

2017 Management Salary Study (data aged for 2018 and 2019 by 2.75% each year)

Benchmark Classifications	survey group	VCCCD Actual (top step)	VCCCD Percent Rank (top step)	Market 60th Percentile	Market 70th Percentile	Market 75th Percentile	Percentage Difference at 60th Percentile (top step)	Percentage Difference at 70th Percentile (top step)	Percentage Difference at 75th Percentile (top step)
Administrative Officer to the Chancellor and Board of Trustees	statewide (multi and single-college districts)	\$124,124	55.10%	\$128,916.07	\$142,176.58	\$142,928.81	-3.86%	-14.54%	-15.15%
Associate Vice Chancellor, IT	statewide (multi and single-college districts)	\$174,651	17.80%	\$204,776.17	\$223,661.47	\$228,482.41	-17.25%	-28.06%	-30.82%
Chief of Police	statewide (multi and single-college districts)	\$150,871	50.70%	\$152,016.23	\$160,060.04	\$170,490.89	-0.76%	-6.09%	-13.00%
Dean (local market)	local (multi and single-college districts)	\$150,871	4.90%	\$179,780.93	\$185,980.44	\$189,532.79	-19.16%	-23.27%	-25.63%
Dean (statewide market)	statewide (multi-college districts)	\$150,871	21.00%	\$170,151.63	\$174,280.13	\$177,220.83	-12.78%	-15.52%	-17.47%
Director of College IT Services	statewide (multi-college districts)	\$133,510	44.10%	\$140,648.30	\$151,653.90	\$165,728.81	-5.35%	-13.59%	-24.13%
Director of Employment Services/Personnel Commission	statewide (multi and single-college districts)	\$150,871	16.40%	\$185,888.06	\$190,188.37	\$192,338.52	-23.21%	-26.06%	-27.49%
Director of Facilities, Maintenance, and Operations	statewide (multi-college districts)	\$133,510	5.00%	\$159,369.06	\$163,973.30	\$167,383.82	-19.37%	-22.82%	-25.37%
Director of Fiscal Services	statewide (multi-college districts)	\$154,557	32.40%	\$181,829.97	\$186,427.02	\$192,503.22	-17.65%	-20.62%	-24.55%
Director of Institutional Advancement, Community Relations, and Marketing	statewide (multi and single-college districts)	\$133,510	27.90%	\$143,604.18	\$148,271.89	\$149,690.66	-7.56%	-11.06%	-12.12%
Director of Software Applications and Development	statewide (multi and single-college districts)	\$150,871	12.80%	\$165,175.77	\$174,563.50	\$183,476.16	-9.48%	-15.70%	-21.61%
Program Director I	statewide (multi and single-college districts)	\$104,613	53.40%	\$114,135.70	\$116,608.28	\$119,242.39	-9.10%	-11.47%	-13.98%
Program Director II	statewide (multi and single-college districts)	\$112,583	#N/A	\$127,710.61	\$138,295.62	\$138,319.91	-13.44%	-22.84%	-22.86%
Vice President, Academic Affairs (local market)	local (multi-college districts)	\$162,283	#N/A	\$201,978.84	\$215,248.43	\$227,662.22	-24.46%	-32.64%	-40.29%

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Vice President, Academic Affairs (statewide market)	statewide (multi-college districts)	\$162,283	8.40%	\$194,036.39	\$196,566.61	\$200,855.52	-19.57%	-21.13%	-23.77%
Vice President, Business Services (local market)	local (multi-college districts)	\$162,283	#N/A	\$201,978.84	\$212,881.85	\$221,745.76	-24.46%	-31.18%	-36.64%
Vice President, Business Services (statewide market)	statewide (multi-college districts)	\$162,283	17.50%	\$194,375.28	\$196,186.86	\$199,143.08	-19.78%	-20.89%	-22.71%
Vice President, Student Development (local market)	local (multi-college districts)	\$162,283	#N/A	\$201,978.84	\$215,248.43	\$227,662.22	-24.46%	-32.64%	-40.29%
Vice President, Student Development (statewide market)	statewide (multi-college districts)	\$162,283	12.80%	\$193,580.30	\$196,134.60	\$199,143.08	-19.29%	-20.86%	-22.71%

