

Adopted: June 18, 2024
 Effective: July 1, 2026; 12:01 a.m.
 5% on schedule (Salary Enhancement)

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

2026-2027 CONFIDENTIAL EMPLOYEES SALARY SCHEDULE
 CONFIDENTIAL EMPLOYEES (40 hour work week)

| TITLE | RANGE | SALARY | HOURLY RATE |
|------------------------------------------------------------------------------------------------|--------------|-----------------------|--------------------|
| Executive Assistant | 52* | 10,489.92 - 13,845.00 | \$60.52 |
| Executive Assistant to the Board of Trustees/Chancellor | 54 | 10,966.50 - 14,505.67 | \$63.27 |
| Executive Assistant to the Chancellor and Board of Trustees for Project and Event Management** | 54 | 10,966.50 - 14,505.67 | \$63.27 |
| Executive Assistant to the Vice Chancellor | 52* | 10,489.92 - 13,845.00 | \$60.52 |
| Human Resources Analyst I | 50 | 10,026.75 - 13,247.50 | \$57.85 |
| Human Resources Analyst II | 53 | 10,720.75 - 14,163.67 | \$61.85 |
| Human Resources Assistant | 30 | 6,507.58 - 8,501.42 | \$37.54 |
| Human Resources Specialist I - Confidential | 48* | 9,601.75 - 12,653.08 | \$55.40 |
| Human Resources Specialist II - Confidential | 52* | 10,489.92 - 13,845.00 | \$60.52 |
| Human Resources Specialist III - Confidential | 53* | 10,720.75 - 14,163.67 | \$61.85 |
| Senior Financial Analyst - Confidential | 60 | 12,555.17 - 16,663.75 | \$72.44 |

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

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 14000 Fruitvale Avenue, Saratoga, CA 95070

2026-2027 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 | \$21.11 | 3,658.83 | 3,770.00 | 3,936.08 | 4,108.58 | 4,249.67 | 4,249.67 | 4,462.17 | 4,462.17 | 4,686.42 |
| 2 | \$21.47 | 3,721.75 | 3,862.83 | 4,019.17 | 4,173.33 | 4,332.83 | 4,332.83 | 4,550.25 | 4,550.25 | 4,780.83 |
| 3 | \$21.75 | 3,770.00 | 3,936.08 | 4,108.58 | 4,249.67 | 4,429.08 | 4,429.08 | 4,648.25 | 4,648.25 | 4,882.42 |
| 4 | \$22.29 | 3,862.83 | 4,019.17 | 4,173.33 | 4,332.83 | 4,515.33 | 4,515.33 | 4,741.17 | 4,741.17 | 4,978.50 |
| 5 | \$22.71 | 3,936.08 | 4,108.58 | 4,249.67 | 4,429.08 | 4,608.42 | 4,608.42 | 4,837.42 | 4,837.42 | 5,081.42 |
| 6 | \$23.19 | 4,019.17 | 4,173.33 | 4,332.83 | 4,515.33 | 4,701.08 | 4,701.08 | 4,937.08 | 4,937.08 | 5,182.75 |
| 7 | \$23.70 | 4,108.58 | 4,249.67 | 4,429.08 | 4,608.42 | 4,774.50 | 4,774.50 | 5,013.67 | 5,013.67 | 5,262.50 |
| 8 | \$24.08 | 4,173.33 | 4,332.83 | 4,515.33 | 4,701.08 | 4,882.42 | 4,882.42 | 5,126.33 | 5,126.33 | 5,383.58 |
| 9 | \$24.52 | 4,249.67 | 4,429.08 | 4,608.42 | 4,774.50 | 4,986.83 | 4,986.83 | 5,235.75 | 5,235.75 | 5,498.08 |
| 10 | \$25.00 | 4,332.83 | 4,515.33 | 4,701.08 | 4,882.42 | 5,094.67 | 5,094.67 | 5,347.17 | 5,347.17 | 5,616.00 |
| 11 | \$25.55 | 4,429.08 | 4,608.42 | 4,774.50 | 4,986.83 | 5,192.67 | 5,192.67 | 5,450.00 | 5,450.00 | 5,722.25 |
| 12 | \$26.05 | 4,515.33 | 4,701.08 | 4,882.42 | 5,094.67 | 5,295.75 | 5,295.75 | 5,562.92 | 5,562.92 | 5,840.08 |
| 13 | \$26.59 | 4,608.42 | 4,774.50 | 4,986.83 | 5,192.67 | 5,408.58 | 5,408.58 | 5,677.42 | 5,677.42 | 5,963.00 |
| 14 | \$27.12 | 4,701.08 | 4,882.42 | 5,094.67 | 5,295.75 | 5,518.00 | 5,518.00 | 5,793.67 | 5,793.67 | 6,084.17 |
| 15 | \$27.55 | 4,774.50 | 4,986.83 | 5,192.67 | 5,408.58 | 5,626.00 | 5,626.00 | 5,906.67 | 5,906.67 | 6,203.67 |
| 16 | \$28.17 | 4,882.42 | 5,094.67 | 5,295.75 | 5,518.00 | 5,743.83 | 5,743.83 | 6,031.00 | 6,031.00 | 6,331.58 |
| 17 | \$28.77 | 4,986.83 | 5,192.67 | 5,408.58 | 5,626.00 | 5,856.83 | 5,856.83 | 6,148.83 | 6,148.83 | 6,455.83 |
| 18 | \$29.39 | 5,094.67 | 5,295.75 | 5,518.00 | 5,743.83 | 5,987.83 | 5,987.83 | 6,286.58 | 6,286.58 | 6,600.58 |
| 19 | \$29.96 | 5,192.67 | 5,408.58 | 5,626.00 | 5,856.83 | 6,107.42 | 6,107.42 | 6,412.75 | 6,412.75 | 6,735.00 |
