

CITY OF LA MESA / HUMAN RESOURCES DIVISION
 COMPENSATION PLAN FY 2019-2020
 EFFECTIVE 1/1/2020, AS AMENDED 12/10/2019

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	4,526	26.11	4,752	27.42	4,990	28.79	5,240	30.23	5,502	31.74					LMCEA	1000	8810	35
Accountant II	4,983	28.75	5,232	30.18	5,494	31.70	5,769	33.28	6,057	34.94					LMCEA	1003	8810	46
Accounting Assistant I	2,893	16.69	3,038	17.53	3,190	18.40	3,350	19.33	3,518	20.30					LMCEA	1006	8810	3
Accounting Assistant II	3,179	18.34	3,338	19.26	3,505	20.22	3,680	21.23	3,864	22.29					LMCEA	1009	8810	6
Accounting Technician	4,293	24.77	4,508	26.01	4,733	27.31	4,970	28.67	5,219	30.11					LMCEA	1012	8810	33
Accounting Technician - Confidential	4,315	24.89	4,531	26.14	4,758	27.45	4,996	28.82	5,246	30.27					Confidential	1013	8810	1
Administrative Aide	3,774	21.77	3,963	22.86	4,161	24.01	4,369	25.21	4,587	26.46					LMCEA	1015	8810	21
Administrative Analyst I	4,526	26.11	4,752	27.42	4,990	28.79	5,240	30.23	5,502	31.74					LMCEA	1018	9410	35
Administrative Analyst II	4,983	28.75	5,232	30.18	5,494	31.70	5,769	33.28	6,057	34.94					LMCEA	1021	9410	46
Administrative Coordinator	4,016	23.17	4,217	24.33	4,428	25.55	4,649	26.82	4,881	28.16					LMCEA	1024	8810	25
Administrative Coordinator - Confidential	4,217	24.33	4,428	25.55	4,649	26.82	4,881	28.16	5,125	29.57					Confidential	1025	8810	5
Administrative Office Assistant	3,094	17.85	3,249	18.74	3,411	19.68	3,582	20.67	3,761	21.70					LMCEA	1027	8810	5
Animal Control Officer	3,855	22.24	4,048	23.35	4,250	24.52	4,463	25.75	4,686	27.03					Police N/S	1030	9420	2
Assistant Center Manager	3,508	20.24	3,683	21.25	3,867	22.31	4,060	23.42	4,263	24.59					LMCEA	1033	8810	15
Assistant City Manager	12,855	74.16							15,626	90.15					Mgmt	1036	9410	
Assistant City Mgr / Director of Community Services	12,355	71.28							15,018	86.64					Mgmt	1036	9410	
Assistant Director of Public Works	9,544	55.06							11,600	66.92					Mgmt	1145	9410	
Assistant Engineer	5,697	32.87	5,982	34.51	6,281	36.24	6,595	38.05	6,925	39.95					LMCEA	1039	9410	54
Assistant Planner	5,013	28.92	5,264	30.37	5,527	31.89	5,803	33.48	6,093	35.15					LMCEA	1042	9410	48
Associate Engineer	6,565	37.88	6,893	39.77	7,238	41.76	7,600	43.85	7,980	46.04					LMCEA	1045	9410	56
Associate Planner	5,515	31.82	5,791	33.41	6,081	35.08	6,385	36.84	6,704	38.68					LMCEA	1048	9410	53
Building Inspection Supervisor	6,738	38.87							8,190	47.25					Mgmt	1055	9410	
Building Inspector I	4,555	26.28	4,783	27.59	5,022	28.97	5,273	30.42	5,537	31.94					LMCEA	1051	9410	36
Building Inspector II	5,011	28.91	5,262	30.36	5,525	31.88	5,801	33.47	6,091	35.14					LMCEA	1054	9410	49
Building Maintenance Lead Worker	4,234	24.43	4,446	25.65	4,668	26.93	4,901	28.28	5,146	29.69					LMCEA	1057	9420	31
