

Adopted: June 18, 2024
 Effective: July 1, 2025; 12:01 a.m.
 5% on schedule (Salary Enhancement)

Human Resources Department
 WEST VALLEY - MISSION COMMUNITY COLLEGE DISTRICT
 14000 Fruitvale Avenue, Saratoga, CA 95070

2025-2026 CONFIDENTIAL EMPLOYEES SALARY SCHEDULE
 CONFIDENTIAL EMPLOYEES (40 hour work week)

TITLE	RANGE	SALARY	HOURLY RATE
Executive Assistant	52*	9,990.42 - 13,185.75	\$57.64
Executive Assistant to the Board of Trustees/Chancellor	54	10,444.25 - 13,814.92	\$60.26
Executive Assistant to the Chancellor and Board of Trustees for Project and Event Management**	54	10,444.25 - 13,814.92	\$60.26
Executive Assistant to the Vice Chancellor	52*	9,990.42 - 13,185.75	\$57.64
Human Resources Analyst I	50	9,549.25 - 12,616.67	\$55.09
Human Resources Analyst II	53	10,210.25 - 13,489.17	\$58.91
Human Resources Assistant	30	6,197.67 - 8,906.58	\$35.76
Human Resources Specialist I - Confidential	48*	9,144.50 - 12,050.58	\$52.76
Human Resources Specialist II - Confidential	52*	9,990.42 - 13,185.75	\$57.64
Human Resources Specialist III - Confidential	53*	10,210.25 - 13,489.17	\$58.91
Senior Financial Analyst - Confidential	60	11,957.33 - 15,870.25	\$68.99

Compensation Factor: \$1,500 for doctorate added to base salary annually, to be prorated on a monthly basis.

HR/rsj/05.03.24

*Board approved revision: 08.20.24

**Board approved classification: 06.17.25

Human Resources Department
 WEST VALLEY - MISSION COMMUNITY COLLEGE DISTRICT
 14000 Fruitvale Avenue, Saratoga, CA 95070

2025-2026 CONFIDENTIAL EMPLOYEES SALARY SCHEDULE
 CONFIDENTIAL EMPLOYEES (40 hour work week)

