

City of Lynwood, CA  
**CLASSIFICATION & COMPENSATION SCHEDULE**  
Monthly Salaries & MOU-Related Pay  
As of January 2017

| UNIT  | JOB TITLE  | RANGE | CURRENT   |          |          |          |           |
|---|--|-------|-----------|----------|----------|----------|-----------|
| <b><i>ELECTED OFFICIALS</i></b>   |  |       |           |          |          |          |           |
| Elected   | Councilmember  |       | \$975.00  |          |          |          |           |
| E   | City Clerk   |       | 1,000.00  |          |          |          |           |
| E   | City Treasurer   |       | 1,000.00  |          |          |          |           |
| <b><i>CITY MANAGEMENT: At-Will Contract Employees</i></b>                               |  |       |           |          |          |          |           |
| UNIT  | JOB TITLE  | RANGE | CURRENT   |          |          |          |           |
| Ex/AW   | City Manager   | DOQ   | 14,729.17 |          |          |          |           |
| <b><i>DEPARTMENT HEADS: At-Will Contract Employees</i></b>                              |  |       |           |          |          |          |           |
| Ex/AW   | Director of Development, Compliance & Enforcement Services | DOQ   |           |          |          |          |           |
| EX/AW   | Director of Finance  | DOQ   |           |          |          |          |           |
| Ex/AW   | Director of Human Resources & Risk Management              | DOQ   | 9,872.76  |          |          |          |           |
| Ex/AW   | Director of Public Works/City Engineer                     | DOQ   | 12,791.67 |          |          |          |           |
| Ex/AW   | Director of Recreation & Community Services                | DOQ   | 9,166.67  |          |          |          |           |
| Ex/AW   | Director of Technology and Media Support Services          | DOQ   | 9,166.67  |          |          |          |           |
| <b><i>DEPARTMENT HEADS &amp; MANAGEMENT: Civil Service Employees</i></b>                |  |       |           |          |          |          |           |
| UNIT  | JOB TITLE  | BAND  | STEP A    | B        | C        | D        | E         |
| Ex/C  | Assistant CM (PW Special Project Mgr)                      | M-70  | 8,290.80  | 8,711.57 | 9,147.18 | 9,604.10 | 10,082.77 |
| <b><i>CIVIL SERVICE EMPLOYEES - Supervisory, Professional &amp; Technical Staff</i></b> |  |       |           |          |          |          |           |
| UNIT  | JOB TITLE  | BAND  | STEP A    | B        | C        | D        | E         |
| M/Conf.   | Accounting/Auditing Supervisor                             | M-52  | 5,322.27  | 5,586.90 | 5,869.64 | 6,165.50 | 6,469.56  |
| M/Conf.   | Administrative Analyst II                                  | M-35  | 3,512.59  | 3,686.79 | 3,870.88 | 4,064.85 | 4,268.67  |
| M/Conf.   | Administrative Analyst III                                 | M-40  | 3,966.25  | 4,165.13 | 4,373.87 | 4,592.48 | 4,822.58  |
| Ex/C  | Assistant to the City Manager                              | M-68  | 7,891.38  | 8,290.80 | 8,711.57 | 9,147.18 | 9,604.10  |
| M   | Billing & Collections Supervisor                           | M-47  | 4,705.91  | 4,942.61 | 5,194.09 | 5,453.78 | 5,723.37  |
| M   | Redevelopment Associate                                    | M-47  | 4,705.91  | 4,942.61 | 5,194.09 | 5,453.78 | 5,723.37  |
| M   | Deputy Dir. of Admin. Services                             | M-61  | 6,387.78  | 6,707.17 | 7,042.53 | 7,394.65 | 7,764.38  |
| M   | Deputy Dir. of Rec and Comm Services                       | M-56  | 5,869.64  | 6,165.50 | 6,469.58 | 6,803.24 | 7,148.43  |
| M   | Electrical Maintenance Supervisor                          | M-45  | 4,482.36  | 4,705.91 | 4,942.61 | 5,194.10 | 5,453.78  |

