

**NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT**

**EXECUTIVE OFFICER ANNUAL SALARY SCHEDULE**

**Effective March 1,2020**

**VICE CHANCELLOR / PRESIDENT**

<b><u>Step A</u></b>	<b><u>Step B</u></b>	<b><u>Step C</u></b>	<b><u>Step D</u></b>	<b><u>Step E</u></b>	<b><u>Step F</u></b>	<b><u>Step G</u></b>	<b><u>Step H</u></b>
195,772	202,985	210,484	218,285	226,400	234,834	243,610	252,736

Initial salary placement for executive officers new to the District shall be Step A, provided that an exception to placement on Step A may be considered, if recommended by the Chancellor, subject to the following:

- (1) The employee has recent experience (within one year of hire date) in a full-time position that is directly related or equivalent to the executive officer position. This full-time experience must equal the number of years represented by the recommended step;

AND

- (2) The employee's most recent base salary (within one year of hire date) is greater than the Step A salary amount.

Where the employee qualifies under (1) and (2) above, the employee may be recommended for the first step wherein there is no decrease in base pay.

A current employee who is promoted to an executive officer position from a non-management position or from a lower level management position shall be placed on the first step which results in an increase in base pay of at least four percent, except the employee may not be placed on a step higher than the employee's current step.