

Classification Plan & Salary Matrix

City of Sierra Madre

July 13, 2025

Updated: June 16, 2025 Resolution 25-25; Resolution 25-36



Salary Matrix - Executive Management

Range	Position Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
39	Fire Chief	Annual Salary	\$ 143,229	\$ 146,806	\$ 150,467	\$ 154,232	\$ 158,080	\$ 162,032	\$ 166,088	\$ 170,248	\$ 174,491	\$ 178,859
		Hourly	\$ 68.86	\$ 70.58	\$ 72.34	\$ 74.15	\$ 76.00	\$ 77.90	\$ 79.85	\$ 81.85	\$ 83.89	\$ 85.99
40	Utilities Director Administrative Services Director/City Clerk Planning & Community Preservation Director	Annual Salary	\$ 133,910	\$ 137,238	\$ 140,670	\$ 144,186	\$ 147,805	\$ 151,486	\$ 155,293	\$ 159,162	\$ 163,134	\$ 167,232
		Hourly	\$ 64.38	\$ 65.98	\$ 67.63	\$ 69.32	\$ 71.06	\$ 72.83	\$ 74.66	\$ 76.52	\$ 78.43	\$ 80.40
43	Police Chief	Annual Salary	\$ 143,229	\$ 146,806	\$ 150,467	\$ 154,232	\$ 158,080	\$ 162,032	\$ 166,088	\$ 170,248	\$ 174,491	\$ 178,859
		Hourly	\$ 68.86	\$ 70.58	\$ 72.34	\$ 74.15	\$ 76.00	\$ 77.90	\$ 79.85	\$ 81.85	\$ 83.89	\$ 85.99
406	Library Services Director	Annual Salary	\$ 82,618	\$ 84,677	\$ 86,798	\$ 88,962	\$ 91,187	\$ 93,475	\$ 95,805	\$ 98,197	\$ 100,651	\$ 103,168
		Hourly	\$ 39.72	\$ 40.71	\$ 41.73	\$ 42.77	\$ 43.84	\$ 44.94	\$ 46.06	\$ 47.21	\$ 48.39	\$ 49.60
46	Assistant City Manager	Annual Salary	\$ 138,798	\$ 145,746	\$ 153,026	\$ 160,680	\$ 168,730	\$ 177,154	\$ 186,014	\$ 195,312	\$ 205,088	\$ 215,342
		Hourly	\$ 66.73	\$ 70.07	\$ 73.57	\$ 77.25	\$ 81.12	\$ 85.17	\$ 89.43	\$ 93.90	\$ 98.60	\$ 103.53
405	Public Works Director / Civil Engineer Finance Director	Annual Salary	\$ 167,232	\$ 171,413	\$ 175,698	\$ 180,086	\$ 184,600	\$ 189,218	\$ 193,939	\$ 198,786	\$ 203,757	\$ 208,853
		Hourly	\$ 80.40	\$ 82.41	\$ 84.47	\$ 86.58	\$ 88.75	\$ 90.97	\$ 93.24	\$ 95.57	\$ 97.96	\$ 100.41

