



**Internal Audit Report on
Administrative Management Salaries**

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Executive Summary

This report provides detailed salary information about every Administrative management employee at CCSF in the current and previous fiscal years.

Based on the information obtained, Internal Audit noted the following:

1. There were 60 Administrative management employees in Fiscal Year 2019-2020, and 54 such employees in Fiscal Year 2020-2021. That is a 10% reduction.
2. In Fiscal Year 2019-2020, salaries were \$9,960,676 and benefits were \$3,291,735 for a total of \$13,252,411. As of December, Fiscal Year 2020-2021, salaries were \$4,455,817 and benefits were \$1,384,103 for a total of \$5,839,920.
3. Estimating that at the end of Fiscal Year 2020-2021, salaries are \$8,911,633 and benefits are \$2,768,206 for a total of \$11,679,839, this will be a 12% reduction from the prior year.
4. Administrative managers' salary and benefit costs are 8% of all personnel costs. Total personnel costs are 91% of revenues.
5. 75% of employee costs are salary, and 25% are benefits.
6. Regular pay is 90% of earnings. For Employer Contributions, 56% are pensions, health benefits are 22%.
7. Two-thirds of Administrative salaries are from the Unrestricted General Fund.
8. CCSF administrative salaries are higher on average than most California Community College Districts.
9. For key administrative positions at CCSF, salaries are among the highest of California single district community colleges.

Administrative Management Salaries for FY 2019-2020 and FY 2020-2021

In Fiscal Year 2019-2020, CCSF had 60 administrative management employees and currently has 54 employees – a 10% reduction in headcount. In FY 2019-20, salaries paid were \$9,960,676, and benefits were \$3,291,735 for a total of \$13,252,411. As of December of Fiscal Year 2020-2021, salaries paid were \$4,455,817 and benefits were \$1,384,103 for a total of \$5,839,920. Assuming these amounts double by year-end to salaries of \$8,911,633 and benefits of \$2,768,206 for a total of \$11,679,839, this will be a 12% reduction from the prior year. There are variances in new hires and terminations, but the percentage reduction in headcount roughly corresponds to the percentage of reduced personnel costs. (See Exhibit 1 on page 7.)

Regular pay is 90% of earnings. Additional earnings are for a Miscellaneous Expense Allowance for Associate Vice Chancellor level and above staff, phone allowance, paid time off, holidays, vacation pay-offs, and other items. For Employer Contributions, 56% are for pensions, and health benefits are 22%. Approximately 75% of personnel costs are for salary and 25% for benefits. Administrative managers' salary and benefit costs are 8% of all personnel costs. Total personnel costs are 91% of revenues. (See Exhibit 2 on page 10.)

Fund Sources for Salaries

Salaries for Administrative management employees are from 18 different funds. 67% of Administrative management salaries are from the Unrestricted General Fund; 7% are from the Bond Administration Fund; 5% are from the Strong Workforce Program Fund; 4.5% are from the Student Success and Support Program Fund; and 3% are from the Adult Education Block Grant Fund. (See Exhibit 3 on page 11.)

Of the 54 current Administrative managers, 21 are funded entirely from the Unrestricted General Fund, two are entirely from the Matriculation Student Success and Support Program-Credit Fund, two are from the Strong Workforce Program Fund, one is from the Bond Administration Fund, one is from the Basic Skills Initiative Fund, one is from the California College Promise Fund, and one is from the Student Equity Fund.

The other Administrators are funded in various percentages by several funds. For example, the Vice Chancellor of Finance and Administrative Services' salary is 50% Unrestricted General Fund, 40% Bond Administration Fund, and 10% Free City College Program Fund.

The majority of Administrative managers are located at the main Ocean campus, but seven managers work at various satellite campuses (See Exhibit 4 on page 12.)

CCSF Salary Schedules

CCSF produces annual salary schedules for various classes of employees, which are available on the CCSF website. In the Annual Administrative Salary Schedule, there are five levels from Assistant Director to Vice Chancellor, and each level has 13 salary steps. The Administrative salary range currently is from \$105,043 to \$231,984. The Vice Chancellor and Associate Vice Chancellor salaries may be adjusted according to “market variations.” The Chancellor and Deputy Chancellor are paid per contract. (See Exhibit 5 on page 15.)

Of the 67 employees who have worked as Administrative managers in the current and last fiscal year, two were at the Chancellor level, seven at Vice Chancellor, seven at Associate Vice Chancellor, 33 at Dean / Senior Director, four at Associate Dean / Program Manager, nine at Director, and five at Assistant Director. 23 employees were at the top of their salary range. (See Exhibit 6 on page 16.)

Board Approval of Salaries

According to Board Policy 1.26: “Upon any recommended change in appointment, title, or increase in compensation or benefits of any administrator, the Chancellor must present to the Board of Trustees for approval (1) the basis for the appointment, title or increase in salary or benefits, not including scheduled sequential steps and/or benefits; (2) the percentage increase in salary or benefits; and (3) how any change is consistent with the policies, protocols and salary schedule adopted by the District.”

The Board approves as a separate item any changes to salary schedules, whether a restructure or across the board increase.

Comparison of Salaries with other California Community College Districts

To assess the level of Administrative salaries at CCSF, Internal Audit used salary studies performed by outside entities, focusing on CCSF in comparison to other districts and jobs with similar functions.

The California Community Colleges Chancellor’s Office tracks data for all its Districts. One annual report it prepares is “Employee Category Salary Distribution by District” which shows annual salaries for Administrative employees by District. CCSF was the third highest in salaries in comparison to the 69 Districts that reported salaries. For the most recent year, 2019, the average salary for employees in this class was \$149,870, whereas the average salary for CCSF was \$191,868. (See Exhibit 7 on page 19.)

The Association of California Community College Administrators did a Salary Survey of 49 Single District California Community Colleges in 2019. The survey compares 19 key positions ranging from Chancellor to Chief of Marketing. For these positions, CCSF salaries were above average for all positions, and at or near the top for all positions. (See Exhibit 8 on page 21.)

There may be institutional or historical reasons for the levels of salaries at CCSF, such as the higher cost of living in San Francisco, but these studies indicate that for administrative employees at California community colleges, salaries at CCSF are in the higher range.

