

City of El Monte Classification and Compensation Plan - Full Time Classifications
Effective July 1, 2020 - Amended September 15, 2020

Reflect staffing level changes (FTE decreases/increases) consistent with the Citywide Budget for FY2021 approved 8/28/2020; reflect prior reductions to the salary for City Manager consistent with applicable Side Letter Agreements; transfer 1 PT Program Coordinator to Public Works and convert to FT Office Assistant to comply with nepotism prohibition in Municipal Code Section 2.72.080(l). Total FTEs = 299

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					80,983.09	6,748.59	38.93	3,374.30
Step 2					85,033.06	7,086.09	40.88	3,543.04
Step 3					89,285.52	7,440.46	42.93	3,720.23
Step 4					93,750.63	7,812.55	45.07	3,906.28
Step 5					98,439.22	8,203.27	47.33	4,101.63
Deputy City Clerk	NE	1	G414	G117				
Step 1					47,459.00	3,954.92	22.82	1,977.46
Step 2					49,831.97	4,152.66	23.96	2,076.33
Step 3					52,323.51	4,360.29	25.16	2,180.15
Step 4					54,939.77	4,578.31	26.41	2,289.16
Step 5					57,695.44	4,807.95	27.74	2,403.98
Office Assistant	NE	0	G402	G075				
Step 1					32,470.95	2,705.91	15.61	1,352.96
Step 2					34,094.50	2,841.21	16.39	1,420.60
Step 3					35,799.27	2,983.27	17.21	1,491.64
Step 4					37,589.15	3,132.43	18.07	1,566.21
Step 5					39,468.59	3,289.05	18.98	1,644.52
CITY MANAGER'S OFFICE (9)								
City Manager (eff. 7/1/2020 through 6/31/2021)	E	1	E101	EX144	216,000.00	18,000.00	103.85	9,000.00
City Manager (eff. 5/16/2020 through 6/30/2020)					220,000.00	18,333.33	105.77	9,166.67
City Manager (eff. 3/5/2020 through 5/15/2020)					240,000.00	20,000.00	115.38	10,000.00
Assistant City Manager	E	0	E102	EX134				
Min					184,590.42	15,382.54	88.75	7,691.27
Max					216,300.00	18,025.00	103.99	9,012.50
Senior Project Manager	E	1	M270	MM171				
Step 1					101,959.04	8,496.59	49.02	4,248.29
Step 2					107,057.07	8,921.42	51.47	4,460.71
Step 3					112,409.88	9,367.49	54.04	4,683.75
Step 4					118,030.41	9,835.87	56.75	4,917.93
Step 5					123,931.87	10,327.66	59.58	5,163.83
Information Technology Manager	E	1	M219	MM167				
Step 1					98,037.54	8,169.80	47.13	4,084.90
Step 2					102,939.48	8,578.29	49.49	4,289.14
Step 3					108,086.44	9,007.20	51.96	4,503.60
Step 4					113,490.72	9,457.56	54.56	4,728.78
Step 5					119,858.52	9,988.21	57.62	4,994.11
Database Administrator	E	0	M266	MM156				
Step 1					88,519.73	7,376.64	42.56	3,688.32
Step 2					92,945.79	7,745.48	44.69	3,872.74
Step 3					97,593.08	8,132.76	46.92	4,066.38
Step 4					102,472.83	8,539.40	49.27	4,269.70
Step 5					107,600.00	8,966.67	51.73	4,483.33

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Public Information Officer (PIO)	E	0	M274	MM153				
Step 1					85,954.29	7,162.86	41.32	3,581.43
Step 2					90,251.95	7,521.00	43.39	3,760.50
Step 3					94,764.47	7,897.04	45.56	3,948.52
Step 4					99,502.72	8,291.89	47.84	4,145.95
Step 5					104,477.94	8,706.50	50.23	4,353.25
Senior Information Technology Analyst	NE	2	M269	MM150				
Step 1					83,412.60	6,951.05	40.10	3,475.53
Step 2					87,583.08	7,298.59	42.11	3,649.29
Step 3					91,962.22	7,663.52	44.21	3,831.76
Step 4					96,560.45	8,046.70	46.42	4,023.35
Step 5					101,388.47	8,449.04	48.74	4,224.52
Grants Manager	E	0	M222	MM147-1				
Step 1					81,400.18	6,783.35	39.13	3,391.67
Step 2					85,470.17	7,122.51	41.09	3,561.26
Step 3					89,743.63	7,478.64	43.15	3,739.32
Step 4					94,230.85	7,852.57	45.30	3,926.29
Step 5					98,931.26	8,244.27	47.56	4,122.14
Management Analyst	NE	0	M235	MM129				
Step 1					68,188.44	5,682.37	32.78	2,841.19
Step 2					71,597.84	5,966.49	34.42	2,983.24
Step 3					75,531.54	6,294.29	36.31	3,147.15
Step 4					79,308.09	6,609.01	38.13	3,304.50
Step 5					82,874.64	6,906.22	39.84	3,453.11
Executive Assistant to the City Manager	E	1	M237	MM127				
Step 1					66,535.13	5,544.59	31.99	2,772.30
Step 2					69,861.78	5,821.81	33.59	2,910.91
Step 3					73,354.90	6,112.91	35.27	3,056.45
Step 4					77,022.69	6,418.56	37.03	3,209.28
Step 5					80,878.79	6,739.90	38.88	3,369.95
Info Tech Programmer	NE	1	G304	G161				
Step 1					72,853.07	6,071.09	35.03	3,035.54
Step 2					76,495.67	6,374.64	36.78	3,187.32
Step 3					80,320.60	6,693.38	38.62	3,346.69
Step 4					84,336.55	7,028.05	40.55	3,514.02
Step 5					88,551.01	7,379.25	42.57	3,689.63
Department Secretary	NE	1	G321	G135				
Step 1					56,760.89	4,730.07	27.29	2,365.04
Step 2					59,598.97	4,966.58	28.65	2,483.29
Step 3					62,578.90	5,214.91	30.09	2,607.45
Step 4					65,707.78	5,475.65	31.59	2,737.82
Step 5					68,983.39	5,748.62	33.17	2,874.31

