CITY OF WEST COVINA

FULL-TIME SALARY SCHEDULE

			MONTHLY PAY RANGE				
POSITION TITLE	BARGAINING UNIT	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Account Clerk	General Employees	GN060	$2,906	$3,053	$3,204	$3,364	$3,531
Accountant	Confidential Employees	CE160	$4,157	N/A	N/A	N/A	$5,611
Accounting Manager	Mid-Management	MM025	$5,950	N/A	N/A	N/A	$8,033
Accounting Technician	Confidential Employees	CE450	$3,151	N/A	N/A	N/A	$4,252
Administrative Aide	Confidential Employees	CE226	$3,286	N/A	N/A	N/A	$4,436
Administrative Assistant I	General Employees	GN090	$3,097	$3,252	$3,415	$3,584	$3,763
Administrative Assistant II	Confidential Employees	CE105	$3,091	N/A	N/A	N/A	$4,170
Administrative Services Manager	Mid-Management	MM045	$6,763	N/A	N/A	N/A	$9,130
Administrative Technician	General Employees	GN045	$2,906	$3,053	$3,204	$3,364	$3,531
Assistant CDC Director	Mid-Management	MM181	$7,462	N/A	N/A	N/A	$10,075
Assistant City Clerk	Department Heads	DH310	$6,960	N/A	N/A	N/A	$9,395
Assistant City Manager	Department Heads	DH250	$11,052	N/A	N/A	N/A	$14,917
Assistant City Manager/CDC Director	Department Heads	DH251	$11,583	N/A	N/A	N/A	$15,637
Assistant Finance Director	Mid-Management	MM455	$6,763	N/A	N/A	N/A	$9,130
Assistant Fire Chief	Fire Management Assoc.	FM275	$8,656	N/A	N/A	N/A	$11,689
Assistant to the City Manager	Mid-Management	MM132	$6,207	N/A	N/A	N/A	$8,380
Building Inspector	General Employees	GN250	$4,279	$4,495	$4,719	$4,955	$5,203
Building Maintenance Leadworker	Maintenance & Crafts	MT200	$3,952	$4,148	$4,356	$4,575	$4,803
Building Official	Mid-Management	MM500	$6,342	N/A	N/A	N/A	$8,564
Building/Engineering Permit Technician	General Employees	GN165	$3,398	$3,568	$3,747	$3,934	$4,131
Business License Inspector	General Employees	GN170	$3,382	$3,551	$3,727	$3,915	$4,110
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	$4,718	$4,953	$5,201	$5,460	$5,733
Civil Engineering Associate	Mid-Management	MM110	$4,999	N/A	N/A	N/A	$6,749
Code Enforcement Supervisor	Mid-Management	MM465	$4,768	N/A	N/A	N/A	$6,437
Communications Director	Department Heads	DH066	$6,920	N/A	N/A	N/A	$9,340
Communications Manager	Mid-Management	TBD	$5,543	N/A	N/A	N/A	$7,391
Communications Supervisor	Mid-Management	MM460	$4,612	N/A	N/A	N/A	$6,228
Communications Technician	General Employees	GN335	$4,864	$5,108	$5,364	$5,632	$5,915
Community Enhancement Coordinator	General Employees	GN211	$4,814	$5,055	$5,308	$5,573	$5,852
Community Enhancement Officer	General Employees	GN210	$3,880	$4,075	$4,277	$4,492	$4,717
Community Planner	General Employees	GN325	$4,995	$5,246	$5,509	$5,783	$6,072
Community Services Coordinator	General Employees	GN315	$4,035	$4,237	$4,449	$4,671	$4,904
Community Services Director	Department Heads	DH020	$8,452	N/A	N/A	N/A	$11,411

