



# CITY COUNCIL AGENDA REPORT



**DEPARTMENT:** City Manager's Office

**MEETING DATE:** June 20, 2017

**PREPARED BY:** Oliver Chi, City Manager /  
Lauren Vasquez, Deputy City Manager

**AGENDA LOCATION:** AR-1

---

**TITLE:** Memorandums of Understanding with all Employee Groups; Amendment to Personnel Rules and Regulations, Appendices "A," "B," "C," "D," "G," and "H," to Provide for Compensation and Supplemental Benefits for Certain Employees for Fiscal Years 2017–2022, Resolution No. 2017-28

**OBJECTIVE:** To adopt Resolution No. 2017-28, thereby approving the negotiated five-year Memorandums of Understanding between the City and the Monrovia Firefighters' Association (MFA), Monrovia Municipal Employees' Association (MMEA), Monrovia Police Officers' Association (MPOA), the Monrovia Mid-Management Group (Mid-Management), the Monrovia Management Group (Management), and Elected & Appointed Officials (E&O)

**BACKGROUND:** During the past several months, staff has been engaged in the meet and confer process with all of the City's represented bargaining units in an effort to negotiate updated labor agreements. Our current Memorandums of Understanding (MOUs) with MFA, MMEA, MPOA, Mid-Management, Management, and E&O are all set to expire on June 30, 2017.

Based on our progress made to date, the City has been able to reach agreement with all bargaining units on new labor agreements that extend for a five-year period through June 30, 2022. In addition, all of the City's bargaining units are in the process of formally adopting the drafted MOUs, with certification scheduled pending City Council consideration of the proposed agreements.

**ANALYSIS:** In total, the proposed MOUs for all bargaining units constitute equitable, fair, and responsible labor contracts. The negotiated agreements achieve key priorities identified by both the City and by our employee groups, and include the following key proposed changes:

- Five-year agreements with all employee groups through June 30, 2022
- Establishment of a formal IRS Section 125 cafeteria plan for all employee groups through which medical insurance plans can be purchased
- Adjust the City's contribution towards the cafeteria plan for all employee groups except sworn members of the MPOA, as follows:
  - FY 2017/18 – increase from \$800 / month to \$930 / month
  - FY 2018/19 – increase from \$930 / month to \$1,060 / month
  - FY 2019/20 – increase from \$1,060 / month to \$1,190 / month
  - FY 2020/21 – increase from \$1,190 / month to \$1,320 / month
  - FY 2021/22 – increase from \$1,320 / month to \$1,450 / month
- Adjust the City's contribution towards the cafeteria plan for sworn members of the MPOA, as follows:
  - FY 2017/18 – increase from \$1,250 / month to \$1,290 / month

# AR-1

- FY 2018/19 – increase from \$1,290 / month to \$1,330 / month
  - FY 2019/20 – increase from \$1,330 / month to \$1,370 / month
  - FY 2020/21 – increase from \$1,370 / month to \$1,410 / month
  - FY 2021/22 – increase from \$1,410 / month to \$1,450 / month
- End the City’s practice of paying for vision and dental insurance costs for each employee.
  - Addition of language which prohibits the our bargaining units from identifying any of the funds provided through the Section 125 cafeteria plan from being recognized as regular rate of pay.
  - Transition of all employee groups away from the defined benefit retirement health program by ensuring that all new employees are enrolled in a defined contribution retirement health program.
  - Modest adjustments to ancillary benefits, including the educational incentive pay program, leave time accrual rate normalization between groups, and modest incentive pay changes.

Of particular note, all of the adjustments included in the proposed MOUs have been carefully costed out, and the labor agreements under consideration increase personnel costs on average by 0.5% of payroll annually.

**ENVIRONMENTAL IMPACT:** There are no environmental impacts associated with this action.

**FISCAL IMPACT:** The total average annual cost of implementing the proposed agreements with MFA, MMEA, MPOA, Mid-Management, Management, and E&O is approximately \$151,374. This equates to an average annual increase in personnel costs of 0.5%. Furthermore, all applicable costs related to the implementation of the terms contained in the new labor agreements have been incorporated into the approved Fiscal Year 2017/19 Budget.

**OPTIONS:** The following options have been developed for City Council consideration:

1. Approve implementation of the negotiated agreements with MFA, MMEA, MPOA, Mid-Management, Management, and E&O.
2. Do not approve the proposed agreements and direct staff to continue negotiation efforts.

**RECOMMENDATION:** Staff recommends that the City Council select Option 1, thereby approving the implementation of negotiated agreements with MFA, MMEA, MPOA, Mid-Management, Management, and E&O.

**COUNCIL ACTION REQUIRED:** If the City Council concurs, the appropriate action would be a motion to adopt Resolution No. 2017-28.

**RESOLUTION NO. 2017-28**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MONROVIA, CALIFORNIA, AMENDING PERSONNEL RULES AND REGULATIONS, APPENDICES "A," "B," "C," "D," "G," AND "H," TO PROVIDE FOR COMPENSATION AND SUPPLEMENTAL BENEFITS FOR CERTAIN EMPLOYEES FOR FISCAL YEARS 2017-2022**

**RECITALS**

**WHEREAS**, Resolution No. 77-24 adopted a personnel system for the administration of elected and appointed employee compensation and benefits and such system provides for a classification and pay plan to equitably compensate employees of the City; and

**WHEREAS**, it is in the best interests of the City to adjust from time to time the salaries and benefits of employees of the City so as to retain qualified and competent personnel for the administration of City affairs.

**NOW, THEREFORE, BE IT RESOLVED**, that Appendices "A," "B," "C," "D," "G," and "H" of Resolution No. 77-24, the Personnel Rules and Regulations are hereby amended to adjust supplemental benefits for certain employees as indicated in the attached documents.

**PASSED, APPROVED AND ADOPTED** on this 20<sup>th</sup> day of June, 2017.

---

Tom Adams, Mayor  
City of Monrovia

ATTEST:

APPROVED AS TO FORM:

---

Alice D. Atkins, CMC, City Clerk  
City of Monrovia

---

Craig A. Steele, City Attorney  
City of Monrovia



**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**THE CITY OF MONROVIA**

**AND**

**THE MONROVIA FIREFIGHTERS' ASSOCIATION**

**JULY 1, 2017 – JUNE 30, 2022**

**MEMORANDUM OF UNDERSTANDING  
MONROVIA FIREFIGHTERS' ASSOCIATION  
FISCAL YEARS 2015-2017**

**APPENDIX A**

		<b><u>No.</u></b>
<b>SECTION I</b>	<b>GENERAL</b> .....	A-1
<b>SECTION II</b>	<b>RECOGNITION</b> .....	A-1
<b>SECTION III</b>	<b>MANAGEMENT RIGHTS &amp; RESPONSIBILITIES</b> .....	A-1
	A. Management Rights.....	A-1
<b>SECTION IV</b>	<b>EMPLOYEE ORGANIZATIONAL RIGHTS &amp; RESPONSIBILITIES</b> .....	A-2
	A. Dues Deduction .....	A-2
	B. Indemnification.....	A-2
	C. Time Off for Meeting and Conferring .....	A-3
	D. Time Off for Association Business .....	A-3
<b>SECTION V</b>	<b>WORK STOPPAGE PROHIBITION</b> .....	A-3
	A. Prohibited Conduct .....	A-3
	B. Association Responsibility.....	A-4
<b>SECTION VI</b>	<b>GRIEVANCE PROCEDURES</b> .....	A-4
	A. General.....	A-4
	B. Purpose of Grievance Procedure .....	A-4
	C. Matters Subject to Grievance Procedure.....	A-4
	D. Probationary Employees.....	A-4
	E. Grievance Procedure .....	A-4
	F. Conduct of Grievance Procedure .....	A-6
	G. Information to be Provided .....	A-6
	H. Consolidation of Grievances .....	A-7
<b>SECTION VII</b>	<b>DISCIPLINARY ACTIONS</b> .....	A-7
	A. Definition.....	A-7
	B. Notice .....	A-7
	C. Response to Charges .....	A-7
	D. Final Notice.....	A-8
	E. Representation .....	A-8
	F. Right to Appeal .....	A-8
	G. Appeal Procedures .....	A-8

	<u>No.</u>
<b>SECTION VIII</b>	<b>HOURS OF WORK</b> ..... A-9
<b>SECTION IX</b>	<b>SALARIES &amp; COMPENSATION</b> ..... A-10
	A. Salaries..... A-10
	B. Application of Salary Ranges ..... A-11
	C. Special Assignments..... A-12
	D. Paramedic Training Allowance..... A-12
	E. Fire Officer Certification Pay ..... A-13
	F. Chief Officer Certification Pay ..... A-14
	G. USAR Rescue Systems Certification Pay ..... A-15
	H. Overtime ..... A-15
	I. Compensating Time Off ..... A-15
	J. Applicable Salary Rates Following Promotions, Demotions or Transfers..... A-16
	K. Minimum Call-Back Pay..... A-16
	L. Compensation for Assigned Work out of Classification..... A-17
	M. Bilingual Pay ..... A-18
	N. Sick Leave Incentive Program ..... A-18
	O. Longevity/Performance Bonus ..... A-18
<b>SECTION X</b>	<b>UNIFORM, CLOTHING AND SAFETY EQUIPMENT ALLOWANCES</b> ..... A-19
<b>SECTION XI</b>	<b>LEAVE PROVISIONS</b> ..... A-20
	A. Vacations..... A-20
	B. Holidays..... A-22
	C. Floating Holidays ..... A-23
	D. Sick leave ..... A-24
	E. Bereavement Leave..... A-25
	F. Occupational Disability..... A-25
	G. Military Leave..... A-25
	H. Jury Leave ..... A-25
	I. Unauthorized Leave..... A-26
	J. Computation of Leave Time ..... A-26
<b>SECTION XII</b>	<b>PROMOTIONAL PROCEDURES</b> ..... A-26
<b>SECTION XIII</b>	<b>CONDITIONS OF EMPLOYMENT</b> ..... A-26
	A. Residency Requirement..... A-26
	B. Non-Smoking ..... A-26
	C. Fire Cadets ..... A-27
	D. DMV Physicals..... A-27
<b>SECTION XIV</b>	<b>OUTSIDE EMPLOYMENT</b> ..... A-27

<b>SECTION XV</b>	<b>RETIREMENT BENEFITS .....</b>	<b>A-27</b>
	A. Basic Retirement .....	A-27
	B. Additional Retirement Benefits .....	A-27
<b>SECTION XVI</b>	<b>FRINGE BENEFITS .....</b>	<b>A-28</b>
	A. Medical Benefits .....	A-28
	B. Dental Benefits .....	A-28
	C. Vision Benefits .....	A-28
	D. Fringe Benefit Contribution .....	A-29
	E. Prohibition of "Double Coverage" .....	A-29
	F. Tuition Reimbursement.....	A-29
	G. Deferred Compensation.....	A-29
<b>SECTION XVII</b>	<b>PERS MEDICAL BENEFITS.....</b>	<b>A-30</b>
	A. Cessation of Medical Benefits Upon Retirement .....	A-30
	B. Pre-Funded Retiree Medical Trust .....	A-31
	C. Payment of PERS Contingency Reserve Fee .....	A-33
	D. Medical Coverage-Families of Employees .....	A-33
<b>SECTION XVIII</b>	<b>MEAL POLICY.....</b>	<b>A-33</b>
<b>SECTION XIX</b>	<b>PERSONNEL RULES &amp; REGULATIONS.....</b>	<b>A-33</b>
<b>SECTION XX</b>	<b>SEVERABILITY .....</b>	<b>A-33</b>
<b>SECTION XXI</b>	<b>FULL UNDERSTANDING.....</b>	<b>A-34</b>
	<b>SIGNATURES.....</b>	<b>A-34</b>
<b>SALARY SCHEDULE "A"</b>	<b>.....</b>	<b>A-35</b>

## **APPENDIX A**

### **SECTION I. GENERAL**

This Memorandum of Understanding (Agreement) is made and entered into by and between the City of Monrovia (City) and the Monrovia Firefighters' Association (Association), pursuant to the Meyers-Milias-Brown Act of the State of California, the Monrovia Municipal Code, and the Personnel Rules and Regulations of the City of Monrovia. The City and the Association have agreed on the terms outlined in this Agreement for a five-year period (Fiscal Years 2017 – 2022), to remain in effect through June 30, 2022. Furthermore, the City and Association also agree to an automatic re-opener of this Agreement if the City experiences any severe financial hardship through reductions in the operating budget and / or increases in employer costs during the term of this Agreement.

The City Council ratified and approved the terms and conditions of employment set forth in this Agreement on June 20, 2017.

It is the intent and purpose of this Agreement to set forth the understanding reached between the Association and the City as a result of meeting and conferring in good faith regarding, but not limited to, matters relating to the wages, hours, and terms and conditions of employment between employees represented by the Association and representatives of the City. The parties affirm their mutual commitment to the goals of respecting and valuing people, effective and efficient public service, sound and responsible management, and amicable employer-employee relations.

### **SECTION II. RECOGNITION**

The City recognizes the Association as the representative in matters pertaining to wages, hours, and others terms and conditions of employment for those employees within the representation unit composed of those full-time permanent classified positions that include the following:

- Firefighter
- Firefighter w/ Paramedic Assignment
- Fire Engineer
- Fire Captain

Formal recognition of the Association representing those classifications provided herein shall not be subject to challenge and no other recognition shall be afforded by the City except during a 30 calendar day period running between 150 and 180 calendar days before expiration of this Memorandum of Understanding.

Furthermore, the City and Association agree to an automatic annual re-opener to meet and confer regarding the following issues only:

- Automatic re-opener if the City experiences any severe financial reduction of its operating budget and / or unexpected increase in employer costs.

### **SECTION III. MANAGEMENT RIGHTS AND RESPONSIBILITIES**

**A. Management Rights.**

In order to ensure that the City of Monrovia shall have the ability to carry out its functions to provide continuing public services, the City retains the sole and exclusive right, responsibility and authority to determine its mission, purpose, objectives and policies not specifically abridged herein which shall include but not be necessarily limited to the following:

1. To determine the standards and levels of services to be rendered, operations to be performed, utilization of technology and equipment, including, but not limited to, the sole and exclusive right to determine which pieces of equipment to purchase for utilization in the Fire Department, means and method of operations, overall budgetary matters including but not limited to, the right to contract or sub-contract any work, services or operations of any agency or department;
2. To determine the policy of all departments and agencies of the City including the right to manage and direct the affairs of all agencies and departments in all respects;
3. To hire, promote, transfer, assign and retain employees and to suspend, demote, discharge or take disciplinary action against employees of any agency or department;
4. To direct and manage the employees of all City agencies and departments;
5. To determine the appropriate job classifications, organizational structure and level of personnel by which the operations of all City agencies and departments are conducted;
6. To relieve employees from duties because of lack of work or funds, or under conditions where continued work would be ineffective or inefficient in terms of the utilization of resources to meet public needs;
7. To maintain the efficiency and effectiveness of government operations;
8. To determine the size and composition of all agencies and departments and to establish work schedules and assignments;
9. To establish performance standards for employees of City agencies and departments including but not limited to quality and quantity standards;
10. To take whatever actions may be necessary to carry out the mission of the City agencies and departments in situations of emergency;
11. To establish and promulgate rules and regulations, policies and procedures relating to productivity, efficiency, conduct and safety, as well as rules and

regulations, policies and procedures designed to comply with applicable jurisdiction and legislative enactments.

It is expressly agreed by the parties that nothing in this Section shall be construed as a waiver by the Association of any of its rights, including, but not limited to, its right to compel the City to meet and confer in good faith over any mandatory subject of bargaining.

#### **SECTION IV. EMPLOYEE ORGANIZATIONAL RIGHTS & RESPONSIBILITIES**

##### **A. Dues Deduction.**

The City shall deduct dues on a regular basis, however, not to exceed once per month, from the pay of all classifications and positions recognized to be represented by the Association and who voluntarily authorize such deductions in writing on a form to be provided for this purpose which is mutually agreed to by the Association and City. The authorization for dues deduction shall be revocable at any time by the employee's filing a written request for such discontinuance. The City shall remit deducted monies to the Association within ten working days following the deductions. The City shall not be responsible to institute payroll deduction until 30 days after the written authorization is presented to the City.

##### **B. Indemnification.**

The Association agrees to hold the City harmless and indemnify the City against any claims, causes of action, or lawsuits arising out of the dues deductions or transmittal of such monies to the Association.

##### **C. Time Off for Meeting and Confering.**

1. The City recognizes that it is to the benefit of both the City and the Association that the City grant individuals representing the Association in employer-employee relations leave from duty with full pay during scheduled working hours to participate in such meet and confer sessions as requested by the City. When an employee participates in meet and confer sessions during non-scheduled work hours, the employee shall not be entitled to receive any pay or benefits from the City for such time spent in the meet and confer session(s). Individuals granted time off to represent the Association shall be permanent full-time employees in those classifications represented by the Association provided that the number of individuals who shall represent the Association shall not exceed four (4). Leave from duty shall be granted only to the extent that such leave does not adversely affect the operations of the respective department in which the employee is assigned.
2. As used herein and above, full pay shall mean the employee's current base salary, benefits and assigned bonus pay only.
3. The Association shall provide to the department to which the employee/representative is assigned the name(s) of those individuals who will

serve as representatives of the Association for the purposes of meet and confer. The Association shall also provide the City Manager with a written list of up to three (3) individuals who will represent the Association during the meet and confer process.

4. Such list shall be provided to the City Manager at least fifteen calendar days prior to the first date established for meeting and conferring.

**D. Time Off for Association Business.**

The Fire Chief shall have sole discretion to allow Association representatives to participate in Association-related conferences, meetings, and training activities and provide leave from duty with full pay during scheduled working hours to participate in such activities. During non-scheduled work hours, the employee shall not be entitled to receive any pay or benefits from the City for such time spent at Association-related activities.

**SECTION V. WORK STOPPAGE PROHIBITION**

**A. Prohibited Conduct.**

1. The Association, its officers, agents, representatives and/or members, agree that during the term of this Memorandum of Understanding, they will not call, engage in or condone any strike, walkout, work stoppage, work slowdown, job action, sickout, blue flu, withholding of services or other interferences with City operations, or honor any job action by any other employee or group of employees of the City or any union or association of employees by withholding or refusing to perform services.
2. Any employee who participates in any conduct prohibited in Section V, A, 1, above shall be subject to disciplinary action including termination by the City regardless of whether the Association carries out in good faith its responsibilities set forth below.

**B. Association Responsibility.**

In the event that the Association, its officers, agents, representatives and/or members engage in any of the conduct prohibited in Section V, A, 1, above, the Association shall immediately instruct, in writing, any persons engaging in such conduct that their actions are in violation of this Memorandum of Understanding, is unlawful, and that they must immediately cease such conduct and return to work.

**SECTION VI. GRIEVANCE PROCEDURES**

**A. General.**

This grievance procedure shall be the sole and exclusive procedure within the framework of the municipal government for resolving grievance disputes.

**B. Purpose of Grievance Procedures.**

1. To afford employees individually or through recognized employee organizations the systematic means of obtaining further consideration of problems after every reasonable effort has failed to solve them through discussion.
2. To provide that grievances shall be settled as near as possible to the point of origin.
3. To provide that the grievance procedure shall be as informal as is practical.

**C. Matters Subject to Grievance Procedures.**

For the purposes of this section, a grievance shall be considered as any matter (for which appeal is not otherwise provided for or prohibited) concerning any dispute concerning the interpretation or application of the terms of this Memorandum of Understanding or written City or departmental policies, rules or regulations, the results of which affects the employees work schedule and/or hours, general fringe benefits, compensation level, holidays, retirement, classification, or safety.

**D. Probationary Employees.**

Probationary employees may file a grievance(s) under those grounds defined in Section C.

**E. Grievance Procedures.**

1. Informal Grievance Procedure: An employee shall within ten days of the occurrence being grieved attempt to resolve a grievance through discussion with his immediate supervisor on an informal basis. If after such discussion the employee does not believe the problem has been satisfactorily resolved, he/she shall discuss it with his/her supervisor's immediate superior, if any. Every effort shall be made to find an acceptable solution by informal means at the lowest possible level of supervision. At no time may the informal process go beyond the second level of supervision. If the employee is not in agreement with the decision reached by the informal process, he may then file a formal grievance in writing within ten working days after receiving the informal decision of his immediate or second level supervisor.
2. Formal Grievance Procedure:
  - a. First Level of Review: The employee shall present the formal grievance in writing to his/her supervisor who shall render a decision and comments in writing and return them to the employee within ten working days after receiving the written grievance. If the employee does not agree with his supervisor's decision or if no answer has been received within the ten (10) working days, five (5) shifts for shift personnel, the employee may present the grievance in writing to his supervisor's immediate superior.

- b. Second Level of Review if Appropriate: The second level supervisor receiving the formal grievance shall review it, render a decision and comments in writing and return them to the employee within ten (10) working days, five (5) shifts for shift personnel, after receiving the written grievance. If the employee does not agree with the decision or if no answer has been received within ten working days, he may present the formal grievance in writing to the department head.
- c. Department Review: The department head receiving a formal grievance shall discuss the grievance with the employee, his representative, if any, and with other appropriate persons. The department head shall render his decision and comments in writing and return them to the employee within ten working days after receiving the formal written grievance. If the employee does not agree with the decision reached or if no answer has been received within ten working days, he may appeal the formal grievance in writing to the City Manager as provided in paragraph e below within ten (10) working days. However, the employee may first choose to have the grievance submitted to mediation as provided below. If the employee wants the grievance to be submitted to mediation, he shall make that request along with his appeal to the City Manager.
- d. Mediation: An employee who is not satisfied with the department head review of a grievance may request that the parties submit the grievance to mediation to attempt to satisfactorily resolve the grievance. Mediation is a non-binding confidential process where a mediator appointed by the State Mediation and Conciliation Service or the Public Employment Relations Board attempts to resolve the grievance by meeting with the parties to determine if a mutual agreement can be reached. The entire mediation process is confidential and no information provided to the mediator by either side may be admitted into evidence in any other proceeding. The parties agree that mediation is a process in which an uninvolved neutral third party tries to help the parties reach an agreement. If mediation does not resolve the grievance, since the employee has already appealed to the City Manager, the grievance shall proceed to the City Manager as provided below in paragraph e.
- e. City Manager Review: The City Manager or designated representative shall discuss the grievance with the employee, his representative, if any, and with other appropriate persons. The City Manager or designated representative may select the methods considered appropriate for the study of the issues and he shall render a written decision to the parties within twenty (20) working days after receipt of the grievance appeal. The decision of the City Manager shall be final and binding within the framework of the municipal government.

#### **F. Conduct of Grievance Procedures.**

1. The time limits specified above may be extended by mutual agreement of the employee and the reviewer.
2. The employee may request the assistance of another person of his own choosing in preparing and presenting his appeal at any level of the review.
3. The employee and his representative may be privileged to use a reasonable amount of work time as determined by the appropriate department head in conferring about and presenting the appeal. However, work time used in conferring about and presenting the appeal shall not conflict with or in any way inhibit the efficient operation of the department involved.
4. Except by mutual agreement, failure by the employer at any level to communicate a decision within the specified time limit shall permit the grievant to proceed to the next level.
5. Except by mutual agreement, failure by the grievant, at any level, to file or appeal a grievance to the next level within ten working days after receipt of a decision (or, if no decision is rendered within 25 calendar days from the date of initial submission) shall be considered a waiver of rights to continuance of the grievance and shall bar any further consideration.
6. IN THE PRESENTATION OF GRIEVANCES AT ANY SUPERVISORY OR APPEAL LEVEL, EMPLOYEES ARE ASSURED OF FREEDOM FROM RESTRAINT, INTERFERENCE, DISCRIMINATION OR REPRISAL.

#### **G. Information to be Provided.**

The employee shall file his/her formal grievance on forms to be provided by the Personnel Office. The written information to be provided by the grievant shall include a clear, concise statement of the nature of the grievance; the circumstances involved; the decisions rendered at each preceding step of the process; the reasons why the employee does not agree with the decisions rendered at each level of review; and the specific remedy sought.

#### **H. Consolidation of Grievances.**

In order to strengthen the efficiency and effectiveness of the formal grievance process and to promote the principles of Section VI, B, 2, the City respondent may consolidate or group grievances for the purpose of processing through the formal grievance procedures provided the grievances are reasonably similar with respect to general nature, alleged violations and alternative remedies. Respondent, prior to determining the appropriateness of consolidating grievances, shall give due consideration to the confidentiality of the parties involved in the interest of reasonably protecting information of a personal nature.

### **SECTION VII. DISCIPLINARY ACTIONS**

---

**A. Definition.**

Actions taken by the appointing authority causing demotion, discharge, reduction in pay, or suspension without pay of a permanent employee or which otherwise reduces the employee's compensation or benefits for cause shall be considered as disciplinary action and subject to the provisions contained in this article. The provisions of this article shall not apply to reductions in pay or benefits which are a part of a general plan to reduce salaries, wages or benefits or to a general plan to eliminate positions or reduce services as determined by the City Council.

**B. Notice.**

In any actions to discipline an employee as defined in this article, the following shall be provided the employee prior to the disciplinary action being enacted:

1. The employee shall receive a preliminary written notice of the proposed disciplinary action, the effective date of the proposed disciplinary action and the reasons therefore. The reasons must state the specific grounds and the facts of the particular events or circumstances upon which the action is taken. Past disciplinary actions which may have a bearing on the disciplinary action or which support the severity of the penalty shall also be included.
2. The employee shall be provided with any known written materials, reports, and written documents upon which the proposed disciplinary action is based.

**C. Response to Charges.**

1. Prior to disciplinary action being enacted the employee shall have the opportunity if he/she so desires to respond in writing to the person in the department or City who can effectively recommend that the proposed disciplinary action be taken or not taken or, depending upon the nature of the action, to the individual who enacts the discipline. The employee shall also be given the opportunity to present his/her response to charges orally in addition to the written response.
2. Reasonable time limits shall be established in which the employee shall be afforded an opportunity to respond to the charges upon which the proposed discipline is based. The employee shall be afforded up to 72 hours to respond to proposed disciplinary action.
3. Nothing contained herein shall limit the City in relieving an employee from duties if the employee is incapacitated so as to be unable to perform.

**D. Final Notice.**

If after following the procedures outlined herein a decision is made to discipline the employee, within a reasonable time after completion of the procedures a written notice shall be served upon the employee setting forth the reasons for the discipline to be enacted, and the effective date of said action.

**E. Representation.**

During any stage of the process described herein, the employee may choose to be represented by any individual of his/her choice. The department head or supervisor involved shall be notified of the name of the individual representing the employee.

**F. Right to Appeal.**

In the final notice of the proposed disciplinary action, the employee shall be informed, if applicable, of his/her right to appeal the disciplinary action and to a hearing.

**G. Appeal Procedures.**

1. Purpose: To provide an opportunity to permanent employees to appeal directly to the Administrative Services Director or designee or his/her authorized representative relative to matters subject to appeal. Any permanent employee who is demoted, suspended or discharged as a result of disciplinary action for cause or whose benefits are reduced as a result of disciplinary action for cause or whose benefits are reduced as a result of disciplinary action being effected against him for cause shall have the right to appeal such action directly to the Administrative Services Director or designee or his/her authorized representative.
2. Request for Review: Appeal of disciplinary action shall be presented in writing to the Administrative Services Director or designee or his/her authorized representative within ten calendar days after final notice to the employee of the disciplinary action to be imposed. Failure of the employee to file an appeal within ten calendar days shall constitute a waiver and shall bar the employee from further processing of the appeal.

The written appeal shall state the material facts and charges upon which disciplinary action was taken, shall state the employee's written response to the charges, and shall state the remedial action desired.

3. Administrative Services Director or designee Review: The Administrative Services Director or designated representative shall review appeals. The following guidelines shall be used:
  - a. In the case of an appeal of a disciplinary action, the Administrative Services Director or designated representative shall conduct the review by discussing the disciplinary action with the employee, his/her representative, if any, and with any other persons the Administrative Services Director or designee deems appropriate.
  - b. In the case of an appeal involving more than five days suspension, the Administrative Services Director or his/her designee shall provide a full evidentiary hearing, if requested by the employee.

These provisions shall not limit any constitutional right of the employee to a full evidentiary hearing.

The Administrative Services Director or designee shall render a written decision to the parties within 20 working days after the receipt of the appeal. The decision of the Administrative Services Director or designee shall be final and binding within the framework of city government.

4. Conduct of Appeal Procedures: The provisions of Section VI, F, shall apply to the conduct or appeal procedures, except that nothing provided herein shall limit the right of the employee to a full evidentiary hearing for disciplinary actions in excess of five days suspension.
5. Appeals of disciplinary actions shall be conducted pursuant to the City of Monrovia Fire Fighter Bill of Rights Policies and Procedures, attached hereto and incorporated herein by reference.

### **SECTION VIII. HOURS OF WORK**

The regular hours of work for those classifications and assignments covered under this agreement shall be as follows:

- A. A normal work day for the classifications and assignments covered hereunder may consist of eight (8) hours per day on the basis of a five-day work week, nine (9) hours per day and one eight (8) hour day every two weeks on the basis of 9/80 work schedule, ten (10) hours per day on the basis of a four (4) day work week, or twelve (12) hours per day and one eight (8) hour day every two weeks on the basis of a 3/12 work schedule as shall be determined from time to time by the Fire Chief.
- B. The classification of Firefighter Trainee, Firefighter, Fire Engineer and Fire Captain as well as the assignments of Firefighter/Paramedic Trainee and Firefighter/Paramedic, shall work under the three platoon system, and the normal work week shall consist of an average fifty-six (56) hours on a schedule commonly referred to as the 48/96 shift schedule, and an average total number of 24 hour shifts worked per year of 121.66.

Per section 7(k) of the Fair Labor Standards Act, the parties agree that unless otherwise provided by this Agreement, the City utilizes a 24-day work period for employees in the unit. It is recognized that due to the peculiarities of fire shift schedules in relation to the bi-weekly payroll system, the actual hours worked in one pay period or shifts worked in any one calendar year may vary slightly from these average figures. The base pay, i.e., the monthly salary multiplied by 12 and divided by 26 shall not be increased or reduced as a result of normal scheduled shift changes referred to herein. Termination pay checks shall be adjusted to reflect the balance in the terminating employee's compensatory time account, actual hours worked, and accumulated vacation accrual.

- C. From time to time based on departmental need, the Fire Chief may assign individuals in the above named classifications/assignments (see section A and C) to a forty (40) hour work week. At the time such an assignment is made, the employee's vacation

and sick leave accruals will be adjusted to the comparable accumulation for a forty (40) hour week. While working such an assignment, fifty-six (56) hour vacation and sick leave accruals will be prorated on the basis of a forty (40) hour work schedule. If the individual is subsequently assigned to a fifty-six (56) hour work schedule, any unused vacation and sick leave hours accrued at the forty-hour rate will be converted to a comparable fifty-six hour accumulation.

In the event that no individual in the above named classifications and/or assignments, expresses an interest to be assigned to a forty (40) hour work week, the Fire Chief maintains the right to assign an employee having the least seniority in the classification designated for reassignment to the forty (40) hour work week.

- D. When fire administration requires personnel to attend a mandatory meeting on the employee's day off, the department will send the employee an email at least seven days in advance of the meeting with a copy to the employee's supervisor. If the employee has extenuating circumstances that would prevent him/her from attending such meeting (e.g., unable to obtain childcare, illness, pre-scheduled vacation, pre-paid monetary commitments) it is the responsibility of the employee to communicate this through the chain of command and the department shall work to accommodate the employee. The employee shall receive a minimum of three (3) hours of pay for attending the mandatory meeting.

## **SECTION IX. SALARIES AND COMPENSATION**

### **A. Salaries.**

The Salary Range for those employee positions covered by this agreement is set forth in Exhibit A and incorporated herein. Furthermore, the Citywide Classification / Compensation Program, which includes the classifications designated as MFA represented positions, is set forth in Exhibit B and incorporated herein.

### **B. Survey Cities.**

The City and the Association agree that for classification, compensation, and other related survey purposes, the following seven cities shall serve as the representative survey cities for Monrovia:

1. Arcadia
2. Azusa (Los Angeles County Fire Department)
3. Burbank
4. Glendale
5. Monterey Park
6. Pasadena
7. Beverly Hills

### **C. Salary Survey / Salary Range Adjustments.**

The City will institute a biennial salary survey of salary and medical benefit costs, and will make corresponding salary range adjustments to maintain competitive market based compensation levels, pursuant to the following provisions:

- The City will coordinate the salary survey according to a timeline which will allow for the implementation of salary range adjustments on July 1, 2018 and July 1, 2020.
  - In order to facilitate the timelines associated with the bi-annual salary range adjustments, the salary survey process will be initiated no later than January 1, 2018, and January 1, 2020.
- Prior to initiating the salary survey, the City will establish a working committee that will include the City Manager and / or his / her designee, along with two (2) representatives from the Association. The Association will be responsible for identifying the two (2) representatives to serve on the working committee. Furthermore, the committee will include representatives from the Monrovia Police Officers' Association and the Monrovia Firefighters' Association. The City and the Association agree that representatives to the working committee will work collaboratively and in good-faith.
- Upon convening the working committee, representatives will convene an initial kick-off meeting, where the parties will determine the job classifications to be surveyed and the method of the salary survey. If agreement cannot be reached on the classifications to be surveyed or the method of the salary survey process, a final determination on those matters will be achieved by engaging the City's grievance procedures as defined in Section VI of this Agreement.
- After the initial kick-off meeting, the City will work to collect the salary data pursuant to the guidelines established by the working committee. Upon collecting the data, additional meetings of the working committee will be called to review the salary survey data and to assess how that data will be implemented to establish new top-step salary ranges for all job classifications.
- The implementation of the salary survey data will take into the following prioritized factors: 1.) Account for horizontal and vertical internal organizational salary relationships. 2.) Account for the median salary for each surveyed position. 3.) Implement a new compensation structure that maintains salaries at no less than the median salary survey average in a manner that takes into account horizontal and vertical internal organizational salary relationships.
- Once the working committee reaches agreement on a new compensation system, the City Manager shall be authorized to implement the new salary ranges for each corresponding position.

**D. Application of Salary Ranges.**

The salary ranges provided herein are intended to recognize individual differences among positions allocated to the same class, the purpose of which is to provide

employee incentive and reward employees for meritorious service and continued improvement within a particular position. All increases in salary within any range shall be made only on the basis of fully satisfactory performance and continued improvement within a position. Increases in salary within any range shall be neither automatic nor a matter of right and shall be effected only upon the recommendation of the department head with the approval of the City Manager after completion of a thorough employee performance evaluation.

The following general provisions shall govern the granting of step salary increases within the range:

1. The initial compensation to be paid for employment in any position of employment shall normally be Step A of the salary range. Where it is found to be difficult to obtain qualified personnel for a position or if a person of unusual qualifications is to be employed in a position, the City Manager may authorize hiring at a higher initial step.
2. After the first twelve (12) months of employment, employees appointed at Step A shall be eligible to be considered for advancement to the second step of the applicable range and annually thereafter.
3. Employees initially appointed at higher than Step A shall be eligible to be considered for advancement to the next higher salary step only after completion of twelve (12) months of service.
4. Consideration of advancement of an eligible employee from one step of the salary range to the next shall be done by the department head. Advancement shall be effected only after the department head has completed a thorough evaluation of the employee's performance in the position and has determined that the employee has improved his/her performance within the position resulting in increased value to the City. Advancement shall be made only upon such recommendation by the department head and approval of the City Manager.
5. If in the opinion of the department head the employee has not performed in a manner so as to merit step advancement, a recommendation for retention to present salary step shall be made in writing to the City Manager. The reasons cited for retention shall also be made in writing to the employee involved.
6. If the department head determines, subsequent to completion of a thorough employee evaluation, that an employee has not performed in a manner so as to merit retention or advancement, he may recommend disciplinary action including reduction of an employee's salary step. A recommendation for reduction of an employee's salary step shall be made in writing to the City Manager. The reasons cited for reduction shall also be made in writing to the employee involved pursuant to this agreement.

7. The City Manager may accelerate the step advancement of any employee upon the recommendation of a department head provided (a) the department head in his written request for acceleration certifies that the employee has performed his/her work in an outstanding and exceptionally meritorious manner and (b) at least six months have elapsed after the employee's appointment to the classification, (c) the employee is recommended for advancement of not more than two (2) salary steps, (d) the employee has had no previous step advancement acceleration during his/her employment in the particular classification.

#### **E. Special Assignments.**

1. The classification of Firefighter Paramedic shall be considered to be an assignment rather than a classification. All employees currently classified as Firefighter Paramedic shall be considered to be Firefighters assigned as Firefighter Paramedics and shall retain seniority based on their date of appointment as a Firefighter with the City.

The Fire Chief, with the approval of the City Manager, shall have the authority to assign Firefighters to the capacity of Firefighter Paramedic. The duties and responsibilities of individuals so assigned shall be prescribed by the Fire Chief and Human Resources Division and as set forth in Department Policy.

The duties and responsibilities performed as a Firefighter Paramedic shall be on an assignment basis only as directed by the Fire Chief and approved by the City Manager. The number of positions which may be assigned Firefighter Paramedic responsibilities shall be determined by the City Council.

Employees assigned Firefighter Paramedic responsibilities shall receive additional salary compensation in an amount equal to the salary range established for Fire Engineer. The parties agree that to the extent permitted by law, this is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(2) as Paramedic Pay. Such salary range shall be afforded only to individuals at the rank of Firefighter who are so assigned. Removal of assigned Firefighter Paramedic responsibilities shall be at the discretion of the Fire Chief. Such removal may be made without cause and shall not be subject to grievance or appeal.

#### **F. Paramedic Training Allowance.**

1. With approval of the Division Chief, employees in the Firefighter/Paramedic assignment and other certified Paramedics who are required or encouraged to maintain paramedic certification by the City, and who are required to attend special training for the purpose of maintaining his/her certification as a Paramedic, shall be paid at the 56 hour rate of salary for each hour of required in-classroom or required adjunctive instruction which is completed during the year and which is necessary to maintain paramedic certification. Time and

one-half payment for required training may be applicable if the employee is eligible and such training is in excess of hours worked during the work period.

2. Time for which payment will be made shall be limited to required in-classroom time and reasonable travel time to and from such instruction from the duty station provided it occurs during the employee's off-duty time and for which no other compensation is otherwise received by the employee from the City.
3. Employees shall report hours spent in a training status in the work period and payment will be made to the employee in the employee's regular check. Payment may include any overtime obligation incurred by the City during that work period.
4. For Firefighters assigned as Paramedics only, he/she shall, at the time the employee receives recertification as a Paramedic, receive a bonus payment to be paid upon certification by the Fire Chief that recertification has been attained.

This payment shall be limited to once in any two year period. The amount of payment shall vary with the number of recertification received during employment with the City of Monrovia.

<u>No. of Recertification</u>	<u>Bonus Payment</u>
1	\$200
2	\$400
3	\$600
4	\$1,000
4+	\$1,000

5. Any Firefighter not assigned as a Paramedic, Fire Engineer, and Fire Captain who possesses a valid California state license with Los Angeles County accreditation and, as such, may perform Paramedic duties from time to time shall receive the \$100 monthly stipend. The parties agree that to the extent permitted by law, this is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(2) as Paramedic Pay.

**G. Fire Officer Certification Pay.**

Any Firefighter, Firefighter assigned as a Paramedic, and Fire Engineer who possesses a valid Fire Officer Certificate issued by the California State Board of Fire Services or has successfully completed the required coursework and cannot obtain the Fire Officer Certificate only because he / she does not meet the experience requirements shall receive the following amounts in addition to their base pay in accordance with the following provisions:

1. The Fire Officer Certification pay amounts (which will begin with the first pay period in each corresponding Fiscal Year) will be as follows:
  - FY 2017/18 – \$225 / month
  - FY 2018/19 – \$275 / month
  - FY 2019/20 – \$300 / month
2. An employee must have successfully completed his / her initial probationary period.
3. An employee must have received an overall performance rating of “meets expectations” or higher on their latest annual performance evaluation.
4. Any employee who is currently on a Performance Improvement Plan is ineligible to receive this certification pay until removed from such Plan.
5. An employee, provided he/she meets the minimum requirements for the classification of Fire Captain, must actively participate in the recruitment and testing process each time such recruitment is conducted.
6. An employee who is eligible for such certification pay based on completion of the required coursework, must obtain the Fire Officer Certification as soon as he/she becomes eligible based on years of experience.
7. An employee is only required to complete the coursework and number of courses established as the requirement for Fire Officer Certification at the time he/she applied for such certification pay.

#### **H. Chief Officer Certification Pay.**

Any Firefighter, Firefighter assigned as a Paramedic, Fire Engineer, and Fire Captain who possesses a valid Chief Officer Certificate issued by the California State Board of Fire Services or has successfully completed the required coursework and cannot obtain the Chief Officer Certificate only because he / she does not meet the experience requirements shall receive the following amounts in addition to their base pay in accordance with the following provisions:

1. The Chief Officer Certification pay amounts (which will begin with the first pay period in each corresponding Fiscal Year) will be as follows:
  - FY 2017/18 – \$275 / month
  - FY 2018/19 – \$325 / month
  - FY 2019/20 – \$350 / month
2. An employee must have successfully completed his/her initial probationary period.
3. An employee must have received an overall performance rating of “meets expectations” or higher on their latest annual performance evaluation.

4. Any employee who is currently on a Performance Improvement Plan is ineligible to receive this certification pay until removed from such Plan.
5. An employee, provided he/she meets the minimum requirements for the classification of Fire Captain and or Battalion Chief, must actively participate in the recruitment and testing process each time such recruitment is conducted.
5. An employee who is eligible for such certification pay based on completion of the required coursework, must obtain the Chief Officer Certification as soon as he/she becomes eligible based on years of experience.
6. An employee is only required to complete the coursework and number of courses established as the requirement for Chief Officer Certification at the time he/she applied for such certification pay.

An employee who receives Fire Officer Certification Pay (see subsection G above) who becomes eligible for and starts to receive Chief Officer Certification Pay per this subsection (F), shall no longer be eligible to receive Fire Officer Certification Pay. These pays are not cumulative.

The parties agree that to the extent permitted by law, Fire Officer Certification Pay and Chief Officer Certification Pay is special compensation and shall be reported as such pursuant to Title 2 CCR, Section 571(a)(2) as Education Incentive Pay.

**I. USAR Rescue Systems Certification Pay.**

Any Firefighter, Firefighter assigned as a Paramedic, Fire Engineer, and Fire Captain who possess a valid USAR Rescue Systems 1 and 2 Certificate issued by the California State Board of Fire Services or equivalent certification shall receive \$50 per month in addition to their base pay.

**J. EMT Certification Pay.**

Any Firefighter, Firefighter assigned as a Paramedic, Fire Engineer, and Fire Captain who possess a valid Emergency Medical Technician (EMT) Certification shall receive the following EMT Certification Pay in addition to their base pay for each corresponding fiscal year:

1. FY 2017/18 – \$200 / month
2. FY 2018/19 – \$225 / month
3. FY 2019/20 – \$250 / month
4. FY 2020/21 – \$275 / month
5. FY 2021/22 – \$300 / month

Starting with the first pay period in each corresponding Fiscal Year, any Firefighter, Firefighter assigned as a Paramedic, Fire Engineer, and Fire Captain who possess a valid EMT Certification shall receive the above identified pay each month in addition to their base pay.

**K. Educational Incentive Pay.**

Association members shall be eligible to receive educational incentive pay in the following amounts:

- AA / AS Degree – \$225 / year
- BA / BS Degree – \$375 / year
- MA / JD / CPA Degree – \$525 / year
- PhD Degree – \$675 / year

The educational incentive pay benefit provided herein shall be paid annually during Pay Period #24. Furthermore, eligible employees shall only receive educational incentive pay in the amount equivalent to the single highest educational level attained.

In order to participate in the educational incentive pay benefit, employees must provide the Human Resources Division with proof of educational attainment level before October 31 in order to receive the incentive payment during Pay Period #24 of that same year. Once the educational attainment level has been established, the payment shall be made to the employee annually thereafter during Pay Period #24.

If an employee should obtain either a new degree or a higher degree after October 31, the employee must provide the Human Resources Division with proof of the educational degree obtained before the ensuing October 31 in order to receive the educational incentive pay benefit during Pay Period #24 in the following fiscal year.

**L. Fire Investigator Program Stipend.**

The duties performed as a member of the Fire Investigator Program shall be on an assignment basis only as prescribed by the Fire Chief. Those employees so assigned (up to a maximum of 6 employees) shall receive compensation in an amount equal to \$50 / month. Removal from such assignment shall not be cause for a grievance.

**M. Overtime.**

1. For Captains, Firefighters, Engineers, and Paramedics assigned to a 24-hour shift, overtime shall be defined as time worked in excess of 182 hours in a 24-day work period.

Overtime shall be worked and shall be allowed if assigned by the department head or his designee.

2. For employees assigned to a 40 hour week work schedule, overtime is defined as time assigned and worked beyond 40 hours in a 7 day work period. Hours worked in excess of 40 hours in a 7 day work period shall be paid at time and one-half.

Overtime shall be worked and allowed if assigned by the department head or his designee.

3. Overtime calculation shall be based on 15 minute increments.
4. Overtime shall be compensated at one and one-half times the regular rate after the hours worked as set forth in 1 and 2. It is understood that for the purposes of calculating this overtime compensation, paid leave time, including vacation, holiday, sick leave, workers' compensation leave, , bereavement leave, military leave and compensatory time off shall not constitute "hours worked."
6. Overtime (half-time obligation) will be calculated and paid at the end of each employee's work period.
7. Car pool coupons will not be recognized as "hours worked".
8. Jury duty time will be included as "hours worked" under the following conditions:
  - The day that the employee reports for jury duty must be a regular work day for his/her regular assigned shift. An employee may not schedule to work on another shift, take that day off as jury duty and get credit as hours worked (for purposes of overtime) for that day.
  - Jury duty time actually served only (as documented by the court) will be included.
  - On a regular shift day, the employee must return to work to complete his shift once released from jury duty service to relieve the employee that was called in to backfill. (Reasonable travel time will be allowed). The only exception to this would be if the employee is ordered to return for jury duty service the following day.

**N. Compensating Time Off.**

1. It shall be the policy of the City to give compensation as provided in Section IX, G, 4, above for all overtime worked. However, at the discretion of the department head, giving due consideration to the desires of the employee, compensating time off may be given in lieu of overtime compensation.

The time when compensating time off may be taken shall be determined by the City giving due consideration to the wishes of the employee and the needs of the department.

2. Accumulation of compensatory time off shall be limited to a maximum accumulation of 80 hours for employees assigned to the forty (40) hour work week schedule and 112 hours for employees assigned to the fifty-six (56) hour work week schedule.

3. Compensatory time off in lieu of overtime pay shall be calculated on the following basis:
  - a. Straight time overtime pay shall be converted to one (1) hour of compensatory time off for each hour worked.
  - b. Time and one-half overtime pay shall be converted to one and one-half (1½) hour of compensatory time off for each hour worked.
4. Compensatory time is a legal liability of the City and upon termination of employment shall be paid the employee less any obligations owed the City by him.

**O. Applicable Salary Rates Following Promotions, Demotions, or Transfers.**

1. In case of the promotion of any employee in the City service to a position in a classification or assignment with a higher salary range, such employee shall be entitled to receive the rate of compensation to the entrance step of the class to which he has been promoted. In cases where the salary range overlaps, promotion shall be effected at the next higher step in the range of the new class which results in a minimum of a five percent (5%) salary increase, or the top step of the new salary range, whichever is lower. The Department Head shall maintain the right to place the employee at a higher salary step within the new class if deemed appropriate.
2. In the case of demotion of any employee in the City service to a class with a lower salary range, the employee shall be placed in the highest step in the lower salary range which does not represent a salary increase, unless the demotion is for cause in which case a salary decrease may be instituted subject to the provisions of Section VII of this agreement.
3. In the case of the transfer of any employee from one position to another in the same class, or to another class to which the same salary range is applicable, the employee shall remain at the same salary step and retain his original anniversary date.

**P. Minimum Call-Back Pay.**

Association members shall be guaranteed a minimum of three hours of pay at time and one-half for a recall. The hours actually worked on recall in excess of three hours but not to exceed six hours shall be paid at time and one-half. Thereafter, hours worked on recall shall be paid at the appropriate rate for hours worked in a work period as defined in Section IX, J.

**Q. Compensation for Assigned Work Out of Classification.**

Employees assigned to work out of classification in a higher paid classification for a period in excess of ten consecutive shifts (30 consecutive days for employees working 40 hour work week) shall be paid additional compensation. Such compensation shall

be at the rate of 5% above their regular base salary and shall be paid for each consecutive shift (day) worked after ten consecutive shifts (30 days) have been worked. The first ten consecutive shifts (30 days) worked shall be compensated for at the employee's regular rate.

**R. Bilingual Pay.**

Employees who, as part of their job, provide translation services using those languages identified by the Los Angeles County Registrar-Recorder/County Clerk for use in municipal elections held in the City of Monrovia, in addition to any language used for daily business, will receive one hundred and twenty-five dollars (\$125) per month bilingual pay as outlined in Administrative Policy #3.15.

**S. Performance Bonus.**

Association members who reach the top-step of their salary range or are y-rated will be eligible annually to receive a performance bonus of up to 3% for outstanding performance. Outstanding performance will be identified through the annual performance evaluation process, and those Association Members who achieve an outstanding performance rating of between three to five stars will be eligible for a 1% to 3% outstanding performance bonus. The performance bonus will be calculated by multiplying the bonus percentage amount by the employee's base wage rate. The performance bonus will be distributed as a one-time bonus payment subject to all applicable state and federal tax rates and will not increase the employee's base wage rate.

Any Association member who disagrees with the performance bonus award granted by their supervisor / manager shall be eligible to appeal the decision directly to the Fire Chief for additional consideration. After review, the Fire Chief's final decision regarding the performance bonus award amount shall be final and binding, and shall not be subject to grievance.

Should an employee who is eligible to participate in the Performance Bonus program be assigned work outside their classification, at the time of their annual performance evaluation, the amount of bonus due shall be calculated as follows: If the employee has served in the acting capacity for six months or more, the salary for the acting assignment shall be used when calculating the amount of bonus due. If the employee has served in the acting capacity for less than six months, the salary of their actual classification shall be used when calculating the amount of bonus due.

**SECTION X. UNIFORM, CLOTHING AND SAFETY EQUIPMENT ALLOWANCES**

- A.** The City shall provide for the positions of Firefighter, Firefighter/Paramedic, Engineer, and Captain an initial issue of new station uniforms to include five (5) pants, five (5) shirts, one (1) jacket and one (1) Class A uniform.
- B.** The City shall assume the full cost of station uniform replacement as long as SB 90 reimbursement remains in effect for this type of purchase. Should SB 90 reimbursement be discontinued, the City, at its option, may return to the previous

system of providing a uniform allowance of \$275 per year. In such case, "uniform allowance" would become a component of any future salary and benefit surveys and the amount of the allowance would be subject to "meet and confer".

- C. The City shall reimburse employees covered under this agreement for the depreciated value of repairing or replacing property (excluding uniforms) or prosthesis necessarily worn or carried by the employee when such is damaged in the line of duty without fault of the employee.
  - 1. Claims for payment shall be submitted to the employee's department head on forms to be provided by the City.
  - 2. A claim for payment of damage costs shall not be authorized in excess of \$100 for personal property and \$150 for personal prosthesis.
- D. Employees in the Unit will be provided with Class A uniforms which may be required to be worn.
- E. Required safety boots shall be maintained in the same manner as safety equipment.
- F. Pursuant to current CAL/OSHA safety regulations, where applicable, all clothing which shall be required to meet safety standards, and is required by applicable law, shall be provided to the employee.

**SECTION XI. LEAVE PROVISIONS**

**A. Vacations.**

- 1. Safety employees covered under this agreement shall be entitled to annual vacation leave with pay pursuant to Sections 53250-53252 of the State Government Code as follows:

<u>Years of Service</u>	<u>Vacation Accrual</u>	
	<u>24-Hour Shift</u>	<u>40-Hour Workweek</u>
First year	185 hours	100 hours
2 thru 6	215 hours	120 hours
7 thru 14	245 hours	140 hours
15 thru 20	315 hours	180 hours
21 and above	350 hours	200 hours

- a. Annual vacation leave shall be so scheduled so as to provide an employee with adequate calendar days off to conform to Sections 53256-53252 of the California State Government Code.
- b. Accumulation - Vacation leave for safety employees covered under this agreement may be accumulated according to the following schedule:

Maximum Vacation Bank Accumulation

<u>Years of Service</u>	<u>24-Hour Shift</u>	<u>40-Hour Workweek</u>
First year	370 hours	200 hours
2 thru 6	430 hours	240 hours
7 thru 14	490 hours	280 hours
15 thru 20	630 hours	360 hours
21 and above	700 hours	400 hours

Employees reaching the maximum vacation accrual may receive pay for excess vacation hours accrued to a maximum of forty-eight (48) hours each calendar year. Such payment will be based on an employee’s vacation accrual as of the last pay period of December of each year. No accumulation may be made beyond the limits prescribed herein.

- 2. All employees whose employment is terminated after one year of service shall be paid in a lump sum for all accumulated vacation leave earned prior to the effective date of termination.
- 3. Administration – Administration and scheduling of vacation leave for safety employees covered under this agreement shall be as follows:
  - a. Vacation selections shall be completed during the month of November.
  - b. Vacation shall be selected according to seniority based on date of appointment to the department resulting in continuous service and department policy.
  - c. Three employees per shift shall be permitted off on vacation leave, however, in any given shift, only two employees will be permitted off on vacation leave per rank (Captain, Engineer, Firefighter Paramedic, and Firefighter). This provision shall be reviewed jointly by the City and Association following a trial-period that will run from July 1, 2017 – June 30, 2018, and pending that review, the provision allowing three employees per shift to be permitted off on vacation leave could be further modified.

- d. If all shifts have been chosen and additional accrued vacations remain to be used, additional employees per shift may select additional vacation leave during the months of November through June subject to authorization thirty (30) days in advance provided no employee is expected to be off on sick leave, workers' compensation leave, or training for over one month during this period.
- d. Additional vacation shifts may be taken during the year provided that there are thirteen (13) personnel on duty and reasonable notice is provided to the department. When manning is less than thirteen (13) personnel and such reduced manning is not due to authorized vacation or holiday leave or department assignment for training purposes (provided the training days are scheduled 30 days in advance and do not exceed a maximum of two consecutive shifts), an employee shall be able to select vacation days equivalent to prior years accrual. Within restrictions of budgeted funds and the availability of qualified staff, callbacks may be required to achieve the City's policy of thirteen (13) personnel constant staffing. Nothing herein shall be construed to prevent the City from altering this policy provided the City first meets with the Association to discuss the impact, if any, upon the safety of the employees and upon the implementation of this section.
- e. Vacations selected and approved shall not be changed except by mutual consent of the department and the employee except that nothing herein shall prevent the Fire Chief from altering vacation schedules in the event of an emergency. Such alteration by the Chief shall not affect any employee through loss of vacation days.
- f. A list "open days" for each platoon shall be kept posted.
- g. Nothing herein shall preclude the granting of emergency vacation leave at the discretion of the department head.
- h. When a shift employee is involuntarily transferred from one platoon to another platoon, the employee's selected and approved vacation, to the extent that vacation is consistent with the platoon's calendar, shall not be changed except by mutual consent of the department and the employee. However, nothing herein shall prevent the City from altering vacation schedules in the event of an emergency.
- i. For 24-hour shift personnel, on the last payroll of each calendar year the accumulated vacation on the books for each employee shall be reduced to the maximum of two years accumulation.

During the subsequent year, employees shall be permitted to accrue vacation leave in excess of the two year maximum, as it is earned, with the following conditions:

- a. Such vacation days were already scheduled during previous November/December vacation selection period.

- b. Such accrual shall not exceed three years accumulation.
- j. Employees may sell back up to 50% of their annual vacation accrual. This would be acceptable for cash out in the last paycheck in December based on the vacation accrued by the last paycheck in December which will then have the actual vacation accrual for the entire calendar year. Employees must notify the Human Resources Department in writing of the desire to cash out vacation by December 1 of the calendar year.

**B. Holidays.**

1. With the exceptions provided herein, holidays for employees covered under this agreement shall be as follows:
  - a. New Year's Day
  - b. Martin Luther King's Birthday
  - c. President's Day
  - d. Memorial Day
  - e. Fourth of July
  - f. Labor Day
  - g. Veteran's Day
  - h. Thanksgiving Day
  - i. The Friday after Thanksgiving Day
  - j. December 25th
2. Unless otherwise determined by the City, the actual dates for each of the foregoing holidays shall be the dates adopted by the State of California for its employees.
3. For employees on the 5/40 work schedule whose work schedule would include working on Friday and not working Saturday and Sunday, if any of the preceding holidays fall upon a Saturday or Sunday, the Friday preceding the Saturday or the Monday following the Sunday shall be a holiday.
4. For employees on a 9/80, 4/10 or 3/36 work schedule, if any of the preceding holidays fall on a Friday or Saturday and this is the employee's day off, the employee will receive ten (10) hours of holiday pay. If any of the preceding holidays fall on a Sunday and this is the employee's day off, the following Monday will be observed as a holiday.
5. For employees covered under this agreement that work other than a 24-hour shift/56 hour average work week schedule, a holiday shall equal ten (10) hours. Employees covered herein shall be credited with ten (10) hours for holidays worked and shall be charged for that time taken as a holiday, charging time taken in excess of ten (10) hours against accumulated compensating time-off or vacation.

For employees covered under this agreement who work a 24-hour shift / 56 hour average work week schedule, a holiday shall equal fourteen and four-tenths (14.4) hours.

6. All holiday hours shall be paid in full in the payroll period during which the holiday occurred. However, at the discretion of the department head, giving due consideration to the desires of the employee, compensating time off may be given in lieu of pay for holidays.
7. Non-sworn employees covered under this agreement shall have two (2) additional holidays: December 24 and December 31.

**C. Leave Use During Holidays.**

Any employee can utilize their own leave banks to take time off of work on Thanksgiving, Christmas Eve, and Christmas Day, so long as the leave being taken does result in the force hire of another employee who was not previously scheduled to work on Thanksgiving, Christmas Eve, and / or Christmas Day.

**D. Leave Use Resulting In Force Hires.**

Employees must take at least 12 consecutive hours of vacation, compensatory time, or floating holiday in order to guarantee that they are not force hired back to work.

**E. Floating Holidays.**

All Association Members will have a new Floating Holiday Leave Bank created, and on an annual basis, each employee will receive two (2) floating holidays in recognition of the employee's birthday and the employee's employment anniversary.

The two (2) floating holidays will be accrued effective the first payroll period following the last full payroll period of the previous fiscal year.

In terms of accruals, each employee's Floating Holiday Leave Bank shall be credited with the following hours based on each employee's established work schedule:

- 20 hours for employees that work 5/40 work week.
- 20 hours for employees that work a 9/80 work week.
- 20 hours for employees that work a 4/10 work week or 3/36 work week.
- 28.8 hours for employees that work a 24-hour shift / 56 hour average work week.

**F. Sick Leave.**

Association members shall accrue sick leave at the rate of 8 hours per month of service. However, for fire safety personnel who work a 24-hour shift / 56-hour average work week schedule, one day of sick leave credit shall be equivalent to one-half shift (12 hours).

There shall be no accrual limit for sick leave.

Additionally, new employees shall be eligible to bring with them up to 250 hours of sick leave from their prior employer, so long as a new employee's prior employer did not compensate the employee for their sick leave bank.

The City and the Association agree that sick leave abuse is unacceptable, as sick leave time is provided as an insurance program for employees who may become sick or injured, or who must care for family members who become sick or injured. To that end, an employee may be required to file a physician's or dentist's statement, or a personal affidavit with the Human Resources Division, stating the nature of the illness causing the absence before sick leave with pay will be granted. In all cases, absences on sick leave for twenty (20) hours or more for employees on a 40-hour work week shall require a doctor's certificate. For 24-hour shift personnel, a doctor's certificate or personal affidavit (e.g. a signed memo to the appropriate supervisor) shall be required for sick leave absence of 2 shifts or more.

When an employee will be absent from work due to sick leave, he / she shall advise his / her supervisor or Department Head of their need to take sick leave within thirty (30) minutes after the start of the workday unless extenuating circumstances exist. In addition, holidays occurring during sick leave shall not be counted as ten (10) hours for 40-hour personnel or fourteen and four-tenths (14.4) hours for 24-hour shift personnel of sick leave.

Upon a bona fide retirement from the City through CalPERS, employees who opt to convert an equivalent number of unused sick leave hours to achieve at least one year's worth of service time credit for retirement purposes (based on program details as defined by CalPERS) will be eligible to cash out any remaining accrued sick leave time pursuant to the following program provisions:

- Employees must first convert the equivalent number of sick leave hours needed to achieve one year's worth of service credit through the CalPERS sick leave conversion program.
- Those employees who, pursuant to CalPERS rules and retirement program plan provisions, have restrictions which limit the employee to less than one year of additional service credit that can be earned through the sick leave conversion program, will be required to convert the maximum number of sick leave hours possible into service credit.
- After completing the requisite CalPERS sick leave conversion program requirements outlined above, employees will then be eligible to cash out any remaining sick leave time at the rate of \$0.30 for every \$1.00 worth of sick leave remaining, based on the employee's rate of pay at the time of retirement.

**G. Bereavement Leave.**

In the event of the death of a member of an employee's family (defined as a spouse, parent, stepparent, sibling, children, stepchildren, grandparent, father-in-law, mother-

in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchild, domestic partner, anyone living in the household, or anyone who can be certified as having raised the employee as a child), the employee will be entitled to forty (40) hours paid for bereavement leave if the employee works a 40-hour workweek schedule, or 2.5 shifts if the employee works a 24-hour shift schedule. The Bereavement Leave does not have to be taken consecutively.

Employees may also take time off for bereavement situations for non-immediate family members by utilizing accrued sick leave, compensatory time, or vacation leave for such circumstance with the approval of the employee's supervisor or manager.

To be entitled to receive paid time off for bereavement leave, an employee may be required to present written documentation to the City showing that the employee did attend an immediate family member's (as defined in this section) funeral. Permanent and probationary employees covered in this

#### **H. Workers' Compensation.**

1. Permanent safety employees shall be subject to the applicable State Labor Codes related to workers' compensation and job related injuries and illnesses.
2. For the purpose of determining the date of separation in the case of disability retirement, the date the Workers' Compensation Appeal Board determines the employee is permanent and stationary shall be conclusive and final.
3. Base pay as used in this section shall mean the salary of the classification to which the employee is assigned exclusive of premium pay or assignment pay, overtime, holiday pay, uniform allowance, or any other supplemental benefits.

#### **I. Military Leave.**

Military Leave shall be granted in accordance with the provisions of Section 395 et seq. of the California Military and Veteran's Code. All employees covered hereunder entitled to military leave shall give the Department Head adequate notice of requirement to report for duty and shall afford the City an opportunity within the limits of military regulations to determine when such leave shall be taken.

#### **J. Jury Leave.**

All full time employees required to serve on a jury shall be entitled to regular compensation for up to ten (10) days provided the employee deposits fees for jury service with the Finance Department. Any exceptions shall be considered on a case-by-case basis by the employee's Department Director and approved by the City Manager.

#### **K. Unauthorized Leave.**

Employees covered under this agreement shall be in attendance at their work in accordance with the provisions regarding hours of work, holidays, and leaves. Unauthorized leave of absence for any portion of a workday shall subject the employee to disciplinary action. An employee's unauthorized absence for any scheduled work

shift shall be interpreted as an implied resignation and shall result in the waiver of all rights, privileges and benefits afforded herein; provided, however, the employee shall have the right within fifteen (15) days to file a written request to the department head for reinstatement to the position from which implied resignation was effected. If it is determined the employee's absence was justified and notification to the City was not possible, the employee may be reinstated to his/her position.

**L. Computation of Leave Time.**

Unless otherwise indicated, for the purpose of computing leave time for personnel on 24-hour shift schedules, one shift shall equal two days.

## **SECTION XII. PROMOTIONAL PROCEDURES**

- A. Promotions to positions covered under this agreement shall be effected pursuant to existing rules, regulations and procedures.
- B. Notices of promotional opportunities shall be posted on department work bulletin boards at least ten (10) calendar days prior to the deadline for submitting applications.
- C. The notice of promotional opportunity shall specify the title and pay of the classification for which examination is to be held, the nature of the work to be performed, the basic qualifications necessary to be eligible for consideration, the nature of tests to be utilized, the weighting to be assigned to each test process, and the general procedures for selection from the established eligible list.

## **SECTION XIII. CONDITIONS OF EMPLOYMENT**

**A. Residency Requirement.**

In order to provide adequate manning in the event of an emergency or major fire, all employees shall reside at a location sufficiently close to the main fire station in order that the employee shall be able to respond to a call back to duty order within a maximum of twenty-four (24) hours.

**B. Non-Smoking.**

Employees hired after July 1, 1985 shall be non-smokers and remain non-smokers for the duration of their employment. Applicants shall be required to sign a pre-employment affidavit or take a polygraph test to verify that they have not smoked within one-year prior to employment. Employees shall be required to sign an annual affidavit of continued status as a non-smoker. The City may verify this through a physical examination.

**C. Fire Cadets.**

Fire Cadets shall not be utilized to staff regular full-time positions or meet minimum staffing requirements.

**D. DMV Physicals.**

Any DMV required physical examinations shall occur on-duty and at City expense. City shall determine where/when physical shall occur.

#### **SECTION XIV. OUTSIDE EMPLOYMENT**

No employee shall engage in any employment, activity or enterprise which is inconsistent, incompatible or in conflict with his/her duties as a City employee. Prior to accepting outside employment and annually, the employee shall notify the department of the nature and extent of such employment and obtain approval as outlined in Administrative Policy #3.01.

#### **SECTION XV. RETIREMENT BENEFITS**

##### **A. Basic Retirement.**

The City shall continue to provide all safety employees covered under this agreement with that certain retirement program commonly known as "3% at age 50 Formula", which is based upon the retirement formula as set forth in the California Public Employees' Retirement System (PERS), Section 21362.2 of the California Government Code. All new Safety Employees defined as "new members" under the Pension Reform Act of 2013 ("Act") hired after January 1, 2013 shall be subject to the 2.7%@ 57 formula. All new Miscellaneous Employees defined as "new members" under the Act hired after January 1, 2013 shall be subject to the 2%@ 62 formula.

##### **B. Additional Retirement Benefits.**

1. The City shall continue to provide employees covered under this agreement with that certain retirement option program commonly referred to as "Retirement Credit in Unused Sick leave" which is based on the conversion formula as set forth in the California Public Employees' Retirement System (PERS), Section 20965 of the California Government Code.
2. The City shall provide employees covered under this agreement with that certain retirement option program commonly referred to as "Fourth Level of 1959 Survivor Benefits Pursuant to Section 21574 in conjunction with Section 21551 "Continuation of Death Benefits After Remarriage of Survivor".
3. The City shall continue to provide employees covered under this agreement with that certain retirement option program commonly referred to as "Post Retirement/Survivor's Benefit Option" which is based on the schedule of benefits as provided in the California Public Employees' Retirement System (PERS), Sections 21624 and 21626.
4. The City shall provide employees covered under this agreement with the 3% Annual Cost of Living Allowance Increase for Retirees option as provided in the California Public Employees' Retirement System (PERS), Section 21335. All Safety employees who are defined as "new members" under the Pension Reform Act will be subject to the 2% Annual Cost of Living Allowance Increase for Retirees option once the City amends its contract with CalPERS after

January 1, 2013.

5. All employees in the unit (not defined as “new members under the Act) shall pay their PERS member contribution (nine percent (9%) for sworn and eight percent (8%) for non-sworn).
6. The City shall continue to provide that certain retirement option program commonly referred to as “Single Highest Year” which is based on the schedule of benefits as set forth in the California Public Employees’ Retirement System (PERS), Section 20042 of the California Government Code.
7. All new Safety employees defined as “new members” under the Act will have their pensions calculated based on the highest average annual pensionable compensation earned over a consecutive 36-month period. All new miscellaneous employees defined as “new members” under the Act hired will have their pensions calculated based on the highest average annual pensionable compensation earned over a consecutive 36-month period.
8. The City shall provide the employees covered under this Agreement, with the PERS contract option commonly referred to as Military Service Credit as Public Service, Section 21024, Statutes of 1976.

## **SECTION XVI. HEALTH AND WELFARE BENEFITS**

### **A. Cafeteria Style Medical Benefit Plan:**

#### **Tier 1 Plan for Association Members Hired on or Before August 28, 2015.**

Those Association members who elect to acquire medical insurance coverage through the City will receive the following amounts for use towards enrolling in any of the medical, dental, and vision insurance plans offered by the City.

▪ Fiscal Year 2016/17 –	\$800 / month
▪ Effective December 2017 –	\$930 / month
▪ Effective December 2018 –	\$1,060 / month
▪ Effective December 2019 –	\$1,190 / month
▪ Effective December 2020 –	\$1,320 / month
▪ Effective December 2021 –	\$1,450 / month

Any unused remainder may be taken as cash, or be used towards any additional City sponsored insurance programs.

It is also important to note that the above referenced contribution amounts will only be provided to Association members who elect to acquire medical insurance through the City. Association members who elect to acquire dental and / or vision insurance through the City, but not medical insurance through the City, will be ineligible to receive the above referenced contribution amounts, and will instead have to participate in the City’s opt-out program as further defined below.

Those Association members who elect not to acquire medical insurance coverage through the City must first provide proof of medical insurance coverage through an alternative source. Upon meeting that requirement, the Association member shall then be eligible to opt-out of the City's medical coverage program and will receive the following amounts, which can be taken as cash, or be used towards any non-medical City sponsored insurance programs.

- Fiscal Year 2016/17 – \$450 / month
- Effective December 2017 – \$510 / month
- Effective December 2018 – \$570 / month
- Effective December 2019 – \$630 / month
- Effective December 2020 – \$690 / month
- Effective December 2021 – \$750 / month

**B. Cafeteria Style Medical Benefit Plan:  
Tier 2 Plan for Association Members After August 28, 2015.**

Those Association members who elect to acquire medical insurance coverage through the City will receive the following amounts for use towards enrolling in any of the medical, dental, and vision insurance plans offered by the City.

- Fiscal Year 2016/17 – \$800 / month
- Effective December 2017 – \$930 / month
- Effective December 2018 – \$1,060 / month
- Effective December 2019 – \$1,190 / month
- Effective December 2020 – \$1,320 / month
- Effective December 2021 – \$1,450 / month

Any unused remainder may be taken as cash, or be used towards any additional City sponsored insurance programs.

It is also important to note that the above referenced contribution amounts will only be provided to Association members who elect to acquire medical insurance through the City. Association members who elect to acquire dental and / or vision insurance through the City, but not medical insurance through the City, will be ineligible to receive the above referenced contribution amounts, and will instead have to participate in the City's opt-out program as further defined below.

Those Association members who can provide proof of medical insurance coverage through an alternative source shall be eligible to opt-out of the City's medical coverage program and will receive 25% of the monthly cafeteria plan contribution, with a maximum cash-out cap of \$500 / month, which can be taken as cash, or be used towards any non-medical City sponsored insurance programs.

**C. Agreement Between City and Association that the Funds Provided Towards Cafeteria Style Medical Benefit Plan are not Considered Part of an Employee's Regular Rate of Pay.**

The City and Association mutually agree that any and all funds provided by the City for use towards the Cafeteria Style Medical Benefit Plan, whether the funds are left

over after being applied towards insurance premiums or if the funds are provided to an employee who has opted-out of the City's program, shall not be considered part of an employee's regular rate of pay. In particular, for overtime calculation purposes, the City and Association mutually agree that any funds provided by the City as part of the Cafeteria Style Medical Benefit Plan shall not be included for consideration as part of an employee's regular rate of pay.

Furthermore, the Association expressly commits to supporting the position that any and all Cafeteria Style Medical Benefit Plan funds provided by the City to employees are considered a benefit, are not compensation, and shall be excluded from consideration as part of an employee's regular rate of pay for overtime purposes. Additionally, the Association agrees that in the event that the Association, its officers, agents, representatives, and / or members engage in any conduct which violates this clause of the Agreement, the Association will immediately instruct, in writing, any persons engaging in such conduct that their actions are in violation of this Agreement and that they must immediately cease such conduct.

**D. Prohibition of "Double Coverage."**

The City may prohibit employees from adding another City employee as a dependent, or from being added to another City employee's City health plan(s) as a dependent.

**E. Tuition Reimbursement.**

Employees who complete job-related courses shall be reimbursed for tuition as outlined in Administrative Policy #3.05. Such policy shall be considered as part of this Agreement by reference and thus subject to the meet and confer process for any future amendments.

**F. Deferred Compensation.**

The City shall make a matching contribution to each participating employee's IRC 457 Deferred Compensation account of \$23.08 per pay period, provided the following requirements are met:

1. The employee must be enrolled in a City sponsored deferred compensation plan.
2. The employee must contribute an equal amount of the City's contribution.

Furthermore, at any time, employees can voluntarily elect to participate in and contribute towards any City sponsored deferred compensation program, and / or participate in Monrovia Credit Union savings programs.

## **SECTION XVII. RETIREMENT MEDICAL BENEFITS**

**A. Cessation of Medical Benefits Upon Retirement.**

1. It is acknowledged by the City and the Association that the City's intent is to provide health coverage for current employees – not for previously retired employees or for current or future employees upon their eventual retirement.
2. The City agrees to provide the following retiree medical benefit.
  - a. Employees hired before July 1, 2008, will be eligible to receive the following retiree medical benefits:
    - i. Employees retiring with a minimum of fifteen (15) years of service shall receive a maximum monthly reimbursement of \$100.
    - ii. Employees retiring with a minimum of twenty (20) years of service shall receive a maximum monthly reimbursement of \$200.
    - iii. Employees retiring with a minimum of twenty-five (25) years of service shall receive a maximum monthly reimbursement of \$250.
    - iv. No retiree shall receive a reimbursement for more than the actual monthly cost of the medical coverage.
    - v. When the retiree and / or spouse become eligible for Medicare, (if applicable), each must elect such coverage as the City will only provide reimbursement based on the supplement to Medicare plan premium.
    - vi. Once retired, the retiree must provide evidence of a monthly premium to be paid directly by the retiree, to receive reimbursement. Otherwise, no reimbursement will be provided.
    - vii. Retiree medical premiums will be paid for the employee and spouse for the lifetime of both parties provided they remain married until death. Should they divorce, the spouse will not be entitled to such reimbursement.
    - viii. The retiree / spouse must submit evidence of their monthly medical premium to the City to receive their monthly reimbursement.

**B. Pre-Funded Retiree Medical Trust.**

1. Notwithstanding Section XVII.A above, the City will provide a Pre-funded Retiree Medical Trust (PRMT) that provides for employee and employer contributions. The PRMT will establish a health reimbursement savings trust account that will allow the employee to utilize monies in this account to pay for

IRS-approved medical premiums with pre-tax dollars as long as there are funds in the retiree's account. A complete Plan document describing the PRMT will be provided to each participant.

2. The City will establish a Plan A and a Plan B PRMT program. All employees must participate in the PRMT and cannot opt out.
3. All employees will exercise a one-time irrevocable election to participate in either Plan A or Plan B of the PRMT.
4. Plan A components:
  - Any employee hired on or after July 1, 2008, will participate in the PRMT as a Plan A participant.
  - All employees participating in Plan A are no longer eligible to receive the retiree medical benefits as outlined in Section XVII.A above.
  - Both the employee and the City will contribute monies into the Trust each pay period.
  - All contributions made by an employee will remain in the Trust for the benefit of the employee regardless of whether he/she retires or otherwise separates from employment with the City.
  - An employee cannot contribute either more or less than the amount determined through the meet and confer process.
  - The contribution levels for both employee and the City are based on length of service as indicated in the Table below.

Contributions Amounts Per Pay Period		
Years of Service	Employee Contributions	Employer Contributions
0-5	\$10	\$15
6-10	\$10	\$20
11-15	\$20	\$25
16-20	\$20	\$30
21-25	\$30	\$35
26+	\$30	\$40

5. Plan B Components:

- All employees participating in Plan B will retain the retiree medical benefit as outlined in Section XVII.A above.
- Both the employee and the City will contribute monies into the Trust each pay period.
- All contributions made by an employee will remain in the Trust for the benefit of the employee regardless of whether he/she retires or otherwise separates from employment with the City.
- An employee cannot contribute either more or less than the amount determined through the meet and confer process.
- The contribution levels for both employee and the City are based on length of service as indicated in the Table below.

Contributions Amounts Per Pay Period		
Years of Service	Employee Contributions	Employer Contributions
0-5	\$10	\$5
6-10	\$10	\$7
11-15	\$20	\$10
16-20	\$20	\$12
21-25	\$30	\$15
26+	\$30	\$17

6. Monies in the Trust for an employee, former employee and retiree will be available to the surviving beneficiaries in accordance with the provisions of the Trust and IRS regulations.
7. The language contained in this Section is subject to review by legal counsel and may be amended to comply with legal and IRS regulations.

**C. Payment of PERS Contingency Reserve Fee.**

The Association agrees that should PERS at any time in the future charge a contingency reserve fee, an amount equivalent to the cost to the City shall be prorated for the bargaining unit and a corresponding downward adjustment shall be made in the amount of the City's monthly fringe benefit contribution.

**D. Medical Coverage – Families of Employees.**

Should an employee covered under this Agreement die as a direct result of his / her duties as a sworn Fire employee, the City shall pay the medical premium for his / her spouse and dependent children based on the lowest HMO medical plan provided by the City for the corresponding number of family members to be covered. Such medical

premium payment shall continue for the surviving spouse as long as he / she remains unmarried. Such medical premium payment shall continue for any surviving children until they reach the age of twenty-six (26).

**E. Health Insurance Committee.**

The parties agree to establish a Health Insurance Committee comprised of representatives from all bargaining units to review process and feasibility of medical provider changes, and in particular, assessing the viability of transitioning to CalPERS as the City's medical provider. This assessment will be completed before June 30, 2018.

**SECTION XVIII. MEAL POLICY**

It is mutually understood that it is the policy of the City that employees covered by this agreement who regularly work a 24-hour shift schedule are required by the City to take their meals at those times selected by the City and on the premises of the City and that the taking of such meals is at the total discretion and convenience of the City in the administration of the needs of the Fire Department.

**SECTION XIX. SEVERABILITY**

Should any provision of this Memorandum of Understanding be found to be inoperative, void or invalid by a court of competent jurisdiction, all other provisions of this Memorandum shall remain in full force and effect for the duration of this Memorandum of Understanding.

**SECTION XX. FULL UNDERSTANDING**

This Memorandum of Understanding contains all the covenants, stipulations and provisions agreed upon by the parties and any other prior existing understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety.

It is the intent of the parties that this agreement be administered in its entirety in good faith during its full term. The Association recognizes that during such term, it may be necessary to reopen certain sections of this Agreement in order for the City to make changes in practices, rules, or procedures affecting the employees covered by this Agreement.

In the event that the City finds it necessary to reopen certain sections of this Agreement to make changes in practices, rules, or procedures, the City shall notify the Association of such change. Upon request, the City agrees to meet and confer with the Association in good faith on the impact that any such change will have on the employees covered by this Agreement.

Notwithstanding the above identified factors, during the life of this Agreement, the Association voluntarily and unqualifiedly waives its rights and agrees that the City shall not be required to meet and confer with respect to any subject or matter whether referred to or covered in this Agreement or not during the term of this Agreement.

**MONROVIA FIREFIGHTERS'  
ASSOCIATION:**

---

Dave Rapp, President

---

Mike Cate, Vice President

**CITY OF MONROVIA:**

---

Oliver Chi, City Manager

---

Lauren Vasquez, Deputy City Manager



**Exhibit A**  
*Salary Range / Salary Step  
System*

## City of Monrovia Salary Range Chart Fiscal Year 2017/18 - 2021/22

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
100	Hourly	\$ 12.00	\$ 12.60	\$ 13.23	\$ 13.89	\$ 14.59	\$ 15.32	\$ 16.08
	Monthly	\$ 2,080.00	\$ 2,184.00	\$ 2,293.20	\$ 2,407.86	\$ 2,528.25	\$ 2,654.67	\$ 2,787.40
	Annual	\$ 24,960.00	\$ 26,208.00	\$ 27,518.40	\$ 28,894.32	\$ 30,339.04	\$ 31,855.99	\$ 33,448.79
101	Hourly	\$ 12.12	\$ 12.73	\$ 13.36	\$ 14.03	\$ 14.73	\$ 15.47	\$ 16.24
	Monthly	\$ 2,100.80	\$ 2,205.84	\$ 2,316.13	\$ 2,431.94	\$ 2,553.54	\$ 2,681.21	\$ 2,815.27
	Annual	\$ 25,209.60	\$ 26,470.08	\$ 27,793.58	\$ 29,183.26	\$ 30,642.43	\$ 32,174.55	\$ 33,783.28
102	Hourly	\$ 12.24	\$ 12.85	\$ 13.50	\$ 14.17	\$ 14.88	\$ 15.62	\$ 16.40
	Monthly	\$ 2,121.81	\$ 2,227.90	\$ 2,339.29	\$ 2,456.26	\$ 2,579.07	\$ 2,708.02	\$ 2,843.43
	Annual	\$ 25,461.70	\$ 26,734.78	\$ 28,071.52	\$ 29,475.10	\$ 30,948.85	\$ 32,496.29	\$ 34,121.11
103	Hourly	\$ 12.36	\$ 12.98	\$ 13.63	\$ 14.31	\$ 15.03	\$ 15.78	\$ 16.57
	Monthly	\$ 2,143.03	\$ 2,250.18	\$ 2,362.69	\$ 2,480.82	\$ 2,604.86	\$ 2,735.10	\$ 2,871.86
	Annual	\$ 25,716.31	\$ 27,002.13	\$ 28,352.24	\$ 29,769.85	\$ 31,258.34	\$ 32,821.26	\$ 34,462.32
104	Hourly	\$ 12.49	\$ 13.11	\$ 13.77	\$ 14.46	\$ 15.18	\$ 15.94	\$ 16.73
	Monthly	\$ 2,164.46	\$ 2,272.68	\$ 2,386.31	\$ 2,505.63	\$ 2,630.91	\$ 2,762.46	\$ 2,900.58
	Annual	\$ 25,973.48	\$ 27,272.15	\$ 28,635.76	\$ 30,067.55	\$ 31,570.92	\$ 33,149.47	\$ 34,806.94
105	Hourly	\$ 12.61	\$ 13.24	\$ 13.90	\$ 14.60	\$ 15.33	\$ 16.10	\$ 16.90
	Monthly	\$ 2,186.10	\$ 2,295.41	\$ 2,410.18	\$ 2,530.69	\$ 2,657.22	\$ 2,790.08	\$ 2,929.58
	Annual	\$ 26,233.21	\$ 27,544.87	\$ 28,922.11	\$ 30,368.22	\$ 31,886.63	\$ 33,480.96	\$ 35,155.01
106	Hourly	\$ 12.74	\$ 13.38	\$ 14.04	\$ 14.75	\$ 15.48	\$ 16.26	\$ 17.07
	Monthly	\$ 2,207.96	\$ 2,318.36	\$ 2,434.28	\$ 2,555.99	\$ 2,683.79	\$ 2,817.98	\$ 2,958.88
	Annual	\$ 26,495.54	\$ 27,820.32	\$ 29,211.34	\$ 30,671.90	\$ 32,205.50	\$ 33,815.77	\$ 35,506.56
107	Hourly	\$ 12.87	\$ 13.51	\$ 14.18	\$ 14.89	\$ 15.64	\$ 16.42	\$ 17.24
	Monthly	\$ 2,230.04	\$ 2,341.54	\$ 2,458.62	\$ 2,581.55	\$ 2,710.63	\$ 2,846.16	\$ 2,988.47
	Annual	\$ 26,760.50	\$ 28,098.52	\$ 29,503.45	\$ 30,978.62	\$ 32,527.55	\$ 34,153.93	\$ 35,861.63
108	Hourly	\$ 12.99	\$ 13.64	\$ 14.33	\$ 15.04	\$ 15.79	\$ 16.58	\$ 17.41
	Monthly	\$ 2,252.34	\$ 2,364.96	\$ 2,483.21	\$ 2,607.37	\$ 2,737.74	\$ 2,874.62	\$ 3,018.35
	Annual	\$ 27,028.10	\$ 28,379.51	\$ 29,798.48	\$ 31,288.41	\$ 32,852.83	\$ 34,495.47	\$ 36,220.24
109	Hourly	\$ 13.12	\$ 13.78	\$ 14.47	\$ 15.19	\$ 15.95	\$ 16.75	\$ 17.59
	Monthly	\$ 2,274.87	\$ 2,388.61	\$ 2,508.04	\$ 2,633.44	\$ 2,765.11	\$ 2,903.37	\$ 3,048.54
	Annual	\$ 27,298.38	\$ 28,663.30	\$ 30,096.47	\$ 31,601.29	\$ 33,181.36	\$ 34,840.42	\$ 36,582.45
110	Hourly	\$ 13.26	\$ 13.92	\$ 14.61	\$ 15.34	\$ 16.11	\$ 16.92	\$ 17.76
	Monthly	\$ 2,297.61	\$ 2,412.49	\$ 2,533.12	\$ 2,659.78	\$ 2,792.76	\$ 2,932.40	\$ 3,079.02
	Annual	\$ 27,571.37	\$ 28,949.94	\$ 30,397.43	\$ 31,917.31	\$ 33,513.17	\$ 35,188.83	\$ 36,948.27
111	Hourly	\$ 13.39	\$ 14.06	\$ 14.76	\$ 15.50	\$ 16.27	\$ 17.09	\$ 17.94
	Monthly	\$ 2,320.59	\$ 2,436.62	\$ 2,558.45	\$ 2,686.37	\$ 2,820.69	\$ 2,961.73	\$ 3,109.81
	Annual	\$ 27,847.08	\$ 29,239.44	\$ 30,701.41	\$ 32,236.48	\$ 33,848.30	\$ 35,540.72	\$ 37,317.75
112	Hourly	\$ 13.52	\$ 14.20	\$ 14.91	\$ 15.65	\$ 16.44	\$ 17.26	\$ 18.12
	Monthly	\$ 2,343.80	\$ 2,460.99	\$ 2,584.04	\$ 2,713.24	\$ 2,848.90	\$ 2,991.34	\$ 3,140.91
	Annual	\$ 28,125.55	\$ 29,531.83	\$ 31,008.42	\$ 32,558.84	\$ 34,186.79	\$ 35,896.12	\$ 37,690.93
113	Hourly	\$ 13.66	\$ 14.34	\$ 15.06	\$ 15.81	\$ 16.60	\$ 17.43	\$ 18.30
	Monthly	\$ 2,367.23	\$ 2,485.60	\$ 2,609.88	\$ 2,740.37	\$ 2,877.39	\$ 3,021.26	\$ 3,172.32
	Annual	\$ 28,406.81	\$ 29,827.15	\$ 31,318.51	\$ 32,884.43	\$ 34,528.65	\$ 36,255.09	\$ 38,067.84
114	Hourly	\$ 13.79	\$ 14.48	\$ 15.21	\$ 15.97	\$ 16.77	\$ 17.60	\$ 18.48
	Monthly	\$ 2,390.91	\$ 2,510.45	\$ 2,635.97	\$ 2,767.77	\$ 2,906.16	\$ 3,051.47	\$ 3,204.04
	Annual	\$ 28,690.88	\$ 30,125.42	\$ 31,631.69	\$ 33,213.28	\$ 34,873.94	\$ 36,617.64	\$ 38,448.52
115	Hourly	\$ 13.93	\$ 14.63	\$ 15.36	\$ 16.13	\$ 16.93	\$ 17.78	\$ 18.67
	Monthly	\$ 2,414.82	\$ 2,535.56	\$ 2,662.33	\$ 2,795.45	\$ 2,935.22	\$ 3,081.98	\$ 3,236.08
	Annual	\$ 28,977.79	\$ 30,426.67	\$ 31,948.01	\$ 33,545.41	\$ 35,222.68	\$ 36,983.81	\$ 38,833.00

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
116	Hourly	\$ 14.07	\$ 14.77	\$ 15.51	\$ 16.29	\$ 17.10	\$ 17.96	\$ 18.86
	Monthly	\$ 2,438.96	\$ 2,560.91	\$ 2,688.96	\$ 2,823.41	\$ 2,964.58	\$ 3,112.80	\$ 3,268.44
	Annual	\$ 29,267.56	\$ 30,730.94	\$ 32,267.49	\$ 33,880.86	\$ 35,574.91	\$ 37,353.65	\$ 39,221.33
117	Hourly	\$ 14.21	\$ 14.92	\$ 15.67	\$ 16.45	\$ 17.27	\$ 18.14	\$ 19.04
	Monthly	\$ 2,463.35	\$ 2,586.52	\$ 2,715.85	\$ 2,851.64	\$ 2,994.22	\$ 3,143.93	\$ 3,301.13
	Annual	\$ 29,560.24	\$ 31,038.25	\$ 32,590.16	\$ 34,219.67	\$ 35,930.65	\$ 37,727.19	\$ 39,613.55
118	Hourly	\$ 14.35	\$ 15.07	\$ 15.83	\$ 16.62	\$ 17.45	\$ 18.32	\$ 19.24
	Monthly	\$ 2,487.99	\$ 2,612.39	\$ 2,743.01	\$ 2,880.16	\$ 3,024.16	\$ 3,175.37	\$ 3,334.14
	Annual	\$ 29,855.84	\$ 31,348.63	\$ 32,916.06	\$ 34,561.87	\$ 36,289.96	\$ 38,104.46	\$ 40,009.68
119	Hourly	\$ 14.50	\$ 15.22	\$ 15.98	\$ 16.78	\$ 17.62	\$ 18.50	\$ 19.43
	Monthly	\$ 2,512.87	\$ 2,638.51	\$ 2,770.44	\$ 2,908.96	\$ 3,054.41	\$ 3,207.13	\$ 3,367.48
	Annual	\$ 30,154.40	\$ 31,662.12	\$ 33,245.23	\$ 34,907.49	\$ 36,652.86	\$ 38,485.50	\$ 40,409.78
120	Hourly	\$ 14.64	\$ 15.37	\$ 16.14	\$ 16.95	\$ 17.80	\$ 18.69	\$ 19.62
	Monthly	\$ 2,538.00	\$ 2,664.90	\$ 2,798.14	\$ 2,938.05	\$ 3,084.95	\$ 3,239.20	\$ 3,401.16
	Annual	\$ 30,455.94	\$ 31,978.74	\$ 33,577.68	\$ 35,256.56	\$ 37,019.39	\$ 38,870.36	\$ 40,813.88
121	Hourly	\$ 14.79	\$ 15.53	\$ 16.30	\$ 17.12	\$ 17.98	\$ 18.87	\$ 19.82
	Monthly	\$ 2,563.38	\$ 2,691.54	\$ 2,826.12	\$ 2,967.43	\$ 3,115.80	\$ 3,271.59	\$ 3,435.17
	Annual	\$ 30,760.50	\$ 32,298.53	\$ 33,913.45	\$ 35,609.13	\$ 37,389.58	\$ 39,259.06	\$ 41,222.02
122	Hourly	\$ 14.94	\$ 15.68	\$ 16.47	\$ 17.29	\$ 18.16	\$ 19.06	\$ 20.02
	Monthly	\$ 2,589.01	\$ 2,718.46	\$ 2,854.38	\$ 2,997.10	\$ 3,146.96	\$ 3,304.30	\$ 3,469.52
	Annual	\$ 31,068.11	\$ 32,621.51	\$ 34,252.59	\$ 35,965.22	\$ 37,763.48	\$ 39,651.65	\$ 41,634.24
123	Hourly	\$ 15.09	\$ 15.84	\$ 16.63	\$ 17.46	\$ 18.34	\$ 19.25	\$ 20.22
	Monthly	\$ 2,614.90	\$ 2,745.64	\$ 2,882.93	\$ 3,027.07	\$ 3,178.43	\$ 3,337.35	\$ 3,504.21
	Annual	\$ 31,378.79	\$ 32,947.73	\$ 34,595.11	\$ 36,324.87	\$ 38,141.11	\$ 40,048.17	\$ 42,050.58
124	Hourly	\$ 15.24	\$ 16.00	\$ 16.80	\$ 17.64	\$ 18.52	\$ 19.45	\$ 20.42
	Monthly	\$ 2,641.05	\$ 2,773.10	\$ 2,911.76	\$ 3,057.34	\$ 3,210.21	\$ 3,370.72	\$ 3,539.26
	Annual	\$ 31,692.58	\$ 33,277.21	\$ 34,941.07	\$ 36,688.12	\$ 38,522.53	\$ 40,448.65	\$ 42,471.08
125	Hourly	\$ 15.39	\$ 16.16	\$ 16.97	\$ 17.81	\$ 18.71	\$ 19.64	\$ 20.62
	Monthly	\$ 2,667.46	\$ 2,800.83	\$ 2,940.87	\$ 3,087.92	\$ 3,242.31	\$ 3,404.43	\$ 3,574.65
	Annual	\$ 32,009.50	\$ 33,609.98	\$ 35,290.48	\$ 37,055.00	\$ 38,907.75	\$ 40,853.14	\$ 42,895.79
126	Hourly	\$ 15.54	\$ 16.32	\$ 17.14	\$ 17.99	\$ 18.89	\$ 19.84	\$ 20.83
	Monthly	\$ 2,694.13	\$ 2,828.84	\$ 2,970.28	\$ 3,118.80	\$ 3,274.74	\$ 3,438.47	\$ 3,610.40
	Annual	\$ 32,329.60	\$ 33,946.08	\$ 35,643.38	\$ 37,425.55	\$ 39,296.83	\$ 41,261.67	\$ 43,324.75
127	Hourly	\$ 15.70	\$ 16.48	\$ 17.31	\$ 18.17	\$ 19.08	\$ 20.04	\$ 21.04
	Monthly	\$ 2,721.07	\$ 2,857.13	\$ 2,999.98	\$ 3,149.98	\$ 3,307.48	\$ 3,472.86	\$ 3,646.50
	Annual	\$ 32,652.89	\$ 34,285.54	\$ 35,999.82	\$ 37,799.81	\$ 39,689.80	\$ 41,674.29	\$ 43,758.00
128	Hourly	\$ 15.86	\$ 16.65	\$ 17.48	\$ 18.35	\$ 19.27	\$ 20.24	\$ 21.25
	Monthly	\$ 2,748.29	\$ 2,885.70	\$ 3,029.98	\$ 3,181.48	\$ 3,340.56	\$ 3,507.59	\$ 3,682.97
	Annual	\$ 32,979.42	\$ 34,628.39	\$ 36,359.81	\$ 38,177.80	\$ 40,086.69	\$ 42,091.03	\$ 44,195.58
129	Hourly	\$ 16.01	\$ 16.81	\$ 17.66	\$ 18.54	\$ 19.47	\$ 20.44	\$ 21.46
	Monthly	\$ 2,775.77	\$ 2,914.56	\$ 3,060.28	\$ 3,213.30	\$ 3,373.96	\$ 3,542.66	\$ 3,719.79
	Annual	\$ 33,309.22	\$ 34,974.68	\$ 36,723.41	\$ 38,559.58	\$ 40,487.56	\$ 42,511.94	\$ 44,637.54
130	Hourly	\$ 16.17	\$ 16.98	\$ 17.83	\$ 18.72	\$ 19.66	\$ 20.64	\$ 21.67
	Monthly	\$ 2,803.53	\$ 2,943.70	\$ 3,090.89	\$ 3,245.43	\$ 3,407.70	\$ 3,578.09	\$ 3,756.99
	Annual	\$ 33,642.31	\$ 35,324.42	\$ 37,090.65	\$ 38,945.18	\$ 40,892.44	\$ 42,937.06	\$ 45,083.91

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
131	Hourly	\$ 16.34	\$ 17.15	\$ 18.01	\$ 18.91	\$ 19.86	\$ 20.85	\$ 21.89
	Monthly	\$ 2,831.56	\$ 2,973.14	\$ 3,121.80	\$ 3,277.89	\$ 3,441.78	\$ 3,613.87	\$ 3,794.56
	Annual	\$ 33,978.73	\$ 35,677.67	\$ 37,461.55	\$ 39,334.63	\$ 41,301.36	\$ 43,366.43	\$ 45,534.75
132	Hourly	\$ 16.50	\$ 17.32	\$ 18.19	\$ 19.10	\$ 20.05	\$ 21.06	\$ 22.11
	Monthly	\$ 2,859.88	\$ 3,002.87	\$ 3,153.01	\$ 3,310.66	\$ 3,476.20	\$ 3,650.01	\$ 3,832.51
	Annual	\$ 34,318.52	\$ 36,034.45	\$ 37,836.17	\$ 39,727.98	\$ 41,714.37	\$ 43,800.09	\$ 45,990.10
133	Hourly	\$ 16.66	\$ 17.50	\$ 18.37	\$ 19.29	\$ 20.26	\$ 21.27	\$ 22.33
	Monthly	\$ 2,888.48	\$ 3,032.90	\$ 3,184.54	\$ 3,343.77	\$ 3,510.96	\$ 3,686.51	\$ 3,870.83
	Annual	\$ 34,661.70	\$ 36,394.79	\$ 38,214.53	\$ 40,125.26	\$ 42,131.52	\$ 44,238.09	\$ 46,450.00
134	Hourly	\$ 16.83	\$ 17.67	\$ 18.56	\$ 19.48	\$ 20.46	\$ 21.48	\$ 22.56
	Monthly	\$ 2,917.36	\$ 3,063.23	\$ 3,216.39	\$ 3,377.21	\$ 3,546.07	\$ 3,723.37	\$ 3,909.54
	Annual	\$ 35,008.32	\$ 36,758.74	\$ 38,596.67	\$ 40,526.51	\$ 42,552.83	\$ 44,680.48	\$ 46,914.50
135	Hourly	\$ 17.00	\$ 17.85	\$ 18.74	\$ 19.68	\$ 20.66	\$ 21.70	\$ 22.78
	Monthly	\$ 2,946.53	\$ 3,093.86	\$ 3,248.55	\$ 3,410.98	\$ 3,581.53	\$ 3,760.61	\$ 3,948.64
	Annual	\$ 35,358.40	\$ 37,126.33	\$ 38,982.64	\$ 40,931.77	\$ 42,978.36	\$ 45,127.28	\$ 47,383.64
136	Hourly	\$ 17.17	\$ 18.03	\$ 18.93	\$ 19.88	\$ 20.87	\$ 21.91	\$ 23.01
	Monthly	\$ 2,976.00	\$ 3,124.80	\$ 3,281.04	\$ 3,445.09	\$ 3,617.35	\$ 3,798.21	\$ 3,988.12
	Annual	\$ 35,711.99	\$ 37,497.59	\$ 39,372.47	\$ 41,341.09	\$ 43,408.15	\$ 45,578.55	\$ 47,857.48
137	Hourly	\$ 17.34	\$ 18.21	\$ 19.12	\$ 20.07	\$ 21.08	\$ 22.13	\$ 23.24
	Monthly	\$ 3,005.76	\$ 3,156.05	\$ 3,313.85	\$ 3,479.54	\$ 3,653.52	\$ 3,836.19	\$ 4,028.00
	Annual	\$ 36,069.11	\$ 37,872.56	\$ 39,766.19	\$ 41,754.50	\$ 43,842.23	\$ 46,034.34	\$ 48,336.06
138	Hourly	\$ 17.51	\$ 18.39	\$ 19.31	\$ 20.28	\$ 21.29	\$ 22.35	\$ 23.47
	Monthly	\$ 3,035.82	\$ 3,187.61	\$ 3,346.99	\$ 3,514.34	\$ 3,690.05	\$ 3,874.56	\$ 4,068.28
	Annual	\$ 36,429.80	\$ 38,251.29	\$ 40,163.85	\$ 42,172.05	\$ 44,280.65	\$ 46,494.68	\$ 48,819.42
139	Hourly	\$ 17.69	\$ 18.57	\$ 19.50	\$ 20.48	\$ 21.50	\$ 22.58	\$ 23.71
	Monthly	\$ 3,066.17	\$ 3,219.48	\$ 3,380.46	\$ 3,549.48	\$ 3,726.95	\$ 3,913.30	\$ 4,108.97
	Annual	\$ 36,794.10	\$ 38,633.80	\$ 40,565.49	\$ 42,593.77	\$ 44,723.46	\$ 46,959.63	\$ 49,307.61
140	Hourly	\$ 17.87	\$ 18.76	\$ 19.70	\$ 20.68	\$ 21.72	\$ 22.80	\$ 23.94
	Monthly	\$ 3,096.84	\$ 3,251.68	\$ 3,414.26	\$ 3,584.98	\$ 3,764.22	\$ 3,952.44	\$ 4,150.06
	Annual	\$ 37,162.04	\$ 39,020.14	\$ 40,971.15	\$ 43,019.71	\$ 45,170.69	\$ 47,429.22	\$ 49,800.69
141	Hourly	\$ 18.05	\$ 18.95	\$ 19.89	\$ 20.89	\$ 21.93	\$ 23.03	\$ 24.18
	Monthly	\$ 3,127.80	\$ 3,284.20	\$ 3,448.40	\$ 3,620.83	\$ 3,801.87	\$ 3,991.96	\$ 4,191.56
	Annual	\$ 37,533.66	\$ 39,410.34	\$ 41,380.86	\$ 43,449.90	\$ 45,622.40	\$ 47,903.52	\$ 50,298.69
142	Hourly	\$ 18.23	\$ 19.14	\$ 20.09	\$ 21.10	\$ 22.15	\$ 23.26	\$ 24.42
	Monthly	\$ 3,159.08	\$ 3,317.04	\$ 3,482.89	\$ 3,657.03	\$ 3,839.89	\$ 4,031.88	\$ 4,233.47
	Annual	\$ 37,909.00	\$ 39,804.45	\$ 41,794.67	\$ 43,884.40	\$ 46,078.62	\$ 48,382.55	\$ 50,801.68
143	Hourly	\$ 18.41	\$ 19.33	\$ 20.29	\$ 21.31	\$ 22.37	\$ 23.49	\$ 24.67
	Monthly	\$ 3,190.67	\$ 3,350.21	\$ 3,517.72	\$ 3,693.60	\$ 3,878.28	\$ 4,072.20	\$ 4,275.81
	Annual	\$ 38,288.09	\$ 40,202.49	\$ 42,212.61	\$ 44,323.25	\$ 46,539.41	\$ 48,866.38	\$ 51,309.70
144	Hourly	\$ 18.59	\$ 19.52	\$ 20.50	\$ 21.52	\$ 22.60	\$ 23.73	\$ 24.91
	Monthly	\$ 3,222.58	\$ 3,383.71	\$ 3,552.90	\$ 3,730.54	\$ 3,917.07	\$ 4,112.92	\$ 4,318.57
	Annual	\$ 38,670.97	\$ 40,604.51	\$ 42,634.74	\$ 44,766.48	\$ 47,004.80	\$ 49,355.04	\$ 51,822.79
145	Hourly	\$ 18.78	\$ 19.72	\$ 20.70	\$ 21.74	\$ 22.82	\$ 23.97	\$ 25.16
	Monthly	\$ 3,254.81	\$ 3,417.55	\$ 3,588.42	\$ 3,767.85	\$ 3,956.24	\$ 4,154.05	\$ 4,361.75
	Annual	\$ 39,057.68	\$ 41,010.56	\$ 43,061.09	\$ 45,214.14	\$ 47,474.85	\$ 49,848.59	\$ 52,341.02

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
146	Hourly	\$ 18.97	\$ 19.91	\$ 20.91	\$ 21.95	\$ 23.05	\$ 24.21	\$ 25.42
	Monthly	\$ 3,287.35	\$ 3,451.72	\$ 3,624.31	\$ 3,805.52	\$ 3,995.80	\$ 4,195.59	\$ 4,405.37
	Annual	\$ 39,448.25	\$ 41,420.67	\$ 43,491.70	\$ 45,666.28	\$ 47,949.60	\$ 50,347.08	\$ 52,864.43
147	Hourly	\$ 19.16	\$ 20.11	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67
	Monthly	\$ 3,320.23	\$ 3,486.24	\$ 3,660.55	\$ 3,843.58	\$ 4,035.76	\$ 4,237.55	\$ 4,449.42
	Annual	\$ 39,842.74	\$ 41,834.87	\$ 43,926.62	\$ 46,122.95	\$ 48,429.09	\$ 50,850.55	\$ 53,393.08
148	Hourly	\$ 19.35	\$ 20.31	\$ 21.33	\$ 22.40	\$ 23.52	\$ 24.69	\$ 25.93
	Monthly	\$ 3,353.43	\$ 3,521.10	\$ 3,697.16	\$ 3,882.01	\$ 4,076.12	\$ 4,279.92	\$ 4,493.92
	Annual	\$ 40,241.16	\$ 42,253.22	\$ 44,365.88	\$ 46,584.18	\$ 48,913.39	\$ 51,359.05	\$ 53,927.01
149	Hourly	\$ 19.54	\$ 20.52	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.19
	Monthly	\$ 3,386.96	\$ 3,556.31	\$ 3,734.13	\$ 3,920.83	\$ 4,116.88	\$ 4,322.72	\$ 4,538.86
	Annual	\$ 40,643.57	\$ 42,675.75	\$ 44,809.54	\$ 47,050.02	\$ 49,402.52	\$ 51,872.64	\$ 54,466.28
150	Hourly	\$ 19.74	\$ 20.72	\$ 21.76	\$ 22.85	\$ 23.99	\$ 25.19	\$ 26.45
	Monthly	\$ 3,420.83	\$ 3,591.88	\$ 3,771.47	\$ 3,960.04	\$ 4,158.05	\$ 4,365.95	\$ 4,584.24
	Annual	\$ 41,050.01	\$ 43,102.51	\$ 45,257.64	\$ 47,520.52	\$ 49,896.54	\$ 52,391.37	\$ 55,010.94
151	Hourly	\$ 19.93	\$ 20.93	\$ 21.98	\$ 23.07	\$ 24.23	\$ 25.44	\$ 26.71
	Monthly	\$ 3,455.04	\$ 3,627.79	\$ 3,809.18	\$ 3,999.64	\$ 4,199.63	\$ 4,409.61	\$ 4,630.09
	Annual	\$ 41,460.51	\$ 43,533.54	\$ 45,710.21	\$ 47,995.72	\$ 50,395.51	\$ 52,915.28	\$ 55,561.05
152	Hourly	\$ 20.13	\$ 21.14	\$ 22.20	\$ 23.31	\$ 24.47	\$ 25.69	\$ 26.98
	Monthly	\$ 3,489.59	\$ 3,664.07	\$ 3,847.28	\$ 4,039.64	\$ 4,241.62	\$ 4,453.70	\$ 4,676.39
	Annual	\$ 41,875.12	\$ 43,968.87	\$ 46,167.31	\$ 48,475.68	\$ 50,899.46	\$ 53,444.44	\$ 56,116.66
153	Hourly	\$ 20.33	\$ 21.35	\$ 22.42	\$ 23.54	\$ 24.72	\$ 25.95	\$ 27.25
	Monthly	\$ 3,524.49	\$ 3,700.71	\$ 3,885.75	\$ 4,080.04	\$ 4,284.04	\$ 4,498.24	\$ 4,723.15
	Annual	\$ 42,293.87	\$ 44,408.56	\$ 46,628.99	\$ 48,960.44	\$ 51,408.46	\$ 53,978.88	\$ 56,677.83
154	Hourly	\$ 20.54	\$ 21.56	\$ 22.64	\$ 23.77	\$ 24.96	\$ 26.21	\$ 27.52
	Monthly	\$ 3,559.73	\$ 3,737.72	\$ 3,924.61	\$ 4,120.84	\$ 4,326.88	\$ 4,543.22	\$ 4,770.38
	Annual	\$ 42,716.81	\$ 44,852.65	\$ 47,095.28	\$ 49,450.04	\$ 51,922.54	\$ 54,518.67	\$ 57,244.60
155	Hourly	\$ 20.74	\$ 21.78	\$ 22.87	\$ 24.01	\$ 25.21	\$ 26.47	\$ 27.80
	Monthly	\$ 3,595.33	\$ 3,775.10	\$ 3,963.85	\$ 4,162.05	\$ 4,370.15	\$ 4,588.65	\$ 4,818.09
	Annual	\$ 43,143.97	\$ 45,301.17	\$ 47,566.23	\$ 49,944.54	\$ 52,441.77	\$ 55,063.86	\$ 57,817.05
156	Hourly	\$ 20.95	\$ 22.00	\$ 23.10	\$ 24.25	\$ 25.46	\$ 26.74	\$ 28.07
	Monthly	\$ 3,631.28	\$ 3,812.85	\$ 4,003.49	\$ 4,203.67	\$ 4,413.85	\$ 4,634.54	\$ 4,866.27
	Annual	\$ 43,575.41	\$ 45,754.18	\$ 48,041.89	\$ 50,443.99	\$ 52,966.19	\$ 55,614.50	\$ 58,395.22
157	Hourly	\$ 21.16	\$ 22.22	\$ 23.33	\$ 24.49	\$ 25.72	\$ 27.01	\$ 28.36
	Monthly	\$ 3,667.60	\$ 3,850.98	\$ 4,043.53	\$ 4,245.70	\$ 4,457.99	\$ 4,680.89	\$ 4,914.93
	Annual	\$ 44,011.17	\$ 46,211.73	\$ 48,522.31	\$ 50,948.43	\$ 53,495.85	\$ 56,170.64	\$ 58,979.17
158	Hourly	\$ 21.37	\$ 22.44	\$ 23.56	\$ 24.74	\$ 25.98	\$ 27.28	\$ 28.64
	Monthly	\$ 3,704.27	\$ 3,889.49	\$ 4,083.96	\$ 4,288.16	\$ 4,502.57	\$ 4,727.70	\$ 4,964.08
	Annual	\$ 44,451.28	\$ 46,673.84	\$ 49,007.53	\$ 51,457.91	\$ 54,030.81	\$ 56,732.35	\$ 59,568.97
159	Hourly	\$ 21.58	\$ 22.66	\$ 23.80	\$ 24.99	\$ 26.24	\$ 27.55	\$ 28.93
	Monthly	\$ 3,741.32	\$ 3,928.38	\$ 4,124.80	\$ 4,331.04	\$ 4,547.59	\$ 4,774.97	\$ 5,013.72
	Annual	\$ 44,895.79	\$ 47,140.58	\$ 49,497.61	\$ 51,972.49	\$ 54,571.12	\$ 57,299.67	\$ 60,164.65
160	Hourly	\$ 21.80	\$ 22.89	\$ 24.03	\$ 25.24	\$ 26.50	\$ 27.82	\$ 29.21
	Monthly	\$ 3,778.73	\$ 3,967.67	\$ 4,166.05	\$ 4,374.35	\$ 4,593.07	\$ 4,822.72	\$ 5,063.86
	Annual	\$ 45,344.75	\$ 47,611.99	\$ 49,992.59	\$ 52,492.22	\$ 55,116.83	\$ 57,872.67	\$ 60,766.30

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
161	Hourly	\$ 22.02	\$ 23.12	\$ 24.28	\$ 25.49	\$ 26.76	\$ 28.10	\$ 29.51
	Monthly	\$ 3,816.52	\$ 4,007.34	\$ 4,207.71	\$ 4,418.09	\$ 4,639.00	\$ 4,870.95	\$ 5,114.50
	Annual	\$ 45,798.20	\$ 48,088.11	\$ 50,492.51	\$ 53,017.14	\$ 55,667.99	\$ 58,451.39	\$ 61,373.96
162	Hourly	\$ 22.24	\$ 23.35	\$ 24.52	\$ 25.74	\$ 27.03	\$ 28.38	\$ 29.80
	Monthly	\$ 3,854.68	\$ 4,047.42	\$ 4,249.79	\$ 4,462.28	\$ 4,685.39	\$ 4,919.66	\$ 5,165.64
	Annual	\$ 46,256.18	\$ 48,568.99	\$ 50,997.44	\$ 53,547.31	\$ 56,224.67	\$ 59,035.91	\$ 61,987.70
163	Hourly	\$ 22.46	\$ 23.58	\$ 24.76	\$ 26.00	\$ 27.30	\$ 28.67	\$ 30.10
	Monthly	\$ 3,893.23	\$ 4,087.89	\$ 4,292.28	\$ 4,506.90	\$ 4,732.24	\$ 4,968.86	\$ 5,217.30
	Annual	\$ 46,718.74	\$ 49,054.68	\$ 51,507.41	\$ 54,082.78	\$ 56,786.92	\$ 59,626.27	\$ 62,607.58
164	Hourly	\$ 22.69	\$ 23.82	\$ 25.01	\$ 26.26	\$ 27.57	\$ 28.95	\$ 30.40
	Monthly	\$ 3,932.16	\$ 4,128.77	\$ 4,335.21	\$ 4,551.97	\$ 4,779.57	\$ 5,018.54	\$ 5,269.47
	Annual	\$ 47,185.93	\$ 49,545.22	\$ 52,022.49	\$ 54,623.61	\$ 57,354.79	\$ 60,222.53	\$ 63,233.66
165	Hourly	\$ 22.91	\$ 24.06	\$ 25.26	\$ 26.52	\$ 27.85	\$ 29.24	\$ 30.70
	Monthly	\$ 3,971.48	\$ 4,170.06	\$ 4,378.56	\$ 4,597.49	\$ 4,827.36	\$ 5,068.73	\$ 5,322.17
	Annual	\$ 47,657.79	\$ 50,040.68	\$ 52,542.71	\$ 55,169.85	\$ 57,928.34	\$ 60,824.76	\$ 63,865.99
166	Hourly	\$ 23.14	\$ 24.30	\$ 25.51	\$ 26.79	\$ 28.13	\$ 29.54	\$ 31.01
	Monthly	\$ 4,011.20	\$ 4,211.76	\$ 4,422.34	\$ 4,643.46	\$ 4,875.64	\$ 5,119.42	\$ 5,375.39
	Annual	\$ 48,134.37	\$ 50,541.08	\$ 53,068.14	\$ 55,721.54	\$ 58,507.62	\$ 61,433.00	\$ 64,504.65
167	Hourly	\$ 23.37	\$ 24.54	\$ 25.77	\$ 27.06	\$ 28.41	\$ 29.83	\$ 31.32
	Monthly	\$ 4,051.31	\$ 4,253.87	\$ 4,466.57	\$ 4,689.90	\$ 4,924.39	\$ 5,170.61	\$ 5,429.14
	Annual	\$ 48,615.71	\$ 51,046.49	\$ 53,598.82	\$ 56,278.76	\$ 59,092.70	\$ 62,047.33	\$ 65,149.70
168	Hourly	\$ 23.61	\$ 24.79	\$ 26.03	\$ 27.33	\$ 28.69	\$ 30.13	\$ 31.64
	Monthly	\$ 4,091.82	\$ 4,296.41	\$ 4,511.23	\$ 4,736.80	\$ 4,973.63	\$ 5,222.32	\$ 5,483.43
	Annual	\$ 49,101.87	\$ 51,556.96	\$ 54,134.81	\$ 56,841.55	\$ 59,683.63	\$ 62,667.81	\$ 65,801.20
169	Hourly	\$ 23.84	\$ 25.03	\$ 26.29	\$ 27.60	\$ 28.98	\$ 30.43	\$ 31.95
	Monthly	\$ 4,132.74	\$ 4,339.38	\$ 4,556.35	\$ 4,784.16	\$ 5,023.37	\$ 5,274.54	\$ 5,538.27
	Annual	\$ 49,592.88	\$ 52,072.53	\$ 54,676.16	\$ 57,409.96	\$ 60,280.46	\$ 63,294.48	\$ 66,459.21
170	Hourly	\$ 24.08	\$ 25.29	\$ 26.55	\$ 27.88	\$ 29.27	\$ 30.73	\$ 32.27
	Monthly	\$ 4,174.07	\$ 4,382.77	\$ 4,601.91	\$ 4,832.01	\$ 5,073.61	\$ 5,327.29	\$ 5,593.65
	Annual	\$ 50,088.81	\$ 52,593.25	\$ 55,222.92	\$ 57,984.06	\$ 60,883.27	\$ 63,927.43	\$ 67,123.80
171	Hourly	\$ 24.32	\$ 25.54	\$ 26.81	\$ 28.16	\$ 29.56	\$ 31.04	\$ 32.59
	Monthly	\$ 4,215.81	\$ 4,426.60	\$ 4,647.93	\$ 4,880.33	\$ 5,124.34	\$ 5,380.56	\$ 5,649.59
	Annual	\$ 50,589.70	\$ 53,119.19	\$ 55,775.15	\$ 58,563.90	\$ 61,492.10	\$ 64,566.70	\$ 67,795.04
172	Hourly	\$ 24.57	\$ 25.79	\$ 27.08	\$ 28.44	\$ 29.86	\$ 31.35	\$ 32.92
	Monthly	\$ 4,257.97	\$ 4,470.86	\$ 4,694.41	\$ 4,929.13	\$ 5,175.58	\$ 5,434.36	\$ 5,706.08
	Annual	\$ 51,095.60	\$ 53,650.38	\$ 56,332.90	\$ 59,149.54	\$ 62,107.02	\$ 65,212.37	\$ 68,472.99
173	Hourly	\$ 24.81	\$ 26.05	\$ 27.35	\$ 28.72	\$ 30.16	\$ 31.67	\$ 33.25
	Monthly	\$ 4,300.55	\$ 4,515.57	\$ 4,741.35	\$ 4,978.42	\$ 5,227.34	\$ 5,488.71	\$ 5,763.14
	Annual	\$ 51,606.55	\$ 54,186.88	\$ 56,896.23	\$ 59,741.04	\$ 62,728.09	\$ 65,864.49	\$ 69,157.72
174	Hourly	\$ 25.06	\$ 26.31	\$ 27.63	\$ 29.01	\$ 30.46	\$ 31.98	\$ 33.58
	Monthly	\$ 4,343.55	\$ 4,560.73	\$ 4,788.77	\$ 5,028.20	\$ 5,279.61	\$ 5,543.59	\$ 5,820.77
	Annual	\$ 52,122.62	\$ 54,728.75	\$ 57,465.19	\$ 60,338.45	\$ 63,355.37	\$ 66,523.14	\$ 69,849.30
175	Hourly	\$ 25.31	\$ 26.58	\$ 27.90	\$ 29.30	\$ 30.76	\$ 32.30	\$ 33.92
	Monthly	\$ 4,386.99	\$ 4,606.34	\$ 4,836.65	\$ 5,078.49	\$ 5,332.41	\$ 5,599.03	\$ 5,878.98
	Annual	\$ 52,643.85	\$ 55,276.04	\$ 58,039.84	\$ 60,941.83	\$ 63,988.92	\$ 67,188.37	\$ 70,547.79

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
176	Hourly	\$ 25.56	\$ 26.84	\$ 28.18	\$ 29.59	\$ 31.07	\$ 32.63	\$ 34.26
	Monthly	\$ 4,430.86	\$ 4,652.40	\$ 4,885.02	\$ 5,129.27	\$ 5,385.73	\$ 5,655.02	\$ 5,937.77
	Annual	\$ 53,170.29	\$ 55,828.80	\$ 58,620.24	\$ 61,551.25	\$ 64,628.81	\$ 67,860.25	\$ 71,253.27
177	Hourly	\$ 25.82	\$ 27.11	\$ 28.46	\$ 29.89	\$ 31.38	\$ 32.95	\$ 34.60
	Monthly	\$ 4,475.17	\$ 4,698.92	\$ 4,933.87	\$ 5,180.56	\$ 5,439.59	\$ 5,711.57	\$ 5,997.15
	Annual	\$ 53,701.99	\$ 56,387.09	\$ 59,206.44	\$ 62,166.76	\$ 65,275.10	\$ 68,538.86	\$ 71,965.80
178	Hourly	\$ 26.08	\$ 27.38	\$ 28.75	\$ 30.19	\$ 31.70	\$ 33.28	\$ 34.94
	Monthly	\$ 4,519.92	\$ 4,745.91	\$ 4,983.21	\$ 5,232.37	\$ 5,493.99	\$ 5,768.69	\$ 6,057.12
	Annual	\$ 54,239.01	\$ 56,950.96	\$ 59,798.51	\$ 62,788.43	\$ 65,927.85	\$ 69,224.25	\$ 72,685.46
179	Hourly	\$ 26.34	\$ 27.65	\$ 29.04	\$ 30.49	\$ 32.01	\$ 33.61	\$ 35.29
	Monthly	\$ 4,565.12	\$ 4,793.37	\$ 5,033.04	\$ 5,284.69	\$ 5,548.93	\$ 5,826.37	\$ 6,117.69
	Annual	\$ 54,781.40	\$ 57,520.47	\$ 60,396.49	\$ 63,416.32	\$ 66,587.13	\$ 69,916.49	\$ 73,412.31
180	Hourly	\$ 26.60	\$ 27.93	\$ 29.33	\$ 30.79	\$ 32.33	\$ 33.95	\$ 35.65
	Monthly	\$ 4,610.77	\$ 4,841.31	\$ 5,083.37	\$ 5,337.54	\$ 5,604.42	\$ 5,884.64	\$ 6,178.87
	Annual	\$ 55,329.21	\$ 58,095.67	\$ 61,000.46	\$ 64,050.48	\$ 67,253.00	\$ 70,615.65	\$ 74,146.44
181	Hourly	\$ 26.87	\$ 28.21	\$ 29.62	\$ 31.10	\$ 32.66	\$ 34.29	\$ 36.00
	Monthly	\$ 4,656.88	\$ 4,889.72	\$ 5,134.21	\$ 5,390.92	\$ 5,660.46	\$ 5,943.48	\$ 6,240.66
	Annual	\$ 55,882.50	\$ 58,676.63	\$ 61,610.46	\$ 64,690.98	\$ 67,925.53	\$ 71,321.81	\$ 74,887.90
182	Hourly	\$ 27.14	\$ 28.49	\$ 29.92	\$ 31.41	\$ 32.98	\$ 34.63	\$ 36.36
	Monthly	\$ 4,703.44	\$ 4,938.62	\$ 5,185.55	\$ 5,444.82	\$ 5,717.07	\$ 6,002.92	\$ 6,303.06
	Annual	\$ 56,441.33	\$ 59,263.40	\$ 62,226.57	\$ 65,337.89	\$ 68,604.79	\$ 72,035.03	\$ 75,636.78
183	Hourly	\$ 27.41	\$ 28.78	\$ 30.22	\$ 31.73	\$ 33.31	\$ 34.98	\$ 36.73
	Monthly	\$ 4,750.48	\$ 4,988.00	\$ 5,237.40	\$ 5,499.27	\$ 5,774.24	\$ 6,062.95	\$ 6,366.10
	Annual	\$ 57,005.74	\$ 59,856.03	\$ 62,848.83	\$ 65,991.27	\$ 69,290.84	\$ 72,755.38	\$ 76,393.15
184	Hourly	\$ 27.68	\$ 29.06	\$ 30.52	\$ 32.04	\$ 33.65	\$ 35.33	\$ 37.09
	Monthly	\$ 4,797.98	\$ 5,037.88	\$ 5,289.78	\$ 5,554.27	\$ 5,831.98	\$ 6,123.58	\$ 6,429.76
	Annual	\$ 57,575.80	\$ 60,454.59	\$ 63,477.32	\$ 66,651.19	\$ 69,983.74	\$ 73,482.93	\$ 77,157.08
185	Hourly	\$ 27.96	\$ 29.36	\$ 30.82	\$ 32.36	\$ 33.98	\$ 35.68	\$ 37.47
	Monthly	\$ 4,845.96	\$ 5,088.26	\$ 5,342.67	\$ 5,609.81	\$ 5,890.30	\$ 6,184.81	\$ 6,494.05
	Annual	\$ 58,151.56	\$ 61,059.14	\$ 64,112.09	\$ 67,317.70	\$ 70,683.58	\$ 74,217.76	\$ 77,928.65
186	Hourly	\$ 28.24	\$ 29.65	\$ 31.13	\$ 32.69	\$ 34.32	\$ 36.04	\$ 37.84
	Monthly	\$ 4,894.42	\$ 5,139.14	\$ 5,396.10	\$ 5,665.91	\$ 5,949.20	\$ 6,246.66	\$ 6,558.99
	Annual	\$ 58,733.07	\$ 61,669.73	\$ 64,753.21	\$ 67,990.87	\$ 71,390.42	\$ 74,959.94	\$ 78,707.94
187	Hourly	\$ 28.52	\$ 29.95	\$ 31.44	\$ 33.01	\$ 34.67	\$ 36.40	\$ 38.22
	Monthly	\$ 4,943.37	\$ 5,190.54	\$ 5,450.06	\$ 5,722.57	\$ 6,008.69	\$ 6,309.13	\$ 6,624.58
	Annual	\$ 59,320.40	\$ 62,286.42	\$ 65,400.75	\$ 68,670.78	\$ 72,104.32	\$ 75,709.54	\$ 79,495.01
188	Hourly	\$ 28.80	\$ 30.24	\$ 31.76	\$ 33.34	\$ 35.01	\$ 36.76	\$ 38.60
	Monthly	\$ 4,992.80	\$ 5,242.44	\$ 5,504.56	\$ 5,779.79	\$ 6,068.78	\$ 6,372.22	\$ 6,690.83
	Annual	\$ 59,913.61	\$ 62,909.29	\$ 66,054.75	\$ 69,357.49	\$ 72,825.37	\$ 76,466.63	\$ 80,289.96
189	Hourly	\$ 29.09	\$ 30.55	\$ 32.07	\$ 33.68	\$ 35.36	\$ 37.13	\$ 38.99
	Monthly	\$ 5,042.73	\$ 5,294.87	\$ 5,559.61	\$ 5,837.59	\$ 6,129.47	\$ 6,435.94	\$ 6,757.74
	Annual	\$ 60,512.74	\$ 63,538.38	\$ 66,715.30	\$ 70,051.07	\$ 73,553.62	\$ 77,231.30	\$ 81,092.86
190	Hourly	\$ 29.38	\$ 30.85	\$ 32.40	\$ 34.02	\$ 35.72	\$ 37.50	\$ 39.38
	Monthly	\$ 5,093.16	\$ 5,347.81	\$ 5,615.20	\$ 5,895.96	\$ 6,190.76	\$ 6,500.30	\$ 6,825.32
	Annual	\$ 61,117.87	\$ 64,173.77	\$ 67,382.45	\$ 70,751.58	\$ 74,289.15	\$ 78,003.61	\$ 81,903.79

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
191	Hourly	\$ 29.68	\$ 31.16	\$ 32.72	\$ 34.36	\$ 36.07	\$ 37.88	\$ 39.77
	Monthly	\$ 5,144.09	\$ 5,401.29	\$ 5,671.36	\$ 5,954.92	\$ 6,252.67	\$ 6,565.30	\$ 6,893.57
	Annual	\$ 61,729.05	\$ 64,815.50	\$ 68,056.28	\$ 71,459.09	\$ 75,032.05	\$ 78,783.65	\$ 82,722.83
192	Hourly	\$ 29.97	\$ 31.47	\$ 33.05	\$ 34.70	\$ 36.43	\$ 38.26	\$ 40.17
	Monthly	\$ 5,195.53	\$ 5,455.30	\$ 5,728.07	\$ 6,014.47	\$ 6,315.20	\$ 6,630.96	\$ 6,962.50
	Annual	\$ 62,346.34	\$ 65,463.66	\$ 68,736.84	\$ 72,173.68	\$ 75,782.37	\$ 79,571.49	\$ 83,550.06
193	Hourly	\$ 30.27	\$ 31.79	\$ 33.38	\$ 35.05	\$ 36.80	\$ 38.64	\$ 40.57
	Monthly	\$ 5,247.48	\$ 5,509.86	\$ 5,785.35	\$ 6,074.62	\$ 6,378.35	\$ 6,697.27	\$ 7,032.13
	Annual	\$ 62,969.80	\$ 66,118.29	\$ 69,424.21	\$ 72,895.42	\$ 76,540.19	\$ 80,367.20	\$ 84,385.56
194	Hourly	\$ 30.58	\$ 32.11	\$ 33.71	\$ 35.40	\$ 37.17	\$ 39.02	\$ 40.98
	Monthly	\$ 5,299.96	\$ 5,564.96	\$ 5,843.20	\$ 6,135.36	\$ 6,442.13	\$ 6,764.24	\$ 7,102.45
	Annual	\$ 63,599.50	\$ 66,779.48	\$ 70,118.45	\$ 73,624.37	\$ 77,305.59	\$ 81,170.87	\$ 85,229.42
195	Hourly	\$ 30.88	\$ 32.43	\$ 34.05	\$ 35.75	\$ 37.54	\$ 39.41	\$ 41.39
	Monthly	\$ 5,352.96	\$ 5,620.61	\$ 5,901.64	\$ 6,196.72	\$ 6,506.55	\$ 6,831.88	\$ 7,173.48
	Annual	\$ 64,235.50	\$ 67,447.27	\$ 70,819.64	\$ 74,360.62	\$ 78,078.65	\$ 81,982.58	\$ 86,081.71
196	Hourly	\$ 31.19	\$ 32.75	\$ 34.39	\$ 36.11	\$ 37.91	\$ 39.81	\$ 41.80
	Monthly	\$ 5,406.49	\$ 5,676.81	\$ 5,960.65	\$ 6,258.69	\$ 6,571.62	\$ 6,900.20	\$ 7,245.21
	Annual	\$ 64,877.85	\$ 68,121.74	\$ 71,527.83	\$ 75,104.22	\$ 78,859.43	\$ 82,802.41	\$ 86,942.53
197	Hourly	\$ 31.50	\$ 33.08	\$ 34.73	\$ 36.47	\$ 38.29	\$ 40.21	\$ 42.22
	Monthly	\$ 5,460.55	\$ 5,733.58	\$ 6,020.26	\$ 6,321.27	\$ 6,637.34	\$ 6,969.20	\$ 7,317.66
	Annual	\$ 65,526.63	\$ 68,802.96	\$ 72,243.11	\$ 75,855.27	\$ 79,648.03	\$ 83,630.43	\$ 87,811.95
198	Hourly	\$ 31.82	\$ 33.41	\$ 35.08	\$ 36.83	\$ 38.68	\$ 40.61	\$ 42.64
	Monthly	\$ 5,515.16	\$ 5,790.92	\$ 6,080.46	\$ 6,384.48	\$ 6,703.71	\$ 7,038.89	\$ 7,390.84
	Annual	\$ 66,181.90	\$ 69,490.99	\$ 72,965.54	\$ 76,613.82	\$ 80,444.51	\$ 84,466.73	\$ 88,690.07
199	Hourly	\$ 32.14	\$ 33.74	\$ 35.43	\$ 37.20	\$ 39.06	\$ 41.02	\$ 43.07
	Monthly	\$ 5,570.31	\$ 5,848.83	\$ 6,141.27	\$ 6,448.33	\$ 6,770.75	\$ 7,109.28	\$ 7,464.75
	Annual	\$ 66,843.72	\$ 70,185.90	\$ 73,695.20	\$ 77,379.96	\$ 81,248.95	\$ 85,311.40	\$ 89,576.97
200	Hourly	\$ 32.46	\$ 34.08	\$ 35.78	\$ 37.57	\$ 39.45	\$ 41.43	\$ 43.50
	Monthly	\$ 5,626.01	\$ 5,907.31	\$ 6,202.68	\$ 6,512.81	\$ 6,838.45	\$ 7,180.38	\$ 7,539.40
	Annual	\$ 67,512.15	\$ 70,887.76	\$ 74,432.15	\$ 78,153.76	\$ 82,061.44	\$ 86,164.52	\$ 90,472.74
201	Hourly	\$ 32.78	\$ 34.42	\$ 36.14	\$ 37.95	\$ 39.85	\$ 41.84	\$ 43.93
	Monthly	\$ 5,682.27	\$ 5,966.39	\$ 6,264.71	\$ 6,577.94	\$ 6,906.84	\$ 7,252.18	\$ 7,614.79
	Annual	\$ 68,187.27	\$ 71,596.64	\$ 75,176.47	\$ 78,935.29	\$ 82,882.06	\$ 87,026.16	\$ 91,377.47
202	Hourly	\$ 33.11	\$ 34.77	\$ 36.50	\$ 38.33	\$ 40.25	\$ 42.26	\$ 44.37
	Monthly	\$ 5,739.10	\$ 6,026.05	\$ 6,327.35	\$ 6,643.72	\$ 6,975.91	\$ 7,324.70	\$ 7,690.94
	Annual	\$ 68,869.15	\$ 72,312.60	\$ 75,928.24	\$ 79,724.65	\$ 83,710.88	\$ 87,896.42	\$ 92,291.24
203	Hourly	\$ 33.44	\$ 35.11	\$ 36.87	\$ 38.71	\$ 40.65	\$ 42.68	\$ 44.81
	Monthly	\$ 5,796.49	\$ 6,086.31	\$ 6,390.63	\$ 6,710.16	\$ 7,045.67	\$ 7,397.95	\$ 7,767.85
	Annual	\$ 69,557.84	\$ 73,035.73	\$ 76,687.52	\$ 80,521.89	\$ 84,547.99	\$ 88,775.39	\$ 93,214.16
204	Hourly	\$ 33.78	\$ 35.46	\$ 37.24	\$ 39.10	\$ 41.05	\$ 43.11	\$ 45.26
	Monthly	\$ 5,854.45	\$ 6,147.17	\$ 6,454.53	\$ 6,777.26	\$ 7,116.12	\$ 7,471.93	\$ 7,845.52
	Annual	\$ 70,253.42	\$ 73,766.09	\$ 77,454.39	\$ 81,327.11	\$ 85,393.47	\$ 89,663.14	\$ 94,146.30
205	Hourly	\$ 34.11	\$ 35.82	\$ 37.61	\$ 39.49	\$ 41.47	\$ 43.54	\$ 45.72
	Monthly	\$ 5,913.00	\$ 6,208.65	\$ 6,519.08	\$ 6,845.03	\$ 7,187.28	\$ 7,546.65	\$ 7,923.98
	Annual	\$ 70,955.95	\$ 74,503.75	\$ 78,228.94	\$ 82,140.38	\$ 86,247.40	\$ 90,559.77	\$ 95,087.76

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
206	Hourly	\$ 34.45	\$ 36.18	\$ 37.99	\$ 39.89	\$ 41.88	\$ 43.97	\$ 46.17
	Monthly	\$ 5,972.13	\$ 6,270.73	\$ 6,584.27	\$ 6,913.48	\$ 7,259.16	\$ 7,622.11	\$ 8,003.22
	Annual	\$ 71,665.51	\$ 75,248.79	\$ 79,011.23	\$ 82,961.79	\$ 87,109.88	\$ 91,465.37	\$ 96,038.64
207	Hourly	\$ 34.80	\$ 36.54	\$ 38.37	\$ 40.28	\$ 42.30	\$ 44.41	\$ 46.63
	Monthly	\$ 6,031.85	\$ 6,333.44	\$ 6,650.11	\$ 6,982.62	\$ 7,331.75	\$ 7,698.34	\$ 8,083.25
	Annual	\$ 72,382.17	\$ 76,001.27	\$ 79,801.34	\$ 83,791.41	\$ 87,980.98	\$ 92,380.02	\$ 96,999.03
208	Hourly	\$ 35.15	\$ 36.90	\$ 38.75	\$ 40.69	\$ 42.72	\$ 44.86	\$ 47.10
	Monthly	\$ 6,092.17	\$ 6,396.77	\$ 6,716.61	\$ 7,052.44	\$ 7,405.07	\$ 7,775.32	\$ 8,164.08
	Annual	\$ 73,105.99	\$ 76,761.29	\$ 80,599.35	\$ 84,629.32	\$ 88,860.79	\$ 93,303.82	\$ 97,969.02
209	Hourly	\$ 35.50	\$ 37.27	\$ 39.14	\$ 41.09	\$ 43.15	\$ 45.31	\$ 47.57
	Monthly	\$ 6,153.09	\$ 6,460.74	\$ 6,783.78	\$ 7,122.97	\$ 7,479.12	\$ 7,853.07	\$ 8,245.73
	Annual	\$ 73,837.05	\$ 77,528.90	\$ 81,405.35	\$ 85,475.61	\$ 89,749.39	\$ 94,236.86	\$ 98,948.71
210	Hourly	\$ 35.85	\$ 37.65	\$ 39.53	\$ 41.50	\$ 43.58	\$ 45.76	\$ 48.05
	Monthly	\$ 6,214.62	\$ 6,525.35	\$ 6,851.62	\$ 7,194.20	\$ 7,553.91	\$ 7,931.60	\$ 8,328.18
	Annual	\$ 74,575.42	\$ 78,304.19	\$ 82,219.40	\$ 86,330.37	\$ 90,646.89	\$ 95,179.23	\$ 99,938.19
211	Hourly	\$ 36.21	\$ 38.02	\$ 39.92	\$ 41.92	\$ 44.02	\$ 46.22	\$ 48.53
	Monthly	\$ 6,276.76	\$ 6,590.60	\$ 6,920.13	\$ 7,266.14	\$ 7,629.45	\$ 8,010.92	\$ 8,411.46
	Annual	\$ 75,321.17	\$ 79,087.23	\$ 83,041.59	\$ 87,193.67	\$ 91,553.36	\$ 96,131.02	\$ 100,937.57
212	Hourly	\$ 36.57	\$ 38.40	\$ 40.32	\$ 42.34	\$ 44.46	\$ 46.68	\$ 49.01
	Monthly	\$ 6,339.53	\$ 6,656.51	\$ 6,989.33	\$ 7,338.80	\$ 7,705.74	\$ 8,091.03	\$ 8,495.58
	Annual	\$ 76,074.38	\$ 79,878.10	\$ 83,872.01	\$ 88,065.61	\$ 92,468.89	\$ 97,092.33	\$ 101,946.95
213	Hourly	\$ 36.94	\$ 38.79	\$ 40.73	\$ 42.76	\$ 44.90	\$ 47.15	\$ 49.50
	Monthly	\$ 6,402.93	\$ 6,723.07	\$ 7,059.23	\$ 7,412.19	\$ 7,782.80	\$ 8,171.94	\$ 8,580.53
	Annual	\$ 76,835.13	\$ 80,676.88	\$ 84,710.73	\$ 88,946.26	\$ 93,393.58	\$ 98,063.26	\$ 102,966.42
214	Hourly	\$ 37.31	\$ 39.17	\$ 41.13	\$ 43.19	\$ 45.35	\$ 47.62	\$ 50.00
	Monthly	\$ 6,466.96	\$ 6,790.30	\$ 7,129.82	\$ 7,486.31	\$ 7,860.63	\$ 8,253.66	\$ 8,666.34
	Annual	\$ 77,603.48	\$ 81,483.65	\$ 85,557.84	\$ 89,835.73	\$ 94,327.51	\$ 99,043.89	\$ 103,996.08
215	Hourly	\$ 37.68	\$ 39.57	\$ 41.54	\$ 43.62	\$ 45.80	\$ 48.09	\$ 50.50
	Monthly	\$ 6,531.63	\$ 6,858.21	\$ 7,201.12	\$ 7,561.17	\$ 7,939.23	\$ 8,336.19	\$ 8,753.00
	Annual	\$ 78,379.51	\$ 82,298.49	\$ 86,413.41	\$ 90,734.08	\$ 95,270.79	\$ 100,034.33	\$ 105,036.04
216	Hourly	\$ 38.06	\$ 39.96	\$ 41.96	\$ 44.06	\$ 46.26	\$ 48.57	\$ 51.00
	Monthly	\$ 6,596.94	\$ 6,926.79	\$ 7,273.13	\$ 7,636.79	\$ 8,018.62	\$ 8,419.56	\$ 8,840.53
	Annual	\$ 79,163.31	\$ 83,121.47	\$ 87,277.55	\$ 91,641.43	\$ 96,223.50	\$ 101,034.67	\$ 106,086.41
217	Hourly	\$ 38.44	\$ 40.36	\$ 42.38	\$ 44.50	\$ 46.72	\$ 49.06	\$ 51.51
	Monthly	\$ 6,662.91	\$ 6,996.06	\$ 7,345.86	\$ 7,713.15	\$ 8,098.81	\$ 8,503.75	\$ 8,928.94
	Annual	\$ 79,954.94	\$ 83,952.69	\$ 88,150.32	\$ 92,557.84	\$ 97,185.73	\$ 102,045.02	\$ 107,147.27
218	Hourly	\$ 38.82	\$ 40.77	\$ 42.80	\$ 44.94	\$ 47.19	\$ 49.55	\$ 52.03
	Monthly	\$ 6,729.54	\$ 7,066.02	\$ 7,419.32	\$ 7,790.28	\$ 8,179.80	\$ 8,588.79	\$ 9,018.23
	Annual	\$ 80,754.49	\$ 84,792.22	\$ 89,031.83	\$ 93,483.42	\$ 98,157.59	\$ 103,065.47	\$ 108,218.74
219	Hourly	\$ 39.21	\$ 41.17	\$ 43.23	\$ 45.39	\$ 47.66	\$ 50.05	\$ 52.55
	Monthly	\$ 6,796.84	\$ 7,136.68	\$ 7,493.51	\$ 7,868.19	\$ 8,261.60	\$ 8,674.68	\$ 9,108.41
	Annual	\$ 81,562.04	\$ 85,640.14	\$ 89,922.15	\$ 94,418.25	\$ 99,139.17	\$ 104,096.12	\$ 109,300.93
220	Hourly	\$ 39.60	\$ 41.58	\$ 43.66	\$ 45.85	\$ 48.14	\$ 50.55	\$ 53.07
	Monthly	\$ 6,864.80	\$ 7,208.04	\$ 7,568.45	\$ 7,946.87	\$ 8,344.21	\$ 8,761.42	\$ 9,199.49
	Annual	\$ 82,377.66	\$ 86,496.54	\$ 90,821.37	\$ 95,362.44	\$ 100,130.56	\$ 105,137.08	\$ 110,393.94

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
	Hourly	\$ 40.00	\$ 42.00	\$ 44.10	\$ 46.31	\$ 48.62	\$ 51.05	\$ 53.60
221	Monthly	\$ 6,933.45	\$ 7,280.13	\$ 7,644.13	\$ 8,026.34	\$ 8,427.66	\$ 8,849.04	\$ 9,291.49
	Annual	\$ 83,201.43	\$ 87,361.51	\$ 91,729.58	\$ 96,316.06	\$ 101,131.86	\$ 106,188.46	\$ 111,497.88
	Hourly	\$ 40.40	\$ 42.42	\$ 44.54	\$ 46.77	\$ 49.11	\$ 51.56	\$ 54.14
222	Monthly	\$ 7,002.79	\$ 7,352.93	\$ 7,720.57	\$ 8,106.60	\$ 8,511.93	\$ 8,937.53	\$ 9,384.40
	Annual	\$ 84,033.45	\$ 88,235.12	\$ 92,646.88	\$ 97,279.22	\$ 102,143.18	\$ 107,250.34	\$ 112,612.86
	Hourly	\$ 40.80	\$ 42.84	\$ 44.99	\$ 47.24	\$ 49.60	\$ 52.08	\$ 54.68
223	Monthly	\$ 7,072.82	\$ 7,426.46	\$ 7,797.78	\$ 8,187.67	\$ 8,597.05	\$ 9,026.90	\$ 9,478.25
	Annual	\$ 84,873.78	\$ 89,117.47	\$ 93,573.34	\$ 98,252.01	\$ 103,164.61	\$ 108,322.84	\$ 113,738.99
	Hourly	\$ 41.21	\$ 43.27	\$ 45.44	\$ 47.71	\$ 50.09	\$ 52.60	\$ 55.23
224	Monthly	\$ 7,143.54	\$ 7,500.72	\$ 7,875.76	\$ 8,269.54	\$ 8,683.02	\$ 9,117.17	\$ 9,573.03
	Annual	\$ 85,722.52	\$ 90,008.65	\$ 94,509.08	\$ 99,234.53	\$ 104,196.26	\$ 109,406.07	\$ 114,876.38
	Hourly	\$ 41.62	\$ 43.71	\$ 45.89	\$ 48.19	\$ 50.60	\$ 53.13	\$ 55.78
225	Monthly	\$ 7,214.98	\$ 7,575.73	\$ 7,954.51	\$ 8,352.24	\$ 8,769.85	\$ 9,208.34	\$ 9,668.76
	Annual	\$ 86,579.75	\$ 90,908.73	\$ 95,454.17	\$ 100,226.88	\$ 105,238.22	\$ 110,500.13	\$ 116,025.14
	Hourly	\$ 42.04	\$ 44.14	\$ 46.35	\$ 48.67	\$ 51.10	\$ 53.66	\$ 56.34
226	Monthly	\$ 7,287.13	\$ 7,651.48	\$ 8,034.06	\$ 8,435.76	\$ 8,857.55	\$ 9,300.43	\$ 9,765.45
	Annual	\$ 87,445.54	\$ 91,817.82	\$ 96,408.71	\$ 101,229.15	\$ 106,290.60	\$ 111,605.13	\$ 117,185.39
	Hourly	\$ 42.46	\$ 44.58	\$ 46.81	\$ 49.15	\$ 51.61	\$ 54.19	\$ 56.90
227	Monthly	\$ 7,360.00	\$ 7,728.00	\$ 8,114.40	\$ 8,520.12	\$ 8,946.13	\$ 9,393.43	\$ 9,863.10
	Annual	\$ 88,320.00	\$ 92,736.00	\$ 97,372.80	\$ 102,241.44	\$ 107,353.51	\$ 112,721.19	\$ 118,357.24
	Hourly	\$ 42.89	\$ 45.03	\$ 47.28	\$ 49.65	\$ 52.13	\$ 54.73	\$ 57.47
228	Monthly	\$ 7,433.60	\$ 7,805.28	\$ 8,195.54	\$ 8,605.32	\$ 9,035.59	\$ 9,487.37	\$ 9,961.73
	Annual	\$ 89,203.20	\$ 93,663.36	\$ 98,346.53	\$ 103,263.85	\$ 108,427.04	\$ 113,848.40	\$ 119,540.82
	Hourly	\$ 43.32	\$ 45.48	\$ 47.75	\$ 50.14	\$ 52.65	\$ 55.28	\$ 58.05
229	Monthly	\$ 7,507.94	\$ 7,883.33	\$ 8,277.50	\$ 8,691.37	\$ 9,125.94	\$ 9,582.24	\$ 10,061.35
	Annual	\$ 90,095.23	\$ 94,599.99	\$ 99,329.99	\$ 104,296.49	\$ 109,511.32	\$ 114,986.88	\$ 120,736.23
	Hourly	\$ 43.75	\$ 45.94	\$ 48.23	\$ 50.64	\$ 53.18	\$ 55.83	\$ 58.63
230	Monthly	\$ 7,583.02	\$ 7,962.17	\$ 8,360.27	\$ 8,778.29	\$ 9,217.20	\$ 9,678.06	\$ 10,161.97
	Annual	\$ 90,996.18	\$ 95,545.99	\$ 100,323.29	\$ 105,339.46	\$ 110,606.43	\$ 116,136.75	\$ 121,943.59
	Hourly	\$ 44.19	\$ 46.39	\$ 48.71	\$ 51.15	\$ 53.71	\$ 56.39	\$ 59.21
231	Monthly	\$ 7,658.85	\$ 8,041.79	\$ 8,443.88	\$ 8,866.07	\$ 9,309.37	\$ 9,774.84	\$ 10,263.59
	Annual	\$ 91,906.14	\$ 96,501.45	\$ 101,326.52	\$ 106,392.85	\$ 111,712.49	\$ 117,298.12	\$ 123,163.02
	Hourly	\$ 44.63	\$ 46.86	\$ 49.20	\$ 51.66	\$ 54.25	\$ 56.96	\$ 59.81
232	Monthly	\$ 7,735.43	\$ 8,122.21	\$ 8,528.32	\$ 8,954.73	\$ 9,402.47	\$ 9,872.59	\$ 10,366.22
	Annual	\$ 92,825.21	\$ 97,466.47	\$ 102,339.79	\$ 107,456.78	\$ 112,829.62	\$ 118,471.10	\$ 124,394.65
	Hourly	\$ 45.07	\$ 47.33	\$ 49.69	\$ 52.18	\$ 54.79	\$ 57.53	\$ 60.40
233	Monthly	\$ 7,812.79	\$ 8,203.43	\$ 8,613.60	\$ 9,044.28	\$ 9,496.49	\$ 9,971.32	\$ 10,469.88
	Annual	\$ 93,753.46	\$ 98,441.13	\$ 103,363.19	\$ 108,531.35	\$ 113,957.91	\$ 119,655.81	\$ 125,638.60
	Hourly	\$ 45.52	\$ 47.80	\$ 50.19	\$ 52.70	\$ 55.34	\$ 58.10	\$ 61.01
234	Monthly	\$ 7,890.92	\$ 8,285.46	\$ 8,699.73	\$ 9,134.72	\$ 9,591.46	\$ 10,071.03	\$ 10,574.58
	Annual	\$ 94,690.99	\$ 99,425.54	\$ 104,396.82	\$ 109,616.66	\$ 115,097.49	\$ 120,852.37	\$ 126,894.99
	Hourly	\$ 45.98	\$ 48.28	\$ 50.69	\$ 53.23	\$ 55.89	\$ 58.68	\$ 61.62
235	Monthly	\$ 7,969.83	\$ 8,368.32	\$ 8,786.73	\$ 9,226.07	\$ 9,687.37	\$ 10,171.74	\$ 10,680.33
	Annual	\$ 95,637.90	\$ 100,419.80	\$ 105,440.79	\$ 110,712.83	\$ 116,248.47	\$ 122,060.89	\$ 128,163.94

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
236	Hourly	\$ 46.44	\$ 48.76	\$ 51.20	\$ 53.76	\$ 56.45	\$ 59.27	\$ 62.23
	Monthly	\$ 8,049.52	\$ 8,452.00	\$ 8,874.60	\$ 9,318.33	\$ 9,784.25	\$ 10,273.46	\$ 10,787.13
	Annual	\$ 96,594.28	\$ 101,424.00	\$ 106,495.20	\$ 111,819.95	\$ 117,410.95	\$ 123,281.50	\$ 129,445.58
237	Hourly	\$ 46.90	\$ 49.25	\$ 51.71	\$ 54.30	\$ 57.01	\$ 59.86	\$ 62.86
	Monthly	\$ 8,130.02	\$ 8,536.52	\$ 8,963.35	\$ 9,411.51	\$ 9,882.09	\$ 10,376.19	\$ 10,895.00
	Annual	\$ 97,560.22	\$ 102,438.24	\$ 107,560.15	\$ 112,938.15	\$ 118,585.06	\$ 124,514.32	\$ 130,740.03
238	Hourly	\$ 47.37	\$ 49.74	\$ 52.23	\$ 54.84	\$ 57.58	\$ 60.46	\$ 63.48
	Monthly	\$ 8,211.32	\$ 8,621.88	\$ 9,052.98	\$ 9,505.63	\$ 9,980.91	\$ 10,479.95	\$ 11,003.95
	Annual	\$ 98,535.83	\$ 103,462.62	\$ 108,635.75	\$ 114,067.54	\$ 119,770.91	\$ 125,759.46	\$ 132,047.43
239	Hourly	\$ 47.85	\$ 50.24	\$ 52.75	\$ 55.39	\$ 58.16	\$ 61.07	\$ 64.12
	Monthly	\$ 8,293.43	\$ 8,708.10	\$ 9,143.51	\$ 9,600.68	\$ 10,080.72	\$ 10,584.75	\$ 11,113.99
	Annual	\$ 99,521.18	\$ 104,497.24	\$ 109,722.11	\$ 115,208.21	\$ 120,968.62	\$ 127,017.05	\$ 133,367.91
240	Hourly	\$ 48.33	\$ 50.74	\$ 53.28	\$ 55.94	\$ 58.74	\$ 61.68	\$ 64.76
	Monthly	\$ 8,376.37	\$ 8,795.18	\$ 9,234.94	\$ 9,696.69	\$ 10,181.53	\$ 10,690.60	\$ 11,225.13
	Annual	\$ 100,516.40	\$ 105,542.22	\$ 110,819.33	\$ 116,360.29	\$ 122,178.31	\$ 128,287.22	\$ 134,701.58
241	Hourly	\$ 48.81	\$ 51.25	\$ 53.81	\$ 56.50	\$ 59.33	\$ 62.29	\$ 65.41
	Monthly	\$ 8,460.13	\$ 8,883.14	\$ 9,327.29	\$ 9,793.66	\$ 10,283.34	\$ 10,797.51	\$ 11,337.38
	Annual	\$ 101,521.56	\$ 106,597.64	\$ 111,927.52	\$ 117,523.90	\$ 123,400.09	\$ 129,570.10	\$ 136,048.60
242	Hourly	\$ 49.30	\$ 51.76	\$ 54.35	\$ 57.07	\$ 59.92	\$ 62.92	\$ 66.06
	Monthly	\$ 8,544.73	\$ 8,971.97	\$ 9,420.57	\$ 9,891.59	\$ 10,386.17	\$ 10,905.48	\$ 11,450.76
	Annual	\$ 102,536.78	\$ 107,663.61	\$ 113,046.80	\$ 118,699.14	\$ 124,634.09	\$ 130,865.80	\$ 137,409.09
243	Hourly	\$ 49.79	\$ 52.28	\$ 54.89	\$ 57.64	\$ 60.52	\$ 63.55	\$ 66.72
	Monthly	\$ 8,630.18	\$ 9,061.69	\$ 9,514.77	\$ 9,990.51	\$ 10,490.04	\$ 11,014.54	\$ 11,565.26
	Annual	\$ 103,562.14	\$ 108,740.25	\$ 114,177.26	\$ 119,886.13	\$ 125,880.43	\$ 132,174.45	\$ 138,783.18
244	Hourly	\$ 50.29	\$ 52.80	\$ 55.44	\$ 58.21	\$ 61.12	\$ 64.18	\$ 67.39
	Monthly	\$ 8,716.48	\$ 9,152.30	\$ 9,609.92	\$ 10,090.42	\$ 10,594.94	\$ 11,124.68	\$ 11,680.92
	Annual	\$ 104,597.77	\$ 109,827.65	\$ 115,319.04	\$ 121,084.99	\$ 127,139.24	\$ 133,496.20	\$ 140,171.01
245	Hourly	\$ 50.79	\$ 53.33	\$ 56.00	\$ 58.80	\$ 61.74	\$ 64.82	\$ 68.06
	Monthly	\$ 8,803.65	\$ 9,243.83	\$ 9,706.02	\$ 10,191.32	\$ 10,700.89	\$ 11,235.93	\$ 11,797.73
	Annual	\$ 105,643.74	\$ 110,925.93	\$ 116,472.23	\$ 122,295.84	\$ 128,410.63	\$ 134,831.16	\$ 141,572.72
246	Hourly	\$ 51.30	\$ 53.86	\$ 56.56	\$ 59.38	\$ 62.35	\$ 65.47	\$ 68.74
	Monthly	\$ 8,891.68	\$ 9,336.27	\$ 9,803.08	\$ 10,293.23	\$ 10,807.89	\$ 11,348.29	\$ 11,915.70
	Annual	\$ 106,700.18	\$ 112,035.19	\$ 117,636.95	\$ 123,518.80	\$ 129,694.74	\$ 136,179.47	\$ 142,988.45
247	Hourly	\$ 51.81	\$ 54.40	\$ 57.12	\$ 59.98	\$ 62.98	\$ 66.13	\$ 69.43
	Monthly	\$ 8,980.60	\$ 9,429.63	\$ 9,901.11	\$ 10,396.17	\$ 10,915.97	\$ 11,461.77	\$ 12,034.86
	Annual	\$ 107,767.18	\$ 113,155.54	\$ 118,813.32	\$ 124,753.98	\$ 130,991.68	\$ 137,541.27	\$ 144,418.33
248	Hourly	\$ 52.33	\$ 54.95	\$ 57.69	\$ 60.58	\$ 63.61	\$ 66.79	\$ 70.13
	Monthly	\$ 9,070.40	\$ 9,523.92	\$ 10,000.12	\$ 10,500.13	\$ 11,025.13	\$ 11,576.39	\$ 12,155.21
	Annual	\$ 108,844.85	\$ 114,287.10	\$ 120,001.45	\$ 126,001.52	\$ 132,301.60	\$ 138,916.68	\$ 145,862.51
249	Hourly	\$ 52.85	\$ 55.50	\$ 58.27	\$ 61.18	\$ 64.24	\$ 67.45	\$ 70.83
	Monthly	\$ 9,161.11	\$ 9,619.16	\$ 10,100.12	\$ 10,605.13	\$ 11,135.38	\$ 11,692.15	\$ 12,276.76
	Annual	\$ 109,933.30	\$ 115,429.97	\$ 121,201.47	\$ 127,261.54	\$ 133,624.62	\$ 140,305.85	\$ 147,321.14
250	Hourly	\$ 53.38	\$ 56.05	\$ 58.85	\$ 61.80	\$ 64.89	\$ 68.13	\$ 71.54
	Monthly	\$ 9,252.72	\$ 9,715.36	\$ 10,201.12	\$ 10,711.18	\$ 11,246.74	\$ 11,809.08	\$ 12,399.53
	Annual	\$ 111,032.64	\$ 116,584.27	\$ 122,413.48	\$ 128,534.15	\$ 134,960.86	\$ 141,708.91	\$ 148,794.35

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
251	Hourly	\$ 53.91	\$ 56.61	\$ 59.44	\$ 62.41	\$ 65.53	\$ 68.81	\$ 72.25
	Monthly	\$ 9,345.25	\$ 9,812.51	\$ 10,303.13	\$ 10,818.29	\$ 11,359.21	\$ 11,927.17	\$ 12,523.52
	Annual	\$ 112,142.96	\$ 117,750.11	\$ 123,637.62	\$ 129,819.50	\$ 136,310.47	\$ 143,125.99	\$ 150,282.29
252	Hourly	\$ 54.45	\$ 57.18	\$ 60.04	\$ 63.04	\$ 66.19	\$ 69.50	\$ 72.97
	Monthly	\$ 9,438.70	\$ 9,910.63	\$ 10,406.17	\$ 10,926.47	\$ 11,472.80	\$ 12,046.44	\$ 12,648.76
	Annual	\$ 113,264.39	\$ 118,927.61	\$ 124,873.99	\$ 131,117.69	\$ 137,673.58	\$ 144,557.25	\$ 151,785.12
253	Hourly	\$ 55.00	\$ 57.75	\$ 60.64	\$ 63.67	\$ 66.85	\$ 70.19	\$ 73.70
	Monthly	\$ 9,533.09	\$ 10,009.74	\$ 10,510.23	\$ 11,035.74	\$ 11,587.53	\$ 12,166.90	\$ 12,775.25
	Annual	\$ 114,397.04	\$ 120,116.89	\$ 126,122.73	\$ 132,428.87	\$ 139,050.31	\$ 146,002.83	\$ 153,302.97
254	Hourly	\$ 55.55	\$ 58.33	\$ 61.24	\$ 64.30	\$ 67.52	\$ 70.90	\$ 74.44
	Monthly	\$ 9,628.42	\$ 10,109.84	\$ 10,615.33	\$ 11,146.10	\$ 11,703.40	\$ 12,288.57	\$ 12,903.00
	Annual	\$ 115,541.01	\$ 121,318.06	\$ 127,383.96	\$ 133,753.16	\$ 140,440.81	\$ 147,462.86	\$ 154,836.00
255	Hourly	\$ 56.10	\$ 58.91	\$ 61.85	\$ 64.95	\$ 68.19	\$ 71.60	\$ 75.18
	Monthly	\$ 9,724.70	\$ 10,210.94	\$ 10,721.48	\$ 11,257.56	\$ 11,820.44	\$ 12,411.46	\$ 13,032.03
	Annual	\$ 116,696.42	\$ 122,531.24	\$ 128,657.80	\$ 135,090.69	\$ 141,845.22	\$ 148,937.48	\$ 156,384.36
256	Hourly	\$ 56.67	\$ 59.50	\$ 62.47	\$ 65.60	\$ 68.88	\$ 72.32	\$ 75.94
	Monthly	\$ 9,821.95	\$ 10,313.05	\$ 10,828.70	\$ 11,370.13	\$ 11,938.64	\$ 12,535.57	\$ 13,162.35
	Annual	\$ 117,863.38	\$ 123,756.55	\$ 129,944.38	\$ 136,441.60	\$ 143,263.67	\$ 150,426.86	\$ 157,948.20
257	Hourly	\$ 57.23	\$ 60.09	\$ 63.10	\$ 66.25	\$ 69.57	\$ 73.04	\$ 76.70
	Monthly	\$ 9,920.17	\$ 10,416.18	\$ 10,936.99	\$ 11,483.83	\$ 12,058.03	\$ 12,660.93	\$ 13,293.97
	Annual	\$ 119,042.01	\$ 124,994.11	\$ 131,243.82	\$ 137,806.01	\$ 144,696.31	\$ 151,931.13	\$ 159,527.68
258	Hourly	\$ 57.80	\$ 60.69	\$ 63.73	\$ 66.92	\$ 70.26	\$ 73.77	\$ 77.46
	Monthly	\$ 10,019.37	\$ 10,520.34	\$ 11,046.35	\$ 11,598.67	\$ 12,178.61	\$ 12,787.54	\$ 13,426.91
	Annual	\$ 120,232.43	\$ 126,244.06	\$ 132,556.26	\$ 139,184.07	\$ 146,143.27	\$ 153,450.44	\$ 161,122.96
259	Hourly	\$ 58.38	\$ 61.30	\$ 64.37	\$ 67.58	\$ 70.96	\$ 74.51	\$ 78.24
	Monthly	\$ 10,119.56	\$ 10,625.54	\$ 11,156.82	\$ 11,714.66	\$ 12,300.39	\$ 12,915.41	\$ 13,561.18
	Annual	\$ 121,434.76	\$ 127,506.50	\$ 133,881.82	\$ 140,575.91	\$ 147,604.71	\$ 154,984.94	\$ 162,734.19
260	Hourly	\$ 58.97	\$ 61.91	\$ 65.01	\$ 68.26	\$ 71.67	\$ 75.26	\$ 79.02
	Monthly	\$ 10,220.76	\$ 10,731.80	\$ 11,268.39	\$ 11,831.81	\$ 12,423.40	\$ 13,044.57	\$ 13,696.79
	Annual	\$ 122,649.11	\$ 128,781.56	\$ 135,220.64	\$ 141,981.67	\$ 149,080.75	\$ 156,534.79	\$ 164,361.53
261	Hourly	\$ 59.56	\$ 62.53	\$ 65.66	\$ 68.94	\$ 72.39	\$ 76.01	\$ 79.81
	Monthly	\$ 10,322.97	\$ 10,839.11	\$ 11,381.07	\$ 11,950.12	\$ 12,547.63	\$ 13,175.01	\$ 13,833.76
	Annual	\$ 123,875.60	\$ 130,069.38	\$ 136,572.85	\$ 143,401.49	\$ 150,571.56	\$ 158,100.14	\$ 166,005.15
262	Hourly	\$ 60.15	\$ 63.16	\$ 66.32	\$ 69.63	\$ 73.11	\$ 76.77	\$ 80.61
	Monthly	\$ 10,426.20	\$ 10,947.51	\$ 11,494.88	\$ 12,069.63	\$ 12,673.11	\$ 13,306.76	\$ 13,972.10
	Annual	\$ 125,114.35	\$ 131,370.07	\$ 137,938.57	\$ 144,835.50	\$ 152,077.28	\$ 159,681.14	\$ 167,665.20
263	Hourly	\$ 60.75	\$ 63.79	\$ 66.98	\$ 70.33	\$ 73.85	\$ 77.54	\$ 81.41
	Monthly	\$ 10,530.46	\$ 11,056.98	\$ 11,609.83	\$ 12,190.32	\$ 12,799.84	\$ 13,439.83	\$ 14,111.82
	Annual	\$ 126,365.50	\$ 132,683.77	\$ 139,317.96	\$ 146,283.86	\$ 153,598.05	\$ 161,277.95	\$ 169,341.85
264	Hourly	\$ 61.36	\$ 64.43	\$ 67.65	\$ 71.03	\$ 74.58	\$ 78.31	\$ 82.23
	Monthly	\$ 10,635.76	\$ 11,167.55	\$ 11,725.93	\$ 12,312.22	\$ 12,927.84	\$ 13,574.23	\$ 14,252.94
	Annual	\$ 127,629.15	\$ 134,010.61	\$ 140,711.14	\$ 147,746.70	\$ 155,134.03	\$ 162,890.73	\$ 171,035.27
265	Hourly	\$ 61.97	\$ 65.07	\$ 68.33	\$ 71.74	\$ 75.33	\$ 79.10	\$ 83.05
	Monthly	\$ 10,742.12	\$ 11,279.23	\$ 11,843.19	\$ 12,435.35	\$ 13,057.11	\$ 13,709.97	\$ 14,395.47
	Annual	\$ 128,905.44	\$ 135,350.71	\$ 142,118.25	\$ 149,224.16	\$ 156,685.37	\$ 164,519.64	\$ 172,745.62

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
	Hourly	\$ 62.59	\$ 65.72	\$ 69.01	\$ 72.46	\$ 76.08	\$ 79.89	\$ 83.88
266	Monthly	\$ 10,849.54	\$ 11,392.02	\$ 11,961.62	\$ 12,559.70	\$ 13,187.69	\$ 13,847.07	\$ 14,539.42
	Annual	\$ 130,194.50	\$ 136,704.22	\$ 143,539.43	\$ 150,716.40	\$ 158,252.23	\$ 166,164.84	\$ 174,473.08
	Hourly	\$ 63.22	\$ 66.38	\$ 69.70	\$ 73.18	\$ 76.84	\$ 80.69	\$ 84.72
267	Monthly	\$ 10,958.04	\$ 11,505.94	\$ 12,081.24	\$ 12,685.30	\$ 13,319.56	\$ 13,985.54	\$ 14,684.82
	Annual	\$ 131,496.44	\$ 138,071.26	\$ 144,974.83	\$ 152,223.57	\$ 159,834.75	\$ 167,826.48	\$ 176,217.81
	Hourly	\$ 63.85	\$ 67.04	\$ 70.40	\$ 73.92	\$ 77.61	\$ 81.49	\$ 85.57
268	Monthly	\$ 11,067.62	\$ 11,621.00	\$ 12,202.05	\$ 12,812.15	\$ 13,452.76	\$ 14,125.40	\$ 14,831.67
	Annual	\$ 132,811.41	\$ 139,451.98	\$ 146,424.58	\$ 153,745.80	\$ 161,433.09	\$ 169,504.75	\$ 177,979.99
	Hourly	\$ 64.49	\$ 67.71	\$ 71.10	\$ 74.66	\$ 78.39	\$ 82.31	\$ 86.42
269	Monthly	\$ 11,178.29	\$ 11,737.21	\$ 12,324.07	\$ 12,940.27	\$ 13,587.29	\$ 14,266.65	\$ 14,979.98
	Annual	\$ 134,139.52	\$ 140,846.50	\$ 147,888.82	\$ 155,283.26	\$ 163,047.43	\$ 171,199.80	\$ 179,759.79
	Hourly	\$ 65.14	\$ 68.39	\$ 71.81	\$ 75.40	\$ 79.17	\$ 83.13	\$ 87.29
270	Monthly	\$ 11,290.08	\$ 11,854.58	\$ 12,447.31	\$ 13,069.67	\$ 13,723.16	\$ 14,409.32	\$ 15,129.78
	Annual	\$ 135,480.92	\$ 142,254.96	\$ 149,367.71	\$ 156,836.10	\$ 164,677.90	\$ 172,911.80	\$ 181,557.38
	Hourly	\$ 65.79	\$ 69.08	\$ 72.53	\$ 76.16	\$ 79.96	\$ 83.96	\$ 88.16
271	Monthly	\$ 11,402.98	\$ 11,973.13	\$ 12,571.78	\$ 13,200.37	\$ 13,860.39	\$ 14,553.41	\$ 15,281.08
	Annual	\$ 136,835.73	\$ 143,677.51	\$ 150,861.39	\$ 158,404.46	\$ 166,324.68	\$ 174,640.91	\$ 183,372.96
	Hourly	\$ 66.44	\$ 69.77	\$ 73.25	\$ 76.92	\$ 80.76	\$ 84.80	\$ 89.04
272	Monthly	\$ 11,517.01	\$ 12,092.86	\$ 12,697.50	\$ 13,332.38	\$ 13,998.99	\$ 14,698.94	\$ 15,433.89
	Annual	\$ 138,204.08	\$ 145,114.29	\$ 152,370.00	\$ 159,988.50	\$ 167,987.93	\$ 176,387.32	\$ 185,206.69
	Hourly	\$ 67.11	\$ 70.46	\$ 73.99	\$ 77.69	\$ 81.57	\$ 85.65	\$ 89.93
273	Monthly	\$ 11,632.18	\$ 12,213.79	\$ 12,824.48	\$ 13,465.70	\$ 14,138.98	\$ 14,845.93	\$ 15,588.23
	Annual	\$ 139,586.12	\$ 146,565.43	\$ 153,893.70	\$ 161,588.39	\$ 169,667.81	\$ 178,151.20	\$ 187,058.76
	Hourly	\$ 67.78	\$ 71.17	\$ 74.73	\$ 78.46	\$ 82.39	\$ 86.51	\$ 90.83
274	Monthly	\$ 11,748.50	\$ 12,335.92	\$ 12,952.72	\$ 13,600.36	\$ 14,280.37	\$ 14,994.39	\$ 15,744.11
	Annual	\$ 140,981.98	\$ 148,031.08	\$ 155,432.64	\$ 163,204.27	\$ 171,364.48	\$ 179,932.71	\$ 188,929.34
	Hourly	\$ 68.46	\$ 71.88	\$ 75.47	\$ 79.25	\$ 83.21	\$ 87.37	\$ 91.74
275	Monthly	\$ 11,865.98	\$ 12,459.28	\$ 13,082.25	\$ 13,736.36	\$ 14,423.18	\$ 15,144.34	\$ 15,901.55
	Annual	\$ 142,391.80	\$ 149,511.39	\$ 156,986.96	\$ 164,836.31	\$ 173,078.13	\$ 181,732.03	\$ 190,818.64
	Hourly	\$ 69.14	\$ 72.60	\$ 76.23	\$ 80.04	\$ 84.04	\$ 88.24	\$ 92.66
276	Monthly	\$ 11,984.64	\$ 12,583.88	\$ 13,213.07	\$ 13,873.72	\$ 14,567.41	\$ 15,295.78	\$ 16,060.57
	Annual	\$ 143,815.72	\$ 151,006.51	\$ 158,556.83	\$ 166,484.68	\$ 174,808.91	\$ 183,549.35	\$ 192,726.82
	Hourly	\$ 69.83	\$ 73.33	\$ 76.99	\$ 80.84	\$ 84.88	\$ 89.13	\$ 93.58
277	Monthly	\$ 12,104.49	\$ 12,709.71	\$ 13,345.20	\$ 14,012.46	\$ 14,713.08	\$ 15,448.74	\$ 16,221.17
	Annual	\$ 145,253.88	\$ 152,516.57	\$ 160,142.40	\$ 168,149.52	\$ 176,557.00	\$ 185,384.85	\$ 194,654.09
	Hourly	\$ 70.53	\$ 74.06	\$ 77.76	\$ 81.65	\$ 85.73	\$ 90.02	\$ 94.52
278	Monthly	\$ 12,225.53	\$ 12,836.81	\$ 13,478.65	\$ 14,152.58	\$ 14,860.21	\$ 15,603.22	\$ 16,383.39
	Annual	\$ 146,706.42	\$ 154,041.74	\$ 161,743.83	\$ 169,831.02	\$ 178,322.57	\$ 187,238.70	\$ 196,600.63
	Hourly	\$ 71.24	\$ 74.80	\$ 78.54	\$ 82.47	\$ 86.59	\$ 90.92	\$ 95.46
279	Monthly	\$ 12,347.79	\$ 12,965.18	\$ 13,613.44	\$ 14,294.11	\$ 15,008.82	\$ 15,759.26	\$ 16,547.22
	Annual	\$ 148,173.48	\$ 155,582.16	\$ 163,361.26	\$ 171,529.33	\$ 180,105.79	\$ 189,111.08	\$ 198,566.64
	Hourly	\$ 71.95	\$ 75.55	\$ 79.32	\$ 83.29	\$ 87.46	\$ 91.83	\$ 96.42
280	Monthly	\$ 12,471.27	\$ 13,094.83	\$ 13,749.57	\$ 14,437.05	\$ 15,158.90	\$ 15,916.85	\$ 16,712.69
	Annual	\$ 149,655.22	\$ 157,137.98	\$ 164,994.88	\$ 173,244.62	\$ 181,906.85	\$ 191,002.19	\$ 200,552.30

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
	Hourly	\$ 72.67	\$ 76.30	\$ 80.12	\$ 84.12	\$ 88.33	\$ 92.75	\$ 97.38
281	Monthly	\$ 12,595.98	\$ 13,225.78	\$ 13,887.07	\$ 14,581.42	\$ 15,310.49	\$ 16,076.02	\$ 16,879.82
	Annual	\$ 151,151.77	\$ 158,709.36	\$ 166,644.83	\$ 174,977.07	\$ 183,725.92	\$ 192,912.22	\$ 202,557.83
	Hourly	\$ 73.40	\$ 77.07	\$ 80.92	\$ 84.96	\$ 89.21	\$ 93.67	\$ 98.36
282	Monthly	\$ 12,721.94	\$ 13,358.04	\$ 14,025.94	\$ 14,727.24	\$ 15,463.60	\$ 16,236.78	\$ 17,048.62
	Annual	\$ 152,663.29	\$ 160,296.45	\$ 168,311.27	\$ 176,726.84	\$ 185,563.18	\$ 194,841.34	\$ 204,583.41
	Hourly	\$ 74.13	\$ 77.84	\$ 81.73	\$ 85.81	\$ 90.11	\$ 94.61	\$ 99.34
283	Monthly	\$ 12,849.16	\$ 13,491.62	\$ 14,166.20	\$ 14,874.51	\$ 15,618.23	\$ 16,399.15	\$ 17,219.10
	Annual	\$ 154,189.92	\$ 161,899.42	\$ 169,994.39	\$ 178,494.11	\$ 187,418.81	\$ 196,789.75	\$ 206,629.24
	Hourly	\$ 74.87	\$ 78.61	\$ 82.55	\$ 86.67	\$ 91.01	\$ 95.56	\$ 100.33
284	Monthly	\$ 12,977.65	\$ 13,626.53	\$ 14,307.86	\$ 15,023.25	\$ 15,774.42	\$ 16,563.14	\$ 17,391.29
	Annual	\$ 155,731.82	\$ 163,518.41	\$ 171,694.33	\$ 180,279.05	\$ 189,293.00	\$ 198,757.65	\$ 208,695.53
	Hourly	\$ 75.62	\$ 79.40	\$ 83.37	\$ 87.54	\$ 91.92	\$ 96.51	\$ 101.34
285	Monthly	\$ 13,107.43	\$ 13,762.80	\$ 14,450.94	\$ 15,173.49	\$ 15,932.16	\$ 16,728.77	\$ 17,565.21
	Annual	\$ 157,289.14	\$ 165,153.59	\$ 173,411.27	\$ 182,081.84	\$ 191,185.93	\$ 200,745.23	\$ 210,782.49
	Hourly	\$ 76.38	\$ 80.19	\$ 84.20	\$ 88.41	\$ 92.84	\$ 97.48	\$ 102.35
286	Monthly	\$ 13,238.50	\$ 13,900.43	\$ 14,595.45	\$ 15,325.22	\$ 16,091.48	\$ 16,896.06	\$ 17,740.86
	Annual	\$ 158,862.03	\$ 166,805.13	\$ 175,145.39	\$ 183,902.66	\$ 193,097.79	\$ 202,752.68	\$ 212,890.31
	Hourly	\$ 77.14	\$ 81.00	\$ 85.05	\$ 89.30	\$ 93.76	\$ 98.45	\$ 103.37
287	Monthly	\$ 13,370.89	\$ 14,039.43	\$ 14,741.40	\$ 15,478.47	\$ 16,252.40	\$ 17,065.02	\$ 17,918.27
	Annual	\$ 160,450.65	\$ 168,473.18	\$ 176,896.84	\$ 185,741.68	\$ 195,028.77	\$ 204,780.21	\$ 215,019.22
	Hourly	\$ 77.91	\$ 81.81	\$ 85.90	\$ 90.19	\$ 94.70	\$ 99.44	\$ 104.41
288	Monthly	\$ 13,504.60	\$ 14,179.83	\$ 14,888.82	\$ 15,633.26	\$ 16,414.92	\$ 17,235.67	\$ 18,097.45
	Annual	\$ 162,055.16	\$ 170,157.91	\$ 178,665.81	\$ 187,599.10	\$ 196,979.05	\$ 206,828.01	\$ 217,169.41
	Hourly	\$ 78.69	\$ 82.62	\$ 86.76	\$ 91.09	\$ 95.65	\$ 100.43	\$ 105.45
289	Monthly	\$ 13,639.64	\$ 14,321.62	\$ 15,037.71	\$ 15,789.59	\$ 16,579.07	\$ 17,408.02	\$ 18,278.43
	Annual	\$ 163,675.71	\$ 171,859.49	\$ 180,452.47	\$ 189,475.09	\$ 198,948.85	\$ 208,896.29	\$ 219,341.10
	Hourly	\$ 79.48	\$ 83.45	\$ 87.62	\$ 92.00	\$ 96.60	\$ 101.44	\$ 106.51
290	Monthly	\$ 13,776.04	\$ 14,464.84	\$ 15,188.08	\$ 15,947.49	\$ 16,744.86	\$ 17,582.10	\$ 18,461.21
	Annual	\$ 165,312.46	\$ 173,578.09	\$ 182,256.99	\$ 191,369.84	\$ 200,938.33	\$ 210,985.25	\$ 221,534.51
	Hourly	\$ 80.27	\$ 84.29	\$ 88.50	\$ 92.92	\$ 97.57	\$ 102.45	\$ 107.57
291	Monthly	\$ 13,913.80	\$ 14,609.49	\$ 15,339.96	\$ 16,106.96	\$ 16,912.31	\$ 17,757.93	\$ 18,645.82
	Annual	\$ 166,965.59	\$ 175,313.87	\$ 184,079.56	\$ 193,283.54	\$ 202,947.72	\$ 213,095.10	\$ 223,749.86
	Hourly	\$ 81.07	\$ 85.13	\$ 89.38	\$ 93.85	\$ 98.55	\$ 103.47	\$ 108.65
292	Monthly	\$ 14,052.94	\$ 14,755.58	\$ 15,493.36	\$ 16,268.03	\$ 17,081.43	\$ 17,935.50	\$ 18,832.28
	Annual	\$ 168,635.24	\$ 177,067.01	\$ 185,920.36	\$ 195,216.38	\$ 204,977.19	\$ 215,226.05	\$ 225,987.36
	Hourly	\$ 81.89	\$ 85.98	\$ 90.28	\$ 94.79	\$ 99.53	\$ 104.51	\$ 109.73
293	Monthly	\$ 14,193.47	\$ 14,903.14	\$ 15,648.30	\$ 16,430.71	\$ 17,252.25	\$ 18,114.86	\$ 19,020.60
	Annual	\$ 170,321.60	\$ 178,837.68	\$ 187,779.56	\$ 197,168.54	\$ 207,026.97	\$ 217,378.31	\$ 228,247.23
	Hourly	\$ 82.70	\$ 86.84	\$ 91.18	\$ 95.74	\$ 100.53	\$ 105.55	\$ 110.83
294	Monthly	\$ 14,335.40	\$ 15,052.17	\$ 15,804.78	\$ 16,595.02	\$ 17,424.77	\$ 18,296.01	\$ 19,210.81
	Annual	\$ 172,024.81	\$ 180,626.05	\$ 189,657.36	\$ 199,140.22	\$ 209,097.24	\$ 219,552.10	\$ 230,529.70
	Hourly	\$ 83.53	\$ 87.71	\$ 92.09	\$ 96.70	\$ 101.53	\$ 106.61	\$ 111.94
295	Monthly	\$ 14,478.76	\$ 15,202.69	\$ 15,962.83	\$ 16,760.97	\$ 17,599.02	\$ 18,478.97	\$ 19,402.92
	Annual	\$ 173,745.06	\$ 182,432.31	\$ 191,553.93	\$ 201,131.63	\$ 211,188.21	\$ 221,747.62	\$ 232,835.00

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
296	Hourly	\$ 84.37	\$ 88.58	\$ 93.01	\$ 97.66	\$ 102.55	\$ 107.68	\$ 113.06
	Monthly	\$ 14,623.54	\$ 15,354.72	\$ 16,122.46	\$ 16,928.58	\$ 17,775.01	\$ 18,663.76	\$ 19,596.95
	Annual	\$ 175,482.51	\$ 184,256.64	\$ 193,469.47	\$ 203,142.94	\$ 213,300.09	\$ 223,965.09	\$ 235,163.35
297	Hourly	\$ 85.21	\$ 89.47	\$ 93.94	\$ 98.64	\$ 103.57	\$ 108.75	\$ 114.19
	Monthly	\$ 14,769.78	\$ 15,508.27	\$ 16,283.68	\$ 17,097.86	\$ 17,952.76	\$ 18,850.40	\$ 19,792.92
	Annual	\$ 177,237.34	\$ 186,099.20	\$ 195,404.16	\$ 205,174.37	\$ 215,433.09	\$ 226,204.75	\$ 237,514.98
298	Hourly	\$ 86.06	\$ 90.37	\$ 94.88	\$ 99.63	\$ 104.61	\$ 109.84	\$ 115.33
	Monthly	\$ 14,917.48	\$ 15,663.35	\$ 16,446.52	\$ 17,268.84	\$ 18,132.29	\$ 19,038.90	\$ 19,990.84
	Annual	\$ 179,009.71	\$ 187,960.20	\$ 197,358.21	\$ 207,226.12	\$ 217,587.42	\$ 228,466.79	\$ 239,890.13
299	Hourly	\$ 86.92	\$ 91.27	\$ 95.83	\$ 100.62	\$ 105.66	\$ 110.94	\$ 116.49
	Monthly	\$ 15,066.65	\$ 15,819.98	\$ 16,610.98	\$ 17,441.53	\$ 18,313.61	\$ 19,229.29	\$ 20,190.75
	Annual	\$ 180,799.81	\$ 189,839.80	\$ 199,331.79	\$ 209,298.38	\$ 219,763.30	\$ 230,751.46	\$ 242,289.03
300	Hourly	\$ 87.79	\$ 92.18	\$ 96.79	\$ 101.63	\$ 106.71	\$ 112.05	\$ 117.65
	Monthly	\$ 15,217.32	\$ 15,978.18	\$ 16,777.09	\$ 17,615.95	\$ 18,496.74	\$ 19,421.58	\$ 20,392.66
	Annual	\$ 182,607.81	\$ 191,738.20	\$ 201,325.11	\$ 211,391.36	\$ 221,960.93	\$ 233,058.98	\$ 244,711.92
301	Hourly	\$ 88.67	\$ 93.10	\$ 97.76	\$ 102.65	\$ 107.78	\$ 113.17	\$ 118.83
	Monthly	\$ 15,369.49	\$ 16,137.96	\$ 16,944.86	\$ 17,792.11	\$ 18,681.71	\$ 19,615.80	\$ 20,596.59
	Annual	\$ 184,433.88	\$ 193,655.58	\$ 203,338.36	\$ 213,505.27	\$ 224,180.54	\$ 235,389.57	\$ 247,159.04
302	Hourly	\$ 89.56	\$ 94.03	\$ 98.74	\$ 103.67	\$ 108.86	\$ 114.30	\$ 120.01
	Monthly	\$ 15,523.19	\$ 16,299.34	\$ 17,114.31	\$ 17,970.03	\$ 18,868.53	\$ 19,811.96	\$ 20,802.55
	Annual	\$ 186,278.22	\$ 195,592.13	\$ 205,371.74	\$ 215,640.33	\$ 226,422.34	\$ 237,743.46	\$ 249,630.63
303	Hourly	\$ 90.45	\$ 94.98	\$ 99.72	\$ 104.71	\$ 109.95	\$ 115.44	\$ 121.21
	Monthly	\$ 15,678.42	\$ 16,462.34	\$ 17,285.45	\$ 18,149.73	\$ 19,057.21	\$ 20,010.07	\$ 21,010.58
	Annual	\$ 188,141.00	\$ 197,548.05	\$ 207,425.46	\$ 217,796.73	\$ 228,686.57	\$ 240,120.90	\$ 252,126.94
304	Hourly	\$ 91.36	\$ 95.92	\$ 100.72	\$ 105.76	\$ 111.04	\$ 116.60	\$ 122.43
	Monthly	\$ 15,835.20	\$ 16,626.96	\$ 17,458.31	\$ 18,331.22	\$ 19,247.79	\$ 20,210.18	\$ 21,220.68
	Annual	\$ 190,022.41	\$ 199,523.54	\$ 209,499.71	\$ 219,974.70	\$ 230,973.43	\$ 242,522.10	\$ 254,648.21
305	Hourly	\$ 92.27	\$ 96.88	\$ 101.73	\$ 106.81	\$ 112.16	\$ 117.76	\$ 123.65
	Monthly	\$ 15,993.55	\$ 16,793.23	\$ 17,632.89	\$ 18,514.54	\$ 19,440.26	\$ 20,412.28	\$ 21,432.89
	Annual	\$ 191,922.64	\$ 201,518.77	\$ 211,594.71	\$ 222,174.44	\$ 233,283.17	\$ 244,947.33	\$ 257,194.69
306	Hourly	\$ 93.19	\$ 97.85	\$ 102.75	\$ 107.88	\$ 113.28	\$ 118.94	\$ 124.89
	Monthly	\$ 16,153.49	\$ 16,961.16	\$ 17,809.22	\$ 18,699.68	\$ 19,634.67	\$ 20,616.40	\$ 21,647.22
	Annual	\$ 193,841.87	\$ 203,533.96	\$ 213,710.66	\$ 224,396.19	\$ 235,616.00	\$ 247,396.80	\$ 259,766.64
307	Hourly	\$ 94.13	\$ 98.83	\$ 103.77	\$ 108.96	\$ 114.41	\$ 120.13	\$ 126.14
	Monthly	\$ 16,315.02	\$ 17,130.77	\$ 17,987.31	\$ 18,886.68	\$ 19,831.01	\$ 20,822.56	\$ 21,863.69
	Annual	\$ 195,780.28	\$ 205,569.30	\$ 215,847.76	\$ 226,640.15	\$ 237,972.16	\$ 249,870.77	\$ 262,364.31
308	Hourly	\$ 95.07	\$ 99.82	\$ 104.81	\$ 110.05	\$ 115.55	\$ 121.33	\$ 127.40
	Monthly	\$ 16,478.17	\$ 17,302.08	\$ 18,167.19	\$ 19,075.55	\$ 20,029.32	\$ 21,030.79	\$ 22,082.33
	Annual	\$ 197,738.09	\$ 207,624.99	\$ 218,006.24	\$ 228,906.55	\$ 240,351.88	\$ 252,369.47	\$ 264,987.95
309	Hourly	\$ 96.02	\$ 100.82	\$ 105.86	\$ 111.15	\$ 116.71	\$ 122.54	\$ 128.67
	Monthly	\$ 16,642.96	\$ 17,475.10	\$ 18,348.86	\$ 19,266.30	\$ 20,229.62	\$ 21,241.10	\$ 22,303.15
	Annual	\$ 199,715.47	\$ 209,701.24	\$ 220,186.30	\$ 231,195.62	\$ 242,755.40	\$ 254,893.17	\$ 267,637.83
310	Hourly	\$ 96.98	\$ 101.83	\$ 106.92	\$ 112.26	\$ 117.88	\$ 123.77	\$ 129.96
	Monthly	\$ 16,809.39	\$ 17,649.85	\$ 18,532.35	\$ 19,458.96	\$ 20,431.91	\$ 21,453.51	\$ 22,526.18
	Annual	\$ 201,712.62	\$ 211,798.25	\$ 222,388.17	\$ 233,507.57	\$ 245,182.95	\$ 257,442.10	\$ 270,314.21

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
311	Hourly	\$ 97.95	\$ 102.84	\$ 107.99	\$ 113.39	\$ 119.06	\$ 125.01	\$ 131.26
	Monthly	\$ 16,977.48	\$ 17,826.35	\$ 18,717.67	\$ 19,653.55	\$ 20,636.23	\$ 21,668.04	\$ 22,751.45
	Annual	\$ 203,729.75	\$ 213,916.24	\$ 224,612.05	\$ 235,842.65	\$ 247,634.78	\$ 260,016.52	\$ 273,017.35
312	Hourly	\$ 98.93	\$ 103.87	\$ 109.07	\$ 114.52	\$ 120.25	\$ 126.26	\$ 132.57
	Monthly	\$ 17,147.25	\$ 18,004.62	\$ 18,904.85	\$ 19,850.09	\$ 20,842.59	\$ 21,884.72	\$ 22,978.96
	Annual	\$ 205,767.05	\$ 216,055.40	\$ 226,858.17	\$ 238,201.08	\$ 250,111.13	\$ 262,616.69	\$ 275,747.52
313	Hourly	\$ 99.92	\$ 104.91	\$ 110.16	\$ 115.66	\$ 121.45	\$ 127.52	\$ 133.90
	Monthly	\$ 17,318.73	\$ 18,184.66	\$ 19,093.90	\$ 20,048.59	\$ 21,051.02	\$ 22,103.57	\$ 23,208.75
	Annual	\$ 207,824.72	\$ 218,215.95	\$ 229,126.75	\$ 240,583.09	\$ 252,612.24	\$ 265,242.85	\$ 278,505.00
314	Hourly	\$ 100.91	\$ 105.96	\$ 111.26	\$ 116.82	\$ 122.66	\$ 128.80	\$ 135.24
	Monthly	\$ 17,491.91	\$ 18,366.51	\$ 19,284.83	\$ 20,249.08	\$ 21,261.53	\$ 22,324.61	\$ 23,440.84
	Annual	\$ 209,902.96	\$ 220,398.11	\$ 231,418.02	\$ 242,988.92	\$ 255,138.36	\$ 267,895.28	\$ 281,290.05
315	Hourly	\$ 101.92	\$ 107.02	\$ 112.37	\$ 117.99	\$ 123.89	\$ 130.08	\$ 136.59
	Monthly	\$ 17,666.83	\$ 18,550.17	\$ 19,477.68	\$ 20,451.57	\$ 21,474.15	\$ 22,547.85	\$ 23,675.25
	Annual	\$ 212,001.99	\$ 222,602.09	\$ 233,732.20	\$ 245,418.81	\$ 257,689.75	\$ 270,574.24	\$ 284,102.95
316	Hourly	\$ 102.94	\$ 108.09	\$ 113.49	\$ 119.17	\$ 125.13	\$ 131.38	\$ 137.95
	Monthly	\$ 17,843.50	\$ 18,735.68	\$ 19,672.46	\$ 20,656.08	\$ 21,688.89	\$ 22,773.33	\$ 23,912.00
	Annual	\$ 214,122.01	\$ 224,828.11	\$ 236,069.52	\$ 247,873.00	\$ 260,266.65	\$ 273,279.98	\$ 286,943.98
317	Hourly	\$ 103.97	\$ 109.17	\$ 114.63	\$ 120.36	\$ 126.38	\$ 132.70	\$ 139.33
	Monthly	\$ 18,021.94	\$ 18,923.03	\$ 19,869.18	\$ 20,862.64	\$ 21,905.78	\$ 23,001.06	\$ 24,151.12
	Annual	\$ 216,263.23	\$ 227,076.40	\$ 238,430.21	\$ 250,351.73	\$ 262,869.31	\$ 276,012.78	\$ 289,813.42
318	Hourly	\$ 105.01	\$ 110.26	\$ 115.78	\$ 121.57	\$ 127.64	\$ 134.03	\$ 140.73
	Monthly	\$ 18,202.16	\$ 19,112.26	\$ 20,067.88	\$ 21,071.27	\$ 22,124.83	\$ 23,231.08	\$ 24,392.63
	Annual	\$ 218,425.87	\$ 229,347.16	\$ 240,814.52	\$ 252,855.24	\$ 265,498.00	\$ 278,772.91	\$ 292,711.55
319	Hourly	\$ 106.06	\$ 111.37	\$ 116.93	\$ 122.78	\$ 128.92	\$ 135.37	\$ 142.13
	Monthly	\$ 18,384.18	\$ 19,303.39	\$ 20,268.56	\$ 21,281.98	\$ 22,346.08	\$ 23,463.39	\$ 24,636.56
	Annual	\$ 220,610.12	\$ 231,640.63	\$ 243,222.66	\$ 255,383.80	\$ 268,152.98	\$ 281,560.63	\$ 295,638.67
320	Hourly	\$ 107.12	\$ 112.48	\$ 118.10	\$ 124.01	\$ 130.21	\$ 136.72	\$ 143.56
	Monthly	\$ 18,568.02	\$ 19,496.42	\$ 20,471.24	\$ 21,494.80	\$ 22,569.54	\$ 23,698.02	\$ 24,882.92
	Annual	\$ 222,816.23	\$ 233,957.04	\$ 245,654.89	\$ 257,937.63	\$ 270,834.51	\$ 284,376.24	\$ 298,595.05
321	Hourly	\$ 108.19	\$ 113.60	\$ 119.28	\$ 125.25	\$ 131.51	\$ 138.09	\$ 144.99
	Monthly	\$ 18,753.70	\$ 19,691.38	\$ 20,675.95	\$ 21,709.75	\$ 22,795.24	\$ 23,935.00	\$ 25,131.75
	Annual	\$ 225,044.39	\$ 236,296.61	\$ 248,111.44	\$ 260,517.01	\$ 273,542.86	\$ 287,220.00	\$ 301,581.00
322	Hourly	\$ 109.28	\$ 114.74	\$ 120.48	\$ 126.50	\$ 132.83	\$ 139.47	\$ 146.44
	Monthly	\$ 18,941.24	\$ 19,888.30	\$ 20,882.71	\$ 21,926.85	\$ 23,023.19	\$ 24,174.35	\$ 25,383.07
	Annual	\$ 227,294.83	\$ 238,659.57	\$ 250,592.55	\$ 263,122.18	\$ 276,278.29	\$ 290,092.20	\$ 304,596.81
323	Hourly	\$ 110.37	\$ 115.89	\$ 121.68	\$ 127.77	\$ 134.15	\$ 140.86	\$ 147.91
	Monthly	\$ 19,130.65	\$ 20,087.18	\$ 21,091.54	\$ 22,146.12	\$ 23,253.42	\$ 24,416.09	\$ 25,636.90
	Annual	\$ 229,567.78	\$ 241,046.17	\$ 253,098.48	\$ 265,753.40	\$ 279,041.07	\$ 292,993.13	\$ 307,642.78
324	Hourly	\$ 111.47	\$ 117.05	\$ 122.90	\$ 129.04	\$ 135.50	\$ 142.27	\$ 149.38
	Monthly	\$ 19,321.95	\$ 20,288.05	\$ 21,302.46	\$ 22,367.58	\$ 23,485.96	\$ 24,660.25	\$ 25,893.27
	Annual	\$ 231,863.46	\$ 243,456.63	\$ 255,629.46	\$ 268,410.94	\$ 281,831.48	\$ 295,923.06	\$ 310,719.21
325	Hourly	\$ 112.59	\$ 118.22	\$ 124.13	\$ 130.33	\$ 136.85	\$ 143.69	\$ 150.88
	Monthly	\$ 19,515.17	\$ 20,490.93	\$ 21,515.48	\$ 22,591.25	\$ 23,720.82	\$ 24,906.86	\$ 26,152.20
	Annual	\$ 234,182.09	\$ 245,891.20	\$ 258,185.76	\$ 271,095.04	\$ 284,649.80	\$ 298,882.29	\$ 313,826.40



## **Exhibit B**

# *Classification & Compensation System*

CITY OF MONROVIA  
Full-Time Classification / Compensation Program Overview  
Fiscal Year 2017/18 - 2021/22

Job Classification	Salary Range	Salary Range Minimum	Salary Range Maximum
Park Ranger	141	\$ 3,127.80	\$ 4,191.56
Accounting Assistant	151	\$ 3,455.04	\$ 4,630.09
Administrative Assistant	151	\$ 3,455.04	\$ 4,630.09
Customer Service Representative	151	\$ 3,455.04	\$ 4,630.09
Maintenance Worker (Facility, Park, Street, & Utility)	151	\$ 3,455.04	\$ 4,630.09
Police Services Representative	151	\$ 3,455.04	\$ 4,630.09
Building Counter Technician	156	\$ 3,631.28	\$ 4,866.27
Old Town Caretaker	156	\$ 3,631.28	\$ 4,866.27
Code Enforcement & Business License Assistant	161	\$ 3,816.52	\$ 5,114.50
Engineering Technician	161	\$ 3,816.52	\$ 5,114.50
Parking Enforcement Officer	161	\$ 3,816.52	\$ 5,114.50
Planning Technician	161	\$ 3,816.52	\$ 5,114.50
Senior Accounting Assistant	161	\$ 3,816.52	\$ 5,114.50
Senior Administrative Assistant	161	\$ 3,816.52	\$ 5,114.50
Senior Maintenance Worker (Facility, Park, Street, & Utility)	161	\$ 3,816.52	\$ 5,114.50
Community Services Officer	166	\$ 4,011.20	\$ 5,375.39
Human Resources Assistant	166	\$ 4,011.20	\$ 5,375.39
Jailer	166	\$ 4,011.20	\$ 5,375.39
Management Assistant	166	\$ 4,011.20	\$ 5,375.39
Benefits Coordinator	171	\$ 4,215.81	\$ 5,649.59
Lead Parking Enforcement Officer	171	\$ 4,215.81	\$ 5,649.59
Office Administrator	171	\$ 4,215.81	\$ 5,649.59
Electrician	171	\$ 4,215.81	\$ 5,649.59
Neighborhood Services Program Coordinator	171	\$ 4,215.81	\$ 5,649.59
Police Communications Operator (Dispatch)	171	\$ 4,215.81	\$ 5,649.59
Recreation Coordinator	171	\$ 4,215.81	\$ 5,649.59
Senior Accounting Systems Technician	171	\$ 4,215.81	\$ 5,649.59
Senior Human Resources Assistant	171	\$ 4,215.81	\$ 5,649.59
Traffic Signal & Street Light Electrician	171	\$ 4,215.81	\$ 5,649.59
Water Production Operator	171	\$ 4,215.81	\$ 5,649.59

CITY OF MONROVIA  
Full-Time Classification / Compensation Program Overview  
Fiscal Year 2017/18 - 2021/22

Job Classification	Salary Range	Salary Range Minimum	Salary Range Maximum
Combination Inspector	176	\$ 4,430.86	\$ 5,937.77
Field Services Office Coordinator	176	\$ 4,430.86	\$ 5,937.77
Hillside Wilderness Preserve Supervisor	176	\$ 4,430.86	\$ 5,937.77
Maintenance Lead Worker (Facility, Park, Street, & Utility)	176	\$ 4,430.86	\$ 5,937.77
Neighborhood Preservation Officer	176	\$ 4,430.86	\$ 5,937.77
Payroll Technician	176	\$ 4,430.86	\$ 5,937.77
Project Coordinator	176	\$ 4,430.86	\$ 5,937.77
Senior Community Services Officer	176	\$ 4,430.86	\$ 5,937.77
Senior Financial Systems Technician	182	\$ 4,703.44	\$ 6,303.06
Senior Payroll Technician	182	\$ 4,703.44	\$ 6,303.06
Assistant Planner	188	\$ 4,992.80	\$ 6,690.83
Customer Service Outreach Coordinator	188	\$ 4,992.80	\$ 6,690.83
Information Systems Technician	188	\$ 4,992.80	\$ 6,690.83
Librarian	188	\$ 4,992.80	\$ 6,690.83
Maintenance Supervisor (Facility, Field Services, Park, Street, Utility)	188	\$ 4,992.80	\$ 6,690.83
Police Recruit	188	\$ 4,992.80	\$ 6,690.83
Recreation Supervisor	188	\$ 4,992.80	\$ 6,690.83
Water Production Supervisor	188	\$ 4,992.80	\$ 6,690.83
Fire Inspector	193	\$ 5,247.48	\$ 7,032.13
Senior Combination Inspector	193	\$ 5,247.48	\$ 7,032.13
Senior Public Works Inspector	193	\$ 5,247.48	\$ 7,032.13
Accountant	198	\$ 5,515.16	\$ 7,390.84
Environmental Services Coordinator	198	\$ 5,515.16	\$ 7,390.84
Human Resources Supervisor	198	\$ 5,515.16	\$ 7,390.84
Management Analyst	198	\$ 5,515.16	\$ 7,390.84
Plans Examiner	201	\$ 5,682.27	\$ 7,614.79
Police Services Supervisor	201	\$ 5,682.27	\$ 7,614.79
Associate Planner	203	\$ 5,796.49	\$ 7,767.85
Firefighter	203	\$ 5,796.49	\$ 7,767.85
Police Officer	203	\$ 5,796.49	\$ 7,767.85

CITY OF MONROVIA  
Full-Time Classification / Compensation Program Overview  
Fiscal Year 2017/18 - 2021/22

Job Classification	Salary Range	Salary Range Minimum	Salary Range Maximum
Finance Operations Supervisor	208	\$ 6,092.17	\$ 8,164.08
Information System Analyst	208	\$ 6,092.17	\$ 8,164.08
Field Services Superintendent	208	\$ 6,092.17	\$ 8,164.08
Library Supervisor	208	\$ 6,092.17	\$ 8,164.08
Senior Recreation Supervisor	208	\$ 6,092.17	\$ 8,164.08
Senior Management Analyst	218	\$ 6,729.54	\$ 9,018.23
Fire Engineer	218	\$ 6,729.54	\$ 9,018.23
Firefighter w/ Paramedic Assignment	218	\$ 6,729.54	\$ 9,018.23
Police Officer w/ Agent Assignment	218	\$ 6,729.54	\$ 9,018.23
Police Officer w/ Detective Assignment	218	\$ 6,729.54	\$ 9,018.23
Communications, Crime Analyst, & Technology Supervisor	223	\$ 7,072.82	\$ 9,478.25
Project Manager	223	\$ 7,072.82	\$ 9,478.25
Fire Captain	233	\$ 7,812.79	\$ 10,469.88
Police Sergeant	233	\$ 7,812.79	\$ 10,469.88
Chief Deputy City Clerk	233	\$ 7,812.79	\$ 10,469.88
Assistant to the City Manager	233	\$ 7,812.79	\$ 10,469.88
Information Systems Manager	241	\$ 8,460.13	\$ 11,337.38
Water System Manager	241	\$ 8,460.13	\$ 11,337.38
Field Services Manager	241	\$ 8,460.13	\$ 11,337.38
Finance Operations Manager	241	\$ 8,460.13	\$ 11,337.38
Public Works Operations Manager	241	\$ 8,460.13	\$ 11,337.38
Library Manager	241	\$ 8,460.13	\$ 11,337.38
Recreation Manager	241	\$ 8,460.13	\$ 11,337.38
Fire Division Chief	251	\$ 9,345.25	\$ 12,523.52
Police Lieutenant	251	\$ 9,345.25	\$ 12,523.52
Building & Safety Division Manager	251	\$ 9,345.25	\$ 12,523.52
Deputy Administrative Services Director / Finance Division Manager	251	\$ 9,345.25	\$ 12,523.52
Deputy City Manager	251	\$ 9,345.25	\$ 12,523.52
Neighborhood & Business Services Division Manager	251	\$ 9,345.25	\$ 12,523.52
Planning Division Manager	251	\$ 9,345.25	\$ 12,523.52
Public Works Division Manager	251	\$ 9,345.25	\$ 12,523.52
Police Captain	261	\$ 10,322.97	\$ 13,833.76

CITY OF MONROVIA  
 Full-Time Classification / Compensation Program Overview  
 Fiscal Year 2017/18 - 2021/22

Job Classification	Salary Range	Salary Range Minimum	Salary Range Maximum
Administrative Services Director	276	\$ 11,984.64	\$ 16,060.57
Community Development Director	276	\$ 11,984.64	\$ 16,060.57
Fire Chief	276	\$ 11,984.64	\$ 16,060.57
Police Chief	276	\$ 11,984.64	\$ 16,060.57
Public Services Director	276	\$ 11,984.64	\$ 16,060.57
City Manager	Contract	\$	16,250.00

CITY OF MONROVIA  
Part-Time Classification / Compensation Program Overview  
Fiscal Year 2017/18 - 2021/22

Proposed Classification	Recommended Salary Range	Hourly Min.	Hourly Max.
Hillside Wilderness Preserve Intern	100	\$ 12.00	\$ 16.08
Library Aide	100	\$ 12.00	\$ 16.08
Maintenance Aide	100	\$ 12.00	\$ 16.08
Office Aide	100	\$ 12.00	\$ 16.08
Police Cadet	100	\$ 12.00	\$ 16.08
Recreation Leader	100	\$ 12.00	\$ 16.08
Accounting Aide	120	\$ 14.64	\$ 19.62
Library Clerk	120	\$ 14.64	\$ 19.62
Recreation Specialist	120	\$ 14.64	\$ 19.62
Park Ranger	141	\$ 18.05	\$ 24.18
Accounting Assistant	151	\$ 19.93	\$ 26.71
Administrative Assistant	151	\$ 19.93	\$ 26.71
Police Service Representative	151	\$ 19.93	\$ 26.71
Intern	151	\$ 19.93	\$ 26.71
Building Counter Technician	156	\$ 20.95	\$ 28.07
Parking Enforcement Officer	161	\$ 22.02	\$ 29.51
Community Services Officer	166	\$ 23.14	\$ 31.01
Library Associate	166	\$ 23.14	\$ 31.01
Police Communications Operator (Dispatch)	171	\$ 24.32	\$ 32.59
Neighborhood Preservation Officer	176	\$ 25.56	\$ 34.26
Librarian	188	\$ 28.80	\$ 38.60
Senior Planner	218	\$ 35.15	\$ 47.10



**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**THE CITY OF MONROVIA**

**AND**

**THE MONROVIA MUNICIPAL EMPLOYEES' ASSOCIATION**

**JULY 1, 2017 – JUNE 30, 2022**

**MEMORANDUM OF UNDERSTANDING  
MONROVIA MUNICIPAL EMPLOYEES' ASSOCIATION  
FISCAL YEARS 2017 – 2022**

**APPENDIX B**

	<b><u>Page</u></b>
<b>SECTION I</b>	<b>GENERAL..... B-1</b>
<b>SECTION II</b>	<b>SALARY SCHEDULE ..... B-1</b>
<b>SECTION III</b>	<b>MANAGEMENT RIGHTS &amp; RESPONSIBILITIES..... B-1</b>
	A. Management Rights..... B-1
<b>SECTION IV</b>	<b>EMPLOYEE ORGANIZATIONAL RIGHTS &amp; RESPONSIBILITIES ..... B-2</b>
	A. Dues Deduction ..... B-2
	B. Indemnification..... B-2
	C. Time Off for Meeting and Conferring..... B-2
<b>SECTION V</b>	<b>WORK STOPPAGE PROHIBITION ..... B-3</b>
	A. Prohibited Conduct ..... B-3
	B. Association Responsibility..... B-3
<b>SECTION VI</b>	<b>GRIEVANCE PROCEDURES ..... B-3</b>
	A. General..... B-3
	B. Purpose of Grievance Procedure..... B-3
	C. Matters Subject to Grievance Procedure..... B-3
	D. Probationary Employees..... B-4
	E. Grievance Procedure..... B-4
	F. Conduct of Grievance Procedure..... B-5
	G. Information to be Provided..... B-5
	H. Consolidation of Grievances ..... B-5
<b>SECTION VII</b>	<b>DISCIPLINARY ACTIONS ..... B-5</b>
	A. Definitions..... B-5
	B. Notice ..... B-6
	C. Response to Charges ..... B-6
	D. Final Notice..... B-6
	E. Representation ..... B-6
	F. Right to Appeal ..... B-7
	G. Appeal Procedures ..... B-7
<b>SECTION VIII</b>	<b>HOURS OF WORK ..... B-8</b>

	<u>Page</u>
<b>SECTION IX</b>	<b>SALARIES &amp; COMPENSATION..... B-8</b>
A.	Salaries..... B-8
B.	Application of Salary Ranges ..... B-9
C.	Overtime ..... B-10
D.	Administrative Leave..... B-10
E.	Stand-By Pay ..... B-11
F.	Call-Back Time ..... B-12
G.	Compensating Time Off ..... B-12
H.	Applicable Salary Rates Following Promotions, Demotions or Transfers..... B-13
I.	Additional Compensation for Assigned Work Out of Classification ..... B-13
J.	Mileage Allowance ..... B-13
K.	Bilingual Pay ..... B-13
L.	Educational Incentive Pay..... B-13
M.	Longevity/Performance Bonus..... B-14
<b>SECTION X</b>	<b>PERFORMANCE EVALUATIONS ..... B-15</b>
<b>SECTION XI</b>	<b>UNIFORMS AND EQUIPMENT ..... B-16</b>
A.	Required Uniforms ..... B-16
B.	Repair or Replacement of Property or Prosthesis..... B-16
<b>SECTION XII</b>	<b>LEAVE PROVISIONS ..... B-17</b>
A.	Vacations..... B-17
B.	Holidays..... B-17
C.	Floating Holidays ..... B-18
D.	Sick Leave ..... B-18
E.	Payment for Accumulated Sick Leave..... B-20
F.	Sick Leave Incentive Program ..... B-21
G.	Bereavement Leave..... B-21
H.	Occupational Disability..... B-21
I.	Military Leave..... B-22
J.	Jury Leave ..... B-22
K.	Unauthorized Leave..... B-22
<b>SECTION XIII</b>	<b>PROMOTIONAL PROCEDURES..... B-22</b>
<b>SECTION XIV</b>	<b>OUTSIDE EMPLOYMENT ..... B-23</b>
<b>SECTION XV</b>	<b>RETIREMENT BENEFITS ..... B-23</b>
A.	Retirement..... B-23

	<u>Page</u>
<b>SECTION XVI</b>	<b>FRINGE BENEFITS</b> ..... B-24
	A. Medical Benefits ..... B-24
	B. Dental Benefits ..... B-24
	C. Long-Term Disability Insurance..... B-24
	D. Vision Benefits..... B-24
	E. Fringe Benefit Contribution ..... B-25
	F. Prohibition of "Double Coverage" ..... B-25
	G. Tuition Reimbursement..... B-25
<b>SECTION XVII</b>	<b>MEDICAL BENEFITS</b> ..... B-25
	A. Cessation of Medical Benefits Upon Retirement ..... B-25
	B. Pre-Funded Retiree Medical Trust ..... B-26
	C. Payment of PERS Contingency Reserve Fee ..... B-28
<b>SECTION XVIII</b>	<b>CONDITIONS OF EMPLOYMENT</b> ..... B-28
	A. Residency Requirement..... B-28
<b>SECTION XIX</b>	<b>SEVERABILITY</b> ..... B-28
<b>SECTION XX</b>	<b>FULL UNDERSTANDING</b> ..... B-28
<b>SIGNATURE PAGE</b> .....	B-29
<b>SALARY SCHEDULE "B"</b> .....	B-30

## **SECTION I. GENERAL**

This Memorandum of Understanding (Agreement) is made and entered into by and between the City of Monrovia (City) and the Monrovia Municipal Employees' Association (Association), pursuant to the Meyers-Milias-Brown Act of the State of California, the Monrovia Municipal Code, and the Personnel Rules and Regulations of the City of Monrovia. The City and the Association have agreed on the terms outlined in this Agreement for a five-year period (Fiscal Years 2017 – 2022), to remain in effect through June 30, 2022, and subject to the provisions contained herein.

The City Council ratified and approved the terms and conditions of employment set forth in this Agreement on June 20, 2017.

It is the intent and purpose of this Agreement to set forth the understanding reached between the Association and the City as a result of meeting and conferring in good faith regarding, but not limited to, matters relating to the wages, hours, and terms and conditions of employment between employees represented by the Association and representatives of the City. The parties affirm their mutual commitment to the goals of respecting and valuing people, effective and efficient public service, sound and responsible management, and amicable employer-employee relations.

## **SECTION II. REPRESENTED POSITIONS**

### **A. Full-Time Represented Positions.**

The City recognizes that the following full-time positions shall be represented by the Association and shall be subject to the compensation and supplemental benefit levels provided herein:

- Accountant
- Accounting Assistant
- Administrative Assistant
- Assistant Planner
- Associate Planner
- Benefits Coordinator
- Building Counter Technician
- Code Enforcement & Business License Assistant
- Combination Inspector
- Customer Service Outreach Coordinator
- Customer Service Representative
- Electrician
- Engineering Technician
- Environmental Services Coordinator
- Field Services Office Coordinator
- Field Services Superintendent
- Finance Operations Supervisor
- Fire Inspector
- Hillside Wilderness Preserve Supervisor
- Human Resources Assistant
- Human Resources Supervisor
- Information System Analyst
- Information Systems Technician
- Librarian
- Library Supervisor
- Maintenance Lead Worker (Facility, Park, Street, & Utility)
- Maintenance Supervisor (Facility, Field Services, Park, Street, Utilities)
- Maintenance Worker (Facility, Park, Street, & Utility)
- Management Analyst
- Management Assistant
- Neighborhood Preservation Officer
- Neighborhood Services Program Coordinator
- Office Administrator
- Old Town Caretaker
- Park Ranger
- Payroll Technician
- Planning Technician
- Plans Examiner
- Project Coordinator
- Recreation Coordinator
- Recreation Supervisor
- Senior Accounting Assistant
- Senior Accounting Systems Technician
- Senior Administrative Assistant
- Senior Combination Inspector
- Senior Financial Systems Technician
- Senior Human Resources Assistant
- Senior Maintenance Worker (Facility, Park, Street, & Utility)
- Senior Management Analyst
- Senior Payroll Technician
- Senior Public Works Inspector
- Senior Recreation Supervisor
- Traffic Signal & Street Light Electrician
- Water Production Operator
- Water Production Supervisor

### **B. Three-Quarter Time Positions.**

The City further recognizes that employees who work in a three-quarter time (TQT)

position shall be represented by the Association. TQT employees are those employees who work 30 hours per week on a regular, year round basis. In addition to statutory benefits, TQT employees shall receive the following benefit package:

- Retirement – CalPERS 2.7% @ 55 (classic members) or CalPERS 2% @ 62 (new members). TQT employees will accrue retirement credit at the rate of  $\frac{3}{4}$  of a regular full-time employee.
- Health, Welfare, & Savings – monthly cafeteria benefit allowance amounts as outlined below for use towards enrolling in any of the City offered health, dental, and vision plans. Also, any employee that wishes to cash out their cafeteria allowance shall receive 25% of the allowance as taxable income or deferred compensation.
  - Fiscal Year 2016/17 – \$350 / month
  - Effective December 2017 – \$405 / month
  - Effective December 2018 – \$460 / month
  - Effective December 2019 – \$515 / month
  - Effective December 2020 – \$570 / month
  - Effective December 2021 – \$625 / month
- Vacation Leave – accrued at the rate of 0.75 hours for every 30 hours worked, with a maximum accrual of 48 hours.
- Sick Leave – accrued at the rate of one (1) hour for every 30 hours worked, with a maximum accrual of 48 hours.
- Holidays – Thanksgiving and Christmas Day shall be paid Holidays for TQT employees whose regular work schedule fall on these days.

### **SECTION III. MANAGEMENT RIGHTS AND RESPONSIBILITIES**

In order to ensure that the City shall have the ability to carry out its functions to provide continuing public services, the City retains the sole and exclusive right, responsibility and authority to determine its mission, purpose, objectives, and policies which are not specifically abridged in this Agreement and which shall include, but not necessarily be limited to, the following:

1. To determine the standards and levels of services to be rendered, operations to be performed, utilization of technology and equipment, means and method of operations, overall budgetary matters (including but not limited to the right to contract or sub-contract any work, services or operations of any agency or department);
2. To determine the policy of all departments and agencies of the City including the right to manage and direct their affairs of all agencies and departments in all respects;
3. To hire, promote, transfer, assign, and retain employees, and to suspend, demote, discharge or take disciplinary action against employees of any agency or department;

4. To direct and manage the employees of all City agencies and departments;
5. To determine the appropriate job classifications, organizational structure and level of personnel by which the operations of all City agencies and departments are conducted;
6. To relieve employees from duties because of lack of work or funds, or under conditions where continued work would be ineffective or inefficient in terms of the utilization of resources to meet public needs;
7. To maintain the efficiency and effectiveness of government operations;
8. To determine the size and composition of all agencies and departments and to establish work schedules and assignments;
9. To establish performance standards for employees of City agencies and departments including but not limited to quality and quantity standards;
10. To take whatever actions may be necessary to carry out the mission of the City agencies and departments in situations of emergency;
11. To establish and promulgate rules and regulations, policies and procedures relating to productivity, efficiency, conduct and safety, as well as rules and regulations, policies and procedures designed to comply with applicable jurisdiction and legislative enactments.

#### **SECTION IV. EMPLOYEE ORGANIZATIONAL RIGHTS AND RESPONSIBILITIES**

**A. Dues Deduction.**

The City shall deduct dues on a regular basis from each paycheck in equal amounts from the pay of all classifications and positions recognized to be represented by the Association and who voluntarily authorize such deductions in writing on a form to be provided for this purpose which is mutually agreed to by the Association and City. The authorization for dues deduction shall be revocable at any time by the employee's filing a written request for such discontinuance. The City shall remit deducted monies to the Association within ten working days following the deductions. The City shall not be responsible to institute payroll deduction until 30 days after the written authorization is presented to the City.

**B. Indemnification.**

The Association agrees to hold the City harmless and indemnify the City against any claims, causes of action, or lawsuits arising out of the dues deductions or transmittal of such monies to the Association.

**C. Time off for Meeting and Conferring.**

1. The City recognizes that it is to the benefit of both the City and the Association that the City grant individuals representing the Association in employer-employee relations leave from duty with full pay during scheduled working

hours to participate in such meet and confer sessions as requested by the City. When an employee participates in meet and confer session(s) during non-scheduled work hours, the employee shall not be entitled to receive any pay or benefits from the City for such time spent in the meet and confer session(s). Individuals granted time off to represent the Association shall be permanent full-time employees in those classifications represented by the Association provided that the number of individuals who shall represent the Association shall not exceed five (5). Leave from duty shall be granted only to the extent that such leave does not adversely affect the operations of the respective department in which the employee is assigned.

2. As used herein and above, full pay shall mean the employee's current base salary, benefits and assigned bonus pay only.
3. The Association shall provide to the City Manager, in writing, a list of those individuals, not to exceed five (5), who will represent the Association during the meet and confer process.
4. Such list shall be provided to the City Manager at least fifteen calendar days prior to the first date established for meeting and conferring.

## **SECTION V. WORK STOPPAGE PROHIBITION**

### **A. Prohibited Conduct.**

1. The Association, its officers, agents, representatives and/or members, agree that during the term of this Agreement they will not call or engage in any strike, walkout, work stoppage, work slowdown, job action, sickout, blue flu, withholding of services or other interferences with City operations; or honor any job action by any other employee or group of employees of the City or any union or association of employees by withholding or refusing to perform services.
2. Any employee who participates in any conduct prohibited in Section V, A, 1, above shall be subject to disciplinary action including termination by the City regardless of whether the Association carries out in good faith its responsibilities set forth below.

### **B. Association Responsibility.**

In the event that the Association, its officers, agents, representatives and/or members engage in any of the conduct prohibited in Section V, A, 1, above, the Association shall immediately instruct, in writing, any persons engaging in such conduct that their actions are in violation of this Memorandum of Understanding, is unlawful, and that they must immediately cease such conduct and return to work.

## **SECTION VI. GRIEVANCE PROCEDURES**

### **A. Definition.**

A grievance is an alleged violation of this Agreement, the City's Personnel Rules and Regulations, or written City policy.

**B. Procedure.**

a. Informal Grievance Procedure

The grievant and the City's representative shall make every effort to resolve the grievance at the lowest level of supervision. Thus, the grievant shall attempt to discuss the grievance with the immediate supervisor before resorting to the Formal Grievance Procedure, below. However, if the grievant is unable to resolve the grievance informally before the time period for filing a Formal Grievance expires (15 calendar days from the date the grievance allegedly occurred), the grievant may proceed to the Formal Grievance Procedure in accordance with the time limits therein.

b. Formal Grievance Procedure

i. ***First Level of Review.*** The grievant shall present the formal grievance in writing either to his / her supervisor or to the immediate supervisor of the employee who is the subject of the grievance being filed. The formal written grievance must be presented within fifteen (15) calendar days from the alleged occurrence of the violation. The written grievance shall contain the following information:

1. Name of grievant and job title;
2. Department / Division;
3. Clear and concise statement of the nature of the grievance including the circumstances and dates involved;
4. The specific provision(s) of the Personnel Rules, City Policy, or Memorandum of Understanding alleged to have been violated;
5. Requested remedy;
6. Name of the grievant's representative, if any;
7. Date and signature of the grievant.

The supervisor shall render a decision and comments in writing and return them to the grievant within fifteen (15) calendar days after receiving the written grievance. If the grievant does not agree with his / her supervisor's decision or if no answer has been received within the specified time period, the grievant shall present the grievance in writing to the Department Director or the Department Director's designee within fifteen (15) calendar days of the date the supervisor's decision is rendered or should have been rendered pursuant to the specified time period.

- ii. **Second Level – Department Review.** The Department Director or his / her designee shall discuss, upon request, the grievance with the grievant, the grievant's representative, if any, and with other appropriate persons. The Department Director or designee shall render his / her decision and comments in writing and return them to the grievant within fifteen (15) calendar days after receiving the formal written grievance or after the meeting with the grievant, whichever is later. If the grievant does not agree with the decision reached or if no answer has been received within the specified time period, the grievant may appeal the formal grievance to the next level of the grievance procedure. In order to do so, the grievant must submit the grievance to the Personnel Officer, along with a written request that the grievance be considered at the Third Level, within fifteen (15) calendar days of the date the Department Director's decision is rendered, or should have been rendered, pursuant to the specified time period.
  
- iii. **Third Level – Advisory Arbitration.** To activate advisory arbitration, the grievant must, within fifteen (15) calendar days of the Department Director's decision, present the grievance, in writing, to the Personnel Officer for further processing. Failure of the grievant to take this action will constitute a waiver and bar to further processing of the grievance.
  - 1. The grievant may waive the right to go to advisory arbitration and instead go directly to the Fourth Level (City Manager).
  - 2. The City Manager and the grievant shall request a list of five arbitrators from the California State Mediation and Conciliation Service.
    - a. By mutual agreement of the grievant and the City, advisory arbitration may be waived. In such case, the grievance shall be reviewed by City Manager in accordance with the procedures outlined in the fourth level.
  - 3. An arbitrator shall be selected by the following procedure:
    - a. The grievant and / or a representative of the grievant, along with the City's representative, shall select the arbitrator from the California State Mediation and Conciliation Service list by eliminating names until one name remains. The one remaining name shall be the arbitrator. All grievances reaching the arbitration level shall be numbered consecutively for the current fiscal year. The odd-numbered grievances will give the grievant first elimination; the even-numbered grievances will give the City first elimination.
    - b. Once the arbitrator has been selected, hearings shall commence at the convenience of the arbitrator. The technical rules of evidence shall not apply during the arbitration hearing.

- c. The arbitrator shall be strictly bound by the time limits set forth in the grievance procedure and shall not entertain any grievance in which the grievant has not adhered to such time limits.
  - d. Employees called as witnesses shall be scheduled to be released from duty to testify at the hearings. The parties recognize that due to the essential nature of the services performed by the employees, scheduling of time for each employee to testify at arbitration shall be in such a manner so that normal operations are not disrupted.
  - e. The jurisdiction of the arbitrator shall be confined to a determination of the facts and the interpretation of the provisions of the Memorandum of Understanding and / or the Personnel Rules and Regulations. The arbitrator will have no power to add to, subtract from, or modify the terms of any Agreement or the written policies, rules, regulations and procedures of the employer.
  - f. Within thirty (30) calendar days after the conclusion of the hearing, the arbitrator shall render an advisory decision in writing to the parties (including the City Manager).
  - g. The arbitrator's fees and expenses shall be borne equally by the City and the employee. Any other costs shall be borne by the party incurring such expenses.
- iv. **Fourth Level – City Manager.** If the grievance is submitted to the City Manager for review and settlement, the Personnel Officer, in non-arbitral cases, may elect the methods he / she considers appropriate for the study of the issues and shall render a written decision to the parties within fifteen (15) calendar days. Notwithstanding the above, upon the grievant's request, the matter shall be submitted to mediation prior to the Personnel Officer's determination.
- 1. For all cases involving advisory arbitration recommendations, the City Manager shall review the entire matter within fifteen (15) calendar days after receipt of arbitrator's recommendations and render a decision.
  - 2. The City Manager may amend, modify, or revoke the recommendation of the arbitrator. This includes, but is not limited to, the City Manager's right to reduce or increase the degree and type of discipline imposed. In all cases, the decision of the City Manager shall be final and binding.

## 2. General Provisions

- i. The grievant is entitled to representation of his / her choice at any point in the grievance procedure.
- ii. Failure by the grievant to meet any of the specified time lines shall constitute a withdrawal and waiver of the grievance. Failure by the City to meet any of the specified time lines shall entitle the grievant to appeal to the next level of review.
- iii. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level shall be considered as maximum, and every effort should be made to expedite the process. If the last day of the specified time period falls on the weekend or a City observed holiday, it shall be moved to the next working day. Otherwise, the time specified may be extended only by mutual written consent.
- iv. Probationary employees may not grieve a rejection from probation.
- v. Employees shall be assured freedom from reprisal for exercising their rights to utilize the grievance procedure.
- vi. The Personnel Office shall act as a central repository for all grievance records.
- vii. Any decision or finding involving an unbudgeted expenditure must be submitted to the City Council for ratification before that decision can become final and binding.
- viii. Failure on the part of an employee or his / her representative to appear in any case before an arbitrator without good cause shall result in forfeiture of the case and responsibility for payment for all associated costs by the employee.

## **SECTION VII. DISCIPLINARY ACTIONS**

The following governs the City's disciplinary procedures:

- 1. Regular employees shall be disciplined only for cause. For purposes of this Agreement, disciplinary action shall be defined to include: oral warnings, written reprimands, suspensions, demotions, reductions in pay or discharge.
- 2. Except in emergencies, or as authorized by law, suspensions of three (3) calendar days or more, demotions, reductions in pay, or discharge shall not be put in effect until the employee has received written notice advising the employee of the proposed action, the reason(s) therefore, the facts giving rise thereto, the proposed effective date, access to written material that forms a basis for the proposed action, and the opportunity to respond to the Department Head orally or in writing within fourteen (14) calendar days of receipt of such notice. If deemed necessary by the Department Head, an employee may be placed on administrative leave with pay pending investigation of allegations that may lead to discipline. Employees placed

on paid administrative leave must be reachable by telephone and available to report to work during normal business hours.

a. In the event that an investigation into allegations that could lead to discipline is required, the following provisions shall apply:

i. Employee interviews that are conducted as part of the investigation shall be coordinated during reasonable hours.

ii. Any employee subject to an investigation that could result in the employee facing disciplinary and / or punitive action shall have the right to have a bargaining unit or other representative present during any interview process.

iii. During the course of any investigation, employees shall provide complete and truthful responses to the questions posed during interviews.

3. Grounds for disciplinary action include, but are not be limited to:

a. Dishonesty;

b. Incompetence;

c. Inefficiency;

d. Neglect of duty;

e. Negligence which affects the safety of the employee or of others;

f. Violation of the employee drug and alcohol abuse policy;

g. Unexcused or excessive absences, including tardiness;

h. Violation of the rules, regulations or orders established by a supervisor, department, or City Council;

i. Conviction of a crime which adversely affects employment;

j. Discourtesy to the public, fellow employees, elected or appointed officials;

k. Misuse or abuse of City property or equipment or the property/equipment of fellow employees, elected or appointed officials;

l. Substandard job performance;

m. Insubordination;

n. Outside employment which conflicts with the employee's position and not specifically authorized by the Department Director;



- iii. In the case of an appeal of any of the following disciplinary actions, the City Manager or his / her designee shall provide a full evidentiary hearing, if requested by the employee.
    1. A suspension of more than five (5) days without pay, a demotion, a reduction in pay / benefits, or discharge from City service.
  - iv. Nothing provided herein shall limit the right of the employee to a full evidentiary hearing for any disciplinary actions in excess of a five (5) day suspension. Furthermore, these provisions shall not limit any constitutional right of the employee to a full evidentiary hearing.
  - v. The City Manager shall render a written decision to the parties within 20 working days after the completion of the Final Appeal Hearing. The decision of the City Manager shall be final and binding within the framework of city government.
6. Upon request by an employee, disciplinary action(s) shall be removed from the employee's permanent personnel file five (5) years from the date of the action provided there have been no subsequent, related disciplinary actions.

#### **SECTION VIII. HOURS OF WORK**

The regular hours of work for those classifications covered under this agreement shall be as follows:

- A normal workweek shall consist of 40 hours.
- A normal work day may consist of eight (8) hours per day on the basis of a five-day work week, nine (9) hours per day and one eight (8) hour day every two weeks on the basis of a 9/80 work schedule, ten (10) hours per day on the basis of a four-day work week, or twelve (12) hours per day and one eight (8) hour day every two weeks on the basis of a 3/12 work schedule as shall be determined from time to time by the Department Head.
- For employees assigned to the 9/80 work schedule, their 40-hour work week shall begin exactly 4 hours after the start of their shift on the day of the week that is his/her alternating eight (8) hour day and regular day off.

#### **SECTION IX. SALARIES AND COMPENSATION**

##### **A. Salaries.**

The Salary Range for those positions covered by this agreement is set forth in Exhibit A and incorporated herein. Furthermore, the Citywide Classification / Compensation Program, which includes the classifications designated as MMEA represented positions, is set forth in Exhibit B and incorporated herein.

