





CITYWIDE PUBLIC PAY SCHEDULE, EFFECTIVE SEPTEMBER 20, 2025

ESCEA									
City of El Segundo City Employees Association Salary Schedule									
EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
6/28/2025	9/3/2024		License/Permit Specialist I	ESCEA	17	Hourly	25.57	4431.28	53175.41
							26.84	4652.85	55834.23
							28.19	4885.50	58625.97
							29.59	5129.77	61557.24
							31.07	5386.26	64635.16
6/28/2025	9/3/2024		License/Permit Specialist II	ESCEA	22	Hourly	28.92	5013.61	60163.34
							30.37	5264.28	63171.38
							31.89	5527.50	66330.01
							33.48	5803.88	69646.51
							35.16	6094.07	73128.90
6/28/2025	9/3/2024		Park Facilities Maintenance Technician	ESCEA	29	Hourly	34.38	5959.61	71515.27
							36.10	6257.59	75091.10
							37.91	6570.47	78845.66
							39.80	6898.99	82787.88
							41.79	7243.94	86927.30
6/28/2025	9/3/2024		Meter Reader/Repairer	ESCEA	26	Hourly	31.93	5534.08	66408.95
							33.52	5810.78	69729.39
							35.20	6101.33	73215.98
							36.96	6406.40	76876.85
							38.81	6726.72	80720.66
6/28/2025	9/3/2024		Network Assistant	ESCEA	22	Hourly	28.92	5013.61	60163.34
							30.37	5264.28	63171.38
							31.89	5527.50	66330.01
							33.48	5803.88	69464.51
							35.16	6094.07	73128.90
9/20/2025	9/16/2025	5558	Office Specialist	ESCEA		Hourly	22.09	3827.91	45934.92
							23.19	4019.30	48231.66
							24.35	4220.27	50643.25
							25.57	4431.28	53175.41
							26.84	4652.85	55834.23
							28.19	4885.50	58625.97
							29.59	5129.77	61557.24
							31.07	5386.26	64635.16
6/28/2025	9/3/2024		Park Maintenance Worker I	ESCEA	15	Hourly	24.33	4217.77	50613.21
							25.55	4428.65	53143.83
							26.83	4650.08	55801.01
							28.17	4882.59	58591.09
							29.58	5126.71	61520.57
6/28/2025	9/3/2024		Park Maintenance Worker II	ESCEA	19	Hourly	26.86	4655.63	55867.59
							28.20	4888.42	58660.98
							29.61	5132.84	61594.03
							31.09	5389.48	64673.74
							32.65	5658.96	67907.49
6/28/2025	9/3/2024		Planning Technician	ESCEA	23	Hourly	29.65	5138.96	61667.49
							31.13	5395.90	64750.76
							32.69	5665.69	67988.33
							34.32	5948.98	71387.71
							36.04	6246.43	74957.17
6/28/2025	9/3/2024		Pool Maintenance Technician	ESCEA	25	Hourly	31.15	5399.11	64789.33
							32.71	5669.07	68028.81
							34.34	5952.52	71430.23
							36.06	6250.14	75001.73
							37.86	6562.65	78751.84
6/28/2025	1/21/2025	5530	Public Works Inspector	ESCEA		Hourly	35.24	6108.60	73303.20
							37.00	6414.03	76968.36
							38.85	6734.73	80816.76
							40.80	7071.47	84857.64
							42.84	7425.04	89100.48
6/28/2025	9/3/2024		Records Technician	ESCEA	23	Hourly	29.65	5138.96	61667.49
							31.13	5395.90	64750.76
							32.69	5665.69	67988.33
							34.32	5948.98	71387.71
							36.04	6246.43	74957.17
6/28/2025	9/3/2024		Recreation Coordinator	ESCEA	25	Hourly	31.15	5399.11	64789.33
							32.71	5669.07	68028.81
							34.34	5952.52	71430.23
							36.06	6250.14	75001.73
							37.86	6562.65	78751.84

CITYWIDE PUBLIC PAY SCHEDULE, EFFECTIVE SEPTEMBER 20, 2025

ESCEA									
City of El Segundo City Employees Association Salary Schedule									
EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
6/28/2025	9/3/2024		Revenue Inspector	ESCEA	33	Hourly	37.95	6578.29	78939.49
							39.85	6907.20	82886.42
							41.84	7252.57	87030.80
							43.93	7615.19	91382.32
							46.13	7995.95	95951.40
6/28/2025	9/3/2024		Senior Library Assistant	ESCEA	27	Hourly	32.73	5672.45	68069.42
							34.36	5956.07	71472.88
							36.08	6253.87	75046.41
							37.88	6566.56	78798.69
							39.78	6894.88	82738.61
6/28/2025	9/3/2024		Senior Network Assistant	ESCEA	26	Hourly	31.93	5534.08	66408.95
							33.52	5810.78	69729.39
							35.20	6101.33	73215.98
							36.96	6406.40	76876.85
							38.81	6726.72	80720.66
6/28/2025	9/3/2024		Street Maintenance Leadworker	ESCEA	28	Hourly	33.54	5814.25	69771.02
							35.22	6104.96	73259.52
							36.98	6410.21	76922.55
							38.83	6730.72	80768.65
							40.77	7067.25	84806.99
6/28/2025	9/3/2024		Street Maintenance Worker I	ESCEA	15	Hourly	24.33	4217.77	50613.21
							25.55	4428.65	53143.83
							26.83	4650.08	55801.01
							28.17	4882.59	58591.09
							29.58	5126.71	61520.57
6/28/2025	9/3/2024		Street Maintenance Worker II	ESCEA	19	Hourly	26.86	4655.63	55867.59
							28.20	4888.42	58660.98
							29.61	5132.84	61594.03
							31.09	5389.48	64673.74
							32.65	5658.96	67907.49
6/28/2025	9/3/2024		Tree Maintenance Worker	ESCEA	22	Hourly	28.92	5013.61	60163.34
							30.37	5264.28	63171.38
							31.89	5527.50	66330.01
							33.48	5803.88	69464.51
							35.16	6094.07	73128.90
6/28/2025	9/3/2024		Water/Wastewater Maintenance Leadworker	ESCEA	28	Hourly	33.54	5814.25	69771.02
							35.22	6104.96	73259.52
							36.98	6410.21	76922.55
							38.83	6730.72	80768.65
							40.77	7067.25	84806.99
6/28/2025	9/3/2024		Water/Wastewater Maintenance Worker I	ESCEA	18	Hourly	26.20	4542.09	54505.14
							27.51	4769.20	57230.42
							28.89	5007.65	60091.79
							30.33	5258.03	63096.39
							31.85	5520.92	66251.08
6/28/2025	9/3/2024		Water/Wastewater Maintenance Worker II	ESCEA	22	Hourly	28.92	5013.61	60163.34
							30.37	5264.28	63171.38
							31.89	5527.50	66330.01
							33.48	5803.88	69464.51
							35.16	6094.07	73128.90
6/29/2024	9/3/2024		Code Compliance Inspector (Part-Time)	ESCEA		Hourly	40.87	7084.13	85009.60
							42.91	7437.73	89252.80
							45.06	7810.40	93724.80
							47.31	8200.40	98404.80
							49.68	8611.20	103334.40

**SPEA**  
**Supervisory and Professional Employees Association**

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
7/1/2025	7/1/2025	5759	Crime Prevention Analyst I	SPEA	30S	Hourly	40.35	6993.44	83921.28
							42.36	7343.11	88117.33
							44.48	7710.26	92523.17
							46.71	8095.78	97149.39
							49.04	8500.57	102006.85
7/1/2025	7/1/2025	5759	Deputy City Treasurer I	SPEA	30S	Hourly	40.35	6993.44	83921.28
							42.36	7343.11	88117.33
							44.48	7710.26	92523.17
							46.71	8095.78	97149.39
							49.04	8500.57	102006.85
7/1/2025	7/1/2025	5759	Librarian I	SPEA	32S	Hourly	42.01	7281.36	87376.34
							44.11	7645.44	91745.23
							46.31	8027.70	96332.38
							48.63	8429.09	101149.04
							51.06	8850.54	106206.48
7/1/2025	7/1/2025	5759	Administrative Analyst	SPEA	33S	Hourly	42.87	7430.74	89168.90
							45.01	7802.29	93627.45
							47.26	8192.40	98308.76
							49.63	8602.02	103224.23
							52.11	9032.11	108385.36
7/1/2025	7/1/2025	5759	Property Owner Coordinator	SPEA	33S	Hourly	42.87	7430.74	89168.90
							45.01	7802.29	93627.45
							47.26	8192.40	98308.76
							49.63	8602.02	103224.23
							52.11	9032.11	108385.36
7/1/2025	7/1/2025	5759	Recreation Supervisor	SPEA	33S	Hourly	42.87	7430.74	89168.90
							45.01	7802.29	93627.45
							47.26	8192.40	98308.76
							49.63	8602.02	103224.23
							52.11	9032.11	108385.36
7/1/2025	7/1/2025	5759	Wellness Coordinator	SPEA	33S	Hourly	42.87	7430.74	89168.90
							45.01	7802.29	93627.45
							47.26	8192.40	98308.76
							49.63	8602.02	103224.23
							52.11	9032.11	108385.36
7/1/2025	7/1/2025	5759	Crime Prevention Analyst II	SPEA	34S	Hourly	43.75	7583.86	91006.35
							45.94	7963.06	95556.68
							48.24	8361.21	100334.54
							50.65	8779.28	105351.32
							53.18	9218.23	110618.81
7/1/2025	7/1/2025	5759	Equipment Maint. Supervisor	SPEA	37S	Hourly	46.54	8066.56	96798.69
							48.86	8469.89	101638.67
							51.31	8893.38	106720.61
							53.87	9338.05	112056.57
							56.57	9804.95	117659.39
7/1/2025	7/1/2025	5759	Park Maintenance Supervisor	SPEA	37S	Hourly	46.54	8066.56	96798.69
							48.86	8469.89	101638.67
							51.31	8893.38	106720.61
							53.87	9338.05	112056.57
							56.57	9804.95	117659.39
7/1/2025	7/1/2025	5759	Project Specialist/ Sr. Accountant	SPEA	37S	Hourly	46.54	8066.56	96798.69
							48.86	8469.89	101638.67
							51.31	8893.38	106720.61
							53.87	9338.05	112056.57
							56.57	9804.95	117659.39
7/1/2025	7/1/2025	5759	Street Maintenance Supervisor	SPEA	37S	Hourly	46.54	8066.56	96798.69
							48.86	8469.89	101638.67
							51.31	8893.38	106720.61
							53.87	9338.05	112056.57
							56.57	9804.95	117659.39

