

CITY OF WEST COVINA
FULL-TIME EQUIVALENT HOURLY PAY SCHEDULE
July 1, 2016

POSITION TITLE	BARGAINING UNIT	GRADE	MONTHLY PAY RANGE				
			PAY 1	PAY 2	PAY 3	PAY 4	PAY 5
Account Clerk	General Employees	GN060	\$17.10	\$17.97	\$18.85	\$19.80	\$20.78
Accountant	Confidential Employees	CE160	\$24.46	N/A	N/A	N/A	\$33.02
Accounting Manager	Mid-Management	MM025	\$35.01	N/A	N/A	N/A	\$47.27
Accounting Technician	Confidential Employees	CE450	\$18.54	N/A	N/A	N/A	\$25.02
Administrative Aide	Confidential Employees	CE226	\$19.34	N/A	N/A	N/A	\$26.10
Administrative Assistant I	General Employees	GN090	\$18.22	\$19.14	\$20.10	\$21.09	\$22.14
Administrative Assistant II	Confidential Employees	CE105	\$18.19	N/A	N/A	N/A	\$24.54
Administrative Services Manager	Mid-Management	MM045	\$39.80	N/A	N/A	N/A	\$53.73
Administrative Technician	General Employees	GN045	\$17.10	\$17.97	\$18.85	\$19.80	\$20.78
Assistant CDC Director	Mid-Management	MM181	\$43.91	N/A	N/A	N/A	\$59.29
Assistant City Clerk	Department Heads	DH310	\$42.30	N/A	N/A	N/A	\$57.10
Assistant City Engineer	Mid-Management	MM520	\$47.07	N/A	N/A	N/A	\$59.22
Assistant City Manager	Department Heads	DH250	\$65.04	N/A	N/A	N/A	\$87.78
Assistant City Manager/CDC Director	Department Heads	DH251	\$66.83	N/A	N/A	N/A	\$90.21
Assistant Finance Director	Mid-Management	MM455	\$39.80	N/A	N/A	N/A	\$53.73
Assistant Fire Chief	Fire Management Assoc.	FM275	\$50.94	N/A	N/A	N/A	\$68.79
Assistant to the City Manager	Mid-Management	MM132	\$36.53	N/A	N/A	N/A	\$49.31
Building Inspector	General Employees	GN250	\$25.18	\$26.45	\$27.77	\$29.16	\$30.62
Building Maintenance Leadworker	Maintenance & Crafts	MT200	\$23.26	\$24.41	\$25.63	\$26.92	\$28.26
Building Official	Mid-Management	MM500	\$37.32	N/A	N/A	N/A	\$50.40
Building/Engineering Permit Technician	General Employees	GN165	\$20.00	\$21.00	\$22.05	\$23.15	\$24.31
Business License Inspector	General Employees	GN170	\$19.90	\$20.90	\$21.93	\$23.04	\$24.19
CDC Director	Department Heads	DH100	\$55.97	N/A	N/A	N/A	\$75.57
City Manager	Department Heads	DH160	\$93.75	N/A	N/A	N/A	N/A
Civil Engineering Assistant	General Employees	GN290	\$27.76	\$29.15	\$30.61	\$32.13	\$33.74
Civil Engineering Associate	Mid-Management	MM110	\$29.42	N/A	N/A	N/A	\$39.72
Code Enforcement Supervisor	Mid-Management	MM465	\$28.06	N/A	N/A	N/A	\$37.88
Communications Director	Department Heads	DH066	\$39.92	N/A	N/A	N/A	\$53.88
Communications Manager	Mid-Management	MM461	\$32.62	N/A	N/A	N/A	\$43.49
Communications Supervisor	Mid-Management	MM460	\$27.14	N/A	N/A	N/A	\$36.65
Communications Technician	General Employees	GN335	\$28.62	\$30.06	\$31.57	\$33.14	\$34.81
Community Enhancement Coordinator	General Employees	GN211	\$28.33	\$29.75	\$31.24	\$32.79	\$34.44
Community Enhancement Officer	General Employees	GN210	\$22.83	\$23.98	\$25.17	\$26.43	\$27.76
Community Planner	General Employees	GN325	\$29.39	\$30.87	\$32.42	\$34.03	\$35.73

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			PAY 1	PAY 2	PAY 3	PAY 4	PAY 5
Community Services Coordinator	General Employees	GN315	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86
Community Services Director	Department Heads	DH020	\$54.32	N/A	N/A	N/A	\$73.33
Community Services Manager	Mid-Management	MM300	\$32.61	N/A	N/A	N/A	\$44.03
Community Services Officer	Non-Sworn Public Safety	NS160	\$18.78	\$19.73	\$20.71	\$21.75	\$22.84
