

MEMORANDUM OF UNDERSTANDING

Between the Citrus Community College District

and the Citrus College Supervisor/Confidential Group

This Memorandum of Understanding ("MOU") is entered into between the Citrus Community College District ("District") and the Citrus College Supervisor/Confidential Group for the purpose of confirming the District's longstanding practice regarding longevity pay for members of the Supervisor/Confidential Group, as reflected on the Board of Trustees-approved Supervisor/Confidential Monthly Salary Schedule. This MOU shall apply to all eligible current and former Supervisor/Confidential employees, with an effective date of January 1, 2021.

The District provides longevity pay to employees within the Supervisor/Confidential Group. Longevity pay is calculated as a percentage of the employee's base monthly salary and becomes effective on the first day of the month in which the employee reaches the applicable longevity date, as follows:

- After 9 full years of service: 5.0% above base salary
- After 14 full years of service: an additional 5.0%, compounded, for a total of 10.25% above base salary
- After 19 full years of service: an additional 5.0%, compounded, for a total of 15.76% above base salary
- After 24 full years of service: an additional 5.0%, compounded, for a total of 21.55% above base salary
- After 29 full years of service: an additional 5.0%, compounded, for a total of 27.63% above base salary

Both parties agree that the compensation above meets the definition of compensation earnable or pensionable compensation pursuant to the Public Employees' Retirement Law (PERL), Government Code (G.C.) section 20636.

Longevity pay shall be subject to automatic increases in total compensation consistent with any applicable increases to the salary schedule and shall be incorporated into the employee's monthly rate of pay, or base pay. Compensation earned through longevity shall be considered compensation for services rendered on a full-time basis during normal working hours.

The District and the employee have paid, and shall continue to pay, all applicable District and employee PERS and/or STRS contributions on longevity pay.

The longevity dates set forth above shall be calculated based on an employee's years of service as of the employee's assigned anniversary month and year. Years of service shall mean years continuously worked for the District in a regular position.

This MOU shall apply to all current and former Citrus College Supervisor/Confidential employees who are eligible under the terms set forth herein.

Signatures

Dated August 28, 2026


John Albert (Aug 28, 2026 18:11:51 PDT)

Dr. John Albert
Executive Director of Human Resources
Authorized signor on behalf of the Citrus Community College District

Dated August 28, 2026



Jorge Cortez
Authorized signor on behalf of the Citrus Community College District
Supervisor/Confidential Group

Supervisor/Confidential Monthly

Effective July 1, 2025

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
1	\$4,890	\$5,135	\$5,392	\$5,662	\$5,945	\$6,242	\$6,554
2	\$5,135	\$5,392	\$5,662	\$5,945	\$6,242	\$6,554	\$6,882
3	\$5,392	\$5,662	\$5,945	\$6,242	\$6,554	\$6,882	\$7,226
4	\$5,662	\$5,945	\$6,242	\$6,554	\$6,882	\$7,226	\$7,587
5	\$5,945	\$6,242	\$6,554	\$6,882	\$7,226	\$7,587	\$7,966
6	\$6,242	\$6,554	\$6,882	\$7,226	\$7,587	\$7,966	\$8,364
7	\$6,554	\$6,882	\$7,226	\$7,587	\$7,966	\$8,364	\$8,782
8	\$6,882	\$7,226	\$7,587	\$7,966	\$8,364	\$8,782	\$9,221
9	\$7,226	\$7,587	\$7,966	\$8,364	\$8,782	\$9,221	\$9,682
10	\$7,587	\$7,966	\$8,364	\$8,782	\$9,221	\$9,682	\$10,166
11	\$7,966	\$8,364	\$8,782	\$9,221	\$9,682	\$10,166	\$10,674
12	\$8,364	\$8,782	\$9,221	\$9,682	\$10,166	\$10,674	\$11,208
13	\$8,782	\$9,221	\$9,682	\$10,166	\$10,674	\$11,208	\$11,768
14	\$9,221	\$9,682	\$10,166	\$10,674	\$11,208	\$11,768	\$12,356
15	\$9,682	\$10,166	\$10,674	\$11,208	\$11,768	\$12,356	\$12,974
16	\$10,166	\$10,674	\$11,208	\$11,768	\$12,356	\$12,974	\$13,623
17	\$10,674	\$11,208	\$11,768	\$12,356	\$12,974	\$13,623	\$14,304
18	\$11,208	\$11,768	\$12,356	\$12,974	\$13,623	\$14,304	\$15,019
19	\$11,768	\$12,356	\$12,974	\$13,623	\$14,304	\$15,019	\$15,770
20	\$12,356	\$12,974	\$13,623	\$14,304	\$15,019	\$15,770	\$16,559