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EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
7/1/2025	7/1/2025	5759	Water/Wastewater Supervisor	SPEA	37S	Hourly	46.54	8066.56	96798.69
							48.86	8469.89	101638.67
							51.31	8893.38	106720.61
							53.87	9338.05	112056.57
							56.57	9804.95	117659.39
7/1/2025	7/1/2025	5759	Construction Coordinator	SPEA	38S	Hourly	47.51	8235.55	98826.60
							49.89	8647.33	103768.02
							52.38	9079.69	108956.31
							55.00	9533.68	114404.18
							57.75	10010.36	120124.34
7/1/2025	7/1/2025	5759	GIS Analyst	SPEA	38S	Hourly	47.51	8235.55	98826.60
							49.89	8647.33	103768.02
							52.38	9079.69	108956.31
							55.00	9533.68	114404.18
							57.75	10010.36	120124.34
7/1/2025	7/1/2025	5759	Program Coordinator	SPEA	38S	Hourly	47.51	8235.55	98826.60
							49.89	8647.33	103768.02
							52.38	9079.69	108956.31
							55.00	9533.68	114404.18
							57.75	10010.36	120124.34
7/1/2025	7/1/2025	5759	RSI Design Coordinator	SPEA	38S	Hourly	47.51	8235.55	98826.60
							49.89	8647.33	103768.02
							52.38	9079.69	108956.31
							55.00	9533.68	114404.18
							57.75	10010.36	120124.34
7/1/2025	7/1/2025	5759	Information Systems Developer	SPEA	39S	Hourly	48.51	8408.80	100905.62
							50.94	8829.24	105950.87
							53.48	9270.70	111248.42
							56.16	9734.24	116810.85
							58.97	10220.95	122651.40
7/1/2025	7/1/2025	5759	Media Supervisor	SPEA	40S	Hourly	49.54	8586.36	103036.29
							52.01	9015.67	108188.03
							54.61	9466.46	113597.49
							57.34	9939.78	119277.39
							60.21	10436.77	125241.24
7/1/2025	7/1/2025	5759	Accounting Supervisor	SPEA	48S	Hourly	51.02	8843.95	106127.38
							53.57	9286.14	111433.67
							56.25	9750.45	117005.42
							59.07	10237.98	122855.71
							62.02	10749.87	128998.48
7/1/2025	7/1/2025	5759	Economic Development Analyst	SPEA	40S	Hourly	49.54	8586.36	103036.29
							52.01	9015.67	108188.03
							54.61	9466.46	113597.49
							57.34	9939.78	119277.39
							60.21	10436.77	125241.24
7/1/2025	7/1/2025	5759	Police Records Supervisor	SPEA	40S	Hourly	49.54	8586.36	103036.29
							52.01	9015.67	108188.03
							54.61	9466.46	113597.49
							57.34	9939.78	119277.39
							60.21	10436.77	125241.24
7/1/2025	7/1/2025	5759	Senior Administrative Analyst	SPEA	40S	Hourly	49.54	8586.36	103036.29
							52.01	9015.67	108188.03
							54.61	9466.46	113597.49
							57.34	9939.78	119277.39
							60.21	10436.77	125241.24
7/1/2025	7/1/2025	5759	Associate Engineer	SPEA	42S	Hourly	51.66	8954.90	107458.82
							54.25	9402.64	112831.73
							56.96	9872.78	118473.36
							59.81	10366.42	124397.08
							62.80	10884.73	130616.80

SPEA									
Supervisory and Professional Employees Association									
EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
7/1/2025	7/1/2025	5759	Facilities Maintenance Supervisor	SPEA	42S	Hourly	51.66	8954.90	107458.82
							54.25	9402.64	112831.73
							56.96	9872.78	118473.36
							59.81	10366.42	124397.08
							62.80	10884.73	130616.80
7/1/2025	7/1/2025	5759	Plan Check Engineer	SPEA	42S	Hourly	51.66	8954.90	107458.82
							54.25	9402.64	112831.73
							56.96	9872.78	118473.36
							59.81	10366.42	124397.08
							62.80	10884.73	130616.80
7/1/2025	7/1/2025	5759	Purchasing Agent	SPEA	42S	Hourly	51.66	8954.90	107458.82
							54.25	9402.64	112831.73
							56.96	9872.78	118473.36
							59.81	10366.42	124397.08
							62.80	10884.73	130616.80
7/1/2025	7/1/2025	5759	RSI Supervisor	SPEA	42S	Hourly	51.66	8954.90	107458.82
							54.25	9402.64	112831.73
							56.96	9872.78	118473.36
							59.81	10366.42	124397.08
							62.80	10884.73	130616.80
7/1/2025	7/1/2025	5759	Information System Specialist	SPEA	43S	Hourly	52.77	9146.11	109753.32
							55.40	9603.42	115241.06
							58.17	10083.59	121003.07
							61.08	10587.77	127053.27
							64.14	11117.15	133405.83
7/1/2025	7/1/2025	5759	Senior Building Inspector	SPEA	44S	Hourly	53.90	9342.11	112105.30
							56.59	9809.22	117710.64
							59.42	10299.67	123596.09
							62.39	10814.66	129775.94
							65.51	11355.39	136264.65
7/1/2025	7/1/2025	5759	Assistant Fire Marshall	SPEA	45S	Hourly	55.06	9543.02	114516.22
							57.81	10020.16	120241.94
							60.70	10521.18	126254.13
							63.73	11047.24	132566.83
							66.92	11599.59	139195.12
7/1/2025	7/1/2025	5759	Emergency Management Coordinator	SPEA	45S	Hourly	55.06	9543.02	114516.22
							57.81	10020.16	120241.94
							60.70	10521.18	126254.13
							63.73	11047.24	132566.83
							66.92	11599.59	139195.12
7/1/2025	7/1/2025	5759	Principal Environmental Specialist	SPEA	45S	Hourly	55.06	9543.02	114516.22
							57.81	10020.16	120241.94
							60.70	10521.18	126254.13
							63.73	11047.24	132566.83
							66.92	11599.59	139195.12
7/1/2025	7/1/2025	5759	Senior Engineer Associate	SPEA	46S	Hourly	56.24	9748.93	116987.13
							59.06	10236.38	122836.55
							62.01	10748.19	128978.27
							65.11	11285.60	135427.24
							68.36	11849.88	142198.57
7/1/2025	7/1/2025	5759	Technical Services Analyst	SPEA	47S	Hourly	57.46	9959.99	119519.89
							60.33	10457.99	125495.92
							63.35	10980.89	131770.74
							66.52	11529.94	138359.30
							69.84	12106.44	145277.24
1/24/2026	1/20/2026	5579	Fire Marshal	SPEA	53S	Hourly	64.86	11241.55	134898.54
							68.10	11803.63	141643.52
							71.50	12393.81	148725.68
							75.08	13013.50	156161.98
							78.83	13664.17	163970.04

