

RESOLUTION NO. 22-44

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MONTEBELLO ADOPTING THE COMPENSATION PLAN AND TABLE OF ORGANIZATION (POSITION LISTING)

THE CITY COUNCIL OF THE CITY OF MONTEBELLO DOES RESOLVE AS FOLLOWS:

SECTION 1. That the City Council of the City of Montebello has determined that the following listing of positions shall be the official and prescribed position titles and if applicable in accordance with the respective range numbers pertaining thereto and herein indicated in accordance with provisions of the Montebello Municipal Code and/or the Civil Service Rules and Regulations as previously enacted by this City Council:

ELECTED OFFICIALS	MONTHLY SALARY RANGES		
City Councilmembers	1,032	-	1,032
City Clerk	695	-	695
City Treasurer	695	-	695

CLASSIFIED MANAGEMENT	RANGE	ANNUAL MINIMUM	ANNUAL MAXIMUM
Fire Battalion Chief	57	\$132,654	\$165,666
Fire Captain	46	\$101,101	\$126,262
Police Captain	63	\$153,838	\$192,122
Police Lieutenant	57	\$132,654	\$165,666
Police Sergeant	48	\$106,220	\$132,654
Senior Fire Inspector	38	\$82,979	\$103,629

CLASSIFIED NON-MANAGEMENT	RANGE	ANNUAL MINIMUM	ANNUAL MAXIMUM
Account Clerk	7	\$38,595	\$48,199
Administrative Assistant	5	\$36,735	\$45,877
Assistant Engineer	33	\$73,341	\$91,593
Assistant Planner	27	\$63,242	\$78,980
Building Inspector	26	\$61,699	\$77,054
Building Maintenance Tradeworker I	11	\$42,601	\$53,203
Building Maintenance Tradeworker II	14	\$45,877	\$57,294
Business License Technician	11	\$42,601	\$53,203
Combination Building Inspector	35	\$77,054	\$96,230
Community Outreach Specialist	21	\$54,533	\$68,104

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Community Risk Reduction Coordinator	32	\$71,552	\$89,359
Community Services Coordinator	13	\$44,758	\$55,896
Court Liaison	12	\$43,666	\$54,533
Custodian	7	\$38,595	\$48,199
Engineering Technician	22	\$55,896	\$69,807
Finance Technician	14	\$45,877	\$57,294
Fire Engineer	40	\$87,179	\$108,875
Fire Inspector	21	\$54,533	\$68,104
Firefighter	35	\$77,054	\$96,230
Human Resources Technician	27	\$63,242	\$78,980
Lead Finance Technician	23	\$57,294	\$71,552
Maintenance Worker	10	\$41,562	\$51,905
Parking Control Officer	12	\$43,666	\$54,533
Payroll Coordinator	24	\$58,726	\$73,341
Payroll Specialist	21	\$54,533	\$68,104
Permit Technician	17	\$49,404	\$61,699
Police Community Service Officer	16	\$48,199	\$60,194
Police Corporal	41	\$89,359	\$111,597
Police Dispatcher I	22	\$55,896	\$69,807
Police Dispatcher II	27	\$63,242	\$78,980
Police Officer	38	\$82,979	\$103,629
Police Records Technician	9	\$40,548	\$50,639
Property & Evidence Technician I	18	\$50,639	\$63,242
Public Information Coordinator	24	\$58,726	\$73,341
Public Safety Radio Technician	30	\$68,104	\$85,053
Public Works Inspector	27	\$63,242	\$78,980
Records Coordinator	22	\$55,896	\$69,807
Risk Management Assistant	12	\$43,666	\$54,533
Senior Building Inspector	31	\$69,807	\$87,179
Senior Finance Technician	21	\$54,533	\$68,104
Senior Permit Technician	21	\$54,533	\$68,104

SMART-TD CLASSIFIED NON-MANAGEMENT		ANNUAL MINIMUM	ANNUAL MAXIMUM
<i>Body Shop Mchanic (effective 1/3/21)</i>		\$52,584	\$67,116
<i>Bus Operator (effective 1/3/21)</i>		\$43,068	\$54,972
<i>Equipment Mechanic A (effective 1/3/21)</i>		\$52,584	\$67,116
<i>Equipment Service Worker (effective 1/3/21)</i>		\$37,092	\$47,340
<i>Storekeeper (eff 1/3/21)</i>		\$45,288	\$57,792

