



Monterey Peninsula Community College  
Office of Human Resources

Salary Schedules  
2018-2019

Administrators

Classified

Confidential

Faculty (Schedule A)

Faculty (Schedules B&C)

Faculty (Coaching)

Flat Rate

Short-Term, Non-Continuing (Non- Classified)

Older Adult Program

Management/ Supervisory

Student

Early Childhood Playground Assistant

Benefit Costs

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Document designed for double sided printing)

# Monterey Peninsula Community College District

## ADMINISTRATIVE SALARY SCHEDULE

2018-2019  
Effective – July 1, 2017

<b>Title</b>	<b>Step I</b>	<b>Step II</b>	<b>Step III</b>	<b>Step IV*</b>	<b>Step V*</b>	<b>ROW</b>
Director	6,984	7,263	7,554	7,857	8,171	<b>0</b>
Assistant Dean	8,006	8,345	8,673	9,028	9,381	<b>1</b>
Associate Dean	9,423	9,766	10,105	10,458	10,812	<b>2</b>
Dean	9,954	10,291	10,630	10,986	11,340	<b>3</b>
Administrative Dean	10,488	10,861	11,242	11,599	11,952	<b>4</b>
Vice President	11,094	11,468	11,848	12,202	12,560	<b>5</b>

\* Advancement to Steps 4 and 5 requires three years full time service at the previous step.

### Notes:

1. The above are twelve month contracts.
2. Twenty-two working days of vacation are authorized each year, with an accrual maximum of 44 days.
3. An additional ten working days are authorized beyond the normal vacation for study, travel and general professional improvement for Vice Presidents.
4. A monthly bonus of \$249 will be awarded for an earned doctorate from an accredited institution.
5. An additional 5% stipend will be earned by an administrator for each District negotiating team in which they have been assigned to serve.
6. The Superintendent/President, the Vice Presidents and the Associate Dean of Human Resources are on individual contracts.

Effective Date: January 1, 2018 with 1.00% increase  
Board Approval: January 24, 2018

Monterey Peninsula Community College District  
**CLASSIFIED SALARY SCHEDULE**  
 2017-2018

	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>
<b>1</b>	\$2,193 \$12.66	\$2,304 \$13.29	\$2,420 \$13.96	\$2,541 \$14.69	\$2,670 \$15.41	\$2,806 \$16.19
<b>2</b>	\$2,248 \$12.97	\$2,360 \$13.62	\$2,479 \$14.31	\$2,606 \$15.04	\$2,736 \$15.80	\$2,876 \$16.58
<b>3</b>	\$2,304 \$13.29	\$2,420 \$13.96	\$2,541 \$14.69	\$2,670 \$15.41	\$2,806 \$16.19	\$2,946 \$17.01
<b>4</b>	\$2,360 \$13.62	\$2,479 \$14.31	\$2,606 \$15.04	\$2,736 \$15.80	\$2,876 \$16.58	\$3,022 \$17.44
<b>5</b>	\$2,420 \$13.96	\$2,541 \$14.69	\$2,670 \$15.41	\$2,806 \$16.19	\$2,946 \$17.01	\$3,098 \$17.88
<b>6</b>	\$2,479 \$14.31	\$2,606 \$15.04	\$2,736 \$15.80	\$2,876 \$16.58	\$3,022 \$17.44	\$3,175 \$18.33
<b>7</b>	\$2,541 \$14.69	\$2,670 \$15.41	\$2,806 \$16.19	\$2,946 \$17.01	\$3,098 \$17.88	\$3,253 \$18.78
<b>8</b>	\$2,606 \$15.04	\$2,736 \$15.80	\$2,876 \$16.58	\$3,022 \$17.44	\$3,175 \$18.33	\$3,335 \$19.25
<b>9</b>	\$2,670 \$15.41	\$2,806 \$16.19	\$2,946 \$17.01	\$3,098 \$17.88	\$3,253 \$18.78	\$3,419 \$19.73
<b>10</b>	\$2,736 \$15.80	\$2,876 \$16.58	\$3,022 \$17.44	\$3,175 \$18.33	\$3,335 \$19.25	\$3,504 \$20.22
<b>11</b>	\$2,806 \$16.19	\$2,946 \$17.01	\$3,098 \$17.88	\$3,253 \$18.78	\$3,419 \$19.73	\$3,593 \$20.72
<b>12</b>	\$2,876 \$16.58	\$3,022 \$17.44	\$3,175 \$18.33	\$3,335 \$19.25	\$3,504 \$20.22	\$3,680 \$21.24
<b>13</b>	\$2,946 \$17.02	\$3,098 \$17.88	\$3,253 \$18.78	\$3,419 \$19.73	\$3,593 \$20.72	\$3,773 \$21.77

Monterey Peninsula Community College District  
**CLASSIFIED SALARY SCHEDULE**  
 2018-2019

	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>
<b>14</b>	\$3,022 \$17.44	\$3,175 \$18.33	\$3,335 \$19.25	\$3,504 \$20.22	\$3,680 \$21.24	\$3,867 \$22.31
<b>15</b>	\$3,098 \$17.88	\$3,253 \$18.78	\$3,419 \$19.73	\$3,593 \$20.72	\$3,773 \$21.77	\$3,965 \$22.87
<b>16</b>	\$3,175 \$18.33	\$3,335 \$19.25	\$3,504 \$20.22	\$3,680 \$21.24	\$3,867 \$22.31	\$4,063 \$23.45
<b>17</b>	\$3,253 \$18.78	\$3,419 \$19.73	\$3,593 \$20.72	\$3,773 \$21.77	\$3,965 \$22.87	\$4,165 \$24.05
<b>18</b>	\$3,335 \$19.25	\$3,504 \$20.22	\$3,680 \$21.24	\$3,867 \$22.31	\$4,063 \$23.45	\$4,269 \$24.63
<b>19</b>	\$3,419 \$19.73	\$3,593 \$20.72	\$3,773 \$21.77	\$3,965 \$22.87	\$4,165 \$24.05	\$4,376 \$25.26
<b>20</b>	\$3,504 \$20.22	\$3,680 \$21.24	\$3,867 \$22.31	\$4,063 \$23.45	\$4,269 \$24.63	\$4,485 \$25.89
<b>21</b>	\$3,593 \$20.72	\$3,773 \$21.77	\$3,965 \$22.87	\$4,165 \$24.05	\$4,376 \$25.26	\$4,597 \$26.53
<b>22</b>	\$3,680 \$21.24	\$3,867 \$22.31	\$4,063 \$23.45	\$4,269 \$24.63	\$4,485 \$25.89	\$4,712 \$27.20
<b>23</b>	\$3,773 \$21.78	\$3,965 \$22.87	\$4,165 \$24.05	\$4,376 \$25.26	\$4,597 \$26.53	\$4,831 \$27.88
<b>24</b>	\$3,867 \$22.31	\$4,063 \$23.45	\$4,269 \$24.63	\$4,485 \$25.89	\$4,712 \$27.20	\$4,951 \$28.55
<b>25</b>	\$3,965 \$22.87	\$4,165 \$24.05	\$4,376 \$25.26	\$4,597 \$26.53	\$4,831 \$27.88	\$5,075 \$29.29
<b>26</b>	\$4,063 \$23.45	\$4,269 \$24.63	\$4,485 \$25.89	\$4,712 \$27.20	\$4,951 \$28.55	\$5,202 \$30.02
<b>27</b>	\$4,165 \$24.05	\$4,376 \$25.26	\$4,597 \$26.53	\$4,831 \$27.88	\$5,075 \$29.29	\$5,333 \$30.76