**SPEA**

**Supervisory and Professional Employees Association**

<b>EFFECTIVE DATE</b>	<b>SALARY REVISION EFFECTIVE DATE</b>	<b>AGREEMENT NUMBER</b>	<b>JOB CLASS TITLE</b>	<b>GROUP BU</b>	<b>GRADE</b>	<b>PAY TYPE</b>	<b>HOURLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
7/1/2025	7/1/2025	5759	Principal Planner	SPEA	52S	Hourly	64.02	11097.13	133165.58
							35.16	6094.07	73128.90
							70.58	12234.59	146815.12
							74.11	12846.32	154155.80
							77.82	13488.63	161863.60
7/1/2025	7/1/2025	5356	Senior Planner	SPEA		Hourly	47.05	8155.09	97861.12
							49.40	8562.85	102754.20
							51.87	8990.99	107891.90
							54.46	9440.54	113286.52
							57.19	9912.57	118950.80
7/1/2025	7/1/2025	5759	Senior Plan Check Engineer	SPEA	52S	Hourly	64.02	11097.13	133165.58
							67.22	11652.00	139823.94
							70.58	12234.59	146815.12
							74.11	12846.32	154155.80
							77.82	13488.63	161863.60
7/1/2025	7/1/2025	5759	Environmental Safety Manager	SPEA	53S	Hourly	64.86	11241.55	134898.54
							68.10	11803.63	141643.52
							71.50	12393.81	148725.68
							75.08	13013.50	156161.98
							78.83	13664.17	163970.04

**2% COLA  
Effective July 1, 2025**

<b>PSSEA</b>									
<b>Police Support Services Employee Association Salary Schedule</b>									
<b>EFFECTIVE DATE</b>	<b>SALARY REVISION EFFECTIVE DATE</b>	<b>AGREEMENT NUMBER</b>	<b>JOB CLASS TITLE</b>	<b>GROUP BU</b>	<b>GRADE</b>	<b>PAY TYPE</b>	<b>HOURLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
7/1/2025	7/1/2025		Crime Scene Investigator I	PSSEA	20ps	Hourly	34.46	5972.59	71671.08
							36.18	6271.22	75254.63
							37.99	6584.79	79017.43
							39.89	6914.04	82968.22
							41.88	7259.72	87116.68
7/1/2025	7/1/2025		Crime Scene Investigator II	PSSEA	21ps	Hourly	38.74	6714.93	80579.17
							40.68	7050.69	84608.26
							42.71	7403.21	88838.56
							44.85	7773.37	93280.48
							47.09	8162.05	97944.61
7/1/2025	7/1/2025		Police Assistant I	PSSEA	13ps	Hourly	25.21	4369.29	52431.51
							26.47	4587.76	55053.12
							27.79	4817.15	57805.79
							29.18	5058.00	60696.05
							30.64	5310.90	63730.84
7/1/2025	7/1/2025		Police Assistant II	PSSEA	17ps	Hourly	27.89	4833.72	58004.60
							29.28	5075.40	60904.83
							30.75	5329.17	63950.06
							32.38	5595.63	67147.52
							33.90	5875.42	70505.00
7/1/2025	7/1/2025		Police Service Officer I	PSSEA	22ps	Hourly	29.28	5074.44	60893.22
							30.74	5328.16	63937.97
							32.28	5594.57	67134.85
							33.89	5874.30	70491.63
							35.58	6168.02	74016.23
7/1/2025	7/1/2025		Police Service Officer II	PSSEA	26ps	Hourly	32.56	5643.58	67722.94
							34.19	5925.76	71109.15
							35.90	6222.05	74664.57
							37.69	6533.15	78397.85
							39.58	6859.80	82317.64

**POLICE OFFICERS' ASSOCIATION (POA) PAY SCHEDULE**  
**Effective December 13, 2025**

**POA**  
**Police Officers' Association Salary Schedule**

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
12/13/2025	12/3/2025	6801	Police Officer	ESPOA	687	Hourly	48.64	8431.07	101172.86
							51.07	8852.90	106234.75
							53.63	9296.35	111556.22
							56.32	9761.44	117137.28
							59.12	10248.16	122977.92
							65.04	11273.88	135286.53
12/13/2025	12/3/2025	6801	Police Sergeant	ESPOA	700	Hourly	60.94	10563.63	126763.52
							63.99	11091.81	133101.70
							67.18	11645.23	139742.72
							70.55	12229.29	146751.49
							74.08	12840.39	154084.74
							81.48	14123.89	169486.72

**POLICE MANAGEMENT ASSOCIATION (PMA) PAY SCHEDULE**  
 Effective February 7, 2026

<b>PMA</b>									
<b>Police Management Association</b>									
<b>EFFECTIVE DATE</b>	<b>SALARY REVISION EFFECTIVE DATE</b>	<b>AGREEMENT NUMBER</b>	<b>JOB CLASS TITLE</b>	<b>GROUP BU</b>	<b>GRADE</b>	<b>PAY TYPE</b>	<b>HOURLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
2/7/2026	2/3/2026		Police Lieutenant	ESPMA	56P	Hourly	91.07	15784.78	189417.38
							95.62	16574.02	198888.19
							100.40	17402.72	208832.62
							105.42	18272.86	219274.26
							110.69	19186.49	230237.88
7/1/2025	7/1/2025		Police Captain	ESPMA	61P	Hourly	101.36	17569.70	210836.41
							106.43	18448.19	221368.31
							111.75	19370.60	232447.24
							117.34	20339.12	244069.49
							123.21	21356.08	256272.99

