

**City of El Monte Classification and Compensation Plan
Effective January 1, 2017**

Effective January 1, 2017 - Minimum Wage Increase - \$10.50 hr.

Department/Division	FLSA	Pay Grade	Annual	Monthly	Hourly	Pay Period
CITY CLERK'S OFFICE						
Deputy City Clerk/Records Manager	NE	MM142-1				
Step 1			67,640.93	5,636.74	32.52	\$2,818.37
Step 2			71,022.97	5,918.58	34.15	\$2,959.29
Step 3			74,574.16	6,214.51	35.85	\$3,107.26
Step 4			78,302.83	6,525.24	37.65	\$3,262.62
Step 5			82,217.92	6,851.49	39.53	\$3,425.75
Secretary / Archivist	NE	G117				
Step 1			41,769.00	3,480.75	20.08	1,740.38
Step 2			43,857.51	3,654.79	21.09	1,827.40
Step 3			46,050.31	3,837.53	22.14	1,918.76
Step 4			48,352.90	4,029.41	23.25	2,014.70
Step 5			50,778.25	4,231.52	24.41	2,115.76
CITY MANAGER'S OFFICE						
City Manager	E	EX144				
Mn			195,000.00	16,250.00	93.75	8,125.00
Mx			195,000.00	16,250.00	93.75	8,125.00
Assistant City Manager	E	EX134				
Mn			150,420.00	12,535.00	72.32	6,267.50
Mx			176,256.00	14,688.00	84.74	7,344.00
Sr. Project Manager	E	MM171				
Step 1			89,734.99	7,477.92	43.14	3,738.96
Step 2			94,221.81	7,851.82	45.30	3,925.91
Step 3			98,932.86	8,244.41	47.56	4,122.20
Step 4			103,879.53	8,656.63	49.94	4,328.31
Step 5			109,073.46	9,089.45	52.44	4,544.73
Public Information Officer (PIO)	E	MM153				
Step 1			75,649.08	6,304.09	36.37	3,152.04
Step 2			79,431.48	6,619.29	38.19	3,309.65
Step 3			83,402.99	6,950.25	40.10	3,475.12
Step 4			87,573.16	7,297.76	42.10	3,648.88
Step 5			91,951.90	7,662.66	44.21	3,831.33
Grants Manager	E	MM147-1				
Step 1			71,640.96	5,970.08	34.44	2,985.04
Step 2			75,223.00	6,268.58	36.16	3,134.29
Step 3			78,984.11	6,582.01	37.97	3,291.00

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Step 4			82,933.34	6,911.11	39.87	3,455.56
Step 5			87,070.22	7,255.85	41.86	3,627.93
City Council Liaison	E	MM147				
Step 1			71,273.89	5,939.49	34.27	2,969.75
Step 2			74,838.30	6,236.52	35.98	3,118.26
Step 3			78,580.92	6,548.41	37.78	3,274.21
Step 4			82,510.70	6,875.89	39.67	3,437.95
Step 5			86,637.17	7,219.76	41.65	3,609.88
Executive Assistant to the City Manager	E	MM127				
Step 1			58,558.12	4,879.84	28.15	2,439.92
Step 2			61,485.93	5,123.83	29.56	2,561.91
Step 3			64,560.25	5,380.02	31.04	2,690.01
Step 4			67,788.30	5,649.03	32.59	2,824.51
Step 5			71,182.09	5,931.84	34.22	2,965.92
Graphic Designer	NE	G135				
Step 1			49,955.72	4,162.98	24.02	2,081.49
Step 2			52,453.54	4,371.13	25.22	2,185.56
Step 3			55,076.21	4,589.68	26.48	2,294.84
Step 4			57,829.96	4,819.16	27.80	2,409.58
Step 5			60,712.85	5,059.40	29.19	2,529.70
Sec/City Council w/shorthand	NE	G128				
Step 1			46,922.65	3,910.22	22.56	1,955.11
Step 2			49,268.82	4,105.73	23.69	2,052.87
Step 3			51,732.24	4,311.02	24.87	2,155.51
Step 4			54,318.79	4,526.57	26.11	2,263.28
Step 5			57,037.18	4,753.10	27.42	2,376.55
ADMINISTRATIVE GROUP						
Sr. Management Analyst	E	MM145				
Step 1			70,159.56	5,846.63	33.73	2,923.31
Step 2			73,667.54	6,138.96	35.42	3,069.48
Step 3			77,350.92	6,445.91	37.19	3,222.96
Step 4			81,218.52	6,768.21	39.05	3,384.11
Step 5			85,287.46	7,107.29	41.00	3,553.64

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Department/Division	FLSA	Pay Grade	Annual	Monthly	Hourly	Pay Period
Management Analyst	E	MM129				
Step 1			60,013.21	5,001.10	28.85	2,500.55
Step 2			63,013.85	5,251.15	30.30	2,625.58
Step 3			66,475.93	5,539.66	31.96	2,769.83
Step 4			69,799.70	5,816.64	33.56	2,908.32
Step 5			72,938.65	6,078.22	35.07	3,039.11
Y-Step			67,328.08	5,610.67	32.37	2,805.34
Sr. Administrative Assistant	E	MM120-1				
Step 1			55,385.76	4,615.48	26.63	2,307.74
Step 2			58,154.93	4,846.24	27.96	2,423.12
Step 3			61,062.67	5,088.56	29.36	2,544.28
Step 4			64,115.81	5,342.98	30.82	2,671.49
Step 5			67,328.08	5,610.67	32.37	2,805.34
Sr. Administrative Analyst	E	MM119				
Step 1			55,010.84	4,584.24	26.45	2,292.12
Step 2			57,761.42	4,813.45	27.77	2,406.73
Step 3			60,649.44	5,054.12	29.16	2,527.06
Step 4			63,682.03	5,306.84	30.62	2,653.42
Step 5			66,866.02	5,572.17	32.15	2,786.08
Administrative Analyst	E	MM109				
Step 1			50,009.95	4,167.50	24.04	2,083.75
Step 2			52,510.33	4,375.86	25.25	2,187.93
Step 3			55,135.94	4,594.66	26.51	2,297.33
Step 4			57,892.75	4,824.40	27.83	2,412.20
Step 5			60,787.39	5,065.62	29.22	2,532.81
Department Secretary	NE	G135				
Step 1			49,955.72	4,162.98	24.02	2,081.49
Step 2			52,453.54	4,371.13	25.22	2,185.56
Step 3			55,076.21	4,589.68	26.48	2,294.84
Step 4			57,829.96	4,819.16	27.80	2,409.58
Step 5			60,712.85	5,059.40	29.19	2,529.70
Administrative Technician	NE	G128				
Step 1			46,922.65	3,910.22	22.56	1,955.11
Step 2			49,268.82	4,105.73	23.69	2,052.87
Step 3			51,732.24	4,311.02	24.87	2,155.51