Exhibits

1. Administrative Management Employee Earnings and Employer Contributions, July 2019 - December 2020
2. Earnings and Employer Contributions by Category - Fiscal Year 2019-20 and Fiscal Year 2020-21
3. Total Base Salaries by Fund - Fiscal Year 2020-21
4. Administrative Management Employees with Base Salary and Funding Source - Fiscal Year 2020-21
5. Annual Administrative Salary Schedule
6. Administrative Salary Schedule for Fiscal Year 2019-20 and Fiscal Year 2020-21 Combined
7. Administrator Salary Distribution by California Community College Districts
8. Comparisons of Salaries of 19 Key Positions

1. Administrative Management Employee Earnings & Employer Contributions July 2019 - December 2020 (to BWpp27 / FFpp12)

Name	FY 2019-2020			FY 2020-2021		
	Salary	Contributions	Total	Salary	Contributions	Total
Al-Amin, John			0	23,414	7,384	30,798
Battiste, Leilani	203,290	56,449	259,739	77,803	11,574	89,377
Boegel, Thomas	233,279	67,377	300,656	121,752	32,777	154,529
Bruckman, Steven	273,200	77,534	350,734			0
Bynum, Torrance	211,224	67,152	278,375	106,814	31,729	138,543
Cahill, Gregoria	136,793	46,689	183,482	71,474	23,255	94,730
Charles, Kristin	223,266	66,255	289,521	109,219	30,665	139,884
Chenard, Stephanie	51,027	20,529	71,556	59,409	27,387	86,796
Coffey, Amy	126,955	50,854	177,809	59,735	25,039	84,775
Coria, Elizabeth	219,158	71,236	290,394	109,579	31,791	141,369
Dai, Kit	203,290	62,900	266,190	101,645	29,633	131,278
Dewar, Cynthia	186,877	59,355	246,232	97,628	28,759	126,387
Dieter, Darryl	157,305	59,623	216,929	74,036	28,555	102,591
Evasco, Katrina	114,391	43,977	158,368	52,060	23,438	75,498
Gonzales, Dianna	237,861	64,426	302,286	121,752	29,009	150,761
Guiriba, Joseph	30,358	8,257	38,614			0
Halpin, John	196,060	74,538	270,598	93,287	32,754	126,041
Henderson-Brown, Tessa	204,010	69,010	273,020	102,005	32,611	134,615
Herriford, Olivia	127,436	46,024	173,460			0
Hovakimian, Vahe	89,860	30,501	120,360			0
Hudson, Margaret	156,825	51,976	208,801	81,925	25,391	107,316
James, David			0	5,901	1,804	7,705
Jenkins, Lidia	204,010	58,060	262,070	101,645	27,417	129,062
Jones-Bey, Lal	165,111	64,902	230,013	71,390	27,663	99,053
Kaeuper, Edith	218,438	65,136	283,574	95,768	28,307	124,076
Kirk, Jimmy	172,508	65,583	238,091	81,176	30,920	112,096
Kwicien, Garth	144,774	55,910	200,684	68,124	27,228	95,352
Lam, Marian	126,955	43,407	170,362	59,735	21,497	81,233
Lam, Zachary	119,872	37,152	157,025	62,633	18,078	80,711
Lawson, Cassandra	86,247	31,376	117,623			0

1. Administrative Management Employee Earnings & Employer Contributions July 2019 - December 2020 (to BWpp27 / FFpp12)

Name	FY 2019-2020		
	Salary	Contributions	Total
Leyba-Frank, MaryLou	207,389	56,573	263,962
Liang, Mandy	149,383	50,309	199,692
Liu, Monika	178,863	61,600	240,463
Lopez, Vinicio	204,010	56,451	260,461
Ly, Geisce	204,010	69,059	273,069
Lystrup, Noah	132,106	41,393	173,500
Marquez, Michelle	140,687	54,311	194,998
McGriff, Ilona	164,385	68,309	232,694
Mery, Pamela	204,854	76,931	281,784
Miller, Vanessa	156,105	45,539	201,644
Miller, Wendy	174,714	54,751	229,465
Milloy, Leslie	204,854	79,509	284,363
Mosley, William	151,258	62,528	213,786
Nasser, Abdul	220,797	79,795	300,593
Pascual, Monique	171,783	68,719	240,501
Rayz, Ellen			0
Reed, Donna	194,536	54,464	249,000
Rocha, Mark	381,012	120,613	501,625
Runkel, Lucy	2,377	921	3,297
Selassie-Okpe, KenZoe Brian	150,103	50,807	200,910
Smith, Rueben	116,865	29,048	145,913
Sohn, James	181,867	48,355	230,222
Starr, Clara	219,158	64,939	284,096
Varona, Alina	180,986	45,021	226,006
Vasquez, Alberto	30,072	9,020	39,091
Vigo, Dave	61,028	25,376	86,404
Villanueva, Guillermo	163,850	53,628	217,478
Vurdien, Ramalingum			0
Walton, Trudy	116,157	25,436	141,592
Wilhite, Kerry	205,775	81,459	287,233

Name	FY 2020-2021		
	Salary	Contributions	Total
			0
	78,412	24,653	103,066
	93,438	29,193	122,631
	102,005	26,342	128,347
	102,005	32,636	134,641
	64,877	22,635	87,512
			0
	77,368	32,439	109,807
	92,262	34,413	126,675
	81,565	22,089	103,655
	91,743	26,753	118,496
	92,262	35,963	128,225
	71,174	30,345	101,519
	99,510	35,163	134,673
	80,850	32,442	113,292
	15,481	3,182	18,663
	101,645	26,345	127,990
	145,241	9,264	154,504
			0
	78,412	24,677	103,089
			0
			0
	109,579	30,466	140,045
			0
	84,488	28,444	112,932
			0
	85,596	26,178	111,774
	173,916	30,300	204,215
			0
	92,394	36,374	128,768

1. Administrative Management Employee Earnings & Employer Contributions July 2019 - December 2020 (to BWpp27 / FFpp12)

Name	FY 2019-2020			FY 2020-2021		
	Salary	Contributions	Total	Salary	Contributions	Total
Wilkins, Lisa			0	20,292	5,327	25,619
Williams-Powell, Marla			0	67,762	24,610	92,372
Yarkin, Cherisa	150,532	62,578	213,110	70,847	30,317	101,164
Yee, David	204,010	67,705	271,714	102,005	31,010	133,015
Yee, Jill	195,256	61,295	256,551	102,005	29,686	131,691
Yee, Shawn	121,520	49,106	170,626	57,178	24,161	81,339
Zepeda, Rosalinda			0	11,595	4,031	15,626
Totals	9,960,676	3,291,735	13,252,411	4,455,817	1,384,103	5,839,920
Total Employees	60			54		
Employee Reduction % from Prior Year				10%		
Estimated Costs for Year End FY 20-21				8,911,633	2,768,206	11,679,839
Cost Reduction % from Prior Year				12%		

