |
| 41 | \$2,940.25 | \$3,093.42 | \$3,249.67 | \$3,406.08 | \$3,582.25 |
| 42 | \$3,018.92 | \$3,169.50 | \$3,333.25 | \$3,501.50 | \$3,675.58 |
| 43 | \$3,093.42 | \$3,249.67 | \$3,406.08 | \$3,581.92 | \$3,763.50 |
| 44 | \$3,169.50 | \$3,333.25 | \$3,501.50 | \$3,675.58 | \$3,855.75 |
| 45 | \$3,249.67 | \$3,406.08 | \$3,581.92 | \$3,763.50 | \$3,948.00 |
| 46 | \$3,333.25 | \$3,501.50 | \$3,675.58 | \$3,855.75 | \$4,050.67 |
| 47 | \$3,406.08 | \$3,581.92 | \$3,763.50 | \$3,948.00 | \$4,148.83 |
| 48 | \$3,501.50 | \$3,675.58 | \$3,855.75 | \$4,050.67 | \$4,253.17 |
| 49 | \$3,581.92 | \$3,763.50 | \$3,948.00 | \$4,148.83 | \$4,356.00 |
| 50 | \$3,675.58 | \$3,855.75 | \$4,050.67 | \$4,253.17 | \$4,470.50 |
| 51 | \$3,763.50 | \$3,948.00 | \$4,148.83 | \$4,356.00 | \$4,574.83 |
| 52 | \$3,855.75 | \$4,050.67 | \$4,253.17 | \$4,470.50 | \$4,687.75 |
| 53 | \$3,948.00 | \$4,148.83 | \$4,356.00 | \$4,574.83 | \$4,801.00 |
| 54 | \$4,050.67 | \$4,253.17 | \$4,470.50 | \$4,687.75 | \$4,918.58 |
| 55 | \$4,148.83 | \$4,356.00 | \$4,574.83 | \$4,801.00 | \$5,042.33 |
| 56 | \$4,253.17 | \$4,470.50 | \$4,687.75 | \$4,918.58 | \$5,168.83 |
| 57 | \$4,356.00 | \$4,574.83 | \$4,801.00 | \$5,042.33 | \$5,294.33 |
| 58 | \$4,470.50 | \$4,687.75 | \$4,918.58 | \$5,168.83 | \$5,426.42 |
| 59 | \$4,574.83 | \$4,801.00 | \$5,042.33 | \$5,293.67 | \$5,551.50 |
| 60 | \$4,687.75 | \$4,918.58 | \$5,168.83 | \$5,426.42 | \$5,692.92 |
| 61 | \$4,801.00 | \$5,042.33 | \$5,293.67 | \$5,551.50 | \$5,832.67 |
| 62 | \$4,918.58 | \$5,168.83 | \$5,426.42 | \$5,692.92 | \$5,977.33 |
| 63 | \$5,042.33 | \$5,293.67 | \$5,551.50 | \$5,832.67 | \$6,123.08 |
| 64 | \$5,168.83 | \$5,426.42 | \$5,692.92 | \$5,977.33 | \$6,279.50 |
| 65 | \$5,293.67 | \$5,551.50 | \$5,832.67 | \$6,123.08 | \$6,429.67 |
| 66 | \$5,426.42 | \$5,692.92 | \$5,977.33 | \$6,279.50 | \$6,597.92 |
| 67 | \$5,551.50 | \$5,832.67 | \$6,123.08 | \$6,429.67 | \$6,749.83 |
| 68 | \$5,692.92 | \$5,977.33 | \$6,279.50 | \$6,597.92 | \$6,920.83 |
| 69 | \$5,832.67 | \$6,123.08 | \$6,429.67 | \$6,749.83 | \$7,087.67 |
| 70 | \$5,977.33 | \$6,279.50 | \$6,597.92 | \$6,920.83 | \$7,265.00 |
| 71 | \$6,123.08 | \$6,429.67 | \$6,749.83 | \$7,087.67 | \$7,444.92 |
| 72 | \$6,279.50 | \$6,597.92 | \$6,920.83 | \$7,265.00 | \$7,631.08 |
| 73 | \$6,429.67 | \$6,749.83 | \$7,087.67 | \$7,444.92 | \$7,815.58 |
| 74 | \$6,597.92 | \$6,920.83 | \$7,265.00 | \$7,631.08 | \$8,016.50 |
| 75 | \$6,749.83 | \$7,087.67 | \$7,444.92 | \$7,815.58 | \$8,213.17 |
| 76 | \$6,920.83 | \$7,265.00 | \$7,631.08 | \$8,016.50 | \$8,417.17 |
| 77 | \$7,087.67 | \$7,444.92 | \$7,815.58 | \$8,213.17 | \$8,618.08 |
| 78 | \$7,265.00 | \$7,631.08 | \$8,016.50 | \$8,417.17 | \$8,829.50 |
| 79 | \$7,447.83 | \$7,818.83 | \$8,216.08 | \$8,624.25 | \$9,048.25 |

