

RESOLUTION NO. CC-1810-043

**A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF LAWDALE, CALIFORNIA
APPROVING AND UPDATING THE PUBLICLY AVAILABLE CITY-WIDE
SALARY AND PAY SCHEDULE AS REQUIRED BY CALPERS**

WHEREAS, the City of Lawndale (“City”) contracts with the California Public Employees’ Retirement System (“CalPERS”) to provide retirement benefits for its employees; and

WHEREAS, California Code of Regulations, Title 2, Section 570.5 requires governing bodies of local agencies contracting with CalPERS to approve and adopt a publicly available pay schedule in accordance with public meeting laws; and

WHEREAS, the pay schedule must identify each position by title, the individual pay rate amount or ranges for that position, and the time base upon which the amounts are based; and

WHEREAS, the City Council approved Resolution No. CC-1607-044, adopting a publicly available pay schedule for the period covering 2014 through 2017; and

WHEREAS, the City Council of the City now desires to update the pay schedule in accordance with the requirements of California Code of Regulations, Title 2, Section 570.5.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LAWDALE, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. That the City-wide Salary and Pay Schedule contained in Exhibit "A", attached hereto and made a part hereof, is hereby approved and adopted in accordance with the requirements of California Code of Regulations, Title 2, Section 570.5 effective upon the City Council’s adoption of the 2017-2019 Memorandum of Understanding between the City of Lawndale (“City”) and the American Federation of State, County, And Municipal Employees Union, Council 36, Local 1895.

SECTION 2. That the City-wide Salary and Pay Schedule will be made available for public viewing via the City website for no less than five (5) years.

PASSED, APPROVED AND ADOPTED this 15th day of October, 2018.

Robert Pullen-Miles, Mayor

ATTEST:

State of California)
County of Los Angeles) SS

City of Lawndale)

I, Rhonda Hofmann Gorman, City Clerk of the City of Lawndale, California, do hereby certify that the City Council of the City of Lawndale duly approved and adopted the foregoing Resolution No. CC-1810-043 at a regular meeting of said Council held on the 15th day of October, 2018, by the following roll call vote:


Name	Voting		Present, Not Voting		Absent
	Aye	No	Abstain	Not Participating	
Robert Pullen-Miles, Mayor					
Pat Kearney, Mayor Pro Tem					
James Osborne					
Daniel Reid					
Bernadette Suarez					

Rhonda Hofmann Gorman, City Clerk

APPROVED AS TO FORM:

Tiffany J. Israel, City Attorney

Exhibit "A"

