

IMPERIAL VALLEY COLLEGE
CLASSIFIED POSITIONS BY SALARY RANGE & SPECIFICATION
2020-2023

EXHIBIT B1

Bargaining unit members designated as Regular Classified
Salary Schedule #3

REGULAR CLASSIFIED

<u>RANGE</u>	<u>CLASS SPECIFICATION</u>
1) 32	Senior Enterprise Systems Specialist
2) 32	Senior Programmer/Systems Analyst
3) 29	Water Systems Treatment Operator
4) 26	Business Analyst
5) 26	Educational Technology Specialist
6) 26	Research Analyst
7) 25	Athletic Trainer
8) 25	Economic & Workforce Development Coordinator
9) 25	Graphics Designer
10) 25	Internship & Work Experience Coordinator
11) 24	Accountant
12) 24	Access Technology/Alternative Media Specialist
13) 24	Campus Safety Coordinator
14) 24	Maintenance Worker III/HVAC
15) 24	Math Lab Instructional Specialist
16) 24	Job Developer
17) 24	Payroll Coordinator
18) 23	Benefits Specialist
19) 23	Technology Support Technician
20) 22	Academic Systems Specialist
21) 22	Work Ability III (Career Development Specialist)

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<u>RANGE</u>	<u>CLASS SPECIFICATION</u>
22) 21	Technology Support Specialist
23) 21	Student Success Specialist
24) 21	College Foundation Coordinator
25) 20	Admissions and Records Officer
26) 20	Financial Aid Officer
27) 19	Accounting Coordinator
28) 19	Disabled Student Program & Services Specialist
29) 19	Grounds Maintenance Supervisor
30) 19	Maintenance Worker II/Locksmith
31) 19	Learning Support Services Coordinator
32) 19	Purchasing & Receiving Coordinator
33) 19	Student Services Specialist (Assessment Center/SSSP)
34) 19	Student Services Specialist (Evaluator)
35) 19	Vehicle and Equipment Mechanic
36) 18	Administrative Secretary
37) 18	Custodial Supervisor
38) 18	Maintenance Worker II
39) 18	Program Specialist
40) 17	Financial Aid Specialist
41) 17	Language Lab Coordinator
42) 17	Reading/Writing Lab Coordinator
43) 17	Student Services Specialist (Financial Aid)

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<u>RANGE</u>	<u>CLASS SPECIFICATION</u>
44) 17	Student Services Specialist (Student Affairs & Enrollment Services)
45) 16	Admissions and Records Technician
46) 16	Outreach Specialist
47) 16	Science Lab Technician
48) 16	Staff Secretary III
49) 15	Accounting Technician
50) 15	Continuing Education Technician
51) 15	Senior Library Technician
52) 14	Campus Safety Specialist
53) 14	Human Resources Generalist
54) 14	Library Technician III (Circulation)
55) 14	Nursing Simulations & Computer Lab Technician
56) 14	Staff Support Technician
57) 14	Tool Room/Auto Shop Technician
58) 13	Preschool/Infant/Toddler Teacher
59) 13	Student Services Technician (Student Services)
60) 12	Instructional Support Assistant
61) 12	Microcomputer Lab Assistant
62) 11	Grounds Maintenance Worker
63) 11	Lead Custodian
64) 10	Math Lab Assistant
65) 10	Reprographics Center/Mail Room Technician

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<u>RANGE</u>	<u>CLASS SPECIFICATION</u>
66) 10	Staff Secretary I
67) 09	Office Assistant III
68) 09	Library Technician I
69) 08	Cook
70) 08	Custodian
71) 08	Office Assistant II

**CLASSIFIED SALARY SCHEDULE
2020-2021 (Effective July 1, 2020)**

*IVC CSEA Contract
July 1, 2020 - June 30, 2023*

*Monthly = Annual / 12

**Hourly = Annual / 2080

EXHIBIT B2

Range 8

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 36,122.81	\$ 37,206.51	\$ 38,322.76	\$ 39,472.44	\$ 40,656.59	\$ 41,876.34	\$ 43,132.60	\$ 44,426.63	\$ 45,759.46	\$ 47,132.25
*MO	\$ 3,010.23	\$ 3,100.54	\$ 3,193.56	\$ 3,289.37	\$ 3,388.05	\$ 3,489.70	\$ 3,594.38	\$ 3,702.22	\$ 3,813.29	\$ 3,927.69
***HR	\$ 17.37	\$ 17.89	\$ 18.42	\$ 18.98	\$ 19.55	\$ 20.13	\$ 20.74	\$ 21.36	\$ 22.00	\$ 22.66

Range 9

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 37,224.63	\$ 38,341.39	\$ 39,491.59	\$ 40,676.37	\$ 41,896.63	\$ 43,153.53	\$ 44,448.07	\$ 45,781.54	\$ 47,154.96	\$ 48,569.61
*MO	\$ 3,102.05	\$ 3,195.12	\$ 3,290.97	\$ 3,389.70	\$ 3,491.39	\$ 3,596.13	\$ 3,704.01	\$ 3,815.13	\$ 3,929.58	\$ 4,047.47
***HR	\$ 17.90	\$ 18.43	\$ 18.99	\$ 19.56	\$ 20.14	\$ 20.75	\$ 21.37	\$ 22.01	\$ 22.67	\$ 23.35

Range 10

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 38,312.16	\$ 39,461.47	\$ 40,645.36	\$ 41,864.73	\$ 43,120.73	\$ 44,414.38	\$ 45,746.83	\$ 47,119.23	\$ 48,532.85	\$ 49,988.85
*MO	\$ 3,192.68	\$ 3,288.46	\$ 3,387.11	\$ 3,488.73	\$ 3,593.39	\$ 3,701.20	\$ 3,812.24	\$ 3,926.60	\$ 4,044.40	\$ 4,165.74
***HR	\$ 18.42	\$ 18.97	\$ 19.54	\$ 20.13	\$ 20.73	\$ 21.35	\$ 21.99	\$ 22.65	\$ 23.33	\$ 24.03

Range 11

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 39,470.66	\$ 40,654.80	\$ 41,874.43	\$ 43,130.68	\$ 44,424.59	\$ 45,757.30	\$ 47,130.08	\$ 48,543.95	\$ 50,000.33	\$ 51,500.36
*MO	\$ 3,289.22	\$ 3,387.90	\$ 3,489.54	\$ 3,594.22	\$ 3,702.05	\$ 3,813.11	\$ 3,927.51	\$ 4,045.33	\$ 4,166.69	\$ 4,291.70
***HR	\$ 18.98	\$ 19.55	\$ 20.13	\$ 20.74	\$ 21.36	\$ 22.00	\$ 22.66	\$ 23.34	\$ 24.04	\$ 24.76

Range 12

EXHIBIT B2

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 40,656.84	\$ 41,876.60	\$ 43,132.85	\$ 44,426.89	\$ 45,759.72	\$ 47,132.50	\$ 48,546.51	\$ 50,002.89	\$ 51,502.91	\$ 53,047.99
*MO	\$ 3,388.07	\$ 3,489.72	\$ 3,594.40	\$ 3,702.24	\$ 3,813.31	\$ 3,927.71	\$ 4,045.54	\$ 4,166.91	\$ 4,291.91	\$ 4,420.67
***HR	\$ 19.55	\$ 20.13	\$ 20.74	\$ 21.36	\$ 22.00	\$ 22.66	\$ 23.34	\$ 24.04	\$ 24.76	\$ 25.50

Range 13

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 41,872.00	\$ 43,128.13	\$ 44,422.04	\$ 45,754.74	\$ 47,127.40	\$ 48,541.27	\$ 49,997.53	\$ 51,497.43	\$ 53,042.38	\$ 54,633.66
*MO	\$ 3,489.33	\$ 3,594.01	\$ 3,701.84	\$ 3,812.90	\$ 3,927.28	\$ 4,045.11	\$ 4,166.46	\$ 4,291.45	\$ 4,420.20	\$ 4,552.81
***HR	\$ 20.13	\$ 20.73	\$ 21.36	\$ 22.00	\$ 22.66	\$ 23.34	\$ 24.04	\$ 24.76	\$ 25.50	\$ 26.27

