

City of Port Hueneme
Comprehensive Pay Schedule

Originally adopted by Council 07/06/21
 Revisions adopted by Council 12/20/21
Final Revision 5/16/22

Position #
 Payroll System Grade

Classification	Step	Hourly	Monthly	Annual		
Accountant	Base	31.84	5,518.93	66,227.20	1103	II3
	Mid	36.63	6,349.20	76,190.40		
	Top	41.40	7,176.00	86,112.00		
Accountant P/T	Base	31.84			6900	H18
	Mid	36.63				
	Top	41.40				
Accounting Manager	Base	41.60	7,210.67	86,528.00	1115	M12
	Mid	47.83	8,290.53	99,486.40		
	Top	54.05	9,368.67	112,424.00		
Administrative Services Coordinator P/T	Base	24.64			4122	H15
	Mid	28.36				
	Top	32.09				
Administrative Specialist I	Base	18.46	3,199.73	38,396.80	3140	G03
	Mid	21.23	3,679.87	44,158.40		
	Top	24.01	4,161.73	49,940.80		
Administrative Specialist II	Base	19.89	3,447.60	41,371.20	3106	G04
	Mid	22.89	3,967.60	47,611.20		
	Top	25.86	4,482.40	53,788.80		
Administrative Specialist II P/T	Base	19.89			4115	H00
	Mid	22.89				
	Top	25.86				
Administrative Specialist III	Base	21.32	3,695.47	44,345.60	3111	G05
	Mid	24.52	4,250.13	51,001.60		
	Top	27.71	4,803.07	57,636.80		
Application Specialist - IT	Base	31.50	5,460.00	65,520.00	6500	M18
	Mid	36.50	6,326.67	75,920.00		
	Top	41.50	7,193.33	86,320.00		
Assistant Junior Lifeguard Coordinator P/T	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 P/T	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				
Assistant Planner	Base	30.91	5,357.73	64,292.80	1164	M9
	Mid	35.55	6,162.00	73,944.00		
	Top	40.19	6,966.27	83,595.20		
Building Official	Base	42.77	7,413.47	88,961.60	1106	II6
	Mid	49.18	8,524.53	102,294.40		
	Top	55.60	9,637.33	115,648.00		
City Clerk	Base	49.78	8,628.53	103,542.40	1101	III
	Mid	57.26	9,925.07	119,100.80		
	Top	64.73	11,219.87	134,638.40		
City Manager	Base	77.77	13,480.13	161,761.60	1131	CM1
	Mid	89.38	15,492.53	185,910.40		
	Top	101.00	17,506.67	210,080.00		
Code Compliance Officer	Base	29.24	5,068.27	60,819.20	3125	G09
	Mid	33.63	5,829.20	69,950.40		
	Top	38.01	6,588.40	79,060.80		
Code Compliance Officer P/T	Base	29.24			5500	H19
	Mid	33.63				
	Top	38.01				
Community Development Assistant	Base	19.89	3,447.60	41,371.20	3107	G04
	Mid	22.89	3,967.60	47,611.20		
	Top	25.86	4,482.40	53,788.80		
Community Development Director	Base	62.60	10,850.67	130,208.00	1123	IE1
	Mid	72.00	12,480.00	149,760.00		
	Top	81.38	14,105.87	169,270.40		

