

**City of Signal Hill  
Salary Schedule Effective 07/09/2016**

Grade: 26 Barg. Unit: SHEA  
Job Description: Accountant

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,988.00	59,856.00	2,302.17	28.78
Step B	5,237.00	62,849.00	2,417.28	30.22
Step C	5,499.00	65,992.00	2,538.14	31.73
Step D	5,774.00	69,291.00	2,665.05	33.31
Step E	6,063.00	72,756.00	2,798.30	34.98
Step F	6,366.00	76,394.00	2,938.21	36.73

Grade: 11 Barg. Unit: SHEA  
Job Description: Account Specialist

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	3,444.00	41,329.00	1,589.57	19.87
Step B	3,616.00	43,395.00	1,669.05	20.86
Step C	3,797.00	45,565.00	1,752.50	21.91
Step D	3,987.00	47,843.00	1,840.12	23.00
Step E	4,186.00	50,235.00	1,932.13	24.15
Step F	4,396.00	52,747.00	2,028.74	25.36

Grade: 12 Barg. Unit: SHEA  
Job Description: Account Specialist II

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	3,530.00	42,362.00	1,629.31	20.37
Step B	3,707.00	44,480.00	1,710.77	21.38
Step C	3,892.00	46,704.00	1,796.31	22.45
Step D	4,087.00	49,039.00	1,886.13	23.58
Step E	4,291.00	51,491.00	1,980.43	24.76
Step F	4,505.00	54,066.00	2,079.45	25.99

**City of Signal Hill**  
**Salary Schedule Effective 07/09/2016**

Grade:  Barg. Unit: DH/MGMT  
 Job Description: Accounting Manager

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	7,456.98	89,483.76	3,441.68	43.02
Step B	7,829.83	93,957.95	3,613.77	45.17
Step C	8,221.32	98,655.85	3,794.46	47.43
Step D	8,632.39	103,588.64	3,984.18	49.80
Step E	9,064.01	108,768.07	4,183.39	52.29
Step F	9,517.21	114,206.47	4,392.56	54.91

Grade: 18 Barg. Unit: SHEA  
 Job Description: Administrative Assistant

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,094.00	49,127.00	1,889.50	23.62
Step B	4,299.00	51,583.00	1,983.97	24.80
Step C	4,514.00	54,162.00	2,083.17	26.04
Step D	4,739.00	56,871.00	2,187.33	27.34
Step E	4,976.00	59,714.00	2,296.69	28.71
Step F	5,225.00	62,700.00	2,411.53	30.14

Grade: 19 Barg. Unit: SHEA  
 Job Description: Administrative Assistant to the Police Chief

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,196.00	50,355.00	1,936.73	24.21
Step B	4,406.00	52,873.00	2,033.57	25.42
Step C	4,626.00	55,516.00	2,135.25	26.69
Step D	4,858.00	58,292.00	2,242.01	28.03
Step E	5,101.00	61,207.00	2,354.11	29.43
Step F	5,356.00	64,267.00	2,471.82	30.90

**City of Signal Hill  
Salary Schedule Effective 07/09/2016**

Grade: [REDACTED] Barg. Unit: DH/MGMT PERS TIER 1, 2, 3

Job Description: Administrative Services Officer/Finance Director

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	10,813.00	129,762.00	4,990.83	62.39
Step B	11,084.00	133,006.00	5,155.60	63.94
Step C	11,361.00	136,331.00	5,243.49	65.54
Step D	11,645.00	139,739.00	5,374.58	67.18
Step E	11,936.00	143,232.00	5,508.94	68.86
Step F	12,234.00	146,813.00	5,646.66	70.58
Step G	12,540.00	150,484.00	5,787.83	72.35
Step H	12,854.00	154,246.00	5,932.53	74.16
Step I	13,175.00	158,102.00	6,080.84	76.01
Step J	13,505.00	162,054.00	6,232.86	77.91
Step K	13,842.00	166,106.00	6,388.68	79.86
Step L	14,188.00	170,258.00	6,548.40	81.86

Grade: 25 Barg. Unit: SHEA PERS TIER 1, 2, 3

Job Description: Assistant Planner

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,866.00	58,396.00	2,246.02	28.08
Step B	5,110.00	61,316.00	2,358.32	29.48
Step C	5,365.00	64,382.00	2,476.23	30.95
Step D	5,633.00	67,601.00	2,600.04	32.50
Step E	5,915.00	70,981.00	2,730.05	34.13
Step F	6,211.00	74,530.00	2,866.55	35.83

Grade: [REDACTED] Barg. Unit: DH/MGMT PERS TIER 1, 2, 3

Job Description: Assistant to City Manager/Deputy City Clerk

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	7,034.89	84,418.63	3,246.87	40.59
Step B	7,386.63	88,639.57	3,409.21	42.62
Step C	7,755.96	93,071.54	3,579.67	44.75
Step D	8,143.76	97,725.12	3,758.66	46.98
Step E	8,550.95	102,611.38	3,946.59	49.33
Step F	8,978.50	107,741.95	4,143.92	51.80

