

RESOLUTION NO. 2025-07-6891

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
SIGNAL HILL, CALIFORNIA, APPROVING AND
ADOPTING A CITY-WIDE PAY SCHEDULE AS REQUIRED
BY THE CALIFORNIA PUBLIC EMPLOYEES'
RETIREMENT SYSTEM (CALPERS), AND REPEALING
ALL PRIOR RESOLUTIONS**

WHEREAS, the California Public Employees' Retirement System requires, by regulation, that the City Council approve and adopt a pay schedule for every employee position; and

WHEREAS, such pay schedule shall be available for public review; and

WHEREAS, posting of the pay schedule may be satisfied by listing on the employer's internet website.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE
CITY OF SIGNAL HILL, CALIFORNIA**, that the Salary Schedule effective July 1, 2025 (Exhibit A) shall be posted on the City website.

BE IT FURTHER RESOLVED, that such schedule shall be retained and available for public inspection for not less than five years.

PASSED, APPROVED, AND ADOPTED at a regular meeting of the City Council of the City of Signal Hill, California, on this 8th day of July 2025.

KEIR JONES
MAYOR

ATTEST:

for DARITZA GONZALEZ
CITY CLERK

STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES)ss.
CITY OF SIGNAL HILL)

I, DARITZA GONZALEZ, City Clerk of the City of Signal Hill, California, do hereby certify that Resolution No. 2025-07-6891 was adopted by the City Council of the City of Signal Hill, California, at a regular meeting held on the 8th day of July 2025, and that the same was adopted by the following vote:

AYES: MAYOR KEIR JONES, VICE MAYOR TINA L. HANSEN,
COUNCIL MEMBERS CHARLIE HONEYCUTT & LORI Y.
WOODS

NOES: NONE

ABSENT: COUNCIL MEMBER ROBERT D. COPELAND

ABSTAIN: NONE

fir DARITZA GONZALEZ
CITY CLERK

City of Signal Hill
Salary Schedule Effective July 1, 2025

Barg Unit	Position	Grade		Step_A	Step_B	Step C	Step D	Step E	Step F
SHEA	Account Specialist	13a	Hourly	24.718176	25.954366	27.252177	28.614409	30.045155	31.547291
			Annual	51,413.81	53,985.08	56,684.53	59,517.97	62,493.92	65,618.37
			Monthly	4,284.48	4,498.76	4,723.71	4,959.83	5,207.83	5,468.20
			Pay Period	1,977.45	2,076.35	2,180.17	2,289.15	2,403.61	2,523.78
SHEA	Account Specialist II	16	Hourly	27.145211	28.502692	29.927940	31.424191	32.995679	34.645554
			Annual	56,462.04	59,285.60	62,250.12	65,362.32	68,631.01	72,062.75
			Monthly	4,705.17	4,940.47	5,187.51	5,446.86	5,719.25	6,005.23
			Pay Period	2,171.62	2,280.22	2,394.24	2,513.94	2,639.65	2,771.64
SHEA	Accountant	31b	Hourly	39.657672	41.640765	43.723006	45.909184	48.204640	50.614849
			Annual	82,487.96	86,612.79	90,943.85	95,491.10	100,265.65	105,278.89
			Monthly	6,874.00	7,217.73	7,578.65	7,957.59	8,355.47	8,773.24
			Pay Period	3,172.61	3,331.26	3,497.84	3,672.73	3,856.37	4,049.19
SHEA	Administrative Assistant	21a	Hourly	29.788910	31.278883	32.842477	34.484400	36.208672	38.019512
			Annual	61,960.93	65,060.08	68,312.35	71,727.55	75,314.04	79,080.58
			Monthly	5,163.41	5,421.67	5,692.70	5,977.30	6,276.17	6,590.05
			Pay Period	2,383.11	2,502.31	2,627.40	2,758.75	2,896.69	3,041.56
SHEA	Administrative Assistant to the Police Chief	22a	Hourly	30.533825	32.060425	33.663380	35.346817	37.114036	38.969770
			Annual	63,510.36	66,685.69	70,019.83	73,521.38	77,197.19	81,057.12
			Monthly	5,292.53	5,557.14	5,834.99	6,126.78	6,433.10	6,754.76
			Pay Period	2,442.71	2,564.83	2,693.07	2,827.75	2,969.12	3,117.58
SHEA	Assistant Engineer	33b	Hourly	40.784059	42.823435	44.964771	47.212701	49.573362	52.052062
			Annual	84,830.84	89,072.74	93,526.72	98,202.42	103,112.59	108,268.29
			Monthly	7,069.24	7,422.73	7,793.89	8,183.53	8,592.72	9,022.36
			Pay Period	3,262.72	3,425.87	3,597.18	3,777.02	3,965.87	4,164.16

City of Signal Hill
Salary Schedule Effective July 1, 2025

Barg Unit	Position	Grade		Step_A	Step_B	Step C	Step D	Step E	Step F
SHEA	Assistant Planner	27	Hourly	35.755294	37.543386	39.420017	41.391193	43.461051	45.633785
			Annual	74,371.01	78,090.24	81,993.63	86,093.68	90,398.99	94,918.27
			Monthly	6,197.58	6,507.52	6,832.80	7,174.47	7,533.25	7,909.86
			Pay Period	2,860.42	3,003.47	3,153.60	3,311.30	3,476.88	3,650.70
SHEA	Associate Engineer	40	Hourly	48.955799	51.403707	53.973701	56.672805	59.506033	62.481680
			Annual	101,828.06	106,919.71	112,265.30	117,879.43	123,772.55	129,961.89
			Monthly	8,485.67	8,909.98	9,355.44	9,823.29	10,314.38	10,830.16
			Pay Period	3,916.46	4,112.30	4,317.90	4,533.82	4,760.48	4,998.53
SHEA	Associate Planner	34b	Hourly	41.105568	43.161020	45.319227	47.584880	49.964162	52.462396
			Annual	85,499.58	89,774.92	94,263.99	98,976.55	103,925.46	109,121.78
			Monthly	7,124.97	7,481.24	7,855.33	8,248.05	8,660.45	9,093.48
			Pay Period	3,288.45	3,452.88	3,625.54	3,806.79	3,997.13	4,196.99
SHEA	City Librarian	32b	Hourly	41.157334	43.215373	45.376296	47.644802	50.027081	52.528464
			Annual	85,607.25	89,887.98	94,382.70	99,101.19	104,056.33	109,259.21
			Monthly	7,133.94	7,490.66	7,865.22	8,258.43	8,671.36	9,104.93
			Pay Period	3,292.59	3,457.23	3,630.10	3,811.58	4,002.17	4,202.28
SHEA	Code Enforcement Officer		Hourly	35.048000	36.805600	38.646400	40.580800	42.608800	44.740800
			Annual	72,899.84	76,555.65	80,384.51	84,408.06	88,626.30	93,060.86
			Monthly	6,074.99	6,379.64	6,698.71	7,034.01	7,385.53	7,755.07
			Pay Period	2,803.84	2,944.45	3,091.71	3,246.46	3,408.70	3,579.26
SHEA	Communications Officer	32d	Hourly	42.759847	44.898025	47.143086	49.499918	51.974957	54.574367
			Annual	88,940.48	93,387.89	98,057.62	102,959.83	108,107.91	113,514.68
			Monthly	7,411.71	7,782.32	8,171.47	8,579.99	9,008.99	9,459.56
			Pay Period	3,420.79	3,591.84	3,771.45	3,959.99	4,158.00	4,365.95

City of Signal Hill
Salary Schedule Effective July 1, 2025

Barg Unit	Position	Grade		Step_A	Step_B	Step C	Step D	Step E	Step F
SHEA	Communications Specialist	24b	Hourly	32.060134	33.663141	35.346298	37.113613	38.969293	40.917758
			Annual	66,685.08	70,019.33	73,520.30	77,196.31	81,056.13	85,108.94
			Monthly	5,557.09	5,834.94	6,126.69	6,433.03	6,754.68	7,092.41
			Pay Period	2,564.81	2,693.05	2,827.70	2,969.09	3,117.54	3,273.42
SHEA	Community Services Supervisor	30	Hourly	38.095342	40.000325	41.999957	44.100118	46.305040	48.620466
			Annual	79,238.31	83,200.68	87,359.91	91,728.25	96,314.48	101,130.57
			Monthly	6,603.19	6,933.39	7,279.99	7,644.02	8,026.21	8,427.55
			Pay Period	3,047.63	3,200.03	3,360.00	3,528.01	3,704.40	3,889.64
SHEA	Dispatcher/Jailer	21c	Hourly	31.933711	33.530963	35.207136	36.967276	38.815696	40.756917
			Annual	66,422.12	69,744.40	73,230.84	76,891.94	80,736.65	84,774.39
			Monthly	5,535.18	5,812.03	6,102.57	6,407.66	6,728.05	7,064.53
			Pay Period	2,554.70	2,682.48	2,816.57	2,957.38	3,105.26	3,260.55
SHEA	Emergency Management Coordinator	36	Hourly	47.932411	50.329097	52.845746	55.488127	58.262567	61.175979
			Annual	99,699.41	104,684.52	109,919.15	115,415.30	121,186.14	127,246.04
			Monthly	8,308.28	8,723.71	9,159.93	9,617.94	10,098.84	10,603.84
			Pay Period	3,834.59	4,026.33	4,227.66	4,439.05	4,661.01	4,894.08
SHEA	Engineering Technician I	19	Hourly	30.508490	32.034277	33.635536	35.317712	37.083279	38.937910
			Annual	63,457.66	66,631.30	69,961.91	73,460.84	77,133.22	80,990.85
			Monthly	5,288.14	5,552.61	5,830.16	6,121.74	6,427.77	6,749.24
			Pay Period	2,440.68	2,562.74	2,690.84	2,825.42	2,966.66	3,115.03
SHEA	Engineering Technician II	22e	Hourly	33.556673	35.234408	36.996055	38.846152	40.788326	42.827778
			Annual	69,797.88	73,287.57	76,951.79	80,800.00	84,839.72	89,081.78
			Monthly	5,816.49	6,107.30	6,412.65	6,733.33	7,069.98	7,423.48
			Pay Period	2,684.53	2,818.75	2,959.68	3,107.69	3,263.07	3,426.22

