

**City of Signal Hill
Salary Schedule Effective 3/14/2020**

Grade: 29 Barg. Unit: SHEA
Job Description: Accountant

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,588.50	67,061.98	2,579.31	32.241337
Step B	5,867.95	70,415.39	2,708.28	33.853553
Step C	6,161.37	73,936.49	2,843.71	35.546389
Step D	6,469.39	77,632.73	2,985.87	37.323428
Step E	6,792.89	81,514.64	3,135.18	39.189731
Step F	7,132.56	85,590.67	3,291.95	41.149361

Grade: 13 Barg. Unit: SHEA
Job Description: Account Specialist

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	3,764.55	45,174.63	1,737.49	21.718572
Step B	3,952.82	47,433.88	1,824.38	22.804750
Step C	4,150.48	49,805.73	1,915.61	23.945063
Step D	4,357.94	52,295.33	2,011.36	25.141986
Step E	4,575.85	54,910.15	2,111.93	26.399111
Step F	4,804.62	57,655.43	2,217.52	27.718957

Grade: 14 Barg. Unit: SHEA
Job Description: Account Specialist II

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	3,858.65	46,303.75	1,780.91	22.261418
Step B	4,051.61	48,619.31	1,869.97	23.374668
Step C	4,254.21	51,050.47	1,963.48	24.543495
Step D	4,466.90	53,602.74	2,061.64	25.770548
Step E	4,690.28	56,283.36	2,164.74	27.059308
Step F	4,924.81	59,097.68	2,272.99	28.412346

**City of Signal Hill
Salary Schedule Effective 3/14/2020**

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

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	7,758.24	93,098.91	3,580.73	44.759091
Step B	8,146.16	97,753.86	3,759.76	46.997048
Step C	8,553.46	102,641.54	3,947.75	49.346894
Step D	8,981.14	107,773.66	4,145.14	51.814260
Step E	9,430.20	113,162.35	4,352.40	54.404976
Step F	9,901.71	118,820.46	4,570.02	57.125221

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

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,259.25	51,111.03	1,965.81	24.572611
Step B	4,472.20	53,666.41	2,064.09	25.801159
Step C	4,695.85	56,350.14	2,167.31	27.091413
Step D	4,930.64	59,167.71	2,275.68	28.446014
Step E	5,177.20	62,126.36	2,389.48	29.868442
Step F	5,436.04	65,232.46	2,508.94	31.361760

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	4,365.73	52,388.72	2,014.95	25.186885
Step B	4,584.06	55,008.77	2,115.72	26.446524
Step C	4,813.20	57,758.43	2,221.48	27.768476
Step D	5,053.92	60,647.04	2,332.58	29.157231
Step E	5,306.57	63,678.84	2,449.19	30.614827
Step F	5,571.97	66,863.59	2,571.68	32.145957

**City of Signal Hill
Salary Schedule Effective 3/14/2020**

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	11,735.71	140,828.54	5,416.48	67.706029
Step B	12,029.11	144,349.26	5,551.89	69.398683
Step C	12,329.83	147,957.99	5,690.69	71.133649
Step D	12,638.08	151,656.99	5,832.96	72.912014
Step E	12,954.03	155,448.37	5,978.78	74.734793
Step F	13,277.88	159,334.52	6,128.25	76.603135
Step G	13,609.83	163,317.91	6,281.46	78.518226
Step H	13,950.08	167,400.94	6,438.50	80.481221
Step I	14,298.82	171,585.85	6,599.46	82.493197
Step J	14,656.29	175,875.50	6,764.44	84.555529
Step K	15,022.70	180,272.39	6,933.55	86.669418
Step L	15,398.27	184,779.28	7,106.90	88.836192

Grade: 25 Barg. Unit: SHEA PERS TIER 1, 2, 3
Job Description: Assistant Planner

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,062.94	60,755.28	2,336.74	29.209269
Step B	5,316.04	63,792.46	2,453.56	30.669452
Step C	5,581.87	66,982.45	2,576.25	32.203101
Step D	5,860.97	70,331.62	2,705.06	33.813279
Step E	6,154.04	73,848.47	2,840.33	35.504072
Step F	6,461.70	77,540.35	2,982.32	37.279014

