

City of Hawthorne 2013 – 2018

Contract Employee Pay Schedule

Effective Date: 07/01/2013

TITLE	MONTHLY	
City Manager	\$15,000	\$17,250
Interim City Manager/Chief of General Services/Public Works/City Engineer	\$17,900	\$17,900
City Attorney	\$15,467	\$16,051

TITLE	MONTHLY						
	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Chief of Police	\$14,598	\$14,963	\$15,337	\$15,720	\$16,113	\$16,435	\$17,092

*Salary Chart indicates monthly compensation

City of Hawthorne 2013 - 2017 Elected Officials Pay Schedule

Effective Date: 07/01/2013

TITLE	MONTHLY
Mayor	\$600
Mayor Pro Tern	\$600
Councilmember	\$600
Councilmember	\$600
Councilmember	\$600

TITLE	MONTHLY
City Clerk	\$833.33
City Treasurer	\$833.33

•salary Chart indicates monthly compensation

EXHIBIT B

CITY OF HAWTHORNE
HAWTHORNE MUNICIPAL EMPLOYEES ASSOCIATION
CLASS AND SALARY LISTING
JULY 1, 2012 - JUNE 30, 2014

CLASSIFICATION	SALARY RANGE
Accountant	37
Accountant I	30
Account Clerk	17
Accounting Manager	47
Accounting Supervisor	41
Administrative Aide I	15
Administrative Aide II	17
Administrative Analyst	33
Administrative Assistant	22
Administrative Associate Section 8	30
Administrative Associate CDBG	30
Administrative Clerk I (HUD)	10
Administrative Clerk II (HUD)	15
Airport Office Manager	26
Animal Control Officer	22
Assistant Engineer	33
Assistant Recreation Supervisor	28
Associate Engineer	37
Automated Enforcement Officer	27
Billing and Collections Assistant	22
Building Inspector	30
Business License Inspector	22
Business License/Code Enforcement Supervisor	41
Business License Technician	22
Building Maintenance Crew Leader	26
Building Permit Technician	22
Buyer	30
Cable Television Production Coordinator	27
CDBG/Home Coordinator	26
City Maintenance Worker	16
Clerk Typist	5
Code Enforcement Officer	37
Community Liaison Officer	22
Construction Inspector	30
Crew Leader Pavement Repair	26
Custodian	10
Customer Service Representative	8
Deputy City Clerk	22
Deputy City Treasurer	33
Electrician	20
Employment Development Account Clerk	15
Employment Development Admin. Aide I	10
Employment Development Admin. Aide 11	15

CITY OF HAWTHORNE
HAWTHORNE MUNICIPAL EMPLