

Classification Plan & Salary Matrix

City of Sierra Madre

November 9, 2021

Sierra Madre Professional Firefighters Association MOU Adopted April 28, 2020
By Resolution 20-19

Adopted September 8, 2020 by Resolution 20-60 Modifying Executive Management and Confidential-Exempt

Sierra Madre Professional Firefighters Association MOU Adopted March 9, 2021
By Resolution 21-15

Reorganization April 13, 2021 - Amending the Confidential-Exempt I and II and Classified Employees Association Salary Matrix
By Resolution 21-22

July 13 Amendment to Executive Management and Confidential-Exempt Positions
Resolution 21-46

July 27, 2021 CEA Position title updates and adding Legacy Captain Temporary Position
By Resolution 21-48

November 9, 2021 - Amending the Police Association Salary Matrix
Resolution 21-63 B

Salary Matrix - Executive Management

July 13, 2021

Range	Position Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
39	Fire Chief	Annual Salary	\$ 128,496	\$ 131,708	\$ 135,001	\$ 138,376	\$ 141,836	\$ 145,381	\$ 149,016	\$ 152,741	\$ 156,560	\$ 160,474
		Hourly	\$ 61.78	\$ 63.32	\$ 64.90	\$ 66.53	\$ 68.19	\$ 69.89	\$ 71.64	\$ 73.43	\$ 75.27	\$ 77.15
40	Planning & Community Preservation Director Utilities Director Public Works Director	Annual Salary	\$ 129,996	\$ 133,246	\$ 136,577	\$ 139,991	\$ 143,491	\$ 147,079	\$ 150,756	\$ 154,524	\$ 158,388	\$ 162,347
		Hourly	\$ 62.50	\$ 64.06	\$ 65.66	\$ 67.30	\$ 68.99	\$ 70.71	\$ 72.48	\$ 74.29	\$ 76.15	\$ 78.05
43	Police Chief	Annual Salary	\$ 139,053	\$ 142,529	\$ 146,092	\$ 149,745	\$ 153,488	\$ 157,326	\$ 161,259	\$ 165,290	\$ 169,422	\$ 173,658
		Hourly	\$ 66.85	\$ 68.52	\$ 70.24	\$ 71.99	\$ 73.79	\$ 75.64	\$ 77.53	\$ 79.47	\$ 81.45	\$ 83.49
44	Finance Director	Annual Salary	\$ 143,857	\$ 147,453	\$ 151,140	\$ 154,918	\$ 158,791	\$ 162,761	\$ 166,830	\$ 171,001	\$ 175,276	\$ 179,657
		Hourly	\$ 69.16	\$ 70.89	\$ 72.66	\$ 74.48	\$ 76.34	\$ 78.25	\$ 80.21	\$ 82.21	\$ 84.27	\$ 86.37
46	Assistant City Manager	Annual Salary	\$ 134,760	\$ 141,498	\$ 148,573	\$ 156,002	\$ 163,802	\$ 171,992	\$ 180,592	\$ 189,621	\$ 199,102	\$ 209,057
		Hourly	\$ 64.79	\$ 68.03	\$ 71.43	\$ 75.00	\$ 78.75	\$ 82.69	\$ 86.82	\$ 91.16	\$ 95.72	\$ 100.51

September 8, 2020 Resolution 20-60 Amendment to Executive Management

Note: Range 46 calculated at 5%

July 13, 2021 Resolution 21-46 Amendment to Amendment to Confidential-Exempt positions