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Graphic Designer	NE	1	G381	G135				
Step 1					56,760.89	4,730.07	27.29	2,365.04
Step 2					59,598.97	4,966.58	28.65	2,483.29
Step 3					62,578.90	5,214.91	30.09	2,607.45
Step 4					65,707.78	5,475.65	31.59	2,737.82
Step 5					68,983.39	5,748.62	33.17	2,874.31
COMMUNITY & ECONOMIC DEVELOPMENT DEPARTMENT (25)								
<u>Administration</u>								
Community & Economic Development Director	E	1	E112	EX123				
Min					144,982.17	12,081.85	69.70	6,040.92
Max					176,221.64	14,685.14	84.72	7,342.57
Deputy Director of Community & Economic Development	E	1	E120	EX116				
Min					136,535.71	11,377.98	65.64	5,688.99
Max					165,959.97	13,830.00	79.79	6,915.00
Economic Development Senior Manager	E	0	M260	MM202				
Step 1					136,535.71	11,377.98	65.64	5,688.99
Step 2					143,362.56	11,946.88	68.92	5,973.44
Step 3					150,530.57	12,544.21	72.37	6,272.11
Step 4					158,057.10	13,171.43	75.99	6,585.71
Step 5					165,959.97	13,830.00	79.79	6,915.00
Management Analyst	NE	1	M235	MM129				
Step 1					68,188.44	5,682.37	32.78	2,841.19
Step 2					71,597.84	5,966.49	34.42	2,983.24
Step 3					75,531.54	6,294.29	36.31	3,147.15
Step 4					79,308.09	6,609.01	38.13	3,304.50
Step 5					82,874.64	6,906.22	39.84	3,453.11
<u>Building & Safety Division</u>								
Chief Building Official	E	1	M271	MM167				
Step 1					98,037.58	8,169.80	47.13	4,084.90
Step 2					102,939.51	8,578.29	49.49	4,289.15
Step 3					108,086.49	9,007.21	51.96	4,503.60
Step 4					113,490.76	9,457.56	54.56	4,728.78
Step 5					119,858.53	9,988.21	57.62	4,994.11
Senior Permit Technician	NE	1	G410	G129-2				
Step 1					54,030.17	4,502.51	25.98	2,251.26
Step 2					56,731.68	4,727.64	27.27	2,363.82
Step 3					59,568.23	4,964.02	28.64	2,482.01
Step 4					62,546.64	5,212.22	30.07	2,606.11
Step 5					65,668.56	5,472.38	31.57	2,736.19

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
<u>Housing Division</u>								
Housing Manager	E	1	M209	MM167				
Step 1					98,037.58	8,169.80	47.13	4,084.90
Step 2					102,939.51	8,578.29	49.49	4,289.15
Step 3					108,086.49	9,007.21	51.96	4,503.60
Step 4					113,490.76	9,457.56	54.56	4,728.78
Step 5					119,858.53	9,988.21	57.62	4,994.11
Senior Housing Program Analyst	NE	1	M273	MM156				
Step 1					88,519.78	7,376.65	42.56	3,688.32
Step 2					92,945.81	7,745.48	44.69	3,872.74
Step 3					97,593.10	8,132.76	46.92	4,066.38
Step 4					102,472.78	8,539.40	49.27	4,269.70
Step 5					107,600.01	8,966.67	51.73	4,483.33
Housing Program Coordinator	NE	1	M262	MM145				
Step 1					79,716.97	6,643.08	38.33	3,321.54
Step 2					83,702.82	6,975.24	40.24	3,487.62
Step 3					87,887.97	7,324.00	42.25	3,662.00
Step 4					92,282.42	7,690.20	44.37	3,845.10
Step 5					96,905.65	8,075.47	46.59	4,037.74
Administrative Analyst	NE	1	M282	MM109				
Step 1					56,822.56	4,735.21	27.32	2,367.61
Step 2					59,663.52	4,971.96	28.68	2,485.98
Step 3					62,646.71	5,220.56	30.12	2,610.28
Step 4					65,779.08	5,481.59	31.62	2,740.79
Step 5					69,068.11	5,755.68	33.21	2,877.84
Administrative Technician	NE	1	G400	G128				
Step 1					53,314.64	4,442.89	25.63	2,221.44
Step 2					55,980.41	4,665.03	26.91	2,332.52
Step 3					58,779.40	4,898.28	28.26	2,449.14
Step 4					61,718.31	5,143.19	29.67	2,571.60
Step 5					64,807.00	5,400.58	31.16	2,700.29
<u>Neighborhood Services Division</u>								
Assistant City Prosecutor	E	1	M214	MM160				
Step 1					92,466.97	7,705.58	44.46	3,852.79
Step 2					97,090.33	8,090.86	46.68	4,045.43
Step 3					101,944.82	8,495.40	49.01	4,247.70
Step 4					107,042.05	8,920.17	51.46	4,460.09
Step 5					112,381.37	9,365.11	54.03	4,682.56
Neighborhood Services Manager	E	0	M254	MM159				
Step 1					91,096.68	7,591.39	43.80	3,795.70
Step 2					95,651.49	7,970.96	45.99	3,985.48
Step 3					100,434.10	8,369.51	48.29	4,184.75
Step 4					105,455.77	8,787.98	50.70	4,393.99
Step 5					110,727.92	9,227.33	53.23	4,613.66

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Senior Code Enforcement Officer	NE	0	G416	G148				
Step 1					64,417.61	5,368.13	30.97	2,684.07
Step 2					67,638.61	5,636.55	32.52	2,818.28
Step 3					71,020.41	5,918.37	34.14	2,959.18
Step 4					74,571.31	6,214.28	35.85	3,107.14
Step 5					78,300.00	6,525.00	37.64	3,262.50
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					59,068.12	4,922.34	28.40	2,461.17
Step 2					62,021.49	5,168.46	29.82	2,584.23
Step 3					65,122.56	5,426.88	31.31	2,713.44
Step 4					68,378.70	5,698.22	32.87	2,849.11
Step 5					71,787.12	5,982.26	34.51	2,991.13
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					53,314.64	4,442.89	25.63	2,221.44
Step 2					55,980.41	4,665.03	26.91	2,332.52
Step 3					58,779.40	4,898.28	28.26	2,449.14
Step 4					61,718.31	5,143.19	29.67	2,571.60
Step 5					64,807.00	5,400.58	31.16	2,700.29
Animal Control Officer	NE	2	G403	G118				
Step 1					48,174.47	4,014.54	23.16	2,007.27
Step 2					50,583.23	4,215.27	24.32	2,107.63
Step 3					53,112.29	4,426.02	25.53	2,213.01
Step 4					55,768.04	4,647.34	26.81	2,323.67
Step 5					58,557.03	4,879.75	28.15	2,439.88
Neighborhood Services Clerk	NE	1	G405	G106				
Step 1					42,990.49	3,582.54	20.67	1,791.27
Step 2					45,140.02	3,761.67	21.70	1,880.83
Step 3					47,397.05	3,949.75	22.79	1,974.88
Step 4					49,766.87	4,147.24	23.93	2,073.62
Step 5					52,248.64	4,354.05	25.12	2,177.03
Planning Division								
City Planner	E	0	M272	MM202				
Step 1					136,535.71	11,377.98	65.64	5,688.99
Step 2					143,362.56	11,946.88	68.92	5,973.44
Step 3					150,530.57	12,544.21	72.37	6,272.11
Step 4					158,057.10	13,171.43	75.99	6,585.71
Step 5					165,959.97	13,830.00	79.79	6,915.00
Senior Planner	E	2	M253	MM154				
Step 1					87,253.79	7,271.15	41.95	3,635.57
Step 2					91,616.40	7,634.70	44.05	3,817.35
Step 3					96,197.21	8,016.43	46.25	4,008.22
Step 4					101,007.08	8,417.26	48.56	4,208.63
Step 5					106,057.54	8,838.13	50.99	4,419.06