*A longevity increase is granted after number of years of service completed: 10 years = 2.5%; 14 years = 5%; 17 years = 7.5%; 21 years = 10%; 25 years = 12.5%

*A professional growth increase is granted after # of units completed after employment: 15 units = \$300/yr; 30 units = \$600/yr; 45 units = \$900/yr; 60 units = \$1,200/yr

*A shift differential increase is granted if shift is: 4 or more hours btwn 6pm & 12am = 7.5%; 4 or more hours btwn 12am & 6am = 10%

*A special assignment increase of 5% is granted for all hours worked when specially assigned as a Field Training Officer or Range Master.

*A POST Certificate differential increase is granted after a permanent unit member receives: Intermediate POST Certificate = 1%; Advanced POST Certificate = 2%

*All increases are subject to approval by Human Resources as per the bargaining unit contract and Personnel Commission Rules.

**SCCCD PERSONNEL SYSTEM
POA - Hourly Schedule P
Effective July 1, 2019**

| Range | A | B | C | D | E |
|--------------|----------|----------|----------|----------|----------|
| 31 | \$13.25 | \$13.94 | \$14.67 | \$15.42 | \$16.18 |
| 32 | \$13.63 | \$14.31 | \$15.01 | \$15.79 | \$16.61 |
| 33 | \$13.94 | \$14.67 | \$15.42 | \$16.18 | \$16.96 |
| 34 | \$14.31 | \$15.01 | \$15.79 | \$16.61 | \$17.41 |
| 35 | \$14.67 | \$15.42 | \$16.18 | \$16.96 | \$17.84 |
| 36 | \$15.01 | \$15.79 | \$16.61 | \$17.41 | \$18.29 |
| 37 | \$15.42 | \$16.18 | \$16.96 | \$17.84 | \$18.75 |
| 38 | \$15.79 | \$16.61 | \$17.41 | \$18.29 | \$19.23 |
| 39 | \$16.18 | \$16.96 | \$17.84 | \$18.75 | \$19.65 |
| 40 | \$16.61 | \$17.41 | \$18.29 | \$19.23 | \$20.20 |
| 41 | \$16.96 | \$17.84 | \$18.75 | \$19.65 | \$20.67 |
| 42 | \$17.41 | \$18.29 | \$19.23 | \$20.20 | \$21.20 |
| 43 | \$17.84 | \$18.75 | \$19.65 | \$20.66 | \$21.71 |
| 44 | \$18.29 | \$19.23 | \$20.20 | \$21.20 | \$22.25 |
| 45 | \$18.75 | \$19.65 | \$20.66 | \$21.71 | \$22.78 |
| 46 | \$19.23 | \$20.20 | \$21.20 | \$22.25 | \$23.37 |
| 47 | \$19.65 | \$20.66 | \$21.71 | \$22.78 | \$23.94 |
| 48 | \$20.20 | \$21.20 | \$22.25 | \$23.37 | \$24.54 |
| 49 | \$20.66 | \$21.71 | \$22.78 | \$23.94 | \$25.13 |
| 50 | \$21.20 | \$22.25 | \$23.37 | \$24.54 | \$25.79 |
| 51 | \$21.71 | \$22.78 | \$23.94 | \$25.13 | \$26.39 |
| 52 | \$22.25 | \$23.37 | \$24.54 | \$25.79 | \$27.05 |
| 53 | \$22.78 | \$23.94 | \$25.13 | \$26.39 | \$27.69 |
| 54 | \$23.37 | \$24.54 | \$25.79 | \$27.05 | \$28.38 |
| 55 | \$23.94 | \$25.13 | \$26.39 | \$27.69 | \$29.09 |
| 56 | \$24.54 | \$25.79 | \$27.05 | \$28.38 | \$29.82 |
| 57 | \$25.13 | \$26.39 | \$27.69 | \$29.09 | \$30.54 |
| 58 | \$25.79 | \$27.05 | \$28.38 | \$29.82 | \$31.31 |
| 59 | \$26.39 | \$27.69 | \$29.09 | \$30.54 | \$32.02 |
| 60 | \$27.05 | \$28.38 | \$29.82 | \$31.31 | \$32.84 |
| 61 | \$27.69 | \$29.09 | \$30.54 | \$32.02 | \$33.65 |
| 62 | \$28.38 | \$29.82 | \$31.31 | \$32.84 | \$34.48 |
| 63 | \$29.09 | \$30.54 | \$32.02 | \$33.65 | \$35.32 |
| 64 | \$29.82 | \$31.31 | \$32.84 | \$34.48 | \$36.23 |
| 65 | \$30.54 | \$32.02 | \$33.65 | \$35.32 | \$37.09 |
| 66 | \$31.31 | \$32.84 | \$34.48 | \$36.23 | \$38.06 |
| 67 | \$32.02 | \$33.65 | \$35.32 | \$37.09 | \$38.95 |
| 68 | \$32.84 | \$34.48 | \$36.23 | \$38.06 | \$39.93 |
| 69 | \$33.65 | \$35.32 | \$37.09 | \$38.95 | \$40.89 |
| 70 | \$34.48 | \$36.23 | \$38.06 | \$39.93 | \$41.91 |
| 71 | \$35.32 | \$37.09 | \$38.95 | \$40.89 | \$42.95 |
| 72 | \$36.23 | \$38.06 | \$39.93 | \$41.91 | \$44.02 |
| 73 | \$37.09 | \$38.95 | \$40.89 | \$42.95 | \$45.09 |
| 74 | \$38.06 | \$39.93 | \$41.91 | \$44.02 | \$46.25 |
| 75 | \$38.95 | \$40.89 | \$42.95 | \$45.09 | \$47.38 |
| 76 | \$39.93 | \$41.91 | \$44.02 | \$46.25 | \$48.56 |
| 77 | \$40.89 | \$42.95 | \$45.09 | \$47.38 | \$49.72 |
| 78 | \$41.91 | \$44.02 | \$46.25 | \$48.56 | \$50.94 |
| 79 | \$42.97 | \$45.11 | \$47.40 | \$49.76 | \$52.20 |