Salary Matrix
Confidential-Exempt - I

July 13, 2021

Range	Position Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
22	Assistant to the City Manager	Annual Salary	\$ 66,007	\$ 67,657	\$ 69,348	\$ 71,082	\$ 72,859	\$ 74,680	\$ 76,547	\$ 78,461	\$ 80,423	\$ 82,433
		Hourly	\$ 31.73	\$ 32.53	\$ 33.34	\$ 34.17	\$ 35.03	\$ 35.90	\$ 36.80	\$ 37.72	\$ 38.66	\$ 39.63
25	Water Superintendent	Annual Salary	\$ 69,985	\$ 71,735	\$ 73,528	\$ 75,366	\$ 77,250	\$ 79,182	\$ 81,161	\$ 83,190	\$ 85,270	\$ 87,402
		Hourly	\$ 33.65	\$ 34.49	\$ 35.35	\$ 36.23	\$ 37.14	\$ 38.07	\$ 39.02	\$ 40.00	\$ 41.00	\$ 42.02
26	Human Resources Manager Accounting Manager Senior Planner Administrative Services Manager/City Clerk	Annual Salary	\$ 86,933	\$ 89,106	\$ 91,334	\$ 93,617	\$ 95,958	\$ 98,357	\$ 100,816	\$ 103,336	\$ 105,919	\$ 108,567
		Hourly	\$ 41.79	\$ 42.84	\$ 43.91	\$ 45.01	\$ 46.13	\$ 47.29	\$ 48.47	\$ 49.68	\$ 50.92	\$ 52.20
28	Community Services Manager Library Services Manager/City Librarian	Annual Salary	\$ 77,931	\$ 79,879	\$ 81,876	\$ 83,923	\$ 86,021	\$ 88,172	\$ 90,376	\$ 92,635	\$ 94,952	\$ 97,325
		Hourly	\$ 37.47	\$ 38.40	\$ 39.36	\$ 40.35	\$ 41.36	\$ 42.39	\$ 43.45	\$ 44.54	\$ 45.65	\$ 46.79
29	Planning Manager Finance and Budget Manager IT Manager	Annual Salary	\$ 112,216	\$ 115,021	\$ 117,897	\$ 120,844	\$ 123,865	\$ 126,962	\$ 130,136	\$ 133,389	\$ 136,724	\$ 140,142
		Hourly	\$ 53.95	\$ 55.30	\$ 56.68	\$ 58.10	\$ 59.55	\$ 61.04	\$ 62.57	\$ 64.13	\$ 65.73	\$ 67.38
33	Civil Engineer/Deputy Director	Annual Salary	\$ 86,933	\$ 89,106	\$ 91,334	\$ 93,617	\$ 95,958	\$ 98,357	\$ 100,816	\$ 103,336	\$ 105,919	\$ 108,567
		Hourly	\$ 41.79	\$ 42.84	\$ 43.91	\$ 45.01	\$ 46.13	\$ 47.29	\$ 48.47	\$ 49.68	\$ 50.92	\$ 52.20
41	Police Captain	Annual Salary	\$ 128,496	\$ 131,708	\$ 135,001	\$ 138,376	\$ 141,835	\$ 145,381	\$ 149,016	\$ 152,741	\$ 156,560	\$ 160,474
		Hourly	\$ 61.78	\$ 63.32	\$ 64.90	\$ 66.53	\$ 68.19	\$ 69.89	\$ 71.64	\$ 73.43	\$ 75.27	\$ 77.15

September 8, 2020 Resolution 20-60 Amendment to Confidential-Exempt positions

April 13, 2021 Resolution 21-22 Reorganization (adding Civil Engineer/Deputy Director, and City Clerk)

July 13, 2021 Resolution 21-46 Amendment to Amendment to Confidential-Exempt positions

