CITY OF GARDENA
CLASSIFICATION AND COMPENSATION PLAN
FOR CONFIDENTIAL & UNREPRESENTED POSITIONS
Adopted October 27, 2026; Effective July 5, 2026

Add New Classification: Transit Maintenance & Facilities Manager, Schedule 131
Schedule 340, Chief of Police, Changed Longevity 26 to Longevity 25

35 Help Desk Technician

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	53,016.00	55,668.00	58,452.00	61,380.00	64,452.00	67,680.00
MONTHLY	4,418.00	4,639.00	4,871.00	5,115.00	5,371.00	5,640.00
BI-WEEKLY	2,039.08	2,141.08	2,248.15	2,360.77	2,478.92	2,603.08
HOURLY	25.4885	26.7635	28.1019	29.5096	30.9865	32.5385

43 Administrative Aide
43 Human Resources / Department Coordinator
43 Payroll / Personnel Technician

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	64,584.00	67,812.00	71,208.00	74,772.00	78,516.00	82,440.00
MONTHLY	5,382.00	5,651.00	5,934.00	6,231.00	6,543.00	6,870.00
BI-WEEKLY	2,484.00	2,608.15	2,738.77	2,875.85	3,019.85	3,170.77
HOURLY	31.0500	32.6019	34.2346	35.9481	37.7481	39.6346

48 Financial Services Technician
48 Human Resources Technician

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	73,080.00	76,740.00	80,580.00	84,612.00	88,848.00	93,288.00
MONTHLY	6,090.00	6,395.00	6,715.00	7,051.00	7,404.00	7,774.00
BI-WEEKLY	2,810.77	2,951.54	3,099.23	3,254.31	3,417.23	3,588.00
HOURLY	35.1346	36.8942	38.7404	40.6788	42.7154	44.8500

51 Executive Assistant to Chief of Police
51 Information Technology Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	78,696.00	82,632.00	86,760.00	91,104.00	95,664.00	100,452.00
MONTHLY	6,558.00	6,886.00	7,230.00	7,592.00	7,972.00	8,371.00
BI-WEEKLY	3,026.77	3,178.15	3,336.92	3,504.00	3,679.38	3,863.54
HOURLY	37.8346	39.7269	41.7115	43.8000	45.9923	48.2942

52 Payroll Specialist

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	80,664.00	84,696.00	88,932.00	93,384.00	98,052.00	102,960.00
MONTHLY	6,722.00	7,058.00	7,411.00	7,782.00	8,171.00	8,580.00
BI-WEEKLY	3,102.46	3,257.54	3,420.46	3,591.69	3,771.23	3,960.00
HOURLY	38.7808	40.7192	42.7558	44.8962	47.1404	49.5000

56 Administrative Coordinator

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,040.00	93,492.00	98,172.00	103,080.00	108,240.00	113,652.00
MONTHLY	7,420.00	7,791.00	8,181.00	8,590.00	9,020.00	9,471.00
BI-WEEKLY	3,424.62	3,595.85	3,775.85	3,964.62	4,163.08	4,371.23
HOURLY	42.8077	44.9481	47.1981	49.5577	52.0385	54.6404

57 Communications Liaison Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	91,284.00	95,844.00	100,632.00	105,660.00	110,940.00	116,484.00
MONTHLY	7,607.00	7,987.00	8,386.00	8,805.00	9,245.00	9,707.00
BI-WEEKLY	3,510.92	3,686.31	3,870.46	4,063.85	4,266.92	4,480.15
HOURLY	43.8865	46.0788	48.3808	50.7981	53.3365	56.0019

62 Information Technology Supervisor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	103,272.00	108,432.00	113,856.00	119,544.00	125,520.00	131,796.00
MONTHLY	8,606.00	9,036.00	9,488.00	9,962.00	10,460.00	10,983.00
BI-WEEKLY	3,972.00	4,170.46	4,379.08	4,597.85	4,827.69	5,069.08
HOURLY	49.6500	52.1308	54.7385	57.4731	60.3462	63.3635

115 Deputy City Clerk/Records Management Officer
115 Deputy City Treasurer
115 Human Resources Analyst
115 Risk Management Analyst