RANGE

- 6 Administrative Assistant, Human Resources (Confidential)
- 6 Administrative Assistant, Superintendent/President's Office (Confidential)
- 6 Facilities Rental Supervisor
- 7 Custodial Supervisor
- 7 EOPS/CARE Supervisor
- 7 Physical Education/Athletics Facilities Supervisor
- 7 Student Life Supervisor
- 8 Environmental Health & Safety Programs Supervisor
- 9 Grounds Supervisor
- 9 Library Supervisor
- 9 Maintenance Supervisor
- 10 Career Technical Education Programs Supervisor
- 10 Executive Assistant to the Superintendent/President (Confidential)
- 10 Performing Arts Promotion and Operations Supervisor
- 10 Performing Arts Technical Supervisor
- 10 VPA Academic Production and Promotions Supervisor
- 11 Baseball Program Coordinator
- 11 Basketball Program Coordinator (Men's)
- 11 Basketball Program Coordinator (Women's)
- 11 Foster/Kinship Education and Resources Planning Supervisor
- 11 Learning Center Programs Supervisor
- 11 Reprographics/ Mail Services Supervisor
- 11 Soccer Program Coordinator (Women's)
- 12 Communications Supervisor
- 13 Football Program Coordinator
- 13 International Students Supervisor
- 15 Payroll/Benefits Supervisor
- 20 Mental Health Supervisor

LONGEVITY

- After 9 full years of service an additional 5.0% above base
- After 14 full years of service an additional 5.0% (compounded as salary a total of 10.25% above base salary)
- After 19 full years of service an additional 5.0% (compounded as a total of 15.76% above base salary)
- After 24 full years of service an additional 5.0% (compounded as a total of 21.55% above base salary)
- After 29 full years of service an additional 5.0% (compounded as a total of 27.63% above base salary)

Supervisor/Confidential Employees are Overtime Exempt

Effective 07/01/25.

Board approved 01/17/23.

Revised 5/13/25.



Supervisor/Confidential
Effective July 1, 2024

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
1	\$4,794	\$5,034	\$5,286	\$5,550	\$5,828	\$6,119	\$6,425
2	\$5,034	\$5,286	\$5,550	\$5,828	\$6,119	\$6,425	\$6,746
3	\$5,286	\$5,550	\$5,828	\$6,119	\$6,425	\$6,746	\$7,083
4	\$5,550	\$5,828	\$6,119	\$6,425	\$6,746	\$7,083	\$7,437
5	\$5,828	\$6,119	\$6,425	\$6,746	\$7,083	\$7,437	\$7,809
6	\$6,119	\$6,425	\$6,746	\$7,083	\$7,437	\$7,809	\$8,199
7	\$6,425	\$6,746	\$7,083	\$7,437	\$7,809	\$8,199	\$8,609
8	\$6,746	\$7,083	\$7,437	\$7,809	\$8,199	\$8,609	\$9,039
9	\$7,083	\$7,437	\$7,809	\$8,199	\$8,609	\$9,039	\$9,491
10	\$7,437	\$7,809	\$8,199	\$8,609	\$9,039	\$9,491	\$9,966
11	\$7,809	\$8,199	\$8,609	\$9,039	\$9,491	\$9,966	\$10,464
12	\$8,199	\$8,609	\$9,039	\$9,491	\$9,966	\$10,464	\$10,987
13	\$8,609	\$9,039	\$9,491	\$9,966	\$10,464	\$10,987	\$11,536
14	\$9,039	\$9,491	\$9,966	\$10,464	\$10,987	\$11,536	\$12,113
15	\$9,491	\$9,966	\$10,464	\$10,987	\$11,536	\$12,113	\$12,719
16	\$9,966	\$10,464	\$10,987	\$11,536	\$12,113	\$12,719	\$13,355
17	\$10,464	\$10,987	\$11,536	\$12,113	\$12,719	\$13,355	\$14,023
18	\$10,987	\$11,536	\$12,113	\$12,719	\$13,355	\$14,023	\$14,724
19	\$11,536	\$12,113	\$12,719	\$13,355	\$14,023	\$14,724	\$15,460
20	\$12,113	\$12,719	\$13,355	\$14,023	\$14,724	\$15,460	\$16,233

