

**City of Signal Hill**  
**Salary Schedule Effective July 1, 2026**

Barg Unit Position			Step A	Step B	Step C	Step D	Step E	Step F
SHEA	Account Specialist	Hourly	25.4597	26.7330	28.0697	29.4728	30.9465	32.4937
		Annual	52,956.22	55,604.63	58,385.06	61,303.51	64,368.74	67,586.92
		Monthly	4,413.02	4,633.72	4,865.42	5,108.63	5,364.06	5,632.24
		Pay Period	2,036.78	2,138.64	2,245.58	2,357.83	2,475.72	2,599.50
SHEA	Account Specialist II	Hourly	27.9596	29.3578	30.8258	32.3669	33.9855	35.6849
		Annual	58,155.90	61,064.17	64,117.62	67,323.19	70,689.94	74,224.63
		Monthly	4,846.32	5,088.68	5,343.13	5,610.27	5,890.83	6,185.39
		Pay Period	2,236.77	2,348.62	2,466.06	2,589.35	2,718.84	2,854.79
SHEA	Accountant	Hourly	40.8474	42.8900	45.0347	47.2865	49.6508	52.1333
		Annual	84,962.60	89,211.18	93,672.17	98,355.84	103,273.62	108,437.25
		Monthly	7,080.22	7,434.26	7,806.01	8,196.32	8,606.14	9,036.44
		Pay Period	3,267.79	3,431.20	3,602.78	3,782.92	3,972.06	4,170.66
SHEA	Administrative Assistant	Hourly	30.6826	32.2172	33.8278	35.5189	37.2949	39.1601
		Annual	63,819.76	67,011.88	70,361.72	73,879.38	77,573.46	81,453.00
		Monthly	5,318.31	5,584.32	5,863.48	6,156.61	6,464.45	6,787.75
		Pay Period	2,454.61	2,577.38	2,706.22	2,841.51	2,983.59	3,132.81
SHEA	Administrative Assistant to the Police Chief	Hourly	31.4498	33.0222	34.6733	36.4072	38.2275	40.1389
		Annual	65,415.67	68,686.26	72,120.43	75,727.02	79,513.11	83,488.84
		Monthly	5,451.31	5,723.85	6,010.04	6,310.59	6,626.09	6,957.40
		Pay Period	2,515.99	2,641.78	2,773.86	2,912.58	3,058.20	3,211.11
SHEA	Assistant Engineer	Hourly	42.0076	44.1081	46.3137	48.6291	51.0606	53.6136
		Annual	87,375.77	91,744.93	96,332.53	101,148.49	106,205.97	111,516.34
		Monthly	7,281.31	7,645.41	8,027.71	8,429.04	8,850.50	9,293.03
		Pay Period	3,360.61	3,528.65	3,705.10	3,890.33	4,084.84	4,289.09

**City of Signal Hill**  
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Barg Unit Position			Step A	Step B	Step C	Step D	Step E	Step F
SHEA	Assistant Planner	Hourly	36.8280	38.6697	40.6026	42.6329	44.7649	47.0028
		Annual	76,602.14	80,432.95	84,453.44	88,676.49	93,110.95	97,765.82
		Monthly	6,383.51	6,702.75	7,037.79	7,389.71	7,759.25	8,147.15
		Pay Period	2,946.24	3,093.58	3,248.21	3,410.63	3,581.19	3,760.22
SHEA	Associate Engineer	Hourly	50.4245	52.9458	55.5929	58.3730	61.2912	64.3561
		Annual	104,882.90	110,127.30	115,633.26	121,415.82	127,485.72	133,860.75
		Monthly	8,740.24	9,177.28	9,636.10	10,117.98	10,623.81	11,155.06
		Pay Period	4,033.96	4,235.67	4,447.43	4,669.84	4,903.30	5,148.49
SHEA	Associate Planner	Hourly	42.3387	44.4559	46.6788	49.0124	51.4631	54.0363
		Annual	88,064.57	92,468.17	97,091.91	101,945.85	107,043.22	112,395.44
		Monthly	7,338.71	7,705.68	8,090.99	8,495.49	8,920.27	9,366.29
		Pay Period	3,387.10	3,556.47	3,734.30	3,920.99	4,117.05	4,322.90
SHEA	City Librarian	Hourly	42.3921	44.5118	46.7376	49.0741	51.5279	54.1043
		Annual	88,175.47	92,584.62	97,214.18	102,074.22	107,178.02	112,536.98
		Monthly	7,347.96	7,715.38	8,101.18	8,506.19	8,931.50	9,378.08
		Pay Period	3,391.36	3,560.95	3,739.01	3,925.93	4,122.23	4,328.35
SHEA	Code Enforcement Officer	Hourly	36.0994	37.9098	39.8058	41.7982	43.8871	46.0830
		Annual	75,086.84	78,852.32	82,796.05	86,940.31	91,285.09	95,852.69
		Monthly	6,257.24	6,571.03	6,899.67	7,245.03	7,607.09	7,987.72
		Pay Period	2,887.96	3,032.78	3,184.46	3,343.86	3,510.97	3,686.64
SHEA	Communications Officer	Hourly	44.0426	46.2450	48.5574	50.9849	53.5342	56.2116
		Annual	91,608.70	96,189.53	100,999.35	106,048.62	111,351.15	116,920.12
		Monthly	7,634.06	8,015.79	8,416.61	8,837.39	9,279.26	9,743.34
		Pay Period	3,523.41	3,699.60	3,884.59	4,078.79	4,282.74	4,496.93

