

**City of El Monte Classification and Compensation Plan - Full Time Classifications**  
**Effective March 18, 2026 - Amended March 18, 2026**

Memorialize staffing level increases and changes for sworn personnel and make clerical corrections. Total FTEs = 343

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
<b>CITY CLERK'S OFFICE (2)</b>								
City Clerk Services Manager	E	1	M230	MM169				
Step 1					128,028.68	10,669.06	61.55	5,334.53
Step 2					134,430.11	11,202.51	64.63	5,601.25
Step 3					141,151.62	11,762.63	67.86	5,881.32
Step 4					148,209.20	12,350.77	71.25	6,175.38
Step 5					155,619.66	12,968.30	74.82	6,484.15
Deputy City Clerk	NE	1	G414	G123				
Step 1					64,708.39	5,392.37	31.11	2,696.18
Step 2					67,943.91	5,661.99	32.67	2,831.00
Step 3					71,341.00	5,945.08	34.30	2,972.54
Step 4					74,908.17	6,242.35	36.01	3,121.17
Step 5					78,649.03	6,554.09	37.81	3,277.04
Office Assistant	NE	0	G402	G075				
Step 1					41,442.08	3,453.51	19.92	1,726.75
Step 2					43,514.18	3,626.18	20.92	1,813.09
Step 3					45,689.94	3,807.50	21.97	1,903.75
Step 4					47,974.33	3,997.86	23.06	1,998.93
Step 5					50,373.03	4,197.75	24.22	2,098.88
<b>CITY MANAGER'S OFFICE (11)</b>								
<u>Administration</u>								
City Manager	E	1	E101	EX144	371,384.24	30,948.69	178.55	15,474.34
Assistant City Manager	E	0	E102	EX134				
Min					242,657.03	20,221.42	116.66	10,110.71
Max					276,059.70	23,004.98	132.72	11,502.49
Assistant to the City Manager	E	0	E123	EX095				
Min					130,128.44	10,844.04	62.56	5,422.02
Max					158,171.96	13,181.00	76.04	6,590.50
Public Information Officer (PIO)	E	1	M274	MM153				
Step 1					109,701.84	9,141.82	52.74	4,570.91
Step 2					115,186.93	9,598.91	55.38	4,799.46
Step 3					120,946.28	10,078.86	58.15	5,039.43
Step 4					126,993.59	10,582.80	61.05	5,291.40
Step 5					133,343.27	11,111.94	64.11	5,555.97
Grants Manager	E	0	M222	MM147-1				
Step 1					103,877.83	8,656.49	49.94	4,328.24
Step 2					109,071.72	9,089.31	52.44	4,544.65
Step 3					114,525.30	9,543.78	55.06	4,771.89
Step 4					120,251.57	10,020.96	57.81	5,010.48
Step 5					126,264.15	10,522.01	60.70	5,261.01

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Management Analyst/Grant Writer	NE	1	M290	MM133				
Step 1					91,369.29	7,614.11	43.93	3,807.05
Step 2					95,937.75	7,994.81	46.12	3,997.41
Step 3					100,734.64	8,394.55	48.43	4,197.28
Step 4					105,771.37	8,814.28	50.85	4,407.14
Step 5					111,059.94	9,254.99	53.39	4,627.50
Executive Assistant to the City Manager	E	1	M237	MM131				
Step 1					89,098.53	7,424.88	42.84	3,712.44
Step 2					93,553.46	7,796.12	44.98	3,898.06
Step 3					98,231.13	8,185.93	47.23	4,092.96
Step 4					103,142.69	8,595.22	49.59	4,297.61
Step 5					108,299.82	9,024.99	52.07	4,512.49
Senior Administrative Assistant	NE	1	M251	MM120-1				
Step 1					80,324.81	6,693.73	38.62	3,346.87
Step 2					84,341.05	7,028.42	40.55	3,514.21
Step 3					88,558.10	7,379.84	42.58	3,689.92
Step 4					92,986.00	7,748.83	44.70	3,874.42
Step 5					97,635.31	8,136.28	46.94	4,068.14
Graphics and Multimedia Supervisor	NE	1	G419	G154				
Step 1					87,265.34	7,272.11	41.95	3,636.06
Step 2					91,628.60	7,635.72	44.05	3,817.86
Step 3					96,210.02	8,017.50	46.25	4,008.75
Step 4					101,020.44	8,418.37	48.57	4,209.19
Step 5					106,071.53	8,839.29	51.00	4,419.65
Graphic Designer	NE	1	G381	G135				
Step 1					72,442.87	6,036.91	34.83	3,018.45
Step 2					76,065.06	6,338.76	36.57	3,169.38
Step 3					79,868.30	6,655.69	38.40	3,327.85
Step 4					83,861.63	6,988.47	40.32	3,494.23
Step 5					88,042.23	7,336.85	42.33	3,668.43
<b><u>Information Technology Division</u></b>								
Information Technology Manager	E	1	M219	MM169				
Step 1					128,028.68	10,669.06	61.55	5,334.53
Step 2					134,430.11	11,202.51	64.63	5,601.25
Step 3					141,151.62	11,762.63	67.86	5,881.32
Step 4					148,209.20	12,350.77	71.25	6,175.38
Step 5					155,619.66	12,968.30	74.82	6,484.15
Database Administrator	E	0	M266	MM156				
Step 1					112,980.01	9,415.00	54.32	4,707.50
Step 2					118,629.01	9,885.75	57.03	4,942.88
Step 3					124,560.46	10,380.04	59.88	5,190.02
Step 4					130,788.49	10,899.04	62.88	5,449.52
Step 5					137,327.91	11,443.99	66.02	5,722.00

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Senior Information Technology Analyst	NE	2	M269	MM150				
Step 1					106,457.90	8,871.49	51.18	4,435.75
Step 2					111,780.79	9,315.07	53.74	4,657.53
Step 3					117,369.83	9,780.82	56.43	4,890.41
Step 4					123,238.32	10,269.86	59.25	5,134.93
Step 5					129,400.24	10,783.35	62.21	5,391.68
Information Technology Analyst	NE	0	M287	MM137				
Step 1					94,024.92	7,835.41	45.20	3,917.71
Step 2					98,726.17	8,227.18	47.46	4,113.59
Step 3					103,662.47	8,638.54	49.84	4,319.27
Step 4					108,845.60	9,070.47	52.33	4,535.23
Step 5					114,287.88	9,523.99	54.95	4,761.99
Information Technology Specialist	NE	1	G304	G161				
Step 1					92,981.03	7,748.42	44.70	3,874.21
Step 2					97,630.02	8,135.83	46.94	4,067.92
Step 3					102,511.70	8,542.64	49.28	4,271.32
Step 4					107,637.19	8,969.77	51.75	4,484.88
Step 5					113,016.02	9,418.00	54.33	4,709.00
<b>COMMUNITY &amp; ECONOMIC DEVELOPMENT DEPARTMENT (33)</b>								
<b><u>Administration</u></b>								
Community & Economic Development Director	E	1	E112	EX123				
Min					185,038.07	15,419.84	88.96	7,709.92
Max					224,908.43	18,742.37	108.13	9,371.18
Deputy Director of Community & Economic Development	E	0	E120	EX116				
Min					160,902.67	13,408.56	77.36	6,704.28
Max					195,572.55	16,297.71	94.03	8,148.86
Economic Development Senior Manager	E	0	M260	MM202				
Step 1					174,257.97	14,521.50	83.78	7,260.75
Step 2					182,970.87	15,247.57	87.97	7,623.79
Step 3					192,119.41	16,009.95	92.37	8,004.98
Step 4					201,725.38	16,810.45	96.98	8,405.22
Step 5					211,811.65	17,650.97	101.83	8,825.49
Community Liaison	NE	0	M245	MM147				
Step 1					103,361.18	8,613.43	49.69	4,306.72
Step 2					108,529.24	9,044.10	52.18	4,522.05
Step 3					113,955.70	9,496.31	54.79	4,748.15
Step 4					119,653.49	9,971.12	57.53	4,985.56
Step 5					125,636.16	10,469.68	60.40	5,234.84
Management Analyst	NE	1	M235	MM129				
Step 1					87,018.37	7,251.53	41.84	3,625.77
Step 2					91,369.29	7,614.11	43.93	3,807.05
Step 3					95,937.75	7,994.81	46.12	3,997.41
Step 4					100,734.64	8,394.55	48.43	4,197.28
Step 5					105,771.37	8,814.28	50.85	4,407.14