CITY OF WEST COVINA

FULL-TIME SALARY SCHEDULE

			MONTHLY PAY RANGE				
POSITION TITLE	BARGAINING UNIT	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Community Services Manager	Mid-Management	MM300	$5,542	N/A	N/A	N/A	$7,482
Community Services Officer	Non-Sworn Public Safety	NS160	$3,192	$3,352	$3,519	$3,696	$3,881
Community Television Producer	Confidential Employees	CE270	$3,754	N/A	N/A	N/A	$5,066
Community Television Production Asst.	General Employees	GN185	$3,150	$3,307	$3,472	$3,647	$3,827
Computer Services Technician	General Employees	GN200	$3,926	$4,124	$4,331	$4,546	$4,774
Computer Systems Administrator	Mid-Management	MM490	$6,002	N/A	N/A	N/A	$8,102
Construction Coordinator	General Employees	GN310	$5,118	$5,374	$5,643	$5,924	$6,221
Contract Coordinator	General Employees	GN320	$4,113	$4,319	$4,534	$4,761	$4,999
Controller	Mid-Management	MM455	$6,763	N/A	N/A	N/A	$9,130
Cook	General Employees	GN350	$3,455	$3,629	$3,811	$3,999	$4,199
Court Liaison Officer	General Employees	CRTLIA	$3,308	$3,475	$3,648	$3,829	$4,022
Criminal Justice Research Analyst I	Confidential Employees	CE156	$4,076	N/A	N/A	N/A	$5,503
Departmental Aide	Confidential Employees	CE532	$3,574	N/A	N/A	N/A	$5,117
Deputy Building Official	Mid-Management	MM514	$6,643	N/A	N/A	N/A	$9,415
Deputy City Clerk	Confidential Employees	CE430	$3,954	N/A	N/A	N/A	$5,338
Deputy City Manager	Department Heads	DH260	$7,555	N/A	N/A	N/A	$10,200
Deputy Fire Marshal	Mid-Management	MM133	$5,296	N/A	N/A	N/A	$6,437
Economic Development / HSG	Mid-Management	MM040	$6,714	N/A	N/A	N/A	$9,065
Economic Development Specialist	General Employees	GN035	$3,943	$4,139	$4,346	$4,563	$4,792
Electrician I	Maintenance & Crafts	MT210	$3,253	$3,415	$3,584	$3,763	$3,952
Electrician II	Maintenance & Crafts	MT090	$4,047	$4,248	$4,463	$4,687	$4,921
Electrician Leadworker	Maintenance & Crafts	MT120	$4,483	$4,708	$4,943	$5,190	$5,451
Engineering Technician	General Employees	GN260	$4,199	$4,411	$4,631	$4,861	$5,106
Environmental Management Director	Department Heads	DH210	$7,207	N/A	N/A	N/A	$9,730
Equipment Maintenance Supervisor	Mid-Management	MM120	$4,850	N/A	N/A	N/A	$6,546
Equipment Mechanic I	Maintenance & Crafts	MT030	$3,167	$3,326	$3,494	$3,667	$3,851
Equipment Mechanic II	Maintenance & Crafts	MT080	$3,741	$3,927	$4,125	$4,331	$4,546
Equipment Mechanic Leadworker	Maintenance & Crafts	MT130	$4,235	$4,445	$4,668	$4,901	$5,147
Equipment Operator	Maintenance & Crafts	MT060	$3,640	$3,823	$4,013	$4,215	$4,425
Executive Assistant to City Manager	Confidential Employees	CE355	$3,801	N/A	N/A	N/A	$5,130
Finance & Administrative Services Director	Department Heads	DH041	$10,754	N/A	N/A	N/A	$14,518
Finance Director	Department Heads	DH040	$9,221	N/A	N/A	N/A	$12,449
Fire Captain	Firefighters Association	FR030	$7,317	$7,683	$8,067	$8,471	$8,893
Fire Chief	Department Heads	DH180	$11,596	N/A	N/A	N/A	$14,611
Fire Engineer	Firefighters Association	FR020	$6,257	$6,570	$6,897	$7,242	$7,606

