

**WAGE, SALARY AND CLASSIFICATION PLAN
FY 2024-2025
(Effective June 23, 2024)**

**GENERAL OR MISCELLANEOUS EMPLOYEES
(LAKEWOOD CITY EMPLOYEES ASSOCIATION)**

Schedule No.	Classification	Step 1	Step 2	Step 3	Step 4	Step 5
		Monthly*	Monthly*	Monthly*	Monthly*	Monthly*
1A	Intermediate Clerk Typist	4016	4217	4428	4649	4882
2A	PABX Operator/Receptionist	4121	4327	4543	4770	5009
6A	Account Clerk	4545	4773	5011	5262	5525
6A	Senior Clerk	4545	4773	5011	5262	5525
8A	Administrative Clerk	4773	5012	5263	5526	5802
8A	Community Transportation Dispatcher	4773	5012	5263	5526	5802
8A	Customer Service Liaison	4773	5012	5263	5526	5802
8A	Parking Control Officer	4773	5012	5263	5526	5802
8A	Public Utility Customer Service Representative	4773	5012	5263	5526	5802
8A	Purchasing Clerk	4773	5012	5263	5526	5802
9A	Maintenance Worker	4897	5142	5399	5669	5953
10A	Building Clerk	5021	5272	5536	5813	6103
10A	Park Maintenance Worker	5021	5272	5536	5813	6103
10A	Public Safety Specialist	5021	5272	5536	5813	6103
10A	Senior Account Clerk	5021	5272	5536	5813	6103
10A	Senior Public Utility Customer Svc Representative	5021	5272	5536	5813	6103
12A	Human Resources Clerk	5274	5537	5814	6105	6410
12A	Special Event Assistant	5274	5537	5814	6105	6410
12A	Secretary	5274	5537	5814	6105	6410
12A	Tree Trimmer I	5274	5537	5814	6105	6410
12A	Water Utility Worker	5274	5537	5814	6105	6410
13A	Accounting Technician	5404	5674	5958	6256	6568
13A	Licensed Pesticide Applicator	5404	5674	5958	6256	6568
13A	Skilled Trades Worker	5404	5674	5958	6256	6568
14A	Audio Visual Technician	5537	5814	6105	6410	6731
14A	Graphics & Media Technician	5537	5814	6105	6410	6731
14A	Irrigation Repair Worker	5537	5814	6105	6410	6731
14A	Media Operations Spec. I	5537	5814	6105	6410	6731
15A	Administrative Secretary	5674	5957	6255	6568	6896
15A	Community Development Technician	5674	5957	6255	6568	6896
15A	Human Resources Technician	5674	5957	6255	6568	6896
15A	Light Equipment Operator	5674	5957	6255	6568	6896
15A	Payroll Technician	5674	5957	6255	6568	6896
15A	Permit Technician	5674	5957	6255	6568	6896
15A	Public Services Specialist	5674	5957	6255	6568	6896
15A	Senior Park Maintenance Worker	5674	5957	6255	6568	6896
15A	Tree Trimmer II	5674	5957	6255	6568	6896
16A	Fleet Maintenance Technician	5819	6110	6415	6736	7073
16A	Maintenance Carpenter	5819	6110	6415	6736	7073
16A	Maintenance Painter	5819	6110	6415	6736	7073
16A	Maintenance Plumber	5819	6110	6415	6736	7073
17A	Senior Water Utility Worker	5966	6265	6578	6907	7252
17A	Water Resources Administrative Secretary	5966	6265	6578	6907	7252
18A	Environmental Services Officer	6114	6420	6741	7078	7432
18A	Fleet Maintenance Lead Worker	6114	6420	6741	7078	7432
18A	Lead Public Safety Specialist	6114	6420	6741	7078	7432
18A	Media Operations Spec. II	6114	6420	6741	7078	7432
18A	Park Maintenance Lead Worker	6114	6420	6741	7078	7432
18A	Parking Control Lead Worker	6114	6420	6741	7078	7432
18A	Public Works Technician	6114	6420	6741	7078	7432
18A	Pump Station Operator	6114	6420	6741	7078	7432
18A	Senior Maintenance Plumber	6114	6420	6741	7078	7432
18A	Skilled Trades Lead Worker	6114	6420	6741	7078	7432
18A	Tree Lead Worker	6114	6420	6741	7078	7432
19A	Graphics & Media Lead Worker	6269	6582	6911	7257	7619
20A	Deputy City Clerk	6420	6741	7078	7432	7803
20A	Water Distribution Lead Worker	6420	6741	7078	7432	7803
23A	Water Production Lead Worker	6917	7263	7626	8007	8408
24A	Public Works Inspector	7090	7445	7817	8208	8618
26A	Maintenance Electrician	7444	7816	8207	8617	9048
29A	Helicopter Pilot I	8039	8441	8863	9306	9771

*Published monthly rates are rounded to whole dollars. Actual rates are rounded to four decimal places