Building Maintenance Supervisor	5,005	28.88	5,255	30.32	5,518	31.83	5,794	33.43	6,084	35.10					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	3,499	20.19	3,674	21.20	3,858	22.26	4,051	23.37	4,254	24.54					LMCEA	1063	9420	13
Building Maintenance Worker II	3,850	22.21	4,043	23.33	4,245	24.49	4,457	25.71	4,680	27.00					LMCEA	1066	9420	23
Building Official	8,275	47.74							10,058	58.03					Mgmt	1069	9410	
Business License Officer	3,497	20.18	3,672	21.18	3,856	22.25	4,049	23.36	4,251	24.53					LMCEA	1072	9410	14
City Attorney	Salary Established by Contract								18,583	107.21					Mgmt	1078	8810	
City Clerk	7,703	44.44	8,088	46.66	8,492	48.99	8,917	51.44	9,363	54.02					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								17,588	101.47					Mgmt	1087	9410	
City Treasurer	Salary Established by Ordinance								579	3.34					Elected	1090	8810	1
Clerical Assistant I	2,370	13.67	2,489	14.36	2,613	15.08	2,744	15.83	2,881	16.62					LMCEA	1093	8810	1
Clerical Assistant II	2,753	15.88	2,891	16.68	3,036	17.52	3,188	18.39	3,347	19.31					LMCEA	1096	8810	2
Code Compliance Officer I	4,168	24.05	4,376	25.25	4,595	26.51	4,825	27.84	5,066	29.23					LMCEA	1099	9410	28
Code Compliance Officer II	4,588	26.47	4,817	27.79	5,058	29.18	5,311	30.64	5,577	32.18					LMCEA	1102	9410	39
Comm Develop Program Coordinator	5,728	33.05	6,014	34.70	6,315	36.43	6,631	38.26	6,963	40.17					LMCEA	1105	9410	55
Communications Supervisor	5,676	32.75	5,960	34.38	6,258	36.10	6,571	37.91	6,900	39.81					Police N/S	1104	8810	6
Community Resource Supervisor	5,567	32.12	5,845	33.72	6,137	35.41	6,444	37.18	6,766	39.03					LMCEA	1103	9410	61
Community Services Manager	6,806	39.27							8,272	47.72					Mgmt	1140	9410	
Community Services Officer	3,855	22.24	4,048	23.35	4,250	24.52	4,463	25.75	4,686	27.03					Police N/S	1108	9420	2
Crime Analyst	4,918	28.37	5,164	29.79	5,422	31.28	5,693	32.84	5,978	34.49					LMCEA	1111	8810	45
Crime Prevention Specialist I	3,561	20.54	3,739	21.57	3,926	22.65	4,122	23.78	4,328	24.97					LMCEA	1114	9410	16
Crime Prevention Specialist II	4,168	24.05	4,376	25.25	4,595	26.51	4,825	27.84	5,066	29.23					LMCEA	1117	9410	28
Custodian	2,753	15.88	2,891	16.68	3,036	17.52	3,188	18.39	3,347	19.31					LMCEA	1120	9420	2
Customer Service / Finance Assistant	3,243	18.71	3,405	19.64	3,575	20.63	3,754	21.66	3,942	22.74					LMCEA	1123	8810	7
Customer Service Specialist I	3,406	19.65	3,576	20.63	3,755	21.66	3,943	22.75	4,140	23.88					LMCEA	1126	8810	11
Customer Service Specialist II	3,674	21.20	3,858	22.26	4,051	23.37	4,254	24.54	4,467	25.77					LMCEA	1129	8810	17
Deputy City Clerk	4,394	25.35	4,614	26.62	4,845	27.95	5,087	29.35	5,341	30.81					LMCEA	1132	8810	34
Deputy Fire Chief	9,843	56.79							11,965	69.03					Mgmt	1178	7706	
Deputy Fire Marshal	5,815	33.55	6,106	35.23	6,411	36.99	6,732	38.84	7,069	40.78					LMCEA	1135	9410	64

