

# CITY OF WEST COVINA

## FULL-TIME SALARY SCHEDULE

July 1, 2016

POSITION TITLE	BARGAINING UNIT	GRADE	MONTHLY PAY RANGE				
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Account Clerk	General Employees	GN060	\$2,964	\$3,114	\$3,268	\$3,431	\$3,602
Accountant	Confidential Employees	CE160	\$4,240	N/A	N/A	N/A	\$5,723
Accounting Manager	Mid-Management	MM025	\$6,069	N/A	N/A	N/A	\$8,194
Accounting Technician	Confidential Employees	CE450	\$3,214	N/A	N/A	N/A	\$4,337
Administrative Aide	Confidential Employees	CE226	\$3,352	N/A	N/A	N/A	\$4,525
Administrative Assistant I	General Employees	GN090	\$3,159	\$3,317	\$3,483	\$3,656	\$3,838
Administrative Assistant II	Confidential Employees	CE105	\$3,153	N/A	N/A	N/A	\$4,253
Administrative Services Manager	Mid-Management	MM045	\$6,898	N/A	N/A	N/A	\$9,313
Administrative Technician	General Employees	GN045	\$2,964	\$3,114	\$3,268	\$3,431	\$3,602
Assistant CDC Director	Mid-Management	MM181	\$7,611	N/A	N/A	N/A	\$10,277
Assistant City Clerk	Department Heads	DH310	\$7,332	N/A	N/A	N/A	\$9,898
Assistant City Engineer	Mid-Management	MM520	\$8,158	N/A	N/A	N/A	\$10,264
Assistant City Manager	Department Heads	DH250	\$11,273	N/A	N/A	N/A	\$15,215
Assistant City Manager/CDC Director	Department Heads	DH251	\$11,583	N/A	N/A	N/A	\$15,637
Assistant Finance Director	Mid-Management	MM455	\$6,898	N/A	N/A	N/A	\$9,313
Assistant Fire Chief	Fire Management Assoc.	FM275	\$8,829	N/A	N/A	N/A	\$11,923
Assistant to the City Manager	Mid-Management	MM132	\$6,331	N/A	N/A	N/A	\$8,548
Building Inspector	General Employees	GN250	\$4,365	\$4,585	\$4,813	\$5,054	\$5,307
Building Maintenance Leadworker	Maintenance & Crafts	MT200	\$4,031	\$4,231	\$4,443	\$4,667	\$4,899
Building Official	Mid-Management	MM500	\$6,469	N/A	N/A	N/A	\$8,735
Building/Engineering Permit Technician	General Employees	GN165	\$3,466	\$3,639	\$3,822	\$4,013	\$4,214
Business License Inspector	General Employees	GN170	\$3,450	\$3,622	\$3,802	\$3,993	\$4,192
CDC Director	Department Heads	DH100	\$9,701	N/A	N/A	N/A	\$13,098
City Manager	Department Heads	DH160	\$16,250	N/A	N/A	N/A	N/A
Civil Engineering Assistant	General Employees	GN290	\$4,812	\$5,052	\$5,305	\$5,569	\$5,848
Civil Engineering Associate	Mid-Management	MM110	\$5,099	N/A	N/A	N/A	\$6,884
Code Enforcement Supervisor	Mid-Management	MM465	\$4,863	N/A	N/A	N/A	\$6,566
Communications Director	Department Heads	DH066	\$6,920	N/A	N/A	N/A	\$9,340
Communications Manager	Mid-Management	MM461	\$5,654	N/A	N/A	N/A	\$7,539
Communications Supervisor	Mid-Management	MM460	\$4,704	N/A	N/A	N/A	\$6,353
Communications Technician	General Employees	GN335	\$4,961	\$5,210	\$5,471	\$5,745	\$6,033
Community Enhancement Coordinator	General Employees	GN211	\$4,910	\$5,156	\$5,414	\$5,684	\$5,969
Community Enhancement Officer	General Employees	GN210	\$3,958	\$4,157	\$4,363	\$4,582	\$4,811
Community Planner	General Employees	GN325	\$5,095	\$5,351	\$5,619	\$5,899	\$6,193

