

## LACCD - Listing of Salary Differentials

Effective July 1, 2022

Effective July 1, 2023 unless otherwise noted

Eligible Employee Categories	Personnel Sub Areas	Doctorate Differential	Career Increment	Overbase (for standard load hrs. beyond 18)	Bilingual Differential	Educational Differential	Window Washing (for every 1 hours worked)	Computing Differential	Crew Leader	Performance Differential	Shift Differential	Perfect Attendance Differential
<b>Monthly</b>												
Classified Management	CMA1, CMA2, CMA3	\$495.22	*A: 5-9 yrs - \$189.79 **B: 10-14 yrs - \$379.52 ***C: 15-19 yrs - \$569.24 ****D: 20+ yrs - \$759.03 (20+ Effective 1/1/2024)	N/A	Speak, Read, and/or Write - \$77.18	N/A	N/A	N/A	2.75% of base rate (Refer to PC Rule 587)	N/A	B - 6.9% C - 13.8%	N/A
Confidential	CNA3	\$495.22	*A: 5-9 yrs - \$189.79 **B: 10-14 yrs - \$379.52 ***C: 15-19 yrs - \$569.24 ****D: 20+ yrs - \$759.03 (20+ Effective 1/1/2024)	N/A	Speak, Read, and/or Write - \$77.18	AA - \$69.46 BA - \$86.45 MA - \$103.43	N/A	\$136.95 w/certificate	2.75% of base rate (Refer to PC Rule 587)	N/A	B - 6.9% C - 13.8%	N/A
Academic Management	AMA1	Pres/VC - \$495.22 VP - \$495.22 Other-\$495.22 (Pres/VC & VP Effective 1/1/2024)	*A: 5-9 yrs - \$189.79 **B: 10-14 yrs - \$379.52 ***C: 15-19 yrs - \$569.24 ****D: 20+ yrs - \$759.03 (All Levels Effective 1/1/2024)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Teamsters	ASA1	\$495.00	† Dean - \$979.00 † Associate Dean - \$906.00 † Assistant Dean - \$844.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AFT Faculty	FRC1, FRD1, FRM1, FRZ1, (FRC4*)	1. Doctorate Diff - \$461 (\$384.17) 2. Certificate Diff - \$216 (\$180.00) 3. Responsibility Diff - \$679 (\$565.83)	N/A	1 hr. - \$424 (\$353.33) 2 hrs. - \$849 (\$707.50) 3 or more hrs. - \$1273 (\$1060.83)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>Semi-Monthly</b>												
Supervisory	CSA3	N/A	*A: 5+ yrs - \$86.09 **B: 10+ yrs - \$172.16 ***C: 15+ yrs - \$258.22 ****D: 20+ yrs - \$344.31	N/A	Speak, Read, & Write - \$19.05 Speak - \$14.09	AA - \$33.14 BA - \$41.43 MA - \$49.71 DOC - \$57.96	N/A	\$62.12 w/certificate	N/A	One time \$347.76 payment per year if employee receives an Overall Exceeds rating	B - 7.2% C - 13.8%	One time \$208.64 payment per year
	CSC3, CSG3	N/A	*A: 5+ yrs - \$79.23 **B: 10+ yrs - \$158.47 ***C: 15+ yrs - \$237.66 ****D: 20+ yrs - \$316.89	N/A	Speak, Read, & Write - \$17.52 Speak - \$12.97	AA - \$30.49 BA - \$38.08 MA - \$45.72 DOC - \$53.30	N/A	\$57.13 w/certificate	N/A	One time \$347.76 payment per year if employee receives an Overall Exceeds rating	B - 7.2% C - 13.8%	One time \$208.64 payment per year
Local 99	OPA3	N/A	A: 5-9 yrs - \$8.71 B: 10-14 yrs - \$25.39 C: 15-19 yrs - \$53.66 D: 20 & over - \$91.41	N/A	Speak, Read, & Write - \$18.15 Speak - \$13.43	AA - \$27.57 BA - \$37.89	\$2.89 per hour	N/A	\$6.88 per day	N/A	B - 7.2% C - 13.8%	One time \$206.63 payment per year
	OPC3, OPG3	N/A	A: 5-9 yrs - \$7.96 B: 10-14 yrs - \$23.94 C: 15-19 yrs - \$50.06 D: 20 & over - \$84.86	N/A	Speak, Read, & Write - \$16.69 Speak - \$12.33	AA - \$25.33 BA - \$34.85	\$2.89 per hour	N/A	\$6.88 per day	N/A	B - 7.2% C - 13.8%	One time \$206.63 payment per year
AFT Staff Guild	CPA3, CTA3	N/A	A: 5-6 yrs - \$10.50 B: 7-9 yrs - \$38.51 C: 10-14 yrs - \$56.02 D: 15-19 yrs - \$77.02 E: 20 & over - \$98.05	N/A	Speak, Read, & Write - \$35.01 Speak - \$35.01	AA - \$33.43 BA - \$41.60 MA - \$49.77 DOC - \$139.96	N/A	\$74.27 w/certificate	N/A	N/A	B - 6.9% C - 13.8%	One time \$278.19 payment per year
	CPB3, CPC3, CPG3, CTB3, CTC3, CTG3	N/A	A: 5-6 yrs - \$9.66 B: 7-9 yrs - \$35.42 C: 10-14 yrs - \$51.50 D: 15-19 yrs - \$70.82 E: 20 & over - \$90.15	N/A	Speak, Read, & Write - \$32.20 Speak - \$32.20	AA - \$30.74 BA - \$38.25 MA - \$45.76 DOC - \$128.70	N/A	\$68.30 w/certificate	N/A	N/A	B - 6.9% C - 13.8%	One time \$278.19 payment per year
Crafts^	CRA3^	N/A	A: 5-9 yrs - \$24.72 B: 10-14 yrs - \$48.58 C: 15-19 yrs - \$73.33 D: 20+ yrs - \$97.21	N/A	Speak, Read, & Write - \$22.12 Speak - \$16.33	AA - \$19.23 BA - \$28.83 MA - \$38.44	N/A	\$72.07 w/certificate	N/A	N/A	B - 6.9% C - 13.8%	N/A
	CRC3, CRG3^	N/A	A: 5-9 yrs - \$22.97 B: 10-14 yrs - \$45.04 C: 15-19 yrs - \$68.05 D: 20+ yrs - \$90.14	N/A	Speak, Read, & Write - \$20.30 Speak - \$15.02	AA - \$17.68 BA - \$26.51 MA - \$35.34	N/A	\$66.26 w/certificate	N/A	N/A	B - 6.9% C - 13.8%	N/A
Unclaimed	CUA3	N/A	A: 5-9 yrs - \$6.78 B: 10-14 yrs - \$13.01 C: 15-19 yrs - \$22.05 D: 20 & over - \$29.40	N/A	Speak, Read, & Write - \$14.15 Speak - \$10.46	N/A	N/A	N/A	N/A	N/A	B - 6.9% C - 13.8%	N/A

