

Classification Plan & Salary Matrix

City of Sierra Madre

July 14, 2026

Updated: June, 23, 2026; Resolution 26-59

Updated: July, 13, 2026; Resolution 26-70



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
400 Band A	Assistant City Manager	Annual Salary	\$ 201,723	\$ 206,766	\$ 211,935	\$ 217,234	\$ 222,664	\$ 228,231	\$ 233,937	\$ 239,785	\$ 245,780	\$ 251,924
		Hourly	\$ 96.98	\$ 99.40	\$ 101.89	\$ 104.44	\$ 107.05	\$ 109.72	\$ 112.47	\$ 115.28	\$ 118.16	\$ 121.11
	Police Chief	Annual Salary	\$ 201,723	\$ 206,766	\$ 211,935	\$ 217,234	\$ 222,664	\$ 228,231	\$ 233,937	\$ 239,785	\$ 245,780	\$ 251,924
		Hourly	\$ 96.98	\$ 99.40	\$ 101.89	\$ 104.44	\$ 107.05	\$ 109.72	\$ 112.47	\$ 115.28	\$ 118.16	\$ 121.11
	Fire Chief	Annual Salary	\$ 201,723	\$ 206,766	\$ 211,935	\$ 217,234	\$ 222,664	\$ 228,231	\$ 233,937	\$ 239,785	\$ 245,780	\$ 251,924
		Hourly	\$ 96.98	\$ 99.40	\$ 101.89	\$ 104.44	\$ 107.05	\$ 109.72	\$ 112.47	\$ 115.28	\$ 118.16	\$ 121.11
405 Band B	Public Works Director / Civil Engineer	Annual Salary	\$ 173,299	\$ 177,632	\$ 182,073	\$ 186,624	\$ 191,290	\$ 196,072	\$ 200,974	\$ 205,999	\$ 211,148	\$ 216,427
		Hourly	\$ 83.32	\$ 85.40	\$ 87.54	\$ 89.73	\$ 91.97	\$ 94.27	\$ 96.63	\$ 99.04	\$ 101.52	\$ 104.06
	Finance Director	Annual Salary	\$ 173,299	\$ 177,632	\$ 182,073	\$ 186,624	\$ 191,290	\$ 196,072	\$ 200,974	\$ 205,999	\$ 211,148	\$ 216,427
		Hourly	\$ 83.32	\$ 85.40	\$ 87.54	\$ 89.73	\$ 91.97	\$ 94.27	\$ 96.63	\$ 99.04	\$ 101.52	\$ 104.06
	Library & Community Services Director	Annual Salary	\$ 173,299	\$ 177,632	\$ 182,073	\$ 186,624	\$ 191,290	\$ 196,072	\$ 200,974	\$ 205,999	\$ 211,148	\$ 216,427
		Hourly	\$ 83.32	\$ 85.40	\$ 87.54	\$ 89.73	\$ 91.97	\$ 94.27	\$ 96.63	\$ 99.04	\$ 101.52	\$ 104.06
	Planning & Community Preservation Director	Annual Salary	\$ 173,299	\$ 177,632	\$ 182,073	\$ 186,624	\$ 191,290	\$ 196,072	\$ 200,974	\$ 205,999	\$ 211,148	\$ 216,427
		Hourly	\$ 83.32	\$ 85.40	\$ 87.54	\$ 89.73	\$ 91.97	\$ 94.27	\$ 96.63	\$ 99.04	\$ 101.52	\$ 104.06