|   |                                       |             |               |               |               |               |               |
|---|---------------------------------------|-------------|---------------|---------------|---------------|---------------|---------------|
| M/Conf.   | Finance Manager                       | M-56        | 5,869.64      | 6,165.50      | 6,469.58      | 6,803.24      | 7,148.43      |
| M/Conf.   | Financial Analyst                     | M-47        | 4,705.91      | 4,942.61      | 5,194.09      | 5,453.78      | 5,723.37      |
| M/Conf.   | Personnel Analyst III                 | M-40        | 3,966.25      | 4,165.13      | 4,373.87      | 4,592.48      | 4,822.59      |
| M   | Planning Associate                    | M-39        | 3,870.89      | 4,064.85      | 4,268.67      | 4,482.37      | 4,705.91      |
| M   | Planning Manager                      | M-67        | 7,699.07      | 7,928.42      | 8,331.30      | 8,748.64      | 9,276.31      |
| M   | Public Safety Manager                 | M-61        | 6,387.78      | 6,707.17      | 7,042.53      | 7,394.65      | 7,764.38      |
| M   | Rec. Facility & Program Supervisor    | M-40        | 3,966.25      | 4,165.12      | 4,373.87      | 4,592.48      | 4,822.59      |
| M   | Recreation Superintendent II          | M-47        | 4,705.91      | 4,942.61      | 5,194.09      | 5,453.78      | 5,723.37      |
| M   | Senior Public Works Manager           | M-56        | 5,869.64      | 6,165.50      | 6,469.58      | 6,803.24      | 7,148.43      |
| M   | Street Maintenance Supervisor         | M-45        | 4,482.36      | 4,705.91      | 4,942.61      | 5,194.10      | 5,453.78      |
| M   | Utility Services Manager              | M-56        | 5,869.64      | 6,165.50      | 6,469.58      | 6,803.24      | 7,148.43      |
| <b><i>CIVIL SERVICE EMPLOYEES - Leads &amp; General Staff</i></b> |                                       |             |               |               |               |               |               |
| <b>UNIT</b>   | <b>JOB TITLE</b>                      | <b>BAND</b> | <b>STEP A</b> | <b>STEP B</b> | <b>STEP C</b> | <b>STEP D</b> | <b>STEP E</b> |
| G   | Account Clerk                         | G-24        | 2,698.98      | 2,834.52      | 2,976.64      | 3,125.42      | 3,282.41      |
| G   | Accounting Technician                 | G-34        | 3,445.80      | 3,618.09      | 3,798.99      | 3,988.94      | 4,188.40      |
| G   | Administrative Assistant              | G-31        | 3,203.07      | 3,363.40      | 3,531.99      | 3,707.16      | 3,892.29      |
| G   | Building Inspector                    | G-41        | 4,087.31      | 4,292.25      | 4,507.09      | 4,731.86      | 4,969.89      |
| G   | Building Maintenance Worker           | G-29        | 3,051.01      | 3,203.07      | 3,363.40      | 3,531.99      | 3,707.16      |
| G   | Code Enforcement Officer              | G-37        | 3,707.16      | 3,892.29      | 4,087.30      | 4,292.25      | 4,507.11      |
| G   | Custodian                             | G-18        | 2,330.40      | 2,447.77      | 2,570.09      | 2,698.98      | 2,834.55      |
| G   | Deputy City Clerk                     | G-30        | 3,125.42      | 3,282.41      | 3,446.04      | 3,617.90      | 3,798.07      |
| G   | Deputy City Treasurer                 | G-38        | 3,776.58      | 3,965.41      | 4,163.68      | 4,371.86      | 4,590.45      |
| G   | Electrical Maintenance Worker         | G-32        | 3,282.41      | 3,446.03      | 3,617.90      | 3,798.07      | 3,988.13      |
| G   | Executive Assistant                   | G-36        | 3,617.90      | 3,798.08      | 3,988.12      | 4,188.11      | 4,398.04      |
| G   | Executive Assistant to the City Clerk | G-41        | 4,087.31      | 4,292.25      | 4,507.09      | 4,731.86      | 4,969.89      |
| G   | Information System Technician         | G-39        | 3,892.29      | 4,087.30      | 4,292.25      | 4,507.09      | 4,731.86      |
| G   | Laborer                               | G-18        | 2,330.40      | 2,447.77      | 2,570.09      | 2,698.98      | 2,834.55      |
| G   | Maintenance Worker                    | G-23        | 2,634.51      | 2,766.74      | 2,905.57      | 3,051.00      | 3,203.08      |
| G   | Media Specialist                      | G-43        | 4,292.25      | 4,507.09      | 4,731.86      | 4,969.89      | 5,222.79      |
| G   | Office Assistant I                    | G-12        | 2,013.07      | 2,113.89      | 2,219.68      | 2,330.40      | 2,447.77      |
| G   | Office Assistant II                   | G-16        | 2,219.68      | 2,330.40      | 2,447.77      | 2,570.08      | 2,698.97      |
| G   | Park Maintenance Lead Worker          | G-31        | 3,203.07      | 3,363.40      | 3,531.99      | 3,707.16      | 3,892.29      |
| G   | Parking Control Officer               | G-37        | 3,707.16      | 3,892.29      | 4,087.30      | 4,292.23      | 4,507.11      |
| G/Conf.   | Payroll Specialist                    | G-45        | 4,507.09      | 4,731.86      | 4,969.89      | 5,222.76      | 5,483.89      |

