

RESOLUTION NO. 20-7960

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF DOWNEY ADOPTING AN UPDATED COMPREHENSIVE PAY SCHEDULE IN COMPLIANCE WITH CALIFORNIA CODE OF REGULATIONS, TITLE 2, SECTION 570.5

WHEREAS, California Code of Regulations, Title 2, 570.5 requires the City to adopt a current publicly available comprehensive pay schedule containing the position title for every employee position in a format prescribed.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF DOWNEY DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. This resolution includes pay ranges in effect for all employee positions and attached hereto as Exhibit A, and by this reference, is hereby adopted.

SECTION 2. This resolution is an update to the Comprehensive Pay Schedule previously adopted by the City Council at its regular meeting on November 12, 2019.

SECTION 3. This resolution is effective immediately upon adoption.

SECTION 4. The City Clerk shall certify to the adoption of this resolution.

APPROVED AND ADOPTED this 25th day of August, 2020.



BLANCA PACHECO, Mayor

ATTEST:



MARIA ALICIA DUARTE, CMC
City Clerk

I HEREBY CERTIFY that the foregoing Resolution was adopted by the City Council of the City of Downey at a regular meeting held on the 25th day of August, 2020, by the following vote, to wit:

AYES:	Council Members:	Ashton, Rodriguez, Saab, Frometa, Mayor Pacheco
NOES:	Council Member:	None.
ABSENT:	Council Member:	None.
ABSTAIN:	Council Member:	None.



MARIA ALICIA DUARTE, CMC
City Clerk

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Downey City Employees' Association – Miscellaneous Unit (DCEA-Misc.)

Grade & Description: 01-129 ADMINISTRATIVE CLERK I
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	2,889.32	16.6691
B	3,048.26	17.5861
C	3,215.93	18.5534
D	3,392.73	19.5735
E	3,579.30	20.6498

Grade & Description: 01-143 LIBRARY ASSISTANT
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	3,214.94	18.5478
B	3,391.79	19.5680
C	3,578.39	20.6445
D	3,775.20	21.7800
E	3,982.83	22.9779

Grade & Description: 01-149 ADMINISTRATIVE CLERK II
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	3,215.93	18.5534
B	3,392.73	19.5735
C	3,579.30	20.6498
D	3,776.30	21.7863
E	3,983.82	22.9836

Grade & Description: 01-153 SECRETARY
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	3,301.89	19.0494
B	3,483.47	20.0969
C	3,675.13	21.2027
D	3,877.22	22.3686
E	4,090.46	23.5988

Grade & Description: 01-159 SR LIBRARY ASSISTANT
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	3,485.06	20.1061
B	3,676.70	21.2117
C	3,879.03	22.3790
D	4,092.25	23.6091
E	4,317.43	24.9082

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Downey City Employees' Association – Miscellaneous Unit (DCEA-Misc.)

**Grade & Description: 01-160 RECREATION COORDINATOR
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	3,282.64	18.9383
B	3,463.16	19.9798
C	3,653.64	21.0787
D	3,854.62	22.2382
E	4,066.59	23.4611

**Grade & Description: 01-165 JR ACCOUNTANT
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	3,372.94	19.4592
B	3,558.49	20.5298
C	3,754.13	21.6585
D	3,960.66	22.8500
E	4,178.49	24.1067

**Grade & Description: 01-170 BUILD PERM TECH/FIRE PREV TECH
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	3,585.45	20.6853
B	3,782.65	21.8230
C	3,990.77	23.0237
D	4,210.26	24.2900
E	4,441.80	25.6258

**Grade & Description: 01-173 PROGRAM COORDINATOR
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	3,549.76	20.4794
B	3,745.00	21.6058
C	3,951.00	22.7942
D	4,168.33	24.0481
E	4,397.52	25.3703

**Grade & Description: 01-181 NEIGHBORHOOD WATCH COORD
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	3,689.24	21.2841
B	3,892.15	22.4547
C	4,106.21	23.6897
D	4,332.06	24.9927
E	4,570.31	26.3672

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Downey City Employees' Association – Miscellaneous Unit (DCEA-Misc.)

**Grade & Description: 01-182 ACCOUNTING COORDINATOR
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	3,710.16	21.4048
B	3,914.21	22.5820
C	4,129.49	23.8240
D	4,356.64	25.1344
E	4,596.25	26.5168

**Grade & Description: 01-183 EXECUTIVE SECRETARY
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	3,877.22	22.3686
B	4,090.46	23.5988
C	4,315.49	24.8970
D	4,552.79	26.2661
E	4,803.18	27.7106

**Grade & Description: 01-185 SENIOR ACCOUNT CLERK
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	3,886.72	22.4234
B	4,100.50	23.6568
C	4,326.06	24.9580
D	4,563.91	26.3302
E	4,814.96	27.7786

**Grade & Description: 01-193 ADMINISTRATIVE ASSISTANT
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	4,090.46	23.5988
B	4,315.49	24.8970
C	4,552.79	26.2661
D	4,803.18	27.7106
E	5,067.42	29.2351

**Grade & Description: 01-204 ACCOUNTANT
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	4,171.42	24.0659
B	4,400.84	25.3895
C	4,642.91	26.7860
D	4,898.25	28.2591
E	5,167.62	29.8132

**Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
Resolution No. 20-7960**

**EXHIBIT A
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Comprehensive Pay Schedule**

Downey City Employees' Association – Miscellaneous Unit (DCEA-Misc.)

