

Worksheet Explaining Details of Phase-In

9/17/2015

LOC	TITLE	Total Compensation Study Adjustment Phased in By Agreement)	New Range	Additional Ranges	RANGE	STEP	Year 1 Range	Year 1 Rate	Monthly Increase in Year 1	Year 2 Monthly	Year 2 Range	Year 2 Rate	Monthly Increase in Year 2	Year 2 Monthly	Year 3 Range	Year 3 Rate	Monthly Increase in Year 3	'10/11/12	FTE	LONGEV %
LPC	COUNSELOR ASSISTANT I	2.60%	26	1	25	5	26	3873.33	99.83	3873.33								12	1	2
LPC	COUNSELOR ASSISTANT I	2.60%	26	1	25	5	26	3873.33	99.83	3873.33								12	1	0
Chabot	COUNSELOR ASSISTANT I EOPS	2.60%	26	1	25	5	26	3873.33	99.83	3873.33								12	1	2
Chabot	BOOKSTORE SHIP/REC SPECIALIST	2.60%	31	1	30	5	31	4384.33	111.66	4384.33								12	1	2
Chabot	BOOKSTORE TEXTBOOK PURCH ASST	2.60%	31	1	30	5	31	4384.33	111.66	4384.33								12	1	0
Chabot	STUDENT RECORDS EVALUATOR	2.50%	36	1	35	5	36	4966.25	120.75	4966.25								12	1	0
LPC	STUDENT RECORDS EVALUATOR	2.50%	36	1	35	5	36	4966.25	120.75	4966.25								12	1	0
Chabot	STUDENT RECORDS EVALUATOR	2.50%	36	1	35	5	36	4966.25	120.75	4966.25								12	1	14.7
District	PAYROLL TECHNICIAN	2.50%	37	1	36	5	37	5088.58	122.33	5088.58								12	1	0
District	PAYROLL TECHNICIAN	2.50%	37	1	36	5	37	5088.58	122.33	5088.58								12	1	0
District	PURCHASING SERVICES SPECIALIST	2.50%	37	1	36	5	37	5088.58	122.33	5088.58								12	1	2
District	LEAD MAINTENANCE WORKER	2.60%	38	1	37	5	38	5219.83	131.25	5219.83								12	1	9.24
LPC	INSTRUCTIONAL TECH SUPP SPEC	2.50%	40	1	39	5	40	5481.33	131.41	5481.33								12	1	0
LPC	VETERANS PROGRAM COORDINATOR	2.50%	41	1	40	5	41	5616.58	135.25	5616.58								12	1	2
District	USER SUPPORT SPECIALIST	2.60%	43	1	42	5	43	5904.42	74.92	2952.21								12	0.5	9.24
Chabot	COMPUTER NETWK SUPPORT SPEC	2.50%	46	1	45	5	46	6353.58	156.33	6353.58								12	1	9.24
District	ADMIN SYSTEMS ANALYST I	2.50%	50	1	49	5	50	7023.58	170.75	7023.58								12	1	0
LPC	COMPUTER NETWK SUPPORT SPEC II	2.50%	50	1	49	5	50	7023.58	170.75	7023.58								12	1	4.04
LPC	COMPUTER NETWK SUPPORT SPEC II	2.50%	50	1	49	5	50	7023.58	170.75	7023.58								12	1	2
LPC	COMPUTER NETWK SUPPORT SPEC II	2.50%	50	1	49	5	50	7023.58	170.75	7023.58								12	1	2
