



Regular Non-Represented Employees Authorized Schedule of Compensation & Benefits 2022-2023

1. Salary Increase

The following salary increases shall be provided during the term of this ASCB:

- a. 3% base salary increase for all regular civilian position classifications, effective the pay period starting on July 2, 2022.
- b. 3% base salary increase for the Fire Chief and Police Chief sworn position classifications, effective the pay period starting on July 2, 2022.
- c. 10% base salary increase for the Police Captain sworn position classification, effective the pay period starting on July 2, 2022.

2. Position Retitle

The position of Dispatch Clerk shall be retitled to Public Safety Dispatcher, effective upon City Council's ratification of the ASCB.

3. Floating Holiday Hours

Floating holiday hours shall increase from eight (8) hours to sixteen (16) hours per year, effective calendar year 2023.

4. Hours Worked for Overtime

All leave time, except for sick leave, shall count as hours worked for the purposes of determining overtime hours when said leaves are requested in writing (leave slip) and approved by the Department seven (7) days in advance.

5. Uniform Allowance

Uniform allowance shall increase from \$800/year to \$1,000/year, effective calendar year 2023.

6. Bereavement Leave

Twenty-four (24) hours of bereavement leave may be granted with pay by the City Manager, per event, for the death of an employee's immediate family member – wife, husband, child, stepchild, parent, brother, sister, or grandparent (including natural, adopted, in-law, step, and half). In the event an employee must travel more than 200 miles from home to attend matters or services concerning the bereavement of a qualified family

member, that employee shall receive one additional day of paid bereavement leave. The additional day of bereavement leave for excessive travel is subject to the City's approval.

7. Standby Pay – IT Staff

IT line staff shall rotate standby duties on a weekly basis. Staff assigned to standby shall be paid a minimum of four (4) hours straight time per seven (7) day period (12:00 A.M. Saturday through 11:59 P.M. Friday). When an IT staff member is called back to work while on standby status, such IT staffer shall be paid a minimum of 2 hours overtime for reporting back to work.

8. Retiree Medical

Effective January 1, 2023, the City shall provide retiree medical in accordance with the following:

A. Employees hired on or before December 31, 2022

Pursuant to Resolution 03-27, all employees hired on or before December 31, 2022, shall be eligible for post-retirement health benefits. To be eligible, the employee must have a minimum of 10 years of service credit with CalPERS and no less than five (5) years of service credit with the City of San Gabriel.

B. New employees hired on or after January 1, 2023

Pursuant to Government Code Section 22893 (formerly Section 22825.5), the City will make a resolution that any employee hired on or after January 1, 2023 shall not receive the benefit specified in Subsection "A" above but shall instead receive the Public Employees' Medical Hospital Care Act (PEMHCA) statutory minimum for retiree medical coverage as set forth in 22892, upon their retirement from the City.

CITY OF SAN GABRIEL
AUTHORIZED POSITION CLASSIFICATION & SALARY SCHEDULE

Amended by Resolution No. 22-69

Approved on November 1, 2022

Effective July 2, 2022

POSITION TITLE	CLASS TYPE	STEP A		STEP B		STEP C		STEP D		STEP E	
		MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY
Police Chief	NR - Exec Mgmt	\$14,872	\$85.80	\$15,615	\$90.09	\$16,396	\$94.59	\$17,216	\$99.32	\$18,077	\$104.29
Fire Chief	NR - Exec Mgmt	\$13,828	\$79.78	\$14,520	\$83.77	\$15,246	\$87.96	\$16,008	\$92.36	\$16,809	\$96.97
Assistant City Manager	NR - Exec Mgmt	\$13,790	\$79.56	\$14,480	\$83.54	\$15,204	\$87.72	\$15,964	\$92.10	\$16,762	\$96.71
Human Resources & Risk Mgmt Director	NR - Exec Mgmt	\$12,976	\$74.86	\$13,625	\$78.60	\$14,306	\$82.53	\$15,021	\$86.66	\$15,772	\$90.99
Finance Director	NR - Exec Mgmt	\$12,976	\$74.86	\$13,625	\$78.60	\$14,306	\$82.53	\$15,021	\$86.66	\$15,772	\$90.99
Public Works Director / City Engineer	NR - Exec Mgmt	\$12,976	\$74.86	\$13,625	\$78.60	\$14,306	\$82.53	\$15,021	\$86.66	\$15,772	\$90.99
Community Development Director	NR - Exec Mgmt	\$12,359	\$71.30	\$12,977	\$74.87	\$13,626	\$78.61	\$14,307	\$82.54	\$15,022	\$86.67
Chief City Clerk	NR - Exec Mgmt	\$11,739	\$67.73	\$12,326	\$71.12	\$12,943	\$74.67	\$13,590	\$78.40	\$14,269	\$82.32
Community Services Director	NR - Exec Mgmt	\$12,976	\$74.86	\$13,625	\$78.60	\$14,306	\$82.53	\$15,021	\$86.66	\$15,772	\$90.99
Assistant City Clerk	NR - Management	\$8,891	\$51.30	\$9,336	\$53.86	\$9,802	\$56.55	\$10,293	\$59.38	\$10,807	\$62.35
Assistant Finance Director	NR - Management	\$9,780	\$56.43	\$10,269	\$59.25	\$10,783	\$62.21	\$11,322	\$65.32	\$11,888	\$68.59
Building Official	NR - Management	\$8,891	\$51.30	\$9,336	\$53.86	\$9,802	\$56.55	\$10,293	\$59.38	\$10,807	\$62.35
Building Official/NIS Manager	NR - Management	\$9,559	\$55.15	\$10,037	\$57.90	\$10,538	\$60.80	\$11,065	\$63.84	\$11,619	\$67.03
Community Services Manager	NR - Management	\$8,311	\$47.95	\$8,726	\$50.35	\$9,163	\$52.86	\$9,621	\$55.51	\$10,102	\$58.28
Economic Development Manager	NR - Management	\$8,891	\$51.30	\$9,336	\$53.86	\$9,802	\$56.55	\$10,293	\$59.38	\$10,807	\$62.35
Field Operations Manager	NR - Management	\$8,311	\$47.95	\$8,726	\$50.35	\$9,163	\$52.86	\$9,621	\$55.51	\$10,102	\$58.28
Financial Services Manager	NR - Management	\$8,891	\$51.30	\$9,336	\$53.86	\$9,802	\$56.55	\$10,293	\$59.38	\$10,807	\$62.35
Fleet Manager	NR - Management	\$8,311	\$47.95	\$8,726	\$50.35	\$9,163	\$52.86	\$9,621	\$55.51	\$10,102	\$58.28
Information Technology Manager	NR - Management	\$8,891	\$51.30	\$9,336	\$53.86	\$9,802	\$56.55	\$10,293	\$59.38	\$10,807	\$62.35
Parks & Facilities Manager	NR - Management	\$8,311	\$47.95	\$8,726	\$50.35	\$9,163	\$52.86	\$9,621	\$55.51	\$10,102	\$58.28
Planning Manager	NR - Management	\$8,891	\$51.30	\$9,336	\$53.86	\$9,802	\$56.55	\$10,293	\$59.38	\$10,807	\$62.35
Playhouse Manager	NR - Management	\$8,311	\$47.95	\$8,726	\$50.35	\$9,163	\$52.86	\$9,621	\$55.51	\$10,102	\$58.28
Principal Civil Engineer	NR - Management	\$8,891	\$51.30	\$9,336	\$53.86	\$9,802	\$56.55	\$10,293	\$59.38	\$10,807	\$62.35
Project Manager	NR - Management	\$7,979	\$46.04	\$8,378	\$48.34	\$8,797	\$50.75	\$9,237	\$53.29	\$9,699	\$55.96
Risk Manager	NR - Management	\$8,891	\$51.30	\$9,336	\$53.86	\$9,802	\$56.55	\$10,293	\$59.38	\$10,807	\$62.35
Wastewater Operations Manager	NR - Management	\$8,311	\$47.95	\$8,726	\$50.35	\$9,163	\$52.86	\$9,621	\$55.51	\$10,102	\$58.28
Accountant	NR - Professional	\$5,901	\$34.05	\$6,196	\$35.75	\$6,506	\$37.54	\$6,832	\$39.41	\$7,173	\$41.38
Associate Civil Engineer	NR - Professional	\$7,043	\$40.64	\$7,395	\$42.67	\$7,765	\$44.80	\$8,153	\$47.04	\$8,561	\$49.39
Associate Planner	NR - Professional	\$6,383	\$36.82	\$6,702	\$38.67	\$7,037	\$40.60	\$7,389	\$42.63	\$7,758	\$44.76
Deputy Fire Marshal	NR - Professional	\$7,009	\$40.43	\$7,359	\$42.46	\$7,727	\$44.58	\$8,113	\$46.81	\$8,519	\$49.15
Human Resources Analyst	NR - Professional	\$6,383	\$36.82	\$6,702	\$38.67	\$7,037	\$40.60	\$7,389	\$42.63	\$7,758	\$44.76
Management Analyst	NR - Professional	\$6,383	\$36.82	\$6,702	\$38.67	\$7,037	\$40.60	\$7,389	\$42.63	\$7,758	\$44.76
Plan Check Engineer	NR - Professional	\$7,009	\$40.43	\$7,359	\$42.46	\$7,727	\$44.58	\$8,113	\$46.81	\$8,519	\$49.15

