

RESOLUTION NO. 23-47

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF NORWALK  
AMENDING AND ADOPTING THE FISCAL YEAR 2023/24 SALARY  
SCHEDULE FOR GENERAL AND HOURLY UNIT EMPLOYEES AND  
EXECUTIVE MANAGEMENT AND MID-MANAGEMENT EMPLOYEES**

**WHEREAS**, Norwalk Municipal Code (NMC) §2.24.070 allows for the adoption and revision of a compensation plan (salary schedule) by resolution; and

**WHEREAS**, the salary schedule has been amended and supersedes all previously adopted salary schedules.

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF NORWALK  
HEREBY DETERMINES, FINDS, AND RESOLVES AS FOLLOWS:**

**Section 1.** Pursuant to NMC §2.24.070, the City Council hereby adopts the Fiscal Year 2023/24 Salary Schedule attached as Exhibit A.

**Section 2.** The Mayor, or presiding officer, is hereby authorized to affix her signature to this Resolution signifying its adoption by the City Council of the City of Norwalk and the City Clerk, or her duly appointed assistant, is directed to attest thereto.

**APPROVED AND ADOPTED this 1<sup>st</sup> day of August 2023.**



**ANA VALENCIA  
MAYOR**

**ATTEST:**

I, **Theresa Devoy**, City Clerk of the City of Norwalk, California **DO HEREBY CERTIFY** that the foregoing Resolution, being **Resolution No. 23-47** has been duly signed by the Mayor and attested by the City Clerk, all at a regular meeting of the Norwalk City Council, held August 1, 2023, and that the same was approved and adopted by the following vote to wit:

**AYES:** Councilmembers Perez and Ramirez, Vice Mayor Rios, and Mayor Valencia

**NOES:** None

**ABSENT:** Councilmember Ayala



**THERESA DEVOY, CMC  
CITY CLERK**

**CITY OF NORWALK  
SALARY SCHEDULE  
FY 2023-2024  
Effective August 1, 2023**

<b>A. CITY COUNCIL</b>							
	<b>Name of Position</b>	<b>Rate Type</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
	Mayor	Monthly	N/A	N/A	N/A	N/A	950.91
	Vice-Mayor	Monthly	N/A	N/A	N/A	N/A	950.91
	Councilmember	Monthly	N/A	N/A	N/A	N/A	950.91
<b>B. EXECUTIVE MANAGEMENT</b>							
<b>Class</b>	<b>Name of Position</b>	<b>Rate Type</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
E001	City Manager	Monthly					28,777
E011	Executive Dir. of Regional Transportation	Monthly	16,116	16,922	17,768	18,656	19,589
E003	Deputy City Manager	Monthly	14,559	15,287	16,052	16,854	17,697
E035	Dir. of Public Services/City Engineer	Monthly	13,461	14,134	14,840	15,582	16,362
E015	Dir. of Community Development	Monthly	12,542	13,169	13,827	14,519	15,245
E020	Dir. of Finance/City Treasurer	Monthly	12,542	13,169	13,827	14,519	15,245
E024	Dir. of Human Resources/Risk Manager	Monthly	12,542	13,169	13,827	14,519	15,245
E017	Dir. of Public Affairs & Communication	Monthly	12,542	13,169	13,827	14,519	15,245
E030	Dir. of Public Safety	Monthly	12,542	13,169	13,827	14,519	15,245
E040	Dir. of Recreation & Park Services	Monthly	12,542	13,169	13,827	14,519	15,245
E045	Dir. of Social Services	Monthly	12,542	13,169	13,827	14,519	15,245
E010	City Clerk	Monthly	12,542	13,169	13,827	14,519	15,245