**EL SEGUNDO FIREFIGHTERS' ASSOCIATION (ESFA) PAY SCHEDULE**  
 Effective the pay period including June 29, 2025 - 3%

<b>ESFA</b>									
<b>El Segundo Firefighters' Association, I.A.F.F, Local 3682 Salary Schedule</b>									
<b>EFFECTIVE DATE</b>	<b>SALARY REVISION EFFECTIVE DATE</b>	<b>AGREEMENT NUMBER</b>	<b>JOB CLASS TITLE</b>	<b>GROUP BU</b>	<b>GRADE</b>	<b>PAY TYPE</b>	<b>HOURLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
7/1/2025	6/29/2024	5467	Firefighter	ESFA - IAFF	483	Hourly	34.39	8345.27	100143.24
							35.82	8691.79	104301.48
							37.32	9055.62	108667.44
							38.89	9437.62	113251.44
							40.54	9838.71	118064.52
							42.28	10259.88	123118.56
7/1/2025	6/29/2024	5467	Fire Paramedic	ESFA - IAFF	497	Hourly	40.62	9856.00	118272.00
							42.35	10278.04	123336.48
							44.18	10721.15	128653.80
							46.10	11186.44	134237.28
							48.11	11675.01	140100.12
7/1/2025	6/29/2024	5467	Fire Engineer	ESFA - IAFF	497	Hourly	40.62	9856.00	118272.00
							42.35	10278.04	123336.48
							44.18	10721.15	128653.80
							46.10	11186.44	134237.28
							48.11	11675.01	140100.12
7/1/2025	6/29/2024	5467	Fire Captain	ESFA - IAFF	510	Hourly	46.18	11206.49	134477.88
							48.20	11696.03	140352.36
							50.32	12210.07	146520.84
							52.54	12749.80	152997.60
							54.88	13316.52	159798.24

**UNREPRESENTED MANAGEMENT AND CONFIDENTIAL  
SALARY RANGE ADJUSTMENTS - SEPTEMBER 16, 2025**

<b>M&amp;C</b>									
<b>Unrepresented: Executive, Mid-Management, Confidential Employee Salary Schedule</b>									
<b>EFFECTIVE DATE</b>	<b>SALARY REVISION EFFECTIVE DATE</b>	<b>AGREEMENT NUMBER</b>	<b>JOB CLASS TITLE</b>	<b>GROUP BU</b>	<b>GRADE</b>	<b>PAY TYPE</b>	<b>HOURLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
9/6/2025	9/2/2025	5557	Deputy City Manager (At-Will)	EXECUTIVE	60d	Salaried	68.20	11822.00	141864.00
							118.99	20625.00	247500.00
9/6/2025	9/2/2025	5557	Chief of Police	EXECUTIVE	60f	Salaried	101.66	17620.73	211448.76
							147.61	25585.30	307023.55
9/6/2025	9/2/2025	5557	Fire Chief	EXECUTIVE	70f	Salaried	96.69	16760.14	201121.68
							146.78	25441.90	305302.80
9/6/2025	9/2/2025	5557	Chief Financial Officer	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							118.99	20625.00	247500.00
9/20/2025	9/16/2025	5558	Director of Human Resources and Risk Management	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							118.99	20625.00	247500.00
9/6/2025	9/2/2025	5557	Information Technology Services Director	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							118.99	20625.00	247500.00
9/6/2025	9/2/2025	5557	Director of Recreation, Parks, and Library	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							118.99	20625.00	247500.00
9/6/2025	9/2/2025	5557	Director of Community Development	EXECUTIVE	64d	Salaried	78.35	13581.00	162972.00
							118.99	20625.00	247500.00
9/6/2025	9/2/2025	5557	Director of Public Works	EXECUTIVE	64d	Salaried	77.39	13415.00	160980.00
							118.99	20625.00	247500.00
9/6/2025	9/2/2025	5557	Assistant City Engineer	MANAGEMENT	56m	Salaried	60.70	10521.52	126258.24
							81.84	14186.38	170236.59
9/6/2025	9/2/2025	5557	Aquatics Manager (At-Will)	MANAGEMENT	50m	Salaried	56.85	9854.65	118255.80
							76.66	13287.22	159446.66
9/20/2025	9/16/2025	5558	Division Chief (112hr)	MANAGEMENT	60f	Salaried	53.74	17882.63	214591.56
							90.28	21908.29	262899.50
9/6/2025	9/2/2025	5557	Building Official (At-Will)	MANAGEMENT	60f	Salaried	64.83	11236.58	134838.96
							87.41	15150.50	181805.98
9/6/2025	9/2/2025	5557	City Engineer (At-Will)	MANAGEMENT	60m	Salaried	68.91	11943.54	143322.48
							92.91	16103.72	193244.59
9/6/2025	9/2/2025	5557	Communications Manager (At-Will)	MANAGEMENT	51m	Salaried	58.10	10070.98	120851.76
							78.34	13578.91	162946.90
9/6/2025	9/2/2025	5557	Deputy City Clerk	MANAGEMENT	27m	Salaried	35.43	6140.99	73691.88
							47.49	8231.48	98777.79
9/6/2025	9/2/2025	5557	Assistant City Clerk (At-Will)	MANAGEMENT	36m	Salaried	58.10	10070.98	120851.76
							78.34	13578.91	162946.90
9/6/2025	9/2/2025	5557	Deputy City Treasurer II	MANAGEMENT	30s	Salaried	44.05	7635.47	91625.64
							59.39	10295.05	123540.63
9/6/2025	9/2/2025	5557	Environmental Programs Manager (At-Will)	MANAGEMENT	81m	Salaried	58.10	10070.98	120851.76
							78.34	13578.91	162946.89
9/6/2025	9/2/2025	5557	General Services Superintendent (At-Will)	MANAGEMENT	57m	Salaried	59.04	10233.12	122797.44
							79.61	13797.51	165570.19
9/6/2025	9/2/2025	5557	Finance Manager (At-Will)	MANAGEMENT	55m	Salaried	59.38	10292.33	123507.96
							88.26	15297.81	183573.77
9/6/2025	9/2/2025	5557	Utilities Superintendent (At-Will)	MANAGEMENT	59m	Salaried	59.04	10233.12	122797.44
							79.61	13797.51	165570.19
9/6/2025	9/2/2025	5557	Human Resources Manager (At-Will)	MANAGEMENT	51m	Salaried	58.10	10070.98	120851.76
							85.32	14787.43	177449.17
9/6/2025	9/2/2025	5557	Information Systems Manager (At-Will)	MANAGEMENT	54m	Salaried	62.04	10753.00	129036.00
							83.64	14498.49	173981.82
9/6/2025	9/2/2025	5557	Librarian II	MANAGEMENT	37m	Salaried	41.97	7274.57	87294.84
							56.58	9808.45	117701.33
9/6/2025	9/2/2025	5557	Library Services Manager	MANAGEMENT	50m	Salaried	56.85	9854.65	118255.80
							76.66	13287.22	159446.66
9/6/2025	9/2/2025	5557	Park Maintenance Superintendent	MANAGEMENT	48m	Salaried	54.45	9437.67	113252.04
							73.42	12724.99	152699.93
9/20/2025	9/16/2025	5558	Planning Manager (At-Will)	MANAGEMENT	56m	Salaried	64.83	11236.58	134838.96
							91.59	15874.69	190496.31
9/6/2025	9/2/2025	5557	Recreation Manager (At-Will)	MANAGEMENT	50m	Salaried	56.85	9854.65	118255.80
							76.66	13287.22	159446.66
9/6/2025	9/2/2025	5557	Risk Manager (At-Will)	MANAGEMENT	52m	Salaried	58.10	10071.00	120852.00
							78.33	13578.71	162944.47
9/6/2025	9/2/2025	5557	Senior Librarian	MANAGEMENT	39m	Salaried	44.98	7796.33	93555.96
							60.64	10511.96	126143.42
9/6/2025	9/2/2025	5557	Treasury & Customer Service Manager	MANAGEMENT	141	Salaried	59.38	10292.00	123504.00
							80.06	13877.58	166531.00
9/6/2025	9/2/2025	5557	Accountant	CONFIDENTIAL	31m	Salaried	38.16	6614.09	79369.08
							51.45	8917.91	107014.95