POSITION TITLE	CLASS TYPE	STEP A		STEP B		STEP C		STEP D		STEP E	
		MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY
Revenue Services Specialist	NR - Professional	\$5,901	\$34.05	\$6,196	\$35.75	\$6,506	\$37.54	\$6,832	\$39.41	\$7,173	\$41.38
Senior Civil Engineer	NR - Professional	\$7,980	\$46.04	\$8,379	\$48.34	\$8,798	\$50.76	\$9,237	\$53.29	\$9,699	\$55.96
Senior Planner	NR - Professional	\$7,341	\$42.35	\$7,708	\$44.47	\$8,093	\$46.69	\$8,498	\$49.03	\$8,923	\$51.48
Playhouse Operations Supervisor	NR - Supervision	\$6,383	\$36.82	\$6,702	\$38.67	\$7,037	\$40.60	\$7,389	\$42.63	\$7,758	\$44.76
Police Records Supervisor	NR - Supervision	\$6,383	\$36.82	\$6,702	\$38.67	\$7,037	\$40.60	\$7,389	\$42.63	\$7,758	\$44.76
Recreation Supervisor	NR - Supervision	\$6,383	\$36.82	\$6,702	\$38.67	\$7,037	\$40.60	\$7,389	\$42.63	\$7,758	\$44.76
Senior NIS Officer	NR - Supervision	\$7,009	\$40.43	\$7,359	\$42.46	\$7,727	\$44.58	\$8,113	\$46.81	\$8,519	\$49.15
Stage Manager	NR - Supervision	\$5,901	\$34.05	\$6,196	\$35.75	\$6,506	\$37.54	\$6,832	\$39.41	\$7,173	\$41.38
Accounting Technician I	NR - General Misc	\$3,632	\$20.95	\$3,813	\$22.00	\$4,004	\$23.10	\$4,204	\$24.25	\$4,414	\$25.47
Accounting Technician II	NR - General Misc	\$4,085	\$23.57	\$4,289	\$24.74	\$4,503	\$25.98	\$4,728	\$27.28	\$4,965	\$28.64
Administrative Assistant I	NR - General Misc	\$3,632	\$20.95	\$3,813	\$22.00	\$4,004	\$23.10	\$4,204	\$24.25	\$4,414	\$25.47
Administrative Assistant II	NR - General Misc	\$4,085	\$23.57	\$4,289	\$24.74	\$4,503	\$25.98	\$4,728	\$27.28	\$4,965	\$28.64
Assistant Civil Engineer	NR - General Misc	\$6,124	\$35.33	\$6,430	\$37.10	\$6,752	\$38.95	\$7,089	\$40.90	\$7,444	\$42.94
Assistant Planner	NR - General Misc	\$5,600	\$32.31	\$5,880	\$33.93	\$6,175	\$35.62	\$6,483	\$37.40	\$6,807	\$39.27
Auto Mechanic I	NR - General Misc	\$4,500	\$25.96	\$4,725	\$27.26	\$4,962	\$28.63	\$5,210	\$30.06	\$5,470	\$31.56
Auto Mechanic II	NR - General Misc	\$4,958	\$28.60	\$5,206	\$30.03	\$5,466	\$31.54	\$5,739	\$33.11	\$6,026	\$34.77
Building Inspector	NR - General Misc	\$6,207	\$35.81	\$6,517	\$37.60	\$6,843	\$39.48	\$7,185	\$41.45	\$7,544	\$43.52
Community Service Officer	NR - General Misc	\$4,085	\$23.57	\$4,289	\$24.74	\$4,503	\$25.98	\$4,728	\$27.28	\$4,965	\$28.64
Counter Specialist	NR - General Misc	\$4,458	\$25.72	\$4,681	\$27.01	\$4,915	\$28.36	\$5,161	\$29.78	\$5,419	\$31.27
Crime Prevention Officer	NR - General Misc	\$5,707	\$32.93	\$5,993	\$34.57	\$6,292	\$36.30	\$6,607	\$38.12	\$6,937	\$40.02
Deputy City Clerk	NR - General Misc	\$4,567	\$26.35	\$4,795	\$27.67	\$5,035	\$29.05	\$5,287	\$30.50	\$5,551	\$32.03
Engineering Technician	NR - General Misc	\$5,663	\$32.67	\$5,946	\$34.30	\$6,243	\$36.02	\$6,555	\$37.82	\$6,883	\$39.71
