

City of El Monte Classification and Compensation Plan - Full Time Classifications
Effective July 1, 2022 - Amended June 21, 2022

Updates/corrections to Pay Grades MM129, MM167, MM177; transfer 1 Management Analyst FTE from CMO to HR/RM and reclassify to HR/RM Analyst; reclassify Senior Equipment Maintenance Technician to Fleet Coordinator; increase FTEs for IT Specialist and Management Analyst in PRCS by 1 each; establish new at-will classifications of ACM/PRCS Director and ACM/PWU Director; decrease FTEs for ACM, PRCS Director, and PWU Director by 1 each. *Total FTEs = 313*

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
CITY CLERK'S OFFICE (2)								
Chief Deputy City Clerk	E	1	M230	MM147				
Step 1					89,283.86	7,440.32	42.92	3,720.16
Step 2					93,748.95	7,812.41	45.07	3,906.21
Step 3					98,437.29	8,203.11	47.33	4,101.55
Step 4					103,360.06	8,613.34	49.69	4,306.67
Step 5					108,529.24	9,044.10	52.18	4,522.05
Deputy City Clerk	NE	1	G414	G117				
Step 1					52,323.55	4,360.30	25.16	2,180.15
Step 2					54,939.75	4,578.31	26.41	2,289.16
Step 3					57,686.67	4,807.22	27.73	2,403.61
Step 4					60,571.09	5,047.59	29.12	2,523.80
Step 5					63,609.23	5,300.77	30.58	2,650.38
Office Assistant	NE	0	G402	G075				
Step 1					35,799.22	2,983.27	17.21	1,491.63
Step 2					37,589.19	3,132.43	18.07	1,566.22
Step 3					39,468.69	3,289.06	18.98	1,644.53
Step 4					41,442.03	3,453.50	19.92	1,726.75
Step 5					43,514.12	3,626.18	20.92	1,813.09
CITY MANAGER'S OFFICE (13)								
Administration								
City Manager	E	1	E101	EX144	250,000.00	20,833.33	120.19	10,416.67
Assistant City Manager	E	0	E102	EX134				
Min					203,510.94	16,959.24	97.84	8,479.62
Max					238,470.75	19,872.56	114.65	9,936.28
Assistant City Manager/Parks, Recreation & Community Services Director	E	1	E121	EX134				
Min					203,510.94	16,959.24	97.84	8,479.62
Max					238,470.75	19,872.56	114.65	9,936.28
Assistant City Manager/Public Works and Utilities Director	E	1	E122	EX134				
Min					203,510.94	16,959.24	97.84	8,479.62
Max					238,470.75	19,872.56	114.65	9,936.28
Senior Project Manager	E	1	M270	MM171				
Step 1					112,409.84	9,367.49	54.04	4,683.74
Step 2					118,030.42	9,835.87	56.75	4,917.93
Step 3					123,931.89	10,327.66	59.58	5,163.83
Step 4					130,128.53	10,844.04	62.56	5,422.02
Step 5					136,634.88	11,386.24	65.69	5,693.12

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Contract and Procurement Compliance Manager	E	1	M283	MM159				
Step 1					100,434.09	8,369.51	48.29	4,184.75
Step 2					105,455.76	8,787.98	50.70	4,393.99
Step 3					110,728.59	9,227.38	53.23	4,613.69
Step 4					116,264.99	9,688.75	55.90	4,844.37
Step 5					122,077.53	10,173.13	58.69	5,086.56
Public Information Officer (PIO)	E	0	M274	MM153				
Step 1					94,764.60	7,897.05	45.56	3,948.53
Step 2					99,502.77	8,291.90	47.84	4,145.95
Step 3					104,477.83	8,706.49	50.23	4,353.24
Step 4					109,701.75	9,141.81	52.74	4,570.91
Step 5					115,186.93	9,598.91	55.38	4,799.46
Grants Manager	E	0	M222	MM147-1				
Step 1					89,743.69	7,478.64	43.15	3,739.32
Step 2					94,230.86	7,852.57	45.30	3,926.29
Step 3					98,942.35	8,245.20	47.57	4,122.60
Step 4					103,889.51	8,657.46	49.95	4,328.73
Step 5					109,071.72	9,089.31	52.44	4,544.65
Management Analyst <i>(Transferred to HR/RM and reclassified to HR/RM Analyst)</i>	NE	1	M235	MM129				
Step 1					75,169.74	6,264.14	36.14	3,132.07
Step 2					78,928.23	6,577.35	37.95	3,288.68
Step 3					82,874.64	6,906.22	39.84	3,453.11
Step 4					87,018.37	7,251.53	41.84	3,625.77
Step 5					91,269.29	7,614.11	43.93	3,807.05
Executive Assistant to the City Manager	E	1	M237	MM127				
Step 1					73,354.98	6,112.92	35.27	3,056.46
Step 2					77,022.61	6,418.55	37.03	3,209.28
Step 3					80,873.77	6,739.48	38.88	3,369.74
Step 4					84,917.51	7,076.46	40.83	3,538.23
Step 5					89,168.86	7,430.74	42.87	3,715.37
Senior Administrative Assistant	NE	1	M251	MM120-1				
Step 1					69,381.02	5,781.75	33.36	2,890.88
Step 2					72,849.93	6,070.83	35.02	3,035.41
Step 3					76,492.45	6,374.37	36.78	3,187.19
Step 4					80,316.98	6,693.08	38.61	3,346.54
Step 5					84,341.05	7,028.42	40.55	3,514.21
Graphic Designer	NE	2	G381	G135				
Step 1					62,578.88	5,214.91	30.09	2,607.45
Step 2					65,707.86	5,475.66	31.59	2,737.83
Step 3					68,993.24	5,749.44	33.17	2,874.72
Step 4					72,442.83	6,036.90	34.83	3,018.45
Step 5					76,054.19	6,337.85	36.56	3,168.92

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
<u>Information Technology Division</u>								
Information Technology Manager	E	1	M219	MM167				
Step 1					108,715.21	9,059.60	52.27	4,529.80
Step 2					114,150.97	9,512.58	54.88	4,756.29
Step 3					119,858.52	9,988.21	57.62	4,994.11
Step 4					125,851.45	10,487.62	60.51	5,243.81
Step 5					132,144.02	11,012.00	63.53	5,506.00
Database Administrator	E	0	M266	MM156				
Step 1					97,593.00	8,132.75	46.92	4,066.38
Step 2					102,472.73	8,539.39	49.27	4,269.70
Step 3					107,596.37	8,966.36	51.73	4,483.18
Step 4					112,976.29	9,414.69	54.32	4,707.35
Step 5					118,629.00	9,885.75	57.03	4,942.88
Senior Information Technology Analyst	NE	2	M269	MM150				
Step 1					91,962.39	7,663.53	44.21	3,831.77
Step 2					96,560.34	8,046.70	46.42	4,023.35
Step 3					101,388.35	8,449.03	48.74	4,224.51
Step 4					106,457.90	8,871.49	51.18	4,435.75
Step 5					111,780.79	9,315.07	53.74	4,657.53
Information Technology Analyst	NE	0	M287	MM137				
Step 1					81,220.97	6,768.41	39.05	3,384.21
Step 2					85,282.48	7,106.87	41.00	3,553.44
Step 3					89,546.48	7,462.21	43.05	3,731.10
Step 4					94,022.84	7,835.24	45.20	3,917.62
Step 5					98,726.17	8,227.18	47.46	4,113.59
Information Technology Specialist	NE	2	G304	G161				
Step 1					80,320.51	6,693.38	38.62	3,346.69
Step 2					84,336.48	7,028.04	40.55	3,514.02
Step 3					88,553.47	7,379.46	42.57	3,689.73
Step 4					92,981.05	7,748.42	44.70	3,874.21
Step 5					97,627.49	8,135.62	46.94	4,067.81
COMMUNITY & ECONOMIC DEVELOPMENT DEPARTMENT (28)								
<u>Administration</u>								
Community & Economic Development Director	E	1	E112	EX123				
Min					159,842.84	13,320.24	76.85	6,660.12
Max					194,284.36	16,190.36	93.41	8,095.18
Deputy Director of Community & Economic Development	E	1	E120	EX116				
Min					150,530.62	12,544.22	72.37	6,272.11
Max					182,970.87	15,247.57	87.97	7,623.79

