

**City of Laguna Beach Classification Title and Range Assignment  
Fire, Police, & Municipal FY 21-22**

<b><u>Classification Title</u></b>	<b><u>Salary Range</u></b>
Account Specialist	71
Accountant	106
Accounting Technician	96
Administrative Analyst	96
Administrative Analyst (Confidential in Human Resources Division)	96
Administrative Assistant <sup>1</sup>	88
Administrative Office Specialist	77
Animal Care Specialist (formerly Kennel Aide)	71
Animal Services Officer	84
Arborist	114
Aquatics Coordinator	83
Assistant Planner	106
Associate Civil Engineer <sup>2</sup>	133
Associate Planner	114
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 <sup>1</sup>	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
Animal Care Specialist (formerly Kennel Aide)	71
Kennel Manager	84

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 21-22**

<b><u>Classification Title</u></b>	<b><u>Salary Range</u></b>
Lead Mainline Bus Driver	88
Maintenance Lead Worker	98
Maintenance Supervisor	114
Maintenance Worker	66
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
Parking Services Officer/Accident Investigator	83
Parks Gardener	83
Park Ranger	84
Permit Services Supervisor	106
Permit Technician	77
Planning Technician	83
Police Corporal	122
Police Fleet Coordinator	95
Police Officer	112
Police Records Specialist <sup>3</sup>	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 Coordinator	83
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

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 21-22**

<b><u>Classification Title</u></b>	<b><u>Salary Range</u></b>
Senior Fleet Maintenance Supervisor	122
Senior Information Technology Analyst	128
Senior Instrumentation & Electrical Technician	98
Senior Management Analyst	128
Senior Office Specialist <sup>1</sup>	71
Senior Office Specialist <sup>1</sup> (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
Senior Project Manager	128
Senior Public Safety Dispatcher	106
Senior Public Works Analyst	122
Senior Public Works Analyst/Solid Waste Program Coordinator	122
Senior Recreation Supervisor	122
Senior Services Coordinator	104
Senior Water Quality Analyst	122
Supervisor of Support Services	133
Systems Analyst	122
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 21-22, Effective 07/01/21**

Unit	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Job Title
<b>MISC</b>										
	<b>66</b>	\$3,627	\$3,806	\$3,998	\$4,194	\$4,408	\$4,630	\$4,863	\$5,108	Custodian, Maintenance Worker, Office Specialist
	<b>71</b>	\$3,835	\$4,029	\$4,233	\$4,441	\$4,661	\$4,899	\$5,148	\$5,408	Account Specialist, Maintenance Worker I, Senior Office Specialist, Arts Program Coordinator
	<b>77</b>	\$4,113	\$4,321	\$4,532	\$4,757	\$5,002	\$5,253	\$5,517	\$5,792	Administrative Office Specialist, Bus Driver, Permit Technician, Records Management Coordinator
	<b>83</b>	\$4,432	\$4,656	\$4,894	\$5,129	\$5,386	\$5,658	\$5,941	\$6,238	Aquatics Coordinator, Maintenance Worker II, Parks Gardener, Senior Account Specialist, Senior Permit Technician, Planning Technician, Engineering Technician, Parking & Transit Technician, Instrumentation & Electrical Technician, Recreation Coordinator
	<b>88</b>	\$4,684	\$4,918	\$5,164	\$5,418	\$5,684	\$5,969	\$6,276	\$6,591	Administrative Assistant, Deputy City Clerk, Equipment Operator, Lead Mainline Bus Driver, Motor Sweeper Operator
	<b>96</b>	\$5,145	\$5,396	\$5,662	\$5,950	\$6,244	\$6,556	\$6,886	\$7,226	Accounting Technician, Administrative Analyst <sup>1</sup> , Code Enforcement Officer, Environmental Specialist, Equipment Mechanic
	<b>98</b>	\$5,268	\$5,529	\$5,810	\$6,096	\$6,405	\$6,721	\$7,058	\$7,412	Maintenance Lead Worker, Senior Instrumentation & Electrical Technician, Transit Supervisor
	<b>104</b>	\$5,656	\$5,940	\$6,234	\$6,545	\$6,876	\$7,216	\$7,582	\$7,957	Marine Protection Officer, Marine Safety Officer, Senior Services Coordinator, Fire Safety Inspector
	<b>106</b>	\$5,796	\$6,079	\$6,384	\$6,705	\$7,040	\$7,394	\$7,765	\$8,153	Accountant, Assistant Planner, Building Inspector, Permit Services Supervisor, Recreation Supervisor, Senior Administrative Analyst <sup>1</sup>
	<b>114</b>	\$6,368	\$6,687	\$7,024	\$7,378	\$7,743	\$8,130	\$8,536	\$8,963	Arborist, Associate Planner, Code Enforcement Supervisor, Cultural Arts Manager, Maintenance Supervisor, Project Coordinator, Senior Building Inspector
	<b>122</b>	\$7,006	\$7,356	\$7,725	\$8,115	\$8,517	\$8,945	\$9,393	\$9,861	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/Solid Waste Program Coordinator <sup>1</sup> , Senior Operations Supervisor, Senior Water Quality Analyst <sup>1</sup> , Systems Analyst, Senior Recreation Supervisor
	<b>128</b>	\$7,544	\$7,923	\$8,314	\$8,728	\$9,167	\$9,630	\$10,110	\$10,614	Principal Planner, Senior Information Technology Analyst, Senior Project Manager, Senior Management Analyst <sup>1</sup>
	<b>133</b>	\$7,970	\$8,366	\$8,783	\$9,223	\$9,685	\$10,169	\$10,682	\$11,213	Associate Civil Engineer, Civilian Fire Marshal, Deputy Building Official, Marine Safety Captain, Network Administrator, Senior Plan Checker
	<b>134</b>	\$8,164	\$8,569	\$8,996	\$9,446	\$9,920	\$10,416	\$10,941	\$11,486	Senior Principal Planner

