

**CITY OF ALHAMBRA  
CONFIDENTIAL/MANAGEMENT  
COMPENSATION PLAN AND SALARY SCHEDULE  
FISCAL YEAR 2023-2024 (4% COLA INCREASE)**

POSITION TITLE	UNIT	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Accountant	Confidential Staff	Monthly	\$ 5,760.81	\$ 6,048.85	\$ 6,351.29	\$ 6,668.85	\$ 7,002.30	\$ 7,352.41	\$ 7,499.46
		Bi-weekly	\$ 2,658.83	\$ 2,791.78	\$ 2,931.36	\$ 3,077.93	\$ 3,231.83	\$ 3,393.42	\$ 3,461.29
		Hourly	\$ 33.24	\$ 34.90	\$ 36.64	\$ 38.47	\$ 40.40	\$ 42.42	\$ 43.27
Assistant City Manager	Executive Management	Monthly	\$ 14,344.50						\$ 18,673.77
		Bi-weekly	\$ 6,620.54						\$ 8,618.66
		Hourly	\$ 82.76						\$ 107.74
Assistant Finance Director	Management	Monthly	\$ 10,150.26	\$ 10,657.77	\$ 11,190.66	\$ 11,750.19	\$ 12,337.70	\$ 12,954.59	\$ 13,213.68
		Bi-weekly	\$ 4,684.73	\$ 4,918.97	\$ 5,164.92	\$ 5,423.17	\$ 5,694.32	\$ 5,979.04	\$ 6,098.62
		Hourly	\$ 58.56	\$ 61.49	\$ 64.56	\$ 67.79	\$ 71.18	\$ 74.74	\$ 76.23
Chief of Police	Executive Management	Monthly	\$ 16,479.17						\$ 21,452.70
		Bi-weekly	\$ 7,605.77						\$ 9,901.25
		Hourly	\$ 95.07						\$ 123.77
City Clerk	Executive Management	Monthly	\$ 8,916.65						\$ 11,607.76
		Bi-weekly	\$ 4,115.38						\$ 5,357.43
		Hourly	\$ 51.44						\$ 66.97
City Manager	Executive Management	Monthly	\$ 24,036.83						
		Bi-weekly	\$ 11,093.92						
		Hourly	\$ 138.68						
Councilperson	City Council	Monthly	\$ 953.68						
Deputy City Manager	Management	Monthly	\$ 11,031.45	\$ 11,583.02	\$ 12,162.17	\$ 12,770.28	\$ 13,408.79	\$ 14,079.23	\$ 14,360.82
		Bi-weekly	\$ 5,091.44	\$ 5,346.01	\$ 5,613.31	\$ 5,893.98	\$ 6,188.67	\$ 6,498.11	\$ 6,628.07
		Hourly	\$ 63.64	\$ 66.83	\$ 70.17	\$ 73.68	\$ 77.36	\$ 81.23	\$ 82.85
Deputy Director of Community Development	Management	Monthly	\$ 10,149.36	\$ 10,656.83	\$ 11,189.67	\$ 11,749.16	\$ 12,336.61	\$ 12,953.44	\$ 13,212.51
		Bi-weekly	\$ 4,684.32	\$ 4,918.54	\$ 5,164.46	\$ 5,422.69	\$ 5,693.82	\$ 5,978.51	\$ 6,098.08
		Hourly	\$ 58.56	\$ 61.48	\$ 64.56	\$ 67.78	\$ 71.17	\$ 74.73	\$ 76.23
Deputy Director of Library	Management	Monthly	\$ 8,749.21	\$ 9,186.67	\$ 9,646.01	\$ 10,128.31	\$ 10,634.72	\$ 11,166.46	\$ 11,389.79
		Bi-weekly	\$ 4,038.10	\$ 4,240.00	\$ 4,452.00	\$ 4,674.60	\$ 4,908.33	\$ 5,153.75	\$ 5,256.83
		Hourly	\$ 50.48	\$ 53.00	\$ 55.65	\$ 58.43	\$ 61.36	\$ 64.42	\$ 65.71
Deputy Director of Parks and Facilities	Management	Monthly	\$ 8,749.21	\$ 9,186.67	\$ 9,646.01	\$ 10,128.31	\$ 10,634.72	\$ 11,166.46	\$ 11,389.79
		Bi-weekly	\$ 4,038.10	\$ 4,240.00	\$ 4,452.00	\$ 4,674.60	\$ 4,908.33	\$ 5,153.75	\$ 5,256.83
		Hourly	\$ 50.48	\$ 53.00	\$ 55.65	\$ 58.43	\$ 61.36	\$ 64.42	\$ 65.71
Deputy Director of Recreation and Community Services	Management	Monthly	\$ 8,749.21	\$ 9,186.67	\$ 9,646.01	\$ 10,128.31	\$ 10,634.72	\$ 11,166.46	\$ 11,389.79
		Bi-weekly	\$ 4,038.10	\$ 4,240.00	\$ 4,452.00	\$ 4,674.60	\$ 4,908.33	\$ 5,153.75	\$ 5,256.83
		Hourly	\$ 50.48	\$ 53.00	\$ 55.65	\$ 58.43	\$ 61.36	\$ 64.42	\$ 65.71
Deputy Director of Public Works	Management	Monthly	\$ 8,751.88	\$ 9,189.48	\$ 9,648.95	\$ 10,131.40	\$ 10,637.97	\$ 11,169.87	\$ 11,393.26
		Bi-weekly	\$ 4,039.33	\$ 4,241.30	\$ 4,453.36	\$ 4,676.03	\$ 4,909.83	\$ 5,155.32	\$ 5,258.43
		Hourly	\$ 50.49	\$ 53.02	\$ 55.67	\$ 58.45	\$ 61.37	\$ 64.44	\$ 65.73
Deputy Director of Utilities	Management	Monthly	\$ 10,556.41	\$ 11,084.23	\$ 11,638.44	\$ 12,220.36	\$ 12,831.38	\$ 13,472.95	\$ 13,742.40
		Bi-weekly	\$ 4,872.19	\$ 5,115.80	\$ 5,371.59	\$ 5,640.17	\$ 5,922.17	\$ 6,218.28	\$ 6,342.65
		Hourly	\$ 60.90	\$ 63.95	\$ 67.15	\$ 70.50	\$ 74.03	\$ 77.73	\$ 79.28
Director of Community Development	Executive Management	Monthly	\$ 12,718.99						\$ 16,557.67
		Bi-weekly	\$ 5,870.30						\$ 7,642.00
		Hourly	\$ 73.38						\$ 95.53
Director of Finance	Executive Management	Monthly	\$ 13,147.04						\$ 17,114.92
		Bi-weekly	\$ 6,067.87						\$ 7,899.19
		Hourly	\$ 75.85						\$ 98.74
Director of Human Resources and Risk Management	Executive Management	Monthly	\$ 12,718.99						\$ 16,557.67
		Bi-weekly	\$ 5,870.30						\$ 7,642.00
		Hourly	\$ 73.38						\$ 95.53
Director of Parks and Recreation	Executive Management	Monthly	\$ 11,655.51						\$ 15,173.23
		Bi-weekly	\$ 5,379.47						\$ 7,003.03
		Hourly	\$ 67.24						\$ 87.54
Director of Public Works and Utilities	Executive Management	Monthly	\$ 13,147.04						\$ 17,114.92
		Bi-weekly	\$ 6,067.87						\$ 7,899.19
		Hourly	\$ 75.85						\$ 98.74
Executive Assistant – Human Resources	Professional Staff	Monthly	\$ 4,620.88	\$ 4,851.92	\$ 5,094.52	\$ 5,349.25	\$ 5,616.71	\$ 5,897.54	\$ 6,015.50
		Bi-weekly	\$ 2,132.71	\$ 2,239.35	\$ 2,351.32	\$ 2,468.88	\$ 2,592.33	\$ 2,721.94	\$ 2,776.38
		Hourly	\$ 26.66	\$ 27.99	\$ 29.39	\$ 30.86	\$ 32.40	\$ 34.02	\$ 34.71
Executive Assistant to the City Manager	Professional Staff	Monthly	\$ 5,455.45	\$ 5,728.22	\$ 6,014.63	\$ 6,315.36	\$ 6,631.13	\$ 6,962.69	\$ 7,101.94
		Bi-weekly	\$ 2,517.90	\$ 2,643.79	\$ 2,775.98	\$ 2,914.78	\$ 3,060.52	\$ 3,213.55	\$ 3,277.82
		Hourly	\$ 31.47	\$ 33.05	\$ 34.70	\$ 36.44	\$ 38.26	\$ 40.17	\$ 40.97
Executive Assistant to the Finance Director	Professional Staff	Monthly	\$ 4,620.88	\$ 4,851.92	\$ 5,094.52	\$ 5,349.25	\$ 5,616.71	\$ 5,897.54	\$ 6,015.50
		Bi-weekly	\$ 2,132.71	\$ 2,239.35	\$ 2,351.32	\$ 2,468.88	\$ 2,592.33	\$ 2,721.94	\$ 2,776.38
		Hourly	\$ 26.66	\$ 27.99	\$ 29.39	\$ 30.86	\$ 32.40	\$ 34.02	\$ 34.71
Executive Assistant to the Fire Chief	Professional Staff	Monthly	\$ 4,620.88	\$ 4,851.92	\$ 5,094.52	\$ 5,349.25	\$ 5,616.71	\$ 5,897.54	\$ 6,015.50
		Bi-weekly	\$ 2,132.71	\$ 2,239.35	\$ 2,351.32	\$ 2,468.88	\$ 2,592.33	\$ 2,721.94	\$ 2,776.38
		Hourly	\$ 26.66	\$ 27.99	\$ 29.39	\$ 30.86	\$ 32.40	\$ 34.02	\$ 34.71