Grade & Description: 01-211 SUPERVISING LIBRARY ASSISTANT
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	4,499.59	25.9592
B	4,747.06	27.3869
C	5,008.16	28.8932
D	5,283.62	30.4824
E	5,574.17	32.1586

Grade & Description: 01-212 KDB RECYCLE & WASTE COORD
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	4,505.12	25.9911
B	4,752.89	27.4205
C	5,014.31	28.9287
D	5,290.09	30.5198
E	5,581.05	32.1984

Grade & Description: 01-214 ASSISTANT PLANNER
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	4,948.42	28.5486
B	5,220.60	30.1188
C	5,507.69	31.7751
D	5,810.64	33.5229
E	6,130.20	35.3665

Grade & Description: 01-224 BUILDING INSPECTOR
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	4,856.07	28.0158
B	5,123.18	29.5568
C	5,404.98	31.1826
D	5,702.26	32.8977
E	6,015.90	34.7071

Grade & Description: 01-230 SR CODE ENFORCE OFFICER
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	5,184.82	29.9124
B	5,469.98	31.5576
C	5,770.83	33.2933
D	6,088.18	35.1241
E	6,423.06	37.0561

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Downey City Employees' Association – Miscellaneous Unit (DCEA-Misc.)

Grade & Description: 01-232 ADMINISTRATIVE AIDE
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	5,130.02	29.5962
B	5,412.14	31.2239
C	5,709.82	32.9413
D	6,023.87	34.7531
E	6,355.15	36.6643

Grade & Description: 01-234 AO COORD/POLICE RECORDS SUP
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	5,166.01	29.8039
B	5,450.14	31.4431
C	5,749.92	33.1726
D	6,066.17	34.9971
E	6,394.68	36.8924

Grade & Description: 01-240 FIRE MECHANIC
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	5,037.92	29.0649
B	5,315.01	30.6635
C	5,607.21	32.3493
D	5,915.72	34.1291
E	6,241.07	36.0062

Grade & Description: 01-241 CENTER SUPERVISOR
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	5,469.99	31.5576
B	5,770.83	33.2933
C	6,088.18	35.1241
D	6,423.07	37.0562
E	6,776.28	39.0939

Grade & Description: 01-242 ASSISTANT PLANNER II
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	5,291.00	30.5250
B	5,581.98	32.2037
C	5,889.02	33.9751
D	6,212.88	35.8435
E	6,554.63	37.8152

Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
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Downey City Employees' Association – Miscellaneous Unit (DCEA-Misc.)

**Grade & Description: 01-243 LIBRARIAN
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	5,128.67	29.5885
B	5,410.72	31.2157
C	5,708.37	32.9329
D	6,022.25	34.7437
E	6,352.46	36.6488

**Grade & Description: 01-244 PW SUP II/WQ&E SPEC/SYS SUP II
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	5,508.82	31.7817
B	5,811.89	33.5301
C	6,131.47	35.3739
D	6,468.80	37.3200
E	6,824.56	39.3724

**Grade & Description: 01-246 ASSOCIATE PLANNER
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	5,812.74	33.5350
B	6,132.44	35.3794
C	6,469.75	37.3255
D	6,825.54	39.3781
E	7,200.77	41.5429

**Grade & Description: 01-247 ASST CIVIL ENG I / UTILITIES
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	5,748.70	33.1656
B	6,064.80	34.9892
C	6,398.42	36.9140
D	6,750.32	38.9442
E	7,121.65	41.0864

**Grade & Description: 01-249 ASST CIVIL ENG II / UTILITIES
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	6,145.38	35.4541
B	6,483.39	37.4042
C	6,839.96	39.4613
D	7,216.17	41.6318
E	7,613.07	43.9216

**Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
Resolution No. 20-7960**

**EXHIBIT A
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Comprehensive Pay Schedule**

Downey City Employees' Association – Miscellaneous Unit (DCEA-Misc.)

**Grade & Description: 01-255 RECREATION SUPERVISOR
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	5,461.16	31.5067
B	5,761.49	33.2394
C	6,078.48	35.0681
D	6,412.61	36.9958
E	6,765.50	39.0317

**Grade & Description: 01-258 SENIOR BLDG INSP/PLAN CKR INSP
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	5,704.08	32.9082
B	6,017.77	34.7179
C	6,348.82	36.6278
D	6,697.86	38.6415
E	7,066.42	40.7678

**Grade & Description: 01-264 SENIOR PLANNER
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	6,469.43	37.3236
B	6,825.28	39.3766
C	7,200.65	41.5422
D	7,596.67	43.8269
E	8,013.50	46.2317

**Grade & Description: 01-269 PROG SUPV/CODE ENFORCE SUPV
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	5,915.71	34.1291
B	6,241.07	36.0062
C	6,584.36	37.9867
D	6,946.42	40.0755
E	7,328.52	42.2799

**Grade & Description: 01-271 SENIOR LIBRARIAN
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	6,021.89	34.7417
B	6,353.07	36.6523
C	6,702.52	38.6684
D	7,071.17	40.7952
E	7,460.05	43.0387

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Downey City Employees' Association – Miscellaneous Unit (DCEA-Misc.)

**Grade & Description: 01-272 FIRE COMM CENTER SUPERVISOR
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	6,251.38	36.0656
B	6,595.17	38.0491
C	6,957.95	40.1420
D	7,340.55	42.3493
E	7,744.32	44.6788

**Grade & Description: 01-273 ASST SUP FAC MAINT/ASST SUP UT
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	6,304.79	36.3738
B	6,651.54	38.3743
C	7,017.35	40.4847
D	7,403.32	42.7115
E	7,810.47	45.0604

**Grade & Description: 01-276 LIBRARY ADMINISTRATOR
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	6,806.52	39.2684
B	7,180.88	41.4283
C	7,575.84	43.7068
D	7,992.51	46.1107
E	8,390.89	48.6467

**Grade & Description: 01-283 ASSOCIATE CIVIL ENG / UTIL
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	6,572.36	37.9175
B	6,933.87	40.0031
C	7,315.22	42.2032
D	7,717.56	44.5244
E	8,142.03	46.9732

**Grade & Description: 01-284 PRINCIPAL PLANNER
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	7,009.43	40.4390
B	7,394.97	42.6633
C	7,801.70	45.0098
D	8,230.79	47.4853
E	8,683.79	50.0988

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Downey City Employees' Association – Miscellaneous Unit (DCEA-Misc.)