Classification	Step	Hourly	Monthly	Annual		
Community Development Program Manager	Base	37.47	6,494.80	77,937.60	1111	M11
	Mid	43.08	7,467.20	89,606.40		
	Top	48.71	8,443.07	101,316.80		
Community Development Technician	Base	21.32	3,695.47	44,345.60	3112	G05
	Mid	24.52	4,250.13	51,001.60		
	Top	27.71	4,803.07	57,636.80		
Community Services Officer	Base	24.97	4,328.13	51,937.60	5400	P02
	Mid	28.72	4,978.13	59,737.60		
	Top	32.45	5,624.67	67,496.00		
Construction Inspector I	Base	26.38	4,572.53	54,870.40	3145	G08
	Mid	30.32	5,255.47	63,065.60		
	Top	34.27	5,940.13	71,281.60		
Construction Inspector II	Base	29.24	5,068.27	60,819.20	3146	G09
	Mid	33.63	5,829.20	69,950.40		
	Top	38.01	6,588.40	79,060.80		
Council Member			751.38		1130	C01
Custodian P/T	Base	18.65			4101	H01
	Mid	20.42				
	Top	22.19				
Deputy City Manager	Base	66.98	11,609.87	139,318.40	1160	E18
	Mid	77.03	13,351.87	160,222.40		
	Top	87.09	15,095.60	181,147.20		
Deputy Finance Director	Base	52.21	9,049.73	108,596.80	4166	I18
	Mid	60.05	10,408.67	124,904.00		
	Top	67.88	11,765.87	141,190.40		
Deputy Public Works Director	Base	49.78	8,628.53	103,542.40	4260	M14
	Mid	57.26	9,925.07	119,100.80		
	Top	64.73	11,219.87	134,638.40		
Electrical/Instrumentation Technician I	Base	32.84	5,692.27	68,307.20	3135	G10
	Mid	37.77	6,546.80	78,561.60		
	Top	42.69	7,399.60	88,795.20		
Electrical/Instrumentation Technician II	Base	34.00	5,893.33	70,720.00		G11
	Mid	40.50	7,020.00	84,240.00		
	Top	47.00	8,146.67	97,760.00		
Emergency Preparedness and Communications Manager	Base	47.29	8,196.93	98,363.20	600	I10
	Mid	54.39	9,427.60	113,131.20		
	Top	61.49	10,658.27	127,899.20		
Engineering Aide	Base	18.46	3,199.73	38,396.80	3141	G03
	Mid	21.23	3,679.87	44,158.40		
	Top	24.01	4,161.73	49,940.80		
Facilities Maintenance Worker I	Base	21.32	3,695.47	44,345.60	3113	G05
	Mid	24.52	4,250.13	51,001.60		
	Top	27.71	4,803.07	57,636.80		
Facilities Maintenance Worker II	Base	22.76	3,945.07	47,340.80	3120	G06
	Mid	26.38	4,572.53	54,870.40		
	Top	29.97	5,194.80	62,337.60		
Facilities Maintenance Worker Lead	Base	29.24	5,068.27	60,819.20	3131	G09
	Mid	33.63	5,829.20	69,950.40		
	Top	38.01	6,588.40	79,060.80		
Finance Director	Base	62.60	10,850.67	130,208.00	1125	IE1
	Mid	72.00	12,480.00	149,760.00		
	Top	81.38	14,105.87	169,270.40		
Fiscal Aide	Base	18.46	3,199.73	38,396.80	3104	G03
	Mid	21.23	3,679.87	44,158.40		
	Top	24.01	4,161.73	49,940.80		
Fiscal Assistant	Base	24.22	4,198.13	50,377.60	3123	G07
	Mid	27.84	4,825.60	57,907.20		
	Top	31.47	5,454.80	65,457.60		
General Manager of Water	Base	57.26	9,925.07	119,100.80	4265	M15
	Mid	65.85	11,414.00	136,968.00		
	Top	74.43	12,901.20	154,814.40		
Grounds Maintenance Aide P/T	Base	16.60			4107	H04
	Mid	19.10				
	Top	21.60				
Housing and Facilities Director	Base	49.78	8,628.53	103,542.40	1121	M14
	Mid	57.26	9,925.07	119,100.80		
	Top	64.73	11,219.87	134,638.40		
Housing and Facilities Services Assistant	Base	19.89	3,447.60	41,371.20	3109	G04
	Mid	22.89	3,967.60	47,611.20		
	Top	25.86	4,482.40	53,788.80		