The City will institute a biennial salary survey of salary and medical benefit costs, and will make corresponding salary range adjustments to maintain competitive market

based compensation levels, pursuant to the following provisions:

- The City will coordinate the salary survey according to a timeline which will allow for the implementation of salary range adjustments on July 1, 2018 and July 1, 2020.
  - In order to facilitate the timelines associated with the bi-annual salary range adjustments, the salary survey process will be initiated no later than January 1, 2018, and January 1, 2020.
- Prior to initiating the salary survey, the City will establish a working committee that will include the City Manager and / or his / her designee, along with two (2) representatives from the Association. The Association will be responsible for identifying the two (2) representatives to serve on the working committee. Furthermore, the committee will include representatives from the Monrovia Police Officers' Association and the Monrovia Firefighters' Association. The City and the Association agree that representatives to the working committee will work collaboratively and in good-faith.
- Upon convening the working committee, representatives will convene an initial kick-off meeting, where the parties will determine the job classifications to be surveyed and the method of the salary survey. If agreement cannot be reached on the classifications to be surveyed or the method of the salary survey process, a final determination on those matters will be achieved by engaging the City's grievance procedures as defined in Section VI of this Agreement.
- After the initial kick-off meeting, the City will work to collect the salary data pursuant to the guidelines established by the working committee. Upon collecting the data, additional meetings of the working committee will be called to review the salary survey data and to assess how that data will be implemented to establish new top-step salary ranges for all job classifications.
- The implementation of the salary survey data will take into the following prioritized factors: 1.) Account for horizontal and vertical internal organizational salary relationships. 2.) Account for the median salary for each surveyed position. 3.) Implement a new compensation structure that maintains salaries at no less than the median salary survey average in a manner that takes into account horizontal and vertical internal organizational salary relationships.
- Once the working committee reaches agreement on a new compensation system, the City Manager shall be authorized to implement the new salary ranges for each corresponding position.

**B. Certification Pay.**

The City and the Association also agree that certification pay shall be provided for those Association members who serve in the following job classifications and who have obtained the corresponding certifications as outlined below:

- **Customer Service Representative / Utility Maintenance Worker / Senior Utility Maintenance Worker / Utility Maintenance Lead Worker**

Those Association members serving in the “Customer Service Representative,” “Utility Maintenance Worker,” “Senior Utility Maintenance Worker,” or “Utility Maintenance Lead Worker” job classification, and who possess a Grade D1 Water Distribution System Operator Certificate issued by the State of California, shall receive an increase of 3% above their base wage rate.

Those Association members serving in the “Customer Service Representative,” “Utility Maintenance Worker,” “Senior Utility Maintenance Worker,” or “Utility Maintenance Lead Worker” job classification, and who possess a Grade D2 Water Distribution System Operator Certificate issued by the State of California, shall receive an increase of 5% above their base wage rate.

Those Association members serving in the “Customer Service Representative,” “Utility Maintenance Worker,” “Senior Utility Maintenance Worker,” or “Utility Maintenance Lead Worker” job classification, and who possess a Grade D2 Water Distribution System Operator Certificate issued by the State of California and Grade T2 Water Treatment Operator Certificate issued by the State of California, shall receive an increase of 8% above their base wage rate.

- **Electrician**

Those Association members serving in the “Electrician” job classification, and who possess a Traffic Signal Inspector Level I Certificate issued by the International Municipal Signal Association, and Traffic Signal Field Technician Level II Certificate issued by the International Municipal Signal Association, shall receive an increase of 3% above their base wage rate.

- **Senior Public Works Inspector**

Those Association members serving in the “Senior Public Works Inspector” job classification, and who possess a Grade D3 Water Distribution System Operator Certificate issued by the State of California, shall receive an increase of 5% above their base wage rate.

- **Water Production Operator**

Those Association members serving in the “Water Production Operator” job classification, and who possess a Grade D3 Water Distribution System Operator Certificate issued by the State of California and Grade T2 Water Treatment Operator Certificate issued by the State of California, shall receive an increase of 5% above their base wage rate.

- **Water System Supervisor**

Those Association members serving in the “Water System Supervisor” job classification, and who possess a Grade D4 Water Distribution System Operator Certificate issued by the State of California and Grade T3 Water Treatment Operator Certificate issued by the State of California, shall receive an increase of 5% above their base wage rate.

**C. Application of Salary Ranges.**

The salary ranges provided herein are intended to recognize individual differences among positions allocated to the same class, the purpose of which is to provide employee incentive and reward employees for meritorious service and continued improvement within a particular position. All increases in salary within any range shall be made only on the basis of fully satisfactory performance and continued improvement. Increases in salary within any range shall be improvement within a particular position. Increases in salary within any range shall be neither automatic nor a matter of right and shall be affected only upon the recommendation of the department head with approval of the City Manager after completion of a thorough employee performance evaluation.

1. The initial compensation to be paid for employment in any position shall normally be step one of the salary range. Where it is found to be difficult to obtain qualified personnel for a position or if a person of unusual qualifications is to be employed in a position, the City Manager may authorize hiring at a higher initial step.
2. The initial probationary period for new employees is twelve months. After the satisfactory completion of the probationary period, employees shall be eligible to be considered for advancement to the next step of the applicable range.
3. Consideration of advancement of an eligible employee from one step of the salary range to the next shall be done by the department head. Advancement shall be effected only after the department head has completed a thorough evaluation of the employee's performance in the position and has determined that the employee has improved his / her performance within the position resulting in increased value to the City. Advancement shall be made only upon such recommendation by the department head and approval of the City Manager.
4. If, in the opinion of the department head, the employee has not performed in a manner so as to merit step advancement, a recommendation for retention to present salary step shall be made in writing to the City Manager. The reasons cited for retention shall also be made in writing to the employee involved. The employee shall be entitled to place a written response in his/her personnel file.
5. If the department head determines, subsequent to completion of a thorough employee evaluation, that an employee has not performed in a manner so as to merit retention or advancement, he / she may recommend disciplinary action including reduction of an employee's salary step. A recommendation for reduction of an employee's salary step shall be made in writing to the City Manager. The reasons cited for reduction shall also be made in writing to the employee involved pursuant to this Agreement.
6. The City Manager may further improve the step advancement of any employee upon the recommendation of a department head provided:
  - a. The department head in his written request for further step advancement certifies that the employee has performed his / her work in an outstanding and exceptionally meritorious manner.

- b. The employee has successfully completed the probationary period in his current classification.
- c. The employee is recommended for advancement by not more than two (2) salary steps.
- d. In the case of a double step, the employee has had no previous double step advancement during his employment in the particular classification.
- e. In the case of acceleration, the employee has had no previous step advancement acceleration during his employment in the particular classification.
- f. At least six months have elapsed since the employee has received step advancement for outstanding and exceptionally meritorious performance.

**D. Overtime.**

Overtime shall be worked and shall be allowed if assigned by the department head or his / her designee:

1. For employees covered by the Fair Labor Standards Act, overtime shall be compensated at one and one-half times the regular rate (exclusive of any premium or bonus pay) in the manner prescribed by the Fair Labor Standards Act.

In determining an employee's eligibility for overtime compensation, paid leaves of absences and unpaid leaves of absences shall be deducted from the total hours worked to the extent authorized by law. Paid leaves of absence, which shall be deducted, from "hours worked" include but may not be limited to:

- a. Sick Leave
- b. Administrative Leave
- c. Workers' Compensation Leave
- d. Jury Duty
- e. Bereavement Leave
- f. Military Leave

The following paid leaves of absence shall count as hours worked for the purposes of determining eligibility for overtime compensation:

- a. Vacation
- b. Compensatory Time Off (CTO)
- c. Holiday Hours

d. Car Pool Coupons

**E. FLSA Classification / Management Leave.**

1. Pursuant to an FLSA study performed by the City, each position represented by the Association is classified for FLSA purposes in the following manner:

a. Non-Exempt

- Accounting Assistant
- Administrative Assistant
- Building Counter Technician
- Code Enforcement & Business License Assistant
- Combination Inspector
- Customer Service Outreach Coordinator
- Customer Service Representative
- Electrician
- Engineering Technician
- Environmental Services Coordinator
- Field Services Office Coordinator
- Fire Inspector
- Information Systems Technician
- Maintenance Lead Worker (Facility, Park, Street, & Utility)
- Maintenance Worker (Facility, Park, Street, & Utility)
- Management Assistant
- Neighborhood Preservation Officer
- Neighborhood Services Program Coordinator
- Office Administrator
- Old Town Caretaker
- Park Ranger
- Payroll Technician
- Planning Technician
- Plans Examiner
- Project Coordinator
- Recreation Coordinator
- Senior Accounting Assistant
- Senior Accounting Systems Technician
- Senior Administrative Assistant
- Senior Combination Inspector
- Senior Financial Systems Technician
- Senior Maintenance Worker (Facility, Park, Street, & Utility)
- Senior Payroll Technician
- Senior Public Works Inspector
- Traffic Signal & Street Light Electrician
- Water Production Operator

b. Exempt

- Accountant
- Accounting Operations Supervisor
- Associate Planner
- Benefits Coordinator
- Field Services Superintendent
- Finance Operations Supervisor
- Hillside Wilderness Preserve Supervisor
- Human Resources Assistant
- Human Resources Supervisor
- Information System Analyst
- Librarian

- Library Supervisor
- Management Analyst
- Recreation Supervisor
- Senior Human Resources Assistant
- Senior Management Analyst
- Senior Recreation Supervisor

c. Exempt – Overtime Eligible

- Maintenance Supervisor (Facility, Field Services, Park, Street, Utility)
- Assistant Planner
- Water Production Supervisor

2. For all positions classified as “Non-Exempt” for FLSA purposes, each position shall be eligible to earn overtime compensation as provided for in this Section IX.C. of this Agreement.
3. For all positions classified as “Exempt” for FLSA purposes, each position shall be ineligible to earn overtime compensation, but instead, shall be credited on July 1 of each fiscal year with forty (40) hours of Management Leave, which shall be credited and utilized as follows:
  - a. Management Leave means paid time-off which either recognizes hours worked above and beyond forty in a week or eighty in a pay period by exempt employees.
  - b. Credited Management Leave hours may be used at any time during the year with the approval of the Department Director and / or Manager after giving due consideration to the needs of the department.
  - c. In the last payroll of each fiscal year, Exempt employees shall be paid in cash for all Management Leave hours credited but unused during the preceding fiscal year.
  - d. Exempt employees hired or current exempt employees separating from employment with the City during the fiscal year shall be credited with a pro-rata share of Management Leave hours based on the number of months of the fiscal year for which the individual is employed.
4. For all positions classified as “Exempt – Overtime Eligible,” each position shall be eligible to earn overtime compensation as provided for in this Section IX.C. of this Agreement.

**F. Stand-by Pay.**

1. Employees covered herein employed in the Public Works Division shall receive stand-by pay when assigned to be on call. The City will establish a utilities operation stand-by pay program, and a general field services operation stand-by pay program. Employees will be assigned to be on stand-by on a volunteer basis. However, a minimum of five employees must volunteer to be on stand-by for the utilities operation and a minimum of five employees must volunteer to be on stand-by for the field services operation. If less than five employees volunteer to be on

stand-by for either program, then all employees in the respective operational area will be required to be on stand-by. Additionally, the Public Services Director shall have the sole and absolute discretion to place additional divisions of the Public Works Division on stand-by during an emergency or period of severe weather.

2. On call shall mean that the employee must be available and ready to report to work at all times during the period of stand-by or carry a cell phone and/or pager by which the employee can be located immediately. Stand-by shall not apply to situations where an emergency call-out list exists, but only to those times when a specific individual employee is assigned to be on call.
3. Any newly hired employee as Utility Maintenance Worker will not be eligible for stand-by pay while on probation. The Public Services Director or his / her designee shall determine if an employee hired as a Senior Utility Maintenance Worker is eligible to participate in stand-by while on probation. The employee is responsible for being able to be contacted during the stand-by period. If the employee is unable to be contacted or fails to respond to a call, the employee may be required to forfeit any stand-by pay for that day and may be subject to further disciplinary action.
4. Any employee on stand-by, except for the water production operation staff, shall receive two (2) hours of stand-by pay at his/her straight time rate per weekday (Monday through Thursday), three (3) hours of stand-by pay per weekend day (Friday through Sunday), and four (4) hours of stand-by pay for each City-designated holiday occurring during each 7-day, 24-hours per day, period of being on-call, regardless of shifts actually worked. Any stand-by period of less than 7 days shall be prorated accordingly.
5. In recognition of enhanced stand-by duties, water production operation staff on stand-by shall receive three (3) hours of stand-by pay at his / her straight time rate per weekday (Monday through Thursday), four (4) hours of stand-by pay per weekend day (Friday through Sunday), and five (5) hours of stand-by pay for each City-designated holiday occurring during each 7-day, 24-hours per day, period of being on-call, regardless of shifts actually worked. Any stand-by period of less than 7 days shall be prorated accordingly.
6. Any employee on stand-by must be able to report to the City Yard and/or incident site within thirty (30) minutes.
7. While on standby an employee must contact the proper personnel for after hour emergencies in service areas outside their scope of responsibilities.
8. The appropriate supervisor must approve trading of stand-by duty in advance.
9. An employee on stand-by shall not receive additional compensation for any response to a stand-by issue that is resolved without requiring that the employee physically respond by reporting to a work site.

**G. Call-Back Time.**

Employees who are ordered to return to duty at a time other than their regular

scheduled shift shall be compensated for the actual time worked, or a minimum of two (2) hours, at time and one-half, whichever is greater. Actual hours worked or the minimum hours shall be counted as time worked for the purposes of computing overtime. When responding on a call-back, Public Works employees are to be in full uniform. All other employees are to wear appropriate attire. Additionally, employees shall use a City-vehicle when responding on a call-back as appropriate.

**H. Compensating Time Off.**

1. For eligible employees, and at the discretion of the eligible employee, compensating time off may be earned in lieu of overtime compensation. The time when compensating time off may be taken shall be at the discretion of the department head giving due consideration to the needs of the department and the wishes of the employee.
2. Accumulation of compensatory time off shall be limited to a maximum accumulation of 80 hours.
3. Compensatory time off in lieu of overtime pay shall be calculated on the following basis:
  - a. Straight time overtime pay shall be converted to one hour of compensatory time off for each hour worked.
  - b. Time and one-half overtime pay shall be converted to one and one-half hour of compensatory time off for each hour worked.

**I. Applicable Salary Rates Following Promotions, Demotions, or Transfers.**

1. In case of the promotion of any employee in the City service to a position in a class with a higher salary range, such employee shall be entitled to receive the rate of compensation to the entrance step of the class to which he has been promoted. In cases where the salary range overlaps, promotion shall be effected at the next higher step in the range of the new class which results in a minimum of a 5% salary increase, or top step of the new salary range, whichever is lower. The City Manager shall maintain the right to place the employee at a higher salary step within the new class if deemed appropriate.
2. In the case where a member of the Association is demoted to a class with a lower salary range, the employee shall be placed in the highest step in the lower salary range which does not represent a salary increase, unless the demotion is for cause in which case a salary decrease may be instituted subject to the provisions of Section VII of this Agreement.
3. In the case of the transfer of any employee from one position to another in the same class, or to another class to which the same salary range is applicable, the employee shall remain at the same salary step and retain his original anniversary date.

**J. Additional Compensation for Assigned Work Out of Classification.**

Employees assigned to work out of classification for a period in excess of thirty (30) consecutive calendar days shall be appointed on an acting basis to the classification being worked at that step representing at least a five percent (5%) salary increase but not to exceed the top step of the salary range of the assigned classification.

**K. Mileage Allowance.**

An employee required to return to the civic center to participate in an evening meeting of a City Council, committee, or commission will be reimbursed for actual mileage between his/her principle residence and the civic center not to exceed twenty (20) miles per round trip per meeting. This provision shall not be construed so as to provide overtime for portal-to-portal travel.

**L. Bilingual Pay.**

Employees who, as part of their job, provide translation services using those languages identified by the Los Angeles County Registrar-Recorder/County Clerk for use in municipal elections held in the City of Monrovia, in addition to any language used for daily business, will receive one hundred and twenty-five dollars (\$125) per month bilingual pay as outlined in Administrative Policy #3.15.

**M. Educational Incentive Pay.**

Association members shall be eligible to receive educational incentive pay in the following amounts:

- AA / AS Degree – \$225 / year
- BA / BS Degree – \$375 / year
- MA / JD / CPA Degree – \$525 / year
- PhD Degree – \$675 / year

The educational incentive pay benefit provided herein shall be paid annually during Pay Period #24. Furthermore, eligible employees shall only receive educational incentive pay in the amount equivalent to the single highest educational level attained.

In order to participate in the educational incentive pay benefit, employees must provide the Human Resources Division with proof of educational attainment level before October 31 in order to receive the incentive payment during Pay Period #24 of that same year. Once the educational attainment level has been established, the payment shall be made to the employee annually thereafter during Pay Period #24.

If an employee should obtain either a new degree or a higher degree after October 31, the employee must provide the Human Resources Division with proof of the educational degree obtained before the ensuing October 31 in order to receive the educational incentive pay benefit during Pay Period #24 in the following fiscal year.

**N. Performance Bonus.**

Association members who reach the top-step of their salary range or are y-rated will be eligible annually to receive a performance bonus of up to 3% for outstanding performance. Outstanding performance will be identified through the annual

performance evaluation process, and those Association Members who achieve an outstanding performance rating of between three to five stars will be eligible for a 1% to 3% outstanding performance bonus. The performance bonus will be calculated by multiplying the bonus percentage amount by the employee's base wage rate. The performance bonus will be distributed as a one-time bonus payment subject to all applicable state and federal tax rates and will not increase the employee's base wage rate.

Should an employee who is eligible to participate in the Performance Bonus program be assigned work outside their classification, at the time of their annual performance evaluation, the amount of bonus due shall be calculated as follows: If the employee has served in the acting capacity for six months or more, the salary for the acting assignment shall be used when calculating the amount of bonus due. If the employee has served in the acting capacity for less than six months, the salary of their actual classification shall be used when calculating the amount of bonus due.

**O. Survey Cities.**

The City and the Association agree that for classification, compensation, and other related survey purposes, the following seven cities shall serve as the representative survey cities for Monrovia:

1. Arcadia
2. Azusa
3. Burbank
4. Glendale
5. Monterey Park
6. Pasadena
7. Beverly Hills

**SECTION X. PERFORMANCE EVALUATIONS.**

On an annual basis, all Association members will receive a performance evaluation which will be due on each employee's anniversary date. Based on the results of the performance evaluation, Association members will be eligible to earn either a merit increase (pursuant to the provisions in Subsection B of Section IX of this Agreement) or a performance bonus (pursuant to the provisions in Subsection M of Section IX of this Agreement). The City also commits to implementing new processes to work towards having all evaluations completed within three weeks after an employee's anniversary date. Evaluations will be coordinated in the following manner:

- Any employee who begins serving in a new job classification (including new employees) shall be provided with a performance evaluation after serving in the role for a six-month period. The employee will then be evaluated upon their anniversary date, and then moving forward, will be evaluated annually thereafter.

- Each employee will meet with his/her supervisor to review and discuss his or her annual performance evaluation. Should the employee receive an overall rating on the annual performance evaluation of Satisfactory or less, he/she may request to have a meeting with the Department Head, Division Manager, and supervisor to further discuss the evaluation.
- The employee may have another qualified employee accompany him/her to such meeting. Qualified employee shall be defined as an employee who has completed training/coursework related to conflict resolution or has otherwise demonstrated the ability to facilitate discussion between various parties as determined by the Deputy City Manager. Any decision made by the Deputy City Manager regarding who constitutes a qualified employee shall be final and binding and not subject to appeal.
- The current number of employee representatives eligible to assist employees in a performance evaluation appeal shall be increased by providing training in facilitating and mediating discussions. The cost of such training is to be borne by MMEA.
- The employee has the right to place comments with the evaluation prior to its placement in the personnel file.
- Each Department must take action, positive or negative, regarding an employee's continued employment status by the end of the probation period.
- A new employee's minimum initial probationary period is twelve months. Any subsequent probationary period due to promotion, reclassification, or transfer shall be for a minimum of six months.
- All probationary employees shall receive an evaluation every six months during the probationary period.
- Any employee receiving an overall Performance evaluation rating of Below Expectations or Unacceptable shall be placed on a Performance Improvement Plan (PIP). PIP's will be due in accordance with the evaluation schedule cited in the PIP.

## **SECTION XI. UNIFORMS AND EQUIPMENT**

### **A. Required Uniforms.**

Employees covered under this agreement who are required to wear distinctive uniforms, shall be provided up to five (5) uniform shirts and five (5) uniform pants per year by the City, as needed, in order to replace such articles of uniform which have been worn out as a result of the performance of duties. To the extent practical given working conditions, employees shall present a neat and acceptable appearance.

1. Specifications for uniforms shall be determined by the City.
2. The vendors from which uniforms may be purchased shall be determined and designated by the City.
3. Articles of uniforms provided by the City shall remain the property of the City.

**B. Boot Allowance.**

The City will pay up to \$250 / pair of boots for qualifying Association members who require the use of heavy duty boots as part of their regular job. In addition, qualifying Association members who work in the Customer Service section of the City's Water Utility operation who in the course of their job are required to walk on a regular basis will be provided up to \$125 / pair of shoes. The City also agrees to provide additional funding for replacement boots / shoes for qualifying employees on a reasonable and as-needed basis.

**C. Repair or Replacement of Property or Prosthesis.**

The City shall reimburse employees covered under this agreement for the depreciated value of repairing or replacing property or prosthesis necessarily worn or carried by the employee when such is damaged in the line of duty without fault of the employee.

1. Claims for payment shall be submitted to the employee's department head on forms to be provided by the City.
2. A claim for payment of damage costs to prosthesis shall not exceed \$200. A claim for payment of damage costs to other personal property shall not exceed \$150.

**SECTION XII. LEAVE PROVISIONS**

**A. Vacations.**

1. Accrual – Association members shall be entitled to annual vacation leave with pay as follows:

Vacation Accrual

<u>Year of Service</u>	<u>40-Hour Workweek</u>
First year	100 hours per year
2 through 6	120 hours per year
7 through 14	140 hours per year
15 through 20	180 hours per year
21 and above	200 hours per year

2. Accumulation – Vacation leave may be accumulated according to the following schedule, and in no instance shall vacation leave accumulation be made beyond the limits provided herein.

Maximum Vacation Accumulation

<u>Year of Service</u>	<u>40-Hour Workweek</u>
First year	200 hours
2 through 6	240 hours
7 through 14	280 hours
15 through 20	360 hours
21 and above	400 hours

3. Employees whose employment is terminated shall be paid in a lump sum for all accumulated vacation leave earned prior to the effective date of termination.
4. Association members will be eligible, but will not be required, to cash out up to 10 hours of vacation leave once per year during Pay Period 24 in December, subject to certification by the Human Resources Division.

**B. Holidays.**

1. With the exceptions provided herein, holidays for employees covered under this agreement shall be as follows:
  - New Year's Eve Day
  - New Year's Day
  - Martin Luther King, Jr. Birthday
  - President's Day
  - Memorial Day
  - Fourth of July
  - Labor Day
  - Veteran's Day
  - Thanksgiving Day
  - The Friday after Thanksgiving Day
  - December 24th
  - December 25th

Unless otherwise determined by the City, the actual dates for each of the foregoing holidays shall be the dates adopted by the State of California for its employees.

2. For employees working a 5/40 workweek schedule whose work schedule would include working on Friday and not working Saturday and Sunday, if any of the foregoing holidays falls on a Saturday or Sunday, the preceding Friday or following Monday respectively shall be a holiday. Employees regularly scheduled to work on a holiday shall be eligible to receive compensating time off for the holiday if the holiday is worked based on the employee's normal work hours on the day the holiday occurs.
3. For employees on a 9/80, 4/10 or 5/40 work schedule, if any of the preceding holidays fall on the employee's regular day off, the employee will receive hours of holiday credit or holiday pay based on their normal schedule as deemed appropriate by the Department Head. If any of the preceding holidays fall on a Sunday, the following Monday shall be observed as a holiday.
4. For the purposes of this section, a holiday shall be considered as ten (10) hours for employees working a 4/10 work schedule and eight (8) hours for employees working a 5/40 work schedule. For employees working a 9/80 work schedule, a holiday shall be considered as eight (8) or nine (9) hours based on the employee's normal work hours on the day the holiday occurs.

**C. Floating Holidays.**

All Association Members will have a new Floating Holiday Leave Bank created, and

on an annual basis, each employee will receive two (2) floating holidays in recognition of the employee's birthday and the employee's employment anniversary.

The two (2) floating holidays will be accrued effective the first payroll period following the last full payroll period of the previous fiscal year.

In terms of accruals, each employee's Floating Holiday Leave Bank shall be credited with the following hours based on each employee's established work schedule:

- 20 hours for employees that work 5/40 work week.
- 20 hours for employees that work a 9/80 work week.
- 20 hours for employees that work a 4/10 work week or 3/36 work week.

**D. Sick Leave.**

Association members shall accrue sick leave at the rate of 8 hours per month of service. There shall be no accrual limit for sick leave.

Additionally, new employees shall be eligible to bring with them up to 250 hours of sick leave from their prior employer, so long as a new employee's prior employer did not compensate the employee for their sick leave bank.

The City and the Association agree that sick leave abuse is unacceptable, as sick leave time is provided as an insurance program for employees who may become sick or injured, or who must care for family members who become sick or injured. To that end, an employee may be required to file a physician's or dentist's statement with the Human Resources Division, stating the nature of the illness causing the absence before sick leave pay will be granted. At the discretion of the supervisor / manager, absences or sick leave usage for three (3) or more days may require a doctor's release.

When an employee will be absent from work due to sick leave, he / she shall advise his / her supervisor or Department Head of their need to take sick leave within thirty (30) minutes after the start of the workday unless extenuating circumstances exist. In addition, holidays occurring during sick leave shall not be counted as eight (8), nine (9), or ten (10) hours of sick leave, depending on the employees normal work schedule.

Upon a bona fide retirement from the City through CalPERS, employees who opt to convert an equivalent number of unused sick leave hours to achieve at least one year's worth of service time credit for retirement purposes (based on program details as defined by CalPERS) will be eligible to cash out any remaining accrued sick leave time pursuant to the following program provisions:

- Employees must first convert the equivalent number of sick leave hours needed to achieve one year's worth of service credit through the CalPERS sick leave conversion program.
- Those employees who, pursuant to CalPERS rules and retirement program plan provisions, have restrictions which limit the employee to less than one year of additional service credit that can be earned through the sick leave

conversion program, will be required to convert the maximum number of sick leave hours possible into service credit.

- After completing the requisite CalPERS sick leave conversion program requirements outlined above, employees will then be eligible to cash out any remaining sick leave time at the rate of \$0.30 for every \$1.00 worth of sick leave remaining, based on the employee's rate of pay at the time of retirement.

**E. Bereavement Leave.**

In the event of the death of a member of an employee's family (defined as a spouse, parent, stepparent, sibling, children, stepchildren, grandparent, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchild, domestic partner, anyone living in the household, or anyone who can be certified as having raised the employee as a child), the employee will be entitled to forty (40) hours paid for bereavement leave. The forty (40) hours Bereavement Leave does not have to be taken consecutively.

Employees may also take time off for bereavement situations for non-immediate family members by utilizing accrued sick leave, compensatory time, or vacation leave for such circumstance with the approval of the employee's supervisor or manager.

To be entitled to receive paid time off for bereavement leave, an employee may be required to present written documentation to the City showing that the employee did attend an immediate family member's (as defined in this section) funeral.

**F. Workers' Compensation.**

All injuries sustained in the course of employment shall be reported at once to the supervisor, who shall in turn promptly report the same to the Personnel Officer. The Supervisor or Personnel Officer shall authorize medical treatment for the employee at either of the City's medical clinics (US HealthWorks 6520 North Irwindale Avenue Suite 100 Irwindale, CA 91702 (626) 812-0366 and Arcadia Methodist Hospital 300 West Huntington Drive Arcadia, CA 91007 (626) 898-8000.) In the event the employee is physically incapacitated in such a manner as to prevent submission of a report, the Supervisor shall complete and forward the required reports to the Personnel Officer within twenty-four (24) hours following the injury.

1. Employees (non-sworn). Whenever any employee is compelled by direction of the City's physician or the employee's physician where the City has not appointed a physician, to be absent from duty on account of injury arising out of and in the course of City employment, and whereby the treatment of that injury has been accepted as a workers' compensation claim, the employee shall receive full salary during the first thirty (30) calendar days of such absence. During the period of time that an employee is receiving full salary, any workers' compensation payments received by the employee or by the City in the employee's behalf shall be paid to the City.

In the event that there is a delay in the determination of whether or not the injury sustained by the employee is work related, and the City's workers' compensation third party administrator delays the determination of whether or not the injury will

be accepted as a workers' compensation claim, the employee may elect to utilize any accrued leave time to remain in paid status while off work during the determination period. If it is determined that the injury was work related and the City's workers' compensation third party administrator accepts the workers' compensation claim, the City will restore any leave time utilized by the employee during the determination period. However, during the determination period, if the employee has no leave available, or if the employee exhausts all of his / her leave time during the determination period, the employee will be placed into a leave without pay status until such time that the determination is made and / or the employee returns to work.

After thirty (30) days, an employee may use accrued sick leave, holiday, vacation leave and/or accrued compensatory time to receive compensation equal to the difference between the compensation to which the employee is entitled under the Workers' Compensation Act (i.e. temporary disability) and his / her regular City salary, not to exceed the amount of earned sick leave and / or vacation leave and/or accrued compensatory time. If the employee elects to apply accrued sick leave, holiday, and/or accrued compensatory time to such absence, he / she shall be entitled to receive compensation for the absence until the accrued sick leave, holiday, vacation leave and/or compensatory time is exhausted.

Any employee shall continue to accrue vacation, holidays, and sick leave, and to earn eligibility for consideration for merit salary increases during an absence resulting from an on-the-job injury providing the employee receives compensation payments under the provisions of the Workers' Compensation Act.

A probationary employee shall be entitled to the same benefits as a regular employee, except, in the event the absence exceeds fifteen (15) calendar days in one month, eligibility for consideration for merit salary increases or regular status shall be adjusted for the same amount of time during which he employee is receiving workers' compensation benefits.

Medical care and payments for permanent disabilities incurred in the course of employment shall be as prescribed by the Workers' Compensation Act.

2. Long-term illness and Labor Code Section 4850 appointments. The Personnel Officer may declare a position temporarily vacant due to the absence of an employee on leave pursuant to Labor Code Section 4850 or on a long-term illness leave and the position may be filled by a temporary or acting appointment. A person appointed to the position shall sign a statement acknowledging that: 1) the appointment is temporary only, with no attainment of regular status; and 2) if already employed by the City, the appointee will revert to his / her original position and salary range upon notice from the Personnel Officer.

**G. Military Leave.**

An employee entitled to military leave shall give his / her Department Head an opportunity within the limits of military regulations to determine when such leave shall be taken. Prior to taking such leave, an employee shall present a copy of his / her military orders to the Department Head. The Department Head shall advise the Personnel Officer of such military orders promptly. Sick leave and annual vacation

leave will accrue to the employee during the period of military leave. In the event an employee is called to active duty, he / she shall receive his / her compensation less his / her military pay for up to six months, and all benefits during that period.

**H. Jury Leave.**

All full time employees required to serve on a jury shall be entitled to regular compensation for up to ten (10) days provided the employee deposits fees for jury service with the Finance Department. Any exceptions shall be considered on a case-by-case basis by the employee's Department Director and approved by the City Manager.

**SECTION XIII. PROMOTIONAL PROCEDURES**

"Promotion" means the advancement of an employee from a position in one classification to a position in another classification having a higher maximum salary range and a greater level of responsibility. Promotions may be made from within the organization and / or through an open competitive selection process, at the discretion of the appointing authority and pursuant to the methods identified in the City's Personnel Rules and Regulations.

An employee who is promoted shall serve a probationary period of not less than (6) months. The effective date of the promotion establishes a new performance evaluation date for the promoted employee. Furthermore, the City will provide an orientation for all promoted employees.

**SECTION XIV. OUTSIDE EMPLOYMENT**

No employee shall engage in any employment, activity or enterprise that is inconsistent, incompatible or in conflict with his/her duties as a City employee. Prior to accepting outside employment, and annually, the employee shall notify the department head of the nature and extent of such employment and the procedures as outlined in Administrative Policy #3.01. Such policy shall be considered as part of this Agreement by reference and thus subject to the meet and confer process for any future amendments.

**SECTION XV. RETIREMENT BENEFITS**

**A. RETIREMENT:**

1. The City is a participating agency in the California Public Employees' Retirement System (PERS) and provides retirement benefits under PERS to the City's eligible employees. The City provides employees covered under this Agreement with the "2.7% at Age 55 Retirement Formula," which is set forth at the California Government Code section 21354.5. Generally, under the laws governing PERS, two types of contributions are required to fund the City's PERS benefits: member contributions and employer contributions..
2. The City shall pay the entire member contribution required by PERS for all employees in positions designated as General Employees. These City payments are known as "employer paid member contributions," or EPMCs.

- a. All EPMCs for employees covered under this agreement will be reported by the City to PERS as PERS Compensation in accordance with section 20636(c)(4) of the California Government Code, as amended. Accordingly, the EPMCs will be included in each such employee's PERS Compensation for purposes of determining the employee's retirement benefits under PERS.
  - b. All employees in positions designated as General employees shall, in accordance with section 20156(f) of the California Government Code, contribute a percentage of their PERS Compensation for the City's cost of optional benefits under PERS. For non-safety General employees, designated as miscellaneous employees for PERS purposes, the contribution percentage will be 9.946%. Contributions under this paragraph will offset the City's required employer contributions under PERS, and will not be treated by PERS as "member contributions" for any purpose. In addition, the contributions will be deducted from each such employee's City pay, and no employee may elect to receive cash in lieu of the contribution. The City will take formal action characterizing these contributions as pre-tax "pick up" contributions in accordance with section 414(h) of the Internal Revenue Code.
3. The City shall continue to provide employees covered under this agreement with that certain retirement option program commonly referred to as "Retirement Credit in Unused Sick Leave" which is based on the conversion formula as set forth in the California Public Employees' Retirement System (PERS), Section 20862.8 of the California Government Code.
4. The City shall provide employees covered under this agreement with that certain retirement option program commonly referred to as "Fourth Level of 1959 Survivor Benefits" pursuant to Section 21382.5 in conjunction with Section 21373 "Continuation of Death Benefits After Remarriage of Survivor."
5. The City shall continue to provide employees covered under this agreement with that certain retirement option program commonly referred to as "Post Retirement/Survivor's Benefit Option" which is based on the schedule of benefits as provided in the California Public Employees' Retirement System (PERS), Sections 21263 and 21263.1 of the California Government Code.
6. The City shall provide employees covered under this agreement with that certain retirement option program commonly referred to as "Single Highest Year" which is based on the schedule of benefits as set forth in the California Public Employees' Retirement System (PERS), Section 20024.2 of the California Government Code.
7. All new General Employees defined as "new members" under the Public Employees' Pension Reform Act of 2013 ("Act") hired after January 1, 2013 shall be subject to the 2%@ 62 formula and all provisions of the Act.

## **SECTION XVI. HEALTH AND WELFARE BENEFITS**

**A. Cafeteria Style Medical Benefit Plan:  
Tier 1 Plan for Association Members Hired on or Before August 28, 2015.**

Those Association members who elect to acquire medical insurance coverage through the City will receive the following amounts for use towards enrolling in any of the medical, dental, and vision insurance plans offered by the City.

- Fiscal Year 2016/17 – \$800 / month
- Effective December 2017 – \$930 / month
- Effective December 2018 – \$1,060 / month
- Effective December 2019 – \$1,190 / month
- Effective December 2020 – \$1,320 / month
- Effective December 2021 – \$1,450 / month

Any unused remainder may be taken as cash, or be used towards any additional City sponsored insurance programs.

It is also important to note that the above referenced contribution amounts will only be provided to Association members who elect to acquire medical insurance through the City. Association members who elect to acquire dental and / or vision insurance through the City, but not medical insurance through the City, will be ineligible to receive the above referenced contribution amounts, and will instead have to participate in the City's opt-out program as further defined below.

Those Association members who elect not to acquire medical insurance coverage through the City must first provide proof of medical insurance coverage through an alternative source. Upon meeting that requirement, the Association member shall then be eligible to opt-out of the City's medical coverage program and will receive the following amounts, which can be taken as cash, or be used towards any non-medical City sponsored insurance programs.

- Fiscal Year 2016/17 – \$450 / month
- Effective December 2017 – \$510 / month
- Effective December 2018 – \$570 / month
- Effective December 2019 – \$630 / month
- Effective December 2020 – \$690 / month
- Effective December 2021 – \$750 / month

**B. Cafeteria Style Medical Benefit Plan:  
Tier 2 Plan for Association Members After August 28, 2015.**

Those Association members who elect to acquire medical insurance coverage through the City will receive the following amounts for use towards enrolling in any of the medical, dental, and vision insurance plans offered by the City.

- Fiscal Year 2016/17 – \$800 / month
- Effective December 2017 – \$930 / month
- Effective December 2018 – \$1,060 / month
- Effective December 2019 – \$1,190 / month
- Effective December 2020 – \$1,320 / month
- Effective December 2021 – \$1,450 / month

Any unused remainder may be taken as cash, or be used towards any additional City sponsored insurance programs.

It is also important to note that the above referenced contribution amounts will only be provided to Association members who elect to acquire medical insurance through the City. Association members who elect to acquire dental and / or vision insurance through the City, but not medical insurance through the City, will be ineligible to receive the above referenced contribution amounts, and will instead have to participate in the City's opt-out program as further defined below.

Those Association members who can provide proof of medical insurance coverage through an alternative source shall be eligible to opt-out of the City's medical coverage program and will receive 25% of the monthly cafeteria plan contribution, with a maximum cash-out cap of \$500 / month, which can be taken as cash, or be used towards any non-medical City sponsored insurance programs.

**C. Agreement Between City and Association that the Funds Provided Towards Cafeteria Style Medical Benefit Plan are not Considered Part of an Employee's Regular Rate of Pay.**

The City and Association mutually agree that any and all funds provided by the City for use towards the Cafeteria Style Medical Benefit Plan, whether the funds are left over after being applied towards insurance premiums or if the funds are provided to an employee who has opted-out of the City's program, shall not be considered part of an employee's regular rate of pay. In particular, for overtime calculation purposes, the City and Association mutually agree that any funds provided by the City as part of the Cafeteria Style Medical Benefit Plan shall not be included for consideration as part of an employee's regular rate of pay.

Furthermore, the Association expressly commits to supporting the position that any and all Cafeteria Style Medical Benefit Plan funds provided by the City to employees are considered a benefit, are not compensation, and shall be excluded from consideration as part of an employee's regular rate of pay for overtime purposes. Additionally, the Association agrees that in the event that the Association, its officers, agents, representatives, and / or members engage in any conduct which violates this clause of the Agreement, the Association will immediately instruct, in writing, any persons engaging in such conduct that their actions are in violation of this Agreement and that they must immediately cease such conduct.

**D. Long-Term Disability Benefits.**

The City shall provide all Association members with a long-term disability program.

**E. Prohibition of "Double Coverage."**

The City may prohibit employees from adding another City employee as a dependent, or from being added to another City employee's City health plan(s) as a dependent.

**F. Tuition Reimbursement.**

Employees who complete job-related courses shall be reimbursed for tuition as outlined in Administrative Policy #305. Such policy shall be considered as part of this Agreement by reference and thus subject to the meet and confer process for any future

amendments. In addition, upon successful completion of a course(s) employees will be reimbursed up to \$50 per semester/quarter for required books.

**G. Deferred Compensation / Credit Union Savings Program.**

At any time, employees can voluntarily elect to participate in and contribute towards any City sponsored deferred compensation program, and / or participate in Monrovia Credit Union savings programs.

**SECTION XVII. RETIREMENT MEDICAL BENEFITS**

**A. Cessation of Medical Benefits Upon Retirement.**

1. It is acknowledged by the City and the Association that the City's intent is to provide health coverage for current employees – not for previously retired employees or for current or future employees upon their eventual retirement.
2. The City agrees to provide the following retiree medical benefit.
  - a. Employees hired before July 1, 2008, will be eligible to receive the following retiree medical benefits:
    - i. Employees retiring with a minimum of fifteen (15) years of service shall receive a maximum monthly reimbursement of \$100.
    - ii. Employees retiring with a minimum of twenty (20) years of service shall receive a maximum monthly reimbursement of \$200.
    - iii. Employees retiring with a minimum of twenty-five (25) years of service shall receive a maximum monthly reimbursement of \$250.
    - iv. No retiree shall receive a reimbursement for more than the actual monthly cost of the medical coverage.
    - v. When the retiree and / or spouse become eligible for Medicare, (if applicable), each must elect such coverage as the City will only provide reimbursement based on the supplement to Medicare plan premium.
    - vi. Once retired, the retiree must provide evidence of a monthly premium to be paid directly by the retiree, to receive reimbursement. Otherwise, no reimbursement will be provided.
    - vii. Retiree medical premiums will be paid for the employee and spouse for the lifetime of both parties provided they remain married until death. Should they divorce, the spouse will not be entitled to such reimbursement.
    - viii. The retiree / spouse must submit evidence of their monthly medical premium to the City to receive their monthly reimbursement.

**B. Pre-Funded Retiree Medical Trust.**

1. Notwithstanding Section A above, the City will provide a Pre-funded Retiree Medical Trust (PRMT) that provides for employee and employer contributions. The PRMT will establish a health reimbursement savings trust account that will allow the employee to utilize monies in this account to pay for IRS-approved medical premiums with pre-tax dollars as long as there are funds in the retiree's account. A complete Plan document describing the PRMT will be provided to each participant.
2. The City will establish a Plan A and a Plan B PRMT program. All employees must participate in the PRMT and cannot opt out.
3. All employees will exercise a one-time irrevocable election to participate in either Plan A or Plan B of the PRMT.
4. Plan A components:
  - Any employee hired on or after July 1, 2008, will participate in the PRMT as a Plan A participant.
  - All employees participating in Plan A are no longer eligible to receive the retiree medical benefits as outlined in Section XVII, A above.
  - Both the employee and the City will contribute monies into the Trust each pay period.
  - All contributions made by an employee will remain in the Trust for the benefit of the employee regardless of whether he/she retires or otherwise separates from employment with the City.
  - An employee cannot contribute either more or less than the amount determined through the meet and confer process.
  - The contribution levels for both employee and the City are based on length of service as indicated in the Table below.

Contributions Amounts Per Pay Period		
Years of Service	Employee Contributions	Employer Contributions
0-5	\$10	\$15
6-10	\$10	\$20
11-15	\$20	\$25
16-20	\$20	\$30
21-25	\$30	\$35

26+	\$30	\$40
-----	------	------

5. Plan B Components:

- All employees participating in Plan B will retain the retiree medical benefit as outlined in Section XVII, A above.
- Both the employee and the City will contribute monies into the Trust each pay period.
- All contributions made by an employee will remain in the Trust for the benefit of the employee regardless of whether he/she retires or otherwise separates from employment with the City.
- An employee cannot contribute either more or less than the amount determined through the meet and confer process.
- The contribution levels for both employee and the City are based on length of service as indicated in the Table below.

Contributions Amounts Per Pay Period		
Years of Service	Employee Contributions	Employer Contributions
0-5	\$10	\$5
6-10	\$10	\$7
11-15	\$20	\$10
16-20	\$20	\$12
21-25	\$30	\$15
26+	\$30	\$17

6. Monies in the Trust for an employee, former employee and retiree will be available to the surviving beneficiaries in accordance with the provisions of the Trust and IRS regulations.
7. The language contained in this Section is subject to review by legal counsel and may be amended to comply with legal and IRS regulations.

**C. Payment of PERS Contingency Reserve Fee.**

The Association agrees that should PERS at any time in the future charge a contingency reserve fee, an amount equivalent to the cost to the City shall be prorated for the bargaining unit and a corresponding downward adjustment shall be made in the amount of the City's monthly fringe benefit contribution.

**SECTION XVIII. SEVERABILITY**

Should any provision of this Memorandum of Understanding be found to be inoperative, void or

invalid by a court of competent jurisdiction, all other provisions of this Memorandum shall remain in full force and effect for the duration of this Memorandum of Understanding.

**SECTION XIX. FULL UNDERSTANDING**

This Memorandum of Understanding contains all the covenants, stipulations, and provisions agreed upon by the parties, and any other prior existing understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety.

It is the intent of the parties that this agreement be administered in its entirety in good faith during its full term. The Association recognizes that during such term, it may be necessary to reopen certain sections of this Agreement in order for the City to make changes in practices, rules, or procedures affecting the employees covered by this Agreement.

In the event that the City finds it necessary to reopen certain sections of this Agreement to make changes in practices, rules, or procedures, the City shall notify the Association of such change. Upon request, the City agrees to meet and confer with the Association in good faith on the impact that any such change will have on the employees covered by this Agreement.

Furthermore, the City agrees to a re-opener of Section IX.B. of this Agreement, related to Certification Pay, prior to the start of each fiscal year during the term of this Agreement at the discretion of the Association.

Notwithstanding the above identified factors, during the life of this Agreement, the Association voluntarily and unqualifiedly waives its rights and agrees that the City shall not be required to meet and confer with respect to any subject or matter whether referred to or covered in this Agreement or not during the term of this Agreement.

**MONROVIA MUNICIPAL  
EMPLOYEES ASSOCIATION:**

**CITY OF MONROVIA:**

\_\_\_\_\_  
Teresa Santilena, President

\_\_\_\_\_  
Oliver Chi, City Manager

\_\_\_\_\_  
Ariel Tolefree-Williams, Vice President

\_\_\_\_\_  
Lauren Vasquez, Deputy City Manager



**Exhibit A**  
*Salary Range / Salary Step  
System*

## City of Monrovia Salary Range Chart Fiscal Year 2017/18 - 2021/22

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
100	Hourly	\$ 12.00	\$ 12.60	\$ 13.23	\$ 13.89	\$ 14.59	\$ 15.32	\$ 16.08
	Monthly	\$ 2,080.00	\$ 2,184.00	\$ 2,293.20	\$ 2,407.86	\$ 2,528.25	\$ 2,654.67	\$ 2,787.40
	Annual	\$ 24,960.00	\$ 26,208.00	\$ 27,518.40	\$ 28,894.32	\$ 30,339.04	\$ 31,855.99	\$ 33,448.79
101	Hourly	\$ 12.12	\$ 12.73	\$ 13.36	\$ 14.03	\$ 14.73	\$ 15.47	\$ 16.24
	Monthly	\$ 2,100.80	\$ 2,205.84	\$ 2,316.13	\$ 2,431.94	\$ 2,553.54	\$ 2,681.21	\$ 2,815.27
	Annual	\$ 25,209.60	\$ 26,470.08	\$ 27,793.58	\$ 29,183.26	\$ 30,642.43	\$ 32,174.55	\$ 33,783.28
102	Hourly	\$ 12.24	\$ 12.85	\$ 13.50	\$ 14.17	\$ 14.88	\$ 15.62	\$ 16.40
	Monthly	\$ 2,121.81	\$ 2,227.90	\$ 2,339.29	\$ 2,456.26	\$ 2,579.07	\$ 2,708.02	\$ 2,843.43
	Annual	\$ 25,461.70	\$ 26,734.78	\$ 28,071.52	\$ 29,475.10	\$ 30,948.85	\$ 32,496.29	\$ 34,121.11
103	Hourly	\$ 12.36	\$ 12.98	\$ 13.63	\$ 14.31	\$ 15.03	\$ 15.78	\$ 16.57
	Monthly	\$ 2,143.03	\$ 2,250.18	\$ 2,362.69	\$ 2,480.82	\$ 2,604.86	\$ 2,735.10	\$ 2,871.86
	Annual	\$ 25,716.31	\$ 27,002.13	\$ 28,352.24	\$ 29,769.85	\$ 31,258.34	\$ 32,821.26	\$ 34,462.32
104	Hourly	\$ 12.49	\$ 13.11	\$ 13.77	\$ 14.46	\$ 15.18	\$ 15.94	\$ 16.73
	Monthly	\$ 2,164.46	\$ 2,272.68	\$ 2,386.31	\$ 2,505.63	\$ 2,630.91	\$ 2,762.46	\$ 2,900.58
	Annual	\$ 25,973.48	\$ 27,272.15	\$ 28,635.76	\$ 30,067.55	\$ 31,570.92	\$ 33,149.47	\$ 34,806.94
105	Hourly	\$ 12.61	\$ 13.24	\$ 13.90	\$ 14.60	\$ 15.33	\$ 16.10	\$ 16.90
	Monthly	\$ 2,186.10	\$ 2,295.41	\$ 2,410.18	\$ 2,530.69	\$ 2,657.22	\$ 2,790.08	\$ 2,929.58
	Annual	\$ 26,233.21	\$ 27,544.87	\$ 28,922.11	\$ 30,368.22	\$ 31,886.63	\$ 33,480.96	\$ 35,155.01
106	Hourly	\$ 12.74	\$ 13.38	\$ 14.04	\$ 14.75	\$ 15.48	\$ 16.26	\$ 17.07
	Monthly	\$ 2,207.96	\$ 2,318.36	\$ 2,434.28	\$ 2,555.99	\$ 2,683.79	\$ 2,817.98	\$ 2,958.88
	Annual	\$ 26,495.54	\$ 27,820.32	\$ 29,211.34	\$ 30,671.90	\$ 32,205.50	\$ 33,815.77	\$ 35,506.56
107	Hourly	\$ 12.87	\$ 13.51	\$ 14.18	\$ 14.89	\$ 15.64	\$ 16.42	\$ 17.24
	Monthly	\$ 2,230.04	\$ 2,341.54	\$ 2,458.62	\$ 2,581.55	\$ 2,710.63	\$ 2,846.16	\$ 2,988.47
	Annual	\$ 26,760.50	\$ 28,098.52	\$ 29,503.45	\$ 30,978.62	\$ 32,527.55	\$ 34,153.93	\$ 35,861.63
108	Hourly	\$ 12.99	\$ 13.64	\$ 14.33	\$ 15.04	\$ 15.79	\$ 16.58	\$ 17.41
	Monthly	\$ 2,252.34	\$ 2,364.96	\$ 2,483.21	\$ 2,607.37	\$ 2,737.74	\$ 2,874.62	\$ 3,018.35
	Annual	\$ 27,028.10	\$ 28,379.51	\$ 29,798.48	\$ 31,288.41	\$ 32,852.83	\$ 34,495.47	\$ 36,220.24
109	Hourly	\$ 13.12	\$ 13.78	\$ 14.47	\$ 15.19	\$ 15.95	\$ 16.75	\$ 17.59
	Monthly	\$ 2,274.87	\$ 2,388.61	\$ 2,508.04	\$ 2,633.44	\$ 2,765.11	\$ 2,903.37	\$ 3,048.54
	Annual	\$ 27,298.38	\$ 28,663.30	\$ 30,096.47	\$ 31,601.29	\$ 33,181.36	\$ 34,840.42	\$ 36,582.45
110	Hourly	\$ 13.26	\$ 13.92	\$ 14.61	\$ 15.34	\$ 16.11	\$ 16.92	\$ 17.76
	Monthly	\$ 2,297.61	\$ 2,412.49	\$ 2,533.12	\$ 2,659.78	\$ 2,792.76	\$ 2,932.40	\$ 3,079.02
	Annual	\$ 27,571.37	\$ 28,949.94	\$ 30,397.43	\$ 31,917.31	\$ 33,513.17	\$ 35,188.83	\$ 36,948.27
111	Hourly	\$ 13.39	\$ 14.06	\$ 14.76	\$ 15.50	\$ 16.27	\$ 17.09	\$ 17.94
	Monthly	\$ 2,320.59	\$ 2,436.62	\$ 2,558.45	\$ 2,686.37	\$ 2,820.69	\$ 2,961.73	\$ 3,109.81
	Annual	\$ 27,847.08	\$ 29,239.44	\$ 30,701.41	\$ 32,236.48	\$ 33,848.30	\$ 35,540.72	\$ 37,317.75
112	Hourly	\$ 13.52	\$ 14.20	\$ 14.91	\$ 15.65	\$ 16.44	\$ 17.26	\$ 18.12
	Monthly	\$ 2,343.80	\$ 2,460.99	\$ 2,584.04	\$ 2,713.24	\$ 2,848.90	\$ 2,991.34	\$ 3,140.91
	Annual	\$ 28,125.55	\$ 29,531.83	\$ 31,008.42	\$ 32,558.84	\$ 34,186.79	\$ 35,896.12	\$ 37,690.93
113	Hourly	\$ 13.66	\$ 14.34	\$ 15.06	\$ 15.81	\$ 16.60	\$ 17.43	\$ 18.30
	Monthly	\$ 2,367.23	\$ 2,485.60	\$ 2,609.88	\$ 2,740.37	\$ 2,877.39	\$ 3,021.26	\$ 3,172.32
	Annual	\$ 28,406.81	\$ 29,827.15	\$ 31,318.51	\$ 32,884.43	\$ 34,528.65	\$ 36,255.09	\$ 38,067.84
114	Hourly	\$ 13.79	\$ 14.48	\$ 15.21	\$ 15.97	\$ 16.77	\$ 17.60	\$ 18.48
	Monthly	\$ 2,390.91	\$ 2,510.45	\$ 2,635.97	\$ 2,767.77	\$ 2,906.16	\$ 3,051.47	\$ 3,204.04
	Annual	\$ 28,690.88	\$ 30,125.42	\$ 31,631.69	\$ 33,213.28	\$ 34,873.94	\$ 36,617.64	\$ 38,448.52
115	Hourly	\$ 13.93	\$ 14.63	\$ 15.36	\$ 16.13	\$ 16.93	\$ 17.78	\$ 18.67
	Monthly	\$ 2,414.82	\$ 2,535.56	\$ 2,662.33	\$ 2,795.45	\$ 2,935.22	\$ 3,081.98	\$ 3,236.08
	Annual	\$ 28,977.79	\$ 30,426.67	\$ 31,948.01	\$ 33,545.41	\$ 35,222.68	\$ 36,983.81	\$ 38,833.00

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
116	Hourly	\$ 14.07	\$ 14.77	\$ 15.51	\$ 16.29	\$ 17.10	\$ 17.96	\$ 18.86
	Monthly	\$ 2,438.96	\$ 2,560.91	\$ 2,688.96	\$ 2,823.41	\$ 2,964.58	\$ 3,112.80	\$ 3,268.44
	Annual	\$ 29,267.56	\$ 30,730.94	\$ 32,267.49	\$ 33,880.86	\$ 35,574.91	\$ 37,353.65	\$ 39,221.33
117	Hourly	\$ 14.21	\$ 14.92	\$ 15.67	\$ 16.45	\$ 17.27	\$ 18.14	\$ 19.04
	Monthly	\$ 2,463.35	\$ 2,586.52	\$ 2,715.85	\$ 2,851.64	\$ 2,994.22	\$ 3,143.93	\$ 3,301.13
	Annual	\$ 29,560.24	\$ 31,038.25	\$ 32,590.16	\$ 34,219.67	\$ 35,930.65	\$ 37,727.19	\$ 39,613.55
118	Hourly	\$ 14.35	\$ 15.07	\$ 15.83	\$ 16.62	\$ 17.45	\$ 18.32	\$ 19.24
	Monthly	\$ 2,487.99	\$ 2,612.39	\$ 2,743.01	\$ 2,880.16	\$ 3,024.16	\$ 3,175.37	\$ 3,334.14
	Annual	\$ 29,855.84	\$ 31,348.63	\$ 32,916.06	\$ 34,561.87	\$ 36,289.96	\$ 38,104.46	\$ 40,009.68
119	Hourly	\$ 14.50	\$ 15.22	\$ 15.98	\$ 16.78	\$ 17.62	\$ 18.50	\$ 19.43
	Monthly	\$ 2,512.87	\$ 2,638.51	\$ 2,770.44	\$ 2,908.96	\$ 3,054.41	\$ 3,207.13	\$ 3,367.48
	Annual	\$ 30,154.40	\$ 31,662.12	\$ 33,245.23	\$ 34,907.49	\$ 36,652.86	\$ 38,485.50	\$ 40,409.78
120	Hourly	\$ 14.64	\$ 15.37	\$ 16.14	\$ 16.95	\$ 17.80	\$ 18.69	\$ 19.62
	Monthly	\$ 2,538.00	\$ 2,664.90	\$ 2,798.14	\$ 2,938.05	\$ 3,084.95	\$ 3,239.20	\$ 3,401.16
	Annual	\$ 30,455.94	\$ 31,978.74	\$ 33,577.68	\$ 35,256.56	\$ 37,019.39	\$ 38,870.36	\$ 40,813.88
121	Hourly	\$ 14.79	\$ 15.53	\$ 16.30	\$ 17.12	\$ 17.98	\$ 18.87	\$ 19.82
	Monthly	\$ 2,563.38	\$ 2,691.54	\$ 2,826.12	\$ 2,967.43	\$ 3,115.80	\$ 3,271.59	\$ 3,435.17
	Annual	\$ 30,760.50	\$ 32,298.53	\$ 33,913.45	\$ 35,609.13	\$ 37,389.58	\$ 39,259.06	\$ 41,222.02
122	Hourly	\$ 14.94	\$ 15.68	\$ 16.47	\$ 17.29	\$ 18.16	\$ 19.06	\$ 20.02
	Monthly	\$ 2,589.01	\$ 2,718.46	\$ 2,854.38	\$ 2,997.10	\$ 3,146.96	\$ 3,304.30	\$ 3,469.52
	Annual	\$ 31,068.11	\$ 32,621.51	\$ 34,252.59	\$ 35,965.22	\$ 37,763.48	\$ 39,651.65	\$ 41,634.24
123	Hourly	\$ 15.09	\$ 15.84	\$ 16.63	\$ 17.46	\$ 18.34	\$ 19.25	\$ 20.22
	Monthly	\$ 2,614.90	\$ 2,745.64	\$ 2,882.93	\$ 3,027.07	\$ 3,178.43	\$ 3,337.35	\$ 3,504.21
	Annual	\$ 31,378.79	\$ 32,947.73	\$ 34,595.11	\$ 36,324.87	\$ 38,141.11	\$ 40,048.17	\$ 42,050.58
124	Hourly	\$ 15.24	\$ 16.00	\$ 16.80	\$ 17.64	\$ 18.52	\$ 19.45	\$ 20.42
	Monthly	\$ 2,641.05	\$ 2,773.10	\$ 2,911.76	\$ 3,057.34	\$ 3,210.21	\$ 3,370.72	\$ 3,539.26
	Annual	\$ 31,692.58	\$ 33,277.21	\$ 34,941.07	\$ 36,688.12	\$ 38,522.53	\$ 40,448.65	\$ 42,471.08
125	Hourly	\$ 15.39	\$ 16.16	\$ 16.97	\$ 17.81	\$ 18.71	\$ 19.64	\$ 20.62
	Monthly	\$ 2,667.46	\$ 2,800.83	\$ 2,940.87	\$ 3,087.92	\$ 3,242.31	\$ 3,404.43	\$ 3,574.65
	Annual	\$ 32,009.50	\$ 33,609.98	\$ 35,290.48	\$ 37,055.00	\$ 38,907.75	\$ 40,853.14	\$ 42,895.79
126	Hourly	\$ 15.54	\$ 16.32	\$ 17.14	\$ 17.99	\$ 18.89	\$ 19.84	\$ 20.83
	Monthly	\$ 2,694.13	\$ 2,828.84	\$ 2,970.28	\$ 3,118.80	\$ 3,274.74	\$ 3,438.47	\$ 3,610.40
	Annual	\$ 32,329.60	\$ 33,946.08	\$ 35,643.38	\$ 37,425.55	\$ 39,296.83	\$ 41,261.67	\$ 43,324.75
127	Hourly	\$ 15.70	\$ 16.48	\$ 17.31	\$ 18.17	\$ 19.08	\$ 20.04	\$ 21.04
	Monthly	\$ 2,721.07	\$ 2,857.13	\$ 2,999.98	\$ 3,149.98	\$ 3,307.48	\$ 3,472.86	\$ 3,646.50
	Annual	\$ 32,652.89	\$ 34,285.54	\$ 35,999.82	\$ 37,799.81	\$ 39,689.80	\$ 41,674.29	\$ 43,758.00
128	Hourly	\$ 15.86	\$ 16.65	\$ 17.48	\$ 18.35	\$ 19.27	\$ 20.24	\$ 21.25
	Monthly	\$ 2,748.29	\$ 2,885.70	\$ 3,029.98	\$ 3,181.48	\$ 3,340.56	\$ 3,507.59	\$ 3,682.97
	Annual	\$ 32,979.42	\$ 34,628.39	\$ 36,359.81	\$ 38,177.80	\$ 40,086.69	\$ 42,091.03	\$ 44,195.58
129	Hourly	\$ 16.01	\$ 16.81	\$ 17.66	\$ 18.54	\$ 19.47	\$ 20.44	\$ 21.46
	Monthly	\$ 2,775.77	\$ 2,914.56	\$ 3,060.28	\$ 3,213.30	\$ 3,373.96	\$ 3,542.66	\$ 3,719.79
	Annual	\$ 33,309.22	\$ 34,974.68	\$ 36,723.41	\$ 38,559.58	\$ 40,487.56	\$ 42,511.94	\$ 44,637.54
130	Hourly	\$ 16.17	\$ 16.98	\$ 17.83	\$ 18.72	\$ 19.66	\$ 20.64	\$ 21.67
	Monthly	\$ 2,803.53	\$ 2,943.70	\$ 3,090.89	\$ 3,245.43	\$ 3,407.70	\$ 3,578.09	\$ 3,756.99
	Annual	\$ 33,642.31	\$ 35,324.42	\$ 37,090.65	\$ 38,945.18	\$ 40,892.44	\$ 42,937.06	\$ 45,083.91

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
131	Hourly	\$ 16.34	\$ 17.15	\$ 18.01	\$ 18.91	\$ 19.86	\$ 20.85	\$ 21.89
	Monthly	\$ 2,831.56	\$ 2,973.14	\$ 3,121.80	\$ 3,277.89	\$ 3,441.78	\$ 3,613.87	\$ 3,794.56
	Annual	\$ 33,978.73	\$ 35,677.67	\$ 37,461.55	\$ 39,334.63	\$ 41,301.36	\$ 43,366.43	\$ 45,534.75
132	Hourly	\$ 16.50	\$ 17.32	\$ 18.19	\$ 19.10	\$ 20.05	\$ 21.06	\$ 22.11
	Monthly	\$ 2,859.88	\$ 3,002.87	\$ 3,153.01	\$ 3,310.66	\$ 3,476.20	\$ 3,650.01	\$ 3,832.51
	Annual	\$ 34,318.52	\$ 36,034.45	\$ 37,836.17	\$ 39,727.98	\$ 41,714.37	\$ 43,800.09	\$ 45,990.10
133	Hourly	\$ 16.66	\$ 17.50	\$ 18.37	\$ 19.29	\$ 20.26	\$ 21.27	\$ 22.33
	Monthly	\$ 2,888.48	\$ 3,032.90	\$ 3,184.54	\$ 3,343.77	\$ 3,510.96	\$ 3,686.51	\$ 3,870.83
	Annual	\$ 34,661.70	\$ 36,394.79	\$ 38,214.53	\$ 40,125.26	\$ 42,131.52	\$ 44,238.09	\$ 46,450.00
134	Hourly	\$ 16.83	\$ 17.67	\$ 18.56	\$ 19.48	\$ 20.46	\$ 21.48	\$ 22.56
	Monthly	\$ 2,917.36	\$ 3,063.23	\$ 3,216.39	\$ 3,377.21	\$ 3,546.07	\$ 3,723.37	\$ 3,909.54
	Annual	\$ 35,008.32	\$ 36,758.74	\$ 38,596.67	\$ 40,526.51	\$ 42,552.83	\$ 44,680.48	\$ 46,914.50
135	Hourly	\$ 17.00	\$ 17.85	\$ 18.74	\$ 19.68	\$ 20.66	\$ 21.70	\$ 22.78
	Monthly	\$ 2,946.53	\$ 3,093.86	\$ 3,248.55	\$ 3,410.98	\$ 3,581.53	\$ 3,760.61	\$ 3,948.64
	Annual	\$ 35,358.40	\$ 37,126.33	\$ 38,982.64	\$ 40,931.77	\$ 42,978.36	\$ 45,127.28	\$ 47,383.64
136	Hourly	\$ 17.17	\$ 18.03	\$ 18.93	\$ 19.88	\$ 20.87	\$ 21.91	\$ 23.01
	Monthly	\$ 2,976.00	\$ 3,124.80	\$ 3,281.04	\$ 3,445.09	\$ 3,617.35	\$ 3,798.21	\$ 3,988.12
	Annual	\$ 35,711.99	\$ 37,497.59	\$ 39,372.47	\$ 41,341.09	\$ 43,408.15	\$ 45,578.55	\$ 47,857.48
137	Hourly	\$ 17.34	\$ 18.21	\$ 19.12	\$ 20.07	\$ 21.08	\$ 22.13	\$ 23.24
	Monthly	\$ 3,005.76	\$ 3,156.05	\$ 3,313.85	\$ 3,479.54	\$ 3,653.52	\$ 3,836.19	\$ 4,028.00
	Annual	\$ 36,069.11	\$ 37,872.56	\$ 39,766.19	\$ 41,754.50	\$ 43,842.23	\$ 46,034.34	\$ 48,336.06
138	Hourly	\$ 17.51	\$ 18.39	\$ 19.31	\$ 20.28	\$ 21.29	\$ 22.35	\$ 23.47
	Monthly	\$ 3,035.82	\$ 3,187.61	\$ 3,346.99	\$ 3,514.34	\$ 3,690.05	\$ 3,874.56	\$ 4,068.28
	Annual	\$ 36,429.80	\$ 38,251.29	\$ 40,163.85	\$ 42,172.05	\$ 44,280.65	\$ 46,494.68	\$ 48,819.42
139	Hourly	\$ 17.69	\$ 18.57	\$ 19.50	\$ 20.48	\$ 21.50	\$ 22.58	\$ 23.71
	Monthly	\$ 3,066.17	\$ 3,219.48	\$ 3,380.46	\$ 3,549.48	\$ 3,726.95	\$ 3,913.30	\$ 4,108.97
	Annual	\$ 36,794.10	\$ 38,633.80	\$ 40,565.49	\$ 42,593.77	\$ 44,723.46	\$ 46,959.63	\$ 49,307.61
140	Hourly	\$ 17.87	\$ 18.76	\$ 19.70	\$ 20.68	\$ 21.72	\$ 22.80	\$ 23.94
	Monthly	\$ 3,096.84	\$ 3,251.68	\$ 3,414.26	\$ 3,584.98	\$ 3,764.22	\$ 3,952.44	\$ 4,150.06
	Annual	\$ 37,162.04	\$ 39,020.14	\$ 40,971.15	\$ 43,019.71	\$ 45,170.69	\$ 47,429.22	\$ 49,800.69
141	Hourly	\$ 18.05	\$ 18.95	\$ 19.89	\$ 20.89	\$ 21.93	\$ 23.03	\$ 24.18
	Monthly	\$ 3,127.80	\$ 3,284.20	\$ 3,448.40	\$ 3,620.83	\$ 3,801.87	\$ 3,991.96	\$ 4,191.56
	Annual	\$ 37,533.66	\$ 39,410.34	\$ 41,380.86	\$ 43,449.90	\$ 45,622.40	\$ 47,903.52	\$ 50,298.69
142	Hourly	\$ 18.23	\$ 19.14	\$ 20.09	\$ 21.10	\$ 22.15	\$ 23.26	\$ 24.42
	Monthly	\$ 3,159.08	\$ 3,317.04	\$ 3,482.89	\$ 3,657.03	\$ 3,839.89	\$ 4,031.88	\$ 4,233.47
	Annual	\$ 37,909.00	\$ 39,804.45	\$ 41,794.67	\$ 43,884.40	\$ 46,078.62	\$ 48,382.55	\$ 50,801.68
143	Hourly	\$ 18.41	\$ 19.33	\$ 20.29	\$ 21.31	\$ 22.37	\$ 23.49	\$ 24.67
	Monthly	\$ 3,190.67	\$ 3,350.21	\$ 3,517.72	\$ 3,693.60	\$ 3,878.28	\$ 4,072.20	\$ 4,275.81
	Annual	\$ 38,288.09	\$ 40,202.49	\$ 42,212.61	\$ 44,323.25	\$ 46,539.41	\$ 48,866.38	\$ 51,309.70
144	Hourly	\$ 18.59	\$ 19.52	\$ 20.50	\$ 21.52	\$ 22.60	\$ 23.73	\$ 24.91
	Monthly	\$ 3,222.58	\$ 3,383.71	\$ 3,552.90	\$ 3,730.54	\$ 3,917.07	\$ 4,112.92	\$ 4,318.57
	Annual	\$ 38,670.97	\$ 40,604.51	\$ 42,634.74	\$ 44,766.48	\$ 47,004.80	\$ 49,355.04	\$ 51,822.79
145	Hourly	\$ 18.78	\$ 19.72	\$ 20.70	\$ 21.74	\$ 22.82	\$ 23.97	\$ 25.16
	Monthly	\$ 3,254.81	\$ 3,417.55	\$ 3,588.42	\$ 3,767.85	\$ 3,956.24	\$ 4,154.05	\$ 4,361.75
	Annual	\$ 39,057.68	\$ 41,010.56	\$ 43,061.09	\$ 45,214.14	\$ 47,474.85	\$ 49,848.59	\$ 52,341.02

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
146	Hourly	\$ 18.97	\$ 19.91	\$ 20.91	\$ 21.95	\$ 23.05	\$ 24.21	\$ 25.42
	Monthly	\$ 3,287.35	\$ 3,451.72	\$ 3,624.31	\$ 3,805.52	\$ 3,995.80	\$ 4,195.59	\$ 4,405.37
	Annual	\$ 39,448.25	\$ 41,420.67	\$ 43,491.70	\$ 45,666.28	\$ 47,949.60	\$ 50,347.08	\$ 52,864.43
147	Hourly	\$ 19.16	\$ 20.11	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67
	Monthly	\$ 3,320.23	\$ 3,486.24	\$ 3,660.55	\$ 3,843.58	\$ 4,035.76	\$ 4,237.55	\$ 4,449.42
	Annual	\$ 39,842.74	\$ 41,834.87	\$ 43,926.62	\$ 46,122.95	\$ 48,429.09	\$ 50,850.55	\$ 53,393.08
148	Hourly	\$ 19.35	\$ 20.31	\$ 21.33	\$ 22.40	\$ 23.52	\$ 24.69	\$ 25.93
	Monthly	\$ 3,353.43	\$ 3,521.10	\$ 3,697.16	\$ 3,882.01	\$ 4,076.12	\$ 4,279.92	\$ 4,493.92
	Annual	\$ 40,241.16	\$ 42,253.22	\$ 44,365.88	\$ 46,584.18	\$ 48,913.39	\$ 51,359.05	\$ 53,927.01
149	Hourly	\$ 19.54	\$ 20.52	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.19
	Monthly	\$ 3,386.96	\$ 3,556.31	\$ 3,734.13	\$ 3,920.83	\$ 4,116.88	\$ 4,322.72	\$ 4,538.86
	Annual	\$ 40,643.57	\$ 42,675.75	\$ 44,809.54	\$ 47,050.02	\$ 49,402.52	\$ 51,872.64	\$ 54,466.28
150	Hourly	\$ 19.74	\$ 20.72	\$ 21.76	\$ 22.85	\$ 23.99	\$ 25.19	\$ 26.45
	Monthly	\$ 3,420.83	\$ 3,591.88	\$ 3,771.47	\$ 3,960.04	\$ 4,158.05	\$ 4,365.95	\$ 4,584.24
	Annual	\$ 41,050.01	\$ 43,102.51	\$ 45,257.64	\$ 47,520.52	\$ 49,896.54	\$ 52,391.37	\$ 55,010.94
151	Hourly	\$ 19.93	\$ 20.93	\$ 21.98	\$ 23.07	\$ 24.23	\$ 25.44	\$ 26.71
	Monthly	\$ 3,455.04	\$ 3,627.79	\$ 3,809.18	\$ 3,999.64	\$ 4,199.63	\$ 4,409.61	\$ 4,630.09
	Annual	\$ 41,460.51	\$ 43,533.54	\$ 45,710.21	\$ 47,995.72	\$ 50,395.51	\$ 52,915.28	\$ 55,561.05
152	Hourly	\$ 20.13	\$ 21.14	\$ 22.20	\$ 23.31	\$ 24.47	\$ 25.69	\$ 26.98
	Monthly	\$ 3,489.59	\$ 3,664.07	\$ 3,847.28	\$ 4,039.64	\$ 4,241.62	\$ 4,453.70	\$ 4,676.39
	Annual	\$ 41,875.12	\$ 43,968.87	\$ 46,167.31	\$ 48,475.68	\$ 50,899.46	\$ 53,444.44	\$ 56,116.66
153	Hourly	\$ 20.33	\$ 21.35	\$ 22.42	\$ 23.54	\$ 24.72	\$ 25.95	\$ 27.25
	Monthly	\$ 3,524.49	\$ 3,700.71	\$ 3,885.75	\$ 4,080.04	\$ 4,284.04	\$ 4,498.24	\$ 4,723.15
	Annual	\$ 42,293.87	\$ 44,408.56	\$ 46,628.99	\$ 48,960.44	\$ 51,408.46	\$ 53,978.88	\$ 56,677.83
154	Hourly	\$ 20.54	\$ 21.56	\$ 22.64	\$ 23.77	\$ 24.96	\$ 26.21	\$ 27.52
	Monthly	\$ 3,559.73	\$ 3,737.72	\$ 3,924.61	\$ 4,120.84	\$ 4,326.88	\$ 4,543.22	\$ 4,770.38
	Annual	\$ 42,716.81	\$ 44,852.65	\$ 47,095.28	\$ 49,450.04	\$ 51,922.54	\$ 54,518.67	\$ 57,244.60
155	Hourly	\$ 20.74	\$ 21.78	\$ 22.87	\$ 24.01	\$ 25.21	\$ 26.47	\$ 27.80
	Monthly	\$ 3,595.33	\$ 3,775.10	\$ 3,963.85	\$ 4,162.05	\$ 4,370.15	\$ 4,588.65	\$ 4,818.09
	Annual	\$ 43,143.97	\$ 45,301.17	\$ 47,566.23	\$ 49,944.54	\$ 52,441.77	\$ 55,063.86	\$ 57,817.05
156	Hourly	\$ 20.95	\$ 22.00	\$ 23.10	\$ 24.25	\$ 25.46	\$ 26.74	\$ 28.07
	Monthly	\$ 3,631.28	\$ 3,812.85	\$ 4,003.49	\$ 4,203.67	\$ 4,413.85	\$ 4,634.54	\$ 4,866.27
	Annual	\$ 43,575.41	\$ 45,754.18	\$ 48,041.89	\$ 50,443.99	\$ 52,966.19	\$ 55,614.50	\$ 58,395.22
157	Hourly	\$ 21.16	\$ 22.22	\$ 23.33	\$ 24.49	\$ 25.72	\$ 27.01	\$ 28.36
	Monthly	\$ 3,667.60	\$ 3,850.98	\$ 4,043.53	\$ 4,245.70	\$ 4,457.99	\$ 4,680.89	\$ 4,914.93
	Annual	\$ 44,011.17	\$ 46,211.73	\$ 48,522.31	\$ 50,948.43	\$ 53,495.85	\$ 56,170.64	\$ 58,979.17
158	Hourly	\$ 21.37	\$ 22.44	\$ 23.56	\$ 24.74	\$ 25.98	\$ 27.28	\$ 28.64
	Monthly	\$ 3,704.27	\$ 3,889.49	\$ 4,083.96	\$ 4,288.16	\$ 4,502.57	\$ 4,727.70	\$ 4,964.08
	Annual	\$ 44,451.28	\$ 46,673.84	\$ 49,007.53	\$ 51,457.91	\$ 54,030.81	\$ 56,732.35	\$ 59,568.97
159	Hourly	\$ 21.58	\$ 22.66	\$ 23.80	\$ 24.99	\$ 26.24	\$ 27.55	\$ 28.93
	Monthly	\$ 3,741.32	\$ 3,928.38	\$ 4,124.80	\$ 4,331.04	\$ 4,547.59	\$ 4,774.97	\$ 5,013.72
	Annual	\$ 44,895.79	\$ 47,140.58	\$ 49,497.61	\$ 51,972.49	\$ 54,571.12	\$ 57,299.67	\$ 60,164.65
160	Hourly	\$ 21.80	\$ 22.89	\$ 24.03	\$ 25.24	\$ 26.50	\$ 27.82	\$ 29.21
	Monthly	\$ 3,778.73	\$ 3,967.67	\$ 4,166.05	\$ 4,374.35	\$ 4,593.07	\$ 4,822.72	\$ 5,063.86
	Annual	\$ 45,344.75	\$ 47,611.99	\$ 49,992.59	\$ 52,492.22	\$ 55,116.83	\$ 57,872.67	\$ 60,766.30

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
161	Hourly	\$ 22.02	\$ 23.12	\$ 24.28	\$ 25.49	\$ 26.76	\$ 28.10	\$ 29.51
	Monthly	\$ 3,816.52	\$ 4,007.34	\$ 4,207.71	\$ 4,418.09	\$ 4,639.00	\$ 4,870.95	\$ 5,114.50
	Annual	\$ 45,798.20	\$ 48,088.11	\$ 50,492.51	\$ 53,017.14	\$ 55,667.99	\$ 58,451.39	\$ 61,373.96
162	Hourly	\$ 22.24	\$ 23.35	\$ 24.52	\$ 25.74	\$ 27.03	\$ 28.38	\$ 29.80
	Monthly	\$ 3,854.68	\$ 4,047.42	\$ 4,249.79	\$ 4,462.28	\$ 4,685.39	\$ 4,919.66	\$ 5,165.64
	Annual	\$ 46,256.18	\$ 48,568.99	\$ 50,997.44	\$ 53,547.31	\$ 56,224.67	\$ 59,035.91	\$ 61,987.70
163	Hourly	\$ 22.46	\$ 23.58	\$ 24.76	\$ 26.00	\$ 27.30	\$ 28.67	\$ 30.10
	Monthly	\$ 3,893.23	\$ 4,087.89	\$ 4,292.28	\$ 4,506.90	\$ 4,732.24	\$ 4,968.86	\$ 5,217.30
	Annual	\$ 46,718.74	\$ 49,054.68	\$ 51,507.41	\$ 54,082.78	\$ 56,786.92	\$ 59,626.27	\$ 62,607.58
164	Hourly	\$ 22.69	\$ 23.82	\$ 25.01	\$ 26.26	\$ 27.57	\$ 28.95	\$ 30.40
	Monthly	\$ 3,932.16	\$ 4,128.77	\$ 4,335.21	\$ 4,551.97	\$ 4,779.57	\$ 5,018.54	\$ 5,269.47
	Annual	\$ 47,185.93	\$ 49,545.22	\$ 52,022.49	\$ 54,623.61	\$ 57,354.79	\$ 60,222.53	\$ 63,233.66
165	Hourly	\$ 22.91	\$ 24.06	\$ 25.26	\$ 26.52	\$ 27.85	\$ 29.24	\$ 30.70
	Monthly	\$ 3,971.48	\$ 4,170.06	\$ 4,378.56	\$ 4,597.49	\$ 4,827.36	\$ 5,068.73	\$ 5,322.17
	Annual	\$ 47,657.79	\$ 50,040.68	\$ 52,542.71	\$ 55,169.85	\$ 57,928.34	\$ 60,824.76	\$ 63,865.99
166	Hourly	\$ 23.14	\$ 24.30	\$ 25.51	\$ 26.79	\$ 28.13	\$ 29.54	\$ 31.01
	Monthly	\$ 4,011.20	\$ 4,211.76	\$ 4,422.34	\$ 4,643.46	\$ 4,875.64	\$ 5,119.42	\$ 5,375.39
	Annual	\$ 48,134.37	\$ 50,541.08	\$ 53,068.14	\$ 55,721.54	\$ 58,507.62	\$ 61,433.00	\$ 64,504.65
167	Hourly	\$ 23.37	\$ 24.54	\$ 25.77	\$ 27.06	\$ 28.41	\$ 29.83	\$ 31.32
	Monthly	\$ 4,051.31	\$ 4,253.87	\$ 4,466.57	\$ 4,689.90	\$ 4,924.39	\$ 5,170.61	\$ 5,429.14
	Annual	\$ 48,615.71	\$ 51,046.49	\$ 53,598.82	\$ 56,278.76	\$ 59,092.70	\$ 62,047.33	\$ 65,149.70
168	Hourly	\$ 23.61	\$ 24.79	\$ 26.03	\$ 27.33	\$ 28.69	\$ 30.13	\$ 31.64
	Monthly	\$ 4,091.82	\$ 4,296.41	\$ 4,511.23	\$ 4,736.80	\$ 4,973.63	\$ 5,222.32	\$ 5,483.43
	Annual	\$ 49,101.87	\$ 51,556.96	\$ 54,134.81	\$ 56,841.55	\$ 59,683.63	\$ 62,667.81	\$ 65,801.20
169	Hourly	\$ 23.84	\$ 25.03	\$ 26.29	\$ 27.60	\$ 28.98	\$ 30.43	\$ 31.95
	Monthly	\$ 4,132.74	\$ 4,339.38	\$ 4,556.35	\$ 4,784.16	\$ 5,023.37	\$ 5,274.54	\$ 5,538.27
	Annual	\$ 49,592.88	\$ 52,072.53	\$ 54,676.16	\$ 57,409.96	\$ 60,280.46	\$ 63,294.48	\$ 66,459.21
170	Hourly	\$ 24.08	\$ 25.29	\$ 26.55	\$ 27.88	\$ 29.27	\$ 30.73	\$ 32.27
	Monthly	\$ 4,174.07	\$ 4,382.77	\$ 4,601.91	\$ 4,832.01	\$ 5,073.61	\$ 5,327.29	\$ 5,593.65
	Annual	\$ 50,088.81	\$ 52,593.25	\$ 55,222.92	\$ 57,984.06	\$ 60,883.27	\$ 63,927.43	\$ 67,123.80
171	Hourly	\$ 24.32	\$ 25.54	\$ 26.81	\$ 28.16	\$ 29.56	\$ 31.04	\$ 32.59
	Monthly	\$ 4,215.81	\$ 4,426.60	\$ 4,647.93	\$ 4,880.33	\$ 5,124.34	\$ 5,380.56	\$ 5,649.59
	Annual	\$ 50,589.70	\$ 53,119.19	\$ 55,775.15	\$ 58,563.90	\$ 61,492.10	\$ 64,566.70	\$ 67,795.04
172	Hourly	\$ 24.57	\$ 25.79	\$ 27.08	\$ 28.44	\$ 29.86	\$ 31.35	\$ 32.92
	Monthly	\$ 4,257.97	\$ 4,470.86	\$ 4,694.41	\$ 4,929.13	\$ 5,175.58	\$ 5,434.36	\$ 5,706.08
	Annual	\$ 51,095.60	\$ 53,650.38	\$ 56,332.90	\$ 59,149.54	\$ 62,107.02	\$ 65,212.37	\$ 68,472.99
173	Hourly	\$ 24.81	\$ 26.05	\$ 27.35	\$ 28.72	\$ 30.16	\$ 31.67	\$ 33.25
	Monthly	\$ 4,300.55	\$ 4,515.57	\$ 4,741.35	\$ 4,978.42	\$ 5,227.34	\$ 5,488.71	\$ 5,763.14
	Annual	\$ 51,606.55	\$ 54,186.88	\$ 56,896.23	\$ 59,741.04	\$ 62,728.09	\$ 65,864.49	\$ 69,157.72
174	Hourly	\$ 25.06	\$ 26.31	\$ 27.63	\$ 29.01	\$ 30.46	\$ 31.98	\$ 33.58
	Monthly	\$ 4,343.55	\$ 4,560.73	\$ 4,788.77	\$ 5,028.20	\$ 5,279.61	\$ 5,543.59	\$ 5,820.77
	Annual	\$ 52,122.62	\$ 54,728.75	\$ 57,465.19	\$ 60,338.45	\$ 63,355.37	\$ 66,523.14	\$ 69,849.30
175	Hourly	\$ 25.31	\$ 26.58	\$ 27.90	\$ 29.30	\$ 30.76	\$ 32.30	\$ 33.92
	Monthly	\$ 4,386.99	\$ 4,606.34	\$ 4,836.65	\$ 5,078.49	\$ 5,332.41	\$ 5,599.03	\$ 5,878.98
	Annual	\$ 52,643.85	\$ 55,276.04	\$ 58,039.84	\$ 60,941.83	\$ 63,988.92	\$ 67,188.37	\$ 70,547.79

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
176	Hourly	\$ 25.56	\$ 26.84	\$ 28.18	\$ 29.59	\$ 31.07	\$ 32.63	\$ 34.26
	Monthly	\$ 4,430.86	\$ 4,652.40	\$ 4,885.02	\$ 5,129.27	\$ 5,385.73	\$ 5,655.02	\$ 5,937.77
	Annual	\$ 53,170.29	\$ 55,828.80	\$ 58,620.24	\$ 61,551.25	\$ 64,628.81	\$ 67,860.25	\$ 71,253.27
177	Hourly	\$ 25.82	\$ 27.11	\$ 28.46	\$ 29.89	\$ 31.38	\$ 32.95	\$ 34.60
	Monthly	\$ 4,475.17	\$ 4,698.92	\$ 4,933.87	\$ 5,180.56	\$ 5,439.59	\$ 5,711.57	\$ 5,997.15
	Annual	\$ 53,701.99	\$ 56,387.09	\$ 59,206.44	\$ 62,166.76	\$ 65,275.10	\$ 68,538.86	\$ 71,965.80
178	Hourly	\$ 26.08	\$ 27.38	\$ 28.75	\$ 30.19	\$ 31.70	\$ 33.28	\$ 34.94
	Monthly	\$ 4,519.92	\$ 4,745.91	\$ 4,983.21	\$ 5,232.37	\$ 5,493.99	\$ 5,768.69	\$ 6,057.12
	Annual	\$ 54,239.01	\$ 56,950.96	\$ 59,798.51	\$ 62,788.43	\$ 65,927.85	\$ 69,224.25	\$ 72,685.46
179	Hourly	\$ 26.34	\$ 27.65	\$ 29.04	\$ 30.49	\$ 32.01	\$ 33.61	\$ 35.29
	Monthly	\$ 4,565.12	\$ 4,793.37	\$ 5,033.04	\$ 5,284.69	\$ 5,548.93	\$ 5,826.37	\$ 6,117.69
	Annual	\$ 54,781.40	\$ 57,520.47	\$ 60,396.49	\$ 63,416.32	\$ 66,587.13	\$ 69,916.49	\$ 73,412.31
180	Hourly	\$ 26.60	\$ 27.93	\$ 29.33	\$ 30.79	\$ 32.33	\$ 33.95	\$ 35.65
	Monthly	\$ 4,610.77	\$ 4,841.31	\$ 5,083.37	\$ 5,337.54	\$ 5,604.42	\$ 5,884.64	\$ 6,178.87
	Annual	\$ 55,329.21	\$ 58,095.67	\$ 61,000.46	\$ 64,050.48	\$ 67,253.00	\$ 70,615.65	\$ 74,146.44
181	Hourly	\$ 26.87	\$ 28.21	\$ 29.62	\$ 31.10	\$ 32.66	\$ 34.29	\$ 36.00
	Monthly	\$ 4,656.88	\$ 4,889.72	\$ 5,134.21	\$ 5,390.92	\$ 5,660.46	\$ 5,943.48	\$ 6,240.66
	Annual	\$ 55,882.50	\$ 58,676.63	\$ 61,610.46	\$ 64,690.98	\$ 67,925.53	\$ 71,321.81	\$ 74,887.90
182	Hourly	\$ 27.14	\$ 28.49	\$ 29.92	\$ 31.41	\$ 32.98	\$ 34.63	\$ 36.36
	Monthly	\$ 4,703.44	\$ 4,938.62	\$ 5,185.55	\$ 5,444.82	\$ 5,717.07	\$ 6,002.92	\$ 6,303.06
	Annual	\$ 56,441.33	\$ 59,263.40	\$ 62,226.57	\$ 65,337.89	\$ 68,604.79	\$ 72,035.03	\$ 75,636.78
183	Hourly	\$ 27.41	\$ 28.78	\$ 30.22	\$ 31.73	\$ 33.31	\$ 34.98	\$ 36.73
	Monthly	\$ 4,750.48	\$ 4,988.00	\$ 5,237.40	\$ 5,499.27	\$ 5,774.24	\$ 6,062.95	\$ 6,366.10
	Annual	\$ 57,005.74	\$ 59,856.03	\$ 62,848.83	\$ 65,991.27	\$ 69,290.84	\$ 72,755.38	\$ 76,393.15
184	Hourly	\$ 27.68	\$ 29.06	\$ 30.52	\$ 32.04	\$ 33.65	\$ 35.33	\$ 37.09
	Monthly	\$ 4,797.98	\$ 5,037.88	\$ 5,289.78	\$ 5,554.27	\$ 5,831.98	\$ 6,123.58	\$ 6,429.76
	Annual	\$ 57,575.80	\$ 60,454.59	\$ 63,477.32	\$ 66,651.19	\$ 69,983.74	\$ 73,482.93	\$ 77,157.08
185	Hourly	\$ 27.96	\$ 29.36	\$ 30.82	\$ 32.36	\$ 33.98	\$ 35.68	\$ 37.47
	Monthly	\$ 4,845.96	\$ 5,088.26	\$ 5,342.67	\$ 5,609.81	\$ 5,890.30	\$ 6,184.81	\$ 6,494.05
	Annual	\$ 58,151.56	\$ 61,059.14	\$ 64,112.09	\$ 67,317.70	\$ 70,683.58	\$ 74,217.76	\$ 77,928.65
186	Hourly	\$ 28.24	\$ 29.65	\$ 31.13	\$ 32.69	\$ 34.32	\$ 36.04	\$ 37.84
	Monthly	\$ 4,894.42	\$ 5,139.14	\$ 5,396.10	\$ 5,665.91	\$ 5,949.20	\$ 6,246.66	\$ 6,558.99
	Annual	\$ 58,733.07	\$ 61,669.73	\$ 64,753.21	\$ 67,990.87	\$ 71,390.42	\$ 74,959.94	\$ 78,707.94
187	Hourly	\$ 28.52	\$ 29.95	\$ 31.44	\$ 33.01	\$ 34.67	\$ 36.40	\$ 38.22
	Monthly	\$ 4,943.37	\$ 5,190.54	\$ 5,450.06	\$ 5,722.57	\$ 6,008.69	\$ 6,309.13	\$ 6,624.58
	Annual	\$ 59,320.40	\$ 62,286.42	\$ 65,400.75	\$ 68,670.78	\$ 72,104.32	\$ 75,709.54	\$ 79,495.01
188	Hourly	\$ 28.80	\$ 30.24	\$ 31.76	\$ 33.34	\$ 35.01	\$ 36.76	\$ 38.60
	Monthly	\$ 4,992.80	\$ 5,242.44	\$ 5,504.56	\$ 5,779.79	\$ 6,068.78	\$ 6,372.22	\$ 6,690.83
	Annual	\$ 59,913.61	\$ 62,909.29	\$ 66,054.75	\$ 69,357.49	\$ 72,825.37	\$ 76,466.63	\$ 80,289.96
189	Hourly	\$ 29.09	\$ 30.55	\$ 32.07	\$ 33.68	\$ 35.36	\$ 37.13	\$ 38.99
	Monthly	\$ 5,042.73	\$ 5,294.87	\$ 5,559.61	\$ 5,837.59	\$ 6,129.47	\$ 6,435.94	\$ 6,757.74
	Annual	\$ 60,512.74	\$ 63,538.38	\$ 66,715.30	\$ 70,051.07	\$ 73,553.62	\$ 77,231.30	\$ 81,092.86
190	Hourly	\$ 29.38	\$ 30.85	\$ 32.40	\$ 34.02	\$ 35.72	\$ 37.50	\$ 39.38
	Monthly	\$ 5,093.16	\$ 5,347.81	\$ 5,615.20	\$ 5,895.96	\$ 6,190.76	\$ 6,500.30	\$ 6,825.32
	Annual	\$ 61,117.87	\$ 64,173.77	\$ 67,382.45	\$ 70,751.58	\$ 74,289.15	\$ 78,003.61	\$ 81,903.79

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
191	Hourly	\$ 29.68	\$ 31.16	\$ 32.72	\$ 34.36	\$ 36.07	\$ 37.88	\$ 39.77
	Monthly	\$ 5,144.09	\$ 5,401.29	\$ 5,671.36	\$ 5,954.92	\$ 6,252.67	\$ 6,565.30	\$ 6,893.57
	Annual	\$ 61,729.05	\$ 64,815.50	\$ 68,056.28	\$ 71,459.09	\$ 75,032.05	\$ 78,783.65	\$ 82,722.83
192	Hourly	\$ 29.97	\$ 31.47	\$ 33.05	\$ 34.70	\$ 36.43	\$ 38.26	\$ 40.17
	Monthly	\$ 5,195.53	\$ 5,455.30	\$ 5,728.07	\$ 6,014.47	\$ 6,315.20	\$ 6,630.96	\$ 6,962.50
	Annual	\$ 62,346.34	\$ 65,463.66	\$ 68,736.84	\$ 72,173.68	\$ 75,782.37	\$ 79,571.49	\$ 83,550.06
193	Hourly	\$ 30.27	\$ 31.79	\$ 33.38	\$ 35.05	\$ 36.80	\$ 38.64	\$ 40.57
	Monthly	\$ 5,247.48	\$ 5,509.86	\$ 5,785.35	\$ 6,074.62	\$ 6,378.35	\$ 6,697.27	\$ 7,032.13
	Annual	\$ 62,969.80	\$ 66,118.29	\$ 69,424.21	\$ 72,895.42	\$ 76,540.19	\$ 80,367.20	\$ 84,385.56
194	Hourly	\$ 30.58	\$ 32.11	\$ 33.71	\$ 35.40	\$ 37.17	\$ 39.02	\$ 40.98
	Monthly	\$ 5,299.96	\$ 5,564.96	\$ 5,843.20	\$ 6,135.36	\$ 6,442.13	\$ 6,764.24	\$ 7,102.45
	Annual	\$ 63,599.50	\$ 66,779.48	\$ 70,118.45	\$ 73,624.37	\$ 77,305.59	\$ 81,170.87	\$ 85,229.42
195	Hourly	\$ 30.88	\$ 32.43	\$ 34.05	\$ 35.75	\$ 37.54	\$ 39.41	\$ 41.39
	Monthly	\$ 5,352.96	\$ 5,620.61	\$ 5,901.64	\$ 6,196.72	\$ 6,506.55	\$ 6,831.88	\$ 7,173.48
	Annual	\$ 64,235.50	\$ 67,447.27	\$ 70,819.64	\$ 74,360.62	\$ 78,078.65	\$ 81,982.58	\$ 86,081.71
196	Hourly	\$ 31.19	\$ 32.75	\$ 34.39	\$ 36.11	\$ 37.91	\$ 39.81	\$ 41.80
	Monthly	\$ 5,406.49	\$ 5,676.81	\$ 5,960.65	\$ 6,258.69	\$ 6,571.62	\$ 6,900.20	\$ 7,245.21
	Annual	\$ 64,877.85	\$ 68,121.74	\$ 71,527.83	\$ 75,104.22	\$ 78,859.43	\$ 82,802.41	\$ 86,942.53
197	Hourly	\$ 31.50	\$ 33.08	\$ 34.73	\$ 36.47	\$ 38.29	\$ 40.21	\$ 42.22
	Monthly	\$ 5,460.55	\$ 5,733.58	\$ 6,020.26	\$ 6,321.27	\$ 6,637.34	\$ 6,969.20	\$ 7,317.66
	Annual	\$ 65,526.63	\$ 68,802.96	\$ 72,243.11	\$ 75,855.27	\$ 79,648.03	\$ 83,630.43	\$ 87,811.95
198	Hourly	\$ 31.82	\$ 33.41	\$ 35.08	\$ 36.83	\$ 38.68	\$ 40.61	\$ 42.64
	Monthly	\$ 5,515.16	\$ 5,790.92	\$ 6,080.46	\$ 6,384.48	\$ 6,703.71	\$ 7,038.89	\$ 7,390.84
	Annual	\$ 66,181.90	\$ 69,490.99	\$ 72,965.54	\$ 76,613.82	\$ 80,444.51	\$ 84,466.73	\$ 88,690.07
199	Hourly	\$ 32.14	\$ 33.74	\$ 35.43	\$ 37.20	\$ 39.06	\$ 41.02	\$ 43.07
	Monthly	\$ 5,570.31	\$ 5,848.83	\$ 6,141.27	\$ 6,448.33	\$ 6,770.75	\$ 7,109.28	\$ 7,464.75
	Annual	\$ 66,843.72	\$ 70,185.90	\$ 73,695.20	\$ 77,379.96	\$ 81,248.95	\$ 85,311.40	\$ 89,576.97
200	Hourly	\$ 32.46	\$ 34.08	\$ 35.78	\$ 37.57	\$ 39.45	\$ 41.43	\$ 43.50
	Monthly	\$ 5,626.01	\$ 5,907.31	\$ 6,202.68	\$ 6,512.81	\$ 6,838.45	\$ 7,180.38	\$ 7,539.40
	Annual	\$ 67,512.15	\$ 70,887.76	\$ 74,432.15	\$ 78,153.76	\$ 82,061.44	\$ 86,164.52	\$ 90,472.74
201	Hourly	\$ 32.78	\$ 34.42	\$ 36.14	\$ 37.95	\$ 39.85	\$ 41.84	\$ 43.93
	Monthly	\$ 5,682.27	\$ 5,966.39	\$ 6,264.71	\$ 6,577.94	\$ 6,906.84	\$ 7,252.18	\$ 7,614.79
	Annual	\$ 68,187.27	\$ 71,596.64	\$ 75,176.47	\$ 78,935.29	\$ 82,882.06	\$ 87,026.16	\$ 91,377.47
202	Hourly	\$ 33.11	\$ 34.77	\$ 36.50	\$ 38.33	\$ 40.25	\$ 42.26	\$ 44.37
	Monthly	\$ 5,739.10	\$ 6,026.05	\$ 6,327.35	\$ 6,643.72	\$ 6,975.91	\$ 7,324.70	\$ 7,690.94
	Annual	\$ 68,869.15	\$ 72,312.60	\$ 75,928.24	\$ 79,724.65	\$ 83,710.88	\$ 87,896.42	\$ 92,291.24
203	Hourly	\$ 33.44	\$ 35.11	\$ 36.87	\$ 38.71	\$ 40.65	\$ 42.68	\$ 44.81
	Monthly	\$ 5,796.49	\$ 6,086.31	\$ 6,390.63	\$ 6,710.16	\$ 7,045.67	\$ 7,397.95	\$ 7,767.85
	Annual	\$ 69,557.84	\$ 73,035.73	\$ 76,687.52	\$ 80,521.89	\$ 84,547.99	\$ 88,775.39	\$ 93,214.16
204	Hourly	\$ 33.78	\$ 35.46	\$ 37.24	\$ 39.10	\$ 41.05	\$ 43.11	\$ 45.26
	Monthly	\$ 5,854.45	\$ 6,147.17	\$ 6,454.53	\$ 6,777.26	\$ 7,116.12	\$ 7,471.93	\$ 7,845.52
	Annual	\$ 70,253.42	\$ 73,766.09	\$ 77,454.39	\$ 81,327.11	\$ 85,393.47	\$ 89,663.14	\$ 94,146.30
205	Hourly	\$ 34.11	\$ 35.82	\$ 37.61	\$ 39.49	\$ 41.47	\$ 43.54	\$ 45.72
	Monthly	\$ 5,913.00	\$ 6,208.65	\$ 6,519.08	\$ 6,845.03	\$ 7,187.28	\$ 7,546.65	\$ 7,923.98
	Annual	\$ 70,955.95	\$ 74,503.75	\$ 78,228.94	\$ 82,140.38	\$ 86,247.40	\$ 90,559.77	\$ 95,087.76

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
206	Hourly	\$ 34.45	\$ 36.18	\$ 37.99	\$ 39.89	\$ 41.88	\$ 43.97	\$ 46.17
	Monthly	\$ 5,972.13	\$ 6,270.73	\$ 6,584.27	\$ 6,913.48	\$ 7,259.16	\$ 7,622.11	\$ 8,003.22
	Annual	\$ 71,665.51	\$ 75,248.79	\$ 79,011.23	\$ 82,961.79	\$ 87,109.88	\$ 91,465.37	\$ 96,038.64
207	Hourly	\$ 34.80	\$ 36.54	\$ 38.37	\$ 40.28	\$ 42.30	\$ 44.41	\$ 46.63
	Monthly	\$ 6,031.85	\$ 6,333.44	\$ 6,650.11	\$ 6,982.62	\$ 7,331.75	\$ 7,698.34	\$ 8,083.25
	Annual	\$ 72,382.17	\$ 76,001.27	\$ 79,801.34	\$ 83,791.41	\$ 87,980.98	\$ 92,380.02	\$ 96,999.03
208	Hourly	\$ 35.15	\$ 36.90	\$ 38.75	\$ 40.69	\$ 42.72	\$ 44.86	\$ 47.10
	Monthly	\$ 6,092.17	\$ 6,396.77	\$ 6,716.61	\$ 7,052.44	\$ 7,405.07	\$ 7,775.32	\$ 8,164.08
	Annual	\$ 73,105.99	\$ 76,761.29	\$ 80,599.35	\$ 84,629.32	\$ 88,860.79	\$ 93,303.82	\$ 97,969.02
209	Hourly	\$ 35.50	\$ 37.27	\$ 39.14	\$ 41.09	\$ 43.15	\$ 45.31	\$ 47.57
	Monthly	\$ 6,153.09	\$ 6,460.74	\$ 6,783.78	\$ 7,122.97	\$ 7,479.12	\$ 7,853.07	\$ 8,245.73
	Annual	\$ 73,837.05	\$ 77,528.90	\$ 81,405.35	\$ 85,475.61	\$ 89,749.39	\$ 94,236.86	\$ 98,948.71
210	Hourly	\$ 35.85	\$ 37.65	\$ 39.53	\$ 41.50	\$ 43.58	\$ 45.76	\$ 48.05
	Monthly	\$ 6,214.62	\$ 6,525.35	\$ 6,851.62	\$ 7,194.20	\$ 7,553.91	\$ 7,931.60	\$ 8,328.18
	Annual	\$ 74,575.42	\$ 78,304.19	\$ 82,219.40	\$ 86,330.37	\$ 90,646.89	\$ 95,179.23	\$ 99,938.19
211	Hourly	\$ 36.21	\$ 38.02	\$ 39.92	\$ 41.92	\$ 44.02	\$ 46.22	\$ 48.53
	Monthly	\$ 6,276.76	\$ 6,590.60	\$ 6,920.13	\$ 7,266.14	\$ 7,629.45	\$ 8,010.92	\$ 8,411.46
	Annual	\$ 75,321.17	\$ 79,087.23	\$ 83,041.59	\$ 87,193.67	\$ 91,553.36	\$ 96,131.02	\$ 100,937.57
212	Hourly	\$ 36.57	\$ 38.40	\$ 40.32	\$ 42.34	\$ 44.46	\$ 46.68	\$ 49.01
	Monthly	\$ 6,339.53	\$ 6,656.51	\$ 6,989.33	\$ 7,338.80	\$ 7,705.74	\$ 8,091.03	\$ 8,495.58
	Annual	\$ 76,074.38	\$ 79,878.10	\$ 83,872.01	\$ 88,065.61	\$ 92,468.89	\$ 97,092.33	\$ 101,946.95
213	Hourly	\$ 36.94	\$ 38.79	\$ 40.73	\$ 42.76	\$ 44.90	\$ 47.15	\$ 49.50
	Monthly	\$ 6,402.93	\$ 6,723.07	\$ 7,059.23	\$ 7,412.19	\$ 7,782.80	\$ 8,171.94	\$ 8,580.53
	Annual	\$ 76,835.13	\$ 80,676.88	\$ 84,710.73	\$ 88,946.26	\$ 93,393.58	\$ 98,063.26	\$ 102,966.42
214	Hourly	\$ 37.31	\$ 39.17	\$ 41.13	\$ 43.19	\$ 45.35	\$ 47.62	\$ 50.00
	Monthly	\$ 6,466.96	\$ 6,790.30	\$ 7,129.82	\$ 7,486.31	\$ 7,860.63	\$ 8,253.66	\$ 8,666.34
	Annual	\$ 77,603.48	\$ 81,483.65	\$ 85,557.84	\$ 89,835.73	\$ 94,327.51	\$ 99,043.89	\$ 103,996.08
215	Hourly	\$ 37.68	\$ 39.57	\$ 41.54	\$ 43.62	\$ 45.80	\$ 48.09	\$ 50.50
	Monthly	\$ 6,531.63	\$ 6,858.21	\$ 7,201.12	\$ 7,561.17	\$ 7,939.23	\$ 8,336.19	\$ 8,753.00
	Annual	\$ 78,379.51	\$ 82,298.49	\$ 86,413.41	\$ 90,734.08	\$ 95,270.79	\$ 100,034.33	\$ 105,036.04
216	Hourly	\$ 38.06	\$ 39.96	\$ 41.96	\$ 44.06	\$ 46.26	\$ 48.57	\$ 51.00
	Monthly	\$ 6,596.94	\$ 6,926.79	\$ 7,273.13	\$ 7,636.79	\$ 8,018.62	\$ 8,419.56	\$ 8,840.53
	Annual	\$ 79,163.31	\$ 83,121.47	\$ 87,277.55	\$ 91,641.43	\$ 96,223.50	\$ 101,034.67	\$ 106,086.41
217	Hourly	\$ 38.44	\$ 40.36	\$ 42.38	\$ 44.50	\$ 46.72	\$ 49.06	\$ 51.51
	Monthly	\$ 6,662.91	\$ 6,996.06	\$ 7,345.86	\$ 7,713.15	\$ 8,098.81	\$ 8,503.75	\$ 8,928.94
	Annual	\$ 79,954.94	\$ 83,952.69	\$ 88,150.32	\$ 92,557.84	\$ 97,185.73	\$ 102,045.02	\$ 107,147.27
218	Hourly	\$ 38.82	\$ 40.77	\$ 42.80	\$ 44.94	\$ 47.19	\$ 49.55	\$ 52.03
	Monthly	\$ 6,729.54	\$ 7,066.02	\$ 7,419.32	\$ 7,790.28	\$ 8,179.80	\$ 8,588.79	\$ 9,018.23
	Annual	\$ 80,754.49	\$ 84,792.22	\$ 89,031.83	\$ 93,483.42	\$ 98,157.59	\$ 103,065.47	\$ 108,218.74
219	Hourly	\$ 39.21	\$ 41.17	\$ 43.23	\$ 45.39	\$ 47.66	\$ 50.05	\$ 52.55
	Monthly	\$ 6,796.84	\$ 7,136.68	\$ 7,493.51	\$ 7,868.19	\$ 8,261.60	\$ 8,674.68	\$ 9,108.41
	Annual	\$ 81,562.04	\$ 85,640.14	\$ 89,922.15	\$ 94,418.25	\$ 99,139.17	\$ 104,096.12	\$ 109,300.93
220	Hourly	\$ 39.60	\$ 41.58	\$ 43.66	\$ 45.85	\$ 48.14	\$ 50.55	\$ 53.07
	Monthly	\$ 6,864.80	\$ 7,208.04	\$ 7,568.45	\$ 7,946.87	\$ 8,344.21	\$ 8,761.42	\$ 9,199.49
	Annual	\$ 82,377.66	\$ 86,496.54	\$ 90,821.37	\$ 95,362.44	\$ 100,130.56	\$ 105,137.08	\$ 110,393.94

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
	Hourly	\$ 40.00	\$ 42.00	\$ 44.10	\$ 46.31	\$ 48.62	\$ 51.05	\$ 53.60
221	Monthly	\$ 6,933.45	\$ 7,280.13	\$ 7,644.13	\$ 8,026.34	\$ 8,427.66	\$ 8,849.04	\$ 9,291.49
	Annual	\$ 83,201.43	\$ 87,361.51	\$ 91,729.58	\$ 96,316.06	\$ 101,131.86	\$ 106,188.46	\$ 111,497.88
	Hourly	\$ 40.40	\$ 42.42	\$ 44.54	\$ 46.77	\$ 49.11	\$ 51.56	\$ 54.14
222	Monthly	\$ 7,002.79	\$ 7,352.93	\$ 7,720.57	\$ 8,106.60	\$ 8,511.93	\$ 8,937.53	\$ 9,384.40
	Annual	\$ 84,033.45	\$ 88,235.12	\$ 92,646.88	\$ 97,279.22	\$ 102,143.18	\$ 107,250.34	\$ 112,612.86
	Hourly	\$ 40.80	\$ 42.84	\$ 44.99	\$ 47.24	\$ 49.60	\$ 52.08	\$ 54.68
223	Monthly	\$ 7,072.82	\$ 7,426.46	\$ 7,797.78	\$ 8,187.67	\$ 8,597.05	\$ 9,026.90	\$ 9,478.25
	Annual	\$ 84,873.78	\$ 89,117.47	\$ 93,573.34	\$ 98,252.01	\$ 103,164.61	\$ 108,322.84	\$ 113,738.99
	Hourly	\$ 41.21	\$ 43.27	\$ 45.44	\$ 47.71	\$ 50.09	\$ 52.60	\$ 55.23
224	Monthly	\$ 7,143.54	\$ 7,500.72	\$ 7,875.76	\$ 8,269.54	\$ 8,683.02	\$ 9,117.17	\$ 9,573.03
	Annual	\$ 85,722.52	\$ 90,008.65	\$ 94,509.08	\$ 99,234.53	\$ 104,196.26	\$ 109,406.07	\$ 114,876.38
	Hourly	\$ 41.62	\$ 43.71	\$ 45.89	\$ 48.19	\$ 50.60	\$ 53.13	\$ 55.78
225	Monthly	\$ 7,214.98	\$ 7,575.73	\$ 7,954.51	\$ 8,352.24	\$ 8,769.85	\$ 9,208.34	\$ 9,668.76
	Annual	\$ 86,579.75	\$ 90,908.73	\$ 95,454.17	\$ 100,226.88	\$ 105,238.22	\$ 110,500.13	\$ 116,025.14
	Hourly	\$ 42.04	\$ 44.14	\$ 46.35	\$ 48.67	\$ 51.10	\$ 53.66	\$ 56.34
226	Monthly	\$ 7,287.13	\$ 7,651.48	\$ 8,034.06	\$ 8,435.76	\$ 8,857.55	\$ 9,300.43	\$ 9,765.45
	Annual	\$ 87,445.54	\$ 91,817.82	\$ 96,408.71	\$ 101,229.15	\$ 106,290.60	\$ 111,605.13	\$ 117,185.39
	Hourly	\$ 42.46	\$ 44.58	\$ 46.81	\$ 49.15	\$ 51.61	\$ 54.19	\$ 56.90
227	Monthly	\$ 7,360.00	\$ 7,728.00	\$ 8,114.40	\$ 8,520.12	\$ 8,946.13	\$ 9,393.43	\$ 9,863.10
	Annual	\$ 88,320.00	\$ 92,736.00	\$ 97,372.80	\$ 102,241.44	\$ 107,353.51	\$ 112,721.19	\$ 118,357.24
	Hourly	\$ 42.89	\$ 45.03	\$ 47.28	\$ 49.65	\$ 52.13	\$ 54.73	\$ 57.47
228	Monthly	\$ 7,433.60	\$ 7,805.28	\$ 8,195.54	\$ 8,605.32	\$ 9,035.59	\$ 9,487.37	\$ 9,961.73
	Annual	\$ 89,203.20	\$ 93,663.36	\$ 98,346.53	\$ 103,263.85	\$ 108,427.04	\$ 113,848.40	\$ 119,540.82
	Hourly	\$ 43.32	\$ 45.48	\$ 47.75	\$ 50.14	\$ 52.65	\$ 55.28	\$ 58.05
229	Monthly	\$ 7,507.94	\$ 7,883.33	\$ 8,277.50	\$ 8,691.37	\$ 9,125.94	\$ 9,582.24	\$ 10,061.35
	Annual	\$ 90,095.23	\$ 94,599.99	\$ 99,329.99	\$ 104,296.49	\$ 109,511.32	\$ 114,986.88	\$ 120,736.23
	Hourly	\$ 43.75	\$ 45.94	\$ 48.23	\$ 50.64	\$ 53.18	\$ 55.83	\$ 58.63
230	Monthly	\$ 7,583.02	\$ 7,962.17	\$ 8,360.27	\$ 8,778.29	\$ 9,217.20	\$ 9,678.06	\$ 10,161.97
	Annual	\$ 90,996.18	\$ 95,545.99	\$ 100,323.29	\$ 105,339.46	\$ 110,606.43	\$ 116,136.75	\$ 121,943.59
	Hourly	\$ 44.19	\$ 46.39	\$ 48.71	\$ 51.15	\$ 53.71	\$ 56.39	\$ 59.21
231	Monthly	\$ 7,658.85	\$ 8,041.79	\$ 8,443.88	\$ 8,866.07	\$ 9,309.37	\$ 9,774.84	\$ 10,263.59
	Annual	\$ 91,906.14	\$ 96,501.45	\$ 101,326.52	\$ 106,392.85	\$ 111,712.49	\$ 117,298.12	\$ 123,163.02
	Hourly	\$ 44.63	\$ 46.86	\$ 49.20	\$ 51.66	\$ 54.25	\$ 56.96	\$ 59.81
232	Monthly	\$ 7,735.43	\$ 8,122.21	\$ 8,528.32	\$ 8,954.73	\$ 9,402.47	\$ 9,872.59	\$ 10,366.22
	Annual	\$ 92,825.21	\$ 97,466.47	\$ 102,339.79	\$ 107,456.78	\$ 112,829.62	\$ 118,471.10	\$ 124,394.65
	Hourly	\$ 45.07	\$ 47.33	\$ 49.69	\$ 52.18	\$ 54.79	\$ 57.53	\$ 60.40
233	Monthly	\$ 7,812.79	\$ 8,203.43	\$ 8,613.60	\$ 9,044.28	\$ 9,496.49	\$ 9,971.32	\$ 10,469.88
	Annual	\$ 93,753.46	\$ 98,441.13	\$ 103,363.19	\$ 108,531.35	\$ 113,957.91	\$ 119,655.81	\$ 125,638.60
	Hourly	\$ 45.52	\$ 47.80	\$ 50.19	\$ 52.70	\$ 55.34	\$ 58.10	\$ 61.01
234	Monthly	\$ 7,890.92	\$ 8,285.46	\$ 8,699.73	\$ 9,134.72	\$ 9,591.46	\$ 10,071.03	\$ 10,574.58
	Annual	\$ 94,690.99	\$ 99,425.54	\$ 104,396.82	\$ 109,616.66	\$ 115,097.49	\$ 120,852.37	\$ 126,894.99
	Hourly	\$ 45.98	\$ 48.28	\$ 50.69	\$ 53.23	\$ 55.89	\$ 58.68	\$ 61.62
235	Monthly	\$ 7,969.83	\$ 8,368.32	\$ 8,786.73	\$ 9,226.07	\$ 9,687.37	\$ 10,171.74	\$ 10,680.33
	Annual	\$ 95,637.90	\$ 100,419.80	\$ 105,440.79	\$ 110,712.83	\$ 116,248.47	\$ 122,060.89	\$ 128,163.94

