

Adopted: December 8, 2025
 Effective: July 1, 2025

**FOOTHILL - DE ANZA COMMUNITY COLLEGE
 ADMINISTRATOR SALARY SCHEDULE BY JOB
 2025-2026 (3% COLA)**

JOB TITLE	GRADE	HOURLY	SALARY
Assistant Chief of Police	A3-H	\$ 63.23 - \$ 93.23	\$11,002.16 - \$16,221.25
Assistant Director, FHDA Foundation	A3-H	\$ 63.23 - \$ 93.23	\$11,002.16 - \$16,221.25
Associate Dean, Disability Support Programs & Services (DSPS) and Title IX	A3-I	\$ 69.48 - \$102.02	\$12,089.30 - \$17,750.96
Associate Dean, Learning Communities	A2-I	\$ 69.48 - \$102.02	\$12,089.30 - \$17,750.96
Associate Dean, Student Affairs	A2-I	\$ 69.48 - \$102.02	\$12,089.30 - \$17,750.96
Associate Director, Facilities and Operations	A3-G	\$ 57.88 - \$ 85.69	\$10,069.71 - \$14,909.21
Associate Vice Chancellor, California Community Colleges Online Education Initiative	A3-P	\$ 98.63 - \$143.04	\$17,161.35 - \$24,887.84
Associate Vice Chancellor, Human Resources	A3-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Associate Vice Chancellor, Information Systems and Operations	A3-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Associate Vice Chancellor, Networks and Client Services	A3-L	\$ 83.04 - \$121.10	\$14,448.66 - \$21,070.83
Associate Vice President, College and Community Relations, Marketing and Communications	A3-L	\$ 83.04 - \$121.10	\$14,448.66 - \$21,070.83
Associate Vice President, Communications and External Relations	A3-L	\$ 83.04 - \$121.10	\$14,448.66 - \$21,070.83
Associate Vice President, Finance and Administrative Services	A3-L	\$ 83.04 - \$121.10	\$14,448.66 - \$21,070.83
Associate Vice President, Instruction - De Anza	A2-L	\$ 83.04 - \$121.10	\$14,448.66 - \$21,070.83
Associate Vice President, Instruction - Foothill	A2-L	\$ 83.04 - \$121.10	\$14,448.66 - \$21,070.83
Associate Vice President, Student Services - Foothill	A2-L	\$ 83.04 - \$121.10	\$14,448.66 - \$21,070.83

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Associate Vice President, Workforce Development & Career Technical Education (CTE)	A2-L	\$ 83.04 - \$121.10	\$14,448.66 - \$21,070.83
Athletic Director	A3-H	\$ 63.23 - \$ 93.23	\$11,002.16 - \$16,221.25
Chief Academic Affairs Officer, OEI	A2-M	\$ 86.43 - \$125.86	\$15,037.53 - \$21,899.42
Chief of Police	A3-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Chief Professional Development Officer, OEI	A3-L	\$ 83.04 - \$121.10	\$14,448.66 - \$21,070.83
Chief Student Services Officer, OEI	A2-M	\$ 86.43 - \$125.86	\$15,037.53 - \$21,899.42
Clinic Director, Health Services	A3-I	\$ 69.48 - \$102.02	\$12,089.30 - \$17,750.96
Dean, Apprenticeship Programs	A2-J	\$ 76.54 - \$111.95	\$13,318.03 - \$19,479.93
Dean, Career Technical Education and Workforce Development	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Dean, Community Education	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Dean, Counseling	A2-J	\$ 76.54 - \$111.95	\$13,318.03 - \$19,479.93
Dean, Counseling, Disability Support Programs and Services, and Title IX Coordinator	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Dean, Disabled Student Services and Veteran's Programs	A2-J	\$ 76.54 - \$111.95	\$13,318.03 - \$19,479.93