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Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
<b><u>Building &amp; Safety Division</u></b>								
Chief Building Official	E	1	M271	MM167				
Step 1					125,851.45	10,487.62	60.51	5,243.81
Step 2					132,144.02	11,012.00	63.53	5,506.00
Step 3					138,751.22	11,562.60	66.71	5,781.30
Step 4					145,688.78	12,140.73	70.04	6,070.37
Step 5					152,973.22	12,747.77	73.54	6,373.88
Senior Permit Technician	NE	1	G410	G129-2				
Step 1					68,957.71	5,746.48	33.15	2,873.24
Step 2					72,405.60	6,033.80	34.81	3,016.90
Step 3					76,025.84	6,335.49	36.55	3,167.74
Step 4					79,827.12	6,652.26	38.38	3,326.13
Step 5					83,811.58	6,984.30	40.29	3,492.15
<b><u>Housing Division</u></b>								
Housing Manager	E	1	M209	MM167				
Step 1					125,851.45	10,487.62	60.51	5,243.81
Step 2					132,144.02	11,012.00	63.53	5,506.00
Step 3					138,751.22	11,562.60	66.71	5,781.30
Step 4					145,688.78	12,140.73	70.04	6,070.37
Step 5					152,973.22	12,747.77	73.54	6,373.88
Senior Housing Program Analyst	NE	1	M273	MM156				
Step 1					112,980.01	9,415.00	54.32	4,707.50
Step 2					118,629.01	9,885.75	57.03	4,942.88
Step 3					124,560.46	10,380.04	59.88	5,190.02
Step 4					130,788.49	10,899.04	62.88	5,449.52
Step 5					137,327.91	11,443.99	66.02	5,722.00
Housing Program Analyst	NE	1	M262	MM145				
Step 1					101,750.94	8,479.24	48.92	4,239.62
Step 2					106,838.48	8,903.21	51.36	4,451.60
Step 3					112,180.41	9,348.37	53.93	4,674.18
Step 4					117,789.43	9,815.79	56.63	4,907.89
Step 5					123,678.90	10,306.57	59.46	5,153.29
Administrative Specialist	NE	2	G409	G130				
Step 1					69,815.11	5,817.93	33.56	2,908.96
Step 2					73,305.85	6,108.82	35.24	3,054.41
Step 3					76,970.96	6,414.25	37.01	3,207.12
Step 4					80,819.63	6,734.97	38.86	3,367.48
Step 5					84,873.89	7,072.82	40.80	3,536.41
Office Assistant	NE	1	G402	G075				
Step 1					41,442.08	3,453.51	19.92	1,726.75
Step 2					43,514.18	3,626.18	20.92	1,813.09
Step 3					45,689.94	3,807.50	21.97	1,903.75
Step 4					47,974.33	3,997.86	23.06	1,998.93
Step 5					50,373.03	4,197.75	24.22	2,098.88

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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					118,000.43	9,833.37	56.73	4,916.68
Step 2					123,900.46	10,325.04	59.57	5,162.52
Step 3					130,095.48	10,841.29	62.55	5,420.64
Step 4					136,600.25	11,383.35	65.67	5,691.68
Step 5					143,430.27	11,952.52	68.96	5,976.26
Neighborhood Services Manager	E	1	M254	MM159				
Step 1					116,264.32	9,688.69	55.90	4,844.35
Step 2					122,077.53	10,173.13	58.69	5,086.56
Step 3					128,181.41	10,681.78	61.63	5,340.89
Step 4					134,590.48	11,215.87	64.71	5,607.94
Step 5					141,320.00	11,776.67	67.94	5,888.33
Senior Code Enforcement Officer	NE	0	G416	G148				
Step 1					82,215.01	6,851.25	39.53	3,425.63
Step 2					86,325.91	7,193.83	41.50	3,596.91
Step 3					90,642.04	7,553.50	43.58	3,776.75
Step 4					95,173.99	7,931.17	45.76	3,965.58
Step 5					99,932.84	8,327.74	48.04	4,163.87
CASE Program Code Enforcement Officer II (Grant funded; classification expires April 30, 2028)	NE	1	G421	G143				
Step 1					78,001.84	6,500.15	37.50	3,250.08
Step 2					81,902.16	6,825.18	39.38	3,412.59
Step 3					85,997.06	7,166.42	41.34	3,583.21
Step 4					90,296.89	7,524.74	43.41	3,762.37
Step 5					94,824.00	7,902.00	45.59	3,951.00
Code Enforcement Officer II (Code Enforcement Officer I/II is flexibly staffed; all FTEs budgeted at II)	NE	5	G316	G143				
Step 1					78,001.84	6,500.15	37.50	3,250.08
Step 2					81,902.16	6,825.18	39.38	3,412.59
Step 3					85,997.06	7,166.42	41.34	3,583.21
Step 4					90,296.89	7,524.74	43.41	3,762.37
Step 5					94,824.00	7,902.00	45.59	3,951.00
CASE Program Code Enforcement Officer I (Grant funded; classification expires April 30, 2028)	NE	0	G420	G131				
Step 1					70,303.57	5,858.63	33.80	2,929.32
Step 2					73,818.79	6,151.57	35.49	3,075.78
Step 3					77,509.70	6,459.14	37.26	3,229.57
Step 4					81,385.11	6,782.09	39.13	3,391.05
Step 5					85,458.02	7,121.50	41.09	3,560.75

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<b>Code Enforcement Officer I</b> <i>(Code Enforcement Officer I/II is flexibly staffed; all FTEs budgeted at II)</i>	NE	0	G417	G131				
Step 1					70,303.57	5,858.63	33.80	2,929.32
Step 2					73,818.79	6,151.57	35.49	3,075.78
Step 3					77,509.70	6,459.14	37.26	3,229.57
Step 4					81,385.11	6,782.09	39.13	3,391.05
Step 5					85,458.02	7,121.50	41.09	3,560.75
<b>Senior Parking Technician</b>	NE	1	G412	G123				
Step 1					64,708.39	5,392.37	31.11	2,696.18
Step 2					67,943.91	5,661.99	32.67	2,831.00
Step 3					71,341.00	5,945.08	34.30	2,972.54
Step 4					74,908.17	6,242.35	36.01	3,121.17
Step 5					78,649.03	6,554.09	37.81	3,277.04
<b>Animal Control Officer</b>	NE	2	G403	G118				
Step 1					61,484.19	5,123.68	29.56	2,561.84
Step 2					64,558.44	5,379.87	31.04	2,689.94
Step 3					67,786.23	5,648.85	32.59	2,824.43
Step 4					71,175.72	5,931.31	34.22	2,965.66
Step 5					74,735.25	6,227.94	35.93	3,113.97
<b>Parking Technician</b>	NE	2	G357	G114				
Step 1					59,079.96	4,923.33	28.40	2,461.67
Step 2					62,034.16	5,169.51	29.82	2,584.76
Step 3					65,135.58	5,427.97	31.32	2,713.98
Step 4					68,392.43	5,699.37	32.88	2,849.68
Step 5					71,827.90	5,985.66	34.53	2,992.83
<b>Senior Office Assistant</b>	NE	1	G367	G106				
Step 1					54,867.98	4,572.33	26.38	2,286.17
Step 2					57,611.37	4,800.95	27.70	2,400.47
Step 3					60,491.98	5,041.00	29.08	2,520.50
Step 4					63,516.53	5,293.04	30.54	2,646.52
Step 5					66,683.97	5,557.00	32.06	2,778.50
<b><u>Planning Division</u></b>								
<b>City Planner</b>	E	1	M272	MM177				
Step 1					138,941.42	11,578.45	66.80	5,789.23
Step 2					145,888.49	12,157.37	70.14	6,078.69
Step 3					153,182.92	12,765.24	73.65	6,382.62
Step 4					160,842.06	13,403.51	77.33	6,701.75
Step 5					168,884.17	14,073.68	81.19	7,036.84
<b>Senior Planner</b>	E	2	M253	MM154				
Step 1					111,360.42	9,280.04	53.54	4,640.02
Step 2					116,928.44	9,744.04	56.22	4,872.02
Step 3					122,774.87	10,231.24	59.03	5,115.62
Step 4					128,913.61	10,742.80	61.98	5,371.40
Step 5					135,359.29	11,279.94	65.08	5,639.97

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Associate Planner	NE	1	M226	MM134				
Step 1					91,678.98	7,639.92	44.08	3,819.96
Step 2					96,262.93	8,021.91	46.28	4,010.96
Step 3					101,076.08	8,423.01	48.59	4,211.50
Step 4					106,129.88	8,844.16	51.02	4,422.08
Step 5					111,436.38	9,286.36	53.58	4,643.18
Assistant Planner	NE	2	G309	G151				
Step 1					84,687.53	7,057.29	40.72	3,528.65
Step 2					88,918.18	7,409.85	42.75	3,704.92
Step 3					93,372.47	7,781.04	44.89	3,890.52
Step 4					98,050.41	8,170.87	47.14	4,085.43
Step 5					102,952.00	8,579.33	49.50	4,289.67
Planning Technician	NE	2	G423	G134-5				
Step 1					71,993.43	5,999.45	34.61	2,999.73
Step 2					75,593.18	6,299.43	36.34	3,149.72
Step 3					79,372.86	6,614.40	38.16	3,307.20
Step 4					83,341.46	6,945.12	40.07	3,472.56
Step 5					87,508.51	7,292.38	42.07	3,646.19
Landscape Technician	NE	0	G386	G129-2				
Step 1					68,957.71	5,746.48	33.15	2,873.24
Step 2					72,405.60	6,033.80	34.81	3,016.90
Step 3					76,025.84	6,335.49	36.55	3,167.74
Step 4					79,827.12	6,652.26	38.38	3,326.13
Step 5					83,811.58	6,984.30	40.29	3,492.15
Finance Assistant (retitled from Account Clerk)	NE	1	G360	G113				
Step 1					58,539.51	4,878.29	28.14	2,439.15
Step 2					61,466.44	5,122.20	29.55	2,561.10
Step 3					64,539.81	5,378.32	31.03	2,689.16
Step 4					67,766.88	5,647.24	32.58	2,823.62
Step 5					71,156.91	5,929.74	34.21	2,964.87
Senior Office Assistant	NE	0	G367	G106				
Step 1					54,867.98	4,572.33	26.38	2,286.17
Step 2					57,611.37	4,800.95	27.70	2,400.47
Step 3					60,491.98	5,041.00	29.08	2,520.50
Step 4					63,516.53	5,293.04	30.54	2,646.52
Step 5					66,683.97	5,557.00	32.06	2,778.50
<b>FINANCE DEPARTMENT (19)</b>								
<u>Administration</u>								
Finance Director	E	1	E113	EX124				
Min					187,998.68	15,666.56	90.38	7,833.28
Max					228,506.97	19,042.25	109.86	9,521.12
Deputy Director of Finance	E	1	E124	EX103				
Min					163,477.11	13,623.09	78.59	6,811.55
Max					198,701.71	16,558.48	95.53	8,279.24

**City of El Monte Classification and Compensation Plan - Full Time Classifications**  
**Effective March 18, 2026 - Amended March 18, 2026**

Memorialize staffing level increases and changes for sworn personnel and make clerical corrections. Total FTEs = 343

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
<b>Accounting Division</b>								
Accounting Manager	E	1	M257	MM169				
Step 1					128,028.68	10,669.06	61.55	5,334.53
Step 2					134,430.11	11,202.51	64.63	5,601.25
Step 3					141,151.62	11,762.63	67.86	5,881.32
Step 4					148,209.20	12,350.77	71.25	6,175.38
Step 5					155,619.66	12,968.30	74.82	6,484.15
Principal Accountant	E	0	M267	MM160-1				
Step 1					118,625.29	9,885.44	57.03	4,942.72
Step 2					124,556.55	10,379.71	59.88	5,189.86
Step 3					130,784.38	10,898.70	62.88	5,449.35
Step 4					137,323.60	11,443.63	66.02	5,721.82
Step 5					144,189.78	12,015.82	69.32	6,007.91
Senior Accountant	E	0	M288	MM141				
Step 1					97,841.09	8,153.42	47.04	4,076.71
Step 2					102,733.14	8,561.10	49.39	4,280.55
Step 3					107,869.80	8,989.15	51.86	4,494.58
Step 4					113,263.29	9,438.61	54.45	4,719.30
Step 5					118,926.46	9,910.54	57.18	4,955.27
Accountant II <i>(Accountant I/II is flexibly staffed; all FTEs budgeted at II level)</i>	E	6	M232	MM131				
Step 1					89,098.53	7,424.88	42.84	3,712.44
Step 2					93,553.46	7,796.12	44.98	3,898.06
Step 3					98,231.13	8,185.93	47.23	4,092.96
Step 4					103,142.69	8,595.22	49.59	4,297.61
Step 5					108,299.82	9,024.99	52.07	4,512.49
Accountant I <i>(Accountant I/II is flexibly staffed; all FTEs budgeted at II level)</i>	E	0	M284	MM120-1				
Step 1					80,324.81	6,693.73	38.62	3,346.87
Step 2					84,341.05	7,028.42	40.55	3,514.21
Step 3					88,558.10	7,379.84	42.58	3,689.92
Step 4					92,986.00	7,748.83	44.70	3,874.42
Step 5					97,635.31	8,136.28	46.94	4,068.14
Finance Specialist	NE	1	G341	G129				
Step 1					68,398.57	5,699.88	32.88	2,849.94
Step 2					71,818.69	5,984.89	34.53	2,992.45
Step 3					75,409.41	6,284.12	36.25	3,142.06
Step 4					79,179.95	6,598.33	38.07	3,299.16
Step 5					83,140.71	6,928.39	39.97	3,464.20
Payroll Specialist	NE	1	G377	G128				
Step 1					68,044.49	5,670.37	32.71	2,835.19
Step 2					71,446.76	5,953.90	34.35	2,976.95
Step 3					75,019.07	6,251.59	36.07	3,125.79
Step 4					78,769.94	6,564.16	37.87	3,282.08
Step 5					82,711.98	6,892.67	39.77	3,446.33

**City of El Monte Classification and Compensation Plan - Full Time Classifications**  
**Effective March 18, 2026 - Amended March 18, 2026**

Memorialize staffing level increases and changes for sworn personnel and make clerical corrections. Total FTEs = 343