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				
Development Coordinator		23.15		24.31		25.53		26.81		28.15					Temporary	2136	9410	33
Director of Administrative Services	10,240	59.08							12,448	71.82					Mgmt	1137	9410	
Director of Community Development	10,489	60.51							12,749	73.55					Mgmt	1138	9410	
Director of Community Services	10,489	60.51							12,749	73.55					Mgmt	1141	9410	
Director of Finance	10,489	60.51							12,749	73.55					Mgmt	1142	9410	
Director of Public Works / City Engineer	11,375	65.63							13,826	79.77					Mgmt	1144	9410	
Downtown Operations Assistant	3,360	19.38	3,528	20.35	3,704	21.37	3,889	22.44	4,083	23.56					LMCEA	1147	9410	9
Emergency Preparedness Coordinator	5,728	33.05	6,014	34.70	6,315	36.43	6,631	38.26	6,963	40.17					LMCEA	1184	9410	62
Engineering Aide	3,703	21.36	3,888	22.43	4,082	23.55	4,286	24.73	4,500	25.96					LMCEA	1150	9410	19
Engineering Project Manager	8,073	46.58							9,813	56.61					Mgmt	1153	9410	
Engineering Technician I	4,179	24.11	4,388	25.32	4,607	26.58	4,837	27.91	5,079	29.30					LMCEA	1156	9410	29
Engineering Technician II	4,592	26.49	4,822	27.82	5,063	29.21	5,316	30.67	5,582	32.20					LMCEA	1159	9410	40
Environmental Program Manager	6,347	36.62	6,664	38.45	6,997	40.37	7,347	42.39	7,714	44.50					LMCEA	1160	9420	58
Environmental Specialist	5,028	29.01	5,279	30.46	5,543	31.98	5,820	33.58	6,111	35.26					LMCEA	1355	9420	50
Equipment Operator	3,892	22.45	4,087	23.58	4,291	24.76	4,506	26.00	4,731	27.29					LMCEA	1162	9420	24
Equipment Service Worker	3,052	17.61	3,205	18.49	3,365	19.41	3,533	20.38	3,710	21.40					LMCEA	1165	9420	4
Executive Assistant to the City Manager	4,986	28.77	5,235	30.20	5,497	31.71	5,772	33.30	6,061	34.97					Confidential	1339	8810	2
Executive Secretary to the Police Chief	4,016	23.17	4,217	24.33	4,428	25.55	4,649	26.82	4,881	28.16					LMCEA	1023	8810	25
Facilities Manager	4,689	27.05	4,923	28.40	5,169	29.82	5,427	31.31	5,698	32.87					LMCEA	1168	9410	41
Facilities Specialist	4,016	23.17	4,217	24.33	4,428	25.55	4,649	26.82	4,881	28.16					LMCEA	1169	8810	25
Finance Manager	7,987	46.08							9,707	56.00					Mgmt	1172	8810	
Fire Battalion Chief (80 hour)	8,627	49.77	9,058	52.26	9,511	54.87	9,987	57.62	10,486	60.50					Fire	1176	7706	8
Fire Battalion Chief (112 hour)	8,627	35.55	9,058	37.33	9,511	39.19	9,987	41.16	10,486	43.21					Fire	1182	7706	7
Fire Captain	6,987	28.79	7,336	30.23	7,703	31.74	8,088	33.33	8,492	34.99					Fire	1174	7706	5
Fire Captain / Paramedic	8,091	33.34	8,440	34.78	8,807	36.29	9,192	37.88	9,596	39.54					Fire	1175	7706	6
Fire Captain w/ PM Cert	7,539	31.07	7,888	32.51	8,255	34.02	8,640	35.60	9,044	37.27					Fire	1173	7706	10
Fire Division Chief	9,514	54.89							11,566	66.73					Mgmt	1180	7706	
Fire Engineer	6,142	25.31	6,449	26.58	6,771	27.90	7,110	29.30	7,466	30.77					Fire	1186	7706	2