Dean, Enrollment Services	A2-J	\$ 76.54 - \$111.95	\$13,318.03 - \$19,479.93
Dean, Enrollment Services and Outreach	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Dean, EOPS/CARE and Student Development	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37

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JOB TITLE	GRADE	HOURLY	SALARY
Dean, Equity and Engagement	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Dean, Institutional Equity, Diversity, and Inclusion	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Dean, Instructional Technology	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Dean, Learning Resources	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Dean, OEI - Academic Affairs	A2-I	\$ 69.48 - \$102.02	\$12,089.30 - \$17,750.96
Dean, Student Affairs and Activities	A2-J	\$ 76.54 - \$111.95	\$13,318.03 - \$19,479.93
Director, Athletics & Student-Athlete Success	A3-H	\$ 63.23 - \$ 93.23	\$11,002.16 - \$16,221.25
Director, Benefits	A3-J	\$ 76.54 - \$111.95	\$13,318.03 - \$19,479.93
Director, Budget Operations	A3-J	\$ 76.54 - \$111.95	\$13,318.03 - \$19,479.93
Director, Business and Education Partnerships	A2-I	\$ 69.48 - \$102.02	\$12,089.30 - \$17,750.96
Director, Campus Bookstore	A3-G	\$ 57.88 - \$ 85.69	\$10,069.71 - \$14,909.21
Director, Campus Center	A3-I	\$ 69.48 - \$102.02	\$12,089.30 - \$17,750.96
Director, Capital Construction Program	A3-J	\$ 76.54 - \$111.95	\$13,318.03 - \$19,479.93
Director, Child Development Center	A2-I	\$ 69.48 - \$102.02	\$12,089.30 - \$17,750.96
Director, College Fiscal Services	A3-I	\$ 69.48 - \$102.02	\$12,089.30 - \$17,750.96
Director, College Operations	A3-J	\$ 76.54 - \$111.95	\$13,318.03 - \$19,479.93

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JOB TITLE	GRADE	HOURLY	SALARY
Director, Community and Government Relations/PIO	A3-J	\$ 76.54 - \$111.95	\$13,318.03 - \$19,479.93
Director, District Operations	A3-J	\$ 76.54 - \$111.95	\$13,318.03 - \$19,479.93
Director, Development	A3-H	\$ 63.23 - \$ 93.23	\$11,002.16 - \$16,221.25
Director, Environmental Health and Safety	A3-I	\$ 69.48 - \$102.02	\$12,089.30 - \$17,750.96
Director, EOPS, CARE, Foster Youth and Homeless Student Programs	A3-H	\$ 63.23 - \$ 93.23	\$11,002.16 - \$16,221.25
Director, Facilities and Maintenance	A3-J	\$ 76.54 - \$111.95	\$13,318.03 - \$19,479.93
Director, Financial Aid	A3-I	\$ 69.48 - \$102.02	\$12,089.30 - \$17,750.96
Director, Grants Development	A3-I	\$ 69.48 - \$102.02	\$12,089.30 - \$17,750.96
Director, Human Resources, Equity and Compliance	A3-J	\$ 76.54 - \$111.95	\$13,318.03 - \$19,479.93
Director, International Student Recruitment and Marketing	A3-I	\$ 69.48 - \$102.02	\$12,089.30 - \$17,750.96
Director, International Student Recruitment and Partner Relations	A3-H	\$ 63.23 - \$ 93.23	\$11,002.16 - \$16,221.25
Director, K-14 Pathways - Regional Technical Assistance Providers	A3-H	\$ 63.23 - \$ 93.23	\$11,002.16 - \$16,221.25
Director, Krause Center for Innovation	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Director, Nursing	A2-I	\$ 67.46 - \$ 99.05	\$11,737.18 - 17,233.94
Director, OEI Communications and Partnership Development	A3-J	\$ 76.54 - \$111.95	\$13,318.03 - \$19,479.93
Director, Partnership and Programs for the KCI	A2-H	\$ 63.23 - \$ 93.23	\$11,002.16 - \$16,221.25

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JOB TITLE	GRADE	HOURLY	SALARY
Director, Payroll and Retirement Services	A2-H	\$ 63.23 - \$ 93.23	\$11,002.16 - \$16,221.25
Director, Professional Development CVC-OEI	A2-J	\$ 76.54 - \$111.95	\$13,318.03 - \$19,479.93
Director, Purchasing, Contracts and Risk Management	A3-J	\$ 76.54 - \$111.95	\$13,318.03 - \$19,479.93
Director, Residential Housing	A3-H	\$ 63.23 - \$ 93.23	\$11,002.16 - \$16,221.25
Director, Science Learning Institute	A3-H	\$ 63.23 - \$ 93.23	\$11,002.16 - \$16,221.25
Director, SiliconValleyAdvancedManufacturingPartnership	A3-H	\$ 63.23 - \$ 93.23	\$11,002.16 - \$16,221.25
Director, STEM Success Program	A3-H	\$ 63.23 - \$ 93.23	\$11,002.16 - \$16,221.25
Director, Strategic Planning and Operations, OEI	A3-M	\$ 86.43 - \$125.86	\$15,037.53 - \$21,899.42
Director, Strategy and Marketing for KCI	A3-I	\$ 69.48 - \$102.02	\$12,089.30 - \$17,750.96
Director, Stretch to Kindergarten and Early Learning Programs	A2-H	\$ 63.23 - \$ 93.23	\$11,002.16 - \$16,221.25
Division Dean, Biological, Health and Environmental Sciences	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Division Dean, Business and Social Sciences	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Division Dean, Business, Computer Science and Applied Technologies	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Division Dean, Creative Arts	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Division Dean, Environmental and Health Sciences	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Division Dean, Fine Arts & Communications	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37

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JOB TITLE	GRADE	HOURLY	SALARY
Division Dean, Intercultural and International Studies	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Division Dean, Kinesiology & Athletics	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Division Dean, Language Arts - De Anza	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Division Dean, Language Arts and Ethnic Studies - Foothill	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Division Dean, Physical Education and Athletics	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Division Dean, Physical Sciences, Mathematics and Engineering - De Anza	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Division Dean, Science, Technology, Engineering, & Mathematics - Foothill	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Division Dean, Social Science and Humanities	A2-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Executive Director, Facilities and Operations	A3-M	\$ 86.43 - \$125.86	\$15,037.53 - \$21,899.42
Executive Director, Family Engagement Institute	A2-J	\$ 76.54 - \$111.95	\$13,318.03 - \$19,479.93
Executive Director, Fiscal Services	A3-O	\$ 94.38 - \$137.06	\$16,422.34 - \$23,847.99