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Step 4			54,318.79	4,526.57	26.11	2,263.28
Step 5			57,037.18	4,753.10	27.42	2,376.55
Lead Clerk	NE	G106				\$1.00
Step 1			37,836.29	3,153.02	18.19	1,576.51
Step 2			39,728.10	3,310.68	19.10	1,655.34
Step 3			41,714.53	3,476.21	20.06	1,738.11
Step 4			43,800.23	3,650.02	21.06	1,825.01
Step 5			45,984.46	3,832.04	22.11	1,916.02
Administrative Clerk	NE	G100				
Step 1			35,818.52	2,984.88	17.22	1,492.44
Step 2			37,609.48	3,134.12	18.08	1,567.06
Step 3			39,489.91	3,290.83	18.99	1,645.41
Step 4			41,464.47	3,455.37	19.93	1,727.69
Step 5			43,529.72	3,627.48	20.93	1,813.74
Office Assistant	NE	G075				
Step 1			28,577.95	2,381.50	13.74	1,190.75
Step 2			30,006.85	2,500.57	14.43	1,250.29
Step 3			31,507.23	2,625.60	15.15	1,312.80
Step 4			33,082.52	2,756.88	15.91	1,378.44
Step 5			34,736.63	2,894.72	16.70	1,447.36
Administrative Assistant - P/T	NE	PT1653			16.53	
Intern (College or Graduate) - P/T	NE	PT1500			15.00	
Office Assistant - P/T	NE	PT1400			14.00	
ECONOMIC DEVELOPMENT DEPARTMENT						
<u>Administration Group</u>						
Economic Development Director	E	EX123				
Mn			130,152.00	10,846.00	62.57	5,423.00
Mx			158,196.00	13,183.00	76.06	6,591.50
<u>Building & Safety Division Group</u>						
Chief Building Official	E	MM167				
Step 1			86,283.68	7,190.31	41.48	3,595.15

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Department/Division	FLSA	Pay Grade	Annual	Monthly	Hourly	Pay Period
Step 2			90,597.91	7,549.83	43.56	3,774.91
Step 3			95,127.81	7,927.32	45.73	3,963.66
Step 4			99,884.15	8,323.68	48.02	4,161.84
Step 5			105,488.48	8,790.71	50.72	4,395.35

CDBG/Housing Division

Housing Manager	E	MM167				
Step 1			86,283.68	7,190.31	41.48	3,595.15
Step 2			90,597.91	7,549.83	43.56	3,774.91
Step 3			95,127.81	7,927.32	45.73	3,963.66
Step 4			99,884.15	8,323.68	48.02	4,161.84
Step 5			105,488.48	8,790.71	50.72	4,395.35
Sr. Housing Program Coordinator	E	MM156				
Step 1			77,906.99	6,492.25	37.46	3,246.12
Step 2			81,802.37	6,816.86	39.33	3,408.43
Step 3			85,892.49	7,157.71	41.29	3,578.85
Step 4			90,187.14	7,515.59	43.36	3,757.80
Step 5			94,699.66	7,891.64	45.53	3,945.82
Housing Program Coordinator	E	MM145				
Step 1			70,159.56	5,846.63	33.73	2,923.31
Step 2			73,667.54	6,138.96	35.42	3,069.48
Step 3			77,350.92	6,445.91	37.19	3,222.96
Step 4			81,218.52	6,768.21	39.05	3,384.11
Step 5			85,287.46	7,107.29	41.00	3,553.64

Economic Development Division

Economic Development Sr. Manager	E	MM202				
Step 1			120,166.20	10,013.85	57.77	5,006.93
Step 2			126,174.57	10,514.55	60.66	5,257.27
Step 3			132,483.19	11,040.27	63.69	5,520.13
Step 4			139,107.36	11,592.28	66.88	5,796.14
Step 5			146,062.74	12,171.89	70.22	6,085.95

Neighborhood Services Division

Neighborhood Services Manager	E	MM159				
Step 1			80,174.94	6,681.24	38.55	3,340.62
Step 2			84,183.66	7,015.31	40.47	3,507.65

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Department/Division	FLSA	Pay Grade	Annual	Monthly	Hourly	Pay Period
Step 3			88,392.87	7,366.07	42.50	3,683.04
Step 4			92,812.49	7,734.37	44.62	3,867.19
Step 5			97,452.55	8,121.05	46.85	4,060.52
Neighborhood Services Officer	NE	G139				
Step 1			51,986.34	4,332.20	24.99	2,166.10
Step 2			54,585.63	4,548.80	26.24	2,274.40
Step 3			57,314.90	4,776.24	27.56	2,388.12
Step 4			60,180.65	5,015.05	28.93	2,507.53
Step 5			63,180.43	5,265.04	30.38	2,632.52
Neighborhood Services Clerk	NE	G106				
Step 1			37,836.29	3,153.02	18.19	1,576.51
Step 2			39,728.10	3,310.68	19.10	1,655.34
Step 3			41,714.53	3,476.21	20.06	1,738.11
Step 4			43,800.23	3,650.02	21.06	1,825.01
Step 5			45,984.46	3,832.04	22.11	1,916.02
Animal Control Officer	NE	G118				
Step 1			42,398.75	3,533.23	20.38	1,766.61
Step 2			44,518.72	3,709.89	21.40	1,854.95
Step 3			46,744.56	3,895.38	22.47	1,947.69
Step 4			49,081.91	4,090.16	23.60	2,045.08
Step 5			51,536.52	4,294.71	24.78	2,147.36
Animal Control Officer - P/T	NE	PT1987			19.87	
<u>Planning Services Division Group</u>						
City Planner	E	MM202				
Step 1			120,166.20	10,013.85	57.77	5,006.93
Step 2			126,174.57	10,514.55	60.66	5,257.27
Step 3			132,483.19	11,040.27	63.69	5,520.13
Step 4			139,107.36	11,592.28	66.88	5,796.14
Step 5			146,062.74	12,171.89	70.22	6,085.95
Sr. Planner	E	MM154				
Step 1			76,792.78	6,399.40	36.92	3,199.70
Step 2			80,632.35	6,719.36	38.77	3,359.68