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Associate Planner	NE	1	M226	MM134				
Step 1					71,837.60	5,986.47	34.54	2,993.23
Step 2					75,429.46	6,285.79	36.26	3,142.89
Step 3					79,201.00	6,600.08	38.08	3,300.04
Step 4					83,160.99	6,930.08	39.98	3,465.04
Step 5					87,313.32	7,276.11	41.98	3,638.05
Assistant Planner	NE	1	G309	G151				
Step 1					66,354.89	5,529.57	31.90	2,764.79
Step 2					69,669.72	5,805.81	33.50	2,902.90
Step 3					73,159.78	6,096.65	35.17	3,048.32
Step 4					76,825.07	6,402.09	36.94	3,201.04
Step 5					80,665.59	6,722.13	38.78	3,361.07
Landscape Technician	NE	0	G386	G129-2				
Step 1					54,030.17	4,502.51	25.98	2,251.26
Step 2					56,731.68	4,727.64	27.27	2,363.82
Step 3					59,568.23	4,964.02	28.64	2,482.01
Step 4					62,546.64	5,212.22	30.07	2,606.11
Step 5					65,668.56	5,472.38	31.57	2,736.19
Account Clerk	NE	1	G360	G113				
Step 1					45,867.24	3,822.27	22.05	1,911.13
Step 2					48,160.56	4,013.38	23.15	2,006.69
Step 3					50,568.63	4,214.05	24.31	2,107.03
Step 4					53,097.13	4,424.76	25.53	2,212.38
Step 5					55,753.30	4,646.11	26.80	2,323.05
Senior Office Assistant	NE	1	G367	G106				
Step 1					42,990.49	3,582.54	20.67	1,791.27
Step 2					45,140.02	3,761.67	21.70	1,880.83
Step 3					47,397.05	3,949.75	22.79	1,974.88
Step 4					49,766.87	4,147.24	23.93	2,073.62
Step 5					52,248.64	4,354.05	25.12	2,177.03
FINANCE DEPARTMENT (14)								
Administration								
Finance Director	E	1	E113	EX123				
Min					144,982.17	12,081.85	69.70	6,040.92
Max					176,221.64	14,685.14	84.72	7,342.57
Finance Manager	E	1	M258	MM167				
Step 1					98,037.58	8,169.80	47.13	4,084.90
Step 2					102,939.51	8,578.29	49.49	4,289.15
Step 3					108,086.49	9,007.21	51.96	4,503.60
Step 4					113,490.76	9,457.56	54.56	4,728.78
Step 5					119,858.53	9,988.21	57.62	4,994.11

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Accounting Division								
Accounting Manager	E	1	M257	MM167				
Step 1					98,037.58	8,169.80	47.13	4,084.90
Step 2					102,939.51	8,578.29	49.49	4,289.15
Step 3					108,086.49	9,007.21	51.96	4,503.60
Step 4					113,490.76	9,457.56	54.56	4,728.78
Step 5					119,858.53	9,988.21	57.62	4,994.11
Principal Accountant	E	0	M267	MM160-1				
Step 1					92,946.08	7,745.51	44.69	3,872.75
Step 2					97,593.37	8,132.78	46.92	4,066.39
Step 3					102,473.06	8,539.42	49.27	4,269.71
Step 4					107,596.67	8,966.39	51.73	4,483.19
Step 5					112,976.47	9,414.71	54.32	4,707.35
Accountant II <i>(Accountant I/II is flexibly staffed; all FTEs budgeted at II level)</i>	E	3	M232	MM131				
Step 1					69,826.87	5,818.91	33.57	2,909.45
Step 2					73,318.18	6,109.85	35.25	3,054.92
Step 3					76,984.03	6,415.34	37.01	3,207.67
Step 4					80,833.31	6,736.11	38.86	3,368.05
Step 5					84,855.74	7,071.31	40.80	3,535.66
Accountant I <i>(Accountant I/II is flexibly staffed; all FTEs budgeted at II level)</i>	E	0	M284	MM120-1				
Step 1					62,930.63	5,244.22	30.26	2,622.11
Step 2					66,077.03	5,506.42	31.77	2,753.21
Step 3					69,380.91	5,781.74	33.36	2,890.87
Step 4					72,849.86	6,070.82	35.02	3,035.41
Step 5					76,499.82	6,374.98	36.78	3,187.49
Management Analyst	NE	1	M235	MM129				
Step 1					68,188.44	5,682.37	32.78	2,841.19
Step 2					71,597.84	5,966.49	34.42	2,983.24
Step 3					75,531.54	6,294.29	36.31	3,147.15
Step 4					79,308.09	6,609.01	38.13	3,304.50
Step 5					82,874.64	6,906.22	39.84	3,453.11
Accounting Technician	NE	1	G341	G128				
Step 1					53,314.64	4,442.89	25.63	2,221.44
Step 2					55,980.41	4,665.03	26.91	2,332.52
Step 3					58,779.40	4,898.28	28.26	2,449.14
Step 4					61,718.31	5,143.19	29.67	2,571.60
Step 5					64,807.00	5,400.58	31.16	2,700.29
Payroll Clerk	NE	1	G377	G128				
Step 1					53,314.64	4,442.89	25.63	2,221.44
Step 2					55,980.41	4,665.03	26.91	2,332.52
Step 3					58,779.40	4,898.28	28.26	2,449.14
Step 4					61,718.31	5,143.19	29.67	2,571.60
Step 5					64,807.00	5,400.58	31.16	2,700.29

City of El Monte Classification and Compensation Plan - Full Time Classifications
Effective July 1, 2020 - Amended September 15, 2020