<b>C. MID-MANAGEMENT</b>							
<b>Class</b>	<b>Name of Position</b>	<b>Rate Type</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
M010	Building and Safety Manager	Monthly	10,479	11,003	11,554	12,131	12,738
M022	Human Resources Manager	Monthly	10,479	11,003	11,554	12,131	12,738
M023	Controller/Deputy Treasurer	Monthly	10,479	11,003	11,554	12,131	12,738
M024	Development Services Manager	Monthly	10,479	11,003	11,554	12,131	12,738
M032	Information Technology Manager	Monthly	10,479	11,003	11,554	12,131	12,738
M015	Principal Civil Engineer	Monthly	10,479	11,003	11,554	12,131	12,738
M054	Public Services Manager	Monthly	10,479	11,003	11,554	12,131	12,738
M042	Transit Administrative Officer	Monthly	10,479	11,003	11,554	12,131	12,738
M026	Emergency Preparedness Manager	Monthly	9,603	10,083	10,587	11,117	11,673
M027	Fleet Maintenance Manager	Monthly	9,603	10,083	10,587	11,117	11,673
M030	Housing Manager	Monthly	9,603	10,083	10,587	11,117	11,673
M040	Manager of Transit Operations	Monthly	9,603	10,083	10,587	11,117	11,673
M052	Public Safety Manager	Monthly	9,603	10,083	10,587	11,117	11,673
M046	Recreation Superintendent	Monthly	9,603	10,083	10,587	11,117	11,673
M062	Senior Center Manager	Monthly	9,603	10,083	10,587	11,117	11,673
M017	Senior Civil Engineer	Monthly	9,603	10,083	10,587	11,117	11,673
M022	Social Services Superintendent	Monthly	9,603	10,083	10,587	11,117	11,673

<b>D. GENERAL UNIT</b>							
<b>Class</b>	<b>Name of Position</b>	<b>Rate Type</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
P040	Associate Engineer	Monthly	7,889	8,283	8,697	9,132	9,589
F241	Plans Examiner	Monthly	7,889	8,283	8,697	9,132	9,589
P315	Senior Planner	Monthly	7,716	8,102	8,507	8,932	9,379
P028	Assistant City Clerk	Monthly	7,308	7,673	8,057	8,460	8,883
P242	Principal Human Resources Analyst	Monthly	7,308	7,673	8,057	8,460	8,883
F305	Senior Building Inspector	Monthly	7,308	7,673	8,057	8,460	8,883
F327	Special Projects Coordinator	Monthly	7,308	7,673	8,057	8,460	8,883
F131	Fleet Maintenance Supervisor	Monthly	7,107	7,462	7,835	8,227	8,638
F340	Senior Transit Operations Supervisor	Monthly	7,107	7,462	7,835	8,227	8,638
F385	Utilities Supervisor	Monthly	7,107	7,462	7,835	8,227	8,638
P042	Associate Planner	Monthly	6,867	7,211	7,571	7,950	8,347

