

**Mt. Diablo Unified School District  
Confidential Unit  
DRAFT**

2022-23 Fiscal Year (4% effective to July 1, 2022)

Position	Job Code	Range	Days per Year	Step 1	Step 2	Step 3	Step 4	Step 5	Sample Career Increments							
									Year 5	Year 8	Year 11	Year 14	Year 17	Year 20	Year 25	Year 30
Administrative Assistant (Conf.)	ADMASCTCF	552	hourly rate 260	\$28.59	\$30.04	\$31.54	\$33.11	\$34.77	\$35.12	\$35.48	\$35.82	\$36.19	\$36.55	\$37.27	\$38.03	\$38.79
				\$59,460	\$62,475	\$65,602	\$68,864	\$72,329	\$73,049	\$73,791	\$74,511	\$75,276	\$76,018	\$77,526	\$79,100	\$80,675
Admin. Asst. to Supt. (Conf.)	ADMASSTUP	576	hourly rate 260	\$30.77	\$32.31	\$33.93	\$35.62	\$37.40	\$37.78	\$38.16	\$38.54	\$38.92	\$39.31	\$40.09	\$40.90	\$41.72
				\$64,005	\$67,199	\$70,574	\$74,084	\$77,796	\$78,583	\$79,370	\$80,158	\$80,945	\$81,755	\$83,397	\$85,062	\$86,772
Admin. Asst. to Assoc. Supt. of Educational Services	ADMASSTES	576	hourly rate 260	\$30.77	\$32.31	\$33.93	\$35.62	\$37.40	\$37.78	\$38.16	\$38.54	\$38.92	\$39.31	\$40.09	\$40.90	\$41.72
				\$64,005	\$67,199	\$70,574	\$74,084	\$77,796	\$78,583	\$79,370	\$80,158	\$80,945	\$81,755	\$83,397	\$85,062	\$86,772
Administrative Secretary (Conf.)	ADMSECCF	520	hourly rate 260	\$25.95	\$27.23	\$28.59	\$30.01	\$31.54	\$31.85	\$32.18	\$32.49	\$32.82	\$33.15	\$33.81	\$34.49	\$35.17
				\$53,971	\$56,648	\$59,460	\$62,430	\$65,602	\$66,254	\$66,929	\$67,582	\$68,257	\$68,954	\$70,326	\$71,744	\$73,161
Admin. Secretary to Supt. (Conf.)	ADMSECCSP	536	hourly rate 260	\$27.23	\$28.59	\$30.01	\$31.54	\$33.11	\$33.44	\$33.78	\$34.11	\$34.45	\$34.80	\$35.49	\$36.20	\$36.93
				\$56,648	\$59,460	\$62,430	\$65,602	\$68,864	\$69,562	\$70,259	\$70,956	\$71,654	\$72,374	\$73,814	\$75,298	\$76,806
Benefits Specialist	BENESPECCF	552	hourly rate 260	\$28.59	\$30.04	\$31.54	\$33.11	\$34.77	\$35.12	\$35.48	\$35.82	\$36.19	\$36.55	\$37.27	\$38.03	\$38.79
				\$59,460	\$62,475	\$65,602	\$68,864	\$72,329	\$73,049	\$73,791	\$74,511	\$75,276	\$76,018	\$77,526	\$79,100	\$80,675
Confidential Secretary	SECCF	504	hourly rate 260	\$24.71	\$25.95	\$27.23	\$28.60	\$30.01	\$30.32	\$30.62	\$30.92	\$31.24	\$31.55	\$32.18	\$32.82	\$33.48
				\$51,406	\$53,971	\$56,648	\$59,483	\$62,430	\$63,060	\$63,690	\$64,320	\$64,972	\$65,625	\$66,929	\$68,257	\$69,629
Employer/Employee Relations Specialist	EERSP	560	hourly rate 260	\$29.30	\$30.78	\$32.31	\$33.93	\$35.62	\$35.97	\$36.33	\$36.70	\$37.07	\$37.43	\$38.18	\$38.95	\$39.73
				\$60,945	\$64,027	\$67,199	\$70,574	\$74,084	\$74,826	\$75,568	\$76,333	\$77,098	\$77,863	\$79,415	\$81,013	\$82,633
Human Resource Analyst (Conf.)	HRANLCF	560	hourly rate 260	\$29.30	\$30.78	\$32.31	\$33.93	\$35.62	\$35.97	\$36.33	\$36.70	\$37.07	\$37.43	\$38.18	\$38.95	\$39.73
