

**City of Laguna Beach Classification Title and Range Assignment
Fire, Police, & Municipal FY 20-21**

<u>Classification Title</u>	<u>Salary Range</u>
Account Specialist	71
Accountant	106
Accounting Technician	96
Administrative Analyst	96
Administrative Analyst (Confidential in Human Resources Division)	96
Administrative Assistant ¹	88
Administrative Office Specialist	77
Animal Services Officer	84
Arborist	114
Aquatics Coordinator	83
Assistant Planner	106
Associate Civil Engineer ²	133
Associate Planner	114
Beach Patrol Officer	64
Building Inspector	106
Bus Driver	77
Civilian Fire Marshal	133
Code Enforcement Officer	96
Code Enforcement Supervisor	114
Community Services Officer I	83
Community Services Officer II	88
Community Services Supervisor	122
Cultural Arts Manager	114
Custodian	66
Deputy Building Official	133
Deputy City Clerk ¹	88
Emergency Operations Coordinator	120
Engineering Technician	83
Environmental Specialist	96
Equipment Mechanic	96
Equipment Operator	88
Fire Captain	122
Fire Engineer	110
Fire Safety Inspector	104
Firefighter	100
Information System Specialist	122
Instrumentation & Electrical Technician	83
Jail Supervisor	100
Jailer	64
Kennel Aide	71
Kennel Manager	84
Lead Mainline Bus Driver	88
Maintenance Lead Worker	98
Maintenance Supervisor	114
Maintenance Worker	66

1. Plus 5% assignment pay for those who take minutes on a regular basis at the Planning Commission, Design Review Board, & City Council meetings

2. Plus 5% with Civil Engineering Registration

3. Plus 5% shift bonus

**City of Laguna Beach Classification Title and Range Assignment
Fire, Police, & Municipal FY 20-21**

<u>Classification Title</u>	<u>Salary Range</u>
Maintenance Worker I	71
Maintenance Worker II	83
Marine Protection Officer	104
Marine Safety Captain	133
Marine Safety Lieutenant	122
Marine Safety Officer	104
Motor Sweeper Operator	88
Network Administrator	133
Office Specialist	66
Office Specialist (Confidential in Human Resources Division)	66
Parking & Transit Technician	83
Parking Services Officer	77
Parks Gardener	83
Permit Services Supervisor	106
Permit Technician	77
Planning Technician	83
Police Corporal	122
Police Fleet Coordinator	95
Police Officer	112
Police Records Specialist ³	71
Police Recruit	112
Police Sergeant	133
Principal Planner	128
Project Coordinator	114
Project Manager	122
Public Safety Dispatcher	96
Public Works Technician	83
Records Management Coordinator	77
Recreation Supervisor	83
Senior Account Specialist	106
Senior Administrative Analyst	106
Senior Administrative Analyst (Confidential in HR Division)	106
Senior Building Inspector	122
Senior Building Inspector/Plans Checker	122
Senior Fleet Maintenance Supervisor	122
Senior Information Technology Analyst	128
Senior Instrumentation & Electrical Technician	98
Senior Office Specialist ¹	71
Senior Office Specialist ¹ (Confidential in Human Resources Division)	71
Senior Operations Supervisor	122
Senior Parking Services Officer	88
Senior Permit Technician	83
Senior Plan Checker	133
Senior Planner	122
Senior Principal Planner	134

1. Plus 5% assignment pay for those who take minutes on a regular basis at the Planning Commission, Design Review Board, & City Council meetings

2. Plus 5% with Civil Engineering Registration

3. Plus 5% shift bonus

**City of Laguna Beach Classification Title and Range Assignment
Fire, Police, & Municipal FY 20-21**

<u>Classification Title</u>	<u>Salary Range</u>
Senior Public Safety Dispatcher	106
Senior Public Works Analyst	122
Senior Public Works Analyst/Solid Waste Program Coordinator	122
Senior Recreation Supervisor	114
Senior Services Coordinator	104
Senior Water Quality Analyst	122
Supervisor of Support Services	133
Transit Supervisor	98