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Account Clerk	NE	2	G360	G113				
Step 1					45,867.24	3,822.27	22.05	1,911.13
Step 2					48,160.56	4,013.38	23.15	2,006.69
Step 3					50,568.63	4,214.05	24.31	2,107.03
Step 4					53,097.13	4,424.76	25.53	2,212.38
Step 5					55,753.30	4,646.11	26.80	2,323.05
Customer Service Representative	NE	0	G408	G113				
Step 1					45,867.24	3,822.27	22.05	1,911.13
Step 2					48,160.56	4,013.38	23.15	2,006.69
Step 3					50,568.63	4,214.05	24.31	2,107.03
Step 4					53,097.13	4,424.76	25.53	2,212.38
Step 5					55,753.30	4,646.11	26.80	2,323.05
<u>Purchasing Division</u>								
Purchasing/Contract Manager	E	0	M283	MM163				
Step 1					94,775.60	7,897.97	45.57	3,948.98
Step 2					99,514.40	8,292.87	47.84	4,146.43
Step 3					104,490.18	8,707.52	50.24	4,353.76
Step 4					109,714.63	9,142.89	52.75	4,571.44
Step 5					115,196.36	9,599.70	55.38	4,799.85
Purchasing Clerk	NE	0	G370	G106				
Step 1					42,990.49	3,582.54	20.67	1,791.27
Step 2					45,140.02	3,761.67	21.70	1,880.83
Step 3					47,397.05	3,949.75	22.79	1,974.88
Step 4					49,766.87	4,147.24	23.93	2,073.62
Step 5					52,248.64	4,354.05	25.12	2,177.03
<u>Treasury Division</u>								
Cashier Clerk	NE	1	G350	G118				
Step 1					48,174.47	4,014.54	23.16	2,007.27
Step 2					50,583.23	4,215.27	24.32	2,107.63
Step 3					53,112.29	4,426.02	25.53	2,213.01
Step 4					55,768.04	4,647.34	26.81	2,323.67
Step 5					58,557.03	4,879.75	28.15	2,439.88
Account Clerk	NE	1	G360	G113				
Step 1					45,867.24	3,822.27	22.05	1,911.13
Step 2					48,160.56	4,013.38	23.15	2,006.69
Step 3					50,568.63	4,214.05	24.31	2,107.03
Step 4					53,097.13	4,424.76	25.53	2,212.38
Step 5					55,753.30	4,646.11	26.80	2,323.05
Customer Service Representative	NE	1	G408	G113				
Step 1					45,867.24	3,822.27	22.05	1,911.13
Step 2					48,160.56	4,013.38	23.15	2,006.69
Step 3					50,568.63	4,214.05	24.31	2,107.03
Step 4					53,097.13	4,424.76	25.53	2,212.38
Step 5					55,753.30	4,646.11	26.80	2,323.05

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
HUMAN RESOURCES/RISK MANAGEMENT DEPARTMENT (4)								
Human Resources/Risk Management Director	E	1	E111	EX104				
Min					131,735.14	10,977.93	63.33	5,488.96
Max					161,744.81	13,478.73	77.76	6,739.37
Human Resources/Risk Manager	E	0	M268	MM167				
Step 1					98,037.58	8,169.80	47.13	4,084.90
Step 2					102,939.51	8,578.29	49.49	4,289.15
Step 3					108,086.49	9,007.21	51.96	4,503.60
Step 4					113,490.76	9,457.56	54.56	4,728.78
Step 5					119,858.53	9,988.21	57.62	4,994.11
Senior Management Analyst	E	2	M223	MM145				
Step 1					79,716.97	6,643.08	38.33	3,321.54
Step 2					83,702.82	6,975.24	40.24	3,487.62
Step 3					87,887.97	7,324.00	42.25	3,662.00
Step 4					92,282.42	7,690.20	44.37	3,845.10
Step 5					96,905.65	8,075.47	46.59	4,037.74
Human Resources/Risk Management Analyst	NE	0	M240	MM129				
Step 1					68,188.44	5,682.37	32.78	2,841.19
Step 2					71,597.84	5,966.49	34.42	2,983.24
Step 3					75,531.54	6,294.29	36.31	3,147.15
Step 4					79,308.09	6,609.01	38.13	3,304.50
Step 5					82,874.64	6,906.22	39.84	3,453.11
Wellness Coordinator	NE	0	G385	G135				
Step 1					56,760.89	4,730.07	27.29	2,365.04
Step 2					59,598.97	4,966.58	28.65	2,483.29
Step 3					62,578.90	5,214.91	30.09	2,607.45
Step 4					65,707.78	5,475.65	31.59	2,737.82
Step 5					68,983.39	5,748.62	33.17	2,874.31
Human Resources/Risk Management Specialist	NE	1	G395	G120				
Step 1					48,568.75	4,047.40	23.35	2,023.70
Step 2					50,997.25	4,249.77	24.52	2,124.89
Step 3					53,547.03	4,462.25	25.74	2,231.13
Step 4					56,224.34	4,685.36	27.03	2,342.68
Step 5					59,038.92	4,919.91	28.38	2,459.95
Office Assistant	NE	0	G402	G075				
Step 1					32,470.95	2,705.91	15.61	1,352.96
Step 2					34,094.50	2,841.21	16.39	1,420.60
Step 3					35,799.27	2,983.27	17.21	1,491.64
Step 4					37,589.15	3,132.43	18.07	1,566.21
Step 5					39,468.59	3,289.05	18.98	1,644.52

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
PARKS, RECREATION AND COMMUNITY SERVICES DEPARTMENT (13)								
<u>Administration</u>								
Parks, Recreation & Community Services Director	E	1	E117	EX115				
Min					134,863.09	11,238.59	64.84	5,619.30
Max					163,923.69	13,660.31	78.81	6,830.15
Deputy Director of Parks, Recreation & Community Services	E	0	E119	EX100				
Min					107,888.02	8,990.67	51.87	4,495.33
Max					131,138.95	10,928.25	63.05	5,464.12
Management Analyst	NE	0	M235	MM129				
Step 1					68,188.44	5,682.37	32.78	2,841.19
Step 2					71,597.84	5,966.49	34.42	2,983.24
Step 3					75,531.54	6,294.29	36.31	3,147.15
Step 4					79,308.09	6,609.01	38.13	3,304.50
Step 5					82,874.64	6,906.22	39.84	3,453.11
Administrative Technician	NE	1	G400	G128				
Step 1					53,314.64	4,442.89	25.63	2,221.44
Step 2					55,980.41	4,665.03	26.91	2,332.52
Step 3					58,779.40	4,898.28	28.26	2,449.14
Step 4					61,718.31	5,143.19	29.67	2,571.60
Step 5					64,807.00	5,400.58	31.16	2,700.29
Secretary w/Shorthand	NE	1	G342	G128				
Step 1					53,314.64	4,442.89	25.63	2,221.44
Step 2					55,980.41	4,665.03	26.91	2,332.52
Step 3					58,779.40	4,898.28	28.26	2,449.14
Step 4					61,718.31	5,143.19	29.67	2,571.60
Step 5					64,807.00	5,400.58	31.16	2,700.29
<u>Aquatics Division</u>								
Aquatics Supervisor	NE	1	M277	MM139				
Step 1					74,831.44	6,235.95	35.98	3,117.98
Step 2					78,573.09	6,547.76	37.78	3,273.88
Step 3					82,501.75	6,875.15	39.66	3,437.57
Step 4					86,626.91	7,218.91	41.65	3,609.45
Step 5					90,962.61	7,580.22	43.73	3,790.11
Aquatics Coordinator	NE	1	G392	G135				
Step 1					56,760.89	4,730.07	27.29	2,365.04
Step 2					59,598.97	4,966.58	28.65	2,483.29
Step 3					62,578.90	5,214.91	30.09	2,607.45
Step 4					65,707.78	5,475.65	31.59	2,737.82
Step 5					68,983.39	5,748.62	33.17	2,874.31