Range 14

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 43,143.57	\$ 44,437.86	\$ 45,770.95	\$ 47,144.12	\$ 48,558.38	\$ 50,015.14	\$ 51,515.55	\$ 53,061.01	\$ 54,652.81	\$ 56,292.33
*MO	\$ 3,595.30	\$ 3,703.16	\$ 3,814.25	\$ 3,928.68	\$ 4,046.53	\$ 4,167.93	\$ 4,292.96	\$ 4,421.75	\$ 4,554.40	\$ 4,691.03
***HR	\$ 20.74	\$ 21.36	\$ 22.01	\$ 22.67	\$ 23.35	\$ 24.05	\$ 24.77	\$ 25.51	\$ 26.28	\$ 27.06

Range 15

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 44,428.55	\$ 45,761.38	\$ 47,134.16	\$ 48,548.17	\$ 50,004.67	\$ 51,504.83	\$ 53,050.04	\$ 54,641.58	\$ 56,280.85	\$ 57,969.26
*MO	\$ 3,702.38	\$ 3,813.45	\$ 3,927.85	\$ 4,045.68	\$ 4,167.06	\$ 4,292.07	\$ 4,420.84	\$ 4,553.46	\$ 4,690.07	\$ 4,830.77
***HR	\$ 21.36	\$ 22.00	\$ 22.66	\$ 23.34	\$ 24.04	\$ 24.76	\$ 25.50	\$ 26.27	\$ 27.06	\$ 27.87

Range 16

EXHIBIT B2

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 45,756.91	\$ 47,129.57	\$ 48,543.44	\$ 49,999.70	\$ 51,499.72	\$ 53,044.68	\$ 54,635.96	\$ 56,274.98	\$ 57,963.26	\$ 59,702.21
*MO	\$ 3,813.08	\$ 3,927.46	\$ 4,045.29	\$ 4,166.64	\$ 4,291.64	\$ 4,420.39	\$ 4,553.00	\$ 4,689.58	\$ 4,830.27	\$ 4,975.18
***HR	\$ 22.00	\$ 22.66	\$ 23.34	\$ 24.04	\$ 24.76	\$ 25.50	\$ 26.27	\$ 27.06	\$ 27.87	\$ 28.70

Range 17

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 47,141.69	\$ 48,555.95	\$ 50,012.59	\$ 51,513.00	\$ 53,058.33	\$ 54,650.13	\$ 56,289.65	\$ 57,978.32	\$ 59,717.65	\$ 61,509.18
*MO	\$ 3,928.47	\$ 4,046.33	\$ 4,167.72	\$ 4,292.75	\$ 4,421.53	\$ 4,554.18	\$ 4,690.80	\$ 4,831.53	\$ 4,976.47	\$ 5,125.77
***HR	\$ 22.66	\$ 23.34	\$ 24.04	\$ 24.77	\$ 25.51	\$ 26.27	\$ 27.06	\$ 27.87	\$ 28.71	\$ 29.57

Range 18

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 48,554.29	\$ 50,010.93	\$ 51,511.21	\$ 53,056.55	\$ 54,648.21	\$ 56,287.61	\$ 57,976.27	\$ 59,715.61	\$ 61,507.01	\$ 63,352.28
*MO	\$ 4,046.19	\$ 4,167.58	\$ 4,292.60	\$ 4,421.38	\$ 4,554.02	\$ 4,690.63	\$ 4,831.36	\$ 4,976.30	\$ 5,125.58	\$ 5,279.36
***HR	\$ 23.34	\$ 24.04	\$ 24.77	\$ 25.51	\$ 26.27	\$ 27.06	\$ 27.87	\$ 28.71	\$ 29.57	\$ 30.46

Range 19

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 50,009.01	\$ 51,509.30	\$ 53,054.63	\$ 54,646.30	\$ 56,285.70	\$ 57,974.23	\$ 59,713.44	\$ 61,504.84	\$ 63,349.98	\$ 65,250.51
*MO	\$ 4,167.42	\$ 4,292.44	\$ 4,421.22	\$ 4,553.86	\$ 4,690.47	\$ 4,831.19	\$ 4,976.12	\$ 5,125.40	\$ 5,279.17	\$ 5,437.54
***HR	\$ 24.04	\$ 24.76	\$ 25.51	\$ 26.27	\$ 27.06	\$ 27.87	\$ 28.71	\$ 29.57	\$ 30.46	\$ 31.37

