

City of Laguna Hills
Salary Schedule - LHCEA Bargaining Unit Employees
Effective 7/1/2025

| | Step | Hourly | Monthly | Bi-Weekly | Annually |
|------------------------------------|-------------|---------------|----------------|------------------|-----------------|
| Accountant | A | 43.341257 | 7,512.484555 | 3,467.300564 | 90,149.814657 |
| | B | 45.508316 | 7,888.108161 | 3,640.665305 | 94,657.297928 |
| | C | 47.783733 | 8,282.513791 | 3,822.698673 | 99,390.165489 |
| | D | 50.172921 | 8,696.639569 | 4,013.833647 | 104,359.674830 |
| | E | 52.681567 | 9,131.471592 | 4,214.525350 | 109,577.659104 |
| Accounting Specialist | A | 36.417744 | 6,312.408972 | 2,913.419526 | 75,748.907664 |
| | B | 38.241571 | 6,628.538993 | 3,059.325689 | 79,542.467910 |
| | C | 40.159533 | 6,960.985797 | 3,212.762675 | 83,531.829560 |
| | D | 42.159864 | 7,307.709675 | 3,372.789081 | 87,692.516105 |
| | E | 44.277854 | 7,674.827979 | 3,542.228298 | 92,097.935748 |
| Administrative Assistant I | A | 35.327339 | 6,123.405414 | 2,826.187114 | 73,480.864968 |
| | B | 37.092087 | 6,429.295136 | 2,967.366986 | 77,151.541631 |
| | C | 38.945333 | 6,750.524429 | 3,115.626659 | 81,006.293147 |
| | D | 40.893534 | 7,088.212646 | 3,271.482759 | 85,058.551746 |
| | E | 42.937050 | 7,442.421972 | 3,434.963987 | 89,309.063664 |
| Administrative Assistant II | A | 37.092902 | 6,429.436388 | 2,967.432179 | 77,153.236650 |
| | B | 38.947542 | 6,750.907319 | 3,115.803378 | 81,010.887822 |
| | C | 40.894923 | 7,088.453395 | 3,271.593875 | 85,061.440742 |
| | D | 42.939669 | 7,442.875932 | 3,435.173507 | 89,314.511180 |
| | E | 45.086653 | 7,815.019773 | 3,606.932203 | 93,780.237272 |
| Assistant City Clerk | A | 45.360386 | 7,862.466993 | 3,628.830920 | 94,349.603916 |
| | B | 47.631668 | 8,256.155705 | 3,810.533402 | 99,073.868454 |
| | C | 50.010445 | 8,668.477193 | 4,000.835628 | 104,021.726319 |
| | D | 52.508621 | 9,101.494266 | 4,200.689661 | 109,217.931192 |
| | E | 55.135757 | 9,556.864631 | 4,410.860599 | 114,682.375566 |
| Assistant Engineer | A | 46.618218 | 8,080.491097 | 3,729.457429 | 96,965.893166 |
| | B | 48.949167 | 8,484.522270 | 3,915.933356 | 101,814.267245 |
| | C | 51.396618 | 8,908.747096 | 4,111.729429 | 106,904.965149 |
| | D | 53.966454 | 9,354.185428 | 4,317.316351 | 112,250.225133 |
| | E | 56.664760 | 9,821.891768 | 4,533.180816 | 117,862.701210 |
| Assistant City Engineer | A | 74.255585 | 12,870.968001 | 5,940.446770 | 154,451.616008 |
| | B | 77.968365 | 13,514.516623 | 6,237.469211 | 162,174.199473 |
| | C | 81.866782 | 14,190.242187 | 6,549.342548 | 170,282.906249 |
| | D | 85.960122 | 14,899.754430 | 6,876.809737 | 178,797.053160 |
| | E | 90.258128 | 15,644.742152 | 7,220.650224 | 187,736.905818 |
| Assistant Planner | A | 40.372749 | 6,997.943085 | 3,229.819885 | 83,975.317020 |
| | B | 42.391386 | 7,347.840239 | 3,391.310880 | 88,174.082871 |
| | C | 44.510955 | 7,715.232162 | 3,560.876383 | 92,582.785949 |
| | D | 46.736503 | 8,100.993904 | 3,738.920263 | 97,211.926845 |
| | E | 49.073331 | 8,506.044043 | 3,925.866481 | 102,072.528518 |

