

**City of El Monte Classification and Compensation Plan - Full Time Classifications**

**Effective November 16, 2021 - Amended November 16, 2021**

**All Pay Rates for Position Nos. Starting with "E," "G," and "M" Effective Retroactive to January 1, 2021**

5% COLA retro to 1/1/2021 for all General Unit, GMMU, and Executive classifications; return transfer of Administrative Analyst to PWU and reclassify to Management Analyst; decrease Senior Office Assistant FTE in Planning by 1; increase following FTEs by 1: Assistant City Manager, Water Systems Operator I/II, PRCS Supervisor in Community Wellness and Senior Services Division, and Neighborhood Services Manager. Total FTEs = 301

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
<b>CITY CLERK'S OFFICE (2)</b>								
Chief Deputy City Clerk	E	1	M230	MM147				
Step 1					85,032.25	7,086.02	40.88	3,543.01
Step 2					89,284.72	7,440.39	42.93	3,720.20
Step 3					93,749.80	7,812.48	45.07	3,906.24
Step 4					98,438.16	8,203.18	47.33	4,101.59
Step 5					103,361.18	8,613.43	49.69	4,306.72
Deputy City Clerk	NE	1	G414	G117				
Step 1					49,831.95	4,152.66	23.96	2,076.33
Step 2					52,323.57	4,360.30	25.16	2,180.15
Step 3					54,939.69	4,578.31	26.41	2,289.15
Step 4					57,686.76	4,807.23	27.73	2,403.61
Step 5					60,580.22	5,048.35	29.13	2,524.18
Office Assistant	NE	0	G402	G075				
Step 1					34,094.50	2,841.21	16.39	1,420.60
Step 2					35,799.22	2,983.27	17.21	1,491.63
Step 3					37,589.23	3,132.44	18.07	1,566.22
Step 4					39,468.60	3,289.05	18.98	1,644.53
Step 5					41,442.02	3,453.50	19.92	1,726.75
<b>CITY MANAGER'S OFFICE (10)</b>								
<b>Administration</b>								
City Manager	E	1	E101	EX144	240,000.00	20,000.00	115.38	10,000.00
Assistant City Manager	E	1	E102	EX134				
Min					193,819.94	16,151.66	93.18	8,075.83
Max					227,115.00	18,926.25	109.19	9,463.13
Public Information Officer (PIO)	E	0	M274	MM153				
Step 1					90,252.00	7,521.00	43.39	3,760.50
Step 2					94,764.54	7,897.05	45.56	3,948.52
Step 3					99,502.70	8,291.89	47.84	4,145.95
Step 4					104,477.85	8,706.49	50.23	4,353.24
Step 5					109,701.84	9,141.82	52.74	4,570.91
Grants Manager	E	0	M222	MM147-1				
Step 1					85,470.19	7,122.52	41.09	3,561.26
Step 2					89,743.68	7,478.64	43.15	3,739.32
Step 3					94,230.81	7,852.57	45.30	3,926.28
Step 4					98,942.39	8,245.20	47.57	4,122.60
Step 5					103,877.83	8,656.49	49.94	4,328.24
Management Analyst	NE	0	M235	MM129				
Step 1					71,597.87	5,966.49	34.42	2,983.24
Step 2					75,177.73	6,264.81	36.14	3,132.41
Step 3					79,308.12	6,609.01	38.13	3,304.50
Step 4					83,273.49	6,939.46	40.04	3,469.73
Step 5					87,018.37	7,251.53	41.84	3,625.77

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Executive Assistant to the City Manager	E	1	M237	MM127				
Step 1					69,861.89	5,821.82	33.59	2,910.91
Step 2					73,354.87	6,112.91	35.27	3,056.45
Step 3					77,022.64	6,418.55	37.03	3,209.28
Step 4					80,873.82	6,739.49	38.88	3,369.74
Step 5					84,922.73	7,076.89	40.83	3,538.45
Senior Administrative Assistant	NE	1	M251	MM120-1				
Step 1					66,077.16	5,506.43	31.77	2,753.22
Step 2					69,380.89	5,781.74	33.36	2,890.87
Step 3					72,849.95	6,070.83	35.02	3,035.41
Step 4					76,492.36	6,374.36	36.78	3,187.18
Step 5					80,324.81	6,693.73	38.62	3,346.87
Graphic Designer	NE	1	G381	G135				
Step 1					59,598.93	4,966.58	28.65	2,483.29
Step 2					62,578.92	5,214.91	30.09	2,607.45
Step 3					65,707.85	5,475.65	31.59	2,737.83
Step 4					68,993.17	5,749.43	33.17	2,874.72
Step 5					72,432.56	6,036.05	34.82	3,018.02
Office Assistant	NE	1	G402	G075				
Step 1					34,094.50	2,841.21	16.39	1,420.60
Step 2					35,799.22	2,983.27	17.21	1,491.63
Step 3					37,589.23	3,132.44	18.07	1,566.22
Step 4					39,468.60	3,289.05	18.98	1,644.53
Step 5					41,442.02	3,453.50	19.92	1,726.75
<b><u>Information Technology Division</u></b>								
Information Technology Manager	E	1	M219	MM167				
Step 1					102,939.42	8,578.28	49.49	4,289.14
Step 2					108,086.45	9,007.20	51.96	4,503.60
Step 3					113,490.76	9,457.56	54.56	4,728.78
Step 4					119,165.26	9,930.44	57.29	4,965.22
Step 5					125,851.45	10,487.62	60.51	5,243.81
Database Administrator	E	0	M266	MM156				
Step 1					92,945.71	7,745.48	44.69	3,872.74
Step 2					97,593.08	8,132.76	46.92	4,066.38
Step 3					102,472.73	8,539.39	49.27	4,269.70
Step 4					107,596.47	8,966.37	51.73	4,483.19
Step 5					112,980.00	9,415.00	54.32	4,707.50
Senior Information Technology Analyst	NE	2	M269	MM150				
Step 1					87,583.23	7,298.60	42.11	3,649.30
Step 2					91,962.23	7,663.52	44.21	3,831.76
Step 3					96,560.33	8,046.69	46.42	4,023.35
Step 4					101,388.47	8,449.04	48.74	4,224.52
Step 5					106,457.90	8,871.49	51.18	4,435.75

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Information Technology Analyst	NE	0	M287	MM137				
Step 1					77,353.31	6,446.11	37.19	3,223.05
Step 2					81,221.41	6,768.45	39.05	3,384.23
Step 3					85,282.36	7,106.86	41.00	3,553.43
Step 4					89,545.56	7,462.13	43.05	3,731.07
Step 5					94,024.92	7,835.41	45.20	3,917.71
Information Technology Specialist	NE	1	G304	G161				
Step 1					76,495.73	6,374.64	36.78	3,187.32
Step 2					80,320.46	6,693.37	38.62	3,346.69
Step 3					84,336.63	7,028.05	40.55	3,514.03
Step 4					88,553.38	7,379.45	42.57	3,689.72
Step 5					92,978.56	7,748.21	44.70	3,874.11
<b>COMMUNITY &amp; ECONOMIC DEVELOPMENT DEPARTMENT (27)</b>								
<b>Administration</b>								
Community & Economic Development Director	E	1	E112	EX123				
Min					152,231.28	12,685.94	73.19	6,342.97
Max					185,032.73	15,419.39	88.96	7,709.70
Deputy Director of Community & Economic Development	E	1	E120	EX116				
Min					143,362.49	11,946.87	68.92	5,973.44
Max					174,257.97	14,521.50	83.78	7,260.75
Economic Development Senior Manager	E	0	M260	MM202				
Step 1					143,362.49	11,946.87	68.92	5,973.44
Step 2					150,530.69	12,544.22	72.37	6,272.11
Step 3					158,057.09	13,171.42	75.99	6,585.71
Step 4					165,959.96	13,830.00	79.79	6,915.00
Step 5					174,257.97	14,521.50	83.78	7,260.75
Senior Project Manager	E	1	M270	MM171				
Step 1					107,056.99	8,921.42	51.47	4,460.71
Step 2					112,409.92	9,367.49	54.04	4,683.75
Step 3					118,030.37	9,835.86	56.75	4,917.93
Step 4					123,931.93	10,327.66	59.58	5,163.83
Step 5					130,128.46	10,844.04	62.56	5,422.02
Community Liaison	NE	1	M245	MM147				
Step 1					85,032.25	7,086.02	40.88	3,543.01
Step 2					89,284.72	7,440.39	42.93	3,720.20
Step 3					93,749.80	7,812.48	45.07	3,906.24
Step 4					98,438.16	8,203.18	47.33	4,101.59
Step 5					103,361.18	8,613.43	49.69	4,306.72