**City of Signal Hill**  
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SHEA	Communications Specialist	Hourly	33.0219	34.6730	36.4067	38.2270	40.1384	42.1453
		Annual	68,685.63	72,119.91	75,725.91	79,512.20	83,487.81	87,662.20
		Monthly	5,723.80	6,009.99	6,310.49	6,626.02	6,957.32	7,305.18
		Pay Period	2,641.76	2,773.84	2,912.53	3,058.16	3,211.07	3,371.62
SHEA	Community Services Supervisor	Hourly	39.2382	41.2003	43.2600	45.4231	47.6942	50.0791
		Annual	81,615.46	85,696.70	89,980.71	94,480.09	99,203.92	104,164.49
		Monthly	6,801.29	7,141.39	7,498.39	7,873.34	8,266.99	8,680.37
		Pay Period	3,139.06	3,296.03	3,460.80	3,633.85	3,815.54	4,006.33
SHEA	Dispatcher/Jailer	Hourly	32.8917	34.5369	36.2633	38.0763	39.9802	41.9796
		Annual	68,414.78	71,836.73	75,427.77	79,198.69	83,158.75	87,317.62
		Monthly	5,701.23	5,986.39	6,285.65	6,599.89	6,929.90	7,276.47
		Pay Period	2,631.34	2,762.95	2,901.07	3,046.10	3,198.41	3,358.37
SHEA	Emergency Management Coordinator	Hourly	49.3704	51.8390	54.4311	57.1528	60.0104	63.0113
		Annual	102,690.40	107,825.06	113,216.73	118,877.76	124,821.72	131,063.42
		Monthly	8,557.53	8,985.42	9,434.73	9,906.48	10,401.81	10,921.95
		Pay Period	3,949.63	4,147.12	4,354.49	4,572.22	4,800.84	5,040.90
SHEA	Engineering Technician I	Hourly	31.4237	32.9953	34.6446	36.3772	38.1958	40.1060
		Annual	65,361.39	68,630.24	72,060.77	75,664.67	79,447.22	83,420.58
		Monthly	5,446.78	5,719.19	6,005.06	6,305.39	6,620.60	6,951.71
		Pay Period	2,513.90	2,639.62	2,771.57	2,910.18	3,055.66	3,208.48
SHEA	Engineering Technician II	Hourly	34.5634	36.2914	38.1059	40.0115	42.0120	44.1126
		Annual	71,891.82	75,486.19	79,260.35	83,224.00	87,384.91	91,754.23
		Monthly	5,990.98	6,290.52	6,605.03	6,935.33	7,282.08	7,646.19
		Pay Period	2,765.07	2,903.32	3,048.47	3,200.92	3,360.96	3,529.01

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SHEA	Equipment Mechanic	Hourly	29.1473	30.6046	32.1350	33.7418	35.4290	37.2004
		Annual	60,626.36	63,657.48	66,840.85	70,182.96	73,692.42	77,376.78
		Monthly	5,052.20	5,304.79	5,570.07	5,848.58	6,141.03	6,448.06
		Pay Period	2,331.78	2,448.36	2,570.80	2,699.34	2,834.32	2,976.03
SHEA	Executive Assistant/Deputy City Clerk	Hourly	34.7147	36.4504	38.2730	40.1867	42.1964	44.3059
		Annual	72,206.56	75,816.77	79,607.93	83,588.43	87,768.41	92,156.28
		Monthly	6,017.21	6,318.06	6,633.99	6,965.70	7,314.03	7,679.69
		Pay Period	2,777.18	2,916.03	3,061.84	3,214.94	3,375.71	3,544.47
SHEA	Fleet Mechanic	Hourly	32.0474	33.6497	35.3321	37.0990	38.9538	40.9015
		Annual	66,658.56	69,991.29	73,490.71	77,165.83	81,023.86	85,075.12
		Monthly	5,554.88	5,832.61	6,124.23	6,430.49	6,751.99	7,089.59
		Pay Period	2,563.79	2,691.97	2,826.57	2,967.92	3,116.30	3,272.12
SHEA	Fleet Services Supervisor	Hourly	43.3985	45.5686	47.8472	50.2392	52.7513	55.3888
		Annual	90,268.91	94,782.73	99,522.21	104,497.64	109,722.61	115,208.80
		Monthly	7,522.41	7,898.56	8,293.52	8,708.14	9,143.55	9,600.73
		Pay Period	3,471.88	3,645.49	3,827.78	4,019.14	4,220.10	4,431.11
SHEA	Librarian	Hourly	35.7561	37.5439	39.4212	41.3923	43.4622	45.6351
		Annual	74,372.76	78,091.27	81,996.17	86,096.08	90,401.46	94,920.97
		Monthly	6,197.73	6,507.61	6,833.01	7,174.67	7,533.45	7,910.08
		Pay Period	2,860.49	3,003.51	3,153.70	3,311.39	3,476.98	3,650.81
SHEA	Library Assistant	Hourly	26.6120	27.9423	29.3398	30.8068	32.3471	33.9642
		Annual	55,352.95	58,119.91	61,026.88	64,078.18	67,282.01	70,645.47
		Monthly	4,612.75	4,843.33	5,085.57	5,339.85	5,606.83	5,887.12
		Pay Period	2,128.96	2,235.38	2,347.19	2,464.55	2,587.77	2,717.13