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FISCAL YEAR 2023-2024 (4% COLA INCREASE)**

POSITION TITLE	UNIT	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Executive Assistant to the Police Chief	Professional Staff	Monthly	\$ 4,620.88	\$ 4,851.92	\$ 5,094.52	\$ 5,349.25	\$ 5,616.71	\$ 5,897.54	\$ 6,015.50
		Bi-weekly	\$ 2,132.71	\$ 2,239.35	\$ 2,351.32	\$ 2,468.88	\$ 2,592.33	\$ 2,721.94	\$ 2,776.38
		Hourly	\$ 26.66	\$ 27.99	\$ 29.39	\$ 30.86	\$ 32.40	\$ 34.02	\$ 34.71
Fire Chief	Executive Management	Monthly	\$ 16,479.17						\$ 21,452.70
		Bi-weekly	\$ 7,605.77						\$ 9,901.25
		Hourly	\$ 95.07						\$ 123.77
Human Resources Analyst	Mid-Management	Monthly	\$ 6,624.93	\$ 6,956.17	\$ 7,303.98	\$ 7,669.18	\$ 8,052.64	\$ 8,455.27	\$ 8,624.38
		Bi-weekly	\$ 3,057.66	\$ 3,210.54	\$ 3,371.07	\$ 3,539.62	\$ 3,716.60	\$ 3,902.43	\$ 3,980.48
		Hourly	\$ 38.22	\$ 40.13	\$ 42.14	\$ 44.25	\$ 46.46	\$ 48.78	\$ 49.76
Human Resources Manager	Management	Monthly	\$ 8,028.65	\$ 8,430.08	\$ 8,851.58	\$ 9,294.16	\$ 9,758.87	\$ 10,246.81	\$ 10,451.75
		Bi-weekly	\$ 3,705.53	\$ 3,890.81	\$ 4,085.35	\$ 4,289.61	\$ 4,504.09	\$ 4,729.30	\$ 4,823.88
		Hourly	\$ 46.32	\$ 48.64	\$ 51.07	\$ 53.62	\$ 56.30	\$ 59.12	\$ 60.30
Human Resources Technician	Professional Staff	Monthly	\$ 5,093.83	\$ 5,348.52	\$ 5,615.95	\$ 5,896.75	\$ 6,191.58	\$ 6,501.16	\$ 6,631.19
		Bi-weekly	\$ 2,351.00	\$ 2,468.55	\$ 2,591.98	\$ 2,721.58	\$ 2,857.65	\$ 3,000.54	\$ 3,060.55
		Hourly	\$ 29.39	\$ 30.86	\$ 32.40	\$ 34.02	\$ 35.72	\$ 37.51	\$ 38.26
Information Technology Specialist I	Professional Staff	Monthly	\$ 6,254.84	\$ 6,567.58	\$ 6,895.96	\$ 7,240.76	\$ 7,602.80	\$ 7,982.94	\$ 8,142.60
		Bi-weekly	\$ 2,886.85	\$ 3,031.19	\$ 3,182.75	\$ 3,341.89	\$ 3,508.98	\$ 3,684.43	\$ 3,758.12
		Hourly	\$ 36.09	\$ 37.89	\$ 39.79	\$ 41.77	\$ 43.86	\$ 46.06	\$ 46.98
Information Technology Specialist II	Professional Staff	Monthly	\$ 7,505.81	\$ 7,881.10	\$ 8,275.15	\$ 8,688.91	\$ 9,123.35	\$ 9,579.52	\$ 9,771.11
		Bi-weekly	\$ 3,464.22	\$ 3,637.43	\$ 3,819.30	\$ 4,010.27	\$ 4,210.78	\$ 4,421.32	\$ 4,509.74
		Hourly	\$ 43.30	\$ 45.47	\$ 47.74	\$ 50.13	\$ 52.64	\$ 55.27	\$ 56.37
Library Director	Executive Management	Monthly	\$ 11,655.51						\$ 15,173.23
		Bi-weekly	\$ 5,379.47						\$ 7,003.03
		Hourly	\$ 67.24						\$ 87.54
Management Analyst	Mid-Management	Monthly	\$ 6,624.93	\$ 6,956.17	\$ 7,303.98	\$ 7,669.18	\$ 8,052.64	\$ 8,455.27	\$ 8,624.38
		Bi-weekly	\$ 3,057.66	\$ 3,210.54	\$ 3,371.07	\$ 3,539.62	\$ 3,716.60	\$ 3,902.43	\$ 3,980.48
		Hourly	\$ 38.22	\$ 40.13	\$ 42.14	\$ 44.25	\$ 46.46	\$ 48.78	\$ 49.76
Management Assistant	Professional Staff	Monthly	\$ 6,147.52	\$ 6,454.89	\$ 6,777.64	\$ 7,116.52	\$ 7,472.35	\$ 7,845.96	\$ 8,002.88
		Bi-weekly	\$ 2,837.32	\$ 2,979.18	\$ 3,128.14	\$ 3,284.55	\$ 3,448.78	\$ 3,621.21	\$ 3,693.64
		Hourly	\$ 35.47	\$ 37.24	\$ 39.10	\$ 41.06	\$ 43.11	\$ 45.27	\$ 46.17
Mayor	City Council	Monthly	\$ 1,032.72						
Senior Accountant	Mid-Management	Monthly	\$ 6,624.93	\$ 6,956.17	\$ 7,303.98	\$ 7,669.18	\$ 8,052.64	\$ 8,455.27	\$ 8,624.38
		Bi-weekly	\$ 3,057.66	\$ 3,210.54	\$ 3,371.07	\$ 3,539.62	\$ 3,716.60	\$ 3,902.43	\$ 3,980.48
		Hourly	\$ 38.22	\$ 40.13	\$ 42.14	\$ 44.25	\$ 46.46	\$ 48.78	\$ 49.76
Systems Engineer	Mid-Management	Monthly	\$ 8,749.21	\$ 9,186.67	\$ 9,646.01	\$ 10,128.31	\$ 10,634.72	\$ 11,166.46	\$ 11,389.79
		Bi-weekly	\$ 4,038.10	\$ 4,240.00	\$ 4,452.00	\$ 4,674.60	\$ 4,908.33	\$ 5,153.75	\$ 5,256.83
		Hourly	\$ 50.48	\$ 53.00	\$ 55.65	\$ 58.43	\$ 61.36	\$ 64.42	\$ 65.71
Vice Mayor	City Council	Monthly	\$ 953.68						