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
<u>Community Wellness & Senior Services Division</u>								
Parks, Recreation & Community Services Supervisor	NE	0	M255	MM139				
Step 1					74,831.44	6,235.95	35.98	3,117.98
Step 2					78,573.09	6,547.76	37.78	3,273.88
Step 3					82,501.75	6,875.15	39.66	3,437.57
Step 4					86,626.91	7,218.91	41.65	3,609.45
Step 5					90,962.61	7,580.22	43.73	3,790.11
Social Worker	NE	1	G365	G121				
Step 1					49,503.27	4,125.27	23.80	2,062.64
Step 2					51,978.50	4,331.54	24.99	2,165.77
Step 3					54,577.38	4,548.11	26.24	2,274.06
Step 4					57,306.32	4,775.53	27.55	2,387.76
Step 5					60,177.89	5,014.82	28.93	2,507.41
Administrative Clerk	NE	0	G372	G100				
Step 1					40,697.80	3,391.48	19.57	1,695.74
Step 2					42,732.85	3,561.07	20.54	1,780.54
Step 3					44,869.35	3,739.11	21.57	1,869.56
Step 4					47,112.92	3,926.08	22.65	1,963.04
Step 5					49,459.56	4,121.63	23.78	2,060.81
<u>Facilities, Special Programs and Events Division</u>								
Community Liaison	NE	1	M245	MM147				
Step 1					80,983.09	6,748.59	38.93	3,374.30
Step 2					85,033.06	7,086.09	40.88	3,543.04
Step 3					89,285.52	7,440.46	42.93	3,720.23
Step 4					93,750.63	7,812.55	45.07	3,906.28
Step 5					98,439.22	8,203.27	47.33	4,101.63
Parks, Recreation & Community Services Supervisor	NE	1	M255	MM139				
Step 1					74,831.44	6,235.95	35.98	3,117.98
Step 2					78,573.09	6,547.76	37.78	3,273.88
Step 3					82,501.75	6,875.15	39.66	3,437.57
Step 4					86,626.91	7,218.91	41.65	3,609.45
Step 5					90,962.61	7,580.22	43.73	3,790.11
<u>Recreation Division</u>								
Recreation Services Manager	E	1	M250	MM160				
Step 1					92,466.97	7,705.58	44.46	3,852.79
Step 2					97,090.33	8,090.86	46.68	4,045.43
Step 3					101,944.82	8,495.40	49.01	4,247.70
Step 4					107,042.05	8,920.17	51.46	4,460.09
Step 5					112,381.37	9,365.11	54.03	4,682.56
Recreation Coordinator	NE	4	G319	G135				
Step 1					56,760.89	4,730.07	27.29	2,365.04
Step 2					59,598.97	4,966.58	28.65	2,483.29
Step 3					62,578.90	5,214.91	30.09	2,607.45
Step 4					65,707.78	5,475.65	31.59	2,737.82
Step 5					68,983.39	5,748.62	33.17	2,874.31

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
POLICE DEPARTMENT (162 - 122 Sworn, 40 Civilian)								
<u>Sworn Personnel</u>								
Chief of Police	E	1	E103	EX142				
Min					193,075.76	16,089.65	92.82	8,044.82
Max					234,685.50	19,557.13	112.83	9,778.56
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	3450.82
Step 2					86,960.61	7,246.72	41.81	3623.36
Step 3					91,308.61	7,609.05	43.90	3804.53
Step 4					95,873.94	7,989.49	46.09	3994.75
Step 5					100,663.35	8,388.61	48.40	4194.31
Police Officer II	NE	12	S609	P106				
Step 1					82,239.16	6,853.26	39.54	3426.63
Step 2					86,351.14	7,195.93	41.51	3597.96
Step 3					90,668.67	7,555.72	43.59	3777.86
Step 4					95,202.13	7,933.51	45.77	3966.76
Step 5					99,963.88	8,330.32	48.06	4165.16

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
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
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
Civilian Personnel								
Police Communications Manager	E	1	M227	MM141				
Step 1					76,663.57	6,388.63	36.86	3,194.32
Step 2					80,496.78	6,708.07	38.70	3,354.03
Step 3					84,521.56	7,043.46	40.64	3,521.73
Step 4					88,747.64	7,395.64	42.67	3,697.82
Step 5					93,181.99	7,765.17	44.80	3,882.58
Management Analyst	NE	1	M235	MM129				
Step 1					68,188.44	5,682.37	32.78	2,841.19
Step 2					71,597.84	5,966.49	34.42	2,983.24
Step 3					75,531.54	6,294.29	36.31	3,147.15
Step 4					79,308.09	6,609.01	38.13	3,304.50
Step 5					82,874.64	6,906.22	39.84	3,453.11
Senior Administrative Assistant	NE	1	M251	MM120-1				
Step 1					62,930.63	5,244.22	30.26	2,622.11
Step 2					66,077.03	5,506.42	31.77	2,753.21
Step 3					69,380.91	5,781.74	33.36	2,890.87
Step 4					72,849.86	6,070.82	35.02	3,035.41
Step 5					76,499.82	6,374.98	36.78	3,187.49
Police Recruit <i>(Utilized only to fill Police Officer vacancies; excluded from total FTEs)</i>	NE	0	G394	G148				
Step 1					64,417.61	5,368.13	30.97	2,684.07
Step 2					67,638.61	5,636.55	32.52	2,818.28
Step 3					71,020.41	5,918.37	34.14	2,959.18
Step 4					74,571.31	6,214.28	35.85	3,107.14
Step 5					78,300.00	6,525.00	37.64	3,262.50
Custody Supervisor	NE	1	G411	G142				
Step 1					60,601.37	5,050.11	29.14	2,525.06
Step 2					63,631.61	5,302.63	30.59	2,651.32
Step 3					66,813.04	5,567.75	32.12	2,783.88
Step 4					70,153.67	5,846.14	33.73	2,923.07
Step 5					73,670.89	6,139.24	35.42	3,069.62

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Police Dispatch Shift Supervisor	NE	4	G312	G142				
Step 1					60,601.37	5,050.11	29.14	2,525.06
Step 2					63,631.61	5,302.63	30.59	2,651.32
Step 3					66,813.04	5,567.75	32.12	2,783.88
Step 4					70,153.67	5,846.14	33.73	2,923.07
Step 5					73,670.89	6,139.24	35.42	3,069.62
ID Technician	NE	1	G330	G133				
Step 1					55,899.28	4,658.27	26.87	2,329.14
Step 2					58,694.25	4,891.19	28.22	2,445.59
Step 3					61,629.05	5,135.75	29.63	2,567.88
Step 4					64,710.49	5,392.54	31.11	2,696.27
Step 5					67,946.59	5,662.22	32.67	2,831.11
Police Records Supervisor	NE	1	G346	G133				
Step 1					55,899.28	4,658.27	26.87	2,329.14
Step 2					58,694.25	4,891.19	28.22	2,445.59
Step 3					61,629.05	5,135.75	29.63	2,567.88
Step 4					64,710.49	5,392.54	31.11	2,696.27
Step 5					67,946.59	5,662.22	32.67	2,831.11
Administrative Specialist	NE	1	G409	G130				
Step 1					54,701.96	4,558.50	26.30	2,279.25
Step 2					57,437.05	4,786.42	27.61	2,393.21
Step 3					60,308.76	5,025.73	28.99	2,512.86
Step 4					63,324.30	5,277.02	30.44	2,638.51
Step 5					66,500.91	5,541.74	31.97	2,770.87
Custody Officer	NE	7	G338	G129				
Step 1					53,592.07	4,466.01	25.77	2,233.00
Step 2					56,271.82	4,689.32	27.05	2,344.66
Step 3					59,085.25	4,923.77	28.41	2,461.89
Step 4					62,039.56	5,169.96	29.83	2,584.98
Step 5					65,142.92	5,428.58	31.32	2,714.29
Police Dispatcher	NE	10	G339	G129				
Step 1					53,592.07	4,466.01	25.77	2,233.00
Step 2					56,271.82	4,689.32	27.05	2,344.66
Step 3					59,085.25	4,923.77	28.41	2,461.89
Step 4					62,039.56	5,169.96	29.83	2,584.98
Step 5					65,142.92	5,428.58	31.32	2,714.29
Senior Equipment Maintenance Technician	NE	1	G343	G128				
Step 1					53,314.64	4,442.89	25.63	2,221.44
Step 2					55,980.41	4,665.03	26.91	2,332.52
Step 3					58,779.40	4,898.28	28.26	2,449.14
Step 4					61,718.31	5,143.19	29.67	2,571.60
Step 5					64,807.00	5,400.58	31.16	2,700.29

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 Parking Technician	NE	1	G412	G123				
Step 1					50,700.72	4,225.06	24.38	2,112.53
Step 2					53,235.83	4,436.32	25.59	2,218.16
Step 3					55,897.54	4,658.13	26.87	2,329.06
Step 4					58,692.51	4,891.04	28.22	2,445.52
Step 5					61,623.57	5,135.30	29.63	2,567.65
Support Services Specialist	NE	1	G397	G123				
Step 1					50,700.72	4,225.06	24.38	2,112.53
Step 2					53,235.83	4,436.32	25.59	2,218.16
Step 3					55,897.54	4,658.13	26.87	2,329.06
Step 4					58,692.51	4,891.04	28.22	2,445.52
Step 5					61,623.57	5,135.30	29.63	2,567.65
Equipment Maintenance Technician	NE	1	G349	G118				
Step 1					48,174.47	4,014.54	23.16	2,007.27
Step 2					50,583.23	4,215.27	24.32	2,107.63
Step 3					53,112.29	4,426.02	25.53	2,213.01
Step 4					55,768.04	4,647.34	26.81	2,323.67
Step 5					58,557.03	4,879.75	28.15	2,439.88
Parking Technician	NE	1	G357	G114				
Step 1					46,290.70	3,857.56	22.26	1,928.78
Step 2					48,605.39	4,050.45	23.37	2,025.22
Step 3					51,035.43	4,252.95	24.54	2,126.48
Step 4					53,587.26	4,465.60	25.76	2,232.80
Step 5					56,279.04	4,689.92	27.06	2,344.96
Police Records Technician	NE	7	G363	G110				
Step 1					44,713.62	3,726.13	21.50	1,863.07
Step 2					46,949.31	3,912.44	22.57	1,956.22
Step 3					49,296.74	4,108.06	23.70	2,054.03
Step 4					51,761.55	4,313.46	24.89	2,156.73
Step 5					54,351.47	4,529.29	26.13	2,264.64
PUBLIC WORKS AND UTILITIES DEPARTMENT (71)								
Administration								
Public Works & Utilities Director	E	1	E114	EX123				
Min					144,982.17	12,081.85	69.70	6,040.92
Max					176,221.64	14,685.14	84.72	7,342.57
Deputy Director of Public Works & Utilities	E	0	E118	EX116				
Min					136,535.71	11,377.98	65.64	5,688.99
Max					165,959.97	13,830.00	79.79	6,915.00
Senior Project Manager	E	1	M270	MM171				
Step 1					101,959.04	8,496.59	49.02	4,248.29
Step 2					107,057.07	8,921.42	51.47	4,460.71
Step 3					112,409.88	9,367.49	54.04	4,683.75
Step 4					118,030.41	9,835.87	56.75	4,917.93
Step 5					123,931.87	10,327.66	59.58	5,163.83

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Department Secretary	NE	1	G321	G135				
Step 1					56,760.89	4,730.07	27.29	2,365.04
Step 2					59,598.97	4,966.58	28.65	2,483.29
Step 3					62,578.90	5,214.91	30.09	2,607.45
Step 4					65,707.78	5,475.65	31.59	2,737.82
Step 5					68,983.39	5,748.62	33.17	2,874.31
Office Assistant (eff. 9/16/2020)	NE	1	G402	G075				
Step 1					32,470.95	2,705.91	15.61	1,352.96
Step 2					34,094.50	2,841.21	16.39	1,420.60
Step 3					35,799.27	2,983.27	17.21	1,491.64
Step 4					37,589.15	3,132.43	18.07	1,566.21
Step 5					39,468.59	3,289.05	18.98	1,644.52
Engineering Division								
City Engineer	E	1	M261	MM200				
Step 1					134,239.51	11,186.63	64.54	5,593.31
Step 2					140,951.38	11,745.95	67.77	5,872.97
Step 3					147,999.04	12,333.25	71.15	6,166.63
Step 4					155,398.94	12,949.91	74.71	6,474.96
Step 5					163,100.66	13,591.72	78.41	6,795.86
Senior Civil Engineer	E	0	M286	MM153				
Step 1					85,954.29	7,162.86	41.32	3,581.43
Step 2					90,251.95	7,521.00	43.39	3,760.50
Step 3					94,764.47	7,897.04	45.56	3,948.52
Step 4					99,502.72	8,291.89	47.84	4,145.95
Step 5					104,477.94	8,706.50	50.23	4,353.25
Senior Management Analyst	E	0	M223	MM145				
Step 1					79,716.97	6,643.08	38.33	3,321.54
Step 2					83,702.82	6,975.24	40.24	3,487.62
Step 3					87,887.97	7,324.00	42.25	3,662.00
Step 4					92,282.42	7,690.20	44.37	3,845.10
Step 5					96,905.65	8,075.47	46.59	4,037.74
Associate Civil Engineer	E	2	M280	MM140				
Step 1					75,579.74	6,298.31	36.34	3,149.16
Step 2					79,358.82	6,613.24	38.15	3,306.62
Step 3					83,326.78	6,943.90	40.06	3,471.95
Step 4					87,493.12	7,291.09	42.06	3,645.55
Step 5					91,872.12	7,656.01	44.17	3,828.01
Public Works Inspector	NE	0	M265	MM118				
Step 1					61,813.39	5,151.12	29.72	2,575.56
Step 2					64,904.05	5,408.67	31.20	2,704.34
Step 3					68,149.37	5,679.11	32.76	2,839.56
Step 4					71,556.84	5,963.07	34.40	2,981.54
Step 5					75,134.61	6,261.22	36.12	3,130.61