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	7,567.87	90,814.44	3,492.86	43.660788
Step B	7,946.26	95,355.16	3,667.51	45.843827
Step C	8,343.58	100,122.98	3,850.88	48.136048
Step D	8,760.75	105,129.00	4,043.42	50.542788
Step E	9,198.79	110,385.48	4,245.60	53.069942
Step F	9,658.73	115,904.76	4,457.88	55.723442

**City of Signal Hill
Salary Schedule Effective 3/14/2020**

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

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	6,018.20	72,218.45	2,777.63	34.720409
Step B	6,319.14	75,829.68	2,916.53	36.456577
Step C	6,635.12	79,621.43	3,062.36	38.279534
Step D	6,966.83	83,601.96	3,215.46	40.193250
Step E	7,315.18	87,782.13	3,376.24	42.202947
Step F	7,680.94	92,171.28	3,545.05	44.313115

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	8,249.33	98,991.98	3,807.38	47.592298
Step B	8,661.80	103,941.58	3,997.75	49.971913
Step C	9,094.89	109,138.62	4,197.64	52.470490
Step D	9,549.63	114,595.60	4,407.52	55.094038
Step E	10,027.12	120,325.38	4,627.90	57.848740
Step F	10,528.47	126,341.68	4,859.30	60.741192

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	13,174.59	158,095.02	6,080.58	76.007221
Step B	13,503.96	162,047.46	6,232.59	77.907433
Step C	13,841.54	166,098.52	6,388.40	79.855058
Step D	14,187.59	170,251.10	6,548.12	81.851490
Step E	14,542.27	174,507.29	6,711.82	83.897736
Step F	14,905.83	178,869.97	6,879.61	85.995178
Step G	15,278.48	183,341.79	7,051.61	88.145091
Step H	15,660.44	187,925.33	7,227.90	90.348716
Step I	16,051.96	192,623.48	7,408.60	92.607442
Step J	16,453.25	197,438.99	7,593.81	94.922591
Step K	16,864.58	202,374.99	7,783.65	97.295668
Step L	17,286.19	207,434.33	7,978.24	99.728043

**City of Signal Hill
Salary Schedule Effective 3/14/2020**

Grade:	32	Barg. Unit:	SHEA	PERS TIER 1, 2, 3		
Job Description:	City Librarian					
		Monthly Salary:		Annual Salary:	Pay Period:	Hourly Rate:
	Step A	6,018.20		72,218.45	2,777.63	34.720409
	Step B	6,319.14		75,829.68	2,916.53	36.456577
	Step C	6,635.12		79,621.43	3,062.36	38.279534
	Step D	6,966.83		83,601.96	3,215.46	40.193250
	Step E	7,315.18		87,782.13	3,376.24	42.202947
	Step F	7,680.94		92,171.28	3,545.05	44.313115

Grade:		Barg. Unit:		PERS TIER 1, 2, 3		
Job Description:	City Manager					
		Monthly Salary:		Annual Salary:	Pay Period:	Hourly Rate:
	Step A			226,500.00		

Grade:		Barg. Unit:	DH/MGMT	PERS TIER 1, 2, 3		
Job Description:	Community Development Director					
		Monthly Salary:		Annual Salary:	Pay Period:	Hourly Rate:
	Step A	11,002.23		132,026.76	5,077.95	63.474404
	Step B	11,277.29		135,327.49	5,204.90	65.061293
	Step C	11,559.22		138,710.63	5,335.02	66.687803
	Step D	11,848.20		142,178.40	5,468.40	68.355000
	Step E	12,144.40		145,732.83	5,605.11	70.063861
	Step F	12,448.01		149,376.13	5,745.24	71.815447
	Step G	12,759.22		153,110.59	5,888.87	73.610861
	Step H	13,078.19		156,938.30	6,036.09	75.451106
	Step I	13,405.15		160,861.78	6,186.99	77.337394
	Step J	13,740.28		164,883.39	6,341.67	79.270861
	Step K	14,083.78		169,005.36	6,500.21	81.252577
	Step L	14,435.88		173,230.60	6,662.72	83.283942