# CITY OF WEST COVINA

## FULL-TIME SALARY SCHEDULE

July 1, 2016

POSITION TITLE	BARGAINING UNIT	GRADE	MONTHLY PAY RANGE				
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Community Services Coordinator	General Employees	GN315	\$4,116	\$4,322	\$4,538	\$4,764	\$5,002
Community Services Director	Department Heads	DH020	\$9,415	N/A	N/A	N/A	\$12,710
Community Services Manager	Mid-Management	MM300	\$5,653	N/A	N/A	N/A	\$7,632
Community Services Officer	Non-Sworn Public Safety	NS160	\$3,256	\$3,419	\$3,589	\$3,770	\$3,959
Community Television Producer	Confidential Employees	CE270	\$3,829	N/A	N/A	N/A	\$5,167
Community Television Production Asst.	General Employees	GN185	\$3,213	\$3,373	\$3,541	\$3,720	\$3,904
Computer Services Technician	General Employees	GN200	\$4,005	\$4,206	\$4,418	\$4,637	\$4,869
Computer Systems Administrator	Mid-Management	MM490	\$6,122	N/A	N/A	N/A	\$8,264
Construction Coordinator	General Employees	GN310	\$5,220	\$5,481	\$5,756	\$6,042	\$6,345
Contract Coordinator	General Employees	GN320	\$4,195	\$4,405	\$4,625	\$4,856	\$5,099
Controller	Mid-Management	MM455	\$6,898	N/A	N/A	N/A	\$9,313
Court Liaison Officer	General Employees	CRTLIA	\$3,374	\$3,545	\$3,721	\$3,906	\$4,102
Criminal Justice Research Analyst I	Confidential Employees	CE156	\$4,158	N/A	N/A	N/A	\$5,613
Departmental Aide	Confidential Employees	CE532	\$3,645	N/A	N/A	N/A	\$5,219
Deputy Building Official	Mid-Management	MM514	\$6,776	N/A	N/A	N/A	\$9,603
Deputy City Clerk	Confidential Employees	CE430	\$4,033	N/A	N/A	N/A	\$5,445
Deputy City Manager	Department Heads	DH260	\$8,140	N/A	N/A	N/A	\$10,989
Deputy Fire Marshal	Mid-Management	MM133	\$5,402	N/A	N/A	N/A	\$6,566
Economic Development / HSG	Mid-Management	MM040	\$6,848	N/A	N/A	N/A	\$9,246
Economic Development Project Coordinator	Mid-Management	MM134	\$5,148	N/A	N/A	N/A	\$6,950
Economic Development Specialist	General Employees	GN035	\$4,022	\$4,222	\$4,433	\$4,654	\$4,888
Electrician I	Maintenance & Crafts	MT210	\$3,318	\$3,483	\$3,656	\$3,838	\$4,031
Electrician II	Maintenance & Crafts	MT090	\$4,128	\$4,333	\$4,552	\$4,781	\$5,019
Electrician Leadworker	Maintenance & Crafts	MT120	\$4,573	\$4,802	\$5,042	\$5,294	\$5,560
Engineering Technician	General Employees	GN260	\$4,283	\$4,499	\$4,724	\$4,958	\$5,208
Environmental Management Director	Department Heads	DH210	\$7,207	N/A	N/A	N/A	\$9,730
Equipment Maintenance Supervisor	Mid-Management	MM120	\$4,947	N/A	N/A	N/A	\$6,677
Equipment Mechanic I	Maintenance & Crafts	MT030	\$3,230	\$3,393	\$3,564	\$3,740	\$3,928
Equipment Mechanic II	Maintenance & Crafts	MT080	\$3,816	\$4,006	\$4,208	\$4,418	\$4,637
Equipment Mechanic Leadworker	Maintenance & Crafts	MT130	\$4,320	\$4,534	\$4,761	\$4,999	\$5,250
Equipment Operator	Maintenance & Crafts	MT060	\$3,713	\$3,899	\$4,093	\$4,299	\$4,514
Executive Assistant to City Manager	Confidential Employees	CE355	\$3,877	N/A	N/A	N/A	\$5,233
Finance & Administrative Services Director	Department Heads	DH041	\$10,754	N/A	N/A	N/A	\$14,518
Finance Director	Department Heads	DH040	\$10,770	N/A	N/A	N/A	\$14,540

