

City of Hermosa Beach Salary Schedule
EFFECTIVE JULY 1, 2025 - JUNE 30, 2026

ELECTED OFFICIALS

GRADE	TITLE	
E02	CITY COUNCIL	\$848 Month
E05	CITY TREASURER	\$530 Month

MANAGEMENT GROUP

GRADE	TITLE	Monthly Salary Range
M45	CITY MANAGER	\$20,000 \$24,152

GRADE	TITLE	Monthly Salary Range			
		Step 1	Step 2	Step 3	Step 4
M04	CITY CLERK*	\$11,412	\$11,983	\$12,582	\$13,211
M05	COMMUNITY RESOURCES DIRECTOR	\$15,907	\$16,702	\$17,538	\$18,415
M20	COMMUNITY DEVELOPMENT DIRECTOR*	\$16,590	\$17,420	\$18,291	\$19,205
M25	ADMINISTRATIVE SERVICES DIRECTOR	\$16,692	\$17,527	\$18,403	\$19,323
M35	PUBLIC WORKS DIRECTOR*	\$16,693	\$17,527	\$18,404	\$19,324
M40	POLICE CHIEF*	\$19,291	\$19,870	\$20,864	\$21,907

POLICE MANAGEMENT

GRADE	TITLE	Monthly Salary Range			
		Step 1	Step 2	Step 3	Step 4
P01	POLICE CAPTAIN	\$15,487	\$16,261	\$17,074	\$17,928
P03	POLICE LIEUTENANT*	\$14,217	\$14,928	\$15,674	\$16,458

POLICE OFFICERS ASSOCIATION (POA)

GRADE	TITLE	Monthly Salary Range			
		Step 1	Step 2	Step 3	Step 4
P05	POLICE SERGEANT*	\$11,109	\$11,664	\$12,247	\$12,860
P10	POLICE OFFICER*	\$8,839	\$9,281	\$9,745	\$10,232
P13	POLICE RECRUIT/ACADEMY RECRUIT (75% OF OFFICER)	\$6,629			

GENERAL & SUPERVISORY BARGAINING UNIT - TEAMSTERS LOCAL 911

GRADE	TITLE	Monthly Salary Range				
		Step 1	Step 2	Step 3	Step 4	Step 5
G33	ACCOUNT CLERK	\$5,025	\$5,277	\$5,541	\$5,818	\$6,108
G43	BUILDING & PLANNING TECHNICIAN	\$5,584	\$5,863	\$6,156	\$6,464	\$6,787
G01	BUILDING INSPECTOR	\$7,225	\$7,586	\$7,965	\$8,364	\$8,782
G06	CODE ENFORCEMENT OFFICER*	\$6,472	\$6,796	\$7,135	\$7,492	\$7,867
G31	COMMUNITY SERVICES OFFICER*	\$5,382	\$5,651	\$5,934	\$6,231	\$6,542
G24	ENGINEERING TECHNICIAN*	\$6,093	\$6,398	\$6,718	\$7,054	\$7,406
G25	EQUIPMENT MECHANIC	\$5,819	\$6,110	\$6,415	\$6,736	\$7,073
G41	MAINTENANCE I*	\$4,651	\$4,883	\$5,127	\$5,384	\$5,653
G29	MAINTENANCE II*	\$5,337	\$5,604	\$5,884	\$6,178	\$6,487
G39	OFFICE ASSISTANT	\$4,551	\$4,779	\$5,018	\$5,269	\$5,532
G13	POLICE SERVICE OFFICER	\$5,649	\$5,932	\$6,228	\$6,540	\$6,867
G05	PUBLIC WORKS INSPECTOR	\$6,775	\$7,114	\$7,469	\$7,843	\$8,235
G02	RECREATION SPECIALIST	\$3,564	\$3,742	\$3,929	\$4,126	\$4,332
G23	SENIOR ACCOUNT CLERK*	\$5,569	\$5,847	\$6,140	\$6,447	\$6,769
G45	SENIOR OFFICE ASSISTANT*	\$5,308	\$5,573	\$5,852	\$6,145	\$6,452
G03	LEAD SPECIAL EVENTS AND FILMING COORDINATOR	\$6,090	\$6,395	\$6,715	\$7,050	\$7,403
G04	SPECIAL EVENTS AND FILMING COORDINATOR	\$5,084	\$5,338	\$5,605	\$5,885	\$6,180

SUPERVISORY CLASSIFICATIONS

GRADE	TITLE	Monthly Salary Range				
		Step 1	Step 2	Step 3	Step 4	Step 5
S01	CREW SUPERVISOR*	\$7,053	\$7,406	\$7,776	\$8,165	\$8,573
S03	SENIOR EQUIPMENT MECHANIC*	\$7,684	\$8,068	\$8,471	\$8,895	\$9,339