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SHEA	Maintenance Worker	Hourly	25.9382	27.2354	28.5973	30.0267	31.5281	33.1044
		Annual	53,951.44	56,649.63	59,482.31	62,455.60	65,578.44	68,857.10
		Monthly	4,495.95	4,720.80	4,956.86	5,204.63	5,464.87	5,738.09
		Pay Period	2,075.06	2,178.83	2,287.78	2,402.14	2,522.25	2,648.35
SHEA	Maintenance Worker Trainee	Hourly	19.6728	20.6563	21.6890	22.7738	23.9125	25.1083
		Annual	40,919.48	42,965.20	45,113.15	47,369.41	49,738.01	52,225.17
		Monthly	3,409.96	3,580.43	3,759.43	3,947.45	4,144.83	4,352.10
		Pay Period	1,573.83	1,652.51	1,735.12	1,821.90	1,913.00	2,008.66
SHEA	Management Assistant	Hourly	36.1033	37.9084	39.8040	41.7942	43.8842	46.0781
		Annual	75,094.82	78,849.44	82,792.25	86,931.97	91,279.14	95,842.53
		Monthly	6,257.90	6,570.79	6,899.35	7,244.33	7,606.60	7,986.88
		Pay Period	2,888.26	3,032.67	3,184.32	3,343.54	3,510.74	3,686.25
SHEA	Police Records Clerk	Hourly	25.9886	27.2883	28.6528	30.0850	31.5893	33.1687
		Annual	54,056.20	56,759.63	59,597.81	62,576.88	65,705.78	68,990.80
		Monthly	4,504.68	4,729.97	4,966.48	5,214.74	5,475.48	5,749.23
		Pay Period	2,079.08	2,183.06	2,292.22	2,406.80	2,527.15	2,653.49
SHEA	Police Records Supervisor	Hourly	42.2552	44.3681	46.5867	48.9157	51.3615	53.9296
		Annual	87,890.75	92,285.66	96,900.30	101,744.65	106,831.94	112,173.60
		Monthly	7,324.23	7,690.47	8,075.03	8,478.72	8,902.66	9,347.80
		Pay Period	3,380.41	3,549.45	3,726.93	3,913.26	4,108.92	4,314.37
SHEA	Police Recruit	Hourly	41.3572	0.0000	0.0000	0.0000	0.0000	0.0000
		Annual	86,023.07	-	-	-	-	-
		Monthly	7,168.59	-	-	-	-	-
		Pay Period	3,308.58	-	-	-	-	-

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SHEA	Principal Building Inspector	Hourly	48.1815	50.5907	53.1200	55.7764	58.5649	61.4934
		Annual	100,217.49	105,228.62	110,489.65	116,015.00	121,814.90	127,906.36
		Monthly	8,351.46	8,769.05	9,207.47	9,667.92	10,151.24	10,658.86
		Pay Period	3,854.52	4,047.25	4,249.60	4,462.12	4,685.19	4,919.48
SHEA	Public Works Inspector	Hourly	39.7391	41.7262	43.8127	46.0030	48.3033	50.7186
		Annual	82,657.24	86,790.49	91,130.40	95,686.22	100,470.86	105,494.77
		Monthly	6,888.10	7,232.54	7,594.20	7,973.85	8,372.57	8,791.23
		Pay Period	3,179.12	3,338.10	3,505.02	3,680.24	3,864.26	4,057.49
SHEA	Public Works Maintenance Supervisor	Hourly	41.5151	43.5911	45.7708	48.0594	50.4624	52.9855
		Annual	86,351.41	90,669.44	95,203.35	99,963.57	104,961.75	110,209.78
		Monthly	7,195.95	7,555.79	7,933.61	8,330.30	8,746.81	9,184.15
		Pay Period	3,321.21	3,487.29	3,661.67	3,844.75	4,036.99	4,238.84
SHEA	Recreation Coordinator	Hourly	30.8323	32.3744	33.9928	35.6922	37.4769	39.3511
		Annual	64,131.08	67,338.76	70,704.95	74,239.76	77,951.86	81,850.33
		Monthly	5,344.26	5,611.56	5,892.08	6,186.65	6,495.99	6,820.86
		Pay Period	2,466.58	2,589.95	2,719.42	2,855.38	2,998.15	3,148.09
SHEA	Recreation Supervisor	Hourly	39.2382	41.2003	43.2600	45.4231	47.6942	50.0791
		Annual	81,615.46	85,696.70	89,980.71	94,480.09	99,203.92	104,164.49
		Monthly	6,801.29	7,141.39	7,498.39	7,873.34	8,266.99	8,680.37
		Pay Period	3,139.06	3,296.03	3,460.80	3,633.85	3,815.54	4,006.33
SHEA	Senior Account Specialist	Hourly	32.1732	33.7817	35.4708	37.2446	39.1067	41.0621
		Annual	66,920.23	70,266.04	73,779.20	77,468.74	81,341.91	85,409.08
		Monthly	5,576.69	5,855.50	6,148.27	6,455.73	6,778.49	7,117.42
		Pay Period	2,573.85	2,702.54	2,837.66	2,979.57	3,128.54	3,284.96