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
236	Hourly	\$ 46.44	\$ 48.76	\$ 51.20	\$ 53.76	\$ 56.45	\$ 59.27	\$ 62.23
	Monthly	\$ 8,049.52	\$ 8,452.00	\$ 8,874.60	\$ 9,318.33	\$ 9,784.25	\$ 10,273.46	\$ 10,787.13
	Annual	\$ 96,594.28	\$ 101,424.00	\$ 106,495.20	\$ 111,819.95	\$ 117,410.95	\$ 123,281.50	\$ 129,445.58
237	Hourly	\$ 46.90	\$ 49.25	\$ 51.71	\$ 54.30	\$ 57.01	\$ 59.86	\$ 62.86
	Monthly	\$ 8,130.02	\$ 8,536.52	\$ 8,963.35	\$ 9,411.51	\$ 9,882.09	\$ 10,376.19	\$ 10,895.00
	Annual	\$ 97,560.22	\$ 102,438.24	\$ 107,560.15	\$ 112,938.15	\$ 118,585.06	\$ 124,514.32	\$ 130,740.03
238	Hourly	\$ 47.37	\$ 49.74	\$ 52.23	\$ 54.84	\$ 57.58	\$ 60.46	\$ 63.48
	Monthly	\$ 8,211.32	\$ 8,621.88	\$ 9,052.98	\$ 9,505.63	\$ 9,980.91	\$ 10,479.95	\$ 11,003.95
	Annual	\$ 98,535.83	\$ 103,462.62	\$ 108,635.75	\$ 114,067.54	\$ 119,770.91	\$ 125,759.46	\$ 132,047.43
239	Hourly	\$ 47.85	\$ 50.24	\$ 52.75	\$ 55.39	\$ 58.16	\$ 61.07	\$ 64.12
	Monthly	\$ 8,293.43	\$ 8,708.10	\$ 9,143.51	\$ 9,600.68	\$ 10,080.72	\$ 10,584.75	\$ 11,113.99
	Annual	\$ 99,521.18	\$ 104,497.24	\$ 109,722.11	\$ 115,208.21	\$ 120,968.62	\$ 127,017.05	\$ 133,367.91
240	Hourly	\$ 48.33	\$ 50.74	\$ 53.28	\$ 55.94	\$ 58.74	\$ 61.68	\$ 64.76
	Monthly	\$ 8,376.37	\$ 8,795.18	\$ 9,234.94	\$ 9,696.69	\$ 10,181.53	\$ 10,690.60	\$ 11,225.13
	Annual	\$ 100,516.40	\$ 105,542.22	\$ 110,819.33	\$ 116,360.29	\$ 122,178.31	\$ 128,287.22	\$ 134,701.58
241	Hourly	\$ 48.81	\$ 51.25	\$ 53.81	\$ 56.50	\$ 59.33	\$ 62.29	\$ 65.41
	Monthly	\$ 8,460.13	\$ 8,883.14	\$ 9,327.29	\$ 9,793.66	\$ 10,283.34	\$ 10,797.51	\$ 11,337.38
	Annual	\$ 101,521.56	\$ 106,597.64	\$ 111,927.52	\$ 117,523.90	\$ 123,400.09	\$ 129,570.10	\$ 136,048.60
242	Hourly	\$ 49.30	\$ 51.76	\$ 54.35	\$ 57.07	\$ 59.92	\$ 62.92	\$ 66.06
	Monthly	\$ 8,544.73	\$ 8,971.97	\$ 9,420.57	\$ 9,891.59	\$ 10,386.17	\$ 10,905.48	\$ 11,450.76
	Annual	\$ 102,536.78	\$ 107,663.61	\$ 113,046.80	\$ 118,699.14	\$ 124,634.09	\$ 130,865.80	\$ 137,409.09
243	Hourly	\$ 49.79	\$ 52.28	\$ 54.89	\$ 57.64	\$ 60.52	\$ 63.55	\$ 66.72
	Monthly	\$ 8,630.18	\$ 9,061.69	\$ 9,514.77	\$ 9,990.51	\$ 10,490.04	\$ 11,014.54	\$ 11,565.26
	Annual	\$ 103,562.14	\$ 108,740.25	\$ 114,177.26	\$ 119,886.13	\$ 125,880.43	\$ 132,174.45	\$ 138,783.18
244	Hourly	\$ 50.29	\$ 52.80	\$ 55.44	\$ 58.21	\$ 61.12	\$ 64.18	\$ 67.39
	Monthly	\$ 8,716.48	\$ 9,152.30	\$ 9,609.92	\$ 10,090.42	\$ 10,594.94	\$ 11,124.68	\$ 11,680.92
	Annual	\$ 104,597.77	\$ 109,827.65	\$ 115,319.04	\$ 121,084.99	\$ 127,139.24	\$ 133,496.20	\$ 140,171.01
245	Hourly	\$ 50.79	\$ 53.33	\$ 56.00	\$ 58.80	\$ 61.74	\$ 64.82	\$ 68.06
	Monthly	\$ 8,803.65	\$ 9,243.83	\$ 9,706.02	\$ 10,191.32	\$ 10,700.89	\$ 11,235.93	\$ 11,797.73
	Annual	\$ 105,643.74	\$ 110,925.93	\$ 116,472.23	\$ 122,295.84	\$ 128,410.63	\$ 134,831.16	\$ 141,572.72
246	Hourly	\$ 51.30	\$ 53.86	\$ 56.56	\$ 59.38	\$ 62.35	\$ 65.47	\$ 68.74
	Monthly	\$ 8,891.68	\$ 9,336.27	\$ 9,803.08	\$ 10,293.23	\$ 10,807.89	\$ 11,348.29	\$ 11,915.70
	Annual	\$ 106,700.18	\$ 112,035.19	\$ 117,636.95	\$ 123,518.80	\$ 129,694.74	\$ 136,179.47	\$ 142,988.45
247	Hourly	\$ 51.81	\$ 54.40	\$ 57.12	\$ 59.98	\$ 62.98	\$ 66.13	\$ 69.43
	Monthly	\$ 8,980.60	\$ 9,429.63	\$ 9,901.11	\$ 10,396.17	\$ 10,915.97	\$ 11,461.77	\$ 12,034.86
	Annual	\$ 107,767.18	\$ 113,155.54	\$ 118,813.32	\$ 124,753.98	\$ 130,991.68	\$ 137,541.27	\$ 144,418.33
248	Hourly	\$ 52.33	\$ 54.95	\$ 57.69	\$ 60.58	\$ 63.61	\$ 66.79	\$ 70.13
	Monthly	\$ 9,070.40	\$ 9,523.92	\$ 10,000.12	\$ 10,500.13	\$ 11,025.13	\$ 11,576.39	\$ 12,155.21
	Annual	\$ 108,844.85	\$ 114,287.10	\$ 120,001.45	\$ 126,001.52	\$ 132,301.60	\$ 138,916.68	\$ 145,862.51
249	Hourly	\$ 52.85	\$ 55.50	\$ 58.27	\$ 61.18	\$ 64.24	\$ 67.45	\$ 70.83
	Monthly	\$ 9,161.11	\$ 9,619.16	\$ 10,100.12	\$ 10,605.13	\$ 11,135.38	\$ 11,692.15	\$ 12,276.76
	Annual	\$ 109,933.30	\$ 115,429.97	\$ 121,201.47	\$ 127,261.54	\$ 133,624.62	\$ 140,305.85	\$ 147,321.14
250	Hourly	\$ 53.38	\$ 56.05	\$ 58.85	\$ 61.80	\$ 64.89	\$ 68.13	\$ 71.54
	Monthly	\$ 9,252.72	\$ 9,715.36	\$ 10,201.12	\$ 10,711.18	\$ 11,246.74	\$ 11,809.08	\$ 12,399.53
	Annual	\$ 111,032.64	\$ 116,584.27	\$ 122,413.48	\$ 128,534.15	\$ 134,960.86	\$ 141,708.91	\$ 148,794.35

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
251	Hourly	\$ 53.91	\$ 56.61	\$ 59.44	\$ 62.41	\$ 65.53	\$ 68.81	\$ 72.25
	Monthly	\$ 9,345.25	\$ 9,812.51	\$ 10,303.13	\$ 10,818.29	\$ 11,359.21	\$ 11,927.17	\$ 12,523.52
	Annual	\$ 112,142.96	\$ 117,750.11	\$ 123,637.62	\$ 129,819.50	\$ 136,310.47	\$ 143,125.99	\$ 150,282.29
252	Hourly	\$ 54.45	\$ 57.18	\$ 60.04	\$ 63.04	\$ 66.19	\$ 69.50	\$ 72.97
	Monthly	\$ 9,438.70	\$ 9,910.63	\$ 10,406.17	\$ 10,926.47	\$ 11,472.80	\$ 12,046.44	\$ 12,648.76
	Annual	\$ 113,264.39	\$ 118,927.61	\$ 124,873.99	\$ 131,117.69	\$ 137,673.58	\$ 144,557.25	\$ 151,785.12
253	Hourly	\$ 55.00	\$ 57.75	\$ 60.64	\$ 63.67	\$ 66.85	\$ 70.19	\$ 73.70
	Monthly	\$ 9,533.09	\$ 10,009.74	\$ 10,510.23	\$ 11,035.74	\$ 11,587.53	\$ 12,166.90	\$ 12,775.25
	Annual	\$ 114,397.04	\$ 120,116.89	\$ 126,122.73	\$ 132,428.87	\$ 139,050.31	\$ 146,002.83	\$ 153,302.97
254	Hourly	\$ 55.55	\$ 58.33	\$ 61.24	\$ 64.30	\$ 67.52	\$ 70.90	\$ 74.44
	Monthly	\$ 9,628.42	\$ 10,109.84	\$ 10,615.33	\$ 11,146.10	\$ 11,703.40	\$ 12,288.57	\$ 12,903.00
	Annual	\$ 115,541.01	\$ 121,318.06	\$ 127,383.96	\$ 133,753.16	\$ 140,440.81	\$ 147,462.86	\$ 154,836.00
255	Hourly	\$ 56.10	\$ 58.91	\$ 61.85	\$ 64.95	\$ 68.19	\$ 71.60	\$ 75.18
	Monthly	\$ 9,724.70	\$ 10,210.94	\$ 10,721.48	\$ 11,257.56	\$ 11,820.44	\$ 12,411.46	\$ 13,032.03
	Annual	\$ 116,696.42	\$ 122,531.24	\$ 128,657.80	\$ 135,090.69	\$ 141,845.22	\$ 148,937.48	\$ 156,384.36
256	Hourly	\$ 56.67	\$ 59.50	\$ 62.47	\$ 65.60	\$ 68.88	\$ 72.32	\$ 75.94
	Monthly	\$ 9,821.95	\$ 10,313.05	\$ 10,828.70	\$ 11,370.13	\$ 11,938.64	\$ 12,535.57	\$ 13,162.35
	Annual	\$ 117,863.38	\$ 123,756.55	\$ 129,944.38	\$ 136,441.60	\$ 143,263.67	\$ 150,426.86	\$ 157,948.20
257	Hourly	\$ 57.23	\$ 60.09	\$ 63.10	\$ 66.25	\$ 69.57	\$ 73.04	\$ 76.70
	Monthly	\$ 9,920.17	\$ 10,416.18	\$ 10,936.99	\$ 11,483.83	\$ 12,058.03	\$ 12,660.93	\$ 13,293.97
	Annual	\$ 119,042.01	\$ 124,994.11	\$ 131,243.82	\$ 137,806.01	\$ 144,696.31	\$ 151,931.13	\$ 159,527.68
258	Hourly	\$ 57.80	\$ 60.69	\$ 63.73	\$ 66.92	\$ 70.26	\$ 73.77	\$ 77.46
	Monthly	\$ 10,019.37	\$ 10,520.34	\$ 11,046.35	\$ 11,598.67	\$ 12,178.61	\$ 12,787.54	\$ 13,426.91
	Annual	\$ 120,232.43	\$ 126,244.06	\$ 132,556.26	\$ 139,184.07	\$ 146,143.27	\$ 153,450.44	\$ 161,122.96
259	Hourly	\$ 58.38	\$ 61.30	\$ 64.37	\$ 67.58	\$ 70.96	\$ 74.51	\$ 78.24
	Monthly	\$ 10,119.56	\$ 10,625.54	\$ 11,156.82	\$ 11,714.66	\$ 12,300.39	\$ 12,915.41	\$ 13,561.18
	Annual	\$ 121,434.76	\$ 127,506.50	\$ 133,881.82	\$ 140,575.91	\$ 147,604.71	\$ 154,984.94	\$ 162,734.19
260	Hourly	\$ 58.97	\$ 61.91	\$ 65.01	\$ 68.26	\$ 71.67	\$ 75.26	\$ 79.02
	Monthly	\$ 10,220.76	\$ 10,731.80	\$ 11,268.39	\$ 11,831.81	\$ 12,423.40	\$ 13,044.57	\$ 13,696.79
	Annual	\$ 122,649.11	\$ 128,781.56	\$ 135,220.64	\$ 141,981.67	\$ 149,080.75	\$ 156,534.79	\$ 164,361.53
261	Hourly	\$ 59.56	\$ 62.53	\$ 65.66	\$ 68.94	\$ 72.39	\$ 76.01	\$ 79.81
	Monthly	\$ 10,322.97	\$ 10,839.11	\$ 11,381.07	\$ 11,950.12	\$ 12,547.63	\$ 13,175.01	\$ 13,833.76
	Annual	\$ 123,875.60	\$ 130,069.38	\$ 136,572.85	\$ 143,401.49	\$ 150,571.56	\$ 158,100.14	\$ 166,005.15
262	Hourly	\$ 60.15	\$ 63.16	\$ 66.32	\$ 69.63	\$ 73.11	\$ 76.77	\$ 80.61
	Monthly	\$ 10,426.20	\$ 10,947.51	\$ 11,494.88	\$ 12,069.63	\$ 12,673.11	\$ 13,306.76	\$ 13,972.10
	Annual	\$ 125,114.35	\$ 131,370.07	\$ 137,938.57	\$ 144,835.50	\$ 152,077.28	\$ 159,681.14	\$ 167,665.20
263	Hourly	\$ 60.75	\$ 63.79	\$ 66.98	\$ 70.33	\$ 73.85	\$ 77.54	\$ 81.41
	Monthly	\$ 10,530.46	\$ 11,056.98	\$ 11,609.83	\$ 12,190.32	\$ 12,799.84	\$ 13,439.83	\$ 14,111.82
	Annual	\$ 126,365.50	\$ 132,683.77	\$ 139,317.96	\$ 146,283.86	\$ 153,598.05	\$ 161,277.95	\$ 169,341.85
264	Hourly	\$ 61.36	\$ 64.43	\$ 67.65	\$ 71.03	\$ 74.58	\$ 78.31	\$ 82.23
	Monthly	\$ 10,635.76	\$ 11,167.55	\$ 11,725.93	\$ 12,312.22	\$ 12,927.84	\$ 13,574.23	\$ 14,252.94
	Annual	\$ 127,629.15	\$ 134,010.61	\$ 140,711.14	\$ 147,746.70	\$ 155,134.03	\$ 162,890.73	\$ 171,035.27
265	Hourly	\$ 61.97	\$ 65.07	\$ 68.33	\$ 71.74	\$ 75.33	\$ 79.10	\$ 83.05
	Monthly	\$ 10,742.12	\$ 11,279.23	\$ 11,843.19	\$ 12,435.35	\$ 13,057.11	\$ 13,709.97	\$ 14,395.47
	Annual	\$ 128,905.44	\$ 135,350.71	\$ 142,118.25	\$ 149,224.16	\$ 156,685.37	\$ 164,519.64	\$ 172,745.62

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
	Hourly	\$ 62.59	\$ 65.72	\$ 69.01	\$ 72.46	\$ 76.08	\$ 79.89	\$ 83.88
266	Monthly	\$ 10,849.54	\$ 11,392.02	\$ 11,961.62	\$ 12,559.70	\$ 13,187.69	\$ 13,847.07	\$ 14,539.42
	Annual	\$ 130,194.50	\$ 136,704.22	\$ 143,539.43	\$ 150,716.40	\$ 158,252.23	\$ 166,164.84	\$ 174,473.08
	Hourly	\$ 63.22	\$ 66.38	\$ 69.70	\$ 73.18	\$ 76.84	\$ 80.69	\$ 84.72
267	Monthly	\$ 10,958.04	\$ 11,505.94	\$ 12,081.24	\$ 12,685.30	\$ 13,319.56	\$ 13,985.54	\$ 14,684.82
	Annual	\$ 131,496.44	\$ 138,071.26	\$ 144,974.83	\$ 152,223.57	\$ 159,834.75	\$ 167,826.48	\$ 176,217.81
	Hourly	\$ 63.85	\$ 67.04	\$ 70.40	\$ 73.92	\$ 77.61	\$ 81.49	\$ 85.57
268	Monthly	\$ 11,067.62	\$ 11,621.00	\$ 12,202.05	\$ 12,812.15	\$ 13,452.76	\$ 14,125.40	\$ 14,831.67
	Annual	\$ 132,811.41	\$ 139,451.98	\$ 146,424.58	\$ 153,745.80	\$ 161,433.09	\$ 169,504.75	\$ 177,979.99
	Hourly	\$ 64.49	\$ 67.71	\$ 71.10	\$ 74.66	\$ 78.39	\$ 82.31	\$ 86.42
269	Monthly	\$ 11,178.29	\$ 11,737.21	\$ 12,324.07	\$ 12,940.27	\$ 13,587.29	\$ 14,266.65	\$ 14,979.98
	Annual	\$ 134,139.52	\$ 140,846.50	\$ 147,888.82	\$ 155,283.26	\$ 163,047.43	\$ 171,199.80	\$ 179,759.79
	Hourly	\$ 65.14	\$ 68.39	\$ 71.81	\$ 75.40	\$ 79.17	\$ 83.13	\$ 87.29
270	Monthly	\$ 11,290.08	\$ 11,854.58	\$ 12,447.31	\$ 13,069.67	\$ 13,723.16	\$ 14,409.32	\$ 15,129.78
	Annual	\$ 135,480.92	\$ 142,254.96	\$ 149,367.71	\$ 156,836.10	\$ 164,677.90	\$ 172,911.80	\$ 181,557.38
	Hourly	\$ 65.79	\$ 69.08	\$ 72.53	\$ 76.16	\$ 79.96	\$ 83.96	\$ 88.16
271	Monthly	\$ 11,402.98	\$ 11,973.13	\$ 12,571.78	\$ 13,200.37	\$ 13,860.39	\$ 14,553.41	\$ 15,281.08
	Annual	\$ 136,835.73	\$ 143,677.51	\$ 150,861.39	\$ 158,404.46	\$ 166,324.68	\$ 174,640.91	\$ 183,372.96
	Hourly	\$ 66.44	\$ 69.77	\$ 73.25	\$ 76.92	\$ 80.76	\$ 84.80	\$ 89.04
272	Monthly	\$ 11,517.01	\$ 12,092.86	\$ 12,697.50	\$ 13,332.38	\$ 13,998.99	\$ 14,698.94	\$ 15,433.89
	Annual	\$ 138,204.08	\$ 145,114.29	\$ 152,370.00	\$ 159,988.50	\$ 167,987.93	\$ 176,387.32	\$ 185,206.69
	Hourly	\$ 67.11	\$ 70.46	\$ 73.99	\$ 77.69	\$ 81.57	\$ 85.65	\$ 89.93
273	Monthly	\$ 11,632.18	\$ 12,213.79	\$ 12,824.48	\$ 13,465.70	\$ 14,138.98	\$ 14,845.93	\$ 15,588.23
	Annual	\$ 139,586.12	\$ 146,565.43	\$ 153,893.70	\$ 161,588.39	\$ 169,667.81	\$ 178,151.20	\$ 187,058.76
	Hourly	\$ 67.78	\$ 71.17	\$ 74.73	\$ 78.46	\$ 82.39	\$ 86.51	\$ 90.83
274	Monthly	\$ 11,748.50	\$ 12,335.92	\$ 12,952.72	\$ 13,600.36	\$ 14,280.37	\$ 14,994.39	\$ 15,744.11
	Annual	\$ 140,981.98	\$ 148,031.08	\$ 155,432.64	\$ 163,204.27	\$ 171,364.48	\$ 179,932.71	\$ 188,929.34
	Hourly	\$ 68.46	\$ 71.88	\$ 75.47	\$ 79.25	\$ 83.21	\$ 87.37	\$ 91.74
275	Monthly	\$ 11,865.98	\$ 12,459.28	\$ 13,082.25	\$ 13,736.36	\$ 14,423.18	\$ 15,144.34	\$ 15,901.55
	Annual	\$ 142,391.80	\$ 149,511.39	\$ 156,986.96	\$ 164,836.31	\$ 173,078.13	\$ 181,732.03	\$ 190,818.64
	Hourly	\$ 69.14	\$ 72.60	\$ 76.23	\$ 80.04	\$ 84.04	\$ 88.24	\$ 92.66
276	Monthly	\$ 11,984.64	\$ 12,583.88	\$ 13,213.07	\$ 13,873.72	\$ 14,567.41	\$ 15,295.78	\$ 16,060.57
	Annual	\$ 143,815.72	\$ 151,006.51	\$ 158,556.83	\$ 166,484.68	\$ 174,808.91	\$ 183,549.35	\$ 192,726.82
	Hourly	\$ 69.83	\$ 73.33	\$ 76.99	\$ 80.84	\$ 84.88	\$ 89.13	\$ 93.58
277	Monthly	\$ 12,104.49	\$ 12,709.71	\$ 13,345.20	\$ 14,012.46	\$ 14,713.08	\$ 15,448.74	\$ 16,221.17
	Annual	\$ 145,253.88	\$ 152,516.57	\$ 160,142.40	\$ 168,149.52	\$ 176,557.00	\$ 185,384.85	\$ 194,654.09
	Hourly	\$ 70.53	\$ 74.06	\$ 77.76	\$ 81.65	\$ 85.73	\$ 90.02	\$ 94.52
278	Monthly	\$ 12,225.53	\$ 12,836.81	\$ 13,478.65	\$ 14,152.58	\$ 14,860.21	\$ 15,603.22	\$ 16,383.39
	Annual	\$ 146,706.42	\$ 154,041.74	\$ 161,743.83	\$ 169,831.02	\$ 178,322.57	\$ 187,238.70	\$ 196,600.63
	Hourly	\$ 71.24	\$ 74.80	\$ 78.54	\$ 82.47	\$ 86.59	\$ 90.92	\$ 95.46
279	Monthly	\$ 12,347.79	\$ 12,965.18	\$ 13,613.44	\$ 14,294.11	\$ 15,008.82	\$ 15,759.26	\$ 16,547.22
	Annual	\$ 148,173.48	\$ 155,582.16	\$ 163,361.26	\$ 171,529.33	\$ 180,105.79	\$ 189,111.08	\$ 198,566.64
	Hourly	\$ 71.95	\$ 75.55	\$ 79.32	\$ 83.29	\$ 87.46	\$ 91.83	\$ 96.42
280	Monthly	\$ 12,471.27	\$ 13,094.83	\$ 13,749.57	\$ 14,437.05	\$ 15,158.90	\$ 15,916.85	\$ 16,712.69
	Annual	\$ 149,655.22	\$ 157,137.98	\$ 164,994.88	\$ 173,244.62	\$ 181,906.85	\$ 191,002.19	\$ 200,552.30

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
	Hourly	\$ 72.67	\$ 76.30	\$ 80.12	\$ 84.12	\$ 88.33	\$ 92.75	\$ 97.38
281	Monthly	\$ 12,595.98	\$ 13,225.78	\$ 13,887.07	\$ 14,581.42	\$ 15,310.49	\$ 16,076.02	\$ 16,879.82
	Annual	\$ 151,151.77	\$ 158,709.36	\$ 166,644.83	\$ 174,977.07	\$ 183,725.92	\$ 192,912.22	\$ 202,557.83
	Hourly	\$ 73.40	\$ 77.07	\$ 80.92	\$ 84.96	\$ 89.21	\$ 93.67	\$ 98.36
282	Monthly	\$ 12,721.94	\$ 13,358.04	\$ 14,025.94	\$ 14,727.24	\$ 15,463.60	\$ 16,236.78	\$ 17,048.62
	Annual	\$ 152,663.29	\$ 160,296.45	\$ 168,311.27	\$ 176,726.84	\$ 185,563.18	\$ 194,841.34	\$ 204,583.41
	Hourly	\$ 74.13	\$ 77.84	\$ 81.73	\$ 85.81	\$ 90.11	\$ 94.61	\$ 99.34
283	Monthly	\$ 12,849.16	\$ 13,491.62	\$ 14,166.20	\$ 14,874.51	\$ 15,618.23	\$ 16,399.15	\$ 17,219.10
	Annual	\$ 154,189.92	\$ 161,899.42	\$ 169,994.39	\$ 178,494.11	\$ 187,418.81	\$ 196,789.75	\$ 206,629.24
	Hourly	\$ 74.87	\$ 78.61	\$ 82.55	\$ 86.67	\$ 91.01	\$ 95.56	\$ 100.33
284	Monthly	\$ 12,977.65	\$ 13,626.53	\$ 14,307.86	\$ 15,023.25	\$ 15,774.42	\$ 16,563.14	\$ 17,391.29
	Annual	\$ 155,731.82	\$ 163,518.41	\$ 171,694.33	\$ 180,279.05	\$ 189,293.00	\$ 198,757.65	\$ 208,695.53
	Hourly	\$ 75.62	\$ 79.40	\$ 83.37	\$ 87.54	\$ 91.92	\$ 96.51	\$ 101.34
285	Monthly	\$ 13,107.43	\$ 13,762.80	\$ 14,450.94	\$ 15,173.49	\$ 15,932.16	\$ 16,728.77	\$ 17,565.21
	Annual	\$ 157,289.14	\$ 165,153.59	\$ 173,411.27	\$ 182,081.84	\$ 191,185.93	\$ 200,745.23	\$ 210,782.49
	Hourly	\$ 76.38	\$ 80.19	\$ 84.20	\$ 88.41	\$ 92.84	\$ 97.48	\$ 102.35
286	Monthly	\$ 13,238.50	\$ 13,900.43	\$ 14,595.45	\$ 15,325.22	\$ 16,091.48	\$ 16,896.06	\$ 17,740.86
	Annual	\$ 158,862.03	\$ 166,805.13	\$ 175,145.39	\$ 183,902.66	\$ 193,097.79	\$ 202,752.68	\$ 212,890.31
	Hourly	\$ 77.14	\$ 81.00	\$ 85.05	\$ 89.30	\$ 93.76	\$ 98.45	\$ 103.37
287	Monthly	\$ 13,370.89	\$ 14,039.43	\$ 14,741.40	\$ 15,478.47	\$ 16,252.40	\$ 17,065.02	\$ 17,918.27
	Annual	\$ 160,450.65	\$ 168,473.18	\$ 176,896.84	\$ 185,741.68	\$ 195,028.77	\$ 204,780.21	\$ 215,019.22
	Hourly	\$ 77.91	\$ 81.81	\$ 85.90	\$ 90.19	\$ 94.70	\$ 99.44	\$ 104.41
288	Monthly	\$ 13,504.60	\$ 14,179.83	\$ 14,888.82	\$ 15,633.26	\$ 16,414.92	\$ 17,235.67	\$ 18,097.45
	Annual	\$ 162,055.16	\$ 170,157.91	\$ 178,665.81	\$ 187,599.10	\$ 196,979.05	\$ 206,828.01	\$ 217,169.41
	Hourly	\$ 78.69	\$ 82.62	\$ 86.76	\$ 91.09	\$ 95.65	\$ 100.43	\$ 105.45
289	Monthly	\$ 13,639.64	\$ 14,321.62	\$ 15,037.71	\$ 15,789.59	\$ 16,579.07	\$ 17,408.02	\$ 18,278.43
	Annual	\$ 163,675.71	\$ 171,859.49	\$ 180,452.47	\$ 189,475.09	\$ 198,948.85	\$ 208,896.29	\$ 219,341.10
	Hourly	\$ 79.48	\$ 83.45	\$ 87.62	\$ 92.00	\$ 96.60	\$ 101.44	\$ 106.51
290	Monthly	\$ 13,776.04	\$ 14,464.84	\$ 15,188.08	\$ 15,947.49	\$ 16,744.86	\$ 17,582.10	\$ 18,461.21
	Annual	\$ 165,312.46	\$ 173,578.09	\$ 182,256.99	\$ 191,369.84	\$ 200,938.33	\$ 210,985.25	\$ 221,534.51
	Hourly	\$ 80.27	\$ 84.29	\$ 88.50	\$ 92.92	\$ 97.57	\$ 102.45	\$ 107.57
291	Monthly	\$ 13,913.80	\$ 14,609.49	\$ 15,339.96	\$ 16,106.96	\$ 16,912.31	\$ 17,757.93	\$ 18,645.82
	Annual	\$ 166,965.59	\$ 175,313.87	\$ 184,079.56	\$ 193,283.54	\$ 202,947.72	\$ 213,095.10	\$ 223,749.86
	Hourly	\$ 81.07	\$ 85.13	\$ 89.38	\$ 93.85	\$ 98.55	\$ 103.47	\$ 108.65
292	Monthly	\$ 14,052.94	\$ 14,755.58	\$ 15,493.36	\$ 16,268.03	\$ 17,081.43	\$ 17,935.50	\$ 18,832.28
	Annual	\$ 168,635.24	\$ 177,067.01	\$ 185,920.36	\$ 195,216.38	\$ 204,977.19	\$ 215,226.05	\$ 225,987.36
	Hourly	\$ 81.89	\$ 85.98	\$ 90.28	\$ 94.79	\$ 99.53	\$ 104.51	\$ 109.73
293	Monthly	\$ 14,193.47	\$ 14,903.14	\$ 15,648.30	\$ 16,430.71	\$ 17,252.25	\$ 18,114.86	\$ 19,020.60
	Annual	\$ 170,321.60	\$ 178,837.68	\$ 187,779.56	\$ 197,168.54	\$ 207,026.97	\$ 217,378.31	\$ 228,247.23
	Hourly	\$ 82.70	\$ 86.84	\$ 91.18	\$ 95.74	\$ 100.53	\$ 105.55	\$ 110.83
294	Monthly	\$ 14,335.40	\$ 15,052.17	\$ 15,804.78	\$ 16,595.02	\$ 17,424.77	\$ 18,296.01	\$ 19,210.81
	Annual	\$ 172,024.81	\$ 180,626.05	\$ 189,657.36	\$ 199,140.22	\$ 209,097.24	\$ 219,552.10	\$ 230,529.70
	Hourly	\$ 83.53	\$ 87.71	\$ 92.09	\$ 96.70	\$ 101.53	\$ 106.61	\$ 111.94
295	Monthly	\$ 14,478.76	\$ 15,202.69	\$ 15,962.83	\$ 16,760.97	\$ 17,599.02	\$ 18,478.97	\$ 19,402.92
	Annual	\$ 173,745.06	\$ 182,432.31	\$ 191,553.93	\$ 201,131.63	\$ 211,188.21	\$ 221,747.62	\$ 232,835.00

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
296	Hourly	\$ 84.37	\$ 88.58	\$ 93.01	\$ 97.66	\$ 102.55	\$ 107.68	\$ 113.06
	Monthly	\$ 14,623.54	\$ 15,354.72	\$ 16,122.46	\$ 16,928.58	\$ 17,775.01	\$ 18,663.76	\$ 19,596.95
	Annual	\$ 175,482.51	\$ 184,256.64	\$ 193,469.47	\$ 203,142.94	\$ 213,300.09	\$ 223,965.09	\$ 235,163.35
297	Hourly	\$ 85.21	\$ 89.47	\$ 93.94	\$ 98.64	\$ 103.57	\$ 108.75	\$ 114.19
	Monthly	\$ 14,769.78	\$ 15,508.27	\$ 16,283.68	\$ 17,097.86	\$ 17,952.76	\$ 18,850.40	\$ 19,792.92
	Annual	\$ 177,237.34	\$ 186,099.20	\$ 195,404.16	\$ 205,174.37	\$ 215,433.09	\$ 226,204.75	\$ 237,514.98
298	Hourly	\$ 86.06	\$ 90.37	\$ 94.88	\$ 99.63	\$ 104.61	\$ 109.84	\$ 115.33
	Monthly	\$ 14,917.48	\$ 15,663.35	\$ 16,446.52	\$ 17,268.84	\$ 18,132.29	\$ 19,038.90	\$ 19,990.84
	Annual	\$ 179,009.71	\$ 187,960.20	\$ 197,358.21	\$ 207,226.12	\$ 217,587.42	\$ 228,466.79	\$ 239,890.13
299	Hourly	\$ 86.92	\$ 91.27	\$ 95.83	\$ 100.62	\$ 105.66	\$ 110.94	\$ 116.49
	Monthly	\$ 15,066.65	\$ 15,819.98	\$ 16,610.98	\$ 17,441.53	\$ 18,313.61	\$ 19,229.29	\$ 20,190.75
	Annual	\$ 180,799.81	\$ 189,839.80	\$ 199,331.79	\$ 209,298.38	\$ 219,763.30	\$ 230,751.46	\$ 242,289.03
300	Hourly	\$ 87.79	\$ 92.18	\$ 96.79	\$ 101.63	\$ 106.71	\$ 112.05	\$ 117.65
	Monthly	\$ 15,217.32	\$ 15,978.18	\$ 16,777.09	\$ 17,615.95	\$ 18,496.74	\$ 19,421.58	\$ 20,392.66
	Annual	\$ 182,607.81	\$ 191,738.20	\$ 201,325.11	\$ 211,391.36	\$ 221,960.93	\$ 233,058.98	\$ 244,711.92
301	Hourly	\$ 88.67	\$ 93.10	\$ 97.76	\$ 102.65	\$ 107.78	\$ 113.17	\$ 118.83
	Monthly	\$ 15,369.49	\$ 16,137.96	\$ 16,944.86	\$ 17,792.11	\$ 18,681.71	\$ 19,615.80	\$ 20,596.59
	Annual	\$ 184,433.88	\$ 193,655.58	\$ 203,338.36	\$ 213,505.27	\$ 224,180.54	\$ 235,389.57	\$ 247,159.04
302	Hourly	\$ 89.56	\$ 94.03	\$ 98.74	\$ 103.67	\$ 108.86	\$ 114.30	\$ 120.01
	Monthly	\$ 15,523.19	\$ 16,299.34	\$ 17,114.31	\$ 17,970.03	\$ 18,868.53	\$ 19,811.96	\$ 20,802.55
	Annual	\$ 186,278.22	\$ 195,592.13	\$ 205,371.74	\$ 215,640.33	\$ 226,422.34	\$ 237,743.46	\$ 249,630.63
303	Hourly	\$ 90.45	\$ 94.98	\$ 99.72	\$ 104.71	\$ 109.95	\$ 115.44	\$ 121.21
	Monthly	\$ 15,678.42	\$ 16,462.34	\$ 17,285.45	\$ 18,149.73	\$ 19,057.21	\$ 20,010.07	\$ 21,010.58
	Annual	\$ 188,141.00	\$ 197,548.05	\$ 207,425.46	\$ 217,796.73	\$ 228,686.57	\$ 240,120.90	\$ 252,126.94
304	Hourly	\$ 91.36	\$ 95.92	\$ 100.72	\$ 105.76	\$ 111.04	\$ 116.60	\$ 122.43
	Monthly	\$ 15,835.20	\$ 16,626.96	\$ 17,458.31	\$ 18,331.22	\$ 19,247.79	\$ 20,210.18	\$ 21,220.68
	Annual	\$ 190,022.41	\$ 199,523.54	\$ 209,499.71	\$ 219,974.70	\$ 230,973.43	\$ 242,522.10	\$ 254,648.21
305	Hourly	\$ 92.27	\$ 96.88	\$ 101.73	\$ 106.81	\$ 112.16	\$ 117.76	\$ 123.65
	Monthly	\$ 15,993.55	\$ 16,793.23	\$ 17,632.89	\$ 18,514.54	\$ 19,440.26	\$ 20,412.28	\$ 21,432.89
	Annual	\$ 191,922.64	\$ 201,518.77	\$ 211,594.71	\$ 222,174.44	\$ 233,283.17	\$ 244,947.33	\$ 257,194.69
306	Hourly	\$ 93.19	\$ 97.85	\$ 102.75	\$ 107.88	\$ 113.28	\$ 118.94	\$ 124.89
	Monthly	\$ 16,153.49	\$ 16,961.16	\$ 17,809.22	\$ 18,699.68	\$ 19,634.67	\$ 20,616.40	\$ 21,647.22
	Annual	\$ 193,841.87	\$ 203,533.96	\$ 213,710.66	\$ 224,396.19	\$ 235,616.00	\$ 247,396.80	\$ 259,766.64
307	Hourly	\$ 94.13	\$ 98.83	\$ 103.77	\$ 108.96	\$ 114.41	\$ 120.13	\$ 126.14
	Monthly	\$ 16,315.02	\$ 17,130.77	\$ 17,987.31	\$ 18,886.68	\$ 19,831.01	\$ 20,822.56	\$ 21,863.69
	Annual	\$ 195,780.28	\$ 205,569.30	\$ 215,847.76	\$ 226,640.15	\$ 237,972.16	\$ 249,870.77	\$ 262,364.31
308	Hourly	\$ 95.07	\$ 99.82	\$ 104.81	\$ 110.05	\$ 115.55	\$ 121.33	\$ 127.40
	Monthly	\$ 16,478.17	\$ 17,302.08	\$ 18,167.19	\$ 19,075.55	\$ 20,029.32	\$ 21,030.79	\$ 22,082.33
	Annual	\$ 197,738.09	\$ 207,624.99	\$ 218,006.24	\$ 228,906.55	\$ 240,351.88	\$ 252,369.47	\$ 264,987.95
309	Hourly	\$ 96.02	\$ 100.82	\$ 105.86	\$ 111.15	\$ 116.71	\$ 122.54	\$ 128.67
	Monthly	\$ 16,642.96	\$ 17,475.10	\$ 18,348.86	\$ 19,266.30	\$ 20,229.62	\$ 21,241.10	\$ 22,303.15
	Annual	\$ 199,715.47	\$ 209,701.24	\$ 220,186.30	\$ 231,195.62	\$ 242,755.40	\$ 254,893.17	\$ 267,637.83
310	Hourly	\$ 96.98	\$ 101.83	\$ 106.92	\$ 112.26	\$ 117.88	\$ 123.77	\$ 129.96
	Monthly	\$ 16,809.39	\$ 17,649.85	\$ 18,532.35	\$ 19,458.96	\$ 20,431.91	\$ 21,453.51	\$ 22,526.18
	Annual	\$ 201,712.62	\$ 211,798.25	\$ 222,388.17	\$ 233,507.57	\$ 245,182.95	\$ 257,442.10	\$ 270,314.21

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
311	Hourly	\$ 97.95	\$ 102.84	\$ 107.99	\$ 113.39	\$ 119.06	\$ 125.01	\$ 131.26
	Monthly	\$ 16,977.48	\$ 17,826.35	\$ 18,717.67	\$ 19,653.55	\$ 20,636.23	\$ 21,668.04	\$ 22,751.45
	Annual	\$ 203,729.75	\$ 213,916.24	\$ 224,612.05	\$ 235,842.65	\$ 247,634.78	\$ 260,016.52	\$ 273,017.35
312	Hourly	\$ 98.93	\$ 103.87	\$ 109.07	\$ 114.52	\$ 120.25	\$ 126.26	\$ 132.57
	Monthly	\$ 17,147.25	\$ 18,004.62	\$ 18,904.85	\$ 19,850.09	\$ 20,842.59	\$ 21,884.72	\$ 22,978.96
	Annual	\$ 205,767.05	\$ 216,055.40	\$ 226,858.17	\$ 238,201.08	\$ 250,111.13	\$ 262,616.69	\$ 275,747.52
313	Hourly	\$ 99.92	\$ 104.91	\$ 110.16	\$ 115.66	\$ 121.45	\$ 127.52	\$ 133.90
	Monthly	\$ 17,318.73	\$ 18,184.66	\$ 19,093.90	\$ 20,048.59	\$ 21,051.02	\$ 22,103.57	\$ 23,208.75
	Annual	\$ 207,824.72	\$ 218,215.95	\$ 229,126.75	\$ 240,583.09	\$ 252,612.24	\$ 265,242.85	\$ 278,505.00
314	Hourly	\$ 100.91	\$ 105.96	\$ 111.26	\$ 116.82	\$ 122.66	\$ 128.80	\$ 135.24
	Monthly	\$ 17,491.91	\$ 18,366.51	\$ 19,284.83	\$ 20,249.08	\$ 21,261.53	\$ 22,324.61	\$ 23,440.84
	Annual	\$ 209,902.96	\$ 220,398.11	\$ 231,418.02	\$ 242,988.92	\$ 255,138.36	\$ 267,895.28	\$ 281,290.05
315	Hourly	\$ 101.92	\$ 107.02	\$ 112.37	\$ 117.99	\$ 123.89	\$ 130.08	\$ 136.59
	Monthly	\$ 17,666.83	\$ 18,550.17	\$ 19,477.68	\$ 20,451.57	\$ 21,474.15	\$ 22,547.85	\$ 23,675.25
	Annual	\$ 212,001.99	\$ 222,602.09	\$ 233,732.20	\$ 245,418.81	\$ 257,689.75	\$ 270,574.24	\$ 284,102.95
316	Hourly	\$ 102.94	\$ 108.09	\$ 113.49	\$ 119.17	\$ 125.13	\$ 131.38	\$ 137.95
	Monthly	\$ 17,843.50	\$ 18,735.68	\$ 19,672.46	\$ 20,656.08	\$ 21,688.89	\$ 22,773.33	\$ 23,912.00
	Annual	\$ 214,122.01	\$ 224,828.11	\$ 236,069.52	\$ 247,873.00	\$ 260,266.65	\$ 273,279.98	\$ 286,943.98
317	Hourly	\$ 103.97	\$ 109.17	\$ 114.63	\$ 120.36	\$ 126.38	\$ 132.70	\$ 139.33
	Monthly	\$ 18,021.94	\$ 18,923.03	\$ 19,869.18	\$ 20,862.64	\$ 21,905.78	\$ 23,001.06	\$ 24,151.12
	Annual	\$ 216,263.23	\$ 227,076.40	\$ 238,430.21	\$ 250,351.73	\$ 262,869.31	\$ 276,012.78	\$ 289,813.42
318	Hourly	\$ 105.01	\$ 110.26	\$ 115.78	\$ 121.57	\$ 127.64	\$ 134.03	\$ 140.73
	Monthly	\$ 18,202.16	\$ 19,112.26	\$ 20,067.88	\$ 21,071.27	\$ 22,124.83	\$ 23,231.08	\$ 24,392.63
	Annual	\$ 218,425.87	\$ 229,347.16	\$ 240,814.52	\$ 252,855.24	\$ 265,498.00	\$ 278,772.91	\$ 292,711.55
319	Hourly	\$ 106.06	\$ 111.37	\$ 116.93	\$ 122.78	\$ 128.92	\$ 135.37	\$ 142.13
	Monthly	\$ 18,384.18	\$ 19,303.39	\$ 20,268.56	\$ 21,281.98	\$ 22,346.08	\$ 23,463.39	\$ 24,636.56
	Annual	\$ 220,610.12	\$ 231,640.63	\$ 243,222.66	\$ 255,383.80	\$ 268,152.98	\$ 281,560.63	\$ 295,638.67
320	Hourly	\$ 107.12	\$ 112.48	\$ 118.10	\$ 124.01	\$ 130.21	\$ 136.72	\$ 143.56
	Monthly	\$ 18,568.02	\$ 19,496.42	\$ 20,471.24	\$ 21,494.80	\$ 22,569.54	\$ 23,698.02	\$ 24,882.92
	Annual	\$ 222,816.23	\$ 233,957.04	\$ 245,654.89	\$ 257,937.63	\$ 270,834.51	\$ 284,376.24	\$ 298,595.05
321	Hourly	\$ 108.19	\$ 113.60	\$ 119.28	\$ 125.25	\$ 131.51	\$ 138.09	\$ 144.99
	Monthly	\$ 18,753.70	\$ 19,691.38	\$ 20,675.95	\$ 21,709.75	\$ 22,795.24	\$ 23,935.00	\$ 25,131.75
	Annual	\$ 225,044.39	\$ 236,296.61	\$ 248,111.44	\$ 260,517.01	\$ 273,542.86	\$ 287,220.00	\$ 301,581.00
322	Hourly	\$ 109.28	\$ 114.74	\$ 120.48	\$ 126.50	\$ 132.83	\$ 139.47	\$ 146.44
	Monthly	\$ 18,941.24	\$ 19,888.30	\$ 20,882.71	\$ 21,926.85	\$ 23,023.19	\$ 24,174.35	\$ 25,383.07
	Annual	\$ 227,294.83	\$ 238,659.57	\$ 250,592.55	\$ 263,122.18	\$ 276,278.29	\$ 290,092.20	\$ 304,596.81
323	Hourly	\$ 110.37	\$ 115.89	\$ 121.68	\$ 127.77	\$ 134.15	\$ 140.86	\$ 147.91
	Monthly	\$ 19,130.65	\$ 20,087.18	\$ 21,091.54	\$ 22,146.12	\$ 23,253.42	\$ 24,416.09	\$ 25,636.90
	Annual	\$ 229,567.78	\$ 241,046.17	\$ 253,098.48	\$ 265,753.40	\$ 279,041.07	\$ 292,993.13	\$ 307,642.78
324	Hourly	\$ 111.47	\$ 117.05	\$ 122.90	\$ 129.04	\$ 135.50	\$ 142.27	\$ 149.38
	Monthly	\$ 19,321.95	\$ 20,288.05	\$ 21,302.46	\$ 22,367.58	\$ 23,485.96	\$ 24,660.25	\$ 25,893.27
	Annual	\$ 231,863.46	\$ 243,456.63	\$ 255,629.46	\$ 268,410.94	\$ 281,831.48	\$ 295,923.06	\$ 310,719.21
325	Hourly	\$ 112.59	\$ 118.22	\$ 124.13	\$ 130.33	\$ 136.85	\$ 143.69	\$ 150.88
	Monthly	\$ 19,515.17	\$ 20,490.93	\$ 21,515.48	\$ 22,591.25	\$ 23,720.82	\$ 24,906.86	\$ 26,152.20
	Annual	\$ 234,182.09	\$ 245,891.20	\$ 258,185.76	\$ 271,095.04	\$ 284,649.80	\$ 298,882.29	\$ 313,826.40



## **Exhibit B**

# *Classification & Compensation System*

CITY OF MONROVIA  
 Full-Time Classification / Compensation Program Overview  
 Fiscal Year 2017/18 - 2021/22

Job Classification	Salary Range	Salary Range Minimum	Salary Range Maximum
Park Ranger	141	\$ 3,127.80	\$ 4,191.56
Accounting Assistant	151	\$ 3,455.04	\$ 4,630.09
Administrative Assistant	151	\$ 3,455.04	\$ 4,630.09
Customer Service Representative	151	\$ 3,455.04	\$ 4,630.09
Maintenance Worker (Facility, Park, Street, & Utility)	151	\$ 3,455.04	\$ 4,630.09
Police Services Representative	151	\$ 3,455.04	\$ 4,630.09
Building Counter Technician	156	\$ 3,631.28	\$ 4,866.27
Old Town Caretaker	156	\$ 3,631.28	\$ 4,866.27
Code Enforcement & Business License Assistant	161	\$ 3,816.52	\$ 5,114.50
Engineering Technician	161	\$ 3,816.52	\$ 5,114.50
Parking Enforcement Officer	161	\$ 3,816.52	\$ 5,114.50
Planning Technician	161	\$ 3,816.52	\$ 5,114.50
Senior Accounting Assistant	161	\$ 3,816.52	\$ 5,114.50
Senior Administrative Assistant	161	\$ 3,816.52	\$ 5,114.50
Senior Maintenance Worker (Facility, Park, Street, & Utility)	161	\$ 3,816.52	\$ 5,114.50
Community Services Officer	166	\$ 4,011.20	\$ 5,375.39
Human Resources Assistant	166	\$ 4,011.20	\$ 5,375.39
Jailer	166	\$ 4,011.20	\$ 5,375.39
Management Assistant	166	\$ 4,011.20	\$ 5,375.39
Benefits Coordinator	171	\$ 4,215.81	\$ 5,649.59
Lead Parking Enforcement Officer	171	\$ 4,215.81	\$ 5,649.59
Office Administrator	171	\$ 4,215.81	\$ 5,649.59
Electrician	171	\$ 4,215.81	\$ 5,649.59
Neighborhood Services Program Coordinator	171	\$ 4,215.81	\$ 5,649.59
Police Communications Operator (Dispatch)	171	\$ 4,215.81	\$ 5,649.59
Recreation Coordinator	171	\$ 4,215.81	\$ 5,649.59
Senior Accounting Systems Technician	171	\$ 4,215.81	\$ 5,649.59
Senior Human Resources Assistant	171	\$ 4,215.81	\$ 5,649.59
Traffic Signal & Street Light Electrician	171	\$ 4,215.81	\$ 5,649.59
Water Production Operator	171	\$ 4,215.81	\$ 5,649.59

CITY OF MONROVIA  
Full-Time Classification / Compensation Program Overview  
Fiscal Year 2017/18 - 2021/22

Job Classification	Salary Range	Salary Range Minimum	Salary Range Maximum
Combination Inspector	176	\$ 4,430.86	\$ 5,937.77
Field Services Office Coordinator	176	\$ 4,430.86	\$ 5,937.77
Hillside Wilderness Preserve Supervisor	176	\$ 4,430.86	\$ 5,937.77
Maintenance Lead Worker (Facility, Park, Street, & Utility)	176	\$ 4,430.86	\$ 5,937.77
Neighborhood Preservation Officer	176	\$ 4,430.86	\$ 5,937.77
Payroll Technician	176	\$ 4,430.86	\$ 5,937.77
Project Coordinator	176	\$ 4,430.86	\$ 5,937.77
Senior Community Services Officer	176	\$ 4,430.86	\$ 5,937.77
Senior Financial Systems Technician	182	\$ 4,703.44	\$ 6,303.06
Senior Payroll Technician	182	\$ 4,703.44	\$ 6,303.06
Assistant Planner	188	\$ 4,992.80	\$ 6,690.83
Customer Service Outreach Coordinator	188	\$ 4,992.80	\$ 6,690.83
Information Systems Technician	188	\$ 4,992.80	\$ 6,690.83
Librarian	188	\$ 4,992.80	\$ 6,690.83
Maintenance Supervisor (Facility, Field Services, Park, Street, Utility)	188	\$ 4,992.80	\$ 6,690.83
Police Recruit	188	\$ 4,992.80	\$ 6,690.83
Recreation Supervisor	188	\$ 4,992.80	\$ 6,690.83
Water Production Supervisor	188	\$ 4,992.80	\$ 6,690.83
Fire Inspector	193	\$ 5,247.48	\$ 7,032.13
Senior Combination Inspector	193	\$ 5,247.48	\$ 7,032.13
Senior Public Works Inspector	193	\$ 5,247.48	\$ 7,032.13
Accountant	198	\$ 5,515.16	\$ 7,390.84
Environmental Services Coordinator	198	\$ 5,515.16	\$ 7,390.84
Human Resources Supervisor	198	\$ 5,515.16	\$ 7,390.84
Management Analyst	198	\$ 5,515.16	\$ 7,390.84
Plans Examiner	201	\$ 5,682.27	\$ 7,614.79
Police Services Supervisor	201	\$ 5,682.27	\$ 7,614.79
Associate Planner	203	\$ 5,796.49	\$ 7,767.85
Firefighter	203	\$ 5,796.49	\$ 7,767.85
Police Officer	203	\$ 5,796.49	\$ 7,767.85

CITY OF MONROVIA  
Full-Time Classification / Compensation Program Overview  
Fiscal Year 2017/18 - 2021/22

Job Classification	Salary Range	Salary Range Minimum	Salary Range Maximum
Finance Operations Supervisor	208	\$ 6,092.17	\$ 8,164.08
Information System Analyst	208	\$ 6,092.17	\$ 8,164.08
Field Services Superintendent	208	\$ 6,092.17	\$ 8,164.08
Library Supervisor	208	\$ 6,092.17	\$ 8,164.08
Senior Recreation Supervisor	208	\$ 6,092.17	\$ 8,164.08
Senior Management Analyst	218	\$ 6,729.54	\$ 9,018.23
Fire Engineer	218	\$ 6,729.54	\$ 9,018.23
Firefighter w/ Paramedic Assignment	218	\$ 6,729.54	\$ 9,018.23
Police Officer w/ Agent Assignment	218	\$ 6,729.54	\$ 9,018.23
Police Officer w/ Detective Assignment	218	\$ 6,729.54	\$ 9,018.23
Communications, Crime Analyst, & Technology Supervisor	223	\$ 7,072.82	\$ 9,478.25
Project Manager	223	\$ 7,072.82	\$ 9,478.25
Fire Captain	233	\$ 7,812.79	\$ 10,469.88
Police Sergeant	233	\$ 7,812.79	\$ 10,469.88
Chief Deputy City Clerk	233	\$ 7,812.79	\$ 10,469.88
Assistant to the City Manager	233	\$ 7,812.79	\$ 10,469.88
Information Systems Manager	241	\$ 8,460.13	\$ 11,337.38
Water System Manager	241	\$ 8,460.13	\$ 11,337.38
Field Services Manager	241	\$ 8,460.13	\$ 11,337.38
Finance Operations Manager	241	\$ 8,460.13	\$ 11,337.38
Public Works Operations Manager	241	\$ 8,460.13	\$ 11,337.38
Library Manager	241	\$ 8,460.13	\$ 11,337.38
Recreation Manager	241	\$ 8,460.13	\$ 11,337.38
Fire Division Chief	251	\$ 9,345.25	\$ 12,523.52
Police Lieutenant	251	\$ 9,345.25	\$ 12,523.52
Building & Safety Division Manager	251	\$ 9,345.25	\$ 12,523.52
Deputy Administrative Services Director / Finance Division Manager	251	\$ 9,345.25	\$ 12,523.52
Deputy City Manager	251	\$ 9,345.25	\$ 12,523.52
Neighborhood & Business Services Division Manager	251	\$ 9,345.25	\$ 12,523.52
Planning Division Manager	251	\$ 9,345.25	\$ 12,523.52
Public Works Division Manager	251	\$ 9,345.25	\$ 12,523.52
Police Captain	261	\$ 10,322.97	\$ 13,833.76

CITY OF MONROVIA  
 Full-Time Classification / Compensation Program Overview  
 Fiscal Year 2017/18 - 2021/22

Job Classification	Salary Range	Salary Range Minimum	Salary Range Maximum
Administrative Services Director	276	\$ 11,984.64	\$ 16,060.57
Community Development Director	276	\$ 11,984.64	\$ 16,060.57
Fire Chief	276	\$ 11,984.64	\$ 16,060.57
Police Chief	276	\$ 11,984.64	\$ 16,060.57
Public Services Director	276	\$ 11,984.64	\$ 16,060.57
City Manager	Contract	\$	16,250.00

CITY OF MONROVIA  
Part-Time Classification / Compensation Program Overview  
Fiscal Year 2017/18 - 2021/22

Proposed Classification	Recommended Salary Range	Hourly Min.	Hourly Max.
Hillside Wilderness Preserve Intern	100	\$ 12.00	\$ 16.08
Library Aide	100	\$ 12.00	\$ 16.08
Maintenance Aide	100	\$ 12.00	\$ 16.08
Office Aide	100	\$ 12.00	\$ 16.08
Police Cadet	100	\$ 12.00	\$ 16.08
Recreation Leader	100	\$ 12.00	\$ 16.08
Accounting Aide	120	\$ 14.64	\$ 19.62
Library Clerk	120	\$ 14.64	\$ 19.62
Recreation Specialist	120	\$ 14.64	\$ 19.62
Park Ranger	141	\$ 18.05	\$ 24.18
Accounting Assistant	151	\$ 19.93	\$ 26.71
Administrative Assistant	151	\$ 19.93	\$ 26.71
Police Service Representative	151	\$ 19.93	\$ 26.71
Intern	151	\$ 19.93	\$ 26.71
Building Counter Technician	156	\$ 20.95	\$ 28.07
Parking Enforcement Officer	161	\$ 22.02	\$ 29.51
Community Services Officer	166	\$ 23.14	\$ 31.01
Library Associate	166	\$ 23.14	\$ 31.01
Police Communications Operator (Dispatch)	171	\$ 24.32	\$ 32.59
Neighborhood Preservation Officer	176	\$ 25.56	\$ 34.26
Librarian	188	\$ 28.80	\$ 38.60
Senior Planner	218	\$ 35.15	\$ 47.10



**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**THE CITY OF MONROVIA**

**AND**

**MANAGEMENT EMPLOYEES**

**JULY 1, 2017 – JUNE 30, 2022**

**MANAGEMENT EMPLOYEES  
FISCAL YEARS 2015-2017**

**APPENDIX C**

	<b><u>Page</u></b>
SECTION I	COMPENSATION ..... C-1
SECTION II	OTHER COMPENSATION ..... C-2
SECTION III	VACATION ..... C-5
SECTION IV	HOLIDAYS ..... C-6
SECTION V	SICK LEAVE ..... C-7
SECTION VI	MANAGEMENT LEAVE ..... C-7
SECTION VII	RETIREMENT BENEFITS ..... C-7
SECTION VIII	PRE-FUNDED RETIREE MEDICAL TRUST ..... C-9
SECTION IX	HEALTH BENEFITS ..... C-11
SECTION X	LIFE INSURANCE ..... C-11
SECTION XI	LONG TERM DISABILITY ..... C-11
SECTION XII	FRINGE BENEFIT CONTRIBUTION ..... C-11
SECTION XIII	DEFERRED COMPENSATION ..... C-12
SECTION XIV	LONG TERM CARE INSURANCE ..... C-12
SECTION XV	RETIREMENT REIMBURSEMENT PLAN ..... C-12
SECTION XVI	AUTO ALLOWANCE ..... C-14
SECTION XVII	ADMINISTRATION OF BENEFITS ..... C-14

## APPENDIX C

Within the City of Monrovia organization, the City Council recognizes the benefit and need to foster and maintain a strong, professional Management Group. The salary and benefit levels provided herein recognize that members of the Management Group are compensated for successful performance and completion of goals and objectives to meet community needs regardless of the length of the workday.

This Memorandum of Understanding (Agreement) outlines matters relating to the wages, hours, and terms and conditions of employment for Management Group members for a five-year period (Fiscal Years 2017 – 2022), to remain in effect through June 30, 2022, and subject to the provisions contained herein. Furthermore, this Agreement is subject to an automatic re-opener if the City experiences any severe financial hardship through reductions in the operating budget and / or increases in employer costs during the term of this Agreement.

The City Council ratified and approved the terms and conditions of employment set forth in this Agreement on June 20, 2017.

### SECTION I. MANAGEMENT DESIGNATIONS

The following positions shall be considered Management and subject to the compensation and supplemental benefit levels provided herein:

- Administrative Services Director
- Assistant City Manager
- Director of Community Development
- Director of Public Services
- Fire Chief
- Police Chief

### SECTION II. COMPENSATION

#### **A. Salary Range.**

The Salary Range for those Management employee positions covered by this agreement is set forth in Exhibit A and incorporated herein. Furthermore, the Citywide Classification / Compensation Program, which includes the classifications designated as Management positions, is set forth in Exhibit B and incorporated herein.

During the term of this Agreement, the City will institute a bi-annual salary survey of salary and medical benefit costs, and will make corresponding salary range adjustments to maintain competitive market based compensation levels, pursuant to the following provisions:

- The City will coordinate the salary survey according to a timeline which will allow for the implementation of salary range adjustments on July 1, 2018 and July 1, 2020.

- In order to facilitate the timelines associated with the biennial salary range adjustments, the salary survey process will be initiated no later than January 1, 2018, and January 1, 2020.
- The implementation of the salary survey data will take into the following prioritized factors: 1.) Account for horizontal and vertical internal organizational salary relationships. 2.) Account for the median salary for each surveyed position. 3.) Implement a new compensation structure that maintains salaries at no less than the median salary survey average in a manner that takes into account horizontal and vertical internal organizational salary relationships.

No Management employee shall have any right or vested interest in any salary level above the minimum provided. Furthermore, the placement of an individual at a salary level or advancement or reduction of an individual within the salary range shall be determined only after a thorough review by the City Manager to determine the extent to which the Management employee has met the expectations of his / her department and the expected objectives for performance. In addition, the City Manager shall consider the degree to which the Department Director has been of positive value to the overall effectiveness of the department and the Management Team. Current salary standing or salary advancement shall be neither automatic nor a matter of right but shall be based upon the principles of merit as described herein.

**B. Prohibition of Overtime and Compensatory Time Accrual.**

Except as otherwise provided herein, an officer or employee covered by this Appendix C shall not be eligible to receive any other form of salaried compensation above the level provided by the City Manager and shall not be eligible to receive overtime or to accumulate compensatory time off with the exception of compensatory time earned for holidays. The maximum accrual of compensatory time for this purpose is eighty (80) hours per calendar year.

**C. Survey Cities.**

The City and the Management Group also agree that for classification, compensation, and other related survey purposes, the following seven cities shall serve as the representative survey cities for Monrovia:

1. Arcadia
2. Azusa
3. Burbank
4. Glendale
5. Monterey Park
6. Pasadena
7. Beverly Hills

## **SECTION II. OTHER COMPENSATION**

### **A. Pay for Performance / Performance Evaluations.**

The salary ranges provided herein are intended to recognize individual differences among positions allocated to the same class, the purpose of which is to provide employee incentives and reward employees for meritorious service and continued improvement within a particular position. All increases in salary within any range shall be made only on the basis of fully satisfactory performance and continued improvement. Increases in salary within any range shall be neither automatic nor a matter of right and shall be effected only upon the recommendation and approval of the City Manager after completion of a thorough employee performance evaluation.

The following general provisions shall govern the granting of salary step increases within the established salary range for each Management position based upon the principles of merit:

1. The initial compensation to be paid for employment in any position shall normally be Step A of the Salary Range. Where it is found to be difficult to obtain qualified personnel for a position or if a person of unusual qualifications is to be employed in a position, the City Manager may authorize hiring at a higher initial step.
2. After the first twelve (12) months of employment, employees appointed at Step A shall be eligible to be considered for advancement to the second step of the applicable range.
3. After advancement to the second salary step, an employee shall be eligible to be considered for advancement to the next higher step of the salary range only after completion of twelve (12) months of service.
4. Consideration of advancement of an eligible employee from one step of the salary range to the next shall be done by the City Manager. Advancement shall be effected only after the City Manager has completed a thorough evaluation of the employee's performance in the position and has determined that the employee has improved his / her performance within the position resulting in increased value to the City. Advancement shall be made only upon such recommendation and approval of the City Manager.
5. If in the opinion of the City Manager, the employee has not performed in a manner so as to merit step advancement, the City Manager is authorized retain the employee at his / her present salary step. The reasons cited for retention shall also be made in writing to the employee involved. The employee shall not be entitled to an appeal of the City Manager's decision to retain the employee at their present salary step, and the City Manager's decision shall be final and binding.

6. If the City Manager determines, subsequent to completion of a thorough employee evaluation, that an employee has not performed in a manner so as to merit retention or advancement, the City Manager is authorized to implement disciplinary action, including a reduction of an employee's salary step. The reasons cited for reduction shall also be made in writing to the employee. The employee shall not be entitled to an appeal of the City Manager's decision to reduce the employee's salary step, and the City Manager's decision shall be final and binding.
7. The City Manager may further improve the step advancement of any employee, provided the following:
  - a. The City Manager, in his / her written justification for further step advancement for the employee, certifies that the employee has performed his / her work in an outstanding and exceptionally meritorious manner.
  - b. The employee has successfully completed the probationary period in his / her current classification.
  - c. The employee is recommended for advancement by not more than two (2) salary steps.
  - d. In the case of a double step, the employee has had no previous double step advancement during his / her employment in the particular classification.
  - e. In the case of an acceleration, the employee has had no previous step advancement acceleration during his / her employment in the particular classification.
  - f. At least six (6) months have elapsed since the employee has received a step advancement for outstanding and exceptionally meritorious performance.
8. Once a Management employee has reached the top step of his / her salary range, the employee shall be eligible annually to earn up to a 3% performance bonus as part of their normal performance evaluation process. The amount of the performance bonus shall be recommended and authorized by the City Manager.
9. The annual performance evaluation process shall be administered pursuant to the following general guidelines:
  - a. Annual evaluations must be completed and forwarded to the Human Resources Division, including any written responses provided by the employee.

- b. A new employee's minimum initial probationary period is twelve months. Any subsequent probationary period due to promotion, reclassification, or transfer into a Management role shall result in a probationary period of a minimum of twelve months.
- c. Any employee receiving an overall Performance Appraisal rating of Below Expectations or Unacceptable shall be placed on a Performance Improvement Plan (PIP). PIP's will be due in accordance with the evaluation schedule cited in the PIP.

**B. Chief Officer Certification Pay.**

Provided that the Fire Chief possesses a valid Chief Officer Certificate issued by the California State Board of Fire Services, he / she shall receive \$475 per month, in addition to his / her base pay.

**C. USAR Rescue System Certification Pay.**

Provided that the Fire Chief possesses a valid USAR Rescue Systems 1 and 2 Certificate issued by the California State Board of Fire Services or equivalent certification, he / she shall receive \$50 per month in addition to his / her base pay.

**D. EMT Certification Pay.**

Provided that the Fire Chief possesses a valid Emergency Medical Technician (EMT) Certification, he / she shall receive the following EMT Certification Pay in addition to his / her base pay for each corresponding fiscal year:

1. FY 2017/18 – \$200 / month
2. FY 2018/19 – \$225 / month
3. FY 2019/20 – \$250 / month
4. FY 2020/21 – \$275 / month
5. FY 2021/22 – \$300 / month

**E. Paramedic Certification Pay.**

Provided that the Fire Chief possesses a valid California State paramedic license with Los Angeles County accreditation, and is capable of performing Paramedic duties from time to time, he / she shall receive \$100 per month in addition to his / her base pay.

**F. Educational Incentive Pay.**

Managers shall be eligible to receive educational incentive pay in the following amounts:

- AA / AS Degree – \$225 / year
- BA / BS Degree – \$375 / year
- MA / JD / CPA Degree – \$525 / year
- PhD Degree – \$675 / year

The educational incentive pay benefit provided herein shall be paid annually during Pay Period #24. Furthermore, eligible employees shall only receive educational incentive pay in the amount equivalent to the single highest educational level attained.

In order to participate in the educational incentive pay benefit, employees must provide the Human Resources Division with proof of educational attainment level before October 31 in order to receive the incentive payment during Pay Period #24 of that same year. Once the educational attainment level has been established, the payment shall be made to the employee annually thereafter during Pay Period #24.

If an employee should obtain either a new degree or a higher degree after October 31, the employee must provide the Human Resources Division with proof of the educational degree obtained before the ensuing October 31 in order to receive the educational incentive pay benefit during Pay Period #24 in the following fiscal year.

**SECTION III. VACATION**

Employees or officers in positions covered hereunder shall be entitled to annual vacation leave with pay as follows:

**Vacation Accrual**

<u>Years of Service</u>	<u>Vacation Accrual</u>
1 through 7	200 hours per year
8 and above	280 hours per year

Positions covered hereunder shall be able to accumulate an unlimited amount of vacation leave, however, unless a special finding is made by the City Manager, upon separating from service with the City, employees will be eligible to be paid out for no more than the vacation payout caps outlined below:

**Maximum Vacation Accumulation Pay Out Schedule**

<u>Years of Service</u>	<u>Vacation Payout Cap</u>
1 through 7	400 hours
8 and above	560 hours

Furthermore, on an annual basis, Management Members will be eligible to cash out up to 10 hours of vacation leave once per year during Pay Period 24 in December, subject to certification by the Human Resources Division.

## **SECTION IV. HOLIDAYS**

### **A. Basic Holiday Leave.**

1. With the exceptions provided herein, holidays for employees covered under this agreement shall be as follows:
  - a. New Year's Eve Day
  - b. New Year's Day
  - c. Martin Luther King, Jr. Birthday
  - d. President's Day
  - e. Memorial Day
  - f. Fourth of July
  - g. Labor Day
  - h. Veteran's Day
  - i. Thanksgiving Day
  - j. The Friday after Thanksgiving Day
  - k. December 24<sup>th</sup>
  - l. December 25<sup>th</sup>

Unless otherwise determined by the City, the actual dates for each of the foregoing holidays shall be the dates adopted by the State of California for its employees.

2. For employees working a 5/40 workweek schedule whose work schedule would include working on Friday and not working Saturday and Sunday, if any of the foregoing holidays falls on a Saturday or Sunday, the preceding Friday or following Monday respectively shall be a holiday. Employees regularly scheduled to work on a holiday shall be eligible to receive compensating time off for the holiday if the holiday is worked based on the employee's normal work hours on the day the holiday occurs.
3. For employees on a 9/80, 4/10 or 5/40 work schedule, if any of the preceding holidays fall on the employee's regular day off, the employee will receive hours of holiday credit or holiday pay based on their normal schedule as deemed appropriate by the Department Head. If any of the preceding holidays fall on a Sunday, the following Monday shall be observed as a holiday.
4. For the purposes of this section, a holiday shall be considered as ten (10) hours for employees working a 4/10 work schedule and eight (8) hours for employees working a 5/40 work schedule. For employees working a 9/80 work schedule, a holiday shall be considered as eight (8) or nine (9) hours based on the employee's normal work hours on the day the holiday occurs.

### **B. Floating Holidays**

All Management Members will have a new Floating Holiday Leave Bank created, and on an annual basis, each employee will receive two (2) floating holidays in recognition of the employee's birthday and the employee's employment anniversary.

The two (2) floating holidays will be accrued effective the first payroll period following the last full payroll period of the previous fiscal year.

In terms of accruals, each employee's Floating Holiday Leave Bank shall be credited with the following hours based on each employee's established work schedule:

- 20 hours

#### **SECTION V. SICK LEAVE**

Employees in positions designated as Management shall be eligible for the following sick leave provisions:

- A.** For all employees designed as Management and who started employment with the City on or before July 1, 2017, sick leave accrual and cash-out provisions shall be as follows:
- Employees shall accrue sick leave at the rate of 8 hours per month of service. There shall be no accrual limit for sick leave.
  - Any eligible employee who separates from the City of Monrovia or retires from the City of Monrovia with a minimum of five (5) years of service will be paid for twenty-five percent (25%) of accrued sick leave upon separation or retirement.
  - Any eligible employee who retires from the City of Monrovia with a minimum of ten years of service will be paid for fifty percent (50%) of accrued sick leave upon retirement.
- B.** For all employees designated as Management and who started employment with the City after July 1, 2017, sick leave accrual and cash-out provisions shall be as follows:
- Employees shall accrue sick leave at the rate of 8 hours per month of service. There shall be no accrual limit for sick leave.
  - Upon a bona fide retirement from the City through CalPERS, employees who opt to convert an equivalent number of unused sick leave hours to achieve at least one year's worth of service time credit for retirement purposes (based on program details as defined by CalPERS) will be eligible to cash out any remaining accrued sick leave time pursuant to the following program provisions:
    - ) Employees must first convert the equivalent number of sick leave hours needed to achieve one year's worth of service credit through the CalPERS sick leave conversion program.

- J Those employees who, pursuant to CalPERS rules and retirement program plan provisions, have restrictions which limit the employee to less than one year of additional service credit that can be earned through the sick leave conversion program, will be required to convert the maximum number of sick leave hours possible into service credit.
  - J After completing the requisite CalPERS sick leave conversion program requirements outlined above, employees will then be eligible to cash out any remaining sick leave time at the rate of \$0.30 for every \$1.00 worth of sick leave remaining, based on the employee's rate of pay at the time of retirement.
- C. Additionally, all new employees hired by the City shall be eligible to bring with them up to 250 hours of sick leave from their prior employer, so long as a new employee's prior employer did not compensate the employee for their sick leave bank.

#### **SECTION VI. MANAGEMENT LEAVE:**

- A. Positions covered hereunder shall be credited on July 1 of each fiscal year with eighty (80) hours of management leave. Credited leave days may be used at any time during the year with approval of the City Manager and given due consideration to the needs of the City.
- B. In the last payroll of each fiscal year, Management employees shall be paid in cash for all management leave days credited but unused during the preceding year.
- C. Management employees hired or separating from employment during the fiscal year shall be credited with a prorata of management leave days based on the number of months of the fiscal year for which the individual is employed.

#### **SECTION VII. RETIREMENT BENEFITS**

- A. The City is a participating agency in the California Public Employees' Retirement System (PERS) and provides retirement benefits under PERS to the City's eligible employees. Generally, under the laws governing PERS, two types of contributions are required to fund the City's PERS benefits: member contributions and employer contributions.
- B. The City shall pay the entire member contribution required by PERS for all employees in positions designated as Management. These City payments are known as "employer paid member contributions," or EPMCs. All EPMCs for employees will be reported by the City to PERS as PERS Compensation in accordance with section 20636(c)(4) of the California Government Code, as amended. Accordingly, the EPMCs will be included in each such employee's PERS Compensation for purposes of determining the employee's retirement benefits under PERS.

- C.** All employees in positions designated as Management, as well as the City Manager and all City elected officials, shall, in accordance with section 20156(f) of the California Government Code, contribute a percentage of their PERS Compensation for the City's cost of optional benefits under PERS.
- i. For non-safety Management employees, designated as miscellaneous employees for PERS purposes, the contribution percentage will be 9.946%.
  - ii. For Management employees designated as safety employees for PERS purposes, the contribution percentage will be 12.811%.
  - iii. Contributions under this paragraph will offset the City's required employer contributions under PERS, and will not be treated by PERS as "member contributions" for any purpose.
  - iv. In addition, the contributions will be deducted from each such employee's City pay, and no employee may elect to receive cash in lieu of the contribution. The City will take formal action characterizing these contributions as pre-tax "pick up" contributions in accordance with section 414(h) of the Internal Revenue Code.
- D.** All current employees serving in positions designated as Management as of the effective date of this Agreement shall be enrolled in the City's Pre-Funded Retiree Medical Trust Program for Management Group employees (as further defined in Section VIII.A of this Agreement) and furthermore, shall also be eligible to receive the following defined benefit retiree health program insurance premium reimbursement:
- i. Once retired, the retiree must provide evidence of a monthly premium to be paid directly by the retiree, to receive reimbursement. Otherwise, such reimbursement will not be provided.
  - ii. Retiree medical premiums will be paid for the employee and spouse for the lifetime of both parties provided they remain married until death. Should they divorce, the spouse will not be entitled to such reimbursement.
  - iii. The retiree / spouse must submit evidence of their monthly medical premium to the Human Resources Division to receive the monthly reimbursement.
  - iv. Employees retiring with a minimum of ten (10) years of service shall receive a monthly reimbursement of fifty percent (50%) of the monthly health insurance premium paid for retiring employee and his / her spouse for the remainder of their lives.

- v. Employees retiring with a minimum of fifteen (15) years of service shall receive a monthly reimbursement of seventy-five percent (75%) of the monthly health insurance premium paid for retiring employee and his / her spouse for the remainder of their lives.
  - vi. Employees retiring with a minimum of twenty (20) years of service shall receive a monthly reimbursement of one hundred percent (100%) of the monthly health insurance premium paid for retiring employee and his/her spouse for the remainder of their lives.
  - vii. No retiree shall receive a reimbursement for more than the actual monthly cost of the medical coverage.
  - viii. When the retiree and / or spouse become eligible for Medicare, each individual must elect such coverage as the City will only provide reimbursement based on the supplement to Medicare plan premium.
- E.** Any person who is designated as Management after the effective date of this Agreement shall be eligible to select from the following retirement medical benefit plan options:
- i. For those employees promoting from an existing non-Management Group City position into the Management Group, such individuals will have the option of selecting from the following retirement medical benefit plan options:
    - a. Retain the retirement medical plan benefit they qualified for prior to promoting into the Management Group.
    - b. Opt into the City's Pre-Funded Retiree Medical Trust Program for Management Group employees, as further defined in Section VIII.A below.
  - ii. For all new City employees who join the Management Group without having previously been employed by the City, such individuals will be provided with membership into Plan A of the City's Pre-Funded Retiree Medical Trust Program for Management Group employees, as further defined in Section VIII.A below.

### **SECTION VIII. PRE-FUNDED RETIREE MEDICAL TRUST**

The City will implement a Management Group Pre-Funded Retiree Medical Trust (PRMT) that provides for employer and employee contributions. The PRMT will establish a Health Reimbursement Savings Trust account that will allow employees to utilize monies in this Trust to pay for IRS-approved medical premiums with pre-tax dollars as long as there are funds in the retiree's account. A complete Plan document describing the PRMT will be provided to each participant.

Prior to the effective date of this Agreement, the City had established two Management Group PRMT plans, including Plan A and Plan B. As of the effective date of this Agreement, any Management Group employee that had funds in either Plan A or Plan B shall retain the account balances accrued in their PRMT account prior to this change. Furthermore, as of the effective date of this Agreement, all Management Group employees will be transitioned into the Management Group PRMT program, as further defined in Section VIII.A below.

**A. Management Group PRMT.**

Both the employee and the City will be required to contribute monies into the Management Group PRMT each pay period. All contributions made will remain in the PRMT plan for the benefit of the employee regardless of whether he / she retires or otherwise separates from employment with the City. An employee cannot contribute either more or less per pay period than the amount specified in the Table below. The contribution levels for both employee and the City are based on length of service as indicated in the Table below:

<b>City of Monrovia Management Group PRMT</b>		
Years of Service	Employee Contribution/ Pay Period	Employer Contribution/ Pay Period
0-5	\$ 30	\$ 40
6-10	\$ 40	\$ 50
11-15	\$ 50	\$ 60
16-20	\$ 60	\$ 70
21-25	\$ 70	\$ 80
26+	\$ 80	\$ 90

- C. Monies in the PRMT for an employee, former employee, and retiree will be available to the surviving beneficiaries in accordance with the provisions of the PRMT program and IRS regulations.
- D. The language contained in this Section is subject to review by legal counsel and may be amended to comply with legal and IRS regulations.

**SECTION IX. HEALTH AND WELFARE BENEFITS**

**A. Cafeteria Style Medical Benefit Plan:  
Tier 1 Plan for Employees Hired on or Before August 28, 2015.**

Those employees who elect to acquire medical insurance coverage through the City will receive the following amounts for use towards enrolling in any of the medical, dental, and vision insurance plans offered by the City.

- Fiscal Year 2016/17 – \$800 / month
- Effective December 2017 – \$930 / month
- Effective December 2018 – \$1,060 / month
- Effective December 2019 – \$1,190 / month
- Effective December 2020 – \$1,320 / month
- Effective December 2021 – \$1,450 / month

Any unused remainder may be taken as cash, or be used towards any additional City sponsored insurance programs.

It is also important to note that the above referenced contribution amounts will only be provided to employees who elect to acquire medical insurance through the City. Employees who elect to acquire dental and / or vision insurance through the City, but not medical insurance through the City, will be ineligible to receive the above referenced contribution amounts, and will instead have to participate in the City's opt-out program as further defined below.

Those employees who elect not to acquire medical insurance coverage through the City must first provide proof of medical insurance coverage through an alternative source. Upon meeting that requirement, the employee shall then be eligible to opt-out of the City's medical coverage program and will receive the following amounts, which can be taken as cash, or be used towards any non-medical City sponsored insurance programs.

- Fiscal Year 2016/17 – \$450 / month
- Effective December 2017 – \$510 / month
- Effective December 2018 – \$570 / month
- Effective December 2019 – \$630 / month
- Effective December 2020 – \$690 / month
- Effective December 2021 – \$750 / month

**B. Cafeteria Style Medical Benefit Plan:  
Tier 2 Plan for Association Members After August 28, 2015.**

Those employees who elect to acquire medical insurance coverage through the City will receive the following amounts for use towards enrolling in any of the medical, dental, and vision insurance plans offered by the City.

- Fiscal Year 2016/17 – \$800 / month
- Effective December 2017 – \$930 / month
- Effective December 2018 – \$1,060 / month
- Effective December 2019 – \$1,190 / month
- Effective December 2020 – \$1,320 / month
- Effective December 2021 – \$1,450 / month

Any unused remainder may be taken as cash, or be used towards any additional City sponsored insurance programs.

It is also important to note that the above referenced contribution amounts will only be provided to employees who elect to acquire medical insurance through the City. Employees who elect to acquire dental and / or vision insurance through the City, but not medical insurance through the City, will be ineligible to receive the above referenced contribution amounts, and will instead have to participate in the City's opt-out program as further defined below.

Those employees who can provide proof of medical insurance coverage through an alternative source shall be eligible to opt-out of the City's medical coverage program and will receive 25% of the monthly cafeteria plan contribution, with a maximum cash-out cap of \$500 / month, which can be taken as cash, or be used towards any non-medical City sponsored insurance programs.

**C. Long-Term Disability Benefits.**

The City shall provide all Association members with a long-term disability program.

**D. Prohibition of "Double Coverage."**

The City may prohibit employees from adding another City employee as a dependent, or from being added to another City employee's City health plan(s) as a dependent.

**E. Tuition Reimbursement.**

Employees who complete job-related courses shall be reimbursed for tuition as outlined in Administrative Policy #305. Such policy shall be considered as part of this Agreement by reference and thus subject to the meet and confer process for any future amendments. In addition, upon successful completion of a course(s) employees will be reimbursed up to \$50 per semester/quarter for required books.

**F. Deferred Compensation / Credit Union Savings Program.**

At any time, employees can voluntarily elect to participate in and contribute towards any City sponsored deferred compensation program, and / or participate in Monrovia Credit Union savings programs.

## **SECTION X. LIFE INSURANCE**

The City shall pay the cost of the group life insurance program. Such program shall consist of life insurance in an amount equal to annual salary to a maximum of \$200,000, with a double indemnity clause covering accidents while in service of the City.

## **SECTION XI. DEFERRED COMPENSATION**

The City shall contribute \$200 per month into one of the City's participating deferred compensation plans. The employee shall designate the option of his / her choice.

- A.** Each calendar year, any employee may convert the hourly rate of any portion of their accrued vacation hours into monies to be included in their contribution to one of the City's deferred compensation providers up to the maximum annual contribution allowed in accordance with IRS regulations.

- B. Any employee who is planning to retire directly from the City of Monrovia may convert their accrued sick leave to monies to be included in one of the City's deferred compensation providers by participating in the following program.
- C. In the final three (3) years prior to an employee's stated retirement date he/she may convert the hourly rate of accrued sick leave to monies into be included in their contribution to one of the City's deferred compensation providers in accordance with IRS regulations and the schedule outlined below:
  - a. Any employee opting to participate in this program must sign a loan agreement indicating their intent to retire directly from the City of Monrovia or otherwise repay all amounts contributed through this program should they not retire directly from the City of Monrovia. Should an employee not retire from the City due to an involuntary separation from service, provided such separation is not for cause, the employee will not be required to repay all amounts contributed.
  - b. All sick leave hours converted will be on a fifty percent basis (e.g., a conversion of 100 hours will result in the salary equivalent to 50 hours being deposited into the employee's deferred compensation account).
  - c. In the third year prior to retirement, the employee may convert a maximum of ten percent (10%) of their sick leave balance.
  - d. In the second year prior to retirement, the employee may convert a maximum of thirty percent (30%) of their sick leave balance.
  - e. In the final year prior to retirement, the employee may convert a maximum of fifty percent (50%) of their sick leave balance.

## **SECTION XII. AUTO ALLOWANCE**

The City shall pay \$350 per month to each employee covered hereunder for use of their personal vehicle in connection with City business. The Fire Chief, Police Chief, and Public Services Director may be provided with a City vehicle in lieu of receiving an auto allowance.

Additionally, additional language related to reimbursement for travel to conferences / seminars is contained in Administrative Policy #1.04

**SECTION XIII. ADMINISTRATION OF BENEFITS**

Excepting the salary levels and benefits provided herein, the following positions shall be subject to the provisions of the respective appendix in the areas of uniform, clothing, and safety equipment allowances; certification pay; paramedic training allowance; leave provisions; bilingual pay; health / medical benefits; and retirement benefits.

<u>CLASSIFICATION</u>	<u>APPENDIX</u>
Administrative Services Director	B
Assistant City Manager	B
Community Development Director	B
Public Services Director	B
Fire Chief	A
Police Chief	G



**Exhibit A**  
*Salary Range / Salary Step  
System*

## City of Monrovia Salary Range Chart Fiscal Year 2017/18 - 2021/22

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
100	Hourly	\$ 12.00	\$ 12.60	\$ 13.23	\$ 13.89	\$ 14.59	\$ 15.32	\$ 16.08
	Monthly	\$ 2,080.00	\$ 2,184.00	\$ 2,293.20	\$ 2,407.86	\$ 2,528.25	\$ 2,654.67	\$ 2,787.40
	Annual	\$ 24,960.00	\$ 26,208.00	\$ 27,518.40	\$ 28,894.32	\$ 30,339.04	\$ 31,855.99	\$ 33,448.79
101	Hourly	\$ 12.12	\$ 12.73	\$ 13.36	\$ 14.03	\$ 14.73	\$ 15.47	\$ 16.24
	Monthly	\$ 2,100.80	\$ 2,205.84	\$ 2,316.13	\$ 2,431.94	\$ 2,553.54	\$ 2,681.21	\$ 2,815.27
	Annual	\$ 25,209.60	\$ 26,470.08	\$ 27,793.58	\$ 29,183.26	\$ 30,642.43	\$ 32,174.55	\$ 33,783.28
102	Hourly	\$ 12.24	\$ 12.85	\$ 13.50	\$ 14.17	\$ 14.88	\$ 15.62	\$ 16.40
	Monthly	\$ 2,121.81	\$ 2,227.90	\$ 2,339.29	\$ 2,456.26	\$ 2,579.07	\$ 2,708.02	\$ 2,843.43
	Annual	\$ 25,461.70	\$ 26,734.78	\$ 28,071.52	\$ 29,475.10	\$ 30,948.85	\$ 32,496.29	\$ 34,121.11
103	Hourly	\$ 12.36	\$ 12.98	\$ 13.63	\$ 14.31	\$ 15.03	\$ 15.78	\$ 16.57
	Monthly	\$ 2,143.03	\$ 2,250.18	\$ 2,362.69	\$ 2,480.82	\$ 2,604.86	\$ 2,735.10	\$ 2,871.86
	Annual	\$ 25,716.31	\$ 27,002.13	\$ 28,352.24	\$ 29,769.85	\$ 31,258.34	\$ 32,821.26	\$ 34,462.32
104	Hourly	\$ 12.49	\$ 13.11	\$ 13.77	\$ 14.46	\$ 15.18	\$ 15.94	\$ 16.73
	Monthly	\$ 2,164.46	\$ 2,272.68	\$ 2,386.31	\$ 2,505.63	\$ 2,630.91	\$ 2,762.46	\$ 2,900.58
	Annual	\$ 25,973.48	\$ 27,272.15	\$ 28,635.76	\$ 30,067.55	\$ 31,570.92	\$ 33,149.47	\$ 34,806.94
105	Hourly	\$ 12.61	\$ 13.24	\$ 13.90	\$ 14.60	\$ 15.33	\$ 16.10	\$ 16.90
	Monthly	\$ 2,186.10	\$ 2,295.41	\$ 2,410.18	\$ 2,530.69	\$ 2,657.22	\$ 2,790.08	\$ 2,929.58
	Annual	\$ 26,233.21	\$ 27,544.87	\$ 28,922.11	\$ 30,368.22	\$ 31,886.63	\$ 33,480.96	\$ 35,155.01
106	Hourly	\$ 12.74	\$ 13.38	\$ 14.04	\$ 14.75	\$ 15.48	\$ 16.26	\$ 17.07
	Monthly	\$ 2,207.96	\$ 2,318.36	\$ 2,434.28	\$ 2,555.99	\$ 2,683.79	\$ 2,817.98	\$ 2,958.88
	Annual	\$ 26,495.54	\$ 27,820.32	\$ 29,211.34	\$ 30,671.90	\$ 32,205.50	\$ 33,815.77	\$ 35,506.56
107	Hourly	\$ 12.87	\$ 13.51	\$ 14.18	\$ 14.89	\$ 15.64	\$ 16.42	\$ 17.24
	Monthly	\$ 2,230.04	\$ 2,341.54	\$ 2,458.62	\$ 2,581.55	\$ 2,710.63	\$ 2,846.16	\$ 2,988.47
	Annual	\$ 26,760.50	\$ 28,098.52	\$ 29,503.45	\$ 30,978.62	\$ 32,527.55	\$ 34,153.93	\$ 35,861.63
108	Hourly	\$ 12.99	\$ 13.64	\$ 14.33	\$ 15.04	\$ 15.79	\$ 16.58	\$ 17.41
	Monthly	\$ 2,252.34	\$ 2,364.96	\$ 2,483.21	\$ 2,607.37	\$ 2,737.74	\$ 2,874.62	\$ 3,018.35
	Annual	\$ 27,028.10	\$ 28,379.51	\$ 29,798.48	\$ 31,288.41	\$ 32,852.83	\$ 34,495.47	\$ 36,220.24
109	Hourly	\$ 13.12	\$ 13.78	\$ 14.47	\$ 15.19	\$ 15.95	\$ 16.75	\$ 17.59
	Monthly	\$ 2,274.87	\$ 2,388.61	\$ 2,508.04	\$ 2,633.44	\$ 2,765.11	\$ 2,903.37	\$ 3,048.54
	Annual	\$ 27,298.38	\$ 28,663.30	\$ 30,096.47	\$ 31,601.29	\$ 33,181.36	\$ 34,840.42	\$ 36,582.45
110	Hourly	\$ 13.26	\$ 13.92	\$ 14.61	\$ 15.34	\$ 16.11	\$ 16.92	\$ 17.76
	Monthly	\$ 2,297.61	\$ 2,412.49	\$ 2,533.12	\$ 2,659.78	\$ 2,792.76	\$ 2,932.40	\$ 3,079.02
	Annual	\$ 27,571.37	\$ 28,949.94	\$ 30,397.43	\$ 31,917.31	\$ 33,513.17	\$ 35,188.83	\$ 36,948.27
111	Hourly	\$ 13.39	\$ 14.06	\$ 14.76	\$ 15.50	\$ 16.27	\$ 17.09	\$ 17.94
	Monthly	\$ 2,320.59	\$ 2,436.62	\$ 2,558.45	\$ 2,686.37	\$ 2,820.69	\$ 2,961.73	\$ 3,109.81
	Annual	\$ 27,847.08	\$ 29,239.44	\$ 30,701.41	\$ 32,236.48	\$ 33,848.30	\$ 35,540.72	\$ 37,317.75
112	Hourly	\$ 13.52	\$ 14.20	\$ 14.91	\$ 15.65	\$ 16.44	\$ 17.26	\$ 18.12
	Monthly	\$ 2,343.80	\$ 2,460.99	\$ 2,584.04	\$ 2,713.24	\$ 2,848.90	\$ 2,991.34	\$ 3,140.91
	Annual	\$ 28,125.55	\$ 29,531.83	\$ 31,008.42	\$ 32,558.84	\$ 34,186.79	\$ 35,896.12	\$ 37,690.93
113	Hourly	\$ 13.66	\$ 14.34	\$ 15.06	\$ 15.81	\$ 16.60	\$ 17.43	\$ 18.30
	Monthly	\$ 2,367.23	\$ 2,485.60	\$ 2,609.88	\$ 2,740.37	\$ 2,877.39	\$ 3,021.26	\$ 3,172.32
	Annual	\$ 28,406.81	\$ 29,827.15	\$ 31,318.51	\$ 32,884.43	\$ 34,528.65	\$ 36,255.09	\$ 38,067.84
114	Hourly	\$ 13.79	\$ 14.48	\$ 15.21	\$ 15.97	\$ 16.77	\$ 17.60	\$ 18.48
	Monthly	\$ 2,390.91	\$ 2,510.45	\$ 2,635.97	\$ 2,767.77	\$ 2,906.16	\$ 3,051.47	\$ 3,204.04
	Annual	\$ 28,690.88	\$ 30,125.42	\$ 31,631.69	\$ 33,213.28	\$ 34,873.94	\$ 36,617.64	\$ 38,448.52
115	Hourly	\$ 13.93	\$ 14.63	\$ 15.36	\$ 16.13	\$ 16.93	\$ 17.78	\$ 18.67
	Monthly	\$ 2,414.82	\$ 2,535.56	\$ 2,662.33	\$ 2,795.45	\$ 2,935.22	\$ 3,081.98	\$ 3,236.08
	Annual	\$ 28,977.79	\$ 30,426.67	\$ 31,948.01	\$ 33,545.41	\$ 35,222.68	\$ 36,983.81	\$ 38,833.00

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
116	Hourly	\$ 14.07	\$ 14.77	\$ 15.51	\$ 16.29	\$ 17.10	\$ 17.96	\$ 18.86
	Monthly	\$ 2,438.96	\$ 2,560.91	\$ 2,688.96	\$ 2,823.41	\$ 2,964.58	\$ 3,112.80	\$ 3,268.44
	Annual	\$ 29,267.56	\$ 30,730.94	\$ 32,267.49	\$ 33,880.86	\$ 35,574.91	\$ 37,353.65	\$ 39,221.33
117	Hourly	\$ 14.21	\$ 14.92	\$ 15.67	\$ 16.45	\$ 17.27	\$ 18.14	\$ 19.04
	Monthly	\$ 2,463.35	\$ 2,586.52	\$ 2,715.85	\$ 2,851.64	\$ 2,994.22	\$ 3,143.93	\$ 3,301.13
	Annual	\$ 29,560.24	\$ 31,038.25	\$ 32,590.16	\$ 34,219.67	\$ 35,930.65	\$ 37,727.19	\$ 39,613.55
118	Hourly	\$ 14.35	\$ 15.07	\$ 15.83	\$ 16.62	\$ 17.45	\$ 18.32	\$ 19.24
	Monthly	\$ 2,487.99	\$ 2,612.39	\$ 2,743.01	\$ 2,880.16	\$ 3,024.16	\$ 3,175.37	\$ 3,334.14
	Annual	\$ 29,855.84	\$ 31,348.63	\$ 32,916.06	\$ 34,561.87	\$ 36,289.96	\$ 38,104.46	\$ 40,009.68
119	Hourly	\$ 14.50	\$ 15.22	\$ 15.98	\$ 16.78	\$ 17.62	\$ 18.50	\$ 19.43
	Monthly	\$ 2,512.87	\$ 2,638.51	\$ 2,770.44	\$ 2,908.96	\$ 3,054.41	\$ 3,207.13	\$ 3,367.48
	Annual	\$ 30,154.40	\$ 31,662.12	\$ 33,245.23	\$ 34,907.49	\$ 36,652.86	\$ 38,485.50	\$ 40,409.78
120	Hourly	\$ 14.64	\$ 15.37	\$ 16.14	\$ 16.95	\$ 17.80	\$ 18.69	\$ 19.62
	Monthly	\$ 2,538.00	\$ 2,664.90	\$ 2,798.14	\$ 2,938.05	\$ 3,084.95	\$ 3,239.20	\$ 3,401.16
	Annual	\$ 30,455.94	\$ 31,978.74	\$ 33,577.68	\$ 35,256.56	\$ 37,019.39	\$ 38,870.36	\$ 40,813.88
121	Hourly	\$ 14.79	\$ 15.53	\$ 16.30	\$ 17.12	\$ 17.98	\$ 18.87	\$ 19.82
	Monthly	\$ 2,563.38	\$ 2,691.54	\$ 2,826.12	\$ 2,967.43	\$ 3,115.80	\$ 3,271.59	\$ 3,435.17
	Annual	\$ 30,760.50	\$ 32,298.53	\$ 33,913.45	\$ 35,609.13	\$ 37,389.58	\$ 39,259.06	\$ 41,222.02
122	Hourly	\$ 14.94	\$ 15.68	\$ 16.47	\$ 17.29	\$ 18.16	\$ 19.06	\$ 20.02
	Monthly	\$ 2,589.01	\$ 2,718.46	\$ 2,854.38	\$ 2,997.10	\$ 3,146.96	\$ 3,304.30	\$ 3,469.52
	Annual	\$ 31,068.11	\$ 32,621.51	\$ 34,252.59	\$ 35,965.22	\$ 37,763.48	\$ 39,651.65	\$ 41,634.24
123	Hourly	\$ 15.09	\$ 15.84	\$ 16.63	\$ 17.46	\$ 18.34	\$ 19.25	\$ 20.22
	Monthly	\$ 2,614.90	\$ 2,745.64	\$ 2,882.93	\$ 3,027.07	\$ 3,178.43	\$ 3,337.35	\$ 3,504.21
	Annual	\$ 31,378.79	\$ 32,947.73	\$ 34,595.11	\$ 36,324.87	\$ 38,141.11	\$ 40,048.17	\$ 42,050.58
124	Hourly	\$ 15.24	\$ 16.00	\$ 16.80	\$ 17.64	\$ 18.52	\$ 19.45	\$ 20.42
	Monthly	\$ 2,641.05	\$ 2,773.10	\$ 2,911.76	\$ 3,057.34	\$ 3,210.21	\$ 3,370.72	\$ 3,539.26
	Annual	\$ 31,692.58	\$ 33,277.21	\$ 34,941.07	\$ 36,688.12	\$ 38,522.53	\$ 40,448.65	\$ 42,471.08
125	Hourly	\$ 15.39	\$ 16.16	\$ 16.97	\$ 17.81	\$ 18.71	\$ 19.64	\$ 20.62
	Monthly	\$ 2,667.46	\$ 2,800.83	\$ 2,940.87	\$ 3,087.92	\$ 3,242.31	\$ 3,404.43	\$ 3,574.65
	Annual	\$ 32,009.50	\$ 33,609.98	\$ 35,290.48	\$ 37,055.00	\$ 38,907.75	\$ 40,853.14	\$ 42,895.79
126	Hourly	\$ 15.54	\$ 16.32	\$ 17.14	\$ 17.99	\$ 18.89	\$ 19.84	\$ 20.83
	Monthly	\$ 2,694.13	\$ 2,828.84	\$ 2,970.28	\$ 3,118.80	\$ 3,274.74	\$ 3,438.47	\$ 3,610.40
	Annual	\$ 32,329.60	\$ 33,946.08	\$ 35,643.38	\$ 37,425.55	\$ 39,296.83	\$ 41,261.67	\$ 43,324.75
127	Hourly	\$ 15.70	\$ 16.48	\$ 17.31	\$ 18.17	\$ 19.08	\$ 20.04	\$ 21.04
	Monthly	\$ 2,721.07	\$ 2,857.13	\$ 2,999.98	\$ 3,149.98	\$ 3,307.48	\$ 3,472.86	\$ 3,646.50
	Annual	\$ 32,652.89	\$ 34,285.54	\$ 35,999.82	\$ 37,799.81	\$ 39,689.80	\$ 41,674.29	\$ 43,758.00
128	Hourly	\$ 15.86	\$ 16.65	\$ 17.48	\$ 18.35	\$ 19.27	\$ 20.24	\$ 21.25
	Monthly	\$ 2,748.29	\$ 2,885.70	\$ 3,029.98	\$ 3,181.48	\$ 3,340.56	\$ 3,507.59	\$ 3,682.97
	Annual	\$ 32,979.42	\$ 34,628.39	\$ 36,359.81	\$ 38,177.80	\$ 40,086.69	\$ 42,091.03	\$ 44,195.58
129	Hourly	\$ 16.01	\$ 16.81	\$ 17.66	\$ 18.54	\$ 19.47	\$ 20.44	\$ 21.46
	Monthly	\$ 2,775.77	\$ 2,914.56	\$ 3,060.28	\$ 3,213.30	\$ 3,373.96	\$ 3,542.66	\$ 3,719.79
	Annual	\$ 33,309.22	\$ 34,974.68	\$ 36,723.41	\$ 38,559.58	\$ 40,487.56	\$ 42,511.94	\$ 44,637.54
130	Hourly	\$ 16.17	\$ 16.98	\$ 17.83	\$ 18.72	\$ 19.66	\$ 20.64	\$ 21.67
	Monthly	\$ 2,803.53	\$ 2,943.70	\$ 3,090.89	\$ 3,245.43	\$ 3,407.70	\$ 3,578.09	\$ 3,756.99
	Annual	\$ 33,642.31	\$ 35,324.42	\$ 37,090.65	\$ 38,945.18	\$ 40,892.44	\$ 42,937.06	\$ 45,083.91

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
131	Hourly	\$ 16.34	\$ 17.15	\$ 18.01	\$ 18.91	\$ 19.86	\$ 20.85	\$ 21.89
	Monthly	\$ 2,831.56	\$ 2,973.14	\$ 3,121.80	\$ 3,277.89	\$ 3,441.78	\$ 3,613.87	\$ 3,794.56
	Annual	\$ 33,978.73	\$ 35,677.67	\$ 37,461.55	\$ 39,334.63	\$ 41,301.36	\$ 43,366.43	\$ 45,534.75
132	Hourly	\$ 16.50	\$ 17.32	\$ 18.19	\$ 19.10	\$ 20.05	\$ 21.06	\$ 22.11
	Monthly	\$ 2,859.88	\$ 3,002.87	\$ 3,153.01	\$ 3,310.66	\$ 3,476.20	\$ 3,650.01	\$ 3,832.51
	Annual	\$ 34,318.52	\$ 36,034.45	\$ 37,836.17	\$ 39,727.98	\$ 41,714.37	\$ 43,800.09	\$ 45,990.10
133	Hourly	\$ 16.66	\$ 17.50	\$ 18.37	\$ 19.29	\$ 20.26	\$ 21.27	\$ 22.33
	Monthly	\$ 2,888.48	\$ 3,032.90	\$ 3,184.54	\$ 3,343.77	\$ 3,510.96	\$ 3,686.51	\$ 3,870.83
	Annual	\$ 34,661.70	\$ 36,394.79	\$ 38,214.53	\$ 40,125.26	\$ 42,131.52	\$ 44,238.09	\$ 46,450.00
134	Hourly	\$ 16.83	\$ 17.67	\$ 18.56	\$ 19.48	\$ 20.46	\$ 21.48	\$ 22.56
	Monthly	\$ 2,917.36	\$ 3,063.23	\$ 3,216.39	\$ 3,377.21	\$ 3,546.07	\$ 3,723.37	\$ 3,909.54
	Annual	\$ 35,008.32	\$ 36,758.74	\$ 38,596.67	\$ 40,526.51	\$ 42,552.83	\$ 44,680.48	\$ 46,914.50
135	Hourly	\$ 17.00	\$ 17.85	\$ 18.74	\$ 19.68	\$ 20.66	\$ 21.70	\$ 22.78
	Monthly	\$ 2,946.53	\$ 3,093.86	\$ 3,248.55	\$ 3,410.98	\$ 3,581.53	\$ 3,760.61	\$ 3,948.64
	Annual	\$ 35,358.40	\$ 37,126.33	\$ 38,982.64	\$ 40,931.77	\$ 42,978.36	\$ 45,127.28	\$ 47,383.64
136	Hourly	\$ 17.17	\$ 18.03	\$ 18.93	\$ 19.88	\$ 20.87	\$ 21.91	\$ 23.01
	Monthly	\$ 2,976.00	\$ 3,124.80	\$ 3,281.04	\$ 3,445.09	\$ 3,617.35	\$ 3,798.21	\$ 3,988.12
	Annual	\$ 35,711.99	\$ 37,497.59	\$ 39,372.47	\$ 41,341.09	\$ 43,408.15	\$ 45,578.55	\$ 47,857.48
137	Hourly	\$ 17.34	\$ 18.21	\$ 19.12	\$ 20.07	\$ 21.08	\$ 22.13	\$ 23.24
	Monthly	\$ 3,005.76	\$ 3,156.05	\$ 3,313.85	\$ 3,479.54	\$ 3,653.52	\$ 3,836.19	\$ 4,028.00
	Annual	\$ 36,069.11	\$ 37,872.56	\$ 39,766.19	\$ 41,754.50	\$ 43,842.23	\$ 46,034.34	\$ 48,336.06
138	Hourly	\$ 17.51	\$ 18.39	\$ 19.31	\$ 20.28	\$ 21.29	\$ 22.35	\$ 23.47
	Monthly	\$ 3,035.82	\$ 3,187.61	\$ 3,346.99	\$ 3,514.34	\$ 3,690.05	\$ 3,874.56	\$ 4,068.28
	Annual	\$ 36,429.80	\$ 38,251.29	\$ 40,163.85	\$ 42,172.05	\$ 44,280.65	\$ 46,494.68	\$ 48,819.42
139	Hourly	\$ 17.69	\$ 18.57	\$ 19.50	\$ 20.48	\$ 21.50	\$ 22.58	\$ 23.71
	Monthly	\$ 3,066.17	\$ 3,219.48	\$ 3,380.46	\$ 3,549.48	\$ 3,726.95	\$ 3,913.30	\$ 4,108.97
	Annual	\$ 36,794.10	\$ 38,633.80	\$ 40,565.49	\$ 42,593.77	\$ 44,723.46	\$ 46,959.63	\$ 49,307.61
140	Hourly	\$ 17.87	\$ 18.76	\$ 19.70	\$ 20.68	\$ 21.72	\$ 22.80	\$ 23.94
	Monthly	\$ 3,096.84	\$ 3,251.68	\$ 3,414.26	\$ 3,584.98	\$ 3,764.22	\$ 3,952.44	\$ 4,150.06
	Annual	\$ 37,162.04	\$ 39,020.14	\$ 40,971.15	\$ 43,019.71	\$ 45,170.69	\$ 47,429.22	\$ 49,800.69
141	Hourly	\$ 18.05	\$ 18.95	\$ 19.89	\$ 20.89	\$ 21.93	\$ 23.03	\$ 24.18
	Monthly	\$ 3,127.80	\$ 3,284.20	\$ 3,448.40	\$ 3,620.83	\$ 3,801.87	\$ 3,991.96	\$ 4,191.56
	Annual	\$ 37,533.66	\$ 39,410.34	\$ 41,380.86	\$ 43,449.90	\$ 45,622.40	\$ 47,903.52	\$ 50,298.69
142	Hourly	\$ 18.23	\$ 19.14	\$ 20.09	\$ 21.10	\$ 22.15	\$ 23.26	\$ 24.42
	Monthly	\$ 3,159.08	\$ 3,317.04	\$ 3,482.89	\$ 3,657.03	\$ 3,839.89	\$ 4,031.88	\$ 4,233.47
	Annual	\$ 37,909.00	\$ 39,804.45	\$ 41,794.67	\$ 43,884.40	\$ 46,078.62	\$ 48,382.55	\$ 50,801.68
143	Hourly	\$ 18.41	\$ 19.33	\$ 20.29	\$ 21.31	\$ 22.37	\$ 23.49	\$ 24.67
	Monthly	\$ 3,190.67	\$ 3,350.21	\$ 3,517.72	\$ 3,693.60	\$ 3,878.28	\$ 4,072.20	\$ 4,275.81
	Annual	\$ 38,288.09	\$ 40,202.49	\$ 42,212.61	\$ 44,323.25	\$ 46,539.41	\$ 48,866.38	\$ 51,309.70
144	Hourly	\$ 18.59	\$ 19.52	\$ 20.50	\$ 21.52	\$ 22.60	\$ 23.73	\$ 24.91
	Monthly	\$ 3,222.58	\$ 3,383.71	\$ 3,552.90	\$ 3,730.54	\$ 3,917.07	\$ 4,112.92	\$ 4,318.57
	Annual	\$ 38,670.97	\$ 40,604.51	\$ 42,634.74	\$ 44,766.48	\$ 47,004.80	\$ 49,355.04	\$ 51,822.79
145	Hourly	\$ 18.78	\$ 19.72	\$ 20.70	\$ 21.74	\$ 22.82	\$ 23.97	\$ 25.16
	Monthly	\$ 3,254.81	\$ 3,417.55	\$ 3,588.42	\$ 3,767.85	\$ 3,956.24	\$ 4,154.05	\$ 4,361.75
	Annual	\$ 39,057.68	\$ 41,010.56	\$ 43,061.09	\$ 45,214.14	\$ 47,474.85	\$ 49,848.59	\$ 52,341.02

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
146	Hourly	\$ 18.97	\$ 19.91	\$ 20.91	\$ 21.95	\$ 23.05	\$ 24.21	\$ 25.42
	Monthly	\$ 3,287.35	\$ 3,451.72	\$ 3,624.31	\$ 3,805.52	\$ 3,995.80	\$ 4,195.59	\$ 4,405.37
	Annual	\$ 39,448.25	\$ 41,420.67	\$ 43,491.70	\$ 45,666.28	\$ 47,949.60	\$ 50,347.08	\$ 52,864.43
147	Hourly	\$ 19.16	\$ 20.11	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67
	Monthly	\$ 3,320.23	\$ 3,486.24	\$ 3,660.55	\$ 3,843.58	\$ 4,035.76	\$ 4,237.55	\$ 4,449.42
	Annual	\$ 39,842.74	\$ 41,834.87	\$ 43,926.62	\$ 46,122.95	\$ 48,429.09	\$ 50,850.55	\$ 53,393.08
148	Hourly	\$ 19.35	\$ 20.31	\$ 21.33	\$ 22.40	\$ 23.52	\$ 24.69	\$ 25.93
	Monthly	\$ 3,353.43	\$ 3,521.10	\$ 3,697.16	\$ 3,882.01	\$ 4,076.12	\$ 4,279.92	\$ 4,493.92
	Annual	\$ 40,241.16	\$ 42,253.22	\$ 44,365.88	\$ 46,584.18	\$ 48,913.39	\$ 51,359.05	\$ 53,927.01
149	Hourly	\$ 19.54	\$ 20.52	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.19
	Monthly	\$ 3,386.96	\$ 3,556.31	\$ 3,734.13	\$ 3,920.83	\$ 4,116.88	\$ 4,322.72	\$ 4,538.86
	Annual	\$ 40,643.57	\$ 42,675.75	\$ 44,809.54	\$ 47,050.02	\$ 49,402.52	\$ 51,872.64	\$ 54,466.28
150	Hourly	\$ 19.74	\$ 20.72	\$ 21.76	\$ 22.85	\$ 23.99	\$ 25.19	\$ 26.45
	Monthly	\$ 3,420.83	\$ 3,591.88	\$ 3,771.47	\$ 3,960.04	\$ 4,158.05	\$ 4,365.95	\$ 4,584.24
	Annual	\$ 41,050.01	\$ 43,102.51	\$ 45,257.64	\$ 47,520.52	\$ 49,896.54	\$ 52,391.37	\$ 55,010.94
151	Hourly	\$ 19.93	\$ 20.93	\$ 21.98	\$ 23.07	\$ 24.23	\$ 25.44	\$ 26.71
	Monthly	\$ 3,455.04	\$ 3,627.79	\$ 3,809.18	\$ 3,999.64	\$ 4,199.63	\$ 4,409.61	\$ 4,630.09
	Annual	\$ 41,460.51	\$ 43,533.54	\$ 45,710.21	\$ 47,995.72	\$ 50,395.51	\$ 52,915.28	\$ 55,561.05
152	Hourly	\$ 20.13	\$ 21.14	\$ 22.20	\$ 23.31	\$ 24.47	\$ 25.69	\$ 26.98
	Monthly	\$ 3,489.59	\$ 3,664.07	\$ 3,847.28	\$ 4,039.64	\$ 4,241.62	\$ 4,453.70	\$ 4,676.39
	Annual	\$ 41,875.12	\$ 43,968.87	\$ 46,167.31	\$ 48,475.68	\$ 50,899.46	\$ 53,444.44	\$ 56,116.66
153	Hourly	\$ 20.33	\$ 21.35	\$ 22.42	\$ 23.54	\$ 24.72	\$ 25.95	\$ 27.25
	Monthly	\$ 3,524.49	\$ 3,700.71	\$ 3,885.75	\$ 4,080.04	\$ 4,284.04	\$ 4,498.24	\$ 4,723.15
	Annual	\$ 42,293.87	\$ 44,408.56	\$ 46,628.99	\$ 48,960.44	\$ 51,408.46	\$ 53,978.88	\$ 56,677.83
154	Hourly	\$ 20.54	\$ 21.56	\$ 22.64	\$ 23.77	\$ 24.96	\$ 26.21	\$ 27.52
	Monthly	\$ 3,559.73	\$ 3,737.72	\$ 3,924.61	\$ 4,120.84	\$ 4,326.88	\$ 4,543.22	\$ 4,770.38
	Annual	\$ 42,716.81	\$ 44,852.65	\$ 47,095.28	\$ 49,450.04	\$ 51,922.54	\$ 54,518.67	\$ 57,244.60
155	Hourly	\$ 20.74	\$ 21.78	\$ 22.87	\$ 24.01	\$ 25.21	\$ 26.47	\$ 27.80
	Monthly	\$ 3,595.33	\$ 3,775.10	\$ 3,963.85	\$ 4,162.05	\$ 4,370.15	\$ 4,588.65	\$ 4,818.09
	Annual	\$ 43,143.97	\$ 45,301.17	\$ 47,566.23	\$ 49,944.54	\$ 52,441.77	\$ 55,063.86	\$ 57,817.05
156	Hourly	\$ 20.95	\$ 22.00	\$ 23.10	\$ 24.25	\$ 25.46	\$ 26.74	\$ 28.07
	Monthly	\$ 3,631.28	\$ 3,812.85	\$ 4,003.49	\$ 4,203.67	\$ 4,413.85	\$ 4,634.54	\$ 4,866.27
	Annual	\$ 43,575.41	\$ 45,754.18	\$ 48,041.89	\$ 50,443.99	\$ 52,966.19	\$ 55,614.50	\$ 58,395.22
157	Hourly	\$ 21.16	\$ 22.22	\$ 23.33	\$ 24.49	\$ 25.72	\$ 27.01	\$ 28.36
	Monthly	\$ 3,667.60	\$ 3,850.98	\$ 4,043.53	\$ 4,245.70	\$ 4,457.99	\$ 4,680.89	\$ 4,914.93
	Annual	\$ 44,011.17	\$ 46,211.73	\$ 48,522.31	\$ 50,948.43	\$ 53,495.85	\$ 56,170.64	\$ 58,979.17
158	Hourly	\$ 21.37	\$ 22.44	\$ 23.56	\$ 24.74	\$ 25.98	\$ 27.28	\$ 28.64
	Monthly	\$ 3,704.27	\$ 3,889.49	\$ 4,083.96	\$ 4,288.16	\$ 4,502.57	\$ 4,727.70	\$ 4,964.08
	Annual	\$ 44,451.28	\$ 46,673.84	\$ 49,007.53	\$ 51,457.91	\$ 54,030.81	\$ 56,732.35	\$ 59,568.97
159	Hourly	\$ 21.58	\$ 22.66	\$ 23.80	\$ 24.99	\$ 26.24	\$ 27.55	\$ 28.93
	Monthly	\$ 3,741.32	\$ 3,928.38	\$ 4,124.80	\$ 4,331.04	\$ 4,547.59	\$ 4,774.97	\$ 5,013.72
	Annual	\$ 44,895.79	\$ 47,140.58	\$ 49,497.61	\$ 51,972.49	\$ 54,571.12	\$ 57,299.67	\$ 60,164.65
160	Hourly	\$ 21.80	\$ 22.89	\$ 24.03	\$ 25.24	\$ 26.50	\$ 27.82	\$ 29.21
	Monthly	\$ 3,778.73	\$ 3,967.67	\$ 4,166.05	\$ 4,374.35	\$ 4,593.07	\$ 4,822.72	\$ 5,063.86
	Annual	\$ 45,344.75	\$ 47,611.99	\$ 49,992.59	\$ 52,492.22	\$ 55,116.83	\$ 57,872.67	\$ 60,766.30