S07	COMMUNITY SERVICES FIELD SUPERVISOR*	\$6,773	\$7,111	\$7,467	\$7,840	\$8,232
S09	POLICE SERVICE OFFICER SUPERVISOR*	\$6,776	\$7,114	\$7,470	\$7,844	\$8,236

PROFESSIONAL & ADMINISTRATIVE EMPLOYEE GROUP

GRADE	TITLE	Monthly Salary Range				
		Step 1	Step 2	Step 3	Step 4	Step 5
A31	ACCOUNTANT	\$7,393	\$7,763	\$8,151	\$8,559	\$8,987
A19	ADMINISTRATIVE ASSISTANT	\$6,541	\$6,868	\$7,212	\$7,572	\$7,951
A22	ADMINISTRATIVE SERVICES COORDINATOR	\$7,705	\$8,090	\$8,495	\$8,919	\$9,365
A04	ASSISTANT ENGINEER*	\$8,084	\$8,488	\$8,913	\$9,358	\$9,826
A06	ASSISTANT PLANNER*	\$6,668	\$7,002	\$7,352	\$7,719	\$8,105
A02	ASSOCIATE ENGINEER*	\$9,359	\$9,827	\$10,318	\$10,834	\$11,376
A05	ASSOCIATE PLANNER	\$7,967	\$8,365	\$8,784	\$9,223	\$9,684
A03	BUILDING & CODE ENFORCEMENT OFFICIAL	\$12,575	\$13,204	\$13,864	\$14,557	\$15,285
A41	CITY ENGINEER	\$13,591	\$14,271	\$14,984	\$15,734	\$16,520
A29	COMMUNITY SERVICES DIVISION MANAGER	\$9,413	\$9,883	\$10,378	\$10,896	\$11,441
A30	CRIME & INTELLIGENCE ANALYST	\$8,075	\$8,479	\$8,903	\$9,348	\$9,816
A21	DEPUTY CITY CLERK	\$7,045	\$7,397	\$7,767	\$8,155	\$8,563
A33	DEPUTY CITY ENGINEER	\$12,208	\$12,818	\$13,459	\$14,132	\$14,839
A34	EMERGENCY MANAGEMENT COORDINATOR*	\$10,002	\$10,502	\$11,027	\$11,578	\$12,157
A42	EXECUTIVE ASSISTANT TO POLICE CHIEF	\$6,868	\$7,211	\$7,572	\$7,951	\$8,348
A18	SENIOR MANAGEMENT ANALYST	\$8,728	\$9,164	\$9,622	\$10,103	\$10,608
A37	ENVIRONMENTAL PROGRAMS MANAGER	\$10,876	\$11,420	\$11,991	\$12,590	\$13,220
A11	REVENUE SERVICES SUPERVISOR*	\$8,736	\$9,173	\$9,631	\$10,113	\$10,619
A24	GIS & IT ANALYST	\$8,623	\$9,054	\$9,507	\$9,982	\$10,481
A28	MANAGEMENT ANALYST	\$7,337	\$7,703	\$8,089	\$8,493	\$8,918
A01	PLANNING MANAGER	\$12,575	\$13,204	\$13,864	\$14,557	\$15,285
A39	SENIOR ENGINEER*	\$12,976	\$13,625	\$14,306	\$15,021	\$15,772
A07	PUBLIC WORKS SUPERINTENDENT**	\$9,901	\$10,396	\$10,916	\$11,461	\$12,035
A16	RECREATION COORDINATOR	\$5,998	\$6,298	\$6,613	\$6,943	\$7,291
A15	SR RECREATION SUPERVISOR	\$7,152	\$7,509	\$7,885	\$8,279	\$8,693
A43	PUBLIC WORKS ASSISTANT SUPERINTENDENT	\$8,245	\$8,657	\$9,090	\$9,545	\$10,022

UNREPRESENTED EMPLOYEE GROUP

GRADE	TITLE	Monthly Salary Range				
		Step 1	Step 2	Step 3	Step 4	Step 5
A10	FINANCE MANAGER*	\$11,725	\$12,311	\$12,927	\$13,573	\$14,252
A13	EXECUTIVE ASSISTANT TO THE CITY MANAGER	\$7,621	\$8,002	\$8,402	\$8,822	\$9,263
A14	HUMAN RESOURCES ANALYST*	\$8,067	\$8,470	\$8,894	\$9,339	\$9,806
A37	RISK PROGRAM MANAGER***	\$10,876	\$11,420	\$11,991	\$12,590	\$13,220
M02	HUMAN RESOURCES MANAGER	\$12,507	\$13,132	\$13,789	\$14,478	\$15,202

*salary adjustment per compensation study

**salary adjustment for emergency call-out program duties

***position reclassified effective 1/14/26