**City of Signal Hill  
Salary Schedule Effective 07/09/2016**

Grade: 32 Barg. Unit: SHEA  
Job Description: Associate Planner

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,785.00	69,415.00	2,669.81	33.37
Step B	6,074.00	72,886.00	2,803.30	35.04
Step C	6,378.00	76,530.00	2,943.46	36.79
Step D	6,696.00	80,357.00	3,090.64	38.63
Step E	7,031.00	84,374.00	3,245.17	40.56
Step F	7,383.00	88,593.00	3,407.43	42.59

Grade: [REDACTED] Barg. Unit: DH/MGMT  
Job Description: Building Official

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	7,809.64	93,715.63	3,604.45	45.06
Step B	8,200.12	98,401.41	3,784.67	47.31
Step C	8,610.12	103,321.48	3,973.90	49.67
Step D	9,040.63	108,487.55	4,172.60	52.16
Step E	9,492.66	113,911.93	4,381.23	54.77
Step F	9,967.29	119,607.53	4,600.29	57.50

Grade: [REDACTED] Barg. Unit: POA  
Job Description: Canine Police Officer

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	6,259.15	75,109.84	2,888.84	36.11
Step B	6,572.11	78,865.33	3,033.28	37.92
Step C	6,900.72	82,808.60	3,184.95	39.81
Step D	7,245.75	86,949.03	3,344.19	41.80
Step E	7,608.04	91,296.48	3,511.40	43.89
Step F	7,988.44	95,861.30	3,686.97	46.09

**City of Signal Hill  
Salary Schedule Effective 07/09/2016**

Grade: [REDACTED] Barg. Unit: DH/MGMT  
Job Description: Chief of Police

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	12,430.00	149,165.00	5,737.12	71.71
Step B	12,741.00	152,894.00	5,880.55	73.51
Step C	13,060.00	156,717.00	6,027.56	75.34
Step D	13,386.00	160,635.00	6,178.25	77.23
Step E	13,721.00	164,650.00	6,332.71	79.16
Step F	14,064.00	168,767.00	6,491.03	81.14
Step G	14,415.00	172,986.00	6,653.30	83.17
Step H	14,776.00	177,310.00	6,819.63	85.25
Step I	15,145.00	181,743.00	6,990.12	87.38
Step J	15,524.00	186,287.00	7,164.88	89.56
Step K	15,912.00	190,944.00	7,344.00	91.80
Step L	16,310.00	195,718.00	7,527.60	94.10

Grade: 30 Barg. Unit: SHEA  
Job Description: City Librarian

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,506.00	66,070.00	2,541.16	31.76
Step B	5,781.00	69,374.00	2,668.22	33.35
Step C	6,070.00	72,842.00	2,801.63	35.02
Step D	6,374.00	76,485.00	2,941.71	36.77
Step E	6,692.00	80,309.00	3,088.80	38.61
Step F	7,027.00	84,324.00	3,243.24	40.54

Grade: [REDACTED] Barg. Unit: [REDACTED]  
Job Description: City Manager

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	[REDACTED]	203,500.00	[REDACTED]	[REDACTED]

**City of Signal Hill  
Salary Schedule Effective 07/09/2016**

Grade: [REDACTED] Barg. Unit: DH/MGMT  
Job Description: Community Development Director

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	10,414.00	124,967.00	4,806.40	60.08
Step B	10,674.00	128,092.00	4,926.60	61.58
Step C	10,941.00	131,294.00	5,049.76	63.12
Step D	11,215.00	134,576.00	5,176.01	64.70
Step E	11,495.00	137,941.00	5,305.41	66.32
Step F	11,782.00	141,389.00	5,438.04	67.98
Step G	12,077.00	144,924.00	5,574.00	69.67
Step H	12,379.00	148,547.00	5,713.34	71.42
Step I	12,688.00	152,261.00	5,856.18	73.20
Step J	13,006.00	156,067.00	6,002.58	75.03
Step K	13,331.00	159,969.00	6,152.65	76.91
Step L	13,664.00	163,968.00	6,306.46	78.83

Grade: [REDACTED] Barg. Unit: DH/MGMT  
Job Description: Community Services Director

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	10,156.00	121,870.00	4,687.29	58.59
Step B	10,410.00	124,916.00	4,804.47	60.06
Step C	10,670.00	128,039.00	4,924.58	61.56
Step D	10,937.00	131,240.00	5,047.70	63.10
Step E	11,210.00	134,521.00	5,173.89	64.67
Step F	11,490.00	137,884.00	5,303.24	66.29
Step G	11,778.00	141,331.00	5,435.82	67.95
Step H	12,072.00	144,865.00	5,571.71	69.65
Step I	12,374.00	148,486.00	5,711.01	71.39
Step J	12,683.00	152,198.00	5,853.78	73.17
Step K	13,000.00	156,003.00	6,000.13	75.00
Step L	13,325.00	159,903.00	6,150.13	76.88