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SHEA	Senior Accountant	Hourly	42.2964	44.4114	46.6322	48.9635	51.4117	53.9823
		Annual	87,976.59	92,375.79	96,994.92	101,844.00	106,936.28	112,283.15
		Monthly	7,331.38	7,697.98	8,082.91	8,487.00	8,911.36	9,356.93
		Pay Period	3,383.72	3,552.92	3,730.57	3,917.08	4,112.93	4,318.58
SHEA	Senior Building Inspector	Hourly	41.8838	43.9782	46.1772	48.4858	50.9101	53.4556
		Annual	87,118.27	91,474.56	96,048.64	100,850.41	105,892.99	111,187.70
		Monthly	7,259.86	7,622.88	8,004.05	8,404.20	8,824.42	9,265.64
		Pay Period	3,350.70	3,518.25	3,694.18	3,878.86	4,072.81	4,276.45
SHEA	Senior Deputy City Clerk	Hourly	39.2763	41.2404	43.3026	45.4677	47.7411	50.1282
		Annual	81,694.80	85,779.98	90,069.39	94,572.92	99,301.56	104,266.59
		Monthly	6,807.90	7,148.33	7,505.78	7,881.08	8,275.13	8,688.88
		Pay Period	3,142.11	3,299.23	3,464.21	3,637.42	3,819.29	4,010.25
SHEA	Senior Engineer	Hourly	55.4968	58.2717	61.1851	64.2448	67.4566	70.8298
		Annual	115,433.25	121,205.19	127,265.00	133,629.23	140,309.72	147,326.02
		Monthly	9,619.44	10,100.43	10,605.42	11,135.77	11,692.48	12,277.17
		Pay Period	4,439.74	4,661.74	4,894.81	5,139.59	5,396.53	5,666.39
SHEA	Senior Maintenance Worker	Hourly	31.1428	32.7005	34.3352	36.0517	37.8544	39.7475
		Annual	64,777.06	68,017.06	71,417.15	74,987.57	78,737.06	82,674.80
		Monthly	5,398.09	5,668.09	5,951.43	6,248.96	6,561.42	6,889.57
		Pay Period	2,491.43	2,616.04	2,746.81	2,884.14	3,028.35	3,179.80
SHEA	Senior Planner	Hourly	47.8547	50.2475	52.7597	55.3981	58.1676	61.0763
		Annual	99,537.72	104,514.86	109,740.21	115,228.07	120,988.63	127,038.77
		Monthly	8,294.81	8,709.57	9,145.02	9,602.34	10,082.39	10,586.56
		Pay Period	3,828.37	4,019.80	4,220.78	4,431.85	4,653.41	4,886.11

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SHEA	Senior Public Works Inspector	Hourly	40.2584	42.2714	44.3852	46.6041	48.9344	51.3811
		Annual	83,737.39	87,924.61	92,321.16	96,936.58	101,783.49	106,872.73
		Monthly	6,978.12	7,327.05	7,693.43	8,078.05	8,481.96	8,906.06
		Pay Period	3,220.67	3,381.72	3,550.81	3,728.33	3,914.75	4,110.49
SHEA	Senior Recreation Specialist	Hourly	23.9694	25.1679	26.4262	27.7478	29.1350	30.5914
		Annual	49,856.27	52,349.21	54,966.49	57,715.36	60,600.75	63,630.17
		Monthly	4,154.69	4,362.43	4,580.54	4,809.61	5,050.06	5,302.51
		Pay Period	1,917.55	2,013.43	2,114.10	2,219.82	2,330.80	2,447.31
SHEA	Senior Water Utilities Worker	Hourly	31.4498	33.0222	34.6733	36.4072	38.2275	40.1389
		Annual	65,415.67	68,686.26	72,120.43	75,727.02	79,513.11	83,488.84
		Monthly	5,451.31	5,723.85	6,010.04	6,310.59	6,626.09	6,957.40
		Pay Period	2,515.99	2,641.78	2,773.86	2,912.58	3,058.20	3,211.11
SHEA	Senior Water Systems Operator	Hourly	36.4723	38.2961	40.2104	42.2212	44.3325	46.5492
		Annual	75,862.36	79,655.83	83,637.65	87,820.10	92,211.58	96,822.24
		Monthly	6,321.86	6,637.99	6,969.80	7,318.34	7,684.30	8,068.52
		Pay Period	2,917.78	3,063.69	3,216.83	3,377.70	3,546.60	3,723.93
SHEA	Water Utilities Worker I	Hourly	26.4574	27.7805	29.1697	30.6280	32.1597	33.7678
		Annual	55,031.49	57,783.51	60,672.91	63,706.26	66,892.14	70,236.93
		Monthly	4,585.96	4,815.29	5,056.08	5,308.86	5,574.35	5,853.08
		Pay Period	2,116.60	2,222.44	2,333.57	2,450.24	2,572.77	2,701.42
SHEA	Water Utilities Worker II	Hourly	28.8624	30.3054	31.8209	33.4120	35.0827	36.8367
		Annual	60,033.73	63,035.22	66,187.46	69,496.91	72,972.06	76,620.40
		Monthly	5,002.81	5,252.93	5,515.62	5,791.41	6,081.01	6,385.03
		Pay Period	2,308.99	2,424.43	2,545.67	2,672.96	2,806.62	2,946.94