Monterey Peninsula Community College District  
**CLASSIFIED SALARY SCHEDULE**  
 2018-2019

	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>
<b>28</b>	\$4,269 \$24.63	\$4,485 \$25.89	\$4,712 \$27.20	\$4,951 \$28.55	\$5,202 \$30.02	\$5,465 \$31.53
<b>29</b>	\$4,376 \$25.26	\$4,597 \$26.53	\$4,831 \$27.88	\$5,075 \$29.29	\$5,333 \$30.76	\$5,602 \$32.33
<b>30</b>	\$4,485 \$25.89	\$4,712 \$27.20	\$4,951 \$28.55	\$5,202 \$30.02	\$5,465 \$31.53	\$5,741 \$33.12
<b>31</b>	\$4,597 \$26.53	\$4,831 \$27.88	\$5,075 \$29.29	\$5,333 \$30.76	\$5,602 \$32.33	\$5,885 \$33.97
<b>32</b>	\$4,712 \$27.20	\$4,951 \$28.55	\$5,202 \$30.02	\$5,465 \$31.53	\$5,741 \$33.12	\$6,032 \$34.81
<b>33</b>	\$4,831 \$27.88	\$5,075 \$29.29	\$5,333 \$30.76	\$5,602 \$32.33	\$5,885 \$33.97	\$6,182 \$35.68
<b>34</b>	\$4,951 \$28.55	\$5,202 \$30.02	\$5,465 \$31.53	\$5,741 \$33.12	\$6,032 \$34.81	\$6,338 \$36.58
<b>35</b>	\$5,075 \$29.29	\$5,333 \$30.76	\$5,602 \$32.33	\$5,885 \$33.97	\$6,182 \$35.68	\$6,496 \$37.49
<b>36</b>	\$5,202 \$30.02	\$5,465 \$31.53	\$5,741 \$33.12	\$6,032 \$34.81	\$6,338 \$36.58	\$6,659 \$38.41
<b>37</b>	\$5,333 \$30.76	\$5,602 \$32.33	\$5,885 \$33.97	\$6,182 \$35.68	\$6,496 \$37.49	\$6,826 \$39.36
<b>38</b>	\$5,465 \$31.53	\$5,741 \$33.12	\$6,032 \$34.81	\$6,338 \$36.58	\$6,659 \$38.41	\$6,995 \$40.35
<b>39</b>	\$5,602 \$32.33	\$5,885 \$33.97	\$6,182 \$35.68	\$6,496 \$37.49	\$6,826 \$39.36	\$7,171 \$41.37
<b>40</b>	\$5,741 \$33.12	\$6,032 \$34.81	\$6,338 \$36.58	\$6,659 \$38.41	\$6,995 \$40.35	\$7,351 \$42.41

Effective Date: January 1, 2018 with 1.00% increase  
 Board Approved Date: January 25, 2018

Monterey Peninsula Community College District  
**CLASSIFIED SALARY SCHEDULE**  
2018-2019

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Monterey Peninsula Community College District  
**CLASSIFIED SALARY SCHEDULE**  
2018-2019

	<b>RANGE</b>		<b>RANGE</b>
Academic Curriculum Scheduling & Catalog Technician	20	Instructional Technology Specialist	22
Accommodations Specialist	19	Instructional Technology Specialist – Nursing	23
Accounting Specialist	12	Job Center Coordinator	14
Accounting Specialist II	17	Laboratory Specialist I	14
Accounting Specialist III	20	Laboratory Specialist II	17
Administrative Assistant I	7	Library Operations Coordinator	26
Administrative Assistant II	11	Library Technician I	14
Administrative Assistant III	18	Library Technician II	19
Administrative Assistant III- Faculty Assignments	19	Library Systems Technology Coordinator	26
Admissions & Records Specialist	15	Maintenance Specialist	20
Art Gallery Specialist	15	Matriculation/Articulation Technician	29
Art Studio Specialist	14	Network Engineer	33
Athletic Trainer	28	Network Technician	26
Athletics & Division Office Manager	19	Online Instructional Technology Specialist	26
Athletics & PE Equipment Specialist	7	Payroll Analyst	20
Automotive Laboratory Manager	18	Pool Operator/Groundskeeper	10
Campus Security Officer	10	Programmer Analyst	30
Career/Transfer Resource Coordinator	18	Purchasing Coordinator	23
Categorical Services Coordinator	17	Reprographics Technician	11
Categorical Services Coordinator II	22	Scheduling Technician	20
Ceramics Studio Specialist	14	Sciences Laboratory Manager	23
College Receptionist	5	Shipping/Receiving Specialist	8
CurricuNET Specialist	18	Student Activities Coordinator	22
Custodian	6	Student Financial Services Coordinator	22
Custodian-Lead	8	Student Financial Services Outreach Coordinator	22
Division Office Manager	18	Theater Management Specialist	14
Early Childhood Education Lab Mentor	23	Tutorial Site Coordinator- TRIO/Upward Bound	14
Food Preparer	7	Unit Office Manager, Admissions & Records	18
Groundskeeper	8	Unit Office Manager, Child Development Center	18
Health Services Specialist	14	Unit Office Manager, EOPS / CARES	18
Information Technology Support Technician	23	Unit Office Manager, Facilities	18
Instructional Specialist-Theater-Master Carpenter	20	Unit Office Manager, Library	18
Instructional Specialist	14	Unit Office Manager, Marina Ed. Ctr.	18
		Unit Office Manager, Public Safety Training Ctr.	18