# CITY OF WEST COVINA

## FULL-TIME SALARY SCHEDULE

July 1, 2016

POSITION TITLE	BARGAINING UNIT	GRADE	MONTHLY PAY RANGE				
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Fire Captain	Firefighters Association	FR030	\$7,317	\$7,683	\$8,067	\$8,471	\$8,893
Fire Chief	Department Heads	DH180	\$12,641	N/A	N/A	N/A	\$17,066
Fire Engineer	Firefighters Association	FR020	\$6,257	\$6,570	\$6,897	\$7,242	\$7,606
Fire Marshal	Mid-Management	MM135	\$6,332	N/A	N/A	N/A	\$8,548
Fire Protection Specialist	General Employees	GN365	\$4,365	\$4,585	\$4,813	\$5,054	\$5,307
Firefighter	Firefighters Association	FR010	\$5,370	\$5,637	\$5,917	\$6,215	\$6,525
Firefighter Paramedic	Firefighters Association	FR020	\$6,257	\$6,570	\$6,897	\$7,242	\$7,606
Forensic Specialist	Non-Sworn Public Safety	NS003	\$4,263	\$4,492	\$4,722	\$4,952	\$5,182
Head Cook	General Employees	GN350	\$3,524	\$3,702	\$3,887	\$4,079	\$4,283
Housing Program Coordinator	General Employees	GN245	\$4,997	\$5,257	\$5,510	\$5,785	\$6,075
Human Resources Analyst I	Mid-Management	MM304	\$4,499	N/A	N/A	N/A	\$6,076
Human Resources Analyst II	Mid-Management	MM305	\$4,919	N/A	N/A	N/A	\$6,641
Human Resources Director	Department Heads	DH070	\$9,160	N/A	N/A	N/A	\$12,366
Human Resources Manager	Mid-Management	MM306	\$6,849	N/A	N/A	N/A	\$9,277
Human Resources Technician	Confidential Employees	CE415	\$3,406	N/A	N/A	N/A	\$4,596
Information Technology Manager	Mid-Management	MM491	\$7,529	N/A	N/A	N/A	\$9,515
Jailer	Non-Sworn Public Safety	NS130	\$3,390	\$3,563	\$3,739	\$3,928	\$4,123
Lead Jailer	Non-Sworn Public Safety	NS131	\$3,731	\$3,932	\$4,133	\$4,334	\$4,535
Maintenance Leadworker	Maintenance & Crafts	MT100	\$3,913	\$4,109	\$4,313	\$4,528	\$4,755
Maintenance Worker I	Maintenance & Crafts	MT010	\$2,981	\$3,130	\$3,287	\$3,452	\$3,625
Maintenance Worker II	Maintenance & Crafts	MT020	\$3,129	\$3,286	\$3,451	\$3,624	\$3,804
Maintenance Worker III	Maintenance & Crafts	MT040	\$3,284	\$3,450	\$3,622	\$3,802	\$3,993
Management Analyst I	Mid-Management	MM320	\$4,134	N/A	N/A	N/A	\$5,579
Management Analyst II	Mid-Management	MM130	\$5,148	N/A	N/A	N/A	\$6,950
Office Assistant I	General Employees	GN010	\$2,313	\$2,428	\$2,550	\$2,675	\$2,809
Office Assistant II	General Employees	GN030	\$2,651	\$2,786	\$2,923	\$3,070	\$3,224
Operations Technician	General Employees	GN190	\$3,662	\$3,846	\$4,038	\$4,240	\$4,452
Park Maintenance Supervisor	Mid-Management	MM530	\$4,892	N/A	N/A	N/A	\$6,605
Parking Enforcement Officer	General Employees	GN080	\$2,955	\$3,103	\$3,258	\$3,422	\$3,591
Photo Technician	General Employees	GN180	\$3,543	\$3,721	\$3,906	\$4,101	\$4,305
Plan Check Engineer	Mid-Management	MM055	\$6,776	N/A	N/A	N/A	\$9,146
Planning Aide	General Employees	GN175	\$3,267	\$3,430	\$3,601	\$3,782	\$3,970
Planning Assistant	General Employees	GN270	\$4,397	\$4,617	\$4,846	\$5,089	\$5,346
Planning Associate	General Employees	GN280	\$4,712	\$4,948	\$5,195	\$5,454	\$5,727