**City of Signal Hill
Salary Schedule Effective 3/14/2020**

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	10,613.12	127,357.44	4,898.36	61.229538
Step B	10,878.45	130,541.45	5,020.83	62.760313
Step C	11,150.41	133,804.97	5,146.35	64.329313
Step D	11,429.17	137,150.04	5,275.00	65.937519
Step E	11,714.90	140,578.85	5,406.88	67.585986
Step F	12,007.78	144,093.32	5,542.05	69.275635
Step G	12,307.96	147,695.56	5,680.60	71.007481
Step H	12,615.66	151,387.94	5,822.61	72.782663
Step I	12,931.06	155,172.70	5,968.18	74.602260
Step J	13,254.33	159,051.99	6,117.38	76.467303
Step K	13,585.69	163,028.26	6,270.32	78.378971
Step L	13,925.34	167,104.05	6,427.08	80.338486

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	7,559.55	90,714.56	3,489.02	43.612769
Step B	7,937.52	95,250.28	3,663.47	45.793404
Step C	8,334.41	100,012.86	3,846.65	48.083106
Step D	8,751.12	105,013.40	4,038.98	50.487212
Step E	9,188.68	110,264.13	4,240.93	53.011601
Step F	9,648.11	115,777.29	4,452.97	55.662159

Grade: 28 Barg. Unit: SHEA
Job Description: Community Services Supervisor

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,452.23	65,426.72	2,516.41	31.455154
Step B	5,724.86	68,698.36	2,642.24	33.028058
Step C	6,011.04	72,132.43	2,774.32	34.679053
Step D	6,311.63	75,739.54	2,913.06	36.413240
Step E	6,627.24	79,526.93	3,058.73	38.234101
Step F	6,958.61	83,503.34	3,211.67	40.145837

**City of Signal Hill
Salary Schedule Effective 3/14/2020**

Grade: [REDACTED] Barg. Unit: DH/MGMT PERS TIER 1, 2, 3
Job Description: Deputy Administrative Officer/Finance Director

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	8,834.11	106,009.31	4,077.28	50.966014
Step B	9,275.81	111,309.73	4,281.14	53.514293
Step C	9,739.60	116,875.21	4,495.20	56.190005
Step D	10,226.58	122,718.96	4,719.96	58.999500
Step E	10,737.91	128,854.88	4,955.96	61.949462
Step F	11,274.81	135,297.66	5,203.76	65.046952

Grade: [REDACTED] Barg. Unit: DH/MGMT PERS TIER 1, 2, 3
Job Description: Deputy Chief of Police

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	11,270.65	135,247.84	5,201.84	65.023000
Step B	11,834.19	142,010.23	5,461.93	68.274149
Step C	12,425.89	149,110.71	5,735.03	71.687841
Step D	13,047.19	156,566.26	6,021.78	75.272240
Step E	13,699.55	164,394.60	6,322.87	79.035865
Step F	14,384.53	172,614.35	6,639.01	82.987668

Grade: [REDACTED] Barg. Unit: DH/MGMT PERS TIER 1, 2, 3
Job Description: Deputy City Manager

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	12,693.92	152,327.04	5,858.73	73.234154
Step B	13,011.27	156,135.29	6,005.20	75.065043
Step C	13,336.55	160,038.65	6,155.33	76.941659
Step D	13,669.96	164,039.53	6,309.21	78.865159
Step E	14,011.71	168,140.54	6,466.94	80.836798
Step F	14,362.00	172,344.05	6,628.62	82.857716
Step G	14,721.06	176,652.68	6,794.33	84.929173
Step H	15,089.08	181,068.93	6,964.19	87.052370
Step I	15,466.31	185,595.67	7,138.30	89.228688
Step J	15,852.97	190,235.64	7,316.76	91.459442
Step K	16,249.29	194,991.47	7,499.67	93.745899
Step L	16,655.52	199,866.29	7,687.17	96.089563

**City of Signal Hill
Salary Schedule Effective 3/14/2020**

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	9,655.95	115,871.43	4,456.59	55.707418
Step B	10,138.75	121,665.00	4,679.42	58.492788
Step C	10,645.69	127,748.22	4,913.39	61.417413
Step D	11,177.96	134,135.57	5,159.06	64.488255
Step E	11,736.87	140,842.41	5,417.02	67.712697
Step F	12,323.71	147,884.46	5,687.86	71.098298

