

**CITY OF LA MESA / HUMAN RESOURCES DIVISION
COMPENSATION PLAN FY 2024-2025**

EFFECTIVE 07/01/2024, AS AMENDED & APPROVED 11/22/2022

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Step H		Step I		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
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
Accounting Technician - Confidential	5,271	30.41	5,535	31.93	5,812	33.53	6,103	35.21	6,408	36.97	6,728	38.82	6,896	39.78					Confidential	1013	8810	1
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 I - Confidential	5,807	33.50	6,097	35.18	6,402	36.93	6,722	38.78	7,058	40.72	7,411	42.76	7,596	43.82					Confidential	1019	8810	6
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 Analyst II - Confidential	6,393	36.88	6,713	38.73	7,049	40.67	7,401	42.70	7,771	44.83	8,160	47.08	8,364	48.25					Confidential	1022	8810	7
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 Coordinator - Confidential	5,152	29.72	5,410	31.21	5,681	32.78	5,965	34.41	6,263	36.13	6,576	37.94	6,740	38.88					Confidential	1025	8810	5
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
Animal Control Officer	4,467	25.77	4,690	27.06	4,925	28.41	5,171	29.83	5,430	31.33	5,566	32.11							Police N/S	1030	9420	2
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 City Manager	15,414	88.93							18,736	108.09									Mgmt	1036	9410	
Assistant City Mgr / Director of Community Services	15,098	87.10							18,352	105.88									Mgmt	1036	9410	
Assistant Director of Community Development	11,661	67.28							14,174	81.77									Mgmt	1146	9410	
Assistant Director of Public Works	11,661	67.28							14,174	81.77									Mgmt	1145	9410	
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
Assistant to the City Manager	9,760	56.31							11,863	68.44									Mgmt	1037	9410	
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 Inspection Supervisor	8,232	47.49							10,007	57.73									Mgmt	1055	9410	
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

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Step H		Step I		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
Building Official	10,112	58.34							12,291	70.91									Mgmt	1069	9410	
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
City Attorney	Salary Established by Contract								21,736	125.40									Mgmt	1078	8810	
City Clerk	10,353	59.73							12,585	72.61									Mgmt	1081	8810	
City Councilmember	Salary Established by Ordinance - rev 12/06								1,000	5.77									Elected	1084	9410	2
City Engineer	11,661	67.28							14,174	81.77									Mgmt	1085	9410	
City Manager	Salary Established by Contract								20,572	118.68									Mgmt	1087	9410	
City Treasurer	Salary Established by Ordinance								579	3.34									Elected	1090	8810	1
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	6,088	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	1097	9420	46
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
Communications Manager	9,138	52.72							11,108	64.08									Mgmt	1106	8810	
Communications Supervisor	6,575	37.93	6,904	39.83	7,249	41.82	7,611	43.91	7,992	46.11	8,192	47.26							Police N/S	1104	8810	6
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
Community Services Manager	8,315	47.97							10,107	58.31									Mgmt	1140	9410	
Community Services Officer	4,467	25.77	4,690	27.06	4,925	28.41	5,171	29.83	5,430	31.33	5,566	32.11							Police N/S	1108	9420	2
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 Chief	10,964	63.25							13,327	76.89									Mgmt	1178	7706	
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 Coordinator		28.29		29.70		31.19		32.75		34.39									Temporary	2136	9410	33
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
Director of Administrative Services	13,638	78.68							16,577	95.64									Mgmt	1137	9410	
Director of Community Development	13,638	78.68							16,577	95.64									Mgmt	1138	9410	