Chabot	COMPUTER NETWK SUPPORT SPEC II	2.50%	50	1	49	5	50	7023.58	170.75	7023.58								12	1	2
Chabot	COMPUTER NETWK SUPPORT SPEC II	2.50%	50	1	49	5	50	7023.58	170.75	7023.58								12	1	9.24
District	ADMIN SYSTEMS ANALYST II	2.40%	54	1	53	5	54	7743.50	181.25	7743.50								12	1	0
District	ADMIN SYSTEMS ANALYST II	2.40%	54	1	53	5	54	7743.50	181.25	7743.50								12	1	4.04
District	ADMIN SYSTEMS ANALYST II	2.40%	54	1	53	5	54	7743.50	181.25	7743.50								12	1	9.24
District	PROGRAMMER ANALYST II	2.40%	54	1	53	5	54	7743.50	181.25	7743.50								12	1	0
District	PROGRAMMER ANALYST II	2.40%	54	1	53	5	54	7743.50	181.25	7743.50								12	1	0
District	SR PROGRAMMER ANALYST I	2.50%	58	1	57	5	58	8545.00	211.58	8545.00								12	1	0
District	SR PROGRAMMER ANALYST II	2.50%	62	1	61	5	62	9437.25	230.17	9437.25								12	1	14.7
District	SR PROGRAMMER ANALYST II	2.50%	62	1	61	5	62	9437.25	230.17	9437.25								12	1	9.24
District	SR PROGRAMMER ANALYST II	2.50%	62	1	61	5	62	9437.25	230.17	9437.25								12	1	9.24
Chabot	MEDIA SERVICES SPECIALIST I	5%	25	2	23	5	24	3680.17	17.35	736.03	25	3773.50	18.67	754.70				10	0.2	4.04
Chabot	REPROGRAPHICS ASSISTANT I	5%	25	2	23	5	24	3680.17	39.04	1656.08	25	3773.50	42.00	1698.08				12	0.45	0
Chabot	LIBRARY TECHNICIAN I	5.10%	33	2	31	5	32	4498.67	114.34	4498.67	33	4609.00	110.33	4609.00				12	1	2
Chabot	LIBRARY TECHNICIAN I	5.10%	33	2	31	5	32	4498.67	114.34	4498.67	33	4609.00	110.33	4609.00				12	1	2
District	ACCOUNTING SPECIALIST	5.10%	34	2	32	5	33	4609.00	110.33	4609.00	34	4728.42	119.42	4728.42				12	1	2
Chabot	BOOKSTORE ACCOUNTING SPEC	5.10%	34	2	32	5	33	4609.00	110.33	4609.00	34	4728.42	119.42	4728.42				12	1	9.24
Chabot	FISCAL & ADM SERVICES TECH	5.10%	34	2	32	5	33	4609.00	110.33	4609.00	34	4728.42	119.42	4728.42				12	1	0
Chabot	OUTREACH SPEC: EDU TALENT SEAR	5%	36	2	34	5	35	4845.50	117.08	4845.50	36	4966.25	120.75	4966.25				12	1	0
Chabot	STUDENT SERVICES SPECIALIST II	5%	36	2	34	5	35	4845.50	117.08	4845.50	36	4966.25	120.75	4966.25				12	1	0
Chabot	STUDENT SERVICES SPECIALIST II	5%	36	2	34	5	35	4845.50	117.08	4845.50	36	4966.25	120.75	4966.25				12	1	14.7

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LOC	TITLE	Total Compensation Study Adjustment Phased in By Agreement)	New Range	Additional Ranges	RANGE	STEP	Year 1 Range	Year 1 Rate	Monthly Increase in Year 1	Year 2 Monthly	Year 2 Range	Year 2 Rate	Monthly Increase in Year 2	Year 2 Monthly	Year 3 Range	Year 3 Rate	Monthly Increase in Year 3	'10/11/12	FTE	LONGEV %
Chabot	STUDENT SERVICES SPECIALIST II	5%	36	2	34	5	35	4845.50	117.08	4845.50	36	4966.25	120.75	4966.25				12	1	4.04
Chabot	STUDENT SERVICES SPECIALIST II	5%	36	2	34	5	35	4845.50	117.08	4845.50	36	4966.25	120.75	4966.25				12	1	0
LPC	STUDENT SERVICES SPECIALIST II	5%	36	2	34	5	35	4845.50	117.08	4845.50	36	4966.25	120.75	4966.25				12	1	9.24
LPC	STUDENT SERVICES SPECIALIST II	5%	36	2	34	5	35	4845.50	117.08	4845.50	36	4966.25	120.75	4966.25				12	1	0
Chabot	BOOKSTORE GEN MERCH BUYER	5%	37	2	35	5	36	4966.25	120.75	4966.25	37	5088.58	122.33	5088.58				12	1	2
Chabot	ASSESSMENT SPECIALIST	5.10%	39	2	37	5	38	5219.83	131.25	5219.83	39	5349.92	130.09	5349.92				12	1	2
District	ACCOUNTANT I	5%	42	2	40	5	41	5616.58	135.25	5616.58	42	5754.58	138.00	5754.58				12	1	0
District	ACCOUNTANT II CAPITAL PROJECTS	4.90%	46	2	44	5	45	6197.25	143.17	6197.25	46	6353.58	156.33	6353.58				12	1	0
District	SENIOR PROGRAMMER ANALYST III	5%	67	2	65	5	66	10410.75	247.83	10410.75	67	10671.07	260.32	10671.07				12	1	14.7
Chabot	LIBRARY TECHNICIAN I	5.10%	33	2	31	2	32/2	3873.33	279.91	3873.33	33/3	4172.67	299.34	4172.67				12	1	0
Chabot	LIBRARY TECHNICIAN I	5.10%	33	2	31	3	32/3	4071.67	298.17	4071.67	33/4	4384.33	312.66	4384.33				12	1	0
Chabot	FISCAL & ADM SERVICES TECH	5.10%	34	2	32	2	33/2	3971.83	291.66	3971.83	34/3	4272.67	300.84	4272.67				12	1	0
LPC	FISCAL & ADM SERVICES TECH	5.10%	34	2	32	4	33/4	4384.33	511.00	4384.33	34/5	4728.42	344.09	4728.42				12	1	0
Chabot	STUDENT SERVICES SPECIALIST II	5%	36	2	34	2	35/2	4172.67	299.34	4172.67	36/3	4498.67	326.00	4498.67				12	1	0
LPC	STUDENT SERVICES SPECIALIST II	5%	36	2	34	2	35/2	4172.67	299.34	4172.67	36/3	4498.67	326.00	4498.67				12	1	0
Chabot	OUTREACH SPEC -HAYWARD PROMISE	5%	36	2	34	3	35/3	4384.33	312.66	4384.33	36/4	4728.42	344.09	4728.42				12	1	0
Chabot	OUTREACH SPEC -HAYWARD PROMISE	5%	36	2	34	3	35/3	4384.33	312.66	4384.33	36/4	4728.42	344.09	4728.42				12	1	0
Chabot	STUDENT SERVICES SPECIALIST II	5%	36	2	34	3	35/3	4384.33	111.66	4384.33	36/4	4728.42	344.09	4728.42				12	1	0
LPC	RESEARCH ANALYST	5.30%	47	2	45	2	46/2	5481.33	392.75	5481.33	47/3	5904.42	423.09	5904.42				12	1	0
Chabot	RESEARCH ANALYST	5.30%	47	2	45	2	46/2	5481.33	392.75	5481.33	47/3	5904.32	422.99	5904.32				12	1	0