				\$60,945	\$64,027	\$67,199	\$70,574	\$74,084	\$74,826	\$75,568	\$76,333	\$77,098	\$77,863	\$79,415	\$81,013	\$82,633
Human Resources Analyst - Credentials	HRCREDANL	528	hourly rate 260	\$26.59	\$27.91	\$29.29	\$30.77	\$32.30	\$32.62	\$32.95	\$33.27	\$33.61	\$33.94	\$34.62	\$35.31	\$36.02
				\$55,298	\$58,043	\$60,923	\$64,005	\$67,177	\$67,852	\$68,527	\$69,202	\$69,899	\$70,596	\$72,014	\$73,454	\$74,916
Human Resources Specialist (Conf.)	HRSPCF	526	hourly rate 260	\$26.42	\$27.74	\$29.13	\$30.58	\$32.10	\$32.43	\$32.75	\$33.08	\$33.41	\$33.74	\$34.42	\$35.11	\$35.80
				\$54,961	\$57,706	\$60,585	\$63,600	\$66,772	\$67,447	\$68,122	\$68,797	\$69,494	\$70,169	\$71,586	\$73,026	\$74,466
Senior Admin. Assistant to Supt./ Communications Specialist	ADMASSTSP	633	hourly rate 260	\$36.62	\$38.42	\$40.37	\$42.36	\$44.49	\$44.93	\$45.38	\$45.84	\$46.29	\$46.76	\$47.69	\$48.65	\$49.61
				\$76,176	\$79,910	\$83,960	\$88,099	\$92,531	\$93,454	\$94,399	\$95,343	\$96,288	\$97,256	\$99,191	\$101,193	\$103,195
Executive Assistant to the Superintendent	SRADMEXAST	633	hourly rate 260	\$36.62	\$38.42	\$40.37	\$42.36	\$44.49	\$44.93	\$45.38	\$45.84	\$46.29	\$46.76	\$47.69	\$48.65	\$49.61
				\$76,176	\$79,910	\$83,960	\$88,099	\$92,531	\$93,454	\$94,399	\$95,343	\$96,288	\$97,256	\$99,191	\$101,193	\$103,195
Public Info & Comm Relation	UBINFOCOM	633	hourly rate 260	\$36.62	\$38.42	\$40.37	\$42.36	\$44.49	\$44.93	\$45.38	\$45.84	\$46.29	\$46.76	\$47.69	\$48.65	\$49.61
				\$76,176	\$79,910	\$83,960	\$88,099	\$92,531	\$93,454	\$94,399	\$95,343	\$96,288	\$97,256	\$99,191	\$101,193	\$103,195
Senior Human Resources Specialist (Conf.)	HRSRSPCF	536	hourly rate 260	\$27.23	\$28.59	\$30.01	\$31.54	\$33.11	\$33.44	\$33.78	\$34.11	\$34.45	\$34.80	\$35.49	\$36.20	\$36.93
				\$56,648	\$59,460	\$62,430	\$65,602	\$68,864	\$69,562	\$70,259	\$70,956	\$71,654	\$72,374	\$73,814	\$75,298	\$76,806
Workers' Compensation Specialist	WCOMPSPEC	560	hourly rate 260	\$29.30	\$30.78	\$32.31	\$33.93	\$35.62	\$35.97	\$36.33	\$36.70	\$37.07	\$37.43	\$38.18	\$38.95	\$39.73
				\$60,945	\$64,027	\$67,199	\$70,574	\$74,084	\$74,826	\$75,568	\$76,333	\$77,098	\$77,863	\$79,415	\$81,013	\$82,633

†"Year" refers to the beginning of the indicated year of service in the confidential unit in Mt. Diablo Unified School District. In the sample above, Year 5 reflects a 1% increment over Step 5. Years 8 through 17 reflect a 1% increment over the previous column; Year 20 reflects a 2% increment over Year 17. For each additional five years, an additional 2% will be added (e.g., at the beginning of Year 25, Year 30, etc.). The career increment percentages are applied to the individual employee's base salary; therefore, the figures in the sample above may not reflect the actual amount of the individual employee's career increment.