

**City of Port Hueneme**  
**Comprehensive Pay Schedule**

Effective July 2017 as adopted by Council  
 Updated February 19, 2019

Classification	Step	Hourly	Monthly	Annual
Accountant (Tier II)	Base	28.86	5,002.40	60,028.80
	Mid	33.19	5,752.93	69,035.20
	Top	37.52	6,503.47	78,041.60
Administrative Services Coordinator P/T	Base	24.64	4,270.93	51,251.20
	Mid	28.36	4,915.73	58,988.80
	Top	32.09	5,562.27	66,747.20
Administrative Specialist II	Base	18.03	3,125.20	37,502.40
	Mid	20.74	3,594.93	43,139.20
	Top	23.44	4,062.93	48,755.20
Administrative Specialist III	Base	19.33	3,350.53	40,206.40
	Mid	22.23	3,853.20	46,238.40
	Top	25.12	4,354.13	52,249.60
Annuitant (Temporary)	Base	13.86	2,402.40	28,828.80
	Mid	54.03	9,365.20	112,382.40
	Top	94.20	16,328.00	195,936.00
Assistant Junior Lifeguard Coordinator	Step 1	19.78	3,428.53	41,142.40
	Step 2	20.37	3,530.80	42,369.60
	Step 3	20.98	3,636.53	43,638.40
	Step 4	21.61	3,745.73	44,948.80
	Step 5	22.26	3,858.40	46,300.80
	Step 6	22.93	3,974.53	47,694.40
	Step 7	23.62	4,094.13	49,129.60
	Step 8	24.33	4,217.20	50,606.40
	Step 9	25.06	4,343.73	52,124.80
	Step 10	25.73	4,459.87	53,518.40
Assistant Lead Lifeguard	Step 1	19.78	3,428.53	41,142.40
	Step 2	20.37	3,530.80	42,369.60
	Step 3	20.98	3,636.53	43,638.40
	Step 4	21.61	3,745.73	44,948.80
	Step 5	22.26	3,858.40	46,300.80
	Step 6	22.93	3,974.53	47,694.40
	Step 7	23.62	4,094.13	49,129.60
	Step 8	24.33	4,217.20	50,606.40
	Step 9	25.06	4,343.73	52,124.80
	Step 10	25.73	4,459.87	53,518.40
Building Official (Tier II)	Base	38.76	6,718.40	80,620.80
	Mid	44.58	7,727.20	92,726.40
	Top	50.39	8,734.27	104,811.20
City Clerk (Tier II)	Base	45.12	7,820.80	93,849.60
	Mid	51.59	8,942.27	107,307.20
	Top	58.66	10,167.73	122,012.80
City Manager				180,000.00
Clerical Aide	Base	14.14	2,450.93	29,411.20
	Mid	16.26	2,818.40	33,820.80
	Top	18.37	3,184.13	38,209.60

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Classification	Step	Hourly	Monthly	Annual
Code Compliance Officer	Base	26.50	4,593.33	55,120.00
	Mid	30.48	5,283.20	63,398.40
	Top	34.45	5,971.33	71,656.00
Community Development Program Manager (Tier I)	Base	33.96	5,886.40	70,636.80
	Mid	39.05	6,768.67	81,224.00
	Top	44.14	7,650.93	91,811.20
Community Development Director	Base	56.74	9,834.93	118,019.20
	Mid	65.25	11,310.00	135,720.00
	Top	73.76	12,785.07	153,420.80
Community Development Assistant	Base	18.03	3,125.20	37,502.40
	Mid	20.74	3,594.93	43,139.20
	Top	23.44	4,062.93	48,755.20
Community Development Technician	Base	19.33	3,350.53	40,206.40
	Mid	22.23	3,853.20	46,238.40
	Top	25.12	4,354.13	52,249.60
Construction Inspector I	Base	23.90	4,142.67	49,712.00
	Mid	27.48	4,763.20	57,158.40
	Top	31.06	5,383.73	64,604.80
Construction Inspector II	Base	26.50	4,593.33	55,120.00
	Mid	30.48	5,283.20	63,398.40
	Top	34.45	5,971.33	71,656.00
Council Member			751.38	
Custodian P/T	Base	12.82	2,222.13	26,665.60
	Mid	14.74	2,554.93	30,659.20
	Top	16.66	2,887.73	34,652.80
Deputy City Manager	Base	56.74	9,834.93	118,019.20
	Mid	65.25	11,310.00	135,720.00
	Top	73.76	12,785.07	153,420.80
Deputy Public Works Director (Tier I)	Base	45.12	7,820.80	93,849.60
	Mid	51.59	8,942.27	107,307.20
	Top	58.66	10,167.73	122,012.80
Deputy Public Works Director (Tier II)	Base	45.12	7,820.80	93,849.60
	Mid	51.59	8,942.27	107,307.20
	Top	58.66	10,167.73	122,012.80
Electrical/Instrumentation Technician	Base	29.76	5,158.40	61,900.80
	Mid	34.23	5,933.20	71,198.40
	Top	38.69	6,706.27	80,475.20
Facilities Maintenance Worker I	Base	19.33	3,350.53	40,206.40
	Mid	22.23	3,853.20	46,238.40
	Top	25.12	4,354.13	52,249.60
Facilities Maintenance Worker II	Base	20.63	3,575.87	42,910.40
	Mid	23.90	4,142.67	49,712.00
	Top	27.16	4,707.73	56,492.80
Facilities Maintenance Worker Lead	Base	26.50	4,593.33	55,120.00
	Mid	30.48	5,283.20	63,398.40
	Top	34.45	5,971.33	71,656.00