**City of Signal Hill  
Salary Schedule Effective 07/09/2016**

Grade: [REDACTED] Barg. Unit: DH/MGMT  
Job Description: Community Services Manager

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	7,019.00	84,228.05	3,239.54	40.49
Step B	7,369.95	88,439.45	3,401.52	42.52
Step C	7,738.45	92,861.43	3,571.59	44.64
Step D	8,125.37	97,504.50	3,750.17	46.88
Step E	8,531.64	102,379.72	3,937.68	49.22
Step F	8,958.23	107,498.71	4,134.57	51.68

Grade: 26 Barg. Unit: SHEA  
Job Description: Community Services Supervisor

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,988.00	59,856.00	2,302.17	28.78
Step B	5,237.00	62,849.00	2,417.28	30.22
Step C	5,499.00	65,992.00	2,538.14	31.73
Step D	5,774.00	69,291.00	2,665.05	33.31
Step E	6,063.00	72,756.00	2,798.30	34.98
Step F	6,366.00	76,394.00	2,938.21	36.73

Grade: [REDACTED] Barg. Unit: DH/MGMT  
Job Description: Deputy Administrative Officer/Finance Director

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	8,491.07	101,892.78	3,918.95	48.99
Step B	8,915.62	106,987.42	4,144.90	51.44
Step C	9,361.40	112,336.79	4,320.65	54.01
Step D	9,829.47	117,953.63	4,536.68	56.71
Step E	10,320.94	123,851.31	4,763.51	59.54
Step F	10,836.99	130,043.88	5,001.69	62.52

**City of Signal Hill  
Salary Schedule Effective 07/09/2016**

Grade: [REDACTED] Barg. Unit: DH/MGMT  
Job Description: Deputy City Manager

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	11,765.00	141,180.00	5,429.99	67.87
Step B	12,059.00	144,709.00	5,565.74	69.57
Step C	12,361.00	148,327.00	5,704.89	71.31
Step D	12,670.00	152,035.00	5,847.51	73.09
Step E	12,986.00	155,836.00	5,993.70	74.92
Step F	13,311.00	159,732.00	6,143.54	76.79
Step G	13,644.00	163,725.00	6,297.13	78.71
Step H	13,985.00	167,818.00	6,454.56	80.68
Step I	14,334.00	172,014.00	6,615.92	82.70
Step J	14,693.00	176,314.00	6,781.32	84.77
Step K	15,060.00	180,722.00	6,950.85	86.89
Step L	15,437.00	185,240.00	7,124.62	89.06

Grade: [REDACTED] Barg. Unit: DH/MGMT  
Job Description: Deputy Director Public Works

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	9,281.00	111,371.96	4,283.54	53.54
Step B	9,745.05	116,940.56	4,497.71	56.22
Step C	10,232.30	122,787.58	4,722.60	59.03
Step D	10,743.91	128,926.96	4,958.73	61.98
Step E	11,281.11	135,373.31	5,206.67	65.08
Step F	11,845.16	142,141.98	5,467.00	68.34

Grade: 18 Barg. Unit: SHEA  
Job Description: Dispatcher/Jailer

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,094.00	49,127.00	1,889.50	23.62
Step B	4,299.00	51,583.00	1,983.97	24.80
Step C	4,514.00	54,162.00	2,083.17	26.04
Step D	4,739.00	56,871.00	2,187.33	27.34
Step E	4,976.00	59,714.00	2,296.69	28.71
Step F	5,225.00	62,700.00	2,411.53	30.14



**City of Signal Hill  
Salary Schedule Effective 07/09/2016**

Grade: 19 Barg. Unit: SHEA  
Job Description: Engineering Technician I

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,196.00	50,355.00	1,936.73	24.21
Step B	4,406.00	52,873.00	2,033.57	25.42
Step C	4,626.00	55,516.00	2,135.25	26.69
Step D	4,858.00	58,292.00	2,242.01	28.03
Step E	5,101.00	61,207.00	2,354.11	29.43
Step F	5,356.00	64,267.00	2,471.82	30.90

Grade: 22 Barg. Unit: SHEA  
Job Description: Engineering Technician II

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,519.00	54,227.00	2,085.65	26.07
Step B	4,745.00	56,938.00	2,189.93	27.37
Step C	4,982.00	59,785.00	2,299.43	28.74
Step D	5,231.00	62,774.00	2,414.40	30.18
Step E	5,493.00	65,913.00	2,535.12	31.69
Step F	5,767.00	69,209.00	2,661.88	33.27

Grade: 16 Barg. Unit: SHEA  
Job Description: Equipment Mechanic

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	3,897.00	46,760.00	1,798.45	22.48
Step B	4,091.00	49,098.00	1,888.37	23.60
Step C	4,296.00	51,553.00	1,982.79	24.78
Step D	4,511.00	54,130.00	2,081.93	26.02
Step E	4,736.00	56,837.00	2,186.03	27.33
Step F	4,973.00	59,679.00	2,295.33	28.69