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Management Analyst	NE	1	M235	MM129				
Step 1					71,597.87	5,966.49	34.42	2,983.24
Step 2					75,177.73	6,264.81	36.14	3,132.41
Step 3					79,308.12	6,609.01	38.13	3,304.50
Step 4					83,273.49	6,939.46	40.04	3,469.73
Step 5					87,018.37	7,251.53	41.84	3,625.77
<b><u>Building &amp; Safety Division</u></b>								
Chief Building Official	E	1	M271	MM167				
Step 1					102,939.45	8,578.29	49.49	4,289.14
Step 2					108,086.49	9,007.21	51.96	4,503.60
Step 3					113,490.82	9,457.57	54.56	4,728.78
Step 4					119,165.30	9,930.44	57.29	4,965.22
Step 5					125,851.46	10,487.62	60.51	5,243.81
Senior Permit Technician	NE	1	G410	G129-2				
Step 1					56,731.68	4,727.64	27.27	2,363.82
Step 2					59,568.27	4,964.02	28.64	2,482.01
Step 3					62,546.64	5,212.22	30.07	2,606.11
Step 4					65,673.97	5,472.83	31.57	2,736.42
Step 5					68,951.99	5,746.00	33.15	2,873.00
<b><u>Housing Division</u></b>								
Housing Manager	E	1	M209	MM167				
Step 1					102,939.45	8,578.29	49.49	4,289.14
Step 2					108,086.49	9,007.21	51.96	4,503.60
Step 3					113,490.82	9,457.57	54.56	4,728.78
Step 4					119,165.30	9,930.44	57.29	4,965.22
Step 5					125,851.46	10,487.62	60.51	5,243.81
Senior Housing Program Analyst	NE	1	M273	MM156				
Step 1					92,945.77	7,745.48	44.69	3,872.74
Step 2					97,593.10	8,132.76	46.92	4,066.38
Step 3					102,472.75	8,539.40	49.27	4,269.70
Step 4					107,596.42	8,966.37	51.73	4,483.18
Step 5					112,980.01	9,415.00	54.32	4,707.50
Housing Program Analyst	NE	1	M262	MM145				
Step 1					83,702.81	6,975.23	40.24	3,487.62
Step 2					87,887.96	7,324.00	42.25	3,662.00
Step 3					92,282.37	7,690.20	44.37	3,845.10
Step 4					96,896.54	8,074.71	46.58	4,037.36
Step 5					101,750.94	8,479.24	48.92	4,239.62
Administrative Specialist	NE	2	G409	G130				
Step 1					57,437.06	4,786.42	27.61	2,393.21
Step 2					60,308.91	5,025.74	28.99	2,512.87
Step 3					63,324.20	5,277.02	30.44	2,638.51
Step 4					66,490.51	5,540.88	31.97	2,770.44
Step 5					69,825.96	5,818.83	33.57	2,909.41

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
<b><u>Neighborhood Services Division</u></b>								
Assistant City Prosecutor	E	1	M214	MM160				
Step 1					97,090.32	8,090.86	46.68	4,045.43
Step 2					101,944.85	8,495.40	49.01	4,247.70
Step 3					107,042.06	8,920.17	51.46	4,460.09
Step 4					112,394.15	9,366.18	54.04	4,683.09
Step 5					118,000.43	9,833.37	56.73	4,916.68
Neighborhood Services Manager	E	1	M254	MM159				
Step 1					95,651.51	7,970.96	45.99	3,985.48
Step 2					100,434.06	8,369.51	48.29	4,184.75
Step 3					105,455.80	8,787.98	50.70	4,393.99
Step 4					110,728.56	9,227.38	53.23	4,613.69
Step 5					116,264.32	9,688.69	55.90	4,844.35
Senior Code Enforcement Officer	NE	0	G416	G148				
Step 1					67,638.49	5,636.54	32.52	2,818.27
Step 2					71,020.54	5,918.38	34.14	2,959.19
Step 3					74,571.43	6,214.29	35.85	3,107.14
Step 4					78,299.88	6,524.99	37.64	3,262.49
Step 5					82,215.00	6,851.25	39.53	3,425.62
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					62,021.53	5,168.46	29.82	2,584.23
Step 2					65,122.57	5,426.88	31.31	2,713.44
Step 3					68,378.69	5,698.22	32.87	2,849.11
Step 4					71,797.63	5,983.14	34.52	2,991.57
Step 5					75,376.47	6,281.37	36.24	3,140.69
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					55,980.37	4,665.03	26.91	2,332.52
Step 2					58,779.43	4,898.29	28.26	2,449.14
Step 3					61,718.37	5,143.20	29.67	2,571.60
Step 4					64,804.23	5,400.35	31.16	2,700.18
Step 5					68,047.35	5,670.61	32.72	2,835.31
Animal Control Officer	NE	2	G403	G118				
Step 1					50,583.19	4,215.27	24.32	2,107.63
Step 2					53,112.39	4,426.03	25.53	2,213.02
Step 3					55,767.90	4,647.33	26.81	2,323.66
Step 4					58,556.44	4,879.70	28.15	2,439.85
Step 5					61,484.88	5,123.74	29.56	2,561.87

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Senior Office Assistant	NE	1	G367	G106				
Step 1					45,140.02	3,761.67	21.70	1,880.83
Step 2					47,397.02	3,949.75	22.79	1,974.88
Step 3					49,766.90	4,147.24	23.93	2,073.62
Step 4					52,255.21	4,354.60	25.12	2,177.30
Step 5					54,861.07	4,571.76	26.38	2,285.88
<b>Planning Division</b>								
City Planner	E	0	M272	MM177				
Step 1					108,864.24	9,072.02	52.34	4,536.01
Step 2					114,307.44	9,525.62	54.96	4,762.81
Step 3					120,022.80	10,001.90	57.70	5,000.95
Step 4					126,024.00	10,502.00	60.59	5,251.00
Step 5					132,325.20	11,027.10	63.62	5,513.55
Senior Planner	E	2	M253	MM154				
Step 1					91,616.48	7,634.71	44.05	3,817.35
Step 2					96,197.22	8,016.43	46.25	4,008.22
Step 3					101,007.07	8,417.26	48.56	4,208.63
Step 4					106,057.43	8,838.12	50.99	4,419.06
Step 5					111,360.42	9,280.04	53.54	4,640.02
Associate Planner	NE	1	M226	MM134				
Step 1					75,429.48	6,285.79	36.26	3,142.90
Step 2					79,200.93	6,600.08	38.08	3,300.04
Step 3					83,161.05	6,930.09	39.98	3,465.04
Step 4					87,319.04	7,276.59	41.98	3,638.29
Step 5					91,678.98	7,639.92	44.08	3,819.96
Assistant Planner	NE	1	G309	G151				
Step 1					69,672.64	5,806.05	33.50	2,903.03
Step 2					73,153.20	6,096.10	35.17	3,048.05
Step 3					76,817.76	6,401.48	36.93	3,200.74
Step 4					80,666.32	6,722.19	38.78	3,361.10
Step 5					84,698.87	7,058.24	40.72	3,529.12
Landscape Technician	NE	0	G386	G129-2				
Step 1					56,731.68	4,727.64	27.27	2,363.82
Step 2					59,568.27	4,964.02	28.64	2,482.01
Step 3					62,546.64	5,212.22	30.07	2,606.11
Step 4					65,673.97	5,472.83	31.57	2,736.42
Step 5					68,951.99	5,746.00	33.15	2,873.00
Account Clerk	NE	1	G360	G113				
Step 1					48,160.60	4,013.38	23.15	2,006.69
Step 2					50,568.59	4,214.05	24.31	2,107.02
Step 3					53,097.06	4,424.75	25.53	2,212.38
Step 4					55,751.98	4,646.00	26.80	2,323.00
Step 5					58,540.96	4,878.41	28.14	2,439.21