Executive Director, Foothill - De Anza Community College District Foundation	A3-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Executive Director, Institutional Research and Planning	A3-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Executive Director, International Student Programs	A3-K	\$ 80.15 - \$117.04	\$13,946.59 - \$20,364.37
Manager, Accounting	A3-H	\$ 63.23 - \$ 93.23	\$11,002.16 - \$16,221.25
Manager, Energy and Sustainability	A3-G	\$ 57.88 - \$ 85.69	\$10,069.71 - \$14,909.21

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Manager, Information Technology Infrastructure	A3-G	\$ 57.88 - \$ 85.69	\$10,069.71 - \$14,909.21
Manager, International Student Enrollment Systems and Technology	A3-G	\$ 57.88 - \$ 85.69	\$10,069.71 - \$14,909.21
Manager, Operations - De Anza	A3-G	\$ 57.88 - \$ 85.69	\$10,069.71 - \$14,909.21
Manager, Operations - Foothill/Central Services	A3-G	\$ 57.88 - \$ 85.69	\$10,069.71 - \$14,909.21
Manager, Risk and Contract Management	A3-H	\$ 63.23 - \$ 93.23	\$11,002.16 - \$16,221.25
Project Manager	A3-G	\$ 57.88 - \$ 85.69	\$10,069.71 - \$14,909.21
Senior Advisor to the Chancellor for Reimagining Foothill - De Anza	A3-M	\$ 86.43 - \$125.86	\$15,037.53 - \$21,899.42
Vice President, Finance and Administrative Services - De Anza	A3-N	\$ 90.32 - \$131.34	\$15,715.16 - \$22,852.92
Vice President, Finance and Administrative Services - Foothill	A3-N	\$ 90.32 - \$131.34	\$15,715.16 - \$22,852.92
Vice President, Instruction - De Anza	A2-N	\$ 90.32 - \$131.34	\$15,715.16 - \$22,852.92
Vice President, Instruction - Foothill	A2-N	\$ 90.32 - \$131.34	\$15,715.16 - \$22,852.92
Vice President, Student Services - De Anza	A2-N	\$ 90.32 - \$131.34	\$15,715.16 - \$22,852.92
Vice President, Student Services - Foothill	A2-N	\$ 90.32 - \$131.34	\$15,715.16 - \$22,852.92
Vice President, Workforce Innovation and Economic Advancement - De Anza	A3-N	\$ 90.32 - \$131.34	\$15,715.16 - \$22,852.92
Vice President, Workforce Innovation and Economic Advancement - Foothill	A3-N	\$ 90.32 - \$131.34	\$15,715.16 - \$22,852.92

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2025-2026 (3% COLA)**

Eff. Date	Sched	Grade	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly	Step	Annual Monthly Hourly
7/1/25	A2/A3	P-Tier 1	1	\$ 205,936.11	2	\$ 216,232.92	3	\$ 227,044.55	4	\$ 238,396.79	5	\$ 250,316.62	6	\$ 262,832.45	7	\$ 275,974.07	8	\$ 289,772.78
Range P	58	Min	1	\$ 17,161.35	2	\$ 18,019.41	3	\$ 18,920.38	4	\$ 19,866.40	5	\$ 20,859.71	6	\$ 21,902.70	7	\$ 22,997.84	8	\$ 24,147.73
			1	\$ 98.63	2	\$ 103.56	3	\$ 108.74	4	\$ 114.18	5	\$ 119.88	6	\$ 125.88	7	\$ 132.17	8	\$ 138.78
			P-Tier 2	1	\$ 210,376.82	2	\$ 220,673.52	3	\$ 231,485.17	4	\$ 242,837.40	5	\$ 254,757.35	6	\$ 267,273.12	7	\$ 280,414.72	8
		Min + 36 Units	1	\$ 17,531.40	2	\$ 18,389.47	3	\$ 19,290.43	4	\$ 20,236.45	5	\$ 21,229.78	6	\$ 22,272.76	7	\$ 23,367.90	8	\$ 24,517.79
			1	\$ 100.75	2	\$ 105.69	3	\$ 110.87	4	\$ 116.30	5	\$ 122.01	6	\$ 128.01	7	\$ 134.30	8	\$ 140.90
		P-Tier 3	1	\$ 214,817.50	2	\$ 225,114.21	3	\$ 235,925.85	4	\$ 247,278.09	5	\$ 259,198.02	6	\$ 271,713.80	7	\$ 284,855.39	8	\$ 298,654.11