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
161	Hourly	\$ 22.02	\$ 23.12	\$ 24.28	\$ 25.49	\$ 26.76	\$ 28.10	\$ 29.51
	Monthly	\$ 3,816.52	\$ 4,007.34	\$ 4,207.71	\$ 4,418.09	\$ 4,639.00	\$ 4,870.95	\$ 5,114.50
	Annual	\$ 45,798.20	\$ 48,088.11	\$ 50,492.51	\$ 53,017.14	\$ 55,667.99	\$ 58,451.39	\$ 61,373.96
162	Hourly	\$ 22.24	\$ 23.35	\$ 24.52	\$ 25.74	\$ 27.03	\$ 28.38	\$ 29.80
	Monthly	\$ 3,854.68	\$ 4,047.42	\$ 4,249.79	\$ 4,462.28	\$ 4,685.39	\$ 4,919.66	\$ 5,165.64
	Annual	\$ 46,256.18	\$ 48,568.99	\$ 50,997.44	\$ 53,547.31	\$ 56,224.67	\$ 59,035.91	\$ 61,987.70
163	Hourly	\$ 22.46	\$ 23.58	\$ 24.76	\$ 26.00	\$ 27.30	\$ 28.67	\$ 30.10
	Monthly	\$ 3,893.23	\$ 4,087.89	\$ 4,292.28	\$ 4,506.90	\$ 4,732.24	\$ 4,968.86	\$ 5,217.30
	Annual	\$ 46,718.74	\$ 49,054.68	\$ 51,507.41	\$ 54,082.78	\$ 56,786.92	\$ 59,626.27	\$ 62,607.58
164	Hourly	\$ 22.69	\$ 23.82	\$ 25.01	\$ 26.26	\$ 27.57	\$ 28.95	\$ 30.40
	Monthly	\$ 3,932.16	\$ 4,128.77	\$ 4,335.21	\$ 4,551.97	\$ 4,779.57	\$ 5,018.54	\$ 5,269.47
	Annual	\$ 47,185.93	\$ 49,545.22	\$ 52,022.49	\$ 54,623.61	\$ 57,354.79	\$ 60,222.53	\$ 63,233.66
165	Hourly	\$ 22.91	\$ 24.06	\$ 25.26	\$ 26.52	\$ 27.85	\$ 29.24	\$ 30.70
	Monthly	\$ 3,971.48	\$ 4,170.06	\$ 4,378.56	\$ 4,597.49	\$ 4,827.36	\$ 5,068.73	\$ 5,322.17
	Annual	\$ 47,657.79	\$ 50,040.68	\$ 52,542.71	\$ 55,169.85	\$ 57,928.34	\$ 60,824.76	\$ 63,865.99
166	Hourly	\$ 23.14	\$ 24.30	\$ 25.51	\$ 26.79	\$ 28.13	\$ 29.54	\$ 31.01
	Monthly	\$ 4,011.20	\$ 4,211.76	\$ 4,422.34	\$ 4,643.46	\$ 4,875.64	\$ 5,119.42	\$ 5,375.39
	Annual	\$ 48,134.37	\$ 50,541.08	\$ 53,068.14	\$ 55,721.54	\$ 58,507.62	\$ 61,433.00	\$ 64,504.65
167	Hourly	\$ 23.37	\$ 24.54	\$ 25.77	\$ 27.06	\$ 28.41	\$ 29.83	\$ 31.32
	Monthly	\$ 4,051.31	\$ 4,253.87	\$ 4,466.57	\$ 4,689.90	\$ 4,924.39	\$ 5,170.61	\$ 5,429.14
	Annual	\$ 48,615.71	\$ 51,046.49	\$ 53,598.82	\$ 56,278.76	\$ 59,092.70	\$ 62,047.33	\$ 65,149.70
168	Hourly	\$ 23.61	\$ 24.79	\$ 26.03	\$ 27.33	\$ 28.69	\$ 30.13	\$ 31.64
	Monthly	\$ 4,091.82	\$ 4,296.41	\$ 4,511.23	\$ 4,736.80	\$ 4,973.63	\$ 5,222.32	\$ 5,483.43
	Annual	\$ 49,101.87	\$ 51,556.96	\$ 54,134.81	\$ 56,841.55	\$ 59,683.63	\$ 62,667.81	\$ 65,801.20
169	Hourly	\$ 23.84	\$ 25.03	\$ 26.29	\$ 27.60	\$ 28.98	\$ 30.43	\$ 31.95
	Monthly	\$ 4,132.74	\$ 4,339.38	\$ 4,556.35	\$ 4,784.16	\$ 5,023.37	\$ 5,274.54	\$ 5,538.27
	Annual	\$ 49,592.88	\$ 52,072.53	\$ 54,676.16	\$ 57,409.96	\$ 60,280.46	\$ 63,294.48	\$ 66,459.21
170	Hourly	\$ 24.08	\$ 25.29	\$ 26.55	\$ 27.88	\$ 29.27	\$ 30.73	\$ 32.27
	Monthly	\$ 4,174.07	\$ 4,382.77	\$ 4,601.91	\$ 4,832.01	\$ 5,073.61	\$ 5,327.29	\$ 5,593.65
	Annual	\$ 50,088.81	\$ 52,593.25	\$ 55,222.92	\$ 57,984.06	\$ 60,883.27	\$ 63,927.43	\$ 67,123.80
171	Hourly	\$ 24.32	\$ 25.54	\$ 26.81	\$ 28.16	\$ 29.56	\$ 31.04	\$ 32.59
	Monthly	\$ 4,215.81	\$ 4,426.60	\$ 4,647.93	\$ 4,880.33	\$ 5,124.34	\$ 5,380.56	\$ 5,649.59
	Annual	\$ 50,589.70	\$ 53,119.19	\$ 55,775.15	\$ 58,563.90	\$ 61,492.10	\$ 64,566.70	\$ 67,795.04
172	Hourly	\$ 24.57	\$ 25.79	\$ 27.08	\$ 28.44	\$ 29.86	\$ 31.35	\$ 32.92
	Monthly	\$ 4,257.97	\$ 4,470.86	\$ 4,694.41	\$ 4,929.13	\$ 5,175.58	\$ 5,434.36	\$ 5,706.08
	Annual	\$ 51,095.60	\$ 53,650.38	\$ 56,332.90	\$ 59,149.54	\$ 62,107.02	\$ 65,212.37	\$ 68,472.99
173	Hourly	\$ 24.81	\$ 26.05	\$ 27.35	\$ 28.72	\$ 30.16	\$ 31.67	\$ 33.25
	Monthly	\$ 4,300.55	\$ 4,515.57	\$ 4,741.35	\$ 4,978.42	\$ 5,227.34	\$ 5,488.71	\$ 5,763.14
	Annual	\$ 51,606.55	\$ 54,186.88	\$ 56,896.23	\$ 59,741.04	\$ 62,728.09	\$ 65,864.49	\$ 69,157.72
174	Hourly	\$ 25.06	\$ 26.31	\$ 27.63	\$ 29.01	\$ 30.46	\$ 31.98	\$ 33.58
	Monthly	\$ 4,343.55	\$ 4,560.73	\$ 4,788.77	\$ 5,028.20	\$ 5,279.61	\$ 5,543.59	\$ 5,820.77
	Annual	\$ 52,122.62	\$ 54,728.75	\$ 57,465.19	\$ 60,338.45	\$ 63,355.37	\$ 66,523.14	\$ 69,849.30
175	Hourly	\$ 25.31	\$ 26.58	\$ 27.90	\$ 29.30	\$ 30.76	\$ 32.30	\$ 33.92
	Monthly	\$ 4,386.99	\$ 4,606.34	\$ 4,836.65	\$ 5,078.49	\$ 5,332.41	\$ 5,599.03	\$ 5,878.98
	Annual	\$ 52,643.85	\$ 55,276.04	\$ 58,039.84	\$ 60,941.83	\$ 63,988.92	\$ 67,188.37	\$ 70,547.79

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
176	Hourly	\$ 25.56	\$ 26.84	\$ 28.18	\$ 29.59	\$ 31.07	\$ 32.63	\$ 34.26
	Monthly	\$ 4,430.86	\$ 4,652.40	\$ 4,885.02	\$ 5,129.27	\$ 5,385.73	\$ 5,655.02	\$ 5,937.77
	Annual	\$ 53,170.29	\$ 55,828.80	\$ 58,620.24	\$ 61,551.25	\$ 64,628.81	\$ 67,860.25	\$ 71,253.27
177	Hourly	\$ 25.82	\$ 27.11	\$ 28.46	\$ 29.89	\$ 31.38	\$ 32.95	\$ 34.60
	Monthly	\$ 4,475.17	\$ 4,698.92	\$ 4,933.87	\$ 5,180.56	\$ 5,439.59	\$ 5,711.57	\$ 5,997.15
	Annual	\$ 53,701.99	\$ 56,387.09	\$ 59,206.44	\$ 62,166.76	\$ 65,275.10	\$ 68,538.86	\$ 71,965.80
178	Hourly	\$ 26.08	\$ 27.38	\$ 28.75	\$ 30.19	\$ 31.70	\$ 33.28	\$ 34.94
	Monthly	\$ 4,519.92	\$ 4,745.91	\$ 4,983.21	\$ 5,232.37	\$ 5,493.99	\$ 5,768.69	\$ 6,057.12
	Annual	\$ 54,239.01	\$ 56,950.96	\$ 59,798.51	\$ 62,788.43	\$ 65,927.85	\$ 69,224.25	\$ 72,685.46
179	Hourly	\$ 26.34	\$ 27.65	\$ 29.04	\$ 30.49	\$ 32.01	\$ 33.61	\$ 35.29
	Monthly	\$ 4,565.12	\$ 4,793.37	\$ 5,033.04	\$ 5,284.69	\$ 5,548.93	\$ 5,826.37	\$ 6,117.69
	Annual	\$ 54,781.40	\$ 57,520.47	\$ 60,396.49	\$ 63,416.32	\$ 66,587.13	\$ 69,916.49	\$ 73,412.31
180	Hourly	\$ 26.60	\$ 27.93	\$ 29.33	\$ 30.79	\$ 32.33	\$ 33.95	\$ 35.65
	Monthly	\$ 4,610.77	\$ 4,841.31	\$ 5,083.37	\$ 5,337.54	\$ 5,604.42	\$ 5,884.64	\$ 6,178.87
	Annual	\$ 55,329.21	\$ 58,095.67	\$ 61,000.46	\$ 64,050.48	\$ 67,253.00	\$ 70,615.65	\$ 74,146.44
181	Hourly	\$ 26.87	\$ 28.21	\$ 29.62	\$ 31.10	\$ 32.66	\$ 34.29	\$ 36.00
	Monthly	\$ 4,656.88	\$ 4,889.72	\$ 5,134.21	\$ 5,390.92	\$ 5,660.46	\$ 5,943.48	\$ 6,240.66
	Annual	\$ 55,882.50	\$ 58,676.63	\$ 61,610.46	\$ 64,690.98	\$ 67,925.53	\$ 71,321.81	\$ 74,887.90
182	Hourly	\$ 27.14	\$ 28.49	\$ 29.92	\$ 31.41	\$ 32.98	\$ 34.63	\$ 36.36
	Monthly	\$ 4,703.44	\$ 4,938.62	\$ 5,185.55	\$ 5,444.82	\$ 5,717.07	\$ 6,002.92	\$ 6,303.06
	Annual	\$ 56,441.33	\$ 59,263.40	\$ 62,226.57	\$ 65,337.89	\$ 68,604.79	\$ 72,035.03	\$ 75,636.78
183	Hourly	\$ 27.41	\$ 28.78	\$ 30.22	\$ 31.73	\$ 33.31	\$ 34.98	\$ 36.73
	Monthly	\$ 4,750.48	\$ 4,988.00	\$ 5,237.40	\$ 5,499.27	\$ 5,774.24	\$ 6,062.95	\$ 6,366.10
	Annual	\$ 57,005.74	\$ 59,856.03	\$ 62,848.83	\$ 65,991.27	\$ 69,290.84	\$ 72,755.38	\$ 76,393.15
184	Hourly	\$ 27.68	\$ 29.06	\$ 30.52	\$ 32.04	\$ 33.65	\$ 35.33	\$ 37.09
	Monthly	\$ 4,797.98	\$ 5,037.88	\$ 5,289.78	\$ 5,554.27	\$ 5,831.98	\$ 6,123.58	\$ 6,429.76
	Annual	\$ 57,575.80	\$ 60,454.59	\$ 63,477.32	\$ 66,651.19	\$ 69,983.74	\$ 73,482.93	\$ 77,157.08
185	Hourly	\$ 27.96	\$ 29.36	\$ 30.82	\$ 32.36	\$ 33.98	\$ 35.68	\$ 37.47
	Monthly	\$ 4,845.96	\$ 5,088.26	\$ 5,342.67	\$ 5,609.81	\$ 5,890.30	\$ 6,184.81	\$ 6,494.05
	Annual	\$ 58,151.56	\$ 61,059.14	\$ 64,112.09	\$ 67,317.70	\$ 70,683.58	\$ 74,217.76	\$ 77,928.65
186	Hourly	\$ 28.24	\$ 29.65	\$ 31.13	\$ 32.69	\$ 34.32	\$ 36.04	\$ 37.84
	Monthly	\$ 4,894.42	\$ 5,139.14	\$ 5,396.10	\$ 5,665.91	\$ 5,949.20	\$ 6,246.66	\$ 6,558.99
	Annual	\$ 58,733.07	\$ 61,669.73	\$ 64,753.21	\$ 67,990.87	\$ 71,390.42	\$ 74,959.94	\$ 78,707.94
187	Hourly	\$ 28.52	\$ 29.95	\$ 31.44	\$ 33.01	\$ 34.67	\$ 36.40	\$ 38.22
	Monthly	\$ 4,943.37	\$ 5,190.54	\$ 5,450.06	\$ 5,722.57	\$ 6,008.69	\$ 6,309.13	\$ 6,624.58
	Annual	\$ 59,320.40	\$ 62,286.42	\$ 65,400.75	\$ 68,670.78	\$ 72,104.32	\$ 75,709.54	\$ 79,495.01
188	Hourly	\$ 28.80	\$ 30.24	\$ 31.76	\$ 33.34	\$ 35.01	\$ 36.76	\$ 38.60
	Monthly	\$ 4,992.80	\$ 5,242.44	\$ 5,504.56	\$ 5,779.79	\$ 6,068.78	\$ 6,372.22	\$ 6,690.83
	Annual	\$ 59,913.61	\$ 62,909.29	\$ 66,054.75	\$ 69,357.49	\$ 72,825.37	\$ 76,466.63	\$ 80,289.96
189	Hourly	\$ 29.09	\$ 30.55	\$ 32.07	\$ 33.68	\$ 35.36	\$ 37.13	\$ 38.99
	Monthly	\$ 5,042.73	\$ 5,294.87	\$ 5,559.61	\$ 5,837.59	\$ 6,129.47	\$ 6,435.94	\$ 6,757.74
	Annual	\$ 60,512.74	\$ 63,538.38	\$ 66,715.30	\$ 70,051.07	\$ 73,553.62	\$ 77,231.30	\$ 81,092.86
190	Hourly	\$ 29.38	\$ 30.85	\$ 32.40	\$ 34.02	\$ 35.72	\$ 37.50	\$ 39.38
	Monthly	\$ 5,093.16	\$ 5,347.81	\$ 5,615.20	\$ 5,895.96	\$ 6,190.76	\$ 6,500.30	\$ 6,825.32
	Annual	\$ 61,117.87	\$ 64,173.77	\$ 67,382.45	\$ 70,751.58	\$ 74,289.15	\$ 78,003.61	\$ 81,903.79

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
191	Hourly	\$ 29.68	\$ 31.16	\$ 32.72	\$ 34.36	\$ 36.07	\$ 37.88	\$ 39.77
	Monthly	\$ 5,144.09	\$ 5,401.29	\$ 5,671.36	\$ 5,954.92	\$ 6,252.67	\$ 6,565.30	\$ 6,893.57
	Annual	\$ 61,729.05	\$ 64,815.50	\$ 68,056.28	\$ 71,459.09	\$ 75,032.05	\$ 78,783.65	\$ 82,722.83
192	Hourly	\$ 29.97	\$ 31.47	\$ 33.05	\$ 34.70	\$ 36.43	\$ 38.26	\$ 40.17
	Monthly	\$ 5,195.53	\$ 5,455.30	\$ 5,728.07	\$ 6,014.47	\$ 6,315.20	\$ 6,630.96	\$ 6,962.50
	Annual	\$ 62,346.34	\$ 65,463.66	\$ 68,736.84	\$ 72,173.68	\$ 75,782.37	\$ 79,571.49	\$ 83,550.06
193	Hourly	\$ 30.27	\$ 31.79	\$ 33.38	\$ 35.05	\$ 36.80	\$ 38.64	\$ 40.57
	Monthly	\$ 5,247.48	\$ 5,509.86	\$ 5,785.35	\$ 6,074.62	\$ 6,378.35	\$ 6,697.27	\$ 7,032.13
	Annual	\$ 62,969.80	\$ 66,118.29	\$ 69,424.21	\$ 72,895.42	\$ 76,540.19	\$ 80,367.20	\$ 84,385.56
194	Hourly	\$ 30.58	\$ 32.11	\$ 33.71	\$ 35.40	\$ 37.17	\$ 39.02	\$ 40.98
	Monthly	\$ 5,299.96	\$ 5,564.96	\$ 5,843.20	\$ 6,135.36	\$ 6,442.13	\$ 6,764.24	\$ 7,102.45
	Annual	\$ 63,599.50	\$ 66,779.48	\$ 70,118.45	\$ 73,624.37	\$ 77,305.59	\$ 81,170.87	\$ 85,229.42
195	Hourly	\$ 30.88	\$ 32.43	\$ 34.05	\$ 35.75	\$ 37.54	\$ 39.41	\$ 41.39
	Monthly	\$ 5,352.96	\$ 5,620.61	\$ 5,901.64	\$ 6,196.72	\$ 6,506.55	\$ 6,831.88	\$ 7,173.48
	Annual	\$ 64,235.50	\$ 67,447.27	\$ 70,819.64	\$ 74,360.62	\$ 78,078.65	\$ 81,982.58	\$ 86,081.71
196	Hourly	\$ 31.19	\$ 32.75	\$ 34.39	\$ 36.11	\$ 37.91	\$ 39.81	\$ 41.80
	Monthly	\$ 5,406.49	\$ 5,676.81	\$ 5,960.65	\$ 6,258.69	\$ 6,571.62	\$ 6,900.20	\$ 7,245.21
	Annual	\$ 64,877.85	\$ 68,121.74	\$ 71,527.83	\$ 75,104.22	\$ 78,859.43	\$ 82,802.41	\$ 86,942.53
197	Hourly	\$ 31.50	\$ 33.08	\$ 34.73	\$ 36.47	\$ 38.29	\$ 40.21	\$ 42.22
	Monthly	\$ 5,460.55	\$ 5,733.58	\$ 6,020.26	\$ 6,321.27	\$ 6,637.34	\$ 6,969.20	\$ 7,317.66
	Annual	\$ 65,526.63	\$ 68,802.96	\$ 72,243.11	\$ 75,855.27	\$ 79,648.03	\$ 83,630.43	\$ 87,811.95
198	Hourly	\$ 31.82	\$ 33.41	\$ 35.08	\$ 36.83	\$ 38.68	\$ 40.61	\$ 42.64
	Monthly	\$ 5,515.16	\$ 5,790.92	\$ 6,080.46	\$ 6,384.48	\$ 6,703.71	\$ 7,038.89	\$ 7,390.84
	Annual	\$ 66,181.90	\$ 69,490.99	\$ 72,965.54	\$ 76,613.82	\$ 80,444.51	\$ 84,466.73	\$ 88,690.07
199	Hourly	\$ 32.14	\$ 33.74	\$ 35.43	\$ 37.20	\$ 39.06	\$ 41.02	\$ 43.07
	Monthly	\$ 5,570.31	\$ 5,848.83	\$ 6,141.27	\$ 6,448.33	\$ 6,770.75	\$ 7,109.28	\$ 7,464.75
	Annual	\$ 66,843.72	\$ 70,185.90	\$ 73,695.20	\$ 77,379.96	\$ 81,248.95	\$ 85,311.40	\$ 89,576.97
200	Hourly	\$ 32.46	\$ 34.08	\$ 35.78	\$ 37.57	\$ 39.45	\$ 41.43	\$ 43.50
	Monthly	\$ 5,626.01	\$ 5,907.31	\$ 6,202.68	\$ 6,512.81	\$ 6,838.45	\$ 7,180.38	\$ 7,539.40
	Annual	\$ 67,512.15	\$ 70,887.76	\$ 74,432.15	\$ 78,153.76	\$ 82,061.44	\$ 86,164.52	\$ 90,472.74
201	Hourly	\$ 32.78	\$ 34.42	\$ 36.14	\$ 37.95	\$ 39.85	\$ 41.84	\$ 43.93
	Monthly	\$ 5,682.27	\$ 5,966.39	\$ 6,264.71	\$ 6,577.94	\$ 6,906.84	\$ 7,252.18	\$ 7,614.79
	Annual	\$ 68,187.27	\$ 71,596.64	\$ 75,176.47	\$ 78,935.29	\$ 82,882.06	\$ 87,026.16	\$ 91,377.47
202	Hourly	\$ 33.11	\$ 34.77	\$ 36.50	\$ 38.33	\$ 40.25	\$ 42.26	\$ 44.37
	Monthly	\$ 5,739.10	\$ 6,026.05	\$ 6,327.35	\$ 6,643.72	\$ 6,975.91	\$ 7,324.70	\$ 7,690.94
	Annual	\$ 68,869.15	\$ 72,312.60	\$ 75,928.24	\$ 79,724.65	\$ 83,710.88	\$ 87,896.42	\$ 92,291.24
203	Hourly	\$ 33.44	\$ 35.11	\$ 36.87	\$ 38.71	\$ 40.65	\$ 42.68	\$ 44.81
	Monthly	\$ 5,796.49	\$ 6,086.31	\$ 6,390.63	\$ 6,710.16	\$ 7,045.67	\$ 7,397.95	\$ 7,767.85
	Annual	\$ 69,557.84	\$ 73,035.73	\$ 76,687.52	\$ 80,521.89	\$ 84,547.99	\$ 88,775.39	\$ 93,214.16
204	Hourly	\$ 33.78	\$ 35.46	\$ 37.24	\$ 39.10	\$ 41.05	\$ 43.11	\$ 45.26
	Monthly	\$ 5,854.45	\$ 6,147.17	\$ 6,454.53	\$ 6,777.26	\$ 7,116.12	\$ 7,471.93	\$ 7,845.52
	Annual	\$ 70,253.42	\$ 73,766.09	\$ 77,454.39	\$ 81,327.11	\$ 85,393.47	\$ 89,663.14	\$ 94,146.30
205	Hourly	\$ 34.11	\$ 35.82	\$ 37.61	\$ 39.49	\$ 41.47	\$ 43.54	\$ 45.72
	Monthly	\$ 5,913.00	\$ 6,208.65	\$ 6,519.08	\$ 6,845.03	\$ 7,187.28	\$ 7,546.65	\$ 7,923.98
	Annual	\$ 70,955.95	\$ 74,503.75	\$ 78,228.94	\$ 82,140.38	\$ 86,247.40	\$ 90,559.77	\$ 95,087.76

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
206	Hourly	\$ 34.45	\$ 36.18	\$ 37.99	\$ 39.89	\$ 41.88	\$ 43.97	\$ 46.17
	Monthly	\$ 5,972.13	\$ 6,270.73	\$ 6,584.27	\$ 6,913.48	\$ 7,259.16	\$ 7,622.11	\$ 8,003.22
	Annual	\$ 71,665.51	\$ 75,248.79	\$ 79,011.23	\$ 82,961.79	\$ 87,109.88	\$ 91,465.37	\$ 96,038.64
207	Hourly	\$ 34.80	\$ 36.54	\$ 38.37	\$ 40.28	\$ 42.30	\$ 44.41	\$ 46.63
	Monthly	\$ 6,031.85	\$ 6,333.44	\$ 6,650.11	\$ 6,982.62	\$ 7,331.75	\$ 7,698.34	\$ 8,083.25
	Annual	\$ 72,382.17	\$ 76,001.27	\$ 79,801.34	\$ 83,791.41	\$ 87,980.98	\$ 92,380.02	\$ 96,999.03
208	Hourly	\$ 35.15	\$ 36.90	\$ 38.75	\$ 40.69	\$ 42.72	\$ 44.86	\$ 47.10
	Monthly	\$ 6,092.17	\$ 6,396.77	\$ 6,716.61	\$ 7,052.44	\$ 7,405.07	\$ 7,775.32	\$ 8,164.08
	Annual	\$ 73,105.99	\$ 76,761.29	\$ 80,599.35	\$ 84,629.32	\$ 88,860.79	\$ 93,303.82	\$ 97,969.02
209	Hourly	\$ 35.50	\$ 37.27	\$ 39.14	\$ 41.09	\$ 43.15	\$ 45.31	\$ 47.57
	Monthly	\$ 6,153.09	\$ 6,460.74	\$ 6,783.78	\$ 7,122.97	\$ 7,479.12	\$ 7,853.07	\$ 8,245.73
	Annual	\$ 73,837.05	\$ 77,528.90	\$ 81,405.35	\$ 85,475.61	\$ 89,749.39	\$ 94,236.86	\$ 98,948.71
210	Hourly	\$ 35.85	\$ 37.65	\$ 39.53	\$ 41.50	\$ 43.58	\$ 45.76	\$ 48.05
	Monthly	\$ 6,214.62	\$ 6,525.35	\$ 6,851.62	\$ 7,194.20	\$ 7,553.91	\$ 7,931.60	\$ 8,328.18
	Annual	\$ 74,575.42	\$ 78,304.19	\$ 82,219.40	\$ 86,330.37	\$ 90,646.89	\$ 95,179.23	\$ 99,938.19
211	Hourly	\$ 36.21	\$ 38.02	\$ 39.92	\$ 41.92	\$ 44.02	\$ 46.22	\$ 48.53
	Monthly	\$ 6,276.76	\$ 6,590.60	\$ 6,920.13	\$ 7,266.14	\$ 7,629.45	\$ 8,010.92	\$ 8,411.46
	Annual	\$ 75,321.17	\$ 79,087.23	\$ 83,041.59	\$ 87,193.67	\$ 91,553.36	\$ 96,131.02	\$ 100,937.57
212	Hourly	\$ 36.57	\$ 38.40	\$ 40.32	\$ 42.34	\$ 44.46	\$ 46.68	\$ 49.01
	Monthly	\$ 6,339.53	\$ 6,656.51	\$ 6,989.33	\$ 7,338.80	\$ 7,705.74	\$ 8,091.03	\$ 8,495.58
	Annual	\$ 76,074.38	\$ 79,878.10	\$ 83,872.01	\$ 88,065.61	\$ 92,468.89	\$ 97,092.33	\$ 101,946.95
213	Hourly	\$ 36.94	\$ 38.79	\$ 40.73	\$ 42.76	\$ 44.90	\$ 47.15	\$ 49.50
	Monthly	\$ 6,402.93	\$ 6,723.07	\$ 7,059.23	\$ 7,412.19	\$ 7,782.80	\$ 8,171.94	\$ 8,580.53
	Annual	\$ 76,835.13	\$ 80,676.88	\$ 84,710.73	\$ 88,946.26	\$ 93,393.58	\$ 98,063.26	\$ 102,966.42
214	Hourly	\$ 37.31	\$ 39.17	\$ 41.13	\$ 43.19	\$ 45.35	\$ 47.62	\$ 50.00
	Monthly	\$ 6,466.96	\$ 6,790.30	\$ 7,129.82	\$ 7,486.31	\$ 7,860.63	\$ 8,253.66	\$ 8,666.34
	Annual	\$ 77,603.48	\$ 81,483.65	\$ 85,557.84	\$ 89,835.73	\$ 94,327.51	\$ 99,043.89	\$ 103,996.08
215	Hourly	\$ 37.68	\$ 39.57	\$ 41.54	\$ 43.62	\$ 45.80	\$ 48.09	\$ 50.50
	Monthly	\$ 6,531.63	\$ 6,858.21	\$ 7,201.12	\$ 7,561.17	\$ 7,939.23	\$ 8,336.19	\$ 8,753.00
	Annual	\$ 78,379.51	\$ 82,298.49	\$ 86,413.41	\$ 90,734.08	\$ 95,270.79	\$ 100,034.33	\$ 105,036.04
216	Hourly	\$ 38.06	\$ 39.96	\$ 41.96	\$ 44.06	\$ 46.26	\$ 48.57	\$ 51.00
	Monthly	\$ 6,596.94	\$ 6,926.79	\$ 7,273.13	\$ 7,636.79	\$ 8,018.62	\$ 8,419.56	\$ 8,840.53
	Annual	\$ 79,163.31	\$ 83,121.47	\$ 87,277.55	\$ 91,641.43	\$ 96,223.50	\$ 101,034.67	\$ 106,086.41
217	Hourly	\$ 38.44	\$ 40.36	\$ 42.38	\$ 44.50	\$ 46.72	\$ 49.06	\$ 51.51
	Monthly	\$ 6,662.91	\$ 6,996.06	\$ 7,345.86	\$ 7,713.15	\$ 8,098.81	\$ 8,503.75	\$ 8,928.94
	Annual	\$ 79,954.94	\$ 83,952.69	\$ 88,150.32	\$ 92,557.84	\$ 97,185.73	\$ 102,045.02	\$ 107,147.27
218	Hourly	\$ 38.82	\$ 40.77	\$ 42.80	\$ 44.94	\$ 47.19	\$ 49.55	\$ 52.03
	Monthly	\$ 6,729.54	\$ 7,066.02	\$ 7,419.32	\$ 7,790.28	\$ 8,179.80	\$ 8,588.79	\$ 9,018.23
	Annual	\$ 80,754.49	\$ 84,792.22	\$ 89,031.83	\$ 93,483.42	\$ 98,157.59	\$ 103,065.47	\$ 108,218.74
219	Hourly	\$ 39.21	\$ 41.17	\$ 43.23	\$ 45.39	\$ 47.66	\$ 50.05	\$ 52.55
	Monthly	\$ 6,796.84	\$ 7,136.68	\$ 7,493.51	\$ 7,868.19	\$ 8,261.60	\$ 8,674.68	\$ 9,108.41
	Annual	\$ 81,562.04	\$ 85,640.14	\$ 89,922.15	\$ 94,418.25	\$ 99,139.17	\$ 104,096.12	\$ 109,300.93
220	Hourly	\$ 39.60	\$ 41.58	\$ 43.66	\$ 45.85	\$ 48.14	\$ 50.55	\$ 53.07
	Monthly	\$ 6,864.80	\$ 7,208.04	\$ 7,568.45	\$ 7,946.87	\$ 8,344.21	\$ 8,761.42	\$ 9,199.49
	Annual	\$ 82,377.66	\$ 86,496.54	\$ 90,821.37	\$ 95,362.44	\$ 100,130.56	\$ 105,137.08	\$ 110,393.94

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
	Hourly	\$ 40.00	\$ 42.00	\$ 44.10	\$ 46.31	\$ 48.62	\$ 51.05	\$ 53.60
221	Monthly	\$ 6,933.45	\$ 7,280.13	\$ 7,644.13	\$ 8,026.34	\$ 8,427.66	\$ 8,849.04	\$ 9,291.49
	Annual	\$ 83,201.43	\$ 87,361.51	\$ 91,729.58	\$ 96,316.06	\$ 101,131.86	\$ 106,188.46	\$ 111,497.88
	Hourly	\$ 40.40	\$ 42.42	\$ 44.54	\$ 46.77	\$ 49.11	\$ 51.56	\$ 54.14
222	Monthly	\$ 7,002.79	\$ 7,352.93	\$ 7,720.57	\$ 8,106.60	\$ 8,511.93	\$ 8,937.53	\$ 9,384.40
	Annual	\$ 84,033.45	\$ 88,235.12	\$ 92,646.88	\$ 97,279.22	\$ 102,143.18	\$ 107,250.34	\$ 112,612.86
	Hourly	\$ 40.80	\$ 42.84	\$ 44.99	\$ 47.24	\$ 49.60	\$ 52.08	\$ 54.68
223	Monthly	\$ 7,072.82	\$ 7,426.46	\$ 7,797.78	\$ 8,187.67	\$ 8,597.05	\$ 9,026.90	\$ 9,478.25
	Annual	\$ 84,873.78	\$ 89,117.47	\$ 93,573.34	\$ 98,252.01	\$ 103,164.61	\$ 108,322.84	\$ 113,738.99
	Hourly	\$ 41.21	\$ 43.27	\$ 45.44	\$ 47.71	\$ 50.09	\$ 52.60	\$ 55.23
224	Monthly	\$ 7,143.54	\$ 7,500.72	\$ 7,875.76	\$ 8,269.54	\$ 8,683.02	\$ 9,117.17	\$ 9,573.03
	Annual	\$ 85,722.52	\$ 90,008.65	\$ 94,509.08	\$ 99,234.53	\$ 104,196.26	\$ 109,406.07	\$ 114,876.38
	Hourly	\$ 41.62	\$ 43.71	\$ 45.89	\$ 48.19	\$ 50.60	\$ 53.13	\$ 55.78
225	Monthly	\$ 7,214.98	\$ 7,575.73	\$ 7,954.51	\$ 8,352.24	\$ 8,769.85	\$ 9,208.34	\$ 9,668.76
	Annual	\$ 86,579.75	\$ 90,908.73	\$ 95,454.17	\$ 100,226.88	\$ 105,238.22	\$ 110,500.13	\$ 116,025.14
	Hourly	\$ 42.04	\$ 44.14	\$ 46.35	\$ 48.67	\$ 51.10	\$ 53.66	\$ 56.34
226	Monthly	\$ 7,287.13	\$ 7,651.48	\$ 8,034.06	\$ 8,435.76	\$ 8,857.55	\$ 9,300.43	\$ 9,765.45
	Annual	\$ 87,445.54	\$ 91,817.82	\$ 96,408.71	\$ 101,229.15	\$ 106,290.60	\$ 111,605.13	\$ 117,185.39
	Hourly	\$ 42.46	\$ 44.58	\$ 46.81	\$ 49.15	\$ 51.61	\$ 54.19	\$ 56.90
227	Monthly	\$ 7,360.00	\$ 7,728.00	\$ 8,114.40	\$ 8,520.12	\$ 8,946.13	\$ 9,393.43	\$ 9,863.10
	Annual	\$ 88,320.00	\$ 92,736.00	\$ 97,372.80	\$ 102,241.44	\$ 107,353.51	\$ 112,721.19	\$ 118,357.24
	Hourly	\$ 42.89	\$ 45.03	\$ 47.28	\$ 49.65	\$ 52.13	\$ 54.73	\$ 57.47
228	Monthly	\$ 7,433.60	\$ 7,805.28	\$ 8,195.54	\$ 8,605.32	\$ 9,035.59	\$ 9,487.37	\$ 9,961.73
	Annual	\$ 89,203.20	\$ 93,663.36	\$ 98,346.53	\$ 103,263.85	\$ 108,427.04	\$ 113,848.40	\$ 119,540.82
	Hourly	\$ 43.32	\$ 45.48	\$ 47.75	\$ 50.14	\$ 52.65	\$ 55.28	\$ 58.05
229	Monthly	\$ 7,507.94	\$ 7,883.33	\$ 8,277.50	\$ 8,691.37	\$ 9,125.94	\$ 9,582.24	\$ 10,061.35
	Annual	\$ 90,095.23	\$ 94,599.99	\$ 99,329.99	\$ 104,296.49	\$ 109,511.32	\$ 114,986.88	\$ 120,736.23
	Hourly	\$ 43.75	\$ 45.94	\$ 48.23	\$ 50.64	\$ 53.18	\$ 55.83	\$ 58.63
230	Monthly	\$ 7,583.02	\$ 7,962.17	\$ 8,360.27	\$ 8,778.29	\$ 9,217.20	\$ 9,678.06	\$ 10,161.97
	Annual	\$ 90,996.18	\$ 95,545.99	\$ 100,323.29	\$ 105,339.46	\$ 110,606.43	\$ 116,136.75	\$ 121,943.59
	Hourly	\$ 44.19	\$ 46.39	\$ 48.71	\$ 51.15	\$ 53.71	\$ 56.39	\$ 59.21
231	Monthly	\$ 7,658.85	\$ 8,041.79	\$ 8,443.88	\$ 8,866.07	\$ 9,309.37	\$ 9,774.84	\$ 10,263.59
	Annual	\$ 91,906.14	\$ 96,501.45	\$ 101,326.52	\$ 106,392.85	\$ 111,712.49	\$ 117,298.12	\$ 123,163.02
	Hourly	\$ 44.63	\$ 46.86	\$ 49.20	\$ 51.66	\$ 54.25	\$ 56.96	\$ 59.81
232	Monthly	\$ 7,735.43	\$ 8,122.21	\$ 8,528.32	\$ 8,954.73	\$ 9,402.47	\$ 9,872.59	\$ 10,366.22
	Annual	\$ 92,825.21	\$ 97,466.47	\$ 102,339.79	\$ 107,456.78	\$ 112,829.62	\$ 118,471.10	\$ 124,394.65
	Hourly	\$ 45.07	\$ 47.33	\$ 49.69	\$ 52.18	\$ 54.79	\$ 57.53	\$ 60.40
233	Monthly	\$ 7,812.79	\$ 8,203.43	\$ 8,613.60	\$ 9,044.28	\$ 9,496.49	\$ 9,971.32	\$ 10,469.88
	Annual	\$ 93,753.46	\$ 98,441.13	\$ 103,363.19	\$ 108,531.35	\$ 113,957.91	\$ 119,655.81	\$ 125,638.60
	Hourly	\$ 45.52	\$ 47.80	\$ 50.19	\$ 52.70	\$ 55.34	\$ 58.10	\$ 61.01
234	Monthly	\$ 7,890.92	\$ 8,285.46	\$ 8,699.73	\$ 9,134.72	\$ 9,591.46	\$ 10,071.03	\$ 10,574.58
	Annual	\$ 94,690.99	\$ 99,425.54	\$ 104,396.82	\$ 109,616.66	\$ 115,097.49	\$ 120,852.37	\$ 126,894.99
	Hourly	\$ 45.98	\$ 48.28	\$ 50.69	\$ 53.23	\$ 55.89	\$ 58.68	\$ 61.62
235	Monthly	\$ 7,969.83	\$ 8,368.32	\$ 8,786.73	\$ 9,226.07	\$ 9,687.37	\$ 10,171.74	\$ 10,680.33
	Annual	\$ 95,637.90	\$ 100,419.80	\$ 105,440.79	\$ 110,712.83	\$ 116,248.47	\$ 122,060.89	\$ 128,163.94

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
236	Hourly	\$ 46.44	\$ 48.76	\$ 51.20	\$ 53.76	\$ 56.45	\$ 59.27	\$ 62.23
	Monthly	\$ 8,049.52	\$ 8,452.00	\$ 8,874.60	\$ 9,318.33	\$ 9,784.25	\$ 10,273.46	\$ 10,787.13
	Annual	\$ 96,594.28	\$ 101,424.00	\$ 106,495.20	\$ 111,819.95	\$ 117,410.95	\$ 123,281.50	\$ 129,445.58
237	Hourly	\$ 46.90	\$ 49.25	\$ 51.71	\$ 54.30	\$ 57.01	\$ 59.86	\$ 62.86
	Monthly	\$ 8,130.02	\$ 8,536.52	\$ 8,963.35	\$ 9,411.51	\$ 9,882.09	\$ 10,376.19	\$ 10,895.00
	Annual	\$ 97,560.22	\$ 102,438.24	\$ 107,560.15	\$ 112,938.15	\$ 118,585.06	\$ 124,514.32	\$ 130,740.03
238	Hourly	\$ 47.37	\$ 49.74	\$ 52.23	\$ 54.84	\$ 57.58	\$ 60.46	\$ 63.48
	Monthly	\$ 8,211.32	\$ 8,621.88	\$ 9,052.98	\$ 9,505.63	\$ 9,980.91	\$ 10,479.95	\$ 11,003.95
	Annual	\$ 98,535.83	\$ 103,462.62	\$ 108,635.75	\$ 114,067.54	\$ 119,770.91	\$ 125,759.46	\$ 132,047.43
239	Hourly	\$ 47.85	\$ 50.24	\$ 52.75	\$ 55.39	\$ 58.16	\$ 61.07	\$ 64.12
	Monthly	\$ 8,293.43	\$ 8,708.10	\$ 9,143.51	\$ 9,600.68	\$ 10,080.72	\$ 10,584.75	\$ 11,113.99
	Annual	\$ 99,521.18	\$ 104,497.24	\$ 109,722.11	\$ 115,208.21	\$ 120,968.62	\$ 127,017.05	\$ 133,367.91
240	Hourly	\$ 48.33	\$ 50.74	\$ 53.28	\$ 55.94	\$ 58.74	\$ 61.68	\$ 64.76
	Monthly	\$ 8,376.37	\$ 8,795.18	\$ 9,234.94	\$ 9,696.69	\$ 10,181.53	\$ 10,690.60	\$ 11,225.13
	Annual	\$ 100,516.40	\$ 105,542.22	\$ 110,819.33	\$ 116,360.29	\$ 122,178.31	\$ 128,287.22	\$ 134,701.58
241	Hourly	\$ 48.81	\$ 51.25	\$ 53.81	\$ 56.50	\$ 59.33	\$ 62.29	\$ 65.41
	Monthly	\$ 8,460.13	\$ 8,883.14	\$ 9,327.29	\$ 9,793.66	\$ 10,283.34	\$ 10,797.51	\$ 11,337.38
	Annual	\$ 101,521.56	\$ 106,597.64	\$ 111,927.52	\$ 117,523.90	\$ 123,400.09	\$ 129,570.10	\$ 136,048.60
242	Hourly	\$ 49.30	\$ 51.76	\$ 54.35	\$ 57.07	\$ 59.92	\$ 62.92	\$ 66.06
	Monthly	\$ 8,544.73	\$ 8,971.97	\$ 9,420.57	\$ 9,891.59	\$ 10,386.17	\$ 10,905.48	\$ 11,450.76
	Annual	\$ 102,536.78	\$ 107,663.61	\$ 113,046.80	\$ 118,699.14	\$ 124,634.09	\$ 130,865.80	\$ 137,409.09
243	Hourly	\$ 49.79	\$ 52.28	\$ 54.89	\$ 57.64	\$ 60.52	\$ 63.55	\$ 66.72
	Monthly	\$ 8,630.18	\$ 9,061.69	\$ 9,514.77	\$ 9,990.51	\$ 10,490.04	\$ 11,014.54	\$ 11,565.26
	Annual	\$ 103,562.14	\$ 108,740.25	\$ 114,177.26	\$ 119,886.13	\$ 125,880.43	\$ 132,174.45	\$ 138,783.18
244	Hourly	\$ 50.29	\$ 52.80	\$ 55.44	\$ 58.21	\$ 61.12	\$ 64.18	\$ 67.39
	Monthly	\$ 8,716.48	\$ 9,152.30	\$ 9,609.92	\$ 10,090.42	\$ 10,594.94	\$ 11,124.68	\$ 11,680.92
	Annual	\$ 104,597.77	\$ 109,827.65	\$ 115,319.04	\$ 121,084.99	\$ 127,139.24	\$ 133,496.20	\$ 140,171.01
245	Hourly	\$ 50.79	\$ 53.33	\$ 56.00	\$ 58.80	\$ 61.74	\$ 64.82	\$ 68.06
	Monthly	\$ 8,803.65	\$ 9,243.83	\$ 9,706.02	\$ 10,191.32	\$ 10,700.89	\$ 11,235.93	\$ 11,797.73
	Annual	\$ 105,643.74	\$ 110,925.93	\$ 116,472.23	\$ 122,295.84	\$ 128,410.63	\$ 134,831.16	\$ 141,572.72
246	Hourly	\$ 51.30	\$ 53.86	\$ 56.56	\$ 59.38	\$ 62.35	\$ 65.47	\$ 68.74
	Monthly	\$ 8,891.68	\$ 9,336.27	\$ 9,803.08	\$ 10,293.23	\$ 10,807.89	\$ 11,348.29	\$ 11,915.70
	Annual	\$ 106,700.18	\$ 112,035.19	\$ 117,636.95	\$ 123,518.80	\$ 129,694.74	\$ 136,179.47	\$ 142,988.45
247	Hourly	\$ 51.81	\$ 54.40	\$ 57.12	\$ 59.98	\$ 62.98	\$ 66.13	\$ 69.43
	Monthly	\$ 8,980.60	\$ 9,429.63	\$ 9,901.11	\$ 10,396.17	\$ 10,915.97	\$ 11,461.77	\$ 12,034.86
	Annual	\$ 107,767.18	\$ 113,155.54	\$ 118,813.32	\$ 124,753.98	\$ 130,991.68	\$ 137,541.27	\$ 144,418.33
248	Hourly	\$ 52.33	\$ 54.95	\$ 57.69	\$ 60.58	\$ 63.61	\$ 66.79	\$ 70.13
	Monthly	\$ 9,070.40	\$ 9,523.92	\$ 10,000.12	\$ 10,500.13	\$ 11,025.13	\$ 11,576.39	\$ 12,155.21
	Annual	\$ 108,844.85	\$ 114,287.10	\$ 120,001.45	\$ 126,001.52	\$ 132,301.60	\$ 138,916.68	\$ 145,862.51
249	Hourly	\$ 52.85	\$ 55.50	\$ 58.27	\$ 61.18	\$ 64.24	\$ 67.45	\$ 70.83
	Monthly	\$ 9,161.11	\$ 9,619.16	\$ 10,100.12	\$ 10,605.13	\$ 11,135.38	\$ 11,692.15	\$ 12,276.76
	Annual	\$ 109,933.30	\$ 115,429.97	\$ 121,201.47	\$ 127,261.54	\$ 133,624.62	\$ 140,305.85	\$ 147,321.14
250	Hourly	\$ 53.38	\$ 56.05	\$ 58.85	\$ 61.80	\$ 64.89	\$ 68.13	\$ 71.54
	Monthly	\$ 9,252.72	\$ 9,715.36	\$ 10,201.12	\$ 10,711.18	\$ 11,246.74	\$ 11,809.08	\$ 12,399.53
	Annual	\$ 111,032.64	\$ 116,584.27	\$ 122,413.48	\$ 128,534.15	\$ 134,960.86	\$ 141,708.91	\$ 148,794.35

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
251	Hourly	\$ 53.91	\$ 56.61	\$ 59.44	\$ 62.41	\$ 65.53	\$ 68.81	\$ 72.25
	Monthly	\$ 9,345.25	\$ 9,812.51	\$ 10,303.13	\$ 10,818.29	\$ 11,359.21	\$ 11,927.17	\$ 12,523.52
	Annual	\$ 112,142.96	\$ 117,750.11	\$ 123,637.62	\$ 129,819.50	\$ 136,310.47	\$ 143,125.99	\$ 150,282.29
252	Hourly	\$ 54.45	\$ 57.18	\$ 60.04	\$ 63.04	\$ 66.19	\$ 69.50	\$ 72.97
	Monthly	\$ 9,438.70	\$ 9,910.63	\$ 10,406.17	\$ 10,926.47	\$ 11,472.80	\$ 12,046.44	\$ 12,648.76
	Annual	\$ 113,264.39	\$ 118,927.61	\$ 124,873.99	\$ 131,117.69	\$ 137,673.58	\$ 144,557.25	\$ 151,785.12
253	Hourly	\$ 55.00	\$ 57.75	\$ 60.64	\$ 63.67	\$ 66.85	\$ 70.19	\$ 73.70
	Monthly	\$ 9,533.09	\$ 10,009.74	\$ 10,510.23	\$ 11,035.74	\$ 11,587.53	\$ 12,166.90	\$ 12,775.25
	Annual	\$ 114,397.04	\$ 120,116.89	\$ 126,122.73	\$ 132,428.87	\$ 139,050.31	\$ 146,002.83	\$ 153,302.97
254	Hourly	\$ 55.55	\$ 58.33	\$ 61.24	\$ 64.30	\$ 67.52	\$ 70.90	\$ 74.44
	Monthly	\$ 9,628.42	\$ 10,109.84	\$ 10,615.33	\$ 11,146.10	\$ 11,703.40	\$ 12,288.57	\$ 12,903.00
	Annual	\$ 115,541.01	\$ 121,318.06	\$ 127,383.96	\$ 133,753.16	\$ 140,440.81	\$ 147,462.86	\$ 154,836.00
255	Hourly	\$ 56.10	\$ 58.91	\$ 61.85	\$ 64.95	\$ 68.19	\$ 71.60	\$ 75.18
	Monthly	\$ 9,724.70	\$ 10,210.94	\$ 10,721.48	\$ 11,257.56	\$ 11,820.44	\$ 12,411.46	\$ 13,032.03
	Annual	\$ 116,696.42	\$ 122,531.24	\$ 128,657.80	\$ 135,090.69	\$ 141,845.22	\$ 148,937.48	\$ 156,384.36
256	Hourly	\$ 56.67	\$ 59.50	\$ 62.47	\$ 65.60	\$ 68.88	\$ 72.32	\$ 75.94
	Monthly	\$ 9,821.95	\$ 10,313.05	\$ 10,828.70	\$ 11,370.13	\$ 11,938.64	\$ 12,535.57	\$ 13,162.35
	Annual	\$ 117,863.38	\$ 123,756.55	\$ 129,944.38	\$ 136,441.60	\$ 143,263.67	\$ 150,426.86	\$ 157,948.20
257	Hourly	\$ 57.23	\$ 60.09	\$ 63.10	\$ 66.25	\$ 69.57	\$ 73.04	\$ 76.70
	Monthly	\$ 9,920.17	\$ 10,416.18	\$ 10,936.99	\$ 11,483.83	\$ 12,058.03	\$ 12,660.93	\$ 13,293.97
	Annual	\$ 119,042.01	\$ 124,994.11	\$ 131,243.82	\$ 137,806.01	\$ 144,696.31	\$ 151,931.13	\$ 159,527.68
258	Hourly	\$ 57.80	\$ 60.69	\$ 63.73	\$ 66.92	\$ 70.26	\$ 73.77	\$ 77.46
	Monthly	\$ 10,019.37	\$ 10,520.34	\$ 11,046.35	\$ 11,598.67	\$ 12,178.61	\$ 12,787.54	\$ 13,426.91
	Annual	\$ 120,232.43	\$ 126,244.06	\$ 132,556.26	\$ 139,184.07	\$ 146,143.27	\$ 153,450.44	\$ 161,122.96
259	Hourly	\$ 58.38	\$ 61.30	\$ 64.37	\$ 67.58	\$ 70.96	\$ 74.51	\$ 78.24
	Monthly	\$ 10,119.56	\$ 10,625.54	\$ 11,156.82	\$ 11,714.66	\$ 12,300.39	\$ 12,915.41	\$ 13,561.18
	Annual	\$ 121,434.76	\$ 127,506.50	\$ 133,881.82	\$ 140,575.91	\$ 147,604.71	\$ 154,984.94	\$ 162,734.19
260	Hourly	\$ 58.97	\$ 61.91	\$ 65.01	\$ 68.26	\$ 71.67	\$ 75.26	\$ 79.02
	Monthly	\$ 10,220.76	\$ 10,731.80	\$ 11,268.39	\$ 11,831.81	\$ 12,423.40	\$ 13,044.57	\$ 13,696.79
	Annual	\$ 122,649.11	\$ 128,781.56	\$ 135,220.64	\$ 141,981.67	\$ 149,080.75	\$ 156,534.79	\$ 164,361.53
261	Hourly	\$ 59.56	\$ 62.53	\$ 65.66	\$ 68.94	\$ 72.39	\$ 76.01	\$ 79.81
	Monthly	\$ 10,322.97	\$ 10,839.11	\$ 11,381.07	\$ 11,950.12	\$ 12,547.63	\$ 13,175.01	\$ 13,833.76
	Annual	\$ 123,875.60	\$ 130,069.38	\$ 136,572.85	\$ 143,401.49	\$ 150,571.56	\$ 158,100.14	\$ 166,005.15
262	Hourly	\$ 60.15	\$ 63.16	\$ 66.32	\$ 69.63	\$ 73.11	\$ 76.77	\$ 80.61
	Monthly	\$ 10,426.20	\$ 10,947.51	\$ 11,494.88	\$ 12,069.63	\$ 12,673.11	\$ 13,306.76	\$ 13,972.10
	Annual	\$ 125,114.35	\$ 131,370.07	\$ 137,938.57	\$ 144,835.50	\$ 152,077.28	\$ 159,681.14	\$ 167,665.20
263	Hourly	\$ 60.75	\$ 63.79	\$ 66.98	\$ 70.33	\$ 73.85	\$ 77.54	\$ 81.41
	Monthly	\$ 10,530.46	\$ 11,056.98	\$ 11,609.83	\$ 12,190.32	\$ 12,799.84	\$ 13,439.83	\$ 14,111.82
	Annual	\$ 126,365.50	\$ 132,683.77	\$ 139,317.96	\$ 146,283.86	\$ 153,598.05	\$ 161,277.95	\$ 169,341.85
264	Hourly	\$ 61.36	\$ 64.43	\$ 67.65	\$ 71.03	\$ 74.58	\$ 78.31	\$ 82.23
	Monthly	\$ 10,635.76	\$ 11,167.55	\$ 11,725.93	\$ 12,312.22	\$ 12,927.84	\$ 13,574.23	\$ 14,252.94
	Annual	\$ 127,629.15	\$ 134,010.61	\$ 140,711.14	\$ 147,746.70	\$ 155,134.03	\$ 162,890.73	\$ 171,035.27
265	Hourly	\$ 61.97	\$ 65.07	\$ 68.33	\$ 71.74	\$ 75.33	\$ 79.10	\$ 83.05
	Monthly	\$ 10,742.12	\$ 11,279.23	\$ 11,843.19	\$ 12,435.35	\$ 13,057.11	\$ 13,709.97	\$ 14,395.47
	Annual	\$ 128,905.44	\$ 135,350.71	\$ 142,118.25	\$ 149,224.16	\$ 156,685.37	\$ 164,519.64	\$ 172,745.62

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
	Hourly	\$ 62.59	\$ 65.72	\$ 69.01	\$ 72.46	\$ 76.08	\$ 79.89	\$ 83.88
266	Monthly	\$ 10,849.54	\$ 11,392.02	\$ 11,961.62	\$ 12,559.70	\$ 13,187.69	\$ 13,847.07	\$ 14,539.42
	Annual	\$ 130,194.50	\$ 136,704.22	\$ 143,539.43	\$ 150,716.40	\$ 158,252.23	\$ 166,164.84	\$ 174,473.08
	Hourly	\$ 63.22	\$ 66.38	\$ 69.70	\$ 73.18	\$ 76.84	\$ 80.69	\$ 84.72
267	Monthly	\$ 10,958.04	\$ 11,505.94	\$ 12,081.24	\$ 12,685.30	\$ 13,319.56	\$ 13,985.54	\$ 14,684.82
	Annual	\$ 131,496.44	\$ 138,071.26	\$ 144,974.83	\$ 152,223.57	\$ 159,834.75	\$ 167,826.48	\$ 176,217.81
	Hourly	\$ 63.85	\$ 67.04	\$ 70.40	\$ 73.92	\$ 77.61	\$ 81.49	\$ 85.57
268	Monthly	\$ 11,067.62	\$ 11,621.00	\$ 12,202.05	\$ 12,812.15	\$ 13,452.76	\$ 14,125.40	\$ 14,831.67
	Annual	\$ 132,811.41	\$ 139,451.98	\$ 146,424.58	\$ 153,745.80	\$ 161,433.09	\$ 169,504.75	\$ 177,979.99
	Hourly	\$ 64.49	\$ 67.71	\$ 71.10	\$ 74.66	\$ 78.39	\$ 82.31	\$ 86.42
269	Monthly	\$ 11,178.29	\$ 11,737.21	\$ 12,324.07	\$ 12,940.27	\$ 13,587.29	\$ 14,266.65	\$ 14,979.98
	Annual	\$ 134,139.52	\$ 140,846.50	\$ 147,888.82	\$ 155,283.26	\$ 163,047.43	\$ 171,199.80	\$ 179,759.79
	Hourly	\$ 65.14	\$ 68.39	\$ 71.81	\$ 75.40	\$ 79.17	\$ 83.13	\$ 87.29
270	Monthly	\$ 11,290.08	\$ 11,854.58	\$ 12,447.31	\$ 13,069.67	\$ 13,723.16	\$ 14,409.32	\$ 15,129.78
	Annual	\$ 135,480.92	\$ 142,254.96	\$ 149,367.71	\$ 156,836.10	\$ 164,677.90	\$ 172,911.80	\$ 181,557.38
	Hourly	\$ 65.79	\$ 69.08	\$ 72.53	\$ 76.16	\$ 79.96	\$ 83.96	\$ 88.16
271	Monthly	\$ 11,402.98	\$ 11,973.13	\$ 12,571.78	\$ 13,200.37	\$ 13,860.39	\$ 14,553.41	\$ 15,281.08
	Annual	\$ 136,835.73	\$ 143,677.51	\$ 150,861.39	\$ 158,404.46	\$ 166,324.68	\$ 174,640.91	\$ 183,372.96
	Hourly	\$ 66.44	\$ 69.77	\$ 73.25	\$ 76.92	\$ 80.76	\$ 84.80	\$ 89.04
272	Monthly	\$ 11,517.01	\$ 12,092.86	\$ 12,697.50	\$ 13,332.38	\$ 13,998.99	\$ 14,698.94	\$ 15,433.89
	Annual	\$ 138,204.08	\$ 145,114.29	\$ 152,370.00	\$ 159,988.50	\$ 167,987.93	\$ 176,387.32	\$ 185,206.69
	Hourly	\$ 67.11	\$ 70.46	\$ 73.99	\$ 77.69	\$ 81.57	\$ 85.65	\$ 89.93
273	Monthly	\$ 11,632.18	\$ 12,213.79	\$ 12,824.48	\$ 13,465.70	\$ 14,138.98	\$ 14,845.93	\$ 15,588.23
	Annual	\$ 139,586.12	\$ 146,565.43	\$ 153,893.70	\$ 161,588.39	\$ 169,667.81	\$ 178,151.20	\$ 187,058.76
	Hourly	\$ 67.78	\$ 71.17	\$ 74.73	\$ 78.46	\$ 82.39	\$ 86.51	\$ 90.83
274	Monthly	\$ 11,748.50	\$ 12,335.92	\$ 12,952.72	\$ 13,600.36	\$ 14,280.37	\$ 14,994.39	\$ 15,744.11
	Annual	\$ 140,981.98	\$ 148,031.08	\$ 155,432.64	\$ 163,204.27	\$ 171,364.48	\$ 179,932.71	\$ 188,929.34
	Hourly	\$ 68.46	\$ 71.88	\$ 75.47	\$ 79.25	\$ 83.21	\$ 87.37	\$ 91.74
275	Monthly	\$ 11,865.98	\$ 12,459.28	\$ 13,082.25	\$ 13,736.36	\$ 14,423.18	\$ 15,144.34	\$ 15,901.55
	Annual	\$ 142,391.80	\$ 149,511.39	\$ 156,986.96	\$ 164,836.31	\$ 173,078.13	\$ 181,732.03	\$ 190,818.64
	Hourly	\$ 69.14	\$ 72.60	\$ 76.23	\$ 80.04	\$ 84.04	\$ 88.24	\$ 92.66
276	Monthly	\$ 11,984.64	\$ 12,583.88	\$ 13,213.07	\$ 13,873.72	\$ 14,567.41	\$ 15,295.78	\$ 16,060.57
	Annual	\$ 143,815.72	\$ 151,006.51	\$ 158,556.83	\$ 166,484.68	\$ 174,808.91	\$ 183,549.35	\$ 192,726.82
	Hourly	\$ 69.83	\$ 73.33	\$ 76.99	\$ 80.84	\$ 84.88	\$ 89.13	\$ 93.58
277	Monthly	\$ 12,104.49	\$ 12,709.71	\$ 13,345.20	\$ 14,012.46	\$ 14,713.08	\$ 15,448.74	\$ 16,221.17
	Annual	\$ 145,253.88	\$ 152,516.57	\$ 160,142.40	\$ 168,149.52	\$ 176,557.00	\$ 185,384.85	\$ 194,654.09
	Hourly	\$ 70.53	\$ 74.06	\$ 77.76	\$ 81.65	\$ 85.73	\$ 90.02	\$ 94.52
278	Monthly	\$ 12,225.53	\$ 12,836.81	\$ 13,478.65	\$ 14,152.58	\$ 14,860.21	\$ 15,603.22	\$ 16,383.39
	Annual	\$ 146,706.42	\$ 154,041.74	\$ 161,743.83	\$ 169,831.02	\$ 178,322.57	\$ 187,238.70	\$ 196,600.63
	Hourly	\$ 71.24	\$ 74.80	\$ 78.54	\$ 82.47	\$ 86.59	\$ 90.92	\$ 95.46
279	Monthly	\$ 12,347.79	\$ 12,965.18	\$ 13,613.44	\$ 14,294.11	\$ 15,008.82	\$ 15,759.26	\$ 16,547.22
	Annual	\$ 148,173.48	\$ 155,582.16	\$ 163,361.26	\$ 171,529.33	\$ 180,105.79	\$ 189,111.08	\$ 198,566.64
	Hourly	\$ 71.95	\$ 75.55	\$ 79.32	\$ 83.29	\$ 87.46	\$ 91.83	\$ 96.42
280	Monthly	\$ 12,471.27	\$ 13,094.83	\$ 13,749.57	\$ 14,437.05	\$ 15,158.90	\$ 15,916.85	\$ 16,712.69
	Annual	\$ 149,655.22	\$ 157,137.98	\$ 164,994.88	\$ 173,244.62	\$ 181,906.85	\$ 191,002.19	\$ 200,552.30

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
	Hourly	\$ 72.67	\$ 76.30	\$ 80.12	\$ 84.12	\$ 88.33	\$ 92.75	\$ 97.38
281	Monthly	\$ 12,595.98	\$ 13,225.78	\$ 13,887.07	\$ 14,581.42	\$ 15,310.49	\$ 16,076.02	\$ 16,879.82
	Annual	\$ 151,151.77	\$ 158,709.36	\$ 166,644.83	\$ 174,977.07	\$ 183,725.92	\$ 192,912.22	\$ 202,557.83
	Hourly	\$ 73.40	\$ 77.07	\$ 80.92	\$ 84.96	\$ 89.21	\$ 93.67	\$ 98.36
282	Monthly	\$ 12,721.94	\$ 13,358.04	\$ 14,025.94	\$ 14,727.24	\$ 15,463.60	\$ 16,236.78	\$ 17,048.62
	Annual	\$ 152,663.29	\$ 160,296.45	\$ 168,311.27	\$ 176,726.84	\$ 185,563.18	\$ 194,841.34	\$ 204,583.41
	Hourly	\$ 74.13	\$ 77.84	\$ 81.73	\$ 85.81	\$ 90.11	\$ 94.61	\$ 99.34
283	Monthly	\$ 12,849.16	\$ 13,491.62	\$ 14,166.20	\$ 14,874.51	\$ 15,618.23	\$ 16,399.15	\$ 17,219.10
	Annual	\$ 154,189.92	\$ 161,899.42	\$ 169,994.39	\$ 178,494.11	\$ 187,418.81	\$ 196,789.75	\$ 206,629.24
	Hourly	\$ 74.87	\$ 78.61	\$ 82.55	\$ 86.67	\$ 91.01	\$ 95.56	\$ 100.33
284	Monthly	\$ 12,977.65	\$ 13,626.53	\$ 14,307.86	\$ 15,023.25	\$ 15,774.42	\$ 16,563.14	\$ 17,391.29
	Annual	\$ 155,731.82	\$ 163,518.41	\$ 171,694.33	\$ 180,279.05	\$ 189,293.00	\$ 198,757.65	\$ 208,695.53
	Hourly	\$ 75.62	\$ 79.40	\$ 83.37	\$ 87.54	\$ 91.92	\$ 96.51	\$ 101.34
285	Monthly	\$ 13,107.43	\$ 13,762.80	\$ 14,450.94	\$ 15,173.49	\$ 15,932.16	\$ 16,728.77	\$ 17,565.21
	Annual	\$ 157,289.14	\$ 165,153.59	\$ 173,411.27	\$ 182,081.84	\$ 191,185.93	\$ 200,745.23	\$ 210,782.49
	Hourly	\$ 76.38	\$ 80.19	\$ 84.20	\$ 88.41	\$ 92.84	\$ 97.48	\$ 102.35
286	Monthly	\$ 13,238.50	\$ 13,900.43	\$ 14,595.45	\$ 15,325.22	\$ 16,091.48	\$ 16,896.06	\$ 17,740.86
	Annual	\$ 158,862.03	\$ 166,805.13	\$ 175,145.39	\$ 183,902.66	\$ 193,097.79	\$ 202,752.68	\$ 212,890.31
	Hourly	\$ 77.14	\$ 81.00	\$ 85.05	\$ 89.30	\$ 93.76	\$ 98.45	\$ 103.37
287	Monthly	\$ 13,370.89	\$ 14,039.43	\$ 14,741.40	\$ 15,478.47	\$ 16,252.40	\$ 17,065.02	\$ 17,918.27
	Annual	\$ 160,450.65	\$ 168,473.18	\$ 176,896.84	\$ 185,741.68	\$ 195,028.77	\$ 204,780.21	\$ 215,019.22
	Hourly	\$ 77.91	\$ 81.81	\$ 85.90	\$ 90.19	\$ 94.70	\$ 99.44	\$ 104.41
288	Monthly	\$ 13,504.60	\$ 14,179.83	\$ 14,888.82	\$ 15,633.26	\$ 16,414.92	\$ 17,235.67	\$ 18,097.45
	Annual	\$ 162,055.16	\$ 170,157.91	\$ 178,665.81	\$ 187,599.10	\$ 196,979.05	\$ 206,828.01	\$ 217,169.41
	Hourly	\$ 78.69	\$ 82.62	\$ 86.76	\$ 91.09	\$ 95.65	\$ 100.43	\$ 105.45
289	Monthly	\$ 13,639.64	\$ 14,321.62	\$ 15,037.71	\$ 15,789.59	\$ 16,579.07	\$ 17,408.02	\$ 18,278.43
	Annual	\$ 163,675.71	\$ 171,859.49	\$ 180,452.47	\$ 189,475.09	\$ 198,948.85	\$ 208,896.29	\$ 219,341.10
	Hourly	\$ 79.48	\$ 83.45	\$ 87.62	\$ 92.00	\$ 96.60	\$ 101.44	\$ 106.51
290	Monthly	\$ 13,776.04	\$ 14,464.84	\$ 15,188.08	\$ 15,947.49	\$ 16,744.86	\$ 17,582.10	\$ 18,461.21
	Annual	\$ 165,312.46	\$ 173,578.09	\$ 182,256.99	\$ 191,369.84	\$ 200,938.33	\$ 210,985.25	\$ 221,534.51
	Hourly	\$ 80.27	\$ 84.29	\$ 88.50	\$ 92.92	\$ 97.57	\$ 102.45	\$ 107.57
291	Monthly	\$ 13,913.80	\$ 14,609.49	\$ 15,339.96	\$ 16,106.96	\$ 16,912.31	\$ 17,757.93	\$ 18,645.82
	Annual	\$ 166,965.59	\$ 175,313.87	\$ 184,079.56	\$ 193,283.54	\$ 202,947.72	\$ 213,095.10	\$ 223,749.86
	Hourly	\$ 81.07	\$ 85.13	\$ 89.38	\$ 93.85	\$ 98.55	\$ 103.47	\$ 108.65
292	Monthly	\$ 14,052.94	\$ 14,755.58	\$ 15,493.36	\$ 16,268.03	\$ 17,081.43	\$ 17,935.50	\$ 18,832.28
	Annual	\$ 168,635.24	\$ 177,067.01	\$ 185,920.36	\$ 195,216.38	\$ 204,977.19	\$ 215,226.05	\$ 225,987.36
	Hourly	\$ 81.89	\$ 85.98	\$ 90.28	\$ 94.79	\$ 99.53	\$ 104.51	\$ 109.73
293	Monthly	\$ 14,193.47	\$ 14,903.14	\$ 15,648.30	\$ 16,430.71	\$ 17,252.25	\$ 18,114.86	\$ 19,020.60
	Annual	\$ 170,321.60	\$ 178,837.68	\$ 187,779.56	\$ 197,168.54	\$ 207,026.97	\$ 217,378.31	\$ 228,247.23
	Hourly	\$ 82.70	\$ 86.84	\$ 91.18	\$ 95.74	\$ 100.53	\$ 105.55	\$ 110.83
294	Monthly	\$ 14,335.40	\$ 15,052.17	\$ 15,804.78	\$ 16,595.02	\$ 17,424.77	\$ 18,296.01	\$ 19,210.81
	Annual	\$ 172,024.81	\$ 180,626.05	\$ 189,657.36	\$ 199,140.22	\$ 209,097.24	\$ 219,552.10	\$ 230,529.70
	Hourly	\$ 83.53	\$ 87.71	\$ 92.09	\$ 96.70	\$ 101.53	\$ 106.61	\$ 111.94
295	Monthly	\$ 14,478.76	\$ 15,202.69	\$ 15,962.83	\$ 16,760.97	\$ 17,599.02	\$ 18,478.97	\$ 19,402.92
	Annual	\$ 173,745.06	\$ 182,432.31	\$ 191,553.93	\$ 201,131.63	\$ 211,188.21	\$ 221,747.62	\$ 232,835.00

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
296	Hourly	\$ 84.37	\$ 88.58	\$ 93.01	\$ 97.66	\$ 102.55	\$ 107.68	\$ 113.06
	Monthly	\$ 14,623.54	\$ 15,354.72	\$ 16,122.46	\$ 16,928.58	\$ 17,775.01	\$ 18,663.76	\$ 19,596.95
	Annual	\$ 175,482.51	\$ 184,256.64	\$ 193,469.47	\$ 203,142.94	\$ 213,300.09	\$ 223,965.09	\$ 235,163.35
297	Hourly	\$ 85.21	\$ 89.47	\$ 93.94	\$ 98.64	\$ 103.57	\$ 108.75	\$ 114.19
	Monthly	\$ 14,769.78	\$ 15,508.27	\$ 16,283.68	\$ 17,097.86	\$ 17,952.76	\$ 18,850.40	\$ 19,792.92
	Annual	\$ 177,237.34	\$ 186,099.20	\$ 195,404.16	\$ 205,174.37	\$ 215,433.09	\$ 226,204.75	\$ 237,514.98
298	Hourly	\$ 86.06	\$ 90.37	\$ 94.88	\$ 99.63	\$ 104.61	\$ 109.84	\$ 115.33
	Monthly	\$ 14,917.48	\$ 15,663.35	\$ 16,446.52	\$ 17,268.84	\$ 18,132.29	\$ 19,038.90	\$ 19,990.84
	Annual	\$ 179,009.71	\$ 187,960.20	\$ 197,358.21	\$ 207,226.12	\$ 217,587.42	\$ 228,466.79	\$ 239,890.13
299	Hourly	\$ 86.92	\$ 91.27	\$ 95.83	\$ 100.62	\$ 105.66	\$ 110.94	\$ 116.49
	Monthly	\$ 15,066.65	\$ 15,819.98	\$ 16,610.98	\$ 17,441.53	\$ 18,313.61	\$ 19,229.29	\$ 20,190.75
	Annual	\$ 180,799.81	\$ 189,839.80	\$ 199,331.79	\$ 209,298.38	\$ 219,763.30	\$ 230,751.46	\$ 242,289.03
300	Hourly	\$ 87.79	\$ 92.18	\$ 96.79	\$ 101.63	\$ 106.71	\$ 112.05	\$ 117.65
	Monthly	\$ 15,217.32	\$ 15,978.18	\$ 16,777.09	\$ 17,615.95	\$ 18,496.74	\$ 19,421.58	\$ 20,392.66
	Annual	\$ 182,607.81	\$ 191,738.20	\$ 201,325.11	\$ 211,391.36	\$ 221,960.93	\$ 233,058.98	\$ 244,711.92
301	Hourly	\$ 88.67	\$ 93.10	\$ 97.76	\$ 102.65	\$ 107.78	\$ 113.17	\$ 118.83
	Monthly	\$ 15,369.49	\$ 16,137.96	\$ 16,944.86	\$ 17,792.11	\$ 18,681.71	\$ 19,615.80	\$ 20,596.59
	Annual	\$ 184,433.88	\$ 193,655.58	\$ 203,338.36	\$ 213,505.27	\$ 224,180.54	\$ 235,389.57	\$ 247,159.04
302	Hourly	\$ 89.56	\$ 94.03	\$ 98.74	\$ 103.67	\$ 108.86	\$ 114.30	\$ 120.01
	Monthly	\$ 15,523.19	\$ 16,299.34	\$ 17,114.31	\$ 17,970.03	\$ 18,868.53	\$ 19,811.96	\$ 20,802.55
	Annual	\$ 186,278.22	\$ 195,592.13	\$ 205,371.74	\$ 215,640.33	\$ 226,422.34	\$ 237,743.46	\$ 249,630.63
303	Hourly	\$ 90.45	\$ 94.98	\$ 99.72	\$ 104.71	\$ 109.95	\$ 115.44	\$ 121.21
	Monthly	\$ 15,678.42	\$ 16,462.34	\$ 17,285.45	\$ 18,149.73	\$ 19,057.21	\$ 20,010.07	\$ 21,010.58
	Annual	\$ 188,141.00	\$ 197,548.05	\$ 207,425.46	\$ 217,796.73	\$ 228,686.57	\$ 240,120.90	\$ 252,126.94
304	Hourly	\$ 91.36	\$ 95.92	\$ 100.72	\$ 105.76	\$ 111.04	\$ 116.60	\$ 122.43
	Monthly	\$ 15,835.20	\$ 16,626.96	\$ 17,458.31	\$ 18,331.22	\$ 19,247.79	\$ 20,210.18	\$ 21,220.68
	Annual	\$ 190,022.41	\$ 199,523.54	\$ 209,499.71	\$ 219,974.70	\$ 230,973.43	\$ 242,522.10	\$ 254,648.21
305	Hourly	\$ 92.27	\$ 96.88	\$ 101.73	\$ 106.81	\$ 112.16	\$ 117.76	\$ 123.65
	Monthly	\$ 15,993.55	\$ 16,793.23	\$ 17,632.89	\$ 18,514.54	\$ 19,440.26	\$ 20,412.28	\$ 21,432.89
	Annual	\$ 191,922.64	\$ 201,518.77	\$ 211,594.71	\$ 222,174.44	\$ 233,283.17	\$ 244,947.33	\$ 257,194.69
306	Hourly	\$ 93.19	\$ 97.85	\$ 102.75	\$ 107.88	\$ 113.28	\$ 118.94	\$ 124.89
	Monthly	\$ 16,153.49	\$ 16,961.16	\$ 17,809.22	\$ 18,699.68	\$ 19,634.67	\$ 20,616.40	\$ 21,647.22
	Annual	\$ 193,841.87	\$ 203,533.96	\$ 213,710.66	\$ 224,396.19	\$ 235,616.00	\$ 247,396.80	\$ 259,766.64
307	Hourly	\$ 94.13	\$ 98.83	\$ 103.77	\$ 108.96	\$ 114.41	\$ 120.13	\$ 126.14
	Monthly	\$ 16,315.02	\$ 17,130.77	\$ 17,987.31	\$ 18,886.68	\$ 19,831.01	\$ 20,822.56	\$ 21,863.69
	Annual	\$ 195,780.28	\$ 205,569.30	\$ 215,847.76	\$ 226,640.15	\$ 237,972.16	\$ 249,870.77	\$ 262,364.31
308	Hourly	\$ 95.07	\$ 99.82	\$ 104.81	\$ 110.05	\$ 115.55	\$ 121.33	\$ 127.40
	Monthly	\$ 16,478.17	\$ 17,302.08	\$ 18,167.19	\$ 19,075.55	\$ 20,029.32	\$ 21,030.79	\$ 22,082.33
	Annual	\$ 197,738.09	\$ 207,624.99	\$ 218,006.24	\$ 228,906.55	\$ 240,351.88	\$ 252,369.47	\$ 264,987.95
309	Hourly	\$ 96.02	\$ 100.82	\$ 105.86	\$ 111.15	\$ 116.71	\$ 122.54	\$ 128.67
	Monthly	\$ 16,642.96	\$ 17,475.10	\$ 18,348.86	\$ 19,266.30	\$ 20,229.62	\$ 21,241.10	\$ 22,303.15
	Annual	\$ 199,715.47	\$ 209,701.24	\$ 220,186.30	\$ 231,195.62	\$ 242,755.40	\$ 254,893.17	\$ 267,637.83
310	Hourly	\$ 96.98	\$ 101.83	\$ 106.92	\$ 112.26	\$ 117.88	\$ 123.77	\$ 129.96
	Monthly	\$ 16,809.39	\$ 17,649.85	\$ 18,532.35	\$ 19,458.96	\$ 20,431.91	\$ 21,453.51	\$ 22,526.18
	Annual	\$ 201,712.62	\$ 211,798.25	\$ 222,388.17	\$ 233,507.57	\$ 245,182.95	\$ 257,442.10	\$ 270,314.21

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
311	Hourly	\$ 97.95	\$ 102.84	\$ 107.99	\$ 113.39	\$ 119.06	\$ 125.01	\$ 131.26
	Monthly	\$ 16,977.48	\$ 17,826.35	\$ 18,717.67	\$ 19,653.55	\$ 20,636.23	\$ 21,668.04	\$ 22,751.45
	Annual	\$ 203,729.75	\$ 213,916.24	\$ 224,612.05	\$ 235,842.65	\$ 247,634.78	\$ 260,016.52	\$ 273,017.35
312	Hourly	\$ 98.93	\$ 103.87	\$ 109.07	\$ 114.52	\$ 120.25	\$ 126.26	\$ 132.57
	Monthly	\$ 17,147.25	\$ 18,004.62	\$ 18,904.85	\$ 19,850.09	\$ 20,842.59	\$ 21,884.72	\$ 22,978.96
	Annual	\$ 205,767.05	\$ 216,055.40	\$ 226,858.17	\$ 238,201.08	\$ 250,111.13	\$ 262,616.69	\$ 275,747.52
313	Hourly	\$ 99.92	\$ 104.91	\$ 110.16	\$ 115.66	\$ 121.45	\$ 127.52	\$ 133.90
	Monthly	\$ 17,318.73	\$ 18,184.66	\$ 19,093.90	\$ 20,048.59	\$ 21,051.02	\$ 22,103.57	\$ 23,208.75
	Annual	\$ 207,824.72	\$ 218,215.95	\$ 229,126.75	\$ 240,583.09	\$ 252,612.24	\$ 265,242.85	\$ 278,505.00
314	Hourly	\$ 100.91	\$ 105.96	\$ 111.26	\$ 116.82	\$ 122.66	\$ 128.80	\$ 135.24
	Monthly	\$ 17,491.91	\$ 18,366.51	\$ 19,284.83	\$ 20,249.08	\$ 21,261.53	\$ 22,324.61	\$ 23,440.84
	Annual	\$ 209,902.96	\$ 220,398.11	\$ 231,418.02	\$ 242,988.92	\$ 255,138.36	\$ 267,895.28	\$ 281,290.05
315	Hourly	\$ 101.92	\$ 107.02	\$ 112.37	\$ 117.99	\$ 123.89	\$ 130.08	\$ 136.59
	Monthly	\$ 17,666.83	\$ 18,550.17	\$ 19,477.68	\$ 20,451.57	\$ 21,474.15	\$ 22,547.85	\$ 23,675.25
	Annual	\$ 212,001.99	\$ 222,602.09	\$ 233,732.20	\$ 245,418.81	\$ 257,689.75	\$ 270,574.24	\$ 284,102.95
316	Hourly	\$ 102.94	\$ 108.09	\$ 113.49	\$ 119.17	\$ 125.13	\$ 131.38	\$ 137.95
	Monthly	\$ 17,843.50	\$ 18,735.68	\$ 19,672.46	\$ 20,656.08	\$ 21,688.89	\$ 22,773.33	\$ 23,912.00
	Annual	\$ 214,122.01	\$ 224,828.11	\$ 236,069.52	\$ 247,873.00	\$ 260,266.65	\$ 273,279.98	\$ 286,943.98
317	Hourly	\$ 103.97	\$ 109.17	\$ 114.63	\$ 120.36	\$ 126.38	\$ 132.70	\$ 139.33
	Monthly	\$ 18,021.94	\$ 18,923.03	\$ 19,869.18	\$ 20,862.64	\$ 21,905.78	\$ 23,001.06	\$ 24,151.12
	Annual	\$ 216,263.23	\$ 227,076.40	\$ 238,430.21	\$ 250,351.73	\$ 262,869.31	\$ 276,012.78	\$ 289,813.42
318	Hourly	\$ 105.01	\$ 110.26	\$ 115.78	\$ 121.57	\$ 127.64	\$ 134.03	\$ 140.73
	Monthly	\$ 18,202.16	\$ 19,112.26	\$ 20,067.88	\$ 21,071.27	\$ 22,124.83	\$ 23,231.08	\$ 24,392.63
	Annual	\$ 218,425.87	\$ 229,347.16	\$ 240,814.52	\$ 252,855.24	\$ 265,498.00	\$ 278,772.91	\$ 292,711.55
319	Hourly	\$ 106.06	\$ 111.37	\$ 116.93	\$ 122.78	\$ 128.92	\$ 135.37	\$ 142.13
	Monthly	\$ 18,384.18	\$ 19,303.39	\$ 20,268.56	\$ 21,281.98	\$ 22,346.08	\$ 23,463.39	\$ 24,636.56
	Annual	\$ 220,610.12	\$ 231,640.63	\$ 243,222.66	\$ 255,383.80	\$ 268,152.98	\$ 281,560.63	\$ 295,638.67
320	Hourly	\$ 107.12	\$ 112.48	\$ 118.10	\$ 124.01	\$ 130.21	\$ 136.72	\$ 143.56
	Monthly	\$ 18,568.02	\$ 19,496.42	\$ 20,471.24	\$ 21,494.80	\$ 22,569.54	\$ 23,698.02	\$ 24,882.92
	Annual	\$ 222,816.23	\$ 233,957.04	\$ 245,654.89	\$ 257,937.63	\$ 270,834.51	\$ 284,376.24	\$ 298,595.05
321	Hourly	\$ 108.19	\$ 113.60	\$ 119.28	\$ 125.25	\$ 131.51	\$ 138.09	\$ 144.99
	Monthly	\$ 18,753.70	\$ 19,691.38	\$ 20,675.95	\$ 21,709.75	\$ 22,795.24	\$ 23,935.00	\$ 25,131.75
	Annual	\$ 225,044.39	\$ 236,296.61	\$ 248,111.44	\$ 260,517.01	\$ 273,542.86	\$ 287,220.00	\$ 301,581.00
322	Hourly	\$ 109.28	\$ 114.74	\$ 120.48	\$ 126.50	\$ 132.83	\$ 139.47	\$ 146.44
	Monthly	\$ 18,941.24	\$ 19,888.30	\$ 20,882.71	\$ 21,926.85	\$ 23,023.19	\$ 24,174.35	\$ 25,383.07
	Annual	\$ 227,294.83	\$ 238,659.57	\$ 250,592.55	\$ 263,122.18	\$ 276,278.29	\$ 290,092.20	\$ 304,596.81
323	Hourly	\$ 110.37	\$ 115.89	\$ 121.68	\$ 127.77	\$ 134.15	\$ 140.86	\$ 147.91
	Monthly	\$ 19,130.65	\$ 20,087.18	\$ 21,091.54	\$ 22,146.12	\$ 23,253.42	\$ 24,416.09	\$ 25,636.90
	Annual	\$ 229,567.78	\$ 241,046.17	\$ 253,098.48	\$ 265,753.40	\$ 279,041.07	\$ 292,993.13	\$ 307,642.78
324	Hourly	\$ 111.47	\$ 117.05	\$ 122.90	\$ 129.04	\$ 135.50	\$ 142.27	\$ 149.38
	Monthly	\$ 19,321.95	\$ 20,288.05	\$ 21,302.46	\$ 22,367.58	\$ 23,485.96	\$ 24,660.25	\$ 25,893.27
	Annual	\$ 231,863.46	\$ 243,456.63	\$ 255,629.46	\$ 268,410.94	\$ 281,831.48	\$ 295,923.06	\$ 310,719.21
325	Hourly	\$ 112.59	\$ 118.22	\$ 124.13	\$ 130.33	\$ 136.85	\$ 143.69	\$ 150.88
	Monthly	\$ 19,515.17	\$ 20,490.93	\$ 21,515.48	\$ 22,591.25	\$ 23,720.82	\$ 24,906.86	\$ 26,152.20
	Annual	\$ 234,182.09	\$ 245,891.20	\$ 258,185.76	\$ 271,095.04	\$ 284,649.80	\$ 298,882.29	\$ 313,826.40



## **Exhibit B**

# *Classification & Compensation System*

CITY OF MONROVIA  
 Full-Time Classification / Compensation Program Overview  
 Fiscal Year 2017/18 - 2021/22

Job Classification	Salary Range	Salary Range Minimum	Salary Range Maximum
Park Ranger	141	\$ 3,127.80	\$ 4,191.56
Accounting Assistant	151	\$ 3,455.04	\$ 4,630.09
Administrative Assistant	151	\$ 3,455.04	\$ 4,630.09
Customer Service Representative	151	\$ 3,455.04	\$ 4,630.09
Maintenance Worker (Facility, Park, Street, & Utility)	151	\$ 3,455.04	\$ 4,630.09
Police Services Representative	151	\$ 3,455.04	\$ 4,630.09
Building Counter Technician	156	\$ 3,631.28	\$ 4,866.27
Old Town Caretaker	156	\$ 3,631.28	\$ 4,866.27
Code Enforcement & Business License Assistant	161	\$ 3,816.52	\$ 5,114.50
Engineering Technician	161	\$ 3,816.52	\$ 5,114.50
Parking Enforcement Officer	161	\$ 3,816.52	\$ 5,114.50
Planning Technician	161	\$ 3,816.52	\$ 5,114.50
Senior Accounting Assistant	161	\$ 3,816.52	\$ 5,114.50
Senior Administrative Assistant	161	\$ 3,816.52	\$ 5,114.50
Senior Maintenance Worker (Facility, Park, Street, & Utility)	161	\$ 3,816.52	\$ 5,114.50
Community Services Officer	166	\$ 4,011.20	\$ 5,375.39
Human Resources Assistant	166	\$ 4,011.20	\$ 5,375.39
Jailer	166	\$ 4,011.20	\$ 5,375.39
Management Assistant	166	\$ 4,011.20	\$ 5,375.39
Benefits Coordinator	171	\$ 4,215.81	\$ 5,649.59
Lead Parking Enforcement Officer	171	\$ 4,215.81	\$ 5,649.59
Office Administrator	171	\$ 4,215.81	\$ 5,649.59
Electrician	171	\$ 4,215.81	\$ 5,649.59
Neighborhood Services Program Coordinator	171	\$ 4,215.81	\$ 5,649.59
Police Communications Operator (Dispatch)	171	\$ 4,215.81	\$ 5,649.59
Recreation Coordinator	171	\$ 4,215.81	\$ 5,649.59
Senior Accounting Systems Technician	171	\$ 4,215.81	\$ 5,649.59
Senior Human Resources Assistant	171	\$ 4,215.81	\$ 5,649.59
Traffic Signal & Street Light Electrician	171	\$ 4,215.81	\$ 5,649.59
Water Production Operator	171	\$ 4,215.81	\$ 5,649.59

CITY OF MONROVIA  
Full-Time Classification / Compensation Program Overview  
Fiscal Year 2017/18 - 2021/22

Job Classification	Salary Range	Salary Range Minimum	Salary Range Maximum
Combination Inspector	176	\$ 4,430.86	\$ 5,937.77
Field Services Office Coordinator	176	\$ 4,430.86	\$ 5,937.77
Hillside Wilderness Preserve Supervisor	176	\$ 4,430.86	\$ 5,937.77
Maintenance Lead Worker (Facility, Park, Street, & Utility)	176	\$ 4,430.86	\$ 5,937.77
Neighborhood Preservation Officer	176	\$ 4,430.86	\$ 5,937.77
Payroll Technician	176	\$ 4,430.86	\$ 5,937.77
Project Coordinator	176	\$ 4,430.86	\$ 5,937.77
Senior Community Services Officer	176	\$ 4,430.86	\$ 5,937.77
Senior Financial Systems Technician	182	\$ 4,703.44	\$ 6,303.06
Senior Payroll Technician	182	\$ 4,703.44	\$ 6,303.06
Assistant Planner	188	\$ 4,992.80	\$ 6,690.83
Customer Service Outreach Coordinator	188	\$ 4,992.80	\$ 6,690.83
Information Systems Technician	188	\$ 4,992.80	\$ 6,690.83
Librarian	188	\$ 4,992.80	\$ 6,690.83
Maintenance Supervisor (Facility, Field Services, Park, Street, Utility)	188	\$ 4,992.80	\$ 6,690.83
Police Recruit	188	\$ 4,992.80	\$ 6,690.83
Recreation Supervisor	188	\$ 4,992.80	\$ 6,690.83
Water Production Supervisor	188	\$ 4,992.80	\$ 6,690.83
Fire Inspector	193	\$ 5,247.48	\$ 7,032.13
Senior Combination Inspector	193	\$ 5,247.48	\$ 7,032.13
Senior Public Works Inspector	193	\$ 5,247.48	\$ 7,032.13
Accountant	198	\$ 5,515.16	\$ 7,390.84
Environmental Services Coordinator	198	\$ 5,515.16	\$ 7,390.84
Human Resources Supervisor	198	\$ 5,515.16	\$ 7,390.84
Management Analyst	198	\$ 5,515.16	\$ 7,390.84
Plans Examiner	201	\$ 5,682.27	\$ 7,614.79
Police Services Supervisor	201	\$ 5,682.27	\$ 7,614.79
Associate Planner	203	\$ 5,796.49	\$ 7,767.85
Firefighter	203	\$ 5,796.49	\$ 7,767.85
Police Officer	203	\$ 5,796.49	\$ 7,767.85

CITY OF MONROVIA  
Full-Time Classification / Compensation Program Overview  
Fiscal Year 2017/18 - 2021/22

Job Classification	Salary Range	Salary Range Minimum	Salary Range Maximum
Finance Operations Supervisor	208	\$ 6,092.17	\$ 8,164.08
Information System Analyst	208	\$ 6,092.17	\$ 8,164.08
Field Services Superintendent	208	\$ 6,092.17	\$ 8,164.08
Library Supervisor	208	\$ 6,092.17	\$ 8,164.08
Senior Recreation Supervisor	208	\$ 6,092.17	\$ 8,164.08
Senior Management Analyst	218	\$ 6,729.54	\$ 9,018.23
Fire Engineer	218	\$ 6,729.54	\$ 9,018.23
Firefighter w/ Paramedic Assignment	218	\$ 6,729.54	\$ 9,018.23
Police Officer w/ Agent Assignment	218	\$ 6,729.54	\$ 9,018.23
Police Officer w/ Detective Assignment	218	\$ 6,729.54	\$ 9,018.23
Communications, Crime Analyst, & Technology Supervisor	223	\$ 7,072.82	\$ 9,478.25
Project Manager	223	\$ 7,072.82	\$ 9,478.25
Fire Captain	233	\$ 7,812.79	\$ 10,469.88
Police Sergeant	233	\$ 7,812.79	\$ 10,469.88
Chief Deputy City Clerk	233	\$ 7,812.79	\$ 10,469.88
Assistant to the City Manager	233	\$ 7,812.79	\$ 10,469.88
Information Systems Manager	241	\$ 8,460.13	\$ 11,337.38
Water System Manager	241	\$ 8,460.13	\$ 11,337.38
Field Services Manager	241	\$ 8,460.13	\$ 11,337.38
Finance Operations Manager	241	\$ 8,460.13	\$ 11,337.38
Public Works Operations Manager	241	\$ 8,460.13	\$ 11,337.38
Library Manager	241	\$ 8,460.13	\$ 11,337.38
Recreation Manager	241	\$ 8,460.13	\$ 11,337.38
Fire Division Chief	251	\$ 9,345.25	\$ 12,523.52
Police Lieutenant	251	\$ 9,345.25	\$ 12,523.52
Building & Safety Division Manager	251	\$ 9,345.25	\$ 12,523.52
Deputy Administrative Services Director / Finance Division Manager	251	\$ 9,345.25	\$ 12,523.52
Deputy City Manager	251	\$ 9,345.25	\$ 12,523.52
Neighborhood & Business Services Division Manager	251	\$ 9,345.25	\$ 12,523.52
Planning Division Manager	251	\$ 9,345.25	\$ 12,523.52
Public Works Division Manager	251	\$ 9,345.25	\$ 12,523.52
Police Captain	261	\$ 10,322.97	\$ 13,833.76

CITY OF MONROVIA  
 Full-Time Classification / Compensation Program Overview  
 Fiscal Year 2017/18 - 2021/22

Job Classification	Salary Range	Salary Range Minimum	Salary Range Maximum
Administrative Services Director	276	\$ 11,984.64	\$ 16,060.57
Community Development Director	276	\$ 11,984.64	\$ 16,060.57
Fire Chief	276	\$ 11,984.64	\$ 16,060.57
Police Chief	276	\$ 11,984.64	\$ 16,060.57
Public Services Director	276	\$ 11,984.64	\$ 16,060.57
City Manager	Contract	\$	16,250.00

CITY OF MONROVIA  
Part-Time Classification / Compensation Program Overview  
Fiscal Year 2017/18 - 2021/22

Proposed Classification	Recommended Salary Range	Hourly Min.	Hourly Max.
Hillside Wilderness Preserve Intern	100	\$ 12.00	\$ 16.08
Library Aide	100	\$ 12.00	\$ 16.08
Maintenance Aide	100	\$ 12.00	\$ 16.08
Office Aide	100	\$ 12.00	\$ 16.08
Police Cadet	100	\$ 12.00	\$ 16.08
Recreation Leader	100	\$ 12.00	\$ 16.08
Accounting Aide	120	\$ 14.64	\$ 19.62
Library Clerk	120	\$ 14.64	\$ 19.62
Recreation Specialist	120	\$ 14.64	\$ 19.62
Park Ranger	141	\$ 18.05	\$ 24.18
Accounting Assistant	151	\$ 19.93	\$ 26.71
Administrative Assistant	151	\$ 19.93	\$ 26.71
Police Service Representative	151	\$ 19.93	\$ 26.71
Intern	151	\$ 19.93	\$ 26.71
Building Counter Technician	156	\$ 20.95	\$ 28.07
Parking Enforcement Officer	161	\$ 22.02	\$ 29.51
Community Services Officer	166	\$ 23.14	\$ 31.01
Library Associate	166	\$ 23.14	\$ 31.01
Police Communications Operator (Dispatch)	171	\$ 24.32	\$ 32.59
Neighborhood Preservation Officer	176	\$ 25.56	\$ 34.26
Librarian	188	\$ 28.80	\$ 38.60
Senior Planner	218	\$ 35.15	\$ 47.10



**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**THE CITY OF MONROVIA**

**AND**

**ELECTED & APPOINTED OFFICIALS**

**JULY 1, 2017 – JUNE 30, 2022**

**ELECTED & APPOINTED EMPLOYEES  
FISCAL YEAR 2017-22**

**APPENDIX D**

SECTION I	SALARIES & COMPENSATION – ELECTED OFFICIALS.....	D-2
SECTION II	FRINGE BENEFITS – ELECTED OFFICIALS.....	D-2

## APPENDIX D

The following elected and appointed positions in the City of Monrovia shall be compensated as provided for below.

### SECTION I. SALARIES & COMPENSATION – ELECTED OFFICIALS

- A. The Mayor and City Council Members, the City Clerk, and City Treasurer shall receive the following salary for their duties and responsibilities as elected officials for the City of Monrovia.

<u>CLASSIFICATION</u>	<u>COMPENSATION RATE</u>
Mayor & City Council Members	\$400 / Month
City Clerk	\$400 / Month
City Treasurer	\$363 / Month

### SECTION II. HEALTH AND WELFARE BENEFITS – ELECTED OFFICIALS

- A. **Cafeteria Style Medical Benefit Plan:** The City shall provide the Mayor & City Council Members, the City Clerk, and the City Treasurer an amount up to the maximum monthly medical contribution provided for non-safety employees, which can be used towards enrolling in any of the medical, dental, and vision insurance plans offered by the City of Monrovia.
- B. **Deferred Compensation:** In accordance with an opinion issued by the California Attorney General, should the Mayor / City Council Member opt not to participate in the City's medical insurance program, the City will provide an amount, from zero dollars up to the equivalent value of the applicable maximum monthly contribution provided to non-safety employees for medical insurance coverage, into the City's deferred compensation program on behalf of the Mayor / City Council Member.
- C. **Retirement:**
1. The City is a participating agency in the California Public Employees' Retirement System (PERS) and provides retirement benefits under PERS to the City's eligible employees. For qualifying elected / appointed officials, the City provides the "2.7% at Age 55 Retirement Formula," which is set forth at the California Government Code section 21354.5. Generally, under the laws governing PERS, two types of contributions are required to fund the City's PERS benefits: member contributions and employer contributions.
  2. The City shall pay the entire member contribution required by PERS for all employees in positions designated as Elected / Appointed. These City payments are known as "employer paid member contributions," or EPMCs. All EPMCs for officials covered under this agreement will be reported by the City to PERS as PERS Compensation in accordance with section 20636(c)(4) of the California Government Code, as amended. Accordingly, the EPMCs will be included in each such official's PERS Compensation for purposes of determining the employee's retirement benefits under PERS.

3. All individuals in positions designated as Elected / Appointed officials shall, in accordance with section 20156(f) of the California Government Code, contribute a percentage of their PERS Compensation for the City's cost of optional benefits under PERS. For qualifying elected / appointed officials, designated as miscellaneous employees for PERS purposes, the contribution percentage will be 9.946%. Contributions under this paragraph will offset the City's required employer contributions under PERS, and will not be treated by PERS as "member contributions" for any purpose. In addition, the contributions will be deducted from each such employee's City pay, and no employee may elect to receive cash in lieu of the contribution. The City will take formal action characterizing these contributions as pre-tax "pick up" contributions in accordance with section 414(h) of the Internal Revenue Code.
4. The City shall continue to provide qualified and eligible officials covered under this agreement with that certain retirement option program commonly referred to as "Retirement Credit in Unused Sick Leave" which is based on the conversion formula as set forth in the California Public Employees' Retirement System (PERS), Section 20862.8 of the California Government Code.
5. The City shall provide qualified and eligible officials covered under this agreement with that certain retirement option program commonly referred to as "Fourth Level of 1959 Survivor Benefits" pursuant to Section 21382.5 in conjunction with Section 21373 "Continuation of Death Benefits After Remarriage of Survivor."
6. The City shall continue to provide qualified and eligible officials covered under this agreement with that certain retirement option program commonly referred to as "Post Retirement/Survivor's Benefit Option" which is based on the schedule of benefits as provided in the California Public Employees' Retirement System (PERS), Sections 21263 and 21263.1 of the California Government Code.
7. The City shall provide qualified and eligible officials covered under this agreement with that certain retirement option program commonly referred to as "Single Highest Year" which is based on the schedule of benefits as set forth in the California Public Employees' Retirement System (PERS), Section 20024.2 of the California Government Code.
8. All new Elected / Appointed officials defined as "new members" under the Public Employees' Pension Reform Act of 2013 ("Act") shall be subject to the 2% @ 62 retirement benefit formula, and shall comply with all provisions of the Act.



**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**THE CITY OF MONROVIA**

**AND**

**MID-MANAGEMENT EMPLOYEES**

**JULY 1, 2017 – JUNE 30, 2022**

**MID-MANAGEMENT EMPLOYEES  
FISCAL YEARS 2015-2017**

**APPENDIX H**

	<b><u>Page</u></b>
SECTION I	MID-MANAGEMENT DESIGNATIONS ..... H-1
SECTION II	COMPENSATION ..... H-1
SECTION III	OTHER COMPENSATION ..... H-3
SECTION IV	ADDITIONAL ASSIGNMENT ..... H-7
SECTION V	VACATION..... H-7
SECTION VI	MID-MANAGEMENT LEAVE..... H-8
SECTION VII	HOLIDAYS ..... H-8
SECTION VIII	SICK LEAVE ..... H-8
SECTION IX	RETIREMENT ..... H-10
SECTION X	PRE-FUNDED RETIREE MEDICAL TRUST ..... H-11
SECTION XI	HEALTH BENEFITS..... H-13
SECTION XII	LIFE INSURANCE..... H-13
SECTION XIII	LONG-TERM DISABILITY ..... H-13
SECTION XIV	DEFERRED COMPENSATION..... H-14
SECTION XV	LONG TERM CARE INSURANCE ..... H-14
SECTION XVI	RETIREMENT REIMBURSEMENT PLAN..... H-14
SECTION XVII	AUTO ALLOWANCE..... H-16
SECTION XVIII	FRINGE BENEFIT CONTRIBUTION..... H-16
SECTION XIX	DEFERRED HOLIDAY TIME..... H-17
SECTION XX	ADMINISTRATION OF BENEFITS..... H-17

## **APPENDIX H**

Within the City of Monrovia organization, the City Council recognizes the benefit and need to foster and maintain a strong, professional Mid-Management Group. The salary and benefit levels provided herein recognize that members of the Mid-Management Group are compensated for successful performance and completion of goals and objectives to meet community needs regardless of the length of the workday.

This Memorandum of Understanding (Agreement) outlines matters relating to the wages, hours, and terms and conditions of employment for Mid-Management Group members for a five-year period (Fiscal Years 2017 – 2022), to remain in effect through June 30, 2022, and subject to the provisions contained herein. Furthermore, this Agreement is subject to an automatic re-opener if the City experiences any severe financial hardship through reductions in the operating budget and / or increases in employer costs during the term of this Agreement.

The City Council ratified and approved the terms and conditions of employment set forth in this Agreement on June 20, 2017.

### **SECTION I. MID-MANAGEMENT DESIGNATIONS**

The following positions shall be considered Mid-Management and subject to the compensation and supplemental benefit levels provided herein:

- Assistant to the City Manager
- Building & Safety Division Manager
- Chief Deputy City Clerk
- Deputy Administrative Services Director / Finance Division Manager
- Deputy City Manager
- Field Services Manager
- Finance Operations Manager
- Fire Division Chief
- Human Resources Manager
- Information Systems Manager
- Library Manager
- Neighborhood & Business Services Division Manager
- Planning Division Manager
- Police Captain
- Police Lieutenant
- Public Works Division Manager
- Recreation Manager
- Water System Manager

### **SECTION II. COMPENSATION**

#### **A. Salary Range.**

The Salary Range for those Mid-Management employee positions covered by this agreement is set forth in Exhibit A and incorporated herein. Furthermore, the Citywide Classification / Compensation Program, which includes the classifications designated as Mid-Management positions, is set forth in Exhibit B and incorporated herein.

During the term of this Agreement, the City will institute a bi-annual salary survey of salary and medical benefit costs, and will make corresponding salary range adjustments to maintain competitive market based compensation levels, pursuant to the following provisions:

- The City will coordinate the salary survey according to a timeline which will allow for the implementation of salary range adjustments on July 1, 2018 and July 1, 2020.

- In order to facilitate the timelines associated with the biennial salary range adjustments, the salary survey process will be initiated no later than January 1, 2018, and January 1, 2020.
- The implementation of the salary survey data will take into the following prioritized factors: 1.) Account for horizontal and vertical internal organizational salary relationships. 2.) Account for the median salary for each surveyed position. 3.) Implement a new compensation structure that maintains salaries at no less than the median salary survey average in a manner that takes into account horizontal and vertical internal organizational salary relationships.

No Mid-Management employee shall have any right or vested interest in any salary level above the minimum provided. Furthermore, the placement of an individual at a salary level or advancement or reduction of an individual within the salary range shall be determined only after a thorough review by the Department Director to determine the extent to which the Mid-Management employee has met the expectations of his / her department and the expected objectives for performance. In addition, the Department Director shall consider the degree to which the Mid-Manager has been of positive value to the overall effectiveness of the department and the Management Team. Current salary standing or salary advancement shall be neither automatic nor a matter of right but shall be based upon the principles of merit as described herein.

**B. Prohibition of Overtime and Compensatory Time Accrual.**

Except as otherwise stated herein, officers and employees covered under this appendix shall not be eligible to receive overtime or to accumulate compensatory time off with the exception of compensatory time earned for holidays. The maximum accrual of compensatory time for this purpose is eighty (80) hours per calendar year.

**C. Survey Cities.**

The City and the Mid-Management Group also agree that for classification, compensation, and other related survey purposes, the following seven cities shall serve as the representative survey cities for Monrovia:

1. Arcadia
2. Azusa
3. Burbank
4. Glendale
5. Monterey Park
6. Pasadena
7. Beverly Hills

### **SECTION III. OTHER COMPENSATION**

#### **A. Pay for Performance / Performance Evaluations.**

The salary ranges provided herein are intended to recognize individual differences among positions allocated to the same class, the purpose of which is to provide employee incentives and reward employees for meritorious service and continued improvement within a particular position. All increases in salary within any range shall be made only on the basis of fully satisfactory performance and continued improvement. Increases in salary within any range shall be neither automatic nor a matter of right and shall be effected only upon the recommendation of the Department Director with approval of the City Manager after completion of a thorough employee performance evaluation.

The following general provisions shall govern the granting of salary step increases within the established salary range for each Mid-Management position based upon the principles of merit:

1. The initial compensation to be paid for employment in any position shall normally be Step A of the Salary Range. Where it is found to be difficult to obtain qualified personnel for a position or if a person of unusual qualifications is to be employed in a position, the City Manager may authorize hiring at a higher initial step.
2. After the first twelve (12) months of employment, employees appointed at Step A shall be eligible to be considered for advancement to the second step of the applicable range.
3. After advancement to the second salary step, an employee shall be eligible to be considered for advancement to the next higher step of the salary range only after completion of twelve (12) months of service.
4. Employees initially appointed at higher than Step A shall be eligible to be considered for advancement to the next higher salary step only after completion of twelve (12) months of service.
5. Given the implementation of the Classification / Compensation Study effective December 27, 2015, employees shall be eligible to be considered for advancement to the next higher salary step at their next performance evaluation on or after December 27, 2015.
6. Consideration of advancement of an eligible employee from one step of the salary range to the next shall be done by the Department Director. Advancement shall be effected only after the Department Director has completed a thorough evaluation of the employee's performance in the position and has determined that the employee has improved his / her performance within the position resulting in increased value to the City. Advancement shall be made only upon such recommendation by the Department Director and with the approval of the City Manager.

7. If in the opinion of the Department Director, the employee has not performed in a manner so as to merit step advancement, a recommendation for retention at the present salary step shall be made in writing to the City Manager. The reasons cited for retention shall also be made in writing to the employee involved. The employee shall be entitled to an appeal of the Department Director's decision to retain the employee at their present salary step before the City Manager. The City Manager shall review the details related to the appeal, considering the information presented by both the Department Director and the employee. The City Manager shall make a final determination regarding whether or not to retain the employee at their present salary step, and the City Manager's decision shall be final and binding.
8. If the Department Director determines, subsequent to completion of a thorough employee evaluation, that an employee has not performed in a manner so as to merit retention or advancement, the Department Director may recommend disciplinary action, including a reduction of an employee's salary step. A recommendation for reduction of an employee's salary step shall be made in writing to the City Manager. The reasons cited for reduction shall also be made in writing to the employee. The employee shall be entitled to an appeal of the Department Director's decision to reduce the employee's salary step before the City Manager. The City Manager shall review the details related to appeal, considering the information presented by both the Department Director and the employee. The City Manager shall make a final determination regarding whether or not to reduce the employee's salary step, and the City Manager's decision shall be final and binding.
9. The City Manager may further improve the step advancement of any employee upon the recommendation of the Department Director, provided the following:
  - a. The Department Director, in his / her written request for further step advancement for the employee, certifies that the employee has performed his / her work in an outstanding and exceptionally meritorious manner.
  - b. The employee has successfully completed the probationary period in his / her current classification.
  - c. The employee is recommended for advancement by not more than two (2) salary steps.
  - d. In the case of a double step, the employee has had no previous double step advancement during his / her employment in the particular classification.
  - e. In the case of an acceleration, the employee has had no previous step advancement acceleration during his / her employment in the particular classification.

- f. At least six (6) months have elapsed since the employee has received a step advancement for outstanding and exceptionally meritorious performance.
- 10. Once a Mid-Management employee has reached the top step of their salary range, the employee shall be eligible annually to earn up to a 3% performance bonus as part of their normal performance evaluation process. The amount of the performance bonus shall be recommended by the Department Director and shall be authorized with the approval of the City Manager.
- 11. The annual performance evaluation process shall be administered pursuant to the following general guidelines:
  - a. Annual evaluations must be completed and forwarded to the Human Resources Division, including any written responses provided by the employee.
  - b. A new employee's minimum initial probationary period is twelve months. Any subsequent probationary period due to promotion, reclassification, or transfer shall be for a minimum of six months.
  - c. Any employee receiving an overall Performance Appraisal rating of Below Expectations or Unacceptable shall be placed on a Performance Improvement Plan (PIP). PIP's wilval be due in accordance with the evaluation schedule cited in the PIP.
- B. Fire Officer Certification Pay.**  
Provided that a Fire Division Chief or the Deputy Fire Chief possesses a valid Fire Officer Certificate issued by the California State Board of Fire Services, he / she shall receive \$375 per month in addition to his / her base pay.
- C. Chief Officer Certification Pay.**  
Effective with Pay Period # 17 in 2015, provided that a Fire Division Chief or the Deputy Fire Chief possesses a valid Chief Officer Certificate issued by the California State Board of Fire Services, he / she shall receive \$475 per month in addition to his / her base pay.
- D.** The Fire Officer Certification Pay and Chief Officer Certification Pay provided for in Subsection B and C above, shall not be cumulative. Each eligible employee shall only receive certification pay for the highest level certification attained.
- E. USAR Rescue System Certification Pay.**  
Any Fire Division Chief or Deputy Fire Chief who possess a valid USAR Rescue Systems 1 and 2 Certificate issued by the California State Board of Fire Services or equivalent certification shall receive \$50 per month in addition to their base pay.

**F. EMT Certification Pay.**

Any Fire Division Chief or Deputy Fire Chief who possess a valid Emergency Medical Technician (EMT) Certification shall receive the following EMT Certification Pay in addition to their base pay for each corresponding fiscal year:

1. FY 2017/18 – \$200 / month
2. FY 2018/19 – \$225 / month
3. FY 2019/20 – \$250 / month
4. FY 2020/21 – \$275 / month
5. FY 2021/22 – \$300 / month

**G. POST Premium Pay.**

Those Mid-Management Members classified as either a Police Lieutenant or Police Captain who qualify for one of the following POST Certificates issued by the Police Officers' Standards and Training Commission shall receive the following monthly POST Premium Pay:

<u>POST CERTIFICATE</u>	<u>MONTHLY PAY AMOUNT</u>
Intermediate	\$350.00
Advanced	\$750.00
Supervisory	\$850.00
Management	\$975.00

The POST Premium Pay benefits outlined above shall not be cumulative. Each eligible employee shall only receive premium pay for the highest level POST certificate attained.

POST incentive premium pay shall not be taken into consideration in calculating payment for accumulative leave time upon termination or the value of any other supplemental benefits.

**H. Chief Deputy City Clerk Premium Pay.**

Those Mid-Management Members classified as the Chief Deputy City Clerk, if he / she holds the dual role of City Clerk, shall be eligible to receive \$400 per month in premium pay for additional duties performed as the City Clerk, so long as the monthly salary for the City Clerk is waived and uncollected.

**I. Educational Incentive Pay.**

Association members shall be eligible to receive educational incentive pay in the following amounts:

- AA / AS Degree – \$225 / year
- BA / BS Degree – \$375 / year
- MA / JD / CPA Degree – \$525 / year
- PhD Degree – \$675 / year

The educational incentive pay benefit provided herein shall be paid annually during Pay Period #24. Furthermore, eligible employees shall only receive educational incentive pay in the amount equivalent to the single highest educational level attained.

In order to participate in the educational incentive pay benefit, employees must provide the Human Resources Division with proof of educational attainment level before October 31 in order to receive the incentive payment during Pay Period #24 of that same year. Once the educational attainment level has been established, the payment shall be made to the employee annually thereafter during Pay Period #24.

If an employee should obtain either a new degree or a higher degree after October 31, the employee must provide the Human Resources Division with proof of the educational degree obtained before the ensuing October 31 in order to receive the educational incentive pay benefit during Pay Period #24 in the following fiscal year.

**J. Foothill Special Enforcement Team (FSET) Incentive Pay.**

Those Mid-Management Members classified as a Police Lieutenant who are assigned by the Chief of Police to serve as a member of the Foothill Special Enforcement Team (FSET) shall receive salary compensation in an amount equal to \$125 / month. The Chief of Police reserves the right to remove any Mid-Management Member from the FSET assignment, and such an action shall not be a cause for grievance.

**SECTION IV. ADDITIONAL ASSIGNMENT**

- A.** At the sole discretion of the Fire Chief, any Fire Division Chief and the Deputy Fire Chief can be authorized to work additional hours in addition to their regular work shift due to the absence of another Fire Division Chief. Any additional work authorized by the Fire Chief under this provision shall be compensated at the hourly base salary rate for the Fire Division Chief and the Deputy Fire Chief. Such assignments shall be made at the discretion of the Fire Chief.

Fire Division Chiefs assigned to respond as part of a Multi-Jurisdictional Strike Team will not be required to complete any minimum hours of work before being eligible for additional assignment pay. Furthermore, for all hours worked as part of a Strike Team deployment, Fire Division Chiefs shall be compensated at one and one-half times their hourly base salary rate while deployed on the Strike Team.

- B.** Police Lieutenants assigned to work a movie detail or the Immaculate Conception Church Memorial Weekend Fiesta will receive overtime pay based on the salary scale in effect for Police Sergeants including pay for the POST Advanced Certificate.

- C.** At the sole discretion of the Police Chief, any Mid-Management Member classified as a Police Lieutenant shall be eligible to participate in the Watch Commander Assignment, per the following terms and conditions.

1. The Watch Commander Assignment for Police Lieutenants shall be implemented only for specific Police Department scheduled overtime assignments where a Police Lieutenant serves as watch commander for a patrol shift.
2. For all hours worked as part of the Watch Commander Assignment, Police Lieutenants shall be compensated at one and one-half times their hourly base salary rate.
3. The Watch Commander Assignment shall only be in effect per the approval of the Police Chief, and furthermore, the Police Chief shall retain the authority to discontinue the program at the Police Chief's discretion.
4. Outside of the provisions of Section IV.B above, Section IV.D below, and the Watch Commander Assignment, there shall be no other assignments for which Police Lieutenants shall receive overtime based compensation.