<b>D. GENERAL UNIT</b>							
<b>Class</b>	<b>Name of Position</b>	<b>Rate Type</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
F165	Maintenance Supervisor	Monthly	6,768	7,107	7,462	7,835	8,227
F317	Senior Code Compliance Inspector	Monthly	6,768	7,107	7,462	7,835	8,227
P030	Assistant Engineer	Monthly	6,650	6,983	7,332	7,699	8,084
P330	Senior Accountant	Monthly	6,650	6,983	7,332	7,699	8,084
P235	Senior Human Resources Analyst	Monthly	6,650	6,983	7,332	7,699	8,084
P189	Senior Management Analyst	Monthly	6,650	6,983	7,332	7,699	8,084
F323	Social Services Supervisor	Monthly	6,650	6,983	7,332	7,699	8,084
F160	Lead Equipment Mechanic	Monthly	6,601	6,931	7,278	7,642	8,024
F362	Transit Safety & Training Coordinator	Monthly	6,601	6,931	7,278	7,642	8,024
F087	Creative Coordinator	Monthly	6,475	6,799	7,139	7,496	7,871
F019	Deputy City Clerk	Monthly	6,475	6,799	7,139	7,496	7,871
F285	Recreation Supervisor	Monthly	6,475	6,799	7,139	7,496	7,871
F312	Senior Executive Assistant	Monthly	6,475	6,799	7,139	7,496	7,871
F055	Building Inspector II	Monthly	6,353	6,671	7,004	7,355	7,722
F364	Transit Operations Supervisor II	Monthly	6,096	6,401	6,721	7,057	7,410
P035	Assistant Planner	Monthly	6,020	6,321	6,637	6,969	7,318
F260	Public Safety Officer III	Monthly	6,020	6,321	6,637	6,969	7,318
F355	Traffic Signal Technician II	Monthly	5,939	6,236	6,548	6,875	7,219
F245	Code Compliance Inspector	Monthly	5,889	6,184	6,493	6,818	7,159
P132	Financial Analyst	Monthly	5,781	6,070	6,374	6,693	7,027
P184	Management Analyst	Monthly	5,781	6,070	6,374	6,693	7,027
F073	Childcare Program Supervisor	Monthly	5,768	6,057	6,360	6,678	7,012
F110	Executive Assistant	Monthly	5,768	6,057	6,360	6,678	7,012
F240	Human Resources Technician	Monthly	5,768	6,057	6,360	6,678	7,012
F326	Social Services Coordinator	Monthly	5,768	6,057	6,360	6,678	7,012
F231	Permit Technician II	Monthly	5,536	5,813	6,104	6,409	6,729
F380	Water Service Worker II	Monthly	5,537	5,813	6,104	6,409	6,730
F140	Housing Specialist II	Monthly	5,530	5,806	6,097	6,401	6,721
F350	Traffic Signal Technician I	Monthly	5,530	5,806	6,097	6,401	6,721
F092	Senior Production Supervisor	Monthly	5,530	5,806	6,097	6,401	6,721
F224	Payroll Personnel Technician	Monthly	5,489	5,763	6,051	6,354	6,672
F195	Mechanic	Monthly	5,470	5,744	6,031	6,332	6,649
F360	Transit Operations Supervisor	Monthly	5,443	5,716	6,001	6,301	6,616
F266	Public Safety Technician	Monthly	5,391	5,660	5,943	6,240	6,552
F280	Recreation Coordinator	Monthly	5,273	5,537	5,813	6,104	6,409
F180	Maintenance Worker III	Monthly	5,133	5,390	5,659	5,942	6,239
F255	Public Safety Officer II	Monthly	5,133	5,390	5,659	5,942	6,239
F370	Tree Trimmer II	Monthly	5,115	5,371	5,640	5,922	6,218
F025	Administrative Secretary	Monthly	5,090	5,345	5,612	5,893	6,188
F098	Engineering Technician	Monthly	5,090	5,345	5,612	5,893	6,188
F210	Office Assistant III	Monthly	5,090	5,345	5,612	5,893	6,188
F347	Storekeeper II	Monthly	5,090	5,345	5,612	5,893	6,188
F357	Transit Administrative Specialist	Monthly	5,090	5,345	5,612	5,893	6,188
F085	Community Worker	Monthly	4,988	5,238	5,500	5,775	6,063
F070	Childcare Coordinator	Monthly	4,976	5,224	5,486	5,760	6,048
F081	Community Development Assistant	Monthly	4,976	5,224	5,486	5,760	6,048
F135	Housing Specialist I	Monthly	4,976	5,224	5,486	5,760	6,048
F032	Management Assistant	Monthly	4,976	5,224	5,486	5,760	6,048
F010	Account Clerk III	Monthly	4,904	5,149	5,406	5,677	5,960
F084	Community Information Specialist	Monthly	4,904	5,149	5,406	5,677	5,960
F243	Production Supervisor	Monthly	4,904	5,149	5,406	5,677	5,960
F365	Tree Trimmer I	Monthly	4,877	5,121	5,377	5,646	5,929
F230	Permit Technician	Monthly	4,784	5,023	5,275	5,538	5,815
F043	Planning Technician	Monthly	4,784	5,023	5,275	5,538	5,815
F080	Bus Operator	Monthly	4,751	4,988	5,237	5,499	5,774
F091	Dispatcher	Monthly	4,751	4,988	5,237	5,499	5,774
F175	Maintenance Worker II	Monthly	4,637	4,868	5,112	5,367	5,636

