

**PACIFIC GROVE UNIFIED SCHOOL DISTRICT
CONFIDENTIAL SALARY SCHEDULE
2019/2020**

	A	B	C	D	E	F	G 10YR	H 15YR	I 20YR	J 25YR	STEP A HOURLY EQUIV.
Administrative Secretary II (Supt)	71747	75037	78482	82095	85883	89854	92550	95326	98186	101131	\$ 34.49
Administrative Secretary I (Asst. Supt)	66350	69379	72218	75883	79372	83027	85519	88084	90726	93449	\$ 31.90
District Accountant	71700	74988	78064	82040	85826	89792	92486	95261	98118	101062	\$ 34.47
Payroll-Benefits Specialist	63814	66722	69768	72963	76310	79819	82213	84680	87221	89838	\$ 30.68
Personnel Technician	58234	60874	63639	66538	69577	72762	74945	77193	79508	81894	\$ 28.00
Personnel Specialist	61561	64356	67283	70351	73567	76937	79245	81622	84071	86593	\$ 29.60
position created 12/10/2009, revised to 12 month 12/13											
Health Allowance PAYMENT \$3000 eff. 7/1/15											
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											

8/5/19 