Monterey Peninsula Community College District  
**CLASSIFIED SALARY SCHEDULE**  
2018-2019

Notes:

1. Each employee shall be granted a non-cumulative longevity stipend per month as described below beginning in the first month of the employee's eighth (8th) year of continuous employment, and at the beginning of each subsequent fifth (5th) year thereafter up to the maximum. Stipends are pro-rated for part-time employees. A maximum of four (4) longevity stipends will be granted at the beginning of years 8, 13, 18 and 23 of continuous employment. The amounts listed below are the total amounts paid at the designated service period; they are not added together. The maximum longevity stipend, at the beginning of 23 years of service, will be \$360.00 per month. Board Approved: 2/26/2008.

<i>Beginning Year:</i>	<i>Total Monthly Increment</i>
<i>Eight (8)</i>	<i>\$60</i>
<i>Thirteen (13)</i>	<i>\$140</i>
<i>Eighteen (18)</i>	<i>\$240</i>
<i>Twenty-three (23)</i>	<i>\$360</i>

As of January 1, 2001, those employees who have earned Longevity Increments under a previous longevity program, will have the actual dollar amount frozen and will continue to receive the actual dollar value of the increment(s). The dollar amount will remain constant until that amount is equal to or less than the longevity increment program amount described above. The employee will then receive the longevity amount available under the new program.

2. Employees who earned Professional Growth increments (5% of base salary for each increment, up to a maximum of 5 increments), prior to June 30, 2005 will continue to receive these increments as outlined in Article VI of the MPCEA Contract. Awards of new or additional Professional Growth increments are not available after June 30, 2005.
3. Qualified employees in designated positions who are required to orally translate in Spanish to English and/or English to Spanish shall receive a monthly stipend of \$50.00, pro-rated for part-time employees. Qualified employees are determined by a district selected and administered examination.
4. An employee who is assigned to work four (4) or more hours in at least one shift during swing hours shall be paid a shift differential of \$65.00 per month, pro-rated for part-time employees. Swing is defined as hours between 5:01PM and midnight (12:00AM).
5. An employee who is assigned to work four (4) or more hours in at least one shift during graveyard shift hours shall be paid a shift differential of \$85.00 per month, pro-rated for part-time employees. Graveyard is defined as hours between 12:01AM and 7:59AM.
6. A \$500/month stipend may be assigned to a Sciences Laboratory Manager in Chemistry to serve as Chemical Hygiene Officer to meet the requirements of CCR Title 8, Section 5191.
7. Substitutes are compensated at Step A of the appropriate classified position. Substitutes may only be hired for 60 days while a recruitment effort for a permanent employee takes place, or for the duration of a permanent employee's absence and no more than 180 days during a fiscal year.
8. Retroactive Pay. Retroactive pay is not paid to hourly, temporary staff.

Board Approved: June 29, 2017

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# Monterey Peninsula Community College District CONFIDENTIAL SALARY SCHEDULE

2018-2019  
Effective: July 1, 2017

Title	A	B	C	D	E	F
Administrative Assistant IV to the Vice President for Academic Affairs	3,680	3,867	4,063	4,269	4,485	4,712
	21.24	22.31	23.45	24.63	25.89	27.20
Administrative Assistant IV to the Vice President for Administrative Services	3,680	3,867	4,063	4,269	4,485	4,712
	21.24	22.31	23.45	24.63	25.89	27.20
Administrative Assistant IV to the Vice President for Student Services	3,680	3,867	4,063	4,269	4,485	4,712
	21.24	22.31	23.45	24.63	25.89	27.20
Budget and Operations Analyst	4,485	4,712	4,951	5,202	5,465	5,741
	25.89	27.20	28.55	30.02	31.53	33.12
Executive Assistant to the President	4,165	4,376	4,597	4,831	5,075	5,333
	24.05	25.26	26.53	27.88	29.29	30.76
Human Resources Technician	3,175	3,335	3,504	3,680	3,867	4,063
	18.33	19.25	20.22	21.24	22.31	23.45
Human Resources Analyst	4,485	4,712	4,951	5,202	5,465	5,741
	25.89	27.20	28.55	30.02	31.53	33.12
Human Resources Benefits and Retirement Coordinator	3,504	3,680	3,867	4,063	4,269	4,485
	20.22	21.24	22.31	23.45	24.63	25.89
Human Resources Specialist	3,419	3,593	3,773	3,965	4,165	4,376
	19.73	20.72	21.77	22.87	24.05	25.26

**Confidential Stipend** of 5% is paid to all confidential employees in addition to the above salary amounts.

**Notes:**

1. Retroactive Pay. Retroactive pay is not paid to hourly, temporary staff.
2. Each employee shall be granted a non-cumulative longevity stipend per month as described below beginning in the first month of the employee's eighth (8th) year of continuous employment, and at the beginning of each subsequent fifth (5th) year thereafter up to the maximum. Stipends are pro-rated for part-time employees. A maximum of four (4) longevity stipends will be granted at the beginning of years 8, 13, 18 and 23 of continuous employment. The amounts listed below are the total amounts paid at the designated service period; they are not added together. The maximum longevity stipend, at the beginning of 23 years of service, will be \$360.00 per month.

3.	<i>Beginning Year:</i>	<i>Total Monthly</i>
		<i>Increment</i>
	<i>Eight (8)</i>	<i>\$60</i>
	<i>Thirteen (13)</i>	<i>\$140</i>
	<i>Eighteen (18)</i>	<i>\$240</i>
	<i>Twenty-three (23)</i>	<i>\$360</i>

Effective Date: January 1, 2018 with 1.00% increase  
Board Approved: January 25, 2018

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# Monterey Peninsula Community College District

## SCHEDULE A – CONTRACT FACULTY

2018-2019  
Effective July 1, 2018

<b>Step</b>	<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>	<b>V</b>	<b>Step</b>
<b>1</b>	46,920.00	50,791.00	54,659.00	58,530.00	62,405.00	<b>1</b>
<b>2</b>	49,260.00	53,129.00	56,998.00	60,875.00	64,743.00	<b>2</b>
<b>3</b>	51,611.00	55,477.00	59,349.00	63,219.00	67,094.00	<b>3</b>
<b>4</b>	53,952.00	57,823.00	61,694.00	65,563.00	69,435.00	<b>4</b>
<b>5</b>	56,295.00	60,169.00	64,034.00	67,906.00	71,783.00	<b>5</b>
<b>6</b>		62,512.00	66,385.00	70,263.00	74,120.00	<b>6</b>
<b>7</b>		64,872.00	68,729.00	72,604.00	76,479.00	<b>7</b>
<b>8</b>		67,206.00	71,081.00	74,946.00	78,822.00	<b>8</b>
<b>9</b>			73,433.00	77,298.00	81,172.00	<b>9</b>
<b>10</b>			75,758.00	79,637.00	83,516.00	<b>10</b>
<b>11</b>			78,103.00	81,989.00	85,727.00	<b>11</b>
<b>12</b>				84,328.00	88,207.00	<b>12</b>
<b>13</b>				86,675.00	90,547.00	<b>13</b>
<b>14</b>				89,019.00	92,892.00	<b>14</b>
<b>15</b>					95,245.00	<b>15</b>
<b>16</b>					97,590.00	<b>16</b>
<b>17</b>					99,929.00	<b>17</b>

Effective July 1, 2007 – Longevity step 15 is eliminated.

**Notes:**

1. Unless approved by the Superintendent/President, and ratified by the Governing Board, the maximum salary at which a new person may be hired is Step 6 in the appropriate column of the schedule.
2. An annual bonus of \$2,998 will be awarded for an earned doctorate from an accredited institution.
3. An annual bonus of \$2,125 will be awarded for multiple master's degrees. Unit members receiving a stipend for an earned doctorate will not be eligible for a multiple master's degrees stipend.
4. Directors with extra responsibility pay will earn an annual stipend of \$1,878.
5. Instructors will earn a work experience stipend of \$75.00 per student unless the student is part of an instructor's load.
6. Per section 16.4.4.3 of the MPCCD/MPCTA agreement, a unit member who has reached the top of any truncated column shall not receive step credit on the next higher column for the years during which he/she was frozen at his/her step on the lower column.

Effective Date: July 1, 2018  
Board Approved: 11/28/2019

**SCHEDULE A**  
**SALARY SCHEDULE**  
**FACULTY QUALIFIED BY STATE MINIMUM STANDARDS**

<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>	<b>V</b>
Academic Disciplines Requiring a Master's Degree		Master's Degree	BA + 60 Semester Units, including MA	BA + 90 Semester Units, including MA
Occupational Disciplines Requiring a Master's Degree		Master's Degree	Master's Degree + 2 Years Occupational Experience OR Bachelor's Degree + 60 Semester Units, including MA	Master's Degree + 4 Years Occupational Experience OR Bachelor's Degree + 90 Semester Units, including MA
Disciplines <b>NOT</b> Requiring a Master's Degree	Bachelor's Degree + 2 Years Occupational Experience OR Associate's Degree + 6 Years Occupational Experience OR Limited Service Credential, based on Associate's or High School Degree	Bachelor's Degree + 2 Years Occupational Experience + 6 Semester Units in Education OR Master's Degree OR Associate's Degree + 6 Years Occupational Experience + 12 Semester Units in Education	Bachelor's Degree + 2 Years Occupational Experience + 30 Semester Units including 6 Semester Units in Education OR Bachelor's Degree + 4 Years Occupational Experience + 6 Semester Units in Education OR Master's Degree + 2 Years Occupational Experience OR Associate's Degree + 6 Years Occupational Experience + 30 Semester Units including 12 Units in Education	Bachelor's Degree + 2 Years Occupational Experience + 60 Semester Units including 6 Units in Education OR Bachelor's Degree + 4 Years Occupational Experience + 30 Semester Units including 6 Units in Education OR Bachelor's Degree + 6 Years Occupational Experience + 6 Units in Education OR Master's Degree + 4 Years Occupational Experience or Associate's Degree + 6 Years Occupational Experience + 60 Semester Units including 12 Units in Education

# Monterey Peninsula Community College District

## SCHEDULE B1

2018-2019

Effective July 1, 2017

Hourly Academic – Teaching (With Benefits)

STEP	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V	COLUMN VI	STEP
1	37.37	40.76	44.29	47.65	51.04	54.05	1
2	39.47	42.86	46.38	49.76	53.17	56.15	2
3	41.51	44.93	48.37	51.83	55.28	58.20	3
4	43.55	47.15	50.49	53.84	57.33	60.27	4
5	45.71	49.12	52.49	55.91	59.42	62.36	5
6	47.79	51.13	54.60	58.06	61.46	64.42	6
7	49.87	53.25	56.70	60.16	63.56	66.48	7
8			58.77	62.18	65.62	68.56	8
9			60.98	64.32	67.73	70.66	9
10			62.92	66.38	69.76	72.75	10
11			65.07	68.51	71.84	74.83	11

## SCHEDULE B2

2018-2019

Effective July 1, 2017

STEP	COLUMN I	COLUMN II	COLUMN III	COLUMN IV	COLUMN V	COLUMN VI	STEP
1	43.18	47.14	51.08	55.04	59.01	62.38	1
2	45.55	49.50	53.41	57.39	61.35	64.78	2
3	48.01	51.96	55.89	59.81	63.75	67.20	3
4	50.36	54.31	58.24	62.23	66.18	69.56	4
5	52.68	56.68	60.66	64.59	68.50	71.98	5
6	55.11	59.14	63.12	67.06	71.00	74.32	6
7	57.53	61.50	65.45	69.42	73.37	76.82	7
8			67.84	71.81	75.80	79.22	8
9			70.28	74.26	78.15	81.63	9
10			72.66	76.65	80.50	83.98	10
11			75.08	79.04	82.83	86.37	11