**Grade & Description: 01-293 PRINCIPAL BLDG INSPECTOR
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	6,846.57	39.4994
B	7,223.12	41.6719
C	7,620.39	43.9638
D	8,039.51	46.3818
E	8,479.79	48.9219

**Grade & Description: 01-298 HAZ MAT/FIRE INSPECTOR
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	7,375.41	42.5505
B	7,781.09	44.8909
C	8,209.06	47.3600
D	8,660.55	49.9647
E	9,136.87	52.7127

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Downey Police Officers' Association (DPOA)

Grade & Description: 02-225 POLICE OFFICERS & RECRUITS
Active Date: 7/1/2022

Step	Monthly Rate	Hourly Rate
A	6,977.02	40.2529
B	7,360.83	42.4664
C	7,765.57	44.8023
D	8,192.72	47.2663
E	8,643.26	49.8664

Grade & Description: 02-225 POLICE OFFICERS & RECRUITS
Active Date: 7/1/2021

Step	Monthly Rate	Hourly Rate
A	6,907.94	39.8544
B	7,287.95	42.0459
C	7,688.68	44.3587
D	8,111.60	46.7983
E	8,557.68	49.3727

Grade & Description: 02-225 POLICE OFFICERS & RECRUITS
Active Date: 7/1/2020

Step	Monthly Rate	Hourly Rate
A	6,772.49	39.0729
B	7,145.05	41.2215
C	7,537.92	43.4889
D	7,952.55	45.8807
E	8,389.88	48.4046

Grade & Description: 02-270 POLICE SERGEANT / SR ID TECH
Active Date: 7/1/2022

Step	Monthly Rate	Hourly Rate
A	8,874.64	51.2010
B	9,362.79	54.0178
C	9,877.88	56.9881
D	10,421.14	60.1223
E	10,994.32	63.4297

Grade & Description: 02-270 POLICE SERGEANT / SR ID TECH
Active Date: 7/1/2021

Step	Monthly Rate	Hourly Rate
A	8,786.77	50.6941
B	9,270.09	53.4830
C	9,780.08	56.4239
D	10,317.96	59.5270
E	10,885.46	62.8017

**Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
Resolution No. 20-7960**

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Downey Police Officers' Association (DPOA)

Grade & Description: 02-270 POLICE SERGEANT / SR ID TECH
Active Date: 7/1/2020

Step	Monthly Rate	Hourly Rate
A	8,614.48	49.7001
B	9,088.32	52.4343
C	9,588.31	55.3175
D	10,115.65	58.3598
E	10,672.02	61.5703

Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
Resolution No. 20-7960

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Downey Police Management Association (DPMA)

Grade & Description: 04-027 POLICE LIEUTENANT
Active Date: 7/1/2022

Step	Monthly Rate	Hourly Rate
A	10,695.47	61.7047
B	11,283.76	65.0986
C	11,904.35	68.6788
D	12,559.10	72.4563
E	13,048.48	75.2797

Grade & Description: 04-027 POLICE LIEUTENANT
Active Date: 7/1/2021

Step	Monthly Rate	Hourly Rate
A	10,485.75	60.4948
B	11,062.51	63.8222
C	11,670.93	67.3322
D	12,312.84	71.0356
E	12,792.63	73.8036

Grade & Description: 04-027 POLICE LIEUTENANT
Active Date: 7/1/2020

Step	Monthly Rate	Hourly Rate
A	10,280.15	59.3086
B	10,845.60	62.5708
C	11,442.09	66.0120
D	12,071.41	69.6427
E	12,541.79	72.3565

Grade & Description: 04-080 POLICE CAPTAIN
Active Date: 7/1/2022

Step	Monthly Rate	Hourly Rate
A	13,447.49	77.5816
B	14,187.14	81.8489
C	14,967.41	86.3506
D	15,790.61	91.0996
E	16,405.90	94.6495

Grade & Description: 04-080 POLICE CAPTAIN
Active Date: 7/1/2021

Step	Monthly Rate	Hourly Rate
A	13,183.81	76.0604
B	13,908.96	80.2440
C	14,673.93	84.6574
D	15,480.99	89.3133
E	16,084.22	92.7936

Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
Resolution No. 20-7960

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Downey Police Management Association (DPMA)

Grade & Description: 04-080 POLICE CAPTAIN
Active Date: 7/1/2020

Step	Monthly Rate	Hourly Rate
A	12,925.30	74.5690
B	13,636.23	78.6706
C	14,386.21	82.9974
D	15,177.44	87.5621
E	15,768.84	90.9741

**Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
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**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Downey Firemen's Association (DFA)

Grade & Description: 03-215 FIREFIGHTER RECRUIT
Active Date: 12/27/2021
Comments: 40 hr/wk

Step	Monthly Rate	Hourly Rate
A	6,130.35	35.3676
B	6,467.53	37.3127
C	6,823.22	39.3649
D	7,198.54	41.5301
E	7,594.44	43.8140

Grade & Description: 03-220 FIREFIGHTER
Active Date: 12/27/2021
Comments: 56 hr/wk

Step	Monthly Rate	Hourly Rate
A	6,130.35	25.2623
B	6,467.53	26.6519
C	6,823.22	28.1175
D	7,198.54	29.6644
E	7,594.44	31.2957

Grade & Description: 03-215 FIREFIGHTER RECRUIT
Active Date: 12/28/2020
Comments: 40 hr/wk