Community Television Producer	Confidential Employees	CE270	\$22.09	N/A	N/A	N/A	\$29.81
Community Television Production Asst.	General Employees	GN185	\$18.54	\$19.46	\$20.43	\$21.46	\$22.52
Computer Services Technician	General Employees	GN200	\$23.10	\$24.27	\$25.49	\$26.75	\$28.09
Computer Systems Administrator	Mid-Management	MM490	\$35.32	N/A	N/A	N/A	\$47.68
Construction Coordinator	General Employees	GN310	\$30.12	\$31.62	\$33.21	\$34.86	\$36.61
Contract Coordinator	General Employees	GN320	\$24.20	\$25.42	\$26.68	\$28.02	\$29.42
Controller	Mid-Management	MM455	\$39.80	N/A	N/A	N/A	\$53.73
Court Liaison Officer	General Employees	CRTLIA	\$19.47	\$20.45	\$21.47	\$22.53	\$23.67
Criminal Justice Research Analyst I	Confidential Employees	CE156	\$23.99	N/A	N/A	N/A	\$32.38
Departmental Aide	Confidential Employees	CE532	\$21.03	N/A	N/A	N/A	\$30.11
Deputy Building Official	Mid-Management	MM514	\$39.09	N/A	N/A	N/A	\$55.40
Deputy City Clerk	Confidential Employees	CE430	\$23.27	N/A	N/A	N/A	\$31.41
Deputy City Manager	Department Heads	DH260	\$46.96	N/A	N/A	N/A	\$63.40
Deputy Fire Marshal	Mid-Management	MM133	\$31.16	N/A	N/A	N/A	\$37.88
Economic Development / HSG	Mid-Management	MM040	\$39.51	N/A	N/A	N/A	\$53.34
Economic Development Project Coordinator	Mid-Management	MM134	\$29.70	N/A	N/A	N/A	\$40.10
Economic Development Specialist	General Employees	GN035	\$23.20	\$24.36	\$25.57	\$26.85	\$28.20
Electrician I	Maintenance & Crafts	MT210	\$19.14	\$20.10	\$21.09	\$22.14	\$23.26
Electrician II	Maintenance & Crafts	MT090	\$23.82	\$25.00	\$26.26	\$27.58	\$28.96
Electrician Leadworker	Maintenance & Crafts	MT120	\$26.38	\$27.70	\$29.09	\$30.54	\$32.08
Engineering Technician	General Employees	GN260	\$24.71	\$25.96	\$27.25	\$28.61	\$30.05
Environmental Management Director	Department Heads	DH210	\$41.58	N/A	N/A	N/A	\$56.13
Equipment Maintenance Supervisor	Mid-Management	MM120	\$28.54	N/A	N/A	N/A	\$38.52
Equipment Mechanic I	Maintenance & Crafts	MT030	\$18.64	\$19.57	\$20.56	\$21.58	\$22.66
Equipment Mechanic II	Maintenance & Crafts	MT080	\$22.01	\$23.11	\$24.27	\$25.49	\$26.75
Equipment Mechanic Leadworker	Maintenance & Crafts	MT130	\$24.92	\$26.16	\$27.47	\$28.84	\$30.29
Equipment Operator	Maintenance & Crafts	MT060	\$21.42	\$22.50	\$23.61	\$24.80	\$26.04
Executive Assistant to City Manager	Confidential Employees	CE355	\$22.37	N/A	N/A	N/A	\$30.19
Finance & Administrative Services Director	Department Heads	DH041	\$62.04	N/A	N/A	N/A	\$83.76
Finance Director	Department Heads	DH040	\$62.13	N/A	N/A	N/A	\$83.88

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			PAY 1	PAY 2	PAY 3	PAY 4	PAY 5
Fire Captain	Firefighters Association	FR030	\$42.21	\$44.33	\$46.54	\$48.87	\$51.31
Fire Chief	Department Heads	DH180	\$72.93	N/A	N/A	N/A	\$98.46
Fire Engineer	Firefighters Association	FR020	\$36.10	\$37.90	\$39.79	\$41.78	\$43.88
Fire Marshal	Mid-Management	MM135	\$36.53	N/A	N/A	N/A	\$49.32
Fire Protection Specialist	General Employees	GN365	\$25.18	\$26.45	\$27.77	\$29.16	\$30.62
Firefighter	Firefighters Association	FR010	\$30.98	\$32.52	\$34.14	\$35.86	\$37.64
Firefighter Paramedic	Firefighters Association	FR020	\$36.10	\$37.90	\$39.79	\$41.78	\$43.88
Forensic Specialist	Non-Sworn Public Safety	NS003	\$24.59	\$25.92	\$27.24	\$28.57	\$29.89