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Finance Assistant	NE	2	G360	G113				
Step 1					58,539.51	4,878.29	28.14	2,439.15
Step 2					61,466.44	5,122.20	29.55	2,561.10
Step 3					64,539.81	5,378.32	31.03	2,689.16
Step 4					67,766.88	5,647.24	32.58	2,823.62
Step 5					71,156.91	5,929.74	34.21	2,964.87
<b><u>Purchasing Division</u></b>								
Procurement Administrator	E	1	M283	MM159				
Step 1					116,264.32	9,688.69	55.90	4,844.35
Step 2					122,077.53	10,173.13	58.69	5,086.56
Step 3					128,181.41	10,681.78	61.63	5,340.89
Step 4					134,590.48	11,215.87	64.71	5,607.94
Step 5					141,320.00	11,776.67	67.94	5,888.33
Purchasing Specialist	NE	0	G370	G106				
Step 1					54,867.98	4,572.33	26.38	2,286.17
Step 2					57,611.37	4,800.95	27.70	2,400.47
Step 3					60,491.98	5,041.00	29.08	2,520.50
Step 4					63,516.53	5,293.04	30.54	2,646.52
Step 5					66,683.97	5,557.00	32.06	2,778.50
<b><u>Treasury Division</u></b>								
Senior Finance Assistant	NE	1	G350	G145				
Step 1					80,324.81	6,693.73	38.62	3,346.87
Step 2					84,341.05	7,028.42	40.55	3,514.21
Step 3					88,558.10	7,379.84	42.58	3,689.92
Step 4					92,986.00	7,748.83	44.70	3,874.42
Step 5					97,635.31	8,136.28	46.94	4,068.14
Finance Assistant	NE	3	G360	G113				
Step 1					58,539.51	4,878.29	28.14	2,439.15
Step 2					61,466.44	5,122.20	29.55	2,561.10
Step 3					64,539.81	5,378.32	31.03	2,689.16
Step 4					67,766.88	5,647.24	32.58	2,823.62
Step 5					71,156.91	5,929.74	34.21	2,964.87
Office Assistant	NE	1	G402	G075				
Step 1					41,442.08	3,453.51	19.92	1,726.75
Step 2					43,514.18	3,626.18	20.92	1,813.09
Step 3					45,689.94	3,807.50	21.97	1,903.75
Step 4					47,974.33	3,997.86	23.06	1,998.93
Step 5					50,373.03	4,197.75	24.22	2,098.88

**City of El Monte Classification and Compensation Plan - Full Time Classifications**  
**Effective March 18, 2026 - Amended March 18, 2026**

Memorialize staffing level increases and changes for sworn personnel and make clerical corrections. Total FTEs = 343

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
<b>HUMAN RESOURCES/RISK MANAGEMENT DEPARTMENT (7)</b>								
Human Resources/Risk Management Director	E	1	E111	EX104				
Min					174,688.24	14,557.35	83.98	7,278.68
Max					214,482.77	17,873.56	103.12	8,936.78
Human Resources/Risk Manager	E	1	M268	MM169				
Step 1					128,028.68	10,669.06	61.55	5,334.53
Step 2					134,430.11	11,202.51	64.63	5,601.25
Step 3					141,151.62	11,762.63	67.86	5,881.32
Step 4					148,209.20	12,350.77	71.25	6,175.38
Step 5					155,619.66	12,968.30	74.82	6,484.15
Senior Management Analyst	E	1	M223	MM145				
Step 1					101,750.94	8,479.24	48.92	4,239.62
Step 2					106,838.48	8,903.21	51.36	4,451.60
Step 3					112,180.41	9,348.37	53.93	4,674.18
Step 4					117,789.43	9,815.79	56.63	4,907.89
Step 5					123,678.90	10,306.57	59.46	5,153.29
Human Resources/Risk Management Analyst	NE	2	M240	MM129				
Step 1					87,018.37	7,251.53	41.84	3,625.77
Step 2					91,369.29	7,614.11	43.93	3,807.05
Step 3					95,937.75	7,994.81	46.12	3,997.41
Step 4					100,734.64	8,394.55	48.43	4,197.28
Step 5					105,771.37	8,814.28	50.85	4,407.14
Wellness Coordinator	NE	0	G385	G135				
Step 1					72,442.87	6,036.91	34.83	3,018.45
Step 2					76,065.06	6,338.76	36.57	3,169.38
Step 3					79,868.30	6,655.69	38.40	3,327.85
Step 4					83,861.63	6,988.47	40.32	3,494.23
Step 5					88,042.23	7,336.85	42.33	3,668.43
Human Resources/Risk Management Specialist	NE	2	G395	G124				
Step 1					65,545.47	5,462.12	31.51	2,731.06
Step 2					68,822.84	5,735.24	33.09	2,867.62
Step 3					72,263.87	6,021.99	34.74	3,010.99
Step 4					75,877.00	6,323.08	36.48	3,161.54
Step 5					79,675.39	6,639.62	38.31	3,319.81
Office Assistant	NE	0	G402	G075				
Step 1					41,442.08	3,453.51	19.92	1,726.75
Step 2					43,514.18	3,626.18	20.92	1,813.09
Step 3					45,689.94	3,807.50	21.97	1,903.75
Step 4					47,974.33	3,997.86	23.06	1,998.93
Step 5					50,373.03	4,197.75	24.22	2,098.88

**City of El Monte Classification and Compensation Plan - Full Time Classifications**  
**Effective March 18, 2026 - Amended March 18, 2026**

Memorialize staffing level increases and changes for sworn personnel and make clerical corrections. Total FTEs = 343

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
<b>PARKS, RECREATION AND COMMUNITY SERVICES DEPARTMENT (15)</b>								
<b><u>Administration</u></b>								
Parks, Recreation & Community Services Director	E	1	E117	EX115				
Min					174,360.88	14,530.07	83.83	7,265.04
Max					211,932.55	17,661.05	101.89	8,830.52
Deputy Director of Parks, Recreation & Community	E	1	E119	EX100				
Min					139,485.53	11,623.79	67.06	5,811.90
Max					169,546.03	14,128.84	81.51	7,064.42
Parks, Recreation, and Community Services Manager	E	1	M250	MM160				
Step 1					118,000.43	9,833.37	56.73	4,916.68
Step 2					123,900.46	10,325.04	59.57	5,162.52
Step 3					130,095.48	10,841.29	62.55	5,420.64
Step 4					136,600.25	11,383.35	65.67	5,691.68
Step 5					143,430.27	11,952.52	68.96	5,976.26
Management Analyst	NE	1	M235	MM129				
Step 1					87,018.37	7,251.53	41.84	3,625.77
Step 2					91,369.29	7,614.11	43.93	3,807.05
Step 3					95,937.75	7,994.81	46.12	3,997.41
Step 4					100,734.64	8,394.55	48.43	4,197.28
Step 5					105,771.37	8,814.28	50.85	4,407.14
Administrative Assistant	NE	2	G400	G128				
Step 1					68,044.49	5,670.37	32.71	2,835.19
Step 2					71,446.76	5,953.90	34.35	2,976.95
Step 3					75,019.07	6,251.59	36.07	3,125.79
Step 4					78,769.94	6,564.16	37.87	3,282.08
Step 5					82,711.98	6,892.67	39.77	3,446.33
<b><u>Aquatics Division</u></b>								
Aquatics Supervisor	NE	1	M277	MM139				
Step 1					95,510.74	7,959.23	45.92	3,979.61
Step 2					100,286.28	8,357.19	48.21	4,178.59
Step 3					105,300.59	8,775.05	50.63	4,387.52
Step 4					110,565.62	9,213.80	53.16	4,606.90
Step 5					116,093.90	9,674.49	55.81	4,837.25
Aquatics Coordinator	NE	1	G392	G135				
Step 1					72,442.87	6,036.91	34.83	3,018.45
Step 2					76,065.06	6,338.76	36.57	3,169.38
Step 3					79,868.30	6,655.69	38.40	3,327.85
Step 4					83,861.63	6,988.47	40.32	3,494.23
Step 5					88,042.23	7,336.85	42.33	3,668.43

**City of El Monte Classification and Compensation Plan - Full Time Classifications**  
**Effective March 18, 2026 - Amended March 18, 2026**

Memorialize staffing level increases and changes for sworn personnel and make clerical corrections. Total FTEs = 343