Grade: 20 Barg. Unit: SHEA
Job Description: Dispatcher/Jailer

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,474.85	53,698.25	2,065.32	25.816466
Step B	4,698.68	56,384.10	2,168.62	27.107740
Step C	4,933.56	59,202.68	2,277.03	28.462827
Step D	5,180.20	62,162.44	2,390.86	29.885788
Step E	5,439.22	65,270.66	2,510.41	31.380125
Step F	5,711.24	68,534.93	2,635.96	32.949486

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	4,365.73	52,388.72	2,014.95	25.186885
Step B	4,584.06	55,008.77	2,115.72	26.446524
Step C	4,813.20	57,758.43	2,221.48	27.768476
Step D	5,053.92	60,647.04	2,332.58	29.157231
Step E	5,306.57	63,678.84	2,449.19	30.614827
Step F	5,571.97	66,863.59	2,571.68	32.145957

**City of Signal Hill
Salary Schedule Effective 3/14/2020**

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	4,701.42	56,417.07	2,169.89	27.123591
Step B	4,936.48	59,237.75	2,278.38	28.479688
Step C	5,183.29	62,199.52	2,392.29	29.903615
Step D	5,442.50	65,309.99	2,511.92	31.399034
Step E	5,714.61	68,575.26	2,637.51	32.968875
Step F	6,000.34	72,004.08	2,769.39	34.617346

Grade: 18 Barg. Unit: SHEA
Job Description: Equipment Mechanic

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,259.25	51,111.03	1,965.81	24.572611
Step B	4,472.20	53,666.41	2,064.09	25.801159
Step C	4,695.85	56,350.14	2,167.31	27.091413
Step D	4,930.64	59,167.71	2,275.68	28.446014
Step E	5,177.20	62,126.36	2,389.48	29.868442
Step F	5,436.04	65,232.46	2,508.94	31.361760

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	5,189.48	62,273.81	2,395.15	29.939332
Step B	5,448.95	65,387.40	2,514.90	31.436250
Step C	5,721.42	68,657.04	2,640.66	33.008192
Step D	6,007.50	72,089.98	2,772.69	34.658644
Step E	6,307.91	75,694.97	2,911.35	36.391813
Step F	6,623.27	79,479.24	3,056.89	38.211173

**City of Signal Hill
Salary Schedule Effective 3/14/2020**

Grade: 22 Barg. Unit: SHEA
Job Description: Fleet Mechanic

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,701.42	56,417.07	2,169.89	27.123591
Step B	4,936.48	59,237.75	2,278.38	28.479688
Step C	5,183.29	62,199.52	2,392.29	29.903615
Step D	5,442.50	65,309.99	2,511.92	31.399034
Step E	5,714.61	68,575.26	2,637.51	32.968875
Step F	6,000.34	72,004.08	2,769.39	34.617346

Grade: 31 Barg. Unit: SHEA
Job Description: Fleet Services Supervisor

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,871.40	70,456.85	2,709.88	33.873486
Step B	6,165.01	73,980.06	2,845.39	35.567337
Step C	6,473.29	77,679.43	2,987.67	37.345880
Step D	6,796.95	81,563.44	3,137.06	39.213192
Step E	7,136.80	85,641.61	3,293.91	41.173851
Step F	7,493.64	89,923.65	3,458.60	43.232524

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	8,359.60	100,315.25	3,858.28	48.228486
Step B	8,777.58	105,331.01	4,051.19	50.639909
Step C	9,216.46	110,597.48	4,253.75	53.171865
Step D	9,677.28	116,127.37	4,466.44	55.830466
Step E	10,161.15	121,933.80	4,689.76	58.622019
Step F	10,669.21	128,030.50	4,924.25	61.553125

**City of Signal Hill
Salary Schedule Effective 3/14/2020**

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

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,189.48	62,273.81	2,395.15	29.939332
Step B	5,448.95	65,387.40	2,514.90	31.436250
Step C	5,721.42	68,657.04	2,640.66	33.008192
Step D	6,007.50	72,089.98	2,772.69	34.658644
Step E	6,307.91	75,694.97	2,911.35	36.391813
Step F	6,623.27	79,479.24	3,056.89	38.211173