 CITY OF LAWNDALE 2017-2019 CITY-WIDE SALARY SCHEDULE												
PART-TIME EMPLOYEES HOURLY												
POSITION	Unit	Range	Step A		Step B		Step C		Step D		Step E	
			Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly		
Recreation Leader (eff. MOU adoption 11/5/18)	AFSCME- PT		11.17	11.72	12.31	12.93	13.58					
Senior Recreation Leader	AFSCME- PT		12.97	13.62	14.30	15.01	15.76					
Delivery Worker	AFSCME- PT		14.17	14.88	15.63	16.41	17.23					
Office Assistant	AFSCME- PT		17.52	18.40	19.31	20.28	21.29					
CATV Production Assistant	AFSCME- PT		19.30	20.26	21.28	22.34	23.45					
Maintenance Worker I	AFSCME- PT		19.30	20.26	21.28	22.34	23.45					
Municipal Services Officer I	AFSCME- PT		19.30	20.26	21.28	22.34	23.45					
Municipal Services Officer II	AFSCME- PT		21.41	22.47	23.61	24.78	26.02					
CATV Production Assistant II	AFSCME- PT		20.28	21.30	22.36	23.48	24.66					
Transit Operator (eff. 3/6/17)	AFSCME- PT		20.88	21.93	23.02	24.17	25.38					
Emergency Preparedness Coordinator	AFSCME- PT		22.43	23.56	24.74	25.98	27.27					
Code Enforcement Officer I	AFSCME- PT		27.36	28.73	30.16	31.67	33.25					
Associate Planner	AFSCME- PT		35.44	37.21	39.08	41.02	43.07					
AFSCME CLASSIFIED UNIT												
POSITION	Unit	Range	Step A		Step B		Step C		Step D		Step E	
			Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual
Senior Nutrition Specialist	AFSCME- CL	85	2,247	26,964	2,361	28,332	2,477	29,724	2,602	31,224	2,733	32,796
Office /Personnel Assistant	AFSCME- CL	115	3,285	39,416	3,448	41,381	3,620	43,445	3,802	45,621	3,992	47,907
Maintenance Worker I	AFSCME- CL	125	3,619	43,433	3,801	45,608	3,990	47,883	4,190	50,280	4,399	52,790
Municipal Services Officer I	AFSCME- CL	125	3,619	43,433	3,801	45,608	3,990	47,883	4,190	50,280	4,399	52,790
Transit Operator	AFSCME- CL	125	3,619	43,433	3,801	45,608	3,990	47,883	4,190	50,280	4,399	52,790
Accounting Specialist	AFSCME- CL	135	4,014	48,167	4,215	50,577	4,425	53,099	4,646	55,756	4,879	58,549
Maintenance Worker II	AFSCME- CL	135	4,014	48,167	4,215	50,577	4,425	53,099	4,646	55,756	4,879	58,549
Municipal Services Officer II	AFSCME- CL	135	4,014	48,167	4,215	50,577	4,425	53,099	4,646	55,756	4,879	58,549
Accounting / Payroll Specialist	AFSCME- CL	140	4,201	50,416	4,411	52,938	4,632	55,583	4,864	58,364	5,107	61,281
Admin Assistant II	AFSCME- CL	140	4,201	50,416	4,411	52,938	4,632	55,583	4,864	58,364	5,107	61,281
Building Permit Specialist	AFSCME- CL	140	4,201	50,416	4,411	52,938	4,632	55,583	4,864	58,364	5,107	61,281
Assistant Public Works Inspector	AFSCME- CL	145	4,426	53,111	4,647	55,768	4,880	58,562	5,124	61,491	5,381	64,569
Community Services Coordinator	AFSCME- CL	145	4,426	53,111	4,647	55,768	4,880	58,562	5,124	61,491	5,381	64,569
Maintenance Worker III	AFSCME- CL	145	4,426	53,111	4,647	55,768	4,880	58,562	5,124	61,491	5,381	64,569
Recreation Coordinator	AFSCME- CL	145	4,426	53,111	4,647	55,768	4,880	58,562	5,124	61,491	5,381	64,569
Executive Assistant	AFSCME- CL	155	4,875	58,500	5,119	61,429	5,376	64,507	5,643	67,720	5,926	71,107
Public Works Inspector	AFSCME- CL	155	4,875	58,500	5,119	61,429	5,376	64,507	5,643	67,720	5,926	71,107
Engineering Technician	AFSCME- CL	160	5,128	61,540	5,385	64,618	5,654	67,844	5,937	71,243	6,234	74,803