Effective Date: July 1, 2017 with 4.00% increase for Salary Schedule B2

Board Approved: 11/28/2018

**SCHEDULES B AND C  
SALARY SCHEDULE  
FACULTY QUALIFIED BY STATE MINIMUM STANDARDS**

I	II	III	IV	V	VI
Academic Disciplines Requiring a Master's Degree		Master's Degree	BA + 60 Semester Units, including MA	BA + 90 Semester Units, including MA	Earned Doctorate from an accredited institution
Occupational Disciplines Requiring a Master's Degree		Master's Degree	Master's Degree + 2 Years Occupational Experience OR Bachelor's Degree + 60 Semester Units, including MA	Master's Degree + 4 Years Occupational Experience OR Bachelor's Degree + 90 Semester Units, including MA	Earned Doctorate from an accredited institution
Disciplines <b>NOT</b> Requiring a Master's Degree	Bachelor's Degree + 2 Years Occupational Experience OR Associate's Degree + 6 Years Occupational Experience OR Limited Service Credential, based on Associate's or High School Degree	Bachelor's Degree + 2 Years Occupational Experience + 6 Semester Units in Education OR Master's Degree OR Associate's Degree + 6 Years Occupational Experience + 12 Semester Units in Education	Bachelor's Degree + 2 Years Occupational Experience + 30 Semester Units including 6 Semester Units in Education OR Bachelor's Degree + 4 Years Occupational Experience + 6 Semester Units in Education OR Master's Degree + 2 Years Occupational Experience OR Associate's Degree + 6 Years Occupational Experience + 30 Semester Units including 12 Units in Education	Bachelor's Degree + 2 Years Occupational Experience + 60 Semester Units including 6 Units in Education OR Bachelor's Degree + 4 Years Occupational Experience + 30 Semester Units including 6 Units in Education OR Bachelor's Degree + 6 Years Occupational Experience + 6 Semester Units in Education OR Master's Degree + 4 Years Occupational Experience or Associate's Degree + 6 Years Occupational Experience + 60 Semester Units including 12 Units in Education	



# Monterey Peninsula Community College District

## SCHEDULE C1

2018-2019

Effective July 1, 2017

Hourly Academic – Non-Teaching (With Benefits)

<b>STEP</b>	<b>COLUMN I</b>	<b>COLUMN II</b>	<b>COLUMN III</b>	<b>COLUMN IV</b>	<b>COLUMN V</b>	<b>COLUMN VI</b>	<b>STEP</b>
<b>1</b>	32.01	34.95	37.93	40.89	43.80	46.10	<b>1</b>
<b>2</b>	33.84	36.76	39.66	42.68	45.59	47.95	<b>2</b>
<b>3</b>	35.58	38.53	41.44	44.39	47.36	49.69	<b>3</b>
<b>4</b>	37.37	40.32	43.22	46.19	49.12	51.50	<b>4</b>
<b>5</b>	39.17	42.13	45.03	47.98	50.92	53.26	<b>5</b>
<b>6</b>	40.95	43.88	46.84	49.76	52.69	55.01	<b>6</b>
<b>7</b>	42.71	45.70	48.61	51.54	54.47	56.80	<b>7</b>
<b>8</b>			50.41	53.30	56.24	58.65	<b>8</b>
<b>9</b>			52.16	55.07	58.06	60.39	<b>9</b>
<b>10</b>			53.92	56.87	59.84	62.13	<b>10</b>
<b>11</b>			55.70	58.65	61.65	63.86	<b>11</b>

## SCHEDULE C2

2018-2019

Effective July 1, 2017

Hourly Academic – Non-Teaching (Without Benefits)

<b>STEP</b>	<b>COLUMN I</b>	<b>COLUMN II</b>	<b>COLUMN III</b>	<b>COLUMN IV</b>	<b>COLUMN V</b>	<b>COLUMN VI</b>	<b>STEP</b>
<b>1</b>	37.00	40.34	43.82	47.20	50.56	53.01	<b>1</b>
<b>2</b>	39.04	42.46	45.78	49.23	52.70	55.07	<b>2</b>
<b>3</b>	41.14	44.49	47.88	51.30	54.70	57.12	<b>3</b>
<b>4</b>	43.18	46.60	49.93	53.36	56.70	59.14	<b>4</b>
<b>5</b>	45.20	48.62	52.01	55.39	58.80	61.19	<b>5</b>
<b>6</b>	47.24	50.70	54.06	57.48	60.82	63.22	<b>6</b>
<b>7</b>	49.29	52.71	56.11	59.49	62.90	65.23	<b>7</b>
<b>8</b>			58.21	61.57	64.92	67.35	<b>8</b>
<b>9</b>			60.23	63.60	67.05	69.38	<b>9</b>
<b>10</b>			62.20	65.59	69.08	71.34	<b>10</b>
<b>11</b>			63.86	67.54	70.68	73.26	<b>11</b>

Effective Date: July 1, 2017 with 4.00% increase for Salary Schedule C2

**SCHEDULES B AND C  
SALARY SCHEDULE  
FACULTY QUALIFIED BY STATE MINIMUM STANDARDS**

<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>	<b>V</b>	<b>VI</b>
Academic Disciplines Requiring a Master's Degree		Master's Degree	BA + 60 Semester Units, including MA	BA + 90 Semester Units, including MA	Ph.D.
Occupational Disciplines Requiring a Master's Degree		Master's Degree	Master's Degree + 2 Years Occupational Experience OR Bachelor's Degree + 60 Semester Units, including MA	Master's Degree + 4 Years Occupational Experience OR Bachelor's Degree + 90 Semester Units, including MA	Ph.D.
Disciplines <b>NOT</b> Requiring a Master's Degree	Bachelor's Degree + 2 Years Occupational Experience OR Associate's Degree + 6 Years Occupational Experience OR Limited Service Credential, based on Associate's or High School Degree	Bachelor's Degree + 2 Years Occupational Experience + 6 Semester Units in Education OR Master's Degree OR Associate's Degree + 6 Years Occupational Experience + 12 Semester Units in Education	Bachelor's Degree + 2 Years Occupational Experience + 30 Semester Units including 6 Semester Units in Education OR Bachelor's Degree + 4 Years Occupational Experience + 6 Semester Units in Education OR Master's Degree + 2 Years Occupational Experience OR Associate's Degree + 6 Years Occupational Experience + 30 Semester Units including 12 Units in Education	Bachelor's Degree + 2 Years Occupational Experience + 60 Semester Units including 6 Units in Education OR Bachelor's Degree + 4 Years Occupational Experience + 30 Semester Units including 6 Units in Education OR Bachelor's Degree + 6 Years Occupational Experience + 6 Semester Units in Education OR Master's Degree + 4 Years Occupational Experience or Associate's Degree + 6 Years Occupational Experience + 60 Semester Units including 12 Units in Education	