RANGE

- 6 Administrative Assistant, Human Resources (Confidential)
- 6 Administrative Assistant, Superintendent/President's Office (Confidential)
- 6 Facilities Rental Supervisor
- 7 Custodial Supervisor
- 7 EOPS/CARE Supervisor
- 7 Physical Education/Athletics Facilities Supervisor
- 7 Student Life Supervisor
- 8 Environmental Health & Safety Programs Supervisor
- 9 Grounds Supervisor
- 9 Library Supervisor
- 9 Maintenance Supervisor
- 10 Career Technical Education Programs Supervisor
- 10 Executive Assistant to the Superintendent/President (Confidential)
- 10 Performing Arts Promotion and Operations Supervisor
- 10 Performing Arts Technical Supervisor
- 10 VPA Academic Production and Promotions Supervisor
- 11 Basketball Program Coordinator (Men's)
- 11 Basketball Program Coordinator (Women's)
- 11 Foster/Kinship Education and Resources Planning Supervisor
- 11 Learning Center Programs Supervisor
- 11 Reprographics/ Mail Services Supervisor
- 11 Soccer Program Coordinator (Women's)
- 12 Communications Supervisor
- 13 Football Program Coordinator
- 13 International Students Supervisor
- 15 Enterprise Systems Supervisor
- 15 Payroll/Benefits Supervisor
- 15 Technology Operations & Support Services Supervisor
- 20 Mental Health Supervisor

LONGEVITY
After 9 full years of service an additional 5.0% above base
After 14 full years of service an additional 5.0% (compounded as salary a total of 10.25% above base salary)
After 19 full years of service an additional 5.0% (compounded as a total of 15.76% above base salary)
After 24 full years of service an additional 5.0% (compounded as a total of 21.55% above base salary)
After 29 full years of service an additional 5.0% (compounded as a total of 27.63% above base salary)

Supervisor/Confidential Employees are Overtime Exempt



Supervisor/Confidential
Effective July 1, 2023

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
1	\$4,566	\$4,794	\$5,034	\$5,286	\$5,550	\$5,828	\$6,119
2	\$4,794	\$5,034	\$5,286	\$5,550	\$5,828	\$6,119	\$6,425
3	\$5,034	\$5,286	\$5,550	\$5,828	\$6,119	\$6,425	\$6,746
4	\$5,286	\$5,550	\$5,828	\$6,119	\$6,425	\$6,746	\$7,083
5	\$5,550	\$5,828	\$6,119	\$6,425	\$6,746	\$7,083	\$7,437
6	\$5,828	\$6,119	\$6,425	\$6,746	\$7,083	\$7,437	\$7,809
7	\$6,119	\$6,425	\$6,746	\$7,083	\$7,437	\$7,809	\$8,199
8	\$6,425	\$6,746	\$7,083	\$7,437	\$7,809	\$8,199	\$8,609
9	\$6,746	\$7,083	\$7,437	\$7,809	\$8,199	\$8,609	\$9,039
10	\$7,083	\$7,437	\$7,809	\$8,199	\$8,609	\$9,039	\$9,491
11	\$7,437	\$7,809	\$8,199	\$8,609	\$9,039	\$9,491	\$9,966
12	\$7,809	\$8,199	\$8,609	\$9,039	\$9,491	\$9,966	\$10,464
13	\$8,199	\$8,609	\$9,039	\$9,491	\$9,966	\$10,464	\$10,987
14	\$8,609	\$9,039	\$9,491	\$9,966	\$10,464	\$10,987	\$11,536
15	\$9,039	\$9,491	\$9,966	\$10,464	\$10,987	\$11,536	\$12,113
16	\$9,491	\$9,966	\$10,464	\$10,987	\$11,536	\$12,113	\$12,719
17	\$9,966	\$10,464	\$10,987	\$11,536	\$12,113	\$12,719	\$13,355
18	\$10,464	\$10,987	\$11,536	\$12,113	\$12,719	\$13,355	\$14,023
19	\$10,987	\$11,536	\$12,113	\$12,719	\$13,355	\$14,023	\$14,724
20	\$11,536	\$12,113	\$12,719	\$13,355	\$14,023	\$14,724	\$15,460

RANGE

- 4 Aquatics Center Supervisor
- 5 Visual and Performing Arts Programs Supervisor
- 6 Administrative Assistant, Human Resources (Confidential)
- 6 Administrative Assistant, Superintendent/President's Office (Confidential)
- 6 Facilities Rental Supervisor
- 7 Custodial Supervisor
- 7 EOPS/CARE Supervisor
- 7 Golf Driving Range Supervisor
- 7 Physical Education/Athletics Facilities Supervisor
- 7 Student Life Supervisor
- 8 Environmental Health & Safety Programs Supervisor
- 8 Food Services Supervisor
- 8 Risk Management Supervisor
- 9 Bookstore Supervisor
- 9 Continuing Education Supervisor
- 9 Grounds Supervisor
- 9 Library Supervisor
- 9 Maintenance Supervisor
- 10 Career Technical Education Programs Supervisor
- 10 Executive Assistant to the Superintendent/President (Confidential)
- 10 Performing Arts Promotion and Operations Supervisor
- 10 Performing Arts Technical Supervisor
- 10 Superintendent/President's Liaison
- 11 Basketball Program Coordinator (Men's or Women's)
- 11 Foster/Kinship Education and Resources Planning Supervisor
- 11 Learning Center Programs Supervisor
- 11 Reprographics/ Mail Services Supervisor
- 11 Soccer Program Coordinator (Women's)
- 12 Communications Supervisor
- 13 Audio Recording Supervisor
- 13 Football Program Coordinator
- 13 International Students Supervisor
- 13 Outreach Supervisor
- 13 Registrar
- 15 Enterprise Systems Supervisor
- 15 Payroll/Benefits Supervisor
- 15 Protocol, Government and Community Relations Supervisor
- 15 Technology Operations & Support Services Supervisor
- 20 Mental Health Supervisor

LONGEVITY

After 9 full years of service an additional 5.0% above base
After 14 full years of service an additional 5.0% (compounded as salary a total of 10.25% above base salary)
After 19 full years of service an additional 5.0% (compounded as a total of 15.76% above base salary)
After 24 full years of service an additional 5.0% (compounded as a total of 21.55% above base salary)
After 29 full years of service an additional 5.0% (compounded as a total of 27.63% above base salary)