Classification	Step	Hourly	Monthly	Annual		
Housing Authority Board Member			\$50.00 per meeting		1133	C02
Housing Programs Manager	Base	41.60	7,210.67	86,528.00	4270	M12
	Mid	47.83	8,290.53	99,486.40		
	Top	54.05	9,368.67	112,424.00		
Housing Specialist	Base	24.22	4,198.13	50,377.60	4280	G07
	Mid	27.84	4,825.60	57,907.20		
	Top	31.47	5,454.80	65,457.60		
Human Resources Analyst	Base	33.36	5,782.40	69,388.80	1170	M10
	Mid	38.38	6,652.53	79,830.40		
	Top	43.38	7,519.20	90,230.40		
Human Resources Manager	Base	47.29	8,196.93	98,363.20	5900	H0
	Mid	54.39	9,427.60	113,131.20		
	Top	61.49	10,658.27	127,899.20		
Information System Assistant P/T	Base	22.89			4161	H12
	Mid	26.33				
	Top	29.77				
Intern (Temporary)	Base	15.00			4127	H01
	Mid	16.83				
	Top	18.66				
IS/Technology Manager	Base	45.70	7,921.33	95,056.00	3139	M13
	Mid	52.56	9,110.40	109,324.80		
	Top	59.40	10,296.00	123,552.00		
IS/Technology Technician	Base	25.26	4,378.40	52,540.80	5300	H10
	Mid	29.05	5,035.33	60,424.00		
	Top	32.85	5,694.00	68,328.00		
Junior Lifeguard Program Coordinator P/T	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 P/T	Step 1	15.29			4173	H02
	Step 2	15.75				
	Step 3	16.22				
	Step 4	16.70				
	Step 5	17.21				
	Step 6	17.72				
	Step 7	18.17				
	Step 8	18.72				
	Step 9	19.28				
	Step 10	19.85				
Laborer P/T	Base	15.00			4150	H01
	Mid	16.83				
	Top	18.66				
Landscape Maintenance Worker I	Base	17.03	2,951.87	35,422.40	3102	G02
	Mid	19.58	3,393.87	40,726.40		
	Top	22.13	3,835.87	46,030.40		
Landscape Maintenance Worker II	Base	21.32	3,695.47	44,345.60	3114	G05
	Mid	24.52	4,250.13	51,001.60		
	Top	27.71	4,803.07	57,636.80		
Landscape Maintenance Worker Lead	Base	26.38	4,572.53	54,870.40	3128	G08
	Mid	30.32	5,255.47	63,065.60		
	Top	34.27	5,940.13	71,281.60		
Mechanic I	Base	22.76	3,945.07	47,340.80	3103	G06
	Mid	26.38	4,572.53	54,870.40		
	Top	29.97	5,194.80	62,337.60		
Mechanic II	Base	26.38	4,572.53	54,870.40	3129	G08
	Mid	30.32	5,255.47	63,065.60		
	Top	34.27	5,940.13	71,281.60		
Ocean Lifeguard P/T	Step 1	15.29			4104	H02
	Step 2	15.75				
	Step 3	16.22				
	Step 4	16.70				
	Step 5	17.21				
	Step 6	17.72				
	Step 7	18.17				
	Step 8	18.72				
	Step 9	19.28				
	Step 10	19.85				

