

City of La Mesa  
 Compensation Plan - LMCEA FY 2024-2025

EFFECTIVE: 7/5/24, AS AMENDED & APPROVED on 9/10/2024

Class Title	Step A		Step B		Step C		Step D		Step E		Step F		Step G		Payroll Group	Class Code	WC Code	Range #
	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly				
Accountant I	5,531	31.91	5,808	33.51	6,098	35.18	6,403	36.94	6,723	38.79	7,059	40.73	7,235	41.74	LMCEA	1000	8810	35
Accountant II	6,088	35.12	6,392	36.88	6,712	38.72	7,048	40.66	7,400	42.69	7,770	44.83	7,964	45.95	LMCEA	1003	8810	46
Accounting Assistant I	3,535	20.39	3,712	21.42	3,898	22.49	4,093	23.61	4,298	24.80	4,513	26.04	4,626	26.69	LMCEA	1006	8810	3
Accounting Assistant II	3,883	22.40	4,077	23.52	4,281	24.70	4,495	25.93	4,720	27.23	4,956	28.59	5,080	29.31	LMCEA	1009	8810	6
Accounting Technician	5,246	30.27	5,508	31.78	5,783	33.36	6,072	35.03	6,376	36.78	6,695	38.63	6,862	39.59	LMCEA	1012	8810	33
Administrative Aide	4,611	26.60	4,842	27.93	5,084	29.33	5,338	30.80	5,605	32.34	5,885	33.95	6,032	34.80	LMCEA	1015	8810	21
Administrative Analyst I	5,531	31.91	5,808	33.51	6,098	35.18	6,403	36.94	6,723	38.79	7,059	40.73	7,235	41.74	LMCEA	1018	8810	35
Administrative Analyst II	6,088	35.12	6,392	36.88	6,712	38.72	7,048	40.66	7,400	42.69	7,770	44.83	7,964	45.95	LMCEA	1021	8810	46
Administrative Coordinator	4,906	28.30	5,151	29.72	5,409	31.21	5,679	32.76	5,963	34.40	6,261	36.12	6,418	37.03	LMCEA	1024	8810	25
Administrative Office Assistant	3,782	21.82	3,971	22.91	4,170	24.06	4,379	25.26	4,598	26.53	4,828	27.85	4,949	28.55	LMCEA	1027	8810	5
Assistant Center Manager	4,285	24.72	4,499	25.96	4,724	27.25	4,960	28.62	5,208	30.05	5,468	31.55	5,605	32.34	LMCEA	1033	8810	15
Assistant Engineer	6,961	40.16	7,309	42.17	7,674	44.27	8,058	46.49	8,461	48.81	8,884	51.25	9,106	52.53	LMCEA	1039	9410	54
Assistant Planner	6,125	35.34	6,431	37.10	6,753	38.96	7,091	40.91	7,446	42.96	7,818	45.10	8,013	46.23	LMCEA	1042	9410	48
Associate Engineer	8,022	46.28	8,423	48.59	8,844	51.02	9,286	53.57	9,750	56.25	10,238	59.07	10,494	60.54	LMCEA	1045	9410	56
Associate Planner	6,738	38.87	7,075	40.82	7,429	42.86	7,800	45.00	8,190	47.25	8,600	49.62	8,815	50.86	LMCEA	1048	9410	53
Building Inspector I	5,566	32.11	5,844	33.72	6,136	35.40	6,443	37.17	6,765	39.03	7,103	40.98	7,281	42.01	LMCEA	1051	9410	36
Building Inspector II	6,123	35.33	6,429	37.09	6,750	38.94	7,088	40.89	7,442	42.93	7,814	45.08	8,009	46.21	LMCEA	1054	9410	49
Building Maintenance Lead Worker	5,173	29.84	5,432	31.34	5,704	32.91	5,989	34.55	6,288	36.28	6,602	38.09	6,767	39.04	LMCEA	1057	9420	31