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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					40,697.80	3,391.48	19.57	1,695.74
Step 2					42,732.85	3,561.07	20.54	1,780.54
Step 3					44,869.35	3,739.11	21.57	1,869.56
Step 4					47,112.92	3,926.08	22.65	1,963.04
Step 5					49,459.56	4,121.63	23.78	2,060.81
Maintenance Division								
Public Works Operations Superintendent	E	1	M203	MM190				
Step 1					121,318.23	10,109.85	58.33	5,054.93
Step 2					127,384.07	10,615.34	61.24	5,307.67
Step 3					133,753.20	11,146.10	64.30	5,573.05
Step 4					140,440.88	11,703.41	67.52	5,851.70
Step 5					147,458.60	12,288.22	70.89	6,144.11
Public Works Maintenance Supervisor	E	1	M213	MM160				
Step 1					92,466.97	7,705.58	44.46	3,852.79
Step 2					97,090.33	8,090.86	46.68	4,045.43
Step 3					101,944.82	8,495.40	49.01	4,247.70
Step 4					107,042.05	8,920.17	51.46	4,460.09
Step 5					112,381.37	9,365.11	54.03	4,682.56
Public Works Maintenance Field Supervisor	NE	3	M243	MM137				
Step 1					73,669.82	6,139.15	35.42	3,069.58
Step 2					77,353.72	6,446.14	37.19	3,223.07
Step 3					81,221.29	6,768.44	39.05	3,384.22
Step 4					85,281.49	7,106.79	41.00	3,553.40
Step 5					89,547.54	7,462.30	43.05	3,731.15
Administrative Analyst	NE	1	M282	MM109				
Step 1					56,822.56	4,735.21	27.32	2,367.61
Step 2					59,663.52	4,971.96	28.68	2,485.98
Step 3					62,646.71	5,220.56	30.12	2,610.28
Step 4					65,779.08	5,481.59	31.62	2,740.79
Step 5					69,068.11	5,755.68	33.21	2,877.84
Senior Heavy Equipment Mechanic	NE	1	G315	G141				
Step 1					60,280.15	5,023.35	28.98	2,511.67
Step 2					63,294.22	5,274.52	30.43	2,637.26
Step 3					66,458.94	5,538.24	31.95	2,769.12
Step 4					69,781.79	5,815.15	33.55	2,907.57
Step 5					73,276.55	6,106.38	35.23	3,053.19
Traffic Signal Technician	NE	1	G314	G141				
Step 1					60,280.15	5,023.35	28.98	2,511.67
Step 2					63,294.22	5,274.52	30.43	2,637.26
Step 3					66,458.94	5,538.24	31.95	2,769.12
Step 4					69,781.79	5,815.15	33.55	2,907.57
Step 5					73,276.55	6,106.38	35.23	3,053.19

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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					59,798.26	4,983.19	28.75	2,491.59
Step 2					62,788.27	5,232.36	30.19	2,616.18
Step 3					65,927.85	5,493.99	31.70	2,746.99
Step 4					69,224.37	5,768.70	33.28	2,884.35
Step 5					72,692.53	6,057.71	34.95	3,028.86
Aquatics Maintenance Specialist	NE	1	G404	G133				
Step 1					55,899.28	4,658.27	26.87	2,329.14
Step 2					58,694.25	4,891.19	28.22	2,445.59
Step 3					61,629.05	5,135.75	29.63	2,567.88
Step 4					64,710.49	5,392.54	31.11	2,696.27
Step 5					67,946.59	5,662.22	32.67	2,831.11
Cement Mason	NE	0	G331	G133				
Step 1					55,899.28	4,658.27	26.87	2,329.14
Step 2					58,694.25	4,891.19	28.22	2,445.59
Step 3					61,629.05	5,135.75	29.63	2,567.88
Step 4					64,710.49	5,392.54	31.11	2,696.27
Step 5					67,946.59	5,662.22	32.67	2,831.11
Heavy Equipment Mechanic	NE	1	G334	G133				
Step 1					55,899.28	4,658.27	26.87	2,329.14
Step 2					58,694.25	4,891.19	28.22	2,445.59
Step 3					61,629.05	5,135.75	29.63	2,567.88
Step 4					64,710.49	5,392.54	31.11	2,696.27
Step 5					67,946.59	5,662.22	32.67	2,831.11
Plumber	NE	0	G328	G133				
Step 1					55,899.28	4,658.27	26.87	2,329.14
Step 2					58,694.25	4,891.19	28.22	2,445.59
Step 3					61,629.05	5,135.75	29.63	2,567.88
Step 4					64,710.49	5,392.54	31.11	2,696.27
Step 5					67,946.59	5,662.22	32.67	2,831.11
Electrician's Helper	NE	1	G335	G130				
Step 1					54,701.96	4,558.50	26.30	2,279.25
Step 2					57,437.05	4,786.42	27.61	2,393.21
Step 3					60,308.76	5,025.73	28.99	2,512.86
Step 4					63,324.30	5,277.02	30.44	2,638.51
Step 5					66,500.91	5,541.74	31.97	2,770.87
Maintenance Lead Worker	NE	6	G336	G129-1				
Step 1					53,840.30	4,486.69	25.88	2,243.35
Step 2					56,532.35	4,711.03	27.18	2,355.51
Step 3					59,358.88	4,946.57	28.54	2,473.29
Step 4					62,326.96	5,193.91	29.96	2,596.96
Step 5					65,434.87	5,452.91	31.46	2,726.45

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Graffiti Abatement Coordinator	NE	1	G359	G114				
Step 1					46,290.70	3,857.56	22.26	1,928.78
Step 2					48,605.39	4,050.45	23.37	2,025.22
Step 3					51,035.43	4,252.95	24.54	2,126.48
Step 4					53,587.26	4,465.60	25.76	2,232.80
Step 5					56,279.04	4,689.92	27.06	2,344.96
Maintenance Worker	NE	19	G356	G114				
Step 1					46,290.70	3,857.56	22.26	1,928.78
Step 2					48,605.39	4,050.45	23.37	2,025.22
Step 3					51,035.43	4,252.95	24.54	2,126.48
Step 4					53,587.26	4,465.60	25.76	2,232.80
Step 5					56,279.04	4,689.92	27.06	2,344.96
Transportation Division								
Transportation Operations Manager	E	1	M256	MM160				
Step 1					92,466.97	7,705.58	44.46	3,852.79
Step 2					97,090.33	8,090.86	46.68	4,045.43
Step 3					101,944.82	8,495.40	49.01	4,247.70
Step 4					107,042.05	8,920.17	51.46	4,460.09
Step 5					112,381.37	9,365.11	54.03	4,682.56
Transportation Senior Program Specialist	NE	1	M275	MM140				
Step 1					75,579.74	6,298.31	36.34	3,149.16
Step 2					79,358.82	6,613.24	38.15	3,306.62
Step 3					83,326.78	6,943.90	40.06	3,471.95
Step 4					87,493.12	7,291.09	42.06	3,645.55
Step 5					91,872.12	7,656.01	44.17	3,828.01
Transportation Coordinator	NE	3	G320	G135				
Step 1					56,760.89	4,730.07	27.29	2,365.04
Step 2					59,598.97	4,966.58	28.65	2,483.29
Step 3					62,578.90	5,214.91	30.09	2,607.45
Step 4					65,707.78	5,475.65	31.59	2,737.82
Step 5					68,983.39	5,748.62	33.17	2,874.31
Senior Transportation Driver	NE	2	G413	G128				
Step 1					53,314.64	4,442.89	25.63	2,221.44
Step 2					55,980.41	4,665.03	26.91	2,332.52
Step 3					58,779.40	4,898.28	28.26	2,449.14
Step 4					61,718.31	5,143.19	29.67	2,571.60
Step 5					64,807.00	5,400.58	31.16	2,700.29
Transportation Driver	NE	2	G407	G120				
Step 1					48,568.75	4,047.40	23.35	2,023.70
Step 2					50,997.25	4,249.77	24.52	2,124.89
Step 3					53,547.03	4,462.25	25.74	2,231.13
Step 4					56,224.34	4,685.36	27.03	2,342.68
Step 5					59,038.92	4,919.91	28.38	2,459.95