City of Laguna Hills
Salary Schedule - LHCEA Bargaining Unit Employees
Effective 7/1/2025

| | Step | Hourly | Monthly | Bi-Weekly | Annually |
|---|-------------|---------------|----------------|------------------|-----------------|
| Associate Engineer | A | 55.806851 | 9,673.187565 | 4,464.548107 | 116,078.250776 |
| | B | 58.597196 | 10,156.847343 | 4,687.775697 | 121,882.168112 |
| | C | 61.527055 | 10,664.689577 | 4,922.164420 | 127,976.274918 |
| | D | 64.603409 | 11,197.924233 | 5,168.272723 | 134,375.090796 |
| | E | 67.833576 | 11,757.819912 | 5,426.686113 | 141,093.838940 |
| Code Enforcement Officer | A | 38.477635 | 6,669.456657 | 3,078.210765 | 80,033.479880 |
| | B | 40.401517 | 7,002.929534 | 3,232.121323 | 84,035.154407 |
| | C | 42.421594 | 7,353.076322 | 3,393.727533 | 88,236.915858 |
| | D | 44.542675 | 7,720.730315 | 3,563.413992 | 92,648.763783 |
| | E | 46.769807 | 8,106.766565 | 3,741.584568 | 97,281.198774 |
| Community Services Manager | A | 61.169180 | 10,602.657904 | 4,893.534417 | 127,231.894845 |
| | B | 64.227683 | 11,132.798350 | 5,138.214623 | 133,593.580202 |
| | C | 67.439046 | 11,689.434581 | 5,395.123653 | 140,273.214971 |
| | D | 70.810998 | 12,273.906266 | 5,664.879815 | 147,286.875186 |
| | E | 74.351514 | 12,887.595716 | 5,948.121099 | 154,651.148586 |
| Deputy City Clerk | A | 40.692584 | 7,053.381239 | 3,255.406725 | 84,640.574862 |
| | B | 42.727258 | 7,406.058118 | 3,418.180670 | 88,872.697418 |
| | C | 44.863602 | 7,776.357693 | 3,589.088166 | 93,316.292312 |
| | D | 47.106756 | 8,165.171002 | 3,768.540463 | 97,982.052026 |
| | E | 49.462096 | 8,573.429952 | 3,956.967670 | 102,881.159424 |
| Finance Manager | A | 68.655706 | 11,900.322369 | 5,492.456478 | 142,803.868424 |
| | B | 72.088469 | 12,495.334623 | 5,767.077518 | 149,944.015472 |
| | C | 75.692907 | 13,120.103886 | 6,055.432563 | 157,441.246628 |
| | D | 79.477569 | 13,776.111967 | 6,358.205523 | 165,313.343606 |
| | E | 83.451450 | 14,464.917965 | 6,676.115984 | 173,579.015583 |
| Information Technology Administrator | A | 50.506056 | 8,754.383056 | 4,040.484487 | 105,052.596669 |
| | B | 53.031293 | 9,192.090749 | 4,242.503422 | 110,305.088982 |
| | C | 55.685609 | 9,652.172166 | 4,454.848692 | 115,826.065988 |
| | D | 58.468891 | 10,134.607763 | 4,677.511275 | 121,615.293155 |
| | E | 61.397002 | 10,642.147061 | 4,911.760182 | 127,705.764731 |
| Management Analyst I | A | 42.020729 | 7,283.592959 | 3,361.658289 | 87,403.115511 |
| | B | 44.121765 | 7,647.772518 | 3,529.741162 | 91,773.270221 |
| | C | 46.327852 | 8,030.161100 | 3,706.228200 | 96,361.933199 |
| | D | 48.644246 | 8,431.669288 | 3,891.539671 | 101,180.031458 |
| | E | 51.076454 | 8,853.252086 | 4,086.116348 | 106,239.025035 |
| Management Analyst II | A | 46.223872 | 8,012.137748 | 3,697.909730 | 96,145.652975 |
| | B | 48.535068 | 8,412.745124 | 3,882.805442 | 100,952.941487 |
| | C | 50.961818 | 8,833.381803 | 4,076.945447 | 106,000.581632 |
| | D | 53.509908 | 9,275.050760 | 4,280.792658 | 111,300.609114 |
| | E | 56.185407 | 9,738.803831 | 4,494.832537 | 116,865.645966 |