Executive Assistant	NR - General Misc	\$4,567	\$26.35	\$4,795	\$27.67	\$5,035	\$29.05	\$5,287	\$30.50	\$5,551	\$32.03
Executive Assistant to the City Manager	NR - General Misc	\$5,712	\$32.95	\$5,997	\$34.60	\$6,297	\$36.33	\$6,612	\$38.15	\$6,943	\$40.05
Human Resources Specialist	NR - General Misc	\$4,681	\$27.01	\$4,915	\$28.36	\$5,161	\$29.78	\$5,419	\$31.26	\$5,690	\$32.83
Information Systems Specialist	NR - General Misc	\$7,007	\$40.42	\$7,357	\$42.45	\$7,725	\$44.57	\$8,111	\$46.80	\$8,517	\$49.14
Maintenance Leadperson	NR - General Misc	\$5,280	\$30.46	\$5,544	\$31.99	\$5,821	\$33.58	\$6,112	\$35.26	\$6,418	\$37.03
Maintenance Specialist	NR - General Misc	\$4,500	\$25.96	\$4,725	\$27.26	\$4,962	\$28.63	\$5,210	\$30.06	\$5,470	\$31.56
Maintenance Worker I	NR - General Misc	\$3,908	\$22.55	\$4,104	\$23.68	\$4,309	\$24.86	\$4,524	\$26.10	\$4,751	\$27.41
Maintenance Worker II	NR - General Misc	\$4,204	\$24.25	\$4,414	\$25.47	\$4,635	\$26.74	\$4,867	\$28.08	\$5,110	\$29.48
Management Assistant	NR - General Misc	\$5,600	\$32.31	\$5,880	\$33.93	\$6,175	\$35.62	\$6,483	\$37.40	\$6,807	\$39.27
NIS Officer	NR - General Misc	\$4,610	\$26.60	\$4,840	\$27.93	\$5,082	\$29.32	\$5,336	\$30.79	\$5,603	\$32.33
Payroll Specialist	NR - General Misc	\$4,681	\$27.01	\$4,915	\$28.36	\$5,161	\$29.78	\$5,419	\$31.26	\$5,690	\$32.83
Permit Center Coordinator	NR - General Misc	\$5,663	\$32.67	\$5,946	\$34.30	\$6,243	\$36.02	\$6,555	\$37.82	\$6,883	\$39.71
Playhouse Production Coordinator	NR - General Misc	\$5,663	\$32.67	\$5,946	\$34.30	\$6,243	\$36.02	\$6,555	\$37.82	\$6,883	\$39.71
Police Records Specialist	NR - General Misc	\$4,085	\$23.57	\$4,289	\$24.74	\$4,503	\$25.98	\$4,728	\$27.28	\$4,965	\$28.64
Police Recruit	NR - General Misc	\$4,942	\$28.51	---	---	---	---	---	---	---	---
Property & Evidence Technician	NR - General Misc	\$4,646	\$26.81	\$4,879	\$28.15	\$5,123	\$29.55	\$5,379	\$31.03	\$5,648	\$32.58
Public Safety Dispatcher	NR - General Misc	\$4,641	\$26.78	\$4,873	\$28.11	\$5,117	\$29.52	\$5,372	\$31.00	\$5,641	\$32.55

POSITION TITLE	CLASS TYPE	STEP A		STEP B		STEP C		STEP D		STEP E	
		MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY	MONTHLY	HOURLY
Public Works Inspector	NR - General Misc	\$6,207	\$35.81	\$6,517	\$37.60	\$6,843	\$39.48	\$7,185	\$41.45	\$7,544	\$43.52
Recreation Coordinator	NR - General Misc	\$4,458	\$25.72	\$4,681	\$27.01	\$4,915	\$28.36	\$5,161	\$29.78	\$5,419	\$31.27
Recreation Specialist	NR - General Misc	\$4,204	\$24.25	\$4,414	\$25.47	\$4,635	\$26.74	\$4,867	\$28.08	\$5,110	\$29.48
Police Captain	NR - Police Mgmt	\$12,891	\$74.37	\$13,535	\$78.09	\$14,212	\$81.99	\$14,923	\$86.09	\$15,669	\$90.40