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Administrative Clerk	NE	1	G372	G100				
Step 1					40,697.80	3,391.48	19.57	1,695.74
Step 2					42,732.85	3,561.07	20.54	1,780.54
Step 3					44,869.35	3,739.11	21.57	1,869.56
Step 4					47,112.92	3,926.08	22.65	1,963.04
Step 5					49,459.56	4,121.63	23.78	2,060.81
Utilities Division								
Utilities Manager	E	1	M264	MM197				
Step 1					130,329.56	10,860.80	62.66	5,430.40
Step 2					136,846.00	11,403.83	65.79	5,701.92
Step 3					143,688.21	11,974.02	69.08	5,987.01
Step 4					150,872.62	12,572.72	72.53	6,286.36
Step 5					158,350.45	13,195.87	76.13	6,597.94
Water Systems Supervisor	NE	1	M248	MM160				
Step 1					92,466.97	7,705.58	44.46	3,852.79
Step 2					97,090.33	8,090.86	46.68	4,045.43
Step 3					101,944.82	8,495.40	49.01	4,247.70
Step 4					107,042.05	8,920.17	51.46	4,460.09
Step 5					112,381.37	9,365.11	54.03	4,682.56
Associate Civil Engineer	E	0	M280	MM140				
Step 1					75,579.74	6,298.31	36.34	3,149.16
Step 2					79,358.82	6,613.24	38.15	3,306.62
Step 3					83,326.78	6,943.90	40.06	3,471.95
Step 4					87,493.12	7,291.09	42.06	3,645.55
Step 5					91,872.12	7,656.01	44.17	3,828.01
GIS Analyst	E	1	M285	MM129				
Step 1					68,188.44	5,682.37	32.78	2,841.19
Step 2					71,597.84	5,966.49	34.42	2,983.24
Step 3					75,531.54	6,294.29	36.31	3,147.15
Step 4					79,308.09	6,609.01	38.13	3,304.50
Step 5					82,874.64	6,906.22	39.84	3,453.11
Administrative Analyst	NE	1	M282	MM109				
Step 1					56,822.56	4,735.21	27.32	2,367.61
Step 2					59,663.52	4,971.96	28.68	2,485.98
Step 3					62,646.71	5,220.56	30.12	2,610.28
Step 4					65,779.08	5,481.59	31.62	2,740.79
Step 5					69,068.11	5,755.68	33.21	2,877.84
Senior Shift Operator	NE	1	G388	G146				
Step 1					63,156.94	5,263.08	30.36	2,631.54
Step 2					66,314.71	5,526.23	31.88	2,763.11
Step 3					69,630.47	5,802.54	33.48	2,901.27
Step 4					73,112.00	6,092.67	35.15	3,046.33
Step 5					76,752.06	6,396.00	36.90	3,198.00

City of El Monte Classification and Compensation Plan - Full Time Classifications
Effective July 1, 2020 - Amended September 15, 2020

Reflect staffing level changes (FTE decreases/increases) consistent with the Citywide Budget for FY2021 approved 8/28/2020; reflect prior reductions to the salary for City Manager consistent with applicable Side Letter Agreements; transfer 1 PT Program Coordinator to Public Works and convert to FT Office Assistant to comply with nepotism prohibition in Municipal Code Section 2.72.080(l). **Total FTEs = 299**

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Wastewater Collection Systems Lead	NE	1	G380	G142				
Step 1					60,601.37	5,050.11	29.14	2,525.06
Step 2					63,631.61	5,302.63	30.59	2,651.32
Step 3					66,813.04	5,567.75	32.12	2,783.88
Step 4					70,153.67	5,846.14	33.73	2,923.07
Step 5					73,670.89	6,139.24	35.42	3,069.62
Shift Operator	NE	3	G318	G136				
Step 1					57,301.24	4,775.10	27.55	2,387.55
Step 2					60,166.26	5,013.86	28.93	2,506.93
Step 3					63,174.58	5,264.55	30.37	2,632.27
Step 4					66,333.29	5,527.77	31.89	2,763.89
Step 5					69,640.50	5,803.37	33.48	2,901.69
Collections Worker II <i>(Collections Worker I/II is flexibly staffed)</i>	NE	2	G379	G129-1				
Step 1					53,840.30	4,486.69	25.88	2,243.35
Step 2					56,532.35	4,711.03	27.18	2,355.51
Step 3					59,358.88	4,946.57	28.54	2,473.29
Step 4					62,326.96	5,193.91	29.96	2,596.96
Step 5					65,434.87	5,452.91	31.46	2,726.45
Water Meter Reader	NE	1	G354	G117				
Step 1					47,459.00	3,954.92	22.82	1,977.46
Step 2					49,831.97	4,152.66	23.96	2,076.33
Step 3					52,323.51	4,360.29	25.16	2,180.15
Step 4					54,939.77	4,578.31	26.41	2,289.16
Step 5					57,695.44	4,807.95	27.74	2,403.98
Collections Worker I <i>(Collections Worker I/II is flexibly staffed)</i>	NE	3	G378	G117				
Step 1					47,459.00	3,954.92	22.82	1,977.46
Step 2					49,831.97	4,152.66	23.96	2,076.33
Step 3					52,323.51	4,360.29	25.16	2,180.15
Step 4					54,939.77	4,578.31	26.41	2,289.16
Step 5					57,695.44	4,807.95	27.74	2,403.98
Office Assistant	NE	1	G402	G075				
Step 1					32,470.95	2,705.91	15.61	1,352.96
Step 2					34,094.50	2,841.21	16.39	1,420.60
Step 3					35,799.27	2,983.27	17.21	1,491.64
Step 4					37,589.15	3,132.43	18.07	1,566.21
Step 5					39,468.59	3,289.05	18.98	1,644.52