Step	Monthly Rate	Hourly Rate
A	6,010.15	34.6741
B	6,340.72	36.5811
C	6,689.43	38.5930
D	7,057.39	40.7158
E	7,445.53	42.9549

Grade & Description: 03-220 FIREFIGHTER
Active Date: 12/28/2020
Comments: 56 hr/wk

Step	Monthly Rate	Hourly Rate
A	6,010.15	24.7670
B	6,340.72	26.1293
C	6,689.43	27.5662
D	7,057.39	29.0827
E	7,445.53	30.6821

Grade & Description: 03-215 FIREFIGHTER RECRUIT
Active Date: 12/30/2019
Comments: 40 hr/wk

Step	Monthly Rate	Hourly Rate
A	5,892.30	24.2814
B	6,216.39	25.6170
C	6,558.26	27.0257
D	6,919.01	28.5124
E	7,299.54	30.0805

**Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
Resolution No. 20-7960**

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Downey Firemen's Association (DFA)

Grade & Description: 03-220 FIREFIGHTER
Active Date: 12/30/2019
Comments: 56 hr/wk

Step	Monthly Rate	Hourly Rate
A	5,776.76	23.8053
B	6,094.50	25.1147
C	6,429.67	26.4958
D	6,783.34	27.9533
E	7,156.41	29.4907

Grade & Description: 03-250 FIRE ENGINEER
Active Date: 12/27/2021
Comments: 56 hr/wk

Step	Monthly Rate	Hourly Rate
A	7,198.59	29.6646
B	7,594.50	31.2961
C	8,012.16	33.0172
D	8,452.86	34.8332
E	8,917.79	36.7492

Grade & Description: 03-251 FIRE ENGINEER / BUREAU
Active Date: 12/27/2021
Comments: 40 hr/wk

Step	Monthly Rate	Hourly Rate
A	7,198.59	41.5304
B	7,594.50	43.8145
C	8,012.16	46.2242
D	8,452.86	48.7666
E	8,917.79	51.4486

Grade & Description: 03-250 FIRE ENGINEER
Active Date: 12/28/2020
Comments: 56 hr/wk

Step	Monthly Rate	Hourly Rate
A	7,057.44	29.0829
B	7,445.59	30.6824
C	7,855.06	32.3698
D	8,287.12	34.1502
E	8,742.93	36.0286

Grade & Description: 03-251 FIRE ENGINEER / BUREAU
Active Date: 12/28/2020
Comments: 40 hr/wk

Step	Monthly Rate	Hourly Rate
A	7,057.44	40.7161
B	7,445.59	42.9554
C	7,855.06	45.3178
D	8,287.12	47.8104
E	8,742.93	50.4398

**Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
Resolution No. 20-7960**

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Downey Firemen's Association (DFA)

Grade & Description: 03-250 FIRE ENGINEER
Active Date: 12/30/2019
Comments: 56 hr/wk

Step	Monthly Rate	Hourly Rate
A	6,919.06	28.5126
B	7,299.60	30.0808
C	7,701.04	31.7351
D	8,124.63	33.4806
E	8,571.50	35.3222

Grade & Description: 03-251 FIRE ENGINEER / BUREAU
Active Date: 12/30/2019
Comments: 40 hr/wk

Step	Monthly Rate	Hourly Rate
A	6,919.06	39.9177
B	7,299.60	42.1131
C	7,701.04	44.4292
D	8,124.63	46.8729
E	8,571.50	49.4508

Grade & Description: 03-280 FIRE CAPTAIN
Active Date: 12/27/2021
Comments: 56 hr/wk

Step	Monthly Rate	Hourly Rate
A	8,452.90	34.8333
B	8,917.83	36.7495
C	9,408.28	38.7704
D	9,925.75	40.9029
E	10,471.69	43.1527

Grade & Description: 03-281 FIRE CAPTAIN & EMS COOR BUREAU
Active Date: 12/27/2021
Comments: 40 hr/wk

Step	Monthly Rate	Hourly Rate
A	8,452.90	48.7669
B	8,917.83	51.4488
C	9,408.28	54.2785
D	9,925.75	57.2638
E	10,471.69	60.4135

Grade & Description: 03-280 FIRE CAPTAIN
Active Date: 12/28/2020
Comments: 56 hr/wk

Step	Monthly Rate	Hourly Rate
A	8,287.16	34.1503
B	8,742.97	36.0289
C	9,223.80	38.0102
D	9,731.13	40.1009
E	10,266.36	42.3066

**Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
 Resolution No. 20-7960**

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Downey Firemen's Association (DFA)

Grade & Description: 03-281 FIRE CAPTAIN & EMS COOR BUREAU
Active Date: 12/28/2020
Comments: 40 hr/wk

Step	Monthly Rate	Hourly Rate
A	8,287.16	47.8107
B	8,742.97	50.4400
C	9,223.80	53.2142
D	9,731.13	56.1410
E	10,266.36	59.2289

Grade & Description: 03-280 FIRE CAPTAIN
Active Date: 12/30/2019
Comments: 56 hr/wk

Step	Monthly Rate	Hourly Rate
A	8,124.67	33.4807
B	8,571.54	35.3224
C	9,042.94	37.2649
D	9,540.32	39.3146
E	10,065.06	41.4771

Grade & Description: 03-281 FIRE CAPTAIN & EMS COOR BUREAU
Active Date: 12/30/2019
Comments: 40 hr/wk

Step	Monthly Rate	Hourly Rate
A	8,124.67	46.8732
B	8,571.54	49.4510
C	9,042.94	52.1708
D	9,540.32	55.0402
E	10,065.06	58.0675

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Downey Fire Management (DFMA)