2. Earnings and Employer Contributions by Category - Fiscal Year 2019-20 and Fiscal Year 2020-21

Earnings Description	Amount	%
Regular Pay	12,958,559	90.03%
Holiday Pay	376,409	2.62%
Vacation Pay Off	236,773	1.64%
Vacation Pay	227,156	1.58%
Retro, Base Pay	192,819	1.34%
Misc Expense Allowance	143,635	1.00%
Leave With Full Pay	68,011	0.47%
Paid Days Off	62,230	0.43%
Sick Leave With Pay	53,246	0.37%
Mobile Phone Allowance	30,594	0.21%
Admin Leave with Pay	20,078	0.14%
Short Term Disability Pay	4,917	0.03%
Jury Duty/Legal	4,641	0.03%
Moving Reimbursement	3,556	0.02%
Paid Family Leave Pay	2,976	0.02%
Reg Pay by Workload	2,694	0.02%
Bereavement Pay	1,967	0.01%
Pay Adjustment	1,909	0.01%
Floating Holiday Pay	1,308	0.01%
Reduced Work Week Pay	494	0.00%
Comp Time Pay	26	0.00%

Employer Contributions	Amount	%
State Teachers Retirement	1,431,210	30.61%
City Employee Retirement	1,199,288	25.65%
Health Ins Kaiser Pre-Tax	486,199	10.40%
OPEB	266,022	5.69%
BlueShield Access+ Pre-Tax	257,120	5.50%
Old Age & Survivors Disability Ins	248,271	5.31%
Workers' Compensation	219,144	4.69%
FICA Medicare	196,019	4.19%
Health Ins Blue Shield Pre-Tax	145,530	3.11%
Delta Dental Employer Paid	135,699	2.90%
VRSCO 403B FLAT AMOUNT	50,000	1.07%
Health City Plan Pre-Tax	27,473	0.59%
State Unemployment Insurance	6,986	0.15%
Life Insurance	6,769	0.14%
STRS Cash Balance Certificated	108	0.00%

3. Total Base Salaries by Fund - Fiscal Year 2020-21

Fund Title	\$ per Fund	%
General Fund Unrestricted	6,575,095	66.8%
Bond Administration	703,282	7.1%
Strong Workforce Program	500,213	5.1%
Matriculation SSSP-Credit FY 20-21	444,422	4.5%
Adult Ed Block Grant (AEBG) 17-18	328,592	3.3%
Student Equity FY 20-21	203,290	2.1%
Free City College Program FY21	196,745	2.0%
CA College Promise	163,130	1.7%
Basic Skills Initiative 19-20	156,105	1.6%
Perkins Title 1C 15-16 #15-C01-048	152,467	1.5%
Risk Services	81,565	0.8%
Contract Education Operation 00-01	78,540	0.8%
Student Health Fees	71,474	0.7%
Strong Workforce CTE Student Succ17	62,633	0.6%
Research and Planng Grnt Serv	46,539	0.5%
Incarcerated Sudent Reentry Program	30,493	0.3%
Continuing Education Fees	26,180	0.3%
T4E-SFDHS-Specialized Train FY16-17	26,180	0.3%
Total	<u>9,846,946</u>	

4. Administrative Management Employees with Base Salary and Funding Source - Fiscal Year 2020-21

Name	Position	Base Salary	%	\$ per Fund	Fund Title	Organization	Program	Activity	Location
Al-Amin, John	0987 Mgr VII - VC, Fin&Adm	\$ 231,984	50	\$ 115,992	General Fund Unrestricted	COO's Office	Fiscal Operations	Support	Phelan Car
Al-Amin, John	0987 Mgr VII - VC, Fin&Adm	\$ 231,984	10	\$ 23,198	Free City College Program FY21	Central Services	Fiscal Operations	Support	Phelan Car
Al-Amin, John	0987 Mgr VII - VC, Fin&Adm	\$ 231,984	40	\$ 92,794	Bond Administration	Facilities Planning	Other	Support	Phelan Car
Boegel, Thomas	A106 VC Acad Aff	\$ 231,984	100	\$ 231,984	General Fund Unrestricted	Provost's Office	Academic Administration	Credit	Phelan Car
Bynum, Torrance	Dean, Capital Projects, SE/Eva	\$ 203,290	25	\$ 50,823	Bond Administration	Institutional Sup - Southeast	Academic Administration	Credit	Southeast
Bynum, Torrance	Dean, Capital Projects, SE/Eva	\$ 203,290	25	\$ 50,823	Bond Administration	Academic Admin - Southeast	Academic Administration	Credit	Southeast
Bynum, Torrance	Dean, Capital Projects, SE/Eva	\$ 203,290	25	\$ 50,823	General Fund Unrestricted	Academic Admin - Southeast	Academic Administration	Credit	Southeast
Bynum, Torrance	Dean, Capital Projects, SE/Eva	\$ 203,290	25	\$ 50,823	General Fund Unrestricted	Institutional Sup - Southeast	Academic Administration	Credit	Southeast
Cahill, Gregoria	Interim Dean, Mission Campus	\$ 142,948	100	\$ 142,948	General Fund Unrestricted	Academic Admin - Mission	Academic Administration	Credit	Mission Ca
Charles, Kristin	AVC Institutional Advancement	\$ 212,438	100	\$ 212,438	General Fund Unrestricted	Chancellor's Office	Planning, Policymaking and	Support	Phelan Car
Chenard, Stephanie	Manager III - Dir	\$ 130,900	20	\$ 26,180	T4E-SFDHS-Specialized Train FY21	Contract Education	Auxiliary Classes	Non-Credit	Downtown
Chenard, Stephanie	Manager III - Dir	\$ 130,900	20	\$ 26,180	Continuing Education Fees	Community Services	Community Service Classes	Non-Credit	Downtown
Chenard, Stephanie	Manager III - Dir	\$ 130,900	60	\$ 78,540	Contract Education Operation 0	Contract Education	Auxiliary Classes	Non-Credit	Downtown
Coffey, Amy	Interim Asst. Director, Studen	\$ 130,900	100	\$ 130,900	General Fund Unrestricted	Student Activities	Student Personnel Adminis	Credit	Phelan Car
Coria, Elizabeth	AVC, Student Affairs	\$ 212,438	100	\$ 212,438	Matriculation SSSP-Credit FY 20	Executive Vice Chancellor (Matriculation & Student As	Credit	Phelan Car
Dai, Kit	Dean, Chinatown, Northbeach, a	\$ 203,290	30	\$ 60,967	General Fund Unrestricted	Institutional Sup - Chntwn/	Other	Credit	Chinatown
Dai, Kit	Dean, Chinatown, Northbeach, a	\$ 203,290	70	\$ 142,323	General Fund Unrestricted	Student Services - Chntwn/	Academic Administration	Credit	Chinatown
Dewar, Cynthia	Dean, City Online	\$ 194,536	100	\$ 194,536	General Fund Unrestricted	TMI(Technology Mediated	Course and Curriculum Dev	Credit	Phelan Car
Dieter, Darryl	Director of Research	\$ 163,130	20	\$ 32,626	Adult Ed Block Grant (AEBG) 17-	Eco Dev	Economic Development	Non-Credit	Phelan Car
Dieter, Darryl	Director of Research	\$ 163,130	80	\$ 130,504	General Fund Unrestricted	Research/Development	Planning, Policymaking and	Support	Phelan Car
Evasco, Katrina	Interim Director,EOPS, CalWork	\$ 114,709	100	\$ 114,709	General Fund Unrestricted	EOPS	EOPS	Credit	Phelan Car
Gonzales, Dianna	A106 Vice Chancellor	\$ 231,984	10	\$ 23,198	Free City College Program FY21	Central Services	Fiscal Operations	Support	Phelan Car
Gonzales, Dianna	A106 Vice Chancellor	\$ 231,984	80	\$ 185,587	General Fund Unrestricted	Human Resources - Genera	Human Resources Manager	Support	Phelan Car
Gonzales, Dianna	A106 Vice Chancellor	\$ 231,984	10	\$ 23,198	Bond Administration	Facilities Planning	Other	Support	Phelan Car
Halpin, John	Interim Sr. Dir, Worforce Deve	\$ 203,290	35	\$ 71,151	Perkins Title 1C 15-16 #15-C01-	Vatea - Basic	Staff Development	Support	Phelan Car
Halpin, John	Interim Sr. Dir, Worforce Deve	\$ 203,290	25	\$ 50,822	Strong Workforce Program	Strong Workforce Program	Economic Development	Support	Phelan Car
Halpin, John	Interim Sr. Dir, Worforce Deve	\$ 203,290	40	\$ 81,316	Perkins Title 1C 15-16 #15-C01-	Vatea - Basic	Career Guidance	Support	Phelan Car
Henderson-Brown, Te	Interim Dean, Equity and Stude	\$ 203,290	100	\$ 203,290	Student Equity FY 20-21	Dean of Diversity & Studer	Planning, Policymaking and	Support	Phelan Car
Hudson, Margaret	Dean-HS Progs	\$ 163,130	100	\$ 163,130	CA College Promise	High School Program	Academic Administration	Support	Phelan Car
James, David	Manager V - Dean	\$ 170,471	100	\$ 170,471	General Fund Unrestricted	Chancellor's Office	Planning, Policymaking and	Support	Phelan Car
Jenkins, Lidia	Sr Director of Human Resources	\$ 203,290	100	\$ 203,290	General Fund Unrestricted	Human Resources - Genera	Human Resources Manager	Support	Phelan Car