*A longevity increase is granted after number of years of service completed: 10 years = 2.5%; 14 years = 5%; 17 years = 7.5%; 21 years = 10%; 25 years = 12.5%

*A professional growth increase is granted after # of units completed after employment: 15 units = \$300/yr; 30 units = \$600/yr; 45 units = \$900/yr; 60 units = \$1,200/yr

*A shift differential increase is granted if shift is: 4 or more hours btwn 6pm & 12am = 7.5%; 4 or more hours btwn 12am & 6am = 10%

*A special assignment increase of 5% is granted for all hours worked when specially assigned as a Field Training Officer or Range Master.

*A POST Certificate differential increase is granted after a permanent unit member receives: Intermediate POST Certificate = 1%; Advanced POST Certificate = 2%

*All increases are subject to approval by Human Resources as per the bargaining unit contract and Personnel Commission Rules.

**SCCCD PERSONNEL SYSTEM
POA - Overtime Schedule P
Effective July 1, 2019**

| Range | A | B | C | D | E |
|--------------|----------|----------|----------|----------|----------|
| 31 | \$19.87 | \$20.92 | \$22.01 | \$23.13 | \$24.26 |
| 32 | \$20.45 | \$21.47 | \$22.51 | \$23.68 | \$24.91 |
| 33 | \$20.92 | \$22.01 | \$23.13 | \$24.26 | \$25.45 |
| 34 | \$21.47 | \$22.51 | \$23.68 | \$24.91 | \$26.13 |
| 35 | \$22.01 | \$23.13 | \$24.26 | \$25.45 | \$26.77 |
| 36 | \$22.51 | \$23.68 | \$24.91 | \$26.13 | \$27.43 |
| 37 | \$23.13 | \$24.26 | \$25.45 | \$26.77 | \$28.12 |
| 38 | \$23.68 | \$24.91 | \$26.13 | \$27.43 | \$28.84 |
| 39 | \$24.26 | \$25.45 | \$26.77 | \$28.12 | \$29.48 |
| 40 | \$24.91 | \$26.13 | \$27.43 | \$28.84 | \$30.30 |
| 41 | \$25.45 | \$26.77 | \$28.12 | \$29.48 | \$31.01 |
| 42 | \$26.13 | \$27.43 | \$28.84 | \$30.30 | \$31.81 |
| 43 | \$26.77 | \$28.12 | \$29.48 | \$30.99 | \$32.58 |
| 44 | \$27.43 | \$28.84 | \$30.30 | \$31.81 | \$33.38 |
| 45 | \$28.12 | \$29.48 | \$30.99 | \$32.58 | \$34.17 |
| 46 | \$28.84 | \$30.30 | \$31.81 | \$33.38 | \$35.07 |
| 47 | \$29.48 | \$30.99 | \$32.58 | \$34.17 | \$35.90 |
| 48 | \$30.30 | \$31.81 | \$33.38 | \$35.07 | \$36.82 |
| 49 | \$30.99 | \$32.58 | \$34.17 | \$35.90 | \$37.71 |
| 50 | \$31.81 | \$33.38 | \$35.07 | \$36.82 | \$38.69 |
| 51 | \$32.58 | \$34.17 | \$35.90 | \$37.71 | \$39.59 |
| 52 | \$33.38 | \$35.07 | \$36.82 | \$38.69 | \$40.57 |
| 53 | \$34.17 | \$35.90 | \$37.71 | \$39.59 | \$41.55 |