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Step 3			84,663.96	7,055.33	40.70	3,527.66
Step 4			88,897.16	7,408.10	42.74	3,704.05
Step 5			93,342.12	7,778.51	44.88	3,889.25
Associate Planner	E	MM134				
Step 1			63,224.86	5,268.74	30.40	2,634.37
Step 2			66,386.09	5,532.17	31.92	2,766.09
Step 3			69,705.45	5,808.79	33.51	2,904.39
Step 4			73,190.67	6,099.22	35.19	3,049.61
Step 5			76,845.17	6,403.76	36.94	3,201.88
Assistant Planner	NE	G151				
Step 1			58,399.49	4,866.62	28.08	2,433.31
Step 2			61,316.89	5,109.74	29.48	2,554.87
Step 3			64,388.52	5,365.71	30.96	2,682.86
Step 4			67,614.37	5,634.53	32.51	2,817.27
Step 5			70,994.45	5,916.20	34.13	2,958.10
Landscape Technician	NE	G129-2				
Step 1			47,552.40	3,962.70	22.86	1,981.35
Step 2			49,930.02	4,160.84	24.00	2,080.42
Step 3			52,426.49	4,368.87	25.21	2,184.44
Step 4			55,047.81	4,587.32	26.47	2,293.66
Step 5			57,795.44	4,816.29	27.79	2,408.14
Planning Aide - P/T		PT1500-1				
Step 1					15.00	
Step 2					15.75	
Step 3					16.54	
FINANCE DEPARTMENT						
<u>Administration</u>						
Finance Director	E	EX123				
MN			130,152.00	10,846.00	62.57	5,423.00
MX			158,196.00	13,183.00	76.06	6,591.50
Finance Manager	E	MM163				
Step 1			83,412.78	6,951.07	40.10	3,475.53
Step 2			87,583.44	7,298.62	42.11	3,649.31

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Step 3			91,962.67	7,663.56	44.21	3,831.78
Step 4			96,560.75	8,046.73	46.42	4,023.36
Step 5			101,385.27	8,448.77	48.74	4,224.39
<u>Accounting Division</u>						
Accounting Manager	E	MM163				
Step 1			83,412.78	6,951.07	40.10	3,475.53
Step 2			87,583.44	7,298.62	42.11	3,649.31
Step 3			91,962.67	7,663.56	44.21	3,831.78
Step 4			96,560.75	8,046.73	46.42	4,023.36
Step 5			101,385.27	8,448.77	48.74	4,224.39
Principal Accountant	E	MM160-1				
Step 1			81,802.61	6,816.88	39.33	3,408.44
Step 2			85,892.73	7,157.73	41.29	3,578.86
Step 3			90,187.38	7,515.62	43.36	3,757.81
Step 4			94,696.72	7,891.39	45.53	3,945.70
Step 5			99,431.52	8,285.96	47.80	4,142.98
Accountant	E	MM131				
Step 1			61,455.20	5,121.27	29.55	2,560.63
Step 2			64,527.93	5,377.33	31.02	2,688.66
Step 3			67,754.28	5,646.19	32.57	2,823.09
Step 4			71,142.06	5,928.51	34.20	2,964.25
Step 5			74,682.24	6,223.52	35.90	3,111.76
Payroll Clerk	NE	G128				
Step 1			46,922.65	3,910.22	22.56	1,955.11
Step 2			49,268.82	4,105.73	23.69	2,052.87
Step 3			51,732.24	4,311.02	24.87	2,155.51
Step 4			54,318.79	4,526.57	26.11	2,263.28
Step 5			57,037.18	4,753.10	27.42	2,376.55
Accounting Technician	NE	G128				
Step 1			46,922.65	3,910.22	22.56	1,955.11
Step 2			49,268.82	4,105.73	23.69	2,052.87
Step 3			51,732.24	4,311.02	24.87	2,155.51
Step 4			54,318.79	4,526.57	26.11	2,263.28
Step 5			57,037.18	4,753.10	27.42	2,376.55

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Account Clerk	NE	G113				
Step 1			40,368.13	3,364.01	19.41	1,682.01
Step 2			42,386.51	3,532.21	20.38	1,766.10
Step 3			44,505.86	3,708.82	21.40	1,854.41
Step 4			46,731.22	3,894.27	22.47	1,947.13
Step 5			49,068.94	4,089.08	23.59	2,044.54
<u>Purchasing Division</u>						
Purchasing Clerk	NE	G106				
Step 1			37,836.29	3,153.02	18.19	1,576.51
Step 2			39,728.10	3,310.68	19.10	1,655.34
Step 3			41,714.53	3,476.21	20.06	1,738.11
Step 4			43,800.23	3,650.02	21.06	1,825.01
Step 5			45,984.46	3,832.04	22.11	1,916.02
<u>Revenue Division</u>						
Cashier Clerk	NE	G118				
Step 1			42,398.75	3,533.23	20.38	1,766.61
Step 2			44,518.72	3,709.89	21.40	1,854.95
Step 3			46,744.56	3,895.38	22.47	1,947.69
Step 4			49,081.91	4,090.16	23.60	2,045.08
Step 5			51,536.52	4,294.71	24.78	2,147.36
Customer Service Representative	NE	G113				
Step 1			40,368.13	3,364.01	19.41	1,682.01
Step 2			42,386.51	3,532.21	20.38	1,766.10
Step 3			44,505.86	3,708.82	21.40	1,854.41
Step 4			46,731.22	3,894.27	22.47	1,947.13
Step 5			49,068.94	4,089.08	23.59	2,044.54
HUMAN RESOURCES/RISK MANAGEMENT DEPARTMENT						
Human Resources/Risk Management Director	E	EX104				
Mn			109,272.00	9,106.00	52.53	4,553.00
Mx			132,816.00	11,068.00	63.85	5,534.00
Human Resources/Risk Manager	E	MM167				
Step 1			86,283.68	7,190.31	41.48	3,595.15
Step 2			90,597.91	7,549.83	43.56	3,774.91
Step 3			95,127.81	7,927.32	45.73	3,963.66

