

HARTNELL COLLEGE Confidential Staff Job Classifications	
Grade	Classifications
21	Executive Assistant to President & Board of Trustees
20	Benefits and Leave Analyst
	HR Analyst
	HRIS Analyst
19	Executive Assistant
	HR Specialist
18	Vacant
17	Payroll Specialist
16	Administrative Assistant
	Payroll Technician
15	HR Technician

Updated May 2024

2025/2026 SALARY SCHEDULE FOR CONFIDENTIAL STAFF
Includes 2.3% Inc

STEP	Step A				Step B			Step C			Step D			Step E		
	Annual	Monthly	Hourly	95%	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
15	\$ 61,289	\$ 5,107	\$ 29.47	\$ 28.00	\$ 64,353	\$ 5,363	\$ 30.94	\$ 67,571	\$ 5,631	\$ 32.49	\$ 70,950	\$ 5,913	\$ 34.11	\$ 74,498	\$ 6,208	\$ 35.82
16	\$ 64,352	\$ 5,363	\$ 30.94	\$ 29.39	\$ 67,570	\$ 5,631	\$ 32.49	\$ 70,949	\$ 5,912	\$ 34.11	\$ 74,496	\$ 6,208	\$ 35.82	\$ 78,221	\$ 6,518	\$ 37.61
17	\$ 67,571	\$ 5,631	\$ 32.49	\$ 30.87	\$ 70,950	\$ 5,913	\$ 34.11	\$ 74,498	\$ 6,208	\$ 35.82	\$ 78,223	\$ 6,519	\$ 37.61	\$ 82,134	\$ 6,845	\$ 39.49
18	\$ 74,323	\$ 6,194	\$ 35.73	\$ 33.94	\$ 78,039	\$ 6,503	\$ 37.52	\$ 81,941	\$ 6,828	\$ 39.39	\$ 86,038	\$ 7,170	\$ 41.36	\$ 90,340	\$ 7,528	\$ 43.43
19	\$ 81,753	\$ 6,813	\$ 39.30	\$ 37.34	\$ 85,841	\$ 7,153	\$ 41.27	\$ 90,133	\$ 7,511	\$ 43.33	\$ 94,640	\$ 7,887	\$ 45.50	\$ 99,372	\$ 8,281	\$ 47.78
20	\$ 94,016	\$ 7,835	\$ 45.20	\$ 42.94	\$ 98,717	\$ 8,226	\$ 47.46	\$ 103,653	\$ 8,638	\$ 49.83	\$ 108,836	\$ 9,070	\$ 52.33	\$ 114,278	\$ 9,523	\$ 54.94
21	\$ 108,118	\$ 9,010	\$ 51.98	\$ 49.38	\$ 113,524	\$ 9,460	\$ 54.58	\$ 119,200	\$ 9,933	\$ 57.31	\$ 125,160	\$ 10,430	\$ 60.17	\$ 131,418	\$ 10,952	\$ 63.18

Four longevity steps at year 11, 16, 21 and 26 consist of 2.5% each. (Approved, Board of Trustees September 5, 2023)

All whole numbers rounded to the nearest dollar.