Salary Matrix
Confidential-Exempt - II

July 13, 2021

Range	Position Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
21	Recreation Supervisor	Annual Salary	\$ 67,202	\$ 68,882	\$ 70,604	\$ 72,370	\$ 74,179	\$ 76,034	\$ 77,935	\$ 79,883	\$ 81,880	\$ 83,927
		Hourly	\$ 32.31	\$ 33.12	\$ 33.94	\$ 34.79	\$ 35.66	\$ 36.55	\$ 37.47	\$ 38.41	\$ 39.37	\$ 40.35
23	Administrative Analyst	Annual Salary	\$ 47,979	\$ 49,179	\$ 50,408	\$ 51,669	\$ 52,960	\$ 54,284	\$ 55,642	\$ 57,033	\$ 58,458	\$ 59,920
		Hourly	\$ 23.07	\$ 23.64	\$ 24.23	\$ 24.84	\$ 25.46	\$ 26.10	\$ 26.75	\$ 27.42	\$ 28.10	\$ 28.81
24	Analyst (various) Human Resources Analyst Senior Accountant	Annual Salary	\$ 64,734	\$ 66,352	\$ 68,011	\$ 69,712	\$ 71,454	\$ 73,241	\$ 75,072	\$ 76,949	\$ 78,872	\$ 80,844
		Hourly	\$ 31.12	\$ 31.90	\$ 32.70	\$ 33.52	\$ 34.35	\$ 35.21	\$ 36.09	\$ 36.99	\$ 37.92	\$ 38.87
32	Senior Network Administrator	Annual Salary	\$ 84,492	\$ 86,605	\$ 88,770	\$ 90,989	\$ 93,264	\$ 95,596	\$ 97,985	\$ 100,435	\$ 102,946	\$ 105,520
		Hourly	\$ 40.62	\$ 41.64	\$ 42.68	\$ 43.74	\$ 44.84	\$ 45.96	\$ 47.11	\$ 48.29	\$ 49.49	\$ 50.73
31	Police Lieutenant	Annual Salary	\$ 118,856	\$ 121,828	\$ 124,873	\$ 127,995	\$ 131,195	\$ 134,475	\$ 137,837	\$ 141,283	\$ 144,815	\$ 148,435
		Hourly	\$ 57.14	\$ 58.57	\$ 60.04	\$ 61.54	\$ 63.07	\$ 64.65	\$ 66.27	\$ 67.92	\$ 69.62	\$ 71.36
34	Administrative Assistant	Annual Salary	\$ 44,192	\$ 45,297	\$ 46,429	\$ 47,590	\$ 48,780	\$ 49,999	\$ 51,249	\$ 52,531	\$ 53,844	\$ 55,190
		Hourly	\$ 21.25	\$ 21.78	\$ 22.32	\$ 22.88	\$ 23.45	\$ 24.04	\$ 24.64	\$ 25.26	\$ 25.89	\$ 26.53
35	Associate Planner	Annual Salary	\$ 72,881	\$ 74,703	\$ 76,571	\$ 78,485	\$ 80,447	\$ 82,459	\$ 84,520	\$ 86,633	\$ 88,799	\$ 91,019
		Hourly	\$ 35.04	\$ 35.91	\$ 36.81	\$ 37.73	\$ 38.68	\$ 39.64	\$ 40.63	\$ 41.65	\$ 42.69	\$ 43.76
36	Assistant Planner	Annual Salary	\$ 65,578	\$ 67,217	\$ 68,897	\$ 70,620	\$ 72,385	\$ 74,195	\$ 76,050	\$ 77,951	\$ 79,900	\$ 81,897
		Hourly	\$ 31.53	\$ 32.32	\$ 33.12	\$ 33.95	\$ 34.80	\$ 35.67	\$ 36.56	\$ 37.48	\$ 38.41	\$ 39.37

September 8, 2020 Resolution 20-60 Amendment to Confidential-Exempt positions

April 13, 2021 Resolution 21-22 Reorganization (adding Administrative Assistant, Associate Planner, and Assistant Planner)

July 13, 2021 Resolution 21-46 Amendment to Amendment to Confidential-Exempt positions

