

**CITY OF LA MESA / HUMAN RESOURCES DIVISION
 COMPENSATION PLAN FY 2018-2019
 EFFECTIVE 1/1/2019, AS AMENDED 11/27/2018**

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
Accountant I	4,416	25.48	4,637	26.75	4,869	28.09	5,112	29.49	5,368	30.97					LMCEA	1000	8810	35
Accountant II	4,861	28.04	5,104	29.45	5,359	30.92	5,627	32.46	5,908	34.08					LMCEA	1003	8810	46
Accounting Assistant I	2,822	16.28	2,963	17.09	3,111	17.95	3,267	18.85	3,430	19.79					LMCEA	1006	8810	3
Accounting Assistant II	3,101	17.89	3,256	18.78	3,419	19.73	3,590	20.71	3,770	21.75					LMCEA	1009	8810	6
Accounting Technician	4,188	24.16	4,397	25.37	4,617	26.64	4,848	27.97	5,090	29.37					LMCEA	1012	8810	33
Accounting Technician - Confidential	4,210	24.29	4,421	25.51	4,642	26.78	4,874	28.12	5,118	29.53					Confidential	1013	8810	1
Administrative Aide	3,682	21.24	3,866	22.30	4,059	23.42	4,262	24.59	4,475	25.82					LMCEA	1015	8810	21
Administrative Analyst I	4,416	25.48	4,637	26.75	4,869	28.09	5,112	29.49	5,368	30.97					LMCEA	1018	9410	35
Administrative Analyst II	4,861	28.04	5,104	29.45	5,359	30.92	5,627	32.46	5,908	34.08					LMCEA	1021	9410	46
Administrative Coordinator	3,918	22.60	4,114	23.73	4,320	24.92	4,536	26.17	4,763	27.48					LMCEA	1024	8810	25
Administrative Coordinator - Confidential	4,114	23.73	4,320	24.92	4,536	26.17	4,763	27.48	5,001	28.85					Confidential	1025	8810	5
Administrative Office Assistant	3,019	17.42	3,170	18.29	3,329	19.21	3,495	20.16	3,670	21.17					LMCEA	1027	8810	5
Animal Control Officer	3,761	21.70	3,949	22.78	4,146	23.92	4,353	25.11	4,571	26.37					Police N/S	1030	9420	2
Assistant Center Manager	3,422	19.74	3,593	20.73	3,773	21.77	3,962	22.86	4,160	24.00					LMCEA	1033	8810	15
Assistant City Manager	12,541	72.35							15,243	87.94					Mgmt	1036	9410	
Assistant City Mgr / Director of Community Services	12,054	69.54							14,653	84.54					Mgmt	1036	9410	
Assistant Director of Public Works	9,311	53.72							11,318	65.30					Mgmt	1145	9410	
Assistant Engineer	5,558	32.07	5,836	33.67	6,128	35.35	6,434	37.12	6,756	38.98					LMCEA	1039	9410	54
Assistant Planner	4,891	28.22	5,136	29.63	5,393	31.11	5,663	32.67	5,946	34.30					LMCEA	1042	9410	48
Associate Engineer	6,405	36.95	6,725	38.80	7,061	40.74	7,414	42.77	7,785	44.91					LMCEA	1045	9410	56
Associate Planner	5,380	31.04	5,649	32.59	5,931	34.22	6,228	35.93	6,539	37.73					LMCEA	1048	9410	53
Building Inspection Supervisor	6,574	37.93							7,991	46.10					Mgmt	1055	9410	
Building Inspector I	4,444	25.64	4,666	26.92	4,899	28.26	5,144	29.68	5,401	31.16					LMCEA	1051	9410	36
Building Inspector II	4,889	28.21	5,133	29.61	5,390	31.10	5,660	32.65	5,943	34.29					LMCEA	1054	9410	49
Building Maintenance Lead Worker	4,131	23.83	4,338	25.03	4,555	26.28	4,783	27.59	5,022	28.97					LMCEA	1057	9420	31
