

WAGE, SALARY AND CLASSIFICATION PLAN
FY 2025-2026
(Effective June 22, 2025)

GENERAL OR MISCELLANEOUS EMPLOYEES
(LAKEWOOD CITY EMPLOYEES ASSOCIATION)

Schedule No.	Classification	Step 1 Monthly*	Step 2 Monthly*	Step 3 Monthly*	Step 4 Monthly*	Step 5 Monthly*
1A	Intermediate Clerk Typist	4237	4449	4671	4905	5150
2A	PABX Operator/Receptionist	4347	4565	4793	5032	5284
6A	Account Clerk	4795	5035	5287	5551	5829
6A	Senior Clerk	4795	5035	5287	5551	5829
8A	Administrative Clerk	5036	5288	5552	5830	6121
8A	Community Transportation Dispatcher	5036	5288	5552	5830	6121
8A	Customer Service Liaison	5036	5288	5552	5830	6121
8A	Parking Control Officer	5036	5288	5552	5830	6121
8A	Public Utility Customer Service Representative	5036	5288	5552	5830	6121
8A	Purchasing Clerk	5036	5288	5552	5830	6121
9A	Maintenance Worker	5167	5425	5696	5981	6280
10A	Building Clerk	5297	5562	5840	6132	6439
10A	Park Maintenance Worker	5297	5562	5840	6132	6439
10A	Public Safety Specialist	5297	5562	5840	6132	6439
10A	Senior Account Clerk	5297	5562	5840	6132	6439
10A	Senior Public Utility Customer Svc Representative	5297	5562	5840	6132	6439
12A	Human Resources Clerk	5564	5842	6134	6441	6763
12A	Special Event Assistant	5564	5842	6134	6441	6763
12A	Secretary	5564	5842	6134	6441	6763
12A	Tree Trimmer/Hardscape Worker I	5564	5842	6134	6441	6763
12A	Water Utility Worker	5564	5842	6134	6441	6763
13A	Accounting Technician	5701	5986	6285	6600	6930
13A	Licensed Pesticide Applicator	5701	5986	6285	6600	6930
13A	Skilled Trades Worker	5701	5986	6285	6600	6930
14A	Audio Visual Technician	5842	6134	6441	6763	7101
14A	Graphics & Media Technician	5842	6134	6441	6763	7101
14A	Irrigation Repair Worker	5842	6134	6441	6763	7101
14A	Media Operations Spec. I	5842	6134	6441	6763	7101
15A	Administrative Secretary	5986	6285	6599	6929	7276
15A	Community Development Technician	5986	6285	6599	6929	7276
15A	Human Resources Technician	5986	6285	6599	6929	7276
15A	Light Equipment Operator	5986	6285	6599	6929	7276
15A	Payroll Technician	5986	6285	6599	6929	7276
15A	Permit Technician	5986	6285	6599	6929	7276
15A	Public Services Specialist	5986	6285	6599	6929	7276
15A	Senior Park Maintenance Worker	5986	6285	6599	6929	7276
15A	Tree Trimmer/Hardscape Worker II	5986	6285	6599	6929	7276
16A	Fleet Maintenance Technician	6139	6446	6768	7106	7462
16A	Maintenance Carpenter	6139	6446	6768	7106	7462
16A	Maintenance Painter	6139	6446	6768	7106	7462
16A	Maintenance Plumber	6139	6446	6768	7106	7462
17A	Senior Water Utility Worker	6295	6609	6940	7287	7651
17A	Water Resources Administrative Secretary	6295	6609	6940	7287	7651
18A	Environmental Services Officer	6451	6773	7112	7467	7841
18A	Fleet Maintenance Lead Worker	6451	6773	7112	7467	7841
18A	Lead Public Safety Specialist	6451	6773	7112	7467	7841
18A	Media Operations Spec. II	6451	6773	7112	7467	7841
18A	Park Maintenance Lead Worker	6451	6773	7112	7467	7841
18A	Parking Control Lead Worker	6451	6773	7112	7467	7841
18A	Public Works Technician	6451	6773	7112	7467	7841
18A	Pump Station Operator	6451	6773	7112	7467	7841
18A	Senior Maintenance Plumber	6451	6773	7112	7467	7841
18A	Skilled Trades Lead Worker	6451	6773	7112	7467	7841
18A	Tree & Hardscape Lead Worker	6451	6773	7112	7467	7841
19A	Graphics & Media Lead Worker	6613	6944	7291	7656	8039
20A	Deputy City Clerk	6773	7111	7467	7840	8232
20A	Water Distribution Lead Worker	6773	7111	7467	7840	8232
23A	Water Production Lead Worker	7298	7662	8046	8448	8870
24A	Public Works Inspector	7480	7854	8247	8659	9092
26A	Maintenance Electrician	7853	8246	8658	9091	9546
29A	Helicopter Pilot I	8481	8905	9350	9818	10309