		Min + 72 Units	1	\$ 17,901.46	2	\$ 18,759.51	3	\$ 19,660.49	4	\$ 20,606.51	5	\$ 21,599.83	6	\$ 22,642.82	7	\$ 23,737.95	8	\$ 24,887.84
			1	\$ 102.89	2	\$ 107.81	3	\$ 112.99	4	\$ 118.43	5	\$ 124.14	6	\$ 130.13	7	\$ 136.42	8	\$ 143.04
7/1/25	A2/A3	O-Tier 1	1	\$ 197,068.09	2	\$ 206,921.49	3	\$ 217,267.57	4	\$ 228,130.95	5	\$ 239,537.50	6	\$ 251,514.37	7	\$ 264,090.08	8	\$ 277,294.59
Range O	59	Min	1	\$ 16,422.34	2	\$ 17,243.46	3	\$ 18,105.63	4	\$ 19,010.92	5	\$ 19,961.46	6	\$ 20,959.53	7	\$ 22,007.51	8	\$ 23,107.89
			1	\$ 94.38	2	\$ 99.10	3	\$ 104.05	4	\$ 109.26	5	\$ 114.72	6	\$ 120.46	7	\$ 126.48	8	\$ 132.81
			O-Tier 2	1	\$ 201,508.84	2	\$ 211,362.12	3	\$ 221,708.26	4	\$ 232,571.56	5	\$ 243,978.13	6	\$ 255,955.05	7	\$ 268,530.85	8
		Min + 36 Units	1	\$ 16,792.40	2	\$ 17,613.52	3	\$ 18,475.69	4	\$ 19,380.96	5	\$ 20,331.51	6	\$ 21,329.59	7	\$ 22,377.57	8	\$ 23,477.94
			1	\$ 96.51	2	\$ 101.23	3	\$ 106.18	4	\$ 111.38	5	\$ 116.84	6	\$ 122.58	7	\$ 128.61	8	\$ 134.93
		O-Tier 3	1	\$ 205,949.52	2	\$ 215,802.79	3	\$ 226,148.95	4	\$ 237,012.24	5	\$ 248,418.81	6	\$ 260,395.73	7	\$ 272,971.52	8	\$ 286,175.94
		Min + 72 Units	1	\$ 17,162.46	2	\$ 17,983.56	3	\$ 18,845.75	4	\$ 19,751.02	5	\$ 20,701.57	6	\$ 21,699.65	7	\$ 22,747.62	8	\$ 23,847.99
			1	\$ 98.63	2	\$ 103.35	3	\$ 108.30	4	\$ 113.52	5	\$ 118.98	6	\$ 124.71	7	\$ 130.74	8	\$ 137.06
7/1/25	A2/A3	N-Tier 1	1	\$ 188,581.95	2	\$ 198,011.03	3	\$ 207,911.58	4	\$ 218,307.18	5	\$ 229,222.52	6	\$ 240,683.65	7	\$ 252,717.82	8	\$ 265,353.72
Range N	60	Min	1	\$ 15,715.16	2	\$ 16,500.92	3	\$ 17,325.97	4	\$ 18,192.26	5	\$ 19,101.88	6	\$ 20,056.97	7	\$ 21,059.82	8	\$ 22,112.81
			1	\$ 90.32	2	\$ 94.83	3	\$ 99.57	4	\$ 104.56	5	\$ 109.78	6	\$ 115.27	7	\$ 121.04	8	\$ 127.08
			N-Tier 2	1	\$ 193,022.58	2	\$ 202,451.76	3	\$ 212,352.29	4	\$ 222,747.89	5	\$ 233,663.14	6	\$ 245,124.36	7	\$ 257,158.44	8
		Min + 36 Units	1	\$ 16,085.21	2	\$ 16,870.98	3	\$ 17,696.03	4	\$ 18,562.32	5	\$ 19,471.93	6	\$ 20,427.03	7	\$ 21,429.87	8	\$ 22,482.87
			1	\$ 92.44	2	\$ 96.96	3	\$ 101.70	4	\$ 106.68	5	\$ 111.91	6	\$ 117.40	7	\$ 123.16	8	\$ 129.21
		N-Tier 3	1	\$ 197,463.26	2	\$ 206,892.45	3	\$ 216,792.97	4	\$ 227,188.58	5	\$ 238,103.82	6	\$ 249,565.03	7	\$ 261,599.12	8	\$ 274,235.08
		Min + 72 Units	1	\$ 16,455.27	2	\$ 17,241.04	3	\$ 18,066.08	4	\$ 18,932.38	5	\$ 19,841.98	6	\$ 20,797.09	7	\$ 21,799.93	8	\$ 22,852.92
			1	\$ 94.57	2	\$ 99.09	3	\$ 103.82	4	\$ 108.81	5	\$ 114.03	6	\$ 119.52	7	\$ 125.29	8	\$ 131.34
7/1/25	A2/A3	M-Tier 1	1	\$ 180,450.37	2	\$ 189,472.88	3	\$ 198,946.52	4	\$ 208,893.85	5	\$ 219,338.53	6	\$ 230,305.46	7	\$ 241,820.73	8	\$ 253,911.79
Range M	61	Min	1	\$ 15,037.53	2	\$ 15,789.41	3	\$ 16,578.88	4	\$ 17,407.82	5	\$ 18,278.22	6	\$ 19,192.12	7	\$ 20,151.72	8	\$ 21,159.32
			1	\$ 86.43	2	\$ 90.74	3	\$ 95.29	4	\$ 100.04	5	\$ 105.05	6	\$ 110.30	7	\$ 115.81	8	\$ 121.60
			M-Tier 2	1	\$ 184,891.08	2	\$ 193,913.54	3	\$ 203,387.15	4	\$ 213,334.60	5	\$ 223,779.17	6	\$ 234,746.08	7	\$ 246,261.45	8
		Min + 36 Units	1	\$ 15,407.59	2	\$ 16,159.46	3	\$ 16,948.93	4	\$ 17,777.88	5	\$ 18,648.26	6	\$ 19,562.17	7	\$ 20,521.79	8	\$ 21,529.37
			1	\$ 88.55	2	\$ 92.88	3	\$ 97.41	4	\$ 102.18	5	\$ 107.17	6	\$ 112.42	7	\$ 117.95	8	\$ 123.73
		M-Tier 3	1	\$ 189,331.76	2	\$ 198,354.22	3	\$ 207,827.83	4	\$ 217,775.28	5	\$ 228,219.85	6	\$ 239,186.76	7	\$ 250,702.14	8	\$ 262,793.06
		Min + 72 Units	1	\$ 15,777.64	2	\$ 16,529.52	3	\$ 17,318.99	4	\$ 18,147.94	5	\$ 19,018.32	6	\$ 19,932.23	7	\$ 20,891.85	8	\$ 21,899.42
			1	\$ 90.68	2	\$ 95.00	3	\$ 99.54	4	\$ 104.30	5	\$ 109.30	6	\$ 114.56	7	\$ 120.07	8	\$ 125.86
7/1/25	A2/A3	L-Tier 1	1	\$ 173,384.02	2	\$ 182,053.22	3	\$ 191,155.87	4	\$ 200,713.65	5	\$ 210,749.35	6	\$ 221,286.81	7	\$ 232,351.15	8	\$ 243,968.71
Range L	62	Min	1	\$ 14,448.66	2	\$ 15,171.11	3	\$ 15,929.66	4	\$ 16,726.14	5	\$ 17,562.45	6	\$ 18,440.56	7	\$ 19,362.60	8	\$ 20,330.73
			1	\$ 83.04	2	\$ 87.19	3	\$ 91.55	4	\$ 96.13	5	\$ 100.93	6	\$ 105.98	7	\$ 111.28	8	\$ 116.84

	L-Tier 2	1	\$ 177,824.73	2	\$ 186,493.82	3	\$ 195,596.59	4	\$ 205,154.28	5	\$ 215,190.07	6	\$ 225,727.56	7	\$ 236,791.78	8	\$ 248,409.36	
	Min + 36 Units	1	\$ 14,818.72	2	\$ 15,541.16	3	\$ 16,299.72	4	\$ 17,096.19	5	\$ 17,932.51	6	\$ 18,810.63	7	\$ 19,732.65	8	\$ 20,700.79	
		1	\$ 85.16	2	\$ 89.32	3	\$ 93.68	4	\$ 98.25	5	\$ 103.06	6	\$ 108.11	7	\$ 113.40	8	\$ 118.97	
	L-Tier 3	1	\$ 182,265.41	2	\$ 190,934.50	3	\$ 200,037.27	4	\$ 209,594.97	5	\$ 219,630.75	6	\$ 230,168.23	7	\$ 241,232.46	8	\$ 252,850.04	
	Min + 72 Units	1	\$ 15,188.78	2	\$ 15,911.21	3	\$ 16,669.78	4	\$ 17,466.25	5	\$ 18,302.56	6	\$ 19,180.69	7	\$ 20,102.71	8	\$ 21,070.83	
		1	\$ 87.29	2	\$ 91.44	3	\$ 95.80	4	\$ 100.38	5	\$ 105.18	6	\$ 110.23	7	\$ 115.54	8	\$ 121.10	
7/1/25	A2/A3	K-Tier 1	1	\$ 167,359.15	2	\$ 175,727.12	3	\$ 184,513.48	4	\$ 193,739.15	5	\$ 203,426.11	6	\$ 213,597.39	7	\$ 224,277.28	8	\$ 235,491.17
Range K	63	Min	1	\$ 13,946.59	2	\$ 14,643.92	3	\$ 15,376.13	4	\$ 16,144.93	5	\$ 16,952.17	6	\$ 17,799.78	7	\$ 18,689.77	8	\$ 19,624.26
			1	\$ 80.15	2	\$ 84.16	3	\$ 88.36	4	\$ 92.78	5	\$ 97.43	6	\$ 102.30	7	\$ 107.41	8	\$ 112.79
	K-Tier 2	1	\$ 171,799.88	2	\$ 180,167.74	3	\$ 188,954.15	4	\$ 198,179.91	5	\$ 207,866.73	6	\$ 218,038.09	7	\$ 228,717.93	8	\$ 239,931.75	
	Min + 36 Units	1	\$ 14,316.66	2	\$ 15,013.98	3	\$ 15,746.18	4	\$ 16,514.99	5	\$ 17,322.23	6	\$ 18,169.84	7	\$ 19,059.83	8	\$ 19,994.31	
		1	\$ 82.28	2	\$ 86.28	3	\$ 90.50	4	\$ 94.91	5	\$ 99.55	6	\$ 104.42	7	\$ 109.54	8	\$ 114.91	
	K-Tier 3	1	\$ 176,240.58	2	\$ 184,608.41	3	\$ 193,394.90	4	\$ 202,620.58	5	\$ 212,307.40	6	\$ 222,478.76	7	\$ 233,158.61	8	\$ 244,372.43	
	Min + 72 Units	1	\$ 14,686.72	2	\$ 15,384.04	3	\$ 16,116.25	4	\$ 16,885.05	5	\$ 17,692.28	6	\$ 18,539.90	7	\$ 19,429.89	8	\$ 20,364.37	
		1	\$ 84.41	2	\$ 88.42	3	\$ 92.62	4	\$ 97.04	5	\$ 101.68	6	\$ 106.55	7	\$ 111.66	8	\$ 117.04	
7/1/25	A2/A3	J-Tier 1	1	\$ 159,816.36	2	\$ 167,807.18	3	\$ 176,197.53	4	\$ 185,007.41	5	\$ 194,257.78	6	\$ 203,970.67	7	\$ 214,169.22	8	\$ 224,877.69
Range J	64	Min	1	\$ 13,318.03	2	\$ 13,983.93	3	\$ 14,683.12	4	\$ 15,417.29	5	\$ 16,188.15	6	\$ 16,997.55	7	\$ 17,847.44	8	\$ 18,739.81
			1	\$ 76.54	2	\$ 80.37	3	\$ 84.39	4	\$ 88.60	5	\$ 93.04	6	\$ 97.69	7	\$ 102.57	8	\$ 107.70