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
<b><u>Community Wellness &amp; Senior Services Division</u></b>								
Parks, Recreation & Community Services Supervisor	NE	1	M255	MM139				
Step 1					95,510.74	7,959.23	45.92	3,979.61
Step 2					100,286.28	8,357.19	48.21	4,178.59
Step 3					105,300.59	8,775.05	50.63	4,387.52
Step 4					110,565.62	9,213.80	53.16	4,606.90
Step 5					116,093.90	9,674.49	55.81	4,837.25
Recreation Coordinator	NE	1	G319	G135				
Step 1					72,442.87	6,036.91	34.83	3,018.45
Step 2					76,065.06	6,338.76	36.57	3,169.38
Step 3					79,868.30	6,655.69	38.40	3,327.85
Step 4					83,861.63	6,988.47	40.32	3,494.23
Step 5					88,042.23	7,336.85	42.33	3,668.43
Social Worker	NE	1	G365	G121				
Step 1					63,180.11	5,265.01	30.38	2,632.50
Step 2					66,339.20	5,528.27	31.89	2,764.13
Step 3					69,656.10	5,804.68	33.49	2,902.34
Step 4					73,139.00	6,094.92	35.16	3,047.46
Step 5					76,803.94	6,400.33	36.92	3,200.16
Office Assistant	NE	0	G402	G075				
Step 1					41,442.08	3,453.51	19.92	1,726.75
Step 2					43,514.18	3,626.18	20.92	1,813.09
Step 3					45,689.94	3,807.50	21.97	1,903.75
Step 4					47,974.33	3,997.86	23.06	1,998.93
Step 5					50,373.03	4,197.75	24.22	2,098.88
<b><u>Recreation, Facilities, and Special Programs and Events Division</u></b>								
Parks, Recreation & Community Services Supervisor	NE	1	M255	MM139				
Step 1					95,510.74	7,959.23	45.92	3,979.61
Step 2					100,286.28	8,357.19	48.21	4,178.59
Step 3					105,300.59	8,775.05	50.63	4,387.52
Step 4					110,565.62	9,213.80	53.16	4,606.90
Step 5					116,093.90	9,674.49	55.81	4,837.25
Recreation Coordinator	NE	3	G319	G135				
Step 1					72,442.87	6,036.91	34.83	3,018.45
Step 2					76,065.06	6,338.76	36.57	3,169.38
Step 3					79,868.30	6,655.69	38.40	3,327.85
Step 4					83,861.63	6,988.47	40.32	3,494.23
Step 5					88,042.23	7,336.85	42.33	3,668.43

**City of El Monte Classification and Compensation Plan - Full Time Classifications**  
**Effective March 18, 2026 - Amended March 18, 2026**

Memorialize staffing level increases and changes for sworn personnel and make clerical corrections. Total FTEs = 343

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
<b>POLICE DEPARTMENT (181 - 137 Sworn, 44 Civilian)</b>								
<b><u>Sworn Personnel</u></b>								
Chief of Police	E	1	E103	EX142				
Min					270,801.01	22,566.75	130.19	11,283.38
Max					309,486.87	25,790.57	148.79	12,895.29
Police Captain	E	2	P501	PM115				
Step 1					212,179.68	17,681.64	102.01	8,840.82
Step 2					222,788.66	18,565.72	107.11	9,282.86
Step 3					233,928.10	19,494.01	112.47	9,747.00
Step 4					245,624.50	20,468.71	118.09	10,234.35
Step 5					257,905.73	21,492.14	123.99	10,746.07
Police Lieutenant	E	6	P502	PM100				
Step 1					184,504.07	15,375.34	88.70	7,687.67
Step 2					193,729.27	16,144.11	93.14	8,072.05
Step 3					203,415.74	16,951.31	97.80	8,475.66
Step 4					213,586.52	17,798.88	102.69	8,899.44
Step 5					224,265.85	18,688.82	107.82	9,344.41
Police Sergeant	NE	18	S601	P123-1				
Step 1					124,034.68	10,336.22	59.63	5,168.11
Step 2					130,236.45	10,853.04	62.61	5,426.52
Step 3					136,748.28	11,395.69	65.74	5,697.84
Step 4					143,585.56	11,965.46	69.03	5,982.73
Step 5					150,766.96	12,563.91	72.48	6,281.96
Helicopter Pilot	NE	0	S602	P123				
Step 1					118,122.71	9,843.56	56.79	4,921.78
Step 2					124,028.78	10,335.73	59.63	5,167.87
Step 3					130,230.31	10,852.53	62.61	5,426.26
Step 4					136,741.80	11,395.15	65.74	5,697.58
Step 5					143,578.30	11,964.86	69.03	5,982.43
Police Corporal	NE	13	S606	P107				
Step 1					106,879.34	8,906.61	51.38	4453.31
Step 2					112,223.40	9,351.95	53.95	4675.98
Step 3					117,834.53	9,819.54	56.65	4909.77
Step 4					123,726.12	10,310.51	59.48	5155.26
Step 5					129,906.90	10,825.57	62.46	5412.79
Police Officer II	NE	13	S609	P106				
Step 1					100,038.01	8,336.50	48.10	4168.25
Step 2					105,039.94	8,753.33	50.50	4376.66
Step 3					110,291.91	9,190.99	53.02	4595.50
Step 4					115,806.54	9,650.54	55.68	4825.27
Step 5					121,598.86	10,133.24	58.46	5066.62

**City of El Monte Classification and Compensation Plan - Full Time Classifications**  
**Effective March 18, 2026 - Amended March 18, 2026**

Memorialize staffing level increases and changes for sworn personnel and make clerical corrections. Total FTEs = 343

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Police Officer/Bonus Assignment <i>(Combined with Police Officer, maximum FTEs = 84; underfills permitted)</i>	NE	39	S605	P106				
Step 1					100,038.01	8,336.50	48.10	4,168.25
Step 2					105,039.94	8,753.33	50.50	4,376.66
Step 3					110,291.91	9,190.99	53.02	4,595.50
Step 4					115,806.54	9,650.54	55.68	4,825.27
Step 5					121,598.86	10,133.24	58.46	5,066.62
Police Officer	NE	45	S608	P100				
Step 1					94,498.44	7,874.87	45.43	3,937.44
Step 2					99,223.37	8,268.61	47.70	4,134.31
Step 3					104,184.48	8,682.04	50.09	4,341.02
Step 4					109,393.75	9,116.15	52.59	4,558.07
Step 5					114,864.49	9,572.04	55.22	4,786.02
<b>Civilian Personnel</b>								
Police Communications Manager	E	1	M227	MM148				
Step 1					105,325.93	8,777.16	50.64	4,388.58
Step 2					110,592.23	9,216.02	53.17	4,608.01
Step 3					116,121.84	9,676.82	55.83	4,838.41
Step 4					121,927.93	10,160.66	58.62	5,080.33
Step 5					128,024.33	10,668.69	61.55	5,334.35
Police Records Manager	E	1	M291	MM133				
Step 1					91,369.29	7,614.11	43.93	3,807.05
Step 2					95,937.75	7,994.81	46.12	3,997.41
Step 3					100,734.64	8,394.55	48.43	4,197.28
Step 4					105,771.37	8,814.28	50.85	4,407.14
Step 5					111,059.94	9,254.99	53.39	4,627.50
Executive Assistant to the Chief of Police	E	1	M289	MM131				
Step 1					89,098.53	7,424.88	42.84	3,712.44
Step 2					93,553.46	7,796.12	44.98	3,898.06
Step 3					98,231.13	8,185.93	47.23	4,092.96
Step 4					103,142.69	8,595.22	49.59	4,297.61
Step 5					108,299.82	9,024.99	52.07	4,512.49
Management Analyst	NE	2	M235	MM129				
Step 1					87,018.37	7,251.53	41.84	3,625.77
Step 2					91,369.29	7,614.11	43.93	3,807.05
Step 3					95,937.75	7,994.81	46.12	3,997.41
Step 4					100,734.64	8,394.55	48.43	4,197.28
Step 5					105,771.37	8,814.28	50.85	4,407.14
Police Recruit <i>(Utilized only to fill Police Officer vacancies; excluded from total FTEs)</i>	NE	N/A	G394	G148				
Step 1					82,215.01	6,851.25	39.53	3,425.63
Step 2					86,325.91	7,193.83	41.50	3,596.91
Step 3					90,642.04	7,553.50	43.58	3,776.75
Step 4					95,173.99	7,931.17	45.76	3,965.58
Step 5					99,932.84	8,327.74	48.04	4,163.87