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

**City of Laguna Beach Salary Table**

**Police**

**FY 21-22, Effective 9/7/2021**

**Non-Sworn**

Unit	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Job Title
<b>Non-Sworn Police</b>										
64		\$3,580	\$3,760	\$3,951	\$4,151	\$4,364	\$4,575	\$4,799	\$5,038	Jailer
71		\$3,814	\$4,006	\$4,209	\$4,416	\$4,634	\$4,871	\$5,119	\$5,377	Animal Care Specialist, Records Specialist
77		\$4,090	\$4,297	\$4,507	\$4,730	\$4,974	\$5,223	\$5,486	\$5,759	Parking Services Officer
83		\$4,407	\$4,630	\$4,866	\$5,100	\$5,355	\$5,626	\$5,908	\$6,203	Community Services Officer I, Parking Services Officer/Accident Investigator
84		\$4,514	\$4,743	\$4,985	\$5,224	\$5,486	\$5,763	\$6,051	\$6,354	Animal Services Officer, Kennel Manager, Park Ranger
88		\$4,658	\$4,890	\$5,135	\$5,388	\$5,652	\$5,935	\$6,241	\$6,554	Community Services Officer II, Senior Parking Services Officer
95		\$5,057	\$5,303	\$5,564	\$5,840	\$6,141	\$6,441	\$6,768	\$7,104	Police Fleet Coordinator
96		\$5,116	\$5,366	\$5,630	\$5,916	\$6,209	\$6,518	\$6,847	\$7,185	Public Safety Dispatcher
100		\$5,356	\$5,615	\$5,892	\$6,185	\$6,503	\$6,821	\$7,167	\$7,524	Jail Supervisor
106		\$5,764	\$6,044	\$6,348	\$6,667	\$7,000	\$7,352	\$7,721	\$8,107	Senior Public Safety Dispatcher
120		\$6,795	\$7,129	\$7,488	\$7,861	\$8,262	\$8,677	\$9,110	\$9,569	Emergency Operations Coordinator
133		\$8,075	\$8,476	\$8,898	\$9,343	\$9,812	\$10,302	\$10,822	\$11,360	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
<b>Sworn Police</b>										
112		\$6,575	\$6,911	\$7,254	\$7,623	\$7,997	\$8,399	\$8,810	\$9,248	Police Officer
122		\$7,420	\$7,790	\$8,181	\$8,594	\$9,020	\$9,473	\$9,947	\$10,443	Police Corporal
133		\$8,441	\$8,860	\$9,301	\$9,767	\$10,257	\$10,770	\$11,313	\$11,876	Police Sergeant

**City of Laguna Beach Salary Table  
 FIRE  
 FY 21-22, Effective 8/9/2021**

<b>Unit</b>	<b>Range</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Job Title</b>
<b>FIRE</b>										
	<b>100</b>	\$5,904	\$6,200	\$6,512	\$6,834	\$7,175	\$7,538	\$7,911	\$8,311	Firefighter
	<b>110</b>	\$6,642	\$6,976	\$7,321	\$7,693	\$8,076	\$8,476	\$8,906	\$9,351	Fire Engineer
	<b>122</b>	\$7,679	\$8,063	\$8,468	\$8,895	\$9,334	\$9,805	\$10,296	\$10,809	Fire Captain