| 54 | \$35.07 | \$36.82 | \$38.69 | \$40.57 | \$42.57 |
| 55 | \$35.90 | \$37.71 | \$39.59 | \$41.55 | \$43.63 |
| 56 | \$36.82 | \$38.69 | \$40.57 | \$42.57 | \$44.74 |
| 57 | \$37.71 | \$39.59 | \$41.55 | \$43.63 | \$45.82 |
| 58 | \$38.69 | \$40.57 | \$42.57 | \$44.74 | \$46.96 |
| 59 | \$39.59 | \$41.55 | \$43.63 | \$45.82 | \$48.04 |
| 60 | \$40.57 | \$42.57 | \$44.74 | \$46.96 | \$49.27 |
| 61 | \$41.55 | \$43.63 | \$45.82 | \$48.04 | \$50.48 |
| 62 | \$42.57 | \$44.74 | \$46.96 | \$49.27 | \$51.72 |
| 63 | \$43.63 | \$45.82 | \$48.04 | \$50.48 | \$52.98 |
| 64 | \$44.74 | \$46.96 | \$49.27 | \$51.72 | \$54.35 |
| 65 | \$45.82 | \$48.04 | \$50.48 | \$52.98 | \$55.64 |
| 66 | \$46.96 | \$49.27 | \$51.72 | \$54.35 | \$57.10 |
| 67 | \$48.04 | \$50.48 | \$52.98 | \$55.64 | \$58.42 |
| 68 | \$49.27 | \$51.72 | \$54.35 | \$57.10 | \$59.89 |
| 69 | \$50.48 | \$52.98 | \$55.64 | \$58.42 | \$61.34 |
| 70 | \$51.72 | \$54.35 | \$57.10 | \$59.89 | \$62.87 |
| 71 | \$52.98 | \$55.64 | \$58.42 | \$61.34 | \$64.43 |
| 72 | \$54.35 | \$57.10 | \$59.89 | \$62.87 | \$66.04 |
| 73 | \$55.64 | \$58.42 | \$61.34 | \$64.43 | \$67.63 |
| 74 | \$57.10 | \$59.89 | \$62.87 | \$66.04 | \$69.37 |
| 75 | \$58.42 | \$61.34 | \$64.43 | \$67.63 | \$71.07 |
| 76 | \$59.89 | \$62.87 | \$66.04 | \$69.37 | \$72.84 |
| 77 | \$61.34 | \$64.43 | \$67.63 | \$71.07 | \$74.57 |
| 78 | \$62.87 | \$66.04 | \$69.37 | \$72.84 | \$76.42 |
| 79 | \$64.46 | \$67.66 | \$71.10 | \$74.64 | \$78.31 |

*A longevity increase is granted after number of years of service completed: 10 years = 2.5%; 14 years = 5%; 17 years = 7.5%; 21 years = 10%; 25 years = 12.5%

*A professional growth increase is granted after # of units completed after employment: 15 units = \$300/yr; 30 units = \$600/yr; 45 units = \$900/yr; 60 units = \$1,200/yr

*A shift differential increase is granted if shift is: 4 or more hours btwn 6pm & 12am = 7.5%; 4 or more hours btwn 12am & 6am = 10%

*A special assignment increase of 5% is granted for all hours worked when specially assigned as a Field Training Officer or Range Master.

*A POST Certificate differential increase is granted after a permanent unit member receives: Intermediate POST Certificate = 1%; Advanced POST Certificate = 2%

*All increases are subject to approval by Human Resources as per the bargaining unit contract and Personnel Commission Rules.