City of Signal Hill
Salary Schedule Effective July 1, 2025

Barg Unit	Position	Grade		Step_A	Step_B	Step_C	Step_D	Step_E	Step_F
SHEA	Equipment Mechanic	18b	Hourly	28.298340	29.713163	31.199051	32.759037	34.397134	36.116868
			Annual	58,860.55	61,803.38	64,894.03	68,138.80	71,546.04	75,123.09
			Monthly	4,905.05	5,150.28	5,407.84	5,678.23	5,962.17	6,260.26
			Pay Period	2,263.87	2,377.05	2,495.92	2,620.72	2,751.77	2,889.35
SHEA	Executive Assistant/Deputy City Clerk	26a	Hourly	33.703584	35.388708	37.158293	39.016257	40.967330	43.015440
			Annual	70,103.45	73,608.51	77,289.25	81,153.81	85,212.05	89,472.12
			Monthly	5,841.95	6,134.04	6,440.77	6,762.82	7,101.00	7,456.01
			Pay Period	2,696.29	2,831.10	2,972.66	3,121.30	3,277.39	3,441.24
SHEA	Fleet Mechanic	22c	Hourly	31.113967	32.669574	34.302984	36.018406	37.819203	39.710196
			Annual	64,717.05	67,952.71	71,350.21	74,918.29	78,663.94	82,597.21
			Monthly	5,393.09	5,662.73	5,945.85	6,243.19	6,555.33	6,883.10
			Pay Period	2,489.12	2,613.57	2,744.24	2,881.47	3,025.54	3,176.82
SHEA	Fleet Services Supervisor	32c	Hourly	42.134478	44.241379	46.453606	48.775970	51.214809	53.775579
			Annual	87,639.71	92,022.07	96,623.50	101,454.02	106,526.80	111,853.20
			Monthly	7,303.31	7,668.51	8,051.96	8,454.50	8,877.23	9,321.10
			Pay Period	3,370.76	3,539.31	3,716.29	3,902.08	4,097.18	4,302.05
SHEA	Librarian	26b	Hourly	34.714692	36.450369	38.273042	40.186744	42.196350	44.305903
			Annual	72,206.56	75,816.77	79,607.93	83,588.43	87,768.41	92,156.28
			Monthly	6,017.21	6,318.06	6,633.99	6,965.70	7,314.03	7,679.69
			Pay Period	2,777.18	2,916.03	3,061.84	3,214.94	3,375.71	3,544.47
SHEA	Library Assistant	10	Hourly	25.836891	27.128411	28.485290	29.909531	31.404970	32.974921
			Annual	53,740.73	56,427.10	59,249.40	62,211.82	65,322.34	68,587.84
			Monthly	4,478.39	4,702.26	4,937.45	5,184.32	5,443.53	5,715.65
			Pay Period	2,066.95	2,170.27	2,278.82	2,392.76	2,512.40	2,637.99

City of Signal Hill
Salary Schedule Effective July 1, 2025

Barg Unit	Position	Grade		Step_A	Step_B	Step C	Step D	Step E	Step F
SHEA	Maintenance Worker	13b	Hourly	25.182712	26.442134	27.764335	29.152168	30.609802	32.140168
			Annual	52,380.04	54,999.64	57,749.82	60,636.51	63,668.39	66,851.55
			Monthly	4,365.00	4,583.30	4,812.48	5,053.04	5,305.70	5,570.96
			Pay Period	2,014.62	2,115.37	2,221.15	2,332.17	2,448.78	2,571.21
SHEA	Maintenance Worker Trainee	3	Hourly	19.099834	20.054703	21.057296	22.110444	23.216026	24.376945
			Annual	39,727.65	41,713.78	43,799.17	45,989.72	48,289.33	50,704.05
			Monthly	3,310.64	3,476.15	3,649.93	3,832.48	4,024.11	4,225.34
			Pay Period	1,527.99	1,604.38	1,684.58	1,768.84	1,857.28	1,950.16
SHEA	Management Assistant	26c	Hourly	35.051727	36.804256	38.644625	40.576907	42.606023	44.736058
			Annual	72,907.59	76,552.85	80,380.82	84,399.97	88,620.53	93,051.00
			Monthly	6,075.63	6,379.40	6,698.40	7,033.33	7,385.04	7,754.25
			Pay Period	2,804.14	2,944.34	3,091.57	3,246.15	3,408.48	3,578.88
SHEA	Police Records Clerk	13c	Hourly	25.231610	26.493478	27.818246	29.208774	30.669239	32.202576
			Annual	52,481.75	55,106.43	57,861.95	60,754.25	63,792.02	66,981.36
			Monthly	4,373.48	4,592.20	4,821.83	5,062.85	5,316.00	5,581.78
			Pay Period	2,018.53	2,119.48	2,225.46	2,336.70	2,453.54	2,576.21
SHEA	Police Records Supervisor	33c	Hourly	41.024436	43.075832	45.229789	47.490969	49.865542	52.358852
			Annual	85,330.83	89,597.73	94,077.96	98,781.21	103,720.33	108,906.41
			Monthly	7,110.90	7,466.48	7,839.83	8,231.77	8,643.36	9,075.53
			Pay Period	3,281.95	3,446.07	3,618.38	3,799.28	3,989.24	4,188.71
SHEA	Police Recruit		Hourly	40.152667					
			Annual	83,517.55					
			Monthly	6,959.80					
			Pay Period	3,212.21					

