

City of Port Hueneme
Comprehensive Pay Schedule

Effective 7/1/2020

as adopted by Council 07/06/2020

Classification	Step	Hourly	Monthly	Annual	Position	Payroll
					#	System Grade
Accountant	Base	30.91	5,357.73	64,292.80	1103	II3
	Mid	35.56	6,163.73	73,964.80		
	Top	40.19	6,966.27	83,595.20		
Accounting Manager	Base	40.39	7,000.93	84,011.20	1115	M12
	Mid	46.44	8,049.60	96,595.20		
	Top	52.48	9,096.53	109,158.40		
Administrative Services Coordinator P/T	Base	24.64			4122	H15
	Mid	28.36				
	Top	32.09				
Administrative Specialist II	Base	19.31	3,347.07	40,164.80	3106	G04
	Mid	22.22	3,851.47	46,217.60		
	Top	25.11	4,352.40	52,228.80		
Administrative Specialist III	Base	20.70	3,588.00	43,056.00	3111	G05
	Mid	23.81	4,127.07	49,524.80		
	Top	26.90	4,662.67	55,952.00		
Annuitant (Temporary)	Base	13.86			4160	H16
	Mid	54.03				
	Top	94.20				
Assistant Junior Lifeguard Coordinator	Step 1	19.78			4172	H09
	Step 2	20.37				
	Step 3	20.98				
	Step 4	21.61				
	Step 5	22.26				
	Step 6	22.93				
	Step 7	23.62				
	Step 8	24.33				
	Step 9	25.06				
	Step 10	25.73				
Assistant Lead Lifeguard	Step 1	19.78			4120	H09
	Step 2	20.37				
	Step 3	20.98				
	Step 4	21.61				
	Step 5	22.26				
	Step 6	22.93				
	Step 7	23.62				
	Step 8	24.33				
	Step 9	25.06				
	Step 10	25.73				
Building Official	Base	41.52	7,196.80	86,361.60	1106	II6
	Mid	47.75	8,276.67	99,320.00		
	Top	53.98	9,356.53	112,278.40		
City Clerk	Base	48.33	8,377.20	100,526.40	1101	III1
	Mid	55.59	9,635.60	115,627.20		
	Top	62.84	10,892.27	130,707.20		
City Manager	Base	75.50	13,086.67	157,040.00	1131	CM1
	Mid	86.78	15,041.87	180,502.40		
	Top	98.06	16,997.07	203,964.80		

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					#	System Grade
Clerical Aide	Base	15.15	2,626.00	31,512.00	3151	*
	Mid	17.42	3,019.47	36,233.60		
	Top	19.67	3,409.47	40,913.60		
Code Compliance Officer	Base	28.39	4,920.93	59,051.20	3125	G09
	Mid	32.65	5,659.33	67,912.00		
	Top	36.90	6,396.00	76,752.00		
Community Development Program Manager	Base	36.38	6,305.87	75,670.40	1111	M11
	Mid	41.83	7,250.53	87,006.40		
	Top	47.29	8,196.93	98,363.20		
Community Development Director	Base	60.78	10,535.20	126,422.40	1123	IE1
	Mid	69.90	12,116.00	145,392.00		
	Top	79.01	13,695.07	164,340.80		
Community Development Assistant	Base	19.31	3,347.07	40,164.80	3107	G04
	Mid	22.22	3,851.47	46,217.60		
	Top	25.11	4,352.40	52,228.80		
Community Development Technician	Base	20.70	3,588.00	43,056.00	3112	G05
	Mid	23.81	4,127.07	49,524.80		
	Top	26.90	4,662.67	55,952.00		
Community Services Officer	Base	23.67	4,102.80	49,233.60	5400	P02
	Mid	27.22	4,718.13	56,617.60		
	Top	30.76	5,331.73	63,980.80		
Construction Inspector I	Base	25.61	4,439.07	53,268.80	3145	G08
	Mid	29.44	5,102.93	61,235.20		
	Top	33.27	5,766.80	69,201.60		
Construction Inspector II	Base	28.39	4,920.93	59,051.20	3146	G09
	Mid	32.65	5,659.33	67,912.00		
	Top	36.90	6,396.00	76,752.00		
Council Member			751.38	0	1130	C01
Custodian P/T	Base	13.00			4101	H01
	Mid	14.74				
	Top	16.66				
Deputy City Manager	Base	65.03	11,271.87	135,262.40	1160	E18
	Mid	74.79	12,963.60	155,563.20		
	Top	84.55	14,655.33	175,864.00		
Deputy Finance Director	Base	50.69	8,786.27	105,435.20	4166	II8
	Mid	58.30	10,105.33	121,264.00		
	Top	65.90	11,422.67	137,072.00		
Deputy Public Works Director	Base	48.33	8,377.20	100,526.40	4260	M14
	Mid	55.59	9,635.60	115,627.20		
	Top	62.84	10,892.27	130,707.20		
Electrical/Instrumentation Technician	Base	31.88	5,525.87	66,310.40	3135	G10
	Mid	36.67	6,356.13	76,273.60		
	Top	41.45	7,184.67	86,216.00		
Emergency Preparedness & Communications Manager	Base	45.91	7,957.73	95,492.80	New	II0
	Mid	52.81	9,153.73	109,844.80		
	Top	59.70	10,348.00	124,176.00		

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Engineering Aide	Base	17.92	3,106.13	37,273.60	3141	G03
	Mid	20.61	3,572.40	42,868.80		
	Top	23.31	4,040.40	48,484.80		
Facilities Maintenance Worker I	Base	20.70	3,588.00	43,056.00	3113	G05
	Mid	23.81	4,127.07	49,524.80		
	Top	26.90	4,662.67	55,952.00		
Facilities Maintenance Worker II	Base	22.10	3,830.67	45,968.00	3120	G06
	Mid	25.61	4,439.07	53,268.80		
	Top	29.10	5,044.00	60,528.00		
Facilities Maintenance Worker Lead	Base	28.39	4,920.93	59,051.20	3131	G09
	Mid	32.65	5,659.33	67,912.00		
	Top	36.90	6,396.00	76,752.00		
Finance Director	Base	60.78	10,535.20	126,422.40	1125	IE1
	Mid	69.90	12,116.00	145,392.00		
	Top	79.01	13,695.07	164,340.80		
Fiscal Aide	Base	17.92	3,106.13	37,273.60	3104	G03
	Mid	20.61	3,572.40	42,868.80		
	Top	23.31	4,040.40	48,484.80		
Fiscal Assistant	Base	23.51	4,075.07	48,900.80	3123	G07
	Mid	27.03	4,685.20	56,222.40		
	Top	30.55	5,295.33	63,544.00		
General Manager of Water	Base	55.59	9,635.60	115,627.20	New	New
	Mid	63.93	11,081.20	132,974.40		
	Top	72.26	12,525.07	150,300.80		
Grounds Maintenance Aide (P/T)	Base	16.60			4107	H04
	Mid	19.10				
	Top	21.60				
Housing & Facilities Services Assistant	Base	19.31	3,347.07	40,164.80	3109	G04
	Mid	22.22	3,851.47	46,217.60		
	Top	25.11	4,352.40	52,228.80		
Housing Authority Board Member			\$50.00 per meeting		1133	C02
Housing Programs Manager	Base	40.39	7,000.93	84,011.20	4270	M12
	Mid	46.44	8,049.60	96,595.20		
	Top	52.48	9,096.53	109,158.40		
Housing Specialist	Base	23.51	4,075.07	48,900.80	4280	G07
	Mid	27.03	4,685.20	56,222.40		
	Top	30.55	5,295.33	63,544.00		
Human Resources Analyst	Base	32.39	5,614.27	67,371.20	1170	M10
	Mid	37.26	6,458.40	77,500.80		
	Top	42.12	7,300.80	87,609.60		
Human Resources Manager	Base	45.91	7,957.73	95,492.80	5900	II0
	Mid	52.81	9,153.73	109,844.80		
	Top	59.70	10,348.00	124,176.00		
Intern (Temporary)	Base	13.00			4127	H01
	Mid	14.74				
	Top	16.66				