**City of Signal Hill  
Salary Schedule Effective 07/09/2016**

Grade: 20 Barg. Unit: SHEA  
Job Description: Equipment Mechanic - Lead

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,301.00	51,614.00	1,985.15	24.81
Step B	4,516.00	54,195.00	2,084.41	26.06
Step C	4,742.00	56,904.00	2,188.63	27.36
Step D	4,979.00	59,750.00	2,298.06	28.73
Step E	5,228.00	62,737.00	2,412.96	30.16
Step F	5,489.00	65,874.00	2,533.61	31.67

Grade: 26 Barg. Unit:             
Job Description: Executive Assistant/Deputy City Clerk

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,988.00	59,856.00	2,302.17	28.78
Step B	5,237.00	62,849.00	2,417.28	30.22
Step C	5,499.00	65,992.00	2,538.14	31.73
Step D	5,774.00	69,291.00	2,665.05	33.31
Step E	6,063.00	72,756.00	2,798.30	34.98
Step F	6,366.00	76,394.00	2,938.21	36.73

Grade: 26 Barg. Unit: SHEA  
Job Description: Fleet Services Supervisor

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,988.00	59,856.00	2,302.17	28.78
Step B	5,237.00	62,849.00	2,417.28	30.22
Step C	5,499.00	65,992.00	2,538.14	31.73
Step D	5,774.00	69,291.00	2,665.05	33.31
Step E	6,063.00	72,756.00	2,798.30	34.98
Step F	6,366.00	76,394.00	2,938.21	36.73

**City of Signal Hill  
Salary Schedule Effective 07/09/2016**

Grade: Barg. Unit: DH/MGMT  
Job Description: Human Resources Manager

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	8,034.99	96,419.85	3,708.46	46.36
Step B	8,436.74	101,240.84	3,893.88	48.67
Step C	8,858.57	106,302.89	4,088.57	51.11
Step D	9,301.50	111,618.03	4,293.00	53.66
Step E	9,766.58	117,198.93	4,507.65	56.35
Step F	10,254.91	123,058.88	4,733.03	59.16

Grade: 24 Barg. Unit: SHEA  
Job Description: Librarian

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,748.00	56,972.00	2,191.24	27.39
Step B	4,985.00	59,821.00	2,300.80	28.76
Step C	5,234.00	62,812.00	2,415.84	30.20
Step D	5,496.00	65,952.00	2,536.63	31.71
Step E	5,771.00	69,250.00	2,663.46	33.29
Step F	6,059.00	72,712.00	2,796.63	34.96

Grade: 10 Barg. Unit: SHEA  
Job Description: Library Assistant

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	3,360.00	40,321.00	1,550.80	19.38
Step B	3,528.00	42,337.00	1,628.34	20.35
Step C	3,704.00	44,454.00	1,709.75	21.37
Step D	3,890.00	46,676.00	1,795.24	22.44
Step E	4,084.00	49,010.00	1,885.00	23.56
Step F	4,288.00	51,461.00	1,979.25	24.74

**City of Signal Hill  
Salary Schedule Effective 07/09/2016**

Grade: 10 Barg. Unit: SHEA  
Job Description: Maintenance Worker

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	3,360.00	40,321.00	1,550.80	19.38
Step B	3,528.00	42,337.00	1,628.34	20.35
Step C	3,704.00	44,454.00	1,709.75	21.37
Step D	3,890.00	46,676.00	1,795.24	22.44
Step E	4,084.00	49,010.00	1,885.00	23.56
Step F	4,288.00	51,461.00	1,979.25	24.74

Grade: 2 Barg. Unit: SHEA  
Job Description: Maintenance Worker Trainee

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	2,758.00	33,093.00	1,272.81	15.91
Step B	2,896.00	34,748.00	1,336.45	16.71
Step C	3,040.00	36,485.00	1,403.27	17.54
Step D	3,192.00	38,309.00	1,473.44	18.42
Step E	3,352.00	40,225.00	1,547.11	19.34
Step F	3,520.00	42,236.00	1,624.47	20.31

Grade:  Barg. Unit: DH/MGMT  
Job Description: Management Analyst

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,502.28	66,027.38	2,539.51	31.74
Step B	5,777.40	69,328.75	2,666.49	33.33
Step C	6,066.27	72,795.18	2,799.81	35.00
Step D	6,369.58	76,434.94	2,939.81	36.75
Step E	6,688.06	80,256.69	3,086.80	38.58
Step F	7,022.46	84,269.52	3,241.14	40.51

**City of Signal Hill**  
**Salary Schedule Effective 07/09/2016**

Grade: [REDACTED] Barg. Unit: DH/MGMT  
 Job Description: Planning Manager

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	6,848.01	82,176.06	3,160.62	39.51
Step B	7,190.41	86,284.87	3,318.65	41.48
Step C	7,549.93	90,599.11	3,484.58	43.56
Step D	7,927.42	95,129.07	3,658.81	45.74
Step E	8,323.79	99,885.62	3,841.75	48.02
Step F	8,739.98	104,879.80	4,033.84	50.42

Grade: [REDACTED] Barg. Unit: POA  
 Job Description: Police Administrative Sergeant

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	7,945.17	95,342.03	3,667.00	45.84
Step B	8,342.43	100,109.13	3,850.35	48.13
Step C	8,759.55	105,114.59	4,042.87	50.54
Step D	9,197.53	110,370.32	4,245.01	53.06
Step E	9,657.40	115,888.83	4,457.26	55.72
Step F	10,140.27	121,683.28	4,680.13	58.50

Grade: [REDACTED] Barg. Unit: DH/MGMT  
 Job Description: Police Captain

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	10,023.60	120,283.22	4,626.28	57.83
Step B	10,524.78	126,297.38	4,857.59	60.72
Step C	11,051.02	132,612.25	5,100.47	63.76
Step D	11,603.57	139,242.86	5,355.49	66.94
Step E	12,183.75	146,205.00	5,623.27	70.29
Step F	12,792.94	153,515.25	5,904.43	73.81

**City of Signal Hill  
Salary Schedule Effective 07/09/2016**

Grade: [REDACTED] Barg. Unit: POA  
Job Description: Police Detective

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	6,259.15	75,109.84	2,888.84	36.11
Step B	6,572.11	78,865.33	3,033.28	37.92
Step C	6,900.72	82,808.60	3,184.95	39.81
Step D	7,245.75	86,949.03	3,344.19	41.80
Step E	7,608.04	91,296.48	3,511.40	43.89
Step F	7,988.44	95,861.30	3,686.97	46.09

Grade: [REDACTED] Barg. Unit: POA  
Job Description: Police Detective Sergeant

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	7,945.17	95,342.03	3,667.00	45.84
Step B	8,342.43	100,109.13	3,850.35	48.13
Step C	8,759.55	105,114.59	4,042.87	50.54
Step D	9,197.53	110,370.32	4,245.01	53.06
Step E	9,657.40	115,888.83	4,457.26	55.72
Step F	10,140.27	121,683.28	4,680.13	58.50

Grade: [REDACTED] Barg. Unit: DH/MGMT  
Job Description: Police Lieutenant

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	8,881.05	106,572.63	4,098.85	51.24
Step B	9,325.11	111,901.26	4,303.89	53.80
Step C	9,791.36	117,496.33	4,519.09	56.49
Step D	10,280.93	123,371.14	4,745.04	59.31
Step E	10,794.97	129,539.70	4,982.30	62.28
Step F	11,334.72	136,016.68	5,231.41	65.39

**City of Signal Hill  
Salary Schedule Effective 07/09/2016**

Grade: [REDACTED] Barg. Unit: POA  
Job Description: Police Motor Officer

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	6,259.15	75,109.84	2,888.84	36.11
Step B	6,572.11	78,865.33	3,033.28	37.92
Step C	6,900.72	82,808.60	3,184.95	39.81
Step D	7,245.75	86,949.03	3,344.19	41.80
Step E	7,608.04	91,296.48	3,511.40	43.89
Step F	7,988.44	95,861.30	3,686.97	46.09

Grade: [REDACTED] Barg. Unit: POA  
Job Description: Police Officer

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,936.49	71,237.89	2,739.92	34.25
Step B	6,233.32	74,799.78	2,876.91	35.96
Step C	6,544.98	78,539.77	3,020.76	37.76
Step D	6,872.23	82,466.76	3,171.80	39.65
Step E	7,215.84	86,590.10	3,330.39	41.63
Step F	7,576.63	90,919.60	3,496.91	43.71

Grade: [REDACTED] Barg. Unit: POA  
Job Description: Police Officer/FTO

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	6,233.31	74,799.68	2,876.91	35.96
Step B	6,544.97	78,539.67	3,020.76	37.76
Step C	6,872.22	82,466.65	3,171.79	39.65
Step D	7,215.83	86,589.98	3,330.38	41.63
Step E	7,576.62	90,919.48	3,496.90	43.71
Step F	7,955.45	95,465.45	3,671.75	45.90

**City of Signal Hill  
Salary Schedule Effective 07/09/2016**

Grade: 11 Barg. Unit: SHEA  
Job Description: Police Records Clerk

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	3,444.00	41,329.00	1,589.57	19.87
Step B	3,616.00	43,395.00	1,669.05	20.86
Step C	3,797.00	45,565.00	1,752.50	21.91
Step D	3,987.00	47,843.00	1,840.12	23.00
Step E	4,186.00	50,235.00	1,932.13	24.15
Step F	4,396.00	52,747.00	2,028.74	25.36