4. Administrative Management Employees with Base Salary and Funding Source - Fiscal Year 2020-21

Name	Position	Base Salary	%	\$ per Fund	Fund Title	Organization	Program	Activity	Location
Jones-Bey, Lal	Senior Director, Risk Management	\$ 156,105	50	\$ 78,053	Risk Services	Central Services	Other	Support	Phelan Car
Jones-Bey, Lal	Senior Director, Risk Management	\$ 156,105	50	\$ 78,053	Bond Administration	Facilities Planning	Other	Support	Phelan Car
Kaeuper, Edith	Dean, JAD Center	\$ 186,159	100	\$ 186,159	General Fund Unrestricted	Enrollment & Supprt Svcs	Academic Administration	Support	Phelan Car
Kwiecien, Garth	Sr Director, Administrative Sv	\$ 149,383	30	\$ 44,815	Bond Administration	Facilities Planning	Other	Support	Phelan Car
Kwiecien, Garth	Sr Director, Administrative Sv	\$ 149,383	70	\$ 104,568	General Fund Unrestricted	Purchasing	Fiscal Operations	Support	Phelan Car
Lam, Marian	Asst Director, Capital Plannin	\$ 130,900	60	\$ 78,540	Bond Administration	Facilities Planning	Other	Support	Phelan Car
Lam, Marian	Asst Director, Capital Plannin	\$ 130,900	40	\$ 52,360	General Fund Unrestricted	Facilities Planning	Physical Property and Relat	Support	Phelan Car
Lam, Zachary	Asst. Director, Strong Workfor	\$ 125,266	50	\$ 62,633	Strong Workforce Program	Strong Workforce Program	Economic Development	Support	Phelan Car
Lam, Zachary	Asst. Director, Strong Workfor	\$ 125,266	50	\$ 62,633	Strong Workforce CTE Student S	Strong Workforce Program	Economic Development	Support	Phelan Car
Liang, Mandy	Interim Dean, Stdtd Comp and Re	\$ 156,105	100	\$ 156,105	Basic Skills Initiative 19-20	Matriculation Office	Matriculation & Student As	Credit	Phelan Car
Liu, Monika	Program Mgr A & R and Outreach	\$ 186,159	100	\$ 186,159	General Fund Unrestricted	Admissions & Records - No	Admissions and Records	Support	Phelan Car
Lopez, Vinicio	Dean, ESL and International St	\$ 203,290	100	\$ 203,290	General Fund Unrestricted	Dean's Office-International	Academic Administration	Credit	Phelan Car
Ly, Geisce	Dean, Downtown Center, Busines	\$ 203,290	30	\$ 60,987	General Fund Unrestricted	Institutional Sup - Dwn tw	Other	Credit	Downtowr
Ly, Geisce	Dean, Downtown Center, Busines	\$ 203,290	70	\$ 142,303	General Fund Unrestricted	Academic Administration -	Academic Administration	Credit	Downtowr
Lystrup, Noah	Interim Dean, Stdtd Eng/Wellnes	\$ 142,949	50	\$ 71,474	Student Health Fees	Community Relaions & Rec	Planning, Policymaking and	Support	Phelan Car
Lystrup, Noah	Interim Dean, Stdtd Eng/Wellnes	\$ 142,949	50	\$ 71,474	General Fund Unrestricted	Community Relaions & Rec	Planning, Policymaking and	Credit	Phelan Car
McGriff, Ilona	Mgr V - Sr. Dir Cap Proj/ SEA	\$ 170,471	50	\$ 85,236	General Fund Unrestricted	Institutional Sup - Southea	Academic Administration	Credit	Southeast
McGriff, Ilona	Mgr V - Sr. Dir Cap Proj/ SEA	\$ 170,471	50	\$ 85,236	General Fund Unrestricted	Academic Admin - Southea	Academic Administration	Credit	Southeast
Mery, Pamela	Sr. Director, Institutional Ef	\$ 203,290	80	\$ 162,632	General Fund Unrestricted	Research/Development	Planning, Policymaking and	Support	Phelan Car
Mery, Pamela	Sr. Director, Institutional Ef	\$ 203,290	20	\$ 40,658	Adult Ed Block Grant (AEBG) 17-	Eco Dev	Economic Development	Non-Credi	Phelan Car
Miller, Vanessa	A103 Assoc Dean, Nursing Pathw	\$ 163,130	100	\$ 163,130	Strong Workforce Program	Strong Workforce Program	Economic Development	Support	Phelan Car
Miller, Wendy	Associate Dean, AEP/CTE Pathways	\$ 178,143	75	\$ 133,607	Adult Ed Block Grant (AEBG) 17-	Eco Dev	Economic Development	Non-Credi	Phelan Car
Miller, Wendy	Associate Dean, AEP/CTE Pathways	\$ 178,143	25	\$ 44,536	Research and Planng Grnt Serv	Grant Development	Planning, Policymaking and	Support	Phelan Car
Milloy, Leslie	A104 Dean - Exec Asst to Chanc	\$ 203,290	70	\$ 142,303	General Fund Unrestricted	Chancellor's Office	Planning, Policymaking and	Support	Phelan Car
Milloy, Leslie	A104 Dean - Exec Asst to Chanc	\$ 203,290	30	\$ 60,987	Free City College Program FY21	Central Services	Fiscal Operations	Support	Phelan Car
Mosley, William	Sr. Director, Human Resources	\$ 156,105	100	\$ 156,105	General Fund Unrestricted	Human Resources - Genera	Human Resources Manager	Support	Phelan Car
Nasser, Abdul	AVC, Finance and Administratio	\$ 212,438	10	\$ 21,244	Free City College Program FY21	Central Services	Fiscal Operations	Support	Phelan Car
Nasser, Abdul	AVC, Finance and Administratio	\$ 212,438	75	\$ 159,328	General Fund Unrestricted	District Business Services -	Fiscal Operations	Support	Phelan Car
Nasser, Abdul	AVC, Finance and Administratio	\$ 212,438	15	\$ 31,866	Bond Administration	Facilities Planning	Other	Support	Phelan Car
Pascual, Monique	Director, Apprenticeship and A	\$ 178,143	100	\$ 178,143	Strong Workforce Program	Strong Workforce Program	Economic Development	Support	Phelan Car
Rayz, Ellen	Mgr VI - Assoc VC CTO	\$ 194,536	100	\$ 194,536	General Fund Unrestricted	ITS - General	Fiscal Operations	Support	Phelan Car