|   |  |      |          |          |          |          |          |
|---|--|------|----------|----------|----------|----------|----------|
| G | Permit Technician                      | G-28 | 2,976.64 | 3,125.42 | 3,282.41 | 3,446.04 | 3,617.90 |
| G | Public Works Assistant                 | G-41 | 4,087.31 | 4,292.25 | 4,507.09 | 4,731.86 | 4,969.89 |
| G | Public Works Inspector                 | G-41 | 4,087.31 | 4,250.58 | 4,507.09 | 4,731.86 | 4,969.89 |
| G | Public Works Technician                | G-32 | 3,282.41 | 3,446.03 | 3,617.90 | 3,798.07 | 3,988.13 |
| G | Recreation Coordinator                 | G-27 | 2,905.57 | 3,051.01 | 3,203.08 | 3,363.40 | 3,532.00 |
| G | Right -Of-Way Maintenance Lead Worker  | G-31 | 3,203.07 | 3,363.40 | 3,531.99 | 3,707.16 | 3,892.29 |
| G | Senior Street Maintenance Worker       | G-27 | 2,905.57 | 3,051.01 | 3,203.08 | 3,363.40 | 3,532.00 |
| G | Senior Water Service/Wastewater Worker | G-37 | 3,707.16 | 3,892.29 | 4,087.30 | 4,292.23 | 4,507.11 |
| G | Street Maintenance Lead Worker         | G-31 | 3,203.07 | 3,363.40 | 3,531.99 | 3,707.16 | 3,892.29 |
| G | Street Maintenance Worker              | G-24 | 2,698.98 | 2,834.52 | 2,976.64 | 3,125.42 | 3,282.41 |
| G | System Analyst                         | G-45 | 4,507.09 | 4,731.86 | 4,969.89 | 5,222.76 | 5,483.89 |
| G | Utility Worker                         | G-32 | 3,282.41 | 3,446.04 | 3,617.90 | 3,798.07 | 3,988.13 |
| G | Water Quality Specialist               | G-44 | 4,398.03 | 4,662.68 | 4,849.22 | 5,095.49 | 5,351.66 |
| G | Water Service/Wastewater Lead Worker   | G-41 | 4,087.31 | 4,250.58 | 4,507.09 | 4,731.86 | 4,969.89 |
| G | Water Service/Wastewater Worker I      | G-25 | 2,833.93 | 2,976.25 | 3,125.47 | 3,281.69 | 3,446.53 |
| G | Water Service/Wastewater Worker II     | G-34 | 3,445.80 | 3,618.09 | 3,798.99 | 3,988.94 | 4,188.40 |
| G | Water Service/Wastewater Worker III    | G-35 | 3,531.99 | 3,707.16 | 3,892.29 | 4,087.31 | 4,292.23 |

**HOURLY NON-CIVIL SERVICE - Part-Time, Temporary & Seasonal Staff** *Note: Minimum Wage Increase 1-1-17*

| G | JOB TITLE                        |       |       | SCALE | OPTIONS |       |       |
|---|----------------------------------|-------|-------|-------|---------|-------|-------|
| G | Cashier (Pool)                   | H-66  | 10.50 |       |         |       | 10.28 |
| G | Code Enforcement Officer         | H-17  | 19.56 | 20.54 | 21.57   | 22.65 | 23.79 |
| G | Customer Relations Intern        | H-36B | 11.71 | 12.30 | 12.92   | 13.57 | 14.24 |
| G | Laborer                          | H-18  | 12.30 | 12.91 | 13.57   | 14.24 | 14.96 |
| G | Lifeguard                        | H-8A  | 11.33 | 11.89 | 12.48   | 13.12 | 14.05 |
| G | Locker Attendant                 | H-6   | 10.50 |       |         |       |       |
| G | Maintenance Worker               | H-43  | 13.90 | 14.61 | 15.33   | 16.11 | 16.90 |
| G | Office Assistant II              | H-36B | 11.71 | 12.30 | 12.92   | 13.57 | 14.24 |
| G | Parking Control Officer          | H-39  | 19.56 | 20.54 | 21.57   | 22.65 | 23.79 |
| G | Recreation Leader                | H-14  | 10.50 |       |         |       |       |
| G | Recreation Specialist/Instructor | H-13  | 10.50 |       |         |       | 34.66 |
| G | Senior Lifeguard                 | H-8B  | 13.77 | 14.45 | 15.18   | 15.94 | 17.07 |