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UNCLASSIFIED MANAGEMENT	RANGE	ANNUAL MINIMUM	ANNUAL MAXIMUM
Accounting Manager	43	\$93,883	\$117,247
Accounting Supervisor	30	\$68,104	\$85,053
Assistant City Manager	*	\$190,740	\$243,480
Assistant Director of Finance	55	\$126,262	\$157,684
Assistant Director of Fire	54	\$123,182	\$153,838
Assistant Director of Planning and Community Development	55	\$126,262	\$157,684
Assistant Director of Public Affairs	55	\$126,262	\$157,684
Assistant Director of Public Works	54	\$123,182	\$153,838
Assistant Director of Recreation & Community Services	51	\$114,387	\$142,854
Assistant Director of Transportation	54	\$123,182	\$153,838
Assistant Fire Chief	62	\$150,086	\$187,436
Assistant Police Chief	65	\$161,626	\$201,848
Associate Engineer	40	\$87,179	\$108,875
Building Maintenance Supervisor	30	\$68,104	\$85,053
Building Official	49	\$108,875	\$135,970
City Manager	*	\$326,462.50	\$326,462.50
Code Enforcement Manager	38	\$82,979	\$103,629
Construction Manager	48	\$106,220	\$132,654
Crime Prevention Supervisor	34	\$75,175	\$93,883
Deputy Director of Public Works	52	\$117,247	\$146,425
Deputy Director of Transportation	52	\$117,247	\$146,425
Deputy Fire Chief	58	\$135,970	\$169,808
Director of Finance	*	\$162,768	\$207,768
Director of Human Resources – Information Technology	*	\$162,768	\$207,768
Director of Planning & Community Development	*	\$157,680	\$201,276
Director of Public Works/City Engineer	*	\$165,312	\$211,020
Director of Recreation & Community Services	*	\$152,592	\$194,784
Director of Transportation	*	\$159,372	\$203,448
Dispatch Supervisor	32	\$71,552	\$89,359
Economic Development Manager	50	\$111,597	\$139,369
Finance Supervisor	32	\$71,552	\$89,359
Fire Chief	*	\$178,032	\$227,256
Fire Marshal	50	\$111,597	\$139,369
Fleet Maintenance Manager	44	\$96,230	\$120,178
Fleet Maintenance Supervisor	33	\$73,341	\$91,593
Fleet Services Manager	42	\$91,593	\$114,387
Fleet Services Supervisor	22	\$55,896	\$69,807
Grants & Project Administrator	36	\$78,980	\$98,636
Housing Manager	48	\$106,220	\$132,654

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Human Resources Analyst	34	\$75,175	\$93,883
Human Resources Manager	48	\$106,220	\$132,654
Information Systems Manager	49	\$108,875	\$135,970
Information Systems Supervisor	39	\$85,053	\$106,220
Management Analyst	28	\$64,823	\$80,955
Maintenance Manager	44	\$96,230	\$120,178
Office Manager	27	\$63,242	\$78,980
Park Maintenance Supervisor	30	\$68,104	\$85,053
Planner	35	\$77,054	\$96,230
Planning Manager	49	\$108,875	\$135,970
Police Chief	*	\$182,268	\$232,656
Police Records Supervisor	31	\$69,807	\$87,179
Principle Engineer	52	\$117,247	\$146,425
Public Information Officer	32	\$71,552	\$89,359
Public Safety Radio Supervisor	39	\$85,053	\$106,220
Public Works Inspector	27	\$63,242	\$78,980
Public Works Manager	37	\$80,955	\$101,101
Public Works Superintendent	41	\$89,359	\$111,597
Recreation Manager	35	\$77,054	\$96,230
Recreation Supervisor	29	\$66,443	\$82,979
Revenue Supervisor	30	\$68,104	\$85,053
Risk Management Analyst	30	\$68,104	\$85,053
Risk Manager	50	\$111,597	\$139,369
Senior Deputy City Clerk	39	\$85,053	\$106,220
Senior Economic Development Coordinator	34	\$75,175	\$93,883
Senior Human Resources Analyst	41	\$89,359	\$111,597
Senior Management Analyst	36	\$78,980	\$98,636
Senior Planner	41	\$89,359	\$111,597
Senior Procurement Analyst	33	\$73,341	\$91,593
Social Work Supervisor	38	\$82,979	\$103,629
Street Maintenance Supervisor	32	\$71,552	\$89,359
Superintendent/Facility Manager	38	\$82,979	\$103,629
Transit Administration Manager	45	\$98,636	\$123,182
Transit Assistant Manager	34	\$75,175	\$93,883
Transit Operations Manager	46	\$101,101	\$126,262
Transit Planner	28	\$64,823	\$80,955
Transit Supervisor	26	\$61,699	\$77,054
Warehouse Supervisor	26	\$61,699	\$77,054

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UNCLASSIFIED NON-MANAGEMENT	RANGES	ANNUAL MINIMUM	ANNUAL MAXIMUM
Accountant	26	\$61,699	\$77,054
Code Enforcement Coordinator	10	\$41,562	\$51,905
Code Enforcement Officer	25	\$60,194	\$75,175
Crime Analyst	32	\$71,552	\$89,359
Deputy City Clerk	24	\$58,726	\$73,341
Economic Development Coordinator	26	\$61,699	\$77,054
Field Response Case Coordinator	11	\$42,601	\$53,203
Firefighter/Paramedic Trainee	21	\$54,533	\$68,104
Information Systems Analyst	34	\$75,175	\$93,883
Information Systems Technician	18	\$50,639	\$63,242
Police Trainee	21	\$54,533	\$68,104
Senior Accountant	35	\$77,054	\$96,230
Senior Administrative Assistant	13	\$44,758	\$55,896