**City of Laguna Beach Salary Table  
Hourly/Part Time (Full-Time Equivalent)  
FY 21-22, Effective 09/07/2021**

**Miscellaneous**

Unit	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Reserved*			Job Title
							Step 6	Step 7	Step 8	
<b>MISC-HRLY</b>										
	<b>900</b>	\$20.93	\$21.96	\$23.06	\$24.20	\$25.43	\$26.71	\$28.06	\$29.47	Office Specialist (FT Range 66)
	<b>915</b>	\$22.55	\$23.69	\$24.89	\$26.11	\$27.40	\$28.80	\$30.27	\$31.80	Recreation Coordinator (FT Range 83)
	<b>920</b>	\$27.02	\$28.37	\$29.80	\$31.26	\$32.80	\$34.44	\$36.21	\$38.02	Administrative Assistant (FT Range 88), Parking and Transit Technician
	<b>945</b>	\$33.44	\$35.07	\$36.83	\$38.68	\$40.61	\$42.66	\$44.80	\$47.04	Recreation Supervisor (FT Range 106)
	<b>960</b>	\$36.74	\$38.58	\$40.52	\$42.57	\$44.68	\$46.90	\$49.25	\$51.70	Associate Planner, Analyst, Senior Recreation Supervisor (FT Range 114)
	<b>970</b>	\$35.88	\$35.88	\$35.88	\$35.88	\$35.88	\$35.88	\$35.88	\$35.88	Special Projects Coordinator

**Police**

Unit	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Reserved*			Job Title
							Step 6	Step 7	Step 8	
<b>P-HRLY</b>										
	<b>895</b>	\$20.65	\$21.69	\$22.79	\$23.94	\$25.18	\$26.39	\$27.69	\$29.07	Jailer (FT Range 64)
	<b>905</b>	\$22.00	\$23.11	\$24.28	\$25.48	\$26.73	\$28.10	\$29.53	\$31.02	Animal Care Specialist (FT Range 71)
	<b>910</b>	\$23.60	\$24.78	\$26.00	\$27.29	\$28.69	\$30.14	\$31.65	\$33.23	Parking Services Officer/Accident Investigator (FT Range 77)
	<b>916</b>	\$26.04	\$27.36	\$28.76	\$30.14	\$31.65	\$33.25	\$34.91	\$36.66	Park Ranger (FT Range 84)
	<b>920</b>	\$26.87	\$28.21	\$29.63	\$31.08	\$32.61	\$34.24	\$36.01	\$37.81	Community Services Officer II (FT Range 88)
	<b>930</b>	\$29.52	\$30.96	\$32.48	\$34.13	\$35.82	\$37.61	\$39.50	\$41.45	Public Safety Dispatcher (FT Range 96)
	<b>940</b>	\$33.26	\$34.86	\$36.62	\$38.46	\$40.40	\$42.42	\$44.55	\$46.77	Senior Public Safety Dispatcher (FT Range 106)
	<b>950</b>	\$37.93	\$39.87	\$41.85	\$43.98	\$46.14	\$48.45	\$50.83	\$53.35	Police Officer (FT Range 112)

**Management Equivalents**

Unit	Range	Low	High	Job Title
<b>MGMT-HRLY</b>				
	<b>990</b>	\$51.32	\$112.27	Management Specialist

\* Step 5 of the salary ranges for FTE, part-time positions shall serve as the control point of the salary range, and is the maximum advertised step for the positions. Steps six through eight of the salary ranges are reserved for employees with exceptional performance, qualifications and circumstances and require approval by the Human Resources/Risk Manager.

**City of Laguna Beach Salary Table  
Laguna Beach Marine Safety Association  
FY 21-22, Effective 07/01/2021**

Unit	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Job Title
<b>LBMSA</b>										
	<b>599</b>	\$14.00								Lifeguard Trainee*
	<b>740</b>	\$19.38	\$20.36	\$20.77	\$21.20	\$21.61	\$22.02	\$22.43	\$22.86	Ocean Lifeguard I
	<b>750</b>	N/A	\$21.20	\$21.61	\$22.02	\$22.43	\$22.86	\$23.27	\$23.69	Ocean Lifeguard II
	<b>790</b>	N/A	\$24.52	\$24.94	\$25.35	\$25.75	\$26.18	\$26.60	\$27.01	Ocean Lifeguard III, Marine Safety Dispatcher
	<b>800</b>	\$33.21								Recurrent Hourly Lifeguard