Code Enforcement Officer I	AFSCME- CL	160	5,128	61,540	5,385	64,618	5,654	67,844	5,937	71,243	6,234	74,803
Code Enforcement Officer II	AFSCME- CL	165	5,408	64,890	5,678	68,141	5,963	71,552	6,260	75,124	6,573	78,882
AFSCME MID-MANAGEMENT UNIT												
POSITION	Unit	Range	Step A		Step B		Step C		Step D		Step E	
			Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual
Deputy City Clerk	AFSCME- MM	160	5,128	61,540	5,385	64,618	5,654	67,844	5,937	71,243	6,234	74,803
Administrative Analyst	AFSCME- MM	165	5,408	64,890	5,678	68,141	5,963	71,552	6,260	75,124	6,573	78,882
Assistant Planner	AFSCME- MM	165	5,408	64,890	5,678	68,141	5,963	71,552	6,260	75,124	6,573	78,882
Grant/Economic Dev Coordinator	AFSCME- MM	169	5,604	67,251	5,884	70,613	6,178	74,135	6,487	77,843	6,811	81,737
Community Services Supervisor	AFSCME- MM	170	5,670	68,042	5,954	71,453	6,252	75,025	6,564	78,770	6,893	82,713
Assistant Engineer	AFSCME- MM	173	5,831	69,970	6,122	73,468	6,429	77,151	6,751	81,007	7,087	85,049
Municipal Services Supervisor	AFSCME- MM	175	5,949	71,391	6,247	74,963	6,559	78,708	6,887	82,639	7,231	86,767
Maintenance Supervisor	AFSCME- MM	180	6,269	75,223	6,582	78,980	6,911	82,936	7,256	87,076	7,619	91,427
Associate Planner	AFSCME- MM	185	6,572	78,869	6,901	82,812	7,246	86,953	7,609	91,303	7,989	95,864
Associate Engineer	AFSCME- MM	190	6,909	82,911	7,254	87,051	7,617	91,402	7,998	95,975	8,398	100,771
Cable Television Supervisor	AFSCME- MM	190	6,909	82,911	7,254	87,051	7,617	91,402	7,998	95,975	8,398	100,771
Senior Planner (eff. 7/17/17 - RESO- CC1707033)	AFSCME- MM	192	7,047	84,564	7,400	88,800	7,770	93,240	8,158	97,896	8,566	102,792
Accounting Manager	AFSCME- MM	196	7,333	87,991	7,699	92,391	8,083	97,001	8,488	101,859	8,913	106,951
Community Development Manager	AFSCME- MM	203	7,861	94,332	8,253	99,041	8,666	103,997	9,100	109,201	9,554	114,651
Community Services Manager	AFSCME- MM	210	8,559	102,712	8,987	107,841	9,437	113,242	9,909	118,903	10,404	124,848
Municipal Services Manager	AFSCME- MM	210	8,559	102,712	8,987	107,841	9,437	113,242	9,909	118,903	10,404	124,848
City Engineer	AFSCME- MM	219	9,217	110,610	9,678	116,135	10,162	121,944	10,670	128,037	11,203	134,440
CENTRAL MANAGEMENT EMPLOYEES (EXECUTIVE)												
POSITION	Unit	Range	Step A		Step B		Step C		Step D		Step E	
			Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual
Assistant City Clerk	CMT		8,559	102,708	8,987	107,844	9,437	113,244	9,909	118,908	10,404	124,848
Assistant to the City Manager/HR Director	CMT		8,559	102,708	8,987	107,844	9,437	113,244	9,909	118,908	10,404	124,848
Director of Community Services	CMT		8,559	102,708	8,987	107,844	9,437	113,244	9,909	118,908	10,404	124,848
Director of Municipal Services	CMT		8,559	102,708	8,987	107,844	9,437	113,244	9,909	118,908	10,404	124,848
Director of Community Development	CMT		9,909	118,908	10,405	124,860	10,925	131,100	11,471	137,652	12,044	144,528
Director of Finance/City Treasurer	CMT		10,922	131,064	11,468	137,616	12,041	144,492	12,643	151,716	13,275	159,300
Director of Public Works	CMT		9,909	118,908	10,405	124,860	10,925	131,100	11,471	137,652	12,044	144,528
Director of Finance/City Treasurer (eff. 1/1/19)	CMT		9,909	118,908	10,405	124,860	10,925	131,100	11,471	137,652	12,044	144,528
City Manager												Annual
												196,442

RESOLUTION NO. CC-1607-044

**A RESOLUTION OF THE CITY COUNCIL
OF THE CITY OF LAWDALE, CALIFORNIA
APPROVING AND ADOPTING A PUBLICLY AVAILABLE CITY-WIDE
SALARY AND PAY SCHEDULE AS REQUIRED BY CALPERS**

WHEREAS, the City of Lawndale (“City”) contracts with the California Public Employees’ Retirement System (“CalPERS”) to provide retirement benefits for its employees; and

WHEREAS, California Code of Regulations, Title 2, Section 570.5 requires governing bodies of local agencies contracting with CalPERS to approve and adopt a publicly available pay schedule in accordance with public meeting laws; and

WHEREAS, the pay schedule must identify each position by title, the individual pay rate amount or ranges for that position, and the time base upon which the amounts are based; and

WHEREAS, the City Council of the City now desires to adopt a publicly available pay schedule in accordance with the requirements of California Code of Regulations, Title 2, Section 570.5.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LAWDALE, CALIFORNIA, DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. That the City-wide Salary and Pay Schedule contained in Exhibit "A", attached hereto and made a part hereof, is hereby approved and adopted in accordance with the requirements of California Code of Regulations, Title 2, Section 570.5.

SECTION 2. That the City-wide Salary and Pay Schedule will be made available for public viewing via the City website for no less than five (5) years.

PASSED, APPROVED AND ADOPTED this 18th day of July, 2016.

Robert Pullen-Miles, Mayor

ATTEST:

State of California)
County of Los Angeles) SS
City of Lawndale)

I, Rhonda Hofmann Gorman, City Clerk of the City of Lawndale, California, do hereby certify that the City Council of the City of Lawndale duly approved and adopted the foregoing Resolution No. CC-1607-044 at a regular meeting of said Council held on the 18th day of July, 2016, by the following roll call vote:

Name	Voting		Present, Not Voting		Absent
	Aye	No	Abstain	Not Participating	
Robert Pullen-Miles, Mayor					
Pat Kearney, Mayor Pro Tem					
James Osborne					
Daniel Reid					
Bernadette Suarez					

Rhonda Hofmann Gorman, City Clerk

APPROVED AS TO FORM:

Tiffany J. Israel, City Attorney

Exhibit "A"
CITY OF LAWDALE CITY-WIDE SALARY/ PAY SCHEDULE

Effective July 1, 2014 until June 30, 2015:

EXECUTIVE EMPLOYEES												
POSITION	Unit	Range	Step A		Step B		Step C		Step D		Step E	
			Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual
City Manager												185,165
Assistant City Clerk	CMT		8,068	96,816	8,472	101,664	8,895	106,740	9,340	112,080	9,807	117,684
Director of Community Development	CMT		9,340	112,080	9,808	117,696	10,298	123,576	10,812	129,744	11,353	136,236
Director of Community Services	CMT		9,340	112,080	9,808	117,696	10,298	123,576	10,812	129,744	11,353	136,236
Deputy City Manager	CMT											135,200
Director of Finance/City Treasurer	CMT											125,151
Director of Public Works	CMT		9,340	112,080	9,808	117,696	10,298	123,576	10,812	129,744	11,353	136,236