HOURLY CLASSIFICATION	HOURLY MINIMUM	HOURLY MAXIMUM
Administrative Analyst	15.00	24.45
Administrative Secretary	18.55	23.41
Building Maintenance Tradeworker	15.92	20.31
Bus Operator	18.93	20.68
Clerical Assistant	15.00	18.33
Code Enforcement Technician	15.00	16.84
Community Services Aide - SYEP	15.00	14.00
Equipment Service Worker	15.00	19.11
Field Maintenance Worker	15.00	16.73
Fire Engineer	27.43	35.02
Fire Inspector	22.56	28.80
Heavy Duty Fire Equipment Mechanic	45.41	49.10
Human Resources Manager	42.22	51.32
Information Systems Specialist	15.00	18.33
Intern	15.00	18.33
Lifeguard	15.00	16.64
Maintenance Worker	15.92	20.31
Mechanic's Assistant	15.00	17.49
Park Ranger	15.00	19.30
Parking Control Officer	18.72	21.28
Police Cadet	15.14	19.33
Police Community Services Officer	15.00	16.66
Police Dispatcher	26.35	31.25
Police Officer	32.49	41.43

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Police Trainee	18.99	24.06
Police Youth Program Coordinator	17.55	22.45
Pool Manager	16.66	20.00
Property & Evidence Technician	16.66	24.45
Public Works Manager	34.72	42.23
Recreation Leader I	15.00	16.22
Recreation Leader II	15.00	17.79
Recreation Leader III	15.00	18.75
Recreation Leader IV	16.71	20.55
Risk Management Assistant	15.00	21.45
Secretary	15.00	17.90
Senior Lifeguard	16.15	18.27
Senior Project Manager	63.87	77.66
Transportation Revenue Coordinator	15.93	20.22
Transportation Specialist	15.00	24.45

**Executive Management classification salary ranges are determined by Resolution No.20-74, approved on September 9, 2020.*

SECTION 2. That the City Clerk shall certify to the adoption of this resolution, shall distribute copies to the Director of Human Resources-Information Technology and the Director of Finance, and the resolution shall be in full force and effect as of July 1, 2022.

APPROVED AND ADOPTED this 8th day of June, 2022.


 Kimberly A. Cobos-Cawthorne, Mayor

ATTEST:

APPROVED AS TO FORM:


 Christopher Jimenez, City Clerk


 Arnold M. Alvarez-Glasman, City Attorney

STATE OF CALIFORNIA)
 COUNTY OF LOS ANGELES)
 CITY OF MONTEBELLO)

SS:



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I, Christopher Jimenez, City Clerk of the City of Montebello, County of Los Angeles, State of California, hereby certify that the foregoing Resolution No. 22-44 was passed and adopted by the City Council of the City of Montebello, signed by the Mayor and attested by the City Clerk at a regular meeting of said Council held on the 8th day of June, 2022 and that said Resolution was adopted by the following vote, to-wit:

AYES: Melendez, Jimenez, Cobos-Cawthorne


NOES: Torres, Peralta

ABSTAIN: None

ABSENT: None

The undersigned, City Clerk of the City of Montebello, does hereby attest and certify that the foregoing Resolution is a true, full and correct copy of a resolution duly adopted at a meeting of said City which was duly convened and held on the date stated thereon, and that said document has not been amended, modified, repealed or rescinded since its date of adoption and is in full force and effect as of the date hereof.

DATE: 6/8/2022



Christopher Jimenez, City Clerk

EXHIBITS:

- Exhibit B1 – Salary Matrix
- Exhibit B2 – Maintenance Manager Classification

**City of Montebello FY 2022-23
Salary Matrix**

EXHIBIT B1

Salary Range											
Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Salary Range
0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	0
1	\$33,280	\$34,112	\$34,965	\$35,839	\$36,735	\$37,653	\$38,595	\$39,559	\$40,548	\$41,562	1
HRLY	\$16,0000	\$16,4000	\$16,8100	\$17,2303	\$17,6610	\$18,1025	\$18,5551	\$19,0190	\$19,4944	\$19,9818	1
	\$1,280,0000	\$1,312,0000	\$1,344,8000	\$1,378,4200	\$1,412,8805	\$1,448,2025	\$1,484,4076	\$1,521,5178	\$1,559,5557	\$1,598,5446	
BI-WEEKLY	\$34,112	\$34,965	\$35,839	\$36,735	\$37,653	\$38,595	\$39,559	\$40,548	\$41,562	\$42,601	2
	\$16,4000	\$16,8100	\$17,2303	\$17,6610	\$18,1025	\$18,5551	\$19,0190	\$19,4944	\$19,9818	\$20,4814	
1	\$1,312,0000	\$1,344,8000	\$1,378,4200	\$1,412,8805	\$1,448,2025	\$1,484,4076	\$1,521,5178	\$1,559,5557	\$1,598,5446	\$1,638,5082	2
	\$34,965	\$35,839	\$36,735	\$37,653	\$38,595	\$39,559	\$40,548	\$41,562	\$42,601	\$43,666	
2	\$16,8100	\$17,2303	\$17,6610	\$18,1025	\$18,5551	\$19,0190	\$19,4944	\$19,9818	\$20,4814	\$20,9934	3
	\$1,344,8000	\$1,378,4200	\$1,412,8805	\$1,448,2025	\$1,484,4076	\$1,521,5178	\$1,559,5557	\$1,598,5446	\$1,638,5082	\$1,679,4709	
3	\$35,839	\$36,735	\$37,653	\$38,595	\$39,559	\$40,548	\$41,562	\$42,601	\$43,666	\$44,758	4
	\$17,2303	\$17,6610	\$18,1025	\$18,5551	\$19,0190	\$19,4944	\$19,9818	\$20,4814	\$20,9934	\$21,5182	
4	\$1,378,4200	\$1,412,8805	\$1,448,2025	\$1,484,4076	\$1,521,5178	\$1,559,5557	\$1,598,5446	\$1,638,5082	\$1,679,4709	\$1,721,4577	5
	\$36,735	\$37,653	\$38,595	\$39,559	\$40,548	\$41,562	\$42,601	\$43,666	\$44,758	\$45,877	
5	\$17,6610	\$18,1025	\$18,5551	\$19,0190	\$19,4944	\$19,9818	\$20,4814	\$20,9934	\$21,5182	\$22,0562	6
	\$1,412,8805	\$1,448,2025	\$1,484,4076	\$1,521,5178	\$1,559,5557	\$1,598,5446	\$1,638,5082	\$1,679,4709	\$1,721,4577	\$1,764,4941	
6	\$37,653	\$38,595	\$39,559	\$40,548	\$41,562	\$42,601	\$43,666	\$44,758	\$45,877	\$47,024	7
	\$18,1025	\$18,5551	\$19,0190	\$19,4944	\$19,9818	\$20,4814	\$20,9934	\$21,5182	\$22,0562	\$22,6076	
7	\$1,448,2025	\$1,484,4076	\$1,521,5178	\$1,559,5557	\$1,598,5446	\$1,638,5082	\$1,679,4709	\$1,721,4577	\$1,764,4941	\$1,808,6065	8
	\$38,595	\$39,559	\$40,548	\$41,562	\$42,601	\$43,666	\$44,758	\$45,877	\$47,024	\$48,199	
8	\$18,5551	\$19,0190	\$19,4944	\$19,9818	\$20,4814	\$20,9934	\$21,5182	\$22,0562	\$22,6076	\$23,1728	9
	\$1,484,4076	\$1,521,5178	\$1,559,5557	\$1,598,5446	\$1,638,5082	\$1,679,4709	\$1,721,4577	\$1,764,4941	\$1,808,6065	\$1,853,8217	
9	\$39,559	\$40,548	\$41,562	\$42,601	\$43,666	\$44,758	\$45,877	\$47,024	\$48,199	\$49,404	10
	\$19,0190	\$19,4944	\$19,9818	\$20,4814	\$20,9934	\$21,5182	\$22,0562	\$22,6076	\$23,1728	\$23,7521	
10	\$1,521,5178	\$1,559,5557	\$1,598,5446	\$1,638,5082	\$1,679,4709	\$1,721,4577	\$1,764,4941	\$1,808,6065	\$1,853,8217	\$1,900,1672	11
	\$40,548	\$41,562	\$42,601	\$43,666	\$44,758	\$45,877	\$47,024	\$48,199	\$49,404	\$50,639	
11	\$19,4944	\$19,9818	\$20,4814	\$20,9934	\$21,5182	\$22,0562	\$22,6076	\$23,1728	\$23,7521	\$24,3459	12
	\$1,559,5557	\$1,598,5446	\$1,638,5082	\$1,679,4709	\$1,721,4577	\$1,764,4941	\$1,808,6065	\$1,853,8217	\$1,900,1672	\$1,947,6714	
12	\$41,562	\$42,601	\$43,666	\$44,758	\$45,877	\$47,024	\$48,199	\$49,404	\$50,639	\$51,905	13
	\$19,9818	\$20,4814	\$20,9934	\$21,5182	\$22,0562	\$22,6076	\$23,1728	\$23,7521	\$24,3459	\$24,9545	
13	\$1,598,5446	\$1,638,5082	\$1,679,4709	\$1,721,4577	\$1,764,4941	\$1,808,6065	\$1,853,8217	\$1,900,1672	\$1,947,6714	\$1,996,3632	14
	\$42,601	\$43,666	\$44,758	\$45,877	\$47,024	\$48,199	\$49,404	\$50,639	\$51,905	\$53,203	
14	\$20,4814	\$20,9934	\$21,5182	\$22,0562	\$22,6076	\$23,1728	\$23,7521	\$24,3459	\$24,9545	\$25,5784	15
	\$1,638,5082	\$1,679,4709	\$1,721,4577	\$1,764,4941	\$1,808,6065	\$1,853,8217	\$1,900,1672	\$1,947,6714	\$1,996,3632	\$2,046,2722	
15	\$43,666	\$44,758	\$45,877	\$47,024	\$48,199	\$49,404	\$50,639	\$51,905	\$53,203	\$54,533	16
	\$20,9934	\$21,5182	\$22,0562	\$22,6076	\$23,1728	\$23,7521	\$24,3459	\$24,9545	\$25,5784	\$26,2179	
16	\$1,679,4709	\$1,721,4577	\$1,764,4941	\$1,808,6065	\$1,853,8217	\$1,900,1672	\$1,947,6714	\$1,996,3632	\$2,046,2722	\$2,097,4290	17
