

**2008
SALARY SURVEY
BENCHMARK CLASSIFICATIONS**



City of Inglewood
 FY 2009 Base Pay Salary Survey
MARKET - External Prevailing Rates Comparison

Job Class	BASE COMPARISON		
	Inglewood Current Midpoint	No Aging Factor	% Variance
		External Midpoint	Inglewood Midpoint vs External Midpoint

GENERAL/SEIU

Traffic Signal & Lighting Technician	\$35,274	\$57,513	-38.67%
Technical Support Specialist I	\$39,348	\$56,405	-30.24%
Fleet Services Technician	\$31,620	\$44,364	-28.73%
Office Assistant	\$25,152	\$34,800	-27.72%
Housing Inspector	\$43,044	\$58,269	-26.13%
Water Treatment Plant Operator	\$42,072	\$56,033	-24.92%
Custody Officer	\$35,622	\$47,369	-24.80%
Police Records Assistant	\$31,302	\$41,521	-24.61%
Buyer	\$44,784	\$59,029	-24.13%
Library Support Clerk	\$28,056	\$36,828	-23.82%
Forensic Specialist	\$44,784	\$58,307	-23.19%
Customer Service Representative	\$31,932	\$41,334	-22.75%
Construction Inspector	\$49,968	\$63,646	-21.49%
Water Meter Service Worker	\$35,274	\$44,851	-21.35%
Recreation Leader I	\$20,436	\$26,022	-21.47%
Special Enforcement Officer	\$31,932	\$39,881	-19.93%
Courier	\$30,390	\$37,792	-19.59%
Code Enforcement Officer	\$43,470	\$53,978	-19.47%
Cashier	\$31,932	\$39,563	-19.29%
Senior Account Clerk	\$36,708	\$45,005	-18.44%
Property Officer	\$35,622	\$43,458	-18.03%
Building Inspector	\$49,968	\$60,668	-17.64%
Tree Trimmer	\$37,074	\$44,640	-16.95%
Public Safety Dispatcher	\$39,348	\$47,330	-16.86%
Purchasing Assistant	\$36,708	\$43,966	-16.51%
Reprographics Operator	\$30,684	\$36,566	-16.09%
Computer Operator	\$39,348	\$46,811	-15.94%
Storekeeper	\$35,988	\$42,013	-14.34%
Publis Works Service Worker	\$35,274	\$40,312	-12.50%
Recreation Aide	\$18,314	\$20,892	-12.34%
Park Maintenance Worker	\$35,274	\$39,513	-10.73%
Traffic Control Worker	\$41,364	\$46,213	-10.49%
Engineering Technician	\$48,024	\$53,376	-10.03%
Street Sweeper Operator	\$43,044	\$47,778	-9.91%
Custodian	\$27,234	\$29,857	-8.78%
Lifeguard	\$23,920	\$25,983	-7.94%
Facilities Maintenance Technician	\$44,784	\$48,580	-7.81%
Fleet Services Mechanic	\$44,784	\$46,541	-3.77%
		Average	-18.62%

City of Inglewood
FY 2009 Base Pay Salary Survey
MARKET - External Prevailing Rates Comparison

Job Class	BASE COMPARISON		
	Inglewood Current Midpoint	No Aging Factor	% Variance
		External Midpoint	Inglewood Midpoint vs External Midpoint

MANAGEMENT/PROFESSIONAL/CONFIDENTIAL

Systems Analyst	\$52,260	\$74,271	-29.64%
Transportation Engineer	\$65,052	\$91,390	-28.82%
Risk Manager	\$63,768	\$89,093	-28.43%
Payroll Specialist	\$35,274	\$47,916	-26.38%
Public Safety Dispatch Supervisor	\$45,918	\$62,131	-26.09%
Warehouse Supervisor	\$52,260	\$69,387	-24.68%
Housing Specialist	\$45,918	\$60,477	-24.07%
Assistant Planner	\$45,918	\$60,270	-23.81%
Assistant to the City Administrator	\$74,772	\$93,949	-20.41%
Grants Specialist	\$52,260	\$65,843	-20.63%
Human Resources Analyst	\$54,912	\$68,204	-19.49%
Librarian	\$45,462	\$56,145	-19.03%
Water Treatment Plant Supervisor	\$62,508	\$76,812	-18.62%
Telecommunications Manager	\$57,726	\$69,283	-16.68%
Senior Engineer	\$72,570	\$87,064	-16.65%
Associate Engineer	\$65,052	\$78,054	-16.66%
Programmer Analyst	\$60,666	\$72,973	-16.87%
Economic & Business Development Specialist	\$52,260	\$62,308	-16.13%
Legal Secretary	\$44,124	\$52,545	-16.03%
Human Resources Specialist	\$42,828	\$50,831	-15.74%
Account Clerk	\$31,932	\$37,759	-15.43%
Administrative Analyst	\$52,260	\$61,695	-15.29%
Police Records Manager	\$63,132	\$74,660	-15.44%
Senior Assistant City Attorney	\$101,778	\$119,425	-14.78%
Principal Engineer-Water Resources	\$92,148	\$108,083	-14.74%
Public Works Supervisor	\$58,302	\$66,963	-12.93%
Planner	\$61,278	\$70,206	-12.72%
Accountant	\$52,260	\$59,720	-12.49%
Assistant Finance Director	\$92,148	\$104,561	-11.87%
Public Works Superintendent-General Services	\$74,772	\$84,340	-11.34%
Executive Secretary	\$48,744	\$54,803	-11.06%
Plan Check Engineer	\$65,052	\$72,345	-10.08%
Senior Planner	\$72,570	\$80,443	-9.79%
Assistant Engineer	\$60,072	\$66,391	-9.52%
Park Maintenance Supervisor	\$58,302	\$64,075	-9.01%
Park Maintenance Superintendent	\$74,772	\$82,044	-8.86%
Senior Accountant	\$64,404	\$70,366	-8.47%
Crime Analyst	\$52,260	\$56,714	-7.85%
Deputy City Clerk	\$58,884	\$63,971	-7.95%
Building Official	\$92,148	\$98,852	-6.78%
Facilities Maintenance Supervisor	\$63,132	\$67,488	-6.45%
Planning Manager	\$92,148	\$98,145	-6.11%
Budget Officer	\$81,774	\$86,731	-5.72%
Finance Supervisor	\$65,700	\$66,797	-1.64%
Fleet Maintenance Supervisor	\$63,132	\$64,243	-1.73%
HUD Program Manager	\$92,148	\$93,528	-1.48%
Recreation Supervisor	\$60,072	\$59,851	0.37%
Recreation Superintendent	\$74,772	\$72,395	3.28%
Redevelopment Manager	\$92,148	\$88,767	3.81%
		Average	-13.61%

**GENERAL BI-WEEKLY
BENCHMARK CLASSIFICATIONS**

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Building Inspector			\$49,968	\$60,668	-\$10,700	-17.64%
	Combination Building Inspector II	Santa Monica, City of (*)		\$74,749		
	Building Inspector I	LA County		\$67,782		
	Building Inspector II	Compton, City of		\$59,748		
	Combination Building Inspector	Pomona, City of		\$58,056		
	Building Inspector	Burbank, City of		\$63,133		
	Building Inspector	Santa Clarita, City of		\$59,706		
	Inspector, Building	Torrance, City of		\$60,182		
	Building Inspector	Redondo Beach, City of		\$59,829		
	Building Inspector	El Monte, City of		\$53,043		
	Building Inspector	Monterey Park, City of		\$60,164		
	Combination Inspector	Arcadia, City of (*)		\$56,958		
	Building Inspector	Gardena, City of (*)		\$54,602		
	Building Inspector I	Whittier, City of		\$50,506		
	Building Inspector	West Covina, City of		\$55,779		
	Building Inspector	Los Angeles, City of		\$71,549		
	Building Inspector	Hawthorne, City of		\$67,272		
	Building Inspector	Glendale, City of		\$69,371		
	Building Inspector	Pasadena, City of		\$65,383		
	Building Inspector	South Gate, City of		\$60,468		
	Building Inspector II	Norwalk, City of		\$64,050		
	Building Inspector	Palmdale, City of		\$60,455		
	Combination Building Inspector	Long Beach, City of (*)		\$57,832		
	Building Inspector	Pico Rivera, City of		\$55,710		
	Building Inspector	Bellflower, City of		\$49,710		
	N/A	Lakewood, City of (*)		N/A		
	Outsourced	Huntington Park, City of		N/A		
	Outsourced	Diamond Bar, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	N/A	Carson, City of		N/A		
		Public Sector Rate:		<u><u>\$60,668</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%

Cashier			\$31,932	\$39,563	-\$7,631	-19.29%
(From Customer Service Representative)						

Senior Account Clerk I	Carson, City of	\$45,681
Cashier Clerk	El Monte, City of	\$42,160
Cashier	Compton, City of	\$39,558
Cashier	Santa Clarita, City of	\$41,412
Finance Assistant I	Huntington Park, City of	\$39,101
Account Clerk	Burbank, City of	\$41,469
Account Clerk	West Covina, City of	\$37,864
Cashier	LA County	\$29,639
Cashier	Pico Rivera, City of	\$39,186
N/A	Arcadia, City of (*)	N/A
N/A	Bellflower, City of	N/A
N/A	Cerritos, City of (*)	N/A
N/A	Diamond Bar, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Glendale, City of	N/A
N/A	Hawthorne, City of	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Long Beach, City of (*)	N/A
N/A	Los Angeles, City of	N/A
N/A	Monterey Park, City of	N/A
N/A	Norwalk, City of	N/A
N/A	Palmdale, City of	N/A
N/A	Pasadena, City of	N/A
N/A	Pomona, City of	N/A
Outsourced	Redondo Beach, City of	N/A
N/A	Santa Monica, City of (*)	N/A
N/A	South Gate, City of	N/A
N/A	Torrance, City of	N/A
N/A	Whittier, City of	N/A
	Public Sector Rate:	<u><u>\$39,563</u></u>

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Code Enforcement Officer			\$43,470	\$53,978	-\$10,508	-19.47%

Code Compliance Officer I	Santa Monica, City of (*)	\$61,533
Community Conservation Representative	Lakewood, City of (*)	\$60,484
Code Enforcement Officer II	Compton, City of	\$53,577
Code Enforcement Coordinator	Huntington Park, City of	\$57,635
Code Enforcement Officer	Redondo Beach, City of	\$58,949
Code Enforcement Officer	Carson, City of	\$57,902
Code Compliance Inspector	Pomona, City of	\$52,587
Code Inspector	El Monte, City of	\$51,702
Code Enforcement Officer II	Whittier, City of	\$48,047
Code Enforcement Officer	Gardena, City of (*)	\$50,696
Code Services Officer	Arcadia, City of (*)	\$46,753
Code Compliance Officer	Pasadena, City of	\$65,469
Code Enforcement Officer	Palmdale, City of	\$60,579
Code Enforcement Officer	South Gate, City of	\$53,916
Community Services Officer	Glendale, City of	\$50,750
Neighborhood Improvement Officer	Diamond Bar, City of	\$48,927
Code Enforcement Officer	Hawthorne, City of	\$43,488
Community Development Inspector	Bellflower, City of	\$40,134
Code Enforcement Officer	Cerritos, City of (*)	\$62,450
N/A	Burbank, City of	N/A
N/A	LA County	N/A
N/A	Long Beach, City of (*)	N/A
N/A	Los Angeles, City of	N/A
N/A	Monterey Park, City of	N/A
N/A	Norwalk, City of	N/A
N/A	Pico Rivera, City of	N/A
N/A	Santa Clarita, City of	N/A
N/A	Torrance, City of	N/A
N/A	West Covina, City of	N/A

Public Sector Rate: \$53,978

(+) Survey Job Class is discernibly more complex than Inglewood job class

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Computer Operator			\$39,348	\$46,811	-\$7,463	-15.94%

Computer Support Specialist	Santa Monica, City of (*)	\$61,464
Computer Operator	Burbank, City of	\$51,463
Computer Operator	Compton, City of	\$43,561
Computer Operations Technician	Torrance, City of	\$47,254
Computer Operator	El Monte, City of	\$42,512
Computer Operator Specialist	LA County	\$42,216
Information Systems Technician	South Gate, City of	\$49,026
Computer Operator I	Los Angeles, City of	\$47,575
IT Technician II	Pasadena, City of	\$48,743
Data Entry Computer Operator	Pico Rivera, City of	\$34,296
N/A	Arcadia, City of (*)	N/A
Outsourced	Bellflower, City of	N/A
N/A	Carson, City of	N/A
N/A	Cerritos, City of (*)	N/A
N/A	Diamond Bar, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Glendale, City of	N/A
N/A	Hawthorne, City of	N/A
Outsourced	Huntington Park, City of	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Long Beach, City of (*)	N/A
N/A	Monterey Park, City of	N/A
N/A	Norwalk, City of	N/A
N/A	Palmdale, City of	N/A
Outsourced	Pomona, City of	N/A
N/A	Redondo Beach, City of	N/A
N/A	Santa Clarita, City of	N/A
N/A	West Covina, City of	N/A
N/A	Whittier, City of	N/A

Public Sector Rate: \$46,811

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 BPPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Construction Inspector			\$49,968	\$63,646	-\$13,678	-21.49%

Construction Inspector	LA County	\$63,413
Construction Inspector	Burbank, City of	\$63,804
Construction Inspector	Carson, City of	\$53,793
Construction Inspector	Los Angeles, City of	\$72,172
Construction Inspector	Hawthorne, City of	\$67,272
Construction Inspector	Glendale, City of	\$69,371
Construction Inspector I	Pasadena, City of	\$61,508
Construction Inspector I	Long Beach, City of (*)	\$57,832
N/A	Arcadia, City of (*)	N/A
N/A	Bellflower, City of	N/A
N/A	Cerritos, City of (*)	N/A
N/A	Compton, City of	N/A
N/A	Diamond Bar, City of	N/A
N/A	El Monte, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Huntington Park, City of	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Monterey Park, City of	N/A
N/A	Norwalk, City of	N/A
N/A	Palmdale, City of	N/A
N/A	Pico Rivera, City of	N/A
N/A	Pomona, City of	N/A
N/A	Redondo Beach, City of	N/A
N/A	Santa Clarita, City of	N/A
N/A	Santa Monica, City of (*)	N/A
N/A	South Gate, City of	N/A
N/A	Torrance, City of	N/A
N/A	West Covina, City of	N/A
N/A	Whittier, City of	N/A

Public Sector Rate: \$63,646

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 PSPC

City of Inglewood
 FY 2009 Base Pay Salary Survey

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Courier			\$30,390	\$37,792	-\$7,402	-19.59%

Mail Clerk	Santa Clarita, City of	\$36,678
Driver/Clerk Delivery	Torrance, City of	\$36,759
Mail Services Specialist	Glendale, City of	\$40,701
Delivery Driver I	Los Angeles, City of	\$37,030
N/A	Arcadia, City of (*)	N/A
N/A	Bellflower, City of	N/A
N/A	Burbank, City of	N/A
N/A	Carson, City of	N/A
N/A	Cerritos, City of (*)	N/A
N/A	Diamond Bar, City of	N/A
N/A	El Monte, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Hawthorne, City of	N/A
N/A	Huntington Park, City of	N/A
N/A	LA County	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Long Beach, City of (*)	N/A
N/A	Monterey Park, City of	N/A
N/A	Norwalk, City of	N/A
N/A	Pasadena, City of	N/A
N/A	Pico Rivera, City of	N/A
N/A	Pomona, City of	N/A
N/A	Redondo Beach, City of	N/A
N/A	Santa Monica, City of (*)	N/A
N/A	West Covina, City of	N/A
N/A	Whittier, City of	N/A

Public Sector Rate: \$37,792

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 (*) - Salary data extracted from CALPACS
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**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Custodian			\$27,234	\$29,857	-\$2,623	-8.78%
	Custodian	LA County		\$51,343		
	Custodian I	Santa Monica, City of (*)		\$38,763		
	Maintenance Worker I	Redondo Beach, City of		\$40,379		
	Custodian	Carson, City of		\$38,073		
	Custodial Worker	El Monte, City of		\$35,566		
	Custodian	Compton, City of		\$33,097		
	Facility Custodian	Pomona, City of		\$32,898		
	Custodian	Torrance, City of		\$34,208		
	Custodian	Gardena, City of (*)		\$34,152		
	Custodian	Burbank, City of		\$34,471		
	Custodian I	Cerritos, City of (*)		\$42,301		
	Custodian	Hawthorne, City of		\$46,116		
	Custodian	South Gate, City of		\$38,868		
	Custodian I	Palmdale, City of		\$40,913		
	Maintenance Worker I	Norwalk, City of		\$38,452		
	Custodial Worker	Glendale, City of		\$37,587		
	Custodian	Pico Rivera, City of		\$36,276		
	Maintenance Assistant	Pasadena, City of		\$34,092		
	Custodian	Bellflower, City of		\$32,583		
	Custodial Services Assistant	Los Angeles, City of		\$32,524		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Arcadia, City of (*)		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Long Beach, City of (*)		N/A		
	Outsourced	Monterey Park, City of		N/A		
	Outsourced	Santa Clarita, City of		N/A		
	Outsourced	West Covina, City of		N/A		
	N/A	Whittier, City of		N/A		
		Public Sector Rate:		<u><u>\$37,633</u></u>		
	Janitor/Cleaner (53,940 EE's)	BLS - Bureau of Labor Statistics - LA Metro		<u><u>\$22,080</u></u>		
		Private Sector Rate:		<u><u>\$22,080</u></u>		
		Prevailing Rate:		<u><u>\$29,857</u></u>		

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 (*) - Salary data extracted from CALPACS
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**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Custody Officer			\$35,622	\$47,369	-\$11,747	-24.80%
	Community Service Officer III	Redondo Beach, City of		\$58,519		
	Detention Services Officer	LA County		\$51,065		
	Jailer	El Monte, City of		\$46,906		
	Jailer	Huntington Park, City of		\$46,764		
	Jailer	Pomona, City of		\$44,238		
	Jailer	Burbank, City of		\$45,795		
	Jailer	West Covina, City of		\$43,380		
	Jailer	Monterey Park, City of		\$42,847		
	Jailer	Pasadena, City of		\$54,069		
	Detention Officer	Los Angeles, City of		\$48,805		
	Civilian Custody Officer	South Gate, City of		\$38,868		
	N/A	Arcadia, City of (*)		N/A		
	County Function	Bellflower, City of		N/A		
	County Function	Carson, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	N/A	Compton, City of		N/A		
	County Function	Diamond Bar, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Glendale, City of		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
	No match	Long Beach, City of (*)		N/A		
	N/A	Norwalk, City of		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Pico Rivera, City of		N/A		
	County Function	Santa Clarita, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	Torrance, City of		N/A		
	N/A	Whittier, City of		N/A		
		Public Sector Rate:		<u>\$47,369</u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

City of Inglewood
 FY 2009 Base Pay Salary Survey

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%

Customer Service Representative (Formerly Utility Billing Representative)			\$31,932	\$41,334	-\$9,402	-22.75%
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Utility Billing Specialist	Compton, City of	\$43,561
Account Clerk	El Monte, City of	\$40,151
Account Clerk	Santa Clarita, City of	\$41,412
Utility Svcs Representative	Whittier, City of	\$39,551
Senior Account Clerk	Monterey Park, City of	\$44,505
Customer Service Representative I	Pomona, City of	\$35,419
Customer Service Representative I	Burbank, City of	\$38,332
Customer Service Utility Rep	Glendale, City of	\$45,979
Intermediate Account Clerk	South Gate, City of	\$42,828
Customer Service Assistant	Norwalk, City of	\$41,908
Customer Service Representative I	Pasadena, City of	\$41,025
N/A	Arcadia, City of (*)	N/A
N/A	Bellflower, City of	N/A
Outsourced	Carson, City of	N/A
N/A	Cerritos, City of (*)	N/A
N/A	Diamond Bar, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Hawthorne, City of	N/A
N/A	Huntington Park, City of	N/A
N/A	LA County	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Long Beach, City of (*)	N/A
N/A	Los Angeles, City of	N/A
N/A	Palmdale, City of	N/A
N/A	Pico Rivera, City of	N/A
N/A	Redondo Beach, City of	N/A
N/A	Santa Monica, City of (*)	N/A
N/A	Torrance, City of	N/A
Outsourced	West Covina, City of	N/A
Public Sector Rate:		<u>\$41,334</u>