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

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	3,495.80	41,949.55	1,613.44	20.168053
Step B	3,670.54	44,046.50	1,694.10	21.176202
Step C	3,854.13	46,249.56	1,778.83	22.235365
Step D	4,046.83	48,562.01	1,867.77	23.347120
Step E	4,249.17	50,990.04	1,961.16	24.514442
Step F	4,461.59	53,539.07	2,059.20	25.739938

Grade: 12 Barg. Unit: SHEA
Job Description: Maintenance Worker

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	3,672.76	44,073.09	1,695.12	21.188986
Step B	3,856.43	46,277.16	1,779.89	22.248635
Step C	4,049.22	48,590.60	1,868.87	23.360865
Step D	4,251.65	51,019.76	1,962.30	24.528731
Step E	4,464.24	53,570.90	2,060.42	25.755240
Step F	4,687.45	56,249.39	2,163.44	27.042976

**City of Signal Hill
Salary Schedule Effective 3/14/2020**

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	2,869.15	34,429.83	1,324.22	16.552803
Step B	3,012.59	36,151.12	1,390.43	17.380346
Step C	3,163.20	37,958.41	1,459.94	18.249236
Step D	3,321.40	39,856.85	1,532.96	19.161947
Step E	3,487.48	41,849.79	1,609.61	20.120091
Step F	3,661.88	43,942.50	1,690.10	21.126202

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

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,724.57	68,694.87	2,642.11	33.026380
Step B	6,010.80	72,129.56	2,774.21	34.677673
Step C	6,311.34	75,736.04	2,912.92	36.411558
Step D	6,626.91	79,522.93	3,058.57	38.232178
Step E	6,958.26	83,499.09	3,211.50	40.143793
Step F	7,306.17	87,674.01	3,372.08	42.150966

Grade: 24 Barg. Unit: SHEA
Job Description: Management Assistant

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,939.45	59,273.44	2,279.75	28.496846
Step B	5,186.38	62,236.55	2,393.71	29.921418
Step C	5,445.73	65,348.73	2,513.41	31.417659
Step D	5,718.02	68,616.22	2,639.09	32.988567
Step E	6,003.94	72,047.29	2,771.05	34.638120
Step F	6,304.09	75,649.12	2,909.58	36.369769

**City of Signal Hill
Salary Schedule Effective 3/14/2020**

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	8,332.56	99,990.76	3,845.80	48.072481
Step B	8,749.19	104,990.30	4,038.09	50.476106
Step C	9,186.65	110,239.78	4,239.99	52.999894
Step D	9,645.99	115,751.82	4,451.99	55.649913
Step E	10,128.28	121,539.41	4,674.59	58.432409
Step F	10,634.70	127,616.38	4,908.32	61.354029

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	10,818.08	129,816.95	4,992.96	62.411995
Step B	11,358.98	136,307.80	5,242.61	65.532596
Step C	11,926.94	143,123.25	5,504.74	68.809255
Step D	12,523.27	150,279.29	5,779.97	72.249659
Step E	13,149.44	157,793.27	6,068.97	75.862149
Step F	13,806.92	165,683.04	6,372.42	79.655308

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	9,351.12	112,213.38	4,315.90	53.948740
Step B	9,818.67	117,824.06	4,531.69	56.646183
Step C	10,309.60	123,715.25	4,758.28	59.478486
Step D	10,825.08	129,900.98	4,996.19	62.452394
Step E	11,366.34	136,396.06	5,246.00	65.575029
Step F	11,934.66	143,215.88	5,508.30	68.853788

**City of Signal Hill
Salary Schedule Effective 3/14/2020**

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

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	6,455.47	77,465.69	2,979.45	37.243120
Step B	6,778.25	81,338.96	3,128.42	39.105269
Step C	7,117.16	85,405.91	3,284.84	41.060534
Step D	7,473.02	89,676.21	3,449.09	43.113563
Step E	7,846.67	94,160.03	3,621.54	45.269245
Step F	8,239.00	98,868.02	3,802.62	47.532702

Grade: 12 Barg. Unit: SHEA
Job Description: Police Records Clerk

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	3,672.76	44,073.09	1,695.12	21.188986
Step B	3,856.43	46,277.16	1,779.89	22.248635
Step C	4,049.22	48,590.60	1,868.87	23.360865
Step D	4,251.65	51,019.76	1,962.30	24.528731
Step E	4,464.24	53,570.90	2,060.42	25.755240
Step F	4,687.45	56,249.39	2,163.44	27.042976