Amended Range 39 - effective July 2, 2023 - Resolution 23-54

Amended Range 40 - effective July 1, 2025 - Resolution 25-36

Added Range 405 - Effective October 28, 2025 Resolution 25-64

Added Finance Director to Range 405 Effective November 30, 2025 Resolution 25-68

Salary Matrix
Confidential-Exempt - I

July 13, 2025
Fiscal Year 2025-26

Range	Position Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
22	Assistant to the City Manager	Annual Salary	\$ 69,950	\$ 71,698	\$ 73,507	\$ 75,338	\$ 77,230	\$ 79,144	\$ 81,120	\$ 83,158	\$ 85,238	\$ 87,360
		Hourly	\$ 33.63	\$ 34.47	\$ 35.34	\$ 36.22	\$ 37.13	\$ 38.05	\$ 39.00	\$ 39.98	\$ 40.98	\$ 42.00
25	Water Superintendent	Annual Salary	\$ 81,598	\$ 83,637	\$ 85,738	\$ 87,880	\$ 90,064	\$ 92,331	\$ 94,640	\$ 96,990	\$ 99,424	\$ 101,899
		Hourly	\$ 39.23	\$ 40.21	\$ 41.22	\$ 42.25	\$ 43.30	\$ 44.39	\$ 45.50	\$ 46.63	\$ 47.80	\$ 48.99
26	Human Resources Manager Accounting Manager Senior Planner Administrative Services Manager/City Clerk	Annual Salary	\$ 92,144	\$ 94,432	\$ 96,803	\$ 99,216	\$ 101,712	\$ 104,250	\$ 106,850	\$ 109,533	\$ 112,258	\$ 115,066
		Hourly	\$ 44.30	\$ 45.40	\$ 46.54	\$ 47.70	\$ 48.90	\$ 50.12	\$ 51.37	\$ 52.66	\$ 53.97	\$ 55.32
28	Community Services Manager Library Services Manager/City Librarian	Annual Salary	\$ 82,618	\$ 84,677	\$ 86,798	\$ 88,962	\$ 91,187	\$ 93,475	\$ 95,805	\$ 98,197	\$ 100,651	\$ 103,168
		Hourly	\$ 39.72	\$ 40.71	\$ 41.73	\$ 42.77	\$ 43.84	\$ 44.94	\$ 46.06	\$ 47.21	\$ 48.39	\$ 49.60
29	Planning Manager Finance and Budget Manager IT Manager	Annual Salary	\$ 118,955	\$ 121,930	\$ 124,966	\$ 128,086	\$ 131,290	\$ 134,576	\$ 137,946	\$ 141,398	\$ 144,934	\$ 148,554
		Hourly	\$ 57.19	\$ 58.62	\$ 60.08	\$ 61.58	\$ 63.12	\$ 64.70	\$ 66.32	\$ 67.98	\$ 69.68	\$ 71.42
30	Public Works/Utilities Manager	Annual Salary	\$ 89,565	\$ 91,790	\$ 94,099	\$ 96,450	\$ 98,862	\$ 101,338	\$ 103,854	\$ 106,454	\$ 109,117	\$ 111,842
		Hourly	\$ 43.06	\$ 44.13	\$ 45.24	\$ 46.37	\$ 47.53	\$ 48.72	\$ 49.93	\$ 51.18	\$ 52.46	\$ 53.77
38	Administrative Fire Captain	Annual Salary	\$ 75,733	\$ 77,626	\$ 79,560	\$ 81,557	\$ 83,595	\$ 85,696	\$ 87,838	\$ 90,022	\$ 92,269	\$ 94,578
		Hourly	\$ 36.41	\$ 37.32	\$ 38.25	\$ 39.21	\$ 40.19	\$ 41.20	\$ 42.23	\$ 43.28	\$ 44.36	\$ 45.47
41	Police Captain	Annual Salary	\$ 136,219	\$ 139,610	\$ 143,104	\$ 146,682	\$ 150,363	\$ 154,107	\$ 157,955	\$ 161,907	\$ 165,963	\$ 170,102
		Hourly	\$ 65.49	\$ 67.12	\$ 68.80	\$ 70.52	\$ 72.29	\$ 74.09	\$ 75.94	\$ 77.84	\$ 79.79	\$ 81.78
42	Deputy Fire Chief - Community Risk Reduction Officer	Annual Salary	\$ 137,800	\$ 141,253	\$ 144,768	\$ 148,387	\$ 152,110	\$ 155,917	\$ 159,806	\$ 163,800	\$ 167,898	\$ 172,099
		Hourly	\$ 66.25	\$ 67.91	\$ 69.60	\$ 71.34	\$ 73.13	\$ 74.96	\$ 76.83	\$ 78.75	\$ 80.72	\$ 82.74

July 13, 2021 Resolution 21-46 Amendment to Amendment to Confidential-Exempt positions
 Water Superintendent ONLY - Amended on February 27, 2024 Resolution 25-14
 October 22, 2024 Resolution 24-63 Amendment to Amendment to Confidential-Exempt positions
 Added Range 30 Public Works/Utilities Manager
 Added Range 38 Administrative Fire Captain
 Suspended Civil Engineer/Deputy Director (Range 33)
 Added Range 42 - Deputy Fire Chief - Community Risk Reduction Officer