Grade & Description: 04-067 BATTALION CHIEF
Active Date: 12/27/2021

Step	Monthly Rate	Hourly Rate
A	11,975.65	49.3503
B	12,634.27	52.0644
C	13,329.17	54.9278
D	14,062.36	57.9493
E	14,610.28	60.2072

Grade & Description: 04-067 BATTALION CHIEF
Active Date: 12/28/2020

Step	Monthly Rate	Hourly Rate
A	11,740.83	48.3826
B	12,386.54	51.0435
C	13,067.81	53.8508
D	13,786.63	56.8130
E	14,323.80	59.0267

Grade & Description: 04-067 BATTALION CHIEF
Active Date: 12/30/2019

Step	Monthly Rate	Hourly Rate
A	11,510.62	47.4339
B	12,143.67	50.0426
C	12,811.58	52.7949
D	13,516.30	55.6990
E	14,042.94	57.8693

Grade & Description: 04-070 ASST FIRE CHIEF
Active Date: 12/27/2021

Step	Monthly Rate	Hourly Rate
A	12,634.30	72.8902
B	13,329.19	76.8992
C	14,062.29	81.1287
D	14,835.72	85.5907
E	15,413.84	88.9260

Grade & Description: 04-070 ASST FIRE CHIEF
Active Date: 12/28/2020

Step	Monthly Rate	Hourly Rate
A	12,386.57	71.4610
B	13,067.83	75.3914
C	13,786.56	79.5379
D	14,544.82	83.9124
E	15,111.61	87.1823

Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
Resolution No. 20-7960

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Downey Fire Management (DFMA)

Grade & Description: 04-070 ASST FIRE CHIEF
Active Date: 12/30/2019

Step	Monthly Rate	Hourly Rate
A	12,143.70	70.0598
B	12,811.60	73.9131
C	13,516.23	77.9783
D	14,259.63	82.2671
E	14,815.30	85.4728

**Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
Resolution No. 20-7960**

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

**Executive Management, Middle Management and
Confidential/Exempt Employees**

Grade & Description: 01-227 DEPUTY CITY CLERK / HR SPEC
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	4,723.47	27.2508
B	4,983.23	28.7494
C	5,257.30	30.3306
D	5,546.47	31.9989
E	5,851.52	33.7588

Grade & Description: 04-003 SENIOR ACCOUNTANT
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	5,526.39	31.8830
B	5,830.33	33.6365
C	6,151.00	35.4865
D	6,489.32	37.4384
E	6,846.25	39.4976

Grade & Description: 04-004 HR / MANAGEMENT ANALYST
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	5,915.70	34.1290
B	6,241.09	36.0063
C	6,584.33	37.9865
D	6,946.46	40.0757
E	7,328.50	42.2798

Grade & Description: 04-005 PRIN ACCT / SR MGMT ANALYST
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	6,631.67	38.2597
B	6,996.42	40.3640
C	7,381.22	42.5839
D	7,787.18	44.9260
E	8,215.51	47.3972

Grade & Description: 04-007 EMERG PREPAREDNESS PROG MGR
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	7,294.82	42.0855
B	7,696.04	44.4002
C	8,119.33	46.8423
D	8,565.88	49.4186
E	9,037.05	52.1368

Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
Resolution No. 20-7960

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

**Executive Management, Middle Management and
Confidential/Exempt Employees**

**Grade & Description: 04-015 ASSISTANT TO THE CITY MANAGER
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	8,035.77	46.3602
B	8,477.73	48.9100
C	8,944.03	51.6002
D	9,435.94	54.4381
E	9,803.64	56.5595

**Grade & Description: 04-018 HUMAN RESOURCES MANAGER
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	7,848.64	45.2806
B	8,280.32	47.7711
C	8,735.73	50.3984
D	9,216.20	53.1704
E	9,723.08	56.0947

**Grade & Description: 04-020 RECREATION MANAGER
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	7,867.29	45.3882
B	8,299.99	47.8846
C	8,756.50	50.5183
D	9,238.08	53.2966
E	9,598.11	55.3737

**Grade & Description: 04-028 SYS NETWK ENG/ED & HOUSING MGR
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	8,310.28	47.9439
B	8,767.59	50.5822
C	9,249.60	53.3631
D	9,758.36	56.2982
E	10,138.58	58.4918

**Grade & Description: 04-029 INFO TECHNOLOGY SYSTEMS MGR
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	9,782.87	56.4397
B	10,320.80	59.5430
C	10,888.44	62.8179
D	11,487.28	66.2728
E	11,934.93	68.8554

**Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
Resolution No. 20-7960**

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

**Executive Management, Middle Management and
Confidential/Exempt Employees**

**Grade & Description: 04-035 CITY CLERK
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	8,887.02	51.2713
B	9,375.90	54.0918
C	9,891.54	57.0666
D	10,435.77	60.2064
E	11,009.54	63.5166

**Grade & Description: 04-045 GIS PROG MGR/SR CIVIL ENGINEER
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	8,936.43	51.5563
B	9,427.91	54.3918
C	9,946.52	57.3838
D	10,493.54	60.5396
E	10,902.55	62.8993

**Grade & Description: 04-050 SUP FAC & MAINT / SUP UTIL
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	8,870.30	51.1748
B	9,358.07	53.9889
C	9,872.78	56.9583
D	10,415.90	60.0917
E	10,821.75	62.4332

**Grade & Description: 04-056 EXECUTIVE DIR FOR THE CMSC
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	9,675.22	55.8186
B	10,207.27	58.8881
C	10,768.78	62.1276
D	11,360.90	65.5436
E	11,985.79	69.1488

**Grade & Description: 04-058 BUILDING OFFICIAL
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	9,772.38	56.3791
B	10,309.87	59.4800
C	10,876.92	62.7515
D	11,475.13	66.2027
E	11,917.56	68.7552

Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
Resolution No. 20-7960

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

**Executive Management, Middle Management and
Confidential/Exempt Employees**

**Grade & Description: 04-066 PRINCIPAL CIVIL ENGINEER
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	9,782.71	56.4387
B	10,320.78	59.5429
C	10,888.42	62.8178
D	11,487.30	66.2729
E	11,934.89	68.8551

**Grade & Description: 04-072 CITY PLANNER
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	9,772.38	56.3791
B	10,309.87	59.4800
C	10,876.92	62.7515
D	11,475.13	66.2027
E	11,917.56	68.7552

**Grade & Description: 04-073 DEPUTY DIR PW/ASST FINANCE DIR
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	10,628.48	61.3182
B	11,213.01	64.6904
C	11,829.74	68.2485
D	12,480.33	72.0019
E	12,966.71	74.8079

**Grade & Description: 04-077 DIRECTOR OF HUMAN RESOURCES
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	11,374.50	65.6221
B	12,000.09	69.2313
C	12,660.10	73.0390
D	13,356.41	77.0562
E	13,876.87	80.0588

**Grade & Description: 04-090 DIR OF PARKS AND RECREATION
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	11,244.84	64.8741
B	11,863.32	68.4423
C	12,515.81	72.2066
D	13,204.19	76.1780
E	13,718.72	79.1465

Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
Resolution No. 20-7960

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

**Executive Management, Middle Management and
Confidential/Exempt Employees**

**Grade & Description: 04-095 DIR OF COMM DEVEL / DIR OF PW
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	14,125.54	81.4935
B	14,902.46	85.9758
C	15,722.11	90.7045
D	16,586.83	95.6932
E	17,233.24	99.4226

**Grade & Description: 04-097 FINANCE DIRECTOR
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	14,656.41	84.5562
B	15,462.51	89.2068
C	16,312.93	94.1130
D	17,210.15	99.2894
E	17,880.83	103.1586

**Grade & Description: 04-098 FIRE CHIEF
Active Date: 12/27/2021**

Step	Monthly Rate	Hourly Rate
A	17,045.24	98.3380
B	17,981.02	103.7367
C	18,969.98	109.4421
D	20,013.41	115.4621
E	20,795.20	119.9725
E	18,662.65	107.6692

**Grade & Description: 04-098 FIRE CHIEF
Active Date: 12/28/2020**

Step	Monthly Rate	Hourly Rate
A	16,711.02	96.4098
B	17,628.45	101.7026
C	18,598.02	107.2962
D	19,620.99	113.1981
E	20,387.45	117.6201

**Grade & Description: 04-098 FIRE CHIEF
Active Date: 12/30/2019**

Step	Monthly Rate	Hourly Rate
A	16,383.35	94.5194
B	17,282.79	99.7084
C	18,233.35	105.1923
D	19,236.26	110.9785
E	19,987.70	115.3138

**Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
Resolution No. 20-7960**

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

**Executive Management, Middle Management and
Confidential/Exempt Employees**

**Grade & Description: 04-100 CHIEF OF POLICE
Active Date: 06/27/2022**

Step	Monthly Rate	Hourly Rate
A	17,333.61	100.0016
B	18,286.95	105.5017
C	19,292.73	111.3042
D	20,353.83	117.4259
E	21,147.01	122.0019

**Grade & Description: 04-100 CHIEF OF POLICE
Active Date: 06/28/2021**

Step	Monthly Rate	Hourly Rate
A	16,993.73	98.0408
B	17,928.38	103.4330
C	18,914.44	109.1218
D	19,954.73	115.1234
E	20,732.36	119.6097

**Grade & Description: 04-100 CHIEF OF POLICE
Active Date: 06/29/2020**

Step	Monthly Rate	Hourly Rate
A	16,660.52	96.1184
B	17,576.84	101.4049
C	18,543.57	106.9822
D	19,563.46	112.8661
E	20,325.84	117.2644

**Grade & Description: 04-102 ASSISTANT CITY MANAGER
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	15,668.93	90.3977
B	16,530.70	95.3694
C	17,439.89	100.6147
D	18,399.08	106.1485
E	19,399.80	111.9219

**Grade & Description: 04-104 CITY ATTORNEY
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	15,037.58	86.7552
B	15,864.63	91.5267
C	16,737.17	96.5606
D	17,657.75	101.8716
E	18,364.05	105.9464

Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
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**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

**Executive Management, Middle Management and
Confidential/Exempt Employees**

**Grade & Description: 04-105 CITY MANAGER
Active Date: 1/13/2020**

Step	Monthly Rate	Hourly Rate
A	23,470.88	135.4090
E	23,470.88	135.4090

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Temporary/Part-Time & Non-Represented

**Grade & Description: 05-265 AIDE, RECREATION LEADER
Active Date: 12/27/2021**

Step	Hourly Rate
A	15.0000
B	15.2500
C	15.5000
D	15.7500
E	16.0000

**Grade & Description: 05-265 AIDE, RECREATION LEADER
Active Date: 12/28/2020**

Step	Hourly Rate
A	14.0000
B	14.2500
C	14.5000
D	14.7500
E	15.0000

**Grade & Description: 05-280 STUDENT WORKER
Active Date: 12/27/2021**

Step	Hourly Rate
A	15.0000
B	15.2500
C	15.5000
D	15.7500
E	16.0000

**Grade & Description: 05-280 STUDENT WORKER
Active Date: 12/28/2020**

Step	Hourly Rate
A	14.0000
B	14.2500
C	14.5000
D	14.7500
E	15.0000

**Grade & Description: 05-320 LIFEGUARD
Active Date: 12/27/2021**

Step	Hourly Rate
A	16.2500
B	16.5000
C	16.7500
D	17.0000
E	17.2500

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Temporary/Part-Time & Non-Represented