Head Cook	General Employees	GN350	\$20.33	\$21.36	\$22.43	\$23.53	\$24.71
Housing Program Coordinator	General Employees	GN245	\$28.83	\$30.33	\$31.79	\$33.38	\$35.05
Human Resources Analyst I	Mid-Management	MM304	\$25.96	N/A	N/A	N/A	\$35.05
Human Resources Analyst II	Mid-Management	MM305	\$28.38	N/A	N/A	N/A	\$38.31
Human Resources Director	Department Heads	DH070	\$52.85	N/A	N/A	N/A	\$71.34
Human Resources Manager	Mid-Management	MM306	\$39.52	N/A	N/A	N/A	\$53.52
Human Resources Technician	Confidential Employees	CE415	\$19.65	N/A	N/A	N/A	\$26.52
Information Technology Manager	Mid-Management	MM491	\$43.44	N/A	N/A	N/A	\$54.89
Jailer	Non-Sworn Public Safety	NS130	\$19.56	\$20.55	\$21.57	\$22.66	\$23.79
Lead Jailer	Non-Sworn Public Safety	NS131	\$21.53	\$22.69	\$23.84	\$25.00	\$26.16
Maintenance Leadworker	Maintenance & Crafts	MT100	\$22.57	\$23.70	\$24.88	\$26.12	\$27.43
Maintenance Worker I	Maintenance & Crafts	MT010	\$17.20	\$18.06	\$18.97	\$19.91	\$20.91
Maintenance Worker II	Maintenance & Crafts	MT020	\$18.05	\$18.96	\$19.91	\$20.91	\$21.94
Maintenance Worker III	Maintenance & Crafts	MT040	\$18.95	\$19.90	\$20.90	\$21.93	\$23.04
Management Analyst I	Mid-Management	MM320	\$23.85	N/A	N/A	N/A	\$32.19
Management Analyst II	Mid-Management	MM130	\$29.70	N/A	N/A	N/A	\$40.10
Office Assistant I	General Employees	GN010	\$13.35	\$14.01	\$14.71	\$15.44	\$16.21
Office Assistant II	General Employees	GN030	\$15.29	\$16.07	\$16.87	\$17.71	\$18.60
Operations Technician	General Employees	GN190	\$21.13	\$22.19	\$23.30	\$24.46	\$25.69
Park Maintenance Supervisor	Mid-Management	MM530	\$28.22	N/A	N/A	N/A	\$38.10
Parking Enforcement Officer	General Employees	GN080	\$17.05	\$17.90	\$18.80	\$19.74	\$20.72
Photo Technician	General Employees	GN180	\$20.44	\$21.47	\$22.53	\$23.66	\$24.84
Plan Check Engineer	Mid-Management	MM055	\$39.09	N/A	N/A	N/A	\$52.77
Planning Aide	General Employees	GN175	\$18.85	\$19.79	\$20.77	\$21.82	\$22.90
Planning Assistant	General Employees	GN270	\$25.37	\$26.63	\$27.96	\$29.36	\$30.84
Planning Associate	General Employees	GN280	\$27.19	\$28.55	\$29.97	\$31.47	\$33.04

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Planning Director	Department Heads	DH090	\$52.06	N/A	N/A	N/A	\$70.29
Police Administrative Services Manager	Mid-Management	MM131	\$35.05	N/A	N/A	N/A	\$47.31
Police Captain	Police Management Assoc.	PM350	\$55.54	N/A	N/A	N/A	\$74.98
Police Chief	Department Heads	DH075	\$78.14	N/A	N/A	N/A	\$98.46
Police Corporal	Police Officers Association	PD020	\$37.46	\$39.32	\$41.31	\$43.37	\$45.54
Police Lieutenant	Police Management Assoc.	PM475	\$46.59	N/A	N/A	N/A	\$62.88
Police Officer	Police Officers Association	PD010	\$34.77	\$36.51	\$38.33	\$40.24	\$42.27
Police Officer Recruit	General Employees	GN230	\$23.00	\$24.15	\$25.34	\$26.62	\$27.95
Police Records Specialist I	Non-Sworn Public Safety	NS070	\$16.32	\$17.15	\$18.00	\$18.90	\$19.84
Police Records Specialist II	Non-Sworn Public Safety	NS110	\$17.50	\$18.38	\$19.30	\$20.27	\$21.27
Police Records Supervisor	Mid-Management	MM060	\$28.02	N/A	N/A	N/A	\$37.81
Police Sergeant	Police Officers Association	PD030	\$43.37	\$45.54	\$47.81	\$50.19	\$52.72
Principal Engineer	Mid-Management	MM515	\$39.09	N/A	N/A	N/A	\$52.77
Principal Planner	Mid-Management	MM265	\$35.23	N/A	N/A	N/A	\$47.57