City of Signal Hill
Salary Schedule Effective July 1, 2025

Barg Unit	Position	Grade		Step_A	Step_B	Step C	Step D	Step E	Step F
SHEA	Principal Building Inspector	38	Hourly	46.778144	49.117168	51.572838	54.151884	56.859081	59.702370
			Annual	97,298.54	102,163.71	107,271.50	112,635.92	118,266.89	124,180.93
			Monthly	8,108.21	8,513.64	8,939.29	9,386.33	9,855.57	10,348.41
			Pay Period	3,742.25	3,929.37	4,125.83	4,332.15	4,548.73	4,776.19
SHEA	Public Works Inspector	29	Hourly	38.581609	40.510869	42.536596	44.663098	46.896405	49.241397
			Annual	80,249.75	84,262.61	88,476.12	92,899.24	97,544.52	102,422.11
			Monthly	6,687.48	7,021.88	7,373.01	7,741.60	8,128.71	8,535.18
			Pay Period	3,086.53	3,240.87	3,402.93	3,573.05	3,751.71	3,939.31
SHEA	Public Works Maintenance Supervisor	31c	Hourly	40.305922	42.321432	44.437709	46.659622	48.992600	51.442207
			Annual	83,836.32	88,028.58	92,430.43	97,052.01	101,904.61	106,999.79
			Monthly	6,986.36	7,335.71	7,702.54	8,087.67	8,492.05	8,916.65
			Pay Period	3,224.47	3,385.71	3,555.02	3,732.77	3,919.41	4,115.38
SHEA	Recreation Coordinator	20	Hourly	29.934224	31.431460	33.002684	34.652612	36.385295	38.204973
			Annual	62,263.19	65,377.44	68,645.58	72,077.43	75,681.41	79,466.34
			Monthly	5,188.60	5,448.12	5,720.47	6,006.45	6,306.78	6,622.20
			Pay Period	2,394.74	2,514.52	2,640.21	2,772.21	2,910.82	3,056.40
SHEA	Recreation Supervisor	30	Hourly	38.095342	40.000325	41.999957	44.100118	46.305040	48.620466
			Annual	79,238.31	83,200.68	87,359.91	91,728.25	96,314.48	101,130.57
			Monthly	6,603.19	6,933.39	7,279.99	7,644.02	8,026.21	8,427.55
			Pay Period	3,047.63	3,200.03	3,360.00	3,528.01	3,704.40	3,889.64
SHEA	Senior Account Specialist	22d	Hourly	31.236103	32.797815	34.437638	36.159794	37.967659	39.866075
			Annual	64,971.09	68,219.46	71,630.29	75,212.37	78,972.73	82,921.44
			Monthly	5,414.26	5,684.95	5,969.19	6,267.70	6,581.06	6,910.12
			Pay Period	2,498.89	2,623.83	2,755.01	2,892.78	3,037.41	3,189.29

City of Signal Hill
Salary Schedule Effective July 1, 2025

Barg Unit	Position	Grade		Step_A	Step_B	Step C	Step D	Step E	Step F
SHEA	Senior Accountant	34a	Hourly	41.064503	43.117902	45.273954	47.537343	49.914247	52.409986
			Annual	85,414.17	89,685.24	94,169.82	98,877.67	103,821.63	109,012.77
			Monthly	7,117.85	7,473.77	7,847.49	8,239.81	8,651.80	9,084.40
			Pay Period	3,285.16	3,449.43	3,621.92	3,802.99	3,993.14	4,192.80
SHEA	Senior Building Inspector	33a	Hourly	40.663870	42.697236	44.832262	47.073567	49.427271	51.898667
			Annual	84,580.85	88,810.25	93,251.10	97,913.02	102,808.72	107,949.23
			Monthly	7,048.40	7,400.85	7,770.93	8,159.42	8,567.39	8,995.77
			Pay Period	3,253.11	3,415.78	3,586.58	3,765.89	3,954.18	4,151.89
SHEA	Senior Deputy City Clerk	31a	Hourly	38.132376	40.039197	42.041352	44.143446	46.350615	48.668124
			Annual	79,315.34	83,281.53	87,446.01	91,818.37	96,409.28	101,229.70
			Monthly	6,609.61	6,940.13	7,287.17	7,651.53	8,034.11	8,435.81
			Pay Period	3,050.59	3,203.14	3,363.31	3,531.48	3,708.05	3,893.45
SHEA	Senior Engineer	45	Hourly	53.880342	56.574489	59.403007	62.373614	65.491842	68.766814
			Annual	112,071.11	117,674.94	123,558.25	129,737.12	136,223.03	143,034.97
			Monthly	9,339.26	9,806.24	10,296.52	10,811.43	11,351.92	11,919.58
			Pay Period	4,310.43	4,525.96	4,752.24	4,989.89	5,239.35	5,501.35
SHEA	Senior Maintenance Worker	21b	Hourly	30.235743	31.748066	33.335115	35.001666	36.751802	38.589804
			Annual	62,890.35	66,035.98	69,337.04	72,803.46	76,443.75	80,266.79
			Monthly	5,240.86	5,503.00	5,778.09	6,066.96	6,370.31	6,688.90
			Pay Period	2,418.86	2,539.85	2,666.81	2,800.13	2,940.14	3,087.18
SHEA	Senior Planner	39	Hourly	46.460848	48.784008	51.223024	53.784574	56.473409	59.297411
			Annual	96,638.56	101,470.74	106,543.89	111,871.91	117,464.69	123,338.62
			Monthly	8,053.21	8,455.89	8,878.66	9,322.66	9,788.72	10,278.22
			Pay Period	3,716.87	3,902.72	4,097.84	4,302.77	4,517.87	4,743.79