Range 20

EXHIBIT B2

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 51,505.98	\$ 53,051.19	\$ 54,642.72	\$ 56,282.00	\$ 57,970.40	\$ 59,709.48	\$ 61,500.76	\$ 63,345.77	\$ 65,246.17	\$ 67,203.49
*MO	\$ 4,292.16	\$ 4,420.93	\$ 4,553.56	\$ 4,690.17	\$ 4,830.87	\$ 4,975.79	\$ 5,125.06	\$ 5,278.81	\$ 5,437.18	\$ 5,600.29
***HR	\$ 24.76	\$ 25.51	\$ 26.27	\$ 27.06	\$ 27.87	\$ 28.71	\$ 29.57	\$ 30.45	\$ 31.37	\$ 32.31

Range 21

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 53,060.63	\$ 54,652.42	\$ 56,291.95	\$ 57,980.74	\$ 59,720.20	\$ 61,511.86	\$ 63,357.26	\$ 65,257.91	\$ 67,215.62	\$ 69,232.04
*MO	\$ 4,421.72	\$ 4,554.37	\$ 4,691.00	\$ 4,831.73	\$ 4,976.68	\$ 5,125.99	\$ 5,279.77	\$ 5,438.16	\$ 5,601.30	\$ 5,769.34
***HR	\$ 25.51	\$ 26.28	\$ 27.06	\$ 27.88	\$ 28.71	\$ 29.57	\$ 30.46	\$ 31.37	\$ 32.32	\$ 33.28

Range 22

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 54,642.98	\$ 56,282.25	\$ 57,970.66	\$ 59,709.74	\$ 61,501.01	\$ 63,346.02	\$ 65,246.43	\$ 67,203.88	\$ 69,220.04	\$ 71,296.70
*MO	\$ 4,553.58	\$ 4,690.19	\$ 4,830.89	\$ 4,975.81	\$ 5,125.08	\$ 5,278.84	\$ 5,437.20	\$ 5,600.32	\$ 5,768.34	\$ 5,941.39
***HR	\$ 26.27	\$ 27.06	\$ 27.87	\$ 28.71	\$ 29.57	\$ 30.45	\$ 31.37	\$ 32.31	\$ 33.28	\$ 34.28

Range 23

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 56,282.00	\$ 57,970.40	\$ 59,709.48	\$ 61,500.76	\$ 63,345.77	\$ 65,246.17	\$ 67,203.49	\$ 69,219.66	\$ 71,296.19	\$ 73,435.13
*MO	\$ 4,690.17	\$ 4,830.87	\$ 4,975.79	\$ 5,125.06	\$ 5,278.81	\$ 5,437.18	\$ 5,600.29	\$ 5,768.30	\$ 5,941.35	\$ 6,119.59
***HR	\$ 27.06	\$ 27.87	\$ 28.71	\$ 29.57	\$ 30.45	\$ 31.37	\$ 32.31	\$ 33.28	\$ 34.28	\$ 35.31

Range 24

EXHIBIT B2

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 57,976.53	\$ 59,715.86	\$ 61,507.40	\$ 63,352.66	\$ 65,253.19	\$ 67,210.77	\$ 69,227.06	\$ 71,303.84	\$ 73,442.91	\$ 75,646.18
*MO	\$ 4,831.38	\$ 4,976.32	\$ 5,125.62	\$ 5,279.39	\$ 5,437.77	\$ 5,600.90	\$ 5,768.92	\$ 5,941.99	\$ 6,120.24	\$ 6,303.85
***HR	\$ 27.87	\$ 28.71	\$ 29.57	\$ 30.46	\$ 31.37	\$ 32.31	\$ 33.28	\$ 34.28	\$ 35.31	\$ 36.37