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Engineering Technician			\$48,024	\$53,376	-\$5,352	-10.03%
	Civil Engrg/Architect Technician	Santa Monica, City of (*)		\$58,700		
	Engineering Aide	Burbank, City of		\$61,976		
	Engineering Technician	Pomona, City of		\$55,255		
	Building & Engineering Technician	Redondo Beach, City of		\$58,949		
	Engineering Technician	Santa Clarita, City of		\$56,856		
	Engineering Technician	West Covina, City of		\$54,737		
	Engineering Aide, Sr	Compton, City of		\$43,561		
	Civil Engineering Technician	Monterey Park, City of		\$52,150		
	Engineering Aide III	LA County		\$45,404		
	Engineering Assistant	Arcadia, City of (*)		\$49,110		
	Engineering Technician I	Whittier, City of		\$44,582		
	Engineering Technician I	Torrance, City of		\$46,608		
	Engineering Technician	South Gate, City of		\$59,934		
	Engineering Technician I	Palmdale, City of		\$63,474		
	Engineering Technician	Glendale, City of		\$58,104		
	Junior Engineer	Diamond Bar, City of		\$56,997		
	Engineering Technician	Norwalk, City of		\$51,326		
	Engineering Aide	Pasadena, City of		\$51,181		
	Engineering Technician	Long Beach, City of (*)		\$49,527		
	Engineering Drafting Technician	Pico Rivera, City of		\$48,252		
	Engineering Aide	Cerritos, City of (*)		\$54,213		
	Outsourced	Bellflower, City of		N/A		
	N/A	Carson, City of		N/A		
	N/A	El Monte, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Hawthorne, City of		N/A		
	Outsourced	Huntington Park, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Los Angeles, City of		N/A		
			Public Sector Rate:	<u><u>\$53,376</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Facilities Maintenance Technician			\$44,784	\$48,580	-\$3,796	-7.81%
	Facilities Maintenance Technician	Pomona, City of		\$48,824		
	Facility Repair Mechanic	Huntington Park, City of		\$48,185		
	Building & Equipment Maintenance Worker	LA County		\$46,653		
	Building Maintainer	Torrance, City of		\$48,147		
	Building Maintenance Leadworker	West Covina, City of		\$51,499		
	General Maintenance Specialist	Santa Clarita, City of		\$45,672		
	Facilities Maintenance Technician	Carson, City of		\$46,850		
	Skilled Trade Worker	Lakewood, City of (*)		\$46,022		
	Building Trades Technician	Monterey Park, City of		\$48,173		
	Building Maintenance Technician	Arcadia, City of (*)		\$43,353		
	Technician (Generic Class Title)	Pico Rivera, City of		\$50,946		
	Building Repairer	Glendale, City of		\$53,272		
	Facility Maintenance II	Norwalk, City of		\$50,157		
	General Maintenance Worker	South Gate, City of		\$45,012		
	Building Repairer I	Los Angeles, City of		\$45,043		
	Building Maintenance Technician	Cerritos, City of (*)		\$59,473		
	N/A	Bellflower, City of		N/A		
	N/A	Burbank, City of		N/A		
	N/A	Compton, City of		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	El Monte, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Pasadena, City of		N/A		
	N/A	Redondo Beach, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	Whittier, City of		N/A		
		Public Sector Rate:		\$48,580		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 0308

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%

Fleet Services Mechanic			\$44,784	\$46,541	-\$1,757	-3.77%
(Formerly Heavy Equipment Mechanic)						

Equipment Mechanic Leader	Huntington Park, City of	\$57,635
Mechanic, Senior	Torrance, City of	\$60,321
Vehicle Maintenance Mechanic	Santa Clarita, City of	\$58,278
Equipment Mechanic	Compton, City of	\$49,995
Heavy Equipment Mechanic	Pomona, City of	\$51,296
Senior Mechanic	Redondo Beach, City of	\$53,801
Equipment Mechanic II	Carson, City of	\$52,463
Heavy Equipment Mechanic	El Monte, City of	\$48,939
Senior Fleet Maintenance Technician	Burbank, City of	\$52,104
Power Equipment Mechanic	LA County	\$45,404
Fleet Mechanic II	Whittier, City of	\$44,799
Equipment Mechanic II	West Covina, City of	\$48,753
Fleet Technician I/II	Arcadia, City of (*)	\$44,735
Heavy Duty Equipment Mechanic	Los Angeles, City of	\$70,691
Heavy Equipment Mechanic	Glendale, City of	\$63,345
Master Mechanic	Pasadena, City of	\$58,666
Equipment Mechanic I	Hawthorne, City of	\$55,488
Mechanic	Norwalk, City of	\$55,155
Equipment Mechanic	South Gate, City of	\$50,850
Equipment Mechanic II	Pico Rivera, City of	\$49,554
Maintenance Mechanic II	Cerritos, City of (*)	\$55,461
N/A	Bellflower, City of	N/A
N/A	Diamond Bar, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Long Beach, City of (*)	N/A
N/A	Monterey Park, City of	N/A
N/A	Palmdale, City of	N/A
N/A	Santa Monica, City of (*)	N/A

Public Sector Rate: \$53,702

Automotive Mechanic
(17,890 EE's)

BLS - Bureau of Labor Statistics - LA Metro

Private Sector Rate: \$39,380

Prevailing Rate: \$46,541

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Fleet Services Technician			\$31,620	\$44,364	-\$12,744	-28.73%
(Formerly Fleet Service Worker)						
	Mechanic	Santa Monica, City of (*)		\$61,364		
	Equipment Mechanic	Huntington Park, City of		\$52,178		
	Equipment Mechanic	Pomona, City of		\$46,479		
	Fleet Maintenance Technician	Lakewood, City of (*)		\$48,321		
	Mechanic	Compton, City of		\$43,143		
	Fleet Services Technician	Burbank, City of		\$48,196		
	Equipment Mechanic	Gardena, City of (*)		\$47,080		
	Equipment Service Worker	El Monte, City of		\$42,160		
	Equipment Maintenance Worker	LA County		\$41,993		
	Equipment Service Worker	Redondo Beach, City of		\$43,224		
	Equipment Service Worker	Carson, City of		\$42,455		
	Fleet Technician III	Arcadia, City of (*)		\$44,735		
	Equipment Mechanic I	West Covina, City of		\$41,284		
	Equipment Attendant	Torrance, City of		\$37,599		
	Equipment Service Worker	Whittier, City of		\$35,267		
	Equipment Service Specialist	Monterey Park, City of		\$40,671		
	Technician (Generic Class Title)	Pico Rivera, City of		\$44,076		
	Equipment Service Worker	Norwalk, City of		\$43,599		
	Equipment Service Worker	Glendale, City of		\$43,007		
	Garage Attendant	Los Angeles, City of		\$42,050		
	Garage Attendant	Pasadena, City of		\$31,669		
	Maintenance Mechanic II	Cerritos, City of (*)		\$55,461		
	N/A	Bellflower, City of		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Santa Clarita, City of		N/A		
	N/A	South Gate, City of		N/A		
			Public Sector Rate:	<u><u>\$44,364</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Forensic Specialist			\$44,784	\$58,307	-\$13,523	-23.19%
	Crime Scene Investigator	Pomona, City of		\$59,499		
	Forensic Identification Specialist I	LA County		\$60,366		
	Police Identification Technician	Redondo Beach, City of		\$62,587		
	Police Forensic Specialist II	Whittier, City of		\$56,356		
	Forensic Specialist	Burbank, City of		\$57,844		
	Identification Analyst	Torrance, City of		\$57,200		
	Identification Technician	Santa Monica, City of (*)		\$51,087		
	Forensic Print Specialist I	Los Angeles, City of		\$61,520		
	N/A	Arcadia, City of (*)		N/A		
	County Function	Bellflower, City of		N/A		
	County Function	Carson, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	N/A	Compton, City of		N/A		
	County Function	Diamond Bar, City of		N/A		
	N/A	El Monte, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Glendale, City of		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Monterey Park, City of		N/A		
	N/A	Norwalk, City of		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Pasadena, City of		N/A		
	N/A	Pico Rivera, City of		N/A		
	County Function	Santa Clarita, City of		N/A		
	N/A	South Gate, City of		N/A		
	N/A	West Covina, City of		N/A		
		Public Sector Rate:		<u><u>\$58,307</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 BPPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Housing Inspector			\$43,044	\$58,269	-\$15,225	-26.13%
	Housing Rehabilitation Inspector	Compton, City of		\$53,577		
	Housing Enforcement Officer	El Monte, City of		\$51,702		
	Housing Inspector I	Pomona, City of		\$50,054		
	Housing Inspector	Los Angeles, City of		\$68,064		
	Housing Inspector	Hawthorne, City of		\$67,272		
	Property Maintenance Inspector	Norwalk, City of		\$59,381		
	Housing Technician	Glendale, City of		\$57,832		
	N/A	Arcadia, City of (*)		N/A		
	N/A	Bellflower, City of		N/A		
	N/A	Burbank, City of		N/A		
	Outsourced	Carson, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	LA County		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Monterey Park, City of		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Pasadena, City of		N/A		
	N/A	Pico Rivera, City of		N/A		
	N/A	Redondo Beach, City of		N/A		
	N/A	Santa Clarita, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	South Gate, City of		N/A		
	N/A	Torrance, City of		N/A		
	N/A	West Covina, City of		N/A		
	N/A	Whittier, City of		N/A		
		Public Sector Rate:		<u><u>\$58,269</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Library Support Clerk			\$28,056	\$36,828	-\$8,772	-23.82%
	Staff Assistant I, Library	LA County		\$40,701		
	Library Assistant I	Torrance, City of		\$42,175		
	Library Clerk	Redondo Beach, City of		\$38,351		
	Library Assistant I	Pomona, City of		\$35,419		
	Library Assistant I	Whittier, City of		\$33,714		
	Library Clerk	Monterey Park, City of		\$37,200		
	Library Clerk	Burbank, City of		\$34,817		
	Library Clerical Assistant	Los Angeles, City of		\$36,644		
	Staff Assistant I	Pasadena, City of		\$35,595		
	Library Clerk I	Palmdale, City of		\$33,661		
	N/A	Arcadia, City of (*)		N/A		
	County Function	Bellflower, City of		N/A		
	N/A	Carson, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	N/A	Compton, City of		N/A		
	County Function	Diamond Bar, City of		N/A		
	County Function	El Monte, City of		N/A		
	County Function	Gardena, City of (*)		N/A		
	N/A	Glendale, City of		N/A		
	N/A	Hawthorne, City of		N/A		
	County Function	Huntington Park, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Norwalk, City of		N/A		
	N/A	Pico Rivera, City of		N/A		
	County Function	Santa Clarita, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	South Gate, City of		N/A		
	County Function	West Covina, City of		N/A		
			Public Sector Rate:	<u><u>\$36,828</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Lifeguard			\$23,920	\$25,983	-\$2,063.14	-7.94%
	Pool Lifeguard	Santa Monica, City of (*)		\$39,370		
	Pool Lifeguard	LA County		\$29,744		
	Lifeguard	Torrance, City of		\$29,989		
	Lifeguard I/II	Lakewood, City of (*)		\$25,323		
	Lifeguard	Compton, City of		\$22,551		
	Lifeguard	Redondo Beach, City of		\$24,201		
	Lifeguard/Instructor	Gardena, City of (*)		\$26,743		
	Lifeguard	Burbank, City of		\$25,158		
	Lifeguard/Swim Instructor	Arcadia, City of (*)		\$24,464		
	Lifeguard	El Monte, City of (*)		\$18,757		
	Lifeguard I	Whittier, City of		\$18,062		
	Lifeguard	West Covina, City of		\$21,989		
	Lifeguard	Long Beach, City of (*)		\$35,425		
	Pool Lifeguard	Los Angeles, City of		\$29,151		
	Lifeguard/Instructor	Pico Rivera, City of		\$25,938		
	Lifeguard	Pasadena, City of		\$25,790		
	Lifeguard I	Glendale, City of		\$25,355		
	Lifeguard	South Gate, City of		\$21,892		
	Lifeguard I	Palmdale, City of		\$22,776		
	Lifeguard I	Bellflower, City of		\$21,580		
	Recreation Leader III (Lifeguard)	Cerritos, City of (*)		\$31,388		
	N/A	Carson, City of		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Monterey Park, City of		N/A		
	N/A	Norwalk, City of		N/A		
	N/A	Pomona, City of		N/A		
	N/A	Santa Clarita, City of		N/A		
			Public Sector Rate:	<u><u>\$25,983</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Office Assistant			\$25,152	\$34,800	-\$9,648	-27.72%
	Staff Assistant III	Santa Monica, City of (*)		\$48,972		
	Secretary	Torrance, City of		\$44,789		
	Administrative Clerk	Lakewood, City of (*)		\$40,671		
	Secretary	Burbank, City of		\$43,383		
	Administrative Clerk	Santa Clarita, City of		\$40,410		
	Administrative Assistant II	West Covina, City of		\$42,594		
	Administrative Clerk	El Monte, City of		\$35,628		
	Clerk Typist	Huntington Park, City of		\$36,110		
	Administrative Aide	LA County		\$35,727		
	Administrative Clerk	Pomona, City of		\$33,720		
	Office Specialist I	Redondo Beach, City of		\$34,601		
	Office Clerk	Carson, City of		\$33,983		
	Senior Clerk Typist	Monterey Park, City of		\$37,391		
	Office Assistant I	Compton, City of		\$28,573		
	Office Assistant	Arcadia, City of (*)		\$34,778		
	Office Specialist I	Whittier, City of		\$29,175		
	Secretary	Pico Rivera, City of		\$43,860		
	Office Services Assistant	Los Angeles, City of		\$38,146		
	Typist Clerk	South Gate, City of		\$36,024		
	Office Assistant I	Norwalk, City of		\$38,452		
	Staff Assistant I	Pasadena, City of		\$35,595		
	Office Assistant	Diamond Bar, City of		\$35,308		
	Office Assistant I	Palmdale, City of		\$33,661		
	Office Specialist I	Glendale, City of		\$33,594		
	Administrative Specialist I	Bellflower, City of		\$29,646		
	Secretary	Hawthorne, City of		\$52,536		
	N/A	Cerritos, City of (*)		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Long Beach, City of (*)		N/A		
		Public Sector Rate:		<u>\$37,589</u>		
	Secretary (37,870 EE's)	BLS - Bureau of Labor Statistics - LA Metro		\$32,010		
		Private Sector Rate:		<u>\$32,010</u>		
		Prevailing Rate:		<u>\$34,800</u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Park Maintenance Worker			\$35,274	\$39,513	-\$4,239	-10.73%
	Groundskeeper	Santa Monica, City of (*)		\$43,780		
	Maintenance Worker	Huntington Park, City of		\$45,392		
	Park Maintenance Worker	Lakewood, City of (*)		\$42,766		
	Groundskeeper I	Santa Clarita, City of		\$42,420		
	Parks Maintenance Worker	El Monte, City of		\$40,510		
	Park Caretaker	Redondo Beach, City of		\$42,388		
	Groundswoker I	Carson, City of		\$38,458		
	Parks Maintenance Worker I	Pomona, City of		\$35,419		
	Parks Maintenance Worker	Gardena, City of (*)		\$37,699		
	Parks Gardener/Caretaker	Compton, City of		\$30,913		
	Groundskeeper	Torrance, City of		\$35,231		
	Parks Maintenance Worker	Monterey Park, City of		\$38,716		
	Park Maintenance Worker I	Whittier, City of		\$33,217		
	Maintenance Worker I	West Covina, City of		\$38,101		
	Grounds Maintenance Worker I	LA County		\$30,888		
	Maintenance Worker II	Norwalk, City of		\$46,757		
	Gardener/Caretaker	Los Angeles, City of		\$40,152		
	Maintenance Worker I	Palmdale, City of		\$40,913		
	Laborer	Pasadena, City of		\$41,133		
	Parks Maintenance Worker II	Diamond Bar, City of		\$40,943		
	Maintenance Worker	Glendale, City of		\$39,360		
	Maintenance Worker	Pico Rivera, City of		\$37,644		
	Maintenance Worker	Bellflower, City of		\$32,586		
	Parks Grounds Maintenance Worker	South Gate, City of		\$28,662		
	Maintenance Worker I	Hawthorne, City of		\$51,498		
	Park Gardener II	Cerritos, City of (*)		\$51,798		
	Outsourced	Arcadia, City of (*)		N/A		
	N/A	Burbank, City of		N/A		
	N/A	Long Beach, City of (*)		N/A		
		Public Sector Rate:		<u>\$39,513</u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
	Police Records Assistant		\$31,302	\$41,521	-\$10,219	-24.61%
	Police Records Technician	Santa Monica, City of (*)		\$49,627		
	Police Records Specialist	Pomona, City of		\$42,399		
	Police Services Specialist	Redondo Beach, City of		\$44,628		
	Police Records Technician	Burbank, City of		\$44,800		
	Records Technician	El Monte, City of		\$39,132		
	Records Systems Clerk II	LA County		\$37,581		
	Police Services Assistant II	Whittier, City of		\$35,087		
	Police Records Clerk II	West Covina, City of		\$38,763		
	Police Clerk	Monterey Park, City of		\$37,594		
	Police Records Technician I/II	Arcadia, City of (*)		\$35,881		
	Police Records Clerk	Hawthorne, City of		\$50,574		
	Senior Clerk Typist	Los Angeles, City of		\$47,092		
	Police Records Specialist	South Gate, City of		\$42,126		
	Police Records Specialist	Glendale, City of		\$41,282		
	Clerk Typist III	Long Beach, City of (*)		\$36,252		
	N/A	Compton, City of		N/A		
	County Function	Bellflower, City of		N/A		
	County Function	Carson, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	County Function	Diamond Bar, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Norwalk, City of		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Pasadena, City of		N/A		
	N/A	Pico Rivera, City of		N/A		
	County Function	Santa Clarita, City of		N/A		
	N/A	Torrance, City of		N/A		
		Public Sector Rate:		<u>\$41,521</u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Property Officer			\$35,622	\$43,458	-\$7,836	-18.03%
	(+) Property Mgmt Specialist	Compton, City of		\$46,855		
	Property & Evidence Technician	Pomona, City of		\$42,100		
	Property & Evidence Technician	Whittier, City of		\$42,197		
	Evidence & Property Custodian II	LA County		\$39,336		
	Evidence Officer	Monterey Park, City of		\$42,452		
	Property Control Clerk	South Gate, City of		\$45,288		
	Property Officer	Los Angeles, City of		\$45,977		
	N/A	Arcadia, City of (*)		N/A		
	County Function	Bellflower, City of		N/A		
	N/A	Burbank, City of		N/A		
	County Function	Carson, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	County Function	Diamond Bar, City of		N/A		
	N/A	El Monte, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Glendale, City of		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
	No match	Long Beach, City of (*)		N/A		
	N/A	Norwalk, City of		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Pasadena, City of		N/A		
	N/A	Pico Rivera, City of		N/A		
	N/A	Redondo Beach, City of		N/A		
	County Function	Santa Clarita, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	Torrance, City of		N/A		
	N/A	West Covina, City of		N/A		
			Public Sector Rate:	<u><u>\$43,458</u></u>		

(+) Job is discernibly more complex and/or size sensitive / External Aged Midpoint adjusted -20%

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Public Safety Dispatcher			\$39,348	\$47,330	-\$7,982	-16.86%
	Communications Operator	Huntington Park, City of		\$55,935		
	Police Communications Operator	Torrance, City of		\$55,273		
	Emergency Services Dispatcher	Redondo Beach, City of		\$55,174		
	Communications Operator	Burbank, City of		\$51,463		
	Police Dispatcher	El Monte, City of		\$46,906		
	Communications Dispatcher	Monterey Park, City of		\$50,997		
	Police Dispatcher I	Whittier, City of		\$43,482		
	Police Dispatcher I	Pomona, City of		\$41,193		
	Public Safety Dispatcher	West Covina, City of		\$46,001		
	Dispatcher I/II	Arcadia, City of (*)		\$37,445		
	Dispatcher I	LA County		\$33,761		
	Police Service Representative I	Los Angeles, City of		\$52,338		
	Police Dispatcher	South Gate, City of		\$48,084		
	Dispatcher	Norwalk, City of		\$44,569		
	County Function	Bellflower, City of		N/A		
	County Function	Carson, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	N/A	Compton, City of		N/A		
	County Function	Diamond Bar, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Glendale, City of		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Pasadena, City of		N/A		
	N/A	Pico Rivera, City of		N/A		
	County Function	Santa Clarita, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
		Public Sector Rate:		<u>\$47,330</u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 BPPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Public Works Service Worker			\$35,274	\$40,312	-\$5,038	-12.50%
	Maintenance Worker II-Asphalt	Santa Monica, City of (*)		\$46,463		
	Public Works Journeyman	Burbank, City of		\$51,365		
	Street Maintenance Worker	Compton, City of		\$40,679		
	Maintenance Worker	Huntington Park, City of		\$45,392		
	Maintenance Worker II	Carson, City of		\$44,140		
	General Maintenance Worker	Santa Clarita, City of		\$42,420		
	Public Works Maintenance Worker	El Monte, City of		\$40,510		
	Maintenance Worker I	Redondo Beach, City of		\$40,379		
	Street Maintenance Worker	Gardena, City of (*)		\$38,638		
	Public Works Maintenance Worker I	Pomona, City of		\$35,419		
	Public Works Maintenance Worker	LA County		\$36,042		
	Maintenance Worker	Arcadia, City of (*)		\$39,281		
	Maintenance Worker	Monterey Park, City of		\$38,716		
	Laborer, Semi-Skilled	Torrance, City of		\$35,231		
	Street Maintenance Worker I	Whittier, City of		\$33,515		
	Maintenance Worker I	West Covina, City of		\$38,101		
	Maintenance Worker I	Hawthorne, City of		\$51,498		
	Street Maintenance Worker	South Gate, City of		\$44,892		
	Street Service Worker I	Los Angeles, City of		\$42,361		
	Maintenance Worker I	Palmdale, City of		\$40,913		
	PW Maintenance Worker I	Pasadena, City of		\$40,203		
	Maintenance Worker	Glendale, City of		\$38,804		
	Maintenance Worker	Pico Rivera, City of		\$37,644		
	Maintenance Worker I	Norwalk, City of		\$38,452		
	Maintenance Assistant III	Long Beach, City of (*)		\$34,478		
	Maintenance Worker	Bellflower, City of		\$32,586		
	N/A	Cerritos, City of (*)		N/A		
	Outsourced	Diamond Bar, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
		Public Sector Rate:		\$40,312		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