Grade: 32 Barg. Unit: SHEA
Job Description: Police Records Supervisor

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	6,018.20	72,218.45	2,777.63	34.720409
Step B	6,319.14	75,829.68	2,916.53	36.456577
Step C	6,635.12	79,621.43	3,062.36	38.279534
Step D	6,966.83	83,601.96	3,215.46	40.193250
Step E	7,315.18	87,782.13	3,376.24	42.202947
Step F	7,680.94	92,171.28	3,545.05	44.313115

**City of Signal Hill
Salary Schedule Effective 3/14/2020**

Grade: [REDACTED] Barg. Unit: N/A
Job Description: Police Recruit

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	6,014.20	72,170.36	2,775.78	34.697288
Step B	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Step C	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Step D	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Step E	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
Step F	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

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

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	8,201.67	98,419.99	3,785.38	47.317303
Step B	8,611.75	103,340.99	3,974.65	49.683168
Step C	9,042.34	108,508.04	4,173.39	52.167327
Step D	9,494.45	113,933.44	4,382.06	54.775692
Step E	9,969.18	119,630.12	4,601.16	57.514481
Step F	10,467.64	125,611.62	4,831.22	60.390202

Grade: 36 Barg. Unit: SHEA
Job Description: Principal Building Inspector

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	6,642.99	79,715.83	3,065.99	38.324918
Step B	6,975.14	83,701.72	3,219.30	40.241212
Step C	7,323.93	87,887.13	3,380.27	42.253428
Step D	7,690.14	92,281.64	3,549.29	44.366173
Step E	8,074.65	96,895.78	3,726.76	46.584510
Step F	8,478.34	101,740.13	3,913.08	48.913524

**City of Signal Hill
Salary Schedule Effective 3/14/2020**

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

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	11,761.72	141,140.66	5,428.49	67.856087
Step B	12,055.77	144,669.24	5,564.20	69.552519
Step C	12,357.16	148,285.97	5,703.31	71.291332
Step D	12,666.09	151,993.08	5,845.89	73.073596
Step E	12,982.74	155,792.82	5,992.03	74.900394
Step F	13,307.31	159,687.71	6,141.84	76.772938
Step G	13,639.99	163,679.85	6,295.38	78.692236
Step H	13,980.99	167,771.86	6,452.76	80.659548
Step I	14,330.51	171,966.14	6,614.08	82.676029
Step J	14,688.78	176,265.40	6,779.44	84.742981
Step K	15,056.00	180,672.04	6,948.92	86.861558
Step L	15,432.40	185,188.78	7,122.65	89.033067

Grade: 27 Barg. Unit: SHEA
Job Description: Public Works Inspector

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,319.22	63,830.66	2,455.03	30.687817
Step B	5,585.23	67,022.77	2,577.80	32.222486
Step C	5,864.41	70,372.95	2,706.65	33.833149
Step D	6,157.66	73,891.91	2,842.00	35.524957
Step E	6,465.59	77,587.03	2,984.12	37.301457
Step F	6,788.82	81,465.82	3,133.30	39.166260

Grade: 30 Barg. Unit: SHEA
Job Description: Public Works Maintenance Supervisor

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,728.22	68,738.69	2,643.80	33.047447
Step B	6,014.67	72,176.01	2,776.00	34.700005
Step C	6,315.34	75,784.11	2,914.77	36.434668
Step D	6,631.14	79,573.62	3,060.52	38.256548
Step E	6,962.68	83,552.15	3,213.54	40.169303
Step F	7,310.84	87,730.07	3,374.23	42.177918

**City of Signal Hill
Salary Schedule Effective 3/14/2020**

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

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,474.85	53,698.25	2,065.32	25.816466
Step B	4,698.68	56,384.10	2,168.62	27.107740
Step C	4,933.56	59,202.68	2,277.03	28.462827
Step D	5,180.20	62,162.44	2,390.86	29.885788
Step E	5,439.22	65,270.66	2,510.41	31.380125
Step F	5,711.24	68,534.93	2,635.96	32.949486