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Senior Office Assistant	NE	0	G367	G106				
Step 1					45,140.02	3,761.67	21.70	1,880.83
Step 2					47,397.02	3,949.75	22.79	1,974.88
Step 3					49,766.90	4,147.24	23.93	2,073.62
Step 4					52,255.21	4,354.60	25.12	2,177.30
Step 5					54,861.07	4,571.76	26.38	2,285.88
<b>FINANCE DEPARTMENT (14)</b>								
<b>Administration</b>								
Finance Director	E	1	E113	EX123				
Min					152,231.28	12,685.94	73.19	6,342.97
Max					185,032.73	15,419.39	88.96	7,709.70
Finance Manager	E	1	M258	MM167				
Step 1					102,939.45	8,578.29	49.49	4,289.14
Step 2					108,086.49	9,007.21	51.96	4,503.60
Step 3					113,490.82	9,457.57	54.56	4,728.78
Step 4					119,165.30	9,930.44	57.29	4,965.22
Step 5					125,851.46	10,487.62	60.51	5,243.81
<b>Accounting Division</b>								
Accounting Manager	E	1	M257	MM167				
Step 1					102,939.45	8,578.29	49.49	4,289.14
Step 2					108,086.49	9,007.21	51.96	4,503.60
Step 3					113,490.82	9,457.57	54.56	4,728.78
Step 4					119,165.30	9,930.44	57.29	4,965.22
Step 5					125,851.46	10,487.62	60.51	5,243.81
Principal Accountant	E	0	M267	MM160-1				
Step 1					97,593.39	8,132.78	46.92	4,066.39
Step 2					102,473.04	8,539.42	49.27	4,269.71
Step 3					107,596.71	8,966.39	51.73	4,483.20
Step 4					112,976.51	9,414.71	54.32	4,707.35
Step 5					118,625.29	9,885.44	57.03	4,942.72
Senior Accountant	E	0	M288	MM141				
Step 1					80,496.74	6,708.06	38.70	3,354.03
Step 2					84,521.62	7,043.47	40.64	3,521.73
Step 3					88,747.64	7,395.64	42.67	3,697.82
Step 4					93,185.02	7,765.42	44.80	3,882.71
Step 5					97,841.09	8,153.42	47.04	4,076.71
Accountant II <i>(Accountant I/II is flexibly staffed; all FTEs budgeted at II level)</i>	E	3	M232	MM131				
Step 1					73,318.22	6,109.85	35.25	3,054.93
Step 2					76,984.09	6,415.34	37.01	3,207.67
Step 3					80,833.23	6,736.10	38.86	3,368.05
Step 4					84,874.98	7,072.91	40.81	3,536.46
Step 5					89,098.53	7,424.88	42.84	3,712.44

**City of El Monte Classification and Compensation Plan - Full Time Classifications**

**Effective November 16, 2021 - Amended November 16, 2021**

**All Pay Rates for Position Nos. Starting with "E," "G," and "M" Effective Retroactive to January 1, 2021**

5% COLA retro to 1/1/2021 for all General Unit, GMMU, and Executive classifications; return transfer of Administrative Analyst to PWU and reclassify to Management Analyst; decrease Senior Office Assistant FTE in Planning by 1; increase following FTEs by 1: Assistant City Manager, Water Systems Operator I/II, PRCS Supervisor in Community Wellness and Senior Services Division, and Neighborhood Services Manager. Total FTEs = 301

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
<b>Accountant I</b> <i>(Accountant I/II is flexibly staffed; all FTEs budgeted at II level)</i>	E	0	M284	MM120-1				
Step 1					66,077.16	5,506.43	31.77	2,753.22
Step 2					69,380.89	5,781.74	33.36	2,890.87
Step 3					72,849.95	6,070.83	35.02	3,035.41
Step 4					76,492.36	6,374.36	36.78	3,187.18
Step 5					80,324.81	6,693.73	38.62	3,346.87
<b>Management Analyst</b>	NE	1	M235	MM129				
Step 1					71,597.87	5,966.49	34.42	2,983.24
Step 2					75,177.73	6,264.81	36.14	3,132.41
Step 3					79,308.12	6,609.01	38.13	3,304.50
Step 4					83,273.49	6,939.46	40.04	3,469.73
Step 5					87,018.37	7,251.53	41.84	3,625.77
<b>Finance Technician II</b> <i>(Finance Technician I/II is flexibly staffed)</i>	NE	1	G341	G128				
Step 1					55,980.37	4,665.03	26.91	2,332.52
Step 2					58,779.43	4,898.29	28.26	2,449.14
Step 3					61,718.37	5,143.20	29.67	2,571.60
Step 4					64,804.23	5,400.35	31.16	2,700.18
Step 5					68,047.35	5,670.61	32.72	2,835.31
<b>Payroll Clerk</b>	NE	1	G377	G128				
Step 1					55,980.37	4,665.03	26.91	2,332.52
Step 2					58,779.43	4,898.29	28.26	2,449.14
Step 3					61,718.37	5,143.20	29.67	2,571.60
Step 4					64,804.23	5,400.35	31.16	2,700.18
Step 5					68,047.35	5,670.61	32.72	2,835.31
<b>Finance Technician I</b> <i>(Finance Technician I/II is flexibly staffed)</i>	NE	0	G415	G118				
Step 1					50,583.19	4,215.27	24.32	2,107.63
Step 2					53,112.39	4,426.03	25.53	2,213.02
Step 3					55,767.90	4,647.33	26.81	2,323.66
Step 4					58,556.44	4,879.70	28.15	2,439.85
Step 5					61,484.88	5,123.74	29.56	2,561.87
<b>Account Clerk</b>	NE	2	G360	G113				
Step 1					48,160.60	4,013.38	23.15	2,006.69
Step 2					50,568.59	4,214.05	24.31	2,107.02
Step 3					53,097.06	4,424.75	25.53	2,212.38
Step 4					55,751.98	4,646.00	26.80	2,323.00
Step 5					58,540.96	4,878.41	28.14	2,439.21



**City of El Monte Classification and Compensation Plan - Full Time Classifications**

**Effective November 16, 2021 - Amended November 16, 2021**

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5% COLA retro to 1/1/2021 for all General Unit, GMMU, and Executive classifications; return transfer of Administrative Analyst to PWU and reclassify to Management Analyst; decrease Senior Office Assistant FTE in Planning by 1; increase following FTEs by 1: Assistant City Manager, Water Systems Operator I/II, PRCS Supervisor in Community Wellness and Senior Services Division, and Neighborhood Services Manager. Total FTEs = 301

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
<b><u>Purchasing Division</u></b>								
Purchasing/Contract Manager	E	0	M283	MM163				
Step 1					99,514.38	8,292.86	47.84	4,146.43
Step 2					104,490.12	8,707.51	50.24	4,353.76
Step 3					109,714.69	9,142.89	52.75	4,571.45
Step 4					115,200.36	9,600.03	55.38	4,800.02
Step 5					120,956.18	10,079.68	58.15	5,039.84
Purchasing Clerk	NE	0	G370	G106				
Step 1					45,140.02	3,761.67	21.70	1,880.83
Step 2					47,397.02	3,949.75	22.79	1,974.88
Step 3					49,766.90	4,147.24	23.93	2,073.62
Step 4					52,255.21	4,354.60	25.12	2,177.30
Step 5					54,861.07	4,571.76	26.38	2,285.88
<b><u>Treasury Division</u></b>								
Senior Account Clerk	NE	1	G350	G118				
Step 1					50,583.19	4,215.27	24.32	2,107.63
Step 2					53,112.39	4,426.03	25.53	2,213.02
Step 3					55,767.90	4,647.33	26.81	2,323.66
Step 4					58,556.44	4,879.70	28.15	2,439.85
Step 5					61,484.88	5,123.74	29.56	2,561.87
Account Clerk	NE	2	G360	G113				
Step 1					48,160.60	4,013.38	23.15	2,006.69
Step 2					50,568.59	4,214.05	24.31	2,107.02
Step 3					53,097.06	4,424.75	25.53	2,212.38
Step 4					55,751.98	4,646.00	26.80	2,323.00
Step 5					58,540.96	4,878.41	28.14	2,439.21
<b><u>HUMAN RESOURCES/RISK MANAGEMENT DEPARTMENT (5)</u></b>								
Human Resources/Risk Management Director	E	1	E111	EX104				
Min					138,321.89	11,526.82	66.50	5,763.41
Max					169,832.05	14,152.67	81.65	7,076.34
Human Resources/Risk Manager	E	0	M268	MM167				
Step 1					102,939.45	8,578.29	49.49	4,289.14
Step 2					108,086.49	9,007.21	51.96	4,503.60
Step 3					113,490.82	9,457.57	54.56	4,728.78
Step 4					119,165.30	9,930.44	57.29	4,965.22
Step 5					125,851.46	10,487.62	60.51	5,243.81
Senior Management Analyst	E	2	M223	MM145				
Step 1					83,702.81	6,975.23	40.24	3,487.62
Step 2					87,887.96	7,324.00	42.25	3,662.00
Step 3					92,282.37	7,690.20	44.37	3,845.10
Step 4					96,896.54	8,074.71	46.58	4,037.36
Step 5					101,750.94	8,479.24	48.92	4,239.62

**City of El Monte Classification and Compensation Plan - Full Time Classifications**

**Effective November 16, 2021 - Amended November 16, 2021**

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Human Resources/Risk Management Analyst	NE	0	M240	MM129				
Step 1					71,597.87	5,966.49	34.42	2,983.24
Step 2					75,177.73	6,264.81	36.14	3,132.41
Step 3					79,308.12	6,609.01	38.13	3,304.50
Step 4					83,273.49	6,939.46	40.04	3,469.73
Step 5					87,018.37	7,251.53	41.84	3,625.77
Administrative Analyst	NE	1	M282	MM109				
Step 1					59,663.69	4,971.97	28.68	2,485.99
Step 2					62,646.69	5,220.56	30.12	2,610.28
Step 3					65,779.04	5,481.59	31.62	2,740.79
Step 4					69,068.03	5,755.67	33.21	2,877.83
Step 5					72,521.52	6,043.46	34.87	3,021.73
Wellness Coordinator	NE	0	G385	G135				
Step 1					59,598.93	4,966.58	28.65	2,483.29
Step 2					62,578.92	5,214.91	30.09	2,607.45
Step 3					65,707.85	5,475.65	31.59	2,737.83
Step 4					68,993.17	5,749.43	33.17	2,874.72
Step 5					72,432.56	6,036.05	34.82	3,018.02
Human Resources/Risk Management Specialist	NE	1	G395	G120				
Step 1					50,997.18	4,249.77	24.52	2,124.88
Step 2					53,547.11	4,462.26	25.74	2,231.13
Step 3					56,224.38	4,685.37	27.03	2,342.68
Step 4					59,035.56	4,919.63	28.38	2,459.81
Step 5					61,990.86	5,165.91	29.80	2,582.95
Office Assistant	NE	0	G402	G075				
Step 1					34,094.50	2,841.21	16.39	1,420.60
Step 2					35,799.22	2,983.27	17.21	1,491.63
Step 3					37,589.23	3,132.44	18.07	1,566.22
Step 4					39,468.60	3,289.05	18.98	1,644.53
Step 5					41,442.02	3,453.50	19.92	1,726.75

**PARKS, RECREATION AND COMMUNITY SERVICES DEPARTMENT (13)**

**Administration**

Parks, Recreation & Community Services Director	E	1	E117	EX115				
Min					141,606.25	11,800.52	68.08	5,900.26
Max					172,119.87	14,343.32	82.75	7,171.66
Deputy Director of Parks, Recreation & Community Services	E	0	E119	EX100				
Min					113,282.42	9,440.20	54.46	4,720.10
Max					137,695.90	11,474.66	66.20	5,737.33

**City of El Monte Classification and Compensation Plan - Full Time Classifications**

**Effective November 16, 2021 - Amended November 16, 2021**

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Management Analyst	NE	0	M235	MM129				
Step 1					71,597.87	5,966.49	34.42	2,983.24
Step 2					75,177.73	6,264.81	36.14	3,132.41
Step 3					79,308.12	6,609.01	38.13	3,304.50
Step 4					83,273.49	6,939.46	40.04	3,469.73
Step 5					87,018.37	7,251.53	41.84	3,625.77
Administrative Assistant	NE	2	G400	G128				
Step 1					55,980.37	4,665.03	26.91	2,332.52
Step 2					58,779.43	4,898.29	28.26	2,449.14
Step 3					61,718.37	5,143.20	29.67	2,571.60
Step 4					64,804.23	5,400.35	31.16	2,700.18
Step 5					68,047.35	5,670.61	32.72	2,835.31
<b><u>Aquatics Division</u></b>								
Aquatics Supervisor	NE	1	M277	MM139				
Step 1					78,573.01	6,547.75	37.78	3,273.88
Step 2					82,501.75	6,875.15	39.66	3,437.57
Step 3					86,626.84	7,218.90	41.65	3,609.45
Step 4					90,958.26	7,579.85	43.73	3,789.93
Step 5					95,510.74	7,959.23	45.92	3,979.61
Aquatics Coordinator	NE	1	G392	G135				
Step 1					59,598.93	4,966.58	28.65	2,483.29
Step 2					62,578.92	5,214.91	30.09	2,607.45
Step 3					65,707.85	5,475.65	31.59	2,737.83
Step 4					68,993.17	5,749.43	33.17	2,874.72
Step 5					72,432.56	6,036.05	34.82	3,018.02
<b><u>Community Wellness &amp; Senior Services Division</u></b>								
Parks, Recreation & Community Services Supervisor	NE	1	M255	MM139				
Step 1					78,573.01	6,547.75	37.78	3,273.88
Step 2					82,501.75	6,875.15	39.66	3,437.57
Step 3					86,626.84	7,218.90	41.65	3,609.45
Step 4					90,958.26	7,579.85	43.73	3,789.93
Step 5					95,510.74	7,959.23	45.92	3,979.61
Administrative Analyst (transferred to PWU and reclassified to Management Analyst)	NE	1	M282	MM109				
Step 1					59,663.69	4,971.97	28.68	2,485.99
Step 2					62,646.69	5,220.56	30.12	2,610.28
Step 3					65,779.04	5,481.59	31.62	2,740.79
Step 4					69,068.03	5,755.67	33.21	2,877.83
Step 5					72,521.52	6,043.46	34.87	3,021.73

