

**PACIFIC GROVE UNIFIED SCHOOL DISTRICT  
CONFIDENTIAL SALARY SCHEDULE  
2020/21**

|  | A     | B     | C     | D     | E     | F     | G<br>10YR | H<br>15YR | I<br>20YR | J<br>25YR | STEP A<br>HOURLY<br>EQUIV. |
|--|-------|-------|-------|-------|-------|-------|-----------|-----------|-----------|-----------|----------------------------|
| Executive Assistant<br>(Superintendent)    | 75533 | 78996 | 82622 | 86426 | 90414 | 94595 | 97433     | 100356    | 103367    | 106467    | \$ 36.31                   |
| Administrative Secretary I<br>(Asst. Supt) | 69850 | 73039 | 76028 | 79887 | 83560 | 87408 | 90031     | 92732     | 95513     | 98379     | \$ 33.58                   |
| Fiscal Officer                             | 75484 | 78944 | 82183 | 86369 | 90355 | 94529 | 97366     | 100287    | 103295    | 106394    | \$ 36.29                   |
| Payroll-Benefits Specialist                | 67181 | 70243 | 73449 | 76812 | 80336 | 84030 | 86551     | 89148     | 91823     | 94578     | \$ 32.30                   |
| Personnel Technician                       | 61307 | 64086 | 66996 | 70048 | 73248 | 76601 | 78899     | 81266     | 83703     | 86215     | \$ 29.47                   |
| Personnel Specialist                       | 64809 | 67751 | 70833 | 74063 | 77449 | 80996 | 83426     | 85929     | 88507     | 91162     | \$ 31.16                   |

\*position created 12/10/2009, revised to 12 month 12/13

Health Allowance PAYMENT \$3,000 Note: In addition to other compensation each full time confidential employee who is enrolled in the district medical, dental, and vision plans shall have their annual compensation increased by the amount of this payment. The payment shall be made in installments over the normal monthly payroll. Eligible part-time employees shall receive a proportional share of the allowance subject to enrollment in the insurance plans.

3.13% increase effective 7-1-2003

4.46% increase effective 7-1-2004

2.5% increase effective 7-1-2005

5.68% increase effective 7-1-2006

3.49% increase effective 7-1-2007

2.0% increase effective 7-1-2008 No increase Effective 7-1-2009

1.4% increase effective 7-1-2010

0.7% increase effective 7-1-2011

1.45% increase effective 7/1/2012

2013-14 Effective July 1, 2013 salaries were increased 7.00% & employees pay own PERS contributions

2.5% increase effective 7/1/2013

2.5% increase effective 7/1/2014; 3.5% increase eff 07/01/2015

Added each cell \$ 2936 from HA eff. 7/1/15, added 10,15,20,25 longevity Columns eff. 7/1/15

1/1/2016 Business Services changed to reflect Personnel Technician (180 day employee)

3.5% increase eff 07/01/2016 Column name changed 7/1/2016 1=A/ 2=B/ 3=C/ 4=D/ 5=E/ 6=F

Percentage of increase at Step 3 in accordance with research that showed each position (not Business Services) and the % difference to make them at least 3rd on the grid. From that point each salary step is figured at the median % of 4.81 to make a uniform grid. Steps 1 and 2 are also 4.81% below Step 3 and 2. Calculate col 1 and 3 with % of increase beginning in 06/07

3 % increase eff. 7/1/2017 - 02/01/2018 .5% eff 07/01/2017 = 3.5% eff 07/01/2017 ; 3.2% inc. eff 07/01/2018

2.21% Base Salary inc. eff. 7/01/2019; 3.0% inc. eff. 7/01/2020

7/2/2021