**City of Signal Hill**  
**Salary Schedule Effective July 1, 2026**

<b>Barg Unit Position</b>			<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>
SHEA	Water Systems Operator I	Hourly	31.5756	33.1543	34.8120	36.5529	38.3804	40.2994
		Annual	65,677.33	68,961.00	72,408.91	76,029.93	79,831.16	83,822.79
		Monthly	5,473.11	5,746.75	6,034.08	6,335.83	6,652.60	6,985.23
		Pay Period	2,526.05	2,652.35	2,784.96	2,924.23	3,070.43	3,223.95
SHEA	Water Systems Operator II	Hourly	34.7488	36.4859	38.3104	40.2259	42.2374	44.3489
		Annual	72,277.42	75,890.60	79,685.56	83,669.89	87,853.71	92,245.75
		Monthly	6,023.12	6,324.22	6,640.46	6,972.49	7,321.14	7,687.15
		Pay Period	2,779.90	2,918.87	3,064.83	3,218.07	3,378.99	3,547.91
SHEA	Water Systems Superintendent	Hourly	59.9972	62.9972	66.1468	69.4546	72.9269	76.5736
		Annual	124,794.09	131,034.09	137,585.31	144,465.65	151,687.88	159,273.16
		Monthly	10,399.51	10,919.51	11,465.44	12,038.80	12,640.66	13,272.76
		Pay Period	4,799.77	5,039.77	5,291.74	5,556.37	5,834.15	6,125.89
SHEA	Water Systems Supervisor	Hourly	45.3740	47.6427	50.0248	52.5260	55.1524	57.9100
		Annual	94,377.87	99,096.76	104,051.60	109,254.18	114,716.89	120,452.74
		Monthly	7,864.82	8,258.06	8,670.97	9,104.52	9,559.74	10,037.73
		Pay Period	3,629.92	3,811.41	4,001.98	4,202.08	4,412.19	4,632.80

**City of Signal Hill**  
**Salary Schedule Effective July 1, 2026**

<b>Barg Unit Position</b>			<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>
POA	Police Corporal	Hourly	50.5465	53.0738	55.7275	58.5139	61.4396	64.5115
		Annual	105,136.70	110,393.52	115,913.20	121,708.86	127,794.32	134,184.02
		Monthly	8,761.39	9,199.46	9,659.43	10,142.41	10,649.53	11,182.00
		Pay Period	4,043.72	4,245.90	4,458.20	4,681.11	4,915.17	5,160.92
POA	Police Officer	Hourly	47.0638	49.4170	51.8878	54.4822	57.2063	60.0666
		Annual	97,892.64	102,787.26	107,926.63	113,322.96	118,989.13	124,938.56
		Monthly	8,157.72	8,565.60	8,993.89	9,443.58	9,915.76	10,411.55
		Pay Period	3,765.10	3,953.36	4,151.02	4,358.58	4,576.50	4,805.33
POA	Police Sergeant	Hourly	61.0279	64.0793	67.2833	70.6474	74.1798	77.8888
		Annual	126,938.04	133,284.94	139,949.19	146,946.64	154,293.99	162,008.68
		Monthly	10,578.17	11,107.08	11,662.43	12,245.55	12,857.83	13,500.72
		Pay Period	4,882.23	5,126.34	5,382.66	5,651.79	5,934.38	6,231.10

