

**WAGE, SALARY AND CLASSIFICATION PLAN
FY 2026-2027
(Effective June 21, 2026)**

**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	4449	4671	4905	5150	5408
2A	PABX Operator/Receptionist	4565	4793	5032	5284	5548
6A	Account Clerk	5035	5287	5551	5829	6120
6A	Senior Clerk	5035	5287	5551	5829	6120
8A	Administrative Clerk	5288	5552	5830	6121	6427
8A	Community Transportation Dispatcher	5288	5552	5830	6121	6427
8A	Customer Service Liaison	5288	5552	5830	6121	6427
8A	Parking Control Officer	5288	5552	5830	6121	6427
8A	Public Utility Customer Service Representative	5288	5552	5830	6121	6427
8A	Purchasing Clerk	5288	5552	5830	6121	6427
9A	Maintenance Worker	5425	5696	5981	6280	6594
10A	Building Clerk	5562	5840	6132	6439	6761
10A	Park Maintenance Worker	5562	5840	6132	6439	6761
10A	Public Safety Specialist	5562	5840	6132	6439	6761
10A	Senior Account Clerk	5562	5840	6132	6439	6761
10A	Senior Public Utility Customer Svc Representative	5562	5840	6132	6439	6761
12A	Human Resources Clerk	5842	6134	6441	6763	7101
12A	Special Event Assistant	5842	6134	6441	6763	7101
12A	Secretary	5842	6134	6441	6763	7101
12A	Tree Trimmer/Hardscape Worker I	5842	6134	6441	6763	7101
12A	Water Utility Worker	5842	6134	6441	6763	7101
13A	Accounting Technician	5986	6285	6600	6930	7276
13A	Licensed Pesticide Applicator	5986	6285	6600	6930	7276
13A	Skilled Trades Worker	5986	6285	6600	6930	7276
14A	Audio Visual Technician	6134	6441	6763	7101	7456
14A	Graphics & Media Technician	6134	6441	6763	7101	7456
14A	Irrigation Repair Worker	6134	6441	6763	7101	7456
14A	Media Operations Spec. I	6134	6441	6763	7101	7456
15A	Administrative Secretary	6285	6599	6929	7276	7640
15A	Community Development Technician	6285	6599	6929	7276	7640
15A	Human Resources Technician	6285	6599	6929	7276	7640
15A	Light Equipment Operator	6285	6599	6929	7276	7640
15A	Payroll Technician	6285	6599	6929	7276	7640
15A	Permit Technician	6285	6599	6929	7276	7640
15A	Public Services Specialist	6285	6599	6929	7276	7640
15A	Senior Park Maintenance Worker	6285	6599	6929	7276	7640
15A	Tree Trimmer/Hardscaper Worker II	6285	6599	6929	7276	7640
16A	Fleet Maintenance Technician	6446	6768	7106	7462	7835
16A	Maintenance Carpenter	6446	6768	7106	7462	7835
16A	Maintenance Painter	6446	6768	7106	7462	7835
16A	Maintenance Plumber	6446	6768	7106	7462	7835
17A	Senior Water Utility Worker	6609	6940	7287	7651	8034
17A	Water Resources Administrative Secretary	6609	6940	7287	7651	8034
18A	Environmental Services Officer	6773	7112	7467	7841	8233
18A	Fleet Maintenance Lead Worker	6773	7112	7467	7841	8233
18A	Lead Public Safety Specialist	6773	7112	7467	7841	8233
18A	Media Operations Spec. II	6773	7112	7467	7841	8233
18A	Park Maintenance Lead Worker	6773	7112	7467	7841	8233
18A	Parking Control Lead Worker	6773	7112	7467	7841	8233
18A	Public Works Technician	6773	7112	7467	7841	8233
18A	Pump Station Operator	6773	7112	7467	7841	8233
18A	Senior Maintenance Plumber	6773	7112	7467	7841	8233
18A	Skilled Trades Lead Worker	6773	7112	7467	7841	8233
18A	Tree Lead Worker	6773	7112	7467	7841	8233
19A	Graphics & Media Lead Worker	6944	7291	7656	8039	8440
20A	Deputy City Clerk	7111	7467	7840	8232	8644
20A	Water Distribution Lead Worker	7111	7467	7840	8232	8644
23A	Water Production Lead Worker	7662	8046	8448	8870	9314
24A	Public Works Inspector	7854	8247	8659	9092	9547
26A	Maintenance Electrician	8246	8658	9091	9546	10023
29A	Helicopter Pilot I	8905	9350	9818	10309	10824