Programmer Analyst I	Confidential Employees	CE215	\$31.29	N/A	N/A	N/A	\$42.23
Public Safety Dispatcher	Non-Sworn Public Safety	NS001	\$20.77	\$21.81	\$22.90	\$24.04	\$25.25
Public Works Director	Department Heads	DH060	\$63.57	N/A	N/A	N/A	\$85.82
Public Works Project Supervisor	Mid-Management	MM580	\$39.09	N/A	N/A	N/A	\$52.77
Public Works Superintendent	Mid-Management	MM185	\$37.26	N/A	N/A	N/A	\$50.30
Purchasing Manager	Mid-Management	MM225	\$31.21	N/A	N/A	N/A	\$42.14
RDA Project Manager	Mid-Management	MM015	\$33.20	N/A	N/A	N/A	\$44.81
Recreation Services Manager	Mid-Management	MM035	\$36.49	N/A	N/A	N/A	\$49.27
Recreation Services Supervisor	Mid-Management	MM030	\$26.38	N/A	N/A	N/A	\$35.61
Recreation Superintendent	Mid-Management	MM301	\$31.97	N/A	N/A	N/A	\$43.17
Redevelopment Manager	Mid-Management	MM180	\$40.23	N/A	N/A	N/A	\$54.30
Redevelopment Project Coordinator	General Employees	GN305	\$32.95	\$34.59	\$36.31	\$38.13	\$40.04
Reprographics Coordinator	General Employees	GN105	\$18.88	\$19.83	\$20.81	\$21.86	\$22.95
Reprographics Supervisor	Confidential Employees	CE530	\$22.77	N/A	N/A	N/A	\$30.71
Reprographics Technician	General Employees	GN100	\$17.32	\$18.19	\$19.09	\$20.04	\$21.05
Revenue Manager	Mid-Management	MM540	\$39.52	N/A	N/A	N/A	\$53.52
Revenue Services Supervisor	Confidential Employees	CE535	\$25.78	N/A	N/A	N/A	\$34.80
Risk Management Director	Department Heads	DH380	\$38.47	N/A	N/A	N/A	\$51.95
Safety & Claims Manager	Mid-Management	MM191	\$29.91	N/A	N/A	N/A	\$40.38
Senior Account Clerk	General Employees	GN120	\$18.50	\$19.42	\$20.40	\$21.41	\$22.49

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Senior Administrative Assistant	Confidential Employees	CE410	\$19.65	N/A	N/A	N/A	\$26.52
Senior Citizens Program Coordinator	General Employees	GN360	\$23.10	\$24.27	\$25.49	\$26.75	\$28.09
Senior Citizen's Services Supervisor	Mid-Management	MM390	\$26.38	N/A	N/A	N/A	\$35.61
Senior Communications Operator	Non-Sworn Public Safety	NS002	\$24.61	\$25.85	\$27.13	\$28.49	\$29.92
Senior Communications Technician	General Employees	GN240	\$32.68	\$34.32	\$36.02	\$37.83	\$39.73
Senior Maintenance Worker	Maintenance & Crafts	MT050	\$19.30	\$20.27	\$21.27	\$22.34	\$23.46
Senior Planner	Mid-Management	MM020	\$30.70	N/A	N/A	N/A	\$41.45
Senior RDA Project Manager	Mid-Management	MM170	\$35.17	N/A	N/A	N/A	\$47.48
Senior Software Developer	Mid-Management	MM315	\$35.32	N/A	N/A	N/A	\$47.68
Sign Painter	Maintenance & Crafts	MT070	\$20.17	\$21.19	\$22.24	\$23.36	\$24.52
Software Developer	Confidential Employees	CE210	\$28.24	N/A	N/A	N/A	\$38.12
Software Development Manager	Mid-Management	MM310	\$40.62	N/A	N/A	N/A	\$54.83
Storekeeper	General Employees	GN150	\$19.06	\$20.01	\$21.03	\$22.07	\$23.17
Street Maintenance Supervisor	Mid-Management	MM345	\$28.76	N/A	N/A	N/A	\$38.82
Street Section Coordinator	General Employees	GN312	\$26.45	\$27.78	\$29.16	\$30.62	\$32.14
Superintendent of Maintenance Ops	Mid-Management	MM188	\$35.81	N/A	N/A	N/A	\$48.35
Telecommunications Coordinator	Mid-Management	MM462	\$27.14	N/A	N/A	N/A	\$36.65
User Support Specialist	Confidential Employees	CE310	\$25.65	N/A	N/A	N/A	\$34.62
Victim Advocate	General Employees	GN140	\$19.21	\$20.17	\$21.18	\$22.24	\$23.36
Welder Mechanic	Maintenance & Crafts	MT215	\$22.01	\$23.11	\$24.27	\$25.49	\$26.75