| 20 | \$30.55 | 5,295.75 | 5,518.00 | 5,743.83 | 5,987.83 | 6,243.58 | 6,243.58 | 6,552.42 | 6,552.42 | 6,879.17 |
| 21 | \$31.20 | 5,408.58 | 5,626.00 | 5,856.83 | 6,107.42 | 6,386.42 | 6,386.42 | 6,706.58 | 6,706.58 | 7,041.83 |
| 22 | \$31.84 | 5,518.00 | 5,743.83 | 5,987.83 | 6,243.58 | 6,507.58 | 6,507.58 | 6,834.67 | 6,834.67 | 7,174.83 |
| 23 | \$32.46 | 5,626.00 | 5,856.83 | 6,107.42 | 6,386.42 | 6,645.08 | 6,645.08 | 6,975.67 | 6,975.67 | 7,325.75 |
| 24 | \$33.14 | 5,743.83 | 5,987.83 | 6,243.58 | 6,507.58 | 6,784.83 | 6,784.83 | 7,123.42 | 7,123.42 | 7,478.75 |
| 25 | \$33.79 | 5,856.83 | 6,107.42 | 6,386.42 | 6,645.08 | 6,942.33 | 6,942.33 | 7,289.42 | 7,289.42 | 7,656.33 |
| 26 | \$34.55 | 5,987.83 | 6,243.58 | 6,507.58 | 6,784.83 | 7,098.58 | 7,098.58 | 7,450.33 | 7,450.33 | 7,820.67 |
| 27 | \$35.24 | 6,107.42 | 6,386.42 | 6,645.08 | 6,942.33 | 7,236.17 | 7,236.17 | 7,601.33 | 7,601.33 | 7,983.25 |
| 28 | \$35.71 | 6,188.75 | 6,507.58 | 6,784.83 | 7,100.08 | 7,392.33 | 7,392.33 | 7,760.92 | 7,760.92 | 8,149.33 |
| 29 | \$36.85 | 6,386.42 | 6,645.08 | 6,942.33 | 7,236.17 | 7,556.75 | 7,556.75 | 7,935.00 | 7,935.00 | 8,330.17 |
| 30 | \$37.54 | 6,507.58 | 6,784.83 | 7,098.58 | 7,392.33 | 7,711.08 | 7,711.08 | 8,092.75 | 8,092.75 | 8,501.42 |
| 31 | \$38.34 | 6,645.08 | 6,942.33 | 7,236.17 | 7,556.75 | 7,847.17 | 7,847.17 | 8,240.58 | 8,240.58 | 8,650.58 |
| 32 | \$39.14 | 6,784.83 | 7,098.58 | 7,392.33 | 7,711.08 | 8,051.42 | 8,051.42 | 8,451.42 | 8,451.42 | 8,876.50 |
| 33 | \$40.05 | 6,942.33 | 7,236.17 | 7,556.75 | 7,883.58 | 8,227.17 | 8,227.17 | 8,637.42 | 8,637.42 | 9,067.25 |
| 34 | \$40.95 | 7,098.58 | 7,392.33 | 7,711.08 | 8,051.42 | 8,416.83 | 8,416.83 | 8,834.92 | 8,834.92 | 9,278.08 |
| 35 | \$41.75 | 7,236.17 | 7,556.75 | 7,883.58 | 8,227.17 | 8,589.17 | 8,589.17 | 9,017.58 | 9,017.58 | 9,470.83 |
| 36 | \$42.65 | 7,392.33 | 7,711.08 | 8,051.42 | 8,416.83 | 8,786.67 | 8,786.67 | 9,225.00 | 9,225.00 | 9,683.33 |
| 37 | \$43.60 | 7,556.75 | 7,883.58 | 8,227.17 | 8,589.17 | 8,984.25 | 8,984.25 | 9,434.08 | 9,434.08 | 9,905.58 |
| 38 | \$44.49 | 7,711.08 | 8,051.42 | 8,416.83 | 8,786.67 | 9,182.08 | 9,182.08 | 9,641.75 | 9,641.75 | 10,123.25 |
| 39 | \$45.48 | 7,883.58 | 8,227.17 | 8,589.17 | 8,984.25 | 9,382.75 | 9,382.75 | 9,852.42 | 9,852.42 | 10,345.50 |