City of Inglewood
 FY 2009 Base Pay Salary Survey

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%

(Formerly Purchasing Clerk)

Purchasing Specialist I	Carson, City of	\$45,681
Purchasing Assistant	West Covina, City of	\$46,457
Stores/Purchasing Clerk	Whittier, City of	\$39,949
Purchasing Clerk	El Monte, City of	\$37,618
Procurement Aide	Los Angeles, City of	\$52,005
Purchasing Assistant	Pasadena, City of	\$44,140
Purchasing Assistant	Norwalk, City of	\$41,908
N/A	Arcadia, City of (*)	N/A
N/A	Bellflower, City of	N/A
N/A	Burbank, City of	N/A
N/A	Cerritos, City of (*)	N/A
N/A	Compton, City of	N/A
N/A	Diamond Bar, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Glendale, City of	N/A
N/A	Hawthorne, City of	N/A
N/A	Huntington Park, City of	N/A
N/A	LA County	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Long Beach, City of (*)	N/A
N/A	Monterey Park, City of	N/A
N/A	Palmdale, City of	N/A
N/A	Pico Rivera, City of	N/A
N/A	Pomona, City of	N/A
N/A	Redondo Beach, City of	N/A
N/A	Santa Clarita, City of	N/A
N/A	Santa Monica, City of (*)	N/A
N/A	South Gate, City of	N/A
N/A	Torrance, City of	N/A

Public Sector Rate: \$43,966

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Recreation Aide			\$18,314	\$20,892	-\$2,577.81	-12.34%
	Recreation Aide	Compton, City of		\$24,066		
	Recreation Assistant	Torrance, City of		\$19,138		
	Recreation Aide	Redondo Beach, City of		\$18,429		
	Activity Leader I/II	Arcadia, City of (*)		\$20,903		
	Recreation Specialist I	Whittier, City of		\$17,761		
	Recreation Assistant	West Covina, City of		\$18,019		
	Community Services Coordinator	Diamond Bar, City of		\$38,831		
	Recreation Leader I	Norwalk, City of		\$22,432		
	Recreation Aide	Pico Rivera, City of		\$20,779		
	Recreation Attendant	Glendale, City of		\$20,053		
	Recreation Leader I	Pasadena, City of		\$19,397		
	Recreation Aide	Los Angeles, City of		\$18,123		
	Recreation Leader I	South Gate, City of		\$17,285		
	Program Aide	Palmdale, City of		\$17,275		
	N/A	Bellflower, City of		N/A		
	N/A	Burbank, City of		N/A		
	N/A	Carson, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	N/A	El Monte, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	LA County		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Monterey Park, City of		N/A		
	N/A	Pomona, City of		N/A		
	N/A	Santa Clarita, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
		Public Sector Rate:		<u><u>\$20,892</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 BPPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Recreation Leader I			\$20,436	\$26,022	-\$5,586	-21.47%
	Recreation Services Leader	LA County		\$48,173		
	Recreation Leader	Compton, City of		\$36,161		
	Recreation Leader	Burbank, City of		\$38,289		
	Recreation Leader, Senior	Torrance, City of		\$26,867		
	Recreation Leader	Huntington Park, City of		\$26,005		
	Recreation Leader I	Redondo Beach, City of		\$21,320		
	Recreation Specialist II	Whittier, City of		\$21,323		
	Activity Leader I/II	Arcadia, City of (*)		\$20,903		
	Recreation Leader	West Covina, City of		\$19,620		
	Community Services Leader II	Diamond Bar, City of		\$26,570		
	Recreation Leader II	Norwalk, City of		\$25,395		
	Program Leader II	Palmdale, City of		\$25,118		
	Recreation Leader/Specialist	Long Beach, City of (*)		\$24,938		
	Recreation Leader II	Glendale, City of		\$24,605		
	Recreation Leader II	Bellflower, City of		\$21,580		
	Recreation Leader I	Pico Rivera, City of		\$21,185		
	Recreation Leader II	Pasadena, City of		\$21,328		
	Recreation Leader II	South Gate, City of		\$19,011		
	N/A	Carson, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	N/A	El Monte, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Los Angeles, City of		N/A		
	N/A	Monterey Park, City of		N/A		
	N/A	Pomona, City of		N/A		
	N/A	Santa Clarita, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
		Public Sector Rate:		<u><u>\$26,022</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Reprographics Operator			\$30,684	\$36,566	-\$5,882	-16.09%
	Reprographics Specialist II	Santa Monica, City of (*)		\$48,248		
	Graphics Technician I	Lakewood, City of (*)		\$43,767		
	Offset Press Operator	Carson, City of		\$43,058		
	Printing Duplication Specialist	Redondo Beach, City of		\$40,966		
	Reprographics Equipment Operator	Torrance, City of		\$40,473		
	Printing & Duplicating Technician	Compton, City of		\$33,434		
	Duplicating Machine Operator	Burbank, City of		\$39,089		
	Printer I	LA County		\$34,837		
	Reprographics Technician I	Pomona, City of		\$33,720		
	Reprographics Technician	West Covina, City of		\$38,351		
	Duplicating Machine Operator	Glendale, City of		\$43,149		
	Reprographic Operator I	Los Angeles, City of		\$39,926		
	Duplicating Equipment Operator	Pico Rivera, City of		\$39,708		
	Duplicating Machine Operator	Pasadena, City of		\$40,906		
	Offset Press Operator I	Long Beach, City of (*)		\$37,105		
	N/A	Arcadia, City of (*)		N/A		
	N/A	Bellflower, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	El Monte, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Monterey Park, City of		N/A		
	N/A	Norwalk, City of		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Santa Clarita, City of		N/A		
	N/A	South Gate, City of		N/A		
	N/A	Whittier, City of		N/A		
		Public Sector Rate:		<u><u>\$39,782</u></u>		
	Printing Press Operator (8,460 EE's)	BLS - Bureau of Labor Statistics - LA Metro		<u><u>\$33,350</u></u>		
		Private Sector Rate:		<u><u>\$33,350</u></u>		
		Prevailing Rate:		<u><u>\$36,566</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Senior Account Clerk			\$36,708	\$45,005	-\$8,297	-18.44%
	Accounting Technician	El Monte, City of		\$46,671		
	General Accounting Specialist	Santa Clarita, City of		\$47,952		
	Accounting Technician	Compton, City of		\$41,883		
	Account Clerk, Senior	Torrance, City of		\$47,545		
	Senior Account Clerk I	Carson, City of		\$45,681		
	Senior Account Clerk	Lakewood, City of (*)		\$42,766		
	Senior Account Clerk	Redondo Beach, City of		\$42,987		
	Financial Assistant II	Huntington Park, City of		\$41,091		
	Senior Account Clerk	Gardena, City of (*)		\$41,612		
	Senior Account Clerk	Monterey Park, City of		\$44,505		
	Accounting Technician II	Pomona, City of		\$38,148		
	Accounting Specialist II	Whittier, City of		\$36,155		
	Senior Account Clerk	West Covina, City of		\$40,972		
	Account Clerk II	LA County		\$35,708		
	Account Clerk III	Norwalk, City of		\$59,748		
	Senior Accounting Technician	Glendale, City of		\$52,913		
	Sr Account Clerk	South Gate, City of		\$48,030		
	Accounting Clerk II	Los Angeles, City of		\$49,699		
	Sr Account Clerk	Palmdale, City of		\$47,365		
	Account Clerk II	Pico Rivera, City of		\$41,898		
	Accounting Technician II	Bellflower, City of		\$41,340		
	Senior Account Clerk	Diamond Bar, City of		\$42,785		
	Senior Account Clerk	Hawthorne, City of		\$57,672		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	Arcadia, City of (*)		N/A		
	N/A	Burbank, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Pasadena, City of		N/A		
		Public Sector Rate:		<u><u>\$45,005</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	.BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	.	%
Special Enforcement Officer			\$31,932	\$39,881	-\$7,949	-19.93%
	Parking Enforcement Officer	Huntington Park, City of		\$43,186		
	Parking Control Officer	Burbank, City of		\$42,615		
	Parking Enforcement Officer	Whittier, City of		\$35,794		
	Parking Enforcement Officer	Pomona, City of		\$34,549		
	Parking Control Officer	LA County		\$35,609		
	Community Service Officer	Monterey Park, City of		\$38,741		
	Parking Enforcement Officer	West Covina, City of		\$37,752		
	Traffic Officer I	Los Angeles, City of		\$45,043		
	Parking Control Officer	Norwalk, City of		\$44,569		
	Parking Enforcement Representative	Pasadena, City of		\$41,285		
	Parking Enforcement Officer	Pico Rivera, City of		\$39,546		
	N/A	Arcadia, City of (*)		N/A		
	N/A	Bellflower, City of		N/A		
	N/A	Carson, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	N/A	Compton, City of		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	El Monte, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Glendale, City of		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Redondo Beach, City of		N/A		
	N/A	Santa Clarita, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	South Gate, City of		N/A		
	N/A	Torrance, City of		N/A		
		Public Sector Rate:		<u><u>\$39,881</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Storekeeper			\$35,988	\$42,013	-\$6,025	-14.34%
	Storekeeper	Huntington Park, City of		\$42,759		
	Materials Clerk	Santa Clarita, City of		\$42,420		
	Storekeeper	El Monte, City of		\$40,151		
	Storekeeper	Torrance, City of		\$41,205		
	Storekeeper	Burbank, City of		\$43,340		
	Storekeeper	Carson, City of		\$41,411		
	Storekeeper	Pomona, City of		\$38,148		
	Storekeeper	Compton, City of		\$34,095		
	Storekeeper	West Covina, City of		\$42,214		
	Storehouse Worker	LA County		\$34,837		
	Warehouse Worker	Whittier, City of		\$33,546		
	Storekeeper I	Los Angeles, City of		\$45,977		
	Storekeeper	Pasadena, City of		\$46,401		
	Storekeeper	Glendale, City of		\$45,664		
	Storekeeper	Norwalk, City of		\$44,552		
	Warehouse Clerk	Hawthorne, City of		\$55,488		
	N/A	South Gate, City of		N/A		
	N/A	Arcadia, City of (*)		N/A		
	N/A	Bellflower, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Monterey Park, City of		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Pico Rivera, City of		N/A		
	N/A	Redondo Beach, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
		Public Sector Rate:		<u><u>\$42,013</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Street Sweeper Operator			\$43,044	\$47,778	-\$4,734	-9.91%
	Motor Sweeper Operator	Burbank, City of		\$51,733		
	Power Sweeper Operator	LA County		\$48,884		
	Equipment Operator, Heavy	Torrance, City of		\$47,534		
	Street Sweeper Operator	Pomona, City of		\$44,238		
	Equipment Operator	Redondo Beach, City of		\$47,424		
	Street Maintenance Worker	Santa Clarita, City of		\$45,672		
	Street Sweeper Operator	Compton, City of		\$39,112		
	Street Sweeper Operator	Gardena, City of (*)		\$44,806		
	Motor Sweeper Operator	Whittier, City of		\$40,955		
	Equipment Operator	Arcadia, City of (*)		\$44,432		
	Street Sweeper Operator	Palmdale, City of		\$57,573		
	Motor Sweeper Operator	Los Angeles, City of		\$55,963		
	Equipment Operator - Sweep	South Gate, City of		\$52,188		
	Motor Sweeper Operator	Glendale, City of		\$52,895		
	Motor Sweeper Operator	Long Beach, City of (*)		\$43,266		
	Outsourced	Bellflower, City of		N/A		
	N/A	Carson, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	Outsourced	Diamond Bar, City of		N/A		
	Outsourced	El Monte, City of		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
	Outsourced	Monterey Park, City of		N/A		
	N/A	Norwalk, City of		N/A		
	N/A	Pasadena, City of		N/A		
	N/A	Pico Rivera, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	Outsourced	West Covina, City of		N/A		
			Public Sector Rate:	<u>\$47,778</u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Technical Support Specialist I			\$39,348	\$56,405	-\$17,057	-30.24%

Information Technology Specialist	Torrance, City of	\$63,249
Information Technology Specialist	Santa Clarita, City of	\$59,712
Computer Systems Support Tech	Carson, City of	\$59,077
Information Systems Technician	Whittier, City of	\$54,424
Info Systems Analyst I	Burbank, City of	\$53,832
Information Systems Specialist	El Monte, City of	\$46,906
Info Systems Analyst	Compton, City of	\$42,301
Computer Support Technician	Redondo Beach, City of	\$48,447
Computer Services Technician	West Covina, City of	\$51,174
Information Systems Specialist	Hawthorne, City of	\$67,272
Desktop Support Technician	Diamond Bar, City of	\$65,788
Information Systems Specialist	Los Angeles, City of	\$63,623
IS Specialist	South Gate, City of	\$59,562
Technical Staff Assistant	Glendale, City of	\$60,459
Technical Specialist	Pasadena, City of	\$44,205
Info Technician	Cerritos, City of (*)	\$62,450
N/A	Arcadia, City of (*)	N/A
Outsourced	Bellflower, City of	N/A
N/A	Gardena, City of (*)	N/A
Outsourced	Huntington Park, City of	N/A
N/A	LA County	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Long Beach, City of (*)	N/A
N/A	Monterey Park, City of	N/A
N/A	Norwalk, City of	N/A
N/A	Palmdale, City of	N/A
N/A	Pico Rivera, City of	N/A
Outsourced	Pomona, City of	N/A
N/A	Santa Monica, City of (*)	N/A

Public Sector Rate: \$56,405

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Traffic Control Worker			\$41,364	\$46,213	-\$4,849	-10.49%
	Traffic Control Journeyman	Burbank, City of		\$49,905		
	Traffic Painter	Redondo Beach, City of		\$48,235		
	Traffic Painter	Torrance, City of		\$45,338		
	Traffic Painter	Compton, City of		\$35,462		
	Sign Painter	West Covina, City of		\$44,678		
	Traffic Painter & Sign Poster	LA County		\$39,824		
	Paint/Sign Technician I	Pomona, City of		\$37,222		
	Street Light & Signal Repairer	Pasadena, City of		\$67,784		
	Traffic Painter	Glendale, City of		\$47,549		
	Traffic Painter/Sign Poster I	Los Angeles, City of		\$46,137		
	N/A	Arcadia, City of (*)		N/A		
	N/A	Bellflower, City of		N/A		
	N/A	Carson, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	Outsourced	Diamond Bar, City of		N/A		
	N/A	El Monte, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Monterey Park, City of		N/A		
	N/A	Norwalk, City of		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Pico Rivera, City of		N/A		
	N/A	Santa Clarita, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	South Gate, City of		N/A		
	N/A	Whittier, City of		N/A		
		Public Sector Rate:		<u><u>\$46,213</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Traffic Signal & Lighting Technician			\$35,274	\$57,513	-\$22,239	-38.67%

Electrician, Traffic & Lighting	Compton, City of	\$57,420
Traffic Signal Associate	Burbank, City of	\$64,915
Signal/Lighting Technician	Pomona, City of	\$53,897
Traffic Signal Technician	El Monte, City of	\$52,752
Senior Signal Install Worker	LA County	\$46,319
Traffic Signal Electrician	Los Angeles, City of	\$65,163
Traffic Signal Technician I	Palmdale, City of	\$63,474
Street Light & Signal Technician	Pasadena, City of	\$57,920
Traffic Signal Technician I	Norwalk, City of	\$55,758
N/A	Arcadia, City of (*)	N/A
N/A	Bellflower, City of	N/A
N/A	Carson, City of	N/A
N/A	Cerritos, City of (*)	N/A
Outsourced	Diamond Bar, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Glendale, City of	N/A
N/A	Hawthorne, City of	N/A
N/A	Huntington Park, City of	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Long Beach, City of (*)	N/A
N/A	Monterey Park, City of	N/A
N/A	Pico Rivera, City of	N/A
N/A	Redondo Beach, City of	N/A
N/A	Santa Clarita, City of	N/A
N/A	Santa Monica, City of (*)	N/A
N/A	South Gate, City of	N/A
N/A	Torrance, City of	N/A
N/A	West Covina, City of	N/A
N/A	Whittier, City of	N/A

Public Sector Rate: \$57,513

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Tree Trimmer			\$37,074	\$44,640	-\$7,566	-16.95%
	Tree Trimmer	Santa Monica, City of (*)		\$49,358		
	Tree Trimmer II	Lakewood, City of (*)		\$48,321		
	Groundskeeper II	Santa Clarita, City of		\$45,672		
	Senior Tree Trimmer	Gardena, City of (*)		\$43,716		
	Tree Trimmer	Burbank, City of		\$45,795		
	Tree Trimmer	Torrance, City of		\$43,605		
	Tree Trimmer	Compton, City of		\$36,161		
	Tree Trimmer	LA County		\$40,213		
	Tree Trimmer I	Pomona, City of		\$38,148		
	Tree Trimmer I	Carson, City of		\$38,458		
	Tree Trimmer - Climber I	Whittier, City of		\$34,913		
	Sr Grounds Maintenance Worker	South Gate, City of		\$48,000		
	Tree Trimmer	Glendale, City of		\$50,392		
	Tree Surgeon	Los Angeles, City of		\$48,605		
	Tree Trimmer I	Norwalk, City of		\$49,181		
	Tree Trimmer I	Long Beach, City of (*)		\$38,063		
	Tree Trimmer	Hawthorne, City of		\$57,672		
	Tree Trimmer I	Cerritos, City of (*)		\$47,256		
	Outsourced	Arcadia, City of (*)		N/A		
	N/A	Bellflower, City of		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	El Monte, City of		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Monterey Park, City of		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Pasadena, City of		N/A		
	N/A	Pico Rivera, City of		N/A		
	N/A	Redondo Beach, City of		N/A		
	N/A	West Covina, City of		N/A		
		Public Sector Rate:		<u><u>\$44,640</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Water Meter Service Worker			\$35,274	\$44,851	-\$9,577	-21.35%
	Consumer Services Representative	Monterey Park, City of		\$65,836		
	Water Meter Reader	Santa Monica, City of (*)		\$45,789		
	Meter Technician	Pomona, City of		\$43,166		
	Water Meter Reader	El Monte, City of		\$41,542		
	Meter Reader II	Compton, City of		\$37,608		
	Meter Reader/Installer	Whittier, City of		\$35,975		
	Water Meter Reader I	South Gate, City of		\$42,042		
	Meter Reader	Glendale, City of		\$43,507		
	Water Service Worker I	Norwalk, City of		\$43,599		
	Water Meter Reader	Cerritos, City of (*)		\$49,446		
	Outsourced	Arcadia, City of (*)		N/A		
	N/A	Bellflower, City of		N/A		
	N/A	Burbank, City of		N/A		
	N/A	Carson, City of		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	LA County		N/A		
	N/A	Lakewood, City of (*)		N/A		
	Outsourced	Long Beach, City of (*)		N/A		
	N/A	Los Angeles, City of		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Pasadena, City of		N/A		
	N/A	Pico Rivera, City of		N/A		
	N/A	Redondo Beach, City of		N/A		
	N/A	Santa Clarita, City of		N/A		
	N/A	Torrance, City of		N/A		
	Outsourced	West Covina, City of		N/A		
		Public Sector Rate:		<u><u>\$44,851</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 RSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
	Water Treatment Plant Operator		\$42,072	\$56,033	-\$13,961	-24.92%
	Water Production/Treatment Operator	Santa Monica, City of (*)		\$65,994		
	Water Quality Control Technician I	Pomona, City of		\$55,255		
	Water Service Worker II	Compton, City of		\$44,872		
	Pump Station Operator	Lakewood, City of (*)		\$48,321		
	Water Treatment Plant Operator I	Whittier, City of		\$40,346		
	W/WW Treatment Plant Operator I	Los Angeles, City of		\$68,847		
	Water Quality Specialist	Glendale, City of		\$69,371		
	Water Systems Operator	Pasadena, City of		\$57,033		
	Water Distribution Operator	South Gate, City of		\$50,820		
	Production/Distribution Maint Operator	Cerritos, City of (*)		\$59,473		
	N/A	Arcadia, City of (*)		N/A		
	N/A	Bellflower, City of		N/A		
	N/A	Burbank, City of		N/A		
	N/A	Carson, City of		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	El Monte, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Hawthorne, City of		N/A		
	Outsourced	Huntington Park, City of		N/A		
	N/A	LA County		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Monterey Park, City of		N/A		
	N/A	Norwalk, City of		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Pico Rivera, City of		N/A		
	N/A	Redondo Beach, City of		N/A		
	N/A	Santa Clarita, City of		N/A		
	N/A	Torrance, City of		N/A		
	N/A	West Covina, City of		N/A		
			Local Area Rate:	<u><u>\$56,033</u></u>		
			Statewide Rate:	<u><u>N/A</u></u>		
			Prevailing Rate:	<u><u>#VALUE!</u></u>		
	Water Treatment Plant Operator (39 responses)	American Water Works Association (CA)		N/A		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Account Clerk			\$31,932	\$37,759	-\$5,827	-15.43%
	Fiscal Staff Assistant II	Santa Monica, City of (*)		\$49,827		
	Account Clerk	Carson, City of		\$45,234		
	Account Clerk	Ei Monte, City of		\$40,151		
	Account Clerk	Torrance, City of		\$41,678		
	Account Clerk	Santa Clarita, City of		\$41,412		
	Account Clerk	Burbank, City of		\$41,469		
	Account Clerk I	Huntington Park, City of		\$37,945		
	Account Clerk	Redondo Beach, City of		\$38,351		
	Account Clerk	Compton, City of		\$33,771		
	Accounting Technician I	Pomona, City of		\$34,549		
	Account Clerk	Monterey Park, City of		\$37,200		
	Account Clerk	West Covina, City of		\$37,864		
	Accounting Specialist I	Whittier, City of		\$32,882		
	Accounting Technician I	Arcadia, City of (*)		\$34,778		
	Account Clerk I	LA County		\$30,820		
	Account Clerk	Gardena, City of (*)		\$31,714		
	Administrative Clerk II	Hawthorne, City of		\$50,574		
	Account Clerk	Cerritos, City of (*)		\$48,379		
	Accounting Technician I	Bellflower, City of		\$35,771		
	Account Clerk I	Pico Rivera, City of		\$37,302		
	Account Clerk II	Diamond Bar, City of		\$38,831		
	Account Clerk I	Palmdale, City of		\$38,967		
	Account Clerk II	Norwalk, City of		\$43,572		
	Intermediate Account Clerk	South Gate, City of		\$42,828		
	Accounting Technician	Glendale, City of		\$48,080		
	Accounting Clerk I	Los Angeles, City of		\$52,176		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Pasadena, City of		N/A		
		Public Sector Rate:		<u>\$40,228</u>		
	Accounting Clerk (58,620 EE's)	BLS - Bureau of Labor Statistics - LA Metro		<u>\$35,290</u>		
		Private Sector Rate:		<u>\$35,290</u>		
		Prevailing Rate:		<u>\$37,759</u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**MANAGEMENT – PROFESSIONAL
BENCHMARK CLASSIFICATIONS**