**Grade & Description: 05-320 LIFEGUARD
Active Date: 12/28/2020**

Step	Hourly Rate
A	14.7500
B	15.0000
C	15.2500
D	15.5000
E	15.7500

**Grade & Description: 05-350 SWIM INSTRUCTOR
Active Date: 12/27/2021**

Step	Hourly Rate
A	17.5000
B	17.7500
C	18.0000
D	18.2500
E	18.5000

**Grade & Description: 05-350 SWIM INSTRUCTOR
Active Date: 12/28/2020**

Step	Hourly Rate
A	16.0000
B	16.2500
C	16.5000
D	16.7500
E	17.0000

**Grade & Description: 05-370 PARKS WORKER
Active Date: 12/27/2021**

Step	Hourly Rate
A	16.2500
B	16.5000
C	16.7500
D	17.0000
E	17.2500

**Grade & Description: 05-370 PARKS WORKER
Active Date: 12/27/2020**

Step	Hourly Rate
A	14.7500
B	15.0000
C	15.2500
D	15.5000
E	15.7500

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Temporary/Part-Time & Non-Represented

Grade & Description: 05-375 ACTIVITY SPECIALIST
Active Date: 12/27/2021

Step	Hourly Rate
A	17.5000
B	17.7500
C	18.0000
D	18.2500
E	18.5000

Grade & Description: 05-375 ACTIVITY SPECIALIST
Active Date: 12/28/2020

Step	Hourly Rate
A	16.0000
B	16.2500
C	16.5000
D	16.7500
E	17.0000

Grade & Description: 05-376 SENIOR ACTIVITY SPECIALIST
Active Date: 12/27/2021

Step	Hourly Rate
A	20.0000
B	20.2500
C	20.5000
D	20.7500
E	21.0000

Grade & Description: 05-376 SENIOR ACTIVITY SPECIALIST
Active Date: 12/28/2020

Step	Hourly Rate
A	18.5000
B	18.7500
C	19.0000
D	19.2500
E	20.7520

Grade & Description: 05-380 ASPIRE PROGRAM LEADER
Active Date: 12/27/2021

Step	Hourly Rate
A	17.5000
B	17.7500
C	18.0000
D	18.2500
E	18.5000

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Temporary/Part-Time & Non-Represented

**Grade & Description: 05-380 ASPIRE PROGRAM LEADER
Active Date: 12/28/2020**

Step	Hourly Rate
A	16.0000
B	16.2500
C	16.5000
D	16.7500
E	17.0000

**Grade & Description: 05-390 SENIOR LIFEGUARD
Active Date: 12/27/2021**

Step	Hourly Rate
A	18.7500
B	19.0000
C	19.2500
D	19.5000
E	19.7500

**Grade & Description: 05-390 SENIOR LIFEGUARD
Active Date: 12/28/2020**

Step	Hourly Rate
A	17.2500
B	17.5000
C	17.7500
D	18.0000
E	18.2500

**Grade & Description: 05-430 POOL MANAGER
Active Date: 12/27/2021**

Step	Hourly Rate
A	20.0000
B	20.2500
C	20.5000
D	20.7500
E	21.0000

**Grade & Description: 05-430 POOL MANAGER
Active Date: 12/28/2020**

Step	Hourly Rate
A	18.5000
B	18.7500
C	19.0000
D	19.2500
E	20.7500

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Temporary/Part-Time & Non-Represented

**Grade & Description: 05-440 ADMINISTRATIVE INTERN
Active Date: 12/27/2021**

Step	Hourly Rate
A	16.2500
B	16.5000
C	16.7500
D	17.0000
E	17.2500

**Grade & Description: 05-445 OFFICE ASSISTANT I
Active Date: 12/27/2021**

Step	Hourly Rate
A	15.0000
B	15.2500
C	15.5552
D	16.4109
E	17.3136

**Grade & Description: 05-445 OFFICE ASSISTANT I
Active Date: 12/28/2020**

Step	Hourly Rate
A	14.0000
B	14.7443
C	15.5552
D	16.4109
E	17.3136

**Grade & Description: 05-446 OFFICE ASSISTANT II
Active Date: 12/27/2021**

Step	Hourly Rate
A	16.2500
B	16.5000
C	17.3136
D	18.2655
E	19.2698

**Grade & Description: 05-450 PARK RANGER
Active Date: 10/12/2015**

Step	Hourly Rate
A	15.8359
B	16.7071
C	17.6259
D	18.5954
E	19.6129

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Temporary/Part-Time & Non-Represented

Grade & Description: 05-490 IT TECH P/T
Active Date: 9/1/2014

Step	Hourly Rate
A	19.7011
B	20.7847
C	21.9279
D	23.1339
E	24.4062

Grade & Description: 05-500 PARALEGAL
Active Date: 7/12/2016

Step	Hourly Rate
A	27.0769
B	28.5661
C	30.1372
D	31.7948
E	33.5433

Grade & Description: 05-510 TRAINING COORDINATOR
Active Date: 1/1/2018

Step	Hourly Rate
A	23.5362
B	24.8307
C	26.1964
D	27.6372
E	29.1572

Grade & Description: 07-100 AMBULANCE OPERATOR
Active Date: 12/27/2021

Step	Hourly Rate
A	15.0000
B	15.2500
C	15.5000
D	15.7500
E	16.0000

Grade & Description: 07-100 AMBULANCE OPERATOR
Active Date: 12/28/2020

Step	Hourly Rate
A	14.0000
B	14.2500
C	14.5000
D	14.7500
E	15.0000

**Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
Resolution No. 20-7960**

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Downey Public Safety Auxiliary Association (DPSAA)

**Grade & Description: 06-120 PARKING ENFORCEMENT OFFICER
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	3,090.29	17.8286
B	3,260.30	18.8094
C	3,439.60	19.8439
D	3,628.81	20.9354
E	3,827.36	22.0809