	J-Tier 2	1	\$ 164,257.04	2	\$ 172,247.89	3	\$ 180,638.27	4	\$ 189,448.13	5	\$ 198,698.45	6	\$ 208,411.43	7	\$ 218,609.88	8	\$ 229,318.38	
	Min + 36 Units	1	\$ 13,688.08	2	\$ 14,353.99	3	\$ 15,053.19	4	\$ 15,787.35	5	\$ 16,558.21	6	\$ 17,367.62	7	\$ 18,217.49	8	\$ 19,109.87	
		1	\$ 78.67	2	\$ 82.49	3	\$ 86.51	4	\$ 90.73	5	\$ 95.16	6	\$ 99.82	7	\$ 104.70	8	\$ 109.83	
	J-Tier 3	1	\$ 168,697.72	2	\$ 176,688.57	3	\$ 185,078.95	4	\$ 193,888.82	5	\$ 203,139.13	6	\$ 212,852.11	7	\$ 223,050.57	8	\$ 233,759.06	
	Min + 72 Units	1	\$ 14,058.14	2	\$ 14,724.05	3	\$ 15,423.25	4	\$ 16,157.40	5	\$ 16,928.27	6	\$ 17,737.67	7	\$ 18,587.54	8	\$ 19,479.93	
		1	\$ 80.79	2	\$ 84.62	3	\$ 88.64	4	\$ 92.85	5	\$ 97.29	6	\$ 101.94	7	\$ 106.82	8	\$ 111.95	
7/1/25	A2/A3	I-Tier 1	1	\$ 145,071.49	2	\$ 152,325.08	3	\$ 159,941.33	4	\$ 167,938.39	5	\$ 176,335.32	6	\$ 185,152.09	7	\$ 194,409.67	8	\$ 204,130.16
Range I	65	Min	1	\$ 12,089.30	2	\$ 12,693.76	3	\$ 13,328.45	4	\$ 13,994.87	5	\$ 14,694.61	6	\$ 15,429.34	7	\$ 16,200.81	8	\$ 17,010.85
			1	\$ 69.48	2	\$ 72.95	3	\$ 76.60	4	\$ 80.43	5	\$ 84.45	6	\$ 88.67	7	\$ 93.11	8	\$ 97.77
	I-Tier 2	1	\$ 149,512.23	2	\$ 156,765.82	3	\$ 164,382.06	4	\$ 172,379.07	5	\$ 180,776.04	6	\$ 189,592.70	7	\$ 198,850.42	8	\$ 208,570.78	
	Min + 36 Units	1	\$ 12,459.35	2	\$ 13,063.82	3	\$ 13,698.51	4	\$ 14,364.93	5	\$ 15,064.67	6	\$ 15,799.40	7	\$ 16,570.87	8	\$ 17,380.90	
		1	\$ 71.61	2	\$ 75.08	3	\$ 78.72	4	\$ 82.55	5	\$ 86.58	6	\$ 90.80	7	\$ 95.23	8	\$ 99.89	
	I-Tier 3	1	\$ 153,952.92	2	\$ 161,206.49	3	\$ 168,822.74	4	\$ 176,819.75	5	\$ 185,216.73	6	\$ 194,033.38	7	\$ 203,291.09	8	\$ 213,011.46	
	Min + 72 Units	1	\$ 12,829.41	2	\$ 13,433.88	3	\$ 14,068.56	4	\$ 14,734.98	5	\$ 15,434.73	6	\$ 16,169.44	7	\$ 16,940.93	8	\$ 17,750.96	
		1	\$ 73.73	2	\$ 77.21	3	\$ 80.86	4	\$ 84.69	5	\$ 88.70	6	\$ 92.93	7	\$ 97.37	8	\$ 102.02	
7/1/25	A2/A3	H-Tier 1	1	\$ 132,025.88	2	\$ 138,627.16	3	\$ 145,558.53	4	\$ 152,836.47	5	\$ 160,478.28	6	\$ 168,502.20	7	\$ 176,927.30	8	\$ 185,773.66
Range H	66	Min	1	\$ 11,002.16	2	\$ 11,552.26	3	\$ 12,129.88	4	\$ 12,736.37	5	\$ 13,373.19	6	\$ 14,041.85	7	\$ 14,743.95	8	\$ 15,481.14
			1	\$ 63.23	2	\$ 66.39	3	\$ 69.71	4	\$ 73.20	5	\$ 76.86	6	\$ 80.70	7	\$ 84.74	8	\$ 88.97
	H-Tier 2	1	\$ 136,466.54	2	\$ 143,067.89	3	\$ 149,999.15	4	\$ 157,277.13	5	\$ 164,919.05	6	\$ 172,942.81	7	\$ 181,367.98	8	\$ 190,214.38	
	Min + 36 Units	1	\$ 11,372.21	2	\$ 11,922.32	3	\$ 12,499.93	4	\$ 13,106.43	5	\$ 13,743.26	6	\$ 14,411.90	7	\$ 15,114.00	8	\$ 15,851.20	
		1	\$ 65.35	2	\$ 68.52	3	\$ 71.84	4	\$ 75.32	5	\$ 78.98	6	\$ 82.82	7	\$ 86.86	8	\$ 91.10	
	H-Tier 3	1	\$ 140,907.23	2	\$ 147,508.57	3	\$ 154,439.82	4	\$ 161,717.82	5	\$ 169,359.72	6	\$ 177,383.49	7	\$ 185,808.67	8	\$ 194,655.07	
	Min + 72 Units	1	\$ 11,742.27	2	\$ 12,292.38	3	\$ 12,869.98	4	\$ 13,476.49	5	\$ 14,113.31	6	\$ 14,781.96	7	\$ 15,484.05	8	\$ 16,221.25	
		1	\$ 67.49	2	\$ 70.65	3	\$ 73.96	4	\$ 77.46	5	\$ 81.11	6	\$ 84.95	7	\$ 88.99	8	\$ 93.23	
7/1/25	A2/A3	G-Tier 1	1	\$ 120,836.54	2	\$ 126,878.38	3	\$ 133,222.29	4	\$ 139,883.40	5	\$ 146,877.59	6	\$ 154,221.48	7	\$ 161,932.53	8	\$ 170,029.16