City of Signal Hill
Salary Schedule Effective July 1, 2025

Barg Unit	Position	Grade		Step_A	Step_B	Step_C	Step_D	Step_E	Step_F
SHEA	Senior Public Works Inspector	32a	Hourly	39.085787	41.040240	43.092399	45.246725	47.509099	49.884581
			Annual	81,298.44	85,363.70	89,632.19	94,113.19	98,818.93	103,759.93
			Monthly	6,774.87	7,113.64	7,469.35	7,842.77	8,234.91	8,646.66
			Pay Period	3,126.86	3,283.22	3,447.39	3,619.74	3,800.73	3,990.77
SHEA	Senior Recreation Specialist	11	Hourly	23.271225	24.434845	25.656502	26.939582	28.286383	29.700416
			Annual	48,404.15	50,824.48	53,365.52	56,034.33	58,835.68	61,776.86
			Monthly	4,033.68	4,235.37	4,447.13	4,669.53	4,902.97	5,148.07
			Pay Period	1,861.70	1,954.79	2,052.52	2,155.17	2,262.91	2,376.03
SHEA	Senior Water Utilities Worker	22a	Hourly	30.533825	32.060425	33.663380	35.346817	37.114036	38.969770
			Annual	63,510.36	66,685.69	70,019.83	73,521.38	77,197.19	81,057.12
			Monthly	5,292.53	5,557.14	5,834.99	6,126.78	6,433.10	6,754.76
			Pay Period	2,442.71	2,564.83	2,693.07	2,827.75	2,969.12	3,117.58
SHEA	Senior Water Systems Operator	28	Hourly	35.409991	37.180653	39.039232	40.991457	43.041254	45.193352
			Annual	73,652.78	77,335.76	81,201.60	85,262.23	89,525.81	94,002.17
			Monthly	6,137.73	6,444.65	6,766.80	7,105.19	7,460.48	7,833.51
			Pay Period	2,832.80	2,974.45	3,123.14	3,279.32	3,443.30	3,615.47
SHEA	Water Utilities Worker I	15	Hourly	25.686841	26.971391	28.320068	29.735934	31.222993	32.784229
			Annual	53,428.63	56,100.49	58,905.74	61,850.74	64,943.83	68,191.20
			Monthly	4,452.39	4,675.04	4,908.81	5,154.23	5,411.99	5,682.60
			Pay Period	2,054.95	2,157.71	2,265.61	2,378.87	2,497.84	2,622.74
SHEA	Water Utilities Worker II	18a	Hourly	28.021717	29.422712	30.894073	32.438809	34.060896	35.763818
			Annual	58,285.17	61,199.24	64,259.67	67,472.72	70,846.66	74,388.74
			Monthly	4,857.10	5,099.94	5,354.97	5,622.73	5,903.89	6,199.06
			Pay Period	2,241.74	2,353.82	2,471.53	2,595.10	2,724.87	2,861.11

City of Signal Hill
Salary Schedule Effective July 1, 2025

Barg Unit	Position	Grade		Step_A	Step_B	Step C	Step D	Step E	Step F
SHEA	Water Systems Operator I	22b	Hourly	30.655960	32.188667	33.798034	35.488204	37.262492	39.125649
			Annual	63,764.40	66,952.43	70,299.91	73,815.46	77,505.98	81,381.35
			Monthly	5,313.70	5,579.37	5,858.33	6,151.29	6,458.83	6,781.78
			Pay Period	2,452.48	2,575.09	2,703.84	2,839.06	2,981.00	3,130.05
SHEA	Water Systems Operator II	25	Hourly	33.736662	35.423169	37.194531	39.054282	41.007147	43.057204
			Annual	70,172.26	73,680.19	77,364.62	81,232.91	85,294.87	89,558.98
			Monthly	5,847.69	6,140.02	6,447.05	6,769.41	7,107.91	7,463.25
			Pay Period	2,698.93	2,833.85	2,975.56	3,124.34	3,280.57	3,444.58
SHEA	Water Systems Superintendent	47	Hourly	58.249667	61.162292	64.220177	67.431688	70.802782	74.343335
			Annual	121,159.31	127,217.57	133,577.97	140,257.91	147,269.79	154,634.14
			Monthly	10,096.61	10,601.46	11,131.50	11,688.16	12,272.48	12,886.18
			Pay Period	4,659.97	4,892.98	5,137.61	5,394.54	5,664.22	5,947.47

City of Signal Hill
Salary Schedule Effective July 1, 2025

Barg Unit	Position	Grade		Step_A	Step_B	Step C	Step D	Step E	Step F
POA	Police Corporal		Hourly	49.074262	51.527967	54.104367	56.809588	59.650077	62.632570
			Annual	102,074.47	107,178.17	112,537.08	118,163.94	124,072.16	130,275.75
			Monthly	8,506.21	8,931.51	9,378.09	9,847.00	10,339.35	10,856.31
			Pay Period	3,925.94	4,122.24	4,328.35	4,544.77	4,772.01	5,010.61
POA	Police Officer		Hourly	45.692982	47.977623	50.376506	52.895334	55.540109	58.317104
			Annual	95,041.40	99,793.46	104,783.13	110,022.29	115,523.43	121,299.58
			Monthly	7,920.12	8,316.12	8,731.93	9,168.52	9,626.95	10,108.30
			Pay Period	3,655.44	3,838.21	4,030.12	4,231.63	4,443.21	4,665.37
POA	Police Sergeant		Hourly	59.250390	62.212912	65.323556	68.589733	72.019226	75.620183
			Annual	123,240.81	129,402.86	135,873.00	142,666.64	149,799.99	157,289.98
			Monthly	10,270.07	10,783.57	11,322.75	11,888.89	12,483.33	13,107.50
			Pay Period	4,740.03	4,977.03	5,225.88	5,487.18	5,761.54	6,049.61