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COMPENSATION PLAN AND SALARY SCHEDULE  
FISCAL YEAR 2024-2025 (4% COLA INCREASE)**

POSITION TITLE	UNIT	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Accountant	Professional Staff	Monthly	\$ 5,991.24	\$ 6,290.80	\$ 6,605.34	\$ 6,935.61	\$ 7,282.39	\$ 7,646.51	\$ 7,999.44
		Bi-weekly	\$ 2,765.19	\$ 2,903.45	\$ 3,048.62	\$ 3,201.05	\$ 3,361.10	\$ 3,529.16	\$ 3,599.74
		Hourly	\$ 34.57	\$ 36.29	\$ 38.11	\$ 40.01	\$ 42.01	\$ 44.12	\$ 45.00
Assistant City Manager	Executive Management	Monthly	\$ 14,918.28						\$ 19,420.72
		Bi-weekly	\$ 6,885.36						\$ 8,963.41
		Hourly	\$ 86.07						\$ 112.04
Assistant Finance Director	Management	Monthly	\$ 10,556.27	\$ 11,084.08	\$ 11,638.29	\$ 12,220.20	\$ 12,831.21	\$ 13,472.77	\$ 13,742.23
		Bi-weekly	\$ 4,872.12	\$ 5,115.73	\$ 5,371.52	\$ 5,640.09	\$ 5,922.10	\$ 6,218.20	\$ 6,342.57
		Hourly	\$ 60.90	\$ 63.95	\$ 67.15	\$ 70.50	\$ 74.03	\$ 77.73	\$ 79.28
Chief of Police	Executive Management	Monthly	\$ 17,138.34						\$ 22,310.81
		Bi-weekly	\$ 7,910.00						\$ 10,297.30
		Hourly	\$ 98.88						\$ 128.72
City Clerk	Executive Management	Monthly	\$ 9,273.32						\$ 12,072.07
		Bi-weekly	\$ 4,279.99						\$ 5,571.72
		Hourly	\$ 53.50						\$ 69.65
City Manager	Executive Management	Monthly	\$ 24,998.30						
		Bi-weekly	\$ 11,537.68						
		Hourly	\$ 144.22						
Councilperson	City Council	Monthly	\$ 991.83						
Deputy City Manager	Management	Monthly	\$ 11,472.71	\$ 12,046.34	\$ 12,648.66	\$ 13,281.09	\$ 13,945.15	\$ 14,642.40	\$ 14,935.25
		Bi-weekly	\$ 5,295.10	\$ 5,559.85	\$ 5,837.84	\$ 6,129.74	\$ 6,436.22	\$ 6,758.03	\$ 6,893.19
		Hourly	\$ 66.19	\$ 69.50	\$ 72.97	\$ 76.62	\$ 80.45	\$ 84.48	\$ 86.17
Deputy Director of Community Development	Management	Monthly	\$ 10,555.33	\$ 11,083.10	\$ 11,637.26	\$ 12,219.12	\$ 12,830.08	\$ 13,471.58	\$ 13,741.01
		Bi-weekly	\$ 4,871.69	\$ 5,115.28	\$ 5,371.04	\$ 5,639.59	\$ 5,921.57	\$ 6,217.65	\$ 6,342.00
		Hourly	\$ 60.90	\$ 63.94	\$ 67.14	\$ 70.50	\$ 74.02	\$ 77.72	\$ 79.28
Deputy Director of Library	Management	Monthly	\$ 9,099.18	\$ 9,554.14	\$ 10,031.85	\$ 10,533.44	\$ 11,060.11	\$ 11,613.12	\$ 11,845.38
		Bi-weekly	\$ 4,199.62	\$ 4,409.60	\$ 4,630.08	\$ 4,861.59	\$ 5,104.67	\$ 5,359.90	\$ 5,467.10
		Hourly	\$ 52.50	\$ 55.12	\$ 57.88	\$ 60.77	\$ 63.81	\$ 67.00	\$ 68.34
Deputy Director of Parks and Facilities	Management	Monthly	\$ 9,099.18	\$ 9,554.14	\$ 10,031.85	\$ 10,533.44	\$ 11,060.11	\$ 11,613.12	\$ 11,845.38
		Bi-weekly	\$ 4,199.62	\$ 4,409.60	\$ 4,630.08	\$ 4,861.59	\$ 5,104.67	\$ 5,359.90	\$ 5,467.10
		Hourly	\$ 52.50	\$ 55.12	\$ 57.88	\$ 60.77	\$ 63.81	\$ 67.00	\$ 68.34
Deputy Director of Recreation and Community Services	Management	Monthly	\$ 9,099.18	\$ 9,554.14	\$ 10,031.85	\$ 10,533.44	\$ 11,060.11	\$ 11,613.12	\$ 11,845.38
		Bi-weekly	\$ 4,199.62	\$ 4,409.60	\$ 4,630.08	\$ 4,861.59	\$ 5,104.67	\$ 5,359.90	\$ 5,467.10
		Hourly	\$ 52.50	\$ 55.12	\$ 57.88	\$ 60.77	\$ 63.81	\$ 67.00	\$ 68.34
Deputy Director of Public Works	Management	Monthly	\$ 9,101.95	\$ 9,557.05	\$ 10,034.91	\$ 10,536.65	\$ 11,063.48	\$ 11,616.66	\$ 11,848.99
		Bi-weekly	\$ 4,200.90	\$ 4,410.95	\$ 4,631.49	\$ 4,863.07	\$ 5,106.22	\$ 5,361.53	\$ 5,468.76
		Hourly	\$ 52.51	\$ 55.14	\$ 57.89	\$ 60.79	\$ 63.83	\$ 67.02	\$ 68.36
Deputy Director of Utilities	Management	Monthly	\$ 10,978.66	\$ 11,527.59	\$ 12,103.97	\$ 12,709.17	\$ 13,344.63	\$ 14,011.86	\$ 14,292.10
		Bi-weekly	\$ 5,067.07	\$ 5,320.43	\$ 5,586.45	\$ 5,865.77	\$ 6,159.06	\$ 6,467.01	\$ 6,596.35
		Hourly	\$ 63.34	\$ 66.51	\$ 69.83	\$ 73.32	\$ 76.99	\$ 80.84	\$ 82.46
Director of Community Development	Executive Management	Monthly	\$ 13,227.75						\$ 17,219.98
		Bi-weekly	\$ 6,105.11						\$ 7,947.68
		Hourly	\$ 76.32						\$ 99.35
Director of Finance	Executive Management	Monthly	\$ 13,672.93						\$ 17,799.52
		Bi-weekly	\$ 6,310.58						\$ 8,215.16
		Hourly	\$ 78.88						\$ 102.69
Director of Human Resources and Risk Management	Executive Management	Monthly	\$ 13,227.75						\$ 17,219.98
		Bi-weekly	\$ 6,105.11						\$ 7,947.68
		Hourly	\$ 76.32						\$ 99.35
Director of Parks and Recreation	Executive Management	Monthly	\$ 12,121.73						\$ 15,780.16
		Bi-weekly	\$ 5,594.65						\$ 7,283.15
		Hourly	\$ 69.93						\$ 91.04
Director of Public Works and Utilities	Executive Management	Monthly	\$ 13,672.93						\$ 17,799.52
		Bi-weekly	\$ 6,310.58						\$ 8,215.16
		Hourly	\$ 78.88						\$ 102.69
Executive Assistant – Human Resources	Professional Staff	Monthly	\$ 4,805.72	\$ 5,046.01	\$ 5,298.31	\$ 5,563.22	\$ 5,841.38	\$ 6,133.45	\$ 6,256.12
		Bi-weekly	\$ 2,218.02	\$ 2,328.93	\$ 2,445.37	\$ 2,567.64	\$ 2,696.02	\$ 2,830.82	\$ 2,887.44
		Hourly	\$ 27.73	\$ 29.11	\$ 30.57	\$ 32.10	\$ 33.70	\$ 35.39	\$ 36.09
Executive Assistant to the City Manager	Professional Staff	Monthly	\$ 5,673.66	\$ 5,957.35	\$ 6,255.22	\$ 6,567.98	\$ 6,896.37	\$ 7,241.19	\$ 7,386.02
		Bi-weekly	\$ 2,618.61	\$ 2,749.55	\$ 2,887.02	\$ 3,031.37	\$ 3,182.94	\$ 3,342.09	\$ 3,408.93
		Hourly	\$ 32.73	\$ 34.37	\$ 36.09	\$ 37.89	\$ 39.79	\$ 41.78	\$ 42.61
Executive Assistant to the Finance Director	Professional Staff	Monthly	\$ 4,805.72	\$ 5,046.01	\$ 5,298.31	\$ 5,563.22	\$ 5,841.38	\$ 6,133.45	\$ 6,256.12
		Bi-weekly	\$ 2,218.02	\$ 2,328.93	\$ 2,445.37	\$ 2,567.64	\$ 2,696.02	\$ 2,830.82	\$ 2,887.44
		Hourly	\$ 27.73	\$ 29.11	\$ 30.57	\$ 32.10	\$ 33.70	\$ 35.39	\$ 36.09
Executive Assistant to the Fire Chief	Professional Staff	Monthly	\$ 4,805.72	\$ 5,046.01	\$ 5,298.31	\$ 5,563.22	\$ 5,841.38	\$ 6,133.45	\$ 6,256.12
		Bi-weekly	\$ 2,218.02	\$ 2,328.93	\$ 2,445.37	\$ 2,567.64	\$ 2,696.02	\$ 2,830.82	\$ 2,887.44
		Hourly	\$ 27.73	\$ 29.11	\$ 30.57	\$ 32.10	\$ 33.70	\$ 35.39	\$ 36.09