Salary Matrix
Confidential-Exempt - II

July 13, 2025
Fiscal Year 2025-26

Range	Position Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
21	Recreation Supervisor	Annual Salary	\$ 71,240	\$ 73,008	\$ 74,838	\$ 76,710	\$ 78,624	\$ 80,600	\$ 82,618	\$ 84,677	\$ 86,798	\$ 88,962
		Hourly	\$ 34.25	\$ 35.10	\$ 35.98	\$ 36.88	\$ 37.80	\$ 38.75	\$ 39.72	\$ 40.71	\$ 41.73	\$ 42.77
37	Executive Assistant	Annual Salary	\$ 68,619	\$ 70,325	\$ 72,093	\$ 73,882	\$ 75,733	\$ 77,626	\$ 79,581	\$ 81,557	\$ 83,595	\$ 85,696
		Hourly	\$ 32.99	\$ 33.81	\$ 34.66	\$ 35.52	\$ 36.41	\$ 37.32	\$ 38.26	\$ 39.21	\$ 40.19	\$ 41.20
23	Administrative Analyst Recreation Coordinator II	Annual Salary	\$ 50,856	\$ 52,146	\$ 53,435	\$ 54,766	\$ 56,139	\$ 57,554	\$ 58,989	\$ 60,466	\$ 61,984	\$ 63,523
		Hourly	\$ 24.45	\$ 25.07	\$ 25.69	\$ 26.33	\$ 26.99	\$ 27.67	\$ 28.36	\$ 29.07	\$ 29.80	\$ 30.54
24	Management Analyst I Human Resources Analyst Senior Accountant	Annual Salary	\$ 68,619	\$ 70,325	\$ 72,093	\$ 73,882	\$ 75,733	\$ 77,626	\$ 79,581	\$ 81,557	\$ 83,595	\$ 85,696
		Hourly	\$ 32.99	\$ 33.81	\$ 34.66	\$ 35.52	\$ 36.41	\$ 37.32	\$ 38.26	\$ 39.21	\$ 40.19	\$ 41.20
47	Management Analyst II	Annual Salary	\$ 72,093	\$ 73,902	\$ 75,754	\$ 77,646	\$ 79,581	\$ 81,578	\$ 83,616	\$ 85,696	\$ 87,838	\$ 90,043
		Hourly	\$ 34.66	\$ 35.53	\$ 36.42	\$ 37.33	\$ 38.26	\$ 39.22	\$ 40.20	\$ 41.20	\$ 42.23	\$ 43.29
48	Management Analyst III	Annual Salary	\$ 75,733	\$ 77,626	\$ 79,560	\$ 81,557	\$ 83,595	\$ 85,696	\$ 87,838	\$ 90,022	\$ 92,269	\$ 94,578
		Hourly	\$ 36.41	\$ 37.32	\$ 38.25	\$ 39.21	\$ 40.19	\$ 41.20	\$ 42.23	\$ 43.28	\$ 44.36	\$ 45.47
32	Senior Network Administrator Senior Management Analyst	Annual Salary	\$ 89,565	\$ 91,790	\$ 94,099	\$ 96,450	\$ 98,862	\$ 101,338	\$ 103,854	\$ 106,454	\$ 109,117	\$ 111,842
		Hourly	\$ 43.06	\$ 44.13	\$ 45.24	\$ 46.37	\$ 47.53	\$ 48.72	\$ 49.93	\$ 51.18	\$ 52.46	\$ 53.77
31	Police Lieutenant	Annual Salary	\$ 125,986	\$ 129,126	\$ 132,350	\$ 135,678	\$ 139,069	\$ 142,542	\$ 146,099	\$ 149,760	\$ 153,504	\$ 157,331
		Hourly	\$ 60.57	\$ 62.08	\$ 63.63	\$ 65.23	\$ 66.86	\$ 68.53	\$ 70.24	\$ 72.00	\$ 73.80	\$ 75.64
34	Administrative Assistant	Annual Salary	\$ 46,862	\$ 48,027	\$ 49,234	\$ 50,461	\$ 51,709	\$ 52,998	\$ 54,330	\$ 55,702	\$ 57,075	\$ 58,510
		Hourly	\$ 22.53	\$ 23.09	\$ 23.67	\$ 24.26	\$ 24.86	\$ 25.48	\$ 26.12	\$ 26.78	\$ 27.44	\$ 28.13
35	Associate Planner	Annual Salary	\$ 77,251	\$ 79,186	\$ 81,162	\$ 83,200	\$ 85,280	\$ 87,402	\$ 89,586	\$ 91,832	\$ 94,120	\$ 96,491
		Hourly	\$ 37.14	\$ 38.07	\$ 39.02	\$ 40.00	\$ 41.00	\$ 42.02	\$ 43.07	\$ 44.15	\$ 45.25	\$ 46.39
36	Assistant Planner	Annual Salary	\$ 69,514	\$ 71,261	\$ 73,029	\$ 74,859	\$ 76,731	\$ 78,645	\$ 80,621	\$ 82,638	\$ 84,698	\$ 86,819
		Hourly	\$ 33.42	\$ 34.26	\$ 35.11	\$ 35.99	\$ 36.89	\$ 37.81	\$ 38.76	\$ 39.73	\$ 40.72	\$ 41.74