	\$44,758	\$45,877	\$47,024	\$48,199	\$49,404	\$50,639	\$51,905	\$53,203	\$54,533	\$55,896	
17	\$21,5182	\$22,0562	\$22,6076	\$23,1728	\$23,7521	\$24,3459	\$24,9545	\$25,5784	\$26,2179	\$26,8733	18
	\$1,721,4577	\$1,764,4941	\$1,808,6065	\$1,853,8217	\$1,900,1672	\$1,947,6714	\$1,996,3632	\$2,046,2722	\$2,097,4290	\$2,149,8648	
18	\$45,877	\$47,024	\$48,199	\$49,404	\$50,639	\$51,905	\$53,203	\$54,533	\$55,896	\$57,294	19
	\$22,0562	\$22,6076	\$23,1728	\$23,7521	\$24,3459	\$24,9545	\$25,5784	\$26,2179	\$26,8733	\$27,5451	
19	\$1,764,4941	\$1,808,6065	\$1,853,8217	\$1,900,1672	\$1,947,6714	\$1,996,3632	\$2,046,2722	\$2,097,4290	\$2,149,8648	\$2,203,6114	20
	\$47,024	\$48,199	\$49,404	\$50,639	\$51,905	\$53,203	\$54,533	\$55,896	\$57,294	\$58,726	
20	\$22,6076	\$23,1728	\$23,7521	\$24,3459	\$24,9545	\$25,5784	\$26,2179	\$26,8733	\$27,5451	\$28,2338	21
	\$1,808,6065	\$1,853,8217	\$1,900,1672	\$1,947,6714	\$1,996,3632	\$2,046,2722	\$2,097,4290	\$2,149,8648	\$2,203,6114	\$2,258,7017	
21	\$48,199	\$49,404	\$50,639	\$51,905	\$53,203	\$54,533	\$55,896	\$57,294	\$58,726	\$60,194	22
	\$23,1728	\$23,7521	\$24,3459	\$24,9545	\$25,5784	\$26,2179	\$26,8733	\$27,5451	\$28,2338	\$28,9396	
22	\$1,853,8217	\$1,900,1672	\$1,947,6714	\$1,996,3632	\$2,046,2722	\$2,097,4290	\$2,149,8648	\$2,203,6114	\$2,258,7017	\$2,315,1692	23
	\$49,404	\$50,639	\$51,905	\$53,203	\$54,533	\$55,896	\$57,294	\$58,726	\$60,194	\$61,699	
23	\$23,7521	\$24,3459	\$24,9545	\$25,5784	\$26,2179	\$26,8733	\$27,5451	\$28,2338	\$28,9396	\$29,6631	24
	\$1,900,1672	\$1,947,6714	\$1,996,3632	\$2,046,2722	\$2,097,4290	\$2,149,8648	\$2,203,6114	\$2,258,7017	\$2,315,1692	\$2,373,0484	
24	\$50,639	\$51,905	\$53,203	\$54,533	\$55,896	\$57,294	\$58,726	\$60,194	\$61,699	\$63,242	25
	\$24,3459	\$24,9545	\$25,5784	\$26,2179	\$26,8733	\$27,5451	\$28,2338	\$28,9396	\$29,6631	\$30,4047	
25	\$1,947,6714	\$1,996,3632	\$2,046,2722	\$2,097,4290	\$2,149,8648	\$2,203,6114	\$2,258,7017	\$2,315,1692	\$2,373,0484	\$2,432,3747	26
	\$51,905	\$53,203	\$54,533	\$55,896	\$57,294	\$58,726	\$60,194	\$61,699	\$63,242	\$64,823	
26	\$24,9545	\$25,5784	\$26,2179	\$26,8733	\$27,5451	\$28,2338	\$28,9396	\$29,6631	\$30,4047	\$31,1648	27
	\$1,996,3632	\$2,046,2722	\$2,097,4290	\$2,149,8648	\$2,203,6114	\$2,258,7017	\$2,315,1692	\$2,373,0484	\$2,432,3747	\$2,493,1840	
27	\$53,203	\$54,533	\$55,896	\$57,294	\$58,726	\$60,194	\$61,699	\$63,242	\$64,823	\$66,443	28
	\$25,5784	\$26,2179	\$26,8733	\$27,5451	\$28,2338	\$28,9396	\$29,6631	\$30,4047	\$31,1648	\$31,9439	
28	\$25,5784	\$26,2179	\$26,8733	\$27,5451	\$28,2338	\$28,9396	\$29,6631	\$30,4047	\$31,1648	\$31,9439	29
	\$2,046,2722	\$2,097,4290	\$2,149,8648	\$2,203,6114	\$2,258,7017	\$2,315,1692	\$2,373,0484	\$2,432,3747	\$2,493,1840	\$2,555,5136	
29	\$54,533	\$55,896	\$57,294	\$58,726	\$60,194	\$61,699	\$63,242	\$64,823	\$66,443	\$68,104	30
	\$26,2179	\$26,8733	\$27,5451	\$28,2338	\$28,9396	\$29,6631	\$30,4047	\$31,1648	\$31,9439	\$32,7425	
30	\$2,097,4290	\$2,149,8648	\$2,203,6114	\$2,258,7017	\$2,315,1692	\$2,373,0484	\$2,432,3747	\$2,493,1840	\$2,555,5136	\$2,619,4015	31
	\$55,896	\$57,294	\$58,726	\$60,194	\$61,699	\$63,242	\$64,823	\$66,443	\$68,104	\$69,807	
31	\$26,8733	\$27,5451	\$28,2338	\$28,9396	\$29,6631	\$30,4047	\$31,1648	\$31,9439	\$32,7425	\$33,5611	32
	\$2,149,8648	\$2,203,6114	\$2,258,7017	\$2,315,1692	\$2,373,0484	\$2,432,3747	\$2,493,1840	\$2,555,5136	\$2,619,4015	\$2,684,8865	
32	\$57,294	\$58,726	\$60,194	\$61,699	\$63,242	\$64,823	\$66,443	\$68,104	\$69,807	\$71,552	33
	\$27,5451	\$28,2338	\$28,9396	\$29,6631	\$30,4047	\$31,1648	\$31,9439	\$32,7425	\$33,5611	\$34,4001	
33	\$2,203,6114	\$2,258,7017	\$2,315,1692	\$2,373,0484	\$2,432,3747	\$2,493,1840	\$2,555,5136	\$2,619,4015	\$2,684,8865	\$2,752,0087	34
	\$58,726	\$60,194	\$61,699	\$63,242	\$64,823	\$66,443	\$68,104	\$69,807	\$71,552	\$73,341	
34	\$28,2338	\$28,9396	\$29,6631	\$30,4047	\$31,1648	\$31,9439	\$32,7425	\$33,5611	\$34,4001	\$35,2801	35
	\$2,258,7017	\$2,315,1692	\$2,373,0484	\$2,432,3747	\$2,493,1840	\$2,555,5136	\$2,619,4015	\$2,684,8865	\$2,752,0087	\$2,820,8089	
35	\$60,194	\$61,699	\$63,242	\$64,823	\$66,443	\$68,104	\$69,807	\$71,552	\$73,341	\$75,175	36