City of Laguna Hills
Salary Schedule - LHCEA Bargaining Unit Employees
Effective 7/1/2025

| | Step | Hourly | Monthly | Bi-Weekly | Annually |
|---------------------------------------|-------------|---------------|----------------|------------------|-----------------|
| Parks Supervisor | A | 51.149571 | 8,865.925644 | 4,091.965682 | 106,391.107728 |
| | B | 53.714697 | 9,310.547559 | 4,297.175797 | 111,726.570713 |
| | C | 56.397494 | 9,775.565676 | 4,511.799543 | 117,306.788117 |
| | D | 59.221486 | 10,265.057636 | 4,737.718909 | 123,180.691635 |
| | E | 62.172513 | 10,776.568859 | 4,973.801012 | 129,318.826307 |
| Permit Technician I | A | 30.339952 | 5,258.925036 | 2,427.196171 | 63,107.100437 |
| | B | 31.856952 | 5,521.871599 | 2,548.556123 | 66,262.459190 |
| | C | 33.449799 | 5,797.965224 | 2,675.983949 | 69,575.582682 |
| | D | 35.122288 | 6,087.863307 | 2,809.783065 | 73,054.359684 |
| | E | 36.878401 | 6,392.256117 | 2,950.272054 | 76,707.073404 |
| Permit Technician II | A | 33.479321 | 5,803.082264 | 2,678.345660 | 69,636.987162 |
| | B | 35.160579 | 6,094.500357 | 2,812.846318 | 73,134.004280 |
| | C | 36.919018 | 6,399.296489 | 2,953.521456 | 76,791.557867 |
| | D | 38.762342 | 6,718.805888 | 3,100.987333 | 80,625.670655 |
| | E | 40.698078 | 7,054.333577 | 3,255.846266 | 84,652.002918 |
| Principal Civil Engineer | A | 65.031215 | 11,272.077188 | 5,202.497163 | 135,264.926250 |
| | B | 68.282777 | 11,835.681263 | 5,462.622121 | 142,028.175150 |
| | C | 71.696913 | 12,427.464938 | 5,735.753048 | 149,129.579250 |
| | D | 75.281760 | 13,048.838400 | 6,022.540800 | 156,586.060800 |
| | E | 79.045846 | 13,701.279975 | 6,323.667681 | 164,415.359700 |
| Public Works Inspector | A | 39.916259 | 6,918.818189 | 3,193.300703 | 83,025.818267 |
| | B | 41.912074 | 7,264.759409 | 3,352.965881 | 87,177.112911 |
| | C | 44.007677 | 7,627.997291 | 3,520.614134 | 91,535.967491 |
| | D | 46.208060 | 8,009.397111 | 3,696.644820 | 96,112.765332 |
| | E | 48.518462 | 8,409.866789 | 3,881.476979 | 100,918.401467 |
| Public Works Supervisor | A | 51.149571 | 8,865.925644 | 4,091.965682 | 106,391.107728 |
| | B | 53.714697 | 9,310.547559 | 4,297.175797 | 111,726.570713 |
| | C | 56.397494 | 9,775.565676 | 4,511.799543 | 117,306.788117 |
| | D | 59.221486 | 10,265.057636 | 4,737.718909 | 123,180.691635 |
| | E | 62.172513 | 10,776.568859 | 4,973.801012 | 129,318.826307 |
| Receptionist | A | 28.742374 | 4,982.011442 | 2,299.389896 | 59,784.137303 |
| | B | 30.179491 | 5,231.111792 | 2,414.359289 | 62,773.341503 |
| | C | 31.688464 | 5,492.667159 | 2,535.077150 | 65,912.005913 |
| | D | 33.272886 | 5,767.300295 | 2,661.830906 | 69,207.603543 |
| | E | 34.936534 | 6,055.665932 | 2,794.922738 | 72,667.991183 |
| Records Management Coordinator | A | 37.207518 | 6,449.303118 | 2,976.601439 | 77,391.637412 |
| | B | 39.067473 | 6,771.695294 | 3,125.397828 | 81,260.343522 |
| | C | 41.022614 | 7,110.586370 | 3,281.809094 | 85,327.036439 |
| | D | 43.072715 | 7,465.937258 | 3,445.817196 | 89,591.247099 |
| | E | 45.222041 | 7,838.487087 | 3,617.763271 | 94,061.845040 |