**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
<b>Recreation Coordinator</b>	NE	1	G319	G135				
Step 1					59,598.93	4,966.58	28.65	2,483.29
Step 2					62,578.92	5,214.91	30.09	2,607.45
Step 3					65,707.85	5,475.65	31.59	2,737.83
Step 4					68,993.17	5,749.43	33.17	2,874.72
Step 5					72,432.56	6,036.05	34.82	3,018.02
<b>Social Worker</b>	NE	1	G365	G121				
Step 1					51,978.43	4,331.54	24.99	2,165.77
Step 2					54,577.43	4,548.12	26.24	2,274.06
Step 3					57,306.25	4,775.52	27.55	2,387.76
Step 4					60,171.64	5,014.30	28.93	2,507.15
Step 5					63,186.79	5,265.57	30.38	2,632.78
<b>Office Assistant</b>	NE	0	G402	G075				
Step 1					34,094.50	2,841.21	16.39	1,420.60
Step 2					35,799.22	2,983.27	17.21	1,491.63
Step 3					37,589.23	3,132.44	18.07	1,566.22
Step 4					39,468.60	3,289.05	18.98	1,644.53
Step 5					41,442.02	3,453.50	19.92	1,726.75
<b><u>Facilities, Special Programs and Events Division</u></b>								
<b>Parks, Recreation &amp; Community Services Supervisor</b>	NE	1	M255	MM139				
Step 1					78,573.01	6,547.75	37.78	3,273.88
Step 2					82,501.75	6,875.15	39.66	3,437.57
Step 3					86,626.84	7,218.90	41.65	3,609.45
Step 4					90,958.26	7,579.85	43.73	3,789.93
Step 5					95,510.74	7,959.23	45.92	3,979.61
<b><u>Recreation Division</u></b>								
<b>Recreation Services Manager</b>	E	1	M250	MM160				
Step 1					97,090.32	8,090.86	46.68	4,045.43
Step 2					101,944.85	8,495.40	49.01	4,247.70
Step 3					107,042.06	8,920.17	51.46	4,460.09
Step 4					112,394.15	9,366.18	54.04	4,683.09
Step 5					118,000.43	9,833.37	56.73	4,916.68
<b>Recreation Coordinator</b>	NE	3	G319	G135				
Step 1					59,598.93	4,966.58	28.65	2,483.29
Step 2					62,578.92	5,214.91	30.09	2,607.45
Step 3					65,707.85	5,475.65	31.59	2,737.83
Step 4					68,993.17	5,749.43	33.17	2,874.72
Step 5					72,432.56	6,036.05	34.82	3,018.02
<b><u>POLICE DEPARTMENT (160 - 122 Sworn, 38 Civilian)</u></b>								
<b><u>Sworn Personnel</u></b>								
<b>Chief of Police</b>	E	1	E103	EX142				
Min					202,729.55	16,894.13	97.47	8,447.06
Max					246,419.78	20,534.98	118.47	10,267.49

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Police Captain	E	2	P501	PM115				
Step 1					162,066.28	13,505.52	77.92	6,752.76
Step 2					170,169.54	14,180.79	81.81	7,090.40
Step 3					178,678.05	14,889.84	85.90	7,444.92
Step 4					187,612.01	15,634.33	90.20	7,817.17
Step 5					196,998.38	16,416.53	94.71	8,208.27
Police Lieutenant	E	6	P502	PM100				
Step 1					140,927.20	11,743.93	67.75	5,871.97
Step 2					147,973.51	12,331.13	71.14	6,165.56
Step 3					155,372.22	12,947.68	74.70	6,473.84
Step 4					163,140.88	13,595.07	78.43	6,797.54
Step 5					171,302.94	14,275.24	82.36	7,137.62
Police Sergeant	NE	16	S601	P123-1				
Step 1					97,166.31	8,097.19	46.71	4,048.60
Step 2					102,024.65	8,502.05	49.05	4,251.03
Step 3					107,125.88	8,927.16	51.50	4,463.58
Step 4					112,482.08	9,373.51	54.08	4,686.75
Step 5					118,107.84	9,842.32	56.78	4,921.16
Helicopter Pilot	NE	1	S602	P123				
Step 1					97,106.22	8,092.18	46.69	4,046.09
Step 2					101,961.47	8,496.79	49.02	4,248.39
Step 3					107,059.61	8,921.63	51.47	4,460.82
Step 4					112,412.58	9,367.72	54.04	4,683.86
Step 5					118,032.73	9,836.06	56.75	4,918.03
Police Corporal	NE	13	S606	P107				
Step 1					82,819.56	6,901.63	39.82	3,450.82
Step 2					86,960.61	7,246.72	41.81	3,623.36
Step 3					91,308.61	7,609.05	43.90	3,804.53
Step 4					95,873.94	7,989.49	46.09	3,994.75
Step 5					100,663.35	8,388.61	48.40	4,194.31
Police Officer II	NE	12	S609	P106				
Step 1					82,239.16	6,853.26	39.54	3,426.63
Step 2					86,351.14	7,195.93	41.51	3,597.96
Step 3					90,668.67	7,555.72	43.59	3,777.86
Step 4					95,202.13	7,933.51	45.77	3,966.76
Step 5					99,963.88	8,330.32	48.06	4,165.16
Police Officer/Bonus Assignment <i>(Combined with Police Officer, maximum FTEs = 71; underfills permitted)</i>	NE	39	S605	P106				
Step 1					82,239.16	6,853.26	39.54	3,426.63
Step 2					86,351.14	7,195.93	41.51	3,597.96
Step 3					90,668.67	7,555.72	43.59	3,777.86
Step 4					95,202.13	7,933.51	45.77	3,966.76
Step 5					99,963.88	8,330.32	48.06	4,165.16

**City of El Monte Classification and Compensation Plan - Full Time Classifications**

**Effective November 16, 2021 - Amended November 16, 2021**

**All Pay Rates for Position Nos. Starting with "E," "G," and "M" Effective Retroactive to January 1, 2021**

5% COLA retro to 1/1/2021 for all General Unit, GMMU, and Executive classifications; return transfer of Administrative Analyst to PWU and reclassify to Management Analyst; decrease Senior Office Assistant FTE in Planning by 1; increase following FTEs by 1: Assistant City Manager, Water Systems Operator I/II, PRCS Supervisor in Community Wellness and Senior Services Division, and Neighborhood Services Manager. Total FTEs = 301

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Police Officer	NE	32	S608	P100				
Step 1					77,685.20	6,473.77	37.35	3,236.88
Step 2					81,569.46	6,797.45	39.22	3,398.73
Step 3					85,647.89	7,137.32	41.18	3,568.66
Step 4					89,930.32	7,494.19	43.24	3,747.10
Step 5					94,427.70	7,868.97	45.40	3,934.49
<b>Civilian Personnel</b>								
Police Communications Manager	E	1	M227	MM141				
Step 1					80,496.74	6,708.06	38.70	3,354.03
Step 2					84,521.62	7,043.47	40.64	3,521.73
Step 3					88,747.64	7,395.64	42.67	3,697.82
Step 4					93,185.02	7,765.42	44.80	3,882.71
Step 5					97,841.09	8,153.42	47.04	4,076.71
Management Analyst	NE	1	M235	MM129				
Step 1					71,597.87	5,966.49	34.42	2,983.24
Step 2					75,177.73	6,264.81	36.14	3,132.41
Step 3					79,308.12	6,609.01	38.13	3,304.50
Step 4					83,273.49	6,939.46	40.04	3,469.73
Step 5					87,018.37	7,251.53	41.84	3,625.77
Senior Administrative Assistant	NE	1	M251	MM120-1				
Step 1					66,077.16	5,506.43	31.77	2,753.22
Step 2					69,380.89	5,781.74	33.36	2,890.87
Step 3					72,849.95	6,070.83	35.02	3,035.41
Step 4					76,492.36	6,374.36	36.78	3,187.18
Step 5					80,324.81	6,693.73	38.62	3,346.87
Police Recruit <i>(Utilized only to fill Police Officer vacancies; excluded from total FTEs)</i>	NE	N/A	G394	G148				
Step 1					67,638.49	5,636.54	32.52	2,818.27
Step 2					71,020.54	5,918.38	34.14	2,959.19
Step 3					74,571.43	6,214.29	35.85	3,107.14
Step 4					78,299.88	6,524.99	37.64	3,262.49
Step 5					82,215.00	6,851.25	39.53	3,425.62
Custody Supervisor	NE	1	G411	G142				
Step 1					63,631.44	5,302.62	30.59	2,651.31
Step 2					66,813.19	5,567.77	32.12	2,783.88
Step 3					70,153.69	5,846.14	33.73	2,923.07
Step 4					73,661.36	6,138.45	35.41	3,069.22
Step 5					77,354.43	6,446.20	37.19	3,223.10
Police Dispatch Shift Supervisor	NE	4	G312	G142				
Step 1					63,631.44	5,302.62	30.59	2,651.31
Step 2					66,813.19	5,567.77	32.12	2,783.88
Step 3					70,153.69	5,846.14	33.73	2,923.07
Step 4					73,661.36	6,138.45	35.41	3,069.22
Step 5					77,354.43	6,446.20	37.19	3,223.10

**City of El Monte Classification and Compensation Plan - Full Time Classifications**

**Effective November 16, 2021 - Amended November 16, 2021**

**All Pay Rates for Position Nos. Starting with "E," "G," and "M" Effective Retroactive to January 1, 2021**

5% COLA retro to 1/1/2021 for all General Unit, GMMU, and Executive classifications; return transfer of Administrative Analyst to PWU and reclassify to Management Analyst; decrease Senior Office Assistant FTE in Planning by 1; increase following FTEs by 1: Assistant City Manager, Water Systems Operator I/II, PRCS Supervisor in Community Wellness and Senior Services Division, and Neighborhood Services Manager. Total FTEs = 301

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Property and Evidence Technician	NE	1	G330	G133				
Step 1					58,694.24	4,891.19	28.22	2,445.59
Step 2					61,628.96	5,135.75	29.63	2,567.87
Step 3					64,710.50	5,392.54	31.11	2,696.27
Step 4					67,946.02	5,662.17	32.67	2,831.08
Step 5					71,343.92	5,945.33	34.30	2,972.66
Police Records Supervisor	NE	1	G346	G133				
Step 1					58,694.24	4,891.19	28.22	2,445.59
Step 2					61,628.96	5,135.75	29.63	2,567.87
Step 3					64,710.50	5,392.54	31.11	2,696.27
Step 4					67,946.02	5,662.17	32.67	2,831.08
Step 5					71,343.92	5,945.33	34.30	2,972.66
Administrative Specialist	NE	1	G409	G130				
Step 1					57,437.06	4,786.42	27.61	2,393.21
Step 2					60,308.91	5,025.74	28.99	2,512.87
Step 3					63,324.20	5,277.02	30.44	2,638.51
Step 4					66,490.51	5,540.88	31.97	2,770.44
Step 5					69,825.96	5,818.83	33.57	2,909.41
Custody Officer	NE	7	G338	G129				
Step 1					56,271.68	4,689.31	27.05	2,344.65
Step 2					59,085.41	4,923.78	28.41	2,461.89
Step 3					62,039.51	5,169.96	29.83	2,584.98
Step 4					65,141.54	5,428.46	31.32	2,714.23
Step 5					68,400.07	5,700.01	32.88	2,850.00
Police Dispatcher	NE	10	G339	G129				
Step 1					56,271.68	4,689.31	27.05	2,344.65
Step 2					59,085.41	4,923.78	28.41	2,461.89
Step 3					62,039.51	5,169.96	29.83	2,584.98
Step 4					65,141.54	5,428.46	31.32	2,714.23
Step 5					68,400.07	5,700.01	32.88	2,850.00
Senior Equipment Maintenance Technician	NE	0	G343	G128				
Step 1					55,980.37	4,665.03	26.91	2,332.52
Step 2					58,779.43	4,898.29	28.26	2,449.14
Step 3					61,718.37	5,143.20	29.67	2,571.60
Step 4					64,804.23	5,400.35	31.16	2,700.18
Step 5					68,047.35	5,670.61	32.72	2,835.31
Senior Parking Technician	NE	1	G412	G123				
Step 1					53,235.75	4,436.31	25.59	2,218.16
Step 2					55,897.62	4,658.14	26.87	2,329.07
Step 3					58,692.41	4,891.03	28.22	2,445.52
Step 4					61,627.14	5,135.60	29.63	2,567.80
Step 5					64,704.75	5,392.06	31.11	2,696.03

**City of El Monte Classification and Compensation Plan - Full Time Classifications**

**Effective November 16, 2021 - Amended November 16, 2021**

**All Pay Rates for Position Nos. Starting with "E," "G," and "M" Effective Retroactive to January 1, 2021**

5% COLA retro to 1/1/2021 for all General Unit, GMMU, and Executive classifications; return transfer of Administrative Analyst to PWU and reclassify to Management Analyst; decrease Senior Office Assistant FTE in Planning by 1; increase following FTEs by 1: Assistant City Manager, Water Systems Operator I/II, PRCS Supervisor in Community Wellness and Senior Services Division, and Neighborhood Services Manager. Total FTEs = 301

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Support Services Specialist	NE	0	G397	G123				
Step 1					53,235.75	4,436.31	25.59	2,218.16
Step 2					55,897.62	4,658.14	26.87	2,329.07
Step 3					58,692.41	4,891.03	28.22	2,445.52
Step 4					61,627.14	5,135.60	29.63	2,567.80
Step 5					64,704.75	5,392.06	31.11	2,696.03
Equipment Maintenance Technician	NE	1	G349	G118				
Step 1					50,583.19	4,215.27	24.32	2,107.63
Step 2					53,112.39	4,426.03	25.53	2,213.02
Step 3					55,767.90	4,647.33	26.81	2,323.66
Step 4					58,556.44	4,879.70	28.15	2,439.85
Step 5					61,484.88	5,123.74	29.56	2,561.87
Parking Technician	NE	1	G357	G114				
Step 1					48,605.23	4,050.44	23.37	2,025.22
Step 2					51,035.66	4,252.97	24.54	2,126.49
Step 3					53,587.21	4,465.60	25.76	2,232.80
Step 4					56,266.62	4,688.89	27.05	2,344.44
Step 5					59,092.99	4,924.42	28.41	2,462.21
Police Records Technician	NE	7	G363	G110				
Step 1					46,949.30	3,912.44	22.57	1,956.22
Step 2					49,296.77	4,108.06	23.70	2,054.03
Step 3					51,761.58	4,313.47	24.89	2,156.73
Step 4					54,349.63	4,529.14	26.13	2,264.57
Step 5					57,069.04	4,755.75	27.44	2,377.88
<b>PUBLIC WORKS AND UTILITIES DEPARTMENT (70)</b>								
<b><u>Administration</u></b>								
Public Works & Utilities Director	E	1	E114	EX123				
Min					152,231.28	12,685.94	73.19	6,342.97
Max					185,032.73	15,419.39	88.96	7,709.70
Deputy Director of Public Works & Utilities	E	0	E118	EX116				
Min					143,362.49	11,946.87	68.92	5,973.44
Max					174,257.97	14,521.50	83.78	7,260.75
Senior Project Manager	E	1	M270	MM171				
Step 1					107,056.99	8,921.42	51.47	4,460.71
Step 2					112,409.92	9,367.49	54.04	4,683.75
Step 3					118,030.37	9,835.86	56.75	4,917.93
Step 4					123,931.93	10,327.66	59.58	5,163.83
Step 5					130,128.46	10,844.04	62.56	5,422.02



