

**RESOLUTION NO. 23-77**

**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:

<b>ELECTED OFFICIALS</b>	<b>MONTHLY SALARY RANGES</b>		
City Councilmembers	1,032	-	1,032
City Clerk	695	-	695
City Treasurer	695	-	695

<b>CLASSIFIED MANAGEMENT</b>	<b>RANGE</b>	<b>ANNUAL MINIMUM</b>	<b>ANNUAL MAXIMUM</b>
Fire Battalion Chief	57	\$132,654	\$165,666
Fire Captain	46	\$101,101	\$126,262
Police Captain	67	\$169,808	\$212,067
Police Lieutenant	61	\$146,425	\$182,865
Police Sergeant	51	\$114,387	\$142,854
Senior Fire Inspector	38	\$82,979	\$103,629

<b>CLASSIFIED NON-MANAGEMENT</b>	<b>RANGE</b>	<b>ANNUAL MINIMUM</b>	<b>ANNUAL MAXIMUM</b>
Account Clerk	7	\$38,595	\$48,199
Administrative Assistant	5	\$36,735	\$45,877
Assistant Engineer	33	\$73,341	\$91,593
Assistant Planner	30	\$68,104	\$85,053
Building Inspector	27	\$63,242	\$78,980
Building Maintenance Tradeworker I	13	\$44,758	\$55,896
Building Maintenance Tradeworker II	16	\$48,199	\$60,194
Business License Technician	12	\$43,666	\$54,533
Combination Building Inspector	35	\$77,054	\$96,230
Community Outreach Specialist	21	\$54,533	\$68,104
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
Electrician	27	\$63,242	\$78,980

Engineering Technician	22	\$55,896	\$69,807
Finance Technician	16	\$48,199	\$60,194
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	24	\$58,726	\$73,341
Maintenance Worker	10	\$41,562	\$51,905
Parking Control Officer	12	\$43,666	\$54,533
Payroll Coordinator	24	\$58,726	\$73,341
Payroll Specialist	23	\$57,294	\$71,552
Permit Technician	18	\$50,639	\$63,242
Plumber	27	\$63,242	\$78,980
Police Community Service Officer	16	\$48,199	\$60,194
Police Corporal	44	\$96,230	\$120,178
Police Dispatcher I	22	\$55,896	\$69,807
Police Dispatcher II	27	\$63,242	\$78,980
Police Officer	41	\$89,359	\$111,597
Police Records Technician	10	\$41,562	\$51,905
Property & Evidence Technician I	20	\$53,203	\$66,443
Public Information Coordinator	24	\$58,726	\$73,341
Public Safety Radio Technician	31	\$69,807	\$87,179
Public Works Inspector	28	\$64,823	\$80,955
Records Coordinator	22	\$55,896	\$69,807
Risk Management Assistant	12	\$43,666	\$54,533
Senior Building Inspector	34	\$75,175	\$93,883
Senior Finance Technician	22	\$55,896	\$69,807
Senior Permit Technician	21	\$54,533	\$68,104

**SMART-TD  
CLASSIFIED NON-MANAGEMENT**

		<b>ANNUAL MINIMUM</b>	<b>ANNUAL MAXIMUM</b>
<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

**UNCLASSIFIED MANAGEMENT**

	<b>RANGE</b>	<b>ANNUAL MINIMUM</b>	<b>ANNUAL MAXIMUM</b>
Accounting Manager	44	\$96,230	\$120,178
Accounting Supervisor	30	\$68,104	\$85,053
Assistant City Manager	77	\$217,369	\$271,464
Assistant Director of Finance	56	\$129,418	\$161,626
Assistant Director of Fire	54	\$123,182	\$153,838
Assistant Director of Human Resources	56	\$129,418	\$161,626