4. Administrative Management Employees with Base Salary and Funding Source - Fiscal Year 2020-21

Name	Position	Base Salary	%	\$ per Fund	Fund Title	Organization	Program	Activity	Location
Reed, Donna	Dean, Library and Learning Res	\$ 203,290	100	\$ 203,290	General Fund Unrestricted	Library	Library	Credit	Phelan Car
Rocha, Mark	C101 CHANCELLOR	\$ 344,687	100	\$ 344,687	General Fund Unrestricted	Chancellor's Office	Planning, Policymaking and	Support	Phelan Car
Runkel, Lucy	A101 Asst Dir Adult Ed Block G	\$ 129,953	35	\$ 45,484	Strong Workforce Program	Strong Workforce Program	Economic Development	Support	Civic Cente
Runkel, Lucy	A101 Asst Dir Adult Ed Block G	\$ 129,953	65	\$ 84,470	Adult Ed Block Grant (AEBG) 17-	Eco Dev	Economic Development	Non-Credi	Civic Cente
Selassie-Okpe, KenZo	Dean, Liberal Arts	\$ 156,105	100	\$ 156,105	General Fund Unrestricted	School of English & Foreign	Academic Administration	Credit	Phelan Car
Starr, Clara	AVC, Human Resources and ER	\$ 212,438	100	\$ 212,438	General Fund Unrestricted	Human Resources - Genera	Human Resources Manager	Support	Phelan Car
Vasquez, Alberto	Manager VI - Assoc VC	\$ 186,159	100	\$ 186,159	Bond Administration	Facilities Planning	Other	Support	Phelan Car
Villanueva, Guillermo	Dean Financial Aid	\$ 170,471	25	\$ 42,618	Free City College Program FY21	Central Services	Fiscal Operations	Support	Phelan Car
Villanueva, Guillermo	Dean Financial Aid	\$ 170,471	8	\$ 13,638	General Fund Unrestricted	EOPS	EOPS	Credit	Phelan Car
Villanueva, Guillermo	Dean Financial Aid	\$ 170,471	67	\$ 114,216	General Fund Unrestricted	Financial Aid Office	Financial Aid Administration	Support	Phelan Car
Vurdien, Ramalingum	C101 Interim Chancellor	\$ 340,000	7.5	\$ 25,500	Free City College Program FY21	Central Services	Fiscal Operations	Support	Phelan Car
Vurdien, Ramalingum	C101 Interim Chancellor	\$ 340,000	7.5	\$ 25,500	Bond Administration	Facilities Planning	Other	Support	Phelan Car
Vurdien, Ramalingum	C101 Interim Chancellor	\$ 340,000	85	\$ 289,000	General Fund Unrestricted	Chancellor's Office	Planning, Policymaking and	Support	Phelan Car
Wilhite, Kerry	Sr. Director - Payroll Svcs.	\$ 203,290	100	\$ 203,290	General Fund Unrestricted	Payroll	Fiscal Operations	Support	Phelan Car
Wilkins, Lisa	A106 Vice Chancellor	\$ 231,984	100	\$ 231,984	Matriculation SSSP-Credit FY 20	Executive Vice Chancellor (Matriculation & Student As	Credit	Phelan Car
Williams-Powell, Mar	Mgr V - Sr Dir Bdgt & Acctg	\$ 163,130	80	\$ 130,504	General Fund Unrestricted	COO's Office	Fiscal Operations	Support	Phelan Car
Williams-Powell, Mar	Mgr V - Sr Dir Bdgt & Acctg	\$ 163,130	20	\$ 32,626	Bond Administration	Facilities Planning	Other	Support	Phelan Car
Yarkin, Cherisa	Director, Planning	\$ 156,105	80	\$ 124,884	General Fund Unrestricted	Research/Development	Planning, Policymaking and	Support	Phelan Car
Yarkin, Cherisa	Director, Planning	\$ 156,105	20	\$ 31,221	Adult Ed Block Grant (AEBG) 17-	Eco Dev	Economic Development	Non-Credi	Phelan Car
Yee, David	Dean, STEM	\$ 203,290	100	\$ 203,290	General Fund Unrestricted	Dean's Office-Science & M	Academic Administration	Credit	Phelan Car
Yee, Jill	Dean, Social and Behavioral Sc	\$ 203,290	15	\$ 30,493	Incarcerated Sudent Reentry Pro	Dean's Office-Behavior & S	Counseling and Guidance	Support	Phelan Car
Yee, Jill	Dean, Social and Behavioral Sc	\$ 203,290	85	\$ 172,796	General Fund Unrestricted	Dean's Office-Behavior & S	Academic Administration	Credit	Phelan Car
Yee, Shawn	Manager III - Dir	\$ 125,266	100	\$ 125,266	General Fund Unrestricted	ITS - General	Management Information S	Support	Phelan Car
Zepeda, Rosalinda	0983 Mgr III - Dir, Media Rela	\$ 119,872	100	\$ 119,872	General Fund Unrestricted	Public Information	Planning, Policymaking and	Support	Phelan Car