Amended July 9, 2024 - Resolution 24-49
 Amended October 22, 2024 - Resolution 24-63
 Added Senior Management Analyst to Range 32

Salary Matrix
Classified Employees Association

July 13, 2025
Fiscal Year 2025-26

Range	Position Title		Step 1	Step 2	Step 3	Step 4	Step 5
1	Administrative Clerk Customer Service Representative Recreation Coordinator Library Technician Maintenance Worker I	Annual Salary	\$ 45,448	\$ 47,715	\$ 50,107	\$ 52,603	\$ 55,224
		Hourly	\$ 21.85	\$ 22.94	\$ 24.09	\$ 25.29	\$ 26.55
3	Administrative Aide	Annual Salary	\$ 50,066	\$ 52,562	\$ 55,203	\$ 57,970	\$ 60,861
		Hourly	\$ 24.07	\$ 25.27	\$ 26.54	\$ 27.87	\$ 29.26
4	Leadworker Library Technician II	Annual Salary	\$ 51,376	\$ 53,934	\$ 56,638	\$ 59,467	\$ 62,442
		Hourly	\$ 24.70	\$ 25.93	\$ 27.23	\$ 28.59	\$ 30.02
5	Supervisor/Foreman	Annual Salary	\$ 55,598	\$ 58,365	\$ 61,298	\$ 64,355	\$ 67,579
		Hourly	\$ 26.73	\$ 28.06	\$ 29.47	\$ 30.94	\$ 32.49
6	Account Technician Human Resources Technician Permit Technician	Annual Salary	\$ 55,286	\$ 58,053	\$ 60,965	\$ 64,002	\$ 67,205
		Hourly	\$ 26.58	\$ 27.91	\$ 29.31	\$ 30.77	\$ 32.31
8	Utility Account Specialist	Annual Salary	\$ 65,395	\$ 68,661	\$ 72,093	\$ 75,691	\$ 79,477
		Hourly	\$ 31.44	\$ 33.01	\$ 34.66	\$ 36.39	\$ 38.21
9	Associate Librarian	Annual Salary	\$ 68,390	\$ 71,802	\$ 75,400	\$ 79,165	\$ 83,117
		Hourly	\$ 32.88	\$ 34.52	\$ 36.25	\$ 38.06	\$ 39.96
11	Maintenance Worker II	Annual Salary	\$ 50,086	\$ 52,603	\$ 55,224	\$ 57,990	\$ 60,882
		Hourly	\$ 24.08	\$ 25.29	\$ 26.55	\$ 27.88	\$ 29.27
15	Accountant	Annual Salary	\$ 70,574	\$ 74,090	\$ 77,813	\$ 81,702	\$ 85,779
		Hourly	\$ 33.93	\$ 35.62	\$ 37.41	\$ 39.28	\$ 41.24
20	Fleet Mechanic	Annual Salary	\$ 54,184	\$ 56,888	\$ 59,738	\$ 62,712	\$ 65,853
		Hourly	\$ 26.05	\$ 27.35	\$ 28.72	\$ 30.15	\$ 31.66
120	Code Enforcement Officer	Annual Salary	\$ 72,675	\$ 76,294	\$ 80,122	\$ 84,115	\$ 88,338
		Hourly	\$ 34.94	\$ 36.68	\$ 38.52	\$ 40.44	\$ 42.47
121	Planning Technician	Annual Salary	\$ 70,574	\$ 74,090	\$ 77,813	\$ 81,702	\$ 85,779
		Hourly	\$ 33.93	\$ 35.62	\$ 37.41	\$ 39.28	\$ 41.24