Range 25

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 59,714.20	\$ 61,505.61	\$ 63,350.75	\$ 65,251.28	\$ 67,208.86	\$ 69,225.14	\$ 71,301.93	\$ 73,441.00	\$ 75,644.26	\$ 77,913.64
*MO	\$ 4,976.18	\$ 5,125.47	\$ 5,279.23	\$ 5,437.61	\$ 5,600.74	\$ 5,768.76	\$ 5,941.83	\$ 6,120.08	\$ 6,303.69	\$ 6,492.80
***HR	\$ 28.71	\$ 29.57	\$ 30.46	\$ 31.37	\$ 32.31	\$ 33.28	\$ 34.28	\$ 35.31	\$ 36.37	\$ 37.46

Range 26

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 61,494.00	\$ 63,338.88	\$ 65,239.02	\$ 67,196.22	\$ 69,212.13	\$ 71,288.53	\$ 73,427.21	\$ 75,629.97	\$ 77,898.84	\$ 80,235.86
*MO	\$ 5,124.50	\$ 5,278.24	\$ 5,436.59	\$ 5,599.68	\$ 5,767.68	\$ 5,940.71	\$ 6,118.93	\$ 6,302.50	\$ 6,491.57	\$ 6,686.32
***HR	\$ 29.56	\$ 30.45	\$ 31.36	\$ 32.31	\$ 33.28	\$ 34.27	\$ 35.30	\$ 36.36	\$ 37.45	\$ 38.57

Range 27

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 63,345.00	\$ 65,245.41	\$ 67,202.73	\$ 69,218.76	\$ 71,295.29	\$ 73,434.10	\$ 75,637.12	\$ 77,906.24	\$ 80,243.39	\$ 82,650.73
*MO	\$ 5,278.75	\$ 5,437.12	\$ 5,600.23	\$ 5,768.23	\$ 5,941.27	\$ 6,119.51	\$ 6,303.09	\$ 6,492.19	\$ 6,686.95	\$ 6,887.56
***HR	\$ 30.45	\$ 31.37	\$ 32.31	\$ 33.28	\$ 34.28	\$ 35.30	\$ 36.36	\$ 37.45	\$ 38.58	\$ 39.74

Range 28

EXHIBIT B2

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 65,238.13	\$ 67,195.33	\$ 69,211.23	\$ 71,287.51	\$ 73,426.19	\$ 75,628.95	\$ 77,897.81	\$ 80,234.71	\$ 82,641.80	\$ 85,121.00
*MO	\$ 5,436.51	\$ 5,599.61	\$ 5,767.60	\$ 5,940.63	\$ 6,118.85	\$ 6,302.41	\$ 6,491.48	\$ 6,686.23	\$ 6,886.82	\$ 7,093.42
***HR	\$ 31.36	\$ 32.31	\$ 33.27	\$ 34.27	\$ 35.30	\$ 36.36	\$ 37.45	\$ 38.57	\$ 39.73	\$ 40.92

Range 29

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 67,201.07	\$ 69,217.10	\$ 71,293.63	\$ 73,432.45	\$ 75,635.46	\$ 77,904.58	\$ 80,241.73	\$ 82,648.94	\$ 85,128.40	\$ 87,682.26
*MO	\$ 5,600.09	\$ 5,768.09	\$ 5,941.14	\$ 6,119.37	\$ 6,302.95	\$ 6,492.05	\$ 6,686.81	\$ 6,887.41	\$ 7,094.03	\$ 7,306.86
***HR	\$ 32.31	\$ 33.28	\$ 34.28	\$ 35.30	\$ 36.36	\$ 37.45	\$ 38.58	\$ 39.74	\$ 40.93	\$ 42.15

Range 30

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 69,221.83	\$ 71,298.48	\$ 73,437.42	\$ 75,640.56	\$ 77,909.81	\$ 80,247.09	\$ 82,654.56	\$ 85,134.14	\$ 87,688.13	\$ 90,318.83
*MO	\$ 5,768.49	\$ 5,941.54	\$ 6,119.79	\$ 6,303.38	\$ 6,492.48	\$ 6,687.26	\$ 6,887.88	\$ 7,094.51	\$ 7,307.34	\$ 7,526.57
***HR	\$ 33.28	\$ 34.28	\$ 35.31	\$ 36.37	\$ 37.46	\$ 38.58	\$ 39.74	\$ 40.93	\$ 42.16	\$ 43.42