AFSCME MID-MANAGEMENT UNIT												
POSITION	Unit	Range	Step A		Step B		Step C		Step D		Step E	
			Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual
Deputy City Clerk	AFSCME- MM	160	4,834	58,008	5,076	60,912	5,329	63,948	5,596	67,152	5,876	70,512
Administrative Analyst	AFSCME- MM	165	5,097	61,164	5,352	64,224	5,620	67,440	5,901	70,812	6,196	74,352
Assistant Planner	AFSCME- MM	165	5,097	61,164	5,352	64,224	5,620	67,440	5,901	70,812	6,196	74,352
Grant/Economic Dev Coordinator	AFSCME- MM	169	5,282	63,384	5,546	66,552	5,824	69,888	6,115	73,380	6,421	77,052
Community Services Supervisor	AFSCME- MM	170	5,345	64,140	5,612	67,344	5,893	70,716	6,187	74,244	6,497	77,964
Assistant Engineer	AFSCME- MM	173	5,496	65,952	5,771	69,252	6,060	72,720	6,363	76,356	6,681	80,172
Municipal Services Supervisor	AFSCME- MM	175	5,608	67,296	5,888	70,656	6,182	74,184	6,491	77,892	6,816	81,792
Maintenance Supervisor	AFSCME- MM	180	5,909	70,908	6,204	74,448	6,514	78,168	6,840	82,080	7,182	86,184
Associate Planner	AFSCME- MM	185	6,195	74,340	6,505	78,060	6,830	81,960	7,172	86,064	7,530	90,360
Associate Engineer	AFSCME- MM	190	6,512	78,144	6,838	82,056	7,180	86,160	7,539	90,468	7,916	94,992
Cable Television Supervisor	AFSCME- MM	190	6,512	78,144	6,838	82,056	7,180	86,160	7,539	90,468	7,916	94,992
Accounting Manager	AFSCME- MM	196	6,911	82,932	7,257	87,084	7,620	91,440	8,001	96,012	8,401	100,812
Community Development Manager	AFSCME- MM	203	7,409	88,908	7,780	93,360	8,169	98,028	8,577	102,924	9,006	108,072
Assistant to the City Manager/HR Director	AFSCME- MM	210	8,068	96,816	8,471	101,652	8,895	106,740	9,340	112,080	9,807	117,684
Community Services Manager	AFSCME- MM	210	8,068	96,816	8,471	101,652	8,895	106,740	9,340	112,080	9,807	117,684
Municipal Services Manager	AFSCME- MM	210	8,068	96,816	8,471	101,652	8,895	106,740	9,340	112,080	9,807	117,684
City Engineer	AFSCME- MM	219	8,688	104,256	9,122	109,464	9,579	114,948	10,057	120,684	10,560	126,720

AFSCME - CLASSIFIED UNIT												
POSITION	Unit	Range	Step A		Step B		Step C		Step D		Step E	
			Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual
Senior Nutrition Specialist	AFSCME- CL	85	2,118	25,416	2,225	26,700	2,335	28,021	2,452	29,427	2,576	30,906
Office /Personnel Assistant	AFSCME- CL	115	3,096	37,148	3,250	39,005	3,413	40,955	3,584	43,003	3,763	45,153
Maintenance Worker I	AFSCME- CL	125	3,412	40,941	3,582	42,988	3,761	45,138	3,950	47,395	4,147	49,764
Municipal Services Officer I	AFSCME- CL	125	3,412	40,941	3,582	42,988	3,761	45,138	3,950	47,395	4,147	49,764
Transit Operator	AFSCME- CL	125	3,412	40,941	3,582	42,988	3,761	45,138	3,950	47,395	4,147	49,764
Accounting Specialist	AFSCME- CL	135	3,783	45,402	3,973	47,672	4,171	50,055	4,380	52,558	4,599	55,186
Maintenance Worker II	AFSCME- CL	135	3,783	45,402	3,973	47,672	4,171	50,055	4,380	52,558	4,599	55,186
Municipal Services Officer II	AFSCME- CL	135	3,783	45,402	3,973	47,672	4,171	50,055	4,380	52,558	4,599	55,186
Accounting / Payroll Specialist	AFSCME- CL	140	3,960	47,523	4,158	49,899	4,366	52,394	4,584	55,013	4,814	57,764
Admin Assistant II	AFSCME- CL	140	3,960	47,523	4,158	49,899	4,366	52,394	4,584	55,013	4,814	57,764
Building Permit Specialist	AFSCME- CL	140	3,960	47,523	4,158	49,899	4,366	52,394	4,584	55,013	4,814	57,764
Assistant Public Works Inspector	AFSCME- CL	145	4,172	50,068	4,381	52,571	4,600	55,200	4,830	57,960	5,071	60,858
Community Services Coordinator	AFSCME- CL	145	4,172	50,068	4,381	52,571	4,600	55,200	4,830	57,960	5,071	60,858
Maintenance Worker III	AFSCME- CL	145	4,172	50,068	4,381	52,571	4,600	55,200	4,830	57,960	5,071	60,858
Recreation Coordinator	AFSCME- CL	145	4,172	50,068	4,381	52,571	4,600	55,200	4,830	57,960	5,071	60,858
Executive Assistant	AFSCME- CL	155	4,596	55,146	4,825	57,903	5,067	60,798	5,320	63,838	5,586	67,030
Construction Inspector	AFSCME- CL	155	4,596	55,146	4,825	57,903	5,067	60,798	5,320	63,838	5,586	67,030
Engineering Technician	AFSCME- CL	160	4,834	58,008	5,076	60,912	5,329	63,948	5,596	67,152	5,876	70,512
Code Enforcement Officer I	AFSCME- CL	160	4,834	58,008	5,076	60,912	5,329	63,948	5,596	67,152	5,876	70,512
Code Enforcement Officer II	AFSCME- CL	165	5,097	61,170	5,352	64,228	5,620	67,440	5,901	70,812	6,196	74,352