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Classification	Step	Hourly	Monthly	Annual
Finance Director	Base	56.74	9,834.93	118,019.20
	Mid	65.25	11,310.00	135,720.00
	Top	73.76	12,785.07	153,420.80
Fiscal Aide	Base	16.73	2,899.87	34,798.40
	Mid	19.24	3,334.93	40,019.20
	Top	21.76	3,771.73	45,260.80
Fiscal Assistant	Base	21.95	3,804.67	45,656.00
	Mid	25.23	4,373.20	52,478.40
	Top	28.52	4,943.47	59,321.60
Housing & Facilities Services Assistant	Base	18.03	3,125.20	37,502.40
	Mid	20.74	3,594.93	43,139.20
	Top	23.44	4,062.93	48,755.20
Housing Authority Board Member		\$50.00 per meeting		
Housing Programs Manager (Tier I)	Base	37.70	6,534.67	78,416.00
	Mid	43.36	7,515.73	90,188.80
	Top	48.99	8,491.60	101,899.20
Housing Specialist	Base	21.95	3,804.67	45,656.00
	Mid	25.23	4,373.20	52,478.40
	Top	28.52	4,943.47	59,321.60
Human Resources Analyst	Base	30.24	5,241.60	62,899.20
	Mid	34.78	6,028.53	72,342.40
	Top	39.32	6,815.47	81,785.60
Intern (Temporary)	Base	12.82	2,222.13	26,665.60
	Mid	14.74	2,554.93	30,659.20
	Top	16.66	2,887.73	34,652.80
Information System Assistant P/T	Base	22.89	3,967.60	47,611.20
	Mid	26.33	4,563.87	54,766.40
	Top	29.77	5,160.13	61,921.60
IS/Technology Manager (Tier I)	Base	41.42	7,179.47	86,153.60
	Mid	47.63	8,255.87	99,070.40
	Top	53.84	9,332.27	111,987.20
Junior Lifeguard Program Coordinator	Step 1	22.11	3,832.40	45,988.80
	Step 2	22.77	3,946.80	47,361.60
	Step 3	23.46	4,066.40	48,796.80
	Step 4	24.16	4,187.73	50,252.80
	Step 5	24.88	4,312.53	51,750.40
	Step 6	25.63	4,442.53	53,310.40
	Step 7	26.40	4,576.00	54,912.00
	Step 8	27.19	4,712.93	56,555.20
	Step 9	28.01	4,855.07	58,260.80
	Step 10	28.74	4,981.60	59,779.20

