

**Riverside Community College District**  
**Classified Confidential Structure (Annual)**  
**Hay Classification Study**  
**Effective September 1, 2009**

Grade	Step 1	Step 2	Step 3	Step 4	Market	Longevity			
					Step 5	LS-1	LS-2	LS-3	LS-4
A	30,624	32,172	33,792	35,496	37,284	38,208	39,168	40,152	41,148
B	31,704	33,300	34,980	36,744	38,592	39,564	40,548	41,568	42,612
C	32,784	34,440	36,168	37,992	39,912	40,908	41,940	42,984	44,064
D	34,104	35,820	37,620	39,528	41,508	42,552	43,608	44,700	45,816
E	35,844	37,644	39,540	41,532	43,620	44,712	45,840	46,980	48,156
F	37,476	39,372	41,364	43,440	45,636	46,776	47,940	49,140	50,364
G	39,276	41,256	43,344	45,528	47,820	49,020	50,244	51,504	52,788
H	41,376	43,452	45,648	47,940	50,352	51,612	52,908	54,240	55,584
I	43,272	45,444	47,736	50,148	52,680	53,988	55,332	56,724	58,140
J	45,168	47,460	49,836	52,356	54,996	56,364	57,780	59,232	60,708
K	47,256	49,644	52,152	54,780	57,540	58,980	60,456	61,968	63,516
L	50,088	52,608	55,260	58,056	60,984	62,496	64,068	65,664	67,308
M	52,092	54,708	57,480	60,372	63,420	65,004	66,624	68,292	69,996
N	54,432	57,168	60,060	63,084	66,264	67,932	69,624	71,364	73,152
O	56,724	59,580	62,580	65,736	69,060	70,788	72,552	74,364	76,224
P	59,436	62,436	65,580	68,904	72,360	74,172	76,032	77,928	79,884
Q	62,472	65,616	68,940	72,408	76,056	77,952	79,920	81,912	83,952
R	65,796	69,108	72,588	76,248	80,088	82,092	84,156	86,244	88,404
S	69,264	72,768	76,440	80,280	84,336	86,436	88,608	90,816	93,084
T	73,284	76,980	80,856	84,936	89,220	91,440	93,732	96,084	98,484
U	77,100	80,976	85,068	89,352	93,852	96,204	98,604	101,076	103,596
V	81,180	85,272	89,568	94,092	98,844	101,304	103,836	106,428	109,092

Approved June 16, 2009 by Board of Trustees

1. The rules of computing the salary amounts are as follows:
  - a. Each salary step, 1 through 5, shall increase by 5%. A change in step placement through step 5 shall be provided annually to employees on their anniversary date.
2. The month in which a change of salary step placement is effective shall be in accordance with the provisions of Section II, 100, of the Confidential Employees Handbook.
3. Eligibility for longevity steps shall be as follows:
  - a. Employees who have completed 10 years of service in the District shall be eligible for Step LS-1. Such step to be 2 1/2% above step 5.
  - b. Employees who have completed 14 years of service in the District shall be eligible for LS-2. Such step to be 2 1/2% above LS-1.
  - c. Employees who have completed 19 years of service in the District shall be eligible for Step LS-3. Such step to be 2 1/2% above LS-2.
  - d. Employees who have completed 25 years of service in the District shall be eligible for Step LS-4. Such step to be 2 1/2% above LS-3.