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	89,424.00	93,900.00	98,592.00	103,524.00	108,696.00	114,132.00
MONTHLY	7,452.00	7,825.00	8,216.00	8,627.00	9,058.00	9,511.00
BI-WEEKLY	3,439.38	3,611.54	3,792.00	3,981.69	4,180.62	4,389.69
HOURLY	42.9923	45.1442	47.4000	49.7712	52.2577	54.8712
Monthly						
Educational Incentive Pay	372.60	391.25	410.80	431.35	452.90	475.55
Lgy Bonus 10	372.60	391.25	410.80	431.35	452.90	475.55
Lgy Bonus 15	558.90	586.88	616.20	647.03	679.35	713.33
Lgy Bonus 20	745.20	782.50	821.60	862.70	905.80	951.10
Lgy Bonus 25	931.50	978.13	1,027.00	1,078.38	1,132.25	1,188.88

119 Accountant/Cost Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	98,676.00	103,608.00	108,792.00	114,228.00	119,940.00	125,940.00
MONTHLY	8,223.00	8,634.00	9,066.00	9,519.00	9,995.00	10,495.00
BI-WEEKLY	3,795.23	3,984.92	4,184.31	4,393.38	4,613.08	4,843.85
HOURLY	47.4404	49.8115	52.3038	54.9173	57.6635	60.5481
Monthly						
Educational Incentive Pay	411.15	431.70	453.30	475.95	499.75	524.75
Lgy Bonus 10	411.15	431.70	453.30	475.95	499.75	524.75
Lgy Bonus 15	616.73	647.55	679.95	713.93	749.63	787.13
Lgy Bonus 20	822.30	863.40	906.60	951.90	999.50	1049.50
Lgy Bonus 25	1,027.88	1,079.25	1,133.25	1,189.88	1,249.38	1,311.88

120 Executive Office Assistant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	101,160.00	106,224.00	111,540.00	117,120.00	122,976.00	129,120.00
MONTHLY	8,430.00	8,852.00	9,295.00	9,760.00	10,248.00	10,760.00
BI-WEEKLY	3,890.77	4,085.54	4,290.00	4,504.62	4,729.85	4,966.15
HOURLY	48.6346	51.0692	53.6250	56.3077	59.1231	62.0769
Monthly						
Educational Incentive Pay	421.50	442.60	464.75	488.00	512.40	538.00
Lgy Bonus 10	421.50	442.60	464.75	488.00	512.40	538.00
Lgy Bonus 15	632.25	663.90	697.13	732.00	768.60	807.00
Lgy Bonus 20	843.00	885.20	929.50	976.00	1,024.80	1,076.00
Lgy Bonus 25	1,053.75	1,106.50	1,161.88	1,220.00	1,281.00	1,345.00

122 Assistant City Clerk
122 Senior Human Resources Analyst

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	106,284.00	111,600.00	117,180.00	123,036.00	129,192.00	135,648.00
MONTHLY	8,857.00	9,300.00	9,765.00	10,253.00	10,766.00	11,304.00
BI-WEEKLY	4,087.85	4,292.31	4,506.92	4,732.15	4,968.92	5,217.23
HOURLY	51.0981	53.6538	56.3365	59.1519	62.1115	65.2154
Monthly						
Educational Incentive Pay	442.85	465.00	488.25	512.65	538.30	565.20
Lgy Bonus 10	442.85	465.00	488.25	512.65	538.30	565.20
Lgy Bonus 15	664.28	697.50	732.38	768.98	807.45	847.80
Lgy Bonus 20	885.70	930.00	976.50	1,025.30	1,076.60	1,130.40
Lgy Bonus 25	1,107.13	1,162.50	1,220.63	1,281.63	1,345.75	1,413.00

124 Assistant Transit Operations Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	111,672.00	117,252.00	123,120.00	129,276.00	135,744.00	142,536.00
MONTHLY	9,306.00	9,771.00	10,260.00	10,773.00	11,312.00	11,878.00
BI-WEEKLY	4,295.08	4,509.69	4,735.38	4,972.15	5,220.92	5,482.15
HOURLY	53.6885	56.3712	59.1923	62.1519	65.2615	68.5269
Monthly						
Educational Incentive Pay	465.30	488.55	513.00	538.65	565.60	593.90
Lgy Bonus 10	465.30	488.55	513.00	538.65	565.60	593.90
Lgy Bonus 15	697.95	732.83	769.50	807.98	848.40	890.85
Lgy Bonus 20	930.60	977.10	1,026.00	1,077.30	1,131.20	1,187.80
Lgy Bonus 25	1,163.25	1,221.38	1,282.50	1,346.63	1,414.00	1,484.75