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Economic Development Senior Manager	E	0	M260	MM202				
Step 1					150,530.62	12,544.22	72.37	6,272.11
Step 2					158,057.23	13,171.44	75.99	6,585.72
Step 3					165,959.95	13,830.00	79.79	6,915.00
Step 4					174,257.95	14,521.50	83.78	7,260.75
Step 5					182,970.87	15,247.57	87.97	7,623.79
Community Liaison	NE	1	M245	MM147				
Step 1					89,283.86	7,440.32	42.92	3,720.16
Step 2					93,748.95	7,812.41	45.07	3,906.21
Step 3					98,437.29	8,203.11	47.33	4,101.55
Step 4					103,360.06	8,613.34	49.69	4,306.67
Step 5					108,529.24	9,044.10	52.18	4,522.05
Management Analyst	NE	1	M235	MM129				
Step 1					75,169.74	6,264.14	36.14	3,132.07
Step 2					78,928.23	6,577.35	37.95	3,288.68
Step 3					82,874.64	6,906.22	39.84	3,453.11
Step 4					87,018.37	7,251.53	41.84	3,625.77
Step 5					91,369.29	7,614.11	43.93	3,807.05
Office Assistant	NE	1	G402	G075				
Step 1					35,799.22	2,983.27	17.21	1,491.63
Step 2					37,589.19	3,132.43	18.07	1,566.22
Step 3					39,468.69	3,289.06	18.98	1,644.53
Step 4					41,442.03	3,453.50	19.92	1,726.75
Step 5					43,514.12	3,626.18	20.92	1,813.09
<u>Building & Safety Division</u>								
Chief Building Official	E	1	M271	MM167				
Step 1					108,086.43	9,007.20	51.96	4,503.60
Step 2					113,490.81	9,457.57	54.56	4,728.78
Step 3					119,165.36	9,930.45	57.29	4,965.22
Step 4					125,123.56	10,426.96	60.16	5,213.48
Step 5					132,144.03	11,012.00	63.53	5,506.00
Senior Permit Technician	NE	1	G410	G129-2				
Step 1					59,568.27	4,964.02	28.64	2,482.01
Step 2					62,546.68	5,212.22	30.07	2,606.11
Step 3					65,673.98	5,472.83	31.57	2,736.42
Step 4					68,957.67	5,746.47	33.15	2,873.24
Step 5					72,399.59	6,033.30	34.81	3,016.65
<u>Housing Division</u>								
Housing Manager	E	1	M209	MM167				
Step 1					108,086.43	9,007.20	51.96	4,503.60
Step 2					113,490.81	9,457.57	54.56	4,728.78
Step 3					119,165.36	9,930.45	57.29	4,965.22
Step 4					125,123.56	10,426.96	60.16	5,213.48
Step 5					132,144.03	11,012.00	63.53	5,506.00

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Senior Housing Program Analyst	NE	1	M273	MM156				
Step 1					97,593.06	8,132.75	46.92	4,066.38
Step 2					102,472.75	8,539.40	49.27	4,269.70
Step 3					107,596.39	8,966.37	51.73	4,483.18
Step 4					112,976.24	9,414.69	54.32	4,707.34
Step 5					118,629.01	9,885.75	57.03	4,942.88
Housing Program Analyst	NE	1	M262	MM145				
Step 1					87,887.96	7,324.00	42.25	3,662.00
Step 2					92,282.36	7,690.20	44.37	3,845.10
Step 3					96,896.49	8,074.71	46.58	4,037.35
Step 4					101,741.37	8,478.45	48.91	4,239.22
Step 5					106,838.48	8,903.21	51.36	4,451.60
Administrative Specialist	NE	2	G409	G130				
Step 1					60,308.91	5,025.74	28.99	2,512.87
Step 2					63,324.35	5,277.03	30.44	2,638.51
Step 3					66,490.41	5,540.87	31.97	2,770.43
Step 4					69,815.04	5,817.92	33.56	2,908.96
Step 5					73,317.26	6,109.77	35.25	3,054.89
<u>Neighborhood Services Division</u>								
Assistant City Prosecutor	E	1	M214	MM160				
Step 1					101,944.83	8,495.40	49.01	4,247.70
Step 2					107,042.09	8,920.17	51.46	4,460.09
Step 3					112,394.16	9,366.18	54.04	4,683.09
Step 4					118,013.86	9,834.49	56.74	4,917.24
Step 5					123,900.46	10,325.04	59.57	5,162.52
Neighborhood Services Manager	E	1	M254	MM159				
Step 1					100,434.09	8,369.51	48.29	4,184.75
Step 2					105,455.76	8,787.98	50.70	4,393.99
Step 3					110,728.59	9,227.38	53.23	4,613.69
Step 4					116,264.99	9,688.75	55.90	4,844.37
Step 5					122,077.53	10,173.13	58.69	5,086.56
Senior Code Enforcement Officer	NE	0	G416	G148				
Step 1					71,020.42	5,918.37	34.14	2,959.18
Step 2					74,571.56	6,214.30	35.85	3,107.15
Step 3					78,300.00	6,525.00	37.64	3,262.50
Step 4					82,214.87	6,851.24	39.53	3,425.62
Step 5					86,325.75	7,193.81	41.50	3,596.91
Code Enforcement Officer II <i>(Code Enforcement Officer I/II is flexibly staffed; all FTEs budgeted at II)</i>	NE	5	G316	G139				
Step 1					65,122.60	5,426.88	31.31	2,713.44
Step 2					68,378.70	5,698.22	32.87	2,849.11
Step 3					71,797.62	5,983.14	34.52	2,991.57
Step 4					75,387.51	6,282.29	36.24	3,141.15
Step 5					79,145.30	6,595.44	38.05	3,297.72

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Code Enforcement Officer I <i>(Code Enforcement Officer I/II is flexibly staffed; all FTEs budgeted at II)</i>	NE	0	G415	G128				
Step 1					58,779.39	4,898.28	28.26	2,449.14
Step 2					61,718.40	5,143.20	29.67	2,571.60
Step 3					64,804.29	5,400.36	31.16	2,700.18
Step 4					68,044.44	5,670.37	32.71	2,835.18
Step 5					71,449.72	5,954.14	34.35	2,977.07
Animal Control Officer	NE	2	G403	G118				
Step 1					53,112.35	4,426.03	25.53	2,213.01
Step 2					55,768.01	4,647.33	26.81	2,323.67
Step 3					58,556.30	4,879.69	28.15	2,439.85
Step 4					61,484.26	5,123.69	29.56	2,561.84
Step 5					64,559.12	5,379.93	31.04	2,689.96
Senior Office Assistant	NE	1	G367	G106				
Step 1					47,397.02	3,949.75	22.79	1,974.88
Step 2					49,766.87	4,147.24	23.93	2,073.62
Step 3					52,255.25	4,354.60	25.12	2,177.30
Step 4					54,867.97	4,572.33	26.38	2,286.17
Step 5					57,604.12	4,800.34	27.69	2,400.17
<u>Planning Division</u>								
City Planner	E	0	M272	MM177				
Step 1					120,022.82	10,001.90	57.70	5,000.95
Step 2					126,023.97	10,502.00	60.59	5,251.00
Step 3					132,325.16	11,027.10	63.62	5,513.55
Step 4					138,941.42	11,578.45	66.80	5,789.23
Step 5					145,888.49	12,157.37	70.14	6,078.69
Senior Planner	E	2	M253	MM154				
Step 1					96,197.31	8,016.44	46.25	4,008.22
Step 2					101,007.08	8,417.26	48.56	4,208.63
Step 3					106,057.43	8,838.12	50.99	4,419.06
Step 4					111,360.31	9,280.03	53.54	4,640.01
Step 5					116,928.44	9,744.04	56.22	4,872.02
Associate Planner	NE	1	M226	MM134				
Step 1					79,200.95	6,600.08	38.08	3,300.04
Step 2					83,160.98	6,930.08	39.98	3,465.04
Step 3					87,319.11	7,276.59	41.98	3,638.30
Step 4					91,684.99	7,640.42	44.08	3,820.21
Step 5					96,262.93	8,021.91	46.28	4,010.96
Assistant Planner	NE	2	G309	G151				
Step 1					73,156.27	6,096.36	35.17	3,048.18
Step 2					76,810.86	6,400.91	36.93	3,200.45
Step 3					80,658.65	6,721.55	38.78	3,360.78
Step 4					84,699.63	7,058.30	40.72	3,529.15
Step 5					88,933.81	7,411.15	42.76	3,705.58

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Landscape Technician	NE	0	G386	G129-2				
Step 1					59,568.27	4,964.02	28.64	2,482.01
Step 2					62,546.68	5,212.22	30.07	2,606.11
Step 3					65,673.98	5,472.83	31.57	2,736.42
Step 4					68,957.67	5,746.47	33.15	2,873.24
Step 5					72,399.59	6,033.30	34.81	3,016.65
Account Clerk	NE	1	G360	G113				
Step 1					50,568.63	4,214.05	24.31	2,107.03
Step 2					53,097.02	4,424.75	25.53	2,212.38
Step 3					55,751.91	4,645.99	26.80	2,323.00
Step 4					58,539.58	4,878.30	28.14	2,439.15
Step 5					61,468.01	5,122.33	29.55	2,561.17
Senior Office Assistant	NE	0	G367	G106				
Step 1					47,397.02	3,949.75	22.79	1,974.88
Step 2					49,766.87	4,147.24	23.93	2,073.62
Step 3					52,255.25	4,354.60	25.12	2,177.30
Step 4					54,867.97	4,572.33	26.38	2,286.17
Step 5					57,604.12	4,800.34	27.69	2,400.17
FINANCE DEPARTMENT (15)								
<u>Administration</u>								
Finance Director	E	1	E113	EX123				
Min					159,842.84	13,320.24	76.85	6,660.12
Max					194,284.36	16,190.36	93.41	8,095.18
Finance Manager	E	1	M258	MM167				
Step 1					108,086.43	9,007.20	51.96	4,503.60
Step 2					113,490.81	9,457.57	54.56	4,728.78
Step 3					119,165.36	9,930.45	57.29	4,965.22
Step 4					125,123.56	10,426.96	60.16	5,213.48
Step 5					132,144.03	11,012.00	63.53	5,506.00
<u>Accounting Division</u>								
Accounting Manager	E	1	M257	MM167				
Step 1					108,086.43	9,007.20	51.96	4,503.60
Step 2					113,490.81	9,457.57	54.56	4,728.78
Step 3					119,165.36	9,930.45	57.29	4,965.22
Step 4					125,123.56	10,426.96	60.16	5,213.48
Step 5					132,144.03	11,012.00	63.53	5,506.00
Principal Accountant	E	0	M267	MM160-1				
Step 1					102,473.06	8,539.42	49.27	4,269.71
Step 2					107,596.69	8,966.39	51.73	4,483.20
Step 3					112,976.54	9,414.71	54.32	4,707.36
Step 4					118,625.33	9,885.44	57.03	4,942.72
Step 5					124,556.55	10,379.71	59.88	5,189.86

City of El Monte Classification and Compensation Plan - Full Time Classifications
Effective July 1, 2022 - Amended June 21, 2022

Updates/corrections to Pay Grades MM129, MM167, MM177; transfer 1 Management Analyst FTE from CMO to HR/RM and reclassify to HR/RM Analyst; reclassify Senior Equipment Maintenance Technician to Fleet Coordinator; increase FTEs for IT Specialist and Management Analyst in PRCS by 1 each; establish new at-will classifications of ACM/PRCS Director and ACM/PWU Director; decrease FTEs for ACM, PRCS Director, and PWU Director by 1 each. *Total FTEs = 313*

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Senior Accountant	E	0	M288	MM141				
Step 1					84,521.58	7,043.47	40.64	3,521.73
Step 2					88,747.71	7,395.64	42.67	3,697.82
Step 3					93,185.02	7,765.42	44.80	3,882.71
Step 4					97,844.27	8,153.69	47.04	4,076.84
Step 5					102,733.14	8,561.10	49.39	4,280.55
Accountant II <i>(Accountant I/II is flexibly staffed; all FTEs budgeted at II level)</i>	E	4	M232	MM131				
Step 1					76,984.13	6,415.34	37.01	3,207.67
Step 2					80,833.29	6,736.11	38.86	3,368.05
Step 3					84,874.89	7,072.91	40.81	3,536.45
Step 4					89,118.73	7,426.56	42.85	3,713.28
Step 5					93,553.46	7,796.12	44.98	3,898.06
Accountant I <i>(Accountant I/II is flexibly staffed; all FTEs budgeted at II level)</i>	E	0	M284	MM120-1				
Step 1					69,381.02	5,781.75	33.36	2,890.88
Step 2					72,849.93	6,070.83	35.02	3,035.41
Step 3					76,492.45	6,374.37	36.78	3,187.19
Step 4					80,316.98	6,693.08	38.61	3,346.54
Step 5					84,341.05	7,028.42	40.55	3,514.21
Management Analyst	NE	1	M235	MM129				
Step 1					75,169.74	6,264.14	36.14	3,132.07
Step 2					78,928.23	6,577.35	37.95	3,288.68
Step 3					82,874.64	6,906.22	39.84	3,453.11
Step 4					87,018.37	7,251.53	41.84	3,625.77
Step 5					91,369.29	7,614.11	43.93	3,807.05
Finance Technician II <i>(Finance Technician I/II is flexibly staffed)</i>	NE	1	G341	G128				
Step 1					58,779.39	4,898.28	28.26	2,449.14
Step 2					61,718.40	5,143.20	29.67	2,571.60
Step 3					64,804.29	5,400.36	31.16	2,700.18
Step 4					68,044.44	5,670.37	32.71	2,835.18
Step 5					71,449.72	5,954.14	34.35	2,977.07
Payroll Clerk	NE	1	G377	G128				
Step 1					58,779.39	4,898.28	28.26	2,449.14
Step 2					61,718.40	5,143.20	29.67	2,571.60
Step 3					64,804.29	5,400.36	31.16	2,700.18
Step 4					68,044.44	5,670.37	32.71	2,835.18
Step 5					71,449.72	5,954.14	34.35	2,977.07