Grade: 10 Barg. Unit: SHEA
Job Description: Recreation Specialist

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	3,495.80	41,949.55	1,613.44	20.168053
Step B	3,670.54	44,046.50	1,694.10	21.176202
Step C	3,854.13	46,249.56	1,778.83	22.235365
Step D	4,046.83	48,562.01	1,867.77	23.347120
Step E	4,249.17	50,990.04	1,961.16	24.514442
Step F	4,461.59	53,539.07	2,059.20	25.739938

Grade: 28 Barg. Unit: SHEA
Job Description: Recreation Supervisor

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,452.23	65,426.72	2,516.41	31.455154
Step B	5,724.86	68,698.36	2,642.24	33.028058
Step C	6,011.04	72,132.43	2,774.32	34.679053
Step D	6,311.63	75,739.54	2,913.06	36.413240
Step E	6,627.24	79,526.93	3,058.73	38.234101
Step F	6,958.61	83,503.34	3,211.67	40.145837

**City of Signal Hill
Salary Schedule Effective 3/14/2020**

Grade: ██████████ Barg. Unit: DH/MGMT PERS TIER 1, 2, 3
Job Description: Redevelopment Manager/Economic Development Manager

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	8,416.94	101,003.28	3,884.74	48.559269
Step B	8,837.79	106,053.51	4,078.98	50.987264
Step C	9,279.68	111,356.17	4,282.93	53.536620
Step D	9,743.67	116,924.02	4,497.08	56.213471
Step E	10,230.85	122,770.16	4,721.93	59.024115
Step F	10,742.39	128,908.68	4,958.03	61.975327

Grade: 20 Barg. Unit: SHEA PERS TIER 1, 2, 3
Job Description: Senior Account Specialist

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,474.85	53,698.25	2,065.32	25.816466
Step B	4,698.68	56,384.10	2,168.62	27.107740
Step C	4,933.56	59,202.68	2,277.03	28.462827
Step D	5,180.20	62,162.44	2,390.86	29.885788
Step E	5,439.22	65,270.66	2,510.41	31.380125
Step F	5,711.24	68,534.93	2,635.96	32.949486

Grade: 31 Barg. Unit: SHEA PERS TIER 1, 2, 3
Job Description: Senior Building Inspector

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,871.40	70,456.85	2,709.88	33.873486
Step B	6,165.01	73,980.06	2,845.39	35.567337
Step C	6,473.29	77,679.43	2,987.67	37.345880
Step D	6,796.95	81,563.44	3,137.06	39.213192
Step E	7,136.80	85,641.61	3,293.91	41.173851
Step F	7,493.64	89,923.65	3,458.60	43.232524

**City of Signal Hill
Salary Schedule Effective 3/14/2020**

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	5,319.22	63,830.66	2,455.03	30.687817
Step B	5,585.23	67,022.77	2,577.80	32.222486
Step C	5,864.41	70,372.95	2,706.65	33.833149
Step D	6,157.66	73,891.91	2,842.00	35.524957
Step E	6,465.59	77,587.03	2,984.12	37.301457
Step F	6,788.82	81,465.82	3,133.30	39.166260

Grade: 20 Barg. Unit: SHEA
Job Description: Senior Maintenance Worker

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,474.85	53,698.25	2,065.32	25.816466
Step B	4,698.68	56,384.10	2,168.62	27.107740
Step C	4,933.56	59,202.68	2,277.03	28.462827
Step D	5,180.20	62,162.44	2,390.86	29.885788
Step E	5,439.22	65,270.66	2,510.41	31.380125
Step F	5,711.24	68,534.93	2,635.96	32.949486

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

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	6,534.75	78,417.03	3,016.04	37.700495
Step B	6,861.49	82,337.88	3,166.84	39.585519
Step C	7,204.56	86,454.74	3,325.18	41.564779
Step D	7,564.79	90,777.48	3,491.44	43.643019
Step E	7,943.03	95,316.33	3,666.01	45.825159
Step F	8,340.18	100,082.16	3,849.31	48.116423