# Monterey Peninsula Community College District

## COACHING PAY SCHEDULE

2018-2019  
Effective July 1, 2017

	Head coach for Football, Track, Basketball, Swimming, Soccer, Baseball, Softball	Head Coach for all other sports	Assistant Coach for Football, Track, Basketball, Swimming, Soccer, Baseball, Softball	Assistant coach for all other sports
Teaching Load Credit*	6.8 TLU	4.5 TLU	No TLU	No TLU

	Head Coach (Major)	Head Coach (Minor)	Asst. Coach (Major)	Asst. Coach (Minor)
<b>First Year</b>	3,624	3,258	2,895	2,537
<b>Second Year</b>	3,978	3,624	3,258	2,895
<b>Third Year</b>	4,341	3,978	3,624	3,258
<b>Fourth Year</b>	4,714	4,341	3,978	3,624
<b>Fifth Year</b>	5,083	4,714	4,341	3,978
<b>Sixth Year</b>	5,539	5,083	4,714	4,341

Notes:

\* Non-contract coaches who do not receive teaching load credit will receive the following amount in addition to the flat fee:

Step 1 in appropriate column of Schedule A for Contract Faculty x 50% x TLU% x 67%  
**(e. g. \$51971 x 50% x (6.8/15) x 67% = \$7,893)**

Head coaches with previous experience as assistant coaches will receive placement on the head coach schedule that provides the same salary rate as previous placement on the assistant coach's schedule.

Effective Date: July 1, 2017 with 2.00% increase  
Board Approved: June 29, 2017

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# MONTEREY PENINSULA COMMUNITY COLLEGE

## FLAT RATE SCHEDULE

2015-2016  
Effective April 28, 1999

The criteria for establishing ranges for positions are based upon the following:

1. Experience;
2. Skills involved (example: how much training);
3. Difficulty of the task (example: painting flat walls vs. drops/murals);
4. Complexity of the production (example: small cast, one-set show vs. large cast, multi-set musical);
5. Whether employee-owned equipment is being used (example: sound amplification equipment, musical instruments, special painting brushes, etc.).

Job Title	Range	Time Frame	Notes
Director	\$1,000 - 3,000	10 - 12 wks	
Set Designer	\$1,000 - 3,000	4 - 6 wks	one-set drama to multi-set musical
Light Designer	\$500 - 2,000	4 - 6 wks	one-set/multi-set
Costume Designer	\$500 - 2,000	4 - 8 wks	# of characters in play & style of play
Musical/Choral Director	\$500 - 2,000	8 - 10 wks	
Stage Manager	\$250 - 1,500	8 - 10 wks	size of cast; experience
Assistant Stage Manager	\$150 - 600	8 - 10 wks	size of cast
Choreographer	\$500 - 4,000	6 - 8 wks	experience
Assistant Choreographer	\$400 - 1,000	6 - 8 wks	experience
Dance Captain	\$300 - 500	6 - 8 wks	experience & training
Rehearsal Pianist	\$500 - 750	6 - 8 wks	
Master Electrician	\$400 - 1,000	4 - 6 wks	experience
Sound Designer	\$500 - 1,750	6 wks	small effects production vs. large musical
Properties Master	\$350 - 750	6 - 8 wks	artisan
Properties Assistant	\$200 - 300	6 - 8 wks	
Photographer	\$300 - 350	20 - 25 hrs	own equipment; publicity/production
Carpenter	\$800 - 3,000	8 - 10 wks	experience & training
Costume Assistant	\$800 - 1,500	8 - 10 wks	
Seamstress	\$300 - 750	5 - 6 wks	type of production/style
Wardrobe Assistant	\$200 - 350	4 wks	
Make-Up Technician	\$100 - 500	4 wks	
Box-Office Technician	\$450 - 750	5 wks	
Box-Office Assistant	\$200 - 500	5 wks	
Flyman	\$400 - 750	6 wks	difficulty of task
Shift Crew Head	\$400 - 1,000	4 - 6 wks	experience, training & safety considerations
Musician	\$400 - 1,000	4 - 6 wks	experience
Guest Artist	\$500 - 1,500	4 - 6 wks	musician, dancer, performer; experience & training
Scenic Artist	\$500 - 1,500	4 - 6 wks	experience
Script Adaptation	\$500 - 2,000	6 - 8 wks	experience
Follow-Spot Operator	\$150 - 300	4 - 6 wks	experience
Drama Assistant	\$350-600	4 wks	experience

Effective Date: April 28, 1999  
Board Approved: April 27, 1999

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**MONTEREY PENINSULA COLLEGE**  
**SHORT-TERM, NON-CONTINUING EMPLOYEES (non-classified) SCHEDULE**