Aligned Classifications	Benchmark classification to which aligned	VCCCD Actual (top step)	VCCCD Percent Rank (top step)	Assumed Market 60th Percentile	Assumed Market 70th Percentile	Assumed Market 75th Percentile	Percentage Difference at 60th Percentile based on Benchmark Classification (top step)	Percentage Difference at 70th Percentile based on Benchmark Classification (top step)	Percentage Difference at 75th Percentile based on Benchmark Classification (top step)
Assistant Dean	Dean (local market)	\$112,583	N/A	\$134,156.26	\$138,782.46	\$141,433.30	-19.16%	-23.27%	-25.63%
Assistant Director of Facilities, Maintenance, and Operations	Director of Facilities, Maintenance, and Operations	\$121,101	N/A	\$144,556.65	\$148,732.96	\$151,826.48	-19.37%	-22.82%	-25.37%
Budget Director	Director of Fiscal Services	\$140,187	N/A	\$164,924.25	\$169,093.89	\$174,605.15	-17.65%	-20.62%	-24.55%
Director of Economic and Workforce Development, Grants, and Contracts	Dean (local market)	\$150,871	N/A	\$179,780.93	\$185,980.44	\$189,532.79	-19.16%	-23.27%	-25.63%
Director of Employee Relations and Human Resources Operations	Director of Employment Services/Personnel Commission	\$150,871	N/A	\$185,888.06	\$190,188.37	\$192,338.52	-23.21%	-26.06%	-27.49%
Director of General Services	Director of Fiscal Services	\$140,187	N/A	\$164,924.25	\$169,093.89	\$174,605.15	-17.65%	-20.62%	-24.55%
Director of International Students	Program Director I	\$104,613	N/A	\$114,135.70	\$116,608.28	\$119,242.39	-9.10%	-11.47%	-13.98%
Director of Outreach	Program Director I	\$104,613	N/A	\$114,135.70	\$116,608.28	\$119,242.39	-9.10%	-11.47%	-13.98%
Economic and Workforce Development Project Manager	Program Director I	\$104,613	N/A	\$114,135.70	\$116,608.28	\$119,242.39	-9.10%	-11.47%	-13.98%

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Grant Director - BSSOTP	Program Director I	\$112,583	N/A	\$122,831.23	\$125,492.19	\$128,326.98	-9.10%	-11.47%	-13.98%
Grant Director - California Career Pathways Trust Grant	Program Director II	\$112,583	N/A	\$127,710.61	\$138,295.62	\$138,319.91	-13.44%	-22.84%	-22.86%
Grant Director - Career and Technical Education	Program Director II	\$112,583	N/A	\$127,710.61	\$138,295.62	\$138,319.91	-13.44%	-22.84%	-22.86%
Grant Director - Science, Technology, Engineering, Mathematics (STEM)	Program Director II	\$112,583	N/A	\$127,710.61	\$138,295.62	\$138,319.91	-13.44%	-22.84%	-22.86%
Grant Director - Title V Grant	Program Director II	\$112,583	N/A	\$127,710.61	\$138,295.62	\$138,319.91	-13.44%	-22.84%	-22.86%
Vice President, Academic Affairs and Student Learning	Vice President, Academic Affairs (local market)	\$162,283	N/A	\$201,978.84	\$215,248.43	\$227,662.22	-24.46%	-32.64%	-40.29%
Vice President, Student Support	Vice President, Student Development (local market)	\$162,283	N/A	\$201,978.84	\$215,248.43	\$227,662.22	-24.46%	-32.64%	-40.29%