

RESOLUTION NO. 2020-06-6572

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SIGNAL HILL, CALIFORNIA, AMENDING RESOLUTION NO. 2020-03-6556, APPROVING AND ADOPTING A CITY-WIDE PAY SCHEDULE AS REQUIRED BY THE CALIFORNIA PUBLIC EMPLOYEES' RETIREMENT SYSTEM (CALPERS)

THE CITY COUNCIL OF THE CITY OF SIGNAL HILL, CALIFORNIA, DOES HEREBY RESOLVE:

WHEREAS, on June 23, 2020, the City Council of the City of Signal Hill established the new job classifications and salary ranges of Assistant Engineer, Associate Engineer, Contracts Manager, Public Works Superintendent, Senior Accountant, and Senior Deputy City Clerk; and

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, that the Salary Schedule effective July 4, 2020 (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 23rd day of June, 2020.

ROBERT D. COPELAND
MAYOR

ATTEST:

CARMEN R. BROOKS
CITY CLERK

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

I, CARMEN R. BROOKS, City Clerk of the City of Signal Hill, California, do hereby certify that Resolution No. 2020-06-6572 was adopted by the City Council of the City of Signal Hill, California, at a regular meeting held on the 23rd day of June, 2020, and that the same was adopted by the following vote:

AYES:	MAYOR ROBERT D. COPELAND, VICE MAYOR TINA L. HANSEN, COUNCIL MEMBERS KEIR JONES, EDWARD H.J. WILSON, LORI Y. WOODS
NOES:	NONE
ABSENT:	NONE
ABSTAIN:	NONE

CARMEN R. BROOKS
CITY CLERK

**City of Signal Hill
Salary Schedule Effective 7/4/2020**

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 7/4/2020**

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 7/4/2020**

Grade: 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: 27 Barg. Unit: SHEA PERS TIER 1, 2, 3
Job Description: Assistant Engineer

	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

**City of Signal Hill
Salary Schedule Effective 7/4/2020**

Grade: 25 Barg. Unit: SHEA
Job Description: Assistant Planner

PERS TIER 1, 2, 3

	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: Barg. Unit: DH/MGMT
Job Description: Assistant to City Manager/Deputy City Clerk

PERS TIER 1, 2, 3

	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

Grade: 34 Barg. Unit: SHEA
Job Description: Associate Engineer

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	6,319.11	75,829.37	2,916.51	36.456428
Step B	6,635.10	79,621.16	3,062.35	38.279404
Step C	6,966.88	83,602.51	3,215.48	40.193513
Step D	7,315.17	87,782.06	3,376.23	42.202915
Step E	7,680.94	92,171.23	3,545.05	44.313094
Step F	8,064.99	96,779.84	3,722.30	46.528771

**City of Signal Hill
Salary Schedule Effective 7/4/2020**

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 7/4/2020**

Grade: 32 Barg. Unit: SHEA
Job Description: City Librarian

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: [REDACTED]
Job Description: City Manager

PERS TIER 1, 2, 3

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	[REDACTED]	226,500.00	[REDACTED]	[REDACTED]

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	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 7/4/2020**

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 7/4/2020**

Grade: ██████████ Barg. Unit: DH/MGMT
Job Description: Contracts Manager

PERS TIER 1, 2, 3

	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

Grade: ██████████ 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	8,834.11	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: ██████████ Barg. Unit: DH/MGMT
Job Description: Deputy Chief of Police

PERS TIER 1, 2, 3

	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

**City of Signal Hill
Salary Schedule Effective 7/4/2020**

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	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

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

City of Signal Hill
Salary Schedule Effective 7/4/2020

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

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

**City of Signal Hill
Salary Schedule Effective 7/4/2020**

Grade: 26 Barg. Unit: ██████████ PERS TIER 1, 2, 3
Job Description: Executive Assistant/Deputy City Clerk

	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: 22 Barg. Unit: SHEA PERS TIER 1, 2, 3
Job Description: Fleet Mechanic

	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 PERS TIER 1, 2, 3
Job Description: Fleet Services Supervisor

	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 7/4/2020**

Grade: [REDACTED] 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

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

**City of Signal Hill
Salary Schedule Effective 7/4/2020**

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

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: 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

**City of Signal Hill
Salary Schedule Effective 7/4/2020**

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

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

**City of Signal Hill
Salary Schedule Effective 7/4/2020**

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

Grade: [REDACTED] 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

**City of Signal Hill
Salary Schedule Effective 7/4/2020**

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

Grade: [REDACTED] Barg. Unit: [REDACTED]
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

**City of Signal Hill
Salary Schedule Effective 7/4/2020**

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

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

**City of Signal Hill
Salary Schedule Effective 7/4/2020**

Grade: 30 Barg. Unit: SHEA PERS TIER 1, 2, 3
Job Description: Public Works Maintenance Supervisor

	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: [REDACTED] Barg. Unit: DH/MGMT PERS TIER 1, 2, 3
Job Description: Public Works Superintendent

	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

Grade: 20 Barg. Unit: SHEA PERS TIER 1, 2, 3
Job Description: Recreation Coordinator

	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

**City of Signal Hill
Salary Schedule Effective 7/4/2020**

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

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	8,416.94	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

**City of Signal Hill
Salary Schedule Effective 7/4/2020**

Grade: 20 Barg. Unit: SHEA
Job Description: Senior Account Specialist

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: 32 Barg. Unit: SHEA
Job Description: Senior Accountant

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: 31 Barg. Unit: SHEA
Job Description: Senior Building Inspector

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

**City of Signal Hill
Salary Schedule Effective 7/4/2020**

Grade: 31 Barg. Unit: PERS TIER 1, 2, 3
Job Description: Senior Deputy City Clerk

	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: 39 Barg. Unit: SHEA PERS TIER 1, 2, 3
Job Description: Senior Engineer

	Monthly Salary:	Annual Salary:	Pay Period:	Hourly Rate:
Step A	7,149.52	85,794.21	3,299.78	41.247217
Step B	7,507.01	90,084.14	3,464.77	43.309685
Step C	7,882.34	94,588.02	3,638.00	45.475010
Step D	8,276.51	99,318.15	3,819.93	47.749109
Step E	8,690.28	104,283.33	4,010.90	50.136218
Step F	9,124.84	109,498.11	4,211.47	52.643321

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

	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

**City of Signal Hill
Salary Schedule Effective 7/4/2020**

Grade: [REDACTED] 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

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

**City of Signal Hill
Salary Schedule Effective 7/4/2020**

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

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

**City of Signal Hill
Salary Schedule Effective 7/4/2020**

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

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

City of Signal Hill
Salary Schedule Effective 7/4/2020

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