Maximum days per fiscal year: 180

**2019**

<b>Position Title</b>	<b>Working Titles</b>	<b>Description of Level of Duties</b>	<b>Hourly Pay Rate</b>
College Assistant I	<ul style="list-style-type: none"> <li>• Cashier</li> <li>• Reader-English Language</li> <li>• Utility Person</li> <li>• Children's Center Aide</li> </ul>	Entry level - no specific skills or experience required. Supervisor will train. Completes basic tasks and duties under supervision.	12.00
College Assistant II	<ul style="list-style-type: none"> <li>• Reader – Foreign Language</li> <li>• General Tutor</li> </ul>	Possesses some training or skills. Completes general duties under supervision.	12.50
College Assistant III	<ul style="list-style-type: none"> <li>• Tutor in a specific subject</li> <li>• Clerical Assistant</li> </ul>	Basic skill or proficiency level; assists students or provides support to an office or department.	13.00
College Assistant IV	<ul style="list-style-type: none"> <li>• Costumer</li> <li>• Model (draped)</li> </ul>	Has specialized skills, but not specialized training.	13.50
College Assistant V	<ul style="list-style-type: none"> <li>• Security Guard</li> <li>• Clerical Assistant</li> <li>• Tram Driver</li> <li>• Custodial Assistant</li> <li>• Music Accompanist</li> <li>• Library Assistant</li> </ul>	General help but has at least one specific well developed skill or expertise. May work independently and have responsibility for an assigned function.	14.50
College Assistant VI	<ul style="list-style-type: none"> <li>• A &amp; R Clerk (registration only)</li> <li>• Grounds Assistant</li> <li>• Dance Accompanist</li> <li>• Instructional Assistant I</li> </ul>	Has specialized skills, training or experience in a specific area.	15.00
College Assistant VII	<ul style="list-style-type: none"> <li>• Computer Services Technician</li> </ul>	Has specialized skills, training or experience in a specific area of high responsibility; applies skills to projects.	16.00
College Assistant VIII	<ul style="list-style-type: none"> <li>• Fiscal Services Assistant</li> <li>• Program Specialist</li> </ul>	Has specialized skills, training or experience in a specific area of higher responsibility. Assignment has high degree of accountability.	16.50
College Assistant IX	<ul style="list-style-type: none"> <li>• Student Advisor, Special Programs</li> <li>• Financial Aid Assistant</li> <li>• Media Assistant</li> <li>• Instructional Assistant II</li> </ul>	Has specialized skills, training or experience in a specific area of highest responsibility. Assignment has high degree of autonomy; may work with the public and students.	17.50
College Assistant X	<ul style="list-style-type: none"> <li>• Children's Center Assistant</li> <li>• Laboratory Aide</li> </ul>	Advanced specialized skills, training and/or certification; high level of responsibility, autonomy and accountability.	18.00
College Assistant XI	<ul style="list-style-type: none"> <li>• Maintenance Assistant</li> <li>• Payroll Assistant</li> </ul>	More advanced specialized skills or training; high responsibility, autonomy and accountability level.	18.50
College Assistant XII	<ul style="list-style-type: none"> <li>• Life Model (undraped)</li> </ul>	Professional work level.	19.00
College Assistant XIII	<ul style="list-style-type: none"> <li>• IT Assistant I</li> </ul>	Professional work requiring high level of skills in the profession; high responsibility.	20.00
College Assistant XIV	<ul style="list-style-type: none"> <li>• Reading Center (Children's Program) Tutor</li> <li>• IT Assistant II</li> </ul>	Highly professional work requiring certification or skills at the highest level of the profession, and/or serving as lead worker to others.	25.00

Substitutes are compensated at Step A of the appropriate classified position. Substitutes may only be hired for 60 days while a recruitment effort for a permanent employee takes place, or for the duration of a permanent employee's absence and no more than 180 days during a fiscal year. Short-term, non-continuing employees must be approved by the Board of Trustees prior to beginning work, with specified starting and ending dates, per Education Code 88003. All salary designations must be approved by Human Resources. Human Resources may assign additional classifications to this Salary Schedule as deemed appropriate.

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# Monterey Peninsula Community College District

## **OLDER ADULT INSTRUCTORS**

2015-2016  
Effective July 1, 2013

<b>Hourly Rate: \$32.93</b>
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Notes:

1. Older Adult Instructors are not part of the MPCTA bargaining unit.
2. Sick Leave is earned at the rate of one hour for every 18 hours worked.
3. Minimum teaching qualifications are established by the State of California.

Effective Date: July 1, 2013  
Board Approval: June 26, 2013

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# Monterey Peninsula Community College District MANAGEMENT-SUPERVISORY SALARY SCHEDULE

2018-2019  
Effective: July 1, 2017

Classification	Range
Administrative Director, English Study Skills and Reading Center	48
Assistant to the Superintendent/President	57
Associate Researcher	50
Controller	52
Custodial/ Evening Site Supervisor	40
Director of Security and Emergency Operations	57
Director, Academic Pathways and Partnerships	45
Director, Admissions and Records	60
Director, Children's Center	44
Director, Hispanic Serving Institution Initiatives and Grants	55
Director, Information Systems	67
Director, Institutional Research	57
Director, Marketing and Communications	60
Director, Student Financial Services	52
Facilities Operations Supervisor	45
Systems and Programming Manager	57
Theater Technical Director	45

All positions are overtime exempt.

- Effective April 1, 2000, the career longevity increment will be changed from a percentage rate to a non-cumulative flat rate of \$55.00 per month in pay beginning the first month of the employee's eighth (8<sup>th</sup>) year of full-time employment in the District, and at the beginning of each subsequent fifth (5<sup>th</sup>) year thereafter. A maximum of four (4) longevity steps will be granted at the beginning of year 8, 13, 18 and 22 beyond the date of hire for continuous employment. The maximum longevity increment, at 22 years of service, will be \$220.00 per month. Board Approved 3/28/00.

Those employees who have earned Longevity Increments under a previous longevity program, will have the actual dollar amount frozen and will continue to receive the actual dollar value of the increment(s). The dollar amount will remain constant until that amount is equal to or less than the longevity increment program amount described above. The employee will then receive the longevity amount available under the new program.

- Employees who earned Professional Growth increments (5% of base salary for each increment, up to a maximum of 5 increments), prior to March 30, 2006, will continue to receive these increments. Awards of new or additional Professional Growth increments are not available after March 30, 2006.