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Accountant			\$52,260	\$59,720	-\$7,460	-12.49%
Accountant		Santa Monica, City of (*)		\$65,857		
Accountant		Santa Clarita, City of		\$65,832		
Accountant		El Monte, City of		\$59,915		
Accountant II		Carson, City of		\$63,863		
Accountant		Huntington Park, City of		\$59,971		
Accountant		Torrance, City of		\$60,698		
Accountant		Burbank, City of		\$58,796		
Accountant		Redondo Beach, City of		\$56,129		
Accountant		West Covina, City of		\$57,452		
Accountant		Monterey Park, City of		\$52,242		
Accountant I		LA County		\$45,015		
Accountant		South Gate, City of		\$67,818		
Accountant		Pasadena, City of		\$63,743		
Accountant		Bellflower, City of		\$57,336		
Accountant I		Norwalk, City of		\$58,281		
Accountant I		Glendale, City of		\$57,832		
Accountant II		Pico Rivera, City of		\$53,850		
Accountant II		Long Beach, City of (*)		\$54,155		
Accountant I		Los Angeles, City of		\$52,005		
Accountant II		Diamond Bar, City of		\$51,706		
Accountant		Cerritos, City of (*)		\$74,225		
Accountant		Hawthorne, City of		\$77,112		
N/A		Arcadia, City of (*)		N/A		
N/A		Compton, City of		N/A		
N/A		Gardena, City of (*)		N/A		
N/A		Lakewood, City of (*)		N/A		
N/A		Palmdale, City of		N/A		
N/A		Pomona, City of		N/A		
N/A		Whittier, City of		N/A		
		Public Sector Rate:		<u>\$59,720</u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Administrative Analyst			\$52,260	\$61,695	-\$9,435	-15.29%
	Analyst CAO	LA County		\$71,589		
	Staff Analyst	Huntington Park, City of		\$66,911		
	Administrative Analyst	Santa Monica, City of (*)		\$65,857		
	Administrative Analyst	Redondo Beach, City of		\$65,857		
	Administrative Analyst	Carson, City of		\$68,519		
	Administrative Analyst II	Compton, City of		\$58,569		
	Management Analyst	Pomona, City of		\$59,499		
	Management Analyst	El Monte, City of		\$58,506		
	Administrative Analyst	Torrance, City of		\$61,775		
	Administrative Analyst	Santa Clarita, City of		\$61,194		
	Management Analyst	Arcadia, City of (*)		\$63,606		
	Management Analyst I	Whittier, City of		\$58,517		
	Administrative Analyst	Gardena, City of (*)		\$51,931		
	Management Analyst I	West Covina, City of		\$56,016		
	Administrative Analyst I	Burbank, City of		\$51,636		
	Administrative Analyst	Glendale, City of		\$71,237		
	Administrative Analyst	South Gate, City of		\$64,326		
	Management Analyst	Pico Rivera, City of		\$63,402		
	Administrative Analyst I	Palmdale, City of		\$63,474		
	Administrative Analyst I	Los Angeles, City of		\$60,233		
	Management Assistant II	Norwalk, City of		\$60,731		
	Administrative Analyst I	Long Beach, City of (*)		\$56,702		
	Management Analyst I	Pasadena, City of		\$56,073		
	Management Analyst	Diamond Bar, City of		\$55,639		
	Administrative Analyst	Hawthorne, City of		\$71,298		
	Management Analyst	Cerritos, City of (*)		\$60,965		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Bellflower, City of		N/A		
	N/A	Monterey Park, City of		N/A		
			Public Sector Rate:	<u><u>\$61,695</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Assistant Engineer			\$60,072	\$66,391	-\$6,319	-9.52%
	Civil Engineer Assistant	Santa Monica, City of (*)		\$70,793		
	Civil Engineer Assistant	Burbank, City of		\$72,002		
	Engineering Assistant	Pomona, City of		\$67,319		
	Assistant Engineer	Santa Clarita, City of		\$70,830		
	Civil Engineering Assistant	Carson, City of		\$71,994		
	Assistant Engineer	Torrance, City of		\$71,021		
	Assistant Civil Engineer	Redondo Beach, City of		\$63,692		
	Civil Engineering Assistant	LA County		\$63,574		
	Engineering Associate	El Monte, City of		\$59,631		
	Civil Engineer, Assistant	Compton, City of		\$55,742		
	Civil Engineer Assistant	Whittier, City of		\$61,647		
	Assistant Engineer	Arcadia, City of (*)		\$64,442		
	Assistant Engineer	Gardena, City of (*)		\$57,362		
	Civil Engineer Assistant	Monterey Park, City of		\$60,004		
	Civil Engineer Assistant	West Covina, City of		\$61,476		
	Civil Engineer I	Glendale, City of		\$82,812		
	Assistant Engineer	Pasadena, City of		\$75,803		
	Assistant Engineer	South Gate, City of		\$68,250		
	Civil Engineer Associate I	Los Angeles, City of		\$71,218		
	Assistant Engineer	Norwalk, City of		\$67,046		
	Assistant Engineer	Pico Rivera, City of		\$64,884		
	Assistant Engineer	Diamond Bar, City of		\$64,571		
	Assistant Engineer I	Palmdale, City of		\$63,474		
	Civil Engineer Assistant	Long Beach, City of (*)		\$58,889		
	Assistant Engineer	Hawthorne, City of		\$71,298		
	N/A	Cerritos, City of (*)		N/A		
	Outsourced	Bellflower, City of		N/A		
	Outsourced	Huntington Park, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
			Public Sector Rate:	\$66,391		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Assistant Finance Director			\$92,148	\$104,561	-\$12,413	-11.87%
	Assistant Finance Director	Torrance, City of		\$136,464		
	Deputy Financial Svc Director	Burbank, City of		\$121,020		
	Assistant Finance Director	Pomona, City of		\$110,333		
	Finance Officer	Carson, City of		\$117,955		
	City Controller, Deputy	Compton, City of		\$82,973		
	Assistant Finance Director	El Monte, City of		\$85,092		
	Accounting Manager	Monterey Park, City of		\$82,432		
	Asst Director - Finance	Glendale, City of		\$129,051		
	Deputy Finance Director	Pasadena, City of		\$127,606		
	Asst Director of Finance	Palmdale, City of		\$108,527		
	Deputy Director (Generic Class Title)	Pico Rivera, City of		\$101,244		
	Controller/Deputy Treasurer	Norwalk, City of		\$92,308		
	Assistant Director of Finance	Bellflower, City of		\$80,376		
	Assistant Director of Finance	Hawthorne, City of		\$106,944		
	Accounting Supervisor (Mgr Level)	Cerritos, City of (*)		\$86,093		
	N/A	Arcadia, City of (*)		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Redondo Beach, City of		N/A		
	N/A	Santa Clarita, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	South Gate, City of		N/A		
	N/A	West Covina, City of		N/A		
	N/A	Whittier, City of		N/A		
			Public Sector Rate:	\$104,561		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPDC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Assistant Planner			\$45,918	\$60,270	-\$14,352	-23.81%
	Planner, Assistant	Compton, City of		\$66,350		
	Assistant Planner	Santa Monica, City of (*)		\$68,927		
	Assistant Planner	Redondo Beach, City of		\$63,692		
	Assistant Planner	Burbank, City of		\$64,507		
	Assistant Planner	El Monte, City of		\$58,086		
	Assistant Planner	Huntington Park, City of		\$59,971		
	Regional Planning Assistant II	LA County		\$61,417		
	Assistant Planner	Pomona, City of		\$58,056		
	Assistant Planner	Carson, City of		\$62,054		
	Assistant Planner	Lakewood, City of (*)		\$60,484		
	Planning Assistant	Torrance, City of		\$59,622		
	Assistant Planner	Whittier, City of		\$58,945		
	Assistant Planner I	Santa Clarita, City of		\$56,856		
	Assistant Planner	Monterey Park, City of		\$55,245		
	Planning Assistant	West Covina, City of		\$56,179		
	Assistant Planner	Arcadia, City of (*)		\$54,219		
	(+) Planning Associate	Glendale, City of		\$55,496		
	Assistant Planner	Pasadena, City of		\$68,528		
	Planning Assistant	Los Angeles, City of		\$65,778		
	Assistant Planner I	Palmdale, City of		\$60,455		
	Assistant Planner	Norwalk, City of		\$60,681		
	Assistant Planner	Pico Rivera, City of		\$58,590		
	Assistant Planner	Diamond Bar, City of		\$55,839		
	Assistant Planner	Bellflower, City of		\$49,710		
	Planning Assistant	Hawthorne, City of		\$67,272		
	N/A	Cerritos, City of (*)		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	South Gate, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
			Public Sector Rate:	<u><u>\$60,270</u></u>		

(+) Job is discernibly more complex and/or size sensitive / External Aged Midpoint adjusted -20%

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%

Assistant to City Manager	Torrance, City of	\$123,108
Assistant to City Manager	Santa Clarita, City of	\$109,884
Assistant to the City Manager	Huntington Park, City of	\$91,087
Assistant to the City Manager	Burbank, City of	\$92,834
Assistant to City Manager	Pomona, City of	\$86,185
Assistant to City Manager	Redondo Beach, City of	\$90,081
Assistant to the City Manager	Carson, City of	\$90,810
Special Asst to City Manager	Compton, City of	\$68,004
Assistant to the City Manager	Glendale, City of	\$108,063
Assistant to City Manager	Pico Rivera, City of	\$103,692
Assistant to City Manager	Palmdale, City of	\$93,658
Assistant to the City Manager	Pasadena, City of	\$93,330
Assistant to City Manager	South Gate, City of	\$85,632
Assistant to the City Manager	Diamond Bar, City of	\$78,922
N/A	Arcadia, City of (*)	N/A
N/A	Bellflower, City of	N/A
N/A	Cerritos, City of (*)	N/A
N/A	El Monte, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Hawthorne, City of	N/A
N/A	LA County	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Long Beach, City of (*)	N/A
N/A	Los Angeles, City of	N/A
N/A	Monterey Park, City of	N/A
N/A	Norwalk, City of	N/A
N/A	Santa Monica, City of (*)	N/A
N/A	West Covina, City of	N/A
N/A	Whittier, City of	N/A

Public Sector Rate: \$93,949

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Associate Engineer			\$65,052	\$78,054	-\$13,002	-16.66%
	Associate Engineer	Torrance, City of		\$90,697		
	Associate Civil Engineer	LA County		\$86,749		
	Civil Engineer Associate	Santa Monica, City of (*)		\$81,669		
	Civil Engineer Associate	Burbank, City of		\$83,900		
	Associate Civil Engineer	Redondo Beach, City of		\$80,820		
	Associate Engineer	Santa Clarita, City of		\$80,016		
	Engineering Associate	Pomona, City of		\$74,298		
	Associate Civil Engineer	Carson, City of		\$79,478		
	Civil Engineer, Associate	Compton, City of		\$60,946		
	Civil Engineer Associate	Whittier, City of		\$67,782		
	Associate Civil Engineer	Arcadia, City of (*)		\$71,126		
	Engineering Associate	El Monte, City of		\$59,631		
	Civil Engineer Associate	Monterey Park, City of		\$67,032		
	Civil Engineer Associate	West Covina, City of		\$66,444		
	Civil Engineer II	Glendale, City of		\$107,625		
	Civil Engineer	Los Angeles, City of		\$95,858		
	Associate Engineer	Pasadena, City of		\$88,212		
	Associate Engineer	South Gate, City of		\$78,282		
	Associate Engineer	Palmdale, City of		\$81,014		
	Associate Engineer	Norwalk, City of		\$79,521		
	Associate Engineer	Pico Rivera, City of		\$75,444		
	Civil Engineer	Long Beach, City of (*)		\$71,991		
	Associate Engineer	Diamond Bar, City of		\$67,642		
	Assistant Civil Engineer	Cerritos, City of (*)		\$78,056		
	Associate Engineer	Hawthorne, City of		\$77,112		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Gardena, City of (*)		N/A		
	Outsourced	Bellflower, City of		N/A		
	Outsourced	Huntington Park, City of		N/A		
			Public Sector Rate:	<u><u>\$78,054</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

City of Inglewood
FY 2009 Base Pay Salary Survey

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%

Budget Officer			\$81,774	\$86,731	-\$4,957	-5.72%
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(Formerly Budget & Purchasing Officer)

Budget Manager	Torrance, City of	\$101,232
Budget Manager / Purchasing Manager	Burbank, City of	\$96,338
Budget Officer	Compton, City of	\$83,803
Budget, Revenue & Payroll Manager	Redondo Beach, City of	\$86,911
Manager, Purchasing	Carson, City of	\$86,446
Budget Officer	Pomona, City of	\$78,086
(-) Purchasing Agent	El Monte, City of	\$71,557
Purchasing Manager	West Covina, City of	\$73,326
Purchasing Officer	Arcadia, City of (*)	\$63,606
Budget/Purchasing Administrator	Pasadena, City of	\$106,996
Purchasing Administrator	Glendale, City of	\$99,140
Budget Manager	Palmdale, City of	\$93,782
Purchasing Officer	South Gate, City of	\$82,602
Purchasing Agent	Cerritos, City of (*)	\$90,411
N/A	Bellflower, City of	N/A
N/A	Diamond Bar, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Hawthorne, City of	N/A
N/A	Huntington Park, City of	N/A
N/A	LA County	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Long Beach, City of (*)	N/A
N/A	Los Angeles, City of	N/A
N/A	Monterey Park, City of	N/A
N/A	Norwalk, City of	N/A
N/A	Pico Rivera, City of	N/A
N/A	Santa Clarita, City of	N/A
N/A	Santa Monica, City of (*)	N/A
N/A	Whittier, City of	N/A

Public Sector Rate: \$86,731

(-) Job is discernibly less complex and/or size sensitive / External Aged Midpoint adjusted +20%

"N/A" : Participant organization does not employ comparable position or no data available

(*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Buyer			\$44,784	\$59,029	-\$14,245	-24.13%
	Buyer	Santa Monica, City of (*)		\$67,879		
	Purchasing Officer	Compton, City of		\$64,060		
	Purchasing Agent	El Monte, City of		\$59,631		
	Buyer	Carson, City of		\$60,842		
	Buyer I	Burbank, City of		\$59,077		
	Buyer	Pomona, City of		\$53,897		
	Buyer	Torrance, City of		\$57,114		
	Purchasing & Contracts Analyst I	LA County		\$54,594		
	Buyer	Santa Clarita, City of		\$51,606		
	Buyer	Hawthorne, City of		\$67,272		
	Buyer	Glendale, City of		\$64,012		
	Procurement Analyst I	Los Angeles, City of		\$62,035		
	Buyer	South Gate, City of		\$56,298		
	Buyer II	Palmdale, City of		\$57,573		
	Buyer I	Long Beach, City of (*)		\$54,155		
	Buyer	Norwalk, City of		\$53,967		
	Buyer	Cerritos, City of (*)		\$59,473		
	N/A	Arcadia, City of (*)		N/A		
	N/A	Bellflower, City of		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Monterey Park, City of		N/A		
	N/A	Pasadena, City of		N/A		
	N/A	Pico Rivera, City of		N/A		
	N/A	Redondo Beach, City of		N/A		
	N/A	West Covina, City of		N/A		
	N/A	Whittier, City of		N/A		
			Public Sector Rate:	<u><u>\$59,029</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Building Official			\$92,148	\$98,852	-\$6,704	-6.78%
	Building Regulations Manager	Torrance, City of		\$136,464		
	Building Official	Santa Monica, City of (*)		\$115,147		
	Deputy Building Official	Burbank, City of		\$109,220		
	City Building Official	Santa Clarita, City of		\$109,884		
	Chief Building Inspector	Compton, City of		\$83,803		
	Chief Building Official	El Monte, City of		\$85,914		
	Building Services Manager/Building Official	Whittier, City of		\$88,722		
	Building & Safety Manager	Pomona, City of		\$82,038		
	Building Official	Monterey Park, City of		\$85,589		
	Building Official	West Covina, City of		\$87,684		
	Building Official	Arcadia, City of (*)		\$85,555		
	Building Regulations Manager	Redondo Beach, City of		\$75,772		
	Building Official	Glendale, City of		\$139,699		
	Building Official	Pasadena, City of		\$108,407		
	Building Official	Pico Rivera, City of		\$101,244		
	Building Safety Manager	Norwalk, City of		\$100,730		
	Building Official	South Gate, City of		\$93,054		
	Advanced Planning/Development Mgr	Cerritos, City of (*)		\$90,411		
	N/A	Bellflower, City of		N/A		
	N/A	Carson, City of		N/A		
	Outsourced	Diamond Bar, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Hawthorne, City of		N/A		
	Outsourced	Huntington Park, City of		N/A		
	N/A	LA County		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Los Angeles, City of		N/A		
	N/A	Palmdale, City of		N/A		
		Public Sector Rate:		<u><u>\$98,852</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Deputy City Clerk			\$58,884	\$63,971	-\$5,087	-7.95%