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Finance Technician I <i>(Finance Technician I/II is flexibly staffed)</i>	NE	0	G415	G118				
Step 1					53,112.35	4,426.03	25.53	2,213.01
Step 2					55,768.01	4,647.33	26.81	2,323.67
Step 3					58,556.30	4,879.69	28.15	2,439.85
Step 4					61,484.26	5,123.69	29.56	2,561.84
Step 5					64,559.12	5,379.93	31.04	2,689.96
Account Clerk	NE	2	G360	G113				
Step 1					50,568.63	4,214.05	24.31	2,107.03
Step 2					53,097.02	4,424.75	25.53	2,212.38
Step 3					55,751.91	4,645.99	26.80	2,323.00
Step 4					58,539.58	4,878.30	28.14	2,439.15
Step 5					61,468.01	5,122.33	29.55	2,561.17
<u>Purchasing Division</u>								
Purchasing Clerk	NE	0	G370	G106				
Step 1					47,397.02	3,949.75	22.79	1,974.88
Step 2					49,766.87	4,147.24	23.93	2,073.62
Step 3					52,255.25	4,354.60	25.12	2,177.30
Step 4					54,867.97	4,572.33	26.38	2,286.17
Step 5					57,604.12	4,800.34	27.69	2,400.17
<u>Treasury Division</u>								
Senior Account Clerk	NE	1	G350	G118				
Step 1					53,112.35	4,426.03	25.53	2,213.01
Step 2					55,768.01	4,647.33	26.81	2,323.67
Step 3					58,556.30	4,879.69	28.15	2,439.85
Step 4					61,484.26	5,123.69	29.56	2,561.84
Step 5					64,559.12	5,379.93	31.04	2,689.96
Account Clerk	NE	2	G360	G113				
Step 1					50,568.63	4,214.05	24.31	2,107.03
Step 2					53,097.02	4,424.75	25.53	2,212.38
Step 3					55,751.91	4,645.99	26.80	2,323.00
Step 4					58,539.58	4,878.30	28.14	2,439.15
Step 5					61,468.01	5,122.33	29.55	2,561.17
<u>HUMAN RESOURCES/RISK MANAGEMENT DEPARTMENT (6)</u>								
Human Resources/Risk Management Director	E	1	E111	EX104				
Min					145,237.99	12,103.17	69.83	6,051.58
Max					178,323.66	14,860.30	85.73	7,430.15
Human Resources/Risk Manager	E	0	M268	MM167				
Step 1					108,086.43	9,007.20	51.96	4,503.60
Step 2					113,490.81	9,457.57	54.56	4,728.78
Step 3					119,165.36	9,930.45	57.29	4,965.22
Step 4					125,123.56	10,426.96	60.16	5,213.48
Step 5					132,144.03	11,012.00	63.53	5,506.00

City of El Monte Classification and Compensation Plan - Full Time Classifications
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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Senior Management Analyst	E	2	M223	MM145				
Step 1					87,887.96	7,324.00	42.25	3,662.00
Step 2					92,282.36	7,690.20	44.37	3,845.10
Step 3					96,896.49	8,074.71	46.58	4,037.35
Step 4					101,741.37	8,478.45	48.91	4,239.22
Step 5					106,838.48	8,903.21	51.36	4,451.60
Human Resources/Risk Management Analyst <i>(Reclassified Management Analyst transferred from CMO)</i>	NE	1	M240	MM129				
Step 1					75,169.74	6,264.14	36.14	3,132.07
Step 2					78,928.23	6,577.35	37.95	3,288.68
Step 3					82,874.64	6,906.22	39.84	3,453.11
Step 4					87,018.37	7,251.53	41.84	3,625.77
Step 5					91,369.29	7,614.11	43.93	3,807.05
Administrative Analyst	NE	1	M282	MM109				
Step 1					62,646.87	5,220.57	30.12	2,610.29
Step 2					65,779.03	5,481.59	31.62	2,740.79
Step 3					69,067.99	5,755.67	33.21	2,877.83
Step 4					72,521.43	6,043.45	34.87	3,021.73
Step 5					76,147.59	6,345.63	36.61	3,172.82
Wellness Coordinator	NE	0	G385	G135				
Step 1					62,578.88	5,214.91	30.09	2,607.45
Step 2					65,707.86	5,475.66	31.59	2,737.83
Step 3					68,993.24	5,749.44	33.17	2,874.72
Step 4					72,442.83	6,036.90	34.83	3,018.45
Step 5					76,054.19	6,337.85	36.56	3,168.92
Human Resources/Risk Management Specialist	NE	1	G395	G120				
Step 1					53,547.04	4,462.25	25.74	2,231.13
Step 2					56,224.47	4,685.37	27.03	2,342.69
Step 3					59,035.60	4,919.63	28.38	2,459.82
Step 4					61,987.34	5,165.61	29.80	2,582.81
Step 5					65,090.41	5,424.20	31.29	2,712.10
Office Assistant	NE	0	G402	G075				
Step 1					35,799.22	2,983.27	17.21	1,491.63
Step 2					37,589.19	3,132.43	18.07	1,566.22
Step 3					39,468.69	3,289.06	18.98	1,644.53
Step 4					41,442.03	3,453.50	19.92	1,726.75
Step 5					43,514.12	3,626.18	20.92	1,813.09
PARKS, RECREATION AND COMMUNITY SERVICES DEPARTMENT (14)								
<u>Administration</u>								
Parks, Recreation & Community Services Director	E	0	E117	EX115				
Min					148,686.56	12,390.55	71.48	6,195.27
Max					180,725.87	15,060.49	86.89	7,530.24

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Deputy Director of Parks, Recreation & Community Services	E	0	E119	EX100				
Min					118,946.54	9,912.21	57.19	4,956.11
Max					144,580.69	12,048.39	69.51	6,024.20
Parks, Recreation, and Community Services Manager	E	1	M250	MM160				
Step 1					101,944.83	8,495.40	49.01	4,247.70
Step 2					107,042.09	8,920.17	51.46	4,460.09
Step 3					112,394.16	9,366.18	54.04	4,683.09
Step 4					118,013.86	9,834.49	56.74	4,917.24
Step 5					123,900.46	10,325.04	59.57	5,162.52
Management Analyst	NE	1	M235	MM129				
Step 1					75,169.74	6,264.14	36.14	3,132.07
Step 2					78,928.23	6,577.35	37.95	3,288.68
Step 3					82,874.64	6,906.22	39.84	3,453.11
Step 4					87,018.37	7,251.53	41.84	3,625.77
Step 5					91,369.29	7,614.11	43.93	3,807.05
Administrative Assistant	NE	2	G400	G128				
Step 1					58,779.39	4,898.28	28.26	2,449.14
Step 2					61,718.40	5,143.20	29.67	2,571.60
Step 3					64,804.29	5,400.36	31.16	2,700.18
Step 4					68,044.44	5,670.37	32.71	2,835.18
Step 5					71,449.72	5,954.14	34.35	2,977.07
<u>Aquatics Division</u>								
Aquatics Supervisor	NE	1	M277	MM139				
Step 1					82,501.66	6,875.14	39.66	3,437.57
Step 2					86,626.83	7,218.90	41.65	3,609.45
Step 3					90,958.18	7,579.85	43.73	3,789.92
Step 4					95,506.17	7,958.85	45.92	3,979.42
Step 5					100,286.28	8,357.19	48.21	4,178.59
Aquatics Coordinator	NE	1	G392	G135				
Step 1					62,578.88	5,214.91	30.09	2,607.45
Step 2					65,707.86	5,475.66	31.59	2,737.83
Step 3					68,993.24	5,749.44	33.17	2,874.72
Step 4					72,442.83	6,036.90	34.83	3,018.45
Step 5					76,054.19	6,337.85	36.56	3,168.92
<u>Community Wellness & Senior Services Division</u>								
Parks, Recreation & Community Services Supervisor	NE	1	M255	MM139				
Step 1					82,501.66	6,875.14	39.66	3,437.57
Step 2					86,626.83	7,218.90	41.65	3,609.45
Step 3					90,958.18	7,579.85	43.73	3,789.92
Step 4					95,506.17	7,958.85	45.92	3,979.42
Step 5					100,286.28	8,357.19	48.21	4,178.59

