

**WAGE, SALARY AND CLASSIFICATION PLAN  
FY 2023-2024  
(Effective June 25, 2023)**

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

Schedule		Step 1	Step 2	Step 3	Step 4	Step 5
No.	Classification	Monthly*	Monthly*	Monthly*	Monthly*	Monthly*
1A	Intermediate Clerk Typist	3807	3997	4197	4407	4627
2A	PABX Operator/Receptionist	3906	4101	4306	4521	4747
6A	Account Clerk	4308	4524	4750	4988	5237
6A	Senior Clerk	4308	4524	4750	4988	5237
7A	Maintenance Worker	4415	4636	4867	5111	5366
8A	Administrative Clerk	4525	4751	4988	5238	5500
8A	Community Transportation Dispatcher	4525	4751	4988	5238	5500
8A	Customer Service Liaison	4525	4751	4988	5238	5500
8A	Parking Control Officer	4525	4751	4988	5238	5500
8A	Public Utility Customer Service Representative	4525	4751	4988	5238	5500
8A	Purchasing Clerk	4525	4751	4988	5238	5500
10A	Building Clerk	4759	4997	5247	5510	5785
10A	Community Safety Specialist	4759	4997	5247	5510	5785
10A	Park Maintenance Worker	4759	4997	5247	5510	5785
10A	Senior Account Clerk	4759	4997	5247	5510	5785
12A	Special Event Assistant	4999	5249	5511	5787	6076
12A	Personnel Clerk	4999	5249	5511	5787	6076
12A	Secretary	4999	5249	5511	5787	6076
12A	Tree Trimmer I	4999	5249	5511	5787	6076
12A	Water Utility Worker	4999	5249	5511	5787	6076
13A	Accounting Technician	5122	5378	5647	5929	6226
13A	Licensed Pesticide Applicator	5122	5378	5647	5929	6226
13A	Senior Park Maintenance Worker	5122	5378	5647	5929	6226
13A	Skilled Trades Worker	5122	5378	5647	5929	6226
14A	Audio Visual Technician	5249	5511	5787	6076	6380
14A	Graphics & Media Technician	5249	5511	5787	6076	6380
14A	Irrigation Repair Worker	5249	5511	5787	6076	6380
14A	Light Equipment Operator	5249	5511	5787	6076	6380
14A	Media Operations Spec. I	5249	5511	5787	6076	6380
15A	Administrative Secretary	5378	5647	5929	6226	6537
15A	Community Development Technician	5378	5647	5929	6226	6537
15A	Fleet Maintenance Technician	5378	5647	5929	6226	6537
15A	Personnel Technician	5378	5647	5929	6226	6537
15A	Permit Technician	5378	5647	5929	6226	6537
15A	Public Services Specialist	5378	5647	5929	6226	6537
15A	Senior Water Utility Worker	5378	5647	5929	6226	6537
15A	Tree Trimmer II	5378	5647	5929	6226	6537
16A	Maintenance Carpenter	5515	5791	6081	6385	6704
16A	Maintenance Painter	5515	5791	6081	6385	6704
16A	Maintenance Plumber	5515	5791	6081	6385	6704
18A	Environmental Services Officer	5795	6085	6390	6709	7044
18A	Fleet Maintenance Lead Worker	5795	6085	6390	6709	7044
18A	Media Operations Spec. II	5795	6085	6390	6709	7044
18A	Park Maintenance Lead Worker	5795	6085	6390	6709	7044
18A	Parking Control Lead Worker	5795	6085	6390	6709	7044
18A	Public Works Technician	5795	6085	6390	6709	7044
18A	Pump Station Operator	5795	6085	6390	6709	7044
18A	Skilled Trades Lead Worker	5795	6085	6390	6709	7044
18A	Tree Lead Worker	5795	6085	6390	6709	7044
19A	Graphics & Media Lead Worker	5942	6239	6551	6878	7222
20A	Deputy City Clerk	6085	6389	6709	7044	7396
20A	Water Distribution Lead Worker	6085	6389	6709	7044	7396
23A	Water Production Lead Worker	6557	6884	7229	7590	7970
24A	Public Works Inspector	6721	7057	7409	7780	8169
26A	Maintenance Electrician	7056	7409	7779	8168	8576
29A	Helicopter Pilot I	7620	8001	8401	8821	9262