Chief Deputy City Clerk	Carson, City of	\$86,446
Deputy City Clerk	Burbank, City of	\$83,024
Assistant City Clerk/Treasurer	Whittier, City of	\$80,184
Chief Deputy City Clerk	Redondo Beach, City of	\$76,833
Deputy City Clerk	Torrance, City of	\$75,132
Chief Deputy City Clerk	Compton, City of	\$63,423
Chief Deputy City Clerk	El Monte, City of	\$61,639
Deputy City Clerk	Huntington Park, City of	\$54,835
Deputy City Clerk	Santa Clarita, City of	\$56,856
Deputy City Clerk II	Pomona, City of	\$48,824
Deputy City Clerk	West Covina, City of	\$54,656
Deputy City Clerk	Monterey Park, City of	\$52,452
Assistant City Clerk	Norwalk, City of	\$73,691
Assistant City Clerk	Pasadena, City of	\$72,589
Deputy City Clerk	Glendale, City of	\$71,805
Deputy City Clerk	Pico Rivera, City of	\$57,726
Deputy City Clerk	Palmdale, City of	\$52,218
Deputy City Clerk	Bellflower, City of	\$41,340
Deputy City Clerk / Records Coord	Cerritos, City of (*)	\$58,082
Deputy City Clerk	Hawthorne, City of	\$57,672
N/A	Arcadia, City of (*)	N/A
N/A	Diamond Bar, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Long Beach, City of (*)	N/A
N/A	Santa Monica, City of (*)	N/A
N/A	South Gate, City of	N/A

Public Sector Rate: \$63,971

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
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**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Economic & Business Development Specialist			\$52,260	\$62,308		
	Economic Development Associate	Santa Clarita, City of		\$74,370		
	Community Development Analyst	Huntington Park, City of		\$70,322		
	Economic Development Specialist	Compton, City of		\$57,988		
	Business Development Specialist	Pomona, City of		\$58,056		
	Economic Development Specialist	Monterey Park, City of		\$60,004		
	Economic Development Specialist	West Covina, City of		\$51,380		
	Business Development Assistant	Norwalk, City of		\$77,781		
	Economic Development Specialist	South Gate, City of		\$55,236		
	Development Services Assistant	Diamond Bar, City of		\$55,639		
	N/A	Arcadia, City of (*)		N/A		
	N/A	Bellflower, City of		N/A		
	N/A	Burbank, City of		N/A		
	N/A	Carson, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	N/A	El Monte, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Glendale, City of		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	LA County		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Los Angeles, City of		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Pasadena, City of		N/A		
	N/A	Pico Rivera, City of		N/A		
	N/A	Redondo Beach, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	Torrance, City of		N/A		
	N/A	Whittier, City of		N/A		
		Public Sector Rate:		<u><u>\$62,308</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Executive Secretary			\$48,744	\$54,803	-\$6,059	-11.06%
	Executive Assistant	Pomona, City of		\$65,675		
	Executive Assistant	Compton, City of		\$55,187		
	Executive Assistant	Carson, City of		\$63,627		
	Secretary to CM	Burbank, City of		\$62,408		
	Executive Secretary I	LA County		\$60,094		
	Executive Assistant	Redondo Beach, City of		\$53,676		
	Executive Assistant to City Manager	Whittier, City of		\$55,387		
	Administrative Assistant	Gardena, City of (*)		\$51,969		
	Executive Secretary	Santa Clarita, City of		\$51,606		
	Secretary/Administrative Aide	Torrance, City of		\$51,861		
	Executive Assistant	Arcadia, City of (*)		\$52,898		
	Administrative Secretary	Huntington Park, City of		\$43,643		
	Executive Assistant	Diamond Bar, City of		\$67,642		
	Executive Secretary	Norwalk, City of		\$58,163		
	Executive Secretary	Palmdale, City of		\$57,573		
	Administrative Assistant	South Gate, City of		\$53,916		
	Executive Secretary	Los Angeles, City of		\$55,276		
	Executive Secretary	Glendale, City of		\$52,141		
	Executive Secretary	Pasadena, City of		\$52,285		
	Executive Assistant	Pico Rivera, City of		\$49,164		
	Executive Assistant	Long Beach, City of (*)		\$46,597		
	Executive Assistant II	Bellflower, City of		\$41,340		
	Administrative Assistant	Hawthorne, City of		\$57,672		
	Department Secretary	Cerritos, City of (*)		\$55,461		
	N/A	El Monte, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Monterey Park, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	West Covina, City of		N/A		
			Public Sector Rate:	<u><u>\$54,803</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Facilities Maintenance Supervisor			\$63,132	\$67,488	-\$4,356	-6.45%

	Building Maintenance Supervisor	El Monte, City of		\$79,339		
(+)	Facility Maintenance Manager	Burbank, City of		\$75,011		
	Facilities Maintenance Supervisor	Pomona, City of		\$65,675		
	Maintenance Supervisor	Lakewood, City of (*)		\$65,137		
	Supervisor, Building Maintenance	Carson, City of		\$65,312		
	Facilities Maintenance Supervisor	Whittier, City of		\$60,870		
	Building Trades Supervisor	Monterey Park, City of		\$61,730		
	Facilities Services Supervisor	Torrance, City of		\$59,127		
	Building & Equipment Maintenance Supervisor	LA County		\$51,961		
	Facilities Maintenance Supervisor	Glendale, City of		\$83,102		
	Building Repair Supervisor	Los Angeles, City of		\$74,425		
	Supervisor (Generic Class Title)	Pico Rivera, City of		\$68,646		
	Maintenance Supervisor	Norwalk, City of		\$68,239		
	Facilities Maintenance Coordinator	Pasadena, City of		\$63,091		
	Maintenance Supervisor	Cerritos, City of (*)		\$70,649		
	N/A	Arcadia, City of (*)		N/A		
	N/A	Bellflower, City of		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Redondo Beach, City of		N/A		
	N/A	Santa Clarita, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	West Covina, City of		N/A		
		Public Sector Rate:		<u>\$67,488</u>		

(+) Job is discernibly more complex and/or size sensitive / External Aged Midpoint adjusted -20%

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%

Finance Supervisor			\$65,700	\$66,797	-\$1,097	-1.64%
(Formerly Accounting Supervisor)						

Supervising Accountant	LA County	\$74,475
Accounting Supervisor	Compton, City of	\$66,000
Accounting Supervisor	Arcadia, City of (*)	\$75,611
Revenue Collection Supervisor	Huntington Park, City of	\$65,588
Revenue Services Supervisor	West Covina, City of	\$60,559
Accounting Supervisor	Glendale, City of	\$85,933
Supervisor (Generic Class Title)	Pico Rivera, City of	\$68,646
Accounting Rec. Supervisor I	Los Angeles, City of	\$57,755
Customer Service Supervisor I	Long Beach, City of (*)	\$46,610
N/A	Bellflower, City of	N/A
N/A	Burbank, City of	N/A
N/A	Carson, City of	N/A
N/A	Cerritos, City of (*)	N/A
N/A	Diamond Bar, City of	N/A
N/A	El Monte, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Hawthorne, City of	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Monterey Park, City of	N/A
N/A	Norwalk, City of	N/A
N/A	Palmdale, City of	N/A
N/A	Pasadena, City of	N/A
N/A	Pomona, City of	N/A
N/A	Redondo Beach, City of	N/A
N/A	Santa Clarita, City of	N/A
N/A	Santa Monica, City of (*)	N/A
N/A	South Gate, City of	N/A
N/A	Torrance, City of	N/A
N/A	Whittier, City of	N/A

Public Sector Rate: \$66,797

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
	Fleet Maintenance Supervisor		\$63,132	\$64,243	-\$1,111	-1.73%
	Fleet Services Supervisor	Burbank, City of		\$82,148		
	Fleet Manager	Whittier, City of		\$75,483		
	Equipment Maintenance Supervisor	Compton, City of		\$62,799		
	Equipment Maintenance Supervisor	Pomona, City of		\$65,675		
	Fleet Services Supervisor	Torrance, City of		\$69,740		
	PW Maintenance Supervisor	Redondo Beach, City of		\$65,844		
	Fleet Manager	Lakewood, City of (*)		\$65,137		
	Supervisor, Equipment Maintenance	Carson, City of		\$65,877		
	Equipment Maintenance Supervisor	West Covina, City of		\$68,035		
	Equipment Maintenance Supervisor	Monterey Park, City of		\$61,730		
	Equipment Maintenance Supervisor	LA County		\$49,248		
	Equipment Supervisor	Los Angeles, City of		\$76,474		
	Equipment Maintenance Supervisor	Glendale, City of		\$78,072		
	Fleet Maintenance Supervisor	Palmdale, City of		\$77,159		
	Equipment Maintenance Supervisor	Norwalk, City of		\$75,941		
	Supervisor (Generic Class Title)	Pico Rivera, City of		\$68,646		
	Fleet Services Coordinator	Pasadena, City of		\$65,602		
	Maintenance Supervisor	Cerritos, City of (*)		\$70,649		
	N/A	Arcadia, City of (*)		N/A		
	N/A	Bellflower, City of		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	El Monte, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Santa Clarita, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	South Gate, City of		N/A		
			Public Sector Rate:	<u>\$69,125</u>		
	Supervisor, Mechanics & Repairers (11,230 EE's)	BLS - Bureau of Labor Statistics - LA Metro		\$59,360		
			Private Sector Rate:	<u>\$59,360</u>		
			Prevailing Rate:	<u>\$64,243</u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%

Grants Specialist			\$52,260	\$65,843	-\$13,583	-20.63%
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(From Administrative Analyst)

Grants Coordinator	Burbank, City of	\$82,483
Grants Coordinator	Pomona, City of	\$70,723
Grants Specialist	Carson, City of	\$64,273
Grants Coordinator	Compton, City of	\$57,988
CDBG Project/Home Coordinator	Hawthorne, City of	\$62,256
Grants Coordinator (Housing)	Bellflower, City of	\$57,336
N/A	Arcadia, City of (*)	N/A
N/A	Cerritos, City of (*)	N/A
N/A	Diamond Bar, City of	N/A
N/A	El Monte, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Glendale, City of	N/A
N/A	Huntington Park, City of	N/A
N/A	LA County	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Long Beach, City of (*)	N/A
N/A	Los Angeles, City of	N/A
N/A	Monterey Park, City of	N/A
N/A	Norwalk, City of	N/A
N/A	Palmdale, City of	N/A
N/A	Pasadena, City of	N/A
N/A	Pico Rivera, City of	N/A
N/A	Redondo Beach, City of	N/A
N/A	Santa Clarita, City of	N/A
N/A	Santa Monica, City of (*)	N/A
N/A	South Gate, City of	N/A
N/A	Torrance, City of	N/A
N/A	West Covina, City of	N/A
N/A	Whittier, City of	N/A

Public Sector Rate: \$65,843

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 DSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Housing Specialist			\$45,918	\$60,477	-\$14,559	-24.07%

Housing Specialist	Burbank, City of	\$82,072
Housing Coordinator	Compton, City of	\$68,004
Housing Program Coordinator	West Covina, City of	\$63,848
Housing Coordinator	Redondo Beach, City of	\$58,269
Housing Specialist	Torrance, City of	\$56,619
Housing Rehabilitation Specialist I	El Monte, City of	\$48,939
Housing Specialist II	Pomona, City of	\$47,624
Housing Coordinator	Palmdale, City of	\$73,477
Housing Specialist	Pasadena, City of	\$72,192
Housing Specialist II	Norwalk, City of	\$55,758
Housing Specialist	South Gate, City of	\$47,882
Housing Program Specialist	Pico Rivera, City of	\$49,266
Housing Specialist	Hawthorne, City of	\$62,256
N/A	Arcadia, City of (*)	N/A
N/A	Bellflower, City of	N/A
N/A	Carson, City of	N/A
N/A	Cerritos, City of (*)	N/A
N/A	Diamond Bar, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Glendale, City of	N/A
N/A	Huntington Park, City of	N/A
N/A	LA County	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Long Beach, City of (*)	N/A
N/A	Los Angeles, City of	N/A
N/A	Monterey Park, City of	N/A
N/A	Santa Clarita, City of	N/A
N/A	Santa Monica, City of (*)	N/A
N/A	Whittier, City of	N/A

Public Sector Rate: \$60,477

N/A : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 BCP

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
HJD Program Manager			\$92,148	\$93,528	-\$1,380	-1.48%

(Formerly Housing Manager)

Housing Manager	Pomona, City of	\$99,949
Housing Development Manager	Burbank, City of	\$98,653
Mgr, Housing & Neighborhood Development	Carson, City of	\$100,239
Housing Manager	El Monte, City of	\$84,128
Econ Dev/Housing Manager	West Covina, City of	\$92,814
Housing Manager	Compton, City of	\$69,370
Housing Manager	Redondo Beach, City of	\$75,772
Housing Administrator	Pasadena, City of	\$112,029
Housing Manager	Palmdale, City of	\$108,527
Housing Assistance Administrator	Glendale, City of	\$107,748
Housing Administrator	South Gate, City of	\$89,406
Housing Administrator	Hawthorne, City of	\$83,700
N/A	Arcadia, City of (*)	N/A
N/A	Bellflower, City of	N/A
N/A	Cerritos, City of (*)	N/A
N/A	Diamond Bar, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Huntington Park, City of	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Long Beach, City of (*)	N/A
N/A	Monterey Park, City of	N/A
N/A	Norwalk, City of	N/A
N/A	Pico Rivera, City of	N/A
N/A	Santa Clarita, City of	N/A
N/A	Santa Monica, City of (*)	N/A
N/A	Torrance, City of	N/A
N/A	Whittier, City of	N/A

Public Sector Rate: \$93,528

"N/A" : Participant organization does not employ comparable position or no data available

(*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Human Resources Analyst			\$54,912	\$68,204	-\$13,292	-19.49%

Human Resources Analyst	Santa Monica, City of (*)	\$79,647
Personnel Analyst	Compton, City of	\$69,370
Human Resources Analyst	Redondo Beach, City of	\$73,158
Human Resources Analyst	Carson, City of	\$73,753
Human Resources Analyst	Santa Clarita, City of	\$70,830
Human Resources Analyst	Torrance, City of	\$71,807
Human Resources Analyst	Pomona, City of	\$64,061
Human Resources Analyst	Whittier, City of	\$64,373
Human Resources Analyst II	LA County	\$64,229
Human Resources Analyst	Monterey Park, City of	\$66,705
Human Resources Analyst II	West Covina, City of	\$64,097
Human Resources Analyst	El Monte, City of	\$52,759
Human Resources Analyst	Glendale, City of	\$75,965
Personnel Analyst II	Palmdale, City of	\$69,982
Administrative Analyst-Personnel	South Gate, City of	\$64,326
HR Analyst II	Norwalk, City of	\$67,046
Analyst (Generic Class Title)	Pico Rivera, City of	\$63,402
Personnel Analyst I	Long Beach, City of (*)	\$58,407
Personnel Administrator	Cerritos, City of (*)	\$76,072
Personnel Analyst	Hawthorne, City of	\$74,094
N/A	Arcadia, City of (*)	N/A
N/A	Bellflower, City of	N/A
N/A	Burbank, City of	N/A
N/A	Diamond Bar, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Gardena, City of (*)	N/A
N/A	Huntington Park, City of	N/A
N/A	Los Angeles, City of	N/A
N/A	Pasadena, City of	N/A

Public Sector Rate: \$68,204

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

City of Inglewood
FY 2009 Base Pay Salary Survey

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
	Human Resources Specialist		\$42,828	\$50,831	-\$8,003	-15.74%
	Human Resources Technician	Santa Monica, City of (*)		\$55,018		
	Human Resources Technician	Pomona, City of		\$52,587		
	Human Resources Specialist	Carson, City of		\$56,808		
	Personnel Technician	Compton, City of		\$46,669		
	Human Resources Technician	Santa Clarita, City of		\$51,606		
	HR Technician	Redondo Beach, City of		\$50,269		
	Personnel Technician	Torrance, City of		\$50,193		
	Personnel Technician	Lakewood, City of (*)		\$48,321		
	Human Resources Assistant	Whittier, City of		\$48,034		
	Human Resources Technician I	Burbank, City of		\$46,022		
	Human Resources Technician	Monterey Park, City of		\$47,045		
	Human Resources Technician	Arcadia, City of (*)		\$46,753		
	HR Technician	West Covina, City of		\$46,145		
	Personnel Assistant	LA County		\$41,004		
	Human Resources Associate	Glendale, City of		\$60,756		
	Administrative Assistant-Personnel	South Gate, City of		\$53,916		
	Human Resources Technician	Norwalk, City of		\$55,335		
	Personnel Technician	Palmdale, City of		\$49,733		
	Personnel Assistant	Pico Rivera, City of		\$43,140		
	Human Resources Specialist	Hawthorne, City of		\$67,272		
	N/A	Bellflower, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	El Monte, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Los Angeles, City of		N/A		
	N/A	Pasadena, City of		N/A		
			Public Sector Rate:	<u>\$50,831</u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Legal Secretary			\$44,124	\$52,545	-\$8,421	-16.03%
	Legal Administrative Assistant	Pomona, City of		\$59,499		
	Legal Secretary	Compton, City of		\$51,499		
	Legal Secretary	Redondo Beach, City of		\$55,087		
	Executive Legal Secretary	Gardena, City of (*)		\$51,969		
	Legal Secretary	Torrance, City of		\$50,193		
	Legal Secretary	El Monte, City of		\$44,391		
	Legal Secretary	Burbank, City of		\$48,715		
	Legal Office Support Assistant II	LA County		\$43,921		
	Legal Secretary	Glendale, City of		\$53,599		
	Legal Secretary	Pasadena, City of		\$51,447		
	Legal Secretary	Palmdale, City of		\$49,733		
	Legal Secretary I	Los Angeles, City of		\$48,079		
	Legal Secretary	Hawthorne, City of		\$74,952		
	N/A	Arcadia, City of (*)		N/A		
	Outsourced	Bellflower, City of		N/A		
	N/A	Carson, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	Outsourced	Diamond Bar, City of		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Monterey Park, City of		N/A		
	N/A	Norwalk, City of		N/A		
	N/A	Pico Rivera, City of		N/A		
	N/A	Santa Clarita, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	South Gate, City of		N/A		
	N/A	West Covina, City of		N/A		
	N/A	Whittier, City of		N/A		
			Public Sector Rate:	<u><u>\$52,545</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Librarian			\$45,462	\$56,145	-\$10,683	-19.03%

Librarian I	Santa Monica, City of (*)	\$57,558
Librarian	Redondo Beach, City of	\$57,820
Librarian	Torrance, City of	\$60,726
Librarian II	Pomona, City of	\$55,255
Librarian II	LA County	\$54,736
Librarian	Burbank, City of	\$55,194
Librarian II	Whittier, City of	\$53,350
Librarian I/II	Arcadia, City of (*)	\$51,601
Librarian	Monterey Park, City of	\$55,245
Librarian	Glendale, City of	\$60,830
Librarian I	Palmdale, City of	\$57,573
General Librarian I	Long Beach, City of (*)	\$56,980
Librarian I	Pasadena, City of	\$55,448
Librarian I	Los Angeles, City of	\$53,721
County Function	Bellflower, City of	N/A
N/A	Carson, City of	N/A
N/A	Cerritos, City of (*)	N/A
N/A	Compton, City of	N/A
County Function	Diamond Bar, City of	N/A
County Function	El Monte, City of	N/A
County Function	Gardena, City of (*)	N/A
N/A	Hawthorne, City of	N/A
County Function	Huntington Park, City of	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Norwalk, City of	N/A
N/A	Pico Rivera, City of	N/A
County Function	Santa Clarita, City of	N/A
N/A	South Gate, City of	N/A
County Function	West Covina, City of	N/A

Public Sector Rate: \$56,145

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPD:

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
	Park Maintenance Superintendent		\$74,772	\$82,044	-\$7,272	-8.86%
	Parks, Rec & Community Svcs Supt	Santa Clarita, City of		\$94,932		
	Park Manager	Whittier, City of		\$79,774		
	PW Manager / Parks & Urban Forestry	Redondo Beach, City of		\$78,693		
	Park Superintendent	Monterey Park, City of		\$67,032		
	Parks Service Superintendent	Norwalk, City of		\$92,308		
	Senior Supervisor (Generic Class Title)	Pico Rivera, City of		\$80,520		
	Park Services Manager	Glendale, City of		\$79,765		
	Parks Superintendent	South Gate, City of		\$73,986		
	Parks & Maintenance Superintendent	Diamond Bar, City of		\$76,046		
	Parks Superintendent	Cerritos, City of (*)		\$97,388		
	Outsourced	Arcadia, City of (*)		N/A		
	N/A	Bellflower, City of		N/A		
	N/A	Burbank, City of		N/A		
	N/A	Carson, City of		N/A		
	N/A	Compton, City of		N/A		
	N/A	El Monte, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Pasadena, City of		N/A		
	N/A	Pomona, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	Torrance, City of		N/A		
	N/A	West Covina, City of		N/A		
		Public Sector Rate:		<u>\$82,044</u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Park Maintenance Supervisor			\$58,302	\$64,075	-\$5,773	-9.01%
	Parks Maintenance Supervisor	El Monte, City of		\$83,047		
	Parks Supervisor	Santa Clarita, City of		\$70,830		
	Parks Operations Supervisor	Pomona, City of		\$65,675		
	Park Services Supervisor	Torrance, City of		\$68,427		
	Supervisor, Parks Maintenance	Carson, City of		\$64,273		
	Park Maintenance Supervisor	West Covina, City of		\$66,300		
	Park Maintenance Supervisor	Whittier, City of		\$59,529		
	Parks Maintenance Supervisor	Compton, City of		\$51,499		
	Park Supervisor	Monterey Park, City of		\$52,705		
	Grounds Maintenance Supervisor	LA County		\$42,630		
	Parks Maintenance Supervisor	Palmdale, City of		\$77,159		
	Supervisor (Generic Class Title)	Pico Rivera, City of		\$68,646		
	Park Maintenance Supervisor	Glendale, City of		\$57,276		
	Park Maintenance Supervisor	Los Angeles, City of		\$52,468		
	Supervisor, Parks Maintenance	Hawthorne, City of		\$74,094		
	Maintenance Supervisor	Cerritos, City of (*)		\$70,649		
	Outsourced	Arcadia, City of (*)		N/A		
	N/A	Bellflower, City of		N/A		
	N/A	Burbank, City of		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Norwalk, City of		N/A		
	N/A	Pasadena, City of		N/A		
	N/A	Redondo Beach, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	South Gate, City of		N/A		
			Public Sector Rate:	<u><u>\$64,075</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%