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POSITION TITLE	UNIT	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Executive Assistant to the Police Chief	Professional Staff	Monthly	\$ 4,805.72	\$ 5,046.01	\$ 5,298.31	\$ 5,563.22	\$ 5,841.38	\$ 6,133.45	\$ 6,256.12
		Bi-weekly	\$ 2,218.02	\$ 2,328.93	\$ 2,445.37	\$ 2,567.64	\$ 2,696.02	\$ 2,830.82	\$ 2,887.44
		Hourly	\$ 27.73	\$ 29.11	\$ 30.57	\$ 32.10	\$ 33.70	\$ 35.39	\$ 36.09
Fire Chief	Executive Management	Monthly	\$ 17,138.34						\$ 22,310.81
		Bi-weekly	\$ 7,910.00						\$ 10,297.30
		Hourly	\$ 98.88						\$ 128.72
Human Resources Analyst	Mid-Management	Monthly	\$ 6,889.93	\$ 7,234.42	\$ 7,596.14	\$ 7,975.95	\$ 8,374.75	\$ 8,793.49	\$ 8,969.36
		Bi-weekly	\$ 3,179.97	\$ 3,338.96	\$ 3,505.91	\$ 3,681.21	\$ 3,865.27	\$ 4,058.53	\$ 4,139.70
		Hourly	\$ 39.75	\$ 41.74	\$ 43.82	\$ 46.02	\$ 48.32	\$ 50.73	\$ 51.75
Human Resources Manager	Management	Monthly	\$ 8,349.79	\$ 8,767.28	\$ 9,205.65	\$ 9,665.93	\$ 10,149.23	\$ 10,656.69	\$ 10,869.82
		Bi-weekly	\$ 3,853.75	\$ 4,046.44	\$ 4,248.76	\$ 4,461.20	\$ 4,684.26	\$ 4,918.47	\$ 5,016.84
		Hourly	\$ 48.17	\$ 50.58	\$ 53.11	\$ 55.77	\$ 58.55	\$ 61.48	\$ 62.71
Human Resources Technician	Professional Staff	Monthly	\$ 5,297.59	\$ 5,562.47	\$ 5,840.59	\$ 6,132.62	\$ 6,439.25	\$ 6,761.21	\$ 6,896.44
		Bi-weekly	\$ 2,445.04	\$ 2,567.29	\$ 2,695.66	\$ 2,830.44	\$ 2,971.96	\$ 3,120.56	\$ 3,182.97
		Hourly	\$ 30.56	\$ 32.09	\$ 33.70	\$ 35.38	\$ 37.15	\$ 39.01	\$ 39.79
Information Technology Specialist I	Professional Staff	Monthly	\$ 6,505.04	\$ 6,830.29	\$ 7,171.80	\$ 7,530.39	\$ 7,906.91	\$ 8,302.26	\$ 8,468.30
		Bi-weekly	\$ 3,002.32	\$ 3,152.44	\$ 3,310.06	\$ 3,475.57	\$ 3,649.34	\$ 3,831.81	\$ 3,908.45
		Hourly	\$ 37.53	\$ 39.41	\$ 41.38	\$ 43.45	\$ 45.62	\$ 47.90	\$ 48.86
Information Technology Specialist II	Professional Staff	Monthly	\$ 7,806.04	\$ 8,196.34	\$ 8,606.16	\$ 9,036.46	\$ 9,488.29	\$ 9,962.70	\$ 10,161.95
		Bi-weekly	\$ 3,602.79	\$ 3,782.93	\$ 3,972.07	\$ 4,170.68	\$ 4,379.21	\$ 4,598.17	\$ 4,690.13
		Hourly	\$ 45.04	\$ 47.29	\$ 49.65	\$ 52.13	\$ 54.74	\$ 57.48	\$ 58.63
Library Director	Executive Management	Monthly	\$ 12,121.73						\$ 15,780.16
		Bi-weekly	\$ 5,594.65						\$ 7,283.15
		Hourly	\$ 69.93						\$ 91.04
Management Analyst	Mid-Management	Monthly	\$ 6,889.93	\$ 7,234.42	\$ 7,596.14	\$ 7,975.95	\$ 8,374.75	\$ 8,793.49	\$ 8,969.36
		Bi-weekly	\$ 3,179.97	\$ 3,338.96	\$ 3,505.91	\$ 3,681.21	\$ 3,865.27	\$ 4,058.53	\$ 4,139.70
		Hourly	\$ 39.75	\$ 41.74	\$ 43.82	\$ 46.02	\$ 48.32	\$ 50.73	\$ 51.75
Management Assistant	Professional Staff	Monthly	\$ 6,393.42	\$ 6,713.09	\$ 7,048.74	\$ 7,401.18	\$ 7,771.24	\$ 8,159.80	\$ 8,323.00
		Bi-weekly	\$ 2,950.81	\$ 3,098.35	\$ 3,253.27	\$ 3,415.93	\$ 3,586.72	\$ 3,766.06	\$ 3,841.38
		Hourly	\$ 36.89	\$ 38.73	\$ 40.67	\$ 42.70	\$ 44.83	\$ 47.08	\$ 48.02
Mayor	City Council	Monthly	\$ 1,074.03						
Senior Accountant	Mid-Management	Monthly	\$ 6,889.93	\$ 7,234.42	\$ 7,596.14	\$ 7,975.95	\$ 8,374.75	\$ 8,793.49	\$ 8,969.36
		Bi-weekly	\$ 3,179.97	\$ 3,338.96	\$ 3,505.91	\$ 3,681.21	\$ 3,865.27	\$ 4,058.53	\$ 4,139.70
		Hourly	\$ 39.75	\$ 41.74	\$ 43.82	\$ 46.02	\$ 48.32	\$ 50.73	\$ 51.75
Systems Engineer	Mid-Management	Monthly	\$ 9,099.18	\$ 9,554.14	\$ 10,031.85	\$ 10,533.44	\$ 11,060.11	\$ 11,613.12	\$ 11,845.38
		Bi-weekly	\$ 4,199.62	\$ 4,409.60	\$ 4,630.08	\$ 4,861.59	\$ 5,104.67	\$ 5,359.90	\$ 5,467.10
		Hourly	\$ 52.50	\$ 55.12	\$ 57.88	\$ 60.77	\$ 63.81	\$ 67.00	\$ 68.34
Vice Mayor	City Council	Monthly	\$ 991.83						

**CITY OF ALHAMBRA  
CONFIDENTIAL/MANAGEMENT  
COMPENSATION PLAN AND SALARY SCHEDULE  
FISCAL YEAR 2025-2026 (4% COLA INCREASE)**