Building Maintenance Supervisor	4,883	28.17	5,127	29.58	5,383	31.06	5,652	32.61	5,935	34.24					LMCEA	1060	9420	47

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
Building Maintenance Worker I	3,414	19.70	3,585	20.68	3,764	21.72	3,952	22.80	4,150	23.94					LMCEA	1063	9420	13
Building Maintenance Worker II	3,756	21.67	3,944	22.75	4,141	23.89	4,348	25.08	4,565	26.34					LMCEA	1066	9420	23
Building Official	8,073	46.58							9,813	56.61					Mgmt	1069	9410	
Business License Officer	3,412	19.68	3,583	20.67	3,762	21.70	3,950	22.79	4,148	23.93					LMCEA	1072	9410	14
City Attorney	Salary Established by Contract								8,825	67.88					Mgmt	1078	8810	
City Clerk	7,515	43.36	7,891	45.53	8,286	47.80	8,700	50.19	9,135	52.70					Mgmt	1081	8810	1
City Councilmember	Salary Established by Ordinance - rev 12/06								1,000	5.77					Elected	1084	9410	2
City Manager	Salary Established by Contract								17,159	98.99					Mgmt	1087	9410	
City Treasurer	Salary Established by Ordinance								579	3.34					Elected	1090	8810	1
Clerical Assistant I	2,312	13.34	2,428	14.01	2,549	14.71	2,676	15.44	2,810	16.21					LMCEA	1093	8810	1
Clerical Assistant II	2,686	15.50	2,820	16.27	2,961	17.08	3,109	17.94	3,264	18.83					LMCEA	1096	8810	2
Code Compliance Officer I	4,066	23.46	4,269	24.63	4,482	25.86	4,706	27.15	4,941	28.51					LMCEA	1099	9410	28
Code Compliance Officer II	4,476	25.82	4,700	27.12	4,935	28.47	5,182	29.90	5,441	31.39					LMCEA	1102	9410	39
Comm Develop Program Coordinator	5,588	32.24	5,867	33.85	6,160	35.54	6,468	37.32	6,791	39.18					LMCEA	1105	9410	55
Communications Supervisor	5,538	31.95	5,815	33.55	6,106	35.23	6,411	36.99	6,732	38.84				Police N/S	1104	8810	6	
Community Resource Supervisor	5,431	31.33	5,703	32.90	5,988	34.55	6,287	36.27	6,601	38.08					LMCEA	1103	9410	61
Community Services Manager	6,640	38.31							8,071	46.56					Mgmt	1140	9410	
Community Services Officer	3,761	21.70	3,949	22.78	4,146	23.92	4,353	25.11	4,571	26.37				Police N/S	1108	9420	2	
Crime Analyst	4,798	27.68	5,038	29.07	5,290	30.52	5,555	32.05	5,833	33.65					LMCEA	1111	8810	45
Crime Prevention Specialist I	3,474	20.04	3,648	21.05	3,830	22.10	4,022	23.20	4,223	24.36					LMCEA	1114	9410	16
Crime Prevention Specialist II	4,066	23.46	4,269	24.63	4,482	25.86	4,706	27.15	4,941	28.51					LMCEA	1117	9410	28
Custodian	2,686	15.50	2,820	16.27	2,961	17.08	3,109	17.94	3,264	18.83					LMCEA	1120	9420	2
Customer Service / Finance Assistant	3,164	18.25	3,322	19.17	3,488	20.12	3,662	21.13	3,845	22.18					LMCEA	1123	8810	7
Customer Service Specialist I	3,323	19.17	3,489	20.13	3,663	21.13	3,846	22.19	4,038	23.30					LMCEA	1126	8810	11
Customer Service Specialist II	3,584	20.68	3,763	21.71	3,951	22.79	4,149	23.94	4,356	25.13					LMCEA	1129	8810	17
Deputy City Clerk	4,287	24.73	4,501	25.97	4,726	27.27	4,962	28.63	5,210	30.06					LMCEA	1132	8810	34
Deputy Fire Chief	9,603	55.40							11,672	67.34					Mgmt	1178	7706	
Development Coordinator		22.59		23.72		24.91		26.16		27.47				Temporary	2136	9410	33	
Director of Administrative Services	9,990	57.63							12,144	70.06					Mgmt	1137	9410	

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
Director of Community Development	10,233	59.04							12,438	71.76					Mgmt	1138	9410	
Director of Community Services	10,233	59.04							12,438	71.76					Mgmt	1141	9410	
Director of Finance	10,233	59.04							12,438	71.76					Mgmt	1142	9410	
Director of Public Works / City Engineer	11,098	64.03							13,490	77.83					Mgmt	1144	9410	
Downtown Operations Assistant	3,278	18.91	3,442	19.86	3,614	20.85	3,795	21.89	3,985	22.99					LMCEA	1147	9410	9
Emergency Preparedness Coordinator	5,588	32.24	5,867	33.85	6,160	35.54	6,468	37.32	6,791	39.18					LMCEA	1184	9410	62
Engineering Aide	3,613	20.84	3,794	21.89	3,984	22.98	4,183	24.13	4,392	25.34					LMCEA	1150	9410	19
Engineering Project Manager	7,876	45.44							9,574	55.23					Mgmt	1153	9410	
Engineering Technician I	4,077	23.52	4,281	24.70	4,495	25.93	4,720	27.23	4,956	28.59					LMCEA	1156	9410	29
Engineering Technician II	4,480	25.85	4,704	27.14	4,939	28.49	5,186	29.92	5,445	31.41					LMCEA	1159	9410	40
Environmental Specialist	4,905	28.30	5,150	29.71	5,408	31.20	5,678	32.76	5,962	34.40					LMCEA	1355	9420	50
Equipment Operator	3,797	21.91	3,987	23.00	4,186	24.15	4,395	25.36	4,615	26.63					LMCEA	1162	9420	24
Equipment Service Worker	2,978	17.18	3,127	18.04	3,283	18.94	3,447	19.89	3,619	20.88					LMCEA	1165	9420	4
Executive Assistant to the City Manager	4,864	28.06	5,107	29.46	5,362	30.93	5,630	32.48	5,912	34.11					Confidential	1339	8810	2
Executive Secretary to the Police Chief	3,918	22.60	4,114	23.73	4,320	24.92	4,536	26.17	4,763	27.48					LMCEA	1023	8810	25
Facilities Manager	4,575	26.39	4,804	27.72	5,044	29.10	5,296	30.55	5,561	32.08					LMCEA	1168	9410	41
Facilities Specialist	3,918	22.60	4,114	23.73	4,320	24.92	4,536	26.17	4,763	27.48					LMCEA	1169	8810	25
Finance Manager	7,792	44.95							9,472	54.65					Mgmt	1172	8810	
Fire Battalion Chief (80 hour)	8,335	48.09	8,752	50.49	9,190	53.02	9,650	55.67	10,133	58.46					Fire	1176	7706	8
Fire Battalion Chief (112 hour)	8,335	34.35	8,752	36.07	9,190	37.87	9,650	39.77	10,133	41.76					Fire	1182	7706	7
Fire Captain	6,751	27.82	7,089	29.21	7,443	30.67	7,815	32.20	8,206	33.82					Fire	1174	7706	5
Fire Captain / Paramedic	7,818	32.22	8,156	33.61	8,510	35.07	8,882	36.60	9,273	38.21					Fire	1175	7706	6
Fire Captain w/ PM Cert	7,284	30.02	7,622	31.41	7,976	32.87	8,348	34.40	8,739	36.01					Fire	1173	7706	10
Fire Division Chief	9,192	53.03							11,174	64.47					Mgmt	1180	7706	
Fire Engineer	5,934	24.45	6,231	25.68	6,543	26.96	6,870	28.31	7,214	29.73					Fire	1186	7706	2