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Step H		Step I		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
Director of Community Services	13,638	78.68							16,577	95.64									Mgmt	1141	9410	
Director of Finance	13,638	78.68							16,577	95.64									Mgmt	1142	9410	
Director of Public Works	13,638	78.68							16,577	95.64									Mgmt	1143	9410	
Director of Public Works / City Engineer	13,638	78.68							16,577	95.64									Mgmt	1144	9410	
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 Project Manager	9,864	56.91							11,990	69.17									Mgmt	1153	9410	
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 Assistant to the City Manager	6,092	35.15	6,397	36.91	6,717	38.75	7,053	40.69	7,406	42.73	7,776	44.86	7,970	45.98					Confidential	1339	8810	2
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
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
Finance Manager	9,760	56.31							11,863	68.44									Mgmt	1172	8810	
Fire Battalion Chief (112 hour)	9,987	41.16	10,486	43.21	11,010	45.37	11,561	47.64	12,139	50.02									Fire	1182	7706	7
Fire Battalion Chief (80 hour)	9,987	57.62	10,486	60.50	11,010	63.52	11,561	66.70	12,139	70.03									Fire	1176	7706	8
Fire Battalion Chief / Paramedic (112 hour)	11,265	46.42	11,764	48.48	12,288	50.64	12,839	52.91	13,417	55.29									Fire	1194	7706	13
Fire Battalion Chief / Paramedic (80 hour)	11,265	64.99	11,764	67.87	12,288	70.89	12,839	74.07	13,417	77.41									Fire	1193	7706	14
Fire Battalion Chief w/ PM Cert (112 hour)	10,626	43.79	11,125	45.84	11,649	48.00	12,200	50.27	12,778	52.66									Fire	1181	7706	11
Fire Battalion Chief w/ PM Cert (80 hour)	10,626	61.30	11,125	64.18	11,649	67.21	12,200	70.38	12,778	73.72									Fire	1179	7706	12
Fire Captain	8,088	33.33	8,492	34.99	8,917	36.75	9,363	38.58	9,831	40.51									Fire	1174	7706	5
Fire Captain / Paramedic	9,366	38.60	9,770	40.26	10,195	42.01	10,641	43.85	11,109	45.78									Fire	1175	7706	6
Fire Captain w/ PM Cert	8,727	35.96	9,131	37.63	9,556	39.38	10,002	41.22	10,470	43.15									Fire	1173	7706	10
Fire Division Chief	11,393	65.73							13,848	79.89									Mgmt	1180	7706	
Fire Engineer	7,110	29.30	7,466	30.77	7,839	32.30	8,231	33.92	8,643	35.62									Fire	1186	7706	2
Fire Engineer / Paramedic	8,388	34.57	8,744	36.03	9,117	37.57	9,509	39.19	9,921	40.88									Fire	1187	7706	4
Fire Engineer w/ PM Cert	7,749	31.93	8,105	33.40	8,478	34.94	8,870	36.55	9,282	38.25									Fire	1188	7706	9
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

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Step H		Step I		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
Fire Marshal	11,456	66.09							13,925	80.34									Mgmt	1183	9410	
Firefighter	5,928	24.43	6,224	25.65	6,535	26.93	6,862	28.28	7,205	29.69									Fire	1189	7706	1
Firefighter / Paramedic	7,011	28.89	7,362	30.34	7,730	31.85	8,117	33.45	8,523	35.12									Fire	1190	7706	3
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
General Service Worker		15.50		15.50		15.50		15.50		15.50									Temporary	1192	9410	2
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 Resources Analyst	6,776	39.09	7,115	41.05	7,471	43.10	7,845	45.26	8,237	47.52	8,649	49.90	8,865	51.14					Confidential	1203	8810	3
Human Resources Assistant	3,975	22.93	4,174	24.08	4,383	25.29	4,602	26.55	4,832	27.88	5,074	29.27	5,201	30.01					Confidential	1205	8810	4
Human Resources Manager	9,760	56.31							11,863	68.44									Mgmt	1201	8810	
Human Resources Technician	5,271	30.41	5,535	31.93	5,812	33.53	6,103	35.21	6,408	36.97	6,728	38.82	6,896	39.78					Confidential	1202	8810	1
Human Resources/Risk Manager	10,740	61.96							13,055	75.32									Mgmt	1200	8810	
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 Manager	9,760	56.31							11,863	68.44									Mgmt	1207	9410	
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
InformationTechnology 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
Intern/Student Worker I		15.50		16.28		17.09		17.94		18.84									Temporary	1216	9410	3
Intern/Student Worker II		16.28		17.09		17.94		18.84		19.78									Temporary	1219	9410	7
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
Juvenile Services Officer		23.81		25.00		26.25		27.56		28.94									Temporary	1118	9410	28
Lead Lifeguard		17.09		17.94		18.84		19.78		20.77									Temporary	1230	9410	25
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
Lifeguard Aide		15.50		16.28		17.09		17.94		18.84									Temporary	1227	9410	5
Lifeguard/Instructor		16.28		17.09		17.94		18.84		19.78									Temporary	1228	9410	9
Live Scan Operator		15.50		16.28		17.09		17.94		18.84									Temporary	1229	8810	6
Management Analyst	6,943	40.06							8,440	48.69									Mgmt	1231	8810	
Mayor	Salary Established by Ordinance - rev 12/06								2,000	11.54									Elected	1234	9410	3
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