City of Montebello FY 2022-23 Salary Matrix

Salary Range											
Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Salary Range
26	\$28,9396	\$29,6631	\$30,4047	\$31,1648	\$31,9439	\$32,7425	\$33,5611	\$34,4001	\$35,2601	\$36,1416	26
	\$2,315.1692	\$2,373.0484	\$2,432.3747	\$2,493.1840	\$2,555.5136	\$2,619.4015	\$2,684.8865	\$2,752.0087	\$2,820.8089	\$2,891.3291	
27	\$61,699	\$63,242	\$64,823	\$66,443	\$68,104	\$69,807	\$71,552	\$73,341	\$75,175	\$77,054	27
	\$29,6631	\$30,4047	\$31,1648	\$31,9439	\$32,7425	\$33,5611	\$34,4001	\$35,2601	\$36,1416	\$37,0452	
28	\$64,823	\$66,443	\$68,104	\$69,807	\$71,552	\$73,341	\$75,175	\$77,054	\$78,980	\$80,955	28
	\$31,1648	\$31,9439	\$32,7425	\$33,5611	\$34,4001	\$35,2601	\$36,1416	\$37,0452	\$37,9713	\$38,9206	
29	\$66,443	\$68,104	\$69,807	\$71,552	\$73,341	\$75,175	\$77,054	\$78,980	\$80,955	\$82,979	29
	\$31,9439	\$32,7425	\$33,5611	\$34,4001	\$35,2601	\$36,1416	\$37,0452	\$37,9713	\$38,9206	\$39,8936	
30	\$68,104	\$69,807	\$71,552	\$73,341	\$75,175	\$77,054	\$78,980	\$80,955	\$82,979	\$85,053	30
	\$32,7425	\$33,5611	\$34,4001	\$35,2601	\$36,1416	\$37,0452	\$37,9713	\$38,9206	\$39,8936	\$40,8909	
31	\$69,807	\$71,552	\$73,341	\$75,175	\$77,054	\$78,980	\$80,955	\$82,979	\$85,053	\$87,179	31
	\$33,5611	\$34,4001	\$35,2601	\$36,1416	\$37,0452	\$37,9713	\$38,9206	\$39,8936	\$40,8909	\$41,9132	
32	\$71,552	\$73,341	\$75,175	\$77,054	\$78,980	\$80,955	\$82,979	\$85,053	\$87,179	\$89,359	32
	\$34,4001	\$35,2601	\$36,1416	\$37,0452	\$37,9713	\$38,9206	\$39,8936	\$40,8909	\$41,9132	\$42,9610	
33	\$73,341	\$75,175	\$77,054	\$78,980	\$80,955	\$82,979	\$85,053	\$87,179	\$89,359	\$91,593	33
	\$35,2601	\$36,1416	\$37,0452	\$37,9713	\$38,9206	\$39,8936	\$40,8909	\$41,9132	\$42,9610	\$44,0350	
34	\$75,175	\$77,054	\$78,980	\$80,955	\$82,979	\$85,053	\$87,179	\$89,359	\$91,593	\$93,883	34
	\$36,1416	\$37,0452	\$37,9713	\$38,9206	\$39,8936	\$40,8909	\$41,9132	\$42,9610	\$44,0350	\$45,1359	
35	\$77,054	\$78,980	\$80,955	\$82,979	\$85,053	\$87,179	\$89,359	\$91,593	\$93,883	\$96,230	35
	\$37,0452	\$37,9713	\$38,9206	\$39,8936	\$40,8909	\$41,9132	\$42,9610	\$44,0350	\$45,1359	\$46,2643	
36	\$78,980	\$80,955	\$82,979	\$85,053	\$87,179	\$89,359	\$91,593	\$93,883	\$96,230	\$98,636	36
	\$37,9713	\$38,9206	\$39,8936	\$40,8909	\$41,9132	\$42,9610	\$44,0350	\$45,1359	\$46,2643	\$47,4209	
37	\$80,955	\$82,979	\$85,053	\$87,179	\$89,359	\$91,593	\$93,883	\$96,230	\$98,636	\$101,101	37
	\$38,9206	\$39,8936	\$40,8909	\$41,9132	\$42,9610	\$44,0350	\$45,1359	\$46,2643	\$47,4209	\$48,6065	
38	\$82,979	\$85,053	\$87,179	\$89,359	\$91,593	\$93,883	\$96,230	\$98,636	\$101,101	\$103,629	38
	\$39,8936	\$40,8909	\$41,9132	\$42,9610	\$44,0350	\$45,1359	\$46,2643	\$47,4209	\$48,6065	\$49,8216	
39	\$85,053	\$87,179	\$89,359	\$91,593	\$93,883	\$96,230	\$98,636	\$101,101	\$103,629	\$106,220	39
	\$40,8909	\$41,9132	\$42,9610	\$44,0350	\$45,1359	\$46,2643	\$47,4209	\$48,6065	\$49,8216	\$51,0672	