Salary Matrix
Confidential-Exempt - I

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	\$ 72,758.40	\$ 74,568.00	\$ 76,440.00	\$ 78,332.80	\$ 80,308.80	\$ 82,305.60	\$ 84,364.80	\$ 86,465.60	\$ 88,628.80	\$ 90,854.40
		Hourly	\$ 34.98	\$ 35.85	\$ 36.75	\$ 37.66	\$ 38.61	\$ 39.57	\$ 40.56	\$ 41.57	\$ 42.61	\$ 43.68
25	Water Superintendent	Annual Salary	\$ 84,864.00	\$ 86,985.60	\$ 89,148.80	\$ 91,395.20	\$ 93,662.40	\$ 96,012.80	\$ 98,404.80	\$ 100,880.00	\$ 103,396.80	\$ 105,976.00
		Hourly	\$ 40.80	\$ 41.82	\$ 42.86	\$ 43.94	\$ 45.03	\$ 46.16	\$ 47.31	\$ 48.50	\$ 49.71	\$ 50.95
26	Human Resources Manager Accounting Manager Senior Planner Administrative Services Manager/City Clerk	Annual Salary	\$ 95,825.60	\$ 98,217.60	\$ 100,672.00	\$ 103,188.80	\$ 105,768.00	\$ 108,430.40	\$ 111,134.40	\$ 113,921.60	\$ 116,750.40	\$ 119,683.20
		Hourly	\$ 46.07	\$ 47.22	\$ 48.40	\$ 49.61	\$ 50.85	\$ 52.13	\$ 53.43	\$ 54.77	\$ 56.13	\$ 57.54
28	Community Services Manager Library Services Manager/City Librarian	Annual Salary	\$ 85,924.80	\$ 88,067.20	\$ 90,272.00	\$ 92,539.20	\$ 94,848.00	\$ 97,219.20	\$ 99,652.80	\$ 102,128.00	\$ 104,686.40	\$ 107,307.20
		Hourly	\$ 41.31	\$ 42.34	\$ 43.40	\$ 44.49	\$ 45.60	\$ 46.74	\$ 47.91	\$ 49.10	\$ 50.33	\$ 51.59
29	Planning Manager Finance and Budget Manager IT Manager Administrative Fire Captain	Annual Salary	\$ 123,718.40	\$ 126,796.80	\$ 129,979.20	\$ 133,224.00	\$ 136,552.00	\$ 139,963.20	\$ 143,478.40	\$ 147,056.00	\$ 150,737.60	\$ 154,502.40
		Hourly	\$ 59.48	\$ 60.96	\$ 62.49	\$ 64.05	\$ 65.65	\$ 67.29	\$ 68.98	\$ 70.70	\$ 72.47	\$ 74.28
30	Public Works/Utilities Manager	Annual Salary	\$ 93,142.40	\$ 95,472.00	\$ 97,864.00	\$ 100,318.40	\$ 102,814.40	\$ 105,393.60	\$ 108,014.40	\$ 110,718.40	\$ 113,484.80	\$ 116,334.40
		Hourly	\$ 44.78	\$ 45.90	\$ 47.05	\$ 48.23	\$ 49.43	\$ 50.67	\$ 51.93	\$ 53.23	\$ 54.56	\$ 55.93
41	Police Captain	Annual Salary	\$ 141,668.80	\$ 145,204.80	\$ 148,844.80	\$ 152,568.00	\$ 156,374.40	\$ 160,284.80	\$ 164,299.20	\$ 168,396.80	\$ 172,598.40	\$ 176,924.80
		Hourly	\$ 68.11	\$ 69.81	\$ 71.56	\$ 73.35	\$ 75.18	\$ 77.06	\$ 78.99	\$ 80.96	\$ 82.98	\$ 85.06
42	Deputy Fire Chief - Community Risk Reduction Officer	Annual Salary	\$ 143,312.00	\$ 146,889.60	\$ 150,571.20	\$ 154,336.00	\$ 158,184.00	\$ 162,136.00	\$ 166,192.00	\$ 170,352.00	\$ 174,616.00	\$ 178,984.00
		Hourly	\$ 68.90	\$ 70.62	\$ 72.39	\$ 74.20	\$ 76.05	\$ 77.95	\$ 79.90	\$ 81.90	\$ 83.95	\$ 86.05

