

**CITY OF DUARTE CITY-WIDE SALARY AND PAY SCHEDULE**

Effective July 1, 2024 unless otherwise stated

POSITION	Hourly	Monthly	Annually
City Councilmember		\$ 550.00	\$ 6,600
City Manager	\$ 113.57	\$ 19,685	\$ 236,223

**DEPARTMENT HEAD / DIVISION MANAGER - UNREPRESENTED**

POSITION	Step A		Step B		Step C		Step D		Step E		Step F		Step G	
	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
Assistant City Manager	\$ 86.13	\$ 14,929	\$ 89.20	\$ 15,461	\$ 92.26	\$ 15,993	\$ 95.32	\$ 16,521	\$ 98.36	\$ 17,048	\$ 101.42	\$ 17,579	\$ 104.47	\$ 18,108
Human Resources Manager	\$ 46.40	\$ 8,042	\$ 48.14	\$ 8,345	\$ 49.87	\$ 8,645	\$ 51.59	\$ 8,943	\$ 53.34	\$ 9,245	\$ 55.06	\$ 9,543	\$ 56.80	\$ 9,846

**MANAGEMENT & PROFESSIONAL EMPLOYEES - SEIU LOCAL 721**

POSITION	Step A		Step B		Step C		Step D		Step E		Step F		Step G	
	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
Assistant Civil Engineer	\$ 41.95	\$ 7,271	\$ 43.29	\$ 7,504	\$ 44.61	\$ 7,732	\$ 45.94	\$ 7,964	\$ 47.26	\$ 8,192	\$ 48.61	\$ 8,426	\$ 49.94	\$ 8,656
Assistant to the City Manager	\$ 55.32	\$ 9,589	\$ 56.94	\$ 9,870	\$ 58.55	\$ 10,149	\$ 60.18	\$ 10,432	\$ 61.81	\$ 10,713	\$ 63.44	\$ 10,996	\$ 65.09	\$ 11,282
Associate Civil Engineer	\$ 47.01	\$ 8,148	\$ 48.73	\$ 8,447	\$ 50.45	\$ 8,744	\$ 52.18	\$ 9,045	\$ 53.89	\$ 9,341	\$ 55.62	\$ 9,641	\$ 57.35	\$ 9,940
Associate Planner	\$ 43.82	\$ 7,595	\$ 45.29	\$ 7,851	\$ 46.78	\$ 8,108	\$ 48.27	\$ 8,367	\$ 49.76	\$ 8,624	\$ 51.25	\$ 8,883	\$ 52.75	\$ 9,143
City Clerk	\$ 52.60	\$ 9,118	\$ 54.13	\$ 9,383	\$ 55.65	\$ 9,646	\$ 57.18	\$ 9,912	\$ 58.69	\$ 10,173	\$ 60.23	\$ 10,440	\$ 61.76	\$ 10,705
Deputy City Manager	\$ 60.85	\$ 10,547	\$ 62.65	\$ 10,858	\$ 64.42	\$ 11,165	\$ 66.21	\$ 11,477	\$ 67.99	\$ 11,785	\$ 69.79	\$ 12,097	\$ 71.59	\$ 12,410
Director of Community Development	\$ 78.31	\$ 13,574	\$ 81.34	\$ 14,099	\$ 84.36	\$ 14,622	\$ 87.39	\$ 15,148	\$ 90.42	\$ 15,672	\$ 93.43	\$ 16,195	\$ 96.46	\$ 16,721
Director of Parks & Recreation	\$ 74.22	\$ 12,864	\$ 76.63	\$ 13,283	\$ 79.04	\$ 13,701	\$ 81.46	\$ 14,119	\$ 83.87	\$ 14,538	\$ 86.28	\$ 14,956	\$ 88.70	\$ 15,374
Director of Public Safety Services	\$ 74.22	\$ 12,864	\$ 76.63	\$ 13,283	\$ 79.04	\$ 13,701	\$ 81.46	\$ 14,119	\$ 83.87	\$ 14,538	\$ 86.28	\$ 14,956	\$ 88.70	\$ 15,374
Facilities Maintenance Supervisor	\$ 39.11	\$ 6,779	\$ 40.61	\$ 7,040	\$ 42.12	\$ 7,301	\$ 43.61	\$ 7,560	\$ 45.11	\$ 7,820	\$ 46.62	\$ 8,081	\$ 48.12	\$ 8,340
Field Services Manager	\$ 58.34	\$ 10,111	\$ 60.32	\$ 10,456	\$ 62.30	\$ 10,798	\$ 64.28	\$ 11,143	\$ 66.26	\$ 11,484	\$ 68.24	\$ 11,829	\$ 70.24	\$ 12,175
Financial Services Manager	\$ 55.92	\$ 9,692	\$ 57.64	\$ 9,991	\$ 59.43	\$ 10,301	\$ 61.26	\$ 10,619	\$ 63.16	\$ 10,947	\$ 65.11	\$ 11,286	\$ 67.12	\$ 11,635
Planning Manager	\$ 62.50	\$ 10,834	\$ 64.49	\$ 11,179	\$ 66.47	\$ 11,522	\$ 68.46	\$ 11,867	\$ 70.46	\$ 12,213	\$ 72.44	\$ 12,556	\$ 74.43	\$ 12,900
Public Safety Manager	\$ 62.50	\$ 10,834	\$ 64.49	\$ 11,179	\$ 66.47	\$ 11,522	\$ 68.46	\$ 11,867	\$ 70.46	\$ 12,213	\$ 72.44	\$ 12,556	\$ 74.43	\$ 12,900
Public Works Manager	\$ 59.04	\$ 10,233	\$ 60.90	\$ 10,555	\$ 62.75	\$ 10,877	\$ 64.62	\$ 11,202	\$ 66.48	\$ 11,523	\$ 68.35	\$ 11,848	\$ 70.23	\$ 12,172
Recreation Manager	\$ 55.65	\$ 9,646	\$ 57.54	\$ 9,974	\$ 59.50	\$ 10,313	\$ 61.52	\$ 10,664	\$ 63.61	\$ 11,026	\$ 65.78	\$ 11,401	\$ 68.02	\$ 11,789
Recreation Supervisor	\$ 39.11	\$ 6,779	\$ 40.61	\$ 7,040	\$ 42.12	\$ 7,301	\$ 43.61	\$ 7,560	\$ 45.12	\$ 7,821	\$ 46.62	\$ 8,081	\$ 48.12	\$ 8,342
Senior Planner	\$ 54.65	\$ 9,473	\$ 56.38	\$ 9,772	\$ 58.11	\$ 10,073	\$ 59.84	\$ 10,373	\$ 61.56	\$ 10,671	\$ 63.29	\$ 10,971	\$ 65.03	\$ 11,271
Transportation Supervisor	\$ 42.62	\$ 7,388	\$ 44.31	\$ 7,680	\$ 46.03	\$ 7,978	\$ 47.72	\$ 8,272	\$ 49.42	\$ 8,567	\$ 51.14	\$ 8,864	\$ 52.84	\$ 9,160