1. Plus 5% assignment pay for those who take minutes on a regular basis at the Planning Commission, Design Review Board, & City Council meetings
2. Plus 5% with Civil Engineering Registration
3. Plus 5% shift bonus

City of Laguna Beach Salary Table
Municipal
FY 20-21, Effective 7/01/2020

Unit	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Job Title
MISC										
	66	\$3,539	\$3,713	\$3,900	\$4,092	\$4,301	\$4,517	\$4,745	\$4,984	Custodian, Maintenance Worker, Office Specialist
	71	\$3,742	\$3,930	\$4,129	\$4,332	\$4,547	\$4,779	\$5,023	\$5,276	Account Specialist, Maintenance Worker I, Senior Office Specialist, Arts Program Coordinator
	77	\$4,013	\$4,216	\$4,422	\$4,641	\$4,880	\$5,125	\$5,383	\$5,651	Administrative Office Specialist, Bus Driver, Permit Technician, Records Management Coordinator
	83	\$4,324	\$4,543	\$4,775	\$5,004	\$5,255	\$5,520	\$5,796	\$6,086	Aquatics Coordinator, Maintenance Worker II, Parks Gardener, Senior Account Specialist, Senior Permit Technician, Planning Technician, Engineering Technician, Parking & Transit Technician, Instrumentation & Electrical Technician
	88	\$4,570	\$4,798	\$5,038	\$5,286	\$5,546	\$5,824	\$6,123	\$6,430	Administrative Assistant, Deputy City Clerk, Equipment Operator, Lead Mainline Bus Driver, Motor Sweeper Operator
	96	\$5,020	\$5,265	\$5,524	\$5,805	\$6,092	\$6,396	\$6,718	\$7,050	Accounting Technician, Administrative Analyst ¹ , Code Enforcement Officer, Environmental Specialist, Equipment Mechanic
	98	\$5,139	\$5,394	\$5,668	\$5,948	\$6,249	\$6,557	\$6,886	\$7,231	Maintenance Lead Worker, Senior Instrumentation & Electrical Technician, Transit Supervisor
	104	\$5,518	\$5,795	\$6,082	\$6,386	\$6,708	\$7,040	\$7,397	\$7,763	Marine Protection Officer, Marine Safety Officer, Senior Services Coordinator, Fire Safety Inspector
	106	\$5,655	\$5,930	\$6,229	\$6,541	\$6,868	\$7,214	\$7,576	\$7,955	Accountant, Assistant Planner, Building Inspector, Permit Services Supervisor, Recreation Supervisor, Senior Administrative Analyst ¹
	114	\$6,213	\$6,524	\$6,852	\$7,198	\$7,554	\$7,932	\$8,328	\$8,744	Arborist, Associate Planner, Code Enforcement Supervisor, Cultural Arts Manager, Maintenance Supervisor, Project Coordinator, Senior Building Inspector, Senior Recreation Supervisor
	122	\$6,835	\$7,177	\$7,537	\$7,917	\$8,309	\$8,727	\$9,163	\$9,620	Community Services Supervisor, Information System Specialist, Marine Safety Lieutenant, Project Manager, Senior Building Inspector/Plans Checker, Senior Fleet Maintenance Supervisor, Senior Planner, Senior Public Works Analyst ¹ , Senior Public Works Analyst/Solid Waste Program Coordinator ¹ , Senior Operations Supervisor, Senior Water Quality Analyst ¹
	128	\$7,360	\$7,730	\$8,112	\$8,515	\$8,943	\$9,395	\$9,864	\$10,355	Principal Planner, Senior Information Technology Analyst
	133	\$7,776	\$8,162	\$8,568	\$8,998	\$9,449	\$9,921	\$10,421	\$10,940	Associate Civil Engineer, Civilian Fire Marshal, Deputy Building Official, Marine Safety Captain, Network Administrator, Senior Plan Checker
	134	\$7,965	\$8,360	\$8,776	\$9,216	\$9,678	\$10,162	\$10,674	\$11,205	Senior Principal Planner