Classification	Step	Hourly	Monthly	Annual		
Park Ranger P/T	Base	18.40			4112	H07
	Mid	21.16				
	Top	23.93				
Parking Enforcement Officer	Base	22.76	3,945.07	47,340.80	3150	G06
	Mid	26.38	4,572.53	54,870.40		
	Top	29.97	5,194.80	62,337.60		
Parking Enforcement Officer P/T	Base	22.76			4111	H06
	Mid	26.38				
	Top	29.97				
Parking Enforcement Officer (Senior)	Base	29.24	5,068.27	60,819.20	5600	G09
	Mid	33.63	5,829.20	69,950.40		
	Top	38.01	6,588.40	79,060.80		
Payroll Services Specialist	Base	26.90	4,662.67	55,952.00	1102	M07
	Mid	30.92	5,359.47	64,313.60		
	Top	35.37	6,130.80	73,569.60		
PHWA Board Member			\$50.00 per meeting		1134	C03
Police Chief	Base	77.77	13,480.13	161,761.60	1128	CM1
	Mid	89.38	15,492.53	185,910.40		
	Top	101.00	17,506.67	210,080.00		
Police Comm Officer	Base	26.34	4,565.60	54,787.20	2102	P04
	Mid	30.31	5,253.73	63,044.80		
	Top	34.23	5,933.20	71,198.40		
Police Comm Officer (Senior)	Base	31.57	5,472.13	65,665.60	2103	P07
	Mid	36.30	6,292.00	75,504.00		
	Top	41.04	7,113.60	85,363.20		
Police Comm Officer P/T	Base	26.34			4110	H06
	Mid	30.31				
	Top	34.23				
Police Commander	Base	53.88	9,339.20	112,070.40	1124	MSW
	Mid	63.73	11,046.53	132,558.40		
	Top	73.57	12,752.13	153,025.60		
Police Officer	Base	38.56			2107	P11
	Mid	44.34				
	Top	50.13				
Police Officer (Senior)	Base	42.04			2108	P13
	Mid	48.34				
	Top	54.66				
Police Officer Trainee		28.00			2110	P08
Police Records Technician (Senior)	Base	26.34	4,565.60	54,787.20	2114	P04
	Mid	30.31	5,253.73	63,044.80		
	Top	34.23	5,933.20	71,198.40		
Police S/S Division Manager	Base	42.77	7,413.47	88,961.60	1156	H6
	Mid	49.18	8,524.53	102,294.40		
	Top	55.60	9,637.33	115,648.00		
Police Sergeant	Base	52.63			2109	P17
	Mid	60.54				
	Top	68.44				
Police Support Services Technician P/T	Base	19.22			4113	H08
	Mid	22.09				
	Top	24.96				
Pool Lifeguard P/T	Step 1	15.29			6300	H02
	Step 2	15.75				
	Step 3	16.22				
	Step 4	16.70				
	Step 5	17.21				
	Step 6	17.72				
	Step 7	18.17				
	Step 8	18.72				
	Step 9	19.28				
	Step 10	19.85				
Principal Engineer	Base	56.91	9,864.40	118,372.80	1120	H9
	Mid	65.45	11,344.67	136,136.00		
	Top	73.98	12,823.20	153,878.40		
Property and Evidence Supervisor	Base	31.57	5,472.13	65,665.60	2105	P07
	Mid	36.30	6,292.00	75,504.00		
	Top	41.04	7,113.60	85,363.20		
Public Works Director	Base	66.98	11,609.87	139,318.40	1126	E18
	Mid	77.03	13,351.87	160,222.40		
	Top	87.09	15,095.60	181,147.20		
Public Works Operations Technician	Base	32.84	5,692.27	68,307.20	6000	G10
	Mid	37.77	6,546.80	78,561.60		
	Top	42.69	7,399.60	88,795.20		