Salary Matrix
Confidential-Exempt - II

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	\$ 74,089.60	\$ 75,940.80	\$ 77,833.60	\$ 79,788.80	\$ 81,785.60	\$ 83,824.00	\$ 85,924.80	\$ 88,067.20	\$ 90,272.00	\$ 92,518.40
		Hourly	\$ 35.62	\$ 36.51	\$ 37.42	\$ 38.36	\$ 39.32	\$ 40.30	\$ 41.31	\$ 42.34	\$ 43.40	\$ 44.48
37	Executive Assistant	Annual Salary	\$ 71,364.80	\$ 73,153.60	\$ 74,984.00	\$ 76,856.00	\$ 78,769.60	\$ 80,745.60	\$ 82,763.20	\$ 84,822.40	\$ 86,944.00	\$ 89,128.00
		Hourly	\$ 34.31	\$ 35.17	\$ 36.05	\$ 36.95	\$ 37.87	\$ 38.82	\$ 39.79	\$ 40.78	\$ 41.80	\$ 42.85
23	Administrative Analyst Recreation Coordinator II	Annual Salary	\$ 52,894.40	\$ 54,204.80	\$ 55,577.60	\$ 56,950.40	\$ 58,385.60	\$ 59,841.60	\$ 61,339.20	\$ 62,878.40	\$ 64,438.40	\$ 66,060.80
		Hourly	\$ 25.43	\$ 26.06	\$ 26.72	\$ 27.38	\$ 28.07	\$ 28.77	\$ 29.49	\$ 30.23	\$ 30.98	\$ 31.76
24	Management Analyst I Human Resources Analyst Senior Accountant	Annual Salary	\$ 71,364.80	\$ 73,153.60	\$ 74,984.00	\$ 76,856.00	\$ 78,769.60	\$ 80,745.60	\$ 82,763.20	\$ 84,822.40	\$ 86,944.00	\$ 89,128.00
		Hourly	\$ 34.31	\$ 35.17	\$ 36.05	\$ 36.95	\$ 37.87	\$ 38.82	\$ 39.79	\$ 40.78	\$ 41.80	\$ 42.85
47	Management Analyst II	Annual Salary	\$ 74,984.00	\$ 76,856.00	\$ 78,769.60	\$ 80,745.60	\$ 82,763.20	\$ 84,822.40	\$ 86,944.00	\$ 89,128.00	\$ 91,353.60	\$ 93,641.60
		Hourly	\$ 36.05	\$ 36.95	\$ 37.87	\$ 38.82	\$ 39.79	\$ 40.78	\$ 41.80	\$ 42.85	\$ 43.92	\$ 45.02
48	Management Analyst III	Annual Salary	\$ 78,769.60	\$ 80,724.80	\$ 82,742.40	\$ 84,822.40	\$ 86,944.00	\$ 89,107.20	\$ 91,332.80	\$ 93,620.80	\$ 95,971.20	\$ 98,363.20
		Hourly	\$ 37.87	\$ 38.81	\$ 39.78	\$ 40.78	\$ 41.80	\$ 42.84	\$ 43.91	\$ 45.01	\$ 46.14	\$ 47.29
32	Senior Management Analyst	Annual Salary	\$ 93,142.40	\$ 95,472.00	\$ 97,864.00	\$ 100,318.40	\$ 102,814.40	\$ 105,393.60	\$ 108,014.40	\$ 110,718.40	\$ 113,484.80	\$ 116,334.40
		Hourly	\$ 44.78	\$ 45.90	\$ 47.05	\$ 48.23	\$ 49.43	\$ 50.67	\$ 51.93	\$ 53.23	\$ 54.56	\$ 55.93
31	Police Lieutenant Senior Network Administrator	Annual Salary	\$ 131,019.20	\$ 134,305.60	\$ 137,654.40	\$ 141,107.20	\$ 144,622.40	\$ 148,241.60	\$ 151,944.00	\$ 155,750.40	\$ 159,640.00	\$ 163,633.60
		Hourly	\$ 62.99	\$ 64.57	\$ 66.18	\$ 67.84	\$ 69.53	\$ 71.27	\$ 73.05	\$ 74.88	\$ 76.75	\$ 78.67
34	Administrative Assistant	Annual Salary	\$ 48,734.40	\$ 49,961.60	\$ 51,209.60	\$ 52,478.40	\$ 53,788.80	\$ 55,140.80	\$ 56,513.60	\$ 57,928.00	\$ 59,384.00	\$ 60,860.80
		Hourly	\$ 23.43	\$ 24.02	\$ 24.62	\$ 25.23	\$ 25.86	\$ 26.51	\$ 27.17	\$ 27.85	\$ 28.55	\$ 29.26
35	Associate Planner	Annual Salary	\$ 80,350.40	\$ 82,347.20	\$ 84,406.40	\$ 86,528.00	\$ 88,691.20	\$ 90,896.00	\$ 93,163.20	\$ 95,492.80	\$ 97,884.80	\$ 100,339.20
		Hourly	\$ 38.63	\$ 39.59	\$ 40.58	\$ 41.60	\$ 42.64	\$ 43.70	\$ 44.79	\$ 45.91	\$ 47.06	\$ 48.24
36	Assistant Planner	Annual Salary	\$ 72,300.80	\$ 74,110.40	\$ 75,961.60	\$ 77,854.40	\$ 79,809.60	\$ 81,785.60	\$ 83,844.80	\$ 85,924.80	\$ 88,088.00	\$ 90,292.80
		Hourly	\$ 34.76	\$ 35.63	\$ 36.52	\$ 37.43	\$ 38.37	\$ 39.32	\$ 40.31	\$ 41.31	\$ 42.35	\$ 43.41