City of Signal Hill
Salary Schedule Effective July 1, 2025

Barg Unit	Position	Grade	Step_A	Step_B	Step_C	Step_D	Step_E	Step_F
MGR	Accounting Manager	Hourly	52.905959	55.551261	58.328814	61.245278	64.307549	67.522921
		Annual	110,044.40	115,546.62	121,323.93	127,390.18	133,759.70	140,447.68
		Monthly	9,170.37	9,628.89	10,110.33	10,615.85	11,146.64	11,703.97
		Pay Period	4,232.48	4,444.10	4,666.31	4,899.62	5,144.60	5,401.83
MGR	Assistant City Clerk	Hourly	50.378993	52.897940	55.542873	58.319943	61.235957	64.297760
		Annual	104,788.30	110,027.71	115,529.18	121,305.48	127,370.79	133,739.34
		Monthly	8,732.36	9,168.98	9,627.43	10,108.79	10,614.23	11,144.95
		Pay Period	4,030.32	4,231.84	4,443.43	4,665.60	4,898.88	5,143.82
MGR	Assistant to City Manager/Deputy City Clerk	Hourly	50.378993	52.897940	55.542873	58.319943	61.235957	64.297760
		Annual	104,788.30	110,027.71	115,529.18	121,305.48	127,370.79	133,739.34
		Monthly	8,732.36	9,168.98	9,627.43	10,108.79	10,614.23	11,144.95
		Pay Period	4,030.32	4,231.84	4,443.43	4,665.60	4,898.88	5,143.82
MGR	Assistant to the City Manager/Economic Development Manager	Hourly	56.249870	59.062403	62.015518	65.116313	68.372093	71.790705
		Annual	116,999.73	122,849.80	128,992.28	135,441.93	142,213.95	149,324.67
		Monthly	9,749.98	10,237.48	10,749.36	11,286.83	11,851.16	12,443.72
		Pay Period	4,499.99	4,724.99	4,961.24	5,209.31	5,469.77	5,743.26
MGR	Building Official	Hourly	53.576051	56.254855	59.067578	62.020983	65.122031	68.378148
		Annual	111,438.19	117,010.10	122,860.56	129,003.64	135,453.82	142,226.55
		Monthly	9,286.52	9,750.84	10,238.38	10,750.30	11,287.82	11,852.21
		Pay Period	4,286.08	4,500.39	4,725.41	4,961.68	5,209.76	5,470.25
MGR	Contracts Manager	Hourly	62.796799	65.936635	69.233514	72.695099	76.329874	80.146369
		Annual	130,617.34	137,148.20	144,005.71	151,205.81	158,766.14	166,704.45
		Monthly	10,884.78	11,429.02	12,000.48	12,600.48	13,230.51	13,892.04
		Pay Period	5,023.74	5,274.93	5,538.68	5,815.61	6,106.39	6,411.71

City of Signal Hill
Salary Schedule Effective July 1, 2025

Barg Unit	Position	Grade	Step_A	Step_B	Step C	Step D	Step E	Step F
MGR	Deputy Administrative Officer/Finance Director	Hourly	67.289596	70.654046	74.186745	77.896075	81.790863	85.880424
		Annual	139,962.36	146,960.42	154,308.43	162,023.84	170,124.99	178,631.28
		Monthly	11,663.53	12,246.70	12,859.04	13,501.99	14,177.08	14,885.94
		Pay Period	5,383.17	5,652.32	5,934.94	6,231.69	6,543.27	6,870.43
MGR	Deputy Chief of Police	Hourly	78.834575	82.776303	86.915100	91.260863	95.823922	100.615130
		Annual	163,975.92	172,174.71	180,783.41	189,822.60	199,313.76	209,279.47
		Monthly	13,664.66	14,347.89	15,065.28	15,818.55	16,609.48	17,439.96
		Pay Period	6,306.77	6,622.10	6,953.21	7,300.87	7,665.91	8,049.21
MGR	Deputy Director of Parks, Recreation, and Library Services	Hourly	63.738751	66.925684	70.272017	73.785526	77.474823	81.348565
		Annual	132,576.60	139,205.42	146,165.79	153,473.89	161,147.63	169,205.01
		Monthly	11,048.05	11,600.45	12,180.48	12,789.49	13,428.97	14,100.42
		Pay Period	5,099.10	5,354.05	5,621.76	5,902.84	6,197.99	6,507.89
MGR	Deputy Director Public Works	Hourly	66.975863	70.324654	73.840867	77.532877	81.409552	85.479989
		Annual	139,309.79	146,275.28	153,589.00	161,268.38	169,331.87	177,798.38
		Monthly	11,609.15	12,189.61	12,799.08	13,439.03	14,110.99	14,816.53
		Pay Period	5,358.07	5,625.97	5,907.27	6,202.63	6,512.76	6,838.40
MGR	Economic Development Manager	Hourly	56.249870	59.062403	62.015518	65.116313	68.372093	71.790705
		Annual	116,999.73	122,849.80	128,992.28	135,441.93	142,213.95	149,324.67
		Monthly	9,749.98	10,237.48	10,749.36	11,286.83	11,851.16	12,443.72
		Pay Period	4,499.99	4,724.99	4,961.24	5,209.31	5,469.77	5,743.26
MGR	Human Resources Manager	Hourly	62.772670	65.911304	69.206822	72.667173	76.300568	80.115603
		Annual	130,567.15	137,095.51	143,950.19	151,147.72	158,705.18	166,640.45
		Monthly	10,880.60	11,424.63	11,995.85	12,595.64	13,225.43	13,886.70
		Pay Period	5,021.81	5,272.90	5,536.55	5,813.37	6,104.05	6,409.25