**D.** At the sole discretion of the Police Chief, any Mid-Management Member classified as a Police Lieutenant shall be eligible to participate in any special overtime assignments where the overtime salary cost to the City for participating in the overtime assignment is fully reimbursed to the City. Furthermore, the Police Chief shall retain the authority to discontinue this program at the Police Chief's discretion. Outside of the provisions of Section IV.B above, Section IV.C above, and the stipulations contained in this provision, there shall be no other assignments for which Police Lieutenants shall receive overtime based compensation.

**SECTION V. VACATION**

Employees or officers in positions covered hereunder shall be entitled to annual vacation leave with pay as follows:

**Vacation Accrual**

<u>Years of Service</u>	<u>Non-Sworn Accrual</u>	<u>Sworn Accrual</u>	<u>Sworn – Shift Accrual</u>
1 through 3	120 hours / year	120 hours / year	215 hours / year
4 through 9	160 hours / year	160 hours / year	245 hours / year
10 and above	200 hours / year	200 hours / year	350 hours / year

Positions covered hereunder shall be able to accumulate an unlimited amount of vacation leave, however, upon separating from service with the City, employees will eligible to be paid out for no more than two years of vacation leave, per the following schedule:

### **Maximum Vacation Accumulation Pay Out Schedule**

<u>Years of Service</u>	<u>Non-Sworn Vacation Payout Cap</u>	<u>Sworn Vacation Payout Cap</u>	<u>Sworn – Shift Vacation Payout Cap</u>
1 through 3	240 hours / year	240 hours / year	430 hours / year
4 through 9	320 hours / year	320 hours / year	490 hours / year
10 and above	400 hours / year	400 hours / year	700 hours / year

Furthermore, on an annual basis, Mid-Management Members will be eligible to cash out up to 10 hours of vacation leave once per year during Pay Period 24 in December, subject to certification by the Human Resources Division.

### **SECTION VI. MID-MANAGEMENT LEAVE**

- A.** Positions covered hereunder shall be credited on July 1 of each fiscal year with sixty (60) hours of Mid-Management leave. Fire Division Chiefs on a fifty-six (56) hour workweek shall be credited with eighty-four (84) hours of Mid-Management leave. Credited leave hours may be used at any time during the year with approval of the City Manager and giving due consideration to the needs of the department.
- B.** In the last payroll of each fiscal year, employees covered hereunder shall be paid in cash for all Mid-Management leave hours credited but unused during the preceding year.
- C.** Mid-Management employees hired during or separating before the end of the fiscal year shall be credited with a prorata of special Mid-Management leave hours based on the number of months of the fiscal year for which the individual is employed.

### **SECTION VII. HOLIDAYS**

#### **A. Basic Holiday Leave.**

1. With the exceptions provided herein, holidays for employees covered under this agreement shall be as follows:

- a. New Year's Eve Day
- b. New Year's Day
- c. Martin Luther King, Jr. Birthday
- d. President's Day
- e. Memorial Day
- f. Fourth of July
- g. Labor Day
- h. Veteran's Day
- i. Thanksgiving Day
- j. The Friday after Thanksgiving Day
- k. December 24<sup>th</sup>
- l. December 25<sup>th</sup>

Unless otherwise determined by the City, the actual dates for each of the foregoing holidays shall be the dates adopted by the State of California for its employees.

- 2. For employees working a 5/40 workweek schedule whose work schedule would include working on Friday and not working Saturday and Sunday, if any of the foregoing holidays falls on a Saturday or Sunday, the preceding Friday or following Monday respectively shall be a holiday. Employees regularly scheduled to work on a holiday shall be eligible to receive compensating time off for the holiday if the holiday is worked based on the employee's normal work hours on the day the holiday occurs.
- 3. For employees on a 9/80, 4/10 or 5/40 work schedule, if any of the preceding holidays fall on the employee's regular day off, the employee will receive hours of holiday credit or holiday pay based on their normal schedule as deemed appropriate by the Department Head. If any of the preceding holidays fall on a Sunday, the following Monday shall be observed as a holiday.
- 4. For the purposes of this section, a holiday shall be considered as ten (10) hours for employees working a 4/10 work schedule and eight (8) hours for employees working a 5/40 work schedule. For employees working a 9/80 work schedule, a holiday shall be considered as eight (8) or nine (9) hours based on the employee's normal work hours on the day the holiday occurs.

**B. Floating Holidays**

All Mid-Management Members will have a new Floating Holiday Leave Bank created, and on an annual basis, each employee will receive two (2) floating holidays in recognition of the employee's birthday and the employee's employment anniversary.

The two (2) floating holidays will be accrued effective the first payroll period following the last full payroll period of the previous fiscal year.

In terms of accruals, each employee's Floating Holiday Leave Bank shall be credited with the following hours based on each employee's established work schedule:

- 20 hours for employees that work 5/40 work week.
- 20 hours for employees that work a 9/80 work week.
- 20 hours for employees that work a 4/10 work week or 3/36 work week.
- 28.8 hours for employees that work a 24-hour shift / 56 hour average work week.

## **SECTION VIII. SICK LEAVE**

- A.** For all employees designated as Mid-Management and who started employment with the City on or before July 1, 2017, sick leave accrual and cash-out provisions shall be as follows:
- Employees shall accrue sick leave at the rate of 8 hours per month of service. There shall be no accrual limit for sick leave.
  - Any eligible employee who separates from the City of Monrovia or retires from the City of Monrovia with a minimum of five (5) years of service will be paid for twenty-five percent (25%) of accrued sick leave upon separation or retirement.
  - Any eligible employee who retires from the City of Monrovia with a minimum of ten years of service will be paid for fifty percent (50%) of accrued sick leave upon retirement.
- B.** For all employees designated as Mid-Management and who started employment with the City after July 1, 2017, sick leave accrual and cash-out provisions shall be as follows:
- Employees shall accrue sick leave at the rate of 8 hours per month of service. There shall be no accrual limit for sick leave.
  - Upon a bona fide retirement from the City through CalPERS, employees who opt to convert an equivalent number of unused sick leave hours to achieve at least one year's worth of service time credit for retirement purposes (based on program details as defined by CalPERS) will be eligible to cash out any remaining accrued sick leave time pursuant to the following program provisions:
    - ) Employees must first convert the equivalent number of sick leave hours needed to achieve one year's worth of service credit through the CalPERS sick leave conversion program.

- ) Those employees who, pursuant to CalPERS rules and retirement program plan provisions, have restrictions which limit the employee to less than one year of additional service credit that can be earned through the sick leave conversion program, will be required to convert the maximum number of sick leave hours possible into service credit.
  - ) After completing the requisite CalPERS sick leave conversion program requirements outlined above, employees will then be eligible to cash out any remaining sick leave time at the rate of \$0.30 for every \$1.00 worth of sick leave remaining, based on the employee's rate of pay at the time of retirement.
- C. Additionally, all new employees hired by the City shall be eligible to bring with them up to 250 hours of sick leave from their prior employer, so long as a new employee's prior employer did not compensate the employee for their sick leave bank.

## **SECTION IX. RETIREMENT**

- A. The City is a participating agency in the California Public Employees' Retirement System (PERS) and provides retirement benefits under PERS to the City's eligible employees. Generally, under the laws governing PERS, two types of contributions are required to fund the City's PERS benefits: member contributions and employer contributions.
- B. The City shall pay the entire member contribution required by PERS for all employees in positions designated as Mid-Management. These City payments are known as "employer paid member contributions," or EPMCs. All EPMCs for employees will be reported by the City to PERS as PERS Compensation in accordance with section 20636(c)(4) of the California Government Code, as amended. Accordingly, the EPMCs will be included in each such employee's PERS Compensation for purposes of determining the employee's retirement benefits under PERS.
- C. All employees in positions designated as Mid-Management, in accordance with section 20156(f) of the California Government Code, will contribute a percentage of their PERS Compensation for the City's cost of optional benefits under PERS, as further outlined below.
  - For non-safety Mid-Management employees, designated as miscellaneous employees for PERS purposes, the contribution percentage will be 9.946%.
  - For Mid-Management employees designated as safety employees for PERS purposes, the contribution percentage will be 12.811%.

- Contributions under this paragraph will offset the City's required employer contributions under PERS, and will not be treated by PERS as "member contributions" for any purpose.
- In addition, the contributions will be deducted from each such employee's City pay, and no employee may elect to receive cash in lieu of the contribution. The City will take formal action characterizing these contributions as pre-tax "pick up" contributions in accordance with section 414(h) of the Internal Revenue Code.

**D.** All current employees serving in positions designated as Mid-Management as of the effective date of this Agreement shall be enrolled in the City's Pre-Funded Retiree Medical Trust Program for Mid-Management Group employees (as further defined in Section X.A of this Agreement), and furthermore, shall also be eligible to receive the following defined benefit retiree health program insurance premium reimbursement:

- i. Once retired, the retiree must provide evidence of a monthly premium to be paid directly by the retiree, to receive reimbursement. Otherwise, such reimbursement shall not be provided.
- ii. Retiree medical premiums will be paid for the employee for his / her lifetime.
- iii. The retiree must submit evidence of his / her monthly medical premium to the City to receive the monthly reimbursement.
- iv. Employees retiring with a minimum of ten (10) years of service shall receive a monthly reimbursement of twenty-five percent (25%) of the monthly health insurance premium paid for the retiring employee for the remainder of his / her life.
- v. Employees retiring with a minimum of fifteen (15) years of service shall receive a monthly reimbursement of fifty percent (50%) of the monthly health insurance premium paid for retiring employee for the remainder of his / her life.
- vi. Employees retiring with a minimum of twenty (20) years of service shall receive a monthly reimbursement of seventy-five percent (75%) of the monthly health insurance premium paid for retiring employee for the remainder of his / her life.
- vii. Employees retiring with a minimum of twenty-five (25) years of service shall receive a monthly reimbursement of one hundred percent (100%) of the monthly health insurance premium paid for retiring employee for the remainder of his / her life.
- viii. No retiree shall receive a reimbursement for more than the actual monthly cost of the medical coverage.

- ix. When the retiree becomes eligible for Medicare, he / she must elect such coverage as the City will only provide reimbursement based on the supplement to Medicare plan premium.
- E.** Any person who is designated as Mid-Management after the effective date of this agreement shall be eligible to select from the following retirement medical benefit plan options:
- i. For those employees promoting from an existing non Mid-Management Group City position into the Mid-Management Group, such individuals will have the option of selecting from the following retirement medical benefit plan options:
    - a. Retain the retirement medical plan benefit they qualified for prior to promoting into the Mid-Management Group.
    - b. Opt into the City's Pre-Funded Retiree Medical Trust Program for Mid-Management Group employees, as further defined in Section X.A below.
  - ii. For all new City employees who join the Mid-Management Group without having previously been employed by the City, such individuals will be provided with membership into the City's Pre-Funded Retiree Medical Trust Program for Mid-Management Group employees, as further defined in Section X.A below.

## **SECTION X. PRE-FUNDED RETIREE MEDICAL TRUST**

The City will implement a Mid-Management Group Pre-Funded Retiree Medical Trust (PRMT) that provides for employer and employee contributions. The PRMT will establish a Health Reimbursement Savings Trust account that will allow employees to utilize monies in this Trust to pay for IRS-approved medical premiums with pre-tax dollars as long as there are funds in the retiree's account. A complete Plan document describing the PRMT will be provided to each participant.

Prior to the effective date of this Agreement, the City had established two Mid-Management Group PRMT plans, including Plan A and Plan B. As of the effective date of this Agreement, any Mid-Management Group employee that had funds in either Plan A or Plan B shall retain the account balances accrued in their PRMT account prior to this change. Furthermore, as of the effective date of this Agreement, all Mid-Management Group employees will be transitioned into the Mid-Management Group PRMT program, as further defined in Section X.A below.

### **A. Mid-Management Group PRMT.**

Both the employee and the City will be required to contribute monies into the Mid-Management Group PRMT each pay period. All contributions made will remain in the PRMT plan for the benefit of the employee regardless of whether he / she retires or otherwise separates from employment with the City. An employee cannot contribute either more or less per pay period than the amount specified in the Table below. The contribution levels for both employee and the City are based on length of service as indicated in the Table below:

**City of Monrovia  
Mid-Management Group PRMT**

Years of Service	Employee Contribution/ Pay Period	Employer Contribution/ Pay Period
0-5	\$ 20	\$ 20
6-10	\$ 30	\$ 30
11-15	\$ 40	\$ 40
16-20	\$ 50	\$ 50
21-25	\$ 60	\$ 60
26+	\$ 70	\$ 70

- B. Monies in the PRMT for an employee, former employee, and retiree will be available to the surviving beneficiaries in accordance with the provisions of the PRMT program and IRS regulations.
- C. The language contained in this Section is subject to review by legal counsel and may be amended to comply with legal and IRS regulations.

**SECTION XI. HEALTH AND WELFARE BENEFITS**

**A. Cafeteria Style Medical Benefit Plan:  
Tier 1 Plan for Employees Hired on or Before August 28, 2015.**

Those employees who elect to acquire medical insurance coverage through the City will receive the following amounts for use towards enrolling in any of the medical, dental, and vision insurance plans offered by the City.

- Fiscal Year 2016/17 – \$800 / month
- Effective December 2017 – \$930 / month
- Effective December 2018 – \$1,060 / month
- Effective December 2019 – \$1,190 / month
- Effective December 2020 – \$1,320 / month
- Effective December 2021 – \$1,450 / month

Any unused remainder may be taken as cash, or can be used towards any additional City sponsored insurance programs.

It is also important to note that the above referenced contribution amounts will only be provided to employees who elect to acquire medical insurance through the City. Employees who elect to acquire dental and / or vision insurance through the City, but not medical insurance through the City, will be ineligible to receive the above referenced contribution amounts, and will instead have to participate in the City’s opt-out program as further defined below.

Those employees who elect not to acquire medical insurance coverage through the City must first provide proof of medical insurance coverage through an alternative source. Upon meeting that requirement, the employee shall then be eligible to opt-out of the City's medical coverage program and will receive the following amounts, which can be taken as cash, or be used towards any non-medical City sponsored insurance programs.

- Fiscal Year 2016/17 – \$450 / month
- Effective December 2017 – \$510 / month
- Effective December 2018 – \$570 / month
- Effective December 2019 – \$630 / month
- Effective December 2020 – \$690 / month
- Effective December 2021 – \$750 / month

**B. Cafeteria Style Medical Benefit Plan:  
Tier 2 Plan for Association Members After August 28, 2015.**

Those employees who elect to acquire medical insurance coverage through the City will receive the following amounts for use towards enrolling in any of the medical, dental, and vision insurance plans offered by the City.

- Fiscal Year 2016/17 – \$800 / month
- Effective December 2017 – \$930 / month
- Effective December 2018 – \$1,060 / month
- Effective December 2019 – \$1,190 / month
- Effective December 2020 – \$1,320 / month
- Effective December 2021 – \$1,450 / month

Any unused remainder may be taken as cash, or be used towards any additional City sponsored insurance programs.

It is also important to note that the above referenced contribution amounts will only be provided to employees who elect to acquire medical insurance through the City. Employees who elect to acquire dental and / or vision insurance through the City, but not medical insurance through the City, will be ineligible to receive the above referenced contribution amounts, and will instead have to participate in the City's opt-out program as further defined below.

Those employees who can provide proof of medical insurance coverage through an alternative source shall be eligible to opt-out of the City's medical coverage program and will receive 25% of the monthly cafeteria plan contribution, with a maximum cash-out cap of \$500 / month, which can be taken as cash, or be used towards any non-medical City sponsored insurance programs.

**C. Long-Term Disability Benefits.**

The City shall provide all Association members with a long-term disability program.

**D. Prohibition of "Double Coverage."**

The City may prohibit employees from adding another City employee as a dependent, or from being added to another City employee's City health plan(s) as a dependent.

**E. Tuition Reimbursement.**

Employees who complete job-related courses shall be reimbursed for tuition as outlined in Administrative Policy #305. Such policy shall be considered as part of this Agreement by reference and thus subject to the meet and confer process for any future amendments. In addition, upon successful completion of a course(s) employees will be reimbursed up to \$50 per semester/quarter for required books.

**F. Deferred Compensation / Credit Union Savings Program.**

At any time, employees can voluntarily elect to participate in and contribute towards any City sponsored deferred compensation program, and / or participate in Monrovia Credit Union savings programs.

**SECTION XII. LIFE INSURANCE**

The City shall pay the cost of the group life insurance program. Such program shall consist of life insurance in an amount equal to annual salary to a maximum of \$200,000, with a double indemnity clause covering accidents while in service of the City.

**SECTION XIII. DEFERRED COMPENSATION**

The City shall contribute \$100 per month into one of the City's participating deferred compensation plans. The employee shall designate the option of his/her choice.

- A.** Each calendar year, any employee may convert the hourly rate of any portion of their accrued vacation hours into monies to be included in their contribution to one of the City's deferred compensation providers up to the maximum annual contribution allowed in accordance with IRS regulations.
- B.** Any employee who is planning to retire directly from the City of Monrovia may convert their accrued sick leave to monies to be included in one of the City's deferred compensation providers by participating in the following program.
- C.** In the final three (3) years prior to an employee's stated retirement date he/she may convert the hourly rate of accrued sick leave to monies into be included in their contribution to one of the City's deferred compensation providers in accordance with IRS regulations and the schedule outlined below:
  - a. Any employee opting to participate in this program must sign a loan agreement indicating their intent to retire directly from the City of Monrovia or otherwise repay all amounts contributed through this program should they not retire directly from the City of Monrovia. Should an employee not retire from the City due to an involuntary separation from service, provided such separation is not for cause, the employee will not be required to repay all amounts contributed.
  - b. All sick leave hours converted will be on a fifty percent basis (e.g., a conversion of 100 hours will result in the salary equivalent to 50 hours being deposited into the employee's deferred compensation account).

- c. In the third year prior to retirement, the employee may convert a maximum of ten percent (10%) of their sick leave balance.
- d. In the second year prior to retirement, the employee may convert a maximum of thirty percent (30%) of their sick leave balance.
- e. In the final year prior to retirement, the employee may convert a maximum of fifty percent (50%) of their sick leave balance.

**SECTION XIV. AUTO ALLOWANCE**

The City shall pay \$200 per month to each employee covered hereunder for use of his or her personal vehicle in connection with City business. Police Captains and the Deputy Fire Chief will be provided with a City vehicle in lieu of receiving an auto allowance. The Fire Division Chiefs and Police Lieutenants will be provided use of a City vehicle in during the course of their workday in lieu of receiving an auto allowance. Additionally, additional language related to reimbursement for travel to conferences/seminars is contained in Administrative Policy #1.04

**SECTION XV. DEFERRED HOLIDAY TIME**

The position of Fire Division Chief shall be credited with one day of “deferred holiday time” for each holiday worked or assigned as Duty Chief. Holidays may be at 8, 9, 10 or 12 hours depending on whether the employee is assigned to a standard 5/40, 9/80, 10/40 or 24/56 work schedule. Fire Division Chiefs may accumulate up to a total of 12 "deferred holidays" (i.e., 120 hours based on a 4/10 work schedule) and no accumulation shall be credited beyond this limit.

**SECTION XVI. ADMINISTRATION OF BENEFITS**

Excepting the salary levels and benefits provided herein, the following positions shall be subject to the provisions of the respective appendix in the areas of uniform, clothing, and safety equipment allowances; certification pay; paramedic training allowance; leave provisions; bilingual pay; health / medical benefits; and retirement benefits.

CLASSIFICATION	APPENDIX
Assistant to the City Manager	B
Building & Safety Division Manager	B
Chief Deputy City Clerk	B
Deputy Administrative Services Director / Finance Division Manager	B
Deputy City Manager	B
Field Services Manager	B
Finance Operations Manager	B
Fire Division Chief	A
Human Resources Manager	B
Information Systems Manager	B
Library Manager	B
Neighborhood & Business Services Division Manager	B
Planning Division Manager	B
Police Captain	G
Police Lieutenant	G
Public Works Division Manager	B
Recreation Manager	B
Water System Manager	B



**Exhibit A**  
*Salary Range / Salary Step  
System*

## City of Monrovia Salary Range Chart Fiscal Year 2017/18 - 2021/22

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
100	Hourly	\$ 12.00	\$ 12.60	\$ 13.23	\$ 13.89	\$ 14.59	\$ 15.32	\$ 16.08
	Monthly	\$ 2,080.00	\$ 2,184.00	\$ 2,293.20	\$ 2,407.86	\$ 2,528.25	\$ 2,654.67	\$ 2,787.40
	Annual	\$ 24,960.00	\$ 26,208.00	\$ 27,518.40	\$ 28,894.32	\$ 30,339.04	\$ 31,855.99	\$ 33,448.79
101	Hourly	\$ 12.12	\$ 12.73	\$ 13.36	\$ 14.03	\$ 14.73	\$ 15.47	\$ 16.24
	Monthly	\$ 2,100.80	\$ 2,205.84	\$ 2,316.13	\$ 2,431.94	\$ 2,553.54	\$ 2,681.21	\$ 2,815.27
	Annual	\$ 25,209.60	\$ 26,470.08	\$ 27,793.58	\$ 29,183.26	\$ 30,642.43	\$ 32,174.55	\$ 33,783.28
102	Hourly	\$ 12.24	\$ 12.85	\$ 13.50	\$ 14.17	\$ 14.88	\$ 15.62	\$ 16.40
	Monthly	\$ 2,121.81	\$ 2,227.90	\$ 2,339.29	\$ 2,456.26	\$ 2,579.07	\$ 2,708.02	\$ 2,843.43
	Annual	\$ 25,461.70	\$ 26,734.78	\$ 28,071.52	\$ 29,475.10	\$ 30,948.85	\$ 32,496.29	\$ 34,121.11
103	Hourly	\$ 12.36	\$ 12.98	\$ 13.63	\$ 14.31	\$ 15.03	\$ 15.78	\$ 16.57
	Monthly	\$ 2,143.03	\$ 2,250.18	\$ 2,362.69	\$ 2,480.82	\$ 2,604.86	\$ 2,735.10	\$ 2,871.86
	Annual	\$ 25,716.31	\$ 27,002.13	\$ 28,352.24	\$ 29,769.85	\$ 31,258.34	\$ 32,821.26	\$ 34,462.32
104	Hourly	\$ 12.49	\$ 13.11	\$ 13.77	\$ 14.46	\$ 15.18	\$ 15.94	\$ 16.73
	Monthly	\$ 2,164.46	\$ 2,272.68	\$ 2,386.31	\$ 2,505.63	\$ 2,630.91	\$ 2,762.46	\$ 2,900.58
	Annual	\$ 25,973.48	\$ 27,272.15	\$ 28,635.76	\$ 30,067.55	\$ 31,570.92	\$ 33,149.47	\$ 34,806.94
105	Hourly	\$ 12.61	\$ 13.24	\$ 13.90	\$ 14.60	\$ 15.33	\$ 16.10	\$ 16.90
	Monthly	\$ 2,186.10	\$ 2,295.41	\$ 2,410.18	\$ 2,530.69	\$ 2,657.22	\$ 2,790.08	\$ 2,929.58
	Annual	\$ 26,233.21	\$ 27,544.87	\$ 28,922.11	\$ 30,368.22	\$ 31,886.63	\$ 33,480.96	\$ 35,155.01
106	Hourly	\$ 12.74	\$ 13.38	\$ 14.04	\$ 14.75	\$ 15.48	\$ 16.26	\$ 17.07
	Monthly	\$ 2,207.96	\$ 2,318.36	\$ 2,434.28	\$ 2,555.99	\$ 2,683.79	\$ 2,817.98	\$ 2,958.88
	Annual	\$ 26,495.54	\$ 27,820.32	\$ 29,211.34	\$ 30,671.90	\$ 32,205.50	\$ 33,815.77	\$ 35,506.56
107	Hourly	\$ 12.87	\$ 13.51	\$ 14.18	\$ 14.89	\$ 15.64	\$ 16.42	\$ 17.24
	Monthly	\$ 2,230.04	\$ 2,341.54	\$ 2,458.62	\$ 2,581.55	\$ 2,710.63	\$ 2,846.16	\$ 2,988.47
	Annual	\$ 26,760.50	\$ 28,098.52	\$ 29,503.45	\$ 30,978.62	\$ 32,527.55	\$ 34,153.93	\$ 35,861.63
108	Hourly	\$ 12.99	\$ 13.64	\$ 14.33	\$ 15.04	\$ 15.79	\$ 16.58	\$ 17.41
	Monthly	\$ 2,252.34	\$ 2,364.96	\$ 2,483.21	\$ 2,607.37	\$ 2,737.74	\$ 2,874.62	\$ 3,018.35
	Annual	\$ 27,028.10	\$ 28,379.51	\$ 29,798.48	\$ 31,288.41	\$ 32,852.83	\$ 34,495.47	\$ 36,220.24
109	Hourly	\$ 13.12	\$ 13.78	\$ 14.47	\$ 15.19	\$ 15.95	\$ 16.75	\$ 17.59
	Monthly	\$ 2,274.87	\$ 2,388.61	\$ 2,508.04	\$ 2,633.44	\$ 2,765.11	\$ 2,903.37	\$ 3,048.54
	Annual	\$ 27,298.38	\$ 28,663.30	\$ 30,096.47	\$ 31,601.29	\$ 33,181.36	\$ 34,840.42	\$ 36,582.45
110	Hourly	\$ 13.26	\$ 13.92	\$ 14.61	\$ 15.34	\$ 16.11	\$ 16.92	\$ 17.76
	Monthly	\$ 2,297.61	\$ 2,412.49	\$ 2,533.12	\$ 2,659.78	\$ 2,792.76	\$ 2,932.40	\$ 3,079.02
	Annual	\$ 27,571.37	\$ 28,949.94	\$ 30,397.43	\$ 31,917.31	\$ 33,513.17	\$ 35,188.83	\$ 36,948.27
111	Hourly	\$ 13.39	\$ 14.06	\$ 14.76	\$ 15.50	\$ 16.27	\$ 17.09	\$ 17.94
	Monthly	\$ 2,320.59	\$ 2,436.62	\$ 2,558.45	\$ 2,686.37	\$ 2,820.69	\$ 2,961.73	\$ 3,109.81
	Annual	\$ 27,847.08	\$ 29,239.44	\$ 30,701.41	\$ 32,236.48	\$ 33,848.30	\$ 35,540.72	\$ 37,317.75
112	Hourly	\$ 13.52	\$ 14.20	\$ 14.91	\$ 15.65	\$ 16.44	\$ 17.26	\$ 18.12
	Monthly	\$ 2,343.80	\$ 2,460.99	\$ 2,584.04	\$ 2,713.24	\$ 2,848.90	\$ 2,991.34	\$ 3,140.91
	Annual	\$ 28,125.55	\$ 29,531.83	\$ 31,008.42	\$ 32,558.84	\$ 34,186.79	\$ 35,896.12	\$ 37,690.93
113	Hourly	\$ 13.66	\$ 14.34	\$ 15.06	\$ 15.81	\$ 16.60	\$ 17.43	\$ 18.30
	Monthly	\$ 2,367.23	\$ 2,485.60	\$ 2,609.88	\$ 2,740.37	\$ 2,877.39	\$ 3,021.26	\$ 3,172.32
	Annual	\$ 28,406.81	\$ 29,827.15	\$ 31,318.51	\$ 32,884.43	\$ 34,528.65	\$ 36,255.09	\$ 38,067.84
114	Hourly	\$ 13.79	\$ 14.48	\$ 15.21	\$ 15.97	\$ 16.77	\$ 17.60	\$ 18.48
	Monthly	\$ 2,390.91	\$ 2,510.45	\$ 2,635.97	\$ 2,767.77	\$ 2,906.16	\$ 3,051.47	\$ 3,204.04
	Annual	\$ 28,690.88	\$ 30,125.42	\$ 31,631.69	\$ 33,213.28	\$ 34,873.94	\$ 36,617.64	\$ 38,448.52
115	Hourly	\$ 13.93	\$ 14.63	\$ 15.36	\$ 16.13	\$ 16.93	\$ 17.78	\$ 18.67
	Monthly	\$ 2,414.82	\$ 2,535.56	\$ 2,662.33	\$ 2,795.45	\$ 2,935.22	\$ 3,081.98	\$ 3,236.08
	Annual	\$ 28,977.79	\$ 30,426.67	\$ 31,948.01	\$ 33,545.41	\$ 35,222.68	\$ 36,983.81	\$ 38,833.00

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
116	Hourly	\$ 14.07	\$ 14.77	\$ 15.51	\$ 16.29	\$ 17.10	\$ 17.96	\$ 18.86
	Monthly	\$ 2,438.96	\$ 2,560.91	\$ 2,688.96	\$ 2,823.41	\$ 2,964.58	\$ 3,112.80	\$ 3,268.44
	Annual	\$ 29,267.56	\$ 30,730.94	\$ 32,267.49	\$ 33,880.86	\$ 35,574.91	\$ 37,353.65	\$ 39,221.33
117	Hourly	\$ 14.21	\$ 14.92	\$ 15.67	\$ 16.45	\$ 17.27	\$ 18.14	\$ 19.04
	Monthly	\$ 2,463.35	\$ 2,586.52	\$ 2,715.85	\$ 2,851.64	\$ 2,994.22	\$ 3,143.93	\$ 3,301.13
	Annual	\$ 29,560.24	\$ 31,038.25	\$ 32,590.16	\$ 34,219.67	\$ 35,930.65	\$ 37,727.19	\$ 39,613.55
118	Hourly	\$ 14.35	\$ 15.07	\$ 15.83	\$ 16.62	\$ 17.45	\$ 18.32	\$ 19.24
	Monthly	\$ 2,487.99	\$ 2,612.39	\$ 2,743.01	\$ 2,880.16	\$ 3,024.16	\$ 3,175.37	\$ 3,334.14
	Annual	\$ 29,855.84	\$ 31,348.63	\$ 32,916.06	\$ 34,561.87	\$ 36,289.96	\$ 38,104.46	\$ 40,009.68
119	Hourly	\$ 14.50	\$ 15.22	\$ 15.98	\$ 16.78	\$ 17.62	\$ 18.50	\$ 19.43
	Monthly	\$ 2,512.87	\$ 2,638.51	\$ 2,770.44	\$ 2,908.96	\$ 3,054.41	\$ 3,207.13	\$ 3,367.48
	Annual	\$ 30,154.40	\$ 31,662.12	\$ 33,245.23	\$ 34,907.49	\$ 36,652.86	\$ 38,485.50	\$ 40,409.78
120	Hourly	\$ 14.64	\$ 15.37	\$ 16.14	\$ 16.95	\$ 17.80	\$ 18.69	\$ 19.62
	Monthly	\$ 2,538.00	\$ 2,664.90	\$ 2,798.14	\$ 2,938.05	\$ 3,084.95	\$ 3,239.20	\$ 3,401.16
	Annual	\$ 30,455.94	\$ 31,978.74	\$ 33,577.68	\$ 35,256.56	\$ 37,019.39	\$ 38,870.36	\$ 40,813.88
121	Hourly	\$ 14.79	\$ 15.53	\$ 16.30	\$ 17.12	\$ 17.98	\$ 18.87	\$ 19.82
	Monthly	\$ 2,563.38	\$ 2,691.54	\$ 2,826.12	\$ 2,967.43	\$ 3,115.80	\$ 3,271.59	\$ 3,435.17
	Annual	\$ 30,760.50	\$ 32,298.53	\$ 33,913.45	\$ 35,609.13	\$ 37,389.58	\$ 39,259.06	\$ 41,222.02
122	Hourly	\$ 14.94	\$ 15.68	\$ 16.47	\$ 17.29	\$ 18.16	\$ 19.06	\$ 20.02
	Monthly	\$ 2,589.01	\$ 2,718.46	\$ 2,854.38	\$ 2,997.10	\$ 3,146.96	\$ 3,304.30	\$ 3,469.52
	Annual	\$ 31,068.11	\$ 32,621.51	\$ 34,252.59	\$ 35,965.22	\$ 37,763.48	\$ 39,651.65	\$ 41,634.24
123	Hourly	\$ 15.09	\$ 15.84	\$ 16.63	\$ 17.46	\$ 18.34	\$ 19.25	\$ 20.22
	Monthly	\$ 2,614.90	\$ 2,745.64	\$ 2,882.93	\$ 3,027.07	\$ 3,178.43	\$ 3,337.35	\$ 3,504.21
	Annual	\$ 31,378.79	\$ 32,947.73	\$ 34,595.11	\$ 36,324.87	\$ 38,141.11	\$ 40,048.17	\$ 42,050.58
124	Hourly	\$ 15.24	\$ 16.00	\$ 16.80	\$ 17.64	\$ 18.52	\$ 19.45	\$ 20.42
	Monthly	\$ 2,641.05	\$ 2,773.10	\$ 2,911.76	\$ 3,057.34	\$ 3,210.21	\$ 3,370.72	\$ 3,539.26
	Annual	\$ 31,692.58	\$ 33,277.21	\$ 34,941.07	\$ 36,688.12	\$ 38,522.53	\$ 40,448.65	\$ 42,471.08
125	Hourly	\$ 15.39	\$ 16.16	\$ 16.97	\$ 17.81	\$ 18.71	\$ 19.64	\$ 20.62
	Monthly	\$ 2,667.46	\$ 2,800.83	\$ 2,940.87	\$ 3,087.92	\$ 3,242.31	\$ 3,404.43	\$ 3,574.65
	Annual	\$ 32,009.50	\$ 33,609.98	\$ 35,290.48	\$ 37,055.00	\$ 38,907.75	\$ 40,853.14	\$ 42,895.79
126	Hourly	\$ 15.54	\$ 16.32	\$ 17.14	\$ 17.99	\$ 18.89	\$ 19.84	\$ 20.83
	Monthly	\$ 2,694.13	\$ 2,828.84	\$ 2,970.28	\$ 3,118.80	\$ 3,274.74	\$ 3,438.47	\$ 3,610.40
	Annual	\$ 32,329.60	\$ 33,946.08	\$ 35,643.38	\$ 37,425.55	\$ 39,296.83	\$ 41,261.67	\$ 43,324.75
127	Hourly	\$ 15.70	\$ 16.48	\$ 17.31	\$ 18.17	\$ 19.08	\$ 20.04	\$ 21.04
	Monthly	\$ 2,721.07	\$ 2,857.13	\$ 2,999.98	\$ 3,149.98	\$ 3,307.48	\$ 3,472.86	\$ 3,646.50
	Annual	\$ 32,652.89	\$ 34,285.54	\$ 35,999.82	\$ 37,799.81	\$ 39,689.80	\$ 41,674.29	\$ 43,758.00
128	Hourly	\$ 15.86	\$ 16.65	\$ 17.48	\$ 18.35	\$ 19.27	\$ 20.24	\$ 21.25
	Monthly	\$ 2,748.29	\$ 2,885.70	\$ 3,029.98	\$ 3,181.48	\$ 3,340.56	\$ 3,507.59	\$ 3,682.97
	Annual	\$ 32,979.42	\$ 34,628.39	\$ 36,359.81	\$ 38,177.80	\$ 40,086.69	\$ 42,091.03	\$ 44,195.58
129	Hourly	\$ 16.01	\$ 16.81	\$ 17.66	\$ 18.54	\$ 19.47	\$ 20.44	\$ 21.46
	Monthly	\$ 2,775.77	\$ 2,914.56	\$ 3,060.28	\$ 3,213.30	\$ 3,373.96	\$ 3,542.66	\$ 3,719.79
	Annual	\$ 33,309.22	\$ 34,974.68	\$ 36,723.41	\$ 38,559.58	\$ 40,487.56	\$ 42,511.94	\$ 44,637.54
130	Hourly	\$ 16.17	\$ 16.98	\$ 17.83	\$ 18.72	\$ 19.66	\$ 20.64	\$ 21.67
	Monthly	\$ 2,803.53	\$ 2,943.70	\$ 3,090.89	\$ 3,245.43	\$ 3,407.70	\$ 3,578.09	\$ 3,756.99
	Annual	\$ 33,642.31	\$ 35,324.42	\$ 37,090.65	\$ 38,945.18	\$ 40,892.44	\$ 42,937.06	\$ 45,083.91

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
131	Hourly	\$ 16.34	\$ 17.15	\$ 18.01	\$ 18.91	\$ 19.86	\$ 20.85	\$ 21.89
	Monthly	\$ 2,831.56	\$ 2,973.14	\$ 3,121.80	\$ 3,277.89	\$ 3,441.78	\$ 3,613.87	\$ 3,794.56
	Annual	\$ 33,978.73	\$ 35,677.67	\$ 37,461.55	\$ 39,334.63	\$ 41,301.36	\$ 43,366.43	\$ 45,534.75
132	Hourly	\$ 16.50	\$ 17.32	\$ 18.19	\$ 19.10	\$ 20.05	\$ 21.06	\$ 22.11
	Monthly	\$ 2,859.88	\$ 3,002.87	\$ 3,153.01	\$ 3,310.66	\$ 3,476.20	\$ 3,650.01	\$ 3,832.51
	Annual	\$ 34,318.52	\$ 36,034.45	\$ 37,836.17	\$ 39,727.98	\$ 41,714.37	\$ 43,800.09	\$ 45,990.10
133	Hourly	\$ 16.66	\$ 17.50	\$ 18.37	\$ 19.29	\$ 20.26	\$ 21.27	\$ 22.33
	Monthly	\$ 2,888.48	\$ 3,032.90	\$ 3,184.54	\$ 3,343.77	\$ 3,510.96	\$ 3,686.51	\$ 3,870.83
	Annual	\$ 34,661.70	\$ 36,394.79	\$ 38,214.53	\$ 40,125.26	\$ 42,131.52	\$ 44,238.09	\$ 46,450.00
134	Hourly	\$ 16.83	\$ 17.67	\$ 18.56	\$ 19.48	\$ 20.46	\$ 21.48	\$ 22.56
	Monthly	\$ 2,917.36	\$ 3,063.23	\$ 3,216.39	\$ 3,377.21	\$ 3,546.07	\$ 3,723.37	\$ 3,909.54
	Annual	\$ 35,008.32	\$ 36,758.74	\$ 38,596.67	\$ 40,526.51	\$ 42,552.83	\$ 44,680.48	\$ 46,914.50
135	Hourly	\$ 17.00	\$ 17.85	\$ 18.74	\$ 19.68	\$ 20.66	\$ 21.70	\$ 22.78
	Monthly	\$ 2,946.53	\$ 3,093.86	\$ 3,248.55	\$ 3,410.98	\$ 3,581.53	\$ 3,760.61	\$ 3,948.64
	Annual	\$ 35,358.40	\$ 37,126.33	\$ 38,982.64	\$ 40,931.77	\$ 42,978.36	\$ 45,127.28	\$ 47,383.64
136	Hourly	\$ 17.17	\$ 18.03	\$ 18.93	\$ 19.88	\$ 20.87	\$ 21.91	\$ 23.01
	Monthly	\$ 2,976.00	\$ 3,124.80	\$ 3,281.04	\$ 3,445.09	\$ 3,617.35	\$ 3,798.21	\$ 3,988.12
	Annual	\$ 35,711.99	\$ 37,497.59	\$ 39,372.47	\$ 41,341.09	\$ 43,408.15	\$ 45,578.55	\$ 47,857.48
137	Hourly	\$ 17.34	\$ 18.21	\$ 19.12	\$ 20.07	\$ 21.08	\$ 22.13	\$ 23.24
	Monthly	\$ 3,005.76	\$ 3,156.05	\$ 3,313.85	\$ 3,479.54	\$ 3,653.52	\$ 3,836.19	\$ 4,028.00
	Annual	\$ 36,069.11	\$ 37,872.56	\$ 39,766.19	\$ 41,754.50	\$ 43,842.23	\$ 46,034.34	\$ 48,336.06
138	Hourly	\$ 17.51	\$ 18.39	\$ 19.31	\$ 20.28	\$ 21.29	\$ 22.35	\$ 23.47
	Monthly	\$ 3,035.82	\$ 3,187.61	\$ 3,346.99	\$ 3,514.34	\$ 3,690.05	\$ 3,874.56	\$ 4,068.28
	Annual	\$ 36,429.80	\$ 38,251.29	\$ 40,163.85	\$ 42,172.05	\$ 44,280.65	\$ 46,494.68	\$ 48,819.42
139	Hourly	\$ 17.69	\$ 18.57	\$ 19.50	\$ 20.48	\$ 21.50	\$ 22.58	\$ 23.71
	Monthly	\$ 3,066.17	\$ 3,219.48	\$ 3,380.46	\$ 3,549.48	\$ 3,726.95	\$ 3,913.30	\$ 4,108.97
	Annual	\$ 36,794.10	\$ 38,633.80	\$ 40,565.49	\$ 42,593.77	\$ 44,723.46	\$ 46,959.63	\$ 49,307.61
140	Hourly	\$ 17.87	\$ 18.76	\$ 19.70	\$ 20.68	\$ 21.72	\$ 22.80	\$ 23.94
	Monthly	\$ 3,096.84	\$ 3,251.68	\$ 3,414.26	\$ 3,584.98	\$ 3,764.22	\$ 3,952.44	\$ 4,150.06
	Annual	\$ 37,162.04	\$ 39,020.14	\$ 40,971.15	\$ 43,019.71	\$ 45,170.69	\$ 47,429.22	\$ 49,800.69
141	Hourly	\$ 18.05	\$ 18.95	\$ 19.89	\$ 20.89	\$ 21.93	\$ 23.03	\$ 24.18
	Monthly	\$ 3,127.80	\$ 3,284.20	\$ 3,448.40	\$ 3,620.83	\$ 3,801.87	\$ 3,991.96	\$ 4,191.56
	Annual	\$ 37,533.66	\$ 39,410.34	\$ 41,380.86	\$ 43,449.90	\$ 45,622.40	\$ 47,903.52	\$ 50,298.69
142	Hourly	\$ 18.23	\$ 19.14	\$ 20.09	\$ 21.10	\$ 22.15	\$ 23.26	\$ 24.42
	Monthly	\$ 3,159.08	\$ 3,317.04	\$ 3,482.89	\$ 3,657.03	\$ 3,839.89	\$ 4,031.88	\$ 4,233.47
	Annual	\$ 37,909.00	\$ 39,804.45	\$ 41,794.67	\$ 43,884.40	\$ 46,078.62	\$ 48,382.55	\$ 50,801.68
143	Hourly	\$ 18.41	\$ 19.33	\$ 20.29	\$ 21.31	\$ 22.37	\$ 23.49	\$ 24.67
	Monthly	\$ 3,190.67	\$ 3,350.21	\$ 3,517.72	\$ 3,693.60	\$ 3,878.28	\$ 4,072.20	\$ 4,275.81
	Annual	\$ 38,288.09	\$ 40,202.49	\$ 42,212.61	\$ 44,323.25	\$ 46,539.41	\$ 48,866.38	\$ 51,309.70
144	Hourly	\$ 18.59	\$ 19.52	\$ 20.50	\$ 21.52	\$ 22.60	\$ 23.73	\$ 24.91
	Monthly	\$ 3,222.58	\$ 3,383.71	\$ 3,552.90	\$ 3,730.54	\$ 3,917.07	\$ 4,112.92	\$ 4,318.57
	Annual	\$ 38,670.97	\$ 40,604.51	\$ 42,634.74	\$ 44,766.48	\$ 47,004.80	\$ 49,355.04	\$ 51,822.79
145	Hourly	\$ 18.78	\$ 19.72	\$ 20.70	\$ 21.74	\$ 22.82	\$ 23.97	\$ 25.16
	Monthly	\$ 3,254.81	\$ 3,417.55	\$ 3,588.42	\$ 3,767.85	\$ 3,956.24	\$ 4,154.05	\$ 4,361.75
	Annual	\$ 39,057.68	\$ 41,010.56	\$ 43,061.09	\$ 45,214.14	\$ 47,474.85	\$ 49,848.59	\$ 52,341.02

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
146	Hourly	\$ 18.97	\$ 19.91	\$ 20.91	\$ 21.95	\$ 23.05	\$ 24.21	\$ 25.42
	Monthly	\$ 3,287.35	\$ 3,451.72	\$ 3,624.31	\$ 3,805.52	\$ 3,995.80	\$ 4,195.59	\$ 4,405.37
	Annual	\$ 39,448.25	\$ 41,420.67	\$ 43,491.70	\$ 45,666.28	\$ 47,949.60	\$ 50,347.08	\$ 52,864.43
147	Hourly	\$ 19.16	\$ 20.11	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67
	Monthly	\$ 3,320.23	\$ 3,486.24	\$ 3,660.55	\$ 3,843.58	\$ 4,035.76	\$ 4,237.55	\$ 4,449.42
	Annual	\$ 39,842.74	\$ 41,834.87	\$ 43,926.62	\$ 46,122.95	\$ 48,429.09	\$ 50,850.55	\$ 53,393.08
148	Hourly	\$ 19.35	\$ 20.31	\$ 21.33	\$ 22.40	\$ 23.52	\$ 24.69	\$ 25.93
	Monthly	\$ 3,353.43	\$ 3,521.10	\$ 3,697.16	\$ 3,882.01	\$ 4,076.12	\$ 4,279.92	\$ 4,493.92
	Annual	\$ 40,241.16	\$ 42,253.22	\$ 44,365.88	\$ 46,584.18	\$ 48,913.39	\$ 51,359.05	\$ 53,927.01
149	Hourly	\$ 19.54	\$ 20.52	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.19
	Monthly	\$ 3,386.96	\$ 3,556.31	\$ 3,734.13	\$ 3,920.83	\$ 4,116.88	\$ 4,322.72	\$ 4,538.86
	Annual	\$ 40,643.57	\$ 42,675.75	\$ 44,809.54	\$ 47,050.02	\$ 49,402.52	\$ 51,872.64	\$ 54,466.28
150	Hourly	\$ 19.74	\$ 20.72	\$ 21.76	\$ 22.85	\$ 23.99	\$ 25.19	\$ 26.45
	Monthly	\$ 3,420.83	\$ 3,591.88	\$ 3,771.47	\$ 3,960.04	\$ 4,158.05	\$ 4,365.95	\$ 4,584.24
	Annual	\$ 41,050.01	\$ 43,102.51	\$ 45,257.64	\$ 47,520.52	\$ 49,896.54	\$ 52,391.37	\$ 55,010.94
151	Hourly	\$ 19.93	\$ 20.93	\$ 21.98	\$ 23.07	\$ 24.23	\$ 25.44	\$ 26.71
	Monthly	\$ 3,455.04	\$ 3,627.79	\$ 3,809.18	\$ 3,999.64	\$ 4,199.63	\$ 4,409.61	\$ 4,630.09
	Annual	\$ 41,460.51	\$ 43,533.54	\$ 45,710.21	\$ 47,995.72	\$ 50,395.51	\$ 52,915.28	\$ 55,561.05
152	Hourly	\$ 20.13	\$ 21.14	\$ 22.20	\$ 23.31	\$ 24.47	\$ 25.69	\$ 26.98
	Monthly	\$ 3,489.59	\$ 3,664.07	\$ 3,847.28	\$ 4,039.64	\$ 4,241.62	\$ 4,453.70	\$ 4,676.39
	Annual	\$ 41,875.12	\$ 43,968.87	\$ 46,167.31	\$ 48,475.68	\$ 50,899.46	\$ 53,444.44	\$ 56,116.66
153	Hourly	\$ 20.33	\$ 21.35	\$ 22.42	\$ 23.54	\$ 24.72	\$ 25.95	\$ 27.25
	Monthly	\$ 3,524.49	\$ 3,700.71	\$ 3,885.75	\$ 4,080.04	\$ 4,284.04	\$ 4,498.24	\$ 4,723.15
	Annual	\$ 42,293.87	\$ 44,408.56	\$ 46,628.99	\$ 48,960.44	\$ 51,408.46	\$ 53,978.88	\$ 56,677.83
154	Hourly	\$ 20.54	\$ 21.56	\$ 22.64	\$ 23.77	\$ 24.96	\$ 26.21	\$ 27.52
	Monthly	\$ 3,559.73	\$ 3,737.72	\$ 3,924.61	\$ 4,120.84	\$ 4,326.88	\$ 4,543.22	\$ 4,770.38
	Annual	\$ 42,716.81	\$ 44,852.65	\$ 47,095.28	\$ 49,450.04	\$ 51,922.54	\$ 54,518.67	\$ 57,244.60
155	Hourly	\$ 20.74	\$ 21.78	\$ 22.87	\$ 24.01	\$ 25.21	\$ 26.47	\$ 27.80
	Monthly	\$ 3,595.33	\$ 3,775.10	\$ 3,963.85	\$ 4,162.05	\$ 4,370.15	\$ 4,588.65	\$ 4,818.09
	Annual	\$ 43,143.97	\$ 45,301.17	\$ 47,566.23	\$ 49,944.54	\$ 52,441.77	\$ 55,063.86	\$ 57,817.05
156	Hourly	\$ 20.95	\$ 22.00	\$ 23.10	\$ 24.25	\$ 25.46	\$ 26.74	\$ 28.07
	Monthly	\$ 3,631.28	\$ 3,812.85	\$ 4,003.49	\$ 4,203.67	\$ 4,413.85	\$ 4,634.54	\$ 4,866.27
	Annual	\$ 43,575.41	\$ 45,754.18	\$ 48,041.89	\$ 50,443.99	\$ 52,966.19	\$ 55,614.50	\$ 58,395.22
157	Hourly	\$ 21.16	\$ 22.22	\$ 23.33	\$ 24.49	\$ 25.72	\$ 27.01	\$ 28.36
	Monthly	\$ 3,667.60	\$ 3,850.98	\$ 4,043.53	\$ 4,245.70	\$ 4,457.99	\$ 4,680.89	\$ 4,914.93
	Annual	\$ 44,011.17	\$ 46,211.73	\$ 48,522.31	\$ 50,948.43	\$ 53,495.85	\$ 56,170.64	\$ 58,979.17
158	Hourly	\$ 21.37	\$ 22.44	\$ 23.56	\$ 24.74	\$ 25.98	\$ 27.28	\$ 28.64
	Monthly	\$ 3,704.27	\$ 3,889.49	\$ 4,083.96	\$ 4,288.16	\$ 4,502.57	\$ 4,727.70	\$ 4,964.08
	Annual	\$ 44,451.28	\$ 46,673.84	\$ 49,007.53	\$ 51,457.91	\$ 54,030.81	\$ 56,732.35	\$ 59,568.97
159	Hourly	\$ 21.58	\$ 22.66	\$ 23.80	\$ 24.99	\$ 26.24	\$ 27.55	\$ 28.93
	Monthly	\$ 3,741.32	\$ 3,928.38	\$ 4,124.80	\$ 4,331.04	\$ 4,547.59	\$ 4,774.97	\$ 5,013.72
	Annual	\$ 44,895.79	\$ 47,140.58	\$ 49,497.61	\$ 51,972.49	\$ 54,571.12	\$ 57,299.67	\$ 60,164.65
160	Hourly	\$ 21.80	\$ 22.89	\$ 24.03	\$ 25.24	\$ 26.50	\$ 27.82	\$ 29.21
	Monthly	\$ 3,778.73	\$ 3,967.67	\$ 4,166.05	\$ 4,374.35	\$ 4,593.07	\$ 4,822.72	\$ 5,063.86
	Annual	\$ 45,344.75	\$ 47,611.99	\$ 49,992.59	\$ 52,492.22	\$ 55,116.83	\$ 57,872.67	\$ 60,766.30

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
161	Hourly	\$ 22.02	\$ 23.12	\$ 24.28	\$ 25.49	\$ 26.76	\$ 28.10	\$ 29.51
	Monthly	\$ 3,816.52	\$ 4,007.34	\$ 4,207.71	\$ 4,418.09	\$ 4,639.00	\$ 4,870.95	\$ 5,114.50
	Annual	\$ 45,798.20	\$ 48,088.11	\$ 50,492.51	\$ 53,017.14	\$ 55,667.99	\$ 58,451.39	\$ 61,373.96
162	Hourly	\$ 22.24	\$ 23.35	\$ 24.52	\$ 25.74	\$ 27.03	\$ 28.38	\$ 29.80
	Monthly	\$ 3,854.68	\$ 4,047.42	\$ 4,249.79	\$ 4,462.28	\$ 4,685.39	\$ 4,919.66	\$ 5,165.64
	Annual	\$ 46,256.18	\$ 48,568.99	\$ 50,997.44	\$ 53,547.31	\$ 56,224.67	\$ 59,035.91	\$ 61,987.70
163	Hourly	\$ 22.46	\$ 23.58	\$ 24.76	\$ 26.00	\$ 27.30	\$ 28.67	\$ 30.10
	Monthly	\$ 3,893.23	\$ 4,087.89	\$ 4,292.28	\$ 4,506.90	\$ 4,732.24	\$ 4,968.86	\$ 5,217.30
	Annual	\$ 46,718.74	\$ 49,054.68	\$ 51,507.41	\$ 54,082.78	\$ 56,786.92	\$ 59,626.27	\$ 62,607.58
164	Hourly	\$ 22.69	\$ 23.82	\$ 25.01	\$ 26.26	\$ 27.57	\$ 28.95	\$ 30.40
	Monthly	\$ 3,932.16	\$ 4,128.77	\$ 4,335.21	\$ 4,551.97	\$ 4,779.57	\$ 5,018.54	\$ 5,269.47
	Annual	\$ 47,185.93	\$ 49,545.22	\$ 52,022.49	\$ 54,623.61	\$ 57,354.79	\$ 60,222.53	\$ 63,233.66
165	Hourly	\$ 22.91	\$ 24.06	\$ 25.26	\$ 26.52	\$ 27.85	\$ 29.24	\$ 30.70
	Monthly	\$ 3,971.48	\$ 4,170.06	\$ 4,378.56	\$ 4,597.49	\$ 4,827.36	\$ 5,068.73	\$ 5,322.17
	Annual	\$ 47,657.79	\$ 50,040.68	\$ 52,542.71	\$ 55,169.85	\$ 57,928.34	\$ 60,824.76	\$ 63,865.99
166	Hourly	\$ 23.14	\$ 24.30	\$ 25.51	\$ 26.79	\$ 28.13	\$ 29.54	\$ 31.01
	Monthly	\$ 4,011.20	\$ 4,211.76	\$ 4,422.34	\$ 4,643.46	\$ 4,875.64	\$ 5,119.42	\$ 5,375.39
	Annual	\$ 48,134.37	\$ 50,541.08	\$ 53,068.14	\$ 55,721.54	\$ 58,507.62	\$ 61,433.00	\$ 64,504.65
167	Hourly	\$ 23.37	\$ 24.54	\$ 25.77	\$ 27.06	\$ 28.41	\$ 29.83	\$ 31.32
	Monthly	\$ 4,051.31	\$ 4,253.87	\$ 4,466.57	\$ 4,689.90	\$ 4,924.39	\$ 5,170.61	\$ 5,429.14
	Annual	\$ 48,615.71	\$ 51,046.49	\$ 53,598.82	\$ 56,278.76	\$ 59,092.70	\$ 62,047.33	\$ 65,149.70
168	Hourly	\$ 23.61	\$ 24.79	\$ 26.03	\$ 27.33	\$ 28.69	\$ 30.13	\$ 31.64
	Monthly	\$ 4,091.82	\$ 4,296.41	\$ 4,511.23	\$ 4,736.80	\$ 4,973.63	\$ 5,222.32	\$ 5,483.43
	Annual	\$ 49,101.87	\$ 51,556.96	\$ 54,134.81	\$ 56,841.55	\$ 59,683.63	\$ 62,667.81	\$ 65,801.20
169	Hourly	\$ 23.84	\$ 25.03	\$ 26.29	\$ 27.60	\$ 28.98	\$ 30.43	\$ 31.95
	Monthly	\$ 4,132.74	\$ 4,339.38	\$ 4,556.35	\$ 4,784.16	\$ 5,023.37	\$ 5,274.54	\$ 5,538.27
	Annual	\$ 49,592.88	\$ 52,072.53	\$ 54,676.16	\$ 57,409.96	\$ 60,280.46	\$ 63,294.48	\$ 66,459.21
170	Hourly	\$ 24.08	\$ 25.29	\$ 26.55	\$ 27.88	\$ 29.27	\$ 30.73	\$ 32.27
	Monthly	\$ 4,174.07	\$ 4,382.77	\$ 4,601.91	\$ 4,832.01	\$ 5,073.61	\$ 5,327.29	\$ 5,593.65
	Annual	\$ 50,088.81	\$ 52,593.25	\$ 55,222.92	\$ 57,984.06	\$ 60,883.27	\$ 63,927.43	\$ 67,123.80
171	Hourly	\$ 24.32	\$ 25.54	\$ 26.81	\$ 28.16	\$ 29.56	\$ 31.04	\$ 32.59
	Monthly	\$ 4,215.81	\$ 4,426.60	\$ 4,647.93	\$ 4,880.33	\$ 5,124.34	\$ 5,380.56	\$ 5,649.59
	Annual	\$ 50,589.70	\$ 53,119.19	\$ 55,775.15	\$ 58,563.90	\$ 61,492.10	\$ 64,566.70	\$ 67,795.04
172	Hourly	\$ 24.57	\$ 25.79	\$ 27.08	\$ 28.44	\$ 29.86	\$ 31.35	\$ 32.92
	Monthly	\$ 4,257.97	\$ 4,470.86	\$ 4,694.41	\$ 4,929.13	\$ 5,175.58	\$ 5,434.36	\$ 5,706.08
	Annual	\$ 51,095.60	\$ 53,650.38	\$ 56,332.90	\$ 59,149.54	\$ 62,107.02	\$ 65,212.37	\$ 68,472.99
173	Hourly	\$ 24.81	\$ 26.05	\$ 27.35	\$ 28.72	\$ 30.16	\$ 31.67	\$ 33.25
	Monthly	\$ 4,300.55	\$ 4,515.57	\$ 4,741.35	\$ 4,978.42	\$ 5,227.34	\$ 5,488.71	\$ 5,763.14
	Annual	\$ 51,606.55	\$ 54,186.88	\$ 56,896.23	\$ 59,741.04	\$ 62,728.09	\$ 65,864.49	\$ 69,157.72
174	Hourly	\$ 25.06	\$ 26.31	\$ 27.63	\$ 29.01	\$ 30.46	\$ 31.98	\$ 33.58
	Monthly	\$ 4,343.55	\$ 4,560.73	\$ 4,788.77	\$ 5,028.20	\$ 5,279.61	\$ 5,543.59	\$ 5,820.77
	Annual	\$ 52,122.62	\$ 54,728.75	\$ 57,465.19	\$ 60,338.45	\$ 63,355.37	\$ 66,523.14	\$ 69,849.30
175	Hourly	\$ 25.31	\$ 26.58	\$ 27.90	\$ 29.30	\$ 30.76	\$ 32.30	\$ 33.92
	Monthly	\$ 4,386.99	\$ 4,606.34	\$ 4,836.65	\$ 5,078.49	\$ 5,332.41	\$ 5,599.03	\$ 5,878.98
	Annual	\$ 52,643.85	\$ 55,276.04	\$ 58,039.84	\$ 60,941.83	\$ 63,988.92	\$ 67,188.37	\$ 70,547.79

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
176	Hourly	\$ 25.56	\$ 26.84	\$ 28.18	\$ 29.59	\$ 31.07	\$ 32.63	\$ 34.26
	Monthly	\$ 4,430.86	\$ 4,652.40	\$ 4,885.02	\$ 5,129.27	\$ 5,385.73	\$ 5,655.02	\$ 5,937.77
	Annual	\$ 53,170.29	\$ 55,828.80	\$ 58,620.24	\$ 61,551.25	\$ 64,628.81	\$ 67,860.25	\$ 71,253.27
177	Hourly	\$ 25.82	\$ 27.11	\$ 28.46	\$ 29.89	\$ 31.38	\$ 32.95	\$ 34.60
	Monthly	\$ 4,475.17	\$ 4,698.92	\$ 4,933.87	\$ 5,180.56	\$ 5,439.59	\$ 5,711.57	\$ 5,997.15
	Annual	\$ 53,701.99	\$ 56,387.09	\$ 59,206.44	\$ 62,166.76	\$ 65,275.10	\$ 68,538.86	\$ 71,965.80
178	Hourly	\$ 26.08	\$ 27.38	\$ 28.75	\$ 30.19	\$ 31.70	\$ 33.28	\$ 34.94
	Monthly	\$ 4,519.92	\$ 4,745.91	\$ 4,983.21	\$ 5,232.37	\$ 5,493.99	\$ 5,768.69	\$ 6,057.12
	Annual	\$ 54,239.01	\$ 56,950.96	\$ 59,798.51	\$ 62,788.43	\$ 65,927.85	\$ 69,224.25	\$ 72,685.46
179	Hourly	\$ 26.34	\$ 27.65	\$ 29.04	\$ 30.49	\$ 32.01	\$ 33.61	\$ 35.29
	Monthly	\$ 4,565.12	\$ 4,793.37	\$ 5,033.04	\$ 5,284.69	\$ 5,548.93	\$ 5,826.37	\$ 6,117.69
	Annual	\$ 54,781.40	\$ 57,520.47	\$ 60,396.49	\$ 63,416.32	\$ 66,587.13	\$ 69,916.49	\$ 73,412.31
180	Hourly	\$ 26.60	\$ 27.93	\$ 29.33	\$ 30.79	\$ 32.33	\$ 33.95	\$ 35.65
	Monthly	\$ 4,610.77	\$ 4,841.31	\$ 5,083.37	\$ 5,337.54	\$ 5,604.42	\$ 5,884.64	\$ 6,178.87
	Annual	\$ 55,329.21	\$ 58,095.67	\$ 61,000.46	\$ 64,050.48	\$ 67,253.00	\$ 70,615.65	\$ 74,146.44
181	Hourly	\$ 26.87	\$ 28.21	\$ 29.62	\$ 31.10	\$ 32.66	\$ 34.29	\$ 36.00
	Monthly	\$ 4,656.88	\$ 4,889.72	\$ 5,134.21	\$ 5,390.92	\$ 5,660.46	\$ 5,943.48	\$ 6,240.66
	Annual	\$ 55,882.50	\$ 58,676.63	\$ 61,610.46	\$ 64,690.98	\$ 67,925.53	\$ 71,321.81	\$ 74,887.90
182	Hourly	\$ 27.14	\$ 28.49	\$ 29.92	\$ 31.41	\$ 32.98	\$ 34.63	\$ 36.36
	Monthly	\$ 4,703.44	\$ 4,938.62	\$ 5,185.55	\$ 5,444.82	\$ 5,717.07	\$ 6,002.92	\$ 6,303.06
	Annual	\$ 56,441.33	\$ 59,263.40	\$ 62,226.57	\$ 65,337.89	\$ 68,604.79	\$ 72,035.03	\$ 75,636.78
183	Hourly	\$ 27.41	\$ 28.78	\$ 30.22	\$ 31.73	\$ 33.31	\$ 34.98	\$ 36.73
	Monthly	\$ 4,750.48	\$ 4,988.00	\$ 5,237.40	\$ 5,499.27	\$ 5,774.24	\$ 6,062.95	\$ 6,366.10
	Annual	\$ 57,005.74	\$ 59,856.03	\$ 62,848.83	\$ 65,991.27	\$ 69,290.84	\$ 72,755.38	\$ 76,393.15
184	Hourly	\$ 27.68	\$ 29.06	\$ 30.52	\$ 32.04	\$ 33.65	\$ 35.33	\$ 37.09
	Monthly	\$ 4,797.98	\$ 5,037.88	\$ 5,289.78	\$ 5,554.27	\$ 5,831.98	\$ 6,123.58	\$ 6,429.76
	Annual	\$ 57,575.80	\$ 60,454.59	\$ 63,477.32	\$ 66,651.19	\$ 69,983.74	\$ 73,482.93	\$ 77,157.08
185	Hourly	\$ 27.96	\$ 29.36	\$ 30.82	\$ 32.36	\$ 33.98	\$ 35.68	\$ 37.47
	Monthly	\$ 4,845.96	\$ 5,088.26	\$ 5,342.67	\$ 5,609.81	\$ 5,890.30	\$ 6,184.81	\$ 6,494.05
	Annual	\$ 58,151.56	\$ 61,059.14	\$ 64,112.09	\$ 67,317.70	\$ 70,683.58	\$ 74,217.76	\$ 77,928.65
186	Hourly	\$ 28.24	\$ 29.65	\$ 31.13	\$ 32.69	\$ 34.32	\$ 36.04	\$ 37.84
	Monthly	\$ 4,894.42	\$ 5,139.14	\$ 5,396.10	\$ 5,665.91	\$ 5,949.20	\$ 6,246.66	\$ 6,558.99
	Annual	\$ 58,733.07	\$ 61,669.73	\$ 64,753.21	\$ 67,990.87	\$ 71,390.42	\$ 74,959.94	\$ 78,707.94
187	Hourly	\$ 28.52	\$ 29.95	\$ 31.44	\$ 33.01	\$ 34.67	\$ 36.40	\$ 38.22
	Monthly	\$ 4,943.37	\$ 5,190.54	\$ 5,450.06	\$ 5,722.57	\$ 6,008.69	\$ 6,309.13	\$ 6,624.58
	Annual	\$ 59,320.40	\$ 62,286.42	\$ 65,400.75	\$ 68,670.78	\$ 72,104.32	\$ 75,709.54	\$ 79,495.01
188	Hourly	\$ 28.80	\$ 30.24	\$ 31.76	\$ 33.34	\$ 35.01	\$ 36.76	\$ 38.60
	Monthly	\$ 4,992.80	\$ 5,242.44	\$ 5,504.56	\$ 5,779.79	\$ 6,068.78	\$ 6,372.22	\$ 6,690.83
	Annual	\$ 59,913.61	\$ 62,909.29	\$ 66,054.75	\$ 69,357.49	\$ 72,825.37	\$ 76,466.63	\$ 80,289.96
189	Hourly	\$ 29.09	\$ 30.55	\$ 32.07	\$ 33.68	\$ 35.36	\$ 37.13	\$ 38.99
	Monthly	\$ 5,042.73	\$ 5,294.87	\$ 5,559.61	\$ 5,837.59	\$ 6,129.47	\$ 6,435.94	\$ 6,757.74
	Annual	\$ 60,512.74	\$ 63,538.38	\$ 66,715.30	\$ 70,051.07	\$ 73,553.62	\$ 77,231.30	\$ 81,092.86
190	Hourly	\$ 29.38	\$ 30.85	\$ 32.40	\$ 34.02	\$ 35.72	\$ 37.50	\$ 39.38
	Monthly	\$ 5,093.16	\$ 5,347.81	\$ 5,615.20	\$ 5,895.96	\$ 6,190.76	\$ 6,500.30	\$ 6,825.32
	Annual	\$ 61,117.87	\$ 64,173.77	\$ 67,382.45	\$ 70,751.58	\$ 74,289.15	\$ 78,003.61	\$ 81,903.79

## City of Monrovia Salary Range Chart

### Fiscal Year 2017/18 - 2021/22

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
191	Hourly	\$ 29.68	\$ 31.16	\$ 32.72	\$ 34.36	\$ 36.07	\$ 37.88	\$ 39.77
	Monthly	\$ 5,144.09	\$ 5,401.29	\$ 5,671.36	\$ 5,954.92	\$ 6,252.67	\$ 6,565.30	\$ 6,893.57
	Annual	\$ 61,729.05	\$ 64,815.50	\$ 68,056.28	\$ 71,459.09	\$ 75,032.05	\$ 78,783.65	\$ 82,722.83
192	Hourly	\$ 29.97	\$ 31.47	\$ 33.05	\$ 34.70	\$ 36.43	\$ 38.26	\$ 40.17
	Monthly	\$ 5,195.53	\$ 5,455.30	\$ 5,728.07	\$ 6,014.47	\$ 6,315.20	\$ 6,630.96	\$ 6,962.50
	Annual	\$ 62,346.34	\$ 65,463.66	\$ 68,736.84	\$ 72,173.68	\$ 75,782.37	\$ 79,571.49	\$ 83,550.06
193	Hourly	\$ 30.27	\$ 31.79	\$ 33.38	\$ 35.05	\$ 36.80	\$ 38.64	\$ 40.57
	Monthly	\$ 5,247.48	\$ 5,509.86	\$ 5,785.35	\$ 6,074.62	\$ 6,378.35	\$ 6,697.27	\$ 7,032.13
	Annual	\$ 62,969.80	\$ 66,118.29	\$ 69,424.21	\$ 72,895.42	\$ 76,540.19	\$ 80,367.20	\$ 84,385.56
194	Hourly	\$ 30.58	\$ 32.11	\$ 33.71	\$ 35.40	\$ 37.17	\$ 39.02	\$ 40.98
	Monthly	\$ 5,299.96	\$ 5,564.96	\$ 5,843.20	\$ 6,135.36	\$ 6,442.13	\$ 6,764.24	\$ 7,102.45
	Annual	\$ 63,599.50	\$ 66,779.48	\$ 70,118.45	\$ 73,624.37	\$ 77,305.59	\$ 81,170.87	\$ 85,229.42
195	Hourly	\$ 30.88	\$ 32.43	\$ 34.05	\$ 35.75	\$ 37.54	\$ 39.41	\$ 41.39
	Monthly	\$ 5,352.96	\$ 5,620.61	\$ 5,901.64	\$ 6,196.72	\$ 6,506.55	\$ 6,831.88	\$ 7,173.48
	Annual	\$ 64,235.50	\$ 67,447.27	\$ 70,819.64	\$ 74,360.62	\$ 78,078.65	\$ 81,982.58	\$ 86,081.71
196	Hourly	\$ 31.19	\$ 32.75	\$ 34.39	\$ 36.11	\$ 37.91	\$ 39.81	\$ 41.80
	Monthly	\$ 5,406.49	\$ 5,676.81	\$ 5,960.65	\$ 6,258.69	\$ 6,571.62	\$ 6,900.20	\$ 7,245.21
	Annual	\$ 64,877.85	\$ 68,121.74	\$ 71,527.83	\$ 75,104.22	\$ 78,859.43	\$ 82,802.41	\$ 86,942.53
197	Hourly	\$ 31.50	\$ 33.08	\$ 34.73	\$ 36.47	\$ 38.29	\$ 40.21	\$ 42.22
	Monthly	\$ 5,460.55	\$ 5,733.58	\$ 6,020.26	\$ 6,321.27	\$ 6,637.34	\$ 6,969.20	\$ 7,317.66
	Annual	\$ 65,526.63	\$ 68,802.96	\$ 72,243.11	\$ 75,855.27	\$ 79,648.03	\$ 83,630.43	\$ 87,811.95
198	Hourly	\$ 31.82	\$ 33.41	\$ 35.08	\$ 36.83	\$ 38.68	\$ 40.61	\$ 42.64
	Monthly	\$ 5,515.16	\$ 5,790.92	\$ 6,080.46	\$ 6,384.48	\$ 6,703.71	\$ 7,038.89	\$ 7,390.84
	Annual	\$ 66,181.90	\$ 69,490.99	\$ 72,965.54	\$ 76,613.82	\$ 80,444.51	\$ 84,466.73	\$ 88,690.07
199	Hourly	\$ 32.14	\$ 33.74	\$ 35.43	\$ 37.20	\$ 39.06	\$ 41.02	\$ 43.07
	Monthly	\$ 5,570.31	\$ 5,848.83	\$ 6,141.27	\$ 6,448.33	\$ 6,770.75	\$ 7,109.28	\$ 7,464.75
	Annual	\$ 66,843.72	\$ 70,185.90	\$ 73,695.20	\$ 77,379.96	\$ 81,248.95	\$ 85,311.40	\$ 89,576.97
200	Hourly	\$ 32.46	\$ 34.08	\$ 35.78	\$ 37.57	\$ 39.45	\$ 41.43	\$ 43.50
	Monthly	\$ 5,626.01	\$ 5,907.31	\$ 6,202.68	\$ 6,512.81	\$ 6,838.45	\$ 7,180.38	\$ 7,539.40
	Annual	\$ 67,512.15	\$ 70,887.76	\$ 74,432.15	\$ 78,153.76	\$ 82,061.44	\$ 86,164.52	\$ 90,472.74
201	Hourly	\$ 32.78	\$ 34.42	\$ 36.14	\$ 37.95	\$ 39.85	\$ 41.84	\$ 43.93
	Monthly	\$ 5,682.27	\$ 5,966.39	\$ 6,264.71	\$ 6,577.94	\$ 6,906.84	\$ 7,252.18	\$ 7,614.79
	Annual	\$ 68,187.27	\$ 71,596.64	\$ 75,176.47	\$ 78,935.29	\$ 82,882.06	\$ 87,026.16	\$ 91,377.47
202	Hourly	\$ 33.11	\$ 34.77	\$ 36.50	\$ 38.33	\$ 40.25	\$ 42.26	\$ 44.37
	Monthly	\$ 5,739.10	\$ 6,026.05	\$ 6,327.35	\$ 6,643.72	\$ 6,975.91	\$ 7,324.70	\$ 7,690.94
	Annual	\$ 68,869.15	\$ 72,312.60	\$ 75,928.24	\$ 79,724.65	\$ 83,710.88	\$ 87,896.42	\$ 92,291.24
203	Hourly	\$ 33.44	\$ 35.11	\$ 36.87	\$ 38.71	\$ 40.65	\$ 42.68	\$ 44.81
	Monthly	\$ 5,796.49	\$ 6,086.31	\$ 6,390.63	\$ 6,710.16	\$ 7,045.67	\$ 7,397.95	\$ 7,767.85
	Annual	\$ 69,557.84	\$ 73,035.73	\$ 76,687.52	\$ 80,521.89	\$ 84,547.99	\$ 88,775.39	\$ 93,214.16
204	Hourly	\$ 33.78	\$ 35.46	\$ 37.24	\$ 39.10	\$ 41.05	\$ 43.11	\$ 45.26
	Monthly	\$ 5,854.45	\$ 6,147.17	\$ 6,454.53	\$ 6,777.26	\$ 7,116.12	\$ 7,471.93	\$ 7,845.52
	Annual	\$ 70,253.42	\$ 73,766.09	\$ 77,454.39	\$ 81,327.11	\$ 85,393.47	\$ 89,663.14	\$ 94,146.30
205	Hourly	\$ 34.11	\$ 35.82	\$ 37.61	\$ 39.49	\$ 41.47	\$ 43.54	\$ 45.72
	Monthly	\$ 5,913.00	\$ 6,208.65	\$ 6,519.08	\$ 6,845.03	\$ 7,187.28	\$ 7,546.65	\$ 7,923.98
	Annual	\$ 70,955.95	\$ 74,503.75	\$ 78,228.94	\$ 82,140.38	\$ 86,247.40	\$ 90,559.77	\$ 95,087.76

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
206	Hourly	\$ 34.45	\$ 36.18	\$ 37.99	\$ 39.89	\$ 41.88	\$ 43.97	\$ 46.17
	Monthly	\$ 5,972.13	\$ 6,270.73	\$ 6,584.27	\$ 6,913.48	\$ 7,259.16	\$ 7,622.11	\$ 8,003.22
	Annual	\$ 71,665.51	\$ 75,248.79	\$ 79,011.23	\$ 82,961.79	\$ 87,109.88	\$ 91,465.37	\$ 96,038.64
207	Hourly	\$ 34.80	\$ 36.54	\$ 38.37	\$ 40.28	\$ 42.30	\$ 44.41	\$ 46.63
	Monthly	\$ 6,031.85	\$ 6,333.44	\$ 6,650.11	\$ 6,982.62	\$ 7,331.75	\$ 7,698.34	\$ 8,083.25
	Annual	\$ 72,382.17	\$ 76,001.27	\$ 79,801.34	\$ 83,791.41	\$ 87,980.98	\$ 92,380.02	\$ 96,999.03
208	Hourly	\$ 35.15	\$ 36.90	\$ 38.75	\$ 40.69	\$ 42.72	\$ 44.86	\$ 47.10
	Monthly	\$ 6,092.17	\$ 6,396.77	\$ 6,716.61	\$ 7,052.44	\$ 7,405.07	\$ 7,775.32	\$ 8,164.08
	Annual	\$ 73,105.99	\$ 76,761.29	\$ 80,599.35	\$ 84,629.32	\$ 88,860.79	\$ 93,303.82	\$ 97,969.02
209	Hourly	\$ 35.50	\$ 37.27	\$ 39.14	\$ 41.09	\$ 43.15	\$ 45.31	\$ 47.57
	Monthly	\$ 6,153.09	\$ 6,460.74	\$ 6,783.78	\$ 7,122.97	\$ 7,479.12	\$ 7,853.07	\$ 8,245.73
	Annual	\$ 73,837.05	\$ 77,528.90	\$ 81,405.35	\$ 85,475.61	\$ 89,749.39	\$ 94,236.86	\$ 98,948.71
210	Hourly	\$ 35.85	\$ 37.65	\$ 39.53	\$ 41.50	\$ 43.58	\$ 45.76	\$ 48.05
	Monthly	\$ 6,214.62	\$ 6,525.35	\$ 6,851.62	\$ 7,194.20	\$ 7,553.91	\$ 7,931.60	\$ 8,328.18
	Annual	\$ 74,575.42	\$ 78,304.19	\$ 82,219.40	\$ 86,330.37	\$ 90,646.89	\$ 95,179.23	\$ 99,938.19
211	Hourly	\$ 36.21	\$ 38.02	\$ 39.92	\$ 41.92	\$ 44.02	\$ 46.22	\$ 48.53
	Monthly	\$ 6,276.76	\$ 6,590.60	\$ 6,920.13	\$ 7,266.14	\$ 7,629.45	\$ 8,010.92	\$ 8,411.46
	Annual	\$ 75,321.17	\$ 79,087.23	\$ 83,041.59	\$ 87,193.67	\$ 91,553.36	\$ 96,131.02	\$ 100,937.57
212	Hourly	\$ 36.57	\$ 38.40	\$ 40.32	\$ 42.34	\$ 44.46	\$ 46.68	\$ 49.01
	Monthly	\$ 6,339.53	\$ 6,656.51	\$ 6,989.33	\$ 7,338.80	\$ 7,705.74	\$ 8,091.03	\$ 8,495.58
	Annual	\$ 76,074.38	\$ 79,878.10	\$ 83,872.01	\$ 88,065.61	\$ 92,468.89	\$ 97,092.33	\$ 101,946.95
213	Hourly	\$ 36.94	\$ 38.79	\$ 40.73	\$ 42.76	\$ 44.90	\$ 47.15	\$ 49.50
	Monthly	\$ 6,402.93	\$ 6,723.07	\$ 7,059.23	\$ 7,412.19	\$ 7,782.80	\$ 8,171.94	\$ 8,580.53
	Annual	\$ 76,835.13	\$ 80,676.88	\$ 84,710.73	\$ 88,946.26	\$ 93,393.58	\$ 98,063.26	\$ 102,966.42
214	Hourly	\$ 37.31	\$ 39.17	\$ 41.13	\$ 43.19	\$ 45.35	\$ 47.62	\$ 50.00
	Monthly	\$ 6,466.96	\$ 6,790.30	\$ 7,129.82	\$ 7,486.31	\$ 7,860.63	\$ 8,253.66	\$ 8,666.34
	Annual	\$ 77,603.48	\$ 81,483.65	\$ 85,557.84	\$ 89,835.73	\$ 94,327.51	\$ 99,043.89	\$ 103,996.08
215	Hourly	\$ 37.68	\$ 39.57	\$ 41.54	\$ 43.62	\$ 45.80	\$ 48.09	\$ 50.50
	Monthly	\$ 6,531.63	\$ 6,858.21	\$ 7,201.12	\$ 7,561.17	\$ 7,939.23	\$ 8,336.19	\$ 8,753.00
	Annual	\$ 78,379.51	\$ 82,298.49	\$ 86,413.41	\$ 90,734.08	\$ 95,270.79	\$ 100,034.33	\$ 105,036.04
216	Hourly	\$ 38.06	\$ 39.96	\$ 41.96	\$ 44.06	\$ 46.26	\$ 48.57	\$ 51.00
	Monthly	\$ 6,596.94	\$ 6,926.79	\$ 7,273.13	\$ 7,636.79	\$ 8,018.62	\$ 8,419.56	\$ 8,840.53
	Annual	\$ 79,163.31	\$ 83,121.47	\$ 87,277.55	\$ 91,641.43	\$ 96,223.50	\$ 101,034.67	\$ 106,086.41
217	Hourly	\$ 38.44	\$ 40.36	\$ 42.38	\$ 44.50	\$ 46.72	\$ 49.06	\$ 51.51
	Monthly	\$ 6,662.91	\$ 6,996.06	\$ 7,345.86	\$ 7,713.15	\$ 8,098.81	\$ 8,503.75	\$ 8,928.94
	Annual	\$ 79,954.94	\$ 83,952.69	\$ 88,150.32	\$ 92,557.84	\$ 97,185.73	\$ 102,045.02	\$ 107,147.27
218	Hourly	\$ 38.82	\$ 40.77	\$ 42.80	\$ 44.94	\$ 47.19	\$ 49.55	\$ 52.03
	Monthly	\$ 6,729.54	\$ 7,066.02	\$ 7,419.32	\$ 7,790.28	\$ 8,179.80	\$ 8,588.79	\$ 9,018.23
	Annual	\$ 80,754.49	\$ 84,792.22	\$ 89,031.83	\$ 93,483.42	\$ 98,157.59	\$ 103,065.47	\$ 108,218.74
219	Hourly	\$ 39.21	\$ 41.17	\$ 43.23	\$ 45.39	\$ 47.66	\$ 50.05	\$ 52.55
	Monthly	\$ 6,796.84	\$ 7,136.68	\$ 7,493.51	\$ 7,868.19	\$ 8,261.60	\$ 8,674.68	\$ 9,108.41
	Annual	\$ 81,562.04	\$ 85,640.14	\$ 89,922.15	\$ 94,418.25	\$ 99,139.17	\$ 104,096.12	\$ 109,300.93
220	Hourly	\$ 39.60	\$ 41.58	\$ 43.66	\$ 45.85	\$ 48.14	\$ 50.55	\$ 53.07
	Monthly	\$ 6,864.80	\$ 7,208.04	\$ 7,568.45	\$ 7,946.87	\$ 8,344.21	\$ 8,761.42	\$ 9,199.49
	Annual	\$ 82,377.66	\$ 86,496.54	\$ 90,821.37	\$ 95,362.44	\$ 100,130.56	\$ 105,137.08	\$ 110,393.94

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
	Hourly	\$ 40.00	\$ 42.00	\$ 44.10	\$ 46.31	\$ 48.62	\$ 51.05	\$ 53.60
221	Monthly	\$ 6,933.45	\$ 7,280.13	\$ 7,644.13	\$ 8,026.34	\$ 8,427.66	\$ 8,849.04	\$ 9,291.49
	Annual	\$ 83,201.43	\$ 87,361.51	\$ 91,729.58	\$ 96,316.06	\$ 101,131.86	\$ 106,188.46	\$ 111,497.88
	Hourly	\$ 40.40	\$ 42.42	\$ 44.54	\$ 46.77	\$ 49.11	\$ 51.56	\$ 54.14
222	Monthly	\$ 7,002.79	\$ 7,352.93	\$ 7,720.57	\$ 8,106.60	\$ 8,511.93	\$ 8,937.53	\$ 9,384.40
	Annual	\$ 84,033.45	\$ 88,235.12	\$ 92,646.88	\$ 97,279.22	\$ 102,143.18	\$ 107,250.34	\$ 112,612.86
	Hourly	\$ 40.80	\$ 42.84	\$ 44.99	\$ 47.24	\$ 49.60	\$ 52.08	\$ 54.68
223	Monthly	\$ 7,072.82	\$ 7,426.46	\$ 7,797.78	\$ 8,187.67	\$ 8,597.05	\$ 9,026.90	\$ 9,478.25
	Annual	\$ 84,873.78	\$ 89,117.47	\$ 93,573.34	\$ 98,252.01	\$ 103,164.61	\$ 108,322.84	\$ 113,738.99
	Hourly	\$ 41.21	\$ 43.27	\$ 45.44	\$ 47.71	\$ 50.09	\$ 52.60	\$ 55.23
224	Monthly	\$ 7,143.54	\$ 7,500.72	\$ 7,875.76	\$ 8,269.54	\$ 8,683.02	\$ 9,117.17	\$ 9,573.03
	Annual	\$ 85,722.52	\$ 90,008.65	\$ 94,509.08	\$ 99,234.53	\$ 104,196.26	\$ 109,406.07	\$ 114,876.38
	Hourly	\$ 41.62	\$ 43.71	\$ 45.89	\$ 48.19	\$ 50.60	\$ 53.13	\$ 55.78
225	Monthly	\$ 7,214.98	\$ 7,575.73	\$ 7,954.51	\$ 8,352.24	\$ 8,769.85	\$ 9,208.34	\$ 9,668.76
	Annual	\$ 86,579.75	\$ 90,908.73	\$ 95,454.17	\$ 100,226.88	\$ 105,238.22	\$ 110,500.13	\$ 116,025.14
	Hourly	\$ 42.04	\$ 44.14	\$ 46.35	\$ 48.67	\$ 51.10	\$ 53.66	\$ 56.34
226	Monthly	\$ 7,287.13	\$ 7,651.48	\$ 8,034.06	\$ 8,435.76	\$ 8,857.55	\$ 9,300.43	\$ 9,765.45
	Annual	\$ 87,445.54	\$ 91,817.82	\$ 96,408.71	\$ 101,229.15	\$ 106,290.60	\$ 111,605.13	\$ 117,185.39
	Hourly	\$ 42.46	\$ 44.58	\$ 46.81	\$ 49.15	\$ 51.61	\$ 54.19	\$ 56.90
227	Monthly	\$ 7,360.00	\$ 7,728.00	\$ 8,114.40	\$ 8,520.12	\$ 8,946.13	\$ 9,393.43	\$ 9,863.10
	Annual	\$ 88,320.00	\$ 92,736.00	\$ 97,372.80	\$ 102,241.44	\$ 107,353.51	\$ 112,721.19	\$ 118,357.24
	Hourly	\$ 42.89	\$ 45.03	\$ 47.28	\$ 49.65	\$ 52.13	\$ 54.73	\$ 57.47
228	Monthly	\$ 7,433.60	\$ 7,805.28	\$ 8,195.54	\$ 8,605.32	\$ 9,035.59	\$ 9,487.37	\$ 9,961.73
	Annual	\$ 89,203.20	\$ 93,663.36	\$ 98,346.53	\$ 103,263.85	\$ 108,427.04	\$ 113,848.40	\$ 119,540.82
	Hourly	\$ 43.32	\$ 45.48	\$ 47.75	\$ 50.14	\$ 52.65	\$ 55.28	\$ 58.05
229	Monthly	\$ 7,507.94	\$ 7,883.33	\$ 8,277.50	\$ 8,691.37	\$ 9,125.94	\$ 9,582.24	\$ 10,061.35
	Annual	\$ 90,095.23	\$ 94,599.99	\$ 99,329.99	\$ 104,296.49	\$ 109,511.32	\$ 114,986.88	\$ 120,736.23
	Hourly	\$ 43.75	\$ 45.94	\$ 48.23	\$ 50.64	\$ 53.18	\$ 55.83	\$ 58.63
230	Monthly	\$ 7,583.02	\$ 7,962.17	\$ 8,360.27	\$ 8,778.29	\$ 9,217.20	\$ 9,678.06	\$ 10,161.97
	Annual	\$ 90,996.18	\$ 95,545.99	\$ 100,323.29	\$ 105,339.46	\$ 110,606.43	\$ 116,136.75	\$ 121,943.59
	Hourly	\$ 44.19	\$ 46.39	\$ 48.71	\$ 51.15	\$ 53.71	\$ 56.39	\$ 59.21
231	Monthly	\$ 7,658.85	\$ 8,041.79	\$ 8,443.88	\$ 8,866.07	\$ 9,309.37	\$ 9,774.84	\$ 10,263.59
	Annual	\$ 91,906.14	\$ 96,501.45	\$ 101,326.52	\$ 106,392.85	\$ 111,712.49	\$ 117,298.12	\$ 123,163.02
	Hourly	\$ 44.63	\$ 46.86	\$ 49.20	\$ 51.66	\$ 54.25	\$ 56.96	\$ 59.81
232	Monthly	\$ 7,735.43	\$ 8,122.21	\$ 8,528.32	\$ 8,954.73	\$ 9,402.47	\$ 9,872.59	\$ 10,366.22
	Annual	\$ 92,825.21	\$ 97,466.47	\$ 102,339.79	\$ 107,456.78	\$ 112,829.62	\$ 118,471.10	\$ 124,394.65
	Hourly	\$ 45.07	\$ 47.33	\$ 49.69	\$ 52.18	\$ 54.79	\$ 57.53	\$ 60.40
233	Monthly	\$ 7,812.79	\$ 8,203.43	\$ 8,613.60	\$ 9,044.28	\$ 9,496.49	\$ 9,971.32	\$ 10,469.88
	Annual	\$ 93,753.46	\$ 98,441.13	\$ 103,363.19	\$ 108,531.35	\$ 113,957.91	\$ 119,655.81	\$ 125,638.60
	Hourly	\$ 45.52	\$ 47.80	\$ 50.19	\$ 52.70	\$ 55.34	\$ 58.10	\$ 61.01
234	Monthly	\$ 7,890.92	\$ 8,285.46	\$ 8,699.73	\$ 9,134.72	\$ 9,591.46	\$ 10,071.03	\$ 10,574.58
	Annual	\$ 94,690.99	\$ 99,425.54	\$ 104,396.82	\$ 109,616.66	\$ 115,097.49	\$ 120,852.37	\$ 126,894.99
	Hourly	\$ 45.98	\$ 48.28	\$ 50.69	\$ 53.23	\$ 55.89	\$ 58.68	\$ 61.62
235	Monthly	\$ 7,969.83	\$ 8,368.32	\$ 8,786.73	\$ 9,226.07	\$ 9,687.37	\$ 10,171.74	\$ 10,680.33
	Annual	\$ 95,637.90	\$ 100,419.80	\$ 105,440.79	\$ 110,712.83	\$ 116,248.47	\$ 122,060.89	\$ 128,163.94

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
236	Hourly	\$ 46.44	\$ 48.76	\$ 51.20	\$ 53.76	\$ 56.45	\$ 59.27	\$ 62.23
	Monthly	\$ 8,049.52	\$ 8,452.00	\$ 8,874.60	\$ 9,318.33	\$ 9,784.25	\$ 10,273.46	\$ 10,787.13
	Annual	\$ 96,594.28	\$ 101,424.00	\$ 106,495.20	\$ 111,819.95	\$ 117,410.95	\$ 123,281.50	\$ 129,445.58
237	Hourly	\$ 46.90	\$ 49.25	\$ 51.71	\$ 54.30	\$ 57.01	\$ 59.86	\$ 62.86
	Monthly	\$ 8,130.02	\$ 8,536.52	\$ 8,963.35	\$ 9,411.51	\$ 9,882.09	\$ 10,376.19	\$ 10,895.00
	Annual	\$ 97,560.22	\$ 102,438.24	\$ 107,560.15	\$ 112,938.15	\$ 118,585.06	\$ 124,514.32	\$ 130,740.03
238	Hourly	\$ 47.37	\$ 49.74	\$ 52.23	\$ 54.84	\$ 57.58	\$ 60.46	\$ 63.48
	Monthly	\$ 8,211.32	\$ 8,621.88	\$ 9,052.98	\$ 9,505.63	\$ 9,980.91	\$ 10,479.95	\$ 11,003.95
	Annual	\$ 98,535.83	\$ 103,462.62	\$ 108,635.75	\$ 114,067.54	\$ 119,770.91	\$ 125,759.46	\$ 132,047.43
239	Hourly	\$ 47.85	\$ 50.24	\$ 52.75	\$ 55.39	\$ 58.16	\$ 61.07	\$ 64.12
	Monthly	\$ 8,293.43	\$ 8,708.10	\$ 9,143.51	\$ 9,600.68	\$ 10,080.72	\$ 10,584.75	\$ 11,113.99
	Annual	\$ 99,521.18	\$ 104,497.24	\$ 109,722.11	\$ 115,208.21	\$ 120,968.62	\$ 127,017.05	\$ 133,367.91
240	Hourly	\$ 48.33	\$ 50.74	\$ 53.28	\$ 55.94	\$ 58.74	\$ 61.68	\$ 64.76
	Monthly	\$ 8,376.37	\$ 8,795.18	\$ 9,234.94	\$ 9,696.69	\$ 10,181.53	\$ 10,690.60	\$ 11,225.13
	Annual	\$ 100,516.40	\$ 105,542.22	\$ 110,819.33	\$ 116,360.29	\$ 122,178.31	\$ 128,287.22	\$ 134,701.58
241	Hourly	\$ 48.81	\$ 51.25	\$ 53.81	\$ 56.50	\$ 59.33	\$ 62.29	\$ 65.41
	Monthly	\$ 8,460.13	\$ 8,883.14	\$ 9,327.29	\$ 9,793.66	\$ 10,283.34	\$ 10,797.51	\$ 11,337.38
	Annual	\$ 101,521.56	\$ 106,597.64	\$ 111,927.52	\$ 117,523.90	\$ 123,400.09	\$ 129,570.10	\$ 136,048.60
242	Hourly	\$ 49.30	\$ 51.76	\$ 54.35	\$ 57.07	\$ 59.92	\$ 62.92	\$ 66.06
	Monthly	\$ 8,544.73	\$ 8,971.97	\$ 9,420.57	\$ 9,891.59	\$ 10,386.17	\$ 10,905.48	\$ 11,450.76
	Annual	\$ 102,536.78	\$ 107,663.61	\$ 113,046.80	\$ 118,699.14	\$ 124,634.09	\$ 130,865.80	\$ 137,409.09
243	Hourly	\$ 49.79	\$ 52.28	\$ 54.89	\$ 57.64	\$ 60.52	\$ 63.55	\$ 66.72
	Monthly	\$ 8,630.18	\$ 9,061.69	\$ 9,514.77	\$ 9,990.51	\$ 10,490.04	\$ 11,014.54	\$ 11,565.26
	Annual	\$ 103,562.14	\$ 108,740.25	\$ 114,177.26	\$ 119,886.13	\$ 125,880.43	\$ 132,174.45	\$ 138,783.18
244	Hourly	\$ 50.29	\$ 52.80	\$ 55.44	\$ 58.21	\$ 61.12	\$ 64.18	\$ 67.39
	Monthly	\$ 8,716.48	\$ 9,152.30	\$ 9,609.92	\$ 10,090.42	\$ 10,594.94	\$ 11,124.68	\$ 11,680.92
	Annual	\$ 104,597.77	\$ 109,827.65	\$ 115,319.04	\$ 121,084.99	\$ 127,139.24	\$ 133,496.20	\$ 140,171.01
245	Hourly	\$ 50.79	\$ 53.33	\$ 56.00	\$ 58.80	\$ 61.74	\$ 64.82	\$ 68.06
	Monthly	\$ 8,803.65	\$ 9,243.83	\$ 9,706.02	\$ 10,191.32	\$ 10,700.89	\$ 11,235.93	\$ 11,797.73
	Annual	\$ 105,643.74	\$ 110,925.93	\$ 116,472.23	\$ 122,295.84	\$ 128,410.63	\$ 134,831.16	\$ 141,572.72
246	Hourly	\$ 51.30	\$ 53.86	\$ 56.56	\$ 59.38	\$ 62.35	\$ 65.47	\$ 68.74
	Monthly	\$ 8,891.68	\$ 9,336.27	\$ 9,803.08	\$ 10,293.23	\$ 10,807.89	\$ 11,348.29	\$ 11,915.70
	Annual	\$ 106,700.18	\$ 112,035.19	\$ 117,636.95	\$ 123,518.80	\$ 129,694.74	\$ 136,179.47	\$ 142,988.45
247	Hourly	\$ 51.81	\$ 54.40	\$ 57.12	\$ 59.98	\$ 62.98	\$ 66.13	\$ 69.43
	Monthly	\$ 8,980.60	\$ 9,429.63	\$ 9,901.11	\$ 10,396.17	\$ 10,915.97	\$ 11,461.77	\$ 12,034.86
	Annual	\$ 107,767.18	\$ 113,155.54	\$ 118,813.32	\$ 124,753.98	\$ 130,991.68	\$ 137,541.27	\$ 144,418.33
248	Hourly	\$ 52.33	\$ 54.95	\$ 57.69	\$ 60.58	\$ 63.61	\$ 66.79	\$ 70.13
	Monthly	\$ 9,070.40	\$ 9,523.92	\$ 10,000.12	\$ 10,500.13	\$ 11,025.13	\$ 11,576.39	\$ 12,155.21
	Annual	\$ 108,844.85	\$ 114,287.10	\$ 120,001.45	\$ 126,001.52	\$ 132,301.60	\$ 138,916.68	\$ 145,862.51
249	Hourly	\$ 52.85	\$ 55.50	\$ 58.27	\$ 61.18	\$ 64.24	\$ 67.45	\$ 70.83
	Monthly	\$ 9,161.11	\$ 9,619.16	\$ 10,100.12	\$ 10,605.13	\$ 11,135.38	\$ 11,692.15	\$ 12,276.76
	Annual	\$ 109,933.30	\$ 115,429.97	\$ 121,201.47	\$ 127,261.54	\$ 133,624.62	\$ 140,305.85	\$ 147,321.14
250	Hourly	\$ 53.38	\$ 56.05	\$ 58.85	\$ 61.80	\$ 64.89	\$ 68.13	\$ 71.54
	Monthly	\$ 9,252.72	\$ 9,715.36	\$ 10,201.12	\$ 10,711.18	\$ 11,246.74	\$ 11,809.08	\$ 12,399.53
	Annual	\$ 111,032.64	\$ 116,584.27	\$ 122,413.48	\$ 128,534.15	\$ 134,960.86	\$ 141,708.91	\$ 148,794.35

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
251	Hourly	\$ 53.91	\$ 56.61	\$ 59.44	\$ 62.41	\$ 65.53	\$ 68.81	\$ 72.25
	Monthly	\$ 9,345.25	\$ 9,812.51	\$ 10,303.13	\$ 10,818.29	\$ 11,359.21	\$ 11,927.17	\$ 12,523.52
	Annual	\$ 112,142.96	\$ 117,750.11	\$ 123,637.62	\$ 129,819.50	\$ 136,310.47	\$ 143,125.99	\$ 150,282.29
252	Hourly	\$ 54.45	\$ 57.18	\$ 60.04	\$ 63.04	\$ 66.19	\$ 69.50	\$ 72.97
	Monthly	\$ 9,438.70	\$ 9,910.63	\$ 10,406.17	\$ 10,926.47	\$ 11,472.80	\$ 12,046.44	\$ 12,648.76
	Annual	\$ 113,264.39	\$ 118,927.61	\$ 124,873.99	\$ 131,117.69	\$ 137,673.58	\$ 144,557.25	\$ 151,785.12
253	Hourly	\$ 55.00	\$ 57.75	\$ 60.64	\$ 63.67	\$ 66.85	\$ 70.19	\$ 73.70
	Monthly	\$ 9,533.09	\$ 10,009.74	\$ 10,510.23	\$ 11,035.74	\$ 11,587.53	\$ 12,166.90	\$ 12,775.25
	Annual	\$ 114,397.04	\$ 120,116.89	\$ 126,122.73	\$ 132,428.87	\$ 139,050.31	\$ 146,002.83	\$ 153,302.97
254	Hourly	\$ 55.55	\$ 58.33	\$ 61.24	\$ 64.30	\$ 67.52	\$ 70.90	\$ 74.44
	Monthly	\$ 9,628.42	\$ 10,109.84	\$ 10,615.33	\$ 11,146.10	\$ 11,703.40	\$ 12,288.57	\$ 12,903.00
	Annual	\$ 115,541.01	\$ 121,318.06	\$ 127,383.96	\$ 133,753.16	\$ 140,440.81	\$ 147,462.86	\$ 154,836.00
255	Hourly	\$ 56.10	\$ 58.91	\$ 61.85	\$ 64.95	\$ 68.19	\$ 71.60	\$ 75.18
	Monthly	\$ 9,724.70	\$ 10,210.94	\$ 10,721.48	\$ 11,257.56	\$ 11,820.44	\$ 12,411.46	\$ 13,032.03
	Annual	\$ 116,696.42	\$ 122,531.24	\$ 128,657.80	\$ 135,090.69	\$ 141,845.22	\$ 148,937.48	\$ 156,384.36
256	Hourly	\$ 56.67	\$ 59.50	\$ 62.47	\$ 65.60	\$ 68.88	\$ 72.32	\$ 75.94
	Monthly	\$ 9,821.95	\$ 10,313.05	\$ 10,828.70	\$ 11,370.13	\$ 11,938.64	\$ 12,535.57	\$ 13,162.35
	Annual	\$ 117,863.38	\$ 123,756.55	\$ 129,944.38	\$ 136,441.60	\$ 143,263.67	\$ 150,426.86	\$ 157,948.20
257	Hourly	\$ 57.23	\$ 60.09	\$ 63.10	\$ 66.25	\$ 69.57	\$ 73.04	\$ 76.70
	Monthly	\$ 9,920.17	\$ 10,416.18	\$ 10,936.99	\$ 11,483.83	\$ 12,058.03	\$ 12,660.93	\$ 13,293.97
	Annual	\$ 119,042.01	\$ 124,994.11	\$ 131,243.82	\$ 137,806.01	\$ 144,696.31	\$ 151,931.13	\$ 159,527.68
258	Hourly	\$ 57.80	\$ 60.69	\$ 63.73	\$ 66.92	\$ 70.26	\$ 73.77	\$ 77.46
	Monthly	\$ 10,019.37	\$ 10,520.34	\$ 11,046.35	\$ 11,598.67	\$ 12,178.61	\$ 12,787.54	\$ 13,426.91
	Annual	\$ 120,232.43	\$ 126,244.06	\$ 132,556.26	\$ 139,184.07	\$ 146,143.27	\$ 153,450.44	\$ 161,122.96
259	Hourly	\$ 58.38	\$ 61.30	\$ 64.37	\$ 67.58	\$ 70.96	\$ 74.51	\$ 78.24
	Monthly	\$ 10,119.56	\$ 10,625.54	\$ 11,156.82	\$ 11,714.66	\$ 12,300.39	\$ 12,915.41	\$ 13,561.18
	Annual	\$ 121,434.76	\$ 127,506.50	\$ 133,881.82	\$ 140,575.91	\$ 147,604.71	\$ 154,984.94	\$ 162,734.19
260	Hourly	\$ 58.97	\$ 61.91	\$ 65.01	\$ 68.26	\$ 71.67	\$ 75.26	\$ 79.02
	Monthly	\$ 10,220.76	\$ 10,731.80	\$ 11,268.39	\$ 11,831.81	\$ 12,423.40	\$ 13,044.57	\$ 13,696.79
	Annual	\$ 122,649.11	\$ 128,781.56	\$ 135,220.64	\$ 141,981.67	\$ 149,080.75	\$ 156,534.79	\$ 164,361.53
261	Hourly	\$ 59.56	\$ 62.53	\$ 65.66	\$ 68.94	\$ 72.39	\$ 76.01	\$ 79.81
	Monthly	\$ 10,322.97	\$ 10,839.11	\$ 11,381.07	\$ 11,950.12	\$ 12,547.63	\$ 13,175.01	\$ 13,833.76
	Annual	\$ 123,875.60	\$ 130,069.38	\$ 136,572.85	\$ 143,401.49	\$ 150,571.56	\$ 158,100.14	\$ 166,005.15
262	Hourly	\$ 60.15	\$ 63.16	\$ 66.32	\$ 69.63	\$ 73.11	\$ 76.77	\$ 80.61
	Monthly	\$ 10,426.20	\$ 10,947.51	\$ 11,494.88	\$ 12,069.63	\$ 12,673.11	\$ 13,306.76	\$ 13,972.10
	Annual	\$ 125,114.35	\$ 131,370.07	\$ 137,938.57	\$ 144,835.50	\$ 152,077.28	\$ 159,681.14	\$ 167,665.20
263	Hourly	\$ 60.75	\$ 63.79	\$ 66.98	\$ 70.33	\$ 73.85	\$ 77.54	\$ 81.41
	Monthly	\$ 10,530.46	\$ 11,056.98	\$ 11,609.83	\$ 12,190.32	\$ 12,799.84	\$ 13,439.83	\$ 14,111.82
	Annual	\$ 126,365.50	\$ 132,683.77	\$ 139,317.96	\$ 146,283.86	\$ 153,598.05	\$ 161,277.95	\$ 169,341.85
264	Hourly	\$ 61.36	\$ 64.43	\$ 67.65	\$ 71.03	\$ 74.58	\$ 78.31	\$ 82.23
	Monthly	\$ 10,635.76	\$ 11,167.55	\$ 11,725.93	\$ 12,312.22	\$ 12,927.84	\$ 13,574.23	\$ 14,252.94
	Annual	\$ 127,629.15	\$ 134,010.61	\$ 140,711.14	\$ 147,746.70	\$ 155,134.03	\$ 162,890.73	\$ 171,035.27
265	Hourly	\$ 61.97	\$ 65.07	\$ 68.33	\$ 71.74	\$ 75.33	\$ 79.10	\$ 83.05
	Monthly	\$ 10,742.12	\$ 11,279.23	\$ 11,843.19	\$ 12,435.35	\$ 13,057.11	\$ 13,709.97	\$ 14,395.47
	Annual	\$ 128,905.44	\$ 135,350.71	\$ 142,118.25	\$ 149,224.16	\$ 156,685.37	\$ 164,519.64	\$ 172,745.62

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
	Hourly	\$ 62.59	\$ 65.72	\$ 69.01	\$ 72.46	\$ 76.08	\$ 79.89	\$ 83.88
266	Monthly	\$ 10,849.54	\$ 11,392.02	\$ 11,961.62	\$ 12,559.70	\$ 13,187.69	\$ 13,847.07	\$ 14,539.42
	Annual	\$ 130,194.50	\$ 136,704.22	\$ 143,539.43	\$ 150,716.40	\$ 158,252.23	\$ 166,164.84	\$ 174,473.08
	Hourly	\$ 63.22	\$ 66.38	\$ 69.70	\$ 73.18	\$ 76.84	\$ 80.69	\$ 84.72
267	Monthly	\$ 10,958.04	\$ 11,505.94	\$ 12,081.24	\$ 12,685.30	\$ 13,319.56	\$ 13,985.54	\$ 14,684.82
	Annual	\$ 131,496.44	\$ 138,071.26	\$ 144,974.83	\$ 152,223.57	\$ 159,834.75	\$ 167,826.48	\$ 176,217.81
	Hourly	\$ 63.85	\$ 67.04	\$ 70.40	\$ 73.92	\$ 77.61	\$ 81.49	\$ 85.57
268	Monthly	\$ 11,067.62	\$ 11,621.00	\$ 12,202.05	\$ 12,812.15	\$ 13,452.76	\$ 14,125.40	\$ 14,831.67
	Annual	\$ 132,811.41	\$ 139,451.98	\$ 146,424.58	\$ 153,745.80	\$ 161,433.09	\$ 169,504.75	\$ 177,979.99
	Hourly	\$ 64.49	\$ 67.71	\$ 71.10	\$ 74.66	\$ 78.39	\$ 82.31	\$ 86.42
269	Monthly	\$ 11,178.29	\$ 11,737.21	\$ 12,324.07	\$ 12,940.27	\$ 13,587.29	\$ 14,266.65	\$ 14,979.98
	Annual	\$ 134,139.52	\$ 140,846.50	\$ 147,888.82	\$ 155,283.26	\$ 163,047.43	\$ 171,199.80	\$ 179,759.79
	Hourly	\$ 65.14	\$ 68.39	\$ 71.81	\$ 75.40	\$ 79.17	\$ 83.13	\$ 87.29
270	Monthly	\$ 11,290.08	\$ 11,854.58	\$ 12,447.31	\$ 13,069.67	\$ 13,723.16	\$ 14,409.32	\$ 15,129.78
	Annual	\$ 135,480.92	\$ 142,254.96	\$ 149,367.71	\$ 156,836.10	\$ 164,677.90	\$ 172,911.80	\$ 181,557.38
	Hourly	\$ 65.79	\$ 69.08	\$ 72.53	\$ 76.16	\$ 79.96	\$ 83.96	\$ 88.16
271	Monthly	\$ 11,402.98	\$ 11,973.13	\$ 12,571.78	\$ 13,200.37	\$ 13,860.39	\$ 14,553.41	\$ 15,281.08
	Annual	\$ 136,835.73	\$ 143,677.51	\$ 150,861.39	\$ 158,404.46	\$ 166,324.68	\$ 174,640.91	\$ 183,372.96
	Hourly	\$ 66.44	\$ 69.77	\$ 73.25	\$ 76.92	\$ 80.76	\$ 84.80	\$ 89.04
272	Monthly	\$ 11,517.01	\$ 12,092.86	\$ 12,697.50	\$ 13,332.38	\$ 13,998.99	\$ 14,698.94	\$ 15,433.89
	Annual	\$ 138,204.08	\$ 145,114.29	\$ 152,370.00	\$ 159,988.50	\$ 167,987.93	\$ 176,387.32	\$ 185,206.69
	Hourly	\$ 67.11	\$ 70.46	\$ 73.99	\$ 77.69	\$ 81.57	\$ 85.65	\$ 89.93
273	Monthly	\$ 11,632.18	\$ 12,213.79	\$ 12,824.48	\$ 13,465.70	\$ 14,138.98	\$ 14,845.93	\$ 15,588.23
	Annual	\$ 139,586.12	\$ 146,565.43	\$ 153,893.70	\$ 161,588.39	\$ 169,667.81	\$ 178,151.20	\$ 187,058.76
	Hourly	\$ 67.78	\$ 71.17	\$ 74.73	\$ 78.46	\$ 82.39	\$ 86.51	\$ 90.83
274	Monthly	\$ 11,748.50	\$ 12,335.92	\$ 12,952.72	\$ 13,600.36	\$ 14,280.37	\$ 14,994.39	\$ 15,744.11
	Annual	\$ 140,981.98	\$ 148,031.08	\$ 155,432.64	\$ 163,204.27	\$ 171,364.48	\$ 179,932.71	\$ 188,929.34
	Hourly	\$ 68.46	\$ 71.88	\$ 75.47	\$ 79.25	\$ 83.21	\$ 87.37	\$ 91.74
275	Monthly	\$ 11,865.98	\$ 12,459.28	\$ 13,082.25	\$ 13,736.36	\$ 14,423.18	\$ 15,144.34	\$ 15,901.55
	Annual	\$ 142,391.80	\$ 149,511.39	\$ 156,986.96	\$ 164,836.31	\$ 173,078.13	\$ 181,732.03	\$ 190,818.64
	Hourly	\$ 69.14	\$ 72.60	\$ 76.23	\$ 80.04	\$ 84.04	\$ 88.24	\$ 92.66
276	Monthly	\$ 11,984.64	\$ 12,583.88	\$ 13,213.07	\$ 13,873.72	\$ 14,567.41	\$ 15,295.78	\$ 16,060.57
	Annual	\$ 143,815.72	\$ 151,006.51	\$ 158,556.83	\$ 166,484.68	\$ 174,808.91	\$ 183,549.35	\$ 192,726.82
	Hourly	\$ 69.83	\$ 73.33	\$ 76.99	\$ 80.84	\$ 84.88	\$ 89.13	\$ 93.58
277	Monthly	\$ 12,104.49	\$ 12,709.71	\$ 13,345.20	\$ 14,012.46	\$ 14,713.08	\$ 15,448.74	\$ 16,221.17
	Annual	\$ 145,253.88	\$ 152,516.57	\$ 160,142.40	\$ 168,149.52	\$ 176,557.00	\$ 185,384.85	\$ 194,654.09
	Hourly	\$ 70.53	\$ 74.06	\$ 77.76	\$ 81.65	\$ 85.73	\$ 90.02	\$ 94.52
278	Monthly	\$ 12,225.53	\$ 12,836.81	\$ 13,478.65	\$ 14,152.58	\$ 14,860.21	\$ 15,603.22	\$ 16,383.39
	Annual	\$ 146,706.42	\$ 154,041.74	\$ 161,743.83	\$ 169,831.02	\$ 178,322.57	\$ 187,238.70	\$ 196,600.63
	Hourly	\$ 71.24	\$ 74.80	\$ 78.54	\$ 82.47	\$ 86.59	\$ 90.92	\$ 95.46
279	Monthly	\$ 12,347.79	\$ 12,965.18	\$ 13,613.44	\$ 14,294.11	\$ 15,008.82	\$ 15,759.26	\$ 16,547.22
	Annual	\$ 148,173.48	\$ 155,582.16	\$ 163,361.26	\$ 171,529.33	\$ 180,105.79	\$ 189,111.08	\$ 198,566.64
	Hourly	\$ 71.95	\$ 75.55	\$ 79.32	\$ 83.29	\$ 87.46	\$ 91.83	\$ 96.42
280	Monthly	\$ 12,471.27	\$ 13,094.83	\$ 13,749.57	\$ 14,437.05	\$ 15,158.90	\$ 15,916.85	\$ 16,712.69
	Annual	\$ 149,655.22	\$ 157,137.98	\$ 164,994.88	\$ 173,244.62	\$ 181,906.85	\$ 191,002.19	\$ 200,552.30