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Step 4			99,884.15	8,323.68	48.02	4,161.84
Step 5			105,488.48	8,790.71	50.72	4,395.35
Human Resources/Risk Management Analyst	E	MM129				
Step 1			60,013.21	5,001.10	28.85	2,500.55
Step 2			63,013.85	5,251.15	30.30	2,625.58
Step 3			66,475.93	5,539.66	31.96	2,769.83
Step 4			69,799.70	5,816.64	33.56	2,908.32
Step 5			72,938.65	6,078.22	35.07	3,039.11
Human Resources/Risk Management Specialist	NE	G120				
Step 1			42,745.75	3,562.15	20.55	1,781.07
Step 2			44,883.10	3,740.26	21.58	1,870.13
Step 3			47,127.18	3,927.27	22.66	1,963.63
Step 4			49,483.50	4,123.63	23.79	2,061.81
Step 5			51,960.64	4,330.05	24.98	2,165.03
INFORMATION TECHNOLOGY DEPARTMENT						
Information Technology Manager	E	MM167				
Step 1			86,283.68	7,190.31	41.48	3,595.15
Step 2			90,597.91	7,549.83	43.56	3,774.91
Step 3			95,127.81	7,927.32	45.73	3,963.66
Step 4			99,884.15	8,323.68	48.02	4,161.84
Step 5			105,488.48	8,790.71	50.72	4,395.35
Database Administrator	E	MM156				
Step 1			77,906.99	6,492.25	37.46	3,246.12
Step 2			81,802.37	6,816.86	39.33	3,408.43
Step 3			85,892.49	7,157.71	41.29	3,578.85
Step 4			90,187.14	7,515.59	43.36	3,757.80
Step 5			94,699.66	7,891.64	45.53	3,945.82
Sr. Information Technology Analyst	E	MM150				
Step 1			73,412.09	6,117.67	35.29	3,058.84
Step 2			77,082.62	6,423.55	37.06	3,211.78
Step 3			80,936.76	6,744.73	38.91	3,372.36
Step 4			84,983.67	7,081.97	40.86	3,540.99
Step 5			87,070.22	7,255.85	41.86	3,627.93

**City of El Monte Classification and Compensation Plan
Effective January 1, 2017**

Effective January 1, 2017 - Minimum Wage Increase - \$10.50 hr.

Department/Division	FLSA	Pay Grade	Annual	Monthly	Hourly	Pay Period
Info Tech Programmer	NE	G161				
Step 1			64,118.63	5,343.22	30.83	2,671.61
Step 2			67,324.53	5,610.38	32.37	2,805.19
Step 3			70,690.77	5,890.90	33.99	2,945.45
Step 4			74,225.32	6,185.44	35.69	3,092.72
Step 5			77,934.53	6,494.54	37.47	3,247.27

PARKS, RECREATION AND COMMUNITY SERVICES DEPARTMENT

Administration

Parks, Recreation & Community Services Director	E	EX115				
Mn			121,068.00	10,089.00	58.21	5,044.50
Mx			147,156.00	12,263.00	70.75	6,131.50
Parks, Recreation & Community Services Supervisor	E	MM139				
Step 1			65,859.77	5,488.31	31.66	2,744.16
Step 2			69,152.82	5,762.73	33.25	2,881.37
Step 3			72,610.50	6,050.87	34.91	3,025.44
Step 4			76,241.00	6,353.42	36.65	3,176.71
Step 5			80,056.94	6,671.41	38.49	3,335.71
Graphic Artist - P/T	NE	PT1625			16.25	
Museum Curator - P/T	NE	PT1325			13.25	

Community Wellness & Senior Services Division

Community Wellness & Senior Services Coordinator	NE	G135				
Step 1			49,955.72	4,162.98	24.02	2,081.49
Step 2			52,453.54	4,371.13	25.22	2,185.56
Step 3			55,076.21	4,589.68	26.48	2,294.84
Step 4			57,829.96	4,819.16	27.80	2,409.58
Step 5			60,712.85	5,059.40	29.19	2,529.70
Social Worker	NE	G121				
Step 1			43,568.28	3,630.69	20.95	1,815.35
Step 2			45,746.76	3,812.23	21.99	1,906.11
Step 3			48,034.04	4,002.84	23.09	2,001.42
Step 4			50,435.78	4,202.98	24.25	2,101.49

**City of El Monte Classification and Compensation Plan
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Effective January 1, 2017 - Minimum Wage Increase - \$10.50 hr.

Department/Division	FLSA	Pay Grade	Annual	Monthly	Hourly	Pay Period
Step 5			52,963.09	4,413.59	25.46	2,206.80
Senior Nutrition Site Manager - P/T	NE	PT1705			17.05	
Case Aide - P/T	NE	PT1588			15.88	
<u>Recreation Division Group</u>						
Recreation Services Manager	E	MM160				
Step 1			81,380.94	6,781.75	39.13	3,390.87
Step 2			85,450.01	7,120.83	41.08	3,560.42
Step 3			89,722.50	7,476.88	43.14	3,738.44
Step 4			94,208.59	7,850.72	45.29	3,925.36
Step 5			98,907.77	8,242.31	47.55	4,121.16
Recreation Coordinator	NE	G135				
Step 1			49,955.72	4,162.98	24.02	2,081.49
Step 2			52,453.54	4,371.13	25.22	2,185.56
Step 3			55,076.21	4,589.68	26.48	2,294.84
Step 4			57,829.96	4,819.16	27.80	2,409.58
Step 5			60,712.85	5,059.40	29.19	2,529.70
Program Coordinator - P/T	NE	PT1900-S				
Step 1					19.00	
Step 2					19.95	
Step 3					20.95	
Step 4					21.99	
Step 5					23.09	
Social Worker - P/T	NE	PT1965			19.65	
Program Specialist - P/T	NE	PT1500			15.00	
Senior Recreation Leader - P/T	NE	PT1300			13.00	
Recreation Leader II - P/T	NE	PT1070			10.70	
Recreation Leader I - P/T	NE	PT1050			10.50	
<u>Aquatics Division</u>						

**City of El Monte Classification and Compensation Plan
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Effective January 1, 2017 - Minimum Wage Increase - \$10.50 hr.