**GENERAL EMPLOYEES - SEIU LOCAL 721**

POSITION	Step A		Step B		Step C		Step D		Step E		Step F		Step G	
	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
Accountant	\$ 37.01	\$ 6,415	\$ 38.16	\$ 6,614	\$ 39.34	\$ 6,819	\$ 40.55	\$ 7,029	\$ 41.81	\$ 7,248	\$ 43.10	\$ 7,471	\$ 44.43	\$ 7,702
Accounting Specialist	\$ 30.66	\$ 5,314	\$ 31.70	\$ 5,495	\$ 32.76	\$ 5,679	\$ 33.82	\$ 5,862	\$ 34.86	\$ 6,043	\$ 35.92	\$ 6,226	\$ 36.96	\$ 6,407
Administrative Secretary	\$ 28.96	\$ 5,020	\$ 30.08	\$ 5,213	\$ 31.19	\$ 5,406	\$ 32.30	\$ 5,599	\$ 33.41	\$ 5,792	\$ 34.51	\$ 5,982	\$ 35.63	\$ 6,175
Assistant Planner	\$ 34.88	\$ 6,045	\$ 36.23	\$ 6,280	\$ 37.60	\$ 6,517	\$ 38.97	\$ 6,754	\$ 40.32	\$ 6,989	\$ 41.67	\$ 7,223	\$ 43.04	\$ 7,461
Building Permit Technician	\$ 28.96	\$ 5,020	\$ 30.08	\$ 5,213	\$ 31.19	\$ 5,406	\$ 32.30	\$ 5,599	\$ 33.41	\$ 5,792	\$ 34.51	\$ 5,982	\$ 35.63	\$ 6,175
Civil Engineering Technician	\$ 31.39	\$ 5,441	\$ 32.70	\$ 5,669	\$ 34.02	\$ 5,896	\$ 35.32	\$ 6,122	\$ 36.65	\$ 6,352	\$ 37.96	\$ 6,580	\$ 39.27	\$ 6,807
Clerk/Typist Receptionist	\$ 23.88	\$ 4,139	\$ 24.75	\$ 4,290	\$ 25.61	\$ 4,439	\$ 26.47	\$ 4,588	\$ 27.34	\$ 4,739	\$ 28.21	\$ 4,890	\$ 29.10	\$ 5,043
Code Compliance / Animal Control Officer	\$ 32.59	\$ 5,650	\$ 33.96	\$ 5,886	\$ 35.31	\$ 6,121	\$ 36.68	\$ 6,358	\$ 38.03	\$ 6,592	\$ 39.40	\$ 6,829	\$ 40.75	\$ 7,064
Community Development Technician	\$ 28.59	\$ 4,956	\$ 29.62	\$ 5,134	\$ 30.63	\$ 5,310	\$ 31.66	\$ 5,488	\$ 32.68	\$ 5,664	\$ 33.71	\$ 5,842	\$ 34.72	\$ 6,018
Crime Prevention Specialist	\$ 35.14	\$ 6,092	\$ 36.43	\$ 6,315	\$ 37.76	\$ 6,545	\$ 39.11	\$ 6,780	\$ 40.45	\$ 7,012	\$ 41.81	\$ 7,247	\$ 43.15	\$ 7,479
Custodian	\$ 23.99	\$ 4,158	\$ 24.90	\$ 4,316	\$ 25.81	\$ 4,474	\$ 26.75	\$ 4,637	\$ 27.66	\$ 4,795	\$ 28.60	\$ 4,957	\$ 29.51	\$ 5,115