**City of El Monte Classification and Compensation Plan - Full Time Classifications**  
**Effective March 18, 2026 - Amended March 18, 2026**

Memorialize staffing level increases and changes for sworn personnel and make clerical corrections. Total FTEs = 343

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Custody Supervisor	NE	1	G411	G143				
Step 1					78,001.84	6,500.15	37.50	3,250.08
Step 2					81,902.16	6,825.18	39.38	3,412.59
Step 3					85,997.06	7,166.42	41.34	3,583.21
Step 4					90,296.89	7,524.74	43.41	3,762.37
Step 5					94,824.00	7,902.00	45.59	3,951.00
Police Dispatch Shift Supervisor	NE	4	G312	G147				
Step 1					81,544.21	6,795.35	39.20	3,397.68
Step 2					85,621.66	7,135.14	41.16	3,567.57
Step 3					89,902.53	7,491.88	43.22	3,745.94
Step 4					94,397.63	7,866.47	45.38	3,933.23
Step 5					99,130.34	8,260.86	47.66	4,130.43
Police Fleet Coordinator	NE	1	G343	G139				
Step 1					75,387.56	6,282.30	36.24	3,141.15
Step 2					79,156.89	6,596.41	38.06	3,298.20
Step 3					83,114.72	6,926.23	39.96	3,463.11
Step 4					87,270.47	7,272.54	41.96	3,636.27
Step 5					91,620.57	7,635.05	44.05	3,817.52
Property and Evidence Technician	NE	1	G330	G133				
Step 1					71,343.21	5,945.27	34.30	2,972.63
Step 2					74,910.39	6,242.53	36.01	3,121.27
Step 3					78,656.02	6,554.67	37.82	3,277.33
Step 4					82,588.81	6,882.40	39.71	3,441.20
Step 5					86,718.98	7,226.58	41.69	3,613.29
Police Records Supervisor	NE	1	G346	G135-1				
Step 1					72,584.59	6,048.72	34.90	3,024.36
Step 2					76,213.83	6,351.15	36.64	3,175.58
Step 3					80,024.64	6,668.72	38.47	3,334.36
Step 4					84,025.85	7,002.15	40.40	3,501.08
Step 5					88,227.89	7,352.32	42.42	3,676.16
Administrative Specialist	NE	1	G409	G130				
Step 1					69,815.11	5,817.93	33.56	2,908.96
Step 2					73,305.85	6,108.82	35.24	3,054.41
Step 3					76,970.96	6,414.25	37.01	3,207.12
Step 4					80,819.63	6,734.97	38.86	3,367.48
Step 5					84,873.89	7,072.82	40.80	3,536.41
Custody Officer	NE	7	G338	G129				
Step 1					68,398.57	5,699.88	32.88	2,849.94
Step 2					71,818.69	5,984.89	34.53	2,992.45
Step 3					75,409.41	6,284.12	36.25	3,142.06
Step 4					79,179.95	6,598.33	38.07	3,299.16
Step 5					83,140.71	6,928.39	39.97	3,464.20

**City of El Monte Classification and Compensation Plan - Full Time Classifications**  
**Effective March 18, 2026 - Amended March 18, 2026**

Memorialize staffing level increases and changes for sworn personnel and make clerical corrections. Total FTEs = 343

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Police Dispatcher	NE	14	G339	G129				
Step 1					68,398.57	5,699.88	32.88	2,849.94
Step 2					71,818.69	5,984.89	34.53	2,992.45
Step 3					75,409.41	6,284.12	36.25	3,142.06
Step 4					79,179.95	6,598.33	38.07	3,299.16
Step 5					83,140.71	6,928.39	39.97	3,464.20
Administrative Assistant	NE	1	G400	G128				
Step 1					68,044.49	5,670.37	32.71	2,835.19
Step 2					71,446.76	5,953.90	34.35	2,976.95
Step 3					75,019.07	6,251.59	36.07	3,125.79
Step 4					78,769.94	6,564.16	37.87	3,282.08
Step 5					82,711.98	6,892.67	39.77	3,446.33
CASE Program Community Services Officer (Grant funded; classification expires April 30, 2028)	NE	1	G422	G128				
Step 1					68,044.49	5,670.37	32.71	2,835.19
Step 2					71,446.76	5,953.90	34.35	2,976.95
Step 3					75,019.07	6,251.59	36.07	3,125.79
Step 4					78,769.94	6,564.16	37.87	3,282.08
Step 5					82,711.98	6,892.67	39.77	3,446.33
Equipment Maintenance Technician	NE	0	G349	G118				
Step 1					61,484.19	5,123.68	29.56	2,561.84
Step 2					64,558.44	5,379.87	31.04	2,689.94
Step 3					67,786.23	5,648.85	32.59	2,824.43
Step 4					71,175.72	5,931.31	34.22	2,965.66
Step 5					74,735.25	6,227.94	35.93	3,113.97
Police Records Technician	NE	7	G363	G110				
Step 1					57,067.17	4,755.60	27.44	2,377.80
Step 2					59,920.53	4,993.38	28.81	2,496.69
Step 3					62,916.53	5,243.04	30.25	2,621.52
Step 4					66,062.31	5,505.19	31.76	2,752.60
Step 5					69,367.78	5,780.65	33.35	2,890.32
<b>PUBLIC WORKS AND UTILITIES DEPARTMENT (75)</b>								
<u>Administration</u>								
Public Works & Utilities Director	E	1	E114	EX123				
Min					185,038.07	15,419.84	88.96	7,709.92
Max					224,908.43	18,742.37	108.13	9,371.18
Deputy Director of Public Works & Utilities	E	1	E118	EX116				
Min					160,902.67	13,408.56	77.36	6,704.28
Max					195,572.55	16,297.71	94.03	8,148.86

**City of El Monte Classification and Compensation Plan - Full Time Classifications**  
**Effective March 18, 2026 - Amended March 18, 2026**

Memorialize staffing level increases and changes for sworn personnel and make clerical corrections. Total FTEs = 343

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Senior Project Manager	E	1	M270	MM171				
Step 1					130,128.46	10,844.04	62.56	5,422.02
Step 2					136,634.88	11,386.24	65.69	5,693.12
Step 3					143,466.63	11,955.55	68.97	5,977.78
Step 4					150,639.96	12,553.33	72.42	6,276.66
Step 5					158,171.96	13,181.00	76.04	6,590.50
Senior Administrative Assistant	NE	1	M251	MM120-1				
Step 1					80,324.81	6,693.73	38.62	3,346.87
Step 2					84,341.05	7,028.42	40.55	3,514.21
Step 3					88,558.10	7,379.84	42.58	3,689.92
Step 4					92,986.00	7,748.83	44.70	3,874.42
Step 5					97,635.31	8,136.28	46.94	4,068.14
Management Analyst	NE	1	M235	MM129				
Step 1					87,018.37	7,251.53	41.84	3,625.77
Step 2					91,369.29	7,614.11	43.93	3,807.05
Step 3					95,937.75	7,994.81	46.12	3,997.41
Step 4					100,734.64	8,394.55	48.43	4,197.28
Step 5					105,771.37	8,814.28	50.85	4,407.14
Office Assistant	NE	1	G402	G075				
Step 1					41,442.08	3,453.51	19.92	1,726.75
Step 2					43,514.18	3,626.18	20.92	1,813.09
Step 3					45,689.94	3,807.50	21.97	1,903.75
Step 4					47,974.33	3,997.86	23.06	1,998.93
Step 5					50,373.03	4,197.75	24.22	2,098.88
<b><u>Engineering Division</u></b>								
City Engineer	E	1	M261	MM200				
Step 1					171,255.70	14,271.31	82.33	7,135.65
Step 2					179,818.48	14,984.87	86.45	7,492.44
Step 3					188,809.41	15,734.12	90.77	7,867.06
Step 4					198,249.88	16,520.82	95.31	8,260.41
Step 5					208,162.37	17,346.86	100.08	8,673.43
Senior Civil Engineer	E	1	M286	MM162				
Step 1					121,023.07	10,085.26	58.18	5,042.63
Step 2					127,074.23	10,589.52	61.09	5,294.76
Step 3					133,427.94	11,118.99	64.15	5,559.50
Step 4					140,099.33	11,674.94	67.36	5,837.47
Step 5					147,104.30	12,258.69	70.72	6,129.35
Senior Management Analyst	E	0	M223	MM145				
Step 1					101,750.94	8,479.24	48.92	4,239.62
Step 2					106,838.48	8,903.21	51.36	4,451.60
Step 3					112,180.41	9,348.37	53.93	4,674.18
Step 4					117,789.43	9,815.79	56.63	4,907.89
Step 5					123,678.90	10,306.57	59.46	5,153.29