Classification	Step	Hourly	Monthly	Annual		
Public Works Supervisor	Base	35.91	6,224.40	74,692.80	6700	M20
	Mid	40.91	7,091.07	85,092.80		
	Top	45.91	7,957.73	95,492.80		
Recreation and Ocean Safety Supervisor	Base	31.84	5,518.93	66,227.20	4170	H3
	Mid	36.63	6,349.20	76,190.40		
	Top	41.40	7,176.00	86,112.00		
Recreation Attendant P/T	Base	15.00			4103	H01
	Mid	16.83				
	Top	18.66				
Recreation Coordinator	Base	28.66	4,967.73	59,612.80	6800	G13
	Mid	32.97	5,714.80	68,577.60		
	Top	37.26	6,458.40	77,500.80		
Recreation Programs Manager	Base	37.47	6,494.80	77,937.60	4169	M11
	Mid	43.08	7,467.20	89,606.40		
	Top	48.71	8,443.07	101,316.80		
Senior Accountant	Base	33.36	5,782.40	69,388.80	1141	M10
	Mid	38.38	6,652.53	79,830.40		
	Top	43.38	7,519.20	90,230.40		
Senior Engineer	Base	51.49	8,924.93	107,099.20	6600	M19
	Mid	56.49	9,791.60	117,499.20		
	Top	61.49	10,658.27	127,899.20		
Senior/Lead Lifeguard P/T	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	17.03	2,951.87	35,422.40	3155	G02
	Mid	19.58	3,393.87	40,726.40		
	Top	22.13	3,835.87	46,030.40		
Solid Waste Equipment Operator II	Base	19.89	3,447.60	41,371.20	3110	G04
	Mid	22.89	3,967.60	47,611.20		
	Top	25.86	4,482.40	53,788.80		
Solid Waste Equipment Operator Lead	Base	26.38	4,572.53	54,870.40	3133	G08
	Mid	30.32	5,255.47	63,065.60		
	Top	34.27	5,940.13	71,281.60		
Solid Waste Operations Coordinator	Base	29.24	5,068.27	60,819.20	3142	G09
	Mid	33.63	5,829.20	69,950.40		
	Top	38.01	6,588.40	79,060.80		
Streets Maintenance Worker I	Base	18.46	3,199.73	38,396.80	3105	G03
	Mid	21.23	3,679.87	44,158.40		
	Top	24.01	4,161.73	49,940.80		
Streets Maintenance Worker II	Base	21.32	3,695.47	44,345.60	3115	G05
	Mid	24.52	4,250.13	51,001.60		
	Top	27.71	4,803.07	57,636.80		
Streets Maintenance Worker Lead	Base	29.24	5,068.27	60,819.20	3130	G09
	Mid	33.63	5,829.20	69,950.40		
	Top	38.01	6,588.40	79,060.80		
Wastewater Maintenance Worker I	Base	21.32	3,695.47	44,345.60	3116	G05
	Mid	24.52	4,250.13	51,001.60		
	Top	27.71	4,803.07	57,636.80		
Wastewater Maintenance Worker II	Base	22.76	3,945.07	47,340.80	3121	G06
	Mid	26.38	4,572.53	54,870.40		
	Top	29.97	5,194.80	62,337.60		
Wastewater Maintenance Worker Lead	Base	29.24	5,068.27	60,819.20	3134	G09
	Mid	33.63	5,829.20	69,950.40		
	Top	38.01	6,588.40	79,060.80		
Water Resource Inspector I	Base	22.76	3,945.07	47,340.80	3147	G06
	Mid	26.38	4,572.53	54,870.40		
	Top	29.97	5,194.80	62,337.60		
Water Resource Inspector II	Base	26.38	4,572.53	54,870.40	3147	G08
	Mid	30.32	5,255.47	63,065.60		
	Top	34.27	5,940.13	71,281.60		
Water Safety Instructor P/T	Step 1	19.78			6400	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				

Classification	Step	Hourly	Monthly	Annual		
Water Safety Instructor Aide P/T	Step 1	15.29				H02
	Step 2	15.75				
	Step 3	16.22				
	Step 4	16.70				
	Step 5	17.21				
	Step 6	17.72				
	Step 7	18.17				
	Step 8	18.72				
	Step 9	19.28				
	Step 10	19.85				
Water Utility Operator I	Base	21.32	3,695.47	44,345.60	3117	G05
	Mid	24.52	4,250.13	51,001.60		
	Top	27.71	4,803.07	57,636.80		
Water Utility Operator II	Base	22.76	3,945.07	47,340.80	3122	G06
	Mid	26.38	4,572.53	54,870.40		
	Top	29.97	5,194.80	62,337.60		
Water Utility Operator Lead	Base	29.24	5,068.27	60,819.20	3144	G09
	Mid	33.63	5,829.20	69,950.40		
	Top	38.01	6,588.40	79,060.80		
Water Utility Operator Trainee	Base	19.02	3,296.80	39,561.60	3154	G01
	Mid	21.87	3,790.80	45,489.60		
	Top	24.70	4,281.33	51,376.00		