Range 31

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 71,297.84	\$ 73,436.79	\$ 75,639.92	\$ 77,909.17	\$ 80,246.45	\$ 82,653.79	\$ 85,133.38	\$ 87,687.37	\$ 90,317.94	\$ 93,027.51
*MO	\$ 5,941.49	\$ 6,119.73	\$ 6,303.33	\$ 6,492.43	\$ 6,687.20	\$ 6,887.82	\$ 7,094.45	\$ 7,307.28	\$ 7,526.49	\$ 7,752.29
***HR	\$ 34.28	\$ 35.31	\$ 36.37	\$ 37.46	\$ 38.58	\$ 39.74	\$ 40.93	\$ 42.16	\$ 43.42	\$ 44.72

Range 32

EXHIBIT B2

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 73,445.08	\$ 75,648.47	\$ 77,917.98	\$ 80,255.51	\$ 82,663.24	\$ 85,143.08	\$ 87,697.32	\$ 90,328.28	\$ 93,038.10	\$ 95,829.23
*MO	\$ 6,120.42	\$ 6,304.04	\$ 6,493.16	\$ 6,687.96	\$ 6,888.60	\$ 7,095.26	\$ 7,308.11	\$ 7,527.36	\$ 7,753.18	\$ 7,985.77
***HR	\$ 35.31	\$ 36.37	\$ 37.46	\$ 38.58	\$ 39.74	\$ 40.93	\$ 42.16	\$ 43.43	\$ 44.73	\$ 46.07

Range 33

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 75,635.58	\$ 77,904.71	\$ 80,241.85	\$ 82,649.07	\$ 85,128.53	\$ 87,682.39	\$ 90,312.83	\$ 93,022.28	\$ 95,812.89	\$ 98,687.23
*MO	\$ 6,302.97	\$ 6,492.06	\$ 6,686.82	\$ 6,887.42	\$ 7,094.04	\$ 7,306.87	\$ 7,526.07	\$ 7,751.86	\$ 7,984.41	\$ 8,223.94
***HR	\$ 36.36	\$ 37.45	\$ 38.58	\$ 39.74	\$ 40.93	\$ 42.15	\$ 43.42	\$ 44.72	\$ 46.06	\$ 47.45

Range 34

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 77,909.30	\$ 80,246.58	\$ 82,653.92	\$ 85,133.51	\$ 87,687.50	\$ 90,318.07	\$ 93,027.64	\$ 95,818.51	\$ 98,693.10	\$ 101,653.85
*MO	\$ 6,492.44	\$ 6,687.21	\$ 6,887.83	\$ 7,094.46	\$ 7,307.29	\$ 7,526.51	\$ 7,752.30	\$ 7,984.88	\$ 8,224.43	\$ 8,471.15
***HR	\$ 37.46	\$ 38.58	\$ 39.74	\$ 40.93	\$ 42.16	\$ 43.42	\$ 44.72	\$ 46.07	\$ 47.45	\$ 48.87

Range 35

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
YR	\$ 80,255.13	\$ 82,662.73	\$ 85,142.57	\$ 87,696.81	\$ 90,327.77	\$ 93,037.59	\$ 95,828.72	\$ 98,703.57	\$ 101,664.70	\$ 104,714.66
*MO	\$ 6,687.93	\$ 6,888.56	\$ 7,095.21	\$ 7,308.07	\$ 7,527.31	\$ 7,753.13	\$ 7,985.73	\$ 8,225.30	\$ 8,472.06	\$ 8,726.22
***HR	\$ 38.58	\$ 39.74	\$ 40.93	\$ 42.16	\$ 43.43	\$ 44.73	\$ 46.07	\$ 47.45	\$ 48.88	\$ 50.34

**IMPERIAL COMMUNITY COLLEGE DISTRICT
2020–2023 LOWER INCLUDED CLASSIFICATIONS (Job Family)**

EXHIBIT C

Instructions: Lower included classifications are those job classifications that have duties and/or minimum qualifications that are included or encompassed in the duties and/or minimum qualifications designated for the senior classification. Each occupational group identified by a capital letter is a lower included classifications category. Reassignment at layoff (bumping) shall take place with each lower included classification category.