City of Signal Hill
Salary Schedule Effective July 1, 2025

Barg Unit	Position	Grade	Step_A	Step_B	Step_C	Step_D	Step_E	Step_F
MGR	Management Analyst	Hourly	40.325950	42.342214	44.459329	46.682349	49.016471	51.467275
		Annual	83,877.98	88,071.81	92,475.41	97,099.29	101,954.26	107,051.93
		Monthly	6,989.83	7,339.32	7,706.28	8,091.61	8,496.19	8,920.99
		Pay Period	3,226.08	3,387.38	3,556.75	3,734.59	3,921.32	4,117.38
MGR	Parks, Recreation & Library Services Manager	Hourly	54.942309	57.689415	60.573927	63.602560	66.782726	70.121835
		Annual	114,280.00	119,993.98	125,993.77	132,293.32	138,908.07	145,853.42
		Monthly	9,523.33	9,999.50	10,499.48	11,024.44	11,575.67	12,154.45
		Pay Period	4,395.38	4,615.15	4,845.91	5,088.20	5,342.62	5,609.75
MGR	Planning Manager	Hourly	61.909402	65.004872	68.255094	71.667880	75.251266	79.013836
		Annual	128,771.56	135,210.13	141,970.60	149,069.19	156,522.63	164,348.78
		Monthly	10,730.96	11,267.51	11,830.88	12,422.43	13,043.55	13,695.73
		Pay Period	4,952.75	5,200.39	5,460.41	5,733.43	6,020.10	6,321.11
MGR	Police Administrative Support Services Manager	Hourly	50.307892	52.823286	55.464451	58.237672	61.149558	64.207032
		Annual	104,640.41	109,872.44	115,366.06	121,134.36	127,191.08	133,550.63
		Monthly	8,720.03	9,156.04	9,613.84	10,094.53	10,599.26	11,129.22
		Pay Period	4,024.63	4,225.86	4,437.16	4,659.01	4,891.96	5,136.56
MGR	Police Captain	Hourly	81.801452	85.891526	90.186145	94.695372	99.430152	104.401728
		Annual	170,147.02	178,654.37	187,587.18	196,966.37	206,814.72	217,155.59
		Monthly	14,178.92	14,887.86	15,632.27	16,413.86	17,234.56	18,096.30
		Pay Period	6,544.12	6,871.32	7,214.89	7,575.63	7,954.41	8,352.14
MGR	Police Lieutenant	Hourly	71.286121	74.850435	78.592953	82.522579	86.648726	90.981171
		Annual	148,275.13	155,688.91	163,473.34	171,646.97	180,229.35	189,240.84
		Monthly	12,356.26	12,974.08	13,622.78	14,303.91	15,019.11	15,770.07
		Pay Period	5,702.89	5,988.03	6,287.44	6,601.81	6,931.90	7,278.49

City of Signal Hill
Salary Schedule Effective July 1, 2025

Barg Unit	Position	Grade		Step_A	Step_B	Step C	Step D	Step E	Step F
MGR	Public Works Superintendent		Hourly	56.799239	59.639177	62.621190	65.752180	69.039808	72.491802
			Annual	118,142.42	124,049.49	130,252.08	136,764.54	143,602.80	150,782.95
			Monthly	9,845.20	10,337.46	10,854.34	11,397.04	11,966.90	12,565.25
			Pay Period	4,543.94	4,771.13	5,009.70	5,260.17	5,523.18	5,799.34
MGR	Senior Management Analyst		Hourly	46.033151	48.334808	50.751530	53.289105	55.953548	58.751231
			Annual	95,748.95	100,536.40	105,563.18	110,841.34	116,383.38	122,202.56
			Monthly	7,979.08	8,378.03	8,796.93	9,236.78	9,698.61	10,183.55
			Pay Period	3,682.65	3,866.78	4,060.12	4,263.13	4,476.28	4,700.10