**City of Signal Hill**  
**Salary Schedule Effective July 1, 2026**

Barg Unit Position			Step A	Step B	Step C	Step D	Step E	Step F
MGR	Accounting Manager	Hourly	54.4931	57.2178	60.0787	63.0826	66.2368	69.5486
		Annual	113,345.73	119,013.02	124,963.65	131,211.88	137,772.49	144,661.11
		Monthly	9,445.48	9,917.75	10,413.64	10,934.32	11,481.04	12,055.09
		Pay Period	4,359.45	4,577.42	4,806.29	5,046.61	5,298.94	5,563.89
MGR	Assistant City Clerk	Hourly	51.8904	54.4849	57.2092	60.0695	63.0730	66.2267
		Annual	107,931.95	113,328.55	118,995.05	124,944.65	131,191.91	137,751.52
		Monthly	8,994.33	9,444.05	9,916.25	10,412.05	10,932.66	11,479.29
		Pay Period	4,151.23	4,358.79	4,576.73	4,805.56	5,045.84	5,298.14
MGR	Assistant to City Manager/Deputy City Clerk	Hourly	51.8904	54.4849	57.2092	60.0695	63.0730	66.2267
		Annual	107,931.95	113,328.55	118,995.05	124,944.65	131,191.91	137,751.52
		Monthly	8,994.33	9,444.05	9,916.25	10,412.05	10,932.66	11,479.29
		Pay Period	4,151.23	4,358.79	4,576.73	4,805.56	5,045.84	5,298.14
MGR	Assistant to the City Manager/Economic Development Manager	Hourly	57.9374	60.8343	63.8760	67.0698	70.4233	73.9444
		Annual	120,509.72	126,535.29	132,862.05	139,505.19	146,480.37	153,804.41
		Monthly	10,042.48	10,544.61	11,071.84	11,625.43	12,206.70	12,817.03
		Pay Period	4,634.99	4,866.74	5,110.08	5,365.58	5,633.86	5,915.55
MGR	Assistant to the City Manager	Hourly	57.9374	60.8343	63.8760	67.0698	70.4233	73.9444
		Annual	120,509.72	126,535.29	132,862.05	139,505.19	146,480.37	153,804.41
		Monthly	10,042.48	10,544.61	11,071.84	11,625.43	12,206.70	12,817.03
		Pay Period	4,634.99	4,866.74	5,110.08	5,365.58	5,633.86	5,915.55
MGR	Building Official	Hourly	55.1833	57.9425	60.8396	63.8816	67.0757	70.4295
		Annual	114,781.33	120,520.40	126,546.38	132,873.75	139,517.44	146,493.34
		Monthly	9,565.11	10,043.37	10,545.53	11,072.81	11,626.45	12,207.78
		Pay Period	4,414.67	4,635.40	4,867.17	5,110.53	5,366.06	5,634.36

**City of Signal Hill**  
**Salary Schedule Effective July 1, 2026**

Barg Unit Position			Step A	Step B	Step C	Step D	Step E	Step F
MGR	Contracts Manager	Hourly	64.6807	67.9147	71.3105	74.8760	78.6198	82.5508
		Annual	134,535.86	141,262.65	148,325.88	155,741.98	163,529.12	171,705.58
		Monthly	11,211.32	11,771.89	12,360.49	12,978.50	13,627.43	14,308.80
		Pay Period	5,174.46	5,433.18	5,704.84	5,990.08	6,289.58	6,604.06
MGR	Deputy Administrative Officer/Finance Director	Hourly	69.3083	72.7737	76.4123	80.2330	84.2446	88.4568
		Annual	144,161.23	151,369.23	158,937.68	166,884.55	175,228.74	183,990.22
		Monthly	12,013.44	12,614.10	13,244.81	13,907.05	14,602.40	15,332.52
		Pay Period	5,544.66	5,821.89	6,112.99	6,418.64	6,739.57	7,076.55
MGR	Deputy Chief of Police	Hourly	81.1996	85.2596	89.5226	93.9987	98.6986	103.6336
		Annual	168,895.19	177,339.95	186,206.91	195,517.27	205,293.17	215,557.85
		Monthly	14,074.60	14,778.33	15,517.24	16,293.11	17,107.76	17,963.15
		Pay Period	6,495.97	6,820.77	7,161.80	7,519.90	7,895.89	8,290.69
MGR	Deputy Director of Parks, Recreation, and Library Services	Hourly	65.6509	68.9335	72.3802	75.9991	79.7991	83.7890
		Annual	136,553.90	143,381.59	150,550.77	158,078.11	165,982.06	174,281.16
		Monthly	11,379.49	11,948.47	12,545.90	13,173.18	13,831.84	14,523.43
		Pay Period	5,252.07	5,514.68	5,790.41	6,079.93	6,383.93	6,703.12
MGR	Deputy Director Public Works	Hourly	68.9851	72.4344	76.0561	79.8589	83.8518	88.0444
		Annual	143,489.09	150,663.54	158,196.67	166,106.44	174,411.83	183,132.33
		Monthly	11,957.42	12,555.29	13,183.06	13,842.20	14,534.32	15,261.03
		Pay Period	5,518.81	5,794.75	6,084.49	6,388.71	6,708.15	7,043.55
MGR	Economic Development Manager	Hourly	57.9374	60.8343	63.8760	67.0698	70.4233	73.9444
		Annual	120,509.72	126,535.29	132,862.05	139,505.19	146,480.37	153,804.41
		Monthly	10,042.48	10,544.61	11,071.84	11,625.43	12,206.70	12,817.03
		Pay Period	4,634.99	4,866.74	5,110.08	5,365.58	5,633.86	5,915.55