Effective Date: July 14, 2024: Resolution 23-63

Salary Matrix
Classified Employees Association (Utilities)

July 13, 2025
Fiscal Year 2025-26

Range	Position Title		Step 1	Step 2	Step 3	Step 4	Step 5
2	Water Pump Operator I	Annual Salary	\$ 58,136	\$ 61,048	\$ 64,106	\$ 67,309	\$ 70,678
		Hourly	\$ 27.95	\$ 29.35	\$ 30.82	\$ 32.36	\$ 33.98
18	Water Pump Operator II	Annual Salary	\$ 64,106	\$ 67,309	\$ 70,678	\$ 74,214	\$ 77,917
		Hourly	\$ 30.82	\$ 32.36	\$ 33.98	\$ 35.68	\$ 37.46
7	Water Lead Worker/Sewer Lead Worker	Annual Salary	\$ 69,014	\$ 72,467	\$ 76,086	\$ 79,893	\$ 83,886
		Hourly	\$ 33.18	\$ 34.84	\$ 36.58	\$ 38.41	\$ 40.33
16	Utility Service Worker	Annual Salary	\$ 55,411	\$ 58,178	\$ 61,090	\$ 64,126	\$ 67,350
		Hourly	\$ 26.64	\$ 27.97	\$ 29.37	\$ 30.83	\$ 32.38
17	Water Foreman Sewer Foreman	Annual Salary	\$ 72,446	\$ 76,086	\$ 79,893	\$ 83,886	\$ 88,067
		Hourly	\$ 34.83	\$ 36.58	\$ 38.41	\$ 40.33	\$ 42.34

Effective Date: July 14, 2024: Resolution 23-63

Salary Matrix
Police Association

July 13, 2025
Fiscal Year 2025-26

Range	Position Title		Step 1	Step 2	Step 3	Step 4	Step 5
110	Dispatcher (Non-Sworn)	Annual Salary	\$ 60,884	\$ 63,928	\$ 67,125	\$ 70,481	\$ 74,005
		Hourly	\$ 29.27	\$ 30.73	\$ 32.27	\$ 33.89	\$ 35.58
112	Services Division Supervisor (Non-Sworn)	Annual Salary	\$ 71,512	\$ 75,088	\$ 78,842	\$ 82,784	\$ 86,924
		Hourly	\$ 34.38	\$ 36.10	\$ 37.90	\$ 39.80	\$ 41.79
130	Police Officer	Annual Salary	\$ 88,362	\$ 92,780	\$ 97,419	\$ 102,290	\$ 107,404
		Hourly	\$ 42.48	\$ 44.61	\$ 46.84	\$ 49.18	\$ 51.64
131	Corporal	Annual Salary	\$ 92,797	\$ 97,437	\$ 102,309	\$ 107,424	\$ 112,795
		Hourly	\$ 44.61	\$ 46.84	\$ 49.19	\$ 51.65	\$ 54.23
178	Sergeant	Annual Salary	\$ 110,171	\$ 115,680	\$ 121,464	\$ 127,537	\$ 133,914
		Hourly	\$ 52.97	\$ 55.62	\$ 58.40	\$ 61.32	\$ 64.38

