

CITY OF DUARTE CITY-WIDE SALARY AND PAY SCHEDULE

Effective January 1, 2024 unless otherwise stated

POSITION	Hourly	Monthly	Annually
City Councilmember		\$ 550.00	\$ 6,600
City Manager	\$ 107.14	\$ 18,571	\$ 222,852

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	\$ 81.25	\$ 14,084		\$ 84.15	\$ 14,586		\$ 87.04	\$ 15,088		\$ 89.92	\$ 15,586		\$ 92.79	\$ 16,083		\$ 95.68	\$ 16,584		\$ 98.56	\$ 17,083	
Human Resources Manager	\$ 43.77	\$ 7,587		\$ 45.42	\$ 7,872		\$ 47.05	\$ 8,156		\$ 48.67	\$ 8,437		\$ 50.32	\$ 8,722		\$ 51.94	\$ 9,003		\$ 53.59	\$ 9,288	

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	\$ 39.57	\$ 6,859		\$ 40.84	\$ 7,079		\$ 42.08	\$ 7,295		\$ 43.34	\$ 7,513		\$ 44.59	\$ 7,729		\$ 45.86	\$ 7,949		\$ 47.11	\$ 8,166	
Assistant to the City Manager	\$ 52.19	\$ 9,046		\$ 53.72	\$ 9,311		\$ 55.24	\$ 9,575		\$ 56.78	\$ 9,841		\$ 58.31	\$ 10,107		\$ 59.85	\$ 10,374		\$ 61.40	\$ 10,643	
Associate Civil Engineer (Y)	\$ 44.35	\$ 7,687		\$ 45.97	\$ 7,969		\$ 47.59	\$ 8,250		\$ 49.23	\$ 8,533		\$ 50.84	\$ 8,812		\$ 52.48	\$ 9,096		\$ 54.10	\$ 9,378	
Associate Planner	\$ 41.34	\$ 7,165		\$ 42.73	\$ 7,406		\$ 44.13	\$ 7,649		\$ 45.54	\$ 7,893		\$ 46.94	\$ 8,136		\$ 48.35	\$ 8,380		\$ 49.76	\$ 8,626	
City Clerk	\$ 49.63	\$ 8,602		\$ 51.07	\$ 8,852		\$ 52.50	\$ 9,100		\$ 53.95	\$ 9,351		\$ 55.37	\$ 9,597		\$ 56.82	\$ 9,849		\$ 58.27	\$ 10,099	
Deputy City Manager	\$ 57.40	\$ 9,950		\$ 59.10	\$ 10,244		\$ 60.77	\$ 10,533		\$ 62.46	\$ 10,827		\$ 64.14	\$ 11,118		\$ 65.84	\$ 11,413		\$ 67.54	\$ 11,707	
Director of Community Development	\$ 73.88	\$ 12,805		\$ 76.74	\$ 13,301		\$ 79.58	\$ 13,794		\$ 82.44	\$ 14,290		\$ 85.30	\$ 14,785		\$ 88.14	\$ 15,278		\$ 91.00	\$ 15,774	
Director of Parks & Recreation	\$ 70.02	\$ 12,136		\$ 72.29	\$ 12,531		\$ 74.57	\$ 12,925		\$ 76.85	\$ 13,320		\$ 79.12	\$ 13,715		\$ 81.40	\$ 14,109		\$ 83.68	\$ 14,504	
Director of Public Safety Services	\$ 70.02	\$ 12,136		\$ 72.29	\$ 12,531		\$ 74.57	\$ 12,925		\$ 76.85	\$ 13,320		\$ 79.12	\$ 13,715		\$ 81.40	\$ 14,109		\$ 83.68	\$ 14,504	
Facilities Maintenance Supervisor	\$ 36.90	\$ 6,396		\$ 38.31	\$ 6,641		\$ 39.74	\$ 6,888		\$ 41.15	\$ 7,132		\$ 42.56	\$ 7,377		\$ 43.98	\$ 7,624		\$ 45.39	\$ 7,868	
Field Services Manager	\$ 55.03	\$ 9,539		\$ 56.91	\$ 9,864		\$ 58.77	\$ 10,187		\$ 60.65	\$ 10,512		\$ 62.51	\$ 10,834		\$ 64.38	\$ 11,160		\$ 66.26	\$ 11,486	
Financial Services Manager	\$ 52.75	\$ 9,143		\$ 54.38	\$ 9,426		\$ 56.06	\$ 9,717		\$ 57.80	\$ 10,018		\$ 59.58	\$ 10,328		\$ 61.43	\$ 10,647		\$ 63.32	\$ 10,976	
Planning Manager	\$ 58.97	\$ 10,221		\$ 60.84	\$ 10,546		\$ 62.71	\$ 10,870		\$ 64.59	\$ 11,195		\$ 66.47	\$ 11,521		\$ 68.34	\$ 11,845		\$ 70.21	\$ 12,170	
Public Safety Manager	\$ 58.97	\$ 10,221		\$ 60.84	\$ 10,546		\$ 62.71	\$ 10,870		\$ 64.59	\$ 11,195		\$ 66.47	\$ 11,521		\$ 68.34	\$ 11,845		\$ 70.21	\$ 12,170	
Public Works Manager	\$ 55.70	\$ 9,654		\$ 57.45	\$ 9,958		\$ 59.20	\$ 10,261		\$ 60.97	\$ 10,568		\$ 62.72	\$ 10,871		\$ 64.48	\$ 11,177		\$ 66.25	\$ 11,483	
Recreation Superintendent	\$ 48.92	\$ 8,479		\$ 50.64	\$ 8,778		\$ 52.36	\$ 9,076		\$ 54.08	\$ 9,375		\$ 55.81	\$ 9,673		\$ 57.54	\$ 9,973		\$ 59.27	\$ 10,273	
Recreation Supervisor	\$ 36.90	\$ 6,396		\$ 38.31	\$ 6,641		\$ 39.74	\$ 6,888		\$ 41.15	\$ 7,132		\$ 42.57	\$ 7,379		\$ 43.98	\$ 7,624		\$ 45.40	\$ 7,869	
Senior Planner	\$ 51.56	\$ 8,937		\$ 53.19	\$ 9,219		\$ 54.82	\$ 9,502		\$ 56.46	\$ 9,786		\$ 58.08	\$ 10,067		\$ 59.71	\$ 10,350		\$ 61.35	\$ 10,633	
Transportation Supervisor	\$ 40.21	\$ 6,970		\$ 41.80	\$ 7,246		\$ 43.42	\$ 7,527		\$ 45.02	\$ 7,804		\$ 46.63	\$ 8,082		\$ 48.25	\$ 8,363		\$ 49.85	\$ 8,641	