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Recreation Coordinator	NE	1	G319	G135				
Step 1					62,578.88	5,214.91	30.09	2,607.45
Step 2					65,707.86	5,475.66	31.59	2,737.83
Step 3					68,993.24	5,749.44	33.17	2,874.72
Step 4					72,442.83	6,036.90	34.83	3,018.45
Step 5					76,054.19	6,337.85	36.56	3,168.92
Social Worker	NE	1	G365	G121				
Step 1					54,577.36	4,548.11	26.24	2,274.06
Step 2					57,306.30	4,775.52	27.55	2,387.76
Step 3					60,171.56	5,014.30	28.93	2,507.15
Step 4					63,180.22	5,265.02	30.38	2,632.51
Step 5					66,346.13	5,528.84	31.90	2,764.42
Office Assistant	NE	0	G402	G075				
Step 1					35,799.22	2,983.27	17.21	1,491.63
Step 2					37,589.19	3,132.43	18.07	1,566.22
Step 3					39,468.69	3,289.06	18.98	1,644.53
Step 4					41,442.03	3,453.50	19.92	1,726.75
Step 5					43,514.12	3,626.18	20.92	1,813.09
<u>Facilities, Special Programs and Events Division</u>								
Parks, Recreation & Community Services Supervisor	NE	1	M255	MM139				
Step 1					82,501.66	6,875.14	39.66	3,437.57
Step 2					86,626.83	7,218.90	41.65	3,609.45
Step 3					90,958.18	7,579.85	43.73	3,789.92
Step 4					95,506.17	7,958.85	45.92	3,979.42
Step 5					100,286.28	8,357.19	48.21	4,178.59
<u>Recreation Division</u>								
Recreation Coordinator	NE	3	G319	G135				
Step 1					62,578.88	5,214.91	30.09	2,607.45
Step 2					65,707.86	5,475.66	31.59	2,737.83
Step 3					68,993.24	5,749.44	33.17	2,874.72
Step 4					72,442.83	6,036.90	34.83	3,018.45
Step 5					76,054.19	6,337.85	36.56	3,168.92
<u>POLICE DEPARTMENT (166 - 122 Sworn, 44 Civilian)</u>								
<u>Sworn Personnel</u>								
Chief of Police	E	1	E103	EX142				
Min					212,866.03	17,738.84	102.34	8,869.42
Max					258,740.76	21,561.73	124.39	10,780.87
Police Captain	E	2	P501	PM115				
Step 1					168,548.93	14,045.74	81.03	7,022.87
Step 2					176,976.32	14,748.03	85.08	7,374.01
Step 3					185,825.17	15,485.43	89.34	7,742.72
Step 4					195,116.49	16,259.71	93.81	8,129.85
Step 5					204,878.31	17,073.19	98.50	8,536.60

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Police Lieutenant	E	6	P502	PM100				
Step 1					146,564.29	12,213.69	70.46	6,106.85
Step 2					153,892.45	12,824.37	73.99	6,412.19
Step 3					161,587.11	13,465.59	77.69	6,732.80
Step 4					169,666.51	14,138.88	81.57	7,069.44
Step 5					178,155.05	14,846.25	85.65	7,423.13
Police Sergeant	NE	16	S601	P123-1				
Step 1					101,052.96	8,421.08	48.58	4,210.54
Step 2					106,105.64	8,842.14	51.01	4,421.07
Step 3					111,410.92	9,284.24	53.56	4,642.12
Step 4					116,981.36	9,748.45	56.24	4,874.22
Step 5					122,832.15	10,236.01	59.05	5,118.01
Helicopter Pilot	NE	1	S602	P123				
Step 1					100,990.46	8,415.87	48.55	4,207.94
Step 2					106,039.93	8,836.66	50.98	4,418.33
Step 3					111,342.00	9,278.50	53.53	4,639.25
Step 4					116,909.08	9,742.42	56.21	4,871.21
Step 5					122,754.03	10,229.50	59.02	5,114.75
Police Corporal	NE	13	S606	P107				
Step 1					86,132.35	7,177.70	41.41	3588.85
Step 2					90,439.04	7,536.59	43.48	3768.29
Step 3					94,960.95	7,913.41	45.65	3956.71
Step 4					99,708.90	8,309.07	47.94	4154.54
Step 5					104,689.88	8,724.16	50.33	4362.08
Police Officer II	NE	12	S609	P106				
Step 1					85,528.72	7,127.39	41.12	3563.70
Step 2					89,805.19	7,483.77	43.18	3741.88
Step 3					94,295.42	7,857.95	45.33	3928.98
Step 4					99,010.22	8,250.85	47.60	4125.43
Step 5					103,962.44	8,663.54	49.98	4331.77
Police Officer/Bonus Assignment <i>(Combined with Police Officer, maximum FTEs = 71; underfills permitted)</i>	NE	39	S605	P106				
Step 1					85,528.72	7,127.39	41.12	3,563.70
Step 2					89,805.19	7,483.77	43.18	3,741.88
Step 3					94,295.42	7,857.95	45.33	3,928.98
Step 4					99,010.22	8,250.85	47.60	4,125.43
Step 5					103,962.44	8,663.54	49.98	4,331.77
Police Officer	NE	32	S608	P100				
Step 1					80,792.61	6,732.72	38.84	3,366.36
Step 2					84,832.24	7,069.35	40.78	3,534.68
Step 3					89,073.80	7,422.82	42.82	3,711.41
Step 4					93,527.53	7,793.96	44.97	3,896.98
Step 5					98,204.80	8,183.73	47.21	4,091.87

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
<i>Civilian Personnel</i>								
Police Communications Manager	E	1	M227	MM141				
Step 1					84,521.58	7,043.47	40.64	3,521.73
Step 2					88,747.71	7,395.64	42.67	3,697.82
Step 3					93,185.02	7,765.42	44.80	3,882.71
Step 4					97,844.27	8,153.69	47.04	4,076.84
Step 5					102,733.14	8,561.10	49.39	4,280.55
Management Analyst	NE	1	M235	MM129				
Step 1					75,169.74	6,264.14	36.14	3,132.07
Step 2					78,928.23	6,577.35	37.95	3,288.68
Step 3					82,874.64	6,906.22	39.84	3,453.11
Step 4					87,018.37	7,251.53	41.84	3,625.77
Step 5					91,369.29	7,614.11	43.93	3,807.05
Senior Administrative Assistant	NE	1	M251	MM120-1				
Step 1					69,381.02	5,781.75	33.36	2,890.88
Step 2					72,849.93	6,070.83	35.02	3,035.41
Step 3					76,492.45	6,374.37	36.78	3,187.19
Step 4					80,316.98	6,693.08	38.61	3,346.54
Step 5					84,341.05	7,028.42	40.55	3,514.21
Police Recruit <i>(Utilized only to fill Police Officer vacancies; excluded from total FTEs)</i>	NE	N/A	G394	G148				
Step 1					71,020.42	5,918.37	34.14	2,959.18
Step 2					74,571.56	6,214.30	35.85	3,107.15
Step 3					78,300.00	6,525.00	37.64	3,262.50
Step 4					82,214.87	6,851.24	39.53	3,425.62
Step 5					86,325.75	7,193.81	41.50	3,596.91
Custody Supervisor	NE	1	G411	G142				
Step 1					66,813.01	5,567.75	32.12	2,783.88
Step 2					70,153.85	5,846.15	33.73	2,923.08
Step 3					73,661.38	6,138.45	35.41	3,069.22
Step 4					77,344.42	6,445.37	37.18	3,222.68
Step 5					81,222.15	6,768.51	39.05	3,384.26
Police Dispatch Shift Supervisor	NE	4	G312	G142				
Step 1					66,813.01	5,567.75	32.12	2,783.88
Step 2					70,153.85	5,846.15	33.73	2,923.08
Step 3					73,661.38	6,138.45	35.41	3,069.22
Step 4					77,344.42	6,445.37	37.18	3,222.68
Step 5					81,222.15	6,768.51	39.05	3,384.26
Fleet Coordinator <i>(Reclassified from Senior Equipment Maintenance Technician)</i>	NE	1	G343	G139				
Step 1					65,122.60	5,426.88	31.31	2,713.44
Step 2					68,378.70	5,698.22	32.87	2,849.11
Step 3					71,797.62	5,983.14	34.52	2,991.57
Step 4					75,387.51	6,282.29	36.24	3,141.15
Step 5					79,145.30	6,595.44	38.05	3,297.72

City of El Monte Classification and Compensation Plan - Full Time Classifications
Effective July 1, 2022 - Amended June 21, 2022

Updates/corrections to Pay Grades MM129, MM167, MM177; transfer 1 Management Analyst FTE from CMO to HR/RM and reclassify to HR/RM Analyst; reclassify Senior Equipment Maintenance Technician to Fleet Coordinator; increase FTEs for IT Specialist and Management Analyst in PRCS by 1 each; establish new at-will classifications of ACM/PRCS Director and ACM/PWU Director; decrease FTEs for ACM, PRCS Director, and PWU Director by 1 each. *Total FTEs = 313*

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Property and Evidence Technician	NE	1	G330	G133				
Step 1					61,628.95	5,135.75	29.63	2,567.87
Step 2					64,710.41	5,392.53	31.11	2,696.27
Step 3					67,946.03	5,662.17	32.67	2,831.08
Step 4					71,343.32	5,945.28	34.30	2,972.64
Step 5					74,911.12	6,242.59	36.01	3,121.30
Police Records Supervisor	NE	1	G346	G133				
Step 1					61,628.95	5,135.75	29.63	2,567.87
Step 2					64,710.41	5,392.53	31.11	2,696.27
Step 3					67,946.03	5,662.17	32.67	2,831.08
Step 4					71,343.32	5,945.28	34.30	2,972.64
Step 5					74,911.12	6,242.59	36.01	3,121.30
Administrative Specialist	NE	1	G409	G130				
Step 1					60,308.91	5,025.74	28.99	2,512.87
Step 2					63,324.35	5,277.03	30.44	2,638.51
Step 3					66,490.41	5,540.87	31.97	2,770.43
Step 4					69,815.04	5,817.92	33.56	2,908.96
Step 5					73,317.26	6,109.77	35.25	3,054.89
Custody Officer	NE	7	G338	G129				
Step 1					59,085.26	4,923.77	28.41	2,461.89
Step 2					62,039.68	5,169.97	29.83	2,584.99
Step 3					65,141.48	5,428.46	31.32	2,714.23
Step 4					68,398.62	5,699.88	32.88	2,849.94
Step 5					71,820.07	5,985.01	34.53	2,992.50
Police Dispatcher	NE	12	G339	G129				
Step 1					59,085.26	4,923.77	28.41	2,461.89
Step 2					62,039.68	5,169.97	29.83	2,584.99
Step 3					65,141.48	5,428.46	31.32	2,714.23
Step 4					68,398.62	5,699.88	32.88	2,849.94
Step 5					71,820.07	5,985.01	34.53	2,992.50
Administrative Assistant	NE	1	G400	G128				
Step 1					58,779.39	4,898.28	28.26	2,449.14
Step 2					61,718.40	5,143.20	29.67	2,571.60
Step 3					64,804.29	5,400.36	31.16	2,700.18
Step 4					68,044.44	5,670.37	32.71	2,835.18
Step 5					71,449.72	5,954.14	34.35	2,977.07
Senior Equipment Maintenance Technician (Reclassified to Fleet Coordinator)	NE	0	G343	G128				
Step 1					58,779.39	4,898.28	28.26	2,449.14
Step 2					61,718.40	5,143.20	29.67	2,571.60
Step 3					64,804.29	5,400.36	31.16	2,700.18
Step 4					68,044.44	5,670.37	32.71	2,835.18
Step 5					71,449.72	5,954.14	34.35	2,977.07

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Senior Parking Technician	NE	1	G412	G123				
Step 1					55,897.54	4,658.13	26.87	2,329.06
Step 2					58,692.51	4,891.04	28.22	2,445.52
Step 3					61,627.03	5,135.59	29.63	2,567.79
Step 4					64,708.50	5,392.37	31.11	2,696.19
Step 5					67,939.99	5,661.67	32.66	2,830.83
Equipment Maintenance Technician	NE	1	G349	G118				
Step 1					53,112.35	4,426.03	25.53	2,213.01
Step 2					55,768.01	4,647.33	26.81	2,323.67
Step 3					58,556.30	4,879.69	28.15	2,439.85
Step 4					61,484.26	5,123.69	29.56	2,561.84
Step 5					64,559.12	5,379.93	31.04	2,689.96
Parking Technician	NE	3	G357	G114				
Step 1					51,035.49	4,252.96	24.54	2,126.48
Step 2					53,587.44	4,465.62	25.76	2,232.81
Step 3					56,266.57	4,688.88	27.05	2,344.44
Step 4					59,079.95	4,923.33	28.40	2,461.66
Step 5					62,047.64	5,170.64	29.83	2,585.32
Police Records Technician	NE	7	G363	G110				
Step 1					49,296.76	4,108.06	23.70	2,054.03
Step 2					51,761.61	4,313.47	24.89	2,156.73
Step 3					54,349.66	4,529.14	26.13	2,264.57
Step 4					57,067.11	4,755.59	27.44	2,377.80
Step 5					59,922.50	4,993.54	28.81	2,496.77
PUBLIC WORKS AND UTILITIES DEPARTMENT (70)								
<u>Administration</u>								
Public Works & Utilities Director	E	0	E114	EX123				
Min					159,842.84	13,320.24	76.85	6,660.12
Max					194,284.36	16,190.36	93.41	8,095.18
Deputy Director of Public Works & Utilities	E	0	E118	EX116				
Min					150,530.62	12,544.22	72.37	6,272.11
Max					182,970.87	15,247.57	87.97	7,623.79
Senior Project Manager	E	1	M270	MM171				
Step 1					112,409.84	9,367.49	54.04	4,683.74
Step 2					118,030.42	9,835.87	56.75	4,917.93
Step 3					123,931.89	10,327.66	59.58	5,163.83
Step 4					130,128.53	10,844.04	62.56	5,422.02
Step 5					136,634.88	11,386.24	65.69	5,693.12