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

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**SUPERVISORY AND JUNIOR ADMINISTRATIVE EMPLOYEES**

<b>Schedule</b>		<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
<b>No.</b>	<b>Classification</b>	<b>Monthly*</b>	<b>Monthly*</b>	<b>Monthly*</b>	<b>Monthly*</b>	<b>Monthly*</b>
15B	Management Aide	5379	5647	5930	6226	6538
16B	Administrative Assistant I	5524	5801	6091	6395	6715
16B	Planning Technician	5524	5801	6091	6395	6715
16B	Recreation Programs Assistant	5524	5801	6091	6395	6715
18B	Accountant	5805	6095	6400	6720	7056
20B	Recreation Program Coordinator	6097	6402	6722	7058	7411
20B	Public Safety Program Coordinator	6097	6402	6722	7058	7411
20B	Video Producer	6097	6402	6722	7058	7411
22B	Administrative Assistant II	6405	6725	7062	7415	7785
22B	Assistant Project Manager	6405	6725	7062	7415	7785
22B	Executive Secretary	6405	6725	7062	7415	7785
22B	Parking Control Supervisor	6405	6725	7062	7415	7785
24B	Assistant City Clerk	6730	7066	7420	7791	8180
24B	Assistant Planner	6730	7066	7420	7791	8180
24B	Community Conservation Representative	6730	7066	7420	7791	8180
24B	Community Services Supervisor	6730	7066	7420	7791	8180
24B	Community Transportation Supervisor	6730	7066	7420	7791	8180
24B	Human Resources Analyst	6730	7066	7420	7791	8180
24B	Media Services Coordinator	6730	7066	7420	7791	8180
24B	Public Information Specialist	6730	7066	7420	7791	8180
24B	Public Safety Supervisor	6730	7066	7420	7791	8180
24B	Utility Billing Supervisor	6730	7066	7420	7791	8180
26B	Housing Specialist	7079	7433	7804	8194	8604
26B	Project Manager	7079	7433	7804	8194	8604
26B	Senior Management Analyst	7079	7433	7804	8194	8604
27B	Environmental Resources Supervisor	7249	7612	7992	8392	8812
27B	Facilities Maintenance Supervisor	7249	7612	7992	8392	8812
27B	Fleet Manager	7249	7612	7992	8392	8812
27B	Tree & Hardscape Supervisor	7249	7612	7992	8392	8812
28B	Community Relations Manager	7431	7802	8192	8602	9032
28B	Senior Producer	7431	7802	8192	8602	9032
28B	Water Distribution Supervisor	7431	7802	8192	8602	9032
29B	Associate Planner	7620	8001	8401	8821	9262
29B	Environmental Programs Manager	7620	8001	8401	8821	9262
29B	GIS Analyst	7620	8001	8401	8821	9262
29B	Water Administration Manager	7620	8001	8401	8821	9262
31B	Community Services Manager	8005	8406	8826	9267	9731
31B	Senior Accountant	8005	8406	8826	9267	9731
31B	Senior Human Resources Analyst	8005	8406	8826	9267	9731
33B	Helicopter Pilot II	8402	8822	9263	9726	10212

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**MANAGEMENT AND ADMINISTRATIVE OFFICERS**

<b>Schedule No.</b>	<b>Classification</b>	<b>Step 1 Monthly*</b>	<b>Step 2 Monthly*</b>	<b>Step 3 Monthly*</b>	<b>Step 4 Monthly*</b>	<b>Step 5 Monthly*</b>
32B	Public Safety Manager	8206	8617	9048	9500	9975
32B	Community Development Coordinator	8206	8617	9048	9500	9975
32B	Water Operations Field Manager	8206	8617	9048	9500	9975
33B	Administrative Services Manager	8402	8822	9263	9726	10212
33B	Associate Civil Engineer	8402	8822	9263	9726	10212
34B	Neighborhood Preservation Manager	8612	9042	9494	9969	10468
35B	Senior Planner	8827	9268	9731	10218	10729
36B	IT Services Manager	9048	9500	9975	10474	10997
36B	Senior Project Manager	9048	9500	9975	10474	10997
36B	Finance Manager	9048	9500	9975	10474	10997
38B	Assistant to the City Manager	9508	9983	10483	11007	11557
38B	Parks Superintendent	9508	9983	10483	11007	11557
38B	Principal Civil Engineer	9508	9983	10483	11007	11557
38B	Purchasing Officer	9508	9983	10483	11007	11557
40B	Assistant Director of Rec. & Community Services	9998	10498	11023	11574	12153
40B	Assistant Director of Finance & Admin Services	9998	10498	11023	11574	12153
40B	Assistant Director of Community Development	9998	10498	11023	11574	12153
40B	Assistant Director of Public Works	9998	10498	11023	11574	12153
40B	City Clerk	9998	10498	11023	11574	12153
40B	Human Resources Manager	9998	10498	11023	11574	12153
40B	Public Information Officer	9998	10498	11023	11574	12153
42B	Assistant Director of Water Resources	11023	11574	12153	12761	13399

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**EXECUTIVE MANAGEMENT OFFICERS**

<b>Schedule No.</b>	<b>Classification</b>	<b>Step 1 Monthly*</b>	<b>Step 2 Monthly*</b>	<b>Step 3 Monthly*</b>	<b>Step 4 Monthly*</b>	<b>Step 5 Monthly*</b>
EDCO	Director of Communications	11870	12464	13087	13741	14428
EDPS	Director of Public Safety	11870	12464	13087	13741	14428
EDCM	Deputy City Manager	15271	16035	16837	17679	18563
EDCD	Director of Community Development	15271	16035	16837	17679	18563
EDRS	Director of Recreation and Community Services	15271	16035	16837	17679	18563
EDWR	Director of Water Resources	15494	16269	17082	17936	18833
EACM	Assistant City Manager	16293	17107	17963	18861	19804
EDPW	Director of Public Works	16293	17107	17963	18861	19804
EDAS	Director of Finance & Administrative Services	17982	18881	19826	20817	21858
CMGR	City Manager	24551				

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