Building Maintenance Supervisor	6,116	35.28	6,422	37.05	6,743	38.90	7,080	40.85	7,434	42.89	7,806	45.03	8,001	46.16	LMCEA	1060	9420	47
Building Maintenance Worker I	4,276	24.67	4,490	25.90	4,715	27.20	4,951	28.56	5,199	29.99	5,459	31.49	5,595	32.28	LMCEA	1063	9420	13
Building Maintenance Worker II	4,705	27.14	4,940	28.50	5,187	29.93	5,446	31.42	5,718	32.99	6,004	34.64	6,154	35.50	LMCEA	1066	9420	23
Business License Officer	4,274	24.66	4,488	25.89	4,712	27.18	4,948	28.55	5,195	29.97	5,455	31.47	5,591	32.26	LMCEA	1072	9410	14
Clerical Assistant I	3,117	17.98	3,273	18.88	3,437	19.83	3,609	20.82	3,789	21.86	3,978	22.95	4,077	23.52	LMCEA	1093	8810	1
Clerical Assistant II	3,364	19.41	3,532	20.38	3,709	21.40	3,894	22.47	4,089	23.59	4,293	24.77	4,400	25.38	LMCEA	1096	8810	2
Clinical Homeless Outreach Specialist	6,802	39.24	7,142	41.20	7,499	43.26	7,874	45.43	8,268	47.70	8,681	50.08	8,898	51.33	LMCEA	1097	9420	61
Code Compliance Officer I	5,093	29.38	5,348	30.85	5,615	32.39	5,896	34.02	6,191	35.72	6,501	37.51	6,664	38.45	LMCEA	1099	9410	28
Code Compliance Officer II	5,607	32.35	5,887	33.96	6,181	35.66	6,490	37.44	6,815	39.32	7,156	41.28	7,335	42.32	LMCEA	1102	9410	39
Comm Develop Program Coordinator	6,999	40.38	7,349	42.40	7,716	44.52	8,102	46.74	8,507	49.08	8,932	51.53	9,155	52.82	LMCEA	1105	9410	55
Community Resource Supervisor	6,802	39.24	7,142	41.20	7,499	43.26	7,874	45.43	8,268	47.70	8,681	50.08	8,898	51.33	LMCEA	1103	9410	61
Crime Analyst	6,009	34.67	6,309	36.40	6,624	38.22	6,955	40.13	7,303	42.13	7,668	44.24	7,860	45.35	LMCEA	1111	8810	45
Crime Prevention Specialist I	4,351	25.10	4,569	26.36	4,797	27.68	5,037	29.06	5,289	30.51	5,553	32.04	5,692	32.84	LMCEA	1114	9410	16
Crime Prevention Specialist II	5,093	29.38	5,348	30.85	5,615	32.39	5,896	34.02	6,191	35.72	6,501	37.51	6,664	38.45	LMCEA	1117	9410	28
Custodian	3,364	19.41	3,532	20.38	3,709	21.40	3,894	22.47	4,089	23.59	4,293	24.77	4,400	25.38	LMCEA	1120	9420	2
Customer Service / Finance Assistant	3,962	22.86	4,160	24.00	4,368	25.20	4,586	26.46	4,815	27.78	5,056	29.17	5,182	29.90	LMCEA	1123	8810	7
Customer Service Specialist I	4,162	24.01	4,370	25.21	4,589	26.48	4,818	27.80	5,059	29.19	5,312	30.65	5,445	31.41	LMCEA	1126	8810	11
Customer Service Specialist II	4,490	25.90	4,715	27.20	4,951	28.56	5,199	29.99	5,459	31.49	5,732	33.07	5,875	33.89	LMCEA	1129	8810	17
Deputy City Clerk	5,370	30.98	5,639	32.53	5,921	34.16	6,217	35.87	6,528	37.66	6,854	39.54	7,025	40.53	LMCEA	1132	8810	34