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
	Hourly	\$ 72.67	\$ 76.30	\$ 80.12	\$ 84.12	\$ 88.33	\$ 92.75	\$ 97.38
281	Monthly	\$ 12,595.98	\$ 13,225.78	\$ 13,887.07	\$ 14,581.42	\$ 15,310.49	\$ 16,076.02	\$ 16,879.82
	Annual	\$ 151,151.77	\$ 158,709.36	\$ 166,644.83	\$ 174,977.07	\$ 183,725.92	\$ 192,912.22	\$ 202,557.83
	Hourly	\$ 73.40	\$ 77.07	\$ 80.92	\$ 84.96	\$ 89.21	\$ 93.67	\$ 98.36
282	Monthly	\$ 12,721.94	\$ 13,358.04	\$ 14,025.94	\$ 14,727.24	\$ 15,463.60	\$ 16,236.78	\$ 17,048.62
	Annual	\$ 152,663.29	\$ 160,296.45	\$ 168,311.27	\$ 176,726.84	\$ 185,563.18	\$ 194,841.34	\$ 204,583.41
	Hourly	\$ 74.13	\$ 77.84	\$ 81.73	\$ 85.81	\$ 90.11	\$ 94.61	\$ 99.34
283	Monthly	\$ 12,849.16	\$ 13,491.62	\$ 14,166.20	\$ 14,874.51	\$ 15,618.23	\$ 16,399.15	\$ 17,219.10
	Annual	\$ 154,189.92	\$ 161,899.42	\$ 169,994.39	\$ 178,494.11	\$ 187,418.81	\$ 196,789.75	\$ 206,629.24
	Hourly	\$ 74.87	\$ 78.61	\$ 82.55	\$ 86.67	\$ 91.01	\$ 95.56	\$ 100.33
284	Monthly	\$ 12,977.65	\$ 13,626.53	\$ 14,307.86	\$ 15,023.25	\$ 15,774.42	\$ 16,563.14	\$ 17,391.29
	Annual	\$ 155,731.82	\$ 163,518.41	\$ 171,694.33	\$ 180,279.05	\$ 189,293.00	\$ 198,757.65	\$ 208,695.53
	Hourly	\$ 75.62	\$ 79.40	\$ 83.37	\$ 87.54	\$ 91.92	\$ 96.51	\$ 101.34
285	Monthly	\$ 13,107.43	\$ 13,762.80	\$ 14,450.94	\$ 15,173.49	\$ 15,932.16	\$ 16,728.77	\$ 17,565.21
	Annual	\$ 157,289.14	\$ 165,153.59	\$ 173,411.27	\$ 182,081.84	\$ 191,185.93	\$ 200,745.23	\$ 210,782.49
	Hourly	\$ 76.38	\$ 80.19	\$ 84.20	\$ 88.41	\$ 92.84	\$ 97.48	\$ 102.35
286	Monthly	\$ 13,238.50	\$ 13,900.43	\$ 14,595.45	\$ 15,325.22	\$ 16,091.48	\$ 16,896.06	\$ 17,740.86
	Annual	\$ 158,862.03	\$ 166,805.13	\$ 175,145.39	\$ 183,902.66	\$ 193,097.79	\$ 202,752.68	\$ 212,890.31
	Hourly	\$ 77.14	\$ 81.00	\$ 85.05	\$ 89.30	\$ 93.76	\$ 98.45	\$ 103.37
287	Monthly	\$ 13,370.89	\$ 14,039.43	\$ 14,741.40	\$ 15,478.47	\$ 16,252.40	\$ 17,065.02	\$ 17,918.27
	Annual	\$ 160,450.65	\$ 168,473.18	\$ 176,896.84	\$ 185,741.68	\$ 195,028.77	\$ 204,780.21	\$ 215,019.22
	Hourly	\$ 77.91	\$ 81.81	\$ 85.90	\$ 90.19	\$ 94.70	\$ 99.44	\$ 104.41
288	Monthly	\$ 13,504.60	\$ 14,179.83	\$ 14,888.82	\$ 15,633.26	\$ 16,414.92	\$ 17,235.67	\$ 18,097.45
	Annual	\$ 162,055.16	\$ 170,157.91	\$ 178,665.81	\$ 187,599.10	\$ 196,979.05	\$ 206,828.01	\$ 217,169.41
	Hourly	\$ 78.69	\$ 82.62	\$ 86.76	\$ 91.09	\$ 95.65	\$ 100.43	\$ 105.45
289	Monthly	\$ 13,639.64	\$ 14,321.62	\$ 15,037.71	\$ 15,789.59	\$ 16,579.07	\$ 17,408.02	\$ 18,278.43
	Annual	\$ 163,675.71	\$ 171,859.49	\$ 180,452.47	\$ 189,475.09	\$ 198,948.85	\$ 208,896.29	\$ 219,341.10
	Hourly	\$ 79.48	\$ 83.45	\$ 87.62	\$ 92.00	\$ 96.60	\$ 101.44	\$ 106.51
290	Monthly	\$ 13,776.04	\$ 14,464.84	\$ 15,188.08	\$ 15,947.49	\$ 16,744.86	\$ 17,582.10	\$ 18,461.21
	Annual	\$ 165,312.46	\$ 173,578.09	\$ 182,256.99	\$ 191,369.84	\$ 200,938.33	\$ 210,985.25	\$ 221,534.51
	Hourly	\$ 80.27	\$ 84.29	\$ 88.50	\$ 92.92	\$ 97.57	\$ 102.45	\$ 107.57
291	Monthly	\$ 13,913.80	\$ 14,609.49	\$ 15,339.96	\$ 16,106.96	\$ 16,912.31	\$ 17,757.93	\$ 18,645.82
	Annual	\$ 166,965.59	\$ 175,313.87	\$ 184,079.56	\$ 193,283.54	\$ 202,947.72	\$ 213,095.10	\$ 223,749.86
	Hourly	\$ 81.07	\$ 85.13	\$ 89.38	\$ 93.85	\$ 98.55	\$ 103.47	\$ 108.65
292	Monthly	\$ 14,052.94	\$ 14,755.58	\$ 15,493.36	\$ 16,268.03	\$ 17,081.43	\$ 17,935.50	\$ 18,832.28
	Annual	\$ 168,635.24	\$ 177,067.01	\$ 185,920.36	\$ 195,216.38	\$ 204,977.19	\$ 215,226.05	\$ 225,987.36
	Hourly	\$ 81.89	\$ 85.98	\$ 90.28	\$ 94.79	\$ 99.53	\$ 104.51	\$ 109.73
293	Monthly	\$ 14,193.47	\$ 14,903.14	\$ 15,648.30	\$ 16,430.71	\$ 17,252.25	\$ 18,114.86	\$ 19,020.60
	Annual	\$ 170,321.60	\$ 178,837.68	\$ 187,779.56	\$ 197,168.54	\$ 207,026.97	\$ 217,378.31	\$ 228,247.23
	Hourly	\$ 82.70	\$ 86.84	\$ 91.18	\$ 95.74	\$ 100.53	\$ 105.55	\$ 110.83
294	Monthly	\$ 14,335.40	\$ 15,052.17	\$ 15,804.78	\$ 16,595.02	\$ 17,424.77	\$ 18,296.01	\$ 19,210.81
	Annual	\$ 172,024.81	\$ 180,626.05	\$ 189,657.36	\$ 199,140.22	\$ 209,097.24	\$ 219,552.10	\$ 230,529.70
	Hourly	\$ 83.53	\$ 87.71	\$ 92.09	\$ 96.70	\$ 101.53	\$ 106.61	\$ 111.94
295	Monthly	\$ 14,478.76	\$ 15,202.69	\$ 15,962.83	\$ 16,760.97	\$ 17,599.02	\$ 18,478.97	\$ 19,402.92
	Annual	\$ 173,745.06	\$ 182,432.31	\$ 191,553.93	\$ 201,131.63	\$ 211,188.21	\$ 221,747.62	\$ 232,835.00

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
296	Hourly	\$ 84.37	\$ 88.58	\$ 93.01	\$ 97.66	\$ 102.55	\$ 107.68	\$ 113.06
	Monthly	\$ 14,623.54	\$ 15,354.72	\$ 16,122.46	\$ 16,928.58	\$ 17,775.01	\$ 18,663.76	\$ 19,596.95
	Annual	\$ 175,482.51	\$ 184,256.64	\$ 193,469.47	\$ 203,142.94	\$ 213,300.09	\$ 223,965.09	\$ 235,163.35
297	Hourly	\$ 85.21	\$ 89.47	\$ 93.94	\$ 98.64	\$ 103.57	\$ 108.75	\$ 114.19
	Monthly	\$ 14,769.78	\$ 15,508.27	\$ 16,283.68	\$ 17,097.86	\$ 17,952.76	\$ 18,850.40	\$ 19,792.92
	Annual	\$ 177,237.34	\$ 186,099.20	\$ 195,404.16	\$ 205,174.37	\$ 215,433.09	\$ 226,204.75	\$ 237,514.98
298	Hourly	\$ 86.06	\$ 90.37	\$ 94.88	\$ 99.63	\$ 104.61	\$ 109.84	\$ 115.33
	Monthly	\$ 14,917.48	\$ 15,663.35	\$ 16,446.52	\$ 17,268.84	\$ 18,132.29	\$ 19,038.90	\$ 19,990.84
	Annual	\$ 179,009.71	\$ 187,960.20	\$ 197,358.21	\$ 207,226.12	\$ 217,587.42	\$ 228,466.79	\$ 239,890.13
299	Hourly	\$ 86.92	\$ 91.27	\$ 95.83	\$ 100.62	\$ 105.66	\$ 110.94	\$ 116.49
	Monthly	\$ 15,066.65	\$ 15,819.98	\$ 16,610.98	\$ 17,441.53	\$ 18,313.61	\$ 19,229.29	\$ 20,190.75
	Annual	\$ 180,799.81	\$ 189,839.80	\$ 199,331.79	\$ 209,298.38	\$ 219,763.30	\$ 230,751.46	\$ 242,289.03
300	Hourly	\$ 87.79	\$ 92.18	\$ 96.79	\$ 101.63	\$ 106.71	\$ 112.05	\$ 117.65
	Monthly	\$ 15,217.32	\$ 15,978.18	\$ 16,777.09	\$ 17,615.95	\$ 18,496.74	\$ 19,421.58	\$ 20,392.66
	Annual	\$ 182,607.81	\$ 191,738.20	\$ 201,325.11	\$ 211,391.36	\$ 221,960.93	\$ 233,058.98	\$ 244,711.92
301	Hourly	\$ 88.67	\$ 93.10	\$ 97.76	\$ 102.65	\$ 107.78	\$ 113.17	\$ 118.83
	Monthly	\$ 15,369.49	\$ 16,137.96	\$ 16,944.86	\$ 17,792.11	\$ 18,681.71	\$ 19,615.80	\$ 20,596.59
	Annual	\$ 184,433.88	\$ 193,655.58	\$ 203,338.36	\$ 213,505.27	\$ 224,180.54	\$ 235,389.57	\$ 247,159.04
302	Hourly	\$ 89.56	\$ 94.03	\$ 98.74	\$ 103.67	\$ 108.86	\$ 114.30	\$ 120.01
	Monthly	\$ 15,523.19	\$ 16,299.34	\$ 17,114.31	\$ 17,970.03	\$ 18,868.53	\$ 19,811.96	\$ 20,802.55
	Annual	\$ 186,278.22	\$ 195,592.13	\$ 205,371.74	\$ 215,640.33	\$ 226,422.34	\$ 237,743.46	\$ 249,630.63
303	Hourly	\$ 90.45	\$ 94.98	\$ 99.72	\$ 104.71	\$ 109.95	\$ 115.44	\$ 121.21
	Monthly	\$ 15,678.42	\$ 16,462.34	\$ 17,285.45	\$ 18,149.73	\$ 19,057.21	\$ 20,010.07	\$ 21,010.58
	Annual	\$ 188,141.00	\$ 197,548.05	\$ 207,425.46	\$ 217,796.73	\$ 228,686.57	\$ 240,120.90	\$ 252,126.94
304	Hourly	\$ 91.36	\$ 95.92	\$ 100.72	\$ 105.76	\$ 111.04	\$ 116.60	\$ 122.43
	Monthly	\$ 15,835.20	\$ 16,626.96	\$ 17,458.31	\$ 18,331.22	\$ 19,247.79	\$ 20,210.18	\$ 21,220.68
	Annual	\$ 190,022.41	\$ 199,523.54	\$ 209,499.71	\$ 219,974.70	\$ 230,973.43	\$ 242,522.10	\$ 254,648.21
305	Hourly	\$ 92.27	\$ 96.88	\$ 101.73	\$ 106.81	\$ 112.16	\$ 117.76	\$ 123.65
	Monthly	\$ 15,993.55	\$ 16,793.23	\$ 17,632.89	\$ 18,514.54	\$ 19,440.26	\$ 20,412.28	\$ 21,432.89
	Annual	\$ 191,922.64	\$ 201,518.77	\$ 211,594.71	\$ 222,174.44	\$ 233,283.17	\$ 244,947.33	\$ 257,194.69
306	Hourly	\$ 93.19	\$ 97.85	\$ 102.75	\$ 107.88	\$ 113.28	\$ 118.94	\$ 124.89
	Monthly	\$ 16,153.49	\$ 16,961.16	\$ 17,809.22	\$ 18,699.68	\$ 19,634.67	\$ 20,616.40	\$ 21,647.22
	Annual	\$ 193,841.87	\$ 203,533.96	\$ 213,710.66	\$ 224,396.19	\$ 235,616.00	\$ 247,396.80	\$ 259,766.64
307	Hourly	\$ 94.13	\$ 98.83	\$ 103.77	\$ 108.96	\$ 114.41	\$ 120.13	\$ 126.14
	Monthly	\$ 16,315.02	\$ 17,130.77	\$ 17,987.31	\$ 18,886.68	\$ 19,831.01	\$ 20,822.56	\$ 21,863.69
	Annual	\$ 195,780.28	\$ 205,569.30	\$ 215,847.76	\$ 226,640.15	\$ 237,972.16	\$ 249,870.77	\$ 262,364.31
308	Hourly	\$ 95.07	\$ 99.82	\$ 104.81	\$ 110.05	\$ 115.55	\$ 121.33	\$ 127.40
	Monthly	\$ 16,478.17	\$ 17,302.08	\$ 18,167.19	\$ 19,075.55	\$ 20,029.32	\$ 21,030.79	\$ 22,082.33
	Annual	\$ 197,738.09	\$ 207,624.99	\$ 218,006.24	\$ 228,906.55	\$ 240,351.88	\$ 252,369.47	\$ 264,987.95
309	Hourly	\$ 96.02	\$ 100.82	\$ 105.86	\$ 111.15	\$ 116.71	\$ 122.54	\$ 128.67
	Monthly	\$ 16,642.96	\$ 17,475.10	\$ 18,348.86	\$ 19,266.30	\$ 20,229.62	\$ 21,241.10	\$ 22,303.15
	Annual	\$ 199,715.47	\$ 209,701.24	\$ 220,186.30	\$ 231,195.62	\$ 242,755.40	\$ 254,893.17	\$ 267,637.83
310	Hourly	\$ 96.98	\$ 101.83	\$ 106.92	\$ 112.26	\$ 117.88	\$ 123.77	\$ 129.96
	Monthly	\$ 16,809.39	\$ 17,649.85	\$ 18,532.35	\$ 19,458.96	\$ 20,431.91	\$ 21,453.51	\$ 22,526.18
	Annual	\$ 201,712.62	\$ 211,798.25	\$ 222,388.17	\$ 233,507.57	\$ 245,182.95	\$ 257,442.10	\$ 270,314.21

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
311	Hourly	\$ 97.95	\$ 102.84	\$ 107.99	\$ 113.39	\$ 119.06	\$ 125.01	\$ 131.26
	Monthly	\$ 16,977.48	\$ 17,826.35	\$ 18,717.67	\$ 19,653.55	\$ 20,636.23	\$ 21,668.04	\$ 22,751.45
	Annual	\$ 203,729.75	\$ 213,916.24	\$ 224,612.05	\$ 235,842.65	\$ 247,634.78	\$ 260,016.52	\$ 273,017.35
312	Hourly	\$ 98.93	\$ 103.87	\$ 109.07	\$ 114.52	\$ 120.25	\$ 126.26	\$ 132.57
	Monthly	\$ 17,147.25	\$ 18,004.62	\$ 18,904.85	\$ 19,850.09	\$ 20,842.59	\$ 21,884.72	\$ 22,978.96
	Annual	\$ 205,767.05	\$ 216,055.40	\$ 226,858.17	\$ 238,201.08	\$ 250,111.13	\$ 262,616.69	\$ 275,747.52
313	Hourly	\$ 99.92	\$ 104.91	\$ 110.16	\$ 115.66	\$ 121.45	\$ 127.52	\$ 133.90
	Monthly	\$ 17,318.73	\$ 18,184.66	\$ 19,093.90	\$ 20,048.59	\$ 21,051.02	\$ 22,103.57	\$ 23,208.75
	Annual	\$ 207,824.72	\$ 218,215.95	\$ 229,126.75	\$ 240,583.09	\$ 252,612.24	\$ 265,242.85	\$ 278,505.00
314	Hourly	\$ 100.91	\$ 105.96	\$ 111.26	\$ 116.82	\$ 122.66	\$ 128.80	\$ 135.24
	Monthly	\$ 17,491.91	\$ 18,366.51	\$ 19,284.83	\$ 20,249.08	\$ 21,261.53	\$ 22,324.61	\$ 23,440.84
	Annual	\$ 209,902.96	\$ 220,398.11	\$ 231,418.02	\$ 242,988.92	\$ 255,138.36	\$ 267,895.28	\$ 281,290.05
315	Hourly	\$ 101.92	\$ 107.02	\$ 112.37	\$ 117.99	\$ 123.89	\$ 130.08	\$ 136.59
	Monthly	\$ 17,666.83	\$ 18,550.17	\$ 19,477.68	\$ 20,451.57	\$ 21,474.15	\$ 22,547.85	\$ 23,675.25
	Annual	\$ 212,001.99	\$ 222,602.09	\$ 233,732.20	\$ 245,418.81	\$ 257,689.75	\$ 270,574.24	\$ 284,102.95
316	Hourly	\$ 102.94	\$ 108.09	\$ 113.49	\$ 119.17	\$ 125.13	\$ 131.38	\$ 137.95
	Monthly	\$ 17,843.50	\$ 18,735.68	\$ 19,672.46	\$ 20,656.08	\$ 21,688.89	\$ 22,773.33	\$ 23,912.00
	Annual	\$ 214,122.01	\$ 224,828.11	\$ 236,069.52	\$ 247,873.00	\$ 260,266.65	\$ 273,279.98	\$ 286,943.98
317	Hourly	\$ 103.97	\$ 109.17	\$ 114.63	\$ 120.36	\$ 126.38	\$ 132.70	\$ 139.33
	Monthly	\$ 18,021.94	\$ 18,923.03	\$ 19,869.18	\$ 20,862.64	\$ 21,905.78	\$ 23,001.06	\$ 24,151.12
	Annual	\$ 216,263.23	\$ 227,076.40	\$ 238,430.21	\$ 250,351.73	\$ 262,869.31	\$ 276,012.78	\$ 289,813.42
318	Hourly	\$ 105.01	\$ 110.26	\$ 115.78	\$ 121.57	\$ 127.64	\$ 134.03	\$ 140.73
	Monthly	\$ 18,202.16	\$ 19,112.26	\$ 20,067.88	\$ 21,071.27	\$ 22,124.83	\$ 23,231.08	\$ 24,392.63
	Annual	\$ 218,425.87	\$ 229,347.16	\$ 240,814.52	\$ 252,855.24	\$ 265,498.00	\$ 278,772.91	\$ 292,711.55
319	Hourly	\$ 106.06	\$ 111.37	\$ 116.93	\$ 122.78	\$ 128.92	\$ 135.37	\$ 142.13
	Monthly	\$ 18,384.18	\$ 19,303.39	\$ 20,268.56	\$ 21,281.98	\$ 22,346.08	\$ 23,463.39	\$ 24,636.56
	Annual	\$ 220,610.12	\$ 231,640.63	\$ 243,222.66	\$ 255,383.80	\$ 268,152.98	\$ 281,560.63	\$ 295,638.67
320	Hourly	\$ 107.12	\$ 112.48	\$ 118.10	\$ 124.01	\$ 130.21	\$ 136.72	\$ 143.56
	Monthly	\$ 18,568.02	\$ 19,496.42	\$ 20,471.24	\$ 21,494.80	\$ 22,569.54	\$ 23,698.02	\$ 24,882.92
	Annual	\$ 222,816.23	\$ 233,957.04	\$ 245,654.89	\$ 257,937.63	\$ 270,834.51	\$ 284,376.24	\$ 298,595.05
321	Hourly	\$ 108.19	\$ 113.60	\$ 119.28	\$ 125.25	\$ 131.51	\$ 138.09	\$ 144.99
	Monthly	\$ 18,753.70	\$ 19,691.38	\$ 20,675.95	\$ 21,709.75	\$ 22,795.24	\$ 23,935.00	\$ 25,131.75
	Annual	\$ 225,044.39	\$ 236,296.61	\$ 248,111.44	\$ 260,517.01	\$ 273,542.86	\$ 287,220.00	\$ 301,581.00
322	Hourly	\$ 109.28	\$ 114.74	\$ 120.48	\$ 126.50	\$ 132.83	\$ 139.47	\$ 146.44
	Monthly	\$ 18,941.24	\$ 19,888.30	\$ 20,882.71	\$ 21,926.85	\$ 23,023.19	\$ 24,174.35	\$ 25,383.07
	Annual	\$ 227,294.83	\$ 238,659.57	\$ 250,592.55	\$ 263,122.18	\$ 276,278.29	\$ 290,092.20	\$ 304,596.81
323	Hourly	\$ 110.37	\$ 115.89	\$ 121.68	\$ 127.77	\$ 134.15	\$ 140.86	\$ 147.91
	Monthly	\$ 19,130.65	\$ 20,087.18	\$ 21,091.54	\$ 22,146.12	\$ 23,253.42	\$ 24,416.09	\$ 25,636.90
	Annual	\$ 229,567.78	\$ 241,046.17	\$ 253,098.48	\$ 265,753.40	\$ 279,041.07	\$ 292,993.13	\$ 307,642.78
324	Hourly	\$ 111.47	\$ 117.05	\$ 122.90	\$ 129.04	\$ 135.50	\$ 142.27	\$ 149.38
	Monthly	\$ 19,321.95	\$ 20,288.05	\$ 21,302.46	\$ 22,367.58	\$ 23,485.96	\$ 24,660.25	\$ 25,893.27
	Annual	\$ 231,863.46	\$ 243,456.63	\$ 255,629.46	\$ 268,410.94	\$ 281,831.48	\$ 295,923.06	\$ 310,719.21
325	Hourly	\$ 112.59	\$ 118.22	\$ 124.13	\$ 130.33	\$ 136.85	\$ 143.69	\$ 150.88
	Monthly	\$ 19,515.17	\$ 20,490.93	\$ 21,515.48	\$ 22,591.25	\$ 23,720.82	\$ 24,906.86	\$ 26,152.20
	Annual	\$ 234,182.09	\$ 245,891.20	\$ 258,185.76	\$ 271,095.04	\$ 284,649.80	\$ 298,882.29	\$ 313,826.40



## **Exhibit B**

# *Classification & Compensation System*

CITY OF MONROVIA  
Full-Time Classification / Compensation Program Overview  
Fiscal Year 2017/18 - 2021/22

Job Classification	Salary Range	Salary Range Minimum	Salary Range Maximum
Park Ranger	141	\$ 3,127.80	\$ 4,191.56
Accounting Assistant	151	\$ 3,455.04	\$ 4,630.09
Administrative Assistant	151	\$ 3,455.04	\$ 4,630.09
Customer Service Representative	151	\$ 3,455.04	\$ 4,630.09
Maintenance Worker (Facility, Park, Street, & Utility)	151	\$ 3,455.04	\$ 4,630.09
Police Services Representative	151	\$ 3,455.04	\$ 4,630.09
Building Counter Technician	156	\$ 3,631.28	\$ 4,866.27
Old Town Caretaker	156	\$ 3,631.28	\$ 4,866.27
Code Enforcement & Business License Assistant	161	\$ 3,816.52	\$ 5,114.50
Engineering Technician	161	\$ 3,816.52	\$ 5,114.50
Parking Enforcement Officer	161	\$ 3,816.52	\$ 5,114.50
Planning Technician	161	\$ 3,816.52	\$ 5,114.50
Senior Accounting Assistant	161	\$ 3,816.52	\$ 5,114.50
Senior Administrative Assistant	161	\$ 3,816.52	\$ 5,114.50
Senior Maintenance Worker (Facility, Park, Street, & Utility)	161	\$ 3,816.52	\$ 5,114.50
Community Services Officer	166	\$ 4,011.20	\$ 5,375.39
Human Resources Assistant	166	\$ 4,011.20	\$ 5,375.39
Jailer	166	\$ 4,011.20	\$ 5,375.39
Management Assistant	166	\$ 4,011.20	\$ 5,375.39
Benefits Coordinator	171	\$ 4,215.81	\$ 5,649.59
Lead Parking Enforcement Officer	171	\$ 4,215.81	\$ 5,649.59
Office Administrator	171	\$ 4,215.81	\$ 5,649.59
Electrician	171	\$ 4,215.81	\$ 5,649.59
Neighborhood Services Program Coordinator	171	\$ 4,215.81	\$ 5,649.59
Police Communications Operator (Dispatch)	171	\$ 4,215.81	\$ 5,649.59
Recreation Coordinator	171	\$ 4,215.81	\$ 5,649.59
Senior Accounting Systems Technician	171	\$ 4,215.81	\$ 5,649.59
Senior Human Resources Assistant	171	\$ 4,215.81	\$ 5,649.59
Traffic Signal & Street Light Electrician	171	\$ 4,215.81	\$ 5,649.59
Water Production Operator	171	\$ 4,215.81	\$ 5,649.59

CITY OF MONROVIA  
Full-Time Classification / Compensation Program Overview  
Fiscal Year 2017/18 - 2021/22

Job Classification	Salary Range	Salary Range Minimum	Salary Range Maximum
Combination Inspector	176	\$ 4,430.86	\$ 5,937.77
Field Services Office Coordinator	176	\$ 4,430.86	\$ 5,937.77
Hillside Wilderness Preserve Supervisor	176	\$ 4,430.86	\$ 5,937.77
Maintenance Lead Worker (Facility, Park, Street, & Utility)	176	\$ 4,430.86	\$ 5,937.77
Neighborhood Preservation Officer	176	\$ 4,430.86	\$ 5,937.77
Payroll Technician	176	\$ 4,430.86	\$ 5,937.77
Project Coordinator	176	\$ 4,430.86	\$ 5,937.77
Senior Community Services Officer	176	\$ 4,430.86	\$ 5,937.77
Senior Financial Systems Technician	182	\$ 4,703.44	\$ 6,303.06
Senior Payroll Technician	182	\$ 4,703.44	\$ 6,303.06
Assistant Planner	188	\$ 4,992.80	\$ 6,690.83
Customer Service Outreach Coordinator	188	\$ 4,992.80	\$ 6,690.83
Information Systems Technician	188	\$ 4,992.80	\$ 6,690.83
Librarian	188	\$ 4,992.80	\$ 6,690.83
Maintenance Supervisor (Facility, Field Services, Park, Street, Utility)	188	\$ 4,992.80	\$ 6,690.83
Police Recruit	188	\$ 4,992.80	\$ 6,690.83
Recreation Supervisor	188	\$ 4,992.80	\$ 6,690.83
Water Production Supervisor	188	\$ 4,992.80	\$ 6,690.83
Fire Inspector	193	\$ 5,247.48	\$ 7,032.13
Senior Combination Inspector	193	\$ 5,247.48	\$ 7,032.13
Senior Public Works Inspector	193	\$ 5,247.48	\$ 7,032.13
Accountant	198	\$ 5,515.16	\$ 7,390.84
Environmental Services Coordinator	198	\$ 5,515.16	\$ 7,390.84
Human Resources Supervisor	198	\$ 5,515.16	\$ 7,390.84
Management Analyst	198	\$ 5,515.16	\$ 7,390.84
Plans Examiner	201	\$ 5,682.27	\$ 7,614.79
Police Services Supervisor	201	\$ 5,682.27	\$ 7,614.79
Associate Planner	203	\$ 5,796.49	\$ 7,767.85
Firefighter	203	\$ 5,796.49	\$ 7,767.85
Police Officer	203	\$ 5,796.49	\$ 7,767.85

CITY OF MONROVIA  
Full-Time Classification / Compensation Program Overview  
Fiscal Year 2017/18 - 2021/22

Job Classification	Salary Range	Salary Range Minimum	Salary Range Maximum
Finance Operations Supervisor	208	\$ 6,092.17	\$ 8,164.08
Information System Analyst	208	\$ 6,092.17	\$ 8,164.08
Field Services Superintendent	208	\$ 6,092.17	\$ 8,164.08
Library Supervisor	208	\$ 6,092.17	\$ 8,164.08
Senior Recreation Supervisor	208	\$ 6,092.17	\$ 8,164.08
Senior Management Analyst	218	\$ 6,729.54	\$ 9,018.23
Fire Engineer	218	\$ 6,729.54	\$ 9,018.23
Firefighter w/ Paramedic Assignment	218	\$ 6,729.54	\$ 9,018.23
Police Officer w/ Agent Assignment	218	\$ 6,729.54	\$ 9,018.23
Police Officer w/ Detective Assignment	218	\$ 6,729.54	\$ 9,018.23
Communications, Crime Analyst, & Technology Supervisor	223	\$ 7,072.82	\$ 9,478.25
Project Manager	223	\$ 7,072.82	\$ 9,478.25
Fire Captain	233	\$ 7,812.79	\$ 10,469.88
Police Sergeant	233	\$ 7,812.79	\$ 10,469.88
Chief Deputy City Clerk	233	\$ 7,812.79	\$ 10,469.88
Assistant to the City Manager	233	\$ 7,812.79	\$ 10,469.88
Information Systems Manager	241	\$ 8,460.13	\$ 11,337.38
Water System Manager	241	\$ 8,460.13	\$ 11,337.38
Field Services Manager	241	\$ 8,460.13	\$ 11,337.38
Finance Operations Manager	241	\$ 8,460.13	\$ 11,337.38
Public Works Operations Manager	241	\$ 8,460.13	\$ 11,337.38
Library Manager	241	\$ 8,460.13	\$ 11,337.38
Recreation Manager	241	\$ 8,460.13	\$ 11,337.38
Fire Division Chief	251	\$ 9,345.25	\$ 12,523.52
Police Lieutenant	251	\$ 9,345.25	\$ 12,523.52
Building & Safety Division Manager	251	\$ 9,345.25	\$ 12,523.52
Deputy Administrative Services Director / Finance Division Manager	251	\$ 9,345.25	\$ 12,523.52
Deputy City Manager	251	\$ 9,345.25	\$ 12,523.52
Neighborhood & Business Services Division Manager	251	\$ 9,345.25	\$ 12,523.52
Planning Division Manager	251	\$ 9,345.25	\$ 12,523.52
Public Works Division Manager	251	\$ 9,345.25	\$ 12,523.52
Police Captain	261	\$ 10,322.97	\$ 13,833.76

CITY OF MONROVIA  
 Full-Time Classification / Compensation Program Overview  
 Fiscal Year 2017/18 - 2021/22

Job Classification	Salary Range	Salary Range Minimum	Salary Range Maximum
Administrative Services Director	276	\$ 11,984.64	\$ 16,060.57
Community Development Director	276	\$ 11,984.64	\$ 16,060.57
Fire Chief	276	\$ 11,984.64	\$ 16,060.57
Police Chief	276	\$ 11,984.64	\$ 16,060.57
Public Services Director	276	\$ 11,984.64	\$ 16,060.57
City Manager	Contract	\$	16,250.00

CITY OF MONROVIA  
Part-Time Classification / Compensation Program Overview  
Fiscal Year 2017/18 - 2021/22

Proposed Classification	Recommended Salary Range	Hourly Min.	Hourly Max.
Hillside Wilderness Preserve Intern	100	\$ 12.00	\$ 16.08
Library Aide	100	\$ 12.00	\$ 16.08
Maintenance Aide	100	\$ 12.00	\$ 16.08
Office Aide	100	\$ 12.00	\$ 16.08
Police Cadet	100	\$ 12.00	\$ 16.08
Recreation Leader	100	\$ 12.00	\$ 16.08
Accounting Aide	120	\$ 14.64	\$ 19.62
Library Clerk	120	\$ 14.64	\$ 19.62
Recreation Specialist	120	\$ 14.64	\$ 19.62
Park Ranger	141	\$ 18.05	\$ 24.18
Accounting Assistant	151	\$ 19.93	\$ 26.71
Administrative Assistant	151	\$ 19.93	\$ 26.71
Police Service Representative	151	\$ 19.93	\$ 26.71
Intern	151	\$ 19.93	\$ 26.71
Building Counter Technician	156	\$ 20.95	\$ 28.07
Parking Enforcement Officer	161	\$ 22.02	\$ 29.51
Community Services Officer	166	\$ 23.14	\$ 31.01
Library Associate	166	\$ 23.14	\$ 31.01
Police Communications Operator (Dispatch)	171	\$ 24.32	\$ 32.59
Neighborhood Preservation Officer	176	\$ 25.56	\$ 34.26
Librarian	188	\$ 28.80	\$ 38.60
Senior Planner	218	\$ 35.15	\$ 47.10



**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**THE CITY OF MONROVIA**

**AND**

**THE MONROVIA POLICE OFFICERS' ASSOCIATION**

**JULY 1, 2017 – JUNE 30, 2022**

**MEMORANDUM OF UNDERSTANDING  
MONROVIA POLICE OFFICERS' ASSOCIATION  
FISCAL YEARS 2017 – 2022**

**APPENDIX G**

	<b><u>Page</u></b>
<b>SECTION I</b>	GENERAL ..... G-1
<b>SECTION II</b>	RECOGNITION ..... G-1
<b>SECTION III</b>	MANAGEMENT RIGHTS & RESPONSIBILITIES ..... G-1
	A. Management Rights ..... G-1
<b>SECTION IV</b>	EMPLOYEE ORGANIZATIONAL RIGHTS & RESPONSIBILITIES ..... G-2
	A. Dues Deduction..... G-2
	B. Indemnification ..... G-3
	C. Time Off for Meeting and Conferring ..... G-3
<b>SECTION V</b>	WORK STOPPAGE PROHIBITION ..... G-3
	A. Prohibited Conduct..... G-3
	B. Association Responsibility..... G-3
<b>SECTION VI</b>	GRIEVANCE PROCEDURES ..... G-4
	A. General ..... G-4
	B. Purpose of Grievance Procedure ..... G-4
	C. Matters Subject to Grievance Procedure ..... G-4
	D. Probationary Employees ..... G-4
	E. Grievance Procedure ..... G-4
	F. Conduct of Grievance Procedure ..... G-5
	G. Information to be Provided ..... G-6
	H. Consolidation of Grievances ..... G-6
<b>SECTION VII</b>	DISCIPLINARY ACTIONS ..... G-6
	A. Definitions ..... G-6
	B. Notice..... G-6
	C. Response to Charges ..... G-7
	D. Final Notice ..... G-7
	E. Representation..... G-7
	F. Right to Appeal ..... G-7
	G. Appeal Procedures..... G-7
<b>SECTION VIII</b>	HOURS OF WORK..... G-8

<b>SECTION IX</b>	<b>SALARIES &amp; COMPENSATION</b> .....	G-9
	A. Sworn Employees .....	G-9
	B. Non-Sworn Employees.....	G-9
	C. Classification and Compensation Study .....	G-10
	D. Application of Salary Ranges .....	G-10
	E. Overtime .....	G-12
	F. Court Time .....	G-13
	G. Compensatory Time Off .....	G-13
	H. Applicable Salary Rates Following Promotions, Demotions or Transfers.....	G-14
	I. Premium Pay – Educational Incentive .....	G-14
	J. Detective Compensation .....	G-15
	K. Police Officer Agent Compensation .....	G-15
	L. Special Enforcement Team Compensation .....	G-15
	M. Community Activist Policing Bureau Compensation .....	G-15
	N. Motor Officer Compensation .....	G-16
	O. Minimum Call-Back Time .....	G-16
	P. Shift Differential.....	G-16
	Q. Administrative Leave.....	G-16
	R. Stand-By Pay .....	G-17
	S. Additional Compensation for Assigned Work Out-Of-Classification .....	G-17
	T. Mileage Allowance .....	G-17
	U. Bilingual Pay .....	G-17
	V. Educational Incentive Pay.....	B-18
	W. Other Assignments.....	G-19
	X. Longevity/Performance Bonus .....	G-19
<b>SECTION X</b>	<b>UNIFORMS AND EQUIPMENT</b> .....	G-19
	A. Initial Uniform Issue .....	G-19
	B. Uniform Replacement .....	G-20
	C. Replacement or Repair of Property or Prosthesis Damaged or Destroyed in the Line of Duty .....	G-20
<b>SECTION XI</b>	<b>LEAVE PROVISIONS</b> .....	G-20
	A. Vacations .....	G-20
	B. Holidays .....	G-22
	C. Floating Holidays.....	G-23
	D. Sick Leave .....	G-23
	E. Sick Leave Incentive Program .....	G-24
	F. Bereavement Leave .....	G-25
	G. Occupational Disability .....	G-25
	H. Military Leave.....	G-26
	I. Jury Leave .....	G-26
	J. Unauthorized Leave .....	G-26
	K. Contact on Leave .....	G-26
<b>SECTION XII</b>	<b>PROMOTIONAL PROCEDURES</b> .....	G-26
<b>SECTION XIII</b>	<b>OUTSIDE EMPLOYMENT</b> .....	G-27

	<u>Page</u>
<b>SECTION XIV</b>	<b>RETIREMENT BENEFITS</b> ..... G-27
	A. Basic Retirement..... G-27
	B. Additional Retirement Benefits ..... G-27
<b>SECTION XV</b>	<b>FRINGE BENEFITS</b> ..... G-28
	A. Medical Benefits..... G-28
	B. Dental Benefits..... G-29
	C. Vision Benefits. .... G-29
	D. Fringe Benefit Contribution..... G-29
	E. Prohibition of "Double Coverage" ..... G-30
	F. Tuition Reimbursement..... G-30
<b>SECTION XVI</b>	<b>PERS MEDICAL BENEFITS</b> ..... G-30
	A. Cessation of Medical Benefits Upon Retirement ..... G-30
	B. Payment of PERS Contingency Reserve Fee ..... G-31
	C. Withdrawal from PERS..... G-31
	D. Health Insurance Committee..... G-31
<b>SECTION XVII</b>	<b>RE-HIRING OF EMPLOYEES</b> ..... G-31
	A. Application ..... G-31
	B. Benefits ..... G-31
	C. Exceptions ..... G-31
	D. Administrative Policy ..... G-32
<b>SECTION XVIII</b>	<b>MISCELLANEOUS</b> ..... G-32
<b>SECTION XIX</b>	<b>SEVERABILITY</b> ..... G-32
<b>SECTIN XX</b>	<b>FULL UNDERSTANDING</b> ..... G-32
<b>SIGNATURE PAGE</b>	..... G-33
<b>SALARY SCHEDULE</b>	..... G-34

## APPENDIX G

### SECTION I. GENERAL

This Memorandum of Understanding (Agreement) is made and entered into by and between the City of Monrovia (City) and the Monrovia Police Officers' Association (Association), pursuant to the Meyers-Miliias-Brown Act of the State of California, the Monrovia Municipal Code, and the Personnel Rules and Regulations of the City of Monrovia. The City and the Association have agreed on the terms outlined in this Agreement for a five-year period (Fiscal Years 2017 – 2022), to remain in effect through June 30, 2022. Furthermore, the City and Association also agree to an automatic re-opener of this Agreement if the City experiences any severe financial hardship through reductions in the operating budget and / or increases in employer costs during the term of this Agreement.

The City Council ratified and approved the terms and conditions of employment set forth in this Agreement on June 20, 2017.

It is the intent and purpose of this Agreement to set forth the understanding reached between the Association and the City as a result of meeting and conferring in good faith regarding, but not limited to, matters relating to the wages, hours, and terms and conditions of employment between employees represented by the Association and representatives of the City. The parties affirm their mutual commitment to the goals of respecting and valuing people, effective and efficient public service, sound and responsible management, and amicable employer-employee relations.

### SECTION II. RECOGNITION

The City recognizes the Association as the representative in matters pertaining to wages, hours, and others terms and conditions of employment for those employees within the representation unit composed of those full-time permanent classified positions that include the following:

- Communications, Crime Analyst, & Technology Supervisor
- Community Services Officer
- Information Systems Technician
- Jailer
- Lead Parking Enforcement Officer
- Office Administrator - Police
- Parking Enforcement Officer
- Police Communications Operator (Dispatch)
- Police Officer
- Police Officer w/ Agent Assignment
- Police Officer w/ Detective Assignment
- Police Recruit
- Police Services Representative
- Police Services Supervisor
- Senior Administrative Assistant - Police
- Senior Community Services Officer
- Senior Police Officer

### SECTION III. MANAGEMENT RIGHTS AND RESPONSIBILITIES

In order to ensure that the City of Monrovia shall have the ability to carry out its functions to provide continuing public services, the City retains the sole and exclusive right, responsibility and authority to determine its mission, purpose, objectives and policies subject to the requirements of law, including those regarding the City's obligation to meet and confer with representatives of the Association, and except as specifically abridged herein, which shall include, but not necessarily be limited to the following:

1. To determine the standards and levels of services to be rendered, operations to be performed, utilization of technology and equipment, means and method of operations, overall budgetary matters including but not limited to, the right to contract or sub-contract any work, services or operations of any agency or department;

2. To determine the policy of all departments and agencies of the City including the right to manage and direct the affairs of all agencies and departments in all respects;
3. To hire, promote, transfer, assign, and retain employees and to suspend, demote, discharge or take disciplinary action against employees of any agency or department;
4. To direct and manage the employees of all City agencies and departments;
5. To determine the appropriate job classifications, organizational structure and level of personnel by which the operations of all City agencies and departments are conducted;
6. To relieve employees from duties because of lack of work or funds, or under conditions where continued work would be ineffective or inefficient in terms of the utilization of resources to meet public needs;
7. To maintain the efficiency and effectiveness of government operations;
8. To determine the size and composition of all agencies and departments of the City, to assign the employees within departments and to establish work schedules and assignments;
9. To establish performance standards for employees of City agencies and departments including but not limited to quality and quantity standards;
10. To take whatever actions may be necessary to carry out the mission of the City agencies and departments in situations of emergency;
11. To establish and promulgate rules and regulations, policies and procedures relating to productivity, efficiency, conduct and safety, as well as rules and regulations, policies and procedures designed to comply with applicable jurisdiction and legislative enactments.

#### **SECTION IV. EMPLOYEE ORGANIZATIONAL RIGHTS AND RESPONSIBILITIES**

**A. Dues Deduction.**

The City shall deduct dues on a regular basis, however, not to exceed once per month, from the pay of all classifications and positions recognized to be represented by the Association and who voluntarily authorize such deductions in writing on a form to be provided for this purpose which is mutually agreed to by the Association and City. The authorization for dues deduction shall be revocable at any time by the employee's filing a written request for such discontinuance. The City shall remit deducted monies to the Association within ten working days following the deductions. City shall not be responsible to institute payroll deduction until 30 days after the written authorization is presented to the City.

**B. Indemnification.**

The Association agrees to hold the City harmless and indemnify the City against any claims, causes of action, or lawsuits arising out of the dues deductions or transmittal of such monies to the Association.

**C. Time off for Meeting and Confering.**

1. The City recognizes that it is to the benefit of both the City and the Association that the City grant individuals representing the Association in employer-employee relations leave from duty with full pay during scheduled working hours to participate in such meet and confer sessions as requested by the City. When an employee participates in meet and confer session(s) during non-scheduled work hours, the employee shall not be entitled to receive any pay or benefits from the City for such time spent in the meet and confer session(s). Individuals granted time off to represent the Association shall be permanent full-time employees in those classifications represented by the Association.
2. As used herein and above, full pay shall mean the employee's current base salary, benefits and assigned bonus pay only.
3. The Association shall provide, in writing, to the City Manager and to the head of the department to which the employee/representative is assigned, the name(s) of those individuals, limited to five (5), who will serve as representatives of the Association for the purposes of meet and confer.

Up to three (3) employees for the purpose of representing the Association during the meet and confer process. Leave from duty shall be granted only to the extent that such leave does not adversely affect the operations of the respective department in which the employee is assigned.

**SECTION V. WORK STOPPAGE PROHIBITION**

**A. Prohibited Conduct.**

1. The Association agrees that during the term of this Memorandum of Understanding neither it nor its officers or agents shall call or condone any strike, walkout, work stoppage, work slowdown, job action, sickout, blue flu, or withholding of services or sanction or honor any such action by any other group of employees in the City or any union or association of employees by withholding or refusing to perform services.
2. Individual employees represented by the Association are hereby put on notice that employees engaging in any of the conduct prohibited in Section V, A, 1 above, which violates any applicable City rules or regulations may be subjected to disciplinary action.

**B. Association Responsibility.**

In the event that the Association, its officers, agents, representatives, and/or members engage in any of the conduct prohibited in V, A, 1 above, the Association shall immediately instruct, in writing, any persons engaging in such conduct that their

actions are in violation of this Memorandum of Understanding, and that they must immediately cease such conduct and return to work.

## **SECTION VI. GRIEVANCE PROCEDURES**

### **A. General.**

This grievance procedure shall be the sole and exclusive procedure within the framework of the municipal government for resolving grievance disputes.

### **B. Purpose of Grievance Procedure.**

1. To afford employees individually or through recognized employee organizations the systematic means of obtaining further consideration of problems after every reasonable effort has failed to solve them through discussion.
2. To provide that grievances shall be settled as near as possible to the point of origin.
3. To provide that the grievance procedure shall be as informal as is practical.

### **C. Matters Subject to Grievance Procedure.**

For the purposes of this section, a grievance shall be considered as any matter (for which appeal is not otherwise provided for or prohibited) concerning any dispute concerning the interpretation or application of the terms of this Memorandum of Understanding or written City or departmental policies, rules or regulations, the results of which affects the employee's work schedule and/or hours, general fringe benefits, compensation level, holidays, retirement, classification, or safety.

### **D. Probationary Employees.**

Probationary employees may file a grievance(s) under those grounds defined in Section C.

### **E. Grievance Procedure.**

1. Informal Grievance Procedure: An employee shall within ten days of the occurrence being grieved attempt to resolve a grievance through discussion with his immediate supervisor on an informal basis. If after such discussion, the employee does not believe the problem has been satisfactorily resolved, he shall discuss it with his supervisor's immediate superior, if any. Every effort shall be made to find an acceptable solution by informal means at the lowest possible level of supervision. At no time may the informal process go beyond the second level of supervision. If the employee is not in agreement with the decision reached by the informal process he may then file a formal grievance in writing within ten working days after receiving the informal decision of his immediate or second level supervisor.
2. Formal Grievance Procedure

- a. First Level of Review: The employee shall present the formal grievance in writing to his/her supervisor who shall render a decision and comments in writing and return them to the employee within ten (10) working days after receiving the written grievance. If the employee does not agree with his supervisor's decision or if no answer has been received within the ten (10) working days, the employee may present the grievance in writing to his supervisor's immediate superior.
- b. Second Level of Review if Appropriate: The second level supervisor receiving the formal grievance shall review it, render a decision and comments in writing and return them to the employee within ten (10) working days after receiving the written grievance. If the employee does not agree with the decision or if no answer has been received within ten (10) working days, he may present the formal grievance in writing to the department head.
- c. Department Review: The department head receiving a formal grievance shall discuss the grievance with the employee, his representative, if any, and with other appropriate persons. The department head shall render his decision and comments in writing and return them to the employee within ten (10) working days after receiving the formal written grievance. If the employee does not agree with the decision reached or if no answer has been received within ten (10) working days, he may appeal the formal grievance in writing to the City Manager.
- d. City Manager Review: The City Manager or designated representative shall discuss the grievance with the employee, his representative, if any, and with other appropriate persons. The City Manager or designated representative may select the methods considered appropriate for the study of the issues and he shall render a written decision to the parties within twenty (20) working days after receipt of the grievance appeal. The decision of the City Manager shall be final and binding within the framework of the municipal government.

**F. Conduct of Grievance Procedure.**

1. The time limits specified above may be extended by mutual agreement of the employee and the reviewer.
2. The employee may request the assistance of another person of his own choosing in preparing and presenting his appeal at any level of the review.
3. The employee and his representative may be privileged to use a reasonable amount of work time as determined by the appropriate department head in conferring about and presenting the appeal, such that it shall not conflict with or in any way inhibit the efficient operation of the department involved.
4. Except by mutual agreement, failure by the employer at any level to communicate a decision within the specified time limit shall permit the grievant to proceed to the next level.

5. Except by mutual agreement, failure by the grievant, at any level, to file or appeal a grievance to the next level within ten (10) working days after receipt of a decision (or, if no decision is rendered within twenty-five (25) calendar days from the date of initial submission) shall be considered a waiver of rights to continuance of the grievance and shall bar any further consideration.
6. IN THE PRESENTATION OF GRIEVANCES AT ANY SUPERVISORY OR APPEAL LEVEL EMPLOYEES ARE ASSURED OF FREEDOM FROM RESTRAINT, INTERFERENCE, DISCRIMINATION OR REPRISAL.

**G. Information to be Provided.**

The employee shall file his/her formal grievance on forms to be provided by the Human Resources Department. The written information to be provided by the grievant shall include a clear, concise statement of the nature of the grievance; the circumstances involved; the decisions rendered at each preceding step of the process; the reasons why the employee does not agree with the decisions rendered at each level of review; and the specific remedy sought.

**H. Consolidation of Grievances.**

In order to strengthen the efficiency and effectiveness of the formal grievance process and to promote the principles of Section VI, B, 2, the City respondent may consolidate or group grievances for the purpose of processing through the formal grievance procedures provided the grievances are reasonably similar with respect to general nature, alleged violations and alternative remedies. Respondent, prior to determining the appropriateness of consolidating grievances, shall give due consideration to the confidentiality of the parties involved in the interest of reasonably protecting information of a personal nature.

## **SECTION VII. DISCIPLINARY ACTIONS**

**A. Definition.**

Actions taken by the appointing authority causing demotion, discharge, reduction in pay or suspension without pay of a permanent employee or which otherwise reduces the employee's compensation or benefits for cause shall be considered as disciplinary action and subject to the provisions contained in this article.

The provisions of this article shall not apply to reductions in pay or benefits which are a part of a general plan to reduce salaries, wages or benefits or to a general plan to eliminate positions or reduce services as determined by the City Council.

**B. Notice.**

In any actions to discipline an employee as defined in this article, the following shall be provided the employee prior to the disciplinary action being enacted.

1. The employee shall receive preliminary written notice of the proposed disciplinary action, the effective date of the proposed disciplinary action and the reasons therefore. The reasons must state the specific grounds and the particular facts upon which the action is taken. Past disciplinary actions which may have a bearing on the disciplinary action or which support the severity of the penalty shall also be included.

2. The employee shall be provided with any known written materials, reports and written documents upon which the proposed disciplinary action is based.

**C. Response to Charges.**

1. Prior to disciplinary action being enacted the employee shall have the opportunity if he/she so desires to respond in writing to the person in the department of the City who can initially impose the proposed disciplinary action, subject to the right of the employee to appeal said disciplinary action pursuant to Section G provided herein. The employee shall also be given the opportunity to present his or her response to charges orally in addition to the written response.
2. A reasonable time limit shall be established in which the employee shall be afforded an opportunity to respond to the charges upon which the proposed discipline is based. The employee shall be afforded seventy-two (72) hours to respond to the proposed discipline of three (3) days suspension or less, or proposed discipline involving monetary value to the employee equal to three days pay or less.

The employee shall be afforded up to ninety-six (96) hours to respond to proposed disciplinary action in excess of three (3) days suspension or having a monetary impact on the employee greater than three (3) days pay.

3. Upon the mutual agreement of the employee and the department head the time provided herein for response to charges may be extended.

**D. Final Notice.**

If after following the procedures outlined herein a decision is made to discipline the employee, within a reasonable time after completion of the procedures a written notice shall be served upon the employee setting forth the reasons for the discipline to be enacted, and the effective date of said action.

**E. Representation.**

During any stage of the process described herein, the employee may choose to be represented by any individual of his/her choice. The department head or supervisor involved shall be notified of the name of the individual representing the employee.

**F. Right to Appeal.**

In the final notice of the proposed disciplinary action, the employee shall be informed, if applicable, of his/her right to appeal the disciplinary action and to a hearing.

**G. Appeal Procedures.**

1. Purpose: To provide an opportunity to permanent employees to appeal directly to the City Manager or his authorized representative relative to matters subject to appeal. Any permanent employee who is reduced in pay, demoted, suspended or discharged as a result of disciplinary action for cause or whose benefits are reduced as a result of disciplinary action being effected against

him for cause shall have the right to appeal such action directly to the City Manager or his authorized representative.

2. Request for Review: Appeal of disciplinary action shall be presented in writing to the City Manager or his authorized representative within ten (10) calendar days after final notice to the employee of the disciplinary action to be imposed. Failure of the employee to file an appeal within ten (10) calendar days shall constitute a waiver and shall bar the employee from further processing of the appeal.

The written appeal shall state the material facts and charges upon which disciplinary action was taken, shall state the employee's written response to the charges and shall state the remedial action desired. The requirement for a written response to charges shall not limit the employee from modifying or changing his response or presenting further information at the appeal hearing.

3. City Manager Review: The City Manager or designated representative shall review appeals. The following guidelines shall be used:
  - a. In the case of an appeal of a disciplinary action of three (3) days suspension or less, the review shall be limited to the record presented at the departmental hearing.
  - b. In the case of an appeal of a disciplinary action equivalent to four (4) or five (5) days suspension, the City Manager or designated representative shall conduct the review by discussing the disciplinary action with the employee, his representative, if any, and with any other persons the City Manager deems appropriate.
  - c. In the case of an appeal involving more than five (5) days suspension, the City Manager or his designee shall provide a full evidentiary hearing, if requested by the employee.

These provisions shall not limit any constitutional right of the employee to a full evidentiary hearing.

The City Manager shall render a written decision to the parties within twenty (20) working days after the receipt of the appeal. The decision of the City Manager shall be final and binding within the framework of city government.

4. Conduct of Appeal Procedures: The provisions of Section VI, F shall apply to the conduct of appeal procedures.

## **SECTION VIII. HOURS OF WORK**

The regular hours of work for those classifications covered under this agreement shall be as follows:

- A. A normal work week shall consist of forty (40) hours.

- B.** A normal work day may consist of eight (8) hours per day on the basis of a five-day work week, nine (9) hours per day and one eight (8) hour day every two weeks on the basis of a 9/80 work week, ten (10) hours per day on the basis of a four-day work week, or twelve (12) hours per day and one eight (8) hour day every two weeks on the basis of a 3/12 work schedule as shall be determined from time to time by the Department Head, with the exception that a material change in hours for any major classification of employees shall require the City to first meet and confer in good faith on such proposed change.
- C.** Sworn Patrol Officers and Sergeants work a 3/12 work schedule. These employees are, therefore, placed on a twenty-eight (28) day work period in accordance with Section 7(k) of the Fair Labor Standards Act (FLSA). As such, overtime at time and one-half will be paid for hours worked (including vacation, holiday, compensating time off and sick leave) over one hundred sixty (160) per twenty-eight (28) days. Such schedule shall apply to any additional sworn employees placed on this work schedule by the Chief of Police.

If an employee has not worked one hundred sixty (160) hours by the end of the twenty-eight (28) days, an appropriate number of hours will be deducted from his/her vacation or compensatory time off bank. The determination of what bank shall be used for such deduction shall be at the discretion of the Chief of Police or his designee. Overtime will be paid in accordance with the various provisions of this Memorandum of Understanding.

The Chief of Police shall retain the right to unilaterally restructure the work schedule should it be deemed necessary to do so without utilizing the meet and confer process.

## **SECTION IX. SALARIES AND COMPENSATION**

### **A. Sworn Employees.**

The Salary Range for those sworn employee positions covered by this agreement is set forth in Exhibit A and incorporated herein. Furthermore, the Citywide Classification / Compensation Program, which includes the classifications designated as MPOA represented positions, is set forth in Exhibit B and incorporated herein.

The City and the Association also agree that those sworn Association members who meet the following service requirements shall be eligible for assignment in the Senior Police Officer designation.

- **Senior Police Officer Designation**

Those officers who meet the following requirements shall be eligible for designation as a Senior Police Officer and shall receive a pay adjustment of 5% above the Police Officer position:

- An officer who has a minimum of seven years of service time as a sworn law enforcement officer, and who has completed a specialized assignment with the Monrovia Police Department as an Agent, Detective, Community Policing Bureau, Special Enforcement Team, LA IMPACT, School Resources Officer, or Traffic Officer.

- An officer who has a minimum of fifteen years of service time as a sworn law enforcement officer.
- The Senior Police Officer designation shall be a stand-alone designation, and those who are designated in the position shall not be eligible for any simultaneous additional specialized assignment pay.

**B. Non-Sworn Employees.**

The Salary Range for those non-sworn employee positions covered by this agreement is set forth in Exhibit A and incorporated herein. Furthermore, the Citywide Classification / Compensation Program, which includes the classifications designated as MPOA represented positions, is set forth in Exhibit B and incorporated herein.

The City and the Association also agree that assignment pay shall be provided for those Association members who serve in the following job classifications:

- **Office Administrator – Police**

Those Association members serving in the “Office Administrator” job classification, and who are designated to serve as the “Office Administrator – Police” position by the Chief of Police, with the concurrence of the City Manager, shall receive an increase of 5% above their base wage rate.

**C. Survey Cities.**

The City and the Association agree that for classification, compensation, and other related survey purposes, the following seven cities shall serve as the representative survey cities for Monrovia:

1. Arcadia
2. Azusa
3. Burbank
4. Glendale
5. Monterey Park
6. Pasadena
7. Beverly Hills

**D. Salary Survey / Salary Range Adjustments.**

The City will institute a biennial salary survey of salary and medical benefit costs, and will make corresponding salary range adjustments to maintain competitive market based compensation levels, pursuant to the following provisions:

- The City will coordinate the salary survey according to a timeline which will allow for the implementation of salary range adjustments on July 1, 2018 and July 1, 2020.
  - In order to facilitate the timelines associated with the bi-annual salary range adjustments, the salary survey process will be initiated no later than January 1, 2018, and January 1, 2020.
- Prior to initiating the salary survey, the City will establish a working committee that will include the City Manager and / or his / her designee,

along with two (2) representatives from the Association. The Association will be responsible for identifying the two (2) representatives to serve on the working committee. Furthermore, the committee will include representatives from the Monrovia Police Officers' Association and the Monrovia Firefighters' Association. The City and the Association agree that representatives to the working committee will work collaboratively and in good-faith.

- Upon convening the working committee, representatives will convene an initial kick-off meeting, where the parties will determine the job classifications to be surveyed and the method of the salary survey. If agreement cannot be reached on the classifications to be surveyed or the method of the salary survey process, a final determination on those matters will be achieved by engaging the City's grievance procedures as defined in Section VI of this Agreement.
- After the initial kick-off meeting, the City will work to collect the salary data pursuant to the guidelines established by the working committee. Upon collecting the data, additional meetings of the working committee will be called to review the salary survey data and to assess how that data will be implemented to establish new top-step salary ranges for all job classifications.
- The implementation of the salary survey data will take into the following prioritized factors: 1.) Account for horizontal and vertical internal organizational salary relationships. 2.) Account for the median salary for each surveyed position. 3.) Implement a new compensation structure that maintains salaries at no less than the median salary survey average in a manner that takes into account horizontal and vertical internal organizational salary relationships.
- Once the working committee reaches agreement on a new compensation system, the City Manager shall be authorized to implement the new salary ranges for each corresponding position.

**E. Application of Salary Ranges.**

The salary ranges provided herein are intended to recognize individual differences among positions allocated to the same class, the purpose of which is to provide employee incentive and reward employees for meritorious service and continued improvement within a particular position. All increases in salary within any range shall be made only on the basis of fully satisfactory performance and continued improvement. Increases in salary within any range shall be neither automatic nor a matter of right and shall be effected only upon the recommendation of the department head with approval of the City Manager after completion of a thorough employee performance evaluation.

The following general provisions shall govern the granting of step salary increases within the range:

1. The initial compensation to be paid for employment in any position shall normally be Step 1 of the salary range. Where it is found to be difficult to

obtain qualified personnel for a position or if a person of unusual qualifications is to be employed in a position, the City Manager may authorize hiring at a higher initial step.

2. After the first twelve (12) months of employment, employees appointed at Step 1 shall be eligible to be considered for advancement to the second step of the applicable range.
3. After advancement to the second salary step, an employee shall be eligible to be considered for advancement to the next higher step of the salary range only after completion of twelve (12) months of service.
4. Employees initially appointed at higher than Step 1 shall be eligible to be considered for advancement to the next higher salary step only after completion of twelve (12) months of service.
5. Consideration of advancement of an eligible employee from one step of the salary range to the next shall be done by the department head. Advancement shall be effected only after the department head has completed a thorough evaluation of the employee's performance in the position and has determined that the employee has improved his/her performance within the position resulting in increased value to the City. Advancement shall be made only upon such recommendation by the department head and approval of the City Manager.
6. If in the opinion of the department head the employee has not performed in a manner so as to merit step advancement, a recommendation for retention to present salary step shall be made in writing to the City Manager. The reasons cited for retention shall also be made in writing to the employee involved. The employee shall be entitled to place a written response in his/her personnel file.
7. If the department head determines, subsequent to completion of a thorough employee evaluation, that an employee has not performed in a manner so as to merit retention or advancement, he may recommend disciplinary action including reduction of an employee's salary step. A recommendation for reduction of an employee's salary step shall be made in writing to the City Manager. The reasons cited for reduction shall also be made in writing to the employee involved pursuant to this agreement and such action shall be subject to appeal under Section VII, G, provided herein.
8. The City Manager may further improve the step advancement of any employee upon the recommendation of a department head provided:
  - a. The department head in his written request for further step advancement certifies that the employee has performed his/her work in an outstanding and exceptionally meritorious manner.
  - b. The employee has successfully completed the probationary period in his current classification.

- c. The employee is recommended for advancement by not more than two (2) salary steps.
- d. In the case of a double step, the employee has had no previous double step advancement during his employment in the particular classification.
- e. In the case of an acceleration, the employee has had no previous step advancement acceleration during his employment in the particular classification.
- f. At least six (6) months have elapsed since the employee has received a step advancement for outstanding and exceptionally meritorious performance.

**E. Overtime.**

1. Definition: Overtime is defined as time assigned and worked beyond the regularly scheduled forty (40) hours in a normal work week.
2. Determining Hours Worked
  - a. Sworn Employees – All paid leave with the exception of administrative leave, workers' compensation leave, jury duty, and military leave, will be counted as time worked when determining overtime pay.
  - b. Non-sworn, non-exempt employees – All paid leave with the exception of sick leave and administrative leave will be counted as time worked when determining overtime pay.
3. Compensation and calculation of overtime
  - a. Sworn Employees- All sworn employees required to work in excess of 40 hours in a standard work week shall receive overtime compensation at the rate of time and one-half. Overtime under this section shall be calculated on the employee's base rate, including educational incentive and special assignment pay.
  - b. Non-sworn, Non-exempt Employees- All non-sworn, non-exempt employees required to work in excess of 40 hours in a standard work week shall receive overtime compensation in the form of pay or compensating time off at the rate of time and one-half.
  - c. If compensatory time off is accumulated instead of pay, it shall be accumulated on a time and one-half basis.

**F. Court Time.**

1. This section shall apply to all employees who are eligible for overtime pursuant to Section IX, C, of this agreement and who are subpoenaed to appear during off-duty hours in court on criminal or civil cases involving the City.

- a. Time in court will start from the time indicated on the subpoena.
  - b. Court time will be computed to the nearest one-half hour.
2. Court time shall be compensated for at time and one-half, with three-hour guarantee, and thereafter on an hour for hour basis.
3. Any employee who is ordered to appear in court in the morning and then ordered to return the same afternoon will be paid through the court lunch recess until released for the day.
4. Officers subpoenaed to Civil Court and who appear during off-duty hours shall be compensated as overtime pursuant to Government Code Sections 68097.1 through 68097.7.
5. Officers subpoenaed to Criminal Court on a stand by basis during off-duty hours and who are not ordered to appear shall be compensated two (2) hours compensatory time off. Effective July 1, 2014, should the Officer be ordered to remain on call for the afternoon, two (2) additional hours of compensatory time off shall be compensated. The maximum compensatory time allowed under this provision per day shall be four (4) hours.

**G. Compensatory Time Off.**

1. At the discretion of the Chief of Police credit for compensatory time off may be given in lieu of overtime compensation. The time when compensating time off may be taken shall be at the discretion of the department head, giving due consideration to the needs of the department and the wishes of the employee.
2. Accumulation of credit for compensatory time off shall be limited to a maximum accumulation of 120 hours.
3. Credit for compensatory time off in lieu of overtime pay shall be granted on the basis of one and one-half hours of compensatory time off for each hour of overtime worked for overtime compensated at the "time and one-half" rate as provided in these rules.
4. Only employees eligible for overtime compensation shall be eligible for compensating time off in lieu of overtime compensation.
5. In the event the employee is given credit for compensatory time off in lieu of overtime pay and the employee takes such leave, the time taken shall be compensated on the same basis as vacation leave pay.

**H. Applicable Salary Rates Following Promotions, Demotions, or Transfers.**

1. In case of the promotion of any employee in the City service to a position in a class with a higher salary range, such employee shall be entitled to receive the rate of compensation to the entrance step of the class to which he has been promoted. In cases where the salary range overlaps, promotion shall be

effected at the next step in the range of the new class, which results in a minimum of a five percent (5%) salary increase, or the top step of the new salary range, whichever is lower. The Department Head shall maintain the right to place the employee at a higher salary step within the new class if deemed appropriate.

2. In the case of demotion of any employee in the City's service to a class with a lower salary range the employee shall be placed in the highest step in the lower salary range which does not represent a salary increase, unless the demotion is for cause in which case a salary decrease may be instituted subject to the provisions of Section VII of this agreement.
3. In the case of the transfer of any employee from one position to another in the same class or to another class to which the same salary range is applicable, the employee shall remain at the same salary step and retain his original anniversary date.

**I. Premium Pay – Educational Incentive.**

1. The following sets forth monthly pay for those sworn employees who qualify for one of the following POST Certificates issued by the Police Officers' Standards and Training Commission:

<u>POST CERTIFICATE</u>	<u>MONTHLY PAY</u>
Intermediate	\$350.00
Advanced	\$750.00
Supervisory	\$850.00

2. The benefits provided in Section 1 above shall not be cumulative. Each eligible employee shall only receive premium pay for the highest level POST certificate attained.
3. As soon as an employee provides evidence that he/she meets the POST requirements for an Intermediate, Advanced, or Supervisory POST Certificate, the Chief of Police shall immediately process the paperwork necessary to provide payment for such certificate.
4. Educational incentive premium pay shall not be taken into consideration in calculating payment for accumulative leave time upon termination or the value of any other supplemental benefits.
5. Attainment of an Advanced Certificate shall be a job requirement for the classification of Lieutenant.
6. Attainment of an Intermediate Certificate shall be a job requirement for the classification of Sergeant.

**J. Detective Compensation.**

The duties performed as an investigator shall be on an assignment basis only as prescribed by the Chief of Police. The number of assigned employees shall be determined by the City Council. Those employees so assigned shall receive salary compensation in an amount equal to five percent (5%) in excess of their step designation salary. Such salary differential shall not be afforded those employees at the rank of Sergeant or Lieutenant who may perform investigator duties. Removal from such assignment shall not be a cause for grievance.

**K. Police Officer Agent Compensation.**

The Chief of Police, with the approval of the City Manager, shall have the authority to assign Police Officers to the capacity of Police Officer Agent. The duties and responsibilities of individuals so assigned shall be as prescribed by the Chief of Police and Human Resources Department and as set forth in Department Policy.

The duties and responsibilities performed as a Police Officer Agent shall be on an assignment basis only as directed by the Chief of Police and approved by the City Manager. The number of positions which may be assigned Agent responsibilities shall be determined by the City Council.

Those employees assigned Agent responsibilities shall receive additional salary compensation in an amount equal to five percent (5%) of their step designation salary. Such differential shall be afforded only to individuals at the rank of Police Officer who are so assigned. Removal of assigned Agent responsibilities shall be at the discretion of the Chief of Police. Such removal may be made without cause and shall not be subject to grievance or appeal.

**L. Special Enforcement Team Compensation.**

The duties performed as a member of the Special Enforcement Team (SET) shall be on an assignment basis only as prescribed by the Chief of Police. Those employees so assigned shall receive salary compensation in an amount equal to 5% in excess of their step designation salary. Removal from such assignment shall not be a cause for grievance.

**M. Community Activist Policing Bureau Compensation.**

The duties performed as a member of the Community Activist Policing Bureau (CAP) shall be on an assignment basis only as prescribed by the Chief of Police. Those employees so assigned shall receive salary compensation in an amount equal to 5% in excess of their step designation salary. Removal from such assignment shall not be a cause for grievance.

**N. Motor Officer Compensation.**

The duties performed as a Motor Officer shall be on an assignment basis only as prescribed by the Chief of Police. The number of assigned employees shall be determined by the City Council. The Motor Officers are entitled to compensation for the off-duty hours spent cleaning and maintain their motorcycle pursuant to the Fair Labor Standards Act (FLSA). The parties believe that this Agreement complies with FLSA.

Employees assigned as Motor Officers shall receive salary compensation in an amount equal to 5% above their base wage rate. The parties agree that the compensation is intended to compensate the Motor Officer for off-duty Motor Officer

activities. It is the intent of the parties that the regular rate of pay for off-duty motor duties will exceed both the State and Federal minimum wage.

Removal from such assignment shall not be a cause for grievance.

**O. Minimum Call-Back Time.**

Sworn employees who are ordered to hold over or return to duty on other than their regular scheduled shift (excluding incidental holdover or court time) shall be compensated for the actual time worked, or a minimum of three hours (3), whichever is greater.

Non-sworn employees who are ordered to return to duty on other than their regular scheduled shift shall be compensated for the actual time worked, or a minimum of two (2) hours at time and one-half, whichever is greater. Actual hours worked or the minimum shall be counted as time worked for the purposes of computing overtime, excluding time off charged to sick leave.

Furthermore, all non-sworn full time Association Members who are ordered to return to duty on other than their regular scheduled shift shall be compensated at one and one-half (1.5) times their normal base wage rate for all of the hours worked under the order, regardless of whether or not the Association member utilized sick, Holiday, or other time off during the week.

**P. Shift Differential.**

Employees that are assigned as part of their regular normal schedule to work the night watch shift (graveyard shift) shall receive a shift differential pay adjustment equal to 2% above their base wage rate for the duration of their assignment on the night watch shift. The shift differential adjustment shall not apply to any employee who is not assigned as part of their regular normal schedule to work the night watch shift (graveyard shift).

**Q. Management Leave.**

Positions designated as exempt per FLSA guidelines shall be credited on July 1 of each fiscal year with thirty-two (32) hours of Management Leave. Credited leave hours may be used at any time during the year with the approval of the Department Director/Manager and giving due consideration to the needs of the Department.

In the last payroll of each fiscal year employees covered hereunder shall be paid for all Administrative Leave hours credited but unused during the preceding year.

Exempt employees hired during or separating before the end of the fiscal year shall be credited Administrative Leave hours on a pro-rata basis based on the number of months of the fiscal year for which the individual is employed.

**R. Stand-By Pay.**

Sworn personnel assigned as Detectives and Non-Sworn Police Services Representative shall receive stand-by pay when assigned to be on-call. On-call shall mean the employee must inform the City of his/her location at all times during the period of stand-by or carry a cell phone by which the City can locate the employee immediately. Stand-by shall not apply to situations where an emergency call-out list

exists, but only to those times when a specific individual employee is assigned to be on-call.

The employee is responsible for being able to be contacted during the stand-by period. If the employee is unable to be contacted or fails to respond to a call, the employee may be required to forfeit any stand-by pay for that day and may be subject to further disciplinary action.

Non-sworn police employees shall receive \$35.75 for any 24-hour period or portion thereof commencing 12:00 midnight and during which he/she will not be working a shift, and \$15.00 for any such period or portion thereof during which he/she works a shift.

A sworn employee assigned as a Detective shall receive \$100 for any weekend period he/she is placed on stand-by.

Sworn employees shall receive \$50 per day for each day on standby on a holiday.

**S. Additional Compensation for Work Assigned Out of Classification.**

Non-sworn employees assigned to work out of classification for a period in excess of thirty (30) consecutive calendar days shall be appointed on an acting basis to the classification being worked at that step representing at least a five percent (5%) salary increase but not to exceed the top step of the salary range of the assigned classification.

Employees assigned to work out of classification for a period in excess of ten (10) working days shall be appointed on an acting basis to the classification being worked at that step representing at least a five percent (5%) salary increase but not to exceed the top step of the salary range of the assigned classification.

**T. Mileage Allowance.**

Non-sworn employees required to return to the civic center to participate in an evening meeting of a City Council, committee, or commission will be reimbursed for actual mileage between his/her principle residence and the civic center not to exceed twenty (20) miles per round trip per meeting. This provision shall not be construed so as to provide overtime for portal-to-portal travel.

**U. Bilingual Pay.**

Employees who, as part of their job, provide translation services using those languages identified by the Los Angeles County Registrar-Recorder/County Clerk for use in municipal elections held in the City of Monrovia, in addition to any language used for daily business, will receive one hundred and twenty-five dollars (\$125) per month bilingual pay as outlined in Administrative Policy #3.15.

**V. Educational Incentive Pay.**

Association members shall be eligible to receive educational incentive pay in the following amounts:

- AA / AS Degree – \$225 / year
- BA / BS Degree – \$375 / year

- MA / JD / CPA Degree – \$525 / year
- PhD Degree – \$675 / year

The educational incentive pay benefit provided herein shall be paid annually during Pay Period #24. Furthermore, eligible employees shall only receive educational incentive pay in the amount equivalent to the single highest educational level attained.

In order to participate in the educational incentive pay benefit, employees must provide the Human Resources Division with proof of educational attainment level before October 31 in order to receive the incentive payment during Pay Period #24 of that same year. Once the educational attainment level has been established, the payment shall be made to the employee annually thereafter during Pay Period #24.

If an employee should obtain either a new degree or a higher degree after October 31, the employee must provide the Human Resources Division with proof of the educational degree obtained before the ensuing October 31 in order to receive the educational incentive pay benefit during Pay Period #24 in the following fiscal year.

**W. Foothill Special Enforcement Team (FSET) Incentive Pay.**

The duties performed as a member of the Foothill Special Enforcement Team (FSET) shall be on an assignment basis only as prescribed by the Chief of Police. Those employees so assigned shall receive salary compensation in an amount equal to \$125 / month. Removal from such assignment shall not be a cause for grievance.

**X. Other Assignments.**

1. City of Monrovia sworn Police personnel will be provided the opportunity to work movie details as determined to be needed by the City within the City of Monrovia. As requests for such are received from film production companies, the Chief of Police will make every reasonable effort to contact individual employees to work these assignments on off-duty time.
2. The Chief of Police will notify the City of Arcadia Police Department that the City of Monrovia will have the right to have first opportunity to provide City of Monrovia sworn personnel for traffic duty for the traffic signals located at Fifth Avenue and Huntington Drive and at the driveway to the Holiday Inn on all race days. In the event that adequate coverage cannot be provided at these intersections by City of Monrovia sworn personnel, the City of Arcadia Police Department can then be contacted to provide traffic duty at these intersections.

**Y. Performance Bonus.**

Association members who reach the top-step of their salary range or are y-rated will be eligible annually to receive a performance bonus of up to 3% for outstanding performance. Outstanding performance will be identified through the annual performance evaluation process, and those Association Members who achieve an outstanding performance rating of between three to five stars will be eligible for a 1% to 3% outstanding performance bonus. The performance bonus will be calculated by multiplying the bonus percentage amount by the employee's base wage rate. The

performance bonus will be distributed as a one-time bonus payment subject to all applicable state and federal tax rates and will not increase the employee's base wage rate.

Should an employee who is eligible to participate in the Performance Bonus program be assigned work outside their classification, at the time of their annual performance evaluation, the amount of bonus due shall be calculated as follows: If the employee has served in the acting capacity for six months or more, the salary for the acting assignment shall be used when calculating the amount of bonus due. If the employee has served in the acting capacity for less than six months, the salary of their actual classification shall be used when calculating the amount of bonus due.

## **SECTION X. UNIFORMS & EQUIPMENT**

### **A. Initial Uniform Issue.**

1. Articles of uniform to be issued to newly appointed officers, the cost of which shall be paid by the City shall include the following:
  - a. Cap (1)
  - b. Shirts, long sleeve wool (2)
  - c. Shirts, short sleeve polyester (3)
  - d. Trousers, dress wool (2)
  - e. Trousers, work polyester (3)
  - f. Jacket, field (1)
  - g. Patches, shoulder (12)
  - h. Neckties (2)
  - i. Rain suit (1)
  - j. Rain cap cover (1)
  
2. The City shall issue newly appointed non-sworn employees two (2) appropriate uniforms which shall be worn and maintained in a manner prescribed by the City.

Articles of uniform provided by the City shall remain the property of the City. Specifications for uniforms shall be determined by the City.

### **B. Uniform Replacement.**

The City of Monrovia Police Department shall replace up to two (2) complete uniforms and one (1) pair of duty shoes or boots made unfit for service because of normal use, a significant change in the member's weight, or accidental non-duty-related damage, per member, per year. Members shall receive "like kind" items, or reimbursement for authorized purchases of "like kind" items, as replacement for their worn out or damaged Class A, Class B, flight suit, Canine Officer, Motorcycle Officer, and task force uniform items, Monrovia Police Department polo shirts, duty jackets/sweaters and duty footwear, (shoes or boots).

"Like kind" shall be defined as the same material, quality and whenever possible, the same brand and model as the item being replaced.

**C. Replacement / Repair of Property / Prosthesis Damaged / Destroyed in the Line of Duty.**

The City shall reimburse employees covered under this agreement for the value of repairing or replacing property necessarily worn or carried by the employee when such is damaged in the line of duty without fault of the employee.

1. Claims for payment shall be filed with the City on forms to be provided by the City.
2. Excluding approved personal firearms, claims for payment of damages to personal property shall not exceed \$100 with the exception that claims for repair or replacement of a personal bullet-proof vest shall not exceed the cost of vest replacement.
3. Claims for replacement or repair of an approved personal firearm carried in lieu of the service-issued revolver shall be replaced or repaired when such is damaged or destroyed in the line of duty without fault or negligence of the employee.

**SECTION XI. LEAVE PROVISIONS**

**A. Vacations.**

1. Accrual – All Association members, both sworn and non-sworn, shall be entitled to annual vacation leave with pay as follows:

**Vacation Accrual**

<u>Year of Service</u>	<u>Vacation Accrual</u>
First year	100 hours per year
2 through 6	120 hours per year
7 through 14	140 hours per year
15 through 20	180 hours per year
21 and above	200 hours per year

2. Accumulation – Vacation leave may be accumulated according to the following schedule.

**Maximum Vacation Accumulation**

<u>Year of Service</u>	<u>Maximum Vacation Accumulation</u>
First year	200 hours
2 through 6	240 hours
7 through 14	280 hours
15 through 20	360 hours
21 and above	400 hours

No accumulation may be made beyond the limits provided herein except that the Chief of Police has the discretion to grant up to a three-month (3) extension of such accumulation provided the employee puts such request in writing to

the Chief of Police prior to reaching the maximum accrual, documenting the reason for the extension.

3. The times during a calendar year in which an employee may take annual vacation shall be determined by the Department Head with due regard to the employee's wishes and seniority, but with particular regard for the need of the department.
4. Employees whose employment is terminated after at least one year of service shall be paid in a lump sum for all accumulated vacation leave earned prior to the effective date of termination.
5. Employees reaching the maximum vacation accrual may receive pay for excess vacation hours accrued to a maximum of forty (40) hours each calendar year. Employees are encouraged to utilize their vacation to avoid reaching the maximum.
6. Regular employees may opt to buyout up to 50% of their annual vacation accrual, once in a rolling 12-month period. The employee must submit their request to the Human Resources Division in writing. The employee must retain a minimum of 40 hours of vacation leave in their vacation accrual bank after the buyout is processed. The cash out will be paid during the next available pay period after the request is received as determined by the Human Resources Division.

**B. Holidays.**

1. With the exception provided herein, holidays for employees covered under this agreement shall be as follows:
  - a. New Year's Day (January 1st)
  - b. Martin Luther King's Birthday (3rd Monday in January)
  - c. Washington's Birthday (3rd Monday in February)
  - d. Memorial Day (last Monday in May)
  - e. Fourth of July
  - f. Labor Day (1st Monday in September)
  - g. Veteran's Day (November 11th)
  - h. Thanksgiving Day
  - i. The Friday after Thanksgiving Day
  - j. December 24 (for non-sworn employees only)
  - k. December 25<sup>th</sup>
  - l. December 31 (for non-sworn employees only)

Unless otherwise determined by the City, the actual dates for each of the foregoing holidays shall be the dates adopted by the State of California for its employees.

2. For the purposes of this section, a holiday shall be considered as ten (10) hours. Employees who work other than eight (8) or ten (10) hour shifts, e.g., 3/12 schedules, shall be credited with ten (10) hours for holidays worked and

shall be charged for that time taken as a holiday, charging time taken in excess of ten (10) hours against compensating time off or vacation.

3. For employees working a 5/40 work week schedule whose work week schedule would include working on Friday and not working Saturday and Sunday, if any of the foregoing holidays falls on a Saturday or Sunday, the preceding Friday or following Monday, respectively, shall be a holiday. Employees regularly scheduled to work on a holiday shall be eligible to receive compensating time off for the holiday if the holiday is worked.
4. If any of the preceding holidays fall on a Friday or Saturday and this is the employee's day off, the employee will receive ten (10) hours of holiday pay. If any of the preceding holidays fall on a Sunday and this is the employee's day off, the following Monday will be observed as a holiday.
5. Accumulation of holidays may not exceed eighty (80) hours. Any hours in excess of 80 shall be paid in full in the payroll period during which the holiday occurred.

**C. Floating Holidays.**

All Association Members will have a new Floating Holiday Leave Bank created, and on an annual basis, each employee will receive two (2) floating holidays in recognition of the employee's birthday and the employee's employment anniversary.

The two (2) floating holidays will be accrued effective the first payroll period following the last full payroll period of the previous fiscal year.

In terms of accruals, each employee's Floating Holiday Leave Bank shall be credited with the following hours based on each employee's established work schedule:

- 20 hours for employees that work 5/40 work week.
- 20 hours for employees that work a 9/80 work week.
- 20 hours for employees that work a 4/10 work week.
- 25 hours for employees that work a 3/36 work week.

**D. Sick Leave.**

Association members shall accrue sick leave at the rate of 8 hours per month of service. There shall be no accrual limit for sick leave.

Additionally, new employees shall be eligible to bring with them up to 250 hours of sick leave from their prior employer, so long as a new employee's prior employer did not compensate the employee for their sick leave bank.

The City and the Association agree that sick leave abuse is unacceptable, as sick leave time is provided as an insurance program for employees who may become sick or injured, or who must care for family members who become sick or injured. To that end, an employee may be required to file a physician's or dentist's statement with the Human Resources Division, stating the nature of the illness causing the absence

before sick leave pay will be granted. At the discretion of the supervisor / manager, absences or sick leave usage for three (3) or more days may require a doctor's release.

When an employee will be absent from work due to sick leave, he / she shall advise his / her supervisor or Department Head of their need to take sick leave within thirty (30) minutes after the start of the workday unless extenuating circumstances exist. In addition, holidays occurring during sick leave shall not be counted as eight (8), nine (9), or ten (10) hours of sick leave, depending on the employees normal work schedule.

Upon a bona fide retirement from the City through CalPERS, employees who opt to convert an equivalent number of unused sick leave hours to achieve at least one year's worth of service time credit for retirement purposes (based on program details as defined by CalPERS) will be eligible to cash out any remaining accrued sick leave time pursuant to the following program provisions:

- Employees must first convert the equivalent number of sick leave hours needed to achieve one year's worth of service credit through the CalPERS sick leave conversion program.
- Those employees who, pursuant to CalPERS rules and retirement program plan provisions, have restrictions which limit the employee to less than one year of additional service credit that can be earned through the sick leave conversion program, will be required to convert the maximum number of sick leave hours possible into service credit.
- After completing the requisite CalPERS sick leave conversion program requirements outlined above, employees will then be eligible to cash out any remaining sick leave time at the rate of \$0.30 for every \$1.00 worth of sick leave remaining, based on the employee's rate of pay at the time of retirement.

**E. Bereavement Leave.**

In the event of the death of a member of an employee's family (defined as a spouse, parent, stepparent, sibling, children, stepchildren, grandparent, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchild, domestic partner, anyone living in the household, or anyone who can be certified as having raised the employee as a child), the employee will be entitled to forty (40) hours paid for bereavement leave. The forty (40) hours Bereavement Leave does not have to be taken consecutively.

Employees may also take time off for bereavement situations for non-immediate family members by utilizing accrued sick leave, compensatory time, or vacation leave for such circumstance with the approval of the employee's supervisor or manager.

To be entitled to receive paid time off for bereavement leave, an employee may be required to present written documentation to the City showing that the employee did attend an immediate family member's (as defined in this section) funeral. Permanent and probationary employees covered in this

**F. Workers' Compensation.**

1. Sworn employees covered under this agreement shall receive disability compensation as prescribed by the State Workers' Compensation laws.
2. Full-time non-sworn permanent employees disabled, temporarily or permanently by injury or illness arising out of and in the course of his/her duties, he/she shall become entitled, after completion of the applicable probationary period, to leave of absence with pay while so disabled, at the rate of 80% of base salary in lieu of temporary disability payments, if any, which would be payable under the State Worker's Compensation Laws, for the period of such disability, but not exceeding 120 calendar days or until an earlier date that he/she is retired on permanent disability or terminated from employment.

Salary as used in this section shall mean the base salary of the classification's salary range and at that step to which the employee is assigned exclusive of premium or assignment pay, overtime, holiday pay, uniform allowance, or any other supplemental or fringe benefits.

3. Any permanent full-time non-sworn employee covered hereunder who is entitled to temporary disability indemnity under the labor code and whose disability exceeds the limitations provided in Section 2 above may elect to apply his/her accumulated sick leave, or vacation after accumulated sick leave is exhausted, against the difference between the employee's disability benefit and the employee's base salary. In this case, the employee shall be paid full salary beyond the 120 day limitation in Section 2 to the extent that accrued sick leave is accumulated and the City shall receive any disability payment with the difference being offset against the employee's accumulated sick leave.

Upon the exhaustion of accumulated sick and/or vacation leave, the employee shall be entitled only to any disability benefits available.

During the pendency of any disability retirement case the employee affected may draw sick leave with pay to the extent of any sick leave accumulation. If the employee's accumulated sick leave credit is exhausted before the disability issue is settled, the employee may be placed on a leave of absence without pay or terminated at the discretion of the City. In the event that the disability issue is decided to be service related, proper adjustment of accumulated leave shall be made.

**G. Military Leave.**

Military Leave shall be granted in accordance with the provisions of Section 395 et seq. of the California Military and Veteran's Code. All employees covered hereunder entitled to military leave shall give the Department Head adequate notice of requirement to report for duty and shall afford the City an opportunity within the limits of military regulations to determine when such leave shall be taken.

**H. Jury Leave.**

All full time employees required to serve on a jury shall be entitled to regular compensation for up to ten (10) days provided the employee deposits fees for jury

service with the Finance Department. Any exceptions shall be considered on a case-by-case basis by the employee's Department Director and approved by the City Manager.

**I. Unauthorized Leave.**

Employees covered under this agreement shall be in attendance at their work in accordance with the provisions regarding hours of work, holidays and leaves. Unauthorized leave of absence for any portion of a work day shall subject the employee to disciplinary action. An employee who is absent from work without authorization for one scheduled work shift shall be notified by the City by registered mail sent to his/her last known address that further absence shall be interpreted to be an implied resignation and shall result in a waiver of all rights, privileges and benefits afforded herein, provided however, that the employee shall have the right within four (4) days to file a written explanation to the Department Head which indicates the justification for the unauthorized absence. If it is determined that the employee's absence was justified and notification to the City was not possible, the employee may be reinstated to his/her position. Nothing herein shall be construed to limit the department's ability to discipline an employee who has been absent from duty without authorization.

**J. Contact on Leave.**

Employees on any paid leave, except vacation, holiday, or compensatory time off, must be reachable by telephone within three (3) hours during the hours of the 8:00 am – 5:00 pm, Monday through Friday, unless otherwise authorized by the Chief of Police.

**SECTION XII. PROMOTIONAL PROCEDURES**

- A.** Promotions to positions covered under this agreement shall be effected pursuant to existing rules, regulations and procedures.
- B.** Notices of promotional opportunities shall be posted on department work bulletin boards at least ten (10) calendar days prior to the deadline for submitting applications.
- C.** The notice of promotional opportunity shall specify the title and pay of the classification for which examination is to be held, the nature of the work to be performed, the basic qualifications necessary to be eligible for consideration, the nature of tests to be utilized, the weighting to be assigned to each test process, and the general procedures for selection from the established eligibility list.

**SECTION XIII. OUTSIDE EMPLOYMENT**

No employee shall engage in any employment, activity, or enterprise that is inconsistent, incompatible or in conflict with his/her duties as a City employee. Prior to accepting outside employment and annually, the employee shall notify the department of the nature and extent of such employment and obtain approval of the Department Head as outlined in Administrative Policy #3.16.

**SECTION XIV. RETIREMENT BENEFITS**

**A. Basic Retirement.**

1. The City shall continue to provide all safety employees covered under this agreement with that certain retirement program commonly known as “3% at age 50 Formula,” which is based upon the retirement formula as set forth in the California Public Employees’ Retirement System (PERS), Section 21362.2 of the California Government Code.
2. All new Safety Employees defined as “new members” under the Public Employees’ Pension Reform Act of 2013 (“Act”) hired after January 1, 2013 shall be subject to the 2.7% @ 57 formula.
3. The City shall provide non-sworn employees covered under this agreement with that certain retirement program commonly known as “2.7% at age 55 Formula,” which is based on the retirement formula as set forth in the California Public Employees’ Retirement System (PERS), Section 21354.5 of the California Government Code.
4. All new non-sworn (Miscellaneous) employees defined as “new members” under the Act hired after January 1, 2013 shall be subject to the 2% @ 62 formula.

**B. Additional Retirement Benefits.**

1. The City shall continue to provide employees covered under this agreement with that certain retirement option program commonly referred to as “Retirement Credit in Unused Sick Leave” which is based on the conversion formula as set forth in the California Public Employees’ Retirement System (PERS), Section 20862.8 of the California Government Code.
2. The City shall provide employees covered under this agreement with that certain retirement option program commonly referred to as “Third Level 59 Survivors Benefit” which based on the schedule of benefits as set forth in the California Public Employees’ Retirement System (PERS) Section 21380.7 of the California Government Code.
  - a. The City shall provide non-sworn employees covered under this agreement with that certain retirement option program commonly referred to as “Fourth Level of 1959 Survivor Benefits” pursuant to Section 21382.5 in conjunction with Section 21373 “Continuation of Death Benefits After Remarriage of Survivor.”
3. The City shall continue to provide employees covered under this agreement with that certain retirement option program commonly referred to as “Post Retirement/Survivor’s Benefit Option” which is based on the schedule of benefits as provided in the California Public Employees’ Retirement System (PERS), Sections 21263 and 21263.1.
4. The City shall provide sworn personnel with the 3% Annual Cost of Living Allowance Increase for retiree option as provided in the California Public Employees’ Retirement System (PERS), Section 21230.

5. All employees in the unit (not defined as “new members under the Act”) shall pay their PERS member contribution (nine percent (9%) for sworn and eight percent (8%) for non-sworn).
6. Also “new members” as defined by the Act (hired after January 1, 2013) shall pay one half of the total normal cost for their pension as determined by CalPERS.
7. The City shall continue to provide eligible Association members with that certain retirement option program commonly referred to as “Single Highest Year” which is based on the schedule of benefits as set forth in the California Public Employees’ Retirement System (PERS), Section 20024.2 of the California Government Code.
8. All new Safety employees defined as “new members” under the Act will have their pensions calculated based on the highest average annual pensionable compensation earned over a consecutive 36-month period.
9. All new non-sworn (miscellaneous) employees defined as “new members” under the Act will have their pensions calculated based on the highest average annual pensionable compensation earned over a consecutive 36-month period.

**SECTION XV. HEALTH AND WELFARE BENEFITS**

**A. Cafeteria Style Medical Benefit Plan:**

**Tier 1 Plan for Sworn Association Members Hired on or Before August 28, 2015.**

Those Sworn Association members who elect to acquire medical insurance coverage through the City will receive the following amounts for use towards enrolling in any of the medical, dental, and vision insurance plans offered by the City.

▪ Fiscal Year 2016/17 –	\$1,250 / month
▪ Effective December 2017 –	\$1,290 / month
▪ Effective December 2018 –	\$1,330 / month
▪ Effective December 2019 –	\$1,370 / month
▪ Effective December 2020 –	\$1,410 / month
▪ Effective December 2021 –	\$1,450 / month

Any unused remainder may be taken as cash, or be used towards any additional City sponsored insurance programs.

It is also important to note that the above referenced contribution amounts will only be provided to Association members who elect to acquire medical insurance through the City. Association members who elect to acquire dental and / or vision insurance through the City, but not medical insurance through the City, will be ineligible to receive the above referenced contribution amounts, and will instead have to participate in the City’s opt-out program as further defined below.

Those Association members who elect not to acquire medical insurance coverage through the City must first provide proof of medical insurance coverage through an alternative source. Upon meeting that requirement, the Association member shall then be eligible to opt-out of the City's medical coverage program and will receive \$1,250 / month.

**B. Cafeteria Style Medical Benefit Plan:  
Tier 2 Plan for Sworn Association Members After August 28, 2015.**

Those Sworn Association members who elect to acquire medical insurance coverage through the City will receive the following amounts for use towards enrolling in any of the medical, dental, and vision insurance plans offered by the City.

- Fiscal Year 2016/17 – \$1,250 / month
- Effective December 2017 – \$1,290 / month
- Effective December 2018 – \$1,330 / month
- Effective December 2019 – \$1,370 / month
- Effective December 2020 – \$1,410 / month
- Effective December 2021 – \$1,450 / month

Any unused remainder may be taken as cash, or be used towards any additional City sponsored insurance programs.

It is also important to note that the above referenced contribution amounts will only be provided to Association members who elect to acquire medical insurance through the City. Association members who elect to acquire dental and / or vision insurance through the City, but not medical insurance through the City, will be ineligible to receive the above referenced contribution amounts, and will instead have to participate in the City's opt-out program as further defined below.

Those Association members who can provide proof of medical insurance coverage through an alternative source shall be eligible to opt-out of the City's medical coverage program and will receive 25% of the monthly cafeteria plan contribution for Sworn Association members, with a maximum cash-out cap of \$500 / month, which can be taken as cash, or be used towards any non-medical City sponsored insurance programs.

**C. Cafeteria Style Medical Benefit Plan:  
Tier 1 Plan for Non-Sworn Association Members Hired on or Before August 28, 2015.**

Those Non-Sworn Association members who elect to acquire medical insurance coverage through the City will receive the following amounts for use towards enrolling in any of the medical, dental, and vision insurance plans offered by the City.

- Fiscal Year 2016/17 – \$800 / month
- Effective December 2017 – \$930 / month
- Effective December 2018 – \$1,060 / month
- Effective December 2019 – \$1,190 / month
- Effective December 2020 – \$1,320 / month
- Effective December 2021 – \$1,450 / month

Any unused remainder may be taken as cash, or be used towards any additional City sponsored insurance programs.

It is also important to note that the above referenced contribution amounts will only be provided to Association members who elect to acquire medical insurance through the City. Association members who elect to acquire dental and / or vision insurance through the City, but not medical insurance through the City, will be ineligible to receive the above referenced contribution amounts, and will instead have to participate in the City's opt-out program as further defined below.

Those Association members who elect not to acquire medical insurance coverage through the City must first provide proof of medical insurance coverage through an alternative source. Upon meeting that requirement, the Association member shall then be eligible to opt-out of the City's medical coverage program and will receive the following amounts, which can be taken as cash, or be used towards any non-medical City sponsored insurance programs.

- Fiscal Year 2016/17 – \$450 / month
- Effective December 2017 – \$510 / month
- Effective December 2018 – \$570 / month
- Effective December 2019 – \$630 / month
- Effective December 2020 – \$690 / month
- Effective December 2021 – \$750 / month

**D. Cafeteria Style Medical Benefit Plan:  
Tier 2 Plan for Non-Sworn Association Members After August 28, 2015.**

Those Non-Sworn Association members who elect to acquire medical insurance coverage through the City will receive the following amounts for use towards enrolling in any of the medical, dental, and vision insurance plans offered by the City.

- Fiscal Year 2016/17 – \$800 / month
- Effective December 2017 – \$930 / month
- Effective December 2018 – \$1,060 / month
- Effective December 2019 – \$1,190 / month
- Effective December 2020 – \$1,320 / month
- Effective December 2021 – \$1,450 / month

Any unused remainder may be taken as cash, or be used towards any additional City sponsored insurance programs.

It is also important to note that the above referenced contribution amounts will only be provided to Association members who elect to acquire medical insurance through the City. Association members who elect to acquire dental and / or vision insurance through the City, but not medical insurance through the City, will be ineligible to receive the above referenced contribution amounts, and will instead have to participate in the City's opt-out program as further defined below.

Those Association members who can provide proof of medical insurance coverage through an alternative source shall be eligible to opt-out of the City's medical coverage program and will receive 25% of the monthly cafeteria plan contribution for Non-Sworn Association members, with a maximum cash-out cap of \$500 / month, which can be taken as cash, or be used towards any non-medical City sponsored insurance programs.

**E. Agreement Between City and Association that the Funds Provided Towards Cafeteria Style Medical Benefit Plan are not Considered Part of an Employee's Regular Rate of Pay.**

The City and Association mutually agree that any and all funds provided by the City for use towards the Cafeteria Style Medical Benefit Plan, whether the funds are left over after being applied towards insurance premiums or if the funds are provided to an employee who has opted-out of the City's program, shall not be considered part of an employee's regular rate of pay. In particular, for overtime calculation purposes, the City and Association mutually agree that any funds provided by the City as part of the Cafeteria Style Medical Benefit Plan shall not be included for consideration as part of an employee's regular rate of pay.

Furthermore, the Association expressly commits to supporting the position that any and all Cafeteria Style Medical Benefit Plan funds provided by the City to employees are considered a benefit, are not compensation, and shall be excluded from consideration as part of an employee's regular rate of pay for overtime purposes. Additionally, the Association agrees that in the event that the Association, its officers, agents, representatives, and / or members engage in any conduct which violates this clause of the Agreement, the Association will immediately instruct, in writing, any persons engaging in such conduct that their actions are in violation of this Agreement and that they must immediately cease such conduct.

**F. Long-Term Disability Benefits.**

The City shall provide all Association members with a long-term disability program.

**G. Prohibition of "Double Coverage."**

The City may prohibit employees from adding another City employee as a dependent, or from being added to another City employee's City health plan(s) as a dependent.

**H. Tuition Reimbursement.**

Employees who complete job-related courses shall be reimbursed for tuition as outlined in Administrative Policy #305. Such policy shall be considered as part of this Agreement by reference and thus subject to the meet and confer process for any future amendments. In addition, upon successful completion of a course(s) employees will be reimbursed up to \$50 per semester/quarter for required books.

**I. Deferred Compensation / Credit Union Savings Program.**

At any time, employees can voluntarily elect to participate in and contribute towards any City sponsored deferred compensation program, and / or participate in Monrovia Credit Union savings programs.

**J. Annual Health Screening Program.**

The City will provide all Association members with access to an annual health screening program.

**SECTION XVI. RETIREMENT MEDICAL BENEFITS**

**A. Cessation of Medical Benefits Upon Retirement.**

1. It is acknowledged by the City and the Association that the City's intent is to provide health coverage for current employees – not for previously retired employees or for current or future employees upon their eventual retirement.

**B. Retirement Medical Benefit Program.**

1. For all employees hired on or before July 1, 2017, the City agrees to provide the following retiree medical benefit.
  - i. Employees retiring with a minimum of fifteen (15) years of service shall receive a maximum monthly reimbursement of \$100.
  - ii. Employees retiring with a minimum of twenty (20) years of service shall receive a maximum monthly reimbursement of \$200.
  - iii. Employees retiring with a minimum of twenty-five (25) years of service shall receive a maximum monthly reimbursement of \$250.
  - iv. No retiree shall receive a reimbursement for more than the actual monthly cost of the medical coverage.
  - v. When the retiree and/or spouse become eligible for Medicare, (if applicable), each must elect such coverage as the City will only provide reimbursement based on the supplement to Medicare plan premium.
  - vi. Once retired, the retiree must provide evidence of a monthly premium to be paid directly by the retiree, to receive reimbursement. Otherwise, no reimbursement will be provided.
  - vii. Retiree medical premiums will be paid for the employee and spouse for the lifetime of both parties provided they remain married until death. Should they divorce, the spouse will not be entitled to such reimbursement.
  - viii. The retiree / spouse must submit evidence of their monthly medical premium to the City to receive their monthly reimbursement.
2. For all employees hired after July 1, 2017, the City agrees to provide the following retiree medical benefit.
  - i. All Association members hired after July 1, 2017, will not be eligible to receive the retiree medical benefits as outlined in Section XVI.B.1 above, and instead, will participate in the City's Pre-Funded Retiree Medical Trust (PRMT) that provides for employee and employer contributions. The PRMT will establish a health reimbursement savings trust account that will allow the employee to utilize monies in this account to pay for IRS-approved medical premiums with pre-tax dollars as long as there are funds in the retiree's account. A complete Plan document describing the PRMT will be provided to each participant.

- ii. Both the employee and the City will contribute monies into the Trust each pay period.
- iii. All contributions made by an employee will remain in the Trust for the benefit of the employee regardless of whether he/she retires or otherwise separates from employment with the City.
- iv. An employee cannot contribute either more or less than the amount determined through the meet and confer process.
- v. The contribution levels for both employee and the City are based on length of service as indicated in the Table below.

Contributions Amounts Per Pay Period		
Years of Service	Employee Contributions	Employer Contributions
0-5	\$10	\$15
6-10	\$10	\$20
11-15	\$20	\$25
16-20	\$20	\$30
21-25	\$30	\$35
26+	\$30	\$40

**C. Health Insurance Committee.**

The parties agree to establish a Health Insurance Committee comprised of representatives from all bargaining units to review process and feasibility of medical provider changes, and in particular, assessing the viability of transitioning to CalPERS as the City's medical provider.

**SECTION XVII. RE-HIRING OF EMPLOYEES**

**A. Application.**

This section applies to employees who voluntarily terminate employment with the City and are re-hired within a four-month time period. The benefits of this section may be applied only once.

**B. Benefits.**

Any employee who voluntarily leaves City employment and is re-hired within a period not to exceed four months shall return at the same pay scale and seniority, with regard to vacation accrual rate and shift selection, as was in effect at the time of departure. However, the employee may not return to any previous rank or special assignment held before his departure from the City. A re-hired employee meeting the qualifications of Subsection A above shall be subject to a probationary period of six months.

**C. Exceptions.**

If an employee leaves the department a second time and is re-hired, he is only guaranteed the right to a six-month probationary period. If the re-hiring occurs more than four-months after the employee's last day of work, the employee shall be treated as a newly hired employee in all respects.

**D. Administrative Policy.**

The City shall develop an administrative policy incorporating these new guidelines.

**SECTION XVIII. MISCELLANEOUS**

The parties agree that they will meet and confer regarding updates to Administrative Policy 3.4 (Drug and Alcohol Abuse Policy), development of an Administrative Policy regarding Family Medical Leave Act, and an administrative appeal procedure pursuant to Government Code section 3304(b).

**SECTION XIX. SEVERABILITY**

Should any provision of this Memorandum of Understanding be found to be inoperative, void or invalid by a court of competent jurisdiction, all other provisions of this Memorandum shall remain in full force and effect for the duration of this Memorandum of Understanding.

**SECTION XX. FULL UNDERSTANDING**

This Memorandum of Understanding contains all the covenants, stipulations and provisions agreed upon by the parties and any other prior existing understanding or agreements by the parties, whether formal or informal, regarding any such matters are hereby superseded or terminated in their entirety.

It is the intent of the parties that this agreement be administered in its entirety in good faith during its full term. The Association recognizes that during such term, it may be necessary to reopen certain sections of this Agreement in order for the City to make changes in practices, rules, or procedures affecting the employees covered by this Agreement.

In the event that the City finds it necessary to reopen certain sections of this Agreement to make changes in practices, rules, or procedures, the City shall notify the Association of such change. Upon request, the City agrees to meet and confer with the Association in good faith on the impact that any such change will have on the employees covered by this Agreement.

Notwithstanding the above identified factors, during the life of this Agreement, the Association voluntarily and unqualifiedly waives its rights and agrees that the City shall not be required to meet and confer with respect to any subject or matter whether referred to or covered in this Agreement or not during the term of this Agreement.