40	\$87,179	\$89,359	\$91,593	\$93,883	\$96,230	\$98,636	\$101,101	\$103,629	\$106,220	\$108,875	40
	\$41,9132	\$42,9610	\$44,0350	\$45,1359	\$46,2643	\$47,4209	\$48,6065	\$49,8216	\$51,0672	\$52,3438	
41	\$89,359	\$91,593	\$93,883	\$96,230	\$98,636	\$101,101	\$103,629	\$106,220	\$108,875	\$111,597	41
	\$42,9610	\$44,0350	\$45,1359	\$46,2643	\$47,4209	\$48,6065	\$49,8216	\$51,0672	\$52,3438	\$53,6524	
42	\$91,593	\$93,883	\$96,230	\$98,636	\$101,101	\$103,629	\$106,220	\$108,875	\$111,597	\$114,387	42
	\$44,0350	\$45,1359	\$46,2643	\$47,4209	\$48,6065	\$49,8216	\$51,0672	\$52,3438	\$53,6524	\$54,9937	
43	\$93,883	\$96,230	\$98,636	\$101,101	\$103,629	\$106,220	\$108,875	\$111,597	\$114,387	\$117,247	43
	\$45,1359	\$46,2643	\$47,4209	\$48,6065	\$49,8216	\$51,0672	\$52,3438	\$53,6524	\$54,9937	\$56,3686	
44	\$96,230	\$98,636	\$101,101	\$103,629	\$106,220	\$108,875	\$111,597	\$114,387	\$117,247	\$120,178	44
	\$46,2643	\$47,4209	\$48,6065	\$49,8216	\$51,0672	\$52,3438	\$53,6524	\$54,9937	\$56,3686	\$57,7778	
45	\$98,636	\$101,101	\$103,629	\$106,220	\$108,875	\$111,597	\$114,387	\$117,247	\$120,178	\$123,182	45
	\$47,4209	\$48,6065	\$49,8216	\$51,0672	\$52,3438	\$53,6524	\$54,9937	\$56,3686	\$57,7778	\$59,2222	
46	\$101,101	\$103,629	\$106,220	\$108,875	\$111,597	\$114,387	\$117,247	\$120,178	\$123,182	\$126,262	46
	\$48,6065	\$49,8216	\$51,0672	\$52,3438	\$53,6524	\$54,9937	\$56,3686	\$57,7778	\$59,2222	\$60,7028	
47	\$103,629	\$106,220	\$108,875	\$111,597	\$114,387	\$117,247	\$120,178	\$123,182	\$126,262	\$129,418	47
	\$49,8216	\$51,0672	\$52,3438	\$53,6524	\$54,9937	\$56,3686	\$57,7778	\$59,2222	\$60,7028	\$62,2204	
48	\$106,220	\$108,875	\$111,597	\$114,387	\$117,247	\$120,178	\$123,182	\$126,262	\$129,418	\$132,654	48
	\$51,0672	\$52,3438	\$53,6524	\$54,9937	\$56,3686	\$57,7778	\$59,2222	\$60,7028	\$62,2204	\$63,7759	
49	\$108,875	\$111,597	\$114,387	\$117,247	\$120,178	\$123,182	\$126,262	\$129,418	\$132,654	\$135,970	49
	\$52,3438	\$53,6524	\$54,9937	\$56,3686	\$57,7778	\$59,2222	\$60,7028	\$62,2204	\$63,7759	\$65,3703	
50	\$111,597	\$114,387	\$117,247	\$120,178	\$123,182	\$126,262	\$129,418	\$132,654	\$135,970	\$139,369	50
	\$53,6524	\$54,9937	\$56,3686	\$57,7778	\$59,2222	\$60,7028	\$62,2204	\$63,7759	\$65,3703	\$67,0045	
51	\$114,387	\$117,247	\$120,178	\$123,182	\$126,262	\$129,418	\$132,654	\$135,970	\$139,369	\$142,854	51
	\$54,9937	\$56,3686	\$57,7778	\$59,2222	\$60,7028	\$62,2204	\$63,7759	\$65,3703	\$67,0045	\$68,6796	
52	\$117,247	\$120,178	\$123,182	\$126,262	\$129,418	\$132,654	\$135,970	\$139,369	\$142,854	\$146,425	52
	\$56,3686	\$57,7778	\$59,2222	\$60,7028	\$62,2204	\$63,7759	\$65,3703	\$67,0045	\$68,6796	\$70,3966	
53	\$120,178	\$123,182	\$126,262	\$129,418	\$132,654	\$135,970	\$139,369	\$142,854	\$146,425	\$150,086	53
	\$57,7778	\$59,2222	\$60,7028	\$62,2204	\$63,7759	\$65,3703	\$67,0045	\$68,6796	\$70,3966	\$72,1568	