**City of El Monte Classification and Compensation Plan - Full Time Classifications**

**Effective November 16, 2021 - Amended November 16, 2021**

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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					66,077.16	5,506.43	31.77	2,753.22
Step 2					69,380.89	5,781.74	33.36	2,890.87
Step 3					72,849.95	6,070.83	35.02	3,035.41
Step 4					76,492.36	6,374.36	36.78	3,187.18
Step 5					80,324.81	6,693.73	38.62	3,346.87
<b>Engineering Division</b>								
City Engineer	E	1	M261	MM200				
Step 1					140,951.48	11,745.96	67.77	5,872.98
Step 2					147,998.95	12,333.25	71.15	6,166.62
Step 3					155,399.00	12,949.92	74.71	6,474.96
Step 4					163,168.88	13,597.41	78.45	6,798.70
Step 5					171,255.70	14,271.31	82.33	7,135.65
Senior Civil Engineer	E	1	M286	MM153				
Step 1					90,252.00	7,521.00	43.39	3,760.50
Step 2					94,764.54	7,897.05	45.56	3,948.52
Step 3					99,502.70	8,291.89	47.84	4,145.95
Step 4					104,477.85	8,706.49	50.23	4,353.24
Step 5					109,701.84	9,141.82	52.74	4,570.91
Senior Management Analyst	E	0	M223	MM145				
Step 1					83,702.81	6,975.23	40.24	3,487.62
Step 2					87,887.96	7,324.00	42.25	3,662.00
Step 3					92,282.37	7,690.20	44.37	3,845.10
Step 4					96,896.54	8,074.71	46.58	4,037.36
Step 5					101,750.94	8,479.24	48.92	4,239.62
Associate Civil Engineer	E	0	M280	MM140				
Step 1					79,358.73	6,613.23	38.15	3,306.61
Step 2					83,326.76	6,943.90	40.06	3,471.95
Step 3					87,493.12	7,291.09	42.06	3,645.55
Step 4					91,867.77	7,655.65	44.17	3,827.82
Step 5					96,465.73	8,038.81	46.38	4,019.41
Management Analyst (transfer from PRCS and reclassified from Administrative Analyst)	NE	1	M235	MM129				
Step 1					71,597.87	5,966.49	34.42	2,983.24
Step 2					75,177.73	6,264.81	36.14	3,132.41
Step 3					79,308.12	6,609.01	38.13	3,304.50
Step 4					83,273.49	6,939.46	40.04	3,469.73
Step 5					87,018.37	7,251.53	41.84	3,625.77
Public Works Inspector	NE	0	M265	MM118				
Step 1					64,904.06	5,408.67	31.20	2,704.34
Step 2					68,149.25	5,679.10	32.76	2,839.55
Step 3					71,556.84	5,963.07	34.40	2,981.54
Step 4					75,134.68	6,261.22	36.12	3,130.61
Step 5					78,891.34	6,574.28	37.93	3,287.14

**City of El Monte Classification and Compensation Plan - Full Time Classifications**

**Effective November 16, 2021 - Amended November 16, 2021**

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Public Works Clerk	NE	1	G387	G100				
Step 1					42,732.69	3,561.06	20.54	1,780.53
Step 2					44,869.49	3,739.12	21.57	1,869.56
Step 3					47,112.82	3,926.07	22.65	1,963.03
Step 4					49,468.57	4,122.38	23.78	2,061.19
Step 5					51,932.54	4,327.71	24.97	2,163.86
<b>Maintenance Division</b>								
Public Works Operations Manager	E	1	M203	MM190				
Step 1					127,384.15	10,615.35	61.24	5,307.67
Step 2					133,753.27	11,146.11	64.30	5,573.05
Step 3					140,440.86	11,703.41	67.52	5,851.70
Step 4					147,462.93	12,288.58	70.90	6,144.29
Step 5					154,831.53	12,902.63	74.44	6,451.31
Public Works Maintenance Supervisor	E	1	M213	MM160				
Step 1					97,090.32	8,090.86	46.68	4,045.43
Step 2					101,944.85	8,495.40	49.01	4,247.70
Step 3					107,042.06	8,920.17	51.46	4,460.09
Step 4					112,394.15	9,366.18	54.04	4,683.09
Step 5					118,000.43	9,833.37	56.73	4,916.68
Public Works Supervisor	NE	3	M243	MM137				
Step 1					77,353.31	6,446.11	37.19	3,223.05
Step 2					81,221.41	6,768.45	39.05	3,384.23
Step 3					85,282.36	7,106.86	41.00	3,553.43
Step 4					89,545.56	7,462.13	43.05	3,731.07
Step 5					94,024.92	7,835.41	45.20	3,917.71
Administrative Analyst	NE	1	M282	MM109				
Step 1					59,663.69	4,971.97	28.68	2,485.99
Step 2					62,646.69	5,220.56	30.12	2,610.28
Step 3					65,779.04	5,481.59	31.62	2,740.79
Step 4					69,068.03	5,755.67	33.21	2,877.83
Step 5					72,521.52	6,043.46	34.87	3,021.73
Senior Heavy Equipment Mechanic	NE	1	G315	G141				
Step 1					63,294.16	5,274.51	30.43	2,637.26
Step 2					66,458.93	5,538.24	31.95	2,769.12
Step 3					69,781.89	5,815.16	33.55	2,907.58
Step 4					73,270.88	6,105.91	35.23	3,052.95
Step 5					76,940.38	6,411.70	36.99	3,205.85
Traffic Signal Technician	NE	1	G314	G141				
Step 1					63,294.16	5,274.51	30.43	2,637.26
Step 2					66,458.93	5,538.24	31.95	2,769.12
Step 3					69,781.89	5,815.16	33.55	2,907.58
Step 4					73,270.88	6,105.91	35.23	3,052.95
Step 5					76,940.38	6,411.70	36.99	3,205.85

**City of El Monte Classification and Compensation Plan - Full Time Classifications**

**Effective November 16, 2021 - Amended November 16, 2021**

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Irrigation Senior Specialist	NE	0	G389	G140				
Step 1					62,788.17	5,232.35	30.19	2,616.17
Step 2					65,927.68	5,493.97	31.70	2,746.99
Step 3					69,224.25	5,768.69	33.28	2,884.34
Step 4					72,685.59	6,057.13	34.94	3,028.57
Step 5					76,327.16	6,360.60	36.70	3,180.30
Maintenance Specialist	NE	1	G404	G133				
Step 1					58,694.24	4,891.19	28.22	2,445.59
Step 2					61,628.96	5,135.75	29.63	2,567.87
Step 3					64,710.50	5,392.54	31.11	2,696.27
Step 4					67,946.02	5,662.17	32.67	2,831.08
Step 5					71,343.92	5,945.33	34.30	2,972.66
Heavy Equipment Mechanic	NE	1	G334	G133				
Step 1					58,694.24	4,891.19	28.22	2,445.59
Step 2					61,628.96	5,135.75	29.63	2,567.87
Step 3					64,710.50	5,392.54	31.11	2,696.27
Step 4					67,946.02	5,662.17	32.67	2,831.08
Step 5					71,343.92	5,945.33	34.30	2,972.66
Electrician Assistant	NE	1	G335	G130				
Step 1					57,437.06	4,786.42	27.61	2,393.21
Step 2					60,308.91	5,025.74	28.99	2,512.87
Step 3					63,324.20	5,277.02	30.44	2,638.51
Step 4					66,490.51	5,540.88	31.97	2,770.44
Step 5					69,825.96	5,818.83	33.57	2,909.41
Maintenance Crew Leader	NE	6	G336	G129-1				
Step 1					56,532.32	4,711.03	27.18	2,355.51
Step 2					59,358.97	4,946.58	28.54	2,473.29
Step 3					62,326.82	5,193.90	29.96	2,596.95
Step 4					65,443.31	5,453.61	31.46	2,726.80
Step 5					68,706.61	5,725.55	33.03	2,862.78
Maintenance Worker	NE	20	G356	G114				
Step 1					48,605.23	4,050.44	23.37	2,025.22
Step 2					51,035.66	4,252.97	24.54	2,126.49
Step 3					53,587.21	4,465.60	25.76	2,232.80
Step 4					56,266.62	4,688.89	27.05	2,344.44
Step 5					59,092.99	4,924.42	28.41	2,462.21
<b><u>Transportation Division</u></b>								
Transportation Operations Manager	E	1	M256	MM160				
Step 1					97,090.32	8,090.86	46.68	4,045.43
Step 2					101,944.85	8,495.40	49.01	4,247.70
Step 3					107,042.06	8,920.17	51.46	4,460.09
Step 4					112,394.15	9,366.18	54.04	4,683.09
Step 5					118,000.43	9,833.37	56.73	4,916.68