125 Public Information Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	114,456.00	120,180.00	126,192.00	132,504.00	139,128.00	146,088.00
MONTHLY	9,538.00	10,015.00	10,516.00	11,042.00	11,594.00	12,174.00
BI-WEEKLY	4,402.15	4,622.31	4,853.54	5,096.31	5,351.08	5,618.77
HOURLY	55.0269	57.7788	60.6692	63.7038	66.8885	70.2346
Monthly						
Educational Incentive Pay	476.90	500.75	525.80	552.10	579.70	608.70
Lgy Bonus 10	476.90	500.75	525.80	552.10	579.70	608.70
Lgy Bonus 15	715.35	751.13	788.70	828.15	869.55	913.05
Lgy Bonus 20	953.80	1,001.50	1,051.60	1,104.20	1,159.40	1,217.40
Lgy Bonus 25	1,192.25	1,251.88	1,314.50	1,380.25	1,449.25	1,521.75

128 Financial Services Manager
128 Transit Maintenance Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	123,264.00	129,432.00	135,900.00	142,692.00	149,832.00	157,320.00
MONTHLY	10,272.00	10,786.00	11,325.00	11,891.00	12,486.00	13,110.00
BI-WEEKLY	4,740.92	4,978.15	5,226.92	5,488.15	5,762.77	6,050.77
HOURLY	59.2615	62.2269	65.3365	68.6019	72.0346	75.6346
Monthly						
Educational Incentive Pay	513.60	539.30	566.25	594.55	624.30	655.50
Lgy Bonus 10	513.60	539.30	566.25	594.55	624.30	655.50
Lgy Bonus 15	770.40	808.95	849.38	891.83	936.45	983.25
Lgy Bonus 20	1,027.20	1,078.60	1,132.50	1,189.10	1,248.60	1,311.00
Lgy Bonus 25	1,284.00	1,348.25	1,415.63	1,486.38	1,560.75	1,638.75

130 Accounting/Finance Manager
130 Information Technology Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	129,492.00	135,972.00	142,776.00	149,916.00	157,416.00	165,288.00
MONTHLY	10,791.00	11,331.00	11,898.00	12,493.00	13,118.00	13,774.00
BI-WEEKLY	4,980.46	5,229.69	5,491.38	5,766.00	6,054.46	6,357.23
HOURLY	62.2558	65.3712	68.6423	72.0750	75.6808	79.4654
Monthly						
Educational Incentive Pay	539.55	566.55	594.90	624.65	655.90	688.70
Lgy Bonus 10	539.55	566.55	594.90	624.65	655.90	688.70
Lgy Bonus 15	809.33	849.83	892.35	936.98	983.85	1,033.05
Lgy Bonus 20	1,079.10	1,133.10	1,189.80	1,249.30	1,311.80	1,377.40
Lgy Bonus 25	1,348.88	1,416.38	1,487.25	1,561.63	1,639.75	1,721.75

131 Transit Maintenance & Facilities Manager
131 Transit Operations Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	132,732.00	139,368.00	146,340.00	153,660.00	161,340.00	169,404.00
MONTHLY	11,061.00	11,614.00	12,195.00	12,805.00	13,445.00	14,117.00
BI-WEEKLY	5,105.08	5,360.31	5,628.46	5,910.00	6,205.38	6,515.54
HOURLY	63.8135	67.0038	70.3558	73.8750	77.5673	81.4442
Monthly						
Educational Incentive Pay	553.05	580.70	609.75	640.25	672.25	705.85
Lgy Bonus 10	553.05	580.70	609.75	640.25	672.25	705.85
Lgy Bonus 15	829.58	871.05	914.63	960.38	1,008.38	1,058.78
Lgy Bonus 20	1,106.10	1,161.40	1,219.50	1,280.50	1,344.50	1,411.70
Lgy Bonus 25	1,382.63	1,451.75	1,524.38	1,600.63	1,680.63	1,764.63

133 Human Resources Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	139,440.00	146,412.00	153,732.00	161,424.00	169,500.00	177,972.00
MONTHLY	11,620.00	12,201.00	12,811.00	13,452.00	14,125.00	14,831.00
BI-WEEKLY	5,363.08	5,631.23	5,912.77	6,208.62	6,519.23	6,845.08
HOURLY	67.0385	70.3904	73.9096	77.6077	81.4904	85.5635
Monthly						
Educational Incentive Pay	581.00	610.05	640.55	672.60	706.25	741.55
Lgy Bonus 10	581.00	610.05	640.55	672.60	706.25	741.55
Lgy Bonus 15	871.50	915.08	960.83	1,008.90	1,059.38	1,112.33
Lgy Bonus 20	1,162.00	1,220.10	1,281.10	1,345.20	1,412.50	1,483.10
Lgy Bonus 25	1,452.50	1,525.13	1,601.38	1,681.50	1,765.63	1,853.88