Deputy Fire Marshal	7,105	40.99	7,460	43.04	7,833	45.19	8,225	47.45	8,636	49.82	9,068	52.32	9,295	53.63	LMCEA	1135	9410	64
Development Services Technician I	4,524	26.10	4,750	27.40	4,988	28.78	5,237	30.21	5,499	31.73	5,774	33.31	5,918	34.14	LMCEA	1148	9410	19
Development Services Technician II	4,968	28.66	5,216	30.09	5,477	31.60	5,751	33.18	6,039	34.84	6,341	36.58	6,500	37.50	LMCEA	1149	9410	57
Downtown Operations Assistant	4,107	23.69	4,312	24.88	4,528	26.12	4,754	27.43	4,992	28.80	5,242	30.24	5,373	31.00	LMCEA	1147	9410	9
Emergency Preparedness Coordinator	6,999	40.38	7,349	42.40	7,716	44.52	8,102	46.74	8,507	49.08	8,932	51.53	9,155	52.82	LMCEA	1184	9410	62
Engineering Aide	4,524	26.10	4,750	27.40	4,988	28.78	5,237	30.21	5,499	31.73	5,774	33.31	5,918	34.14	LMCEA	1150	9410	19
Engineering Technician I	5,106	29.46	5,361	30.93	5,629	32.48	5,910	34.10	6,206	35.80	6,516	37.59	6,679	38.53	LMCEA	1156	9410	29
Engineering Technician II	5,612	32.38	5,893	34.00	6,188	35.70	6,497	37.48	6,822	39.36	7,163	41.33	7,342	42.36	LMCEA	1159	9410	40
Environmental Program Manager	7,754	44.73	8,142	46.97	8,549	49.32	8,976	51.78	9,425	54.38	9,896	57.09	10,143	58.52	LMCEA	1160	9420	58
Environmental Specialist	6,143	35.44	6,450	37.21	6,773	39.08	7,112	41.03	7,468	43.08	7,841	45.24	8,037	46.37	LMCEA	1355	9420	50
Equipment Operator	4,756	27.44	4,994	28.81	5,244	30.25	5,506	31.77	5,781	33.35	6,070	35.02	6,222	35.90	LMCEA	1162	9420	24
Equipment Service Worker	3,730	21.52	3,917	22.60	4,113	23.73	4,319	24.92	4,535	26.16	4,762	27.47	4,881	28.16	LMCEA	1165	9420	4
Executive Secretary to the Police Chief	4,906	28.30	5,151	29.72	5,409	31.21	5,679	32.76	5,963	34.40	6,261	36.12	6,418	37.03	LMCEA	1023	8810	25
Facilities Manager	5,730	33.06	6,017	34.71	6,318	36.45	6,634	38.27	6,966	40.19	7,314	42.20	7,497	43.25	LMCEA	1168	9410	41

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	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly				
Facilities Specialist	4,906	28.30	5,151	29.72	5,409	31.21	5,679	32.76	5,963	34.40	6,261	36.12	6,418	37.03	LMCEA	1169	8810	25
Fire Inspector I	5,566	32.11	5,844	33.72	6,136	35.40	6,443	37.17	6,765	39.03	7,103	40.98	7,281	42.01	LMCEA	1052	9410	36
Fire Inspector II	6,123	35.33	6,429	37.09	6,750	38.94	7,088	40.89	7,442	42.93	7,814	45.08	8,009	46.21	LMCEA	1053	9410	49
Fleet Maintenance Supervisor	6,116	35.28	6,422	37.05	6,743	38.90	7,080	40.85	7,434	42.89	7,806	45.03	8,001	46.16	LMCEA	1226	9420	47