**City of Signal Hill**  
**Salary Schedule Effective July 1, 2026**

Barg Unit	Position		Step A	Step B	Step C	Step D	Step E	Step F
MGR	Human Resources Manager	Hourly	64.6558	67.8886	71.2830	74.8472	78.5896	82.5191
		Annual	134,484.17	141,208.38	148,268.70	155,682.15	163,466.34	171,639.67
		Monthly	11,207.01	11,767.36	12,355.72	12,973.51	13,622.19	14,303.31
		Pay Period	5,172.47	5,431.09	5,702.64	5,987.78	6,287.17	6,601.53
MGR	Management Analyst	Hourly	41.5357	43.6125	45.7931	48.0828	50.4870	53.0113
		Annual	86,394.32	90,713.96	95,249.67	100,012.26	105,012.89	110,263.49
		Monthly	7,199.53	7,559.50	7,937.47	8,334.36	8,751.07	9,188.62
		Pay Period	3,322.86	3,489.00	3,663.45	3,846.63	4,038.96	4,240.90
MGR	Parks, Recreation & Library Services Manager	Hourly	56.5906	59.4201	62.3911	65.5106	68.7862	72.2255
		Annual	117,708.40	123,593.80	129,773.58	136,262.12	143,075.31	150,229.02
		Monthly	9,809.03	10,299.48	10,814.47	11,355.18	11,922.94	12,519.08
		Pay Period	4,527.25	4,753.61	4,991.29	5,240.85	5,502.90	5,778.04
MGR	Planning Manager	Hourly	63.7667	66.9550	70.3027	73.8179	77.5088	81.3843
		Annual	132,634.70	139,266.44	146,229.71	153,541.27	161,218.31	169,279.24
		Monthly	11,052.89	11,605.54	12,185.81	12,795.11	13,434.86	14,106.60
		Pay Period	5,101.33	5,356.40	5,624.22	5,905.43	6,200.70	6,510.74
MGR	Police Administrative Support Services Manager	Hourly	51.8171	54.4080	57.1284	59.9848	62.9840	66.1332
		Annual	107,779.63	113,168.61	118,827.04	124,768.39	131,006.81	137,557.15
		Monthly	8,981.64	9,430.72	9,902.25	10,397.37	10,917.23	11,463.10
		Pay Period	4,145.37	4,352.64	4,570.27	4,798.78	5,038.72	5,290.66
MGR	Police Captain	Hourly	84.2555	88.4683	92.8917	97.5362	102.4131	107.5338
		Annual	175,251.43	184,014.00	193,214.80	202,875.37	213,019.16	223,670.26
		Monthly	14,604.29	15,334.50	16,101.23	16,906.28	17,751.60	18,639.19
		Pay Period	6,740.44	7,077.46	7,431.34	7,802.90	8,193.04	8,602.70

**City of Signal Hill**  
**Salary Schedule Effective July 1, 2026**

Barg Unit	Position		Step A	Step B	Step C	Step D	Step E	Step F
MGR	Police Lieutenant	Hourly	73.4247	77.0959	80.9507	84.9983	89.2482	93.7106
		Annual	152,723.39	160,359.57	168,377.54	176,796.37	185,636.23	194,918.06
		Monthly	12,726.95	13,363.30	14,031.46	14,733.03	15,469.69	16,243.17
		Pay Period	5,873.98	6,167.68	6,476.06	6,799.86	7,139.85	7,496.85
MGR	Public Works Superintendent	Hourly	58.5032	61.4284	64.4998	67.7247	71.1110	74.6666
		Annual	121,686.69	127,770.97	134,159.64	140,867.47	147,910.88	155,306.44
		Monthly	10,140.56	10,647.58	11,179.97	11,738.96	12,325.91	12,942.20
		Pay Period	4,680.26	4,914.27	5,159.99	5,417.98	5,688.88	5,973.32
MGR	Senior Management Analyst	Hourly	47.4141	49.7849	52.2741	54.8878	57.6322	60.5138
		Annual	98,621.42	103,552.49	108,730.08	114,166.58	119,874.88	125,868.64
		Monthly	8,218.45	8,629.37	9,060.84	9,513.88	9,989.57	10,489.05
		Pay Period	3,793.13	3,982.79	4,181.93	4,391.02	4,610.57	4,841.10