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Junior Lifeguard Program Instructor	Step 1	13.99	2,424.93	29,099.20
	Step 2	14.41	2,497.73	29,972.80
	Step 3	14.84	2,572.27	30,867.20
	Step 4	15.29	2,650.27	31,803.20
	Step 5	15.75	2,730.00	32,760.00
	Step 6	16.22	2,811.47	33,737.60
	Step 7	16.70	2,894.67	34,736.00
	Step 8	17.21	2,983.07	35,796.80
	Step 9	17.72	3,071.47	36,857.60
	Step 10	18.17	3,149.47	37,793.60
Laborer (P/T)	Base	12.82	2,222.13	26,665.60
	Mid	14.74	2,554.93	30,659.20
	Top	16.66	2,887.73	34,652.80
Landscape Maintenance Worker I	Base	15.43	2,674.53	32,094.40
	Mid	17.75	3,076.67	36,920.00
	Top	20.06	3,477.07	41,724.80
Landscape Maintenance Worker II	Base	19.33	3,350.53	40,206.40
	Mid	22.23	3,853.20	46,238.40
	Top	25.12	4,354.13	52,249.60
Grounds Maintenance Aide (P/T)	Base	16.60	2,877.33	34,528.00
	Mid	19.10	3,310.67	39,728.00
	Top	21.60	3,744.00	44,928.00
Mechanic I	Base	20.63	3,575.87	42,910.40
	Mid	23.90	4,142.67	49,712.00
	Top	27.16	4,707.73	56,492.80
Mechanic II	Base	23.90	4,142.67	49,712.00
	Mid	27.48	4,763.20	57,158.40
	Top	31.06	5,383.73	64,604.80
Ocean Lifeguard	Step 1	13.99	2,424.93	29,099.20
	Step 2	14.41	2,497.73	29,972.80
	Step 3	14.84	2,572.27	30,867.20
	Step 4	15.29	2,650.27	31,803.20
	Step 5	15.75	2,730.00	32,760.00
	Step 6	16.22	2,811.47	33,737.60
	Step 7	16.70	2,894.67	34,736.00
	Step 8	17.21	2,983.07	35,796.80
	Step 9	17.72	3,071.47	36,857.60
	Step 10	18.17	3,149.47	37,793.60
Park Ranger P/T	Base	18.40	3,189.33	38,272.00
	Mid	21.16	3,667.73	44,012.80
	Top	23.93	4,147.87	49,774.40
Parking Enforcement Officer	Base	20.63	3,575.87	42,910.40
	Mid	23.90	4,142.67	49,712.00
	Top	27.16	4,707.73	56,492.80

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Parking Enforcement Officer P/T	Base	18.08	3,133.87	37,606.40
	Mid	20.79	3,603.60	43,243.20
	Top	23.51	4,075.07	48,900.80
Payroll Services Specialist (Tier I)	Base	24.38	4,225.87	50,710.40
	Mid	28.02	4,856.80	58,281.60
	Top	31.67	5,489.47	65,873.60
PHWA Board Member		\$50.00 per meeting		
Police Chief	Base	60.71	10,523.07	126,276.80
	Mid	69.82	12,102.13	145,225.60
	Top	78.93	13,681.20	164,174.40
Police Comm Officer	Base	22.44	3,889.60	46,675.20
	Mid	25.81	4,473.73	53,684.80
	Top	29.16	5,054.40	60,652.80
Police Comm Officer P/T	Base	18.08	3,133.87	37,606.40
	Mid	20.79	3,603.60	43,243.20
	Top	23.51	4,075.07	48,900.80
Police Commander	Base	48.84	8,465.60	101,587.20
	Mid	57.76	10,011.73	120,140.80
	Top	66.68	11,557.87	138,694.40
Police Officer	Base	32.83		
	Mid	37.76		
	Top	42.69		
Police Officer Trainee		28.00		
Police S/S Division Manager (Tier II)	Base	38.76	6,718.40	80,620.80
	Mid	44.58	7,727.20	92,726.40
	Top	50.39	8,734.27	104,811.20
Police Sergeant	Base	44.82		
	Mid	51.55		
	Top	58.28		
Police Support Services Technician P/T	Base	19.22	3,331.47	39,977.60
	Mid	22.09	3,828.93	45,947.20
	Top	24.96	4,326.40	51,916.80
Principal Engineer	Base	51.58	8,940.53	107,286.40
	Mid	59.32	10,282.13	123,385.60
	Top	67.06	11,623.73	139,484.80
Property and Evidence Supervisor	Base	26.88	4,659.20	55,910.40
	Mid	30.92	5,359.47	64,313.60
	Top	34.95	6,058.00	72,696.00
Public Works Director	Base	60.71	10,523.07	126,276.80
	Mid	69.82	12,102.13	145,225.60
	Top	78.93	13,681.20	164,174.40
Recreation Attendant (P/T)	Base	12.82	2,222.13	26,665.60
	Mid	14.74	2,554.93	30,659.20
	Top	16.66	2,887.73	34,652.80