City of Laguna Hills
Salary Schedule - LHCEA Bargaining Unit Employees
Effective 7/1/2025

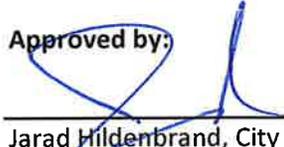
| | Step | Hourly | Monthly | Bi-Weekly | Annually |
|--------------------------------------|------|-----------|---------------|--------------|----------------|
| Recreation Coordinator | A | 34.962970 | 6,060.248170 | 2,797.037617 | 72,722.978042 |
| | B | 36.713091 | 6,363.602470 | 2,937.047294 | 76,363.229637 |
| | C | 38.549926 | 6,681.987186 | 3,083.994086 | 80,183.846232 |
| | D | 40.481368 | 7,016.770416 | 3,238.509423 | 84,201.244997 |
| | E | 42.505197 | 7,367.567495 | 3,400.415767 | 88,410.809934 |
| Senior Management Analyst | A | 53.277427 | 9,234.754070 | 4,262.194186 | 110,817.048834 |
| | B | 55.941302 | 9,696.492306 | 4,475.304141 | 116,357.907672 |
| | C | 58.738366 | 10,181.316744 | 4,699.069266 | 122,175.800924 |
| | D | 61.675282 | 10,690.382270 | 4,934.022586 | 128,284.587239 |
| | E | 64.759047 | 11,224.901517 | 5,180.723777 | 134,698.818200 |
| Senior Permit Technician | A | 36.729682 | 6,366.478140 | 2,938.374526 | 76,397.737676 |
| | B | 38.563580 | 6,684.353817 | 3,085.086377 | 80,212.245804 |
| | C | 40.491095 | 7,018.456552 | 3,239.287639 | 84,221.478626 |
| | D | 42.519220 | 7,369.998089 | 3,401.537579 | 88,439.977062 |
| | E | 44.646030 | 7,738.645286 | 3,571.682439 | 92,863.743426 |
| Senior Planner | A | 54.640900 | 9,471.089359 | 4,371.272012 | 113,653.072310 |
| | B | 57.372945 | 9,944.643872 | 4,589.835633 | 119,335.726458 |
| | C | 60.241594 | 10,441.876243 | 4,819.327497 | 125,302.514913 |
| | D | 63.253672 | 10,963.969788 | 5,060.293748 | 131,567.637461 |
| | E | 66.416355 | 11,512.168233 | 5,313.308415 | 138,146.018801 |
| Senior Public Works Inspector | A | 48.592091 | 8,422.629038 | 3,887.367248 | 101,071.548450 |
| | B | 51.021698 | 8,843.761050 | 4,081.735869 | 106,125.132600 |
| | C | 53.572779 | 9,285.948413 | 4,285.822344 | 111,431.380950 |
| | D | 56.251419 | 9,750.245963 | 4,500.113521 | 117,002.951550 |
| | E | 59.063992 | 10,237.758563 | 4,725.119337 | 122,853.102750 |

Pursuant to City Council Resolution No. 2025-06-24-1, approving and adopting the Memorandum of Understanding (MOU) between the City of Laguna Hills and the Laguna Hills City Employees Association, effective the first pay period that includes July 1, 2025 until June 30, 2026, the City Manager hereby authorizes the 3.5% increase in salaries as listed above, in accordance with Section IV (A) and (B) of the MOU.

