

# Pay raises at Cabrillo

By JONDI GUMZ  
Sentinel staff writer

APTOS — Managers at Cabrillo College are getting a pay raise.

Trustees voted unanimously last week to raise salaries by up to 15 percent over the next three years, which should take effect by the end of the month.

"I don't begrudge them — not for what they do," said Sandy Lydon, a longtime Cabrillo instructor who had a managerial position for a while.

"I hope the board is enthusiastic about our request," said Arturo Cantu, president of the Cabrillo College teachers' union, which negotiated a 9-percent raise over three years for faculty. The Faculty sought to narrow the gap between Cabrillo's average teaching salary — \$45,000 — and the statewide average of \$51,000.

Since the raises took effect in September, more than a third of the faculty make as much as division chairmen or deans, so there is little incentive for them to move into managerial positions.

Faculty work 175 days compared to 195 days for division chairmen and 225 days for deans.

The managerial raises came after more than a year of discussion. A survey conducted in March found many positions at Cabrillo were paid lower than

at comparable colleges.

For the 225-day positions, Cobb recommended:

- 15 percent increase for those with salaries more than 12.5 percent below average.

- 10 percent increase for those with salaries 7.5-12.5 percent below average.

- 5 percent increase for those between 2.5 and 7.5 percent below average.

- No change for those less than 2.5 percent below the average or those with above-average pay.

For the 195-day positions, Cobb recommended a 10 percent pay hike, comparable to the faculty raises.

President John Hurd will get a 5 percent raise and his contract was extended another year to June 30, 2000.

Trustees also agreed to promote dean of student services Manuel Osorio to the rank of vice president. Osorio, who has been dean since 1984, joined Cabrillo in 1973 after graduating from UC Santa Cruz. He also holds a master's degree in counseling education.

The salary study started with 24 community colleges of similar enrollment.

There were 14 colleges for comparison, including Antelope Valley, Glendale, Marin, Santa Barbara, and Solano, but two of them did not respond to Cobb's survey.

## Compensation at Cabrillo

Top managers at Cabrillo College are getting raises, based on a study that found they are paid less than the average, compared to others at similarly sized community colleges. In some cases, positions comparable to Cabrillo's did not exist. They are marked "no match," and the raise proposed by consultant Anne Cobb was based on internal considerations.

Positions with a 195-day work year, such as computing director and librarian, were converted to a 225-day equivalent for comparison purposes. They are marked with \*.

Position	Cabrillo	Average	Raise
President	\$96,900	\$101,825	5%
VP, business	\$65,832	\$74,764	15%
VP, instruction	\$65,832	\$75,231	15%
Division chairman*	\$62,488	\$66,600	10%
Division chairman, counseling*	\$62,488	No match	10%
Dean, student services	\$59,712	\$68,169	15%
Dean, occupational education	\$59,712	\$65,152	10%
Dean, transfer education	\$59,712	No match	10%
Director, computing*	\$62,487	\$57,573	10%
Librarian*	\$62,488	\$60,797	10%
Director Watsonville center*	\$62,488	\$62,171	10%
Director, personnel	\$51,576	\$63,001	15%
Director, business services	\$51,576	\$57,358	15%
Director, marketing	\$51,576	\$43,971	0
Director, institutional research	\$49,116	No match	5%
Director, student development	\$49,116	No match	5%
Manager, maintenance	\$46,788	\$51,932	10%
Affirmative action officer	\$44,556	\$48,337	10%
Director, contract education	\$44,556	\$51,473	15%
Compliance officer	\$44,556	No match	10%
Registrar	\$44,556	\$51,651	15%
Director, Small Business Center	\$44,556	\$46,999	5%
Director, student affairs	\$44,556	\$47,719	5%
Director, financial aid	\$41,432	\$43,290	0
Director, food services	\$38,484	\$33,413	0
Director, safety	\$38,484	\$41,028	5%
Manager, bookstore	\$38,484	\$37,928	0
Director, MESA	\$34,920	No match	0

Source: Cabrillo College