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Recreation & Community Services Program Manager	Base	33.96	5,886.40	70,636.80
	Mid	39.05	6,768.67	81,224.00
	Top	44.14	7,650.93	91,811.20
Recreation and Ocean Safety Supervisor	Base	28.86	5,002.40	60,028.80
	Mid	33.19	5,752.93	69,035.20
	Top	37.52	6,503.47	78,041.60
Senior Accountant (Tier I)	Base	30.24	5,241.60	62,899.20
	Mid	34.78	6,028.53	72,342.40
	Top	39.32	6,815.47	81,785.60
Senior Police Officer	Base	35.80		
	Mid	41.17		
	Top	46.55		
Senior/Lead Lifeguard	Step 1	22.11	3,832.40	45,988.80
	Step 2	22.77	3,946.80	47,361.60
	Step 3	23.46	4,066.40	48,796.80
	Step 4	24.16	4,187.73	50,252.80
	Step 5	24.88	4,312.53	51,750.40
	Step 6	25.63	4,442.53	53,310.40
	Step 7	26.40	4,576.00	54,912.00
	Step 8	27.19	4,712.93	56,555.20
	Step 9	28.01	4,855.07	58,260.80
	Step 10	28.74	4,981.60	59,779.20
Solid Waste Equipment Operator I	Base	15.43	2,674.53	32,094.40
	Mid	17.75	3,076.67	36,920.00
	Top	20.06	3,477.07	41,724.80
Solid Waste Equipment Operator II	Base	18.03	3,125.20	37,502.40
	Mid	20.74	3,594.93	43,139.20
	Top	23.44	4,062.93	48,755.20
Solid Waste Operations Coordinator	Base	26.50	4,593.33	55,120.00
	Mid	30.48	5,283.20	63,398.40
	Top	34.45	5,971.33	71,656.00
Police Comm Officer (Senior)	Base	26.88	4,659.20	55,910.40
	Mid	30.92	5,359.47	64,313.60
	Top	34.95	6,058.00	72,696.00
Police Records Technician (Senior)	Base	22.44	3,889.60	46,675.20
	Mid	25.81	4,473.73	53,684.80
	Top	29.16	5,054.40	60,652.80
Streets Maintenance Worker I	Base	16.73	2,899.87	34,798.40
	Mid	19.24	3,334.93	40,019.20
	Top	21.76	3,771.73	45,260.80
Streets Maintenance Worker Lead	Base	23.90	4,142.67	49,712.00
	Mid	27.48	4,763.20	57,158.40
	Top	31.06	5,383.73	64,604.80
Wastewater Maintenance Worker Lead	Base	26.50	4,593.33	55,120.00
	Mid	30.48	5,283.20	63,398.40
	Top	34.45	5,971.33	71,656.00

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Wastewater Maintenance Worker I	Base	19.33	3,350.53	40,206.40
	Mid	22.23	3,853.20	46,238.40
	Top	25.12	4,354.13	52,249.60
Wastewater Maintenance Worker II	Base	20.63	3,575.87	42,910.40
	Mid	23.73	4,113.20	49,358.40
	Top	27.16	4,707.73	56,492.80
Water Utility Operator Lead	Base	26.50	4,593.33	55,120.00
	Mid	30.48	5,283.20	63,398.40
	Top	34.45	5,971.33	71,656.00
Water Resource Inspector I	Base	20.63	3,575.87	42,910.40
	Mid	23.73	4,113.20	49,358.40
	Top	27.16	4,707.73	56,492.80
Water Utility Operator I	Base	19.33	3,350.53	40,206.40
	Mid	22.23	3,853.20	46,238.40
	Top	25.12	4,354.13	52,249.60
Water Utility Operator II	Base	20.63	3,575.87	42,910.40
	Mid	23.73	4,113.20	49,358.40
	Top	27.16	4,707.73	56,492.80

Created by *R. M. Turberville*  
 Reviewed/Approved *THH*