*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	6286	6600	6930	7277	7640
16B	Administrative Assistant I	6456	6779	7118	7474	7847
16B	Planning Technician	6456	6779	7118	7474	7847
16B	Recreation Programs Assistant	6456	6779	7118	7474	7847
18B	Accountant	6784	7123	7479	7853	8246
20B	Homeless Services Coordinator	7126	7482	7856	8249	8661
20B	Recreation Program Coordinator	7126	7482	7856	8249	8661
20B	Public Safety Program Coordinator	7126	7482	7856	8249	8661
20B	Video Producer	7126	7482	7856	8249	8661
22B	Administrative Assistant II	7485	7860	8253	8665	9099
22B	Assistant Project Manager	7485	7860	8253	8665	9099
22B	Executive Secretary	7485	7860	8253	8665	9099
22B	Parking Control Supervisor	7485	7860	8253	8665	9099
24B	Assistant City Clerk	7865	8258	8671	9105	9560
24B	Assistant Planner	7865	8258	8671	9105	9560
24B	Community Conservation Representative	7865	8258	8671	9105	9560
24B	Community Services Supervisor	7865	8258	8671	9105	9560
24B	Community Transportation Supervisor	7865	8258	8671	9105	9560
24B	Human Resources Analyst	7865	8258	8671	9105	9560
24B	Management Analyst	7865	8258	8671	9105	9560
24B	Media Services Coordinator	7865	8258	8671	9105	9560
24B	Public Information Specialist	7865	8258	8671	9105	9560
24B	Public Safety Supervisor	7865	8258	8671	9105	9560
24B	Utility Billing Supervisor	7865	8258	8671	9105	9560
26B	Housing Specialist	8273	8686	9121	9577	10056
26B	Project Manager	8273	8686	9121	9577	10056
26B	Senior Management Analyst	8273	8686	9121	9577	10056
27B	Environmental Resources Supervisor	8472	8896	9341	9808	10298
27B	Facilities Maintenance Supervisor	8472	8896	9341	9808	10298
27B	Fleet Manager	8472	8896	9341	9808	10298
27B	Tree & Hardscape Supervisor	8472	8896	9341	9808	10298
28B	Community Relations Manager	8684	9118	9574	10053	10555
28B	Senior Producer	8684	9118	9574	10053	10555
28B	Water Distribution Supervisor	8684	9118	9574	10053	10555
29B	Associate Planner	8905	9350	9818	10309	10824
29B	Environmental Programs Manager	8905	9350	9818	10309	10824
29B	GIS Analyst	8905	9350	9818	10309	10824
29B	Water Administration Manager	8905	9350	9818	10309	10824
30B	IT Specialist	9128	9584	10063	10566	11095
31B	Community Services Manager	9356	9823	10315	10830	11372
31B	Senior Accountant	9356	9823	10315	10830	11372
31B	Senior Human Resources Analyst	9356	9823	10315	10830	11372
33B	Helicopter Pilot II	9819	10310	10825	11366	11935

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MANAGEMENT AND ADMINISTRATIVE OFFICERS

Schedule		Step 1	Step 2	Step 3	Step 4	Step 5
No.	Classification	Monthly*	Monthly*	Monthly*	Monthly*	Monthly*
32B	Emergency Preparedness Manager	9591	10070	10574	11102	11657
32B	Public Safety Manager	9591	10070	10574	11102	11657
32B	Community Development Coordinator	9591	10070	10574	11102	11657
32B	Water Field Operations Manager	9591	10070	10574	11102	11657
32B	Technology Services Manager	9591	10070	10574	11102	11657
33B	Administrative Services Manager	9819	10310	10825	11366	11935
33B	Associate Civil Engineer	9819	10310	10825	11366	11935
34B	Neighborhood Preservation Manager	10064	10568	11096	11651	12233
35B	Senior Planner	10315	10831	11373	11941	12538
36B	IT Services Manager	10574	11102	11657	12240	12852
36B	Finance Manager	10574	11102	11657	12240	12852
36B	Senior Project Manager	10574	11102	11657	12240	12852
37B	Accounting & Grants Manager	10891	11435	12007	12607	13238
38B	Assistant to the City Manager	11112	11667	12251	12863	13506
38B	Parks Superintendent	11112	11667	12251	12863	13506
38B	Principal Civil Engineer	11112	11667	12251	12863	13506
38B	Purchasing Officer	11112	11667	12251	12863	13506
40B	Assistant Director of Rec. & Community Services	11685	12269	12883	13527	14203
40B	Assistant Director of Finance & Admin Services	11685	12269	12883	13527	14203
40B	Assistant Director of Community Development	11685	12269	12883	13527	14203
40B	City Clerk	11685	12269	12883	13527	14203
40B	Human Resources Manager	11685	12269	12883	13527	14203
40B	Public Information Officer	11685	12269	12883	13527	14203
42B	Assistant Director of Water Resources	12882	13526	14203	14913	15659
44B	Assistant Director of Public Works/City Engineer	13535	14211	14922	15668	16451

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EXECUTIVE MANAGEMENT OFFICERS

Schedule		Step 1	Step 2	Step 3	Step 4	Step 5
No.	Classification	Monthly*	Monthly*	Monthly*	Monthly*	Monthly*
EDCO	Director of Communications	13872	14566	15294	16059	16862
EDPS	Director of Public Safety	17847	18740	19677	20661	21694
EDCM	Deputy City Manager	17847	18740	19677	20661	21694
EDCD	Director of Community Development	17847	18740	19677	20661	21694
EDRS	Director of Recreation and Community Services	17847	18740	19677	20661	21694
EDWR	Director of Water Resources	18107	19013	19963	20962	22010
EACM	Assistant City Manager	19041	19993	20992	22042	23144
EDPW	Director of Public Works	19041	19993	20992	22042	23144
EDAS	Director of Finance & Administrative Services	21015	22066	23170	24328	25544
CMGR	City Manager	28692				

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