**MONROVIA POLICE OFFICERS'  
ASSOCIATION:**

---

Seth Hermes, President

---

John Donchig, Vice President

**CITY OF MONROVIA:**

---

Oliver Chi, City Manager

---

Lauren Vasquez, Deputy City Manager



**Exhibit A**  
*Salary Range / Salary Step  
System*

## City of Monrovia Salary Range Chart Fiscal Year 2017/18 - 2021/22

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
100	Hourly	\$ 12.00	\$ 12.60	\$ 13.23	\$ 13.89	\$ 14.59	\$ 15.32	\$ 16.08
	Monthly	\$ 2,080.00	\$ 2,184.00	\$ 2,293.20	\$ 2,407.86	\$ 2,528.25	\$ 2,654.67	\$ 2,787.40
	Annual	\$ 24,960.00	\$ 26,208.00	\$ 27,518.40	\$ 28,894.32	\$ 30,339.04	\$ 31,855.99	\$ 33,448.79
101	Hourly	\$ 12.12	\$ 12.73	\$ 13.36	\$ 14.03	\$ 14.73	\$ 15.47	\$ 16.24
	Monthly	\$ 2,100.80	\$ 2,205.84	\$ 2,316.13	\$ 2,431.94	\$ 2,553.54	\$ 2,681.21	\$ 2,815.27
	Annual	\$ 25,209.60	\$ 26,470.08	\$ 27,793.58	\$ 29,183.26	\$ 30,642.43	\$ 32,174.55	\$ 33,783.28
102	Hourly	\$ 12.24	\$ 12.85	\$ 13.50	\$ 14.17	\$ 14.88	\$ 15.62	\$ 16.40
	Monthly	\$ 2,121.81	\$ 2,227.90	\$ 2,339.29	\$ 2,456.26	\$ 2,579.07	\$ 2,708.02	\$ 2,843.43
	Annual	\$ 25,461.70	\$ 26,734.78	\$ 28,071.52	\$ 29,475.10	\$ 30,948.85	\$ 32,496.29	\$ 34,121.11
103	Hourly	\$ 12.36	\$ 12.98	\$ 13.63	\$ 14.31	\$ 15.03	\$ 15.78	\$ 16.57
	Monthly	\$ 2,143.03	\$ 2,250.18	\$ 2,362.69	\$ 2,480.82	\$ 2,604.86	\$ 2,735.10	\$ 2,871.86
	Annual	\$ 25,716.31	\$ 27,002.13	\$ 28,352.24	\$ 29,769.85	\$ 31,258.34	\$ 32,821.26	\$ 34,462.32
104	Hourly	\$ 12.49	\$ 13.11	\$ 13.77	\$ 14.46	\$ 15.18	\$ 15.94	\$ 16.73
	Monthly	\$ 2,164.46	\$ 2,272.68	\$ 2,386.31	\$ 2,505.63	\$ 2,630.91	\$ 2,762.46	\$ 2,900.58
	Annual	\$ 25,973.48	\$ 27,272.15	\$ 28,635.76	\$ 30,067.55	\$ 31,570.92	\$ 33,149.47	\$ 34,806.94
105	Hourly	\$ 12.61	\$ 13.24	\$ 13.90	\$ 14.60	\$ 15.33	\$ 16.10	\$ 16.90
	Monthly	\$ 2,186.10	\$ 2,295.41	\$ 2,410.18	\$ 2,530.69	\$ 2,657.22	\$ 2,790.08	\$ 2,929.58
	Annual	\$ 26,233.21	\$ 27,544.87	\$ 28,922.11	\$ 30,368.22	\$ 31,886.63	\$ 33,480.96	\$ 35,155.01
106	Hourly	\$ 12.74	\$ 13.38	\$ 14.04	\$ 14.75	\$ 15.48	\$ 16.26	\$ 17.07
	Monthly	\$ 2,207.96	\$ 2,318.36	\$ 2,434.28	\$ 2,555.99	\$ 2,683.79	\$ 2,817.98	\$ 2,958.88
	Annual	\$ 26,495.54	\$ 27,820.32	\$ 29,211.34	\$ 30,671.90	\$ 32,205.50	\$ 33,815.77	\$ 35,506.56
107	Hourly	\$ 12.87	\$ 13.51	\$ 14.18	\$ 14.89	\$ 15.64	\$ 16.42	\$ 17.24
	Monthly	\$ 2,230.04	\$ 2,341.54	\$ 2,458.62	\$ 2,581.55	\$ 2,710.63	\$ 2,846.16	\$ 2,988.47
	Annual	\$ 26,760.50	\$ 28,098.52	\$ 29,503.45	\$ 30,978.62	\$ 32,527.55	\$ 34,153.93	\$ 35,861.63
108	Hourly	\$ 12.99	\$ 13.64	\$ 14.33	\$ 15.04	\$ 15.79	\$ 16.58	\$ 17.41
	Monthly	\$ 2,252.34	\$ 2,364.96	\$ 2,483.21	\$ 2,607.37	\$ 2,737.74	\$ 2,874.62	\$ 3,018.35
	Annual	\$ 27,028.10	\$ 28,379.51	\$ 29,798.48	\$ 31,288.41	\$ 32,852.83	\$ 34,495.47	\$ 36,220.24
109	Hourly	\$ 13.12	\$ 13.78	\$ 14.47	\$ 15.19	\$ 15.95	\$ 16.75	\$ 17.59
	Monthly	\$ 2,274.87	\$ 2,388.61	\$ 2,508.04	\$ 2,633.44	\$ 2,765.11	\$ 2,903.37	\$ 3,048.54
	Annual	\$ 27,298.38	\$ 28,663.30	\$ 30,096.47	\$ 31,601.29	\$ 33,181.36	\$ 34,840.42	\$ 36,582.45
110	Hourly	\$ 13.26	\$ 13.92	\$ 14.61	\$ 15.34	\$ 16.11	\$ 16.92	\$ 17.76
	Monthly	\$ 2,297.61	\$ 2,412.49	\$ 2,533.12	\$ 2,659.78	\$ 2,792.76	\$ 2,932.40	\$ 3,079.02
	Annual	\$ 27,571.37	\$ 28,949.94	\$ 30,397.43	\$ 31,917.31	\$ 33,513.17	\$ 35,188.83	\$ 36,948.27
111	Hourly	\$ 13.39	\$ 14.06	\$ 14.76	\$ 15.50	\$ 16.27	\$ 17.09	\$ 17.94
	Monthly	\$ 2,320.59	\$ 2,436.62	\$ 2,558.45	\$ 2,686.37	\$ 2,820.69	\$ 2,961.73	\$ 3,109.81
	Annual	\$ 27,847.08	\$ 29,239.44	\$ 30,701.41	\$ 32,236.48	\$ 33,848.30	\$ 35,540.72	\$ 37,317.75
112	Hourly	\$ 13.52	\$ 14.20	\$ 14.91	\$ 15.65	\$ 16.44	\$ 17.26	\$ 18.12
	Monthly	\$ 2,343.80	\$ 2,460.99	\$ 2,584.04	\$ 2,713.24	\$ 2,848.90	\$ 2,991.34	\$ 3,140.91
	Annual	\$ 28,125.55	\$ 29,531.83	\$ 31,008.42	\$ 32,558.84	\$ 34,186.79	\$ 35,896.12	\$ 37,690.93
113	Hourly	\$ 13.66	\$ 14.34	\$ 15.06	\$ 15.81	\$ 16.60	\$ 17.43	\$ 18.30
	Monthly	\$ 2,367.23	\$ 2,485.60	\$ 2,609.88	\$ 2,740.37	\$ 2,877.39	\$ 3,021.26	\$ 3,172.32
	Annual	\$ 28,406.81	\$ 29,827.15	\$ 31,318.51	\$ 32,884.43	\$ 34,528.65	\$ 36,255.09	\$ 38,067.84
114	Hourly	\$ 13.79	\$ 14.48	\$ 15.21	\$ 15.97	\$ 16.77	\$ 17.60	\$ 18.48
	Monthly	\$ 2,390.91	\$ 2,510.45	\$ 2,635.97	\$ 2,767.77	\$ 2,906.16	\$ 3,051.47	\$ 3,204.04
	Annual	\$ 28,690.88	\$ 30,125.42	\$ 31,631.69	\$ 33,213.28	\$ 34,873.94	\$ 36,617.64	\$ 38,448.52
115	Hourly	\$ 13.93	\$ 14.63	\$ 15.36	\$ 16.13	\$ 16.93	\$ 17.78	\$ 18.67
	Monthly	\$ 2,414.82	\$ 2,535.56	\$ 2,662.33	\$ 2,795.45	\$ 2,935.22	\$ 3,081.98	\$ 3,236.08
	Annual	\$ 28,977.79	\$ 30,426.67	\$ 31,948.01	\$ 33,545.41	\$ 35,222.68	\$ 36,983.81	\$ 38,833.00

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
116	Hourly	\$ 14.07	\$ 14.77	\$ 15.51	\$ 16.29	\$ 17.10	\$ 17.96	\$ 18.86
	Monthly	\$ 2,438.96	\$ 2,560.91	\$ 2,688.96	\$ 2,823.41	\$ 2,964.58	\$ 3,112.80	\$ 3,268.44
	Annual	\$ 29,267.56	\$ 30,730.94	\$ 32,267.49	\$ 33,880.86	\$ 35,574.91	\$ 37,353.65	\$ 39,221.33
117	Hourly	\$ 14.21	\$ 14.92	\$ 15.67	\$ 16.45	\$ 17.27	\$ 18.14	\$ 19.04
	Monthly	\$ 2,463.35	\$ 2,586.52	\$ 2,715.85	\$ 2,851.64	\$ 2,994.22	\$ 3,143.93	\$ 3,301.13
	Annual	\$ 29,560.24	\$ 31,038.25	\$ 32,590.16	\$ 34,219.67	\$ 35,930.65	\$ 37,727.19	\$ 39,613.55
118	Hourly	\$ 14.35	\$ 15.07	\$ 15.83	\$ 16.62	\$ 17.45	\$ 18.32	\$ 19.24
	Monthly	\$ 2,487.99	\$ 2,612.39	\$ 2,743.01	\$ 2,880.16	\$ 3,024.16	\$ 3,175.37	\$ 3,334.14
	Annual	\$ 29,855.84	\$ 31,348.63	\$ 32,916.06	\$ 34,561.87	\$ 36,289.96	\$ 38,104.46	\$ 40,009.68
119	Hourly	\$ 14.50	\$ 15.22	\$ 15.98	\$ 16.78	\$ 17.62	\$ 18.50	\$ 19.43
	Monthly	\$ 2,512.87	\$ 2,638.51	\$ 2,770.44	\$ 2,908.96	\$ 3,054.41	\$ 3,207.13	\$ 3,367.48
	Annual	\$ 30,154.40	\$ 31,662.12	\$ 33,245.23	\$ 34,907.49	\$ 36,652.86	\$ 38,485.50	\$ 40,409.78
120	Hourly	\$ 14.64	\$ 15.37	\$ 16.14	\$ 16.95	\$ 17.80	\$ 18.69	\$ 19.62
	Monthly	\$ 2,538.00	\$ 2,664.90	\$ 2,798.14	\$ 2,938.05	\$ 3,084.95	\$ 3,239.20	\$ 3,401.16
	Annual	\$ 30,455.94	\$ 31,978.74	\$ 33,577.68	\$ 35,256.56	\$ 37,019.39	\$ 38,870.36	\$ 40,813.88
121	Hourly	\$ 14.79	\$ 15.53	\$ 16.30	\$ 17.12	\$ 17.98	\$ 18.87	\$ 19.82
	Monthly	\$ 2,563.38	\$ 2,691.54	\$ 2,826.12	\$ 2,967.43	\$ 3,115.80	\$ 3,271.59	\$ 3,435.17
	Annual	\$ 30,760.50	\$ 32,298.53	\$ 33,913.45	\$ 35,609.13	\$ 37,389.58	\$ 39,259.06	\$ 41,222.02
122	Hourly	\$ 14.94	\$ 15.68	\$ 16.47	\$ 17.29	\$ 18.16	\$ 19.06	\$ 20.02
	Monthly	\$ 2,589.01	\$ 2,718.46	\$ 2,854.38	\$ 2,997.10	\$ 3,146.96	\$ 3,304.30	\$ 3,469.52
	Annual	\$ 31,068.11	\$ 32,621.51	\$ 34,252.59	\$ 35,965.22	\$ 37,763.48	\$ 39,651.65	\$ 41,634.24
123	Hourly	\$ 15.09	\$ 15.84	\$ 16.63	\$ 17.46	\$ 18.34	\$ 19.25	\$ 20.22
	Monthly	\$ 2,614.90	\$ 2,745.64	\$ 2,882.93	\$ 3,027.07	\$ 3,178.43	\$ 3,337.35	\$ 3,504.21
	Annual	\$ 31,378.79	\$ 32,947.73	\$ 34,595.11	\$ 36,324.87	\$ 38,141.11	\$ 40,048.17	\$ 42,050.58
124	Hourly	\$ 15.24	\$ 16.00	\$ 16.80	\$ 17.64	\$ 18.52	\$ 19.45	\$ 20.42
	Monthly	\$ 2,641.05	\$ 2,773.10	\$ 2,911.76	\$ 3,057.34	\$ 3,210.21	\$ 3,370.72	\$ 3,539.26
	Annual	\$ 31,692.58	\$ 33,277.21	\$ 34,941.07	\$ 36,688.12	\$ 38,522.53	\$ 40,448.65	\$ 42,471.08
125	Hourly	\$ 15.39	\$ 16.16	\$ 16.97	\$ 17.81	\$ 18.71	\$ 19.64	\$ 20.62
	Monthly	\$ 2,667.46	\$ 2,800.83	\$ 2,940.87	\$ 3,087.92	\$ 3,242.31	\$ 3,404.43	\$ 3,574.65
	Annual	\$ 32,009.50	\$ 33,609.98	\$ 35,290.48	\$ 37,055.00	\$ 38,907.75	\$ 40,853.14	\$ 42,895.79
126	Hourly	\$ 15.54	\$ 16.32	\$ 17.14	\$ 17.99	\$ 18.89	\$ 19.84	\$ 20.83
	Monthly	\$ 2,694.13	\$ 2,828.84	\$ 2,970.28	\$ 3,118.80	\$ 3,274.74	\$ 3,438.47	\$ 3,610.40
	Annual	\$ 32,329.60	\$ 33,946.08	\$ 35,643.38	\$ 37,425.55	\$ 39,296.83	\$ 41,261.67	\$ 43,324.75
127	Hourly	\$ 15.70	\$ 16.48	\$ 17.31	\$ 18.17	\$ 19.08	\$ 20.04	\$ 21.04
	Monthly	\$ 2,721.07	\$ 2,857.13	\$ 2,999.98	\$ 3,149.98	\$ 3,307.48	\$ 3,472.86	\$ 3,646.50
	Annual	\$ 32,652.89	\$ 34,285.54	\$ 35,999.82	\$ 37,799.81	\$ 39,689.80	\$ 41,674.29	\$ 43,758.00
128	Hourly	\$ 15.86	\$ 16.65	\$ 17.48	\$ 18.35	\$ 19.27	\$ 20.24	\$ 21.25
	Monthly	\$ 2,748.29	\$ 2,885.70	\$ 3,029.98	\$ 3,181.48	\$ 3,340.56	\$ 3,507.59	\$ 3,682.97
	Annual	\$ 32,979.42	\$ 34,628.39	\$ 36,359.81	\$ 38,177.80	\$ 40,086.69	\$ 42,091.03	\$ 44,195.58
129	Hourly	\$ 16.01	\$ 16.81	\$ 17.66	\$ 18.54	\$ 19.47	\$ 20.44	\$ 21.46
	Monthly	\$ 2,775.77	\$ 2,914.56	\$ 3,060.28	\$ 3,213.30	\$ 3,373.96	\$ 3,542.66	\$ 3,719.79
	Annual	\$ 33,309.22	\$ 34,974.68	\$ 36,723.41	\$ 38,559.58	\$ 40,487.56	\$ 42,511.94	\$ 44,637.54
130	Hourly	\$ 16.17	\$ 16.98	\$ 17.83	\$ 18.72	\$ 19.66	\$ 20.64	\$ 21.67
	Monthly	\$ 2,803.53	\$ 2,943.70	\$ 3,090.89	\$ 3,245.43	\$ 3,407.70	\$ 3,578.09	\$ 3,756.99
	Annual	\$ 33,642.31	\$ 35,324.42	\$ 37,090.65	\$ 38,945.18	\$ 40,892.44	\$ 42,937.06	\$ 45,083.91

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
131	Hourly	\$ 16.34	\$ 17.15	\$ 18.01	\$ 18.91	\$ 19.86	\$ 20.85	\$ 21.89
	Monthly	\$ 2,831.56	\$ 2,973.14	\$ 3,121.80	\$ 3,277.89	\$ 3,441.78	\$ 3,613.87	\$ 3,794.56
	Annual	\$ 33,978.73	\$ 35,677.67	\$ 37,461.55	\$ 39,334.63	\$ 41,301.36	\$ 43,366.43	\$ 45,534.75
132	Hourly	\$ 16.50	\$ 17.32	\$ 18.19	\$ 19.10	\$ 20.05	\$ 21.06	\$ 22.11
	Monthly	\$ 2,859.88	\$ 3,002.87	\$ 3,153.01	\$ 3,310.66	\$ 3,476.20	\$ 3,650.01	\$ 3,832.51
	Annual	\$ 34,318.52	\$ 36,034.45	\$ 37,836.17	\$ 39,727.98	\$ 41,714.37	\$ 43,800.09	\$ 45,990.10
133	Hourly	\$ 16.66	\$ 17.50	\$ 18.37	\$ 19.29	\$ 20.26	\$ 21.27	\$ 22.33
	Monthly	\$ 2,888.48	\$ 3,032.90	\$ 3,184.54	\$ 3,343.77	\$ 3,510.96	\$ 3,686.51	\$ 3,870.83
	Annual	\$ 34,661.70	\$ 36,394.79	\$ 38,214.53	\$ 40,125.26	\$ 42,131.52	\$ 44,238.09	\$ 46,450.00
134	Hourly	\$ 16.83	\$ 17.67	\$ 18.56	\$ 19.48	\$ 20.46	\$ 21.48	\$ 22.56
	Monthly	\$ 2,917.36	\$ 3,063.23	\$ 3,216.39	\$ 3,377.21	\$ 3,546.07	\$ 3,723.37	\$ 3,909.54
	Annual	\$ 35,008.32	\$ 36,758.74	\$ 38,596.67	\$ 40,526.51	\$ 42,552.83	\$ 44,680.48	\$ 46,914.50
135	Hourly	\$ 17.00	\$ 17.85	\$ 18.74	\$ 19.68	\$ 20.66	\$ 21.70	\$ 22.78
	Monthly	\$ 2,946.53	\$ 3,093.86	\$ 3,248.55	\$ 3,410.98	\$ 3,581.53	\$ 3,760.61	\$ 3,948.64
	Annual	\$ 35,358.40	\$ 37,126.33	\$ 38,982.64	\$ 40,931.77	\$ 42,978.36	\$ 45,127.28	\$ 47,383.64
136	Hourly	\$ 17.17	\$ 18.03	\$ 18.93	\$ 19.88	\$ 20.87	\$ 21.91	\$ 23.01
	Monthly	\$ 2,976.00	\$ 3,124.80	\$ 3,281.04	\$ 3,445.09	\$ 3,617.35	\$ 3,798.21	\$ 3,988.12
	Annual	\$ 35,711.99	\$ 37,497.59	\$ 39,372.47	\$ 41,341.09	\$ 43,408.15	\$ 45,578.55	\$ 47,857.48
137	Hourly	\$ 17.34	\$ 18.21	\$ 19.12	\$ 20.07	\$ 21.08	\$ 22.13	\$ 23.24
	Monthly	\$ 3,005.76	\$ 3,156.05	\$ 3,313.85	\$ 3,479.54	\$ 3,653.52	\$ 3,836.19	\$ 4,028.00
	Annual	\$ 36,069.11	\$ 37,872.56	\$ 39,766.19	\$ 41,754.50	\$ 43,842.23	\$ 46,034.34	\$ 48,336.06
138	Hourly	\$ 17.51	\$ 18.39	\$ 19.31	\$ 20.28	\$ 21.29	\$ 22.35	\$ 23.47
	Monthly	\$ 3,035.82	\$ 3,187.61	\$ 3,346.99	\$ 3,514.34	\$ 3,690.05	\$ 3,874.56	\$ 4,068.28
	Annual	\$ 36,429.80	\$ 38,251.29	\$ 40,163.85	\$ 42,172.05	\$ 44,280.65	\$ 46,494.68	\$ 48,819.42
139	Hourly	\$ 17.69	\$ 18.57	\$ 19.50	\$ 20.48	\$ 21.50	\$ 22.58	\$ 23.71
	Monthly	\$ 3,066.17	\$ 3,219.48	\$ 3,380.46	\$ 3,549.48	\$ 3,726.95	\$ 3,913.30	\$ 4,108.97
	Annual	\$ 36,794.10	\$ 38,633.80	\$ 40,565.49	\$ 42,593.77	\$ 44,723.46	\$ 46,959.63	\$ 49,307.61
140	Hourly	\$ 17.87	\$ 18.76	\$ 19.70	\$ 20.68	\$ 21.72	\$ 22.80	\$ 23.94
	Monthly	\$ 3,096.84	\$ 3,251.68	\$ 3,414.26	\$ 3,584.98	\$ 3,764.22	\$ 3,952.44	\$ 4,150.06
	Annual	\$ 37,162.04	\$ 39,020.14	\$ 40,971.15	\$ 43,019.71	\$ 45,170.69	\$ 47,429.22	\$ 49,800.69
141	Hourly	\$ 18.05	\$ 18.95	\$ 19.89	\$ 20.89	\$ 21.93	\$ 23.03	\$ 24.18
	Monthly	\$ 3,127.80	\$ 3,284.20	\$ 3,448.40	\$ 3,620.83	\$ 3,801.87	\$ 3,991.96	\$ 4,191.56
	Annual	\$ 37,533.66	\$ 39,410.34	\$ 41,380.86	\$ 43,449.90	\$ 45,622.40	\$ 47,903.52	\$ 50,298.69
142	Hourly	\$ 18.23	\$ 19.14	\$ 20.09	\$ 21.10	\$ 22.15	\$ 23.26	\$ 24.42
	Monthly	\$ 3,159.08	\$ 3,317.04	\$ 3,482.89	\$ 3,657.03	\$ 3,839.89	\$ 4,031.88	\$ 4,233.47
	Annual	\$ 37,909.00	\$ 39,804.45	\$ 41,794.67	\$ 43,884.40	\$ 46,078.62	\$ 48,382.55	\$ 50,801.68
143	Hourly	\$ 18.41	\$ 19.33	\$ 20.29	\$ 21.31	\$ 22.37	\$ 23.49	\$ 24.67
	Monthly	\$ 3,190.67	\$ 3,350.21	\$ 3,517.72	\$ 3,693.60	\$ 3,878.28	\$ 4,072.20	\$ 4,275.81
	Annual	\$ 38,288.09	\$ 40,202.49	\$ 42,212.61	\$ 44,323.25	\$ 46,539.41	\$ 48,866.38	\$ 51,309.70
144	Hourly	\$ 18.59	\$ 19.52	\$ 20.50	\$ 21.52	\$ 22.60	\$ 23.73	\$ 24.91
	Monthly	\$ 3,222.58	\$ 3,383.71	\$ 3,552.90	\$ 3,730.54	\$ 3,917.07	\$ 4,112.92	\$ 4,318.57
	Annual	\$ 38,670.97	\$ 40,604.51	\$ 42,634.74	\$ 44,766.48	\$ 47,004.80	\$ 49,355.04	\$ 51,822.79
145	Hourly	\$ 18.78	\$ 19.72	\$ 20.70	\$ 21.74	\$ 22.82	\$ 23.97	\$ 25.16
	Monthly	\$ 3,254.81	\$ 3,417.55	\$ 3,588.42	\$ 3,767.85	\$ 3,956.24	\$ 4,154.05	\$ 4,361.75
	Annual	\$ 39,057.68	\$ 41,010.56	\$ 43,061.09	\$ 45,214.14	\$ 47,474.85	\$ 49,848.59	\$ 52,341.02

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
146	Hourly	\$ 18.97	\$ 19.91	\$ 20.91	\$ 21.95	\$ 23.05	\$ 24.21	\$ 25.42
	Monthly	\$ 3,287.35	\$ 3,451.72	\$ 3,624.31	\$ 3,805.52	\$ 3,995.80	\$ 4,195.59	\$ 4,405.37
	Annual	\$ 39,448.25	\$ 41,420.67	\$ 43,491.70	\$ 45,666.28	\$ 47,949.60	\$ 50,347.08	\$ 52,864.43
147	Hourly	\$ 19.16	\$ 20.11	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67
	Monthly	\$ 3,320.23	\$ 3,486.24	\$ 3,660.55	\$ 3,843.58	\$ 4,035.76	\$ 4,237.55	\$ 4,449.42
	Annual	\$ 39,842.74	\$ 41,834.87	\$ 43,926.62	\$ 46,122.95	\$ 48,429.09	\$ 50,850.55	\$ 53,393.08
148	Hourly	\$ 19.35	\$ 20.31	\$ 21.33	\$ 22.40	\$ 23.52	\$ 24.69	\$ 25.93
	Monthly	\$ 3,353.43	\$ 3,521.10	\$ 3,697.16	\$ 3,882.01	\$ 4,076.12	\$ 4,279.92	\$ 4,493.92
	Annual	\$ 40,241.16	\$ 42,253.22	\$ 44,365.88	\$ 46,584.18	\$ 48,913.39	\$ 51,359.05	\$ 53,927.01
149	Hourly	\$ 19.54	\$ 20.52	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.19
	Monthly	\$ 3,386.96	\$ 3,556.31	\$ 3,734.13	\$ 3,920.83	\$ 4,116.88	\$ 4,322.72	\$ 4,538.86
	Annual	\$ 40,643.57	\$ 42,675.75	\$ 44,809.54	\$ 47,050.02	\$ 49,402.52	\$ 51,872.64	\$ 54,466.28
150	Hourly	\$ 19.74	\$ 20.72	\$ 21.76	\$ 22.85	\$ 23.99	\$ 25.19	\$ 26.45
	Monthly	\$ 3,420.83	\$ 3,591.88	\$ 3,771.47	\$ 3,960.04	\$ 4,158.05	\$ 4,365.95	\$ 4,584.24
	Annual	\$ 41,050.01	\$ 43,102.51	\$ 45,257.64	\$ 47,520.52	\$ 49,896.54	\$ 52,391.37	\$ 55,010.94
151	Hourly	\$ 19.93	\$ 20.93	\$ 21.98	\$ 23.07	\$ 24.23	\$ 25.44	\$ 26.71
	Monthly	\$ 3,455.04	\$ 3,627.79	\$ 3,809.18	\$ 3,999.64	\$ 4,199.63	\$ 4,409.61	\$ 4,630.09
	Annual	\$ 41,460.51	\$ 43,533.54	\$ 45,710.21	\$ 47,995.72	\$ 50,395.51	\$ 52,915.28	\$ 55,561.05
152	Hourly	\$ 20.13	\$ 21.14	\$ 22.20	\$ 23.31	\$ 24.47	\$ 25.69	\$ 26.98
	Monthly	\$ 3,489.59	\$ 3,664.07	\$ 3,847.28	\$ 4,039.64	\$ 4,241.62	\$ 4,453.70	\$ 4,676.39
	Annual	\$ 41,875.12	\$ 43,968.87	\$ 46,167.31	\$ 48,475.68	\$ 50,899.46	\$ 53,444.44	\$ 56,116.66
153	Hourly	\$ 20.33	\$ 21.35	\$ 22.42	\$ 23.54	\$ 24.72	\$ 25.95	\$ 27.25
	Monthly	\$ 3,524.49	\$ 3,700.71	\$ 3,885.75	\$ 4,080.04	\$ 4,284.04	\$ 4,498.24	\$ 4,723.15
	Annual	\$ 42,293.87	\$ 44,408.56	\$ 46,628.99	\$ 48,960.44	\$ 51,408.46	\$ 53,978.88	\$ 56,677.83
154	Hourly	\$ 20.54	\$ 21.56	\$ 22.64	\$ 23.77	\$ 24.96	\$ 26.21	\$ 27.52
	Monthly	\$ 3,559.73	\$ 3,737.72	\$ 3,924.61	\$ 4,120.84	\$ 4,326.88	\$ 4,543.22	\$ 4,770.38
	Annual	\$ 42,716.81	\$ 44,852.65	\$ 47,095.28	\$ 49,450.04	\$ 51,922.54	\$ 54,518.67	\$ 57,244.60
155	Hourly	\$ 20.74	\$ 21.78	\$ 22.87	\$ 24.01	\$ 25.21	\$ 26.47	\$ 27.80
	Monthly	\$ 3,595.33	\$ 3,775.10	\$ 3,963.85	\$ 4,162.05	\$ 4,370.15	\$ 4,588.65	\$ 4,818.09
	Annual	\$ 43,143.97	\$ 45,301.17	\$ 47,566.23	\$ 49,944.54	\$ 52,441.77	\$ 55,063.86	\$ 57,817.05
156	Hourly	\$ 20.95	\$ 22.00	\$ 23.10	\$ 24.25	\$ 25.46	\$ 26.74	\$ 28.07
	Monthly	\$ 3,631.28	\$ 3,812.85	\$ 4,003.49	\$ 4,203.67	\$ 4,413.85	\$ 4,634.54	\$ 4,866.27
	Annual	\$ 43,575.41	\$ 45,754.18	\$ 48,041.89	\$ 50,443.99	\$ 52,966.19	\$ 55,614.50	\$ 58,395.22
157	Hourly	\$ 21.16	\$ 22.22	\$ 23.33	\$ 24.49	\$ 25.72	\$ 27.01	\$ 28.36
	Monthly	\$ 3,667.60	\$ 3,850.98	\$ 4,043.53	\$ 4,245.70	\$ 4,457.99	\$ 4,680.89	\$ 4,914.93
	Annual	\$ 44,011.17	\$ 46,211.73	\$ 48,522.31	\$ 50,948.43	\$ 53,495.85	\$ 56,170.64	\$ 58,979.17
158	Hourly	\$ 21.37	\$ 22.44	\$ 23.56	\$ 24.74	\$ 25.98	\$ 27.28	\$ 28.64
	Monthly	\$ 3,704.27	\$ 3,889.49	\$ 4,083.96	\$ 4,288.16	\$ 4,502.57	\$ 4,727.70	\$ 4,964.08
	Annual	\$ 44,451.28	\$ 46,673.84	\$ 49,007.53	\$ 51,457.91	\$ 54,030.81	\$ 56,732.35	\$ 59,568.97
159	Hourly	\$ 21.58	\$ 22.66	\$ 23.80	\$ 24.99	\$ 26.24	\$ 27.55	\$ 28.93
	Monthly	\$ 3,741.32	\$ 3,928.38	\$ 4,124.80	\$ 4,331.04	\$ 4,547.59	\$ 4,774.97	\$ 5,013.72
	Annual	\$ 44,895.79	\$ 47,140.58	\$ 49,497.61	\$ 51,972.49	\$ 54,571.12	\$ 57,299.67	\$ 60,164.65
160	Hourly	\$ 21.80	\$ 22.89	\$ 24.03	\$ 25.24	\$ 26.50	\$ 27.82	\$ 29.21
	Monthly	\$ 3,778.73	\$ 3,967.67	\$ 4,166.05	\$ 4,374.35	\$ 4,593.07	\$ 4,822.72	\$ 5,063.86
	Annual	\$ 45,344.75	\$ 47,611.99	\$ 49,992.59	\$ 52,492.22	\$ 55,116.83	\$ 57,872.67	\$ 60,766.30

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
161	Hourly	\$ 22.02	\$ 23.12	\$ 24.28	\$ 25.49	\$ 26.76	\$ 28.10	\$ 29.51
	Monthly	\$ 3,816.52	\$ 4,007.34	\$ 4,207.71	\$ 4,418.09	\$ 4,639.00	\$ 4,870.95	\$ 5,114.50
	Annual	\$ 45,798.20	\$ 48,088.11	\$ 50,492.51	\$ 53,017.14	\$ 55,667.99	\$ 58,451.39	\$ 61,373.96
162	Hourly	\$ 22.24	\$ 23.35	\$ 24.52	\$ 25.74	\$ 27.03	\$ 28.38	\$ 29.80
	Monthly	\$ 3,854.68	\$ 4,047.42	\$ 4,249.79	\$ 4,462.28	\$ 4,685.39	\$ 4,919.66	\$ 5,165.64
	Annual	\$ 46,256.18	\$ 48,568.99	\$ 50,997.44	\$ 53,547.31	\$ 56,224.67	\$ 59,035.91	\$ 61,987.70
163	Hourly	\$ 22.46	\$ 23.58	\$ 24.76	\$ 26.00	\$ 27.30	\$ 28.67	\$ 30.10
	Monthly	\$ 3,893.23	\$ 4,087.89	\$ 4,292.28	\$ 4,506.90	\$ 4,732.24	\$ 4,968.86	\$ 5,217.30
	Annual	\$ 46,718.74	\$ 49,054.68	\$ 51,507.41	\$ 54,082.78	\$ 56,786.92	\$ 59,626.27	\$ 62,607.58
164	Hourly	\$ 22.69	\$ 23.82	\$ 25.01	\$ 26.26	\$ 27.57	\$ 28.95	\$ 30.40
	Monthly	\$ 3,932.16	\$ 4,128.77	\$ 4,335.21	\$ 4,551.97	\$ 4,779.57	\$ 5,018.54	\$ 5,269.47
	Annual	\$ 47,185.93	\$ 49,545.22	\$ 52,022.49	\$ 54,623.61	\$ 57,354.79	\$ 60,222.53	\$ 63,233.66
165	Hourly	\$ 22.91	\$ 24.06	\$ 25.26	\$ 26.52	\$ 27.85	\$ 29.24	\$ 30.70
	Monthly	\$ 3,971.48	\$ 4,170.06	\$ 4,378.56	\$ 4,597.49	\$ 4,827.36	\$ 5,068.73	\$ 5,322.17
	Annual	\$ 47,657.79	\$ 50,040.68	\$ 52,542.71	\$ 55,169.85	\$ 57,928.34	\$ 60,824.76	\$ 63,865.99
166	Hourly	\$ 23.14	\$ 24.30	\$ 25.51	\$ 26.79	\$ 28.13	\$ 29.54	\$ 31.01
	Monthly	\$ 4,011.20	\$ 4,211.76	\$ 4,422.34	\$ 4,643.46	\$ 4,875.64	\$ 5,119.42	\$ 5,375.39
	Annual	\$ 48,134.37	\$ 50,541.08	\$ 53,068.14	\$ 55,721.54	\$ 58,507.62	\$ 61,433.00	\$ 64,504.65
167	Hourly	\$ 23.37	\$ 24.54	\$ 25.77	\$ 27.06	\$ 28.41	\$ 29.83	\$ 31.32
	Monthly	\$ 4,051.31	\$ 4,253.87	\$ 4,466.57	\$ 4,689.90	\$ 4,924.39	\$ 5,170.61	\$ 5,429.14
	Annual	\$ 48,615.71	\$ 51,046.49	\$ 53,598.82	\$ 56,278.76	\$ 59,092.70	\$ 62,047.33	\$ 65,149.70
168	Hourly	\$ 23.61	\$ 24.79	\$ 26.03	\$ 27.33	\$ 28.69	\$ 30.13	\$ 31.64
	Monthly	\$ 4,091.82	\$ 4,296.41	\$ 4,511.23	\$ 4,736.80	\$ 4,973.63	\$ 5,222.32	\$ 5,483.43
	Annual	\$ 49,101.87	\$ 51,556.96	\$ 54,134.81	\$ 56,841.55	\$ 59,683.63	\$ 62,667.81	\$ 65,801.20
169	Hourly	\$ 23.84	\$ 25.03	\$ 26.29	\$ 27.60	\$ 28.98	\$ 30.43	\$ 31.95
	Monthly	\$ 4,132.74	\$ 4,339.38	\$ 4,556.35	\$ 4,784.16	\$ 5,023.37	\$ 5,274.54	\$ 5,538.27
	Annual	\$ 49,592.88	\$ 52,072.53	\$ 54,676.16	\$ 57,409.96	\$ 60,280.46	\$ 63,294.48	\$ 66,459.21
170	Hourly	\$ 24.08	\$ 25.29	\$ 26.55	\$ 27.88	\$ 29.27	\$ 30.73	\$ 32.27
	Monthly	\$ 4,174.07	\$ 4,382.77	\$ 4,601.91	\$ 4,832.01	\$ 5,073.61	\$ 5,327.29	\$ 5,593.65
	Annual	\$ 50,088.81	\$ 52,593.25	\$ 55,222.92	\$ 57,984.06	\$ 60,883.27	\$ 63,927.43	\$ 67,123.80
171	Hourly	\$ 24.32	\$ 25.54	\$ 26.81	\$ 28.16	\$ 29.56	\$ 31.04	\$ 32.59
	Monthly	\$ 4,215.81	\$ 4,426.60	\$ 4,647.93	\$ 4,880.33	\$ 5,124.34	\$ 5,380.56	\$ 5,649.59
	Annual	\$ 50,589.70	\$ 53,119.19	\$ 55,775.15	\$ 58,563.90	\$ 61,492.10	\$ 64,566.70	\$ 67,795.04
172	Hourly	\$ 24.57	\$ 25.79	\$ 27.08	\$ 28.44	\$ 29.86	\$ 31.35	\$ 32.92
	Monthly	\$ 4,257.97	\$ 4,470.86	\$ 4,694.41	\$ 4,929.13	\$ 5,175.58	\$ 5,434.36	\$ 5,706.08
	Annual	\$ 51,095.60	\$ 53,650.38	\$ 56,332.90	\$ 59,149.54	\$ 62,107.02	\$ 65,212.37	\$ 68,472.99
173	Hourly	\$ 24.81	\$ 26.05	\$ 27.35	\$ 28.72	\$ 30.16	\$ 31.67	\$ 33.25
	Monthly	\$ 4,300.55	\$ 4,515.57	\$ 4,741.35	\$ 4,978.42	\$ 5,227.34	\$ 5,488.71	\$ 5,763.14
	Annual	\$ 51,606.55	\$ 54,186.88	\$ 56,896.23	\$ 59,741.04	\$ 62,728.09	\$ 65,864.49	\$ 69,157.72
174	Hourly	\$ 25.06	\$ 26.31	\$ 27.63	\$ 29.01	\$ 30.46	\$ 31.98	\$ 33.58
	Monthly	\$ 4,343.55	\$ 4,560.73	\$ 4,788.77	\$ 5,028.20	\$ 5,279.61	\$ 5,543.59	\$ 5,820.77
	Annual	\$ 52,122.62	\$ 54,728.75	\$ 57,465.19	\$ 60,338.45	\$ 63,355.37	\$ 66,523.14	\$ 69,849.30
175	Hourly	\$ 25.31	\$ 26.58	\$ 27.90	\$ 29.30	\$ 30.76	\$ 32.30	\$ 33.92
	Monthly	\$ 4,386.99	\$ 4,606.34	\$ 4,836.65	\$ 5,078.49	\$ 5,332.41	\$ 5,599.03	\$ 5,878.98
	Annual	\$ 52,643.85	\$ 55,276.04	\$ 58,039.84	\$ 60,941.83	\$ 63,988.92	\$ 67,188.37	\$ 70,547.79

## City of Monrovia Salary Range Chart

### Fiscal Year 2017/18 - 2021/22

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
176	Hourly	\$ 25.56	\$ 26.84	\$ 28.18	\$ 29.59	\$ 31.07	\$ 32.63	\$ 34.26
	Monthly	\$ 4,430.86	\$ 4,652.40	\$ 4,885.02	\$ 5,129.27	\$ 5,385.73	\$ 5,655.02	\$ 5,937.77
	Annual	\$ 53,170.29	\$ 55,828.80	\$ 58,620.24	\$ 61,551.25	\$ 64,628.81	\$ 67,860.25	\$ 71,253.27
177	Hourly	\$ 25.82	\$ 27.11	\$ 28.46	\$ 29.89	\$ 31.38	\$ 32.95	\$ 34.60
	Monthly	\$ 4,475.17	\$ 4,698.92	\$ 4,933.87	\$ 5,180.56	\$ 5,439.59	\$ 5,711.57	\$ 5,997.15
	Annual	\$ 53,701.99	\$ 56,387.09	\$ 59,206.44	\$ 62,166.76	\$ 65,275.10	\$ 68,538.86	\$ 71,965.80
178	Hourly	\$ 26.08	\$ 27.38	\$ 28.75	\$ 30.19	\$ 31.70	\$ 33.28	\$ 34.94
	Monthly	\$ 4,519.92	\$ 4,745.91	\$ 4,983.21	\$ 5,232.37	\$ 5,493.99	\$ 5,768.69	\$ 6,057.12
	Annual	\$ 54,239.01	\$ 56,950.96	\$ 59,798.51	\$ 62,788.43	\$ 65,927.85	\$ 69,224.25	\$ 72,685.46
179	Hourly	\$ 26.34	\$ 27.65	\$ 29.04	\$ 30.49	\$ 32.01	\$ 33.61	\$ 35.29
	Monthly	\$ 4,565.12	\$ 4,793.37	\$ 5,033.04	\$ 5,284.69	\$ 5,548.93	\$ 5,826.37	\$ 6,117.69
	Annual	\$ 54,781.40	\$ 57,520.47	\$ 60,396.49	\$ 63,416.32	\$ 66,587.13	\$ 69,916.49	\$ 73,412.31
180	Hourly	\$ 26.60	\$ 27.93	\$ 29.33	\$ 30.79	\$ 32.33	\$ 33.95	\$ 35.65
	Monthly	\$ 4,610.77	\$ 4,841.31	\$ 5,083.37	\$ 5,337.54	\$ 5,604.42	\$ 5,884.64	\$ 6,178.87
	Annual	\$ 55,329.21	\$ 58,095.67	\$ 61,000.46	\$ 64,050.48	\$ 67,253.00	\$ 70,615.65	\$ 74,146.44
181	Hourly	\$ 26.87	\$ 28.21	\$ 29.62	\$ 31.10	\$ 32.66	\$ 34.29	\$ 36.00
	Monthly	\$ 4,656.88	\$ 4,889.72	\$ 5,134.21	\$ 5,390.92	\$ 5,660.46	\$ 5,943.48	\$ 6,240.66
	Annual	\$ 55,882.50	\$ 58,676.63	\$ 61,610.46	\$ 64,690.98	\$ 67,925.53	\$ 71,321.81	\$ 74,887.90
182	Hourly	\$ 27.14	\$ 28.49	\$ 29.92	\$ 31.41	\$ 32.98	\$ 34.63	\$ 36.36
	Monthly	\$ 4,703.44	\$ 4,938.62	\$ 5,185.55	\$ 5,444.82	\$ 5,717.07	\$ 6,002.92	\$ 6,303.06
	Annual	\$ 56,441.33	\$ 59,263.40	\$ 62,226.57	\$ 65,337.89	\$ 68,604.79	\$ 72,035.03	\$ 75,636.78
183	Hourly	\$ 27.41	\$ 28.78	\$ 30.22	\$ 31.73	\$ 33.31	\$ 34.98	\$ 36.73
	Monthly	\$ 4,750.48	\$ 4,988.00	\$ 5,237.40	\$ 5,499.27	\$ 5,774.24	\$ 6,062.95	\$ 6,366.10
	Annual	\$ 57,005.74	\$ 59,856.03	\$ 62,848.83	\$ 65,991.27	\$ 69,290.84	\$ 72,755.38	\$ 76,393.15
184	Hourly	\$ 27.68	\$ 29.06	\$ 30.52	\$ 32.04	\$ 33.65	\$ 35.33	\$ 37.09
	Monthly	\$ 4,797.98	\$ 5,037.88	\$ 5,289.78	\$ 5,554.27	\$ 5,831.98	\$ 6,123.58	\$ 6,429.76
	Annual	\$ 57,575.80	\$ 60,454.59	\$ 63,477.32	\$ 66,651.19	\$ 69,983.74	\$ 73,482.93	\$ 77,157.08
185	Hourly	\$ 27.96	\$ 29.36	\$ 30.82	\$ 32.36	\$ 33.98	\$ 35.68	\$ 37.47
	Monthly	\$ 4,845.96	\$ 5,088.26	\$ 5,342.67	\$ 5,609.81	\$ 5,890.30	\$ 6,184.81	\$ 6,494.05
	Annual	\$ 58,151.56	\$ 61,059.14	\$ 64,112.09	\$ 67,317.70	\$ 70,683.58	\$ 74,217.76	\$ 77,928.65
186	Hourly	\$ 28.24	\$ 29.65	\$ 31.13	\$ 32.69	\$ 34.32	\$ 36.04	\$ 37.84
	Monthly	\$ 4,894.42	\$ 5,139.14	\$ 5,396.10	\$ 5,665.91	\$ 5,949.20	\$ 6,246.66	\$ 6,558.99
	Annual	\$ 58,733.07	\$ 61,669.73	\$ 64,753.21	\$ 67,990.87	\$ 71,390.42	\$ 74,959.94	\$ 78,707.94
187	Hourly	\$ 28.52	\$ 29.95	\$ 31.44	\$ 33.01	\$ 34.67	\$ 36.40	\$ 38.22
	Monthly	\$ 4,943.37	\$ 5,190.54	\$ 5,450.06	\$ 5,722.57	\$ 6,008.69	\$ 6,309.13	\$ 6,624.58
	Annual	\$ 59,320.40	\$ 62,286.42	\$ 65,400.75	\$ 68,670.78	\$ 72,104.32	\$ 75,709.54	\$ 79,495.01
188	Hourly	\$ 28.80	\$ 30.24	\$ 31.76	\$ 33.34	\$ 35.01	\$ 36.76	\$ 38.60
	Monthly	\$ 4,992.80	\$ 5,242.44	\$ 5,504.56	\$ 5,779.79	\$ 6,068.78	\$ 6,372.22	\$ 6,690.83
	Annual	\$ 59,913.61	\$ 62,909.29	\$ 66,054.75	\$ 69,357.49	\$ 72,825.37	\$ 76,466.63	\$ 80,289.96
189	Hourly	\$ 29.09	\$ 30.55	\$ 32.07	\$ 33.68	\$ 35.36	\$ 37.13	\$ 38.99
	Monthly	\$ 5,042.73	\$ 5,294.87	\$ 5,559.61	\$ 5,837.59	\$ 6,129.47	\$ 6,435.94	\$ 6,757.74
	Annual	\$ 60,512.74	\$ 63,538.38	\$ 66,715.30	\$ 70,051.07	\$ 73,553.62	\$ 77,231.30	\$ 81,092.86
190	Hourly	\$ 29.38	\$ 30.85	\$ 32.40	\$ 34.02	\$ 35.72	\$ 37.50	\$ 39.38
	Monthly	\$ 5,093.16	\$ 5,347.81	\$ 5,615.20	\$ 5,895.96	\$ 6,190.76	\$ 6,500.30	\$ 6,825.32
	Annual	\$ 61,117.87	\$ 64,173.77	\$ 67,382.45	\$ 70,751.58	\$ 74,289.15	\$ 78,003.61	\$ 81,903.79

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
191	Hourly	\$ 29.68	\$ 31.16	\$ 32.72	\$ 34.36	\$ 36.07	\$ 37.88	\$ 39.77
	Monthly	\$ 5,144.09	\$ 5,401.29	\$ 5,671.36	\$ 5,954.92	\$ 6,252.67	\$ 6,565.30	\$ 6,893.57
	Annual	\$ 61,729.05	\$ 64,815.50	\$ 68,056.28	\$ 71,459.09	\$ 75,032.05	\$ 78,783.65	\$ 82,722.83
192	Hourly	\$ 29.97	\$ 31.47	\$ 33.05	\$ 34.70	\$ 36.43	\$ 38.26	\$ 40.17
	Monthly	\$ 5,195.53	\$ 5,455.30	\$ 5,728.07	\$ 6,014.47	\$ 6,315.20	\$ 6,630.96	\$ 6,962.50
	Annual	\$ 62,346.34	\$ 65,463.66	\$ 68,736.84	\$ 72,173.68	\$ 75,782.37	\$ 79,571.49	\$ 83,550.06
193	Hourly	\$ 30.27	\$ 31.79	\$ 33.38	\$ 35.05	\$ 36.80	\$ 38.64	\$ 40.57
	Monthly	\$ 5,247.48	\$ 5,509.86	\$ 5,785.35	\$ 6,074.62	\$ 6,378.35	\$ 6,697.27	\$ 7,032.13
	Annual	\$ 62,969.80	\$ 66,118.29	\$ 69,424.21	\$ 72,895.42	\$ 76,540.19	\$ 80,367.20	\$ 84,385.56
194	Hourly	\$ 30.58	\$ 32.11	\$ 33.71	\$ 35.40	\$ 37.17	\$ 39.02	\$ 40.98
	Monthly	\$ 5,299.96	\$ 5,564.96	\$ 5,843.20	\$ 6,135.36	\$ 6,442.13	\$ 6,764.24	\$ 7,102.45
	Annual	\$ 63,599.50	\$ 66,779.48	\$ 70,118.45	\$ 73,624.37	\$ 77,305.59	\$ 81,170.87	\$ 85,229.42
195	Hourly	\$ 30.88	\$ 32.43	\$ 34.05	\$ 35.75	\$ 37.54	\$ 39.41	\$ 41.39
	Monthly	\$ 5,352.96	\$ 5,620.61	\$ 5,901.64	\$ 6,196.72	\$ 6,506.55	\$ 6,831.88	\$ 7,173.48
	Annual	\$ 64,235.50	\$ 67,447.27	\$ 70,819.64	\$ 74,360.62	\$ 78,078.65	\$ 81,982.58	\$ 86,081.71
196	Hourly	\$ 31.19	\$ 32.75	\$ 34.39	\$ 36.11	\$ 37.91	\$ 39.81	\$ 41.80
	Monthly	\$ 5,406.49	\$ 5,676.81	\$ 5,960.65	\$ 6,258.69	\$ 6,571.62	\$ 6,900.20	\$ 7,245.21
	Annual	\$ 64,877.85	\$ 68,121.74	\$ 71,527.83	\$ 75,104.22	\$ 78,859.43	\$ 82,802.41	\$ 86,942.53
197	Hourly	\$ 31.50	\$ 33.08	\$ 34.73	\$ 36.47	\$ 38.29	\$ 40.21	\$ 42.22
	Monthly	\$ 5,460.55	\$ 5,733.58	\$ 6,020.26	\$ 6,321.27	\$ 6,637.34	\$ 6,969.20	\$ 7,317.66
	Annual	\$ 65,526.63	\$ 68,802.96	\$ 72,243.11	\$ 75,855.27	\$ 79,648.03	\$ 83,630.43	\$ 87,811.95
198	Hourly	\$ 31.82	\$ 33.41	\$ 35.08	\$ 36.83	\$ 38.68	\$ 40.61	\$ 42.64
	Monthly	\$ 5,515.16	\$ 5,790.92	\$ 6,080.46	\$ 6,384.48	\$ 6,703.71	\$ 7,038.89	\$ 7,390.84
	Annual	\$ 66,181.90	\$ 69,490.99	\$ 72,965.54	\$ 76,613.82	\$ 80,444.51	\$ 84,466.73	\$ 88,690.07
199	Hourly	\$ 32.14	\$ 33.74	\$ 35.43	\$ 37.20	\$ 39.06	\$ 41.02	\$ 43.07
	Monthly	\$ 5,570.31	\$ 5,848.83	\$ 6,141.27	\$ 6,448.33	\$ 6,770.75	\$ 7,109.28	\$ 7,464.75
	Annual	\$ 66,843.72	\$ 70,185.90	\$ 73,695.20	\$ 77,379.96	\$ 81,248.95	\$ 85,311.40	\$ 89,576.97
200	Hourly	\$ 32.46	\$ 34.08	\$ 35.78	\$ 37.57	\$ 39.45	\$ 41.43	\$ 43.50
	Monthly	\$ 5,626.01	\$ 5,907.31	\$ 6,202.68	\$ 6,512.81	\$ 6,838.45	\$ 7,180.38	\$ 7,539.40
	Annual	\$ 67,512.15	\$ 70,887.76	\$ 74,432.15	\$ 78,153.76	\$ 82,061.44	\$ 86,164.52	\$ 90,472.74
201	Hourly	\$ 32.78	\$ 34.42	\$ 36.14	\$ 37.95	\$ 39.85	\$ 41.84	\$ 43.93
	Monthly	\$ 5,682.27	\$ 5,966.39	\$ 6,264.71	\$ 6,577.94	\$ 6,906.84	\$ 7,252.18	\$ 7,614.79
	Annual	\$ 68,187.27	\$ 71,596.64	\$ 75,176.47	\$ 78,935.29	\$ 82,882.06	\$ 87,026.16	\$ 91,377.47
202	Hourly	\$ 33.11	\$ 34.77	\$ 36.50	\$ 38.33	\$ 40.25	\$ 42.26	\$ 44.37
	Monthly	\$ 5,739.10	\$ 6,026.05	\$ 6,327.35	\$ 6,643.72	\$ 6,975.91	\$ 7,324.70	\$ 7,690.94
	Annual	\$ 68,869.15	\$ 72,312.60	\$ 75,928.24	\$ 79,724.65	\$ 83,710.88	\$ 87,896.42	\$ 92,291.24
203	Hourly	\$ 33.44	\$ 35.11	\$ 36.87	\$ 38.71	\$ 40.65	\$ 42.68	\$ 44.81
	Monthly	\$ 5,796.49	\$ 6,086.31	\$ 6,390.63	\$ 6,710.16	\$ 7,045.67	\$ 7,397.95	\$ 7,767.85
	Annual	\$ 69,557.84	\$ 73,035.73	\$ 76,687.52	\$ 80,521.89	\$ 84,547.99	\$ 88,775.39	\$ 93,214.16
204	Hourly	\$ 33.78	\$ 35.46	\$ 37.24	\$ 39.10	\$ 41.05	\$ 43.11	\$ 45.26
	Monthly	\$ 5,854.45	\$ 6,147.17	\$ 6,454.53	\$ 6,777.26	\$ 7,116.12	\$ 7,471.93	\$ 7,845.52
	Annual	\$ 70,253.42	\$ 73,766.09	\$ 77,454.39	\$ 81,327.11	\$ 85,393.47	\$ 89,663.14	\$ 94,146.30
205	Hourly	\$ 34.11	\$ 35.82	\$ 37.61	\$ 39.49	\$ 41.47	\$ 43.54	\$ 45.72
	Monthly	\$ 5,913.00	\$ 6,208.65	\$ 6,519.08	\$ 6,845.03	\$ 7,187.28	\$ 7,546.65	\$ 7,923.98
	Annual	\$ 70,955.95	\$ 74,503.75	\$ 78,228.94	\$ 82,140.38	\$ 86,247.40	\$ 90,559.77	\$ 95,087.76

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
206	Hourly	\$ 34.45	\$ 36.18	\$ 37.99	\$ 39.89	\$ 41.88	\$ 43.97	\$ 46.17
	Monthly	\$ 5,972.13	\$ 6,270.73	\$ 6,584.27	\$ 6,913.48	\$ 7,259.16	\$ 7,622.11	\$ 8,003.22
	Annual	\$ 71,665.51	\$ 75,248.79	\$ 79,011.23	\$ 82,961.79	\$ 87,109.88	\$ 91,465.37	\$ 96,038.64
207	Hourly	\$ 34.80	\$ 36.54	\$ 38.37	\$ 40.28	\$ 42.30	\$ 44.41	\$ 46.63
	Monthly	\$ 6,031.85	\$ 6,333.44	\$ 6,650.11	\$ 6,982.62	\$ 7,331.75	\$ 7,698.34	\$ 8,083.25
	Annual	\$ 72,382.17	\$ 76,001.27	\$ 79,801.34	\$ 83,791.41	\$ 87,980.98	\$ 92,380.02	\$ 96,999.03
208	Hourly	\$ 35.15	\$ 36.90	\$ 38.75	\$ 40.69	\$ 42.72	\$ 44.86	\$ 47.10
	Monthly	\$ 6,092.17	\$ 6,396.77	\$ 6,716.61	\$ 7,052.44	\$ 7,405.07	\$ 7,775.32	\$ 8,164.08
	Annual	\$ 73,105.99	\$ 76,761.29	\$ 80,599.35	\$ 84,629.32	\$ 88,860.79	\$ 93,303.82	\$ 97,969.02
209	Hourly	\$ 35.50	\$ 37.27	\$ 39.14	\$ 41.09	\$ 43.15	\$ 45.31	\$ 47.57
	Monthly	\$ 6,153.09	\$ 6,460.74	\$ 6,783.78	\$ 7,122.97	\$ 7,479.12	\$ 7,853.07	\$ 8,245.73
	Annual	\$ 73,837.05	\$ 77,528.90	\$ 81,405.35	\$ 85,475.61	\$ 89,749.39	\$ 94,236.86	\$ 98,948.71
210	Hourly	\$ 35.85	\$ 37.65	\$ 39.53	\$ 41.50	\$ 43.58	\$ 45.76	\$ 48.05
	Monthly	\$ 6,214.62	\$ 6,525.35	\$ 6,851.62	\$ 7,194.20	\$ 7,553.91	\$ 7,931.60	\$ 8,328.18
	Annual	\$ 74,575.42	\$ 78,304.19	\$ 82,219.40	\$ 86,330.37	\$ 90,646.89	\$ 95,179.23	\$ 99,938.19
211	Hourly	\$ 36.21	\$ 38.02	\$ 39.92	\$ 41.92	\$ 44.02	\$ 46.22	\$ 48.53
	Monthly	\$ 6,276.76	\$ 6,590.60	\$ 6,920.13	\$ 7,266.14	\$ 7,629.45	\$ 8,010.92	\$ 8,411.46
	Annual	\$ 75,321.17	\$ 79,087.23	\$ 83,041.59	\$ 87,193.67	\$ 91,553.36	\$ 96,131.02	\$ 100,937.57
212	Hourly	\$ 36.57	\$ 38.40	\$ 40.32	\$ 42.34	\$ 44.46	\$ 46.68	\$ 49.01
	Monthly	\$ 6,339.53	\$ 6,656.51	\$ 6,989.33	\$ 7,338.80	\$ 7,705.74	\$ 8,091.03	\$ 8,495.58
	Annual	\$ 76,074.38	\$ 79,878.10	\$ 83,872.01	\$ 88,065.61	\$ 92,468.89	\$ 97,092.33	\$ 101,946.95
213	Hourly	\$ 36.94	\$ 38.79	\$ 40.73	\$ 42.76	\$ 44.90	\$ 47.15	\$ 49.50
	Monthly	\$ 6,402.93	\$ 6,723.07	\$ 7,059.23	\$ 7,412.19	\$ 7,782.80	\$ 8,171.94	\$ 8,580.53
	Annual	\$ 76,835.13	\$ 80,676.88	\$ 84,710.73	\$ 88,946.26	\$ 93,393.58	\$ 98,063.26	\$ 102,966.42
214	Hourly	\$ 37.31	\$ 39.17	\$ 41.13	\$ 43.19	\$ 45.35	\$ 47.62	\$ 50.00
	Monthly	\$ 6,466.96	\$ 6,790.30	\$ 7,129.82	\$ 7,486.31	\$ 7,860.63	\$ 8,253.66	\$ 8,666.34
	Annual	\$ 77,603.48	\$ 81,483.65	\$ 85,557.84	\$ 89,835.73	\$ 94,327.51	\$ 99,043.89	\$ 103,996.08
215	Hourly	\$ 37.68	\$ 39.57	\$ 41.54	\$ 43.62	\$ 45.80	\$ 48.09	\$ 50.50
	Monthly	\$ 6,531.63	\$ 6,858.21	\$ 7,201.12	\$ 7,561.17	\$ 7,939.23	\$ 8,336.19	\$ 8,753.00
	Annual	\$ 78,379.51	\$ 82,298.49	\$ 86,413.41	\$ 90,734.08	\$ 95,270.79	\$ 100,034.33	\$ 105,036.04
216	Hourly	\$ 38.06	\$ 39.96	\$ 41.96	\$ 44.06	\$ 46.26	\$ 48.57	\$ 51.00
	Monthly	\$ 6,596.94	\$ 6,926.79	\$ 7,273.13	\$ 7,636.79	\$ 8,018.62	\$ 8,419.56	\$ 8,840.53
	Annual	\$ 79,163.31	\$ 83,121.47	\$ 87,277.55	\$ 91,641.43	\$ 96,223.50	\$ 101,034.67	\$ 106,086.41
217	Hourly	\$ 38.44	\$ 40.36	\$ 42.38	\$ 44.50	\$ 46.72	\$ 49.06	\$ 51.51
	Monthly	\$ 6,662.91	\$ 6,996.06	\$ 7,345.86	\$ 7,713.15	\$ 8,098.81	\$ 8,503.75	\$ 8,928.94
	Annual	\$ 79,954.94	\$ 83,952.69	\$ 88,150.32	\$ 92,557.84	\$ 97,185.73	\$ 102,045.02	\$ 107,147.27
218	Hourly	\$ 38.82	\$ 40.77	\$ 42.80	\$ 44.94	\$ 47.19	\$ 49.55	\$ 52.03
	Monthly	\$ 6,729.54	\$ 7,066.02	\$ 7,419.32	\$ 7,790.28	\$ 8,179.80	\$ 8,588.79	\$ 9,018.23
	Annual	\$ 80,754.49	\$ 84,792.22	\$ 89,031.83	\$ 93,483.42	\$ 98,157.59	\$ 103,065.47	\$ 108,218.74
219	Hourly	\$ 39.21	\$ 41.17	\$ 43.23	\$ 45.39	\$ 47.66	\$ 50.05	\$ 52.55
	Monthly	\$ 6,796.84	\$ 7,136.68	\$ 7,493.51	\$ 7,868.19	\$ 8,261.60	\$ 8,674.68	\$ 9,108.41
	Annual	\$ 81,562.04	\$ 85,640.14	\$ 89,922.15	\$ 94,418.25	\$ 99,139.17	\$ 104,096.12	\$ 109,300.93
220	Hourly	\$ 39.60	\$ 41.58	\$ 43.66	\$ 45.85	\$ 48.14	\$ 50.55	\$ 53.07
	Monthly	\$ 6,864.80	\$ 7,208.04	\$ 7,568.45	\$ 7,946.87	\$ 8,344.21	\$ 8,761.42	\$ 9,199.49
	Annual	\$ 82,377.66	\$ 86,496.54	\$ 90,821.37	\$ 95,362.44	\$ 100,130.56	\$ 105,137.08	\$ 110,393.94

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
	Hourly	\$ 40.00	\$ 42.00	\$ 44.10	\$ 46.31	\$ 48.62	\$ 51.05	\$ 53.60
221	Monthly	\$ 6,933.45	\$ 7,280.13	\$ 7,644.13	\$ 8,026.34	\$ 8,427.66	\$ 8,849.04	\$ 9,291.49
	Annual	\$ 83,201.43	\$ 87,361.51	\$ 91,729.58	\$ 96,316.06	\$ 101,131.86	\$ 106,188.46	\$ 111,497.88
	Hourly	\$ 40.40	\$ 42.42	\$ 44.54	\$ 46.77	\$ 49.11	\$ 51.56	\$ 54.14
222	Monthly	\$ 7,002.79	\$ 7,352.93	\$ 7,720.57	\$ 8,106.60	\$ 8,511.93	\$ 8,937.53	\$ 9,384.40
	Annual	\$ 84,033.45	\$ 88,235.12	\$ 92,646.88	\$ 97,279.22	\$ 102,143.18	\$ 107,250.34	\$ 112,612.86
	Hourly	\$ 40.80	\$ 42.84	\$ 44.99	\$ 47.24	\$ 49.60	\$ 52.08	\$ 54.68
223	Monthly	\$ 7,072.82	\$ 7,426.46	\$ 7,797.78	\$ 8,187.67	\$ 8,597.05	\$ 9,026.90	\$ 9,478.25
	Annual	\$ 84,873.78	\$ 89,117.47	\$ 93,573.34	\$ 98,252.01	\$ 103,164.61	\$ 108,322.84	\$ 113,738.99
	Hourly	\$ 41.21	\$ 43.27	\$ 45.44	\$ 47.71	\$ 50.09	\$ 52.60	\$ 55.23
224	Monthly	\$ 7,143.54	\$ 7,500.72	\$ 7,875.76	\$ 8,269.54	\$ 8,683.02	\$ 9,117.17	\$ 9,573.03
	Annual	\$ 85,722.52	\$ 90,008.65	\$ 94,509.08	\$ 99,234.53	\$ 104,196.26	\$ 109,406.07	\$ 114,876.38
	Hourly	\$ 41.62	\$ 43.71	\$ 45.89	\$ 48.19	\$ 50.60	\$ 53.13	\$ 55.78
225	Monthly	\$ 7,214.98	\$ 7,575.73	\$ 7,954.51	\$ 8,352.24	\$ 8,769.85	\$ 9,208.34	\$ 9,668.76
	Annual	\$ 86,579.75	\$ 90,908.73	\$ 95,454.17	\$ 100,226.88	\$ 105,238.22	\$ 110,500.13	\$ 116,025.14
	Hourly	\$ 42.04	\$ 44.14	\$ 46.35	\$ 48.67	\$ 51.10	\$ 53.66	\$ 56.34
226	Monthly	\$ 7,287.13	\$ 7,651.48	\$ 8,034.06	\$ 8,435.76	\$ 8,857.55	\$ 9,300.43	\$ 9,765.45
	Annual	\$ 87,445.54	\$ 91,817.82	\$ 96,408.71	\$ 101,229.15	\$ 106,290.60	\$ 111,605.13	\$ 117,185.39
	Hourly	\$ 42.46	\$ 44.58	\$ 46.81	\$ 49.15	\$ 51.61	\$ 54.19	\$ 56.90
227	Monthly	\$ 7,360.00	\$ 7,728.00	\$ 8,114.40	\$ 8,520.12	\$ 8,946.13	\$ 9,393.43	\$ 9,863.10
	Annual	\$ 88,320.00	\$ 92,736.00	\$ 97,372.80	\$ 102,241.44	\$ 107,353.51	\$ 112,721.19	\$ 118,357.24
	Hourly	\$ 42.89	\$ 45.03	\$ 47.28	\$ 49.65	\$ 52.13	\$ 54.73	\$ 57.47
228	Monthly	\$ 7,433.60	\$ 7,805.28	\$ 8,195.54	\$ 8,605.32	\$ 9,035.59	\$ 9,487.37	\$ 9,961.73
	Annual	\$ 89,203.20	\$ 93,663.36	\$ 98,346.53	\$ 103,263.85	\$ 108,427.04	\$ 113,848.40	\$ 119,540.82
	Hourly	\$ 43.32	\$ 45.48	\$ 47.75	\$ 50.14	\$ 52.65	\$ 55.28	\$ 58.05
229	Monthly	\$ 7,507.94	\$ 7,883.33	\$ 8,277.50	\$ 8,691.37	\$ 9,125.94	\$ 9,582.24	\$ 10,061.35
	Annual	\$ 90,095.23	\$ 94,599.99	\$ 99,329.99	\$ 104,296.49	\$ 109,511.32	\$ 114,986.88	\$ 120,736.23
	Hourly	\$ 43.75	\$ 45.94	\$ 48.23	\$ 50.64	\$ 53.18	\$ 55.83	\$ 58.63
230	Monthly	\$ 7,583.02	\$ 7,962.17	\$ 8,360.27	\$ 8,778.29	\$ 9,217.20	\$ 9,678.06	\$ 10,161.97
	Annual	\$ 90,996.18	\$ 95,545.99	\$ 100,323.29	\$ 105,339.46	\$ 110,606.43	\$ 116,136.75	\$ 121,943.59
	Hourly	\$ 44.19	\$ 46.39	\$ 48.71	\$ 51.15	\$ 53.71	\$ 56.39	\$ 59.21
231	Monthly	\$ 7,658.85	\$ 8,041.79	\$ 8,443.88	\$ 8,866.07	\$ 9,309.37	\$ 9,774.84	\$ 10,263.59
	Annual	\$ 91,906.14	\$ 96,501.45	\$ 101,326.52	\$ 106,392.85	\$ 111,712.49	\$ 117,298.12	\$ 123,163.02
	Hourly	\$ 44.63	\$ 46.86	\$ 49.20	\$ 51.66	\$ 54.25	\$ 56.96	\$ 59.81
232	Monthly	\$ 7,735.43	\$ 8,122.21	\$ 8,528.32	\$ 8,954.73	\$ 9,402.47	\$ 9,872.59	\$ 10,366.22
	Annual	\$ 92,825.21	\$ 97,466.47	\$ 102,339.79	\$ 107,456.78	\$ 112,829.62	\$ 118,471.10	\$ 124,394.65
	Hourly	\$ 45.07	\$ 47.33	\$ 49.69	\$ 52.18	\$ 54.79	\$ 57.53	\$ 60.40
233	Monthly	\$ 7,812.79	\$ 8,203.43	\$ 8,613.60	\$ 9,044.28	\$ 9,496.49	\$ 9,971.32	\$ 10,469.88
	Annual	\$ 93,753.46	\$ 98,441.13	\$ 103,363.19	\$ 108,531.35	\$ 113,957.91	\$ 119,655.81	\$ 125,638.60
	Hourly	\$ 45.52	\$ 47.80	\$ 50.19	\$ 52.70	\$ 55.34	\$ 58.10	\$ 61.01
234	Monthly	\$ 7,890.92	\$ 8,285.46	\$ 8,699.73	\$ 9,134.72	\$ 9,591.46	\$ 10,071.03	\$ 10,574.58
	Annual	\$ 94,690.99	\$ 99,425.54	\$ 104,396.82	\$ 109,616.66	\$ 115,097.49	\$ 120,852.37	\$ 126,894.99
	Hourly	\$ 45.98	\$ 48.28	\$ 50.69	\$ 53.23	\$ 55.89	\$ 58.68	\$ 61.62
235	Monthly	\$ 7,969.83	\$ 8,368.32	\$ 8,786.73	\$ 9,226.07	\$ 9,687.37	\$ 10,171.74	\$ 10,680.33
	Annual	\$ 95,637.90	\$ 100,419.80	\$ 105,440.79	\$ 110,712.83	\$ 116,248.47	\$ 122,060.89	\$ 128,163.94

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
236	Hourly	\$ 46.44	\$ 48.76	\$ 51.20	\$ 53.76	\$ 56.45	\$ 59.27	\$ 62.23
	Monthly	\$ 8,049.52	\$ 8,452.00	\$ 8,874.60	\$ 9,318.33	\$ 9,784.25	\$ 10,273.46	\$ 10,787.13
	Annual	\$ 96,594.28	\$ 101,424.00	\$ 106,495.20	\$ 111,819.95	\$ 117,410.95	\$ 123,281.50	\$ 129,445.58
237	Hourly	\$ 46.90	\$ 49.25	\$ 51.71	\$ 54.30	\$ 57.01	\$ 59.86	\$ 62.86
	Monthly	\$ 8,130.02	\$ 8,536.52	\$ 8,963.35	\$ 9,411.51	\$ 9,882.09	\$ 10,376.19	\$ 10,895.00
	Annual	\$ 97,560.22	\$ 102,438.24	\$ 107,560.15	\$ 112,938.15	\$ 118,585.06	\$ 124,514.32	\$ 130,740.03
238	Hourly	\$ 47.37	\$ 49.74	\$ 52.23	\$ 54.84	\$ 57.58	\$ 60.46	\$ 63.48
	Monthly	\$ 8,211.32	\$ 8,621.88	\$ 9,052.98	\$ 9,505.63	\$ 9,980.91	\$ 10,479.95	\$ 11,003.95
	Annual	\$ 98,535.83	\$ 103,462.62	\$ 108,635.75	\$ 114,067.54	\$ 119,770.91	\$ 125,759.46	\$ 132,047.43
239	Hourly	\$ 47.85	\$ 50.24	\$ 52.75	\$ 55.39	\$ 58.16	\$ 61.07	\$ 64.12
	Monthly	\$ 8,293.43	\$ 8,708.10	\$ 9,143.51	\$ 9,600.68	\$ 10,080.72	\$ 10,584.75	\$ 11,113.99
	Annual	\$ 99,521.18	\$ 104,497.24	\$ 109,722.11	\$ 115,208.21	\$ 120,968.62	\$ 127,017.05	\$ 133,367.91
240	Hourly	\$ 48.33	\$ 50.74	\$ 53.28	\$ 55.94	\$ 58.74	\$ 61.68	\$ 64.76
	Monthly	\$ 8,376.37	\$ 8,795.18	\$ 9,234.94	\$ 9,696.69	\$ 10,181.53	\$ 10,690.60	\$ 11,225.13
	Annual	\$ 100,516.40	\$ 105,542.22	\$ 110,819.33	\$ 116,360.29	\$ 122,178.31	\$ 128,287.22	\$ 134,701.58
241	Hourly	\$ 48.81	\$ 51.25	\$ 53.81	\$ 56.50	\$ 59.33	\$ 62.29	\$ 65.41
	Monthly	\$ 8,460.13	\$ 8,883.14	\$ 9,327.29	\$ 9,793.66	\$ 10,283.34	\$ 10,797.51	\$ 11,337.38
	Annual	\$ 101,521.56	\$ 106,597.64	\$ 111,927.52	\$ 117,523.90	\$ 123,400.09	\$ 129,570.10	\$ 136,048.60
242	Hourly	\$ 49.30	\$ 51.76	\$ 54.35	\$ 57.07	\$ 59.92	\$ 62.92	\$ 66.06
	Monthly	\$ 8,544.73	\$ 8,971.97	\$ 9,420.57	\$ 9,891.59	\$ 10,386.17	\$ 10,905.48	\$ 11,450.76
	Annual	\$ 102,536.78	\$ 107,663.61	\$ 113,046.80	\$ 118,699.14	\$ 124,634.09	\$ 130,865.80	\$ 137,409.09
243	Hourly	\$ 49.79	\$ 52.28	\$ 54.89	\$ 57.64	\$ 60.52	\$ 63.55	\$ 66.72
	Monthly	\$ 8,630.18	\$ 9,061.69	\$ 9,514.77	\$ 9,990.51	\$ 10,490.04	\$ 11,014.54	\$ 11,565.26
	Annual	\$ 103,562.14	\$ 108,740.25	\$ 114,177.26	\$ 119,886.13	\$ 125,880.43	\$ 132,174.45	\$ 138,783.18
244	Hourly	\$ 50.29	\$ 52.80	\$ 55.44	\$ 58.21	\$ 61.12	\$ 64.18	\$ 67.39
	Monthly	\$ 8,716.48	\$ 9,152.30	\$ 9,609.92	\$ 10,090.42	\$ 10,594.94	\$ 11,124.68	\$ 11,680.92
	Annual	\$ 104,597.77	\$ 109,827.65	\$ 115,319.04	\$ 121,084.99	\$ 127,139.24	\$ 133,496.20	\$ 140,171.01
245	Hourly	\$ 50.79	\$ 53.33	\$ 56.00	\$ 58.80	\$ 61.74	\$ 64.82	\$ 68.06
	Monthly	\$ 8,803.65	\$ 9,243.83	\$ 9,706.02	\$ 10,191.32	\$ 10,700.89	\$ 11,235.93	\$ 11,797.73
	Annual	\$ 105,643.74	\$ 110,925.93	\$ 116,472.23	\$ 122,295.84	\$ 128,410.63	\$ 134,831.16	\$ 141,572.72
246	Hourly	\$ 51.30	\$ 53.86	\$ 56.56	\$ 59.38	\$ 62.35	\$ 65.47	\$ 68.74
	Monthly	\$ 8,891.68	\$ 9,336.27	\$ 9,803.08	\$ 10,293.23	\$ 10,807.89	\$ 11,348.29	\$ 11,915.70
	Annual	\$ 106,700.18	\$ 112,035.19	\$ 117,636.95	\$ 123,518.80	\$ 129,694.74	\$ 136,179.47	\$ 142,988.45
247	Hourly	\$ 51.81	\$ 54.40	\$ 57.12	\$ 59.98	\$ 62.98	\$ 66.13	\$ 69.43
	Monthly	\$ 8,980.60	\$ 9,429.63	\$ 9,901.11	\$ 10,396.17	\$ 10,915.97	\$ 11,461.77	\$ 12,034.86
	Annual	\$ 107,767.18	\$ 113,155.54	\$ 118,813.32	\$ 124,753.98	\$ 130,991.68	\$ 137,541.27	\$ 144,418.33
248	Hourly	\$ 52.33	\$ 54.95	\$ 57.69	\$ 60.58	\$ 63.61	\$ 66.79	\$ 70.13
	Monthly	\$ 9,070.40	\$ 9,523.92	\$ 10,000.12	\$ 10,500.13	\$ 11,025.13	\$ 11,576.39	\$ 12,155.21
	Annual	\$ 108,844.85	\$ 114,287.10	\$ 120,001.45	\$ 126,001.52	\$ 132,301.60	\$ 138,916.68	\$ 145,862.51
249	Hourly	\$ 52.85	\$ 55.50	\$ 58.27	\$ 61.18	\$ 64.24	\$ 67.45	\$ 70.83
	Monthly	\$ 9,161.11	\$ 9,619.16	\$ 10,100.12	\$ 10,605.13	\$ 11,135.38	\$ 11,692.15	\$ 12,276.76
	Annual	\$ 109,933.30	\$ 115,429.97	\$ 121,201.47	\$ 127,261.54	\$ 133,624.62	\$ 140,305.85	\$ 147,321.14
250	Hourly	\$ 53.38	\$ 56.05	\$ 58.85	\$ 61.80	\$ 64.89	\$ 68.13	\$ 71.54
	Monthly	\$ 9,252.72	\$ 9,715.36	\$ 10,201.12	\$ 10,711.18	\$ 11,246.74	\$ 11,809.08	\$ 12,399.53
	Annual	\$ 111,032.64	\$ 116,584.27	\$ 122,413.48	\$ 128,534.15	\$ 134,960.86	\$ 141,708.91	\$ 148,794.35

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
251	Hourly	\$ 53.91	\$ 56.61	\$ 59.44	\$ 62.41	\$ 65.53	\$ 68.81	\$ 72.25
	Monthly	\$ 9,345.25	\$ 9,812.51	\$ 10,303.13	\$ 10,818.29	\$ 11,359.21	\$ 11,927.17	\$ 12,523.52
	Annual	\$ 112,142.96	\$ 117,750.11	\$ 123,637.62	\$ 129,819.50	\$ 136,310.47	\$ 143,125.99	\$ 150,282.29
252	Hourly	\$ 54.45	\$ 57.18	\$ 60.04	\$ 63.04	\$ 66.19	\$ 69.50	\$ 72.97
	Monthly	\$ 9,438.70	\$ 9,910.63	\$ 10,406.17	\$ 10,926.47	\$ 11,472.80	\$ 12,046.44	\$ 12,648.76
	Annual	\$ 113,264.39	\$ 118,927.61	\$ 124,873.99	\$ 131,117.69	\$ 137,673.58	\$ 144,557.25	\$ 151,785.12
253	Hourly	\$ 55.00	\$ 57.75	\$ 60.64	\$ 63.67	\$ 66.85	\$ 70.19	\$ 73.70
	Monthly	\$ 9,533.09	\$ 10,009.74	\$ 10,510.23	\$ 11,035.74	\$ 11,587.53	\$ 12,166.90	\$ 12,775.25
	Annual	\$ 114,397.04	\$ 120,116.89	\$ 126,122.73	\$ 132,428.87	\$ 139,050.31	\$ 146,002.83	\$ 153,302.97
254	Hourly	\$ 55.55	\$ 58.33	\$ 61.24	\$ 64.30	\$ 67.52	\$ 70.90	\$ 74.44
	Monthly	\$ 9,628.42	\$ 10,109.84	\$ 10,615.33	\$ 11,146.10	\$ 11,703.40	\$ 12,288.57	\$ 12,903.00
	Annual	\$ 115,541.01	\$ 121,318.06	\$ 127,383.96	\$ 133,753.16	\$ 140,440.81	\$ 147,462.86	\$ 154,836.00
255	Hourly	\$ 56.10	\$ 58.91	\$ 61.85	\$ 64.95	\$ 68.19	\$ 71.60	\$ 75.18
	Monthly	\$ 9,724.70	\$ 10,210.94	\$ 10,721.48	\$ 11,257.56	\$ 11,820.44	\$ 12,411.46	\$ 13,032.03
	Annual	\$ 116,696.42	\$ 122,531.24	\$ 128,657.80	\$ 135,090.69	\$ 141,845.22	\$ 148,937.48	\$ 156,384.36
256	Hourly	\$ 56.67	\$ 59.50	\$ 62.47	\$ 65.60	\$ 68.88	\$ 72.32	\$ 75.94
	Monthly	\$ 9,821.95	\$ 10,313.05	\$ 10,828.70	\$ 11,370.13	\$ 11,938.64	\$ 12,535.57	\$ 13,162.35
	Annual	\$ 117,863.38	\$ 123,756.55	\$ 129,944.38	\$ 136,441.60	\$ 143,263.67	\$ 150,426.86	\$ 157,948.20
257	Hourly	\$ 57.23	\$ 60.09	\$ 63.10	\$ 66.25	\$ 69.57	\$ 73.04	\$ 76.70
	Monthly	\$ 9,920.17	\$ 10,416.18	\$ 10,936.99	\$ 11,483.83	\$ 12,058.03	\$ 12,660.93	\$ 13,293.97
	Annual	\$ 119,042.01	\$ 124,994.11	\$ 131,243.82	\$ 137,806.01	\$ 144,696.31	\$ 151,931.13	\$ 159,527.68
258	Hourly	\$ 57.80	\$ 60.69	\$ 63.73	\$ 66.92	\$ 70.26	\$ 73.77	\$ 77.46
	Monthly	\$ 10,019.37	\$ 10,520.34	\$ 11,046.35	\$ 11,598.67	\$ 12,178.61	\$ 12,787.54	\$ 13,426.91
	Annual	\$ 120,232.43	\$ 126,244.06	\$ 132,556.26	\$ 139,184.07	\$ 146,143.27	\$ 153,450.44	\$ 161,122.96
259	Hourly	\$ 58.38	\$ 61.30	\$ 64.37	\$ 67.58	\$ 70.96	\$ 74.51	\$ 78.24
	Monthly	\$ 10,119.56	\$ 10,625.54	\$ 11,156.82	\$ 11,714.66	\$ 12,300.39	\$ 12,915.41	\$ 13,561.18
	Annual	\$ 121,434.76	\$ 127,506.50	\$ 133,881.82	\$ 140,575.91	\$ 147,604.71	\$ 154,984.94	\$ 162,734.19
260	Hourly	\$ 58.97	\$ 61.91	\$ 65.01	\$ 68.26	\$ 71.67	\$ 75.26	\$ 79.02
	Monthly	\$ 10,220.76	\$ 10,731.80	\$ 11,268.39	\$ 11,831.81	\$ 12,423.40	\$ 13,044.57	\$ 13,696.79
	Annual	\$ 122,649.11	\$ 128,781.56	\$ 135,220.64	\$ 141,981.67	\$ 149,080.75	\$ 156,534.79	\$ 164,361.53
261	Hourly	\$ 59.56	\$ 62.53	\$ 65.66	\$ 68.94	\$ 72.39	\$ 76.01	\$ 79.81
	Monthly	\$ 10,322.97	\$ 10,839.11	\$ 11,381.07	\$ 11,950.12	\$ 12,547.63	\$ 13,175.01	\$ 13,833.76
	Annual	\$ 123,875.60	\$ 130,069.38	\$ 136,572.85	\$ 143,401.49	\$ 150,571.56	\$ 158,100.14	\$ 166,005.15
262	Hourly	\$ 60.15	\$ 63.16	\$ 66.32	\$ 69.63	\$ 73.11	\$ 76.77	\$ 80.61
	Monthly	\$ 10,426.20	\$ 10,947.51	\$ 11,494.88	\$ 12,069.63	\$ 12,673.11	\$ 13,306.76	\$ 13,972.10
	Annual	\$ 125,114.35	\$ 131,370.07	\$ 137,938.57	\$ 144,835.50	\$ 152,077.28	\$ 159,681.14	\$ 167,665.20
263	Hourly	\$ 60.75	\$ 63.79	\$ 66.98	\$ 70.33	\$ 73.85	\$ 77.54	\$ 81.41
	Monthly	\$ 10,530.46	\$ 11,056.98	\$ 11,609.83	\$ 12,190.32	\$ 12,799.84	\$ 13,439.83	\$ 14,111.82
	Annual	\$ 126,365.50	\$ 132,683.77	\$ 139,317.96	\$ 146,283.86	\$ 153,598.05	\$ 161,277.95	\$ 169,341.85
264	Hourly	\$ 61.36	\$ 64.43	\$ 67.65	\$ 71.03	\$ 74.58	\$ 78.31	\$ 82.23
	Monthly	\$ 10,635.76	\$ 11,167.55	\$ 11,725.93	\$ 12,312.22	\$ 12,927.84	\$ 13,574.23	\$ 14,252.94
	Annual	\$ 127,629.15	\$ 134,010.61	\$ 140,711.14	\$ 147,746.70	\$ 155,134.03	\$ 162,890.73	\$ 171,035.27
265	Hourly	\$ 61.97	\$ 65.07	\$ 68.33	\$ 71.74	\$ 75.33	\$ 79.10	\$ 83.05
	Monthly	\$ 10,742.12	\$ 11,279.23	\$ 11,843.19	\$ 12,435.35	\$ 13,057.11	\$ 13,709.97	\$ 14,395.47
	Annual	\$ 128,905.44	\$ 135,350.71	\$ 142,118.25	\$ 149,224.16	\$ 156,685.37	\$ 164,519.64	\$ 172,745.62

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
266	Hourly	\$ 62.59	\$ 65.72	\$ 69.01	\$ 72.46	\$ 76.08	\$ 79.89	\$ 83.88
	Monthly	\$ 10,849.54	\$ 11,392.02	\$ 11,961.62	\$ 12,559.70	\$ 13,187.69	\$ 13,847.07	\$ 14,539.42
	Annual	\$ 130,194.50	\$ 136,704.22	\$ 143,539.43	\$ 150,716.40	\$ 158,252.23	\$ 166,164.84	\$ 174,473.08
267	Hourly	\$ 63.22	\$ 66.38	\$ 69.70	\$ 73.18	\$ 76.84	\$ 80.69	\$ 84.72
	Monthly	\$ 10,958.04	\$ 11,505.94	\$ 12,081.24	\$ 12,685.30	\$ 13,319.56	\$ 13,985.54	\$ 14,684.82
	Annual	\$ 131,496.44	\$ 138,071.26	\$ 144,974.83	\$ 152,223.57	\$ 159,834.75	\$ 167,826.48	\$ 176,217.81
268	Hourly	\$ 63.85	\$ 67.04	\$ 70.40	\$ 73.92	\$ 77.61	\$ 81.49	\$ 85.57
	Monthly	\$ 11,067.62	\$ 11,621.00	\$ 12,202.05	\$ 12,812.15	\$ 13,452.76	\$ 14,125.40	\$ 14,831.67
	Annual	\$ 132,811.41	\$ 139,451.98	\$ 146,424.58	\$ 153,745.80	\$ 161,433.09	\$ 169,504.75	\$ 177,979.99
269	Hourly	\$ 64.49	\$ 67.71	\$ 71.10	\$ 74.66	\$ 78.39	\$ 82.31	\$ 86.42
	Monthly	\$ 11,178.29	\$ 11,737.21	\$ 12,324.07	\$ 12,940.27	\$ 13,587.29	\$ 14,266.65	\$ 14,979.98
	Annual	\$ 134,139.52	\$ 140,846.50	\$ 147,888.82	\$ 155,283.26	\$ 163,047.43	\$ 171,199.80	\$ 179,759.79
270	Hourly	\$ 65.14	\$ 68.39	\$ 71.81	\$ 75.40	\$ 79.17	\$ 83.13	\$ 87.29
	Monthly	\$ 11,290.08	\$ 11,854.58	\$ 12,447.31	\$ 13,069.67	\$ 13,723.16	\$ 14,409.32	\$ 15,129.78
	Annual	\$ 135,480.92	\$ 142,254.96	\$ 149,367.71	\$ 156,836.10	\$ 164,677.90	\$ 172,911.80	\$ 181,557.38
271	Hourly	\$ 65.79	\$ 69.08	\$ 72.53	\$ 76.16	\$ 79.96	\$ 83.96	\$ 88.16
	Monthly	\$ 11,402.98	\$ 11,973.13	\$ 12,571.78	\$ 13,200.37	\$ 13,860.39	\$ 14,553.41	\$ 15,281.08
	Annual	\$ 136,835.73	\$ 143,677.51	\$ 150,861.39	\$ 158,404.46	\$ 166,324.68	\$ 174,640.91	\$ 183,372.96
272	Hourly	\$ 66.44	\$ 69.77	\$ 73.25	\$ 76.92	\$ 80.76	\$ 84.80	\$ 89.04
	Monthly	\$ 11,517.01	\$ 12,092.86	\$ 12,697.50	\$ 13,332.38	\$ 13,998.99	\$ 14,698.94	\$ 15,433.89
	Annual	\$ 138,204.08	\$ 145,114.29	\$ 152,370.00	\$ 159,988.50	\$ 167,987.93	\$ 176,387.32	\$ 185,206.69
273	Hourly	\$ 67.11	\$ 70.46	\$ 73.99	\$ 77.69	\$ 81.57	\$ 85.65	\$ 89.93
	Monthly	\$ 11,632.18	\$ 12,213.79	\$ 12,824.48	\$ 13,465.70	\$ 14,138.98	\$ 14,845.93	\$ 15,588.23
	Annual	\$ 139,586.12	\$ 146,565.43	\$ 153,893.70	\$ 161,588.39	\$ 169,667.81	\$ 178,151.20	\$ 187,058.76
274	Hourly	\$ 67.78	\$ 71.17	\$ 74.73	\$ 78.46	\$ 82.39	\$ 86.51	\$ 90.83
	Monthly	\$ 11,748.50	\$ 12,335.92	\$ 12,952.72	\$ 13,600.36	\$ 14,280.37	\$ 14,994.39	\$ 15,744.11
	Annual	\$ 140,981.98	\$ 148,031.08	\$ 155,432.64	\$ 163,204.27	\$ 171,364.48	\$ 179,932.71	\$ 188,929.34
275	Hourly	\$ 68.46	\$ 71.88	\$ 75.47	\$ 79.25	\$ 83.21	\$ 87.37	\$ 91.74
	Monthly	\$ 11,865.98	\$ 12,459.28	\$ 13,082.25	\$ 13,736.36	\$ 14,423.18	\$ 15,144.34	\$ 15,901.55
	Annual	\$ 142,391.80	\$ 149,511.39	\$ 156,986.96	\$ 164,836.31	\$ 173,078.13	\$ 181,732.03	\$ 190,818.64
276	Hourly	\$ 69.14	\$ 72.60	\$ 76.23	\$ 80.04	\$ 84.04	\$ 88.24	\$ 92.66
	Monthly	\$ 11,984.64	\$ 12,583.88	\$ 13,213.07	\$ 13,873.72	\$ 14,567.41	\$ 15,295.78	\$ 16,060.57
	Annual	\$ 143,815.72	\$ 151,006.51	\$ 158,556.83	\$ 166,484.68	\$ 174,808.91	\$ 183,549.35	\$ 192,726.82
277	Hourly	\$ 69.83	\$ 73.33	\$ 76.99	\$ 80.84	\$ 84.88	\$ 89.13	\$ 93.58
	Monthly	\$ 12,104.49	\$ 12,709.71	\$ 13,345.20	\$ 14,012.46	\$ 14,713.08	\$ 15,448.74	\$ 16,221.17
	Annual	\$ 145,253.88	\$ 152,516.57	\$ 160,142.40	\$ 168,149.52	\$ 176,557.00	\$ 185,384.85	\$ 194,654.09
278	Hourly	\$ 70.53	\$ 74.06	\$ 77.76	\$ 81.65	\$ 85.73	\$ 90.02	\$ 94.52
	Monthly	\$ 12,225.53	\$ 12,836.81	\$ 13,478.65	\$ 14,152.58	\$ 14,860.21	\$ 15,603.22	\$ 16,383.39
	Annual	\$ 146,706.42	\$ 154,041.74	\$ 161,743.83	\$ 169,831.02	\$ 178,322.57	\$ 187,238.70	\$ 196,600.63
279	Hourly	\$ 71.24	\$ 74.80	\$ 78.54	\$ 82.47	\$ 86.59	\$ 90.92	\$ 95.46
	Monthly	\$ 12,347.79	\$ 12,965.18	\$ 13,613.44	\$ 14,294.11	\$ 15,008.82	\$ 15,759.26	\$ 16,547.22
	Annual	\$ 148,173.48	\$ 155,582.16	\$ 163,361.26	\$ 171,529.33	\$ 180,105.79	\$ 189,111.08	\$ 198,566.64
280	Hourly	\$ 71.95	\$ 75.55	\$ 79.32	\$ 83.29	\$ 87.46	\$ 91.83	\$ 96.42
	Monthly	\$ 12,471.27	\$ 13,094.83	\$ 13,749.57	\$ 14,437.05	\$ 15,158.90	\$ 15,916.85	\$ 16,712.69
	Annual	\$ 149,655.22	\$ 157,137.98	\$ 164,994.88	\$ 173,244.62	\$ 181,906.85	\$ 191,002.19	\$ 200,552.30

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
	Hourly	\$ 72.67	\$ 76.30	\$ 80.12	\$ 84.12	\$ 88.33	\$ 92.75	\$ 97.38
281	Monthly	\$ 12,595.98	\$ 13,225.78	\$ 13,887.07	\$ 14,581.42	\$ 15,310.49	\$ 16,076.02	\$ 16,879.82
	Annual	\$ 151,151.77	\$ 158,709.36	\$ 166,644.83	\$ 174,977.07	\$ 183,725.92	\$ 192,912.22	\$ 202,557.83
	Hourly	\$ 73.40	\$ 77.07	\$ 80.92	\$ 84.96	\$ 89.21	\$ 93.67	\$ 98.36
282	Monthly	\$ 12,721.94	\$ 13,358.04	\$ 14,025.94	\$ 14,727.24	\$ 15,463.60	\$ 16,236.78	\$ 17,048.62
	Annual	\$ 152,663.29	\$ 160,296.45	\$ 168,311.27	\$ 176,726.84	\$ 185,563.18	\$ 194,841.34	\$ 204,583.41
	Hourly	\$ 74.13	\$ 77.84	\$ 81.73	\$ 85.81	\$ 90.11	\$ 94.61	\$ 99.34
283	Monthly	\$ 12,849.16	\$ 13,491.62	\$ 14,166.20	\$ 14,874.51	\$ 15,618.23	\$ 16,399.15	\$ 17,219.10
	Annual	\$ 154,189.92	\$ 161,899.42	\$ 169,994.39	\$ 178,494.11	\$ 187,418.81	\$ 196,789.75	\$ 206,629.24
	Hourly	\$ 74.87	\$ 78.61	\$ 82.55	\$ 86.67	\$ 91.01	\$ 95.56	\$ 100.33
284	Monthly	\$ 12,977.65	\$ 13,626.53	\$ 14,307.86	\$ 15,023.25	\$ 15,774.42	\$ 16,563.14	\$ 17,391.29
	Annual	\$ 155,731.82	\$ 163,518.41	\$ 171,694.33	\$ 180,279.05	\$ 189,293.00	\$ 198,757.65	\$ 208,695.53
	Hourly	\$ 75.62	\$ 79.40	\$ 83.37	\$ 87.54	\$ 91.92	\$ 96.51	\$ 101.34
285	Monthly	\$ 13,107.43	\$ 13,762.80	\$ 14,450.94	\$ 15,173.49	\$ 15,932.16	\$ 16,728.77	\$ 17,565.21
	Annual	\$ 157,289.14	\$ 165,153.59	\$ 173,411.27	\$ 182,081.84	\$ 191,185.93	\$ 200,745.23	\$ 210,782.49
	Hourly	\$ 76.38	\$ 80.19	\$ 84.20	\$ 88.41	\$ 92.84	\$ 97.48	\$ 102.35
286	Monthly	\$ 13,238.50	\$ 13,900.43	\$ 14,595.45	\$ 15,325.22	\$ 16,091.48	\$ 16,896.06	\$ 17,740.86
	Annual	\$ 158,862.03	\$ 166,805.13	\$ 175,145.39	\$ 183,902.66	\$ 193,097.79	\$ 202,752.68	\$ 212,890.31
	Hourly	\$ 77.14	\$ 81.00	\$ 85.05	\$ 89.30	\$ 93.76	\$ 98.45	\$ 103.37
287	Monthly	\$ 13,370.89	\$ 14,039.43	\$ 14,741.40	\$ 15,478.47	\$ 16,252.40	\$ 17,065.02	\$ 17,918.27
	Annual	\$ 160,450.65	\$ 168,473.18	\$ 176,896.84	\$ 185,741.68	\$ 195,028.77	\$ 204,780.21	\$ 215,019.22
	Hourly	\$ 77.91	\$ 81.81	\$ 85.90	\$ 90.19	\$ 94.70	\$ 99.44	\$ 104.41
288	Monthly	\$ 13,504.60	\$ 14,179.83	\$ 14,888.82	\$ 15,633.26	\$ 16,414.92	\$ 17,235.67	\$ 18,097.45
	Annual	\$ 162,055.16	\$ 170,157.91	\$ 178,665.81	\$ 187,599.10	\$ 196,979.05	\$ 206,828.01	\$ 217,169.41
	Hourly	\$ 78.69	\$ 82.62	\$ 86.76	\$ 91.09	\$ 95.65	\$ 100.43	\$ 105.45
289	Monthly	\$ 13,639.64	\$ 14,321.62	\$ 15,037.71	\$ 15,789.59	\$ 16,579.07	\$ 17,408.02	\$ 18,278.43
	Annual	\$ 163,675.71	\$ 171,859.49	\$ 180,452.47	\$ 189,475.09	\$ 198,948.85	\$ 208,896.29	\$ 219,341.10
	Hourly	\$ 79.48	\$ 83.45	\$ 87.62	\$ 92.00	\$ 96.60	\$ 101.44	\$ 106.51
290	Monthly	\$ 13,776.04	\$ 14,464.84	\$ 15,188.08	\$ 15,947.49	\$ 16,744.86	\$ 17,582.10	\$ 18,461.21
	Annual	\$ 165,312.46	\$ 173,578.09	\$ 182,256.99	\$ 191,369.84	\$ 200,938.33	\$ 210,985.25	\$ 221,534.51
	Hourly	\$ 80.27	\$ 84.29	\$ 88.50	\$ 92.92	\$ 97.57	\$ 102.45	\$ 107.57
291	Monthly	\$ 13,913.80	\$ 14,609.49	\$ 15,339.96	\$ 16,106.96	\$ 16,912.31	\$ 17,757.93	\$ 18,645.82
	Annual	\$ 166,965.59	\$ 175,313.87	\$ 184,079.56	\$ 193,283.54	\$ 202,947.72	\$ 213,095.10	\$ 223,749.86
	Hourly	\$ 81.07	\$ 85.13	\$ 89.38	\$ 93.85	\$ 98.55	\$ 103.47	\$ 108.65
292	Monthly	\$ 14,052.94	\$ 14,755.58	\$ 15,493.36	\$ 16,268.03	\$ 17,081.43	\$ 17,935.50	\$ 18,832.28
	Annual	\$ 168,635.24	\$ 177,067.01	\$ 185,920.36	\$ 195,216.38	\$ 204,977.19	\$ 215,226.05	\$ 225,987.36
	Hourly	\$ 81.89	\$ 85.98	\$ 90.28	\$ 94.79	\$ 99.53	\$ 104.51	\$ 109.73
293	Monthly	\$ 14,193.47	\$ 14,903.14	\$ 15,648.30	\$ 16,430.71	\$ 17,252.25	\$ 18,114.86	\$ 19,020.60
	Annual	\$ 170,321.60	\$ 178,837.68	\$ 187,779.56	\$ 197,168.54	\$ 207,026.97	\$ 217,378.31	\$ 228,247.23
	Hourly	\$ 82.70	\$ 86.84	\$ 91.18	\$ 95.74	\$ 100.53	\$ 105.55	\$ 110.83
294	Monthly	\$ 14,335.40	\$ 15,052.17	\$ 15,804.78	\$ 16,595.02	\$ 17,424.77	\$ 18,296.01	\$ 19,210.81
	Annual	\$ 172,024.81	\$ 180,626.05	\$ 189,657.36	\$ 199,140.22	\$ 209,097.24	\$ 219,552.10	\$ 230,529.70
	Hourly	\$ 83.53	\$ 87.71	\$ 92.09	\$ 96.70	\$ 101.53	\$ 106.61	\$ 111.94
295	Monthly	\$ 14,478.76	\$ 15,202.69	\$ 15,962.83	\$ 16,760.97	\$ 17,599.02	\$ 18,478.97	\$ 19,402.92
	Annual	\$ 173,745.06	\$ 182,432.31	\$ 191,553.93	\$ 201,131.63	\$ 211,188.21	\$ 221,747.62	\$ 232,835.00

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
296	Hourly	\$ 84.37	\$ 88.58	\$ 93.01	\$ 97.66	\$ 102.55	\$ 107.68	\$ 113.06
	Monthly	\$ 14,623.54	\$ 15,354.72	\$ 16,122.46	\$ 16,928.58	\$ 17,775.01	\$ 18,663.76	\$ 19,596.95
	Annual	\$ 175,482.51	\$ 184,256.64	\$ 193,469.47	\$ 203,142.94	\$ 213,300.09	\$ 223,965.09	\$ 235,163.35
297	Hourly	\$ 85.21	\$ 89.47	\$ 93.94	\$ 98.64	\$ 103.57	\$ 108.75	\$ 114.19
	Monthly	\$ 14,769.78	\$ 15,508.27	\$ 16,283.68	\$ 17,097.86	\$ 17,952.76	\$ 18,850.40	\$ 19,792.92
	Annual	\$ 177,237.34	\$ 186,099.20	\$ 195,404.16	\$ 205,174.37	\$ 215,433.09	\$ 226,204.75	\$ 237,514.98
298	Hourly	\$ 86.06	\$ 90.37	\$ 94.88	\$ 99.63	\$ 104.61	\$ 109.84	\$ 115.33
	Monthly	\$ 14,917.48	\$ 15,663.35	\$ 16,446.52	\$ 17,268.84	\$ 18,132.29	\$ 19,038.90	\$ 19,990.84
	Annual	\$ 179,009.71	\$ 187,960.20	\$ 197,358.21	\$ 207,226.12	\$ 217,587.42	\$ 228,466.79	\$ 239,890.13
299	Hourly	\$ 86.92	\$ 91.27	\$ 95.83	\$ 100.62	\$ 105.66	\$ 110.94	\$ 116.49
	Monthly	\$ 15,066.65	\$ 15,819.98	\$ 16,610.98	\$ 17,441.53	\$ 18,313.61	\$ 19,229.29	\$ 20,190.75
	Annual	\$ 180,799.81	\$ 189,839.80	\$ 199,331.79	\$ 209,298.38	\$ 219,763.30	\$ 230,751.46	\$ 242,289.03
300	Hourly	\$ 87.79	\$ 92.18	\$ 96.79	\$ 101.63	\$ 106.71	\$ 112.05	\$ 117.65
	Monthly	\$ 15,217.32	\$ 15,978.18	\$ 16,777.09	\$ 17,615.95	\$ 18,496.74	\$ 19,421.58	\$ 20,392.66
	Annual	\$ 182,607.81	\$ 191,738.20	\$ 201,325.11	\$ 211,391.36	\$ 221,960.93	\$ 233,058.98	\$ 244,711.92
301	Hourly	\$ 88.67	\$ 93.10	\$ 97.76	\$ 102.65	\$ 107.78	\$ 113.17	\$ 118.83
	Monthly	\$ 15,369.49	\$ 16,137.96	\$ 16,944.86	\$ 17,792.11	\$ 18,681.71	\$ 19,615.80	\$ 20,596.59
	Annual	\$ 184,433.88	\$ 193,655.58	\$ 203,338.36	\$ 213,505.27	\$ 224,180.54	\$ 235,389.57	\$ 247,159.04
302	Hourly	\$ 89.56	\$ 94.03	\$ 98.74	\$ 103.67	\$ 108.86	\$ 114.30	\$ 120.01
	Monthly	\$ 15,523.19	\$ 16,299.34	\$ 17,114.31	\$ 17,970.03	\$ 18,868.53	\$ 19,811.96	\$ 20,802.55
	Annual	\$ 186,278.22	\$ 195,592.13	\$ 205,371.74	\$ 215,640.33	\$ 226,422.34	\$ 237,743.46	\$ 249,630.63
303	Hourly	\$ 90.45	\$ 94.98	\$ 99.72	\$ 104.71	\$ 109.95	\$ 115.44	\$ 121.21
	Monthly	\$ 15,678.42	\$ 16,462.34	\$ 17,285.45	\$ 18,149.73	\$ 19,057.21	\$ 20,010.07	\$ 21,010.58
	Annual	\$ 188,141.00	\$ 197,548.05	\$ 207,425.46	\$ 217,796.73	\$ 228,686.57	\$ 240,120.90	\$ 252,126.94
304	Hourly	\$ 91.36	\$ 95.92	\$ 100.72	\$ 105.76	\$ 111.04	\$ 116.60	\$ 122.43
	Monthly	\$ 15,835.20	\$ 16,626.96	\$ 17,458.31	\$ 18,331.22	\$ 19,247.79	\$ 20,210.18	\$ 21,220.68
	Annual	\$ 190,022.41	\$ 199,523.54	\$ 209,499.71	\$ 219,974.70	\$ 230,973.43	\$ 242,522.10	\$ 254,648.21
305	Hourly	\$ 92.27	\$ 96.88	\$ 101.73	\$ 106.81	\$ 112.16	\$ 117.76	\$ 123.65
	Monthly	\$ 15,993.55	\$ 16,793.23	\$ 17,632.89	\$ 18,514.54	\$ 19,440.26	\$ 20,412.28	\$ 21,432.89
	Annual	\$ 191,922.64	\$ 201,518.77	\$ 211,594.71	\$ 222,174.44	\$ 233,283.17	\$ 244,947.33	\$ 257,194.69
306	Hourly	\$ 93.19	\$ 97.85	\$ 102.75	\$ 107.88	\$ 113.28	\$ 118.94	\$ 124.89
	Monthly	\$ 16,153.49	\$ 16,961.16	\$ 17,809.22	\$ 18,699.68	\$ 19,634.67	\$ 20,616.40	\$ 21,647.22
	Annual	\$ 193,841.87	\$ 203,533.96	\$ 213,710.66	\$ 224,396.19	\$ 235,616.00	\$ 247,396.80	\$ 259,766.64
307	Hourly	\$ 94.13	\$ 98.83	\$ 103.77	\$ 108.96	\$ 114.41	\$ 120.13	\$ 126.14
	Monthly	\$ 16,315.02	\$ 17,130.77	\$ 17,987.31	\$ 18,886.68	\$ 19,831.01	\$ 20,822.56	\$ 21,863.69
	Annual	\$ 195,780.28	\$ 205,569.30	\$ 215,847.76	\$ 226,640.15	\$ 237,972.16	\$ 249,870.77	\$ 262,364.31
308	Hourly	\$ 95.07	\$ 99.82	\$ 104.81	\$ 110.05	\$ 115.55	\$ 121.33	\$ 127.40
	Monthly	\$ 16,478.17	\$ 17,302.08	\$ 18,167.19	\$ 19,075.55	\$ 20,029.32	\$ 21,030.79	\$ 22,082.33
	Annual	\$ 197,738.09	\$ 207,624.99	\$ 218,006.24	\$ 228,906.55	\$ 240,351.88	\$ 252,369.47	\$ 264,987.95
309	Hourly	\$ 96.02	\$ 100.82	\$ 105.86	\$ 111.15	\$ 116.71	\$ 122.54	\$ 128.67
	Monthly	\$ 16,642.96	\$ 17,475.10	\$ 18,348.86	\$ 19,266.30	\$ 20,229.62	\$ 21,241.10	\$ 22,303.15
	Annual	\$ 199,715.47	\$ 209,701.24	\$ 220,186.30	\$ 231,195.62	\$ 242,755.40	\$ 254,893.17	\$ 267,637.83
310	Hourly	\$ 96.98	\$ 101.83	\$ 106.92	\$ 112.26	\$ 117.88	\$ 123.77	\$ 129.96
	Monthly	\$ 16,809.39	\$ 17,649.85	\$ 18,532.35	\$ 19,458.96	\$ 20,431.91	\$ 21,453.51	\$ 22,526.18
	Annual	\$ 201,712.62	\$ 211,798.25	\$ 222,388.17	\$ 233,507.57	\$ 245,182.95	\$ 257,442.10	\$ 270,314.21

**City of Monrovia Salary Range Chart**  
**Fiscal Year 2017/18 - 2021/22**

RANGE	HOURLY MONTHLY ANNUAL	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
311	Hourly	\$ 97.95	\$ 102.84	\$ 107.99	\$ 113.39	\$ 119.06	\$ 125.01	\$ 131.26
	Monthly	\$ 16,977.48	\$ 17,826.35	\$ 18,717.67	\$ 19,653.55	\$ 20,636.23	\$ 21,668.04	\$ 22,751.45
	Annual	\$ 203,729.75	\$ 213,916.24	\$ 224,612.05	\$ 235,842.65	\$ 247,634.78	\$ 260,016.52	\$ 273,017.35
312	Hourly	\$ 98.93	\$ 103.87	\$ 109.07	\$ 114.52	\$ 120.25	\$ 126.26	\$ 132.57
	Monthly	\$ 17,147.25	\$ 18,004.62	\$ 18,904.85	\$ 19,850.09	\$ 20,842.59	\$ 21,884.72	\$ 22,978.96
	Annual	\$ 205,767.05	\$ 216,055.40	\$ 226,858.17	\$ 238,201.08	\$ 250,111.13	\$ 262,616.69	\$ 275,747.52
313	Hourly	\$ 99.92	\$ 104.91	\$ 110.16	\$ 115.66	\$ 121.45	\$ 127.52	\$ 133.90
	Monthly	\$ 17,318.73	\$ 18,184.66	\$ 19,093.90	\$ 20,048.59	\$ 21,051.02	\$ 22,103.57	\$ 23,208.75
	Annual	\$ 207,824.72	\$ 218,215.95	\$ 229,126.75	\$ 240,583.09	\$ 252,612.24	\$ 265,242.85	\$ 278,505.00
314	Hourly	\$ 100.91	\$ 105.96	\$ 111.26	\$ 116.82	\$ 122.66	\$ 128.80	\$ 135.24
	Monthly	\$ 17,491.91	\$ 18,366.51	\$ 19,284.83	\$ 20,249.08	\$ 21,261.53	\$ 22,324.61	\$ 23,440.84
	Annual	\$ 209,902.96	\$ 220,398.11	\$ 231,418.02	\$ 242,988.92	\$ 255,138.36	\$ 267,895.28	\$ 281,290.05
315	Hourly	\$ 101.92	\$ 107.02	\$ 112.37	\$ 117.99	\$ 123.89	\$ 130.08	\$ 136.59
	Monthly	\$ 17,666.83	\$ 18,550.17	\$ 19,477.68	\$ 20,451.57	\$ 21,474.15	\$ 22,547.85	\$ 23,675.25
	Annual	\$ 212,001.99	\$ 222,602.09	\$ 233,732.20	\$ 245,418.81	\$ 257,689.75	\$ 270,574.24	\$ 284,102.95
316	Hourly	\$ 102.94	\$ 108.09	\$ 113.49	\$ 119.17	\$ 125.13	\$ 131.38	\$ 137.95
	Monthly	\$ 17,843.50	\$ 18,735.68	\$ 19,672.46	\$ 20,656.08	\$ 21,688.89	\$ 22,773.33	\$ 23,912.00
	Annual	\$ 214,122.01	\$ 224,828.11	\$ 236,069.52	\$ 247,873.00	\$ 260,266.65	\$ 273,279.98	\$ 286,943.98
317	Hourly	\$ 103.97	\$ 109.17	\$ 114.63	\$ 120.36	\$ 126.38	\$ 132.70	\$ 139.33
	Monthly	\$ 18,021.94	\$ 18,923.03	\$ 19,869.18	\$ 20,862.64	\$ 21,905.78	\$ 23,001.06	\$ 24,151.12
	Annual	\$ 216,263.23	\$ 227,076.40	\$ 238,430.21	\$ 250,351.73	\$ 262,869.31	\$ 276,012.78	\$ 289,813.42
318	Hourly	\$ 105.01	\$ 110.26	\$ 115.78	\$ 121.57	\$ 127.64	\$ 134.03	\$ 140.73
	Monthly	\$ 18,202.16	\$ 19,112.26	\$ 20,067.88	\$ 21,071.27	\$ 22,124.83	\$ 23,231.08	\$ 24,392.63
	Annual	\$ 218,425.87	\$ 229,347.16	\$ 240,814.52	\$ 252,855.24	\$ 265,498.00	\$ 278,772.91	\$ 292,711.55
319	Hourly	\$ 106.06	\$ 111.37	\$ 116.93	\$ 122.78	\$ 128.92	\$ 135.37	\$ 142.13
	Monthly	\$ 18,384.18	\$ 19,303.39	\$ 20,268.56	\$ 21,281.98	\$ 22,346.08	\$ 23,463.39	\$ 24,636.56
	Annual	\$ 220,610.12	\$ 231,640.63	\$ 243,222.66	\$ 255,383.80	\$ 268,152.98	\$ 281,560.63	\$ 295,638.67
320	Hourly	\$ 107.12	\$ 112.48	\$ 118.10	\$ 124.01	\$ 130.21	\$ 136.72	\$ 143.56
	Monthly	\$ 18,568.02	\$ 19,496.42	\$ 20,471.24	\$ 21,494.80	\$ 22,569.54	\$ 23,698.02	\$ 24,882.92
	Annual	\$ 222,816.23	\$ 233,957.04	\$ 245,654.89	\$ 257,937.63	\$ 270,834.51	\$ 284,376.24	\$ 298,595.05
321	Hourly	\$ 108.19	\$ 113.60	\$ 119.28	\$ 125.25	\$ 131.51	\$ 138.09	\$ 144.99
	Monthly	\$ 18,753.70	\$ 19,691.38	\$ 20,675.95	\$ 21,709.75	\$ 22,795.24	\$ 23,935.00	\$ 25,131.75
	Annual	\$ 225,044.39	\$ 236,296.61	\$ 248,111.44	\$ 260,517.01	\$ 273,542.86	\$ 287,220.00	\$ 301,581.00
322	Hourly	\$ 109.28	\$ 114.74	\$ 120.48	\$ 126.50	\$ 132.83	\$ 139.47	\$ 146.44
	Monthly	\$ 18,941.24	\$ 19,888.30	\$ 20,882.71	\$ 21,926.85	\$ 23,023.19	\$ 24,174.35	\$ 25,383.07
	Annual	\$ 227,294.83	\$ 238,659.57	\$ 250,592.55	\$ 263,122.18	\$ 276,278.29	\$ 290,092.20	\$ 304,596.81
323	Hourly	\$ 110.37	\$ 115.89	\$ 121.68	\$ 127.77	\$ 134.15	\$ 140.86	\$ 147.91
	Monthly	\$ 19,130.65	\$ 20,087.18	\$ 21,091.54	\$ 22,146.12	\$ 23,253.42	\$ 24,416.09	\$ 25,636.90
	Annual	\$ 229,567.78	\$ 241,046.17	\$ 253,098.48	\$ 265,753.40	\$ 279,041.07	\$ 292,993.13	\$ 307,642.78
324	Hourly	\$ 111.47	\$ 117.05	\$ 122.90	\$ 129.04	\$ 135.50	\$ 142.27	\$ 149.38
	Monthly	\$ 19,321.95	\$ 20,288.05	\$ 21,302.46	\$ 22,367.58	\$ 23,485.96	\$ 24,660.25	\$ 25,893.27
	Annual	\$ 231,863.46	\$ 243,456.63	\$ 255,629.46	\$ 268,410.94	\$ 281,831.48	\$ 295,923.06	\$ 310,719.21
325	Hourly	\$ 112.59	\$ 118.22	\$ 124.13	\$ 130.33	\$ 136.85	\$ 143.69	\$ 150.88
	Monthly	\$ 19,515.17	\$ 20,490.93	\$ 21,515.48	\$ 22,591.25	\$ 23,720.82	\$ 24,906.86	\$ 26,152.20
	Annual	\$ 234,182.09	\$ 245,891.20	\$ 258,185.76	\$ 271,095.04	\$ 284,649.80	\$ 298,882.29	\$ 313,826.40



## **Exhibit B**

# *Classification & Compensation System*

CITY OF MONROVIA  
 Full-Time Classification / Compensation Program Overview  
 Fiscal Year 2017/18 - 2021/22

Job Classification	Salary Range	Salary Range Minimum	Salary Range Maximum
Park Ranger	141	\$ 3,127.80	\$ 4,191.56
Accounting Assistant	151	\$ 3,455.04	\$ 4,630.09
Administrative Assistant	151	\$ 3,455.04	\$ 4,630.09
Customer Service Representative	151	\$ 3,455.04	\$ 4,630.09
Maintenance Worker (Facility, Park, Street, & Utility)	151	\$ 3,455.04	\$ 4,630.09
Police Services Representative	151	\$ 3,455.04	\$ 4,630.09
Building Counter Technician	156	\$ 3,631.28	\$ 4,866.27
Old Town Caretaker	156	\$ 3,631.28	\$ 4,866.27
Code Enforcement & Business License Assistant	161	\$ 3,816.52	\$ 5,114.50
Engineering Technician	161	\$ 3,816.52	\$ 5,114.50
Parking Enforcement Officer	161	\$ 3,816.52	\$ 5,114.50
Planning Technician	161	\$ 3,816.52	\$ 5,114.50
Senior Accounting Assistant	161	\$ 3,816.52	\$ 5,114.50
Senior Administrative Assistant	161	\$ 3,816.52	\$ 5,114.50
Senior Maintenance Worker (Facility, Park, Street, & Utility)	161	\$ 3,816.52	\$ 5,114.50
Community Services Officer	166	\$ 4,011.20	\$ 5,375.39
Human Resources Assistant	166	\$ 4,011.20	\$ 5,375.39
Jailer	166	\$ 4,011.20	\$ 5,375.39
Management Assistant	166	\$ 4,011.20	\$ 5,375.39
Benefits Coordinator	171	\$ 4,215.81	\$ 5,649.59
Lead Parking Enforcement Officer	171	\$ 4,215.81	\$ 5,649.59
Office Administrator	171	\$ 4,215.81	\$ 5,649.59
Electrician	171	\$ 4,215.81	\$ 5,649.59
Neighborhood Services Program Coordinator	171	\$ 4,215.81	\$ 5,649.59
Police Communications Operator (Dispatch)	171	\$ 4,215.81	\$ 5,649.59
Recreation Coordinator	171	\$ 4,215.81	\$ 5,649.59
Senior Accounting Systems Technician	171	\$ 4,215.81	\$ 5,649.59
Senior Human Resources Assistant	171	\$ 4,215.81	\$ 5,649.59
Traffic Signal & Street Light Electrician	171	\$ 4,215.81	\$ 5,649.59
Water Production Operator	171	\$ 4,215.81	\$ 5,649.59

CITY OF MONROVIA  
 Full-Time Classification / Compensation Program Overview  
 Fiscal Year 2017/18 - 2021/22

Job Classification	Salary Range	Salary Range Minimum	Salary Range Maximum
Combination Inspector	176	\$ 4,430.86	\$ 5,937.77
Field Services Office Coordinator	176	\$ 4,430.86	\$ 5,937.77
Hillside Wilderness Preserve Supervisor	176	\$ 4,430.86	\$ 5,937.77
Maintenance Lead Worker (Facility, Park, Street, & Utility)	176	\$ 4,430.86	\$ 5,937.77
Neighborhood Preservation Officer	176	\$ 4,430.86	\$ 5,937.77
Payroll Technician	176	\$ 4,430.86	\$ 5,937.77
Project Coordinator	176	\$ 4,430.86	\$ 5,937.77
Senior Community Services Officer	176	\$ 4,430.86	\$ 5,937.77
Senior Financial Systems Technician	182	\$ 4,703.44	\$ 6,303.06
Senior Payroll Technician	182	\$ 4,703.44	\$ 6,303.06
Assistant Planner	188	\$ 4,992.80	\$ 6,690.83
Customer Service Outreach Coordinator	188	\$ 4,992.80	\$ 6,690.83
Information Systems Technician	188	\$ 4,992.80	\$ 6,690.83
Librarian	188	\$ 4,992.80	\$ 6,690.83
Maintenance Supervisor (Facility, Field Services, Park, Street, Utility)	188	\$ 4,992.80	\$ 6,690.83
Police Recruit	188	\$ 4,992.80	\$ 6,690.83
Recreation Supervisor	188	\$ 4,992.80	\$ 6,690.83
Water Production Supervisor	188	\$ 4,992.80	\$ 6,690.83
Fire Inspector	193	\$ 5,247.48	\$ 7,032.13
Senior Combination Inspector	193	\$ 5,247.48	\$ 7,032.13
Senior Public Works Inspector	193	\$ 5,247.48	\$ 7,032.13
Accountant	198	\$ 5,515.16	\$ 7,390.84
Environmental Services Coordinator	198	\$ 5,515.16	\$ 7,390.84
Human Resources Supervisor	198	\$ 5,515.16	\$ 7,390.84
Management Analyst	198	\$ 5,515.16	\$ 7,390.84
Plans Examiner	201	\$ 5,682.27	\$ 7,614.79
Police Services Supervisor	201	\$ 5,682.27	\$ 7,614.79
Associate Planner	203	\$ 5,796.49	\$ 7,767.85
Firefighter	203	\$ 5,796.49	\$ 7,767.85
Police Officer	203	\$ 5,796.49	\$ 7,767.85

CITY OF MONROVIA  
Full-Time Classification / Compensation Program Overview  
Fiscal Year 2017/18 - 2021/22

Job Classification	Salary Range	Salary Range Minimum	Salary Range Maximum
Finance Operations Supervisor	208	\$ 6,092.17	\$ 8,164.08
Information System Analyst	208	\$ 6,092.17	\$ 8,164.08
Field Services Superintendent	208	\$ 6,092.17	\$ 8,164.08
Library Supervisor	208	\$ 6,092.17	\$ 8,164.08
Senior Recreation Supervisor	208	\$ 6,092.17	\$ 8,164.08
Senior Management Analyst	218	\$ 6,729.54	\$ 9,018.23
Fire Engineer	218	\$ 6,729.54	\$ 9,018.23
Firefighter w/ Paramedic Assignment	218	\$ 6,729.54	\$ 9,018.23
Police Officer w/ Agent Assignment	218	\$ 6,729.54	\$ 9,018.23
Police Officer w/ Detective Assignment	218	\$ 6,729.54	\$ 9,018.23
Communications, Crime Analyst, & Technology Supervisor	223	\$ 7,072.82	\$ 9,478.25
Project Manager	223	\$ 7,072.82	\$ 9,478.25
Fire Captain	233	\$ 7,812.79	\$ 10,469.88
Police Sergeant	233	\$ 7,812.79	\$ 10,469.88
Chief Deputy City Clerk	233	\$ 7,812.79	\$ 10,469.88
Assistant to the City Manager	233	\$ 7,812.79	\$ 10,469.88
Information Systems Manager	241	\$ 8,460.13	\$ 11,337.38
Water System Manager	241	\$ 8,460.13	\$ 11,337.38
Field Services Manager	241	\$ 8,460.13	\$ 11,337.38
Finance Operations Manager	241	\$ 8,460.13	\$ 11,337.38
Public Works Operations Manager	241	\$ 8,460.13	\$ 11,337.38
Library Manager	241	\$ 8,460.13	\$ 11,337.38
Recreation Manager	241	\$ 8,460.13	\$ 11,337.38
Fire Division Chief	251	\$ 9,345.25	\$ 12,523.52
Police Lieutenant	251	\$ 9,345.25	\$ 12,523.52
Building & Safety Division Manager	251	\$ 9,345.25	\$ 12,523.52
Deputy Administrative Services Director / Finance Division Manager	251	\$ 9,345.25	\$ 12,523.52
Deputy City Manager	251	\$ 9,345.25	\$ 12,523.52
Neighborhood & Business Services Division Manager	251	\$ 9,345.25	\$ 12,523.52
Planning Division Manager	251	\$ 9,345.25	\$ 12,523.52
Public Works Division Manager	251	\$ 9,345.25	\$ 12,523.52
Police Captain	261	\$ 10,322.97	\$ 13,833.76

CITY OF MONROVIA  
 Full-Time Classification / Compensation Program Overview  
 Fiscal Year 2017/18 - 2021/22

Job Classification	Salary Range	Salary Range Minimum	Salary Range Maximum
Administrative Services Director	276	\$ 11,984.64	\$ 16,060.57
Community Development Director	276	\$ 11,984.64	\$ 16,060.57
Fire Chief	276	\$ 11,984.64	\$ 16,060.57
Police Chief	276	\$ 11,984.64	\$ 16,060.57
Public Services Director	276	\$ 11,984.64	\$ 16,060.57
City Manager	Contract	\$	16,250.00

CITY OF MONROVIA  
Part-Time Classification / Compensation Program Overview  
Fiscal Year 2017/18 - 2021/22

Proposed Classification	Recommended Salary Range	Hourly Min.	Hourly Max.
Hillside Wilderness Preserve Intern	100	\$ 12.00	\$ 16.08
Library Aide	100	\$ 12.00	\$ 16.08
Maintenance Aide	100	\$ 12.00	\$ 16.08
Office Aide	100	\$ 12.00	\$ 16.08
Police Cadet	100	\$ 12.00	\$ 16.08
Recreation Leader	100	\$ 12.00	\$ 16.08
Accounting Aide	120	\$ 14.64	\$ 19.62
Library Clerk	120	\$ 14.64	\$ 19.62
Recreation Specialist	120	\$ 14.64	\$ 19.62
Park Ranger	141	\$ 18.05	\$ 24.18
Accounting Assistant	151	\$ 19.93	\$ 26.71
Administrative Assistant	151	\$ 19.93	\$ 26.71
Police Service Representative	151	\$ 19.93	\$ 26.71
Intern	151	\$ 19.93	\$ 26.71
Building Counter Technician	156	\$ 20.95	\$ 28.07
Parking Enforcement Officer	161	\$ 22.02	\$ 29.51
Community Services Officer	166	\$ 23.14	\$ 31.01
Library Associate	166	\$ 23.14	\$ 31.01
Police Communications Operator (Dispatch)	171	\$ 24.32	\$ 32.59
Neighborhood Preservation Officer	176	\$ 25.56	\$ 34.26
Librarian	188	\$ 28.80	\$ 38.60
Senior Planner	218	\$ 35.15	\$ 47.10