City College of San Francisco
Annual Administrative Salary Schedule

Effective 8.1.2020 No Increase from FY19.20

Academic Administrators	Asst. Director	Director	Assoc Dean	Dean	AVC*	VC*
	A101	A102	A103	A104	A105	A106
Classified Administrators	Asst. Director	Director	Prg. Manager	Sr. Director	AVC*	VC*
	Mgr II	Mgr III	Mgr IV	Mgr V	Mgr VI	VII
	982	983	984	985	986	987
Steps						
1	\$105,043.48	\$109,709.54	\$114,709.54	\$119,872.35	\$125,265.82	\$136,793.45
2	\$109,769.29	\$114,709.54	\$119,872.35	\$125,265.82	\$130,900.40	\$142,948.48
3	\$114,709.54	\$119,872.35	\$125,265.82	\$130,900.40	\$136,793.45	\$149,382.86
4	\$119,872.35	\$125,265.82	\$130,900.40	\$136,793.45	\$142,948.48	\$156,104.71
5	\$125,265.82	\$130,900.40	\$136,793.45	\$142,948.48	\$149,382.86	\$163,130.25
6	\$130,900.40	\$136,793.45	\$142,948.48	\$149,382.86	\$156,104.71	\$170,471.08
7	\$136,793.45	\$142,948.48	\$149,382.86	\$156,104.71	\$163,130.25	\$178,143.43
8	\$142,948.48	\$149,382.86	\$156,104.71	\$163,130.25	\$170,471.08	\$186,158.86
9	\$149,382.86	\$156,104.71	\$163,130.25	\$170,471.08	\$178,143.43	\$194,535.96
10	\$156,104.71	\$163,130.25	\$170,471.08	\$178,143.43	\$186,158.86	\$203,289.78
11	\$163,130.25	\$170,471.08	\$178,143.43	\$186,158.86	\$194,535.96	\$212,437.70
12	\$170,471.08	\$178,143.43	\$186,158.86	\$194,535.96	\$203,289.78	\$221,995.96
13	\$178,143.43	\$186,158.86	\$194,535.96	\$203,289.78	\$212,437.70	\$231,984.26
calendar days	228	228	228	228	228	228

*Any position classified as A105, A106, 0986, 0987 may be independently adjusted according to market variations. Deputy Chancellor and Chancellor are paid per contract.

6. Administrative Salary Schedule for Fiscal Year 2019-20 and Fiscal Year 2020-21 Combined

Name	Position	Base Salary	Salary Level	Range
Rocha, Mark	C101 CHANCELLOR	\$ 344,687	Per Contract	
Vurdien, Ramalingum	C101 Interim Chancellor	\$ 340,000	Per Contract	
Al-Amin, John	0987 Mgr VII - VC, Fin&Adm	\$ 231,984	Vice Chancellor/Mgr VII	top
Gonzales, Dianna	Deputy Chancellor	\$ 231,984	Vice Chancellor/Mgr VII	top
Boegel, Thomas	A106 VC Acad Aff	\$ 231,984	Vice Chancellor/Mgr VII	top
Wilkins, Lisa	A106 Vice Chancellor	\$ 231,984	Vice Chancellor/Mgr VII	top
Smith, Rueben	Manager VII - VC	\$ 221,759	Vice Chancellor/Mgr VII	
Walton, Trudy	A106 VC, Stdnt Dev	\$ 221,759	Vice Chancellor/Mgr VII	
Bruckman, Steven	Manager VII - VC / Gen Counsel	\$ 221,748	Vice Chancellor/Mgr VII	
Charles, Kristin	AVC Institutional Advancement	\$ 212,438	Associate Vice Chancellor/Mgr VI	top
Coria, Elizabeth	AVC, Student Affairs	\$ 212,438	Associate Vice Chancellor/Mgr VI	top
Starr, Clara	AVC, Human Resources and ER	\$ 212,438	Associate Vice Chancellor/Mgr VI	top
Nasser, Abdul	AVC, Finance and Administratio	\$ 212,438	Associate Vice Chancellor/Mgr VI	top
Bynum, Torrance	Dean, Capital Projects, SE/Eva	\$ 203,290	Dean/Sr Director/Mgr V	top
Halpin, John	Interim Sr. Dlr, Worforce Deve	\$ 203,290	Dean/Sr Director/Mgr V	top
Mery, Pamela	Sr. Director, Institutional Ef	\$ 203,290	Dean/Sr Director/Mgr V	top
Milloy, Leslie	A104 Dean - Exec Asst to Chanc	\$ 203,290	Dean/Sr Director/Mgr V	top
Wilhite, Kerry	Sr. Director - Payroll Svcs.	\$ 203,290	Dean/Sr Director/Mgr V	top
Battiste, Leilani	Dean, Deputy General Counsel	\$ 203,290	Dean/Sr Director/Mgr V	top
Dai, Kit	Dean, Chinatown, Northbeach, a	\$ 203,290	Dean/Sr Director/Mgr V	top
Henderson-Brown, Tessa	Interim Dean, Equity and Stude	\$ 203,290	Dean/Sr Director/Mgr V	top
Jenkins, Lidia	Sr Director of Human Resources	\$ 203,290	Dean/Sr Director/Mgr V	top
Leyba-Frank, MaryLou	Dean, Enrollment Services	\$ 203,290	Dean/Sr Director/Mgr V	top
Lopez, Vinicio	Dean, ESL and International St	\$ 203,290	Dean/Sr Director/Mgr V	top
Ly, Geisce	Dean, Downtown Center, Busines	\$ 203,290	Dean/Sr Director/Mgr V	top
Reed, Donna	Dean, Library and Learning Res	\$ 203,290	Dean/Sr Director/Mgr V	top
Yee, David	Dean, STEM	\$ 203,290	Dean/Sr Director/Mgr V	top
Yee, Jill	Dean, Social and Behavioral Sc	\$ 203,290	Dean/Sr Director/Mgr V	top
Sohn, James	Mgr VI - AVC Bus, Strat, & Eff	\$ 199,807	Associate Vice Chancellor/Mgr VI	
Dewar, Cynthia	Dean, City Online	\$ 194,536	Dean/Sr Director/Mgr V	
Rayz, Ellen	Mgr VI - Assoc VC CTO	\$ 194,536	Associate Vice Chancellor/Mgr VI	