134 Assistant to the City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	142,944.00	150,096.00	157,596.00	165,480.00	173,760.00	182,448.00
MONTHLY	11,912.00	12,508.00	13,133.00	13,790.00	14,480.00	15,204.00
BI-WEEKLY	5,497.85	5,772.92	6,061.38	6,364.62	6,683.08	7,017.23
HOURLY	68.7231	72.1615	75.7673	79.5577	83.5385	87.7154
Monthly						
Educational Incentive Pay	595.60	625.40	656.65	689.50	724.00	760.20
Lgy Bonus 10	595.60	625.40	656.65	689.50	724.00	760.20
Lgy Bonus 15	893.40	938.10	984.98	1,034.25	1,086.00	1,140.30
Lgy Bonus 20	1,191.20	1,250.80	1,313.30	1,379.00	1,448.00	1,520.40
Lgy Bonus 25	1,489.00	1,563.50	1,641.63	1,723.75	1,810.00	1,900.50

138 Chief Fiscal Officer
138 Transit Administrative Officer
138 Transit Operations Officer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	157,776.00	165,660.00	173,940.00	182,640.00	191,772.00	201,360.00
MONTHLY	13,148.00	13,805.00	14,495.00	15,220.00	15,981.00	16,780.00
BI-WEEKLY	6,068.31	6,371.54	6,690.00	7,024.62	7,375.85	7,744.62
HOURLY	75.8538	79.6442	83.6250	87.8077	92.1981	96.8077
Monthly						
Educational Incentive Pay	657.40	690.25	724.75	761.00	799.05	839.00
Lgy Bonus 10	657.40	690.25	724.75	761.00	799.05	839.00
Lgy Bonus 15	986.10	1,035.38	1,087.13	1,141.50	1,198.58	1,258.50
Lgy Bonus 20	1,314.80	1,380.50	1,449.50	1,522.00	1,598.10	1,678.00
Lgy Bonus 25	1,643.50	1,725.63	1,811.88	1,902.50	1,997.63	2,097.50

141 Assistant Director of Community Development
141 Assistant Director of Transportation
141 Assistant Public Works Director/City Engineer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	169,908.00	178,404.00	187,320.00	196,692.00	206,532.00	216,864.00
MONTHLY	14,159.00	14,867.00	15,610.00	16,391.00	17,211.00	18,072.00
BI-WEEKLY	6,534.92	6,861.69	7,204.62	7,565.08	7,943.54	8,340.92
HOURLY	81.6865	85.7712	90.0577	94.5635	99.2942	104.2615
Monthly						
Educational Incentive Pay	707.95	743.35	780.50	819.55	860.55	903.60
Lgy Bonus 10	707.95	743.35	780.50	819.55	860.55	903.60
Lgy Bonus 15	1,061.93	1,115.03	1,170.75	1,229.33	1,290.83	1,355.40
Lgy Bonus 20	1,415.90	1,486.70	1,561.00	1,639.10	1,721.10	1,807.20
Lgy Bonus 25	1,769.88	1,858.38	1,951.25	2,048.88	2,151.38	2,259.00

150 Joint Powers Authority Accountant

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	156,000.00					
MONTHLY	13,000.00					
BI-WEEKLY	6,000.00					
HOURLY	75.0000					

301 Mayor

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	31,200.00					
MONTHLY	2,600.00					
BI-WEEKLY	1,200.00					
HOURLY	15.0000					

302 Councilmember

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	19,200.00					
MONTHLY	1,600.00					
BI-WEEKLY	738.46					
HOURLY	9.2308					

303 City Clerk

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	12,000.00					
MONTHLY	1,000.00					
BI-WEEKLY	461.54					
HOURLY	5.7692					

304 City Treasurer

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	6,000.00					
MONTHLY	500.00					
BI-WEEKLY	230.77					
HOURLY	2.8846					

305 Youth Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	300.00	-	-	-	-	-
MONTHLY	25.00	-	-	-	-	-
BI-WEEKLY	11.54	-	-	-	-	-
HOURLY	0.1442	-	-	-	-	-