City of El Monte Classification and Compensation Plan - Full Time Classifications
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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Senior Administrative Assistant	NE	1	M251	MM120-1				
Step 1					69,381.02	5,781.75	33.36	2,890.88
Step 2					72,849.93	6,070.83	35.02	3,035.41
Step 3					76,492.45	6,374.37	36.78	3,187.19
Step 4					80,316.98	6,693.08	38.61	3,346.54
Step 5					84,341.05	7,028.42	40.55	3,514.21
Engineering Division								
City Engineer	E	1	M261	MM200				
Step 1					147,999.06	12,333.25	71.15	6,166.63
Step 2					155,398.90	12,949.91	74.71	6,474.95
Step 3					163,168.95	13,597.41	78.45	6,798.71
Step 4					171,327.33	14,277.28	82.37	7,138.64
Step 5					179,818.48	14,984.87	86.45	7,492.44
Senior Civil Engineer	E	1	M286	MM153				
Step 1					94,764.60	7,897.05	45.56	3,948.53
Step 2					99,502.77	8,291.90	47.84	4,145.95
Step 3					104,477.83	8,706.49	50.23	4,353.24
Step 4					109,701.75	9,141.81	52.74	4,570.91
Step 5					115,186.93	9,598.91	55.38	4,799.46
Senior Management Analyst	E	0	M223	MM145				
Step 1					87,887.96	7,324.00	42.25	3,662.00
Step 2					92,282.36	7,690.20	44.37	3,845.10
Step 3					96,896.49	8,074.71	46.58	4,037.35
Step 4					101,741.37	8,478.45	48.91	4,239.22
Step 5					106,838.48	8,903.21	51.36	4,451.60
Associate Civil Engineer	E	0	M280	MM140				
Step 1					83,326.67	6,943.89	40.06	3,471.94
Step 2					87,493.10	7,291.09	42.06	3,645.55
Step 3					91,867.78	7,655.65	44.17	3,827.82
Step 4					96,461.16	8,038.43	46.38	4,019.22
Step 5					101,289.02	8,440.75	48.70	4,220.38
Management Analyst <i>(For employees hired or promoted prior to 7/1/2022)</i>	NE	1	M235	MM129-G				
Step 1					75,177.76	6,264.81	36.14	3,132.41
Step 2					78,936.62	6,578.05	37.95	3,289.03
Step 3					83,273.52	6,939.46	40.04	3,469.73
Step 4					87,437.17	7,286.43	42.04	3,643.22
Step 5					91,369.29	7,614.11	43.93	3,807.05
<i>(For employees hired or promoted on/after 7/1/2022)</i>				MM129				
Step 1					75,169.74	6,264.14	36.14	3,132.07
Step 2					78,928.23	6,577.35	37.95	3,288.68
Step 3					82,874.64	6,906.22	39.84	3,453.11
Step 4					87,018.37	7,251.53	41.84	3,625.77
Step 5					91,369.29	7,614.11	43.93	3,807.05

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Public Works Inspector	NE	0	M265	MM118				
Step 1					68,149.26	5,679.10	32.76	2,839.55
Step 2					71,556.72	5,963.06	34.40	2,981.53
Step 3					75,134.68	6,261.22	36.12	3,130.61
Step 4					78,891.42	6,574.28	37.93	3,287.14
Step 5					82,835.91	6,902.99	39.82	3,451.50
Public Works Clerk	NE	1	G387	G100				
Step 1					44,869.33	3,739.11	21.57	1,869.56
Step 2					47,112.96	3,926.08	22.65	1,963.04
Step 3					49,468.46	4,122.37	23.78	2,061.19
Step 4					51,942.00	4,328.50	24.97	2,164.25
Step 5					54,529.16	4,544.10	26.22	2,272.05
<u>Maintenance Division</u>								
Public Works Operations Manager	E	1	M203	MM190				
Step 1					133,753.35	11,146.11	64.30	5,573.06
Step 2					140,440.93	11,703.41	67.52	5,851.71
Step 3					147,462.91	12,288.58	70.90	6,144.29
Step 4					154,836.07	12,903.01	74.44	6,451.50
Step 5					162,573.11	13,547.76	78.16	6,773.88
Public Works Maintenance Supervisor	E	1	M213	MM160				
Step 1					101,944.83	8,495.40	49.01	4,247.70
Step 2					107,042.09	8,920.17	51.46	4,460.09
Step 3					112,394.16	9,366.18	54.04	4,683.09
Step 4					118,013.86	9,834.49	56.74	4,917.24
Step 5					123,900.46	10,325.04	59.57	5,162.52
Public Works Supervisor	NE	3	M243	MM137				
Step 1					81,220.97	6,768.41	39.05	3,384.21
Step 2					85,282.48	7,106.87	41.00	3,553.44
Step 3					89,546.48	7,462.21	43.05	3,731.10
Step 4					94,022.84	7,835.24	45.20	3,917.62
Step 5					98,726.17	8,227.18	47.46	4,113.59
Management Analyst <i>(For employees hired or promoted prior to 7/1/2022)</i>	NE	1	M235	MM129-G				
Step 1					75,177.76	6,264.81	36.14	3,132.41
Step 2					78,936.62	6,578.05	37.95	3,289.03
Step 3					83,273.52	6,939.46	40.04	3,469.73
Step 4					87,437.17	7,286.43	42.04	3,643.22
Step 5					91,369.29	7,614.11	43.93	3,807.05

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
<i>(For employees hired or promoted on/after 7/1/2022)</i>					MM129			
Step 1					75,169.74	6,264.14	36.14	3,132.07
Step 2					78,928.23	6,577.35	37.95	3,288.68
Step 3					82,874.64	6,906.22	39.84	3,453.11
Step 4					87,018.37	7,251.53	41.84	3,625.77
Step 5					91,369.29	7,614.11	43.93	3,807.05
Senior Heavy Equipment Mechanic	NE	1	G315	G141				
Step 1					66,458.87	5,538.24	31.95	2,769.12
Step 2					69,781.88	5,815.16	33.55	2,907.58
Step 3					73,270.98	6,105.92	35.23	3,052.96
Step 4					76,934.43	6,411.20	36.99	3,205.60
Step 5					80,787.40	6,732.28	38.84	3,366.14
Traffic Signal Technician	NE	1	G314	G141				
Step 1					66,458.87	5,538.24	31.95	2,769.12
Step 2					69,781.88	5,815.16	33.55	2,907.58
Step 3					73,270.98	6,105.92	35.23	3,052.96
Step 4					76,934.43	6,411.20	36.99	3,205.60
Step 5					80,787.40	6,732.28	38.84	3,366.14
Irrigation Senior Specialist	NE	0	G389	G140				
Step 1					65,927.58	5,493.97	31.70	2,746.98
Step 2					69,224.06	5,768.67	33.28	2,884.34
Step 3					72,685.46	6,057.12	34.94	3,028.56
Step 4					76,319.87	6,359.99	36.69	3,179.99
Step 5					80,143.52	6,678.63	38.53	3,339.31
Maintenance Specialist	NE	1	G404	G133				
Step 1					61,628.95	5,135.75	29.63	2,567.87
Step 2					64,710.41	5,392.53	31.11	2,696.27
Step 3					67,946.03	5,662.17	32.67	2,831.08
Step 4					71,343.32	5,945.28	34.30	2,972.64
Step 5					74,911.12	6,242.59	36.01	3,121.30
Heavy Equipment Mechanic	NE	1	G334	G133				
Step 1					61,628.95	5,135.75	29.63	2,567.87
Step 2					64,710.41	5,392.53	31.11	2,696.27
Step 3					67,946.03	5,662.17	32.67	2,831.08
Step 4					71,343.32	5,945.28	34.30	2,972.64
Step 5					74,911.12	6,242.59	36.01	3,121.30
Electrician Assistant	NE	1	G335	G130				
Step 1					60,308.91	5,025.74	28.99	2,512.87
Step 2					63,324.35	5,277.03	30.44	2,638.51
Step 3					66,490.41	5,540.87	31.97	2,770.43
Step 4					69,815.04	5,817.92	33.56	2,908.96
Step 5					73,317.26	6,109.77	35.25	3,054.89

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Maintenance Crew Leader	NE	6	G336	G129-1				
Step 1					59,358.93	4,946.58	28.54	2,473.29
Step 2					62,326.92	5,193.91	29.96	2,596.95
Step 3					65,443.16	5,453.60	31.46	2,726.80
Step 4					68,715.47	5,726.29	33.04	2,863.14
Step 5					72,141.94	6,011.83	34.68	3,005.91
Maintenance Worker	NE	20	G356	G114				
Step 1					51,035.49	4,252.96	24.54	2,126.48
Step 2					53,587.44	4,465.62	25.76	2,232.81
Step 3					56,266.57	4,688.88	27.05	2,344.44
Step 4					59,079.95	4,923.33	28.40	2,461.66
Step 5					62,047.64	5,170.64	29.83	2,585.32
Transportation Division								
Transportation Operations Manager	E	1	M256	MM160				
Step 1					101,944.83	8,495.40	49.01	4,247.70
Step 2					107,042.09	8,920.17	51.46	4,460.09
Step 3					112,394.16	9,366.18	54.04	4,683.09
Step 4					118,013.86	9,834.49	56.74	4,917.24
Step 5					123,900.46	10,325.04	59.57	5,162.52
Transportation Analyst	NE	1	M275	MM140				
De					83,326.67	6,943.89	40.06	3,471.94
Step 2					87,493.10	7,291.09	42.06	3,645.55
Step 3					91,867.78	7,655.65	44.17	3,827.82
Step 4					96,461.16	8,038.43	46.38	4,019.22
Step 5					101,289.02	8,440.75	48.70	4,220.38
Transportation Coordinator	NE	2	G320	G135				
Step 1					62,578.88	5,214.91	30.09	2,607.45
Step 2					65,707.86	5,475.66	31.59	2,737.83
Step 3					68,993.24	5,749.44	33.17	2,874.72
Step 4					72,442.83	6,036.90	34.83	3,018.45
Step 5					76,054.19	6,337.85	36.56	3,168.92
Senior Transportation Driver	NE	2	G413	G128				
Step 1					58,779.39	4,898.28	28.26	2,449.14
Step 2					61,718.40	5,143.20	29.67	2,571.60
Step 3					64,804.29	5,400.36	31.16	2,700.18
Step 4					68,044.44	5,670.37	32.71	2,835.18
Step 5					71,449.72	5,954.14	34.35	2,977.07
Transportation Driver	NE	2	G407	G120				
Step 1					53,547.04	4,462.25	25.74	2,231.13
Step 2					56,224.47	4,685.37	27.03	2,342.69
Step 3					59,035.60	4,919.63	28.38	2,459.82
Step 4					61,987.34	5,165.61	29.80	2,582.81
Step 5					65,090.41	5,424.20	31.29	2,712.10

City of El Monte Classification and Compensation Plan - Full Time Classifications
Effective July 1, 2022 - Amended June 21, 2022

Updates/corrections to Pay Grades MM129, MM167, MM177; transfer 1 Management Analyst FTE from CMO to HR/RM and reclassify to HR/RM Analyst; reclassify Senior Equipment Maintenance Technician to Fleet Coordinator; increase FTEs for IT Specialist and Management Analyst in PRCS by 1 each; establish new at-will classifications of ACM/PRCS Director and ACM/PWU Director; decrease FTEs for ACM, PRCS Director, and PWU Director by 1 each. *Total FTEs = 313*

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Administrative Clerk	NE	1	G372	G100				
Step 1					44,869.33	3,739.11	21.57	1,869.56
Step 2					47,112.96	3,926.08	22.65	1,963.04
Step 3					49,468.46	4,122.37	23.78	2,061.19
Step 4					51,942.00	4,328.50	24.97	2,164.25
Step 5					54,529.16	4,544.10	26.22	2,272.05
Utilities Division								
Utilities Manager	E	1	M264	MM197				
Step 1					143,688.34	11,974.03	69.08	5,987.01
Step 2					150,872.72	12,572.73	72.53	6,286.36
Step 3					158,416.25	13,201.35	76.16	6,600.68
Step 4					166,337.07	13,861.42	79.97	6,930.71
Step 5					174,581.37	14,548.45	83.93	7,274.22
Water Systems Supervisor	NE	1	M248	MM160				
Step 1					101,944.83	8,495.40	49.01	4,247.70
Step 2					107,042.09	8,920.17	51.46	4,460.09
Step 3					112,394.16	9,366.18	54.04	4,683.09
Step 4					118,013.86	9,834.49	56.74	4,917.24
Step 5					123,900.46	10,325.04	59.57	5,162.52
Associate Civil Engineer	E	1	M280	MM140				
Step 1					83,326.67	6,943.89	40.06	3,471.94
Step 2					87,493.10	7,291.09	42.06	3,645.55
Step 3					91,867.78	7,655.65	44.17	3,827.82
Step 4					96,461.16	8,038.43	46.38	4,019.22
Step 5					101,289.02	8,440.75	48.70	4,220.38
GIS Analyst	E	1	M285	MM129				
Step 1					75,169.74	6,264.14	36.14	3,132.07
Step 2					78,928.23	6,577.35	37.95	3,288.68
Step 3					82,874.64	6,906.22	39.84	3,453.11
Step 4					87,018.37	7,251.53	41.84	3,625.77
Step 5					91,369.29	7,614.11	43.93	3,807.05
Water Systems Crew Leader	NE	1	G388	G146				
Step 1					69,630.52	5,802.54	33.48	2,901.27
Step 2					73,111.96	6,092.66	35.15	3,046.33
Step 3					76,767.60	6,397.30	36.91	3,198.65
Step 4					80,605.98	6,717.16	38.75	3,358.58
Step 5					84,619.14	7,051.60	40.68	3,525.80
Collections Crew Leader	NE	1	G380	G142				
Step 1					66,813.01	5,567.75	32.12	2,783.88
Step 2					70,153.85	5,846.15	33.73	2,923.08
Step 3					73,661.38	6,138.45	35.41	3,069.22
Step 4					77,344.42	6,445.37	37.18	3,222.68
Step 5					81,222.15	6,768.51	39.05	3,384.26

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Water Systems Operator II <i>(Water Systems Operator I/II is flexibly staffed)</i>	NE	3	G318	G136				
Step 1					63,174.62	5,264.55	30.37	2,632.28
Step 2					66,333.31	5,527.78	31.89	2,763.89
Step 3					69,649.98	5,804.16	33.49	2,902.08
Step 4					73,132.45	6,094.37	35.16	3,047.19
Step 5					76,778.65	6,398.22	36.91	3,199.11
Collections Worker II <i>(Collections Worker I/II is flexibly staffed)</i>	NE	2	G379	G129-1				
Step 1					59,358.93	4,946.58	28.54	2,473.29
Step 2					62,326.92	5,193.91	29.96	2,596.95
Step 3					65,443.16	5,453.60	31.46	2,726.80
Step 4					68,715.47	5,726.29	33.04	2,863.14
Step 5					72,141.94	6,011.83	34.68	3,005.91
Water Systems Operator I <i>(Water Systems Operator I/II is flexibly staffed)</i>	NE	1	G416	G125				
Step 1					57,017.94	4,751.49	27.41	2,375.75
Step 2					59,868.75	4,989.06	28.78	2,494.53
Step 3					62,862.23	5,238.52	30.22	2,619.26
Step 4					66,005.32	5,500.44	31.73	2,750.22
Step 4A					66,333.31	5,527.78	31.89	2,763.89
Step 5					69,305.67	5,775.47	33.32	2,887.74
Water Meter Reader	NE	1	G354	G117				
Step 1					52,323.55	4,360.30	25.16	2,180.15
Step 2					54,939.75	4,578.31	26.41	2,289.16
Step 3					57,686.67	4,807.22	27.73	2,403.61
Step 4					60,571.09	5,047.59	29.12	2,523.80
Step 5					63,609.23	5,300.77	30.58	2,650.38
Collections Worker I <i>(Collections Worker I/II is flexibly staffed)</i>	NE	3	G378	G117				
Step 1					52,323.55	4,360.30	25.16	2,180.15
Step 2					54,939.75	4,578.31	26.41	2,289.16
Step 3					57,686.67	4,807.22	27.73	2,403.61
Step 4					60,571.09	5,047.59	29.12	2,523.80
Step 5					63,609.23	5,300.77	30.58	2,650.38
Office Assistant	NE	1	G402	G075				
Step 1					35,799.22	2,983.27	17.21	1,491.63
Step 2					37,589.19	3,132.43	18.07	1,566.22
Step 3					39,468.69	3,289.06	18.98	1,644.53
Step 4					41,442.03	3,453.50	19.92	1,726.75
Step 5					43,514.12	3,626.18	20.92	1,813.09