RANGE	RATE	1 (A)	2 (B)	3 (C)	4 (D)	5 (E)	6 (E)	7 (F)	8 (F)	9 (G)
1	\$20.10	3,484.58	3,590.50	3,748.67	3,912.92	4,047.33	4,047.33	4,249.67	4,249.67	4,463.25
2	\$20.45	3,544.50	3,678.92	3,827.75	3,974.58	4,126.50	4,126.50	4,333.58	4,333.58	4,553.17
3	\$20.71	3,590.50	3,748.67	3,912.92	4,047.33	4,218.17	4,218.17	4,426.92	4,426.92	4,649.92
4	\$21.22	3,678.92	3,827.75	3,974.58	4,126.50	4,300.33	4,300.33	4,515.42	4,515.42	4,741.42
5	\$21.63	3,748.67	3,912.92	4,047.33	4,218.17	4,389.00	4,389.00	4,607.08	4,607.08	4,839.42
6	\$22.08	3,827.75	3,974.58	4,126.50	4,300.33	4,477.25	4,477.25	4,702.00	4,702.00	4,935.92
7	\$22.57	3,912.92	4,047.33	4,218.17	4,389.00	4,547.17	4,547.17	4,774.92	4,774.92	5,011.92
8	\$22.93	3,974.58	4,126.50	4,300.33	4,477.25	4,649.92	4,649.92	4,882.25	4,882.25	5,127.25
9	\$23.35	4,047.33	4,218.17	4,389.00	4,547.17	4,749.33	4,749.33	4,986.42	4,986.42	5,236.25
10	\$23.81	4,126.50	4,300.33	4,477.25	4,649.92	4,852.08	4,852.08	5,092.50	5,092.50	5,348.58
11	\$24.34	4,218.17	4,389.00	4,547.17	4,749.33	4,945.42	4,945.42	5,190.50	5,190.50	5,449.75
12	\$24.81	4,300.33	4,477.25	4,649.92	4,852.08	5,043.58	5,043.58	5,298.00	5,298.00	5,562.00
13	\$25.32	4,389.00	4,547.17	4,749.33	4,945.42	5,151.00	5,151.00	5,407.08	5,407.08	5,679.08
14	\$25.83	4,477.25	4,649.92	4,852.08	5,043.58	5,255.25	5,255.25	5,517.75	5,517.75	5,794.42
15	\$26.23	4,547.17	4,749.33	4,945.42	5,151.00	5,358.08	5,358.08	5,625.42	5,625.42	5,908.25
16	\$26.83	4,649.92	4,852.08	5,043.58	5,255.25	5,470.33	5,470.33	5,743.83	5,743.83	6,030.08
17	\$27.40	4,749.33	4,945.42	5,151.00	5,358.08	5,577.92	5,577.92	5,856.00	5,856.00	6,148.42
18	\$27.99	4,852.08	5,043.58	5,255.25	5,470.33	5,702.67	5,702.67	5,987.25	5,987.25	6,286.25
19	\$28.53	4,945.42	5,151.00	5,358.08	5,577.92	5,816.58	5,816.58	6,107.42	6,107.42	6,414.25
20	\$29.10	5,043.58	5,255.25	5,470.33	5,702.67	5,946.25	5,946.25	6,240.42	6,240.42	6,551.58
21	\$29.72	5,151.00	5,358.08	5,577.92	5,816.58	6,082.33	6,082.33	6,387.25	6,387.25	6,706.50
22	\$30.32	5,255.25	5,470.33	5,702.67	5,946.25	6,197.67	6,197.67	6,509.17	6,509.17	6,833.17
23	\$30.91	5,358.08	5,577.92	5,816.58	6,082.33	6,328.67	6,328.67	6,643.50	6,643.50	6,976.92
24	\$31.56	5,470.33	5,702.67	5,946.25	6,197.67	6,461.75	6,461.75	6,784.17	6,784.17	7,122.58
25	\$32.18	5,577.92	5,816.58	6,082.33	6,328.67	6,611.75	6,611.75	6,942.33	6,942.33	7,291.75
26	\$32.90	5,702.67	5,946.25	6,197.67	6,461.75	6,760.58	6,760.58	7,095.58	7,095.58	7,448.25
27	\$33.56	5,816.58	6,082.33	6,328.67	6,611.75	6,891.58	6,891.58	7,239.33	7,239.33	7,894.08
28	\$34.00	5,894.08	6,197.67	6,461.75	6,762.00	7,040.33	7,040.33	7,391.33	7,414.08	7,761.25
29	\$35.09	6,082.33	6,328.67	6,611.75	6,891.58	7,196.92	7,196.92	7,557.17	7,557.17	7,933.50
30	\$35.76	6,197.67	6,461.75	6,760.58	7,040.33	7,343.92	7,343.92	7,707.42	7,707.42	8,096.58
31	\$36.51	6,328.67	6,611.75	6,891.58	7,196.92	7,473.50	7,473.50	7,848.17	7,848.17	8,238.67
32	\$37.28	6,461.75	6,760.58	7,040.33	7,343.92	7,668.00	7,668.00	8,049.00	8,049.00	8,453.83
33	\$38.15	6,611.75	6,891.58	7,196.92	7,508.17	7,835.42	7,835.42	8,226.08	8,226.08	8,635.50
34	\$39.00	6,760.58	7,040.33	7,343.92	7,668.00	8,016.00	8,016.00	8,414.17	8,414.17	8,836.25
35	\$39.76	6,891.58	7,196.92	7,508.17	7,835.42	8,180.17	8,180.17	8,588.17	8,588.17	9,019.83
36	\$40.62	7,040.33	7,343.92	7,668.00	8,016.00	8,368.25	8,368.25	8,785.75	8,785.75	9,222.25
37	\$41.52	7,196.92	7,508.17	7,835.42	8,180.17	8,556.42	8,556.42	8,984.83	8,984.83	9,433.92
38	\$42.37	7,343.92	7,668.00	8,016.00	8,368.25	8,744.83	8,744.83	9,182.58	9,182.58	9,641.17
39	\$43.32	7,508.17	7,835.42	8,180.17	8,556.42	8,935.92	8,935.92	9,383.25	9,383.25	9,852.83

After July 1, 2015, in order to be eligible for Steps F and G, the employee must have completed two years of service at the previous step.

Human Resources Department
 WEST VALLEY - MISSION COMMUNITY COLLEGE DISTRICT
 14000 Fruitvale Avenue, Saratoga, CA 95070

2025-2026 CONFIDENTIAL EMPLOYEES SALARY SCHEDULE
 CONFIDENTIAL EMPLOYEES (40 hour work week)