¹ Incumbents receive an additional 5% in pay in exchange for these classifications being overtime exempt

City of Laguna Beach Salary Table
Police
FY 19-20, Effective 2/10/2020

Non-Sworn

Unit	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Job Title
Non-Sworn Police										
64		\$3,493	\$3,668	\$3,855	\$4,049	\$4,257	\$4,463	\$4,682	\$4,916	Beach Patrol Officer, Jailer
71		\$3,721	\$3,908	\$4,106	\$4,308	\$4,521	\$4,752	\$4,994	\$5,246	Kennel Aide, Records Specialist
77		\$3,990	\$4,192	\$4,397	\$4,614	\$4,852	\$5,096	\$5,352	\$5,619	Parking Services Officer
83		\$4,299	\$4,517	\$4,748	\$4,975	\$5,225	\$5,488	\$5,763	\$6,051	Community Services Officer I
84		\$4,404	\$4,627	\$4,863	\$5,097	\$5,352	\$5,622	\$5,904	\$6,199	Animal Services Officer, Kennel Manager
88		\$4,544	\$4,771	\$5,010	\$5,256	\$5,514	\$5,791	\$6,089	\$6,394	Community Services Officer II, Senior Parking Services Officer
95		\$4,934	\$5,173	\$5,428	\$5,698	\$5,991	\$6,283	\$6,603	\$6,931	Police Fleet Coordinator
96		\$4,991	\$5,235	\$5,493	\$5,772	\$6,057	\$6,359	\$6,680	\$7,010	Public Safety Dispatcher
100		\$5,225	\$5,478	\$5,749	\$6,034	\$6,345	\$6,654	\$6,993	\$7,340	Jail Supervisor
106		\$5,623	\$5,897	\$6,193	\$6,504	\$6,829	\$7,173	\$7,533	\$7,909	Senior Public Safety Dispatcher
120		\$6,629	\$6,955	\$7,305	\$7,669	\$8,060	\$8,465	\$8,888	\$9,335	Emergency Operations Coordinator
133		\$7,878	\$8,269	\$8,681	\$9,115	\$9,572	\$10,051	\$10,558	\$11,083	Supervisor of Support Services

Sworn

Unit	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Job Title
Sworn Police										
112		\$6,415	\$6,743	\$7,077	\$7,437	\$7,802	\$8,194	\$8,595	\$9,023	Police Officer
122		\$7,239	\$7,600	\$7,982	\$8,385	\$8,800	\$9,242	\$9,705	\$10,188	Police Corporal
133		\$8,235	\$8,644	\$9,074	\$9,529	\$10,007	\$10,507	\$11,037	\$11,586	Police Sergeant

**City of Laguna Beach Salary Table
FIRE
FY 20-21 Effective 7/01/2020**

Unit	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Job Title
FIRE										
	100	\$5,760	\$6,048	\$6,353	\$6,667	\$7,000	\$7,354	\$7,718	\$8,109	Firefighter
	110	\$6,480	\$6,806	\$7,142	\$7,506	\$7,879	\$8,270	\$8,689	\$9,123	Fire Engineer
	122	\$7,491	\$7,866	\$8,262	\$8,678	\$9,107	\$9,566	\$10,044	\$10,545	Fire Captain