Department/Division	FLSA	Pay Grade	Annual	Monthly	Hourly	Pay Period
Aquatics Supervisor	E	MM139				
Step 1			65,859.77	5,488.31	31.66	2,744.16
Step 2			69,152.82	5,762.73	33.25	2,881.37
Step 3			72,610.50	6,050.87	34.91	3,025.44
Step 4			76,241.00	6,353.42	36.65	3,176.71
Step 5			80,056.94	6,671.41	38.49	3,335.71
Aquatics Coordinator	NE	G135				
Step 1			49,955.72	4,162.98	24.02	2,081.49
Step 2			52,453.54	4,371.13	25.22	2,185.56
Step 3			55,076.21	4,589.68	26.48	2,294.84
Step 4			57,829.96	4,819.16	27.80	2,409.58
Step 5			60,712.85	5,059.40	29.19	2,529.70
Managing Swim Teach Coach - P/T	NE	PT1700-S				
Step 1					17.00	
Step 2					17.85	
Step 3					18.74	
Pool Manager - P/T	NE	PT1664-S				
Step 1					16.64	
Step 2					17.47	
Step 3					18.35	
Head Swim Team Coach - P/T	NE	PT1549			15.49	
Senior Instructor Guard - P/T	NE	PT1500			15.00	
Assistant Swim Team Coach - P/T	NE	PT1400			14.00	
Instructor Guard - P/T	NE	PT1400			14.00	
Lifeguard - P/T	NE	PT1300			13.00	
POLICE DEPARTMENT						
<u>Sworn Personnel</u>						
Chief of Police	E	EX142				
Mn			156,720.00	13,060.00	75.35	6,530.00
Mx			190,500.00	15,875.00	91.59	7,937.50

**City of El Monte Classification and Compensation Plan
Effective January 1, 2017**

Effective January 1, 2017 - Minimum Wage Increase - \$10.50 hr.

Department/Division	FLSA	Pay Grade	Annual	Monthly	Hourly	Pay Period
Police Captain	E	PM115				
Step 1			141,209.70	11,767.47	67.89	5,883.74
Step 2			148,269.97	12,355.83	71.28	6,177.92
Step 3			156,775.31	13,064.61	75.37	6,532.30
Step 4			163,467.77	13,622.31	78.59	6,811.16
Step 5			171,633.56	14,302.80	82.52	7,151.40
Police Lieutenant	E	PM100				
Step 1			122,861.08	10,238.42	59.07	5,119.21
Step 2			129,004.09	10,750.34	62.02	5,375.17
Step 3			135,454.33	11,287.86	65.12	5,643.93
Step 4			142,227.09	11,852.26	68.38	5,926.13
Step 5			149,342.81	12,445.23	71.80	6,222.62
Police Sergeant	NE	P123-1				
Step 1			84,710.10	7,059.18	40.73	3,529.59
Step 2			88,945.63	7,412.14	42.76	3,706.07
Step 3			93,392.91	7,782.74	44.90	3,891.37
Step 4			98,062.47	8,171.87	47.15	4,085.94
Step 5			102,967.04	8,580.59	49.50	4,290.29
Helicopter Pilot	NE	P123				
Step 1			84,657.72	7,054.81	40.70	3,527.40
Step 2			88,890.55	7,407.55	42.74	3,703.77
Step 3			93,335.14	7,777.93	44.87	3,888.96
Step 4			98,001.89	8,166.82	47.12	4,083.41
Step 5			102,901.56	8,575.13	49.47	4,287.56
Police Corporal	NE	P107				
Step 1			72,202.54	6,016.88	34.71	\$3,008.44
Step 2			75,812.72	6,317.73	36.45	\$3,158.86
Step 3			79,603.33	6,633.61	38.27	\$3,316.81
Step 4			83,583.41	6,965.28	40.18	\$3,482.64
Step 5			87,758.84	7,313.24	42.19	\$3,656.62
Police Officer II	NE	P106				
Step 1			71,696.53	5,974.71	34.47	\$2,987.36
Step 2			75,281.39	6,273.45	36.19	\$3,136.72
Step 3			79,045.43	6,587.12	38.00	\$3,293.56

City of El Monte Classification and Compensation Plan
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Effective January 1, 2017 - Minimum Wage Increase - \$10.50 hr.

Department/Division	FLSA	Pay Grade	Annual	Monthly	Hourly	Pay Period
Step 4			82,997.73	6,916.48	39.90	\$3,458.24
Step 5			87,149.04	7,262.42	41.90	\$3,631.21
Police Officer/Bonus Assignment	NE	P106				
Step 1			71,696.53	5,974.71	34.47	2,987.36
Step 2			75,281.39	6,273.45	36.19	3,136.72
Step 3			79,045.43	6,587.12	38.00	3,293.56
Step 4			82,997.73	6,916.48	39.90	3,458.24
Step 5			87,149.04	7,262.42	41.90	3,631.21
Police Officer	NE	P100				
Step 1			67,726.37	5,643.86	32.56	2,821.93
Step 2			71,112.69	5,926.06	34.19	2,963.03
Step 3			74,668.28	6,222.36	35.90	3,111.18
Step 4			78,401.73	6,533.48	37.69	3,266.74
Step 5			82,322.57	6,860.21	39.58	3,430.11
<u>Civilian Personnel</u>						
Assistant City Prosecutor	E	MM160				
Step 1			81,380.94	6,781.75	39.13	3,390.87
Step 2			85,450.01	7,120.83	41.08	3,560.42
Step 3			89,722.50	7,476.88	43.14	3,738.44
Step 4			94,208.59	7,850.72	45.29	3,925.36
Step 5			98,907.77	8,242.31	47.55	4,121.16
Communications Manager	E	MM141				
Step 1			67,472.27	5,622.69	32.44	2,811.34
Step 2			70,845.85	5,903.82	34.06	2,951.91
Step 3			74,388.11	6,199.01	35.76	3,099.50
Step 4			78,107.48	6,508.96	37.55	3,254.48
Step 5			82,010.20	6,834.18	39.43	3,417.09
Police Recruit	NE	G148				
Step 1			56,694.46	4,724.54	27.26	2,362.27
Step 2			59,529.24	4,960.77	28.62	2,480.39
Step 3			62,505.64	5,208.80	30.05	2,604.40
Step 4			65,630.88	5,469.24	31.55	2,734.62
Step 5			68,912.42	5,742.70	33.13	2,871.35

**City of El Monte Classification and Compensation Plan
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Effective January 1, 2017 - Minimum Wage Increase - \$10.50 hr.