6. Administrative Salary Schedule for Fiscal Year 2019-20 and Fiscal Year 2020-21 Combined

Name	Position	Base Salary	Salary Level	Range
Kaeuper, Edith	Dean, JAD Center	\$ 186,159	Dean/Sr Director/Mgr V	
Liu, Monika	Program Mgr A & R and Outreach	\$ 186,159	Assoc Dean/Program Mgr/Mgr IV	
Marquez, Michelle	Sr. Director, Human Resources	\$ 186,159	Dean/Sr Director/Mgr V	
Vasquez, Alberto	Manager VI - Assoc VC	\$ 186,159	Associate Vice Chancellor/Mgr VI	
Kirk, Jimmy	Interim Director, Bldg and Grd	\$ 178,143	Director/Mgr III	
Miller, Wendy	Associate Dean, AEP/CTE Pathways	\$ 178,143	Assoc Dean/Program Mgr/Mgr IV	
Pascual, Monique	Director, Apprenticeship and A	\$ 178,143	Director/Mgr III	
James, David	Manager V - Dean	\$ 170,471	Dean/Sr Director/Mgr V	
McGriff, Ilona	Mgr V - Sr. Dir Cap Proj/ SEA	\$ 170,471	Dean/Sr Director/Mgr V	
Villanueva, Guillermo	Dean Financial Aid	\$ 170,471	Dean/Sr Director/Mgr V	
Hudson, Margaret	Dean-HS Progs	\$ 163,130	Dean/Sr Director/Mgr V	
Miller, Vanessa	A103 Assoc Dean, Nursing Pathw	\$ 163,130	Assoc Dean/Program Mgr/Mgr IV	
Dieter, Darryl	Director of Research	\$ 163,130	Director/Mgr III	
Herriford, Olivia	Asst Director, Information Sec	\$ 163,130	Assistant Director/Mgr II	
Hovakimian, Vahe	Interim Sr. Director, Finance	\$ 163,130	Dean/Sr Director/Mgr V	
Williams-Powell, Marla	Mgr V - Sr Dir Bdgt & Acctg	\$ 163,130	Dean/Sr Director/Mgr V	
Jones-Bey, Lal	Senior Director, Risk Management	\$ 156,105	Dean/Sr Director/Mgr V	
Liang, Mandy	Interim Dean, Stdt Comp and Re	\$ 156,105	Dean/Sr Director/Mgr V	
Selassie-Okpe, KenZoe Brian	Dean, Liberal Arts	\$ 156,105	Dean/Sr Director/Mgr V	
Varona, Alina	Interim ProA103 Associate Dean	\$ 156,105	Assoc Dean/Program Mgr/Mgr IV	
Mosley, William	Sr. Director, Human Resources	\$ 156,105	Dean/Sr Director/Mgr V	
Yarkin, Cherisa	Director, Planning	\$ 156,105	Director/Mgr III	
Kwiecien, Garth	Sr Director, Administrative Sv	\$ 149,383	Dean/Sr Director/Mgr V	
Lystrup, Noah	Interim Dean, Stdt Eng/Wellnes	\$ 142,949	Dean/Sr Director/Mgr V	
Cahill, Gregoria	Interim Dean, Mission Campus	\$ 142,948	Dean/Sr Director/Mgr V	
Vigo, Dave	Mgr V - Sr Dir Bdgt & Acctg	\$ 142,948	Dean/Sr Director/Mgr V	
Guiriba, Joseph	A104 Dean, Outreach Services	\$ 141,913	Dean/Sr Director/Mgr V	
Lawson, Cassandra	Interim Director, Compliance a	\$ 136,794	Director/Mgr III	
Chenard, Stephanie	Manager III - Dir	\$ 130,900	Director/Mgr III	
Coffey, Amy	Interim Asst. Director, Studen	\$ 130,900	Assistant Director/Mgr II	
Lam, Marian	Asst Director, Capital Plannin	\$ 130,900	Assistant Director/Mgr II	

6. Administrative Salary Schedule for Fiscal Year 2019-20 and Fiscal Year 2020-21 Combined

Name	Position	Base Salary	Salary Level	Range
Runkel, Lucy	A101 Asst Dir Adult Ed Block G	\$ 129,953	Assistant Director/Mgr II	
Yee, Shawn	Manager III - Dir	\$ 125,266	Director/Mgr III	
Lam, Zachary	Asst. Director, Strong Workfor	\$ 125,266	Assistant Director/Mgr II	
Zepeda, Rosalinda	0983 Mgr III - Dir, Media Rela	\$ 119,872	Director/Mgr III	
Evasco, Katrina	Interim Director,EOPS, CalWork	\$ 114,709	Director/Mgr III	

7. State Chancellor's Office Report on Staffing for Fall 2019 - Administrator Salary Distribution by District

	Less than 70,000	70,000 to 84,999	85,000 to 99,999	100,000 to 119,999	120,000 to 149,000	150,000 to 174,999	175,000 or Greater	Unknown	Total Headcount	Average Salary	Compared to Average
San Mateo	1	0	0	0	0	7	35	0	43	\$206,338	38%
South Orange County	0	0	0	0	2	7	32	0	41	\$205,017	37%
San Francisco	0	0	0	0	6	5	22	1	34	\$191,868	28%
Ohlone	0	0	0	1	1	5	10	0	17	\$190,569	27%
MiraCosta	1	0	1	1	0	2	9	0	14	\$189,667	27%
Chaffey	0	0	0	1	5	5	12	0	23	\$184,533	23%
San Jose	0	0	0	1	1	10	18	0	30	\$182,819	22%
Mt. San Antonio	0	1	1	3	10	14	21	0	50	\$176,786	18%
Coast	1	0	0	5	14	15	37	0	72	\$174,549	16%
Rancho Santiago	0	0	4	3	9	10	18	1	45	\$169,562	13%
Desert	0	0	0	2	10	5	6	0	23	\$169,511	13%
West Valley	1	0	0	0	9	15	12	0	37	\$168,849	13%
Yosemite	0	0	1	0	5	13	9	0	28	\$166,378	11%
Rio Hondo	0	0	0	2	5	6	9	0	22	\$166,000	11%
North Orange	0	0	0	2	15	21	11	0	49	\$165,656	11%
Riverside	0	0	1	3	14	27	13	0	58	\$165,488	10%
Ventura	0	0	0	1	6	19	6	0	32	\$164,971	10%
Allan Hancock	0	0	0	0	7	0	5	0	12	\$164,351	10%
West Kern	0	0	0	0	3	2	2	0	7	\$162,013	8%
Santa Monica	0	0	7	1	13	18	8	1	48	\$161,687	8%
Marin	0	0	1	3	9	10	6	0	29	\$161,484	8%
Citrus	0	1	0	2	4	3	4	1	15	\$160,185	7%
Santa Clarita	1	1	0	2	10	7	10	0	31	\$158,464	6%
Butte	0	0	0	0	10	3	3	0	16	\$157,239	5%
Contra Costa	0	0	2	6	26	19	10	0	63	\$156,553	4%
San Diego	0	2	0	15	22	28	13	0	80	\$155,931	4%
Imperial	0	0	0	0	7	6	2	0	15	\$155,821	4%
Foothill	3	0	0	8	29	20	23	0	83	\$155,717	4%
Long Beach	0	0	0	6	8	8	6	0	28	\$155,194	4%
Cerritos	0	0	2	1	6	7	7	0	23	\$154,080	3%
Sierra	0	0	0	2	19	3	5	0	29	\$153,154	2%
Feather River	0	0	0	1	1	1	1	0	4	\$153,149	2%
Glendale	1	0	3	3	7	5	9	0	28	\$152,601	2%
Palomar	0	0	0	5	4	3	4	0	16	\$152,306	2%
Los Rios	0	3	6	5	28	40	13	0	95	\$151,886	1%