Heavy Equipment Operator	4,991	28.79	5,241	30.24	5,503	31.75	5,778	33.33	6,067	35.00	6,370	36.75	6,529	37.67	LMCEA	1195	9420	27
Homeless Outreach Technician	5,531	31.91	5,808	33.51	6,098	35.18	6,403	36.94	6,723	38.79	7,059	40.73	7,235	41.74	LMCEA	1196	9420	35
Human Services Manager	6,999	40.38	7,349	42.40	7,716	44.52	8,102	46.74	8,507	49.08	8,932	51.53	9,155	52.82	LMCEA	1204	9410	55
Information Technology Analyst	6,961	40.16	7,309	42.17	7,674	44.27	8,058	46.49	8,461	48.81	8,884	51.25	9,106	52.53	LMCEA	1208	9410	54
Information Technology Specialist I	5,805	33.49	6,095	35.16	6,400	36.92	6,720	38.77	7,056	40.71	7,409	42.74	7,594	43.81	LMCEA	1210	9410	44
Information Technology Specialist II	6,384	36.83	6,703	38.67	7,038	40.60	7,390	42.63	7,760	44.77	8,148	47.01	8,352	48.18	LMCEA	1213	9410	52
Irrigation Technician	4,536	26.17	4,763	27.48	5,001	28.85	5,251	30.29	5,514	31.81	5,790	33.40	5,935	34.24	LMCEA	1222	9420	20
Lead Mechanic	5,764	33.25	6,052	34.92	6,355	36.66	6,673	38.50	7,007	40.43	7,357	42.44	7,541	43.51	LMCEA	1225	9420	43
Mechanic I	4,700	27.12	4,935	28.47	5,182	29.90	5,441	31.39	5,713	32.96	5,999	34.61	6,149	35.48	LMCEA	1237	9420	22
Mechanic II	5,169	29.82	5,427	31.31	5,698	32.87	5,983	34.52	6,282	36.24	6,596	38.05	6,761	39.01	LMCEA	1240	9420	30
Park Maintenance Lead Worker	5,228	30.16	5,489	31.67	5,763	33.25	6,051	34.91	6,354	36.66	6,672	38.49	6,839	39.46	LMCEA	1243	9420	32
Park Maintenance Supervisor	6,116	35.28	6,422	37.05	6,743	38.90	7,080	40.85	7,434	42.89	7,806	45.03	8,001	46.16	LMCEA	1246	9420	47
Park Maintenance Worker I	3,730	21.52	3,917	22.60	4,113	23.73	4,319	24.92	4,535	26.16	4,762	27.47	4,881	28.16	LMCEA	1249	9420	4
Park Maintenance Worker II	4,126	23.80	4,332	24.99	4,549	26.24	4,776	27.55	5,015	28.93	5,266	30.38	5,398	31.14	LMCEA	1252	9420	10
Park Maintenance Worker III	4,536	26.17	4,763	27.48	5,001	28.85	5,251	30.29	5,514	31.81	5,790	33.40	5,935	34.24	LMCEA	1255	9420	20
Permit Technician	4,044	23.33	4,246	24.50	4,458	25.72	4,681	27.01	4,915	28.36	5,161	29.78	5,290	30.52	LMCEA	1258	8810	8
Planning Technician	4,968	28.66	5,216	30.09	5,477	31.60	5,751	33.18	6,039	34.84	6,341	36.58	6,500	37.50	LMCEA	1261	9410	57
Police Assistant	4,180	24.12	4,389	25.32	4,608	26.58	4,838	27.91	5,080	29.31	5,334	30.77	5,467	31.54	LMCEA	1264	8810	12
Professional Standards Unit Assistant	4,977	28.71	5,226	30.15	5,487	31.66	5,761	33.24	6,049	34.90	6,351	36.64	6,510	37.56	LMCEA	1262	8810	66
Public Works Crew Leader	5,764	33.25	6,052	34.92	6,355	36.66	6,673	38.50	7,007	40.43	7,357	42.44	7,541	43.51	LMCEA	1301	9420	60