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	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
Fire Engineer / Paramedic	7,246	29.86	7,553	31.13	7,875	32.45	8,214	33.85	8,570	35.32					Fire	1187	7706	4
Fire Engineer w/ PM Cert	6,694	27.59	7,001	28.85	7,323	30.18	7,662	31.57	8,018	33.04					Fire	1188	7706	9
Fire Inspector I	4,555	26.28	4,783	27.59	5,022	28.97	5,273	30.42	5,537	31.94					LMCEA	1052	9410	36
Fire Inspector II	5,011	28.91	5,262	30.36	5,525	31.88	5,801	33.47	6,091	35.14					LMCEA	1053	9410	49
Fire Marshal	9,376	54.09							11,397	65.75					Mgmt	1183	9410	
Firefighter / Paramedic	6,056	24.96	6,359	26.20	6,677	27.52	7,011	28.89	7,362	30.34					Fire	1190	7706	3
Fleet Maintenance Supervisor	5,005	28.88	5,255	30.32	5,518	31.83	5,794	33.43	6,084	35.10					LMCEA	1226	9420	47
General Service Worker		13.00		13.00		13.00		13.00		13.00					Temporary	1192	9410	2
Heavy Equipment Operator	4,085	23.57	4,289	24.74	4,503	25.98	4,728	27.28	4,964	28.64					LMCEA	1195	9420	27
Human Resources Analyst	5,546	32.00	5,823	33.59	6,114	35.27	6,420	37.04	6,741	38.89					Confidential	1203	8810	3
Human Resources Assistant	3,252	18.76	3,415	19.70	3,586	20.69	3,765	21.72	3,953	22.81					Confidential	1205	8810	4
Human Resources Manager	7,987	46.08							9,707	56.00					Mgmt	1201	8810	
Human Resources/Risk Manager	8,789	50.71							10,682	61.63					Mgmt	1200	8810	
Human Resources Technician	4,315	24.89	4,531	26.14	4,758	27.45	4,996	28.82	5,246	30.27					Confidential	1202	8810	1
Human Services Manager	5,728	33.05	6,014	34.70	6,315	36.43	6,631	38.26	6,963	40.17					LMCEA	1204	9410	55
Information Technology Manager	7,987	46.08							9,707	56.00					Mgmt	1207	9410	
Information Technology Analyst	5,697	32.87	5,982	34.51	6,281	36.24	6,595	38.05	6,925	39.95					LMCEA	1208	9410	54
Information Technology Specialist I	4,750	27.40	4,988	28.78	5,237	30.21	5,499	31.73	5,774	33.31					LMCEA	1210	9410	44
Information Technology Specialist II	5,225	30.14	5,486	31.65	5,760	33.23	6,048	34.89	6,350	36.63					LMCEA	1213	9410	52
Intern/Student Worker I		13.00		13.00		13.00		13.00		13.00					Temporary	1216	9410	3
Intern/Student Worker II		13.01		13.66		14.34		15.06		15.81					Temporary	1219	9410	7
Irrigation Technician	3,712	21.42	3,898	22.49	4,093	23.61	4,298	24.80	4,513	26.04					LMCEA	1222	9420	20
Juvenile Services Officer		20.55		21.58		22.66		23.79		24.98					Temporary	1118	9410	28
Lead Lifeguard		15.31		16.08		16.88		17.72		18.61					Temporary	1230	9410	25
Lead Mechanic	4,717	27.21	4,953	28.58	5,201	30.01	5,461	31.51	5,734	33.08					LMCEA	1225	9420	43
Lifeguard Aide		13.00		13.65		14.33		15.05		15.80					Temporary	1227	9410	5
Lifeguard/Instructor		13.92		14.62		15.35		16.12		16.93					Temporary	1228	9410	9
Live Scan Operator		13.00		13.65		14.33		15.05		15.80					Temporary	1229	8810	6