7. State Chancellor's Office Report on Staffing for Fall 2019 - Administrator Salary Distribution by District

	Less than 70,000	70,000 to 84,999	85,000 to 99,999	100,000 to 119,999	120,000 to 149,000	150,000 to 174,999	175,000 or Greater	Unknown	Total Headcount	Average Salary	Compared to Average
State Center	0	0	0	6	37	17	8	1	69	\$150,948	1%
Peralta	0	1	2	12	34	11	13	0	73	\$150,290	0%
Sonoma	2	4	2	0	6	15	6	0	35	\$150,282	0%
El Camino	0	0	0	6	14	6	6	0	32	\$150,064	0%
Antelope	0	0	0	1	19	0	4	0	24	\$149,146	0%
Pasadena	0	4	1	3	14	10	6	0	38	\$146,402	-2%
Palo Verde	1	0	0	1	4	1	2	0	9	\$145,144	-3%
Merced	0	0	3	5	6	3	7	0	24	\$144,498	-4%
Cabrillo	1	0	2	1	4	9	2	0	19	\$143,161	-4%
Chabot-Las Positas	0	0	2	1	11	3	1	0	18	\$142,614	-5%
Lassen	0	0	0	2	2	0	1	0	5	\$142,155	-5%
San Bernardino	3	0	0	5	13	9	2	0	32	\$141,708	-5%
San Joaquin Delta	0	2	3	2	8	7	2	0	24	\$140,648	-6%
Mt. San Jacinto	0	1	4	5	7	4	5	0	26	\$139,455	-7%
Monterey	0	0	2	1	5	1	1	0	10	\$136,738	-9%
San Luis Obispo	0	0	2	4	8	2	2	0	18	\$135,027	-10%
Compton	0	0	1	2	6	4	0	0	13	\$134,315	-10%
Sequoias	4	2	5	3	18	11	5	0	48	\$133,362	-11%
Victor Valley	0	0	5	2	4	2	3	0	16	\$133,362	-11%
Solano	1	0	0	3	6	2	1	0	13	\$132,284	-12%
Napa	0	0	0	9	9	0	3	0	21	\$131,694	-12%
Grossmont	1	0	4	30	40	3	9	0	87	\$130,148	-13%
Siskiyou	0	0	0	5	1	1	1	0	8	\$130,082	-13%
Redwoods	0	1	1	4	7	0	1	0	14	\$127,754	-15%
Shasta Tehama	0	5	3	0	13	4	1	0	26	\$127,326	-15%
Barstow	1	0	1	0	3	0	2	0	7	\$125,910	-16%
Mendocino	2	1	2	2	4	1	2	0	14	\$123,935	-17%
Santa Barbara	2	5	0	2	4	4	2	0	19	\$121,240	-19%
Yuba	0	0	0	3	3	0	0	0	6	\$120,056	-20%
Gavilan	2	0	1	0	1	0	1	0	5	\$114,308	-24%
Copper Mountain	0	1	3	3	3	0	1	0	11	\$113,577	-24%
Lake Tahoe	2	0	1	0	4	1	0	0	8	\$110,731	-26%
West Hills	11	9	18	12	8	6	7	1	72	\$110,098	-27%
Los Angeles	58	3	19	36	18	1	8	0	143	\$81,311	-46%
STATEWIDE TOTAL	100	47	116	256	669	507	526	6	2227	\$149,870	

8. Salary Survey of 49 Single District California Community Colleges in 2019

Position Title	CCSF Position Title	CCSF	CCSF	All 49 Single District Colleges		
		Annual Salary	Position # to Others	Minimum	Average	Maximum
Chief Executive Officer	Chancellor	\$ 344,687	3	\$ 189,999	\$ 264,595	\$ 351,864
Chief Instructional Officer	Senior Vice Chancellor Academic & Institutional Affairs	\$ 221,759	13	\$ 136,970	\$ 196,713	\$ 263,685
Chief Business Officer	Associate Vice Chancellor of Finance & Administration	\$ 221,759	12	\$ 126,371	\$ 192,987	\$ 249,602
Chief Human Resources Officer	Senior Vice Chancellor Admin. & Student Affairs & HR	\$ 221,759	9	\$ 82,113	\$ 177,808	\$ 257,579
Chief Student Services Officer	VACANT			\$ 129,473	\$ 192,945	\$ 257,579
Admissions & Records Director	Dean - Admissions Records & Outreach	\$ 203,290	3	\$ 79,540	\$ 140,116	\$ 241,917
Instructional Dean	Interim Dean, Workforce Development	\$ 212,438	3	\$ 106,339	\$ 157,331	\$ 227,453
Director of Accounting	Senior Director of Finance	\$ 203,290	2	\$ 81,420	\$ 142,893	\$ 227,453
Director of Campus Facilities	Senior Vice Chancellor Facilities, Capital Planning	\$ 212,438	2	\$ 72,575	\$ 140,614	\$ 227,453
Director of Information Technology	VACANT			\$ 95,897	\$ 153,997	\$ 227,453
Executive Assistant to the CEO	Chief of Staff (Senior Director)	\$ 203,290	1	\$ 8,675	\$ 90,971	\$ 203,290
Director of Learning Resources	Dean, Academic Success	\$ 203,290	1	\$ 77,940	\$ 142,012	\$ 203,290
Chief Financial Aid Officer	Dean, Fin Aid and Special Progs.	\$ 203,290	1	\$ 79,540	\$ 134,061	\$ 203,290
Chief Marketing/PR Director	VACANT			\$ 64,325	\$ 133,994	\$ 241,917
Campus Outreach Coordinator	VACANT			\$ 52,858	\$ 114,103	\$ 173,004
Institutional Effectiveness Officer	Sr. Director, Institutional Effectiveness	\$ 203,290	2	\$ 91,621	\$ 149,602	\$ 233,387
Dean of Student Services	AVC, Student Affairs	\$ 212,438	1	\$ 86,200	\$ 156,831	\$ 212,438
Chief Workforce Development Officer	Interim AVC , Instruction	\$ 212,438	2	\$ 83,708	\$ 149,130	\$ 216,656
Chief Advancement Officer	AVC Institutional Advancement and Effectiveness	\$ 212,438	4	\$ 86,668	\$ 158,355	\$ 241,917

Source: Association of California Community College Administrators