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	\$ 34.92	\$ 6,052	\$ 36.00	\$ 6,240	\$ 37.11	\$ 6,433	\$ 38.26	\$ 6,631	\$ 39.45	\$ 6,837	\$ 40.66	\$ 7,049	\$ 41.92	\$ 7,266
Accounting Specialist (Y)	\$ 28.92	\$ 5,014	\$ 29.91	\$ 5,184	\$ 30.91	\$ 5,357	\$ 31.90	\$ 5,530	\$ 32.89	\$ 5,701	\$ 33.89	\$ 5,874	\$ 34.87	\$ 6,044
Administrative Secretary	\$ 27.32	\$ 4,736	\$ 28.37	\$ 4,918	\$ 29.42	\$ 5,100	\$ 30.47	\$ 5,282	\$ 31.52	\$ 5,464	\$ 32.56	\$ 5,644	\$ 33.61	\$ 5,826
Assistant Planner	\$ 32.90	\$ 5,703	\$ 34.18	\$ 5,924	\$ 35.47	\$ 6,148	\$ 36.76	\$ 6,372	\$ 38.04	\$ 6,593	\$ 39.32	\$ 6,815	\$ 40.61	\$ 7,038
Building Permit Technician	\$ 27.32	\$ 4,736	\$ 28.37	\$ 4,918	\$ 29.42	\$ 5,100	\$ 30.47	\$ 5,282	\$ 31.52	\$ 5,464	\$ 32.56	\$ 5,644	\$ 33.61	\$ 5,826
Civil Engineering Technician	\$ 29.61	\$ 5,133	\$ 30.85	\$ 5,348	\$ 32.09	\$ 5,563	\$ 33.32	\$ 5,775	\$ 34.57	\$ 5,992	\$ 35.81	\$ 6,207	\$ 37.05	\$ 6,422
Clerk/Typist Receptionist	\$ 22.53	\$ 3,905	\$ 23.35	\$ 4,048	\$ 24.16	\$ 4,188	\$ 24.97	\$ 4,328	\$ 25.79	\$ 4,471	\$ 26.61	\$ 4,613	\$ 27.45	\$ 4,758
Code Compliance / Animal Control Officer (Y)	\$ 30.75	\$ 5,330	\$ 32.04	\$ 5,553	\$ 33.31	\$ 5,774	\$ 34.60	\$ 5,998	\$ 35.88	\$ 6,219	\$ 37.17	\$ 6,443	\$ 38.45	\$ 6,664
Community Development Technician	\$ 26.97	\$ 4,675	\$ 27.94	\$ 4,843	\$ 28.90	\$ 5,009	\$ 29.87	\$ 5,178	\$ 30.83	\$ 5,344	\$ 31.80	\$ 5,512	\$ 32.76	\$ 5,678
Crime Prevention Specialist	\$ 33.15	\$ 5,747	\$ 34.37	\$ 5,957	\$ 35.62	\$ 6,174	\$ 36.90	\$ 6,396	\$ 38.16	\$ 6,615	\$ 39.44	\$ 6,837	\$ 40.71	\$ 7,056
Custodian	\$ 22.63	\$ 3,923	\$ 23.49	\$ 4,072	\$ 24.35	\$ 4,221	\$ 25.24	\$ 4,374	\$ 26.10	\$ 4,523	\$ 26.98	\$ 4,677	\$ 27.84	\$ 4,826
Deputy City Clerk	\$ 27.32	\$ 4,736	\$ 28.37	\$ 4,918	\$ 29.42	\$ 5,100	\$ 30.47	\$ 5,282	\$ 31.52	\$ 5,464	\$ 32.56	\$ 5,644	\$ 33.61	\$ 5,826