**City of El Monte Classification and Compensation Plan - Full Time Classifications**

**Effective November 16, 2021 - Amended November 16, 2021**

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Transportation Analyst	NE	1	M275	MM140				
De					79,358.73	6,613.23	38.15	3,306.61
Step 2					83,326.76	6,943.90	40.06	3,471.95
Step 3					87,493.12	7,291.09	42.06	3,645.55
Step 4					91,867.77	7,655.65	44.17	3,827.82
Step 5					96,465.73	8,038.81	46.38	4,019.41
Transportation Coordinator	NE	2	G320	G135				
Step 1					59,598.93	4,966.58	28.65	2,483.29
Step 2					62,578.92	5,214.91	30.09	2,607.45
Step 3					65,707.85	5,475.65	31.59	2,737.83
Step 4					68,993.17	5,749.43	33.17	2,874.72
Step 5					72,432.56	6,036.05	34.82	3,018.02
Senior Transportation Driver	NE	2	G413	G128				
Step 1					55,980.37	4,665.03	26.91	2,332.52
Step 2					58,779.43	4,898.29	28.26	2,449.14
Step 3					61,718.37	5,143.20	29.67	2,571.60
Step 4					64,804.23	5,400.35	31.16	2,700.18
Step 5					68,047.35	5,670.61	32.72	2,835.31
Transportation Driver	NE	2	G407	G120				
Step 1					50,997.18	4,249.77	24.52	2,124.88
Step 2					53,547.11	4,462.26	25.74	2,231.13
Step 3					56,224.38	4,685.37	27.03	2,342.68
Step 4					59,035.56	4,919.63	28.38	2,459.81
Step 5					61,990.86	5,165.91	29.80	2,582.95
Administrative Clerk	NE	1	G372	G100				
Step 1					42,732.69	3,561.06	20.54	1,780.53
Step 2					44,869.49	3,739.12	21.57	1,869.56
Step 3					47,112.82	3,926.07	22.65	1,963.03
Step 4					49,468.57	4,122.38	23.78	2,061.19
Step 5					51,932.54	4,327.71	24.97	2,163.86
<b>Utilities Division</b>								
Utilities Manager	E	1	M264	MM197				
Step 1					136,846.04	11,403.84	65.79	5,701.92
Step 2					143,688.30	11,974.03	69.08	5,987.01
Step 3					150,872.62	12,572.72	72.53	6,286.36
Step 4					158,416.25	13,201.35	76.16	6,600.68
Step 5					166,267.97	13,855.66	79.94	6,927.83
Water Systems Supervisor	NE	1	M248	MM160				
Step 1					97,090.32	8,090.86	46.68	4,045.43
Step 2					101,944.85	8,495.40	49.01	4,247.70
Step 3					107,042.06	8,920.17	51.46	4,460.09
Step 4					112,394.15	9,366.18	54.04	4,683.09
Step 5					118,000.43	9,833.37	56.73	4,916.68

**City of El Monte Classification and Compensation Plan - Full Time Classifications**

**Effective November 16, 2021 - Amended November 16, 2021**

**All Pay Rates for Position Nos. Starting with "E," "G," and "M" Effective Retroactive to January 1, 2021**

5% COLA retro to 1/1/2021 for all General Unit, GMMU, and Executive classifications; return transfer of Administrative Analyst to PWU and reclassify to Management Analyst; decrease Senior Office Assistant FTE in Planning by 1; increase following FTEs by 1: Assistant City Manager, Water Systems Operator I/II, PRCS Supervisor in Community Wellness and Senior Services Division, and Neighborhood Services Manager. Total FTEs = 301

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Associate Civil Engineer	E	1	M280	MM140				
Step 1					79,358.73	6,613.23	38.15	3,306.61
Step 2					83,326.76	6,943.90	40.06	3,471.95
Step 3					87,493.12	7,291.09	42.06	3,645.55
Step 4					91,867.77	7,655.65	44.17	3,827.82
Step 5					96,465.73	8,038.81	46.38	4,019.41
GIS Analyst	E	1	M285	MM129				
Step 1					71,597.87	5,966.49	34.42	2,983.24
Step 2					75,177.73	6,264.81	36.14	3,132.41
Step 3					79,308.12	6,609.01	38.13	3,304.50
Step 4					83,273.49	6,939.46	40.04	3,469.73
Step 5					87,018.37	7,251.53	41.84	3,625.77
Water Systems Crew Leader	NE	1	G388	G146				
Step 1					66,314.79	5,526.23	31.88	2,763.12
Step 2					69,630.44	5,802.54	33.48	2,901.27
Step 3					73,112.00	6,092.67	35.15	3,046.33
Step 4					76,767.60	6,397.30	36.91	3,198.65
Step 5					80,589.66	6,715.81	38.75	3,357.90
Collections Crew Leader	NE	1	G380	G142				
Step 1					63,631.44	5,302.62	30.59	2,651.31
Step 2					66,813.19	5,567.77	32.12	2,783.88
Step 3					70,153.69	5,846.14	33.73	2,923.07
Step 4					73,661.36	6,138.45	35.41	3,069.22
Step 5					77,354.43	6,446.20	37.19	3,223.10
Water Systems Operator II <i>(Water Systems Operator I/II is flexibly staffed)</i>	NE	3	G318	G136				
Step 1					60,166.30	5,013.86	28.93	2,506.93
Step 2					63,174.58	5,264.55	30.37	2,632.27
Step 3					66,333.31	5,527.78	31.89	2,763.89
Step 4					69,649.95	5,804.16	33.49	2,902.08
Step 5					73,122.52	6,093.54	35.16	3,046.77
Collections Worker II <i>(Collections Worker I/II is flexibly staffed)</i>	NE	2	G379	G129-1				
Step 1					56,532.32	4,711.03	27.18	2,355.51
Step 2					59,358.97	4,946.58	28.54	2,473.29
Step 3					62,326.82	5,193.90	29.96	2,596.95
Step 4					65,443.31	5,453.61	31.46	2,726.80
Step 5					68,706.61	5,725.55	33.03	2,862.78

**City of El Monte Classification and Compensation Plan - Full Time Classifications**

**Effective November 16, 2021 - Amended November 16, 2021**

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5% COLA retro to 1/1/2021 for all General Unit, GMMU, and Executive classifications; return transfer of Administrative Analyst to PWU and reclassify to Management Analyst; decrease Senior Office Assistant FTE in Planning by 1; increase following FTEs by 1: Assistant City Manager, Water Systems Operator I/II, PRCS Supervisor in Community Wellness and Senior Services Division, and Neighborhood Services Manager. *Total FTEs = 301*

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Water Systems Operator I <i>(Water Systems Operator I/II is flexibly staffed)</i>	NE	1	G416	G125				
Step 1					54,302.80	4,525.23	26.11	2,262.62
Step 2					57,017.86	4,751.49	27.41	2,375.74
Step 3					59,868.79	4,989.07	28.78	2,494.53
Step 4					62,862.21	5,238.52	30.22	2,619.26
Step 4A					63,174.58	5,264.55	30.37	2,632.27
Step 5					66,005.40	5,500.45	31.73	2,750.22
Water Meter Reader	NE	1	G354	G117				
Step 1					49,831.95	4,152.66	23.96	2,076.33
Step 2					52,323.57	4,360.30	25.16	2,180.15
Step 3					54,939.69	4,578.31	26.41	2,289.15
Step 4					57,686.76	4,807.23	27.73	2,403.61
Step 5					60,580.22	5,048.35	29.13	2,524.18
Collections Worker I <i>(Collections Worker I/II is flexibly staffed)</i>	NE	3	G378	G117				
Step 1					49,831.95	4,152.66	23.96	2,076.33
Step 2					52,323.57	4,360.30	25.16	2,180.15
Step 3					54,939.69	4,578.31	26.41	2,289.15
Step 4					57,686.76	4,807.23	27.73	2,403.61
Step 5					60,580.22	5,048.35	29.13	2,524.18
Office Assistant	NE	1	G402	G075				
Step 1					34,094.50	2,841.21	16.39	1,420.60
Step 2					35,799.22	2,983.27	17.21	1,491.63
Step 3					37,589.23	3,132.44	18.07	1,566.22
Step 4					39,468.60	3,289.05	18.98	1,644.53
Step 5					41,442.02	3,453.50	19.92	1,726.75