**ADDITIONAL MOU-RELATED PAYS: See MOU For Specific Details**

|   |  |  |  |  |  |  |  |
|---|--|--|--|--|--|--|--|
| Note: Incentive pay does not apply to interim licenses, certificates etc. if required for the position. |  |  |  |  |  |  |  |
| Only one amount within each category is qualifying. Incentive Pay Cap: Gen. \$500 & Mgmt. \$1,000 p/mo. |  |  |  |  |  |  |  |

|  |  |  |  |  |  |                |              |
|--|--|--|--|--|--|----------------|--------------|
|  |  |  |  |  |  |                |              |
|  | <u>TYPE</u>                            |  |  |  |  | <u>MONTHLY</u> |              |
|  | Pest Control Operator's License        |  |  |  |  | 50.00          |              |
|  | Advisors License in App. of Herbicides |  |  |  |  | 200.00         |              |
|  | Class "A" License                      |  |  |  |  | 50.00          |              |
|  | Meeting and Minutes Clerk/Commission   |  |  |  |  | 50.00          |              |
|  |  |  |  |  |  |                |              |
|  | <u>DOHS WATER TREATMENT OPERATOR:</u>  |  |  |  |  |                |              |
|  | Grade 1                                |  |  |  |  | 100.00         |              |
|  | Grade 2 or AWWA Grade I                |  |  |  |  | 150.00         |              |
|  | Grade 3 or " Grade II                  |  |  |  |  | 200.00         |              |
|  | Grade 4 or " Grade III                 |  |  |  |  | 250.00         |              |
|  | Grade 5 or " Grade IV                  |  |  |  |  | 300.00         |              |
|  |  |  |  |  |  |                |              |
|  | <u>DOHS WATER DISTRIBUTION:</u>        |  |  |  |  |                |              |
|  | Grade 1                                |  |  |  |  | 100.00         |              |
|  | Grade 2 or AWWA Grade I                |  |  |  |  | 150.00         |              |
|  | Grade 3 or " Grade II                  |  |  |  |  | 200.00         |              |
|  | Grade 4 or " Grade III                 |  |  |  |  | 250.00         |              |
|  | Grade 5 or " Grade IV                  |  |  |  |  | 300.00         |              |
|  |  |  |  |  |  |                |              |
|  | <u>CONTRACTOR'S LICENSE:</u>           |  |  |  |  |                |              |
|  | "A"                                    |  |  |  |  | 150.00         |              |
|  | "B"                                    |  |  |  |  | 150.00         |              |
|  | "C"                                    |  |  |  |  | 75.00          |              |
|  |  |  |  |  |  |                |              |
|  | <u>TRAFFIC SIGNAL ELECTRICIAN:</u>     |  |  |  |  |                |              |
|  | Level 1                                |  |  |  |  | 100.00         |              |
|  | Level 2                                |  |  |  |  | 150.00         |              |
|  |  |  |  |  |  |                |              |
|  | <u>ICBO CERTIFICATION:</u>             |  |  |  |  |                | <i>Up to</i> |
|  | Building Inspector                     |  |  |  |  | 75.00          | 100.00       |
|  | Mechanical Inspector                   |  |  |  |  | 75.00          | N/A          |
|  | Electrical Inspector                   |  |  |  |  | 75.00          | N/A          |

|  |  |  |  |  |             |             |  |
|--|--|--|--|--|-------------|-------------|--|
|  | Plumbing Inspector                       |  |  |  | 75.00       | N/A         |  |
|  |  |  |  |  |             |             |  |
|  | <u>ENGINEERING/LAND SURVEYING:</u>       |  |  |  |             |             |  |
|  | Land Surveyor in Training (LSIT)         |  |  |  | 200.00      |             |  |
|  | Engineering in Training (EIT)            |  |  |  | 200.00      |             |  |
|  | Professional Geologist                   |  |  |  | 500.00      |             |  |
|  | Professional Engineer                    |  |  |  | 500.00      |             |  |
|  | Certified Energy Manager (AEE)           |  |  |  | 300.00      |             |  |
|  | Certified Green Bldg. Prof. (CGBP)       |  |  |  | 300.00      |             |  |
|  | Leadership Enviro & Energy Design (LEED) |  |  |  | 300.00      |             |  |
|  |  |  |  |  |             |             |  |
|  | <u>BILINGUAL PAY</u>                     |  |  |  |             |             |  |
|  | LEA Employee                             |  |  |  | 50.00       |             |  |
|  | MBG Employee                             |  |  |  | 125.00      |             |  |
|  |  |  |  |  |             |             |  |
|  | <u>PROJECT COORDINATOR PAY</u>           |  |  |  |             |             |  |
|  | Level 1                                  |  |  |  | 300.00      |             |  |
|  | Level 2                                  |  |  |  | 500.00      |             |  |
|  |  |  |  |  |             |             |  |
|  | <u>EDUCATION INCENTIVE PAY</u>           |  |  |  |             |             |  |
|  | Per Unit Pay (LEA)                       |  |  |  | 1.00 p/unit | (\$150 Max) |  |
|  | Bachelor's Degree Pay (MBG)              |  |  |  | 150.00      |             |  |
|  | Master's Degree Pay (MBG)                |  |  |  | \$200.00    |             |  |