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SUPERVISORY AND JUNIOR ADMINISTRATIVE EMPLOYEES

Schedule		Step 1	Step 2	Step 3	Step 4	Step 5
No.	Classification	Monthly*	Monthly*	Monthly*	Monthly*	Monthly*
15B	Management Aide	5674	5958	6256	6569	6897
16B	Administrative Assistant I	5828	6120	6426	6747	7084
16B	Planning Technician	5828	6120	6426	6747	7084
16B	Recreation Programs Assistant	5828	6120	6426	6747	7084
18B	Accountant	6124	6430	6752	7089	7444
20B	Recreation Program Coordinator	6433	6754	7092	7447	7819
20B	Public Safety Program Coordinator	6433	6754	7092	7447	7819
20B	Video Producer	6433	6754	7092	7447	7819
22B	Administrative Assistant II	6757	7095	7450	7822	8214
22B	Assistant Project Manager	6757	7095	7450	7822	8214
22B	Executive Secretary	6757	7095	7450	7822	8214
22B	Parking Control Supervisor	6757	7095	7450	7822	8214
24B	Assistant City Clerk	7100	7455	7828	8219	8630
24B	Assistant Planner	7100	7455	7828	8219	8630
24B	Community Conservation Representative	7100	7455	7828	8219	8630
24B	Community Services Supervisor	7100	7455	7828	8219	8630
24B	Community Transportation Supervisor	7100	7455	7828	8219	8630
24B	Human Resources Analyst	7100	7455	7828	8219	8630
24B	Management Analyst	7100	7455	7828	8219	8630
24B	Media Services Coordinator	7100	7455	7828	8219	8630
24B	Public Information Specialist	7100	7455	7828	8219	8630
24B	Public Safety Supervisor	7100	7455	7828	8219	8630
24B	Utility Billing Supervisor	7100	7455	7828	8219	8630
26B	Housing Specialist	7468	7841	8234	8645	9077
26B	Project Manager	7468	7841	8234	8645	9077
26B	Senior Management Analyst	7468	7841	8234	8645	9077
27B	Environmental Resources Supervisor	7648	8031	8432	8854	9296
27B	Facilities Maintenance Supervisor	7648	8031	8432	8854	9296
27B	Fleet Manager	7648	8031	8432	8854	9296
27B	Tree & Hardscape Supervisor	7648	8031	8432	8854	9296
28B	Community Relations Manager	7839	8231	8643	9075	9529
28B	Senior Producer	7839	8231	8643	9075	9529
28B	Water Distribution Supervisor	7839	8231	8643	9075	9529
29B	Associate Planner	8039	8441	8863	9306	9771
29B	Environmental Programs Manager	8039	8441	8863	9306	9771
29B	GIS Analyst	8039	8441	8863	9306	9771
29B	Water Administration Manager	8039	8441	8863	9306	9771
30B	IT Specialist	8240	8652	9084	9539	10015
31B	Community Services Manager	8446	8868	9311	9777	10266
31B	Senior Accountant	8446	8868	9311	9777	10266
31B	Senior Human Resources Analyst	8446	8868	9311	9777	10266
33B	Helicopter Pilot II	8864	9307	9772	10261	10774

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MANAGEMENT AND ADMINISTRATIVE OFFICERS

Schedule No.	Classification	Step 1 Monthly*	Step 2 Monthly*	Step 3 Monthly*	Step 4 Monthly*	Step 5 Monthly*
32B	Public Safety Manager	8658	9091	9545	10022	10524
32B	Community Development Coordinator	8658	9091	9545	10022	10524
32B	Water Field Operations Manager	8658	9091	9545	10022	10524
33B	Administrative Services Manager	8864	9307	9772	10261	10774
33B	Associate Civil Engineer	8864	9307	9772	10261	10774
34B	Neighborhood Preservation Manager	9085	9540	10017	10518	11043
35B	Senior Planner	9312	9778	10266	10780	11319
36B	IT Services Manager	9545	10022	10524	11050	11602
36B	Finance Manager	9545	10022	10524	11050	11602
36B	Senior Project Manager	9545	10022	10524	11050	11602
37B	Accounting & Grants Manager	9831	10323	10839	11381	11950
38B	Assistant to the City Manager	10031	10533	11059	11612	12193
38B	Parks Superintendent	10031	10533	11059	11612	12193
38B	Principal Civil Engineer	10031	10533	11059	11612	12193
38B	Purchasing Officer	10031	10533	11059	11612	12193
40B	Assistant Director of Rec. & Community Services	10548	11076	11630	12211	12822
40B	Assistant Director of Finance & Admin Services	10548	11076	11630	12211	12822
40B	Assistant Director of Community Development	10548	11076	11630	12211	12822
40B	City Clerk	10548	11076	11630	12211	12822
40B	Human Resources Manager	10548	11076	11630	12211	12822
40B	Public Information Officer	10548	11076	11630	12211	12822
42B	Assistant Director of Water Resources	11629	12211	12821	13462	14135
44B	Assistant Director of Public Works/City Engineer	12218	12829	13470	14144	14851

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EXECUTIVE MANAGEMENT OFFICERS

Schedule No.	Classification	Step 1 Monthly*	Step 2 Monthly*	Step 3 Monthly*	Step 4 Monthly*	Step 5 Monthly*
EDCO	Director of Communications	12523	13149	13807	14497	15222
EDPS	Director of Public Safety	12523	13149	13807	14497	15222
EDCM	Deputy City Manager	16111	16917	17763	18651	19583
EDCD	Director of Community Development	16111	16917	17763	18651	19583
EDRS	Director of Recreation and Community Services	16111	16917	17763	18651	19583
EDWR	Director of Water Resources	16346	17164	18022	18923	19869
EACM	Assistant City Manager	17189	18048	18950	19898	20893
EDPW	Director of Public Works	17189	18048	18950	19898	20893
EDAS	Director of Finance & Administrative Services	18971	19920	20916	21962	23060
CMGR	City Manager	25901				

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