PART-TIME EMPLOYEES HOURLY												
POSITION	Unit	Range	Step A	Step B	Step C	Step D	Step E					
			Hourly	Hourly	Hourly	Hourly	Hourly					
Recreation Leader I	AFSCME- PT		9.52	10.00	10.50	11.03	11.58					
Recreation Leader II	AFSCME- PT		10.52	11.05	11.60	12.18	12.79					
Senior Recreation Leader	AFSCME- PT		12.22	12.83	13.47	14.15	14.85					
Delivery Worker	AFSCME- PT		13.36	14.03	14.73	15.47	16.24					
Office Assistant	AFSCME- PT		16.51	17.34	18.21	19.12	20.07					
CATV Production Assistant	AFSCME- PT		18.19	19.10	20.05	21.06	22.11					
Maintenance Worker I	AFSCME- PT		18.19	19.10	20.05	21.06	22.11					
Municipal Services Officer I	AFSCME- PT		18.19	19.10	20.05	21.06	22.11					
Municipal Services Officer II	AFSCME- PT		20.18	21.19	22.25	23.36	24.53					
CATV Production Assistant II	AFSCME- PT		19.12	20.08	21.08	22.13	23.24					
Emergency Preparedness Coordinator	AFSCME- PT		21.15	22.21	23.32	24.48	25.71					
Code Enforcement Officer I	AFSCME- PT		25.79	27.07	28.43	29.85	31.34					

CITY OF LAWDALE CITY-WIDE SALARY/ PAY SCHEDULE

Effective July 1, 2015 until June 30, 2016:

EXECUTIVE EMPLOYEES												
POSITION	Unit	Range	Step A		Step B		Step C		Step D		Step E	
			Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual
City Manager												190,720
Assistant City Clerk	CMT		8310	99,720	8,726	104,712	9,162	109,944	9,620	115,440	10,101	121,212
Assistant to the City Manager/ HR Director	CMT		8310	99,720	8,726	104,712	9,162	109,944	9,620	115,440	10,101	121,212
Director of Community Development	CMT		9621	115,452	10,102	121,224	10,607	127,284	11,136	133,632	11,693	140,316
Director of Community Services	CMT		9621	115,452	10,102	121,224	10,607	127,284	11,136	133,632	11,693	140,316
Director of Finance/City Treasurer	CMT											12,888 154,656
Director of Public Works	CMT		9621	115,452	10,102	121,224	10,607	127,284	11,136	133,632	11,693	140,316
AFSCME MID-MANAGEMENT UNIT												
POSITION	Unit	Range	Step A		Step B		Step C		Step D		Step E	
			Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual
Deputy City Clerk	AFSCME- MM	160	4,979	59,748	5,228	62,736	5,489	65,868	5,764	69,168	6,052	72,624
Administrative Analyst	AFSCME- MM	165	5,250	63,000	5,513	66,156	5,789	69,468	6,078	72,936	6,382	76,584
Assistant Planner	AFSCME- MM	165	5,250	63,000	5,513	66,156	5,789	69,468	6,078	72,936	6,382	76,584
Grant/Economic Dev Coordinator	AFSCME- MM	169	5,441	65,292	5,713	68,556	5,998	71,976	6,298	75,576	6,613	79,356
Community Services Supervisor	AFSCME- MM	170	5,505	66,060	5,781	69,372	6,070	72,840	6,373	76,476	6,692	80,304
Assistant Engineer	AFSCME- MM	173	5,661	67,932	5,944	71,328	6,242	74,904	6,554	78,648	6,881	82,572
Municipal Services Supervisor	AFSCME- MM	175	5,776	69,312	6,065	72,780	6,368	76,416	6,686	80,232	7,020	84,240
Maintenance Supervisor	AFSCME- MM	180	6,086	73,032	6,390	76,680	6,710	80,520	7,045	84,540	7,397	88,764
Associate Planner	AFSCME- MM	185	6,381	76,572	6,700	80,400	7,035	84,420	7,387	88,644	7,756	93,072
Associate Engineer	AFSCME- MM	190	6,708	80,496	7,043	84,516	7,395	88,740	7,765	93,180	8,153	97,836
Cable Television Supervisor	AFSCME- MM	190	6,708	80,496	7,043	84,516	7,395	88,740	7,765	93,180	8,153	97,836
Accounting Manager	AFSCME- MM	196	7,119	85,428	7,475	89,700	7,848	94,176	8,241	98,892	8,653	103,836
Community Development Manager	AFSCME- MM	203	7,632	91,584	8,013	96,156	8,414	100,968	8,835	106,020	9,276	111,312
Community Services Manager	AFSCME- MM	210	8,310	99,720	8,725	104,700	9,162	109,944	9,620	115,440	10,101	121,212
Municipal Services Manager	AFSCME- MM	210	8,310	99,720	8,725	104,700	9,162	109,944	9,620	115,440	10,101	121,212
City Engineer	AFSCME- MM	219	8,949	107,388	9,396	112,752	9,866	118,392	10,359	124,308	10,877	130,524
AFSCME CLASSIFIED UNIT												
POSITION	Unit	Range	Step A		Step B		Step C		Step D		Step E	
			Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual
Senior Nutrition Specialist	AFSCME- CL	85	2,182	26,184	2,292	27,504	2,405	28,862	2,526	30,310	2,653	31,833
Office /Personnel Assistant	AFSCME- CL	115	3,189	38,268	3,348	40,176	3,515	42,180	3,691	44,292	3,876	46,512
Maintenance Worker I	AFSCME- CL	125	3,514	42,168	3,690	44,280	3,874	46,488	4,068	48,816	4,271	51,252
Municipal Services Officer I	AFSCME- CL	125	3,514	42,168	3,690	44,280	3,874	46,488	4,068	48,816	4,271	51,252
Transit Operator	AFSCME- CL	125	3,514	42,168	3,690	44,280	3,874	46,488	4,068	48,816	4,271	51,252
Accounting Specialist	AFSCME- CL	135	3,897	46,764	4,092	49,104	4,296	51,552	4,511	54,132	4,737	56,844
Maintenance Worker II	AFSCME- CL	135	3,897	46,764	4,092	49,104	4,296	51,552	4,511	54,132	4,737	56,844
Municipal Services Officer II	AFSCME- CL	135	3,897	46,764	4,092	49,104	4,296	51,552	4,511	54,132	4,737	56,844
Accounting / Payroll Specialist	AFSCME- CL	140	4,079	48,948	4,283	51,396	4,497	53,964	4,722	56,664	4,958	59,496
Admin Assistant II	AFSCME- CL	140	4,079	48,948	4,283	51,396	4,497	53,964	4,722	56,664	4,958	59,496
Building Permit Specialist	AFSCME- CL	140	4,079	48,948	4,283	51,396	4,497	53,964	4,722	56,664	4,958	59,496
Assistant Public Works Inspector	AFSCME- CL	145	4,297	51,564	4,512	54,144	4,738	56,856	4,975	59,700	5,224	62,688
Community Services Coordinator	AFSCME- CL	145	4,297	51,564	4,512	54,144	4,738	56,856	4,975	59,700	5,224	62,688
Maintenance Worker III	AFSCME- CL	145	4,297	51,564	4,512	54,144	4,738	56,856	4,975	59,700	5,224	62,688
Recreation Coordinator	AFSCME- CL	145	4,297	51,564	4,512	54,144	4,738	56,856	4,975	59,700	5,224	62,688
Executive Assistant	AFSCME- CL	155	4,733	56,796	4,970	59,640	5,219	62,628	5,479	65,748	5,753	69,036
Construction Inspector	AFSCME- CL	155	4,733	56,796	4,970	59,640	5,219	62,628	5,479	65,748	5,753	69,036
Engineering Technician	AFSCME- CL	160	4,979	59,748	5,228	62,736	5,489	65,868	5,764	69,168	6,052	72,624
Code Enforcement Officer I	AFSCME- CL	160	4,979	59,748	5,228	62,736	5,489	65,868	5,764	69,168	6,052	72,624
Code Enforcement Officer II	AFSCME- CL	165	5,250	63,000	5,513	66,156	5,789	69,468	6,078	72,936	6,382	76,584
PART-TIME EMPLOYEES HOURLY												
POSITION	Unit	Range	Step A	Step B	Step C	Step D	Step E					
			Hourly	Hourly	Hourly	Hourly	Hourly					
Recreation Leader I	AFSCME- PT		10.00	10.30	10.82	11.36	11.92					
Recreation Leader II	AFSCME- PT		10.84	11.38	11.95	12.55	13.18					
Senior Recreation Leader	AFSCME- PT		12.59	13.22	13.88	14.57	15.30					
Delivery Worker	AFSCME- PT		13.76	14.45	15.17	15.93	16.73					
Office Assistant	AFSCME- PT		17.01	17.86	18.75	19.69	20.67					
CATV Production Assistant	AFSCME- PT		18.74	19.67	20.66	21.69	22.77					
Maintenance Worker I	AFSCME- PT		18.74	19.67	20.66	21.69	22.77					
Municipal Services Officer I	AFSCME- PT		18.74	19.67	20.66	21.69	22.77					
Municipal Services Officer II	AFSCME- PT		20.79	21.82	22.92	24.06	25.26					
CATV Production Assistant II	AFSCME- PT		19.69	20.68	21.71	22.80	23.94					
Emergency Preparedness Coordinator	AFSCME- PT		21.78	22.87	24.02	25.22	26.48					
Code Enforcement Officer I	AFSCME- PT		26.56	27.89	29.28	30.75	32.28					
Associate Planner	AFSCME- PT		34.41	36.13	37.94	39.83	41.82					