**City of El Monte Classification and Compensation Plan - Full Time Classifications**  
**Effective March 18, 2026 - Amended March 18, 2026**

Memorialize staffing level increases and changes for sworn personnel and make clerical corrections. Total FTEs = 343

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
<b>Associate Civil Engineer (1 FTE transferred from Utilities)</b>	E	2	M280	MM140				
Step 1					96,465.73	8,038.81	46.38	4,019.41
Step 2					101,289.02	8,440.75	48.70	4,220.38
Step 3					106,353.47	8,862.79	51.13	4,431.39
Step 4					111,671.14	9,305.93	53.69	4,652.96
Step 5					117,254.70	9,771.22	56.37	4,885.61
<b>Management Analyst</b>	NE	1	M235	MM129				
Step 1					87,018.37	7,251.53	41.84	3,625.77
Step 2					91,369.29	7,614.11	43.93	3,807.05
Step 3					95,937.75	7,994.81	46.12	3,997.41
Step 4					100,734.64	8,394.55	48.43	4,197.28
Step 5					105,771.37	8,814.28	50.85	4,407.14
<b>Public Works Inspector</b>	NE	0	M265	MM118				
Step 1					78,891.34	6,574.28	37.93	3,287.14
Step 2					82,835.91	6,902.99	39.82	3,451.50
Step 3					86,977.70	7,248.14	41.82	3,624.07
Step 4					91,326.59	7,610.55	43.91	3,805.27
Step 5					95,892.92	7,991.08	46.10	3,995.54
<b>Administrative Assistant</b>	NE	1	G400	G128				
Step 1					68,044.49	5,670.37	32.71	2,835.19
Step 2					71,446.76	5,953.90	34.35	2,976.95
Step 3					75,019.07	6,251.59	36.07	3,125.79
Step 4					78,769.94	6,564.16	37.87	3,282.08
Step 5					82,711.98	6,892.67	39.77	3,446.33
<b><u>Maintenance Division</u></b>								
<b>Public Works Operations Manager</b>	E	1	M203	MM190				
Step 1					154,831.53	12,902.63	74.44	6,451.31
Step 2					162,573.11	13,547.76	78.16	6,773.88
Step 3					170,701.77	14,225.15	82.07	7,112.57
Step 4					179,236.85	14,936.40	86.17	7,468.20
Step 5					188,198.70	15,683.22	90.48	7,841.61
<b>Public Works Maintenance Supervisor</b>	E	1	M213	MM160				
Step 1					118,000.43	9,833.37	56.73	4,916.68
Step 2					123,900.46	10,325.04	59.57	5,162.52
Step 3					130,095.48	10,841.29	62.55	5,420.64
Step 4					136,600.25	11,383.35	65.67	5,691.68
Step 5					143,430.27	11,952.52	68.96	5,976.26
<b>Public Works Supervisor</b>	NE	4	M243	MM137				
Step 1					94,024.92	7,835.41	45.20	3,917.71
Step 2					98,726.17	8,227.18	47.46	4,113.59
Step 3					103,662.47	8,638.54	49.84	4,319.27
Step 4					108,845.60	9,070.47	52.33	4,535.23
Step 5					114,287.88	9,523.99	54.95	4,761.99

**City of El Monte Classification and Compensation Plan - Full Time Classifications**  
**Effective March 18, 2026 - Amended March 18, 2026**

Memorialize staffing level increases and changes for sworn personnel and make clerical corrections. Total FTEs = 343

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Management Analyst	NE	1	M235	MM129				
Step 1					87,018.37	7,251.53	41.84	3,625.77
Step 2					91,369.29	7,614.11	43.93	3,807.05
Step 3					95,937.75	7,994.81	46.12	3,997.41
Step 4					100,734.64	8,394.55	48.43	4,197.28
Step 5					105,771.37	8,814.28	50.85	4,407.14
Senior Heavy Equipment Mechanic	NE	1	G315	G141				
Step 1					76,934.45	6,411.20	36.99	3,205.60
Step 2					80,781.25	6,731.77	38.84	3,365.89
Step 3					84,820.32	7,068.36	40.78	3,534.18
Step 4					89,061.21	7,421.77	42.82	3,710.88
Step 5					93,521.51	7,793.46	44.96	3,896.73
Traffic Signal Technician II	NE	1	G314	G141				
Step 1					76,934.45	6,411.20	36.99	3,205.60
Step 2					80,781.25	6,731.77	38.84	3,365.89
Step 3					84,820.32	7,068.36	40.78	3,534.18
Step 4					89,061.21	7,421.77	42.82	3,710.88
Step 5					93,521.51	7,793.46	44.96	3,896.73
Irrigation Senior Specialist	NE	0	G389	G140				
Step 1					76,319.42	6,359.95	36.69	3,179.98
Step 2					80,135.51	6,677.96	38.53	3,338.98
Step 3					84,142.51	7,011.88	40.45	3,505.94
Step 4					88,349.79	7,362.48	42.48	3,681.24
Step 5					92,776.14	7,731.34	44.60	3,865.67
Maintenance Specialist	NE	1	G404	G133				
Step 1					71,343.21	5,945.27	34.30	2,972.63
Step 2					74,910.39	6,242.53	36.01	3,121.27
Step 3					78,656.02	6,554.67	37.82	3,277.33
Step 4					82,588.81	6,882.40	39.71	3,441.20
Step 5					86,718.98	7,226.58	41.69	3,613.29
Heavy Equipment Mechanic	NE	1	G334	G133				
Step 1					71,343.21	5,945.27	34.30	2,972.63
Step 2					74,910.39	6,242.53	36.01	3,121.27
Step 3					78,656.02	6,554.67	37.82	3,277.33
Step 4					82,588.81	6,882.40	39.71	3,441.20
Step 5					86,718.98	7,226.58	41.69	3,613.29
Traffic Signal Technician I	NE	1	G335	G130				
Step 1					69,815.11	5,817.93	33.56	2,908.96
Step 2					73,305.85	6,108.82	35.24	3,054.41
Step 3					76,970.96	6,414.25	37.01	3,207.12
Step 4					80,819.63	6,734.97	38.86	3,367.48
Step 5					84,873.89	7,072.82	40.80	3,536.41

**City of El Monte Classification and Compensation Plan - Full Time Classifications**  
**Effective March 18, 2026 - Amended March 18, 2026**

Memorialize staffing level increases and changes for sworn personnel and make clerical corrections. Total FTEs = 343