Fire Engineer / Paramedic	7,001	28.85	7,298	30.07	7,610	31.36	7,937	32.71	8,281	34.13					Fire	1187	7706	4
Fire Engineer w/ PM Cert	6,467	26.65	6,764	27.87	7,076	29.16	7,403	30.51	7,747	31.92					Fire	1188	7706	9
Fire Inspector I	4,444	25.64	4,666	26.92	4,899	28.26	5,144	29.68	5,401	31.16					LMCEA	1052	9410	36
Fire Inspector II	4,889	28.21	5,133	29.61	5,390	31.10	5,660	32.65	5,943	34.29					LMCEA	1053	9410	49

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
Fire Marshal	9,147	52.77							11,117	64.14					Mgmt	1183	9410	
Firefighter / Paramedic	5,851	24.11	6,144	25.32	6,451	26.58	6,774	27.91	7,113	29.31					Fire	1190	7706	3
Fleet Maintenance Supervisor	4,883	28.17	5,127	29.58	5,383	31.06	5,652	32.61	5,935	34.24					LMCEA	1226	9420	47
General Service Worker		12.00		12.00		12.00		12.00		12.00					Temporary	1192	9410	2
Heavy Equipment Operator	3,985	22.99	4,184	24.14	4,393	25.34	4,613	26.61	4,844	27.95					LMCEA	1195	9420	27
Human Resources Analyst	5,411	31.22	5,682	32.78	5,966	34.42	6,264	36.14	6,577	37.94					Confidential	1203	8810	3
Human Resources Assistant	3,173	18.31	3,332	19.22	3,499	20.19	3,674	21.20	3,858	22.26					Confidential	1205	8810	4
Human Resources Manager	7,792	44.95							9,472	54.65					Mgmt	1201	8810	
Human Resources/Risk Manager	8,575	49.47							10,423	60.13					Mgmt	1200	8810	
Human Resources Technician	4,210	24.29	4,421	25.51	4,642	26.78	4,874	28.12	5,118	29.53					Confidential	1202	8810	1
Human Services Manager	5,588	32.24	5,867	33.85	6,160	35.54	6,468	37.32	6,791	39.18					LMCEA	1204	9410	55
Information Technology Manager	7,792	44.95							9,472	54.65					Mgmt	1207	9410	
Information Technology Analyst	5,558	32.07	5,836	33.67	6,128	35.35	6,434	37.12	6,756	38.98					LMCEA	1208	9410	54
Information Technology Specialist I	4,634	26.73	4,866	28.07	5,109	29.48	5,364	30.95	5,632	32.49					LMCEA	1210	9410	44
Information Technology Specialist II	5,098	29.41	5,353	30.88	5,621	32.43	5,902	34.05	6,197	35.75					LMCEA	1213	9410	52
Intern/Student Worker I		12.00		12.00		12.00		12.00		12.00					Temporary	1216	9410	3
Intern/Student Worker II		12.69		13.32		13.99		14.69		15.42					Temporary	1219	9410	7
Irrigation Technician	3,621	20.89	3,802	21.93	3,992	23.03	4,192	24.18	4,402	25.40					LMCEA	1222	9420	20
Juvenile Services Officer		20.05		21.05		22.10		23.21		24.37					Temporary	1118	9410	28
Lead Lifeguard		14.94		15.69		16.47		17.29		18.15					Temporary	1230	9410	25
Lead Mechanic	4,602	26.55	4,832	27.88	5,074	29.27	5,328	30.74	5,594	32.27					LMCEA	1225	9420	43
Lifeguard Aide		12.00		12.60		13.23		13.89		14.58					Temporary	1227	9410	5
Lifeguard/Instructor		13.58		14.26		14.97		15.72		16.51					Temporary	1228	9410	9
Live Scan Operator		12.00		12.60		13.23		13.89		14.58					Temporary	1229	8810	6