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.

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| RANGE | RATE | 1 (A) | 2 (B) | 3 (C) | 4 (D) | 5 (E) | 6 (E) | 7 (F) | 8 (F) | 9 (G) |
|-------|---------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 40 | \$46.45 | 8,051.42 | 8,416.83 | 8,786.67 | 9,182.08 | 9,607.00 | 9,607.00 | 10,085.00 | 10,085.00 | 10,592.92 |
| 41 | \$47.47 | 8,227.17 | 8,589.17 | 8,984.25 | 9,382.75 | 9,814.33 | 9,814.33 | 10,307.33 | 10,307.33 | 10,821.83 |
| 42 | \$48.56 | 8,416.83 | 8,786.67 | 9,182.08 | 9,601.75 | 10,026.75 | 10,026.75 | 10,528.00 | 10,528.00 | 11,056.17 |
| 43 | \$49.55 | 8,589.17 | 8,984.25 | 9,382.75 | 9,814.33 | 10,260.92 | 10,260.92 | 10,773.92 | 10,773.92 | 11,310.08 |
| 44 | \$50.69 | 8,786.67 | 9,182.08 | 9,601.75 | 10,026.75 | 10,489.92 | 10,489.92 | 11,016.33 | 11,016.33 | 11,567.42 |
| 45 | \$51.83 | 8,984.25 | 9,382.75 | 9,814.33 | 10,260.92 | 10,720.75 | 10,720.75 | 11,255.25 | 11,255.25 | 11,816.42 |
| 46 | \$52.97 | 9,182.08 | 9,601.75 | 10,026.75 | 10,489.92 | 10,966.50 | 10,966.50 | 11,514.33 | 11,514.33 | 12,090.42 |
| 47 | \$54.13 | 9,382.75 | 9,814.33 | 10,260.92 | 10,720.75 | 11,220.42 | 11,220.42 | 11,784.83 | 11,784.83 | 12,374.08 |
| 48 | \$55.40 | 9,601.75 | 10,026.75 | 10,489.92 | 10,966.50 | 11,477.67 | 11,477.67 | 12,050.42 | 12,050.42 | 12,653.08 |
| 49 | \$56.62 | 9,814.33 | 10,260.92 | 10,720.75 | 11,220.42 | 11,753.17 | 11,753.17 | 12,342.50 | 12,342.50 | 12,961.83 |
| 50 | \$57.85 | 10,026.75 | 10,489.92 | 10,966.50 | 11,477.67 | 12,017.25 | 12,017.25 | 12,618.42 | 12,618.42 | 13,247.50 |
| 51 | \$59.20 | 10,260.92 | 10,720.75 | 11,220.42 | 11,753.17 | 12,286.50 | 12,286.50 | 12,902.08 | 12,902.08 | 13,546.25 |
| 52 | \$60.52 | 10,489.92 | 10,966.50 | 11,477.67 | 12,017.25 | 12,555.17 | 12,555.17 | 13,184.25 | 13,184.25 | 13,845.00 |
| 53 | \$61.85 | 10,720.75 | 11,220.42 | 11,753.17 | 12,286.50 | 12,850.75 | 12,850.75 | 13,491.25 | 13,491.25 | 14,163.67 |
| 54 | \$63.27 | 10,966.50 | 11,477.67 | 12,017.25 | 12,555.17 | 13,161.25 | 13,161.25 | 13,816.92 | 13,816.92 | 14,505.67 |
| 55 | \$64.73 | 11,220.42 | 11,753.17 | 12,286.50 | 12,850.75 | 13,479.83 | 13,479.83 | 14,148.92 | 14,148.92 | 14,857.67 |
| 56 | \$66.22 | 11,477.67 | 12,017.25 | 12,555.17 | 13,161.25 | 13,768.58 | 13,768.58 | 14,455.75 | 14,455.75 | 15,178.00 |
| 57 | \$67.81 | 11,753.17 | 12,286.50 | 12,850.75 | 13,479.83 | 14,095.75 | 14,095.75 | 14,796.17 | 14,796.17 | 15,539.83 |
| 58 | \$69.33 | 12,017.25 | 12,555.17 | 13,161.25 | 13,768.58 | 14,409.42 | 14,409.42 | 15,129.83 | 15,129.83 | 15,886.83 |
| 59 | \$70.89 | 12,286.50 | 12,850.75 | 13,479.83 | 14,095.75 | 14,768.17 | 14,768.17 | 15,506.75 | 15,506.75 | 16,281.92 |
| 60 | \$72.44 | 12,555.17 | 13,161.25 | 13,768.58 | 14,409.42 | 15,116.67 | 15,116.67 | 15,872.08 | 15,872.08 | 16,663.75 |
| 61 | \$74.14 | 12,850.75 | 13,479.83 | 14,095.75 | 14,768.17 | 15,470.17 | 15,470.17 | 16,242.08 | 16,242.08 | 17,052.17 |
| 62 | \$75.93 | 13,161.25 | 13,768.58 | 14,409.42 | 15,116.67 | 15,857.00 | 15,857.00 | 16,650.67 | 16,650.67 | 17,483.83 |
| 63 | \$77.77 | 13,479.83 | 14,095.75 | 14,768.17 | 15,470.17 | 16,208.83 | 16,208.83 | 17,019.08 | 17,019.08 | 17,870.75 |
| 64 | \$79.44 | 13,768.58 | 14,409.42 | 15,116.67 | 15,857.00 | 16,585.83 | 16,585.83 | 17,415.83 | 17,415.83 | 18,282.33 |
| 65 | \$81.32 | 14,095.75 | 14,768.17 | 15,470.17 | 16,208.83 | 16,944.17 | 16,944.17 | 17,789.33 | 17,789.33 | 18,680.75 |
| 66 | \$83.13 | 14,409.42 | 15,116.67 | 15,857.00 | 16,585.83 | 17,385.92 | 17,385.92 | 18,252.50 | 18,252.50 | 19,167.42 |
| 67 | \$85.20 | 14,768.17 | 15,470.17 | 16,208.83 | 16,944.17 | 17,787.42 | 17,787.42 | 18,679.00 | 18,679.00 | 19,615.33 |
| 68 | \$87.21 | 15,116.67 | 15,857.00 | 16,585.83 | 17,385.92 | 18,231.00 | 18,231.00 | 19,142.50 | 19,142.50 | 20,100.17 |
| 69 | \$89.25 | 15,470.17 | 16,208.83 | 16,967.58 | 17,787.42 | 18,639.42 | 18,639.42 | 19,570.50 | 19,570.50 | 20,546.75 |
| 70 | \$91.48 | 15,857.00 | 16,585.83 | 17,385.92 | 18,231.00 | 19,075.58 | 19,075.58 | 20,028.75 | 20,028.75 | 21,029.83 |

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