POSITION TITLE	UNIT	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Accountant	Professional Staff	Monthly	\$ 6,230.89	\$ 6,542.43	\$ 6,869.56	\$ 7,213.03	\$ 7,573.69	\$ 7,952.37	\$ 8,111.42
		Bi-weekly	\$ 2,875.80	\$ 3,019.59	\$ 3,170.56	\$ 3,329.09	\$ 3,495.55	\$ 3,670.32	\$ 3,743.73
		Hourly	\$ 35.95	\$ 37.75	\$ 39.63	\$ 41.61	\$ 43.70	\$ 45.88	\$ 46.80
Assistant City Manager	Executive Management	Monthly	\$ 15,515.01						\$ 20,197.55
		Bi-weekly	\$ 7,160.77						\$ 9,321.95
		Hourly	\$ 89.51						\$ 116.53
Assistant Finance Director	Management	Monthly	\$ 10,978.52	\$ 11,527.45	\$ 12,103.82	\$ 12,709.01	\$ 13,344.46	\$ 14,011.69	\$ 14,291.92
		Bi-weekly	\$ 5,067.01	\$ 5,320.36	\$ 5,586.38	\$ 5,865.70	\$ 6,158.98	\$ 6,466.93	\$ 6,596.27
		Hourly	\$ 63.34	\$ 66.51	\$ 69.83	\$ 73.32	\$ 76.99	\$ 80.84	\$ 82.45
Chief of Police	Executive Management	Monthly	\$ 17,823.87						\$ 23,203.24
		Bi-weekly	\$ 8,226.40						\$ 10,709.19
		Hourly	\$ 102.83						\$ 133.87
City Clerk	Executive Management	Monthly	\$ 9,644.25						\$ 12,554.95
		Bi-weekly	\$ 4,451.19						\$ 5,794.59
		Hourly	\$ 55.64						\$ 72.43
City Manager	Executive Management	Monthly	\$ 25,998.23						
		Bi-weekly	\$ 11,999.18						
		Hourly	\$ 149.99						
Councilperson	City Council	Monthly	\$ 1,031.50						
Deputy City Manager	Management	Monthly	\$ 11,931.61	\$ 12,528.19	\$ 13,154.60	\$ 13,812.33	\$ 14,502.95	\$ 15,228.10	\$ 15,532.66
		Bi-weekly	\$ 5,506.90	\$ 5,782.24	\$ 6,071.36	\$ 6,374.92	\$ 6,693.67	\$ 7,028.35	\$ 7,168.92
		Hourly	\$ 68.84	\$ 72.28	\$ 75.89	\$ 79.69	\$ 83.67	\$ 87.86	\$ 89.61
Deputy Director of Community Development	Management	Monthly	\$ 10,977.55	\$ 11,526.42	\$ 12,102.75	\$ 12,707.88	\$ 13,343.28	\$ 14,010.44	\$ 14,290.65
		Bi-weekly	\$ 5,066.56	\$ 5,319.89	\$ 5,585.88	\$ 5,865.18	\$ 6,158.44	\$ 6,466.36	\$ 6,595.68
		Hourly	\$ 63.33	\$ 66.50	\$ 69.82	\$ 73.32	\$ 76.98	\$ 80.83	\$ 82.45
Deputy Director of Library	Management	Monthly	\$ 9,463.15	\$ 9,936.31	\$ 10,433.12	\$ 10,954.78	\$ 11,502.52	\$ 12,077.64	\$ 12,319.20
		Bi-weekly	\$ 4,367.61	\$ 4,585.99	\$ 4,815.29	\$ 5,056.05	\$ 5,308.85	\$ 5,574.30	\$ 5,685.78
		Hourly	\$ 54.60	\$ 57.33	\$ 60.19	\$ 63.20	\$ 66.36	\$ 69.68	\$ 71.07
Deputy Director of Parks and Facilities	Management	Monthly	\$ 9,463.15	\$ 9,936.31	\$ 10,433.12	\$ 10,954.78	\$ 11,502.52	\$ 12,077.64	\$ 12,319.20
		Bi-weekly	\$ 4,367.61	\$ 4,585.99	\$ 4,815.29	\$ 5,056.05	\$ 5,308.85	\$ 5,574.30	\$ 5,685.78
		Hourly	\$ 54.60	\$ 57.33	\$ 60.19	\$ 63.20	\$ 66.36	\$ 69.68	\$ 71.07
Deputy Director of Recreation and Community Services	Management	Monthly	\$ 9,463.15	\$ 9,936.31	\$ 10,433.12	\$ 10,954.78	\$ 11,502.52	\$ 12,077.64	\$ 12,319.20
		Bi-weekly	\$ 4,367.61	\$ 4,585.99	\$ 4,815.29	\$ 5,056.05	\$ 5,308.85	\$ 5,574.30	\$ 5,685.78
		Hourly	\$ 54.60	\$ 57.33	\$ 60.19	\$ 63.20	\$ 66.36	\$ 69.68	\$ 71.07
Deputy Director of Public Works	Management	Monthly	\$ 9,466.03	\$ 9,939.33	\$ 10,436.30	\$ 10,958.12	\$ 11,506.02	\$ 12,081.32	\$ 12,322.95
		Bi-weekly	\$ 4,368.94	\$ 4,587.39	\$ 4,816.75	\$ 5,057.59	\$ 5,310.47	\$ 5,576.00	\$ 5,687.52
		Hourly	\$ 54.61	\$ 57.34	\$ 60.21	\$ 63.22	\$ 66.38	\$ 69.70	\$ 71.10
Deputy Director of Utilities	Management	Monthly	\$ 11,417.81	\$ 11,988.70	\$ 12,588.13	\$ 13,217.54	\$ 13,878.42	\$ 14,572.34	\$ 14,863.78
		Bi-weekly	\$ 5,269.76	\$ 5,533.25	\$ 5,809.91	\$ 6,100.40	\$ 6,405.42	\$ 6,725.69	\$ 6,860.21
		Hourly	\$ 65.87	\$ 69.17	\$ 72.63	\$ 76.26	\$ 80.07	\$ 84.07	\$ 85.75
Director of Community Development	Executive Management	Monthly	\$ 13,756.86						\$ 17,908.78
		Bi-weekly	\$ 6,349.32						\$ 8,265.59
		Hourly	\$ 79.37						\$ 103.32
Director of Finance	Executive Management	Monthly	\$ 14,219.85						\$ 18,511.50
		Bi-weekly	\$ 6,563.01						\$ 8,543.77
		Hourly	\$ 82.04						\$ 106.80
Director of Human Resources and Risk Management	Executive Management	Monthly	\$ 13,756.86						\$ 17,908.78
		Bi-weekly	\$ 6,349.32						\$ 8,265.59
		Hourly	\$ 79.37						\$ 103.32
Director of Parks and Recreation	Executive Management	Monthly	\$ 12,606.60						\$ 16,411.37
		Bi-weekly	\$ 5,818.43						\$ 7,574.48
		Hourly	\$ 72.73						\$ 94.68
Director of Public Works and Utilities	Executive Management	Monthly	\$ 14,219.85						\$ 18,511.50
		Bi-weekly	\$ 6,563.01						\$ 8,543.77
		Hourly	\$ 82.04						\$ 106.80
Executive Assistant – Human Resources	Professional Staff	Monthly	\$ 4,997.95	\$ 5,247.85	\$ 5,510.24	\$ 5,785.75	\$ 6,075.04	\$ 6,378.79	\$ 6,506.36
		Bi-weekly	\$ 2,306.75	\$ 2,422.08	\$ 2,543.19	\$ 2,670.35	\$ 2,803.86	\$ 2,944.06	\$ 3,002.94
		Hourly	\$ 28.83	\$ 30.28	\$ 31.79	\$ 33.38	\$ 35.05	\$ 36.80	\$ 37.54
Executive Assistant to the City Manager	Professional Staff	Monthly	\$ 5,900.61	\$ 6,195.64	\$ 6,505.43	\$ 6,830.70	\$ 7,172.23	\$ 7,530.84	\$ 7,681.46
		Bi-weekly	\$ 2,723.36	\$ 2,859.53	\$ 3,002.50	\$ 3,152.63	\$ 3,310.26	\$ 3,475.77	\$ 3,545.29
		Hourly	\$ 34.04	\$ 35.74	\$ 37.53	\$ 39.41	\$ 41.38	\$ 43.45	\$ 44.32
Executive Assistant to the Finance Director	Professional Staff	Monthly	\$ 4,997.95	\$ 5,247.85	\$ 5,510.24	\$ 5,785.75	\$ 6,075.04	\$ 6,378.79	\$ 6,506.36
		Bi-weekly	\$ 2,306.75	\$ 2,422.08	\$ 2,543.19	\$ 2,670.35	\$ 2,803.86	\$ 2,944.06	\$ 3,002.94
		Hourly	\$ 28.83	\$ 30.28	\$ 31.79	\$ 33.38	\$ 35.05	\$ 36.80	\$ 37.54
Executive Assistant to the Fire Chief	Professional Staff	Monthly	\$ 4,997.95	\$ 5,247.85	\$ 5,510.24	\$ 5,785.75	\$ 6,075.04	\$ 6,378.79	\$ 6,506.36
		Bi-weekly	\$ 2,306.75	\$ 2,422.08	\$ 2,543.19	\$ 2,670.35	\$ 2,803.86	\$ 2,944.06	\$ 3,002.94
		Hourly	\$ 28.83	\$ 30.28	\$ 31.79	\$ 33.38	\$ 35.05	\$ 36.80	\$ 37.54