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					
Management Analyst	5,682	32.78							6,906	39.84					Mgmt	1231	8810		
Mayor	Salary Established by Ordinance - rev 12/06									2,000	11.54					Elected	1234	9410	3
Mechanic I	3,846	22.19	4,038	23.30	4,240	24.46	4,452	25.68	4,675	26.97					LMCEA	1237	9420	22	
Mechanic II	4,230	24.40	4,442	25.63	4,664	26.91	4,897	28.25	5,142	29.67					LMCEA	1240	9420	30	
Park Maintenance Lead Worker	4,279	24.69	4,493	25.92	4,718	27.22	4,954	28.58	5,202	30.01					LMCEA	1243	9420	32	
Park Maintenance Supervisor	5,005	28.88	5,255	30.32	5,518	31.83	5,794	33.43	6,084	35.10					LMCEA	1246	9420	47	
Park Maintenance Worker I	3,052	17.61	3,205	18.49	3,365	19.41	3,533	20.38	3,710	21.40					LMCEA	1249	9420	4	
Park Maintenance Worker II	3,377	19.48	3,546	20.46	3,723	21.48	3,909	22.55	4,104	23.68					LMCEA	1252	9420	10	
Park Maintenance Worker III	3,712	21.42	3,898	22.49	4,093	23.61	4,298	24.80	4,513	26.04					LMCEA	1255	9420	20	
Permit Technician	3,310	19.10	3,476	20.05	3,650	21.06	3,833	22.11	4,025	23.22					LMCEA	1258	8810	8	
Planning Technician	4,065	23.45	4,268	24.62	4,481	25.85	4,705	27.14	4,940	28.50					LMCEA	1261	9410	57	
Police Assistant	3,421	19.74	3,592	20.72	3,772	21.76	3,961	22.85	4,159	23.99					LMCEA	1264	8810	12	
Police Captain	11,566	66.73							14,058	81.10					Mgmt	1267	7720		
Police Chief	13,746	79.30							16,709	96.40					Mgmt	1270	7720		
Police Dispatcher	4,554	26.27	4,782	27.59	5,021	28.97	5,272	30.42	5,536	31.94					Police N/S	1276	8810	5	
Police Lieutenant	10,486	60.50							12,746	73.53					Mgmt	1279	7720		
Police Officer	6,138	35.41	6,445	37.18	6,767	39.04	7,105	40.99	7,460	43.04	7,833	45.19	8,225	47.45	Police	1282	7720	1	
Police Officer Trainee	6,138	35.41	6,445	37.18	6,767	39.04	7,105	40.99	7,460	43.04	7,833	45.19	8,225	47.45	Police	1283	7720	1	
Police Property Officer I	3,742	21.59	3,929	22.67	4,125	23.80	4,331	24.99	4,548	26.24					Police N/S	1284	9410	7	
Police Property Officer II	4,119	23.76	4,325	24.95	4,541	26.20	4,768	27.51	5,006	28.88					Police N/S	1285	9410	3	
Police Sergeant	7,906	45.61	8,301	47.89	8,716	50.28	9,152	52.80	9,610	55.44	10,091	58.22	10,596	61.13	Police	1288	7720	2	
Police Services Manager	7,987	46.08	8,386	48.38	8,805	50.80	9,245	53.34	9,707	56.00					Mgmt	1290	9410		
Police Services Specialist	4,170	24.06	4,379	25.26	4,598	26.53	4,828	27.85	5,069	29.24					Police N/S	1293	8810	4	
Police Services Technician	3,854	22.23	4,047	23.35	4,249	24.51	4,461	25.74	4,684	27.02					Police N/S	1291	8810	1	
Public Works Crew Leader	4,717	27.21	4,953	28.58	5,201	30.01	5,461	31.51	5,734	33.08					LMCEA	1301	9420	60	
Public Works Inspector I	4,568	26.35	4,796	27.67	5,036	29.05	5,288	30.51	5,552	32.03					LMCEA	1294	9420	37	
Public Works Inspector II	5,030	29.02	5,282	30.47	5,546	32.00	5,823	33.59	6,114	35.27					LMCEA	1297	9420	51	