<b>D. GENERAL UNIT</b>							
<b>Class</b>	<b>Name of Position</b>	<b>Rate Type</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
F375	Water Service Worker I	Monthly	4,540	4,767	5,006	5,256	5,519
F250	Public Safety Officer I	Monthly	4,420	4,641	4,873	5,117	5,373
F325	Social Service Worker II	Monthly	4,420	4,641	4,873	5,117	5,373
F244	Production Specialist	Monthly	4,328	4,545	4,772	5,011	5,261
F005	Account Clerk II	Monthly	4,324	4,541	4,768	5,006	5,256
F205	Office Assistant II	Monthly	4,155	4,363	4,581	4,810	5,050
F222	Payment Specialist	Monthly	4,155	4,363	4,581	4,810	5,050
F115	Facility Maintenance I	Monthly	4,088	4,293	4,508	4,733	4,970
F170	Maintenance Worker I	Monthly	3,815	4,005	4,206	4,416	4,637
F200	Office Assistant I	Monthly	3,815	4,005	4,206	4,416	4,637

<b>E. HOURLY UNIT</b>							
<b>Class</b>	<b>Name of Position</b>	<b>Rate Type</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>
H103	Senior Management Analyst	Hourly	37.24	39.10	41.06	43.11	45.27
H083	Code Compliance Inspector	Hourly	32.98	34.63	36.36	38.17	40.08
H063	Management Analyst	Hourly	32.39	34.01	35.71	37.50	39.37
H010	Public Safety Officer II	Hourly	29.61	31.09	32.64	34.28	35.99
H230	Permit Technician	Hourly	27.60	28.98	30.43	31.95	33.54
H030	Bus Operator	Hourly	27.40	28.77	30.21	31.72	33.30
H046	Equipment Service Helper II	Hourly	27.40	28.77	30.21	31.72	33.30
H080	Production Specialist	Hourly	24.97	26.22	27.53	28.91	30.35
H250	Public Safety Officer I	Hourly	24.78	26.01	27.32	28.68	30.12
H009	Account Clerk II	Hourly	24.21	25.42	26.69	28.03	29.43
H067	Payment Specialist	Hourly	23.96	25.16	26.42	27.74	29.12
H059	Mechanic Trainee	Hourly	23.29	24.45	25.68	26.96	28.31
H199	Office Assistant II	Hourly	23.29	24.45	25.68	26.96	28.31
H095	Recreation Leader III	Hourly	22.75	23.88	25.08	26.33	27.65
H031	Bus Operator Trainee	Hourly	21.92				
H037	Dispatcher	Hourly	21.92	23.02	24.17	25.37	26.64
H045	Equipment Service Helper	Hourly	21.92	23.02	24.17	25.37	26.64
H038	Public Safety Dispatcher	Hourly	21.92	23.02	24.17	25.37	26.64
H200	Office Assistant I	Hourly	21.39	22.45	23.58	24.76	25.99
H110	Social Service Worker I	Hourly	20.28	21.29	22.36	23.47	24.65
H035	Community Information Assistant	Hourly	19.46	20.43	21.46	22.53	23.66
H100	Senior Lifeguard	Hourly	18.75	19.69	20.67	21.71	22.79
H022	Athletic Trainer	Hourly	17.18	18.04	18.94	19.89	20.88
H050	Instructor Guard	Hourly	16.85	17.70	18.58	19.51	20.49
H012	Site Coordinator	Hourly	16.67	17.50	18.38	19.29	20.26
H055	Lifeguard	Hourly	16.41	17.24	18.10	19.00	19.95
H090	Recreation Leader II	Hourly	16.41	17.24	18.10	19.00	19.95
H015	Administrative Intern	Hourly	16.08	16.88	17.73	18.61	19.54
H069	Dishwasher	Hourly	16.08	16.88	17.73	18.61	19.54
H060	Maintenance Assistant	Hourly	16.08	16.88	17.73	18.61	19.54
H062	Meal Driver	Hourly	16.08	16.88	17.73	18.61	19.54
H064	Nutrition Aide	Hourly	16.08	16.88	17.73	18.61	19.54
H068	Planning Intern	Hourly	16.08	16.88	17.73	18.61	19.54
H075	Production Assistant	Hourly	16.08	16.88	17.73	18.61	19.54
H085	Recreation Leader I	Hourly	16.08	16.88	17.73	18.61	19.54
H120	Youth Worker	Hourly	16.08				