306 Gardena Beautification Commissioner
306 Gardena Economic Business Advisory Commissioner
306 Human Services Commissioner
306 Recreation Commissioner
306 Rent Mediation Board Member
306 Senior Citizens Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	600.00	-	-	-	-	-
MONTHLY	50.00	-	-	-	-	-
BI-WEEKLY	23.08	-	-	-	-	-
HOURLY	0.2885	-	-	-	-	-

308 Planning Commissioner

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	1,200.00	-	-	-	-	-
MONTHLY	100.00	-	-	-	-	-
BI-WEEKLY	46.15	-	-	-	-	-
HOURLY	0.5769	-	-	-	-	-

330 Director of Administrative Services
330 Director of Community Development
330 Director of Public Works/City Engineer
330 Director of Recreation and Human Services
330 Director of Transportation

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	196,128.00	205,932.00	216,228.00	227,040.00	238,392.00	250,308.00
MONTHLY	16,344.00	17,161.00	18,019.00	18,920.00	19,866.00	20,859.00
BI-WEEKLY	7,543.38	7,920.46	8,316.46	8,732.31	9,168.92	9,627.23
HOURLY	94.2923	99.0058	103.9558	109.1538	114.6115	120.3404
Monthly						
Educational Incentive Pay	817.20	858.05	900.95	946.00	993.30	1,042.95
Lgy Bonus 10	1,634.40	1,716.10	1,801.90	1,892.00	1,986.60	2,085.90
Lgy Bonus 15	2,043.00	2,145.13	2,252.38	2,365.00	2,483.25	2,607.38
Lgy Bonus 20	2,451.60	2,574.15	2,702.85	2,838.00	2,979.90	3,128.85

335 Deputy City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	205,932.00	216,228.00	227,040.00	238,392.00	250,308.00	262,824.00
MONTHLY	17,161.00	18,019.00	18,920.00	19,866.00	20,859.00	21,902.00
BI-WEEKLY	7,920.46	8,316.46	8,732.31	9,168.92	9,627.23	10,108.62
HOURLY	99.0058	103.9558	109.1538	114.6115	120.3404	126.3577
Monthly						
Educational Incentive Pay	858.05	900.95	946.00	993.30	1,042.95	1,095.10
Lgy Bonus 10	1,716.10	1,801.90	1,892.00	1,986.60	2,085.90	2,190.20
Lgy Bonus 15	2,145.13	2,252.38	2,365.00	2,483.25	2,607.38	2,737.75
Lgy Bonus 20	2,574.15	2,702.85	2,838.00	2,979.90	3,128.85	3,285.30

339 Assistant City Manager

STEP	*1*	*2*	*3*	*4*	*5*	*6*
ANNUAL	215,268.00	226,032.00	237,336.00	249,204.00	261,660.00	274,740.00
MONTHLY	17,939.00	18,836.00	19,778.00	20,767.00	21,805.00	22,895.00
BI-WEEKLY	8,279.54	8,693.54	9,128.31	9,584.77	10,063.85	10,566.92
HOURLY	103.4942	108.6692	114.1038	119.8096	125.7981	132.0865
Monthly						
Educational Incentive Pay	896.95	941.80	988.90	1,038.35	1,090.25	1,144.75
Lgy Bonus 10	1,793.90	1,883.60	1,977.80	2,076.70	2,180.50	2,289.50
Lgy Bonus 15	2,242.38	2,354.50	2,472.25	2,595.88	2,725.63	2,861.88
Lgy Bonus 20	2,690.85	2,825.40	2,966.70	3,115.05	3,270.75	3,434.25

340 Police Chief

STEP	*1*
ANNUAL	283,128.00
MONTHLY	23,594.00
BI-WEEKLY	10,889.54
HOURLY	136.1192
Monthly	
CA POST Supervisory/Adv.	2,727.12
CA POST Mgmt. Cert.	1,179.70
Lgy Bonus 20	1,179.70
Lgy Bonus 25	2,359.40
Mgmt Incentive Pay	2,241.43

350 City Manager

STEP	*1*
ANNUAL	347,076.00
MONTHLY	28,923.00
BI-WEEKLY	13,349.08
HOURLY	166.8635
Monthly	
Educational Incentive Pay	3,470.76
Lgy Bonus 10	2,892.30
Lgy Bonus 15	3,615.38
Lgy Bonus 20	4,338.45