CITY OF MONTEBELLO**XXXX**

Maintenance Manager

DEFINITION

Under general supervision, plans, organizes, and directs the staff and activities of the Facility and Support Shops section of Montebello Bus Lines, and coordinates and directs facilities-related capital projects, as well as acquisition and implementation of maintenance-related equipment, resource oversight, and facility and vehicle cleanliness. This specific position will oversee the Warehouse, Fleet Services, and Facility Maintenance functions and performance.

MANAGEMENT RESPONSIBILITY

This classification has management-level responsibility for the Facility and Support Shops section, including the supervision of unit supervisors and all subordinate staff.

EXAMPLES OF DUTIES

Duties/functions may include, but are not limited to, the following tasks: Manages, prioritizes, and directs the scheduling and work activities of reporting staff; participates in decision making regarding personnel issues; develops, communicates, and monitors staff adherence to departmental policies, as well as state and federal rules and regulations. Interprets and applies all pertinent provisions of the Memorandum of Understanding (MOU); counsels staff regarding work performance and participates in the disciplinary process. Designs, implements, and monitors programs and plans for preventive maintenance, equipment replacement, and energy management for all of the facility. Develops and reviews the operating budget of the section and monitors all expenditures. Manages capital and special projects, including outside vendors and contractors; develops project budgets and tracks compliance expenditures; reviews and approves special requisitions and payments, including billings for materials, supplies, and services. Consults with the procurement and budget teams to develop multi-year contracts for maintenance, services, and construction. Provides consultation and technical assistance to executive staff, management teams, and other internal and external departments. Inspects work sites periodically and recommends, initiates, and monitors remedial action when required. Coordinates the approval and permit processes required by local, regional, and state jurisdictions and regulatory agencies; and travels to attend and address agency meetings. Performs related duties as required.

SPECIAL REQUIREMENTS

Possession of an appropriate California driver's license.

EMPLOYMENT STANDARDS

The desired candidate will possess the following:

- Versed in principles and methods of supervision, including training, motivation, team building, and conflict resolution;
- Knowledge of programs for preventative maintenance, equipment replacement, and energy maintenance;
- General understanding of project and property management principles and practices, environmental regulations, and safety standards.

and

Ability to:

- Effectively organize, manage, and monitor staff, contractors, consultants, and expenditures for various construction projects, as well as assigned Maintenance functions;
- Research the facility's maintenance needs, compile and analyze information related to complex programs, evaluate the impact and cost-effectiveness of alternative concepts and approaches, and write complete, concise, and coherent reports with

recommendations;

- Accurately interpret, implement, and stay current with changing construction and facilities maintenance costs, methods and practices, state and federal rules and regulations related to facilities maintenance such as environmental regulations,
- Develop department and special project goals and priorities;
- Develop and monitor capital budget plans and monitor expenses;
- Exercise sound independent judgment;
- Communicate effectively both orally and in writing;
- Develop effective and collaborative working relationships with subordinate staff, fellow managers, and supervisors using principles of good customer service.

Training and Experience: Any combination of training and experience which would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and skills would be:

Education: College coursework from an accredited college or university in business or public administration or a closely related field is highly desirable.

Work Background: Four years of progressively responsible supervisory experience in facilities maintenance, preferably within the Transit field.

XXXX 2022