**CITY OF ALHAMBRA  
CONFIDENTIAL/MANAGEMENT  
COMPENSATION PLAN AND SALARY SCHEDULE  
FISCAL YEAR 2025-2026 (4% COLA INCREASE)**

POSITION TITLE	UNIT	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Executive Assistant to the Police Chief	Professional Staff	Monthly	\$ 4,997.95	\$ 5,247.85	\$ 5,510.24	\$ 5,785.75	\$ 6,075.04	\$ 6,378.79	\$ 6,506.36
		Bi-weekly	\$ 2,306.75	\$ 2,422.08	\$ 2,543.19	\$ 2,670.35	\$ 2,803.86	\$ 2,944.06	\$ 3,002.94
		Hourly	\$ 28.83	\$ 30.28	\$ 31.79	\$ 33.38	\$ 35.05	\$ 36.80	\$ 37.54
Fire Chief	Executive Management	Monthly	\$ 17,823.87						\$ 23,203.24
		Bi-weekly	\$ 8,226.40						\$ 10,709.19
		Hourly	\$ 102.83						\$ 133.87
Human Resources Analyst	Mid-Management	Monthly	\$ 7,165.53	\$ 7,523.80	\$ 7,899.99	\$ 8,294.99	\$ 8,709.74	\$ 9,145.23	\$ 9,328.13
		Bi-weekly	\$ 3,307.17	\$ 3,472.52	\$ 3,646.15	\$ 3,828.46	\$ 4,019.88	\$ 4,220.88	\$ 4,305.29
		Hourly	\$ 41.34	\$ 43.41	\$ 45.58	\$ 47.86	\$ 50.25	\$ 52.76	\$ 53.82
Human Resources Manager	Management	Monthly	\$ 8,683.78	\$ 9,117.97	\$ 9,573.87	\$ 10,052.57	\$ 10,555.19	\$ 11,082.95	\$ 11,304.61
		Bi-weekly	\$ 4,007.90	\$ 4,208.30	\$ 4,418.71	\$ 4,639.65	\$ 4,871.63	\$ 5,115.21	\$ 5,217.51
		Hourly	\$ 50.10	\$ 52.60	\$ 55.23	\$ 58.00	\$ 60.90	\$ 63.94	\$ 65.22
Human Resources Technician	Professional Staff	Monthly	\$ 5,509.49	\$ 5,784.97	\$ 6,074.22	\$ 6,377.93	\$ 6,696.82	\$ 7,031.66	\$ 7,172.30
		Bi-weekly	\$ 2,542.84	\$ 2,669.99	\$ 2,803.48	\$ 2,943.66	\$ 3,090.84	\$ 3,245.38	\$ 3,310.29
		Hourly	\$ 31.79	\$ 33.38	\$ 35.04	\$ 36.80	\$ 38.64	\$ 40.57	\$ 41.38
Information Technology Specialist I	Professional Staff	Monthly	\$ 6,765.24	\$ 7,103.50	\$ 7,458.67	\$ 7,831.61	\$ 8,223.19	\$ 8,634.35	\$ 8,807.03
		Bi-weekly	\$ 3,122.42	\$ 3,278.54	\$ 3,442.46	\$ 3,614.59	\$ 3,795.32	\$ 3,985.08	\$ 4,064.78
		Hourly	\$ 39.03	\$ 40.98	\$ 43.03	\$ 45.18	\$ 47.44	\$ 49.81	\$ 50.81
Information Technology Specialist II	Professional Staff	Monthly	\$ 8,118.27	\$ 8,524.19	\$ 8,950.40	\$ 9,397.92	\$ 9,867.81	\$ 10,361.20	\$ 10,568.43
		Bi-weekly	\$ 3,746.90	\$ 3,934.24	\$ 4,130.95	\$ 4,337.50	\$ 4,554.38	\$ 4,782.09	\$ 4,877.74
		Hourly	\$ 46.84	\$ 49.18	\$ 51.64	\$ 54.22	\$ 56.93	\$ 59.78	\$ 60.97
Library Director	Executive Management	Monthly	\$ 12,606.60						\$ 16,411.37
		Bi-weekly	\$ 5,818.43						\$ 7,574.48
		Hourly	\$ 72.73						\$ 94.68
Management Analyst	Mid-Management	Monthly	\$ 7,165.53	\$ 7,523.80	\$ 7,899.99	\$ 8,294.99	\$ 8,709.74	\$ 9,145.23	\$ 9,328.13
		Bi-weekly	\$ 3,307.17	\$ 3,472.52	\$ 3,646.15	\$ 3,828.46	\$ 4,019.88	\$ 4,220.88	\$ 4,305.29
		Hourly	\$ 41.34	\$ 43.41	\$ 45.58	\$ 47.86	\$ 50.25	\$ 52.76	\$ 53.82
Management Assistant	Professional Staff	Monthly	\$ 6,649.16	\$ 6,981.61	\$ 7,330.70	\$ 7,697.23	\$ 8,082.09	\$ 8,486.20	\$ 8,655.92
		Bi-weekly	\$ 3,068.84	\$ 3,222.28	\$ 3,383.40	\$ 3,552.57	\$ 3,730.20	\$ 3,916.71	\$ 3,995.04
		Hourly	\$ 38.36	\$ 40.28	\$ 42.29	\$ 44.41	\$ 46.63	\$ 48.96	\$ 49.94
Mayor	City Council	Monthly	\$ 1,116.99						
Senior Accountant	Mid-Management	Monthly	\$ 7,165.53	\$ 7,523.80	\$ 7,899.99	\$ 8,294.99	\$ 8,709.74	\$ 9,145.23	\$ 9,328.13
		Bi-weekly	\$ 3,307.17	\$ 3,472.52	\$ 3,646.15	\$ 3,828.46	\$ 4,019.88	\$ 4,220.88	\$ 4,305.29
		Hourly	\$ 41.34	\$ 43.41	\$ 45.58	\$ 47.86	\$ 50.25	\$ 52.76	\$ 53.82
Systems Engineer	Mid-Management	Monthly	\$ 9,463.15	\$ 9,936.31	\$ 10,433.12	\$ 10,954.78	\$ 11,502.52	\$ 12,077.64	\$ 12,319.20
		Bi-weekly	\$ 4,367.61	\$ 4,585.99	\$ 4,815.29	\$ 5,056.05	\$ 5,308.85	\$ 5,574.30	\$ 5,685.78
		Hourly	\$ 54.60	\$ 57.33	\$ 60.19	\$ 63.20	\$ 66.36	\$ 69.68	\$ 71.07
Vice Mayor	City Council	Monthly	\$ 1,031.50						

**CITY OF ALHAMBRA**  
**CONFIDENTIAL/MANAGEMENT**  
**COMPENSATION PLAN AND SALARY SCHEDULE**  
**FISCAL YEAR 2026-2027 (3% COLA INCREASE)**