City of Signal Hill
Salary Schedule Effective July 1, 2025

Barg Unit	Position		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L
DHMGMT	Administrative Services Officer/Finance Director	Hourly	86.183164	88.337713	90.546124	92.809792	95.130086	97.508275	99.945981	102.444632	105.005794	107.630939	110.321712	113.079755
		Annual	179,260.98	183,742.44	188,335.94	193,044.37	197,870.58	202,817.21	207,887.64	213,084.84	218,412.05	223,872.35	229,469.16	235,205.89
		Monthly	14,938.42	15,311.87	15,694.66	16,087.03	16,489.21	16,901.43	17,323.97	17,757.07	18,201.00	18,656.03	19,122.43	19,600.49
		Pay Period	6,894.65	7,067.02	7,243.69	7,424.78	7,610.41	7,800.66	7,995.68	8,195.57	8,400.46	8,610.48	8,825.74	9,046.38
DHMGMT	Chief of Police	Hourly	99.237614	101.718506	104.261468	106.868044	109.539742	112.278247	115.085158	117.962300	120.911339	123.934122	127.032475	130.208287
		Annual	206,414.24	211,574.49	216,863.85	222,285.53	227,842.66	233,538.75	239,377.13	245,361.58	251,495.58	257,782.97	264,227.55	270,833.24
		Monthly	17,201.19	17,631.21	18,071.99	18,523.79	18,986.89	19,461.56	19,948.09	20,446.80	20,957.97	21,481.91	22,018.96	22,569.44
		Pay Period	7,939.01	8,137.48	8,340.92	8,549.44	8,763.18	8,982.26	9,206.81	9,436.98	9,672.91	9,914.73	10,162.60	10,416.66
DHMGMT	City Manager (Effective July 1, 2025)	Annual	291,720.00											
DHMGMT	City Manager (Effective July 1, 2024)	Annual	280,500.00											
DHMGMT	Community Development Director	Hourly	84.788423	86.908123	89.080856	91.307849	93.590555	95.930359	98.328551	100.786824	103.306494	105.889157	108.536386	111.249795
		Annual	176,359.92	180,768.90	185,288.18	189,920.32	194,668.35	199,535.15	204,523.39	209,636.59	214,877.51	220,249.45	225,755.68	231,399.57
		Monthly	14,696.66	15,064.07	15,440.68	15,826.69	16,222.36	16,627.93	17,043.62	17,469.72	17,906.46	18,354.12	18,812.97	19,283.30
		Pay Period	6,783.07	6,952.65	7,126.47	7,304.63	7,487.24	7,674.43	7,866.28	8,062.95	8,264.52	8,471.13	8,682.91	8,899.98
DHMGMT	Deputy City Manager	Hourly	95.607253	97.997454	100.447354	102.958543	105.532551	108.170831	110.875123	113.647001	116.488176	119.400381	122.385390	125.445025
		Annual	198,863.09	203,834.71	208,930.50	214,153.77	219,507.71	224,995.33	230,620.26	236,385.76	242,295.41	248,352.79	254,561.61	260,925.65
		Monthly	16,571.92	16,986.23	17,410.87	17,846.15	18,292.31	18,749.61	19,218.35	19,698.81	20,191.28	20,696.07	21,213.47	21,743.80
		Pay Period	7,648.58	7,839.80	8,035.79	8,236.68	8,442.60	8,653.67	8,870.01	9,091.76	9,319.05	9,552.03	9,790.83	10,035.60

City of Signal Hill
Salary Schedule Effective July 1, 2025

Barg Unit	Position		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L
DHMGMT	Parks, Recreation & Library Services Director	Hourly	77,939,196	79,887,712	81,884,905	83,931,970	86,030,265	88,181,058	90,385,569	92,645,193	94,961,370	97,335,404	99,768,790	102,263,009
		Annual	162,113.53	166,166.44	170,320.60	174,578.50	178,942.95	183,416.60	188,001.98	192,702.00	197,519.65	202,457.64	207,519.08	212,707.06
		Monthly	13,509.46	13,847.20	14,193.38	14,548.21	14,911.91	15,284.72	15,666.83	16,058.50	16,459.97	16,871.47	17,293.26	17,725.59
		Pay Period	6,235.14	6,391.02	6,550.79	6,714.56	6,882.42	7,054.48	7,230.85	7,411.62	7,596.91	7,786.83	7,981.50	8,181.04
DHMGMT	Public Works Director/City Engineer	Hourly	88,586,195	90,800,819	93,070,849	95,397,612	97,782,613	100,227,180	102,732,824	105,301,145	107,933,674	110,632,016	113,397,816	116,232,761
		Annual	184,259.29	188,865.70	193,587.37	198,427.03	203,387.83	208,472.53	213,684.27	219,026.38	224,502.04	230,114.59	235,867.46	241,764.14
		Monthly	15,354.94	15,738.81	16,132.28	16,535.59	16,948.99	17,372.71	17,807.02	18,252.20	18,708.50	19,176.22	19,655.62	20,147.01
		Pay Period	7,086.90	7,264.07	7,445.67	7,631.81	7,822.61	8,018.17	8,218.63	8,424.09	8,634.69	8,850.56	9,071.83	9,298.62

City of Signal Hill
 Part-Time Salary Schedule
 Effective July 1, 2025

Position	Step A	Step B	Step C	Step D	Step E	Step F
Account Specialist	24.718176	25.954366	27.252177	28.614409	30.045155	31.547291
Building Official	53.576051	56.254855	59.067578	62.020983	65.122031	68.378148
Code Enforcement Officer	35.048000	36.805600	38.646400	40.580800	42.608800	44.740800
Communications Specialist	32.060134	33.663141	35.346298	37.113613	38.969293	40.917758
Intern	17.490000	18.364500	19.282725	20.246861	21.259204	22.322165
Library Aide	17.490000	18.364500	19.282725	20.246861	21.259204	22.322165
Library Specialist	19.005800	19.959800	20.956200	22.004010	23.104211	24.259421
Maintenance Helper	17.490000	18.364500	19.282725	20.246861	21.259204	22.322165
Maintenance Worker	25.182712	26.442134	27.764335	29.152168	30.609802	32.140168
Management Analyst	40.325950	42.342214	44.459329	46.682349	49.016471	51.467275
Management Assistant	35.051727	36.804256	38.644625	40.576907	42.606023	44.736058
Parking Control Aide	19.526472	20.500061	21.528346	22.600387	23.738064	24.930437
Permit Technician	27.909800	29.309000	30.771800	32.308800	33.920000	35.616000
Police Aide	17.490000	18.364500	19.282725	20.246861	21.259204	22.322165
Police Records Clerk	25.231610	26.493478	27.818246	29.208774	30.669239	32.202576
Recreation Leader	17.490000	18.364500	19.282725	20.246861	21.259204	22.322165
Recreation Specialist	19.005800	19.959800	20.956200	22.005680	23.105963	24.261262