Department/Division	FLSA	Pay Grade	Annual	Monthly	Hourly	Pay Period
Dispatch Shift Supervisor	NE	G142				
Step 1			53,335.80	4,444.65	25.64	2,222.33
Step 2			56,002.65	4,666.89	26.92	2,333.44
Step 3			58,802.67	4,900.22	28.27	2,450.11
Step 4			61,742.84	5,145.24	29.68	2,572.62
Step 5			64,838.34	5,403.20	31.17	2,701.60
Lead Jailer	NE	G134				
Step 1			49,570.16	4,130.85	23.83	2,065.42
Step 2			52,048.64	4,337.39	25.02	2,168.69
Step 3			54,651.11	4,554.26	26.27	2,277.13
Step 4			57,383.69	4,781.97	27.59	2,390.99
Step 5			60,263.03	5,021.92	28.97	2,510.96
ID Technician	NE	G133				
Step 1			49,197.46	4,099.79	23.65	2,049.89
Step 2			51,657.33	4,304.78	24.84	2,152.39
Step 3			54,240.21	4,520.02	26.08	2,260.01
Step 4			56,952.23	4,746.02	27.38	2,373.01
Step 5			59,800.36	4,983.36	28.75	2,491.68
Dispatcher	NE	G129				
Step 1			47,166.84	3,930.57	22.68	1,965.29
Step 2			49,525.24	4,127.10	23.81	2,063.55
Step 3			52,001.40	4,333.45	25.00	2,166.72
Step 4			54,601.54	4,550.13	26.25	2,275.06
Step 5			57,332.77	4,777.73	27.56	2,388.87
Jailer	NE	G129				
Step 1			47,166.84	3,930.57	22.68	1,965.29
Step 2			49,525.24	4,127.10	23.81	2,063.55
Step 3			52,001.40	4,333.45	25.00	2,166.72
Step 4			54,601.54	4,550.13	26.25	2,275.06
Step 5			57,332.77	4,777.73	27.56	2,388.87
Equipment Service LeadWorker	NE	G128				
Step 1			46,922.65	3,910.22	22.56	1,955.11
Step 2			49,268.82	4,105.73	23.69	2,052.87
Step 3			51,732.24	4,311.02	24.87	2,155.51

**City of El Monte Classification and Compensation Plan
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Effective January 1, 2017 - Minimum Wage Increase - \$10.50 hr.

Department/Division	FLSA	Pay Grade	Annual	Monthly	Hourly	Pay Period
Step 4			54,318.79	4,526.57	26.11	2,263.28
Step 5			57,037.18	4,753.10	27.42	2,376.55
Support Services Specialist	NE	G123				
Step 1			44,622.14	3,718.51	21.45	1,859.26
Step 2			46,853.25	3,904.44	22.53	1,952.22
Step 3			49,195.86	4,099.66	23.65	2,049.83
Step 4			51,655.74	4,304.64	24.83	2,152.32
Step 5			54,235.44	4,519.62	26.07	2,259.81
Records Supervisor	NE	G121				
Step 1			43,568.28	3,630.69	20.95	1,815.35
Step 2			45,746.76	3,812.23	21.99	1,906.11
Step 3			48,034.04	4,002.84	23.09	2,001.42
Step 4			50,435.78	4,202.98	24.25	2,101.49
Step 5			52,963.09	4,413.59	25.46	2,206.80
Background Investigator - P/T	NE	PT2500			25.00	
Police Pilot - P/T	NE	PT2500			25.00	
Police Dispatcher - P/T	NE	PT2500			25.00	
Tactical Flight Officer - P/T	NE	PT2500			25.00	
Equipment Service Worker	NE	G118				
Step 1			42,398.75	3,533.23	20.38	1,766.61
Step 2			44,518.72	3,709.89	21.40	1,854.95
Step 3			46,744.56	3,895.38	22.47	1,947.69
Step 4			49,081.91	4,090.16	23.60	2,045.08
Step 5			51,536.52	4,294.71	24.78	2,147.36
Parking Technician	NE	G114				
Step 1			40,740.84	3,395.07	19.59	1,697.54
Step 2			42,777.94	3,564.83	20.57	1,782.41
Step 3			44,916.76	3,743.06	21.59	1,871.53
Step 4			47,162.56	3,930.21	22.67	1,965.11
Step 5			49,531.61	4,127.63	23.81	2,063.82

**City of El Monte Classification and Compensation Plan
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Effective January 1, 2017 - Minimum Wage Increase - \$10.50 hr.

Department/Division	FLSA	Pay Grade	Annual	Monthly	Hourly	Pay Period
Records Technician	NE	G110				
Step 1			39,352.82	3,279.40	18.92	1,639.70
Step 2			41,320.53	3,443.38	19.87	1,721.69
Step 3			43,386.52	3,615.54	20.86	1,807.77
Step 4			45,555.81	3,796.32	21.90	1,898.16
Step 5			47,835.14	3,986.26	23.00	1,993.13
Training Clerk	NE	G100				
Step 1			35,818.52	2,984.88	17.22	1,492.44
Step 2			37,609.48	3,134.12	18.08	1,567.06
Step 3			39,489.91	3,290.83	18.99	1,645.41
Step 4			41,464.47	3,455.37	19.93	1,727.69
Step 5			43,529.72	3,627.48	20.93	1,813.74
Records Technician - P/T	NE	PT1800			18.00	
Reserve Officer/Investigator - P/T	NE	PT1342			13.42	
Police Cadet - P/T	NE	PT1100			11.00	
Reserve Officer - P/T	NE	PT1050			10.50	
PUBLIC WORKS AND UTILITIES DEPARTMENT						
<u>Administration Group</u>						
Public Works & Utilities Director	E	EX123				
Mn			130,152.00	10,846.00	62.57	5,423.00
Mx			158,196.00	13,183.00	76.06	6,591.50
Public Works Inspector	E	MM118				
Step 1			54,402.52	4,533.54	26.16	2,266.77
Step 2			57,122.61	4,760.22	27.46	2,380.11
Step 3			59,978.82	4,998.23	28.84	2,499.12
Step 4			62,977.74	5,248.14	30.28	2,624.07
Step 5			66,126.60	5,510.55	31.79	2,755.28
Public Works Clerk	NE	G100				
Step 1			35,818.52	2,984.88	17.22	1,492.44
Step 2			37,609.48	3,134.12	18.08	1,567.06
Step 3			39,489.91	3,290.83	18.99	1,645.41
Step 4			41,464.47	3,455.37	19.93	1,727.69

City of El Monte Classification and Compensation Plan
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Effective January 1, 2017 - Minimum Wage Increase - \$10.50 hr.