Effective July 1, 2025

2024/2025 SALARY SCHEDULE FOR CONFIDENTIAL STAFF

Inc 1%

STEP	Step A				Step B			Step C			Step D			Step E		
	Annual	Monthly	Hourly	95%	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly	Annual	Monthly	Hourly
15	\$ 59,911	\$ 4,993	\$ 28.80	\$ 27.36	\$ 62,907	\$ 5,242	\$ 30.24	\$ 66,052	\$ 5,504	\$ 31.76	\$ 69,355	\$ 5,780	\$ 33.34	\$ 72,823	\$ 6,069	\$ 35.01
16	\$ 62,905	\$ 5,242	\$ 30.24	\$ 28.73	\$ 66,051	\$ 5,504	\$ 31.76	\$ 69,354	\$ 5,780	\$ 33.34	\$ 72,821	\$ 6,068	\$ 35.01	\$ 76,462	\$ 6,372	\$ 36.76
17	\$ 66,052	\$ 5,504	\$ 31.76	\$ 30.17	\$ 69,355	\$ 5,780	\$ 33.34	\$ 72,823	\$ 6,069	\$ 35.01	\$ 76,463	\$ 6,372	\$ 36.76	\$ 80,287	\$ 6,691	\$ 38.60
18	\$ 72,652	\$ 6,054	\$ 34.93	\$ 33.18	\$ 76,285	\$ 6,357	\$ 36.68	\$ 80,100	\$ 6,675	\$ 38.51	\$ 84,104	\$ 7,009	\$ 40.43	\$ 88,309	\$ 7,359	\$ 42.46
19	\$ 79,915	\$ 6,660	\$ 38.42	\$ 36.50	\$ 83,912	\$ 6,993	\$ 40.34	\$ 88,107	\$ 7,342	\$ 42.36	\$ 92,512	\$ 7,709	\$ 44.48	\$ 97,138	\$ 8,095	\$ 46.70
20	\$ 91,902	\$ 7,659	\$ 44.18	\$ 41.97	\$ 96,497	\$ 8,041	\$ 46.39	\$ 101,322	\$ 8,444	\$ 48.71	\$ 106,388	\$ 8,866	\$ 51.15	\$ 111,708	\$ 9,309	\$ 53.71
21	\$ 105,687	\$ 8,807	\$ 50.81	\$ 48.27	\$ 110,972	\$ 9,248	\$ 53.35	\$ 116,521	\$ 9,710	\$ 56.02	\$ 122,346	\$ 10,196	\$ 58.82	\$ 128,464	\$ 10,705	\$ 61.76

Four longevity steps at year 11, 16, 21 and 26 consist of 2.5% each. (Approved, Board of Trustees September 5, 2023)

All whole number rounded to the nearest dollar.

Effective July 1, 2024

2023/2024 SALARY SCHEDULE FOR CONFIDENTIAL GROUP

Range	Step A				Step B				Step C				Step D				Step E			
	Annual	Monthly	Hourly	95%	Annual	Monthly	Hourly		Annual	Monthly	Hourly		Annual	Monthly	Hourly		Annual	Monthly	Hourly	
15	\$ 59,318	\$ 4,943	\$ 28.52	\$ 27.09	\$ 62,284	\$ 5,190	\$ 29.94		\$ 65,398	\$ 5,450	\$ 31.44		\$ 68,668	\$ 5,722	\$ 33.01		\$ 72,102	\$ 6,009	\$ 34.66	
16	\$ 62,282	\$ 5,190	\$ 29.94	\$ 28.44	\$ 65,397	\$ 5,450	\$ 31.44		\$ 68,667	\$ 5,722	\$ 33.01		\$ 72,100	\$ 6,008	\$ 34.66		\$ 75,705	\$ 6,309	\$ 36.40	
17	\$ 65,398	\$ 5,450	\$ 31.44	\$ 29.87	\$ 68,668	\$ 5,722	\$ 33.01		\$ 72,102	\$ 6,009	\$ 34.66		\$ 75,706	\$ 6,309	\$ 36.40		\$ 79,492	\$ 6,624	\$ 38.22	
18	\$ 71,933	\$ 5,994	\$ 34.58	\$ 32.85	\$ 75,530	\$ 6,294	\$ 36.31		\$ 79,307	\$ 6,609	\$ 38.13		\$ 83,271	\$ 6,939	\$ 40.03		\$ 87,435	\$ 7,286	\$ 42.04	
19	\$ 79,124	\$ 6,594	\$ 38.04	\$ 36.14	\$ 83,081	\$ 6,923	\$ 39.94		\$ 87,235	\$ 7,270	\$ 41.94		\$ 91,596	\$ 7,633	\$ 44.04		\$ 96,176	\$ 8,015	\$ 46.24	
20	\$ 90,992	\$ 7,583	\$ 43.75	\$ 41.56	\$ 95,542	\$ 7,962	\$ 45.93		\$ 100,319	\$ 8,360	\$ 48.23		\$ 105,335	\$ 8,778	\$ 50.64		\$ 110,602	\$ 9,217	\$ 53.17	
21	\$ 104,641	\$ 8,720	\$ 50.31	\$ 47.79	\$ 109,873	\$ 9,156	\$ 52.82		\$ 115,367	\$ 9,614	\$ 55.46		\$ 121,135	\$ 10,095	\$ 58.24		\$ 127,192	\$ 10,599	\$ 61.15	

Four longevity steps at year 11, 16, 21 and 26 consist of 2.5% each. (Approved, Board of Trustees September 5, 2023)

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Effective July 1, 2023