\* Lifeguard Trainees are not covered under the LBMSA agreement



**City of Laguna Beach Salary Table  
Hourly/Part-Time  
FY 21-22 Effective 9/07/2021**

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Job Title
<b>615</b>	14.00	14.00	14.00	14.00	14.00	14.00	14.00	Laborer I, Community Services Leader, Parking Lot Attendant
<b>635</b>	14.00	14.00	14.00	14.00	14.00	14.00	14.00	Office Assistant I, Community Services Specialist, Transit Ambassador
<b>650</b>	14.00	14.00	14.00	14.00	14.13	14.53	14.93	Laborer II
<b>655</b>	14.00	14.00	14.00	14.13	14.53	14.93	15.33	Community Services Coordinator
<b>665</b>	14.00	14.13	14.53	14.93	15.33	15.75	16.15	Swim Instructor/Pool Lifeguard
<b>673</b>	14.13	14.53	14.93	15.34	15.74	16.14	16.55	Typist Clerk, Office Assistant II
<b>675</b>	14.53	14.93	15.33	15.75	16.15	16.55	16.95	Laborer III, Animal Care Specialist II
<b>685</b>	15.33	15.75	16.15	16.55	16.95	17.36	17.76	Weed Abatement Coord., Sr. Community Svcs. Coordinator, Sr. Pool Lifeguard, Police Cadet
<b>695</b>	16.15	16.55	16.95	17.36	17.76	18.16	18.56	Administrative Intern, Aquatics Supervisor, Bus Driver I, Planning Intern
<b>705</b>	16.95	17.36	17.76	18.16	18.56	18.97	19.37	Laborer IV
<b>710</b>	17.36	17.76	18.16	18.56	18.97	19.37	19.78	Beach Patrol Officer, Tidepool Educator, Civilian Enforcement Officer
<b>725</b>	18.56	18.97	19.37	19.78	20.18	20.59	20.99	Bus Driver II, Fire Prevention Officer, CS Coordinator - Vaccine Site Support
<b>780</b>	23.00	23.40	23.82	24.22	24.62	25.02	25.43	Bus Driver III
<b>795</b>	24.22	24.62	25.02	25.43	25.83	26.23	26.63	Summer Festival Transit Supervisor, Marine Safety Dispatcher
<b>797</b>	29.62	30.21	30.82	31.43	32.06	32.70	33.36	Arts Program Coordinator
<b>798</b>	38.25	39.03	39.83	40.64	41.47	42.32	43.18	Digital Communications Coordinator
<b>799</b>	50.23	50.23	50.23	50.23	50.23	50.23	50.23	Transit Programs Coordinator

**City of Laguna Beach Salary Schedule  
Elected and Non-Elected Management Personnel  
FY 21-22 Effective 07/1/2021**

<b><u>Non-Elected Management</u></b>	<b><u>Salary Range</u></b>	
Assistant City Manager	\$12,406	\$20,334
Director of Administrative Services	\$12,406	\$18,486
Director of Community Development	\$12,406	\$18,486
Director of Public Works	\$12,406	\$18,486
Director of Water Quality	\$12,406	\$18,486
Fire Chief <sup>1</sup>	\$12,406	\$18,486
Police Chief <sup>1</sup>	\$12,406	\$18,486
City Engineer	\$10,965	\$16,827
Assistant City Engineer	\$9,440	\$14,535
Assistant Director of Community Development	\$9,440	\$14,535
Chief of Marine Safety <sup>6</sup>	\$9,440	\$14,535
Finance Manager	\$9,440	\$14,535
Human Resources/Risk Manager	\$9,440	\$14,535
Information Technology Manager	\$9,440	\$14,535
Capital Program Manager	\$9,440	\$14,535
Building Official	\$8,897	\$13,343
Deputy Director of Public Works/Parking & Transit Manager	\$8,897	\$13,343
Deputy Director of Public Works/Public Services Manager	\$8,897	\$13,343
Planning Manager	\$8,897	\$13,343
Project Director	\$8,897	\$13,343
Zoning Administrator	\$8,897	\$13,343
Communications Manager	\$9,000	\$11,000
Executive Assistant	\$5,079	\$7,618
<b><u>Elected Officials</u></b>		
City Clerk <sup>2</sup>	\$8,897	\$13,343
City Treasurer - (27.269 Hrs/Week) <sup>3</sup>	\$5,392	\$8,471
<b><u>Police and Fire Management Association</u></b>		
Fire Division Chief and Fire Battalion Chief <sup>4</sup>	\$9,717	\$14,962
Police Captain <sup>5</sup>	\$9,717	\$14,962
Police Lieutenant <sup>5</sup>	\$9,158	\$13,734
Civilian Services Administrator <sup>6</sup>	\$8,917	\$13,376
<b><u>Contract</u></b>		
City Manager		\$22,917

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

<sup>2</sup> Actual for FY 20-21 is \$10,000 as of December 6, 2020

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

<sup>4</sup> 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.

<sup>5</sup> 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.

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