99	Recruit (Non-sworn)	Annual Salary	\$ 65,435
		Hourly	\$ 31.46

Effective Date: July 14, 2024: Resolution 23-71

Salary Matrix
Professional Firefighters Association

July 13, 2025
Fiscal Year 2025-26

Range	Position Title		Step 1	Step 2	Step 3	Step 4	Step 5
201	Fire Captain	Annual Salary	\$ 109,065	\$ 114,526	\$ 120,249	\$ 126,235	\$ 132,572
		Hourly	\$ 37.35	\$ 39.22	\$ 41.18	\$ 43.23	\$ 45.40
209	Fire Captain/ Paramedic	Annual Salary	\$ 119,957	\$ 125,943	\$ 132,250	\$ 138,850	\$ 145,800
		Hourly	\$ 41.08	\$ 43.13	\$ 45.29	\$ 47.55	\$ 49.93
204	Engineer	Annual Salary	\$ 94,319	\$ 99,049	\$ 103,984	\$ 109,182	\$ 114,642
		Hourly	\$ 32.30	\$ 33.92	\$ 35.61	\$ 37.39	\$ 39.26
210	Engineer / Paramedic	Annual Salary	\$ 103,780	\$ 108,948	\$ 114,409	\$ 120,132	\$ 126,118
		Hourly	\$ 35.54	\$ 37.31	\$ 39.18	\$ 41.14	\$ 43.19
203	Firefighter/Paramedic	Annual Salary	\$ 98,407	\$ 103,342	\$ 108,510	\$ 113,912	\$ 119,606
		Hourly	\$ 33.70	\$ 35.39	\$ 37.16	\$ 39.01	\$ 40.96
206	Single-Function Firefighter	Annual Salary	\$ 71,308	\$ 74,871	\$ 78,609	\$ 82,551	\$ 86,668
		Hourly	\$ 24.42	\$ 25.64	\$ 26.92	\$ 28.27	\$ 29.68
208	Single-Function Paramedic	Annual Salary	\$ 71,308	\$ 74,871	\$ 78,609	\$ 82,551	\$ 86,668
		Hourly	\$ 24.42	\$ 25.64	\$ 26.92	\$ 28.27	\$ 29.68

Effective Date: July 14, 2024 - Resolution 20-19

Part-Time Salary Matrix

July 13, 2025
Fiscal Year 2025-26

Position Title	Range	Step 1
Program Specialist	57	\$ 16.90
Film Monitor - Office	62	\$ 16.90
Film Monitor - Location	65	\$ 35.00
Fire Safety Officer - Filming	64	\$ 50.00
Facility Attendant	61	\$ 16.90
Library Page	51	\$ 16.90
Library Clerk	54	\$ 16.90
Library Technician I	58	\$ 19.73
Library Technician II	86	\$ 21.75
Associate Librarian	63	\$ 30.40
Police Cadet	57	\$ 16.90
Dispatcher I	95	\$ 29.27
Dispatcher II	59	\$ 35.58
Records Clerk	55	\$ 22.29
Community Service Officer	83	\$ 20.72
Investigator	75	\$ 30.60
Patrol Officer	84	\$ 51.64
Sergeant	98	\$ 64.38
Lieutenant	70	\$ 75.64
Code Enforcement	83	\$ 20.72
Emergency Services Coordinator (EOC)	96	\$ 30.00
EMS Coordinator	97	\$ 33.13
Fire Captain	83	\$ 20.72
Paramedics	85	\$ 16.90
Engineer II	74	\$ 16.90
Strike Team Responder - Firefighter	67	\$ 17.68
Strike Team Responder - Engineer	68	\$ 23.16
Strike Team Responder - Captain	69	\$ 34.80
Strike Team Responder - Battalion Chief	70	\$ 48.22
Strike Team Responder - Deputy/Asst. Chief	71	\$ 52.33
Strike Team Responder - Fire Chief	72	\$ 52.33
Water Pump Operator	81	\$ 16.90
Maintenance Worker	80	\$ 16.90
Administrative Clerk	76	\$ 18.32
Account Technician	82	\$ 19.08
Accountant	79	\$ 25.19
Analyst	79	\$ 25.19
Intern (Entry Level)	90	\$ 16.90
Administrative Intern	91	\$ 16.90
Management Intern	92	\$ 17.00
Fire Recruit	94	\$ 16.90

Updated: July 9, 2024 Resolution 24-49

Updated: January 2, 2025 - Minimum Wage \$16.50