**City of Signal Hill  
Salary Schedule Effective July 1, 2026**

Barg Unit	Position		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L
DHMGMT	Administrative Services Officer/Finance Director	Hourly	88.7687	90.9878	93.2625	95.5941	97.9840	100.4335	102.9444	105.5180	108.1560	110.8599	113.6314	116.4721
		Annual	184,638.81	189,254.72	193,986.02	198,835.70	203,806.70	208,901.73	214,124.27	219,477.38	224,964.41	230,588.52	236,353.24	242,262.07
		Monthly	15,386.57	15,771.23	16,165.50	16,569.64	16,983.89	17,408.48	17,843.69	18,289.78	18,747.03	19,215.71	19,696.10	20,188.51
		Pay Period	7,101.49	7,279.03	7,461.00	7,647.53	7,838.72	8,034.68	8,235.55	8,441.44	8,652.48	8,868.79	9,090.51	9,317.77
DHMGMT	Chief of Police	Hourly	102.2147	104.7701	107.3893	110.0741	112.8259	115.6466	118.5377	121.5012	124.5387	127.6521	130.8434	134.1145
		Annual	212,606.66	217,921.73	223,369.77	228,954.10	234,677.94	240,544.92	246,558.44	252,722.43	259,040.45	265,516.46	272,154.38	278,958.23
		Monthly	17,717.22	18,160.14	18,614.15	19,079.51	19,556.50	20,045.41	20,546.54	21,060.20	21,586.70	22,126.37	22,679.53	23,246.52
		Pay Period	8,177.18	8,381.60	8,591.14	8,805.93	9,026.07	9,251.73	9,483.02	9,720.09	9,963.09	10,212.17	10,467.48	10,729.16
DHMGMT	City Manager	Annual	318,499.90											
DHMGMT	Community Development Director	Hourly	87.3321	89.5154	91.7533	94.0471	96.3983	98.8083	101.2784	103.8104	106.4057	109.0658	111.7925	114.5873
		Annual	181,650.72	186,191.96	190,846.83	195,617.93	200,508.40	205,521.20	210,659.09	215,925.69	221,323.83	226,856.93	232,528.35	238,341.56
		Monthly	15,137.56	15,516.00	15,903.90	16,301.49	16,709.03	17,126.77	17,554.92	17,993.81	18,443.65	18,904.74	19,377.36	19,861.80
		Pay Period	6,986.57	7,161.23	7,340.26	7,523.77	7,711.86	7,904.66	8,102.27	8,304.83	8,512.46	8,725.27	8,943.40	9,166.98
DHMGMT	Deputy City Manager	Hourly	98.4755	100.9374	103.4608	106.0473	108.6985	111.4160	114.2014	117.0564	119.9828	122.9824	126.0570	129.2084
		Annual	204,828.98	209,949.75	215,198.41	220,578.38	226,092.94	231,745.19	237,538.86	243,477.34	249,564.27	255,803.38	262,198.46	268,753.42
		Monthly	17,069.08	17,495.81	17,933.20	18,381.53	18,841.08	19,312.10	19,794.91	20,289.78	20,797.02	21,316.95	21,849.87	22,396.12
		Pay Period	7,878.04	8,074.99	8,276.86	8,483.78	8,695.88	8,913.28	9,136.11	9,364.51	9,598.63	9,838.59	10,084.56	10,336.67
DHMGMT	Parks, Recreation & Library Services Director	Hourly	80.2774	82.2843	84.3415	86.4499	88.6112	90.8265	93.0971	95.4245	97.8102	100.2555	102.7619	105.3309
		Annual	166,976.93	171,151.43	175,430.22	179,815.85	184,311.24	188,919.10	193,642.04	198,483.06	203,445.24	208,531.37	213,744.65	219,088.27
		Monthly	13,914.74	14,262.62	14,619.19	14,984.65	15,359.27	15,743.26	16,136.84	16,540.26	16,953.77	17,377.61	17,812.05	18,257.36
		Pay Period	6,422.19	6,582.75	6,747.32	6,915.99	7,088.89	7,266.12	7,447.77	7,633.96	7,824.82	8,020.44	8,220.95	8,426.47
DHMGMT	Public Works Director/City Engineer	Hourly	91.2438	93.5248	95.8630	98.2595	100.7161	103.2340	105.8148	108.4602	111.1717	113.9510	116.7998	119.7197
		Annual	189,787.06	194,531.68	199,394.99	204,379.84	209,489.47	214,726.71	220,094.80	225,597.17	231,237.10	237,018.03	242,943.48	249,017.07
		Monthly	15,815.59	16,210.97	16,616.25	17,031.65	17,457.46	17,893.89	18,341.23	18,799.76	19,269.76	19,751.50	20,245.29	20,751.42
		Pay Period	7,299.50	7,481.99	7,669.04	7,860.76	8,057.29	8,258.72	8,465.18	8,676.81	8,893.73	9,116.08	9,343.98	9,577.58
DHMGMT	Public Works Director	Hourly	87.3321	89.5154	91.7533	94.0471	96.3983	98.8083	101.2784	103.8104	106.4057	109.0658	111.7925	114.5873
		Annual	181,650.72	186,191.96	190,846.83	195,617.93	200,508.40	205,521.20	210,659.09	215,925.69	221,323.83	226,856.93	232,528.35	238,341.56
		Monthly	15,137.56	15,516.00	15,903.90	16,301.49	16,709.03	17,126.77	17,554.92	17,993.81	18,443.65	18,904.74	19,377.36	19,861.80
		Pay Period	6,986.57	7,161.23	7,340.26	7,523.77	7,711.86	7,904.66	8,102.27	8,304.83	8,512.46	8,725.27	8,943.40	9,166.98