(From Human Resources Specialist)

Payroll Technician	Santa Monica, City of (*)	\$61,171
Payroll Technician	El Monte, City of	\$53,995
Payroll Technician	Redondo Beach, City of	\$52,154
Payroll Technician	Santa Clarita, City of	\$51,606
Payroll Specialist II	Carson, City of	\$49,958
Accounting Technician	Compton, City of	\$41,883
Payroll Specialist	Pomona, City of	\$44,238
Accounting Specialist	Arcadia, City of (*)	\$49,110
Payroll Technician I	Burbank, City of	\$46,022
Senior Account Clerk	Monterey Park, City of	\$44,505
Accounting Technician	Whittier, City of	\$39,750
Accounting Technician	West Covina, City of	\$43,549
Payroll Specialist I	LA County	\$37,568
Payroll Personnel Technician	Norwalk, City of	\$55,335
Senior Account Clerk	South Gate, City of	\$48,030
Payroll Technician	Palmdale, City of	\$49,733
Payroll Specialist I	Long Beach, City of (*)	\$44,366
Senior Account Clerk	Diamond Bar, City of	\$42,785
Payroll Clerk	Los Angeles, City of	\$40,313
Payroll Technician	Hawthorne, City of	\$62,256
N/A	Bellflower, City of	N/A
N/A	Cerritos, City of (*)	N/A
N/A	Gardena, City of (*)	N/A
N/A	Glendale, City of	N/A
N/A	Huntington Park, City of	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Pasadena, City of	N/A
N/A	Pico Rivera, City of	N/A
N/A	Torrance, City of	N/A

Public Sector Rate: \$47,916

"N/A" : Participant organization does not employ comparable position or no data available
(*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Plan Check Engineer			\$65,052	\$72,345	-\$7,293	-10.08%
	Plan Check Engineer	West Covina, City of		\$91,822		
	Plan Check Engineer	Redondo Beach, City of		\$76,833		
	Plan Check Engineer	Burbank, City of		\$72,532		
	Plans Examiner	Torrance, City of		\$73,303		
	Plan Checker	Pomona, City of		\$64,061		
	Plan Checker	El Monte, City of		\$61,942		
	Plan Checker	Monterey Park, City of		\$66,175		
	Plans Examiner	South Gate, City of		\$76,236		
	Plans Examiner	Pasadena, City of		\$79,073		
	Plan Checker	Long Beach, City of (*)		\$74,463		
	Plan Checker	Glendale, City of		\$67,127		
	Plan Checker	Palmdale, City of		\$66,647		
	Plan Checker	Bellflower, City of		\$63,198		
	Plan Checker	Pico Rivera, City of		\$63,114		
	Plan Check Engineer	Hawthorne, City of		\$88,656		
	N/A	Arcadia, City of (*)		N/A		
	N/A	Carson, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	N/A	Compton, City of		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	Outsourced	Huntington Park, City of		N/A		
	N/A	LA County		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Los Angeles, City of		N/A		
	N/A	Norwalk, City of		N/A		
	N/A	Santa Clarita, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	Whittier, City of		N/A		
			Public Sector Rate: <u>\$72,345</u>			

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 BPPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Planner			\$61,278	\$70,206	-\$8,928	-12.72%
	Regional Planner I	LA County		\$80,550		
	Associate Planner	Redondo Beach, City of		\$73,451		
	Associate Planner	Compton, City of		\$66,662		
	Associate Planner	Santa Clarita, City of		\$74,370		
	Associate Planner	El Monte, City of		\$67,881		
	Associate Planner	Burbank, City of		\$71,223		
	Planning Associate	Torrance, City of		\$72,241		
	Associate Planner	Whittier, City of		\$69,980		
	Associate Planner	Carson, City of		\$71,994		
	Associate Planner	Huntington Park, City of		\$66,911		
	Associate Planner	Pomona, City of		\$64,061		
	Associate Planner	West Covina, City of		\$69,102		
	Associate Planner	Monterey Park, City of		\$60,004		
	Associate Planner	Arcadia, City of (*)		\$59,843		
	Planner	Pasadena, City of		\$81,775		
	Planner	Glendale, City of		\$80,834		
	City Planning Associate	Los Angeles, City of		\$77,267		
	Associate Planner	Palmdale, City of		\$75,907		
	Planner III	Long Beach, City of (*)		\$69,754		
	Associate Planner	Diamond Bar, City of		\$67,642		
	Planner	Pico Rivera, City of		\$63,402		
	Associate Planner	Bellflower, City of		\$57,336		
	Planning Associate	Hawthorne, City of		\$77,112		
	Associate Planner	Cerritos, City of (*)		\$65,632		
	N/A	Gardena, City of (*)		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Norwalk, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	South Gate, City of		N/A		
		Public Sector Rate:		<u><u>\$70,206</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Planning Manager			\$92,148	\$98,145	-\$5,997	-6.11%
Principal is Mgr	Planning Manager	Santa Monica, City of (*)		\$121,911		
	Principal Planner	Torrance, City of		\$123,108		
	Manager, Planning	Carson, City of		\$115,052		
	Planning Manager	Santa Clarita, City of		\$109,884		
	Planning Manager	Pomona, City of		\$99,949		
	Planning Services Manager	El Monte, City of		\$84,128		
	Planning Services Manager	Whittier, City of		\$87,809		
	Asst Director of Community Development	Lakewood, City of (*)		\$89,832		
	Planning Manager	Compton, City of		\$76,627		
	Planning Manager	Monterey Park, City of		\$81,150		
	Planning Services Manager	Arcadia, City of (*)		\$79,441		
	Planning Manager	Pasadena, City of		\$122,119		
	Planning Services Administrator	Glendale, City of		\$115,900		
	Asst Director of Planning	Palmdale, City of		\$108,527		
	Planning Manager	Norwalk, City of		\$92,308		
	Senior Manager (Generic Class Title)	Pico Rivera, City of		\$88,086		
	City Planner	Bellflower, City of		\$80,376		
	Current Planning Manager	Cerritos, City of (*)		\$90,411		
	N/A	Burbank, City of		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Redondo Beach, City of		N/A		
	N/A	South Gate, City of		N/A		
	N/A	West Covina, City of		N/A		
			Public Sector Rate:	<u><u>\$98,145</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Police Records Manager			\$63,132	\$74,660	-\$11,528	-15.44%
	Police Records Manager	Burbank, City of		\$89,967		
	Police Records Division Manager	Compton, City of		\$79,292		
	Police Records Administrator	Torrance, City of		\$82,571		
	Police Records Manager	Pomona, City of		\$74,298		
	Records Manager	El Monte, City of		\$60,700		
	Police Records Supervisor II	Whittier, City of		\$63,330		
	Police Records Supervisor	West Covina, City of		\$65,801		
	(+) Police Records/Dispatch Manager	Monterey Park, City of		\$61,630		
	Police Records Administrator	Glendale, City of		\$91,798		
	Records Management Officer	Los Angeles, City of		\$79,445		
	Police Records Manager	South Gate, City of		\$72,996		
	Police Records Supervisor	Hawthorne, City of		\$74,094		
	N/A	Arcadia, City of (*)		N/A		
	County Function	Bellflower, City of		N/A		
	County Function	Carson, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	County Function	Diamond Bar, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Norwalk, City of		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Pasadena, City of		N/A		
	N/A	Pico Rivera, City of		N/A		
	N/A	Redondo Beach, City of		N/A		
	County Function	Santa Clarita, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
			Public Sector Rate:	<u>\$74,660</u>		

(+) Job is discernibly more complex and/or size sensitive / External Aged Midpoint adjusted -20%

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%

Principal Engineer-Water Resources			\$92,148	\$108,083	-\$15,935	-14.74%
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(Formerly Deputy Public Works Director/Water Treatment Plant)

Deputy PW Director/City Engineer	Torrance, City of	\$136,464
Assistant Director - PW	Burbank, City of	\$125,498
Assistant Director of Public Works	Whittier, City of	\$102,223
(+) Public Works/City Engineer, Director of	Compton, City of	\$85,957
Assistant Director Public Works	Glendale, City of	\$124,663
(+) Director of Public Works	South Gate, City of	\$101,443
Assistant City Engineer	Pico Rivera, City of	\$92,922
(+) City Engineer/PW Director	Diamond Bar, City of	\$93,476
(+) Director of Public Works/City Engineer	Cerritos, City of (*)	\$110,104
N/A	Arcadia, City of (*)	N/A
N/A	Bellflower, City of	N/A
N/A	Carson, City of	N/A
N/A	El Monte, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Hawthorne, City of	N/A
N/A	Huntington Park, City of	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Long Beach, City of (*)	N/A
N/A	Monterey Park, City of	N/A
N/A	Norwalk, City of	N/A
N/A	Palmdale, City of	N/A
N/A	Pasadena, City of	N/A
N/A	Pomona, City of	N/A
N/A	Redondo Beach, City of	N/A
N/A	Santa Clarita, City of	N/A
N/A	Santa Monica, City of (*)	N/A
N/A	West Covina, City of	N/A

Deputy Director Prevailing Rate: \$108,083

(+) Job is discernibly more complex and/or size sensitive / External Aged midpoint adjusted -20%

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 BSCP

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Programmer Analyst			\$60,666	\$72,973	-\$12,307	-16.87%

EDP Sr Programmer Analyst	LA County	\$80,785
Programmer Analyst II	West Covina, City of	\$78,992
Sr Programmer Analyst	Whittier, City of	\$65,453
App Dev Analyst II	Burbank, City of	\$64,323
Software Applications Analyst	Compton, City of	\$53,810
Programmer Analyst III	Los Angeles, City of	\$81,054
Sr Analyst (Generic Class Title)	Pico Rivera, City of	\$79,998
Programmer Analyst	Glendale, City of	\$76,335
Information Technology Analyst	Cerritos, City of (*)	\$76,009
Outsourced	Arcadia, City of (*)	N/A
Outsourced	Bellflower, City of	N/A
N/A	Carson, City of	N/A
N/A	Diamond Bar, City of	N/A
N/A	El Monte, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Hawthorne, City of	N/A
Outsourced	Huntington Park, City of	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Long Beach, City of (*)	N/A
N/A	Monterey Park, City of	N/A
N/A	Norwalk, City of	N/A
N/A	Palmdale, City of	N/A
N/A	Pasadena, City of	N/A
Outsourced	Pomona, City of	N/A
N/A	Redondo Beach, City of	N/A
N/A	Santa Clarita, City of	N/A
N/A	Santa Monica, City of (*)	N/A
N/A	South Gate, City of	N/A
N/A	Torrance, City of	N/A

Public Sector Rate: \$72,973

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Public Safety Dispatch Supervisor			\$45,918	\$62,131	-\$16,213	-26.09%
	Police Dispatch Shift Supervisor	Pomona, City of		\$65,675		
	Public Safety Communications Supervisor	Torrance, City of		\$69,772		
	Communications Supervisor	Redondo Beach, City of		\$63,692		
	Communications Operator Supervisor	Huntington Park, City of		\$61,788		
	Communications Supervisor	Burbank, City of		\$62,798		
	Police Communications Supervisor I	Whittier, City of		\$60,187		
	Communications Supervisor	West Covina, City of		\$63,767		
	Shift Supervisor	El Monte, City of		\$53,043		
	(-) Supervising Dispatcher	LA County		\$47,099		
	Police Comm Shift Supervisor	Glendale, City of		\$67,127		
	Emergency Services Manager	Norwalk, City of		\$67,046		
	Communications Center Supervisor	Pasadena, City of		\$63,578		
	N/A	Arcadia, City of (*)		N/A		
	County Function	Bellflower, City of		N/A		
	County Function	Carson, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	N/A	Compton, City of		N/A		
	County Function	Diamond Bar, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
	No match	Long Beach, City of (*)		N/A		
	N/A	Los Angeles, City of		N/A		
	N/A	Monterey Park, City of		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Pico Rivera, City of		N/A		
	County Function	Santa Clarita, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	South Gate, City of		N/A		
			Public Sector Rate:	\$62,131		

(-) Job is discernibly less complex and/or size sensitive / External Aged Midpoint adjusted +20%

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Public Works Superintendent-General Services			\$74,772	\$84,340	-\$9,568	-11.34%
	(+) Deputy Public Works Director	Torrance, City of		\$109,171		
	Superintendent, PW Maintenance	Carson, City of		\$101,700		
	(+) Director of Field Services	Huntington Park, City of		\$94,386		
	Street Superintendent	Compton, City of		\$84,639		
	Field Services Manager	Arcadia, City of (*)		\$96,802		
	Public Works Superintendent	Pomona, City of		\$86,180		
	Public Works Maintenance Superintendent	El Monte, City of		\$85,914		
	Construction Superintendent	Burbank, City of		\$85,284		
	Building/Street Maintenance Superintendent	Gardena, City of (*)		\$80,999		
	Maintenance Operations Manager	West Covina, City of		\$87,528		
	Public Works Superintendent	Redondo Beach, City of		\$78,693		
	Public Works Manager	Whittier, City of		\$79,016		
	Public Works Maintenance Manager	Monterey Park, City of		\$80,842		
	Superintendent of Maintenance	Palmdale, City of		\$108,527		
	(+) PW Maintenance Svcs Administrator	Glendale, City of		\$104,190		
	Street & Sewer Superintendent	South Gate, City of		\$93,012		
	Public Services Superintendent	Norwalk, City of		\$92,308		
	Street Maintenance Superintendent	Long Beach, City of (*)		\$86,946		
	Senior Supervisor (Generic Class Title)	Pico Rivera, City of		\$68,646		
	Maintenance Superintendent	Bellflower, City of		\$66,360		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	Cerritos, City of (*)		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Los Angeles, City of		N/A		
	N/A	Pasadena, City of		N/A		
	N/A	Santa Clarita, City of		N/A		
	N/A	LA County		N/A		
			Public Sector Rate:	<u><u>\$84,340</u></u>		

(+) Job is discernibly more complex and/or size sensitive / External Aged Midpoint adjusted 20%

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
	Public Works Supervisor		\$58,302	\$66,963	-\$8,661	-12.93%
	Public Works Maintenance Supervisor	El Monte, City of		\$79,339		
	Public Works Supervisor	Burbank, City of		\$82,191		
	Public Works Operations Supervisor	Pomona, City of		\$74,298		
	Road Maintenance Supervisor	LA County		\$68,289		
	Supervisor, Public Works Maintenance	Carson, City of		\$70,235		
	Public Works Supervisor	Torrance, City of		\$68,427		
	Public Works Maintenance Supervisor	Redondo Beach, City of		\$65,844		
	Supervising PW Inspector	Santa Clarita, City of		\$65,832		
	Street Maintenance Supervisor	West Covina, City of		\$67,554		
	Street Maintenance Supervisor	Whittier, City of		\$60,790		
	Street Foreman	Compton, City of		\$52,522		
	Public Works Maintenance Supervisor	Monterey Park, City of		\$61,730		
	PW Supervisor	Huntington Park, City of		\$51,659		
	Public Works Supervisor	Pasadena, City of		\$82,966		
	Street Maintenance Supervisor	Glendale, City of		\$77,819		
	Street Maintenance Supervisor	Palmdale, City of		\$77,159		
	Supervisor (Generic Class Title)	Pico Rivera, City of		\$68,646		
	Street Services Supervisor I	Los Angeles, City of		\$70,091		
	Street Foreman	South Gate, City of		\$65,220		
	Public Works Maintenance Supt	Diamond Bar, City of		\$64,571		
	Street Maintenance Supervisor	Long Beach, City of (*)		\$48,995		
	Public Works Supervisor	Bellflower, City of		\$41,874		
	Supervisor, Maintenance	Hawthorne, City of		\$74,094		
	N/A	Arcadia, City of (*)		N/A		
	N/A	Cerritos, City of (*)		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Norwalk, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
				Public Sector Rate: \$66,963		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 BPPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Recreation Superintendent			\$74,772	\$72,395	\$2,377	3.28%
	Superintendent, Recreation	Carson, City of		\$93,103		
	Recreation Services Manager	West Covina, City of		\$85,719		
	Recreation Services Manager	Redondo Beach, City of		\$75,460		
	Recreation Services Manager	Burbank, City of		\$75,485		
	Recreation Services Manager	Gardena, City of (*)		\$73,382		
	Superintendent of Recreation	Compton, City of		\$65,345		
	Recreation Superintendent	Monterey Park, City of		\$67,032		
	Community Services Manager	Whittier, City of		\$57,623		
	Recreation & Community Services Coordinator	Santa Clarita, City of		\$54,150		
	Recreation Services Manager	El Monte, City of		\$48,439		
	Recreation Superintendent	Norwalk, City of		\$92,308		
	Senior Supervisor (Generic Class Title)	Pico Rivera, City of		\$80,520		
	Recreation Superintendent	South Gate, City of		\$75,624		
	Recreation Supervisor	Pasadena, City of		\$78,536		
	Senior Recreation Supervisor II	Bellflower, City of		\$63,198		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	Arcadia, City of (*)		N/A		
	N/A	Cerritos, City of (*)		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	Glendale, City of		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Los Angeles, City of		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Pomona, City of		N/A		
	N/A	Torrance, City of		N/A		
		Public Sector Rate:		<u><u>\$72,395</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Recreation Supervisor			\$60,072	\$59,851	\$221	0.37%

Recreation Program Manager	Carson, City of	\$76,426
Recreation Supervisor	Pomona, City of	\$65,675
Recreation Supervisor	El Monte, City of	\$64,223
Recreation Supervisor	Redondo Beach, City of	\$63,692
Recreation & CS Supervisor	Santa Clarita, City of	\$65,832
Recreation Supervisor	Burbank, City of	\$59,856
Recreation Supervisor	Compton, City of	\$51,499
Community Services Supervisor	Whittier, City of	\$57,623
Recreation Services Supervisor	West Covina, City of	\$61,969
Recreation Supervisor	Arcadia, City of (*)	\$57,625
Recreation Supervisor	Torrance, City of	\$55,155
Recreation Supervisor	Gardena, City of (*)	\$53,267
Program Coordinator	Monterey Park, City of	\$46,811
Recreation Services Supervisor	LA County	\$43,050
Supervisor (Generic Class Title)	Pico Rivera, City of	\$68,646
Recreation Supervisor	Los Angeles, City of	\$69,029
Recreation Supervisor	Norwalk, City of	\$65,262
Senior Recreation Supervisor I	Bellflower, City of	\$57,336
Community Services Supervisor	Long Beach, City of (*)	\$58,407
Recreation Supervisor	Diamond Bar, City of	\$55,639
N/A	Cerritos, City of (*)	N/A
N/A	Glendale, City of	N/A
N/A	Hawthorne, City of	N/A
N/A	Huntington Park, City of	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Palmdale, City of	N/A
N/A	Pasadena, City of	N/A
N/A	Santa Monica, City of (*)	N/A
N/A	South Gate, City of	N/A

Public Sector Rate: \$59,851

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Redevelopment Manager			\$92,148	\$88,767	\$3,381	3.81%

Redevelopment Manager	Pomona, City of	\$102,440
Manager, Redevelopment	Carson, City of	\$105,311
Redevelopment Project Manager	Burbank, City of	\$100,838
Community Development Administrator	Arcadia, City of (*)	\$96,802
Redevelopment Manager	West Covina, City of	\$94,492
Redevelopment Manager	Compton, City of	\$76,627
Redevelopment/ED Manager	Huntington Park, City of	\$71,027
Redevelopment Manager	El Monte, City of	\$67,881
Redevelopment Project Manager	Monterey Park, City of	\$73,462
Neighborhood Revitalization Manager	Pasadena, City of	\$111,432
Redevelopment Project Manager	Glendale, City of	\$92,546
Redevelopment/ED Administrator	Cerritos, City of (*)	\$72,340
N/A	Bellflower, City of	N/A
N/A	Diamond Bar, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Hawthorne, City of	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Long Beach, City of (*)	N/A
N/A	Los Angeles, City of	N/A
N/A	Norwalk, City of	N/A
N/A	Palmdale, City of	N/A
N/A	Pico Rivera, City of	N/A
N/A	Redondo Beach, City of	N/A
N/A	Santa Clarita, City of	N/A
N/A	Santa Monica, City of (*)	N/A
N/A	South Gate, City of	N/A
N/A	Torrance, City of	N/A
N/A	Whittier, City of	N/A

Public Sector Rate: \$88,767

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Risk Manager			\$63,768	\$89,093		
(From Administrative Analyst)						
	Risk Manager	Santa Monica, City of (*)		\$120,588		
	Risk Manager	Compton, City of		\$83,628		
	Risk Manager	Pomona, City of		\$86,180		
	Risk Manager	Redondo Beach, City of		\$82,774		
	Risk Manager	Monterey Park, City of		\$75,028		
	(+) Risk Management Director	West Covina, City of		\$73,747		
	Risk Manager	Glendale, City of		\$119,484		
	Risk Manager	Long Beach, City of (*)		\$94,109		
	Senior Manager (Generic Class Title)	Pico Rivera, City of		\$88,086		
	Risk Manager I	Los Angeles, City of		\$83,982		
	Sr Personnel Analyst	South Gate, City of		\$74,418		
	Human Resources/Risk Manager	Bellflower, City of		\$63,198		
	Personnel/Risk Manager	Cerritos, City of (*)		\$112,981		
	N/A	Arcadia, City of (*)		N/A		
	N/A	Burbank, City of		N/A		
	N/A	Carson, City of		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	El Monte, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Norwalk, City of		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Pasadena, City of		N/A		
	N/A	Santa Clarita, City of		N/A		
	N/A	Torrance, City of		N/A		
	N/A	Whittier, City of		N/A		
		Public Sector Rate:		<u>\$89,093</u>		

(+) Job is discernibly more complex and/or size sensitive / External Aged Midpoint adjusted -20%

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Senior Accountant			\$64,404	\$70,366	-\$5,962	-8.47%
	Senior Accountant	Burbank, City of		\$79,022		
	Senior Accountant	Carson, City of		\$73,753		
	Senior Accountant	Pomona, City of		\$67,319		
	Senior Accountant	Lakewood, City of (*)		\$71,910		
	Accountant, Senior	Torrance, City of		\$71,764		
	Sr Financial Analyst	Santa Clarita, City of		\$70,830		
	Principal Accountant	Whittier, City of		\$69,949		
	Senior Accountant	Huntington Park, City of		\$64,939		
	Senior Accountant	LA County		\$63,914		
	Senior Accountant	Monterey Park, City of		\$67,032		
	Accountant II	Compton, City of		\$55,187		
	Sr Accountant	South Gate, City of		\$76,620		
	Senior Accountant	Glendale, City of		\$80,056		
	Sr Financial Analyst	Palmdale, City of		\$77,159		
	Senior Accountant	Pasadena, City of		\$77,075		
	Senior Accountant I	Los Angeles, City of		\$66,722		
	Senior Accountant	Diamond Bar, City of		\$67,642		
	Senior Accountant	Norwalk, City of		\$67,046		
	Accountant III	Pico Rivera, City of		\$62,268		
	Accountant	Hawthorne, City of		\$77,112		
	N/A	Arcadia, City of (*)		N/A		
	N/A	Bellflower, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	N/A	El Monte, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Redondo Beach, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	West Covina, City of		N/A		
		Public Sector Rate:		<u><u>\$70,366</u></u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Senior Assistant City Attorney			\$101,778	\$119,425	-\$17,647	-14.78%
	(+) Assistant City Attorney	Torrance, City of		\$143,894		
	Assistant City Attorney	Redondo Beach, City of		\$141,249		
	Assistant City Attorney	Burbank, City of		\$128,786		
	Deputy City Attorney II	Compton, City of		\$80,540		
	Deputy City Attorney II	El Monte, City of		\$79,741		
	Assistant City Attorney	Pasadena, City of		\$137,847		
	Assistant City Attorney	Palmdale, City of		\$131,955		
	Assistant City Attorney	Glendale, City of		\$127,901		
	Deputy City Attorney II	Los Angeles, City of		\$103,828		
	Assistant City Attorney	Hawthorne, City of		\$118,512		
	Outsourced	Arcadia, City of (*)		N/A		
	Outsourced	Bellflower, City of		N/A		
	N/A	Carson, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	Outsourced	Diamond Bar, City of		N/A		
	Outsourced	Gardena, City of (*)		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Long Beach, City of (*)		N/A		
	Outsourced	Monterey Park, City of		N/A		
	N/A	Norwalk, City of		N/A		
	N/A	Pico Rivera, City of		N/A		
	Outsourced	Pomona, City of		N/A		
	N/A	Santa Clarita, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	South Gate, City of		N/A		
	N/A	West Covina, City of		N/A		
	N/A	Whittier, City of		N/A		
			Public Sector Rate:	<u><u>\$119,425</u></u>		

(+) Job is discernibly more complex and/or size sensitive / External Aged Midpoint adjusted -20%

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Senior Engineer			\$72,570	\$87,064	-\$14,494	-16.65%
	Principal Civil Engineer	Santa Monica, City of (*)		\$108,345		
	Senior Civil Engineer	LA County		\$107,761		
	Senior Civil Engineer	Burbank, City of		\$107,490		
	Senior Engineer	Santa Clarita, City of		\$92,634		
	Senior Civil Engineer	Pomona, City of		\$86,167		
	Senior Civil Engineer	Whittier, City of		\$90,573		
	Senior Civil Engineer	Carson, City of		\$92,127		
	Associate Engineer	Torrance, City of		\$90,697		
	Civil Engineer	Redondo Beach, City of		\$86,730		
	Principal Engineer	West Covina, City of		\$91,822		
	Civil Engineer, Sr	Compton, City of		\$74,375		
	Senior Civil Engineer	Arcadia, City of (*)		\$81,428		
	Senior Civil Engineer	Glendale, City of		\$119,169		
	Senior Civil Engineer	Los Angeles, City of		\$112,763		
	Sr Civil Engineer	Palmdale, City of		\$98,474		
	Sr Engineer	South Gate, City of		\$89,940		
	Senior Engineer	Diamond Bar, City of		\$96,032		
	Senior Civil Engineer	Long Beach, City of (*)		\$94,974		
	Senior Engineer (Generic Class Title)	Pico Rivera, City of		\$79,998		
	Senior Engineer	Hawthorne, City of		\$88,656		
	Associate Civil Engineer	Cerritos, City of (*)		\$86,093		
	N/A	Lakewood, City of (*)		N/A		
	Outsourced	Bellflower, City of		N/A		
	N/A	El Monte, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	Outsourced	Huntington Park, City of		N/A		
	N/A	Monterey Park, City of		N/A		
	N/A	Norwalk, City of		N/A		
	N/A	Pasadena, City of		N/A		
		Public Sector Rate:		<u>\$94,107</u>		
	Civil Engineer (6,980 EE's)	BLS - Bureau of Labor Statistics - LA Metro		<u>\$80,020</u>		
		Private Sector Rate:		<u>\$80,020</u>		
		Prevailing Rate:		<u>\$87,064</u>		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Senior Planner			\$72,570	\$80,443	-\$7,873	-9.79%

Regional Planner II	LA County	\$85,043
Senior Planner	Santa Clarita, City of	\$82,014
Senior Planner	Burbank, City of	\$87,080
Senior Planner	Pomona, City of	\$74,298
Senior Planner	Redondo Beach, City of	\$76,833
Senior Planner	Carson, City of	\$80,255
Senior Planner	Huntington Park, City of	\$73,913
Senior Planner	Whittier, City of	\$67,472
Principal Planner	West Covina, City of	\$72,116
City Planner	Los Angeles, City of	\$91,067
Senior Planner	Glendale, City of	\$92,546
Senior Planner	Pasadena, City of	\$88,739
Sr Planner	South Gate, City of	\$78,870
Senior Planner	Pico Rivera, City of	\$79,998
Senior Planner	Norwalk, City of	\$77,781
Senior Planner	Diamond Bar, City of	\$76,046
Senior Planner	Hawthorne, City of	\$83,460
N/A	Arcadia, City of (*)	N/A
N/A	Bellflower, City of	N/A
N/A	Cerritos, City of (*)	N/A
N/A	Compton, City of	N/A
N/A	El Monte, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Long Beach, City of (*)	N/A
N/A	Monterey Park, City of	N/A
N/A	Palmdale, City of	N/A
N/A	Santa Monica, City of (*)	N/A
N/A	Torrance, City of	N/A

Public Sector Rate: \$80,443

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 bccr

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Systems Analyst			\$52,260	\$74,271	-\$22,011	-29.64%

Systems Analyst	Torrance, City of	\$89,061
Systems Analyst	Santa Monica, City of (*)	\$84,571
Systems Analyst	Carson, City of	\$83,475
Information Systems Specialist	Redondo Beach, City of	\$66,787
IS Analyst	El Monte, City of	\$63,771
Info Systems Analyst	Compton, City of	\$56,853
Info Systems Analyst II	Burbank, City of	\$64,323
Systems Analyst	Glendale, City of	\$87,892
IS Administrator	South Gate, City of	\$79,656
Senior Analyst (Generic Class Title)	Pico Rivera, City of	\$79,998
Systems Analyst I	Los Angeles, City of	\$61,927
IT Tech Analyst I	Pasadena, City of	\$58,270
Network Administrator	Cerritos, City of (*)	\$86,093
Information Systems Analyst	Hawthorne, City of	\$77,112
Outsourced	Arcadia, City of (*)	N/A
Outsourced	Bellflower, City of	N/A
N/A	Diamond Bar, City of	N/A
N/A	Gardena, City of (*)	N/A
Outsourced	Huntington Park, City of	N/A
N/A	LA County	N/A
N/A	Lakewood, City of (*)	N/A
No match	Long Beach, City of (*)	N/A
N/A	Monterey Park, City of	N/A
N/A	Norwalk, City of	N/A
N/A	Palmdale, City of	N/A
Outsourced	Pomona, City of	N/A
N/A	Santa Clarita, City of	N/A
N/A	West Covina, City of	N/A
N/A	Whittier, City of	N/A

Public Sector Rate: \$74,271

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 BPPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%

Telecommunications Manager			\$57,726	\$69,283	-\$11,557	-16.68%
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(Formerly Telecommunications Coordinator)

Comm Supervisor/Telecommunications	Torrance, City of	\$74,235
Telecommunications Coordinator	Pomona, City of	\$59,499
Telecommunications Supervisor	Pasadena, City of	\$81,017
Manager (Generic Class Title)	Pico Rivera, City of	\$71,604
Telecommunications Technician	Glendale, City of	\$60,057
Outsourced	Arcadia, City of (*)	N/A
Outsourced	Bellflower, City of	N/A
N/A	Burbank, City of	N/A
N/A	Carson, City of	N/A
N/A	Cerritos, City of (*)	N/A
N/A	Compton, City of	N/A
N/A	Diamond Bar, City of	N/A
N/A	El Monte, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Hawthorne, City of	N/A
N/A	Huntington Park, City of	N/A
N/A	LA County	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Long Beach, City of (*)	N/A
N/A	Los Angeles, City of	N/A
N/A	Monterey Park, City of	N/A
N/A	Norwalk, City of	N/A
N/A	Palmdale, City of	N/A
N/A	Redondo Beach, City of	N/A
N/A	Santa Clarita, City of	N/A
N/A	Santa Monica, City of (*)	N/A
N/A	South Gate, City of	N/A
N/A	West Covina, City of	N/A
N/A	Whittier, City of	N/A

Public Sector Rate: \$69,283

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%

Transportation Engineer			\$65,052	\$91,390	-\$26,338	-28.82%
(Formerly Associate Transportation Engineer)						

Senior Traffic Engineer	Santa Clarita, City of	\$92,634
Traffic Engineer	Carson, City of	\$93,103
Traffic Engineer	Compton, City of	\$70,768
Assistant Traffic/Transp Engineer	Palmdale, City of	\$108,527
Transportation Engineer	Los Angeles, City of	\$95,858
Traffic Engineer	Long Beach, City of (*)	\$93,510
Traffic Engineer I	Glendale, City of	\$85,333
N/A	Arcadia, City of (*)	N/A
Outsourced	Bellflower, City of	N/A
N/A	Burbank, City of	N/A
N/A	Cerritos, City of (*)	N/A
N/A	Diamond Bar, City of	N/A
N/A	El Monte, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Hawthorne, City of	N/A
Outsourced	Huntington Park, City of	N/A
N/A	LA County	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Monterey Park, City of	N/A
N/A	Norwalk, City of	N/A
N/A	Pasadena, City of	N/A
N/A	Pico Rivera, City of	N/A
N/A	Pomona, City of	N/A
N/A	Redondo Beach, City of	N/A
N/A	Santa Monica, City of (*)	N/A
N/A	South Gate, City of	N/A
N/A	Torrance, City of	N/A
N/A	West Covina, City of	N/A
N/A	Whittier, City of	N/A

Public Sector Rate: \$91,390

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
	Warehouse Supervisor		\$52,260	\$69,387	-\$17,127	-24.68%
	Warehouse Manager	Burbank, City of		\$88,003		
	Warehouse Supervisor	Torrance, City of		\$60,935		
	Supervisor, Warehouse	Carson, City of		\$58,151		
	Supervising Warehouse Worker	LA County		\$50,719		
	Stores Supervisor	Los Angeles, City of		\$86,042		
	Supervisor (Generic Class Title)	Pico Rivera, City of		\$68,646		
	Stores Supervisor	Glendale, City of		\$73,214		
	N/A	Arcadia, City of (*)		N/A		
	N/A	Bellflower, City of		N/A		
	N/A	Cerritos, City of (*)		N/A		
	N/A	Compton, City of		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	El Monte, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Hawthorne, City of		N/A		
	N/A	Huntington Park, City of		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Long Beach, City of (*)		N/A		
	N/A	Monterey Park, City of		N/A		
	N/A	Norwalk, City of		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Pasadena, City of		N/A		
	N/A	Pomona, City of		N/A		
	N/A	Redondo Beach, City of		N/A		
	N/A	Santa Clarita, City of		N/A		
	N/A	Santa Monica, City of (*)		N/A		
	N/A	South Gate, City of		N/A		
	N/A	West Covina, City of		N/A		
	N/A	Whittier, City of		N/A		
			Public Sector Rate:	\$69,387		

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

City of Inglewood
FY 2009 Base Pay Salary Survey

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
	Water Treatment Plant Supervisor		\$62,508	\$76,812	-\$14,304	-18.62%
	(+) Water Production/Distribution Supt Water Operations & Division Supervisor	Santa Monica, City of (*) Compton, City of		\$78,619 \$70,768		
	(+) Water Manager	Whittier, City of		\$74,341		
	(+) Water Utility Manager Water Service Supervisor	Monterey Park, City of Torrance, City of		\$73,610 \$68,793		
	(+) Utilities Superintendent	Arcadia, City of (*)		\$70,151		
	(+) Water Division Manager	South Gate, City of		\$83,438		
	(+) Water Superintendent Senior Supervisor (Generic Class Title)	Glendale, City of Pico Rivera, City of		\$87,509 \$80,520		
	(+) Water Operations Superintendent	Long Beach, City of (*)		\$81,423		
	(+) Public Services Superintendent Water Systems Supervisor	Norwalk, City of Pasadena, City of		\$73,846 \$71,605		
	(+) Water Superintendent	Cerritos, City of (*)		\$83,935		
	N/A	Bellflower, City of		N/A		
	N/A	Burbank, City of		N/A		
	N/A	Carson, City of		N/A		
	N/A	Diamond Bar, City of		N/A		
	N/A	El Monte, City of		N/A		
	N/A	Gardena, City of (*)		N/A		
	N/A	Hawthorne, City of		N/A		
	Outsourced	Huntington Park, City of		N/A		
	N/A	LA County		N/A		
	N/A	Lakewood, City of (*)		N/A		
	N/A	Los Angeles, City of		N/A		
	N/A	Palmdale, City of		N/A		
	N/A	Pomona, City of		N/A		
	N/A	Redondo Beach, City of		N/A		
	N/A	Santa Clarita, City of		N/A		
	Outsourced	West Covina, City of		N/A		
		Public Sector Rate:		<u>\$76,812</u>		

(+) Job is discernibly more complex and/or size sensitive / External Aged Midpoint adjusted -20%

"N/A" : Participant organization does not employ comparable position or no data available
(*) - Salary data extracted from CALPACS
PSPC

**City of Inglewood
FY 2009 Base Pay Salary Survey**

Job Class	Survey Job Class	Participant Organization	BASE		Variance	
			Inglewood Current Midpoint	External Midpoint	\$	%
Crime Analyst			\$52,260	\$56,714	-\$4,454	-7.85%

Crime Analyst	El Monte, City of	\$63,079
Crime Analyst	LA County	\$57,771
Crime Analyst	Whittier, City of	\$48,525
Crime Prevention Specialist	Redondo Beach, City of	\$43,767
Crime Analyst	South Gate, City of	\$65,106
Crime & Intelligence Analyst I	Los Angeles, City of	\$62,035
N/A	Arcadia, City of (*)	N/A
County Function	Bellflower, City of	N/A
N/A	Burbank, City of	N/A
County Function	Carson, City of	N/A
N/A	Cerritos, City of (*)	N/A
N/A	Compton, City of	N/A
County Function	Diamond Bar, City of	N/A
N/A	Gardena, City of (*)	N/A
N/A	Glendale, City of	N/A
N/A	Hawthorne, City of	N/A
N/A	Huntington Park, City of	N/A
N/A	Lakewood, City of (*)	N/A
N/A	Long Beach, City of (*)	N/A
N/A	Monterey Park, City of	N/A
N/A	Norwalk, City of	N/A
N/A	Palmdale, City of	N/A
N/A	Pasadena, City of	N/A
N/A	Pico Rivera, City of	N/A
N/A	Pomona, City of	N/A
County Function	Santa Clarita, City of	N/A
N/A	Santa Monica, City of (*)	N/A
N/A	Torrance, City of	N/A
N/A	West Covina, City of	N/A

Public Sector Rate: \$56,714

"N/A" : Participant organization does not employ comparable position or no data available
 (*) - Salary data extracted from CALPACS
 PSPC

**City of Inglewood
FY 2009 Salary Survey
Market Summary - Executive Classifications**

Job Class	Inglewood Current Midpoint	No Aging Factor	% Variance
		External Midpoint	
Community Development Director	\$98,754	\$142,314	-30.61%
Assistant City Administrator	\$122,916	\$165,114	-25.56%
Economic & Business Development Director	\$98,754	\$130,872	-24.54%
Library Director	\$98,754	\$129,799	-23.92%
Information Technology & Communications Director	\$103,788	\$136,303	-23.86%
Public Works Director	\$110,178	\$144,180	-23.58%
Human Resources Director	\$103,788	\$132,360	-21.59%
Finance Director	\$110,178	\$139,512	-21.03%
Police Chief	\$141,294	\$176,048	-19.74%
Park, Recreation & Human Services Director	\$110,178	\$132,398	-16.78%
City Attorney	\$154,530	\$185,451	-16.67%
City Administrator	\$195,288	\$215,847	-9.52%

**City of Inglewood
FY 2009 Executive Salary Survey**

City of Inglewood Job Class	Survey Job Class	Participant Organization	City of Inglewood Midpoint	External Market Midpoint	Variance	
					\$	%
City Administrator			\$195,288	\$215,847	-\$20,559	-9.52%

City Manager	Santa Monica, City of	\$278,381
City Manager	Torrance, City of	\$270,959
City Manager	Glendale, City of	\$249,953
City Manager	Palmdale, City of	\$248,923
City Manager	Santa Clarita, City of	\$241,369
City Manager	Pasadena, City of	\$240,392
City Manager	Long Beach, City of	\$239,438
City Manager	West Covina, City of	\$227,884
City Manager	Redondo Beach, City of	\$225,667
City Manager	Norwalk, City of	\$220,969
City Manager	Pomona, City of	\$217,070
City Manager	Lakewood, City of	\$209,678
City Manager	Burbank, City of	\$205,105
City Manager	Carson, City of	\$203,981
City Manager	Monterey Park, City of	\$198,430
City Manager	Arcadia, City of	\$197,853
City Manager	Huntington Park, City of	\$190,959
City Manager	Compton, City of	\$190,739
City Manager	Bellflower, City of	\$188,598
City Manager	Diamond Bar, City of	\$183,830
City Manager	Pico Rivera, City of	\$182,767
City Manager	South Gate, City of	\$178,308
City Manager	Hawthorne, City of	\$173,218
No Data	El Monte, City of	-
No Data	Cerritos, City of	-
No Data	Gardena, City of	-
No Data	Whittier, City of	-

Individual Employer Rate: \$215,847

(+) = Match More Complex, Data Reduced 10%
 (-) = Match Less Complex, Data Increased 10%

City of Inglewood
 FY 2009 Executive Salary Survey

City of Inglewood Job Class	Survey Job Class	Participant Organization	City of Inglewood Midpoint	External Market Midpoint	Variance	
					\$	%
	Assistant City Administrator		\$122,916	\$165,114	-\$42,198	-25.56%

Assistant City Manager	Long Beach, City of	\$221,671
Assistant City Manager	Santa Monica, City of	\$195,703
Assistant City Manager	Torrance, City of	\$190,996
Assistant City Manager	Glendale, City of	\$186,398
Assistant City Manager	Pasadena, City of	\$184,956
Assistant City Manager	Lakewood, City of	\$180,034
Assistant City Manager	Norwalk, City of	\$176,408
Assistant City Manager	Santa Clarita, City of	\$174,557
Assistant City Manager	Burbank, City of	\$169,250
Assistant City Manager	Palmdale, City of	\$163,436
Assistant City Manager	Redondo Beach, City of	\$161,835
Assistant City Manager	Compton, City of	\$158,124
Assistant City Manager	Diamond Bar, City of	\$146,545
Assistant City Manager	Pico Rivera, City of	\$146,264
Assistant City Manager	Whittier, City of	\$145,326
Assistant City Manager	West Covina, City of	\$143,977
Assistant City Manager	Bellflower, City of	\$143,231
(+) Public Works Services Director / Asst City Mgr	Arcadia, City of	\$131,746
Assistant City Manager	Huntington Park, City of	\$116,711
No Match	Carson, City of	-
No Match	Pomona, City of	-
No Match	South Gate, City of	-
No Match	Monterey Park, City of	-
No Match	Hawthorne, City of	-
No Data	Cerritos, City of	-
No Data	El Monte, City of	-
No Data	Gardena, City of	-
Individual Employer Rate:		<u><u>\$165,114</u></u>

(+) = Match More Complex, Data Reduced 10%
 (-) = Match Less Complex, Data Increased 10%

**City of Inglewood
FY 2009 Executive Salary Survey**

City of Inglewood Job Class	Survey Job Class	Participant Organization	City of Inglewood Midpoint	External Market Midpoint	Variance	
					\$	%
City Attorney			\$154,530	\$185,451	-\$30,921	-16.67%

City Attorney	Torrance, City of	\$261,711
City Attorney	Long Beach, City of	\$229,730
City Attorney / City Prosecutor	Pasadena, City of	\$229,376
City Attorney	Palmdale, City of	\$228,493
City Attorney	Glendale, City of	\$227,970
City Attorney	Santa Monica, City of	\$220,389
City Attorney	Burbank, City of	\$197,213
City Attorney	Hawthorne, City of	\$186,557
City Attorney	Compton, City of	\$174,131
City Attorney	Redondo Beach, City of	\$167,245
City Attorney	Norwalk, City of	\$163,058
City Attorney	Bellflower, City of	\$122,268
City Attorney	Pomona, City of	\$96,475
City Attorney	Pico Rivera, City of	\$91,701
No Match	Arcadia, City of	-
No Match	Carson, City of	-
No Match	Diamond Bar, City of	-
No Match	Gardena, City of	-
No Match	Huntington Park, City of	-
No Match	Lakewood, City of	-
No Match	Monterey Park, City of	-
No Match	Santa Clarita, City of	-
No Match	South Gate, City of	-
No Match	West Covina, City of	-
No Data	El Monte, City of	-
No Data	Cerritos, City of	-
No Data	Whittier, City of	-

Individual Employer Rate: \$185,451

(+) = Match More Complex, Data Reduced 10%
 (-) = Match Less Complex, Data Increased 10%

**City of Inglewood
FY 2009 Executive Salary Survey**

City of Inglewood Job Class	Survey Job Class	Participant Organization	City of Inglewood Midpoint	External Market Midpoint	Variance	
					\$	%
Police Chief			\$141,294	\$176,048	-\$34,754	-19.74%

Chief of Police	Long Beach, City of	\$226,542
Police Chief	Torrance, City of	\$205,179
Police Chief	Glendale, City of	\$197,433
Police Chief	Pasadena, City of	\$194,419
Police Chief	Santa Monica, City of	\$185,353
Police Chief	Pomona, City of	\$172,891
Chief of Police	South Gate, City of	\$171,078
Police Chief	Monterey Park, City of	\$169,087
Police Chief	Burbank, City of	\$168,248
Chief of Police	Huntington Park, City of	\$165,136
Chief of Police	Whittier, City of	\$163,750
Police Chief	West Covina, City of	\$158,906
Chief of Police	Redondo Beach, City of	\$155,775
Chief of Police Services	Hawthorne, City of	\$155,526
Police Chief	Arcadia, City of	\$151,618
No Match	Bellflower, City of	-
No Match	Carson, City of	-
No Match	Compton, City of	-
No Match	Diamond Bar, City of	-
No Match	Lakewood, City of	-
No Match	Norwalk, City of	-
No Match	Palmdale, City of	-
No Match	Pico Rivera, City of	-
No Match	Santa Clarita, City of	-
No Data	Cerritos, City of	-
No Data	El Monte, City of	-
No Data	Gardena, City of	-

Individual Employer Rate: \$176,048

(+) = Match More Complex, Data Reduced 10%
 (-) = Match Less Complex, Data Increased 10%

**City of Inglewood
FY 2009 Executive Salary Survey**

City of Inglewood Job Class	Survey Job Class	Participant Organization	City of Inglewood Midpoint	External Market Midpoint	Variance	
					\$	%
Finance Director			\$110,178	\$139,512	-\$29,334	-21.03%

Director of Financial Management	Long Beach, City of	\$173,285
Director of Finance	Pasadena, City of	\$172,130
Finance Director	Torrance, City of	\$168,987
Director of Administrative Services	Lakewood, City of	\$164,604
Director of Finance	Glendale, City of	\$159,854
Director of Finance (Controller / City Treasurer)	Santa Monica, City of	\$157,989
Financial Services Director	Burbank, City of	\$149,070
Finance Director	Pomona, City of	\$146,934
Director of Finance	South Gate, City of	\$141,768
Director of Finance	Huntington Park, City of	\$139,612
City Controller	Whittier, City of	\$136,984
(+) Administrative Services General Manager	Carson, City of	\$135,065
Director of Finance	Palmdale, City of	\$134,453
(+) Director of Management Services	Monterey Park, City of	\$134,388
Director of Finance	Hawthorne, City of	\$133,603
Finance Director	West Covina, City of	\$129,880
Finance Director	Diamond Bar, City of	\$129,525
Director of Finance / City Treasurer	Bellflower, City of	\$125,802
(-) Finance Manager	Santa Clarita, City of	\$123,110
Director (Finance)	Pico Rivera, City of	\$121,755
Financial Services Director	Redondo Beach, City of	\$121,014
Director of Finance / City Treasurer	Norwalk, City of	\$117,047
(+) Administrative Services Director	Arcadia, City of	\$116,445
City Controller	Compton, City of	\$114,981
No Data	Cerritos, City of	-
No Data	El Monte, City of	-
No Data	Gardena, City of	-
Individual Employer Rate:		
		<u><u>\$139,512</u></u>

(+) = Match More Complex, Data Reduced 10%
 (-) = Match Less Complex, Data Increased 10%

City of Inglewood
FY 2009 Executive Salary Survey

City of Inglewood Job Class	Survey Job Class	Participant Organization	City of Inglewood Midpoint	External Market Midpoint	Variance	
					\$	%
Public Works Director			\$110,178	\$144,180	-\$34,002	-23.58%

Director of Public Works	Pasadena, City of	\$176,122
Director of Public Works	Long Beach, City of	\$173,285
Director of Public Works	Glendale, City of	\$170,864
Director of Public Works	Santa Monica, City of	\$170,558
Public Works Director	Torrance, City of	\$168,987
Public Works Director / City Engr / Bldg Offl	Pomona, City of	\$164,376
Public Works Director	Santa Clarita, City of	\$162,097
Public Services General Manager	Carson, City of	\$150,072
Public Works Director	Burbank, City of	\$149,657
Director of Public Works / City Engineer	Monterey Park, City of	\$149,320
Director of Public Works	Lakewood, City of	\$149,149
Director of Public Works	Whittier, City of	\$142,193
Director of Public Works	South Gate, City of	\$141,768
Public Works Director & City Engineer	West Covina, City of	\$140,193
Chief of General Services & Public Works	Hawthorne, City of	\$139,625
Director of Public Works	Palmdale, City of	\$134,453
Public Works Director	Diamond Bar, City of	\$132,759
(+) Public Works Services Director / Asst City Mgr	Arcadia, City of	\$131,746
Director of Public Works	Bellflower, City of	\$126,802
Director (Public Works)	Pico Rivera, City of	\$121,755
Public Works Director	Redondo Beach, City of	\$121,014
Director of Field Services	Huntington Park, City of	\$120,245
Director of Public Services	Norwalk, City of	\$117,047
Director of Public Works / City Engineer	Compton, City of	\$107,236
No Data	Cerritos, City of	-
No Data	El Monte, City of	-
No Data	Gardena, City of	-
Individual Employer Rate:		<u>\$144,180</u>

(+) = Match More Complex, Data Reduced 10%
 (-) = Match Less Complex, Data Increased 10%

City of Inglewood
 FY 2009 Executive Salary Survey

City of Inglewood Job Class	Survey Job Class	Participant Organization	City of Inglewood Midpoint	External Market Midpoint	Variance	
					\$	%
Human Resources Director			\$103,788	\$132,360	-\$28,572	-21.59%

Director of Human Resources	Long Beach, City of	\$166,660
Director of Human Resources	Pasadena, City of	\$164,500
Director of Human Resources	Glendale, City of	\$159,854
Human Resources Director	Torrance, City of	\$155,709
Director of Human & Risk Management	Monterey Park, City of	\$149,320
Director of Human Resources	Santa Monica, City of	\$147,755
Management Services Director	Burbank, City of	\$136,397
Director of Personnel	South Gate, City of	\$134,763
Director of Human Resources	Palmdale, City of	\$134,453
(-) Human Resources Officer	Carson, City of	\$132,195
Director of Human Resources	Whittier, City of	\$127,470
Human Resources / Risk Manager Director	Pomona, City of	\$123,610
(-) Human Resources Manager	Santa Clarita, City of	\$123,110
Director (Human Resources)	Pico Rivera, City of	\$121,755
Human Resources Director	Redondo Beach, City of	\$121,014
Director of Human Resources	Hawthorne, City of	\$120,752
Director of Human Resources / Risk Mgr	Norwalk, City of	\$117,047
(+) Administrative Services Director	Arcadia, City of	\$116,445
Human Resources Director	West Covina, City of	\$116,247
(-) Human Resources / Risk Manager	Bellflower, City of	\$113,420
Human Resources Director	Compton, City of	\$97,081
No Match	Diamond Bar, City of	-
No Match	Huntington Park, City of	-
No Match	Lakewood, City of	-
No Data	Cerritos, City of	-
No Data	El Monte, City of	-
No Data	Gardena, City of	-

Individual Employer Rate: \$132,360

(+) = Match More Complex, Data Reduced 10%
 (-) = Match Less Complex, Data Increased 10%

**City of Inglewood
FY 2009 Executive Salary Survey**

City of Inglewood Job Class	Survey Job Class	Participant Organization	City of Inglewood Midpoint	External Market Midpoint	Variance	
					\$	%
	Information Technology & Communications Director		\$103,788	\$136,303	-\$32,515	-23.86%

Director - Technology Services	Long Beach, City of	\$159,435
Information Technology Director	Torrance, City of	\$155,709
Director of Library & Information Services	Pasadena, City of	\$152,738
Chief Information Officer	Santa Monica, City of	\$138,127
Director of Information Services	Glendale, City of	\$137,540
Information Technology Director	Burbank, City of	\$132,405
Information Technology Director	Diamond Bar, City of	\$129,525
Director (Information Technology)	Pico Rivera, City of	\$121,755
Information Technology Director	Redondo Beach, City of	\$121,014
Information Technology Director	Pomona, City of	\$114,786
No Match	Arcadia, City of	-
No Match	Bellflower, City of	-
No Match	Carson, City of	-
No Match	Compton, City of	-
No Match	Hawthorne, City of	-
No Match	Huntington Park, City of	-
No Match	Lakewood, City of	-
No Match	Monterey Park, City of	-
No Match	Norwalk, City of	-
No Match	Palmdale, City of	-
No Match	Santa Clarita, City of	-
No Match	South Gate, City of	-
No Match	West Covina, City of	-
No Match	Whittier, City of	-
No Data	Cerritos, City of	-
No Data	El Monte, City of	-
No Data	Gardena, City of	-

Individual Employer Rate: \$136,303

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Information Technology Manager	Carson, City of	\$114,382
Information Systems Manager	Hawthorne, City of	\$113,471
Information Technology Manager	Santa Clarita, City of	\$111,918
Information Technology / Records Manager	Whittier, City of	\$94,903
Communications Manager	Palmdale, City of	\$91,004
Communications & Information Officer	Norwalk, City of	\$90,613
Information Systems Manager	Compton, City of	\$89,666

(+) = Match More Complex, Data Reduced 10%
 (-) = Match Less Complex, Data Increased 10%

**City of Inglewood
FY 2009 Executive Salary Survey**

City of Inglewood Job Class	Survey Job Class	Participant Organization	City of Inglewood Midpoint	External Market Midpoint	Variance	
					\$	%

Library Director			\$98,754	\$129,799	-\$31,045	-23.92%
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Director - Library Services	Long Beach, City of	\$155,001
Director of Library & Information Services	Pasadena, City of	\$152,738
Director of Libraries	Glendale, City of	\$134,428
(-) City Librarian	Torrance, City of	\$133,150
Director of Library System / City Librarian	Santa Monica, City of	\$129,562
Library Services Director	Burbank, City of	\$121,248
Library Director	Redondo Beach, City of	\$121,014
Library Director	Pomona, City of	\$117,655
Director of Library & Museum Services	Arcadia, City of	\$117,209
Director of Library Services	Whittier, City of	\$115,990
No Match	Bellflower, City of	-
No Match	Carson, City of	-
No Match	Compton, City of	-
No Match	Hawthorne, City of	-
No Match	Huntington Park, City of	-
No Match	Monterey Park, City of	-
No Match	Norwalk, City of	-
No Match	Palmdale, City of	-
No Match	Pico Rivera, City of	-
No Match	Santa Clarita, City of	-
No Match	South Gate, City of	-
No Match	West Covina, City of	-
No Match	Diamond Bar, City of	-
No Match	Lakewood, City of	-
No Data	Cerritos, City of	-
No Data	El Monte, City of	-
No Data	Gardena, City of	-

Individual Employer Rate: \$129,799

(+) = Match More Complex, Data Reduced 10%
 (-) = Match Less Complex, Data Increased 10%

**City of Inglewood
FY 2009 Executive Salary Survey**

City of Inglewood Job Class	Survey Job Class	Participant Organization	City of Inglewood Midpoint	External Market Midpoint	Variance	
					\$	%

Park, Recreation & Human Services Director			\$110,178	\$132,398	-\$22,220	-16.78%
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Director-Parks, Recreation & Marine	Long Beach, City of	\$180,839
Community Services Director	Torrance, City of	\$166,603
Director of Community & Cultural Services	Santa Monica, City of	\$160,312
Parks & Recreation Director	Santa Clarita, City of	\$154,284
Director of Parks, Recreation & Community Services	Glendale, City of	\$148,599
Director of Human Services, Recreation & Neighbhrds	Pasadena, City of	\$147,548
Parks, Recreation & Community Services Director	Burbank, City of	\$142,180
Director of Recreation & Community Services	Lakewood, City of	\$139,814
Director of Parks & Recreation	Palmdale, City of	\$134,453
Community Services Director	Pomona, City of	\$133,116
Director of Parks	South Gate, City of	\$132,805
Parks, Recreation & Community Services Director	Diamond Bar, City of	\$132,759
Director of Recreation & Parks	Monterey Park, City of	\$127,288
Director of Parks & Recreation	Bellflower, City of	\$125,802
Director (Parks & Recreation)	Pico Rivera, City of	\$121,755
Director of Recreation & Community Services	Redondo Beach, City of	\$121,014
Director of Recreation & Community Services	Hawthorne, City of	\$120,752
Community Services Director	West Covina, City of	\$119,047
Recreation & Community Services Director	Arcadia, City of	\$117,209
Director of Recreation & Park Services	Norwalk, City of	\$117,047
Director of Parks	Whittier, City of	\$114,457
Director of Parks & Recreation	Huntington Park, City of	\$114,413
(-) Recreation Superintendent	Carson, City of	\$113,985
Director of Parks & Recreation	Compton, City of	\$91,463
No Data	Cerritos, City of	-
No Data	El Monte, City of	-
No Data	Gardena, City of	-
Individual Employer Rate:		
<u>\$132,398</u>		

(+) = Match More Complex, Data Reduced 10%
 (-) = Match Less Complex, Data Increased 10%

**City of Inglewood
FY 2009 Executive Salary Survey**

City of Inglewood Job Class	Survey Job Class	Participant Organization	City of Inglewood Midpoint	External Market Midpoint	Variance	
					\$	%
Community Development Director			\$98,754	\$142,314	-\$43,560	-30.61%

Director of Planning & Development	Pasadena, City of	\$176,122
Director-Community Development	Long Beach, City of	\$173,285
Director of Planning & Community Development	Santa Monica, City of	\$170,558
Community Development Director	Torrance, City of	\$166,603
(-) Development Services Manager	Carson, City of	\$165,080
Community Development Director	Burbank, City of	\$164,696
Community Development Director	Santa Clarita, City of	\$154,284
Director of Community Development	Lakewood, City of	\$152,707
Director of Community Development & Housing	Glendale, City of	\$144,497
Director of Community Development	South Gate, City of	\$143,592
Director of Community Development	Whittier, City of	\$141,837
Development Services Director	Arcadia, City of	\$139,329
Director of Development Services	Monterey Park, City of	\$137,674
Director of Building & Safety	Palmdale, City of	\$134,453
(-) Planning Director	Redondo Beach, City of	\$133,115
Director of Community Development	Compton, City of	\$132,184
Community Development Director	Diamond Bar, City of	\$129,525
Planning & Housing Director	Pomona, City of	\$126,037
Director of Community Development	Bellflower, City of	\$125,802
Director of Community Development	Huntington Park, City of	\$125,130
Director (Community Development)	Pico Rivera, City of	\$121,755
Directors of: Building, Safety, Licensing, Code Enf	Hawthorne, City of	\$120,752
(-) Planning Director	West Covina, City of	\$119,378
Director of Community Development	Norwalk, City of	\$117,047
No Data	Cerritos, City of	-
No Data	El Monte, City of	-
No Data	Gardena, City of	-
Individual Employer Rate:		<u><u>\$142,314</u></u>

(+) = Match More Complex, Data Reduced 10%
 (-) = Match Less Complex, Data Increased 10%

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City of Inglewood
FY 2009 Executive Salary Survey

City of Inglewood Job Class	Survey Job Class	Participant Organization	City of Inglewood Midpoint	External Market Midpoint	Variance	
					\$	%
Economic & Business Development Director			\$98,754	\$130,872	-\$32,118	-24.54%

Director - Development Services	Long Beach, City of	\$173,285
Director of Housing & Economic Development	Santa Monica, City of	\$152,579
Economic Development General Manager	Carson, City of	\$150,072
Redevelopment Director	Pomona, City of	\$146,934
Director of Economic Development	Monterey Park, City of	\$137,674
CDC Director	West Covina, City of	\$136,647
Director of Planning	Palmdale, City of	\$134,453
Director of Development Services	Glendale, City of	\$133,560
(-) Economic Development Manager	Santa Clarita, City of	\$123,110
Director (Economic Development)	Pico Rivera, City of	\$121,755
Harbor, Business & Transit Director	Redondo Beach, City of	\$121,014
(-) Development Operations Administrator	Pasadena, City of	\$120,730
(-) Economic Development Manager	South Gate, City of	\$117,414
Economic Development Director	Hawthorne, City of	\$108,966
(-) Economic Development Manager	Arcadia, City of	\$108,530
Director of Economic & Grants Management Svces	Compton, City of	\$107,236
No Match	Bellflower, City of	-
No Match	Burbank, City of	-
No Match	Huntington Park, City of	-
No Match	Norwalk, City of	-
No Match	Torrance, City of	-
No Match	Whittier, City of	-
No Match	Diamond Bar, City of	-
No Match	Lakewood, City of	-
No Data	Cerritos, City of	-
No Data	El Monte, City of	-
No Data	Gardena, City of	-

Individual Employer Rate: \$130,872

(+) = Match More Complex, Data Reduced 10%
 (-) = Match Less Complex, Data Increased 10%