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Maintenance Crew Leader	NE	6	G336	G129-1				
Step 1					68,715.39	5,726.28	33.04	2,863.14
Step 2					72,151.20	6,012.60	34.69	3,006.30
Step 3					75,758.64	6,313.22	36.42	3,156.61
Step 4					79,546.75	6,628.90	38.24	3,314.45
Step 5					83,513.31	6,959.44	40.15	3,479.72
Maintenance Worker	NE	20	G356	G114				
Step 1					59,079.96	4,923.33	28.40	2,461.67
Step 2					62,034.16	5,169.51	29.82	2,584.76
Step 3					65,135.58	5,427.97	31.32	2,713.98
Step 4					68,392.43	5,699.37	32.88	2,849.68
Step 5					71,827.90	5,985.66	34.53	2,992.83
<b>Transportation Division</b>								
Transportation Operations Manager	E	1	M256	MM160				
Step 1					118,000.43	9,833.37	56.73	4,916.68
Step 2					123,900.46	10,325.04	59.57	5,162.52
Step 3					130,095.48	10,841.29	62.55	5,420.64
Step 4					136,600.25	11,383.35	65.67	5,691.68
Step 5					143,430.27	11,952.52	68.96	5,976.26
Transportation Analyst	NE	1	M275	MM140				
De					96,465.73	8,038.81	46.38	4,019.41
Step 2					101,289.02	8,440.75	48.70	4,220.38
Step 3					106,353.47	8,862.79	51.13	4,431.39
Step 4					111,671.14	9,305.93	53.69	4,652.96
Step 5					117,254.70	9,771.22	56.37	4,885.61
Transportation Operations Supervisor	NE	1	M292	MM124				
Step 1					83,297.44	6,941.45	40.05	3,470.73
Step 2					87,462.31	7,288.53	42.05	3,644.26
Step 3					91,835.43	7,652.95	44.15	3,826.48
Step 4					96,427.20	8,035.60	46.36	4,017.80
Step 5					101,248.56	8,437.38	48.68	4,218.69
Transportation Maintenance Coordinator	NE	1	G320	G135				
Step 1					72,442.87	6,036.91	34.83	3,018.45
Step 2					76,065.06	6,338.76	36.57	3,169.38
Step 3					79,868.30	6,655.69	38.40	3,327.85
Step 4					83,861.63	6,988.47	40.32	3,494.23
Step 5					88,042.23	7,336.85	42.33	3,668.43
Administrative Assistant	NE	1	G400	G128				
Step 1					68,044.49	5,670.37	32.71	2,835.19
Step 2					71,446.76	5,953.90	34.35	2,976.95
Step 3					75,019.07	6,251.59	36.07	3,125.79
Step 4					78,769.94	6,564.16	37.87	3,282.08
Step 5					82,711.98	6,892.67	39.77	3,446.33

**City of El Monte Classification and Compensation Plan - Full Time Classifications**  
**Effective March 18, 2026 - Amended March 18, 2026**

Memorialize staffing level increases and changes for sworn personnel and make clerical corrections. Total FTEs = 343

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Senior Transportation Driver	NE	2	G413	G128				
Step 1					68,044.49	5,670.37	32.71	2,835.19
Step 2					71,446.76	5,953.90	34.35	2,976.95
Step 3					75,019.07	6,251.59	36.07	3,125.79
Step 4					78,769.94	6,564.16	37.87	3,282.08
Step 5					82,711.98	6,892.67	39.77	3,446.33
Transportation Driver	NE	2	G407	G120				
Step 1					61,987.39	5,165.62	29.80	2,582.81
Step 2					65,086.85	5,423.90	31.29	2,711.95
Step 3					68,341.09	5,695.09	32.86	2,847.55
Step 4					71,758.09	5,979.84	34.50	2,989.92
Step 5					75,350.28	6,279.19	36.23	3,139.60
<b>Utilities Division</b>								
Utilities Manager	E	1	M264	MM197				
Step 1					166,267.97	13,855.66	79.94	6,927.83
Step 2					174,581.37	14,548.45	83.93	7,274.22
Step 3					183,310.43	15,275.87	88.13	7,637.93
Step 4					192,475.96	16,039.66	92.54	8,019.83
Step 5					202,099.75	16,841.65	97.16	8,420.82
Water Systems Supervisor	NE	1	M248	MM160				
Step 1					118,000.43	9,833.37	56.73	4,916.68
Step 2					123,900.46	10,325.04	59.57	5,162.52
Step 3					130,095.48	10,841.29	62.55	5,420.64
Step 4					136,600.25	11,383.35	65.67	5,691.68
Step 5					143,430.27	11,952.52	68.96	5,976.26
Management Analyst	NE	1	M285	MM129				
Step 1					87,018.37	7,251.53	41.84	3,625.77
Step 2					91,369.29	7,614.11	43.93	3,807.05
Step 3					95,937.75	7,994.81	46.12	3,997.41
Step 4					100,734.64	8,394.55	48.43	4,197.28
Step 5					105,771.37	8,814.28	50.85	4,407.14
Water Systems Crew Leader	NE	1	G388	G146				
Step 1					80,799.49	6,733.29	38.85	3,366.65
Step 2					84,839.36	7,069.95	40.79	3,534.97
Step 3					89,081.37	7,423.45	42.83	3,711.72
Step 4					93,535.44	7,794.62	44.97	3,897.31
Step 5					98,192.33	8,182.69	47.21	4,091.35
Collections Crew Leader	NE	1	G380	G142				
Step 1					77,344.41	6,445.37	37.18	3,222.68
Step 2					81,211.85	6,767.65	39.04	3,383.83
Step 3					85,272.25	7,106.02	41.00	3,553.01
Step 4					89,535.84	7,461.32	43.05	3,730.66
Step 5					94,024.79	7,835.40	45.20	3,917.70

**City of El Monte Classification and Compensation Plan - Full Time Classifications**  
**Effective March 18, 2026 - Amended March 18, 2026**

Memorialize staffing level increases and changes for sworn personnel and make clerical corrections. Total FTEs = 343

Department/Division	FLSA	FTE	Position No.	Pay Grade	Annual	Monthly	Hourly	Pay Period
Water Systems Operator II <i>(Water Systems Operator I/II is flexibly staffed)</i>	NE	3	G318	G136				
Step 1					73,132.52	6,094.38	35.16	3,047.19
Step 2					76,789.09	6,399.09	36.92	3,199.55
Step 3					80,628.56	6,719.05	38.76	3,359.52
Step 4					84,659.95	7,055.00	40.70	3,527.50
Step 5					88,880.89	7,406.74	42.73	3,703.37
Collections Worker II <i>(Collections Worker I/II is flexibly staffed)</i>	NE	2	G379	G129-1				
Step 1					68,715.39	5,726.28	33.04	2,863.14
Step 2					72,151.20	6,012.60	34.69	3,006.30
Step 3					75,758.64	6,313.22	36.42	3,156.61
Step 4					79,546.75	6,628.90	38.24	3,314.45
Step 5					83,513.31	6,959.44	40.15	3,479.72
Water Systems Operator I <i>(Water Systems Operator I/II is flexibly staffed)</i>	NE	1	G416	G125				
Step 1					66,005.39	5,500.45	31.73	2,750.22
Step 2					69,305.57	5,775.46	33.32	2,887.73
Step 3					72,770.89	6,064.24	34.99	3,032.12
Step 4					76,409.41	6,367.45	36.74	3,183.73
Step 4A					76,789.09	6,399.09	36.92	3,199.55
Step 5					80,229.97	6,685.83	38.57	3,342.92
Water Meter Reader	NE	1	G354	G117				
Step 1					60,571.05	5,047.59	29.12	2,523.79
Step 2					63,599.63	5,299.97	30.58	2,649.98
Step 3					66,779.53	5,564.96	32.11	2,782.48
Step 4					70,118.61	5,843.22	33.71	2,921.61
Step 5					73,635.63	6,136.30	35.40	3,068.15
Collections Worker I <i>(Collections Worker I/II is flexibly staffed)</i>	NE	3	G378	G117				
Step 1					60,571.05	5,047.59	29.12	2,523.79
Step 2					63,599.63	5,299.97	30.58	2,649.98
Step 3					66,779.53	5,564.96	32.11	2,782.48
Step 4					70,118.61	5,843.22	33.71	2,921.61
Step 5					73,635.63	6,136.30	35.40	3,068.15
Office Assistant	NE	1	G402	G075				
Step 1					41,442.08	3,453.51	19.92	1,726.75
Step 2					43,514.18	3,626.18	20.92	1,813.09
Step 3					45,689.94	3,807.50	21.97	1,903.75
Step 4					47,974.33	3,997.86	23.06	1,998.93
Step 5					50,373.03	4,197.75	24.22	2,098.88