*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	5986	6286	6600	6930	7277
16B	Administrative Assistant I	6149	6456	6779	7118	7474
16B	Planning Technician	6149	6456	6779	7118	7474
16B	Recreation Programs Assistant	6149	6456	6779	7118	7474
18B	Accountant	6461	6784	7123	7479	7853
20B	Recreation Program Coordinator	6786	7126	7482	7856	8249
20B	Public Safety Program Coordinator	6786	7126	7482	7856	8249
20B	Video Producer	6786	7126	7482	7856	8249
22B	Administrative Assistant II	7129	7485	7860	8253	8665
22B	Assistant Project Manager	7129	7485	7860	8253	8665
22B	Executive Secretary	7129	7485	7860	8253	8665
22B	Parking Control Supervisor	7129	7485	7860	8253	8665
24B	Assistant City Clerk	7490	7865	8258	8671	9105
24B	Assistant Planner	7490	7865	8258	8671	9105
24B	Community Conservation Representative	7490	7865	8258	8671	9105
24B	Community Services Supervisor	7490	7865	8258	8671	9105
24B	Community Transportation Supervisor	7490	7865	8258	8671	9105
24B	Human Resources Analyst	7490	7865	8258	8671	9105
24B	Management Analyst	7490	7865	8258	8671	9105
24B	Media Services Coordinator	7490	7865	8258	8671	9105
24B	Public Information Specialist	7490	7865	8258	8671	9105
24B	Public Safety Supervisor	7490	7865	8258	8671	9105
24B	Utility Billing Supervisor	7490	7865	8258	8671	9105
26B	Housing Specialist	7879	8273	8686	9121	9577
26B	Project Manager	7879	8273	8686	9121	9577
26B	Senior Management Analyst	7879	8273	8686	9121	9577
27B	Environmental Resources Supervisor	8069	8472	8896	9341	9808
27B	Facilities Maintenance Supervisor	8069	8472	8896	9341	9808
27B	Fleet Manager	8069	8472	8896	9341	9808
27B	Tree & Hardscape Supervisor	8069	8472	8896	9341	9808
28B	Community Relations Manager	8270	8684	9118	9574	10053
28B	Senior Producer	8270	8684	9118	9574	10053
28B	Water Distribution Supervisor	8270	8684	9118	9574	10053
29B	Associate Planner	8481	8905	9350	9818	10309
29B	Environmental Programs Manager	8481	8905	9350	9818	10309
29B	GIS Analyst	8481	8905	9350	9818	10309
29B	Water Administration Manager	8481	8905	9350	9818	10309
30B	IT Specialist	8693	9128	9584	10063	10566
31B	Community Services Manager	8910	9356	9823	10315	10830
31B	Senior Accountant	8910	9356	9823	10315	10830
31B	Senior Human Resources Analyst	8910	9356	9823	10315	10830
33B	Helicopter Pilot II	9351	9819	10310	10825	11366

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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	9134	9591	10070	10574	11102
32B	Public Safety Manager	9134	9591	10070	10574	11102
32B	Community Development Coordinator	9134	9591	10070	10574	11102
32B	Water Field Operations Manager	9134	9591	10070	10574	11102
32B	Technology Services Manager	9134	9591	10070	10574	11102
33B	Administrative Services Manager	9351	9819	10310	10825	11366
33B	Associate Civil Engineer	9351	9819	10310	10825	11366
34B	Neighborhood Preservation Manager	9585	10064	10568	11096	11651
35B	Senior Planner	9824	10315	10831	11373	11941
36B	IT Services Manager	10070	10574	11102	11657	12240
36B	Finance Manager	10070	10574	11102	11657	12240
36B	Senior Project Manager	10070	10574	11102	11657	12240
37B	Accounting & Grants Manager	10372	10891	11435	12007	12607
38B	Assistant to the City Manager	10583	11112	11667	12251	12863
38B	Parks Superintendent	10583	11112	11667	12251	12863
38B	Principal Civil Engineer	10583	11112	11667	12251	12863
38B	Purchasing Officer	10583	11112	11667	12251	12863
40B	Assistant Director of Rec. & Community Services	11128	11685	12269	12883	13527
40B	Assistant Director of Finance & Admin Services	11128	11685	12269	12883	13527
40B	Assistant Director of Community Development	11128	11685	12269	12883	13527
40B	City Clerk	11128	11685	12269	12883	13527
40B	Human Resources Manager	11128	11685	12269	12883	13527
40B	Public Information Officer	11128	11685	12269	12883	13527
42B	Assistant Director of Water Resources	12269	12882	13526	14203	14913
44B	Assistant Director of Public Works/City Engineer	12890	13535	14211	14922	15668

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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	13212	13872	14566	15294	16059
EDPS	Director of Public Safety	13212	13872	14566	15294	16059
EDCM	Deputy City Manager	16997	17847	18740	19677	20661
EDCD	Director of Community Development	16997	17847	18740	19677	20661
EDRS	Director of Recreation and Community Services	16997	17847	18740	19677	20661
EDWR	Director of Water Resources	17245	18107	19013	19963	20962
EACM	Assistant City Manager	18134	19041	19993	20992	22042
EDPW	Director of Public Works	18134	19041	19993	20992	22042
EDAS	Director of Finance & Administrative Services	20015	21015	22066	23170	24328
CMGR	City Manager	27325				

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