Public Works Inspector I	5,581	32.20	5,860	33.81	6,153	35.50	6,461	37.28	6,784	39.14	7,123	41.09	7,301	42.12	LMCEA	1294	9420	37
Public Works Inspector II	6,146	35.46	6,453	37.23	6,776	39.09	7,115	41.05	7,471	43.10	7,845	45.26	8,041	46.39	LMCEA	1297	9420	51
Public Works Maint Lead Worker	5,228	30.16	5,489	31.67	5,763	33.25	6,051	34.91	6,354	36.66	6,672	38.49	6,839	39.46	LMCEA	1300	9420	32
Public Works Maintenance Supervisor	6,116	35.28	6,422	37.05	6,743	38.90	7,080	40.85	7,434	42.89	7,806	45.03	8,001	46.16	LMCEA	1303	9420	47
Public Works Maintenance Worker I	3,730	21.52	3,917	22.60	4,113	23.73	4,319	24.92	4,535	26.16	4,762	27.47	4,881	28.16	LMCEA	1306	9420	4
Public Works Maintenance Worker II	4,126	23.80	4,332	24.99	4,549	26.24	4,776	27.55	5,015	28.93	5,266	30.38	5,398	31.14	LMCEA	1309	9420	10
Public Works Maintenance Worker III	4,536	26.17	4,763	27.48	5,001	28.85	5,251	30.29	5,514	31.81	5,790	33.40	5,935	34.24	LMCEA	1312	9420	20
Records Technician	4,623	26.67	4,854	28.00	5,097	29.41	5,352	30.88	5,620	32.42	5,901	34.04	6,049	34.90	LMCEA	1317	8810	65
Recreation Supervisor	5,739	33.11	6,026	34.77	6,327	36.50	6,643	38.33	6,975	40.24	7,324	42.25	7,507	43.31	LMCEA	1330	9410	42
Safety Volunteer Coordinator	6,088	35.12	6,392	36.88	6,712	38.72	7,048	40.66	7,400	42.69	7,770	44.83	7,964	45.95	LMCEA	1336	9410	38
Senior Accounting Technician	5,770	33.29	6,059	34.96	6,362	36.70	6,680	38.54	7,014	40.47	7,365	42.49	7,549	43.55	LMCEA	1014	9420	63
Senior Building Inspector	6,738	38.87	7,075	40.82	7,429	42.86	7,800	45.00	8,190	47.25	8,600	49.62	8,815	50.86	LMCEA	1345	9410	53
Senior Tree Trimmer	4,968	28.66	5,216	30.09	5,477	31.60	5,751	33.18	6,039	34.84	6,341	36.58	6,500	37.50	LMCEA	1354	9420	26
Stormwater Program Manager	7,754	44.73	8,142	46.97	8,549	49.32	8,976	51.78	9,425	54.38	9,896	57.09	10,143	58.52	LMCEA	1356	9420	58
Transportation Specialist	4,357	25.14	4,575	26.39	4,804	27.72	5,044	29.10	5,296	30.55	5,561	32.08	5,700	32.88	LMCEA	1328	8810	59
Tree Trimmer	4,514	26.04	4,740	27.35	4,977	28.71	5,226	30.15	5,487	31.66	5,761	33.24	5,905	34.07	LMCEA	1360	9420	18
Wastewater Maintenance Worker I	3,730	21.52	3,917	22.60	4,113	23.73	4,319	24.92	4,535	26.16	4,762	27.47	4,881	28.16	LMCEA	1307	9420	4
Wastewater Maintenance Worker II	4,126	23.80	4,332	24.99	4,549	26.24	4,776	27.55	5,015	28.93	5,266	30.38	5,398	31.14	LMCEA	1310	9420	10
Wastewater Maintenance Worker III	4,536	26.17	4,763	27.48	5,001	28.85	5,251	30.29	5,514	31.81	5,790	33.40	5,935	34.24	LMCEA	1313	9420	20