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Step H		Step I		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
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
Police Captain	13,528	78.05							16,443	94.86									Mgmt	1267	7720	
Police Chief	16,882	97.40							20,520	118.38									Mgmt	1270	7720	
Police Dispatcher	5,276	30.44	5,540	31.96	5,817	33.56	6,108	35.24	6,413	37.00	6,573	37.92							Police N/S	1276	8810	5
Police Lieutenant	12,265	70.76							14,908	86.01									Mgmt	1279	7720	
Police Officer	7,043	40.63	7,395	42.66	7,765	44.80	8,153	47.04	8,561	49.39	8,989	51.86	9,438	54.45	9,910	57.17	10,406	60.03	Police	1282	7720	1
Police Officer Trainee	7,043	40.63	7,395	42.66	7,765	44.80	8,153	47.04	8,561	49.39	8,989	51.86	9,438	54.45	9,910	57.17	10,406	60.03	Police	1283	7720	1
Police Property Officer I	4,335	25.01	4,552	26.26	4,780	27.58	5,019	28.96	5,270	30.40	5,402	31.17							Police N/S	1284	9410	7
Police Property Officer II	4,772	27.53	5,011	28.91	5,262	30.36	5,525	31.88	5,801	33.47	5,946	34.30							Police N/S	1285	9410	3
Police Sergeant	9,071	52.33	9,525	54.95	10,001	57.70	10,501	60.58	11,026	63.61	11,577	66.79	12,156	70.13	12,764	73.64	13,402	77.32	Police	1288	7720	2
Police Services Manager	9,760	56.31							11,863	68.44									Mgmt	1290	9410	
Police Services Specialist	4,831	27.87	5,073	29.27	5,327	30.73	5,593	32.27	5,873	33.88	6,020	34.73							Police N/S	1293	8810	4
Police Services Technician	4,466	25.77	4,689	27.05	4,923	28.40	5,169	29.82	5,427	31.31	5,563	32.09							Police N/S	1291	8810	1
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
Public Works Operations Manager	7,986	46.07							9,706	56.00									Mgmt	1314	9420	
Purchasing Officer	7,986	46.07							9,706	56.00									Mgmt	1315	8810	
Records & Elections Manager	8,655	49.93							10,520	60.69									Mgmt	1318	8810	
Recreation Aide		15.50		16.28		17.09		17.94		18.84									Temporary	1321	9410	1
Recreation Leader		16.28		17.09		17.94		18.84		19.78									Temporary	1324	9410	4
Recreation Specialist		17.09		17.94		18.84		19.78		20.77									Temporary	1327	9410	8
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
Risk Manager	9,760	56.31							11,863	68.44									Mgmt	1333	9410	
Safety Volunteer Coordinator	5,591	32.26	5,871	33.87	6,165	35.57	6,473	37.34	6,797	39.21	7,137	41.18	7,315	42.20					LMCEA	1336	9410	38
Senior Accountant	7,986	46.07							9,706	56.00									Mgmt	1342	8810	

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Step H		Step I		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
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 Management Analyst	7,986	46.07							9,706	56.00									Mgmt	1348	8810	
Senior Planner	9,512	54.88							11,562	66.70									Mgmt	1351	9410	
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
Superintendent of Public Works	8,932	51.53							10,857	62.64									Mgmt	1357	9420	
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

For additional Temporary employees hired into Regular classifications, use data associated with the Regular classification, but use "2" instead of "1" as the first digit of the Class Code.