Salary Matrix
Classified Employees Association

October 12, 2021

Range	Position Title		Step 1	Step 2	Step 3	Step 4	Step 5
1	Administrative Clerk Customer Service Representative Recreation Coordinator Library Technician Maintenance Worker	Annual Salary	\$ 36,292	\$ 38,106	\$ 40,012	\$ 42,012	\$ 44,113
		Hourly	\$ 17.45	\$ 18.32	\$ 19.24	\$ 20.20	\$ 21.21
3	Administrative Aide	Annual Salary	\$ 39,994	\$ 41,994	\$ 44,094	\$ 46,299	\$ 48,615
		Hourly	\$ 19.23	\$ 20.19	\$ 21.20	\$ 22.26	\$ 23.37
4	Leadworker Library Technician II	Annual Salary	\$ 41,037	\$ 43,089	\$ 45,244	\$ 47,505	\$ 49,880
		Hourly	\$ 19.73	\$ 20.72	\$ 21.75	\$ 22.84	\$ 23.98
5	Supervisor/Foreman	Annual Salary	\$ 44,407	\$ 46,627	\$ 48,959	\$ 51,408	\$ 53,979
		Hourly	\$ 21.35	\$ 22.42	\$ 23.54	\$ 24.72	\$ 25.95
6	Account Technician Human Resources Technician	Annual Salary	\$ 44,161	\$ 46,369	\$ 48,688	\$ 51,122	\$ 53,678
		Hourly	\$ 21.23	\$ 22.29	\$ 23.41	\$ 24.58	\$ 25.81
8	Utility Account Specialist	Annual Salary	\$ 47,471	\$ 49,845	\$ 52,337	\$ 54,953	\$ 57,701
		Hourly	\$ 22.82	\$ 23.96	\$ 25.16	\$ 26.42	\$ 27.74
9	Associate Librarian	Annual Salary	\$ 54,623	\$ 57,354	\$ 60,222	\$ 63,233	\$ 66,394
		Hourly	\$ 26.26	\$ 27.57	\$ 28.95	\$ 30.40	\$ 31.92
15	Accountant	Annual Salary	\$ 56,359	\$ 59,176	\$ 62,136	\$ 65,242	\$ 68,504
		Hourly	\$ 27.10	\$ 28.45	\$ 29.87	\$ 31.37	\$ 32.93
20	Fleet Mechanic	Annual Salary	\$ 43,271	\$ 45,436	\$ 47,708	\$ 50,094	\$ 52,599
		Hourly	\$ 20.80	\$ 21.84	\$ 22.94	\$ 24.08	\$ 25.29
120	Code Enforcement Officer	Annual Salary	\$ 58,049	\$ 60,951	\$ 63,998	\$ 67,199	\$ 70,559
		Hourly	\$ 27.91	\$ 29.30	\$ 30.77	\$ 32.31	\$ 33.92
121	Planning Technician	Annual Salary	\$ 56,359	\$ 59,176	\$ 62,136	\$ 65,242	\$ 68,504
		Hourly	\$ 27.10	\$ 28.45	\$ 29.87	\$ 31.37	\$ 32.93

October 12, 2021 Resolution 21-57 2.5% Salary Adjustment

Salary Matrix
Classified Employees Association (Utilities)

October 12, 2021

Range	Position Title		Step 1	Step 2	Step 3	Step 4	Step 5
2	Water Pump Operator	Annual Salary	\$ 42,225	\$ 44,335	\$ 46,552	\$ 48,880	\$ 51,324
		Hourly	\$ 20.30	\$ 21.31	\$ 22.38	\$ 23.50	\$ 24.68
7	Water Lead Worker/Sewer Lead Worker	Annual Salary	\$ 50,100	\$ 52,605	\$ 55,235	\$ 57,997	\$ 60,897
		Hourly	\$ 24.09	\$ 25.29	\$ 26.56	\$ 27.88	\$ 29.28
16	Utility Service Worker	Annual Salary	\$ 40,223	\$ 42,235	\$ 44,346	\$ 46,563	\$ 48,891
		Hourly	\$ 19.34	\$ 20.31	\$ 21.32	\$ 22.39	\$ 23.51
17	Water Foreman Sewer Foreman	Annual Salary	\$ 52,614	\$ 55,244	\$ 58,006	\$ 60,907	\$ 63,952
		Hourly	\$ 25.30	\$ 26.56	\$ 27.89	\$ 29.28	\$ 30.75

October 12, 2021 Resolution 21-57 5% Salary Adjustment

Salary Matrix
Police Association

July 4, 2021
Fiscal Year 2021-22

Range	Position Title		Step 1	Step 2	Step 3	Step 4	Step 5
110	Dispatcher (Non-Sworn)	Annual Salary	\$ 49,153	\$ 51,611	\$ 54,191	\$ 56,901	\$ 59,745
		Hourly	\$ 23.63	\$ 24.81	\$ 26.05	\$ 27.36	\$ 28.72
112	Services Division Supervisor (Non-Sworn)	Annual Salary	\$ 57,733	\$ 60,620	\$ 63,651	\$ 66,834	\$ 70,175
		Hourly	\$ 27.76	\$ 29.14	\$ 30.60	\$ 32.13	\$ 33.74
130	Police Officer	Annual Salary	\$ 71,335	\$ 74,903	\$ 78,648	\$ 82,580	\$ 86,709
		Hourly	\$ 34.30	\$ 36.01	\$ 37.81	\$ 39.70	\$ 41.69
131	Corporal	Annual Salary	\$ 74,916	\$ 78,663	\$ 82,596	\$ 86,726	\$ 91,062
		Hourly	\$ 36.02	\$ 37.82	\$ 39.71	\$ 41.70	\$ 43.78
178	Sergeant	Annual Salary	\$ 88,943	\$ 93,391	\$ 98,060	\$ 102,963	\$ 108,111
		Hourly	\$ 42.76	\$ 44.90	\$ 47.14	\$ 49.50	\$ 51.98