Deputy City Clerk	\$ 28.96	\$ 5,020	\$ 30.08	\$ 5,213	\$ 31.19	\$ 5,406	\$ 32.30	\$ 5,599	\$ 33.41	\$ 5,792	\$ 34.51	\$ 5,982	\$ 35.63	\$ 6,175
Field Services Supervisor	\$ 37.57	\$ 6,512	\$ 39.43	\$ 6,835	\$ 41.31	\$ 7,161	\$ 43.19	\$ 7,486	\$ 45.07	\$ 7,812	\$ 46.96	\$ 8,139	\$ 48.83	\$ 8,465
Human Resources Specialist	\$ 31.76	\$ 5,504	\$ 33.08	\$ 5,734	\$ 34.41	\$ 5,965	\$ 35.74	\$ 6,195	\$ 37.05	\$ 6,423	\$ 38.38	\$ 6,653	\$ 39.71	\$ 6,883
Maintenance Technician	\$ 24.54	\$ 4,254	\$ 25.57	\$ 4,432	\$ 26.58	\$ 4,608	\$ 27.61	\$ 4,786	\$ 28.63	\$ 4,962	\$ 29.66	\$ 5,140	\$ 30.67	\$ 5,316
Management Aide	\$ 31.86	\$ 5,523	\$ 32.85	\$ 5,694	\$ 33.87	\$ 5,871	\$ 34.91	\$ 6,052	\$ 36.00	\$ 6,240	\$ 37.11	\$ 6,432	\$ 38.26	\$ 6,631
Management Analyst - City Manager's Office	\$ 35.08	\$ 6,081	\$ 36.54	\$ 6,334	\$ 38.07	\$ 6,599	\$ 39.65	\$ 6,873	\$ 41.31	\$ 7,160	\$ 43.03	\$ 7,458	\$ 44.82	\$ 7,768
Outreach Coordinator - Public Safety	\$ 28.33	\$ 4,911	\$ 29.41	\$ 5,097	\$ 30.48	\$ 5,283	\$ 31.55	\$ 5,469	\$ 32.64	\$ 5,657	\$ 33.71	\$ 5,843	\$ 34.80	\$ 6,031
Payroll Technician	\$ 29.35	\$ 5,088	\$ 30.23	\$ 5,241	\$ 31.14	\$ 5,398	\$ 32.08	\$ 5,560	\$ 33.04	\$ 5,727	\$ 34.03	\$ 5,898	\$ 35.47	\$ 6,148
Recreation Coordinator	\$ 28.33	\$ 4,911	\$ 29.41	\$ 5,097	\$ 30.48	\$ 5,283	\$ 31.55	\$ 5,469	\$ 32.64	\$ 5,657	\$ 33.71	\$ 5,843	\$ 34.80	\$ 6,031
Senior Code Compliance / Animal Control Officer	\$ 35.49	\$ 6,152	\$ 36.96	\$ 6,407	\$ 38.43	\$ 6,662	\$ 39.91	\$ 6,918	\$ 41.41	\$ 7,178	\$ 42.89	\$ 7,434	\$ 44.36	\$ 7,689
Senior Custodian	\$ 29.11	\$ 5,046	\$ 30.24	\$ 5,241	\$ 31.36	\$ 5,436	\$ 32.49	\$ 5,631	\$ 33.63	\$ 5,829	\$ 34.76	\$ 6,024	\$ 35.89	\$ 6,222
Senior Maintenance Technician	\$ 28.79	\$ 4,990	\$ 29.89	\$ 5,181	\$ 30.99	\$ 5,371	\$ 32.09	\$ 5,562	\$ 33.20	\$ 5,755	\$ 34.31	\$ 5,948	\$ 35.40	\$ 6,136