Management Analyst	5,543	31.98							6,738	38.87					Mgmt	1231	8810	
Mayor	Salary Established by Ordinance - rev 12/06								2,000	11.54					Elected	1234	9410	3
Mechanic I	3,752	21.65	3,940	22.73	4,137	23.87	4,344	25.06	4,561	26.31					LMCEA	1237	9420	22
Mechanic II	4,127	23.81	4,333	25.00	4,550	26.25	4,778	27.57	5,017	28.94					LMCEA	1240	9420	30
Park Maintenance Lead Worker	4,175	24.09	4,384	25.29	4,603	26.56	4,833	27.88	5,075	29.28					LMCEA	1243	9420	32

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
	Park Maintenance Supervisor	4,883	28.17	5,127	29.58	5,383	31.06	5,652	32.61	5,935	34.24							
Park Maintenance Worker I	2,978	17.18	3,127	18.04	3,283	18.94	3,447	19.89	3,619	20.88					LMCEA	1249	9420	4
Park Maintenance Worker II	3,295	19.01	3,460	19.96	3,633	20.96	3,815	22.01	4,006	23.11					LMCEA	1252	9420	10
Park Maintenance Worker III	3,621	20.89	3,802	21.93	3,992	23.03	4,192	24.18	4,402	25.40					LMCEA	1255	9420	20
Permit Technician	3,229	18.63	3,390	19.56	3,560	20.54	3,738	21.57	3,925	22.64					LMCEA	1258	8810	8
Planning Technician	3,966	22.88	4,164	24.02	4,372	25.22	4,591	26.49	4,821	27.81					LMCEA	1261	9410	57
Police Assistant	3,338	19.26	3,505	20.22	3,680	21.23	3,864	22.29	4,057	23.41					LMCEA	1264	8810	12
Police Captain	10,764	62.10							13,083	75.48					Mgmt	1267	7720	
Police Chief	13,411	77.37							16,301	94.04					Mgmt	1270	7720	
Police Dispatcher	4,443	25.63	4,665	26.91	4,898	28.26	5,143	29.67	5,400	31.15					Police N/S	1276	8810	5
Police Lieutenant	9,759	56.30							11,862	68.43					Mgmt	1279	7720	
Police Officer	5,846	33.73	6,138	35.41	6,445	37.18	6,767	39.04	7,105	40.99	7,460	43.04	7,833	45.19	Police	1282	7720	1
Police Officer Trainee	5,846	33.73	6,138	35.41	6,445	37.18	6,767	39.04	7,105	40.99	7,460	43.04	7,833	45.19	Police	1283	7720	1
Police Property Officer I	3,651	21.06	3,834	22.12	4,026	23.23	4,227	24.39	4,438	25.60					Police N/S	1284	9410	7
Police Property Officer II	4,019	23.19	4,220	24.35	4,431	25.56	4,653	26.84	4,886	28.19					Police N/S	1285	9410	3
Police Sergeant	7,354	42.43	7,722	44.55	8,108	46.78	8,513	49.11	8,939	51.57	9,386	54.15	9,855	56.86	Police	1288	7720	2
Police Services Manager	7,792	44.95							9,472	54.65					Mgmt	1290	9410	
Police Services Specialist	4,068	23.47	4,271	24.64	4,485	25.88	4,709	27.17	4,944	28.52					Police N/S	1293	8810	4
Police Services Technician	3,760	21.69	3,948	22.78	4,145	23.91	4,352	25.11	4,570	26.37					Police N/S	1291	8810	1
Public Works Crew Leader	4,602	26.55	4,832	27.88	5,074	29.27	5,328	30.74	5,594	32.27					LMCEA	1301	9420	60
Public Works Inspector I	4,457	25.71	4,680	27.00	4,914	28.35	5,160	29.77	5,418	31.26					LMCEA	1294	9420	37
Public Works Inspector II	4,907	28.31	5,152	29.72	5,410	31.21	5,681	32.78	5,965	34.41					LMCEA	1297	9420	51