CITY OF LAWDALE CITY-WIDE SALARY/ PAY SCHEDULE

Effective July 1, 2016 until June 30, 2017:

EXECUTIVE EMPLOYEES												
POSITION	Unit	Range	Step A		Step B		Step C		Step D		Step E	
			Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual
City Manager												196,442
Assistant City Clerk	CMT		8,559	102,708	8,987	107,844	9,437	113,244	9,909	118,908	10,404	124,848
Assistant to the City Manager/HR Director	CMT		8,559	102,708	8,987	107,844	9,437	113,244	9,909	118,908	10,404	124,848
Director of Community Services	CMT		8,559	102,708	8,987	107,844	9,437	113,244	9,909	118,908	10,404	124,848
Director of Municipal Services	CMT		8,559	102,708	8,987	107,844	9,437	113,244	9,909	118,908	10,404	124,848
Director of Community Development	CMT		9,909	118,908	10,405	124,860	10,925	131,100	11,471	137,652	12,044	144,528
Director of Finance/City Treasurer	CMT										13,275	159,300
Director of Public Works	CMT		9,909	118,908	10,405	124,860	10,925	131,100	11,471	137,652	12,044	144,528
AFSCME MID-MANAGEMENT UNIT												
POSITION	Unit	Range	Step A		Step B		Step C		Step D		Step E	
			Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual
Deputy City Clerk	AFSCME- MM	160	5,128	61,540	5,385	64,618	5,654	67,844	5,937	71,243	6,234	74,803
Administrative Analyst	AFSCME- MM	165	5,408	64,890	5,678	68,141	5,963	71,552	6,260	75,124	6,573	78,882
Assistant Planner	AFSCME- MM	165	5,408	64,890	5,678	68,141	5,963	71,552	6,260	75,124	6,573	78,882
Grant/Economic Dev Coordinator	AFSCME- MM	169	5,604	67,251	5,884	70,613	6,178	74,135	6,487	77,843	6,811	81,737
Community Services Supervisor	AFSCME- MM	170	5,670	68,042	5,954	71,453	6,252	75,025	6,564	78,770	6,893	82,713
Assistant Engineer	AFSCME- MM	173	5,831	69,970	6,122	73,468	6,429	77,151	6,751	81,007	7,087	85,049
Municipal Services Supervisor	AFSCME- MM	175	5,949	71,391	6,247	74,963	6,559	78,708	6,887	82,639	7,231	86,767
Maintenance Supervisor	AFSCME- MM	180	6,269	75,223	6,582	78,980	6,911	82,936	7,256	87,076	7,619	91,427
Associate Planner	AFSCME- MM	185	6,572	78,869	6,901	82,812	7,246	86,953	7,609	91,303	7,989	95,864
Associate Engineer	AFSCME- MM	190	6,909	82,911	7,254	87,051	7,617	91,402	7,998	95,975	8,398	100,771
Cable Television Supervisor	AFSCME- MM	190	6,909	82,911	7,254	87,051	7,617	91,402	7,998	95,975	8,398	100,771
Accounting Manager	AFSCME- MM	196	7,333	87,991	7,699	92,391	8,083	97,001	8,488	101,859	8,913	106,951
Community Development Manager	AFSCME- MM	203	7,861	94,332	8,253	99,041	8,666	103,997	9,100	109,201	9,554	114,651
Community Services Manager	AFSCME- MM	210	8,559	102,712	8,987	107,841	9,437	113,242	9,909	118,903	10,404	124,848
Municipal Services Manager	AFSCME- MM	210	8,559	102,712	8,987	107,841	9,437	113,242	9,909	118,903	10,404	124,848
City Engineer	AFSCME- MM	219	9,217	110,610	9,678	116,135	10,162	121,944	10,670	128,037	11,203	134,440
AFSCME CLASSIFIED UNIT												
POSITION	Unit	Range	Step A		Step B		Step C		Step D		Step E	
			Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual	Mon	Annual
Senior Nutrition Specialist	AFSCME- CL	85	2,247	26,964	2,361	28,332	2,477	29,724	2,602	31,224	2,733	32,796
Office /Personnel Assistant	AFSCME- CL	115	3,285	39,416	3,448	41,381	3,620	43,445	3,802	45,621	3,992	47,907
Maintenance Worker I	AFSCME- CL	125	3,619	43,433	3,801	45,608	3,990	47,883	4,190	50,280	4,399	52,790
Municipal Services Officer I	AFSCME- CL	125	3,619	43,433	3,801	45,608	3,990	47,883	4,190	50,280	4,399	52,790
Transit Operator	AFSCME- CL	125	3,619	43,433	3,801	45,608	3,990	47,883	4,190	50,280	4,399	52,790
Accounting Specialist	AFSCME- CL	135	4,014	48,167	4,215	50,577	4,425	53,099	4,646	55,756	4,879	58,549
Maintenance Worker II	AFSCME- CL	135	4,014	48,167	4,215	50,577	4,425	53,099	4,646	55,756	4,879	58,549
Municipal Services Officer II	AFSCME- CL	135	4,014	48,167	4,215	50,577	4,425	53,099	4,646	55,756	4,879	58,549
Accounting / Payroll Specialist	AFSCME- CL	140	4,201	50,416	4,411	52,938	4,632	55,583	4,864	58,364	5,107	61,281
Admin Assistant II	AFSCME- CL	140	4,201	50,416	4,411	52,938	4,632	55,583	4,864	58,364	5,107	61,281
Building Permit Specialist	AFSCME- CL	140	4,201	50,416	4,411	52,938	4,632	55,583	4,864	58,364	5,107	61,281
Assistant Public Works Inspector	AFSCME- CL	145	4,426	53,111	4,647	55,768	4,880	58,562	5,124	61,491	5,381	64,569
Community Services Coordinator	AFSCME- CL	145	4,426	53,111	4,647	55,768	4,880	58,562	5,124	61,491	5,381	64,569
Maintenance Worker III	AFSCME- CL	145	4,426	53,111	4,647	55,768	4,880	58,562	5,124	61,491	5,381	64,569
Recreation Coordinator	AFSCME- CL	145	4,426	53,111	4,647	55,768	4,880	58,562	5,124	61,491	5,381	64,569
Executive Assistant	AFSCME- CL	155	4,875	58,500	5,119	61,429	5,376	64,507	5,643	67,720	5,926	71,107
Public Works Inspector	AFSCME- CL	155	4,875	58,500	5,119	61,429	5,376	64,507	5,643	67,720	5,926	71,107
Engineering Technician	AFSCME- CL	160	5,128	61,540	5,385	64,618	5,654	67,844	5,937	71,243	6,234	74,803
Code Enforcement Officer I	AFSCME- CL	160	5,128	61,540	5,385	64,618	5,654	67,844	5,937	71,243	6,234	74,803
Code Enforcement Officer II	AFSCME- CL	165	5,408	64,890	5,678	68,141	5,963	71,552	6,260	75,124	6,573	78,882
PART-TIME EMPLOYEES HOURLY												
POSITION	Unit	Range	Step A	Step B	Step C	Step D	Step E					
			Hourly	Hourly	Hourly	Hourly	Hourly					
Recreation Leader I	AFSCME- PT		10.10	10.61	11.14	11.70	12.28					
Recreation Leader II	AFSCME- PT		11.17	11.72	12.31	12.93	13.58					
Senior Recreation Leader	AFSCME- PT		12.97	13.62	14.30	15.01	15.76					
Delivery Worker	AFSCME- PT		14.17	14.88	15.63	16.41	17.23					
Office Assistant	AFSCME- PT		17.52	18.40	19.31	20.28	21.29					
CATV Production Assistant	AFSCME- PT		19.30	20.26	21.28	22.34	23.45					
Maintenance Worker I	AFSCME- PT		19.30	20.26	21.28	22.34	23.45					
Municipal Services Officer I	AFSCME- PT		19.30	20.26	21.28	22.34	23.45					
Municipal Services Officer II	AFSCME- PT		21.41	22.47	23.61	24.78	26.02					
CATV Production Assistant II	AFSCME- PT		20.28	21.30	22.36	23.48	24.66					
Emergency Preparedness Coordinator	AFSCME- PT		22.43	23.56	24.74	25.98	27.27					
Code Enforcement Officer I	AFSCME- PT		27.36	28.73	30.16	31.67	33.25					
Associate Planner	AFSCME- PT		35.44	37.21	39.08	41.02	43.07					