LPC	STUDENT COUNSELING ASST II	7.80%	34	3	31	5	32	4498.67	114.34	4498.67	33	4609.00	110.33	4609.00	34	4728.42	119.42	12	1	4.04
Chabot	STUDENT SERVICES ASSISTANT	7.80%	34	3	31	5	32	4498.67	72.03	2834.16	33	4609.00	69.51	2903.67	34	4728.42	75.23	12	0.63	0
Chabot	STUDENT SERVICES ASSISTANT	7.80%	34	3	31	5	32	4498.67	114.34	4498.67	33	4609.00	110.33	4609.00	34	4728.42	119.42	12	1	9.24
LPC	STUDENT SERVICES SPEC III	7.70%	40	3	37	5	38	5219.83	131.25	5219.83	39	5349.92	130.09	5349.92	40	5481.33	131.41	12	1	0
Chabot	STUDENT SERVICES SPEC III	7.70%	40	3	37	5	38	5219.83	131.25	5219.83	39	5349.92	130.09	5349.92	40	5481.33	131.41	12	1	2
District	BUYER	7.70%	43	3	40	5	41	5616.58	135.25	5616.58	42	5754.58	138.00	5754.58	43	5904.42	149.84	12	1	4.04
District	ACCOUNTING ASSISTANT	10.70%	34	4	30	5	32	4498.67	226.00	4498.67	33	4609.00	110.33	4609.00	34	4728.42	119.42	12	1	9.24
District	ACCOUNTING ASSISTANT	10.70%	34	4	30	5	32	4498.67	226.00	4498.67	33	4609.00	110.33	4609.00	34	4728.42	119.42	12	1	14.7
District	ACCOUNTING ASSISTANT	10.70%	34	4	30	5	32	4498.67	226.00	4498.67	33	4609.00	110.33	4609.00	34	4728.42	119.42	12	1	2
Chabot	STAFF ASSISTANT	10.50%	35	4	31	5	33	4609.00	112.34	2304.50	34	4728.42	59.71	2364.21	35	4845.50	58.54	12	0.5	0
District	ADMINISTRATIVE ASSISTANT I	13.20%	33	5	28	5	30	4272.67	201.00	4272.67	32	4498.67	226.00	4498.67	33	4609.00	110.33	12	1	0
District	ADMINISTRATIVE ASSISTANT II	13.10%	39	5	34	5	36	4966.25	467.58	4966.25	38	5219.83	253.58	5219.83	39	5349.92	130.09	12	1	0
LPC	ADMINISTRATIVE ASSISTANT II	13.10%	39	5	34	5	36	4966.25	118.92	2483.13	38	5219.83	126.79	2609.92	39	5349.92	65.05	12	0.5	2
LPC	ADMINISTRATIVE ASSISTANT II	13.10%	39	5	34	5	36	4966.25	237.83	4966.25	38	5219.83	253.58	5219.83	39	5349.92	130.09	12	1	0
District	ADMINISTRATIVE ASSISTANT II	13.10%	39	5	34	5	36	4966.25	237.83	4966.25	38	5219.83	253.58	5219.83	39	5349.92	130.09	12	1	2
Chabot	ADMINISTRATIVE ASSISTANT II	13.10%	39	5	34	5	36	4966.25	237.83	4966.25	38	5219.83	253.58	5219.83	39	5349.92	130.09	12	1	2
Chabot	ADMINISTRATIVE ASSISTANT II	13.10%	39	5	34	5	36	4966.25	237.83	4966.25	38	5219.83	253.58	5219.83	39	5349.92	130.09	12	1	4.04
District	ADMINISTRATIVE ASSISTANT II	13.10%	39	5	34	5	36	4966.25	237.83	4966.25	38	5219.83	253.58	5219.83	39	5349.92	130.09	12	1	0
Chabot	ADMINISTRATIVE ASSISTANT II	13.10%	39	5	34	5	36	4966.25	237.83	4966.25	38	5219.83	253.58	5219.83	39	5349.92	130.09	12	1	2
Chabot	ADMINISTRATIVE ASSISTANT II	13.10%	39	5	34	5	36	4966.25	237.83	4966.25	38	5219.83	253.58	5219.83	39	5349.92	130.09	12	1	0
LPC	ADMINISTRATIVE ASSISTANT II	13.10%	39	5	34	5	36	4966.25	237.83	4966.25	38	5219.83	253.58	5219.83	39	5349.92	130.09	12	1	0