Range G	67	Min	1	\$ 10,069.71	2	\$ 10,573.20	3	\$ 11,101.86	4	\$ 11,656.95	5	\$ 12,239.80	6	\$ 12,851.79	7	\$ 13,494.38	8	\$ 14,169.09
			1	\$ 57.88	2	\$ 60.77	3	\$ 63.81	4	\$ 66.99	5	\$ 70.34	6	\$ 73.86	7	\$ 77.56	8	\$ 81.43
	G-Tier 2	1	\$ 125,277.30	2	\$ 131,319.00	3	\$ 137,663.02	4	\$ 144,324.04	5	\$ 151,318.27	6	\$ 158,662.09	7	\$ 166,373.28	8	\$ 174,469.82	

	Min + 36 Units	1	\$ 10,439.77	2	\$ 10,943.25	3	\$ 11,471.92	4	\$ 12,027.00	5	\$ 12,609.86	6	\$ 13,221.84	7	\$ 13,864.44	8	\$ 14,539.15	
		1	\$ 60.00	2	\$ 62.89	3	\$ 65.93	4	\$ 69.12	5	\$ 72.47	6	\$ 75.98	7	\$ 79.68	8	\$ 83.55	
	G-Tier 3	1	\$ 129,717.97	2	\$ 135,759.67	3	\$ 142,103.69	4	\$ 148,764.73	5	\$ 155,758.96	6	\$ 163,102.76	7	\$ 170,813.97	8	\$ 178,910.49	
	Min + 72 Units	1	\$ 10,809.83	2	\$ 11,313.30	3	\$ 11,841.97	4	\$ 12,397.06	5	\$ 12,979.92	6	\$ 13,591.90	7	\$ 14,234.50	8	\$ 14,909.21	
		1	\$ 62.13	2	\$ 65.02	3	\$ 68.06	4	\$ 71.25	5	\$ 74.59	6	\$ 78.12	7	\$ 81.80	8	\$ 85.69	
7/1/25	A2/A3	F-Tier 1	1	\$ 111,006.59	2	\$ 116,556.93	3	\$ 122,384.76	4	\$ 128,504.01	5	\$ 134,929.20	6	\$ 141,675.68	7	\$ 148,759.45	8	\$ 156,197.41
Range F	68	Min	1	\$ 9,250.55	2	\$ 9,713.08	3	\$ 10,198.73	4	\$ 10,708.66	5	\$ 11,244.10	6	\$ 11,806.30	7	\$ 12,396.62	8	\$ 13,016.45
			1	\$ 53.17	2	\$ 55.83	3	\$ 58.62	4	\$ 61.54	5	\$ 64.62	6	\$ 67.86	7	\$ 71.25	8	\$ 74.81
	F-Tier 2	1	\$ 115,447.32	2	\$ 120,997.55	3	\$ 126,825.39	4	\$ 132,944.73	5	\$ 139,369.84	6	\$ 146,116.39	7	\$ 153,200.06	8	\$ 160,638.04	
	Min + 36 Units	1	\$ 9,620.61	2	\$ 10,083.13	3	\$ 10,568.78	4	\$ 11,078.73	5	\$ 11,614.16	6	\$ 12,176.36	7	\$ 12,766.67	8	\$ 13,386.51	
		1	\$ 55.29	2	\$ 57.95	3	\$ 60.74	4	\$ 63.67	5	\$ 66.74	6	\$ 69.98	7	\$ 73.37	8	\$ 76.93	
	F-Tier 3	1	\$ 119,888.00	2	\$ 125,438.24	3	\$ 131,266.07	4	\$ 137,385.40	5	\$ 143,810.53	6	\$ 150,557.07	7	\$ 157,640.73	8	\$ 165,078.73	
	Min + 72 Units	1	\$ 9,990.67	2	\$ 10,453.19	3	\$ 10,938.84	4	\$ 11,448.78	5	\$ 11,984.21	6	\$ 12,546.42	7	\$ 13,136.72	8	\$ 13,756.56	
		1	\$ 57.42	2	\$ 60.08	3	\$ 62.87	4	\$ 65.80	5	\$ 68.88	6	\$ 72.11	7	\$ 75.50	8	\$ 79.06	
7/1/25	A2/A3	E-Tier 1	1	\$ 102,716.43	2	\$ 107,852.25	3	\$ 113,244.84	4	\$ 118,907.09	5	\$ 124,852.45	6	\$ 131,095.07	7	\$ 137,649.83	8	\$ 144,532.33
Range E	69	Min	1	\$ 8,559.70	2	\$ 8,987.69	3	\$ 9,437.07	4	\$ 9,908.93	5	\$ 10,404.37	6	\$ 10,924.59	7	\$ 11,470.82	8	\$ 12,044.36
			1	\$ 49.19	2	\$ 51.65	3	\$ 54.24	4	\$ 56.95	5	\$ 59.79	6	\$ 62.79	7	\$ 65.92	8	\$ 69.22
	E-Tier 2	1	\$ 107,157.10	2	\$ 112,292.87	3	\$ 117,685.45	4	\$ 123,347.80	5	\$ 129,293.11	6	\$ 135,535.75	7	\$ 142,090.48	8	\$ 148,973.05	
	Min + 36 Units	1	\$ 8,929.76	2	\$ 9,357.74	3	\$ 9,807.12	4	\$ 10,278.99	5	\$ 10,774.43	6	\$ 11,294.65	7	\$ 11,840.87	8	\$ 12,414.43	
		1	\$ 51.32	2	\$ 53.78	3	\$ 56.36	4	\$ 59.07	5	\$ 61.92	6	\$ 64.91	7	\$ 68.05	8	\$ 71.35	
	E-Tier 3	1	\$ 111,597.79	2	\$ 116,733.55	3	\$ 122,126.14	4	\$ 127,788.50	5	\$ 133,733.80	6	\$ 139,976.42	7	\$ 146,531.15	8	\$ 153,413.73	
	Min + 72 Units	1	\$ 9,299.82	2	\$ 9,727.79	3	\$ 10,177.18	4	\$ 10,649.05	5	\$ 11,144.49	6	\$ 11,664.70	7	\$ 12,210.93	8	\$ 12,784.47	
		1	\$ 53.45	2	\$ 55.91	3	\$ 58.49	4	\$ 61.20	5	\$ 64.05	6	\$ 67.04	7	\$ 70.17	8	\$ 73.47	