**City of Laguna Beach Salary Table
Hourly/Part Time (Full-Time Equivalent)
FY 20-21, Effective 7/01/2020**

Miscellaneous

Unit	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Job Title
MISC-HRLY										
	900	\$20.41	\$21.42	\$22.50	\$23.61	\$24.81	\$26.06	\$27.37	\$28.75	Office Specialist (FT Range 66)
	920	\$26.37	\$27.68	\$29.07	\$30.50	\$32.00	\$33.60	\$35.33	\$37.10	Administrative Assistant (FT Range 88), Parking and Transit Technician
	945	\$32.62	\$34.21	\$35.93	\$37.74	\$39.62	\$41.62	\$43.71	\$45.89	Recreation Supervisor (FT Range 106)
	960	\$35.85	\$37.64	\$39.53	\$41.53	\$43.59	\$45.76	\$48.05	\$50.44	Associate Planner, Analyst, Senior Recreation Supervisor (FT Range 114)
	970	\$35.00	\$35.00	\$35.00	\$35.00	\$35.00	\$35.00	\$35.00	\$35.00	Special Projects Coordinator

Police

Unit	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Job Title
P-HRLY										
	910	\$23.02	\$24.18	\$25.37	\$26.62	\$27.99	\$29.40	\$30.88	\$32.42	Senior Records Specialist (FT Range 77)
	920	\$26.81	\$28.14	\$29.56	\$31.01	\$32.53	\$34.16	\$35.92	\$37.72	Community Services Officer II (FT Range 88)
	930	\$28.80	\$30.20	\$31.69	\$33.30	\$34.95	\$36.69	\$38.54	\$40.44	Public Safety Dispatcher (FT Range 96)
	940	\$32.45	\$34.01	\$35.73	\$37.52	\$39.41	\$41.39	\$43.46	\$45.63	Senior Public Safety Dispatcher (FT Range 106)
	950	\$37.00	\$38.90	\$40.83	\$42.91	\$45.01	\$47.27	\$49.59	\$52.05	Police Officer (FT Range 112)

Management Equivalents

Unit	Range	Low	High	Job Title
MGMT-HRLY				
	990	\$50.07	\$109.53	Management Specialist

**City of Laguna Beach Salary Table
Laguna Beach Marine Safety Association
FY 20-21, Effective 7/01/2020**

Unit	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Job Title
LBMSA										
	599	\$13.00								Lifeguard Trainee*
	740	\$18.91	\$19.86	\$20.26	\$20.68	\$21.09	\$21.48	\$21.88	\$22.30	Ocean Lifeguard I
	750	N/A	\$20.68	\$21.09	\$21.48	\$21.88	\$22.30	\$22.71	\$23.11	Ocean Lifeguard II
	790	N/A	\$23.92	\$24.33	\$24.73	\$25.12	\$25.54	\$25.95	\$26.35	Ocean Lifeguard III, Marine Safety Dispatcher
	800	\$32.40								Recurrent Hourly Lifeguard

* Lifeguard Trainees are not covered under the LBMSA agreement

City of Laguna Beach Salary Table
Hourly/Part-Time
FY 20-21 Effective 7/01/2020

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Job Title
615	13.00	13.00	13.00	13.00	13.00	13.00	13.00	Office Assistant I, Laborer I, Community Services Leader, Parking Lot Attendant
635	13.00	13.00	13.00	13.00	13.00	13.00	13.38	Office Assistant II, Community Services Specialist, Trolley Steward
650	13.00	13.00	13.00	13.38	13.79	14.18	14.57	Kennel Aide I, Laborer II
655	13.00	13.00	13.38	13.79	14.18	14.57	14.96	Community Services Coordinator
660	13.00	13.38	13.79	14.18	14.57	14.96	15.36	Parking Control Officer,
665	13.40	13.79	14.18	14.57	14.96	15.36	15.75	Swim Instructor/Pool Lifeguard
673	13.78	14.18	14.57	14.96	15.36	15.75	16.14	Typist Clerk, Office Assistant II
675	14.18	14.57	14.96	15.36	15.75	16.14	16.53	Laborer III, Kennel Aide II, Police Cadet
685	14.96	15.36	15.75	16.14	16.53	16.94	17.33	Weed Abatement Coord., Sr. Community Svcs. Coordinator, Sr. Pool Lifeguard, Community Bch Patrol, Sr. Police Cadet
695	15.75	16.14	16.53	16.94	17.33	17.72	18.11	Administrative Intern, Aquatics Supervisor, Bus Driver I, Planning Intern
705	16.53	16.94	17.33	17.72	18.11	18.51	18.90	Laborer IV
710	16.94	17.33	17.72	18.11	18.51	18.90	19.29	Sr. Community Beach Patrol, Tidepool Educator, Civilian Enforcement Officer
725	18.11	18.51	18.90	19.29	19.68	20.09	20.48	Bus Driver II, Fire Prevention Officer
755	20.48	20.87	21.26	21.66	22.05	22.44	22.83	Jailer
780	22.44	22.83	23.24	23.63	24.02	24.41	24.81	Bus Driver III
795	23.63	24.02	24.41	24.81	25.20	25.59	25.98	Summer Festival Transit Supervisor, Marine Safety Dispatcher
797	28.90	29.48	30.06	30.67	31.28	31.91	32.54	Arts Program Coordinator
798	37.32	38.08	38.86	39.65	40.46	41.28	42.13	Digital Communications Coordinator
799	49.00	49.00	49.00	49.00	49.00	49.00	49.00	Transit Programs Coordinator