# CITY OF WEST COVINA

## FULL-TIME SALARY SCHEDULE

July 1, 2016

POSITION TITLE	BARGAINING UNIT	GRADE	MONTHLY PAY RANGE				
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Planning Director	Department Heads	DH090	\$9,024	N/A	N/A	N/A	\$12,183
Police Administrative Services Manager	Mid-Management	MM131	\$6,075	N/A	N/A	N/A	\$8,201
Police Captain	Police Management Assoc.	PM350	\$9,627	N/A	N/A	N/A	\$12,996
Police Chief	Department Heads	DH075	\$13,544	N/A	N/A	N/A	\$17,066
Police Corporal	Police Officers Association	PD020	\$6,493	\$6,816	\$7,160	\$7,517	\$7,894
Police Lieutenant	Police Management Assoc.	PM475	\$8,075	N/A	N/A	N/A	\$10,899
Police Officer	Police Officers Association	PD010	\$6,027	\$6,328	\$6,644	\$6,975	\$7,326
Police Officer Recruit	General Employees	GN230	\$3,986	\$4,186	\$4,392	\$4,613	\$4,844
Police Records Specialist I	Non-Sworn Public Safety	NS070	\$2,828	\$2,972	\$3,119	\$3,275	\$3,439
Police Records Specialist II	Non-Sworn Public Safety	NS110	\$3,033	\$3,185	\$3,345	\$3,513	\$3,687
Police Records Supervisor	Mid-Management	MM060	\$4,856	N/A	N/A	N/A	\$6,554
Police Sergeant	Police Officers Association	PD030	\$7,517	\$7,894	\$8,287	\$8,700	\$9,138
Principal Engineer	Mid-Management	MM515	\$6,776	N/A	N/A	N/A	\$9,146
Principal Planner	Mid-Management	MM265	\$6,107	N/A	N/A	N/A	\$8,245
Programmer Analyst I	Confidential Employees	CE215	\$5,424	N/A	N/A	N/A	\$7,321
Public Safety Dispatcher	Non-Sworn Public Safety	NS001	\$3,601	\$3,780	\$3,969	\$4,167	\$4,376
Public Works Director	Department Heads	DH060	\$11,018	N/A	N/A	N/A	\$14,875
Public Works Project Supervisor	Mid-Management	MM580	\$6,776	N/A	N/A	N/A	\$9,146
Public Works Superintendent	Mid-Management	MM185	\$6,459	N/A	N/A	N/A	\$8,719
Purchasing Manager	Mid-Management	MM225	\$5,410	N/A	N/A	N/A	\$7,304
RDA Project Manager	Mid-Management	MM015	\$5,755	N/A	N/A	N/A	\$7,766
Recreation Services Manager	Mid-Management	MM035	\$6,325	N/A	N/A	N/A	\$8,539
Recreation Services Supervisor	Mid-Management	MM030	\$4,573	N/A	N/A	N/A	\$6,173
Recreation Superintendent	Mid-Management	MM301	\$5,542	N/A	N/A	N/A	\$7,482
Redevelopment Manager	Mid-Management	MM180	\$6,973	N/A	N/A	N/A	\$9,413
Redevelopment Project Coordinator	General Employees	GN305	\$5,711	\$5,996	\$6,294	\$6,610	\$6,941
Reprographics Coordinator	General Employees	GN105	\$3,273	\$3,436	\$3,608	\$3,788	\$3,978
Reprographics Supervisor	Confidential Employees	CE530	\$3,946	N/A	N/A	N/A	\$5,323
Reprographics Technician	General Employees	GN100	\$3,002	\$3,153	\$3,309	\$3,474	\$3,649
Revenue Manager	Mid-Management	MM540	\$6,849	N/A	N/A	N/A	\$9,277
Revenue Services Supervisor	Confidential Employees	CE535	\$4,469	N/A	N/A	N/A	\$6,032
Risk Management Director	Department Heads	DH380	\$6,668	N/A	N/A	N/A	\$9,004
Safety & Claims Manager	Mid-Management	MM191	\$5,185	N/A	N/A	N/A	\$6,999
Senior Account Clerk	General Employees	GN120	\$3,207	\$3,366	\$3,535	\$3,712	\$3,898