**UNREPRESENTED MANAGEMENT AND CONFIDENTIAL  
SALARY RANGE ADJUSTMENTS - SEPTEMBER 16, 2025**

<b>M&amp;C</b>									
<b>Unrepresented: Executive, Mid-Management, Confidential Employee Salary Schedule</b>									
<b>EFFECTIVE DATE</b>	<b>SALARY REVISION EFFECTIVE DATE</b>	<b>AGREEMENT NUMBER</b>	<b>JOB CLASS TITLE</b>	<b>GROUP BU</b>	<b>GRADE</b>	<b>PAY TYPE</b>	<b>HOURLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
9/6/2025	9/2/2025	5557	Executive Assistant	CONFIDENTIAL	34m	Salaried	37.98	6582.92	78995.04
							51.21	8875.89	106510.68
9/6/2025	9/2/2025	5557	Human Resources Analyst	CONFIDENTIAL	34m	Salaried	41.40	7176.04	86112.48
							55.82	9675.61	116107.21
9/6/2025	9/2/2025	5557	Human Resources Technician	CONFIDENTIAL	18m	Salaried	29.58	5127.76	61533.12
							39.89	6913.87	82966.44
9/6/2025	9/2/2025	5557	Management Analyst	CONFIDENTIAL	35m	Salaried	41.40	7176.04	86112.48
							55.82	9675.61	116107.21
9/6/2025	9/2/2025	5557	Payroll Accountant	CONFIDENTIAL	31m	Salaried	38.16	6614.09	79369.08
							51.45	8917.91	107014.95
9/6/2025	9/2/2025	5557	Principal Civil Engineer	CONFIDENTIAL	51m	Salaried	58.10	10070.98	120851.76
							78.34	13578.91	162946.90
9/6/2025	9/2/2025	5557	Senior Civil Engineer (At-Will)	CONFIDENTIAL	48m	Salaried	54.45	9437.67	113252.04
							73.42	12724.99	152699.93
9/6/2025	9/2/2025	5557	Senior Executive Assistant (At-Will)	CONFIDENTIAL	35m	Salaried	41.40	7606.60	91279.23
							56.33	9763.48	117161.74
9/6/2025	9/2/2025	5557	Senior Human Resources Analyst	CONFIDENTIAL	39m	Salaried	44.98	7796.33	93555.96
							60.64	10511.96	126143.42
9/6/2025	9/2/2025	5557	Senior Management Analyst	CONFIDENTIAL	39m	Salaried	44.98	7796.33	93555.96
							65.60	11371.83	136461.96
9/6/2025	9/2/2025	5557	Special Projects Administrator	CONFIDENTIAL	35m	Salaried	41.40	7176.04	86112.48
							55.82	9675.61	116107.21