Group A:	Secretary/Clerical Group	Range
	1. Economic & Workforce Development Coordinator	25
	2. College Foundation Coordinator	21
	3. Administrative Secretary	18
	4. Staff Secretary III	16
	5. Staff Support Technician	14
	6. Campus Safety Specialist	14
	7. Instructional Support Assistant	12
	8. Reprographics Center/Mailroom Technician	10
	9. Staff Secretary I	10
	10. Office Assistant III	09
	11. Office Assistant II	08
Group B:	Academic Technician/Specialist Group	Range
	1. Research Analyst	26
	2. Educational Technology Specialist	26
	3. Campus Safety Coordinator	24
	4. Academic Systems Specialist	22
Group C:	Student Services Group	Range
	1. Student Success Specialist	21
	2. Student Services Specialist (Assessment Center/SSSP)	19
	3. Disabled Student Program & Services Specialist	19
	4. Program Specialist	18
	5. Student Services Specialist (Student Affairs & Enrollment Services)	17
	6. Outreach Specialist	16
	7. Continuing Education Technician	15
	8. Student Services Technician (Student Services)	13

IMPERIAL COMMUNITY COLLEGE DISTRICT
2020–2023 LOWER INCLUDED CLASSIFICATIONS (Job Family)

EXHIBIT C

Group D:	Accounting Services Group	Range
	1. Accountant	24
	2. Payroll Coordinator	24
	3. Accounting Coordinator	19
	4. Purchasing and Receiving Coordinator	19
	5. Accounting Technician	15

Group E:	Information Processing Group	Range
	1. Senior Enterprise Systems Specialist	32
	2. Senior Programmer/Systems Analyst	32
	3. Business Analyst	26
	4. Access Technology / Alternative Media Specialist	24
	5. Technology Support Technician	23
	6. Technology Support Specialist	21
	7. Microcomputer Lab Assistant	12

Group F:	Library Services Group	Range
	1. Senior Library Technician	15
	2. Library Technician III (Circulation)	14
	3. Library Technician I	09

Group G:	Tutorial Services Group	Range
	1. Math Lab Instructional Specialist	24
	2. Learning Support Services Coordinator	19
	3. Language Lab Coordinator	17
	4. Reading/Writing Lab Coordinator	17
	5. Science Lab Technician	16
	6. Nursing Simulations & Computer Lab Technician	14
	7. Math Lab Assistant	10

Group H:	Automotive/Mechanical Group	Range
	1. Vehicle and Equipment Mechanic	19
	2. Tool Room/Auto Shop Technician	14

Group I:	Custodial Group	Range
	1. Custodial Supervisor	18
	2. Lead Custodian	11
	3. Custodian	08

IMPERIAL COMMUNITY COLLEGE DISTRICT
2020–2023 LOWER INCLUDED CLASSIFICATIONS (Job Family)

EXHIBIT C

Group J:	Grounds Maintenance Worker	Range
	1. Grounds Maintenance Supervisor	19
	2. Grounds Maintenance Worker	11
Group K:	Skilled Crafts Worker Group	Range
	1. Maintenance Worker III/HVAC	24
	2. Maintenance Worker II/Locksmith	19
	3. Maintenance Worker II	18
Group L:	Child Care Group	Range
	1. Preschool /Infant/Toddler Teacher	13
	2. Cook	08
Group M:	Professional/Paraprofessional Group	Range
	1. Water Systems Treatment Operator	29
	2. Athletic Trainer	25
	3. Graphics Designer	25
Group N:	Human Resources Group	Range
	1. Benefits Specialist	23
	2. HR Generalist	14
Group O:	Financial Aid/Admissions & Records Group	Range
	1. Financial Aid Officer	20
	2. Admissions and Records Officer	20
	3. Student Services Specialist (Evaluator)	19
	4. Financial Aid Specialist	17
	5. Student Services Specialist (Financial Aid)	17
	6. Admissions and Records Technician	16
Group P:	Economic and Workforce Development Group	Range
	1. Internship & Work Experience Coordinator	25
	2. Job Developer	24
	3. Work Ability III(Career Development Specialist)	22