**City of Signal Hill
Salary Schedule Effective 3/14/2020**

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

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	6,809.06	81,708.77	3,142.65	39.283063
Step B	7,149.54	85,794.42	3,299.79	41.247317
Step C	7,506.99	90,083.83	3,464.76	43.309534
Step D	7,882.39	94,588.71	3,638.03	45.475341
Step E	8,276.46	99,317.46	3,819.90	47.748779
Step F	8,690.33	104,283.91	4,010.92	50.136495

Grade: 30 Barg. Unit: SHEA
Job Description: Senior Public Works Inspector

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,728.22	68,738.69	2,643.80	33.047447
Step B	6,014.67	72,176.01	2,776.00	34.700005
Step C	6,315.34	75,784.11	2,914.77	36.434668
Step D	6,631.14	79,573.62	3,060.52	38.256548
Step E	6,962.68	83,552.15	3,213.54	40.169303
Step F	7,310.84	87,730.07	3,374.23	42.177918

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	4,247.00	50,963.95	1,960.15	24.501899
Step B	4,459.41	53,512.97	2,058.19	25.727389
Step C	4,682.32	56,187.84	2,161.07	27.013385
Step D	4,916.49	58,997.92	2,269.15	28.364385
Step E	5,162.29	61,947.46	2,382.59	29.782433
Step F	5,420.40	65,044.81	2,501.72	31.271543

**City of Signal Hill
Salary Schedule Effective 3/14/2020**

Grade: 26A Barg. Unit: SHEA
Job Description: Senior Water Systems Operator

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,281.59	63,379.09	2,437.66	30.470716
Step B	5,545.68	66,548.10	2,559.54	31.994279
Step C	5,822.94	69,875.30	2,687.51	33.593894
Step D	6,114.09	73,369.05	2,821.89	35.273582
Step E	6,419.79	77,037.46	2,962.98	37.037240
Step F	6,740.84	80,890.02	3,111.15	38.889433

Grade: 11 Barg. Unit: SHEA
Job Description: Water Maintenance Worker I

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	3,583.17	42,998.03	1,653.77	20.672130
Step B	3,762.34	45,148.04	1,736.46	21.705788
Step C	3,950.44	47,405.29	1,823.28	22.791005
Step D	4,148.00	49,776.02	1,914.46	23.930779
Step E	4,355.37	52,264.49	2,010.17	25.127159
Step F	4,573.10	54,877.18	2,110.66	26.383260

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	3,873.49	46,481.91	1,787.77	22.347072
Step B	4,067.18	48,806.20	1,877.16	23.464519
Step C	4,270.50	51,245.98	1,971.00	24.637490
Step D	4,484.04	53,808.49	2,069.56	25.869466
Step E	4,708.25	56,498.96	2,173.04	27.162962
Step F	4,943.64	59,323.65	2,281.68	28.520986

**City of Signal Hill
Salary Schedule Effective 3/14/2020**

Grade: 21A Barg. Unit: SHEA
Job Description: Water Systems Operator I

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	4,682.06	56,184.72	2,160.95	27.011885
Step B	4,916.23	58,994.80	2,269.03	28.362885
Step C	5,162.03	61,944.33	2,382.47	29.780928
Step D	5,420.14	65,041.69	2,501.60	31.270043
Step E	5,691.07	68,292.86	2,626.65	32.833106
Step F	5,975.71	71,708.57	2,758.02	34.475274

Grade: 24A Barg. Unit: SHEA
Job Description: Water Systems Operator II

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	5,028.08	60,336.92	2,320.65	29.008135
Step B	5,279.51	63,354.12	2,436.70	30.458712
Step C	5,543.51	66,522.14	2,558.54	31.981798
Step D	5,820.60	69,847.21	2,686.43	33.580389
Step E	6,111.65	73,339.84	2,820.76	35.259538
Step F	6,417.27	77,007.25	2,961.82	37.022716

Grade: 37A Barg. Unit: SHEA
Job Description: Water Systems Superintendent

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	8,273.26	99,279.13	3,818.43	47.730351
Step B	8,686.92	104,243.08	4,009.35	50.116865
Step C	9,121.27	109,455.24	4,209.82	52.622712
Step D	9,577.33	114,927.95	4,420.31	55.253822
Step E	10,056.21	120,674.46	4,641.33	58.016567
Step F	10,559.01	126,708.11	4,873.39	60.917361