Public Works Maint Lead Worker	4,175	24.09	4,384	25.29	4,603	26.56	4,833	27.88	5,075	29.28					LMCEA	1300	9420	32
Public Works Maintenance Supervisor	4,883	28.17	5,127	29.58	5,383	31.06	5,652	32.61	5,935	34.24					LMCEA	1303	9420	47
Public Works Maintenance Worker I	2,978	17.18	3,127	18.04	3,283	18.94	3,447	19.89	3,619	20.88					LMCEA	1306	9420	4
Public Works Maintenance Worker II	3,295	19.01	3,460	19.96	3,633	20.96	3,815	22.01	4,006	23.11					LMCEA	1309	9420	10
Public Works Maintenance Worker III	3,621	20.89	3,802	21.93	3,992	23.03	4,192	24.18	4,402	25.40					LMCEA	1312	9420	20
Public Works Operations Manager	6,377	36.79							7,752	44.72					Mgmt	1314	9420	
Purchasing Officer	6,377	36.79							7,752	44.72					Mgmt	1315	8810	

Class Title	Step A (Minimum)		Step B		Step C		Step D		Step E (Maximum)		Step F		Step G		Payroll Group	Class Code	WC Code	Range #
	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
Records & Elections Manager	6,910	39.87							8,400	48.46					Mgmt	1318	8810	
Recreation Aide		12.00		12.00		12.00		12.00		12.00					Temporary	1321	9410	1
Recreation Leader		12.05		12.65		13.28		13.94		14.64					Temporary	1324	9410	4
Recreation Specialist		13.24		13.90		14.60		15.33		16.10					Temporary	1327	9410	8
Recreation Supervisor	4,582	26.43	4,811	27.76	5,052	29.15	5,305	30.61	5,570	32.13					LMCEA	1330	9410	42
Risk Manager	7,792	44.95							9,472	54.65					Mgmt	1333	9410	
Safety Volunteer Coordinator	4,464	25.75	4,687	27.04	4,921	28.39	5,167	29.81	5,425	31.30					LMCEA	1336	9410	38
Senior Accountant	6,377	36.79							7,752	44.72					Mgmt	1342	8810	
Senior Accounting Technician	4,607	26.58	4,837	27.91	5,079	29.30	5,333	30.77	5,600	32.31					LMCEA	1014	9420	63
Senior Building Inspector	5,380	31.04	5,649	32.59	5,931	34.22	6,228	35.93	6,539	37.73					LMCEA	1345	9410	53
Senior Management Analyst	6,377	36.79							7,752	44.72					Mgmt	1348	8810	
Senior Planner	7,594	43.81							9,232	53.26					Mgmt	1351	9410	
Senior Tree Trimmer	3,966	22.88	4,164	24.02	4,372	25.22	4,591	26.49	4,821	27.81					LMCEA	1354	9420	26
Stormwater Program Manager	6,192	35.72	6,502	37.51	6,827	39.39	7,168	41.35	7,526	43.42					LMCEA	1356	9420	58
Superintendent of Public Works	7,132	41.15							8,669	50.01					Mgmt	1357	9420	
Transportation Specialist	3,479	20.07	3,653	21.08	3,836	22.13	4,028	23.24	4,229	24.40					LMCEA	1328	8810	59
Tree Trimmer	3,604	20.79	3,784	21.83	3,973	22.92	4,172	24.07	4,381	25.28					LMCEA	1360	9420	18
Wastewater Maintenance Worker I	2,978	17.18	3,127	18.04	3,283	18.94	3,447	19.89	3,619	20.88					LMCEA	1307	9420	4
Wastewater Maintenance Worker II	3,295	19.01	3,460	19.96	3,633	20.96	3,815	22.01	4,006	23.11					LMCEA	1310	9420	10
Wastewater Maintenance Worker III	3,621	20.89	3,802	21.93	3,992	23.03	4,192	24.18	4,402	25.40					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.