**CITYWIDE PUBLIC PAY SCHEDULE  
REVISION DATE - FEBRUARY 7 ,2026**

**Part-Time Hourly Pay Schedule**

EFFECTIVE DATE	SALARY REVISION EFFECTIVE DATE	AGREEMENT NUMBER	JOB CLASS TITLE	GROUP BU	GRADE	PAY TYPE	HOURLY	MONTHLY	ANNUAL
12/14/2020		5243	Senior Video Technician/Media Specialist PT	TEMPORARY	33pt	Hourly	17.25	2990.00	35880.00
							18.11	3139.07	37668.80
							19.02	3296.80	39561.60
							19.97	3461.47	41537.60
							20.97	3634.80	43617.60
							22.02	3816.80	45801.60
12/14/2020		5243	Senior Video Technician II PT	TEMPORARY	35pt	Hourly	22.25	3856.67	46280.00
							23.36	4049.07	48588.80
							24.53	4251.87	51022.40
							25.76	4465.07	53580.80
							27.05	4688.67	56264.00
							28.40	4922.67	59072.00
12/14/2020	11/2/2021	5243	Video Technician II/Media Assistant PT	TEMPORARY	12pt	Hourly	15.44	2676.27	32115.20
							16.21	2809.73	33716.80
							17.02	2950.13	35401.60
							17.87	3097.47	37169.60
							18.76	3251.73	39020.80
							19.69	3412.93	40955.20
12/14/2020		5243	Shuttle Driver PT	TEMPORARY	38pt	Hourly	17.25	2990.00	35880.00
							18.11	3139.07	37668.80
							19.02	3296.80	39561.60
							19.97	3461.47	41537.60
							20.97	3634.80	43617.60
							22.02	3816.80	45801.60
4/1/2025	4/5/2025	5536	Swim Instructor PT	TEMPORARY	682	Hourly	24.20	4194.67	50336.00
3/21/2023	3/21/2023	5270	Accountant PT	TEMPORARY	41pt	Hourly	38.16	6614.40	79372.80
							45.79	7936.93	95243.20
3/16/2021		5254	Police Services Officer II PT	TEMPORARY	26ps	Hourly	28.37	4917.47	59009.60
							34.48	5976.53	71718.40
3/2/2021		5252	Public Safety Officer II PT	TEMPORARY	26ps	Hourly	27.81	4820.40	57844.80
							33.80	5858.67	70304.00
3/2/2021		5252	Fire Marshal PT	TEMPORARY	49S	Hourly	52.24	9054.93	108659.20
							63.50	11006.67	132080.00
3/2/2021		5252	Battalion Chief PT	TEMPORARY	60F	Hourly	75.24	13041.60	156499.20
							90.28	15648.53	187782.40
6/20/2023	6/20/2023	5425	Communications Coordinator	TEMPORARY	42pt	Hourly	22.25	3856.67	46280.00
							23.36	4049.07	48588.80
							24.53	4251.87	51022.40
							25.76	4465.07	53580.80
							27.05	4688.67	56264.00
							28.40	4922.67	59072.00
5/7/2024	5/7/2024	5483	Code Compliance Inspector PT	TEMPORARY	23pt	Hourly	38.52	6676.80	80121.60
							40.45	7011.33	84136.00
							42.47	7361.47	88337.60
							44.59	7728.93	92747.20
							46.83	8117.20	97406.40

**CITYWIDE PUBLIC PAY SCHEDULE, EFFECTIVE OCTOBER 4, 2011  
REVISION DATE - SEPTEMBER 03, 2024**

<b>Contracts</b>									
<b>Elected Officials</b>									
<b>EFFECTIVE DATE</b>	<b>SALARY REVISION EFFECTIVE DATE</b>	<b>AGREEMENT NUMBER</b>	<b>JOB CLASS TITLE</b>	<b>GROUP BU</b>	<b>GRADE</b>	<b>PAY TYPE</b>	<b>HOURLY</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
			<b>CONTRACTS</b>						
7/1/2024	9/3/2024	5506	City Manager	CONTRACT	227	Salaried	135.00	23400.00	280800.00
							148.50	25740.00	308880.00
			<b>ELECTED OFFICIALS</b>						
3/7/2006	Ordinance	1392	Council Member	ELECTED	290	Stipend		900.00	10800.00
6/4/2019	9/20/2023	5154	City Clerk	ELECTED	209	Stipend	19.47	3375.00	40500.00
6/5/2019		5154	City Treasurer	ELECTED	236	Stipend		2375.00	28500.00

**City of El Segundo**  
**List of Revisions to the City Wide Salary Schedule**  
**10/04/2011 - 02/07/2026**

Revision Dates	Group	% of Revision	Revision	Council Adoption Date
2/7/2026	Unrepresented		Police Officer Trainee	2/3/2026
2/7/2026	PMA		Police Lieutenant	2/3/2026
1/24/2026	SPEA	-	Fire Marshal	1/20/2026
12/13/2025	POA	4.00	Police Officer, Police Sergeant	12/3/2025
9/16/2025	CEA		Office Specialist, Administrative Specialist, Senior Administrative Specialist I/II	9/20/2025
9/2/2025	M & C	10.00	Executive Positions	9/6/2025
9/2/2025	M & C	6.00	Management and Confidential Positions	9/6/2025
9/2/2025	M & C	4.78	Planning Manager (At-Will)	9/6/2025
9/2/2025	M & C	8.90	Human Resources Manager (At-Will)	9/6/2025
9/2/2025	M & C	8.18	Senior Management Analyst	9/6/2025
6/28/2025	SPEA	2.00		4/18/2023
6/28/2025	PSSEA	2.00		6/20/2023
6/28/2025	PMA	3.00		11/7/2023
6/28/2025	FFA	3.00		3/21/2024
6/28/2025	CEA	3.00		9/3/2024
4/7/2025	Unrepresented	-	Lifeguard Trainee, Lifeguard, Swim Instructor, Senior Lifeguard	4/1/2025
1/22/2025	CEA		Engineering Technician, Public Works Inspector	1/21/2025
10/2/2024	Unrepresented		License Permit Specialist I/II PT	10/1/2024
10/2/2024	Unrepresented		Police Officer Trainee	10/1/2024
9/4/2024	M&C	4.00	City Manager	9/3/2024
9/4/2024	CEA	3.00		9/3/2024
8/21/2024	Unrepresented	-	Recreation Leader, Senior Recreation Leader, Recreation Specialist	8/20/2024
7/1/2024	PMA	3.00		11/7/2023
7/1/2024	PSSEA	2.00		6/20/2023
7/1/2024	SPEA	2.00		4/18/2023
6/29/2024	FFA	5.3	Firefighter, Fire Paramedic, Fire Engineer, Fire Captain	5/21/2024
6/29/2024	M&C	-		6/18/2024
6/3/2024	FFA	-	Firefighter, Fire Paramedic, Fire Engineer, Fire Captain	5/21/2024
5/22/2024	ESCEA/M&C	-	Media Specialist/ Building Official (At-Will)	5/21/2024
5/8/2024	SPEA	-	GIS Analyst	5/7/2024
5/8/2024	Unrepresented	-	Lifeguard Trainee, Lifeguard, Swim Instructor, Senior Lifeguard	5/7/2024
5/8/2024	Unrepresented	-	Code Compliance Inspector PT	5/7/2024
2/24/2024	FFA	1.50		2/20/2024
1/16/2024	Unrepresented	-	Recreation Manager (At-Will)	1/16/2024
12/19/2023	MC	-	Fire Chief	12/19/2023
11/18/2023	PMA	7.00		11/7/2023
11/8/2023	MC	-	Environmental Programs Manager (At-Will)	11/7/2023