CITY OF WEST COVINA

FULL-TIME SALARY SCHEDULE

			MONTHLY PAY RANGE				
POSITION TITLE	BARGAINING UNIT	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Fire Protection Specialist	General Employees	GN365	$4,279	$4,495	$4,719	$4,955	$5,203
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
Housing Program Coordinator	General Employees	GN245	$4,899	$5,154	$5,402	$5,672	$5,956
Human Resources Analyst I	Mid-Management	MM304	$4,411	N/A	N/A	N/A	$5,957
Human Resources Analyst II	Mid-Management	MM305	$4,823	N/A	N/A	N/A	$6,511
Human Resources Director	Department Heads	DH070	$8,253	N/A	N/A	N/A	$11,143
Human Resources Manager	Mid-Management	MM306	$6,715	N/A	N/A	N/A	$9,095
Human Resources Technician	Confidential Employees	CE415	$3,339	N/A	N/A	N/A	$4,506
Jailer	Non-Sworn Public Safety	NS130	$3,324	$3,493	$3,666	$3,851	$4,042
Maintenance Leadworker	Maintenance & Crafts	MT100	$3,836	$4,028	$4,228	$4,439	$4,662
Maintenance Operations Manager	Mid-Management	MM185	$6,332	N/A	N/A	N/A	$8,548
Maintenance Worker I	Maintenance & Crafts	MT010	$2,923	$3,069	$3,223	$3,384	$3,554
Maintenance Worker II	Maintenance & Crafts	MT020	$3,068	$3,222	$3,383	$3,553	$3,729
Maintenance Worker III	Maintenance & Crafts	MT040	$3,220	$3,382	$3,551	$3,727	$3,915
Management Analyst I	Mid-Management	MM320	$4,053	N/A	N/A	N/A	$5,470
Management Analyst II	Mid-Management	MM130	$5,047	N/A	N/A	N/A	$6,814
Office Assistant I	General Employees	GN010	$2,268	$2,380	$2,500	$2,623	$2,754
Office Assistant II	General Employees	GN030	$2,599	$2,731	$2,866	$3,010	$3,161
Operations Technician	General Employees	GN190	$3,590	$3,771	$3,959	$4,157	$4,365
Park Maintenance Supervisor	Mid-Management	MM530	$4,796	N/A	N/A	N/A	$6,475
Parking Enforcement Officer	General Employees	GN080	$2,897	$3,042	$3,194	$3,355	$3,521
Photo Technician	General Employees	GN180	$3,474	$3,648	$3,829	$4,021	$4,221
Plan Check Engineer	Mid-Management	MM055	$6,643	N/A	N/A	N/A	$8,967
Planning Aide	General Employees	GN175	$3,203	$3,363	$3,530	$3,708	$3,892
Planning Assistant	General Employees	GN270	$4,311	$4,526	$4,751	$4,989	$5,241
Planning Associate	General Employees	GN280	$4,620	$4,851	$5,093	$5,347	$5,615
Planning Director	Department Heads	DH090	$7,705	N/A	N/A	N/A	$10,402
Police Administrative Services Manager	Mid-Management	MM131	$5,956	N/A	N/A	N/A	$8,040
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	$3,908	$4,104	$4,306	$4,523	$4,749