Prepared by:


 Eric Hendrickson, Finance Director 7/24/25
 Date

Approved by:


 Jarad Hildenbrand, City Manager 7/28/25
 Date

City of Laguna Hills
Salary Schedule - Management, Confidential & Part-Time Employees
Effective 7/1/2025, Updated 12/1/2025

| | Step | Hourly | Monthly | Bi-Weekly | Annually |
|--|------|------------|---------------|---------------|----------------|
| City Manager | E | 139.423077 | 24,166.666667 | 11,153.846154 | 290,000.000000 |
| Assistant City Manager | A | 102.506858 | 17,767.855350 | 8,200.548623 | 213,214.264200 |
| | B | 107.632198 | 18,656.247600 | 8,610.575815 | 223,874.971200 |
| | C | 113.013820 | 19,589.062050 | 9,041.105562 | 235,068.744600 |
| | D | 118.664502 | 20,568.513600 | 9,493.160123 | 246,822.163200 |
| | E | 124.597679 | 21,596.931000 | 9,967.814308 | 259,163.172000 |
| City Clerk | A | 67.567074 | 11,711.626188 | 5,405.365933 | 140,539.514261 |
| | B | 70.945407 | 12,297.203900 | 5,675.632569 | 147,566.446799 |
| | C | 74.492673 | 12,912.063340 | 5,959.413849 | 154,944.760077 |
| | D | 78.217308 | 13,557.666773 | 6,257.384665 | 162,692.001279 |
| | E | 82.128174 | 14,235.550201 | 6,570.253939 | 170,826.602409 |
| Community Development Director | A | 93.188038 | 16,152.593269 | 7,455.043047 | 193,831.119230 |
| | B | 97.846779 | 16,960.108377 | 7,827.742328 | 203,521.300520 |
| | C | 102.738452 | 17,807.998351 | 8,219.076162 | 213,695.980214 |
| | D | 107.876372 | 18,698.571191 | 8,630.109780 | 224,382.854291 |
| | E | 113.265199 | 19,632.634429 | 9,061.215890 | 235,591.613145 |
| Community Services Director | A | 90.434737 | 15,675.354450 | 7,234.778977 | 188,104.253400 |
| | B | 94.956453 | 16,459.118550 | 7,596.516254 | 197,509.422600 |
| | C | 99.704297 | 17,282.078100 | 7,976.343738 | 207,384.937200 |
| | D | 104.689494 | 18,146.178900 | 8,375.159492 | 217,754.146800 |
| | E | 109.923986 | 19,053.490950 | 8,793.918900 | 228,641.891400 |
| Finance Director | A | 90.434744 | 15,675.355554 | 7,234.779486 | 188,104.266648 |
| | B | 94.956482 | 16,459.123509 | 7,596.518543 | 197,509.482113 |
| | C | 99.704305 | 17,282.079463 | 7,976.344367 | 207,384.953553 |
| | D | 104.689518 | 18,146.183169 | 8,375.161463 | 217,754.198033 |
| | E | 109.923998 | 19,053.492994 | 8,793.919843 | 228,641.915930 |
| Executive Assistant to the City Manager | A | 41.755741 | 7,237.661850 | 3,340.459315 | 86,851.942200 |
| | B | 43.843577 | 7,599.553300 | 3,507.486139 | 91,194.639602 |
| | C | 46.035729 | 7,979.526390 | 3,682.858334 | 95,754.316680 |
| | D | 48.337541 | 8,378.507151 | 3,867.003301 | 100,542.085817 |
| | E | 50.754394 | 8,797.428378 | 4,060.351559 | 105,569.140536 |
| Community Services Leader | A | 18.00 | | | |
| | B | | | | |
| | C | | | | |
| | D | | | | |
| | E | 25.00 | | | |

Pursuant to City Council Resolution No. 2025-06-24-2, effective the first pay period that includes July 1, 2025 until June 30, 2026, the City Manager hereby authorizes the 3.5% increase in salaries. Salaries above are in effect for FY 25/26.

Approved by:


Eric Hendrickson, Finance Director

11/25/25
Date