10/30/2023	MC	-	Aquatics Manager (At-Will)	10/3/2023
10/30/2023	Elected	-	City Clerk (Elected)	9/19/2023
10/30/2023	MC	-	Chief of Police	9/19/2023
7/1/2023	PSSEA	2.00		6/20/2023
7/1/2023	SPEA	2.00		4/18/2023
6/20/2023	Unrepresented	-	Communications Coordinator	6/20/2023
6/6/2023	MC	-	Aquatics Manager	6/6/2023
4/22/2023	POA	7.00		5/2/2023
3/21/2023	Unrepresented	-	Accountant PT, Special Projects Administrator	3/21/2023
2/21/2023	MC	-	Utilities Superintendent (At-Will), Human Resources Analyst	2/21/2023
12/20/2022	MC	-	General Services Superintendent (At-Will)	12/20/2022
12/6/2022	Unrepresented	-	Minimum Wage (\$15.50)	12/6/2022
12/6/2022	Unrepresented	-	Lifeguard Trainee	12/6/2022
10/4/2022	MC	-	Information Systems Manager (At-Will)	10/4/2022
10/4/2022	CEA	-	Fire Prevention Specialist II	10/4/2022
10/1/2022	PSSEA	2.00		6/20/2023
10/1/2022	PMA	3.00		1/16/2020
10/1/2022	CEA	2.00		3/20/2019
10/1/2022	SPEA	4.00		4/18/2023
9/6/2022	MC	-	Director of Community Development, Director of Recreation, Parks, and Library	9/6/2022
8/16/2022	SPEA/CEA	-	Associate Planner, Senior Planner	8/16/2022
7/1/2022	MC	-	City Manager	7/1/2022
6/7/2022	MC	-	Assistant City Clerk (At-Will) Deputy City Clerk	6/7/2022
5/17/2022	MC	-	Communications Manager (At-Will)	5/17/2022
5/17/2022	Unrepresented	-	Lifeguard Trainee	5/17/2022
4/19/2022	MC	-	Finance Manager (At-Will)	4/19/2022
1/18/2022	MC	-	Chief Financial Officer	1/18/2022
10/19/2021	MC	6.00	City Manager	10/19/2021
10/1/2021	PMA	3.00		1/16/2020
10/1/2021	CEA	2.00		3/20/2019
10/1/2021	PSSEA	2.00		10/1/2018
10/1/2021	SPEA	2.00		10/1/2018
5/18/2021	MC	-	Human Resources Manager (At-Will)	5/18/2021
5/4/2021	MC	-	Development Services Director	5/4/2021
4/20/2021	MC	-	Reclassification of HR Assistant to HR Technician	4/20/2021
12/15/2020	Unrepresented	-	Part-time salary	12/15/2020
12/14/2020	Unrepresented	-	Administrative Intern	12/14/2020
11/20/2020	MC	-	Risk Manager (At-Will), Library Services Manager, Deputy City Manager (At-Will), HR Director, Community Services Director, Development Services Director, IT Services Director, Treasury and Customer Service Manager, Chief Financial Officer	11/20/2020
11/3/2020	MC	-	Communications and Legislative Affairs Manager	11/3/2020

10/1/2020	PMA	3.00		1/16/2020
10/1/2020	CEA	2.00		3/20/2019
10/1/2020	FFA	2.50		10/1/2018
10/1/2020	POA	2.00		10/1/2018
10/1/2020	PSSEA	2.00		10/1/2018
10/1/2020	SPEA	2.00		10/1/2018
10/1/2019	FFA	2.50		10/1/2018
10/1/2019	POA	2.00		10/1/2018
6/4/2019	MC	-		6/4/2019
6/5/2018	Unrepresented	-	New PT Lifeguard and Senior Lifeguard	6/5/2018
1/6/2018	SPEA	-	Accounting Supervisor	1/6/2018
1/6/2018	SPEA	-	Assistant Fire Marshal	1/6/2018
6/20/2017	MC	-	Director of Information Systems (At-will)	6/20/2017
5/13/2017	CEA	-	Records Technician	9/20/2016
5/13/2017	CEA	-	Crime Scene Investigator	5/13/2017
4/18/2017	MC	-	Accountant	4/18/2017
4/15/2017	PSSEA	-	Police Assistant I	4/15/2017
3/4/2017	Unrepresented	-	Police Officer Trainee	2/21/2017
3/4/2017	POA	-	Police Sergeant	3/4/2017
10/1/2016	FFA	3.00		10/1/2014
10/1/2016	FFA	-	Fire Paramedic, Firefighter	10/1/2016
3/15/2016	Elected	-	City Treasurer	3/15/2016
12/26/2015	MC	-	Accounting Manager	12/26/2015
12/26/2015	MC	-	Executives	12/26/2015
12/26/2015	MC	-	Planning Manager	12/26/2015
11/28/2015	FFA	2.00		10/1/2014
9/21/2013	CEA	-	COLA	9/21/2013
10/1/2012	PMA	-	COLA	9/27/2011
10/1/2012	PSSEA	-	COLA	10/1/2011
10/1/2011	POA	-	COLA	10/3/2011