**City of Laguna Beach Salary Schedule
Elected and Non-Elected Management Personnel
FY 20-21 Effective 07/1/2020**

<u>Non-Elected Management</u>	<u>Salary Range</u>	
Assistant City Manager	\$12,104	\$19,838
Director of Administrative Services	\$12,104	\$18,035
Director of Community Development	\$12,104	\$18,035
Director of Public Works	\$12,104	\$18,035
Director of Water Quality	\$12,104	\$18,035
Fire Chief ¹	\$12,104	\$18,035
Police Chief ¹	\$12,104	\$18,035
City Engineer	\$10,697	\$16,416
Assistant City Engineer	\$9,209	\$14,181
Assistant Director of Community Development	\$9,209	\$14,181
Chief of Marine Safety ⁶	\$9,209	\$14,181
Finance Manager	\$9,209	\$14,181
Human Resources/Risk Manager	\$9,209	\$14,181
Undergrounding Program Manager	\$9,209	\$14,181
Building Official	\$8,680	\$13,017
Deputy Director of Public Works/Parking & Transit Manager	\$8,680	\$13,017
Deputy Director of Public Works/Public Services Manager	\$8,680	\$13,017
Planning Manager	\$8,680	\$13,017
Project Director	\$8,680	\$13,017
Zoning Administrator	\$8,680	\$13,017
Executive Assistant	\$4,955	\$7,433
<u>Elected Officials</u>		
City Clerk ²	\$8,680	\$13,017
City Treasurer - (27.269 Hrs/Week) ³	\$5,261	\$8,265
<u>Police and Fire Management Association</u>		
Fire Division Chief and Fire Battalion Chief ⁴	\$9,480	\$14,597
Police Captain ⁵	\$9,480	\$14,597
Police Lieutenant ⁵	\$8,935	\$13,399
Civilian Services Administrator ⁶	\$8,699	\$13,049
<u>Contract</u>		
City Manager		\$23,902

¹ Both the Police Chief and Fire Chief are eligible to receive 5% in certification/education incentives.

² Actual for FY 20-21 including 2.5% Exceptional Performance Pay is \$13,343.

³ Actual for FY 20-21 including 2.5% Exceptional Performance Pay is \$8,472.

⁴ Incumbents in the positions of Fire Division Chief and Fire Battalion Chief are eligible to receive 2.5% for a Chief Officer certification, 2.5% for a Bachelor's Degree, and 2.5% for a Master's Degree.

⁵ Incumbents in the positions of Police Captain and Police Lieutenant are eligible to receive 2.5% for a Management POST certificate, 2.5% for a Bachelor's Degree, and 2.5% for a Master's Degree.

⁶ Incumbents in the positions of Chief of Marine Safety and Civilian Services Administrator are eligible to receive 2.5% for a Bachelor's Degree.