Department/Division	FLSA	Pay Grade	Annual	Monthly	Hourly	Pay Period
Step 5			43,529.72	3,627.48	20.93	1,813.74
Beautification Project Leader - P/T	NE	PT1653			16.53	
<u>Maintenance Group</u>						
Public Works Operations Superintendent	E	MM190				
Step 1			106,773.19	8,897.77	51.33	4,448.88
Step 2			112,111.79	9,342.65	53.90	4,671.32
Step 3			117,717.34	9,809.78	56.59	4,904.89
Step 4			123,603.19	10,300.27	59.42	5,150.13
Step 5			129,779.50	10,814.96	62.39	5,407.48
Public Works Maintenance Supervisor	E	MM160				
Step 1			81,380.94	6,781.75	39.13	3,390.87
Step 2			85,450.01	7,120.83	41.08	3,560.42
Step 3			89,722.50	7,476.88	43.14	3,738.44
Step 4			94,208.59	7,850.72	45.29	3,925.36
Step 5			98,907.77	8,242.31	47.55	4,121.16
Public Works Maintenance Field Supervisor	E	MM137				
Step 1			64,837.36	5,403.11	31.17	2,701.56
Step 2			68,079.61	5,673.30	32.73	2,836.65
Step 3			71,483.56	5,956.96	34.37	2,978.48
Step 4			75,056.90	6,254.74	36.09	3,127.37
Step 5			78,811.52	6,567.63	37.89	3,283.81
Traffic Signal Technician	NE	G141				
Step 1			53,053.06	4,421.09	25.51	2,210.54
Step 2			55,705.71	4,642.14	26.78	2,321.07
Step 3			58,491.04	4,874.25	28.12	2,437.13
Step 4			61,415.55	5,117.96	29.53	2,558.98
Step 5			64,491.34	5,374.28	31.01	2,687.14
Irrigation Sr. Specialist	NE	G140				
Step 1			52,628.94	4,385.75	25.30	2,192.87
Step 2			55,260.42	4,605.03	26.57	2,302.52
Step 3			58,023.60	4,835.30	27.90	2,417.65

**City of El Monte Classification and Compensation Plan
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Effective January 1, 2017 - Minimum Wage Increase - \$10.50 hr.

Department/Division	FLSA	Pay Grade	Annual	Monthly	Hourly	Pay Period
Step 4			60,924.97	5,077.08	29.29	2,538.54
Step 5			63,977.26	5,331.44	30.76	2,665.72
Aquatics Maintenance Specialist	NE	G133				
Step 1			49,197.46	4,099.79	23.65	2,049.89
Step 2			51,657.33	4,304.78	24.84	2,152.39
Step 3			54,240.21	4,520.02	26.08	2,260.01
Step 4			56,952.23	4,746.02	27.38	2,373.01
Step 5			59,800.36	4,983.36	28.75	2,491.68
Cement Mason	NE	G133				
Step 1			49,197.46	4,099.79	23.65	2,049.89
Step 2			51,657.33	4,304.78	24.84	2,152.39
Step 3			54,240.21	4,520.02	26.08	2,260.01
Step 4			56,952.23	4,746.02	27.38	2,373.01
Step 5			59,800.36	4,983.36	28.75	2,491.68
Plumber	NE	G133				
Step 1			49,197.46	4,099.79	23.65	2,049.89
Step 2			51,657.33	4,304.78	24.84	2,152.39
Step 3			54,240.21	4,520.02	26.08	2,260.01
Step 4			56,952.23	4,746.02	27.38	2,373.01
Step 5			59,800.36	4,983.36	28.75	2,491.68
Electrician's Helper	NE	G130				
Step 1			48,143.59	4,011.97	23.15	2,005.98
Step 2			50,550.83	4,212.57	24.30	2,106.28
Step 3			53,078.27	4,423.19	25.52	2,211.59
Step 4			55,732.27	4,644.36	26.79	2,322.18
Step 5			58,528.01	4,877.33	28.14	2,438.67
Maintenance Lead Worker	NE	G129-1				
Step 1			47,385.32	3,948.78	22.78	1,974.39
Step 2			49,754.62	4,146.22	23.92	2,073.11
Step 3			52,242.28	4,353.52	25.12	2,176.76
Step 4			54,854.42	4,571.20	26.37	2,285.60
Step 5			57,589.81	4,799.15	27.69	2,399.58

**City of El Monte Classification and Compensation Plan
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Department/Division	FLSA	Pay Grade	Annual	Monthly	Hourly	Pay Period
Graffitti Abatement Coordinator	NE	G114				
Step 1			40,740.84	3,395.07	19.59	1,697.54
Step 2			42,777.94	3,564.83	20.57	1,782.41
Step 3			44,916.76	3,743.06	21.59	1,871.53
Step 4			47,162.56	3,930.21	22.67	1,965.11
Step 5			49,531.61	4,127.63	23.81	2,063.82
Maintenance Worker	NE	G114				
Step 1			40,740.84	3,395.07	19.59	1,697.54
Step 2			42,777.94	3,564.83	20.57	1,782.41
Step 3			44,916.76	3,743.06	21.59	1,871.53
Step 4			47,162.56	3,930.21	22.67	1,965.11
Step 5			49,531.61	4,127.63	23.81	2,063.82
NSP Maintenance Lead Worker	NE	G106				
Step 1			37,836.29	3,153.02	18.19	1,576.51
Step 2			39,728.10	3,310.68	19.10	1,655.34
Step 3			41,714.53	3,476.21	20.06	1,738.11
Step 4			43,800.23	3,650.02	21.06	1,825.01
Step 5			45,984.46	3,832.04	22.11	1,916.02
Maintenance Worker - P/T	NE	PT1300			13.00	
<u>Transportation Division</u>						
Transportation Operations Manager	E	MM160				
Step 1			81,380.94	6,781.75	39.13	3,390.87
Step 2			85,450.01	7,120.83	41.08	3,560.42
Step 3			89,722.50	7,476.88	43.14	3,738.44
Step 4			94,208.59	7,850.72	45.29	3,925.36
Step 5			98,907.77	8,242.31	47.55	4,121.16
Transportation Sr. Program Specialist	NE	MM140				
Step 1			66,518.40	5,543.20	31.98	2,771.60
Step 2			69,844.38	5,820.36	33.58	2,910.18
Step 3			73,336.57	6,111.38	35.26	3,055.69
Step 4			77,003.43	6,416.95	37.02	3,208.48
Step 5			80,857.44	6,738.12	38.87	3,369.06
Transportation Coordinator	NE	G135				
Step 1			49,955.72	4,162.98	24.02	2,081.49