# CITY OF WEST COVINA

## FULL-TIME SALARY SCHEDULE

**July 1, 2016**

POSITION TITLE	BARGAINING UNIT	GRADE	MONTHLY PAY RANGE				
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Senior Administrative Assistant	Confidential Employees	CE410	\$3,406	N/A	N/A	N/A	\$4,596
Senior Citizens Program Coordinator	General Employees	GN360	\$4,005	\$4,206	\$4,418	\$4,637	\$4,869
Senior Citizen's Services Supervisor	Mid-Management	MM390	\$4,573	N/A	N/A	N/A	\$6,173
Senior Communications Operator	Non-Sworn Public Safety	NS002	\$4,266	\$4,480	\$4,702	\$4,938	\$5,186
Senior Communications Technician	General Employees	GN240	\$5,664	\$5,949	\$6,243	\$6,558	\$6,886
Senior Maintenance Worker	Maintenance & Crafts	MT050	\$3,346	\$3,514	\$3,687	\$3,872	\$4,066
Senior Planner	Mid-Management	MM020	\$5,321	N/A	N/A	N/A	\$7,184
Senior RDA Project Manager	Mid-Management	MM170	\$6,097	N/A	N/A	N/A	\$8,229
Senior Software Developer	Mid-Management	MM315	\$6,122	N/A	N/A	N/A	\$8,265
Sign Painter	Maintenance & Crafts	MT070	\$3,497	\$3,673	\$3,856	\$4,048	\$4,250
Software Developer	Confidential Employees	CE210	\$4,895	N/A	N/A	N/A	\$6,608
Software Development Manager	Mid-Management	MM310	\$7,040	N/A	N/A	N/A	\$9,504
Storekeeper	General Employees	GN150	\$3,304	\$3,469	\$3,644	\$3,825	\$4,017
Street Maintenance Supervisor	Mid-Management	MM345	\$4,985	N/A	N/A	N/A	\$6,729
Street Section Coordinator	General Employees	GN312	\$4,585	\$4,814	\$5,054	\$5,307	\$5,571
Superintendent of Maintenance Ops	Mid-Management	MM188	\$6,208	N/A	N/A	N/A	\$8,380
Telecommunications Coordinator	Mid-Management	MM462	\$4,704	N/A	N/A	N/A	\$6,353
User Support Specialist	Confidential Employees	CE310	\$4,445	N/A	N/A	N/A	\$6,001
Victim Advocate	General Employees	GN140	\$3,329	\$3,496	\$3,672	\$3,855	\$4,048
Welder Mechanic	Maintenance & Crafts	MT215	\$3,816	\$4,006	\$4,208	\$4,418	\$4,637