Public Works Maint Lead Worker	4,279	24.69	4,493	25.92	4,718	27.22	4,954	28.58	5,202	30.01					LMCEA	1300	9420	32	

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	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour	Month	Hour				
Public Works Maintenance Supervisor	5,005	28.88	5,255	30.32	5,518	31.83	5,794	33.43	6,084	35.10					LMCEA	1303	9420	47
Public Works Maintenance Worker I	3,052	17.61	3,205	18.49	3,365	19.41	3,533	20.38	3,710	21.40					LMCEA	1306	9420	4
Public Works Maintenance Worker II	3,377	19.48	3,546	20.46	3,723	21.48	3,909	22.55	4,104	23.68					LMCEA	1309	9420	10
Public Works Maintenance Worker III	3,712	21.42	3,898	22.49	4,093	23.61	4,298	24.80	4,513	26.04					LMCEA	1312	9420	20
Public Works Operations Manager	6,536	37.71							7,944	45.83					Mgmt	1314	9420	
Purchasing Officer	6,536	37.71							7,944	45.83					Mgmt	1315	8810	
Records & Elections Manager	7,083	40.86							8,609	49.67					Mgmt	1318	8810	
Recreation Aide		13.00		13.00		13.00		13.00		13.00					Temporary	1321	9410	1
Recreation Leader		13.05		13.70		14.39		15.11		15.87					Temporary	1324	9410	4
Recreation Specialist		13.57		14.25		14.96		15.71		16.50					Temporary	1327	9410	8
Recreation Supervisor	4,697	27.10	4,932	28.45	5,179	29.88	5,438	31.37	5,710	32.94					LMCEA	1330	9410	42
Risk Manager	7,987	46.08							9,707	56.00					Mgmt	1333	9410	
Safety Volunteer Coordinator	4,576	26.40	4,805	27.72	5,045	29.11	5,297	30.56	5,562	32.09					LMCEA	1336	9410	38
Senior Accountant	6,536	37.71							7,944	45.83					Mgmt	1342	8810	
Senior Accounting Technician	4,722	27.24	4,958	28.60	5,206	30.03	5,466	31.53	5,739	33.11					LMCEA	1014	9420	63
Senior Building Inspector	5,515	31.82	5,791	33.41	6,081	35.08	6,385	36.84	6,704	38.68					LMCEA	1345	9410	53
Senior Management Analyst	6,536	37.71							7,944	45.83					Mgmt	1348	8810	
Senior Planner	7,784	44.91							9,462	54.59					Mgmt	1351	9410	
Senior Tree Trimmer	4,065	23.45	4,268	24.62	4,481	25.85	4,705	27.14	4,940	28.50					LMCEA	1354	9420	26
Stormwater Program Manager	6,347	36.62	6,664	38.45	6,997	40.37	7,347	42.39	7,714	44.50					LMCEA	1356	9420	58
Superintendent of Public Works	7,310	42.17							8,886	51.27					Mgmt	1357	9420	
Transportation Specialist	3,566	20.57	3,744	21.60	3,931	22.68	4,128	23.82	4,334	25.00					LMCEA	1328	8810	59
Tree Trimmer	3,694	21.31	3,879	22.38	4,073	23.50	4,277	24.68	4,491	25.91					LMCEA	1360	9420	18
Wastewater Maintenance Worker I	3,052	17.61	3,205	18.49	3,365	19.41	3,533	20.38	3,710	21.40					LMCEA	1307	9420	4
Wastewater Maintenance Worker II	3,377	19.48	3,546	20.46	3,723	21.48	3,909	22.55	4,104	23.68					LMCEA	1310	9420	10
Wastewater Maintenance Worker III	3,712	21.42	3,898	22.49	4,093	23.61	4,298	24.80	4,513	26.04					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.