CITY OF WEST COVINA

FULL-TIME SALARY SCHEDULE

			MONTHLY PAY RANGE				
POSITION TITLE	BARGAINING UNIT	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Police Records Specialist I	Non-Sworn Public Safety	NS070	$2,773	$2,914	$3,058	$3,211	$3,372
Police Records Specialist II	Non-Sworn Public Safety	NS110	$2,974	$3,123	$3,279	$3,444	$3,615
Police Records Supervisor	Mid-Management	MM060	$4,761	N/A	N/A	N/A	$6,425
Police Sergeant	Police Officers Association	PD030	$7,517	$7,894	$8,287	$8,700	$9,138
Principal Engineer	Mid-Management	MM515	$6,643	N/A	N/A	N/A	$8,967
Principal Planner	Mid-Management	MM265	$5,987	N/A	N/A	N/A	$8,083
Programmer Analyst I	Confidential Employees	CE215	$5,318	N/A	N/A	N/A	$7,177
Public Safety Dispatcher	Non-Sworn Public Safety	NS001	$3,530	$3,706	$3,891	$4,085	$4,290
Public Works Director	Department Heads	DH060	$10,802	N/A	N/A	N/A	$14,583
Public Works Project Supervisor	Mid-Management	MM580	$6,643	N/A	N/A	N/A	$8,967
Purchasing Manager	Mid-Management	MM225	$5,304	N/A	N/A	N/A	$7,161
RDA Project Manager	Mid-Management	MM015	$5,642	N/A	N/A	N/A	$7,614
Recreation Services Manager	Mid-Management	MM035	$6,201	N/A	N/A	N/A	$8,372
Recreation Services Supervisor	Mid-Management	MM030	$4,483	N/A	N/A	N/A	$6,052
Redevelopment Manager	Mid-Management	MM180	$6,836	N/A	N/A	N/A	$9,228
Redevelopment Project Coordinator	General Employees	GN305	$5,599	$5,878	$6,171	$6,480	$6,805
Reprographics Coordinator	General Employees		$3,209	$3,369	$3,537	$3,714	$3,900
Reprographics Supervisor	Confidential Employees	CE530	$3,869	N/A	N/A	N/A	$5,219
Revenue Manager	Mid-Management	MM540	$6,715	N/A	N/A	N/A	$9,095
Revenue Services Supervisor	Confidential Employees	CE535	$4,381	N/A	N/A	N/A	$5,914
Risk Management Director	Department Heads	DH380	$6,668	N/A	N/A	N/A	$9,004
Safety & Claims Manager	Mid-Management	MM191	$5,083	N/A	N/A	N/A	$6,862
Senior Account Clerk	General Employees	GN120	$3,144	$3,300	$3,466	$3,639	$3,822
Senior Administrative Assistant	Confidential Employees	CE410	$3,339	N/A	N/A	N/A	$4,506
Senior Citizens Program Coordinator	General Employees	GN360	$3,926	$4,124	$4,331	$4,546	$4,774
Senior Citizen's Services Supervisor	Mid-Management	MM390	$4,483	N/A	N/A	N/A	$6,052
Senior Communications Operator	Non-Sworn Public Safety	NS002	$4,182	$4,392	$4,610	$4,841	$5,084
Senior Communications Technician	General Employees	GN240	$5,553	$5,832	$6,121	$6,429	$6,751
Senior Maintenance Worker	Maintenance & Crafts	MT050	$3,280	$3,445	$3,615	$3,796	$3,986
Senior Planner	Mid-Management	MM020	$5,217	N/A	N/A	N/A	$7,043
Senior RDA Project Manager	Mid-Management	MM170	$5,977	N/A	N/A	N/A	$8,068
Senior Software Developer	Mid-Management	MM315	$6,002	N/A	N/A	N/A	$8,103
Sign Painter	Maintenance & Crafts	MT070	$3,428	$3,601	$3,780	$3,969	$4,167
Software Developer	Confidential Employees	CE210	$4,799	N/A	N/A	N/A	$6,478
Software Development Manager	Mid-Management	MM310	$6,902	N/A	N/A	N/A	$9,318

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FULL-TIME SALARY SCHEDULE

			MONTHLY PAY RANGE				
POSITION TITLE	BARGAINING UNIT	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Storekeeper	General Employees	GN150	$3,239	$3,401	$3,573	$3,750	$3,938
Street Maintenance Supervisor	Mid-Management	MM345	$4,887	N/A	N/A	N/A	$6,597
Street Section Coordinator	General Employees	GN312	$4,495	$4,720	$4,955	$5,203	$5,462
Superintendent of Maintenance Ops	Mid-Management	MM188	$6,086	N/A	N/A	N/A	$8,216
Telecommunications Coordinator	Mid-Management	MM462	$4,612	N/A	N/A	N/A	$6,228
User Support Specialist	Confidential Employees	CE310	$4,358	N/A	N/A	N/A	$5,883
Victim Advocate	General Employees	GN140	$3,264	$3,427	$3,600	$3,779	$3,969
Welder Mechanic	Maintenance & Crafts	MT215	$3,741	$3,927	$4,125	$4,331	$4,546