**Grade & Description: 06-140 POLICE RECORDS SPECIALIST I
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	3,120.18	18.0010
B	3,291.86	18.9915
C	3,472.86	20.0357
D	3,663.92	21.1380
E	3,865.32	22.2999

**Grade & Description: 06-155 POLICE RECORDS SPECIALIST II
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	3,292.80	18.9969
B	3,473.84	20.0414
C	3,665.00	21.1442
D	3,866.48	22.3066
E	4,079.25	23.5341

**Grade & Description: 06-180 COMMUNITY SERVICES OFFICER
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	3,652.70	21.0733
B	3,853.58	22.2322
C	4,065.55	23.4551
D	4,289.19	24.7453
E	4,525.07	26.1062

**Grade & Description: 06-181 PROPERTY & EVIDENCE TECHNICIAN
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	3,845.88	22.1877
B	4,057.39	23.4080
C	4,280.56	24.6955
D	4,516.02	26.0540
E	4,764.33	27.4865

**Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
Resolution No. 20-7960**

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Downey Public Safety Auxiliary Association (DPSAA)

Grade & Description: 06-183 REG FIRE COMM/SAFETY DISPTCHR
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	4,280.31	24.6941
B	4,515.73	26.0523
C	4,764.07	27.4850
D	5,026.17	28.9971
E	5,302.64	30.5922

Grade & Description:06-198 CODE ENFORCEMENT OFFICER
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	4,686.99	27.0403
B	4,944.73	28.5273
C	5,216.67	30.0962
D	5,503.69	31.7521
E	5,806.39	33.4984

Grade & Description: 06-245 REG FIRE COMM LEAD OPERATOR
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	5,166.01	29.8039
B	5,450.12	31.4430
C	5,749.88	33.1724
D	6,066.15	34.9970
E	6,394.68	36.8924

Grade & Description: 06-248 FORENSIC SPECIALIST
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	5,327.40	30.7350
B	5,620.33	32.4250
C	5,929.50	34.2086
D	6,255.64	36.0902
E	6,599.72	38.0753

Grade & Description: 06-255 NEIGHBORHOOD PRESERVATION COOR
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	5,857.16	33.7913
B	6,179.27	35.6496
C	6,519.18	37.6107
D	6,877.63	39.6786
E	7,255.98	41.8615

**Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
 Resolution No. 20-7960**

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Downey Public Safety Auxiliary Association (DPSAA)

**Grade & Description: 06-270 POLICE DISPATCH SUPERVISOR
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	6,251.38	36.0656
B	6,595.17	38.0491
C	6,957.95	40.1420
D	7,340.55	42.3493
E	7,744.32	44.6788

**Grade & Description: 06-275 FORENSIC SUPERVISOR
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	6,837.35	39.4462
B	7,213.41	41.6158
C	7,610.16	43.9048
D	8,028.71	46.3195
E	8,470.32	48.8672

**Grade & Description: 09-120 MAINTENANCE WORKER I
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	2,713.68	15.6558
B	2,862.92	16.5169
C	3,020.32	17.4249
D	3,186.51	18.3837
E	3,361.76	19.3948

**Grade & Description: 09-155 MAINTENANCE WORKER II
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	3,402.37	19.6290
B	3,589.47	20.7085
C	3,786.94	21.8477
D	3,995.19	23.0492
E	4,214.88	24.3166

**Grade & Description: 09-175 WATER SYSTEM OPERATOR II
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	3,529.53	20.3627
B	3,723.63	21.4825
C	3,928.49	22.6644
D	4,144.53	23.9108
E	4,372.43	25.2255

**Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
Resolution No. 20-7960**

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Downey City Employees' Association – Maintenance Unit (DCEA-Maint.)

Grade & Description: 09-180 MAINTENANCE WORKER III
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	3,742.56	21.5917
B	3,948.39	22.7791
C	4,165.54	24.0320
D	4,394.64	25.3537
E	4,636.37	26.7483

Grade & Description: 09-182 WATER SYSTEM OPERATOR III
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	4,006.04	23.1118
B	4,226.37	24.3829
C	4,458.82	25.7239
D	4,704.06	27.1388
E	4,962.21	28.6281

Grade & Description: 09-186 MAINTENANCE LEADWORKER
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	4,203.25	24.2495
B	4,434.50	25.5837
C	4,678.35	26.9905
D	4,935.70	28.4752
E	5,207.17	30.0414

Grade & Description: 09-191 MECHANIC
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	4,172.97	24.0748
B	4,402.52	25.3991
C	4,644.71	26.7964
D	4,900.11	28.2699
E	5,169.61	29.8247

Grade & Description: 09-195 WATER SYSTEM LEADWORKER
Active Date: 3/23/2020

Step	Monthly Rate	Hourly Rate
A	4,486.16	25.8817
B	4,732.98	27.3056
C	4,993.21	28.8070
D	5,267.91	30.3918
E	5,557.67	32.0635

Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
Resolution No. 20-7960

**EXHIBIT A
City of Downey
Comprehensive Pay Schedule**

Downey City Employees' Association – Maintenance Unit (DCEA-Maint.)

**Grade & Description: 09-200 EQUIP MAINT LEADWORKER
Active Date: 3/23/2020**

Step	Monthly Rate	Hourly Rate
A	4,800.42	27.6947
B	5,064.44	29.2179
C	5,342.99	30.8249
D	5,636.84	32.5202
E	5,946.88	34.3089

**Adopted by City Council 08/25/20; Previously Updated: 11/10/15, 07/28/15, 04/14/15, 02/10/15, 03/08/16, 05/24/16, 08/23/16, 04/11/17, 10/24/17; 07/24/18, 11/12/19
Resolution No. 20-7960**