Grade: 28 Barg. Unit: SHEA  
Job Description: Police Records Supervisor

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,241.00	62,887.00	2,418.71	30.23
Step B	5,503.00	66,031.00	2,539.65	31.75
Step C	5,778.00	69,332.00	2,666.63	33.33
Step D	6,067.00	72,799.00	2,799.96	35.00
Step E	6,370.00	76,439.00	2,939.96	36.75
Step F	6,688.00	80,261.00	3,086.96	38.59

Grade:            Barg. Unit: POA  
Job Description: Police Recruit

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,639.67	67,675.99	2,602.92	32.54
Step B				
Step C				
Step D				
Step E				
Step F				



**City of Signal Hill  
Salary Schedule Effective 07/09/2016**

Grade: [REDACTED] Barg. Unit: POA  
Job Description: Police Sergeant

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	7,542.30	90,507.59	3,481.06	43.51
Step B	7,919.41	95,032.97	3,655.11	45.69
Step C	8,315.39	99,784.62	3,837.87	47.97
Step D	8,731.15	104,773.85	4,029.76	50.37
Step E	9,167.71	110,012.55	4,231.25	52.89
Step F	9,626.10	115,513.17	4,442.81	55.54

Grade: 33 Barg. Unit: SHEA  
Job Description: Principal Building Inspector

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,929.00	71,150.00	2,736.55	34.21
Step B	6,226.00	74,708.00	2,873.38	35.92
Step C	6,537.00	78,443.00	3,017.05	37.71
Step D	6,864.00	82,365.00	3,167.90	39.60
Step E	7,207.00	86,484.00	3,326.30	41.58
Step F	7,567.00	90,808.00	3,492.61	43.66

Grade: [REDACTED] Barg. Unit: DH/MGMT  
Job Description: Public Works Director

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	10,891.00	130,694.00	5,026.71	62.83
Step B	11,163.00	133,962.00	5,152.38	64.40
Step C	11,443.00	137,311.00	5,281.19	66.01
Step D	11,729.00	140,744.00	5,413.22	67.67
Step E	12,022.00	144,262.00	5,548.55	69.36
Step F	12,322.00	147,869.00	5,687.26	71.09
Step G	12,630.00	151,565.00	5,829.44	72.87
Step H	12,946.00	155,355.00	5,975.18	74.69
Step I	13,270.00	159,238.00	6,124.56	76.56
Step J	13,602.00	163,219.00	6,277.67	78.47
Step K	13,942.00	167,300.00	6,434.61	80.43
Step L	14,290.00	171,482.00	6,595.48	82.44

**City of Signal Hill**  
**Salary Schedule Effective 07/09/2016**

Grade: 25 Barg. Unit: SHEA  
 Job Description: Public Works Inspector

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,866.00	58,396.00	2,246.02	28.08
Step B	5,110.00	61,316.00	2,358.32	29.48
Step C	5,365.00	64,382.00	2,476.23	30.95
Step D	5,633.00	67,601.00	2,600.04	32.50
Step E	5,915.00	70,981.00	2,730.05	34.13
Step F	6,211.00	74,530.00	2,866.55	35.83

Grade: 28 Barg. Unit: SHEA  
 Job Description: Public Works Maintenance Supervisor

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,241.00	62,887.00	2,418.71	30.23
Step B	5,503.00	66,031.00	2,539.65	31.75
Step C	5,778.00	69,332.00	2,666.63	33.33
Step D	6,067.00	72,799.00	2,799.96	35.00
Step E	6,370.00	76,439.00	2,939.96	36.75
Step F	6,688.00	80,261.00	3,086.96	38.59

Grade: 20 Barg. Unit: SHEA  
 Job Description: Recreation Coordinator

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,301.00	51,614.00	1,985.15	24.81
Step B	4,516.00	54,195.00	2,084.41	26.06
Step C	4,742.00	56,904.00	2,188.63	27.36
Step D	4,979.00	59,750.00	2,298.06	28.73
Step E	5,228.00	62,737.00	2,412.96	30.16
Step F	5,489.00	65,874.00	2,533.61	31.67

**City of Signal Hill  
Salary Schedule Effective 07/09/2016**

Grade: 9 Barg. Unit: SHEA  
Job Description: Recreation Specialist

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	3,278.00	39,337.00	1,512.97	18.91
Step B	3,442.00	41,304.00	1,588.62	19.86
Step C	3,614.00	43,369.00	1,668.05	20.85
Step D	3,795.00	45,538.00	1,751.46	21.89
Step E	3,985.00	47,815.00	1,839.03	22.99
Step F	4,184.00	50,205.00	1,930.98	24.14

Grade: 26 Barg. Unit: SHEA  
Job Description: Recreation Supervisor

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,988.00	59,856.00	2,302.17	28.78
Step B	5,237.00	62,849.00	2,417.28	30.22
Step C	5,499.00	65,992.00	2,538.14	31.73
Step D	5,774.00	69,291.00	2,665.05	33.31
Step E	6,063.00	72,756.00	2,798.30	34.98
Step F	6,366.00	76,394.00	2,938.21	36.73