RANGE	RATE	1 (A)	2 (B)	3 (C)	4 (D)	5 (E)	6 (E)	7 (F)	8 (F)	9 (G)
40	\$44.24	7,668.00	8,016.00	8,368.25	8,744.83	9,149.50	9,149.50	9,604.75	9,604.75	10,088.50
41	\$45.21	7,835.42	8,180.17	8,556.42	8,935.92	9,347.00	9,347.00	9,816.50	9,816.50	10,306.50
42	\$46.25	8,016.00	8,368.25	8,744.83	9,144.50	9,549.25	9,549.25	10,026.67	10,026.67	10,529.67
43	\$47.19	8,180.17	8,556.42	8,935.92	9,347.00	9,772.33	9,772.33	10,260.83	10,260.83	10,771.50
44	\$48.28	8,368.25	8,744.83	9,144.50	9,549.25	9,990.42	9,990.42	10,491.75	10,491.75	11,016.58
45	\$49.36	8,556.42	8,935.92	9,347.00	9,772.33	10,210.25	10,210.25	10,719.25	10,719.25	11,253.75
46	\$50.45	8,744.83	9,144.50	9,549.25	9,990.42	10,444.25	10,444.25	10,966.00	10,966.00	11,514.67
47	\$51.55	8,935.92	9,347.00	9,772.33	10,210.25	10,686.08	10,686.08	11,223.67	11,223.67	11,784.83
48	\$52.76	9,144.50	9,549.25	9,990.42	10,444.25	10,931.08	10,931.08	11,476.58	11,476.58	12,050.58
49	\$53.93	9,347.00	9,772.33	10,210.25	10,686.08	11,193.50	11,193.50	11,754.75	11,754.75	12,344.58
50	\$55.09	9,549.25	9,990.42	10,444.25	10,931.08	11,445.00	11,445.00	12,017.50	12,017.50	12,616.67
51	\$56.38	9,772.33	10,210.25	10,686.08	11,193.50	11,701.42	11,701.42	12,287.67	12,287.67	12,901.17
52	\$57.64	9,990.42	10,444.25	10,931.08	11,445.00	11,957.33	11,957.33	12,556.42	12,556.42	13,185.75
53	\$58.91	10,210.25	10,686.08	11,193.50	11,701.42	12,238.83	12,238.83	12,848.83	12,848.83	13,489.17
54	\$60.26	10,444.25	10,931.08	11,445.00	11,957.33	12,534.50	12,534.50	13,159.00	13,159.00	13,814.92
55	\$61.65	10,686.08	11,193.50	11,701.42	12,238.83	12,837.92	12,837.92	13,475.17	13,475.17	14,150.17
56	\$63.07	10,931.08	11,445.00	11,957.33	4,201.17	13,112.92	13,112.92	13,767.42	13,767.42	14,455.25
57	\$64.58	11,193.50	11,701.42	12,238.83	12,837.92	13,424.50	13,424.50	14,091.58	14,091.58	14,799.83
58	\$66.03	11,445.00	11,957.33	12,534.50	13,112.92	13,723.25	13,723.25	14,409.33	14,409.33	15,130.33
59	\$67.51	11,701.42	12,238.83	12,837.92	13,424.50	14,064.92	14,064.92	14,768.33	14,768.33	15,506.58
60	\$68.99	11,957.33	12,534.50	13,112.92	13,723.25	14,396.83	14,396.83	15,116.25	15,116.25	15,870.25
61	\$70.61	12,238.83	12,837.92	13,424.50	14,064.92	14,733.50	14,733.50	15,468.67	15,468.67	16,240.17
62	\$72.32	12,534.50	13,112.92	13,723.25	14,396.83	15,101.92	15,101.92	15,857.75	15,857.75	16,651.25
63	\$74.07	12,837.92	13,424.50	14,064.92	14,733.50	15,437.00	15,437.00	16,208.67	16,208.67	17,019.75
64	\$75.65	13,112.92	13,723.25	14,396.83	15,101.92	15,796.00	15,796.00	16,586.50	16,586.50	17,411.75
65	\$77.45	13,424.50	14,064.92	14,733.50	15,437.00	16,137.33	16,137.33	16,942.25	16,942.25	17,791.17
66	\$79.17	13,723.25	14,396.83	15,101.92	15,796.00	16,558.00	16,558.00	17,383.33	17,383.33	18,254.67
67	\$81.15	14,064.92	14,733.50	15,437.00	16,137.33	16,940.42	16,940.42	17,789.50	17,789.50	18,681.25
68	\$83.06	14,396.83	15,101.92	15,796.00	16,558.00	17,362.83	17,362.83	18,230.92	18,230.92	19,143.00
69	\$85.00	14,733.50	15,437.00	16,159.58	16,940.42	17,751.83	17,751.83	18,638.58	18,638.58	19,568.33
70	\$87.13	15,101.92	15,796.00	16,558.00	17,362.83	18,167.25	18,167.25	19,075.00	19,075.00	20,028.42

After July 1, 2015, in order to be eligible for Steps F and G, the employee must have completed two years of service at the previous step.