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Information System Assistant P/T	Base	22.89			4161	H12
	Mid	26.33				
	Top	29.77				
IS/Technology Technician	Base	24.52	4,250.13	51,001.60	5300	I10
	Mid	28.20	4,888.00	58,656.00		
	Top	31.89	5,527.60	66,331.20		
IS/Technology Manager	Base	44.37	7,690.80	92,289.60	3139	M13
	Mid	51.03	8,845.20	106,142.40		
	Top	57.67	9,996.13	119,953.60		
Junior Lifeguard Program Coordinator	Step 1	22.11			4171	H11
	Step 2	22.77				
	Step 3	23.46				
	Step 4	24.16				
	Step 5	24.88				
	Step 6	25.63				
	Step 7	26.40				
	Step 8	27.19				
	Step 9	28.01				
	Step 10	28.74				
Junior Lifeguard Program Instructor	Step 1	13.99			4173	H02
	Step 2	14.41				
	Step 3	14.84				
	Step 4	15.29				
	Step 5	15.75				
	Step 6	16.22				
	Step 7	16.70				
	Step 8	17.21				
	Step 9	17.72				
	Step 10	18.17				
Laborer (P/T)	Base	13.00			4150	H01
	Mid	14.74				
	Top	16.66				
Landscape Maintenance Worker I	Base	16.53	2,865.20	34,382.40	3102	G02
	Mid	19.01	3,295.07	39,540.80		
	Top	21.49	3,724.93	44,699.20		
Landscape Maintenance Worker II	Base	20.70	3,588.00	43,056.00	3114	G05
	Mid	23.81	4,127.07	49,524.80		
	Top	26.90	4,662.67	55,952.00		
Landscape Maintenance Worker Lead	Base	25.61	4,439.07	53,268.80	3128	G08
	Mid	29.44	5,102.93	61,235.20		
	Top	33.27	5,766.80	69,201.60		
Mechanic I	Base	22.10	3,830.67	45,968.00	3103	G06
	Mid	25.61	4,439.07	53,268.80		
	Top	29.10	5,044.00	60,528.00		
Mechanic II	Base	25.61	4,439.07	53,268.80	3129	G08
	Mid	29.44	5,102.93	61,235.20		
	Top	33.27	5,766.80	69,201.60		

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Ocean Lifeguard	Step 1	13.99			4104	H02
	Step 2	14.41				
	Step 3	14.84				
	Step 4	15.29				
	Step 5	15.75				
	Step 6	16.22				
	Step 7	16.70				
	Step 8	17.21				
	Step 9	17.72				
	Step 10	18.17				
Park Ranger P/T	Base	18.40			4112	H07
	Mid	21.16				
	Top	23.93				
Parking Enforcement Officer	Base	22.10	3,830.67	45,968.00	3150	G06
	Mid	25.61	4,439.07	53,268.80		
	Top	29.10	5,044.00	60,528.00		
Parking Enforcement Officer P/T	Base	18.08			4111	H06
	Mid	20.79				
	Top	23.51				
Parking Enforcement Officer (Senior)	Base	28.39	4,920.93	59,051.20	5600	G09
	Mid	32.65	5,659.33	67,912.00		
	Top	36.90	6,396.00	76,752.00		
Payroll Services Specialist	Base	26.12	4,527.47	54,329.60	1102	M07
	Mid	30.02	5,203.47	62,441.60		
	Top	34.34	5,952.27	71,427.20		
PHWA Board Member			\$50.00 per meeting		1134	C03
Police Chief	Base	75.50	13,086.67	157,040.00	1128	CM1
	Mid	86.78	15,041.87	180,502.40		
	Top	98.06	16,997.07	203,964.80		
Police Comm Officer	Base	24.97	4,328.13	51,937.60	2102	P04
	Mid	28.73	4,979.87	59,758.40		
	Top	32.45	5,624.67	67,496.00		
Police Comm Officer (Senior)	Base	29.92	5,186.13	62,233.60	2103	P07
	Mid	34.41	5,964.40	71,572.80		
	Top	38.90	6,742.67	80,912.00		
Police Comm Officer P/T	Base	18.08			4110	H06
	Mid	20.79				
	Top	23.51				
Police Commander	Base	52.31	9,067.07	108,804.80	1124	MSW
	Mid	61.87	10,724.13	128,689.60		
	Top	71.43	12,381.20	148,574.40		
Police Officer	Base	36.55			2107	P11
	Mid	42.03				
	Top	47.52				
Police Officer (Senior)	Base	39.85			2108	P13
	Mid	45.82				
	Top	51.81				
Police Officer Trainee		28.00			2110	P08