Grade:            Barg. Unit: DH/MGMT  
Job Description: Redevelopment Manager/Economic Development Manager

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	8,090.10	97,081.24	3,733.89	46.67
Step B	8,494.61	101,935.31	3,920.59	49.01
Step C	8,919.34	107,032.07	4,116.62	51.46
Step D	9,365.31	112,383.67	4,322.45	54.03
Step E	9,833.57	118,002.86	4,538.57	56.73
Step F	10,325.25	123,903.00	4,765.50	59.57

**City of Signal Hill**  
**Salary Schedule Effective 07/09/2016**

Grade: 18 Barg. Unit: SHEA  
 Job Description: Senior Account Specialist

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,094.00	49,127.00	1,889.50	23.62
Step B	4,299.00	51,583.00	1,983.97	24.80
Step C	4,514.00	54,162.00	2,083.17	26.04
Step D	4,739.00	56,871.00	2,187.33	27.34
Step E	4,976.00	59,714.00	2,296.69	28.71
Step F	5,225.00	62,700.00	2,411.53	30.14

Grade: 28 Barg. Unit: SHEA  
 Job Description: Senior Building Inspector

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,241.00	62,887.00	2,418.71	30.23
Step B	5,503.00	66,031.00	2,539.65	31.75
Step C	5,778.00	69,332.00	2,666.63	33.33
Step D	6,067.00	72,799.00	2,799.96	35.00
Step E	6,370.00	76,439.00	2,939.96	36.75
Step F	6,688.00	80,261.00	3,086.96	38.59

Grade: 27 Barg. Unit: SHEA  
 Job Description: Senior Engineering Technician

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,113.00	61,353.00	2,359.72	29.50
Step B	5,368.00	64,420.00	2,477.71	30.97
Step C	5,637.00	67,641.00	2,601.59	32.52
Step D	5,919.00	71,023.00	2,731.67	34.15
Step E	6,215.00	74,575.00	2,868.26	35.85
Step F	6,525.00	78,303.00	3,011.67	37.65

**City of Signal Hill**  
**Salary Schedule Effective 07/09/2016**

Grade: [REDACTED] Barg. Unit: DH/MGMT  
 Job Description: Senior Human Resources Analyst

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	6,066.06	72,792.71	2,799.72	35.00
Step B	6,369.36	76,432.35	2,939.71	36.75
Step C	6,687.83	80,253.97	3,086.69	38.58
Step D	7,022.22	84,266.66	3,241.03	40.51
Step E	7,373.33	88,480.00	3,403.08	42.54
Step F	7,742.00	92,904.00	3,573.23	44.67

Grade: 18 Barg. Unit: SHEA  
 Job Description: Senior Maintenance Worker

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,094.00	49,127.00	1,889.50	23.62
Step B	4,299.00	51,583.00	1,983.97	24.80
Step C	4,514.00	54,162.00	2,083.17	26.04
Step D	4,739.00	56,871.00	2,187.33	27.34
Step E	4,976.00	59,714.00	2,296.69	28.71
Step F	5,225.00	62,700.00	2,411.53	30.14

Grade: [REDACTED] Barg. Unit: DH/MGMT  
 Job Description: Senior Management Analyst - HR

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	6,066.06	72,792.71	2,799.72	35.00
Step B	6,369.36	76,432.35	2,939.71	36.75
Step C	6,687.83	80,253.97	3,086.69	38.58
Step D	7,022.22	84,266.67	3,241.03	40.51
Step E	7,373.33	88,480.00	3,403.08	42.54
Step F	7,742.00	92,904.00	3,573.23	44.67

**City of Signal Hill  
Salary Schedule Effective 07/09/2016**

Grade: 37 Barg. Unit: SHEA  
Job Description: Senior Planner

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	6,545.00	78,537.00	3,020.64	37.76
Step B	6,872.00	82,464.00	3,171.67	39.65
Step C	7,216.00	86,587.00	3,330.26	41.63
Step D	7,576.00	90,916.00	3,496.77	43.71
Step E	7,955.00	95,462.00	3,671.61	45.90
Step F	8,353.00	100,235.00	3,855.19	48.19

Grade: [REDACTED] Barg. Unit: POA  
Job Description: Senior Police Officer

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	6,259.15	75,109.84	2,888.84	36.11
Step B	6,572.11	78,865.33	3,033.28	37.92
Step C	6,900.72	82,808.60	3,184.95	39.81
Step D	7,245.75	86,949.03	3,344.19	41.80
Step E	7,608.04	91,296.48	3,511.40	43.89
Step F	7,988.44	95,861.30	3,686.97	46.09