Supervisor/Confidential Employees are Overtime Exempt



Supervisor/Confidential
January 1, 2021 - December 31, 2023

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
1	\$4,064	\$4,267	\$4,480	\$4,704	\$4,940	\$5,188	\$5,447
2	\$4,267	\$4,480	\$4,704	\$4,940	\$5,188	\$5,447	\$5,719
3	\$4,480	\$4,704	\$4,940	\$5,188	\$5,447	\$5,719	\$6,005
4	\$4,704	\$4,940	\$5,188	\$5,447	\$5,719	\$6,005	\$6,306
5	\$4,940	\$5,188	\$5,447	\$5,719	\$6,005	\$6,306	\$6,620
6	\$5,188	\$5,447	\$5,719	\$6,005	\$6,306	\$6,620	\$6,952
7	\$5,447	\$5,719	\$6,005	\$6,306	\$6,620	\$6,952	\$7,298
8	\$5,719	\$6,005	\$6,306	\$6,620	\$6,952	\$7,298	\$7,664
9	\$6,005	\$6,306	\$6,620	\$6,952	\$7,298	\$7,664	\$8,048
10	\$6,306	\$6,620	\$6,952	\$7,298	\$7,664	\$8,048	\$8,451
11	\$6,620	\$6,952	\$7,298	\$7,664	\$8,048	\$8,451	\$8,873
12	\$6,952	\$7,298	\$7,664	\$8,048	\$8,451	\$8,873	\$9,317
13	\$7,298	\$7,664	\$8,048	\$8,451	\$8,873	\$9,317	\$9,783
14	\$7,664	\$8,048	\$8,451	\$8,873	\$9,317	\$9,783	\$10,271
15	\$8,048	\$8,451	\$8,873	\$9,317	\$9,783	\$10,271	\$10,784
16	\$8,451	\$8,873	\$9,317	\$9,783	\$10,271	\$10,784	\$11,324
17	\$8,873	\$9,317	\$9,783	\$10,271	\$10,784	\$11,324	\$11,890
18	\$9,317	\$9,783	\$10,271	\$10,784	\$11,324	\$11,890	\$12,485
19	\$9,783	\$10,271	\$10,784	\$11,324	\$11,890	\$12,485	\$13,109
20	\$10,271	\$10,784	\$11,324	\$11,890	\$12,485	\$13,109	\$13,765

RANGE

- 1 Soccer Program Coordinator (Women's)
- 4 Aquatics Center Supervisor
- 5 Visual and Performing Arts Programs Supervisor
- 6 Administrative Assistant, Human Resources (Confidential)
- 6 Administrative Assistant, Superintendent/President's Office (Confidential)
- 6 Basketball Program Coordinator (Women's)
- 6 Facilities Rental Supervisor
- 7 Custodial Supervisor
- 7 EOPS/CARE Supervisor
- 7 Golf Driving Range Supervisor
- 7 Physical Education/Athletics Facilities Supervisor
- 7 Student Life Supervisor
- 8 Environmental Health & Safety Programs Supervisor
- 8 Food Services Supervisor
- 8 Risk Management Supervisor
- 9 Bookstore Supervisor
- 9 Continuing Education Supervisor
- 9 Grounds Supervisor
- 9 Library Supervisor
- 9 Maintenance Supervisor
- 10 Career Technical Education Programs Supervisor
- 10 Executive Assistant to the Superintendent/President (Confidential)
- 10 Performing Arts Promotion and Operations Supervisor
- 10 Performing Arts Technical Supervisor
- 10 Superintendent/President's Liaison
- 11 Basketball Program Coordinator (Men's)
- 11 Foster/Kinship Education and Resources Planning Supervisor
- 11 Learning Center Programs Supervisor
- 11 Reprographics/ Mail Services Supervisor
- 12 Communications Supervisor
- 13 Audio Recording Supervisor
- 13 Football Program Coordinator
- 13 International Students Supervisor
- 13 Outreach Supervisor
- 13 Registrar
- 15 Enterprise Systems Supervisor
- 15 Payroll/Benefits Supervisor
- 15 Protocol, Government and Community Relations Supervisor
- 15 Technology Operations & Support Services Supervisor
- 20 Mental Health Supervisor

LONGEVITY

After 9 full years of service an additional 5.0% above base
After 14 full years of service an additional 5.0% (compounded as salary a total of 10.25% above base salary)
After 19 full years of service an additional 5.0% (compounded as a total of 15.76% above base salary)
After 24 full years of service an additional 5.0% (compounded as a total of 21.55% above base salary)
After 29 full years of service an additional 5.0% (compounded as a total of 27.63% above base salary)

Supervisor/Confidential Employees are Overtime Exempt