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Police Records Technician (Senior)	Base	24.97	4,328.13	51,937.60	2114	P04
	Mid	28.73	4,979.87	59,758.40		
	Top	32.45	5,624.67	67,496.00		
Police S/S Division Manager	Base	41.52	7,196.80	86,361.60	1156	II6
	Mid	47.75	8,276.67	99,320.00		
	Top	53.98	9,356.53	112,278.40		
Police Sergeant	Base	49.89			2109	P17
	Mid	57.38				
	Top	64.87				
Police Support Services Technician P/T	Base	19.22			4113	H08
	Mid	22.09				
	Top	24.96				
Principal Engineer	Base	55.25	9,576.67	114,920.00	1120	II9
	Mid	63.54	11,013.60	132,163.20		
	Top	71.83	12,450.53	149,406.40		
Property and Evidence Supervisor	Base	29.92	5,186.13	62,233.60	2105	P07
	Mid	34.41	5,964.40	71,572.80		
	Top	38.90	6,742.67	80,912.00		
Public Works Director	Base	65.03	11,271.87	135,262.40	1126	E18
	Mid	74.79	12,963.60	155,563.20		
	Top	84.55	14,655.33	175,864.00		
Recreation Attendant (P/T)	Base	13.00			4103	H01
	Mid	14.74				
	Top	16.66				
Recreation Programs Manager	Base	36.38	6,305.87	75,670.40	4169	M11
	Mid	41.83	7,250.53	87,006.40		
	Top	47.29	8,196.93	98,363.20		
Recreation and Ocean Safety Supervisor	Base	30.91	5,357.73	64,292.80	4170	II3
	Mid	35.56	6,163.73	73,964.80		
	Top	40.19	6,966.27	83,595.20		
Senior Accountant	Base	32.39	5,614.27	67,371.20	1141	M10
	Mid	37.26	6,458.40	77,500.80		
	Top	42.12	7,300.80	87,609.60		
Senior/Lead Lifeguard	Step 1	22.11			4116	H11
	Step 2	22.77				
	Step 3	23.46				
	Step 4	24.16				
	Step 5	24.88				
	Step 6	25.63				
	Step 7	26.40				
	Step 8	27.19				
	Step 9	28.01				
	Step 10	28.74				
Solid Waste Equipment Operator I	Base	16.53	2,865.20	34,382.40	3155	G02
	Mid	19.01	3,295.07	39,540.80		
	Top	21.49	3,724.93	44,699.20		

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Solid Waste Equipment Operator II	Base	19.31	3,347.07	40,164.80	3110	G04
	Mid	22.22	3,851.47	46,217.60		
	Top	25.11	4,352.40	52,228.80		
Solid Waste Operations Coordinator	Base	28.39	4,920.93	59,051.20	3142	G09
	Mid	32.65	5,659.33	67,912.00		
	Top	36.90	6,396.00	76,752.00		
Solid Waste Equipment Operator Lead	Base	25.61	4,439.07	53,268.80	3133	G08
	Mid	29.44	5,102.93	61,235.20		
	Top	33.27	5,766.80	69,201.60		
Streets Maintenance Worker I	Base	17.92	3,106.13	37,273.60	3105	G03
	Mid	20.61	3,572.40	42,868.80		
	Top	23.31	4,040.40	48,484.80		
Streets Maintenance Worker Lead	Base	28.39	4,920.93	59,051.20	3130	G09
	Mid	32.65	5,659.33	67,912.00		
	Top	36.90	6,396.00	76,752.00		
Wastewater Maintenance Worker I	Base	20.70	3,588.00	43,056.00	3116	G05
	Mid	23.81	4,127.07	49,524.80		
	Top	26.90	4,662.67	55,952.00		
Wastewater Maintenance Worker II	Base	22.10	3,830.67	45,968.00	3121	G06
	Mid	25.61	4,439.07	53,268.80		
	Top	29.10	5,044.00	60,528.00		
Wastewater Maintenance Worker Lead	Base	28.39	4,920.93	59,051.20	3134	G09
	Mid	32.65	5,659.33	67,912.00		
	Top	36.90	6,396.00	76,752.00		
Water Resource Inspector I	Base	22.10	3,830.67	45,968.00	3147	G06
	Mid	25.61	4,439.07	53,268.80		
	Top	29.10	5,044.00	60,528.00		
Water Utility Operator Trainee	Base	18.47	3,201.47	38,417.60	3154	G01
	Mid	21.23	3,679.87	44,158.40		
	Top	23.98	4,156.53	49,878.40		
Water Utility Operator I	Base	20.70	3,588.00	43,056.00	3117	G05
	Mid	23.81	4,127.07	49,524.80		
	Top	26.90	4,662.67	55,952.00		
Water Utility Operator II	Base	22.10	3,830.67	45,968.00	3122	G06
	Mid	25.61	4,439.07	53,268.80		
	Top	29.10	5,044.00	60,528.00		
Water Utility Operator Lead	Base	28.39	4,920.93	59,051.20	3144	G09
	Mid	32.65	5,659.33	67,912.00		
	Top	36.90	6,396.00	76,752.00		

* Payroll system grade could be found due to history of position filled.