POSITION TITLE	UNIT	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Accountant	Professional Staff	Monthly	\$ 6,417.82	\$ 6,738.71	\$ 7,075.65	\$ 7,429.43	\$ 7,800.90	\$ 8,190.94	\$ 8,354.76
		Bi-weekly	\$ 2,962.07	\$ 3,110.17	\$ 3,265.68	\$ 3,428.97	\$ 3,600.41	\$ 3,780.44	\$ 3,856.04
		Hourly	\$ 37.03	\$ 38.88	\$ 40.82	\$ 42.86	\$ 45.01	\$ 47.26	\$ 48.20
Assistant City Manager	Executive Management	Monthly	\$ 15,980.46						\$ 20,803.48
		Bi-weekly	\$ 7,375.60						\$ 9,601.60
		Hourly	\$ 92.20						\$ 120.02
Assistant Finance Director	Management	Monthly	\$ 11,307.88	\$ 11,873.27	\$ 12,466.94	\$ 13,090.28	\$ 13,744.80	\$ 14,432.04	\$ 14,720.68
		Bi-weekly	\$ 5,219.02	\$ 5,479.97	\$ 5,753.97	\$ 6,041.67	\$ 6,343.75	\$ 6,660.94	\$ 6,794.16
		Hourly	\$ 65.24	\$ 68.50	\$ 71.93	\$ 75.52	\$ 79.30	\$ 83.26	\$ 84.93
Chief of Police	Executive Management	Monthly	\$ 18,358.58						\$ 23,899.34
		Bi-weekly	\$ 8,473.19						\$ 11,030.46
		Hourly	\$ 105.92						\$ 137.88
City Clerk	Executive Management	Monthly	\$ 9,933.57						\$ 12,931.60
		Bi-weekly	\$ 4,584.73						\$ 5,968.43
		Hourly	\$ 57.31						\$ 74.61
City Manager	Executive Management	Monthly	\$ 26,778.18						
		Bi-weekly	\$ 12,359.16						
		Hourly	\$ 154.49						
Councilperson	City Council	Monthly	\$ 1,062.45						
Deputy City Manager	Management	Monthly	\$ 12,289.56	\$ 12,904.04	\$ 13,549.24	\$ 14,226.70	\$ 14,938.04	\$ 15,684.94	\$ 15,998.64
		Bi-weekly	\$ 5,672.11	\$ 5,955.71	\$ 6,253.50	\$ 6,566.17	\$ 6,894.48	\$ 7,239.20	\$ 7,383.99
		Hourly	\$ 70.90	\$ 74.45	\$ 78.17	\$ 82.08	\$ 86.18	\$ 90.49	\$ 92.30
Deputy Director of Community Development	Management	Monthly	\$ 11,306.87	\$ 11,872.22	\$ 12,465.83	\$ 13,089.12	\$ 13,743.58	\$ 14,430.75	\$ 14,719.37
		Bi-weekly	\$ 5,218.56	\$ 5,479.48	\$ 5,753.46	\$ 6,041.13	\$ 6,343.19	\$ 6,660.35	\$ 6,793.56
		Hourly	\$ 65.23	\$ 68.49	\$ 71.92	\$ 75.52	\$ 79.29	\$ 83.26	\$ 84.92
Deputy Director of Library	Management	Monthly	\$ 9,747.05	\$ 10,234.40	\$ 10,746.12	\$ 11,283.43	\$ 11,847.60	\$ 12,439.98	\$ 12,688.78
		Bi-weekly	\$ 4,498.64	\$ 4,723.57	\$ 4,959.75	\$ 5,207.73	\$ 5,468.12	\$ 5,741.53	\$ 5,856.36
		Hourly	\$ 56.23	\$ 59.05	\$ 62.00	\$ 65.10	\$ 68.35	\$ 71.77	\$ 73.21
Deputy Director of Parks and Facilities	Management	Monthly	\$ 9,747.05	\$ 10,234.40	\$ 10,746.12	\$ 11,283.43	\$ 11,847.60	\$ 12,439.98	\$ 12,688.78
		Bi-weekly	\$ 4,498.64	\$ 4,723.57	\$ 4,959.75	\$ 5,207.73	\$ 5,468.12	\$ 5,741.53	\$ 5,856.36
		Hourly	\$ 56.23	\$ 59.05	\$ 62.00	\$ 65.10	\$ 68.35	\$ 71.77	\$ 73.21
Deputy Director of Recreation and Community Services	Management	Monthly	\$ 9,747.05	\$ 10,234.40	\$ 10,746.12	\$ 11,283.43	\$ 11,847.60	\$ 12,439.98	\$ 12,688.78
		Bi-weekly	\$ 4,498.64	\$ 4,723.57	\$ 4,959.75	\$ 5,207.73	\$ 5,468.12	\$ 5,741.53	\$ 5,856.36
		Hourly	\$ 56.23	\$ 59.05	\$ 62.00	\$ 65.10	\$ 68.35	\$ 71.77	\$ 73.21
Deputy Director of Public Works	Management	Monthly	\$ 9,750.01	\$ 10,237.51	\$ 10,749.39	\$ 11,286.86	\$ 11,851.20	\$ 12,443.76	\$ 12,692.64
		Bi-weekly	\$ 4,500.01	\$ 4,725.01	\$ 4,961.26	\$ 5,209.32	\$ 5,469.79	\$ 5,743.28	\$ 5,858.14
		Hourly	\$ 56.25	\$ 59.06	\$ 62.02	\$ 65.12	\$ 68.37	\$ 71.79	\$ 73.23
Deputy Director of Utilities	Management	Monthly	\$ 11,760.34	\$ 12,348.36	\$ 12,965.77	\$ 13,614.06	\$ 14,294.77	\$ 15,009.50	\$ 15,309.69
		Bi-weekly	\$ 5,427.85	\$ 5,699.24	\$ 5,984.20	\$ 6,283.41	\$ 6,597.58	\$ 6,927.46	\$ 7,066.01
		Hourly	\$ 67.85	\$ 71.24	\$ 74.80	\$ 78.54	\$ 82.47	\$ 86.59	\$ 88.33
Director of Community Development	Executive Management	Monthly	\$ 14,169.57						\$ 18,446.04
		Bi-weekly	\$ 6,539.80						\$ 8,513.56
		Hourly	\$ 81.75						\$ 106.42
Director of Finance	Executive Management	Monthly	\$ 14,646.44						\$ 19,066.85
		Bi-weekly	\$ 6,759.90						\$ 8,800.08
		Hourly	\$ 84.50						\$ 110.00
Director of Human Resources and Risk Management	Executive Management	Monthly	\$ 14,169.57						\$ 18,446.04
		Bi-weekly	\$ 6,539.80						\$ 8,513.56
		Hourly	\$ 81.75						\$ 106.42
Director of Parks and Recreation	Executive Management	Monthly	\$ 12,984.80						\$ 16,903.71
		Bi-weekly	\$ 5,992.99						\$ 7,801.71
		Hourly	\$ 74.91						\$ 97.52
Director of Public Works and Utilities	Executive Management	Monthly	\$ 14,646.44						\$ 19,066.85
		Bi-weekly	\$ 6,759.90						\$ 8,800.08
		Hourly	\$ 84.50						\$ 110.00
Executive Assistant – Human Resources	Professional Staff	Monthly	\$ 5,147.88	\$ 5,405.28	\$ 5,675.54	\$ 5,959.32	\$ 6,257.28	\$ 6,570.15	\$ 6,701.55
		Bi-weekly	\$ 2,375.95	\$ 2,494.74	\$ 2,619.48	\$ 2,750.45	\$ 2,887.98	\$ 3,032.38	\$ 3,093.02
		Hourly	\$ 29.70	\$ 31.18	\$ 32.74	\$ 34.38	\$ 36.10	\$ 37.91	\$ 38.66
Executive Assistant to the City Manager	Professional Staff	Monthly	\$ 6,077.63	\$ 6,381.51	\$ 6,700.59	\$ 7,035.62	\$ 7,387.40	\$ 7,756.77	\$ 7,911.90
		Bi-weekly	\$ 2,805.06	\$ 2,945.31	\$ 3,092.58	\$ 3,247.21	\$ 3,409.57	\$ 3,580.05	\$ 3,651.65
		Hourly	\$ 35.06	\$ 36.82	\$ 38.66	\$ 40.59	\$ 42.62	\$ 44.75	\$ 45.65
Executive Assistant to the Finance Director	Professional Staff	Monthly	\$ 5,147.88	\$ 5,405.28	\$ 5,675.54	\$ 5,959.32	\$ 6,257.28	\$ 6,570.15	\$ 6,701.55
		Bi-weekly	\$ 2,375.95	\$ 2,494.74	\$ 2,619.48	\$ 2,750.45	\$ 2,887.98	\$ 3,032.38	\$ 3,093.02
		Hourly	\$ 29.70	\$ 31.18	\$ 32.74	\$ 34.38	\$ 36.10	\$ 37.91	\$ 38.66