† Deputy Chancellor may be eligible to receive both the doctoral and career increment differential. Unless included in the Chancellor's contract, the Chancellor is not eligible for either differential.

\* This differential also applies to employees who have worked ten years overall as a LACCD staff, not necessarily as a LACCD manager/classified manager/confidential/supervisor (Ex. Employee worked nine years as a Payroll Technician then becomes a Payroll Supervisor after the ninth year. After the tenth year, the employee is eligible for the differential).

\*\* This differential also applies to employees who have worked fifteen years overall as a LACCD staff, not necessarily as a LACCD manager/classified manager/confidential/supervisor (Ex. Employee worked thirteen years as a Payroll Technician then becomes a Payroll Supervisor after the thirteenth year. After the fifteenth year, the employee is eligible for the differential).

\*\*\* This differential also applies to employees who have worked twenty years overall as a LACCD staff, not necessarily as a LACCD manager/classified manager/confidential/supervisor (Ex. Employee worked eighteen years as a Payroll Technician then becomes a Payroll Supervisor after the eighteenth year. After the twentieth year, the employee is eligible for the differential).

\*\*\*\* This differential also applies to employees who have worked twenty-five years overall as a LACCD staff, not necessarily as a LACCD manager/classified manager/confidential/supervisor (Ex. Employee worked eighteen years as a Payroll Technician then becomes a Payroll Supervisor after the eighteenth year. After the twentieth-fifth year, the employee is eligible for the differential).

^ This amount represents the Longevity Differential as described in the Teamster's Contract Article 9D. The Longevity differential is 6% of Step 10 for each class code.

^ The Backflow Prevention Certification Differential is available to Lead Plumbers & Plumbers only if they meet the requirements in the MOU signed 3/31/2015.

The semi-monthly A-Basis rate \$38.44 and the C/G Basis rate \$35.34 are effective 7/1/2023.

- Rates in parenthesis reflect the rates for employees with a PSA of FRC4. Rates are effective with new academic year (9/1/2023).