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	69	\$178,405	\$222,803
Associate Engineer	40	\$87,179	\$108,875
Building Maintenance Supervisor	30	\$68,104	\$85,053
Building Official	49	\$108,875	\$135,970
City Manager	*	\$334,624	\$334,624
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	71	\$187,463	\$234,082
Director of Human Resources	71	\$187,463	\$234,082
Director of Planning & Community Development	68	\$174,053	\$217,369
Director of Public Affairs/Information Technology	68	\$174,053	\$217,369
Director of Public Works/City Engineer	72	\$192,122	\$239,934
Director of Recreation & Community Services	67	\$169,808	\$212,067
Director of Transportation	69	\$178,405	\$222,803
Dispatch Supervisor	32	\$71,552	\$89,359
Economic Development Manager	50	\$111,597	\$139,369
Finance Supervisor	32	\$71,552	\$89,359
Finance Manager	44	\$96,230	\$120,178
Fire Chief	74	\$201,848	\$252,081
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
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	30	\$68,104	\$85,053
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	75	\$206,895	\$258,383
Police Records Supervisor	31	\$69,807	\$87,179
Principal Engineer	52	\$117,247	\$146,425
Principal Risk Officer	59	\$139,369	\$174,053
Public Information Officer	32	\$71,552	\$89,359
Public Safety Radio Supervisor	39	\$85,053	\$106,220
Public Works Inspector	28	\$64,823	\$80,955
Public Works Manager	37	\$80,955	\$101,101
Public Works Superintendent	43	\$93,883	\$117,247
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	40	\$87,179	\$108,875
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	47	\$103,629	\$129,418
Transit Planner	30	\$68,104	\$85,053
Transit Supervisor	26	\$61,699	\$77,054
Warehouse Supervisor	26	\$61,699	\$77,054

*\*The City Manager's salary is set by separate City Council approved contract.*

<b>UNCLASSIFIED NON-MANAGEMENT</b>	<b>RANGES</b>	<b>ANNUAL MINIMUM</b>	<b>ANNUAL MAXIMUM</b>
Accountant	26	\$61,699	\$77,054
Code Enforcement Coordinator	10	\$41,562	\$51,905
Code Enforcement Officer	27	\$63,242	\$78,980
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	36	\$78,980	\$98,636
Information Systems Technician	18	\$50,639	\$63,242
Police Trainee	41	\$89,359	\$111,597
Risk Management Assistant	19	\$51,905	\$64,823

Senior Accountant	35	\$77,054	\$96,230
Senior Administrative Assistant	14	\$45,877	\$57,294

<b>HOURLY CLASSIFICATION</b>		<b>HOURLY MINIMUM</b>	<b>HOURLY MAXIMUM</b>
Administrative Analyst		15.50	24.45
Administrative Secretary		18.55	23.41
Building Maintenance Tradeworker		15.92	20.31
Bus Operator		18.93	20.68
Clerical Assistant		15.50	18.33
Code Enforcement Technician		15.50	16.84
Community Services Aide - SYEP		15.50	15.50
Equipment Service Worker		15.50	19.11
Field Maintenance Worker		15.50	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		15.50	18.33
Intern		15.50	18.33
Lifeguard		15.50	16.64
Maintenance Worker		15.92	20.31
Mechanic's Assistant		15.50	17.49
Park Ranger		15.50	19.30
Parking Control Officer		18.72	21.28
Police Cadet		15.50	19.33
Police Community Services Officer		15.50	16.66
Police Dispatcher		26.35	31.25
Police Officer		32.49	41.43
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		15.50	16.22
Recreation Leader II		15.50	17.79
Recreation Leader III		15.50	18.75
Recreation Leader IV		16.71	20.55
Risk Management Assistant		15.50	21.45
Secretary		15.50	17.90
Senior Lifeguard		16.15	18.27
Senior Project Manager		63.87	77.66
Sports Official		15.50	24.45
Swim Instructor/Lifeguard		17.50	21.00
Transportation Revenue Coordinator		15.93	20.22

**SECTION 2.** That the City Clerk shall certify to the adoption of this resolution, shall distribute copies to the Director of Human Resources and the Director of Finance, and the resolution shall be in full force and effect immediately upon ratification.

**APPROVED AND ADOPTED** this 25<sup>th</sup> day of October, 2023.

  
David Torres, Mayor

**ATTEST:**

  
Christopher Jimenez, City Clerk

**APPROVED AS TO FORM:**

  
Arnold M. Alvarez-Glasman, City Attorney

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



I, Christopher Jimenez, City Clerk of the City of Montebello, County of Los Angeles, State of California, hereby certify that the foregoing Resolution No. 23-77 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 25<sup>th</sup> day of October, 2023 and that said Resolution was adopted by the following vote, to-wit:

**AYES: Melendez, Tamayo, Peralta, Jimenez, Torres**  
**NOES: None**  
**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: 10/25/2023

  
Christopher Jimenez, City Clerk