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Department/Division	FLSA	Pay Grade	Annual	Monthly	Hourly	Pay Period
Step 2			52,453.54	4,371.13	25.22	2,185.56
Step 3			55,076.21	4,589.68	26.48	2,294.84
Step 4			57,829.96	4,819.16	27.80	2,409.58
Step 5			60,712.85	5,059.40	29.19	2,529.70
Transportation Driver	NE	G120				
Step 1			42,745.75	3,562.15	20.55	1,781.07
Step 2			44,883.10	3,740.26	21.58	1,870.13
Step 3			47,127.18	3,927.27	22.66	1,963.63
Step 4			49,483.50	4,123.63	23.79	2,061.81
Step 5			51,960.64	4,330.05	24.98	2,165.03
Transportation Driver - P/T	NE	PT2000			20.00	
CARE Management Driver - P/T	NE	PT1675			16.75	
Transit Safety Ambassador - P/T	NE	PT1080			10.80	
<u>Engineering Services</u>						
City Engineer	E	MM200				
Step 1			118,145.25	9,845.44	56.80	4,922.72
Step 2			124,052.52	10,337.71	59.64	5,168.86
Step 3			130,255.14	10,854.60	62.62	5,427.30
Step 4			136,767.92	11,397.33	65.75	5,698.66
Step 5			143,546.19	11,962.18	69.01	5,981.09
Associate Civil Engineer	NE	MM140				
Step 1			66,518.40	5,543.20	31.98	2,771.60
Step 2			69,844.38	5,820.36	33.58	2,910.18
Step 3			73,336.57	6,111.38	35.26	3,055.69
Step 4			77,003.43	6,416.95	37.02	3,208.48
Step 5			80,857.44	6,738.12	38.87	3,369.06
<u>Utilities & Equipment Services</u>						
Utilities Manager	E	MM197				
Step 1			114,704.10	9,558.68	55.15	4,779.34
Step 2			120,439.27	10,036.61	57.90	5,018.30
Step 3			126,461.23	10,538.44	60.80	5,269.22
Step 4			132,784.29	11,065.36	63.84	5,532.68
Step 5			139,365.50	11,613.79	67.00	5,806.90

**City of El Monte Classification and Compensation Plan
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Effective January 1, 2017 - Minimum Wage Increase - \$10.50 hr.

Department/Division	FLSA	Pay Grade	Annual	Monthly	Hourly	Pay Period
Water Systems Supervisor	NE	MM160				
Step 1			81,380.94	6,781.75	39.13	3,390.87
Step 2			85,450.01	7,120.83	41.08	3,560.42
Step 3			89,722.50	7,476.88	43.14	3,738.44
Step 4			94,208.59	7,850.72	45.29	3,925.36
Step 5			98,907.77	8,242.31	47.55	4,121.16
Sr. Shift Operator	NE	G146				
Step 1			55,584.90	4,632.08	26.72	2,316.04
Step 2			58,364.11	4,863.68	28.06	2,431.84
Step 3			61,282.38	5,106.86	29.46	2,553.43
Step 4			64,346.41	5,362.20	30.94	2,681.10
Step 5			67,550.11	5,629.18	32.48	2,814.59
WasteWater Collection Systems Lead	NE	G142				
Step 1			53,335.80	4,444.65	25.64	2,222.33
Step 2			56,002.65	4,666.89	26.92	2,333.44
Step 3			58,802.67	4,900.22	28.27	2,450.11
Step 4			61,742.84	5,145.24	29.68	2,572.62
Step 5			64,838.34	5,403.20	31.17	2,701.60
Lead Heavy Equipment Mechanic	NE	G141				
Step 1			53,053.06	4,421.09	25.51	2,210.54
Step 2			55,705.71	4,642.14	26.78	2,321.07
Step 3			58,491.04	4,874.25	28.12	2,437.13
Step 4			61,415.55	5,117.96	29.53	2,558.98
Step 5			64,491.34	5,374.28	31.01	2,687.14
Shift Operator	NE	G136				
Step 1			50,431.25	4,202.60	24.25	2,101.30
Step 2			52,952.81	4,412.73	25.46	2,206.37
Step 3			55,600.44	4,633.37	26.73	2,316.69
Step 4			58,380.52	4,865.04	28.07	2,432.52
Step 5			61,291.19	5,107.60	29.47	2,553.80
Heavy Equipment Mechanic	NE	G133				
Step 1			49,197.46	4,099.79	23.65	2,049.89
Step 2			51,657.33	4,304.78	24.84	2,152.39
Step 3			54,240.21	4,520.02	26.08	2,260.01

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Effective January 1, 2017 - Minimum Wage Increase - \$10.50 hr.

Department/Division	FLSA	Pay Grade	Annual	Monthly	Hourly	Pay Period
Step 4			56,952.23	4,746.02	27.38	2,373.01
Step 5			59,800.36	4,983.36	28.75	2,491.68
WasteWater Maintenance Worker II	NE	G129-1				
Step 1			47,385.32	3,948.78	22.78	1,974.39
Step 2			49,754.62	4,146.22	23.92	2,073.11
Step 3			52,242.28	4,353.52	25.12	2,176.76
Step 4			54,854.42	4,571.20	26.37	2,285.60
Step 5			57,589.81	4,799.15	27.69	2,399.58
Water Meter Reader	NE	G117				
Step 1			41,769.00	3,480.75	20.08	1,740.38
Step 2			43,857.51	3,654.79	21.09	1,827.40
Step 3			46,050.31	3,837.53	22.14	1,918.76
Step 4			48,352.90	4,029.41	23.25	2,014.70
Step 5			50,778.25	4,231.52	24.41	2,115.76
WasteWater Maintenance Worker I	NE	G117				
Step 1			41,769.00	3,480.75	20.08	1,740.38
Step 2			43,857.51	3,654.79	21.09	1,827.40
Step 3			46,050.31	3,837.53	22.14	1,918.76
Step 4			48,352.90	4,029.41	23.25	2,014.70
Step 5			50,778.25	4,231.52	24.41	2,115.76