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 "9/17/15" written at the bottom left.

LOC	TITLE	Total Compensation Study Adjustment Phased In By Agreement)	New Range	Additional Ranges	RANGE	STEP	Year 1 Range	Year 1 Rate	Monthly Increase in Year 1	Year 2 Monthly	Year 2 Range	Year 2 Rate	Monthly Increase in Year 2	Year 2 Monthly	Year 3 Range	Year 3 Rate	Monthly Increase in Year 3	'10/11/12	FTE	LONGEV %
Chabot	ADMINISTRATIVE ASSISTANT II	13.10%	39	5	34	5	36	4966.25	237.83	4966.25	38	5219.83	253.58	5219.83	39	5349.92	130.09	12	1	9.24
LPC	ADMINISTRATIVE ASSISTANT II	13.10%	39	5	34	5	36	4966.25	237.83	4966.25	38	5219.83	253.58	5219.83	39	5349.92	130.09	12	1	9.24
Chabot	ADMINISTRATIVE ASSISTANT II	13.10%	39	5	34	5	36	4966.25	237.83	4966.25	38	5219.83	253.58	5219.83	39	5349.92	130.09	12	1	0
Chabot	ADMINISTRATIVE ASSISTANT II	13.10%	39	5	34	5	36	4966.25	237.83	4966.25	38	5219.83	253.58	5219.83	39	5349.92	130.09	12	1	9.24
Chabot	ADMINISTRATIVE ASSISTANT II	13.10%	39	5	34	5	36	4966.25	237.83	4966.25	38	5219.83	253.58	5219.83	39	5349.92	130.09	12	1	14.7
LPC	ADMINISTRATIVE ASSISTANT II	13.10%	39	5	34	5	36	4966.25	237.83	4966.25	38	5219.83	253.58	5219.83	39	5349.92	130.09	12	1	0
Chabot	ADMINISTRATIVE ASSISTANT II	13.10%	39	5	34	5	36	4966.25	237.83	4966.25	38	5219.83	253.58	5219.83	39	5349.92	130.09	12	1	0
Chabot	ADMINISTRATIVE ASSISTANT II	13.10%	39	5	34	5	36	4966.25	237.83	4966.25	38	5219.83	253.58	5219.83	39	5349.92	130.09	12	1	0
LPC	TELECOMMUNICATIONS COORDINATOR	13.10%	45	5	40	5	42	5754.58	273.25	5754.58	44	6054.08	299.50	6054.08	45	6197.25	143.17	12	1	9.24
District	WEBMASTER	13%	52	5	47	5	49	6852.83	162.92	3426.42	51	7199.67	173.42	3599.84	52	7375.75	88.04	12	0.5	9.24
Chabot	ADMINISTRATIVE ASSISTANT I	13.20%	33	5	28	2	30/2	3680.17	338.84	3680.17	32/3	4071.67	391.50	4071.67	33/4	4384.33	312.66	12	1	0
Chabot	ADMINISTRATIVE ASSISTANT II	13.10%	39	5	34	2	36/2	4272.67	399.34	4272.67	38/3	4728.42	455.75	4728.42	39/4	5088.58	360.16	12	1	0
Chabot	GRAPHIC ARTS TECHNICIAN III	13.10%	42	5	37	3	39/3	4845.50	236.50	4845.50	41/4	5349.92	504.42	5349.92	42/5	5754.58	404.66	12	1	0
Chabot	WEBMASTER	13%	52	5	47	2	49/2	5904.42	554.50	5904.42	51/3	6527.00	622.58	6527.00	52/4	7023.58	496.58	12	1	0
LPC	COLLEGE ADMINISTRATIVE ASST	16.10%	39	6	33	5	35	4845.50	236.50	4845.50	37	5088.58	243.08	5088.58	39	5349.92	261.34	12	1	9.24
LPC	LEARNING RESOURCES ASST III	19%	33	7	26	5	28	4071.67	198.34	4071.67	30	4272.67	201.00	4272.67	33	4609.00	336.33	12	1	0
LPC	LEARNING RESOURCES ASST III	19%	33	7	26	5	28	4071.67	198.34	4071.67	30	4272.67	201.00	4272.67	33	4609.00	336.33	12	1	2
Chabot	STUDENT SERVICES SPECIALIST I	2.60%	32	1	34	5	N/A											12	1	4.04
LPC	ADMINISTRATIVE ASSISTANT II	13.10%	39	5	40	5	N/A											12	1	14.7
								Monthly	\$	19,109.92		Monthly	\$	14,914.13		Monthly	\$	6,269.71		
								Annual	\$	229,319.00		Annual	\$	178,969.54		Annual	\$	75,236.52		
								Longevity 3.8%	\$	8,714.12		Longevity 3.8%	\$	6,800.84		Longevity 3.8%	\$	2,858.99		

Year 1 Longevity \$ 8,714.12  
Year 2 Longevity \$ 6,800.84  
Year 3 Longevity \$ 2,858.99  
Year 1 Increase \$ 229,319.00  
Year 2 Increase \$ 178,969.54  
Year 3 Increase \$ 75,236.52  
\$ 501,899.01

47.43%

37.01%

15.56%

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