Field Services Supervisor	\$ 35.44	\$ 6,144	\$ 37.20	\$ 6,448	\$ 38.97	\$ 6,755	\$ 40.74	\$ 7,062	\$ 42.52	\$ 7,369	\$ 44.30	\$ 7,679	\$ 46.07	\$ 7,985
Human Resources Specialist (Y)	\$ 29.96	\$ 5,193	\$ 31.21	\$ 5,410	\$ 32.46	\$ 5,627	\$ 33.72	\$ 5,844	\$ 34.96	\$ 6,059	\$ 36.21	\$ 6,276	\$ 37.46	\$ 6,493
Maintenance Technician	\$ 23.15	\$ 4,013	\$ 24.12	\$ 4,181	\$ 25.08	\$ 4,347	\$ 26.05	\$ 4,515	\$ 27.01	\$ 4,681	\$ 27.98	\$ 4,849	\$ 28.94	\$ 5,015
Management Aide	\$ 30.06	\$ 5,211	\$ 30.99	\$ 5,372	\$ 31.95	\$ 5,538	\$ 32.94	\$ 5,709	\$ 33.96	\$ 5,887	\$ 35.01	\$ 6,068	\$ 36.09	\$ 6,256
Management Analyst - City Manager's Office	\$ 33.10	\$ 5,737	\$ 34.47	\$ 5,976	\$ 35.91	\$ 6,225	\$ 37.41	\$ 6,484	\$ 38.97	\$ 6,755	\$ 40.59	\$ 7,036	\$ 42.28	\$ 7,329
Outreach Coordinator - Public Safety	\$ 26.73	\$ 4,633	\$ 27.74	\$ 4,808	\$ 28.75	\$ 4,984	\$ 29.76	\$ 5,159	\$ 30.79	\$ 5,337	\$ 31.80	\$ 5,512	\$ 32.83	\$ 5,690
Payroll Technician	\$ 27.69	\$ 4,800	\$ 28.52	\$ 4,944	\$ 29.38	\$ 5,092	\$ 30.26	\$ 5,245	\$ 31.17	\$ 5,402	\$ 32.10	\$ 5,565	\$ 33.46	\$ 5,800
Recreation Coordinator	\$ 26.73	\$ 4,633	\$ 27.74	\$ 4,808	\$ 28.75	\$ 4,984	\$ 29.76	\$ 5,159	\$ 30.79	\$ 5,337	\$ 31.80	\$ 5,512	\$ 32.83	\$ 5,690
Senior Code Compliance / Animal Control Officer (Y)	\$ 33.48	\$ 5,804	\$ 34.87	\$ 6,044	\$ 36.26	\$ 6,284	\$ 37.65	\$ 6,527	\$ 39.07	\$ 6,771	\$ 40.46	\$ 7,014	\$ 41.85	\$ 7,254
Senior Custodian	\$ 27.46	\$ 4,760	\$ 28.52	\$ 4,944	\$ 29.59	\$ 5,129	\$ 30.65	\$ 5,313	\$ 31.73	\$ 5,499	\$ 32.79	\$ 5,683	\$ 33.86	\$ 5,870
Senior Maintenance Technician	\$ 27.16	\$ 4,708	\$ 28.20	\$ 4,887	\$ 29.23	\$ 5,067	\$ 30.27	\$ 5,247	\$ 31.32	\$ 5,429	\$ 32.37	\$ 5,611	\$ 33.40	\$ 5,788

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	\$ 18.49	\$ 20.30	\$ 22.28	\$ 24.45
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