99	Recruit (Non-sworn)	Annual Salary	\$ 55,468
		Hourly	\$ 26.67

Note: Public Safety 5% negotiated pay increase effective July 4, 2021 - Resolution 21-63

Note: Each step in the adopted salary matrix is an increment of 5%

Salary Matrix

July 27, 2021

Professional Firefighters Association

Range	Position Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
201	Fire Captain	Annual Salary	\$ 83,426	\$ 87,650	\$ 92,087	\$ 96,749	\$ 101,646	
		Hourly	\$ 28.57	\$ 30.02	\$ 31.54	\$ 33.13	\$ 34.81	
203	Firefighter/Paramedic	Annual Salary	\$ 55,548	\$ 58,325	\$ 61,241	\$ 64,303	\$ 67,518	\$ 70,894
		Hourly	\$ 19.02	\$ 19.97	\$ 20.97	\$ 22.02	\$ 23.12	\$ 24.28
204	Engineer	Annual Salary	\$ 55,548	\$ 58,325	\$ 61,241	\$ 64,303	\$ 67,518	\$ 70,894
		Hourly	\$ 19.02	\$ 19.97	\$ 20.97	\$ 22.02	\$ 23.12	\$ 24.28
206	Single-Function Firefighter	Annual Salary	\$ 46,290	\$ 48,604	\$ 51,034	\$ 53,586	\$ 56,265	
		Hourly	\$ 15.85	\$ 16.65	\$ 17.48	\$ 18.35	\$ 19.27	
208	Single-Function Paramedic	Annual Salary	\$ 46,290	\$ 48,604	\$ 51,034	\$ 53,586	\$ 56,265	
		Hourly	\$ 15.85	\$ 16.65	\$ 17.48	\$ 18.35	\$ 19.27	

215	Legacy Captain	Annual Salary	\$ 105,061
		Hourly	\$ 35.98

2.5% Salary Adjustment for all Fire positions Effective July 5, 2020 - Adopted March 9, 2021 Resolution 21-15

July 27, 2021 Resolution 21-48 Adding Legacy Captain Range - Range 215 will terminate when employee is no longer active with the City

2021 Salary Matrix
Part-Time Employees

April 13, 2021

Position Title	Range	Step 1
Program Specialist	57	\$ 14.00
Film Monitor - Office	62	\$ 14.00
Film Monitor - Location	65	\$ 35.00
Fire Safety Officer - Filming	64	\$ 50.00
Facility Attendant	61	\$ 14.56
Library Page	51	\$ 14.00
Library Clerk	54	\$ 14.00
Library Technician I	58	\$ 14.62
Library Technician II	86	\$ 16.50
Associate Librarian	63	\$ 19.33
Police Cadet	57	\$ 14.00
Dispatcher	59	\$ 27.36
Records Clerk	55	\$ 18.60
Community Service Officer	83	\$ 20.72
Investigator	75	\$ 30.60
Patrol Officer	84	\$ 34.29
Lieutenant	70	\$ 42.25
Code Enforcement	83	\$ 20.72
Fire Captain	83	\$ 20.72
Paramedics	85	\$ 15.00
Engineer II	74	\$ 15.00
Strike Team Responder - Firefighter	67	\$ 17.68
Strike Team Responder - Engineer	68	\$ 23.16
Strike Team Responder - Captain	69	\$ 34.80
Strike Team Responder - Battalion Chief	70	\$ 48.22
Strike Team Responder - Deputy/Asst. Chief	71	\$ 52.33
Strike Team Responder - Fire Chief	72	\$ 52.33
Water Pump Operator	81	\$ 16.47
Maintenance Worker	80	\$ 15.68
Administrative Clerk	76	\$ 15.38
Account Technician	82	\$ 19.08
Accountant	79	\$ 25.19
Analyst	79	\$ 25.19
Intern (Entry Level)	90	\$ 15.00
Administrative Intern	91	\$ 16.00
Management Intern	92	\$ 17.00
Fire Recruit	94	\$ 15.00

April 13, 2021 Resolution 21-22 Updating Intern(s) hourly rate