Salary Matrix
Classified Employees Association

Range	Position Title		Step 1	Step 2	Step 3	Step 4	Step 5
1	Administrative Clerk	Annual Salary	\$ 47,257.60	\$ 49,628.80	\$ 52,104.00	\$ 54,724.80	\$ 57,449.60
	Customer Service Representative						
	Recreation Coordinator						
	Library Technician						
	Maintenance Worker I	Hourly	\$ 22.72	\$ 23.86	\$ 25.05	\$ 26.31	\$ 27.62
3	Administrative Aide	Annual Salary	\$ 52,062.40	\$ 54,662.40	\$ 57,408.00	\$ 60,278.40	\$ 63,294.40
		Hourly	\$ 25.03	\$ 26.28	\$ 27.60	\$ 28.98	\$ 30.43
4	Leadworker	Annual Salary	\$ 53,435.20	\$ 56,097.60	\$ 58,905.60	\$ 61,859.20	\$ 64,937.60
		Hourly	\$ 25.69	\$ 26.97	\$ 28.32	\$ 29.74	\$ 31.22
5	Supervisor/Foreman	Annual Salary	\$ 57,824.00	\$ 60,715.20	\$ 63,752.00	\$ 66,934.40	\$ 70,283.20
		Hourly	\$ 27.80	\$ 29.19	\$ 30.65	\$ 32.18	\$ 33.79
6	Account Technician	Annual Salary	\$ 57,491.20	\$ 60,382.40	\$ 63,398.40	\$ 66,560.00	\$ 69,888.00
		Hourly	\$ 27.64	\$ 29.03	\$ 30.48	\$ 32.00	\$ 33.60
8	Human Resources Technician	Annual Salary	\$ 68,016.00	\$ 71,406.40	\$ 74,984.00	\$ 78,728.00	\$ 82,659.20
		Hourly	\$ 32.70	\$ 34.33	\$ 36.05	\$ 37.85	\$ 39.74
9	Utility Account Specialist	Annual Salary	\$ 71,136.00	\$ 74,672.00	\$ 78,416.00	\$ 82,347.20	\$ 86,444.80
		Hourly	\$ 34.20	\$ 35.90	\$ 37.70	\$ 39.59	\$ 41.56
11	Associate Librarian	Annual Salary	\$ 52,083.20	\$ 54,704.00	\$ 57,428.80	\$ 60,299.20	\$ 63,315.20
		Hourly	\$ 25.04	\$ 26.30	\$ 27.61	\$ 28.99	\$ 30.44
15	Maintenance Worker II	Annual Salary	\$ 73,403.20	\$ 77,064.00	\$ 80,912.00	\$ 84,968.00	\$ 89,211.20
		Hourly	\$ 35.29	\$ 37.05	\$ 38.90	\$ 40.85	\$ 42.89
20	Accountant	Annual Salary	\$ 56,347.20	\$ 59,176.00	\$ 62,129.60	\$ 65,228.80	\$ 68,494.40
		Hourly	\$ 27.09	\$ 28.45	\$ 29.87	\$ 31.36	\$ 32.93
120	Fleet Mechanic	Annual Salary	\$ 75,587.20	\$ 79,352.00	\$ 83,324.80	\$ 87,505.60	\$ 91,873.60
		Hourly	\$ 36.34	\$ 38.15	\$ 40.06	\$ 42.07	\$ 44.17
121	Code Enforcement Officer	Annual Salary	\$ 73,403.20	\$ 77,064.00	\$ 80,912.00	\$ 84,968.00	\$ 89,211.20
		Hourly	\$ 35.29	\$ 37.05	\$ 38.90	\$ 40.85	\$ 42.89

Salary Matrix
Classified Employees Association (Utilities)

Range	Position Title		Step 1	Step 2	Step 3	Step 4	Step 5
2	Water Pump Operator I	Annual Salary	\$ 60,465.60	\$ 63,481.60	\$ 66,664.00	\$ 69,992.00	\$ 73,486.40
		Hourly	\$ 29.07	\$ 30.52	\$ 32.05	\$ 33.65	\$ 35.33
18	Water Pump Operator II	Annual Salary	\$ 66,664.00	\$ 70,012.80	\$ 73,507.20	\$ 77,188.80	\$ 81,036.80
		Hourly	\$ 32.05	\$ 33.66	\$ 35.34	\$ 37.11	\$ 38.96
7	Water Lead Worker/Sewer Lead Worker	Annual Salary	\$ 71,780.80	\$ 75,358.40	\$ 79,123.20	\$ 83,096.00	\$ 87,235.20
		Hourly	\$ 34.51	\$ 36.23	\$ 38.04	\$ 39.95	\$ 41.94
16	Utility Service Worker	Annual Salary	\$ 57,636.80	\$ 60,507.20	\$ 63,544.00	\$ 66,705.60	\$ 70,054.40
		Hourly	\$ 27.71	\$ 29.09	\$ 30.55	\$ 32.07	\$ 33.68
17	Water Foreman Sewer Foreman	Annual Salary	\$ 75,337.60	\$ 79,102.40	\$ 83,075.20	\$ 87,214.40	\$ 91,582.40
		Hourly	\$ 36.22	\$ 38.03	\$ 39.94	\$ 41.93	\$ 44.03

Salary Matrix
Police Association

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

Salary Matrix
Professional Firefighters Association

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

Part-Time Salary Matrix

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