**CITY OF ALHAMBRA**  
**CONFIDENTIAL/MANAGEMENT**  
**COMPENSATION PLAN AND SALARY SCHEDULE**  
**FISCAL YEAR 2026-2027 (3% COLA INCREASE)**

POSITION TITLE	UNIT	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Executive Assistant to the Fire Chief	Professional Staff	Monthly	\$ 5,147.88	\$ 5,405.28	\$ 5,675.54	\$ 5,959.32	\$ 6,257.28	\$ 6,570.15	\$ 6,701.55
		Bi-weekly	\$ 2,375.95	\$ 2,494.74	\$ 2,619.48	\$ 2,750.45	\$ 2,887.98	\$ 3,032.38	\$ 3,093.02
		Hourly	\$ 29.70	\$ 31.18	\$ 32.74	\$ 34.38	\$ 36.10	\$ 37.91	\$ 38.66
Executive Assistant to the Police Chief	Professional Staff	Monthly	\$ 5,147.88	\$ 5,405.28	\$ 5,675.54	\$ 5,959.32	\$ 6,257.28	\$ 6,570.15	\$ 6,701.55
		Bi-weekly	\$ 2,375.95	\$ 2,494.74	\$ 2,619.48	\$ 2,750.45	\$ 2,887.98	\$ 3,032.38	\$ 3,093.02
		Hourly	\$ 29.70	\$ 31.18	\$ 32.74	\$ 34.38	\$ 36.10	\$ 37.91	\$ 38.66
Fire Chief	Executive Management	Monthly	\$ 18,358.58						\$ 23,899.34
		Bi-weekly	\$ 8,473.19						\$ 11,030.46
		Hourly	\$ 105.92						\$ 137.88
Human Resources Analyst	Mid-Management	Monthly	\$ 7,380.49	\$ 7,749.51	\$ 8,136.99	\$ 8,543.84	\$ 8,971.03	\$ 9,419.58	\$ 9,607.97
		Bi-weekly	\$ 3,406.38	\$ 3,576.70	\$ 3,755.53	\$ 3,943.31	\$ 4,140.48	\$ 4,347.50	\$ 4,434.45
		Hourly	\$ 42.58	\$ 44.71	\$ 46.95	\$ 49.29	\$ 51.76	\$ 54.34	\$ 55.43
Human Resources Manager	Management	Monthly	\$ 8,944.30	\$ 9,391.51	\$ 9,861.09	\$ 10,354.14	\$ 10,871.85	\$ 11,415.44	\$ 11,643.75
		Bi-weekly	\$ 4,128.14	\$ 4,334.54	\$ 4,551.27	\$ 4,778.83	\$ 5,017.78	\$ 5,268.66	\$ 5,374.04
		Hourly	\$ 51.60	\$ 54.18	\$ 56.89	\$ 59.74	\$ 62.72	\$ 65.86	\$ 67.18
Human Resources Technician	Professional Staff	Monthly	\$ 5,674.78	\$ 5,958.52	\$ 6,256.44	\$ 6,569.27	\$ 6,897.73	\$ 7,242.62	\$ 7,387.47
		Bi-weekly	\$ 2,619.13	\$ 2,750.09	\$ 2,887.59	\$ 3,031.97	\$ 3,183.57	\$ 3,342.75	\$ 3,409.60
		Hourly	\$ 32.74	\$ 34.38	\$ 36.10	\$ 37.90	\$ 39.80	\$ 41.79	\$ 42.62
Information Technology Specialist I	Professional Staff	Monthly	\$ 6,968.19	\$ 7,316.60	\$ 7,682.43	\$ 8,066.55	\$ 8,469.88	\$ 8,893.37	\$ 9,071.24
		Bi-weekly	\$ 3,216.09	\$ 3,376.89	\$ 3,545.74	\$ 3,723.02	\$ 3,909.18	\$ 4,104.63	\$ 4,186.73
		Hourly	\$ 40.20	\$ 42.21	\$ 44.32	\$ 46.54	\$ 48.87	\$ 51.31	\$ 52.34
Information Technology Specialist II	Professional Staff	Monthly	\$ 8,361.82	\$ 8,779.92	\$ 9,218.91	\$ 9,679.86	\$ 10,163.85	\$ 10,672.04	\$ 10,885.48
		Bi-weekly	\$ 3,859.30	\$ 4,052.27	\$ 4,254.88	\$ 4,467.63	\$ 4,691.01	\$ 4,925.56	\$ 5,024.07
		Hourly	\$ 48.24	\$ 50.65	\$ 53.19	\$ 55.85	\$ 58.64	\$ 61.57	\$ 62.80
Library Director	Executive Management	Monthly	\$ 12,984.80						\$ 16,903.71
		Bi-weekly	\$ 5,992.99						\$ 7,801.71
		Hourly	\$ 74.91						\$ 97.52
Management Analyst	Mid-Management	Monthly	\$ 7,380.49	\$ 7,749.51	\$ 8,136.99	\$ 8,543.84	\$ 8,971.03	\$ 9,419.58	\$ 9,607.97
		Bi-weekly	\$ 3,406.38	\$ 3,576.70	\$ 3,755.53	\$ 3,943.31	\$ 4,140.48	\$ 4,347.50	\$ 4,434.45
		Hourly	\$ 42.58	\$ 44.71	\$ 46.95	\$ 49.29	\$ 51.76	\$ 54.34	\$ 55.43
Management Assistant	Professional Staff	Monthly	\$ 6,848.63	\$ 7,191.06	\$ 7,550.62	\$ 7,928.15	\$ 8,324.55	\$ 8,740.78	\$ 8,915.60
		Bi-weekly	\$ 3,160.91	\$ 3,318.95	\$ 3,484.90	\$ 3,659.14	\$ 3,842.10	\$ 4,034.21	\$ 4,114.89
		Hourly	\$ 39.51	\$ 41.49	\$ 43.56	\$ 45.74	\$ 48.03	\$ 50.43	\$ 51.44
Mayor	City Council	Monthly	\$ 1,150.50						
Senior Accountant	Mid-Management	Monthly	\$ 7,380.49	\$ 7,749.51	\$ 8,136.99	\$ 8,543.84	\$ 8,971.03	\$ 9,419.58	\$ 9,607.97
		Bi-weekly	\$ 3,406.38	\$ 3,576.70	\$ 3,755.53	\$ 3,943.31	\$ 4,140.48	\$ 4,347.50	\$ 4,434.45
		Hourly	\$ 42.58	\$ 44.71	\$ 46.95	\$ 49.29	\$ 51.76	\$ 54.34	\$ 55.43
Systems Engineer	Mid-Management	Monthly	\$ 9,747.05	\$ 10,234.40	\$ 10,746.12	\$ 11,283.43	\$ 11,847.60	\$ 12,439.98	\$ 12,688.78
		Bi-weekly	\$ 4,498.64	\$ 4,723.57	\$ 4,959.75	\$ 5,207.73	\$ 5,468.12	\$ 5,741.53	\$ 5,856.36
		Hourly	\$ 56.23	\$ 59.05	\$ 62.00	\$ 65.10	\$ 68.35	\$ 71.77	\$ 73.21
Vice Mayor	City Council	Monthly	\$ 1,062.45						