**PART-TIME HOURLY EMPLOYEES**

POSITION	Hourly Pay Rate						
	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Aerobics Instructor	\$ 16.00	\$ 16.40	\$ 17.82	\$ 19.73	\$ 21.66	\$ 23.58	\$ 25.47
Animal Control Officer	\$ 22.13	\$ 22.99	\$ 23.85	\$ 24.71	\$ 25.57	\$ 26.43	\$ 27.29
Assistant Boxing Trainer	\$ 16.00	\$ 16.51	\$ 17.04	\$ 17.59	\$ 18.15	\$ 18.73	\$ 19.33
Boxing Trainer	\$ 21.81	\$ 22.51	\$ 23.23	\$ 23.97	\$ 24.74	\$ 25.53	\$ 26.35
Certified Aerobics Instructor	\$ 25.03	\$ 26.28	\$ 27.76	\$ 29.24	\$ 30.72	\$ 32.21	\$ 33.69
College Intern	\$ 16.00	\$ 16.30	\$ 16.86	\$ 17.49	\$ 18.14	\$ 18.79	\$ 19.45
Community Services Officer	\$ 22.13	\$ 22.99	\$ 23.85	\$ 24.71	\$ 25.57	\$ 26.43	\$ 27.29
Computer Lab Technician	\$ 16.00	\$ 16.10	\$ 16.25	\$ 16.49	\$ 16.93	\$ 17.36	\$ 17.80
Custodian	\$ 18.17	\$ 18.88	\$ 19.57	\$ 20.27	\$ 20.97	\$ 21.67	\$ 22.36
Dance Instructor				\$50.00			
Lifeguard	\$ 16.50	\$ 16.83	\$ 17.17	\$ 17.51	\$ 17.86	\$ 18.22	\$ 18.58
Lifeguard/Instructor	\$ 17.80	\$ 18.33	\$ 18.88	\$ 19.45	\$ 20.03	\$ 20.64	\$ 21.25
Pool Manager	\$ 20.11	\$ 20.71	\$ 21.33	\$ 21.97	\$ 22.63	\$ 23.31	\$ 24.01
Recreation Leader	\$ 16.00	\$ 16.51	\$ 17.04	\$ 17.58	\$ 18.14	\$ 18.72	\$ 19.32
Recreation Specialist	\$ 18.00	\$ 18.53	\$ 19.07	\$ 19.62	\$ 20.20	\$ 20.79	\$ 21.40
Senior Custodian	\$ 26.40	\$ 27.42	\$ 28.44	\$ 29.46	\$ 30.49	\$ 31.51	\$ 32.55
Trail Maintenance Crew	\$ 16.00	\$ 16.96	\$ 17.37	\$ 19.11	\$ 21.02	\$ 23.13	\$ 25.44