Effective Date: 7/1/2017  
Board Approval: 11/28/2018

**Monterey Peninsula Community College District  
MANAGEMENT SUPERVISORY SALARY SCHEDULE**

<b>Range</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Range</b>
<b>30</b>	3,171	3,329	3,495	3,669	3,856	<b>30</b>
<b>31</b>	3,254	3,416	3,588	3,767	3,956	<b>31</b>
<b>32</b>	3,334	3,499	3,675	3,859	4,051	<b>32</b>
<b>33</b>	3,412	3,582	3,763	3,950	4,148	<b>33</b>
<b>34</b>	3,500	3,676	3,860	4,053	4,255	<b>34</b>
<b>35</b>	3,590	3,771	3,959	4,156	4,363	<b>35</b>
<b>36</b>	3,669	3,856	4,048	4,248	4,461	<b>36</b>
<b>37</b>	3,764	3,954	4,150	4,358	4,575	<b>37</b>
<b>38</b>	3,845	4,038	4,296	4,451	4,674	<b>38</b>
<b>39</b>	3,950	4,148	4,357	4,574	4,803	<b>39</b>
<b>40</b>	4,047	4,248	4,461	4,682	4,917	<b>40</b>
<b>41</b>	4,148	4,357	4,573	4,802	5,043	<b>41</b>
<b>42</b>	4,248	4,461	4,682	4,920	5,164	<b>42</b>
<b>43</b>	4,360	4,577	4,808	5,048	5,297	<b>43</b>
<b>44</b>	4,461	4,682	4,917	5,164	5,423	<b>44</b>
<b>45</b>	4,573	4,800	5,042	5,291	5,556	<b>45</b>
<b>46</b>	4,689	4,925	5,168	5,428	5,700	<b>46</b>
<b>47</b>	4,790	5,029	5,281	5,546	5,821	<b>47</b>
<b>48</b>	4,912	5,158	5,417	5,685	5,970	<b>48</b>
<b>49</b>	5,040	5,290	5,555	5,834	6,125	<b>49</b>
<b>50</b>	5,168	5,428	5,700	5,983	6,285	<b>50</b>
<b>51</b>	5,290	5,554	5,833	6,123	6,431	<b>51</b>
<b>52</b>	5,420	5,687	5,972	6,274	6,587	<b>52</b>
<b>53</b>	5,556	5,835	6,127	6,433	6,754	<b>53</b>
<b>54</b>	5,692	5,977	6,275	6,589	6,917	<b>54</b>
<b>55</b>	5,834	6,125	6,432	6,753	7,091	<b>55</b>
<b>56</b>	5,978	6,278	6,590	6,920	7,266	<b>56</b>
<b>57</b>	6,123	6,431	6,750	7,090	7,441	<b>57</b>
<b>58</b>	6,280	6,593	6,922	7,268	7,633	<b>58</b>
<b>59</b>	6,436	6,759	7,098	7,452	7,824	<b>59</b>
<b>60</b>	6,593	6,922	7,268	7,633	8,012	<b>60</b>
<b>61</b>	6,763	7,104	7,457	7,830	8,222	<b>61</b>
<b>62</b>	6,931	7,277	7,641	8,022	8,426	<b>62</b>
<b>63</b>	7,101	7,455	7,828	8,219	8,630	<b>63</b>
<b>64</b>	7,277	7,641	8,023	8,426	8,847	<b>64</b>
<b>65</b>	7,461	7,834	8,225	8,637	9,069	<b>65</b>
<b>66</b>	7,639	8,023	8,422	8,844	9,287	<b>66</b>
<b>67</b>	7,819	8,211	8,621	9,052	9,506	<b>67</b>

Effective Date: 7/1/2017

# Monterey Peninsula Community College District

## HOURLY STUDENT PAY RATES

### 2019

CLASS I	Assistant/Clerk	\$12.00
CLASS II	Technician/Intern	\$12.00- \$12.50
CLASS III	Coordinator/Manager	\$12.50 - \$13.00
CLASS IV	Tutors	\$13.00 - \$13.50

#### CLASSIFICATION CATEGORIES

Student pay rate is based on knowledge, experience and responsibilities. The pay rate is determined by the supervisor using the guidelines developed below.

#### **Assistant & Clerk**

The student under this category does manual labor or general clerical work. Typically, the student has little or no previous work experience and is leaning basic job skills. The student in this category usually requires supervision much of the time.

Maintenance Assistant	Bookstore Assistant
File Clerk	Print Shop Assistant
Security Clerk	Audio Visual Assistant
Groundskeeper Assistant	Registration Clerk
Child Care Aide	Library Assistant

#### **Technician & Intern**

The student under this category has some degree of specialized knowledge. The student works under general supervision much of the time and has the responsibility for carrying out projects independently.

Lab Technician	Drama Technician
Readers & Graders	Costume Technician
Typist (40 wpm)	Researchers
Data Entry	Child Care Intern
Counseling Intern	Library Technician
Information & Referral	Financial Aid Technician

#### **Coordinator & Manager**

The student under this category works independently much of the time and often assumes management and/or administrative responsibilities. Typically, the student has previous experience in a specialized area or coordinates the activities of other student employees. (The supervisor or a designated staff member must be present when the student is working under the Federal Work Study Program.)

Student Office Manager	Typist (60 wpm)
College Center Night Manager	Programmers
Poll Watcher	Outreach Coordinator
Learning Center Tutor	Short Period Worker (2-3 days of work)

#### **Tutor**

The student under this category works independently and has specialized knowledge in a subject area. The student provides direct tutoring services to other students; one on one or in small groups and has specialized training.

Effective: January 1, 2019

Board Approved: December 12, 2018

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Monterey Peninsula Community College District

**EARLY CHILDHOOD PLAYGROUND ASSISTANT**

**PAY SCHEDULE**

2019

Effective, January 1, 2019

<b>Position Title</b>	<b>Hourly Pay Rate</b>
Early Childhood Playground Assistant 1	\$12.00
Early Childhood Playground Assistant 2	\$14.00
Early Childhood Playground Assistant 3	\$16.00

Board Approval: February 6, 2019

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# Monterey Peninsula Community College District

## BENEFIT COSTS

2016-2017

Benefit	Full-Time Faculty (STRS)	Full-Time Classified (PERS)
Medical (\$1,669/mo.)	\$18,204	\$18,204
Medical Retiree (\$250.00/mo.)	\$3,000	\$3,000
Dental (\$115.15/mo.)	\$1,382	\$1,382
Vision (\$10.31/mo.)	\$124	\$124
Life	\$120	\$141
LTD (\$6.35)	\$76	\$76
<b>TOTAL</b>	<b>\$22,906</b>	<b>\$22,927</b>
Retirement	10.730%	18.847%
Medicare	1.450%	1.450%
FICA	0.000%	6.200%
Unemployment	0.050%	0.050%
Workers Comp	<u>3.000%</u>	<u>3.000%</u>
<b>TOTAL</b>	<b>15.230%</b>	<b>29.547%</b>