Grade: [REDACTED] Barg. Unit: POA  
Job Description: Senior Police Officer/FTO

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	6,572.14	78,865.73	3,033.30	37.92
Step B	6,900.75	82,809.02	3,184.96	39.81
Step C	7,245.79	86,949.47	3,344.21	41.80
Step D	7,608.08	91,296.94	3,511.42	43.89
Step E	7,988.48	95,861.79	3,686.99	46.09
Step F	8,387.91	100,654.88	3,871.34	48.39

**City of Signal Hill  
Salary Schedule Effective 07/09/2016**

Grade: [REDACTED] Barg. Unit: POA  
Job Description: Senior Police Officer/Detective

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	6,384.30	76,611.59	2,946.60	36.83
Step B	6,703.51	80,442.17	3,093.93	38.67
Step C	7,038.69	84,464.28	3,248.63	40.61
Step D	7,390.62	88,687.50	3,411.06	42.64
Step E	7,760.16	93,121.87	3,581.61	44.77
Step F	8,148.16	97,777.97	3,760.69	47.01

Grade: 28 Barg. Unit: SHEA  
Job Description: Senior Public Works Inspector

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,241.00	62,887.00	2,418.71	30.23
Step B	5,503.00	66,031.00	2,539.65	31.75
Step C	5,778.00	69,332.00	2,666.63	33.33
Step D	6,067.00	72,799.00	2,799.96	35.00
Step E	6,370.00	76,439.00	2,939.96	36.75
Step F	6,688.00	80,261.00	3,086.96	38.59

Grade: 17 A Barg. Unit: SHEA  
Job Description: Senior Water Maintenance Worker

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,082.00	48,985.00	1,884.05	23.55
Step B	4,286.00	51,435.00	1,978.25	24.73
Step C	4,501.00	54,006.00	2,077.17	25.96
Step D	4,726.00	56,707.00	2,181.03	27.26
Step E	4,962.00	59,542.00	2,290.08	28.63
Step F	5,210.00	62,519.00	2,404.58	30.06

**City of Signal Hill**  
**Salary Schedule Effective 07/09/2016**

Grade: 22 A Barg. Unit: SHEA  
 Job Description: Senior Water Systems Operator

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,077.00	60,918.00	2,343.00	29.29
Step B	5,330.00	63,964.00	2,460.15	30.75
Step C	5,597.00	67,162.00	2,583.16	32.29
Step D	5,877.00	70,520.00	2,712.32	33.90
Step E	6,171.00	74,046.00	2,847.93	35.60
Step F	6,479.00	77,749.00	2,990.33	37.38

Grade: 10 Barg. Unit: SHEA  
 Job Description: Water Maintenance Worker I

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	3,360.00	40,321.00	1,550.80	19.38
Step B	3,528.00	42,337.00	1,628.34	20.35
Step C	3,704.00	44,454.00	1,709.75	21.37
Step D	3,890.00	46,676.00	1,795.24	22.44
Step E	4,084.00	49,010.00	1,885.00	23.56
Step F	4,288.00	51,461.00	1,979.25	24.74

Grade: 13 A Barg. Unit: SHEA  
 Job Description: Water Maintenance Worker II

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	3,723.00	44,677.00	1,718.33	21.48
Step B	3,909.00	46,911.00	1,804.25	22.55
Step C	4,105.00	49,256.00	1,894.46	23.68
Step D	4,310.00	51,719.00	1,989.19	24.86
Step E	4,525.00	54,305.00	2,088.65	26.11
Step F	4,752.00	57,020.00	2,193.08	27.41



**City of Signal Hill**  
**Salary Schedule Effective 07/09/2016**

Grade: 18 A Barg. Unit: SHEA  
 Job Description: Water Systems Operator I

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,500.00	54,003.00	2,077.05	25.96
Step B	4,725.00	56,704.00	2,180.91	27.26
Step C	4,962.00	59,539.00	2,289.95	28.62
Step D	5,210.00	62,516.00	2,404.45	30.06
Step E	5,470.00	65,641.00	2,524.67	31.56
Step F	5,744.00	68,924.00	2,650.91	33.14

Grade: 20 A Barg. Unit: SHEA  
 Job Description: Water Systems Operator II

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,833.00	57,994.00	2,230.54	27.88
Step B	5,074.00	60,894.00	2,342.07	29.28
Step C	5,328.00	63,939.00	2,459.18	30.74
Step D	5,595.00	67,135.00	2,582.13	32.28
Step E	5,874.00	70,492.00	2,711.24	33.89
Step F	6,168.00	74,017.00	2,846.80	35.59

Grade: 32 A Barg. Unit: SHEA  
 Job Description: Water Systems Superintendent

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	6,705.00	80,457.00	3,094.50	38.68
Step B	7,040.00	84,480.00	3,249.22	40.62
Step C	7,392.00	88,704.00	3,411.68	42.65
Step D	7,762.00	93,139.00	3,582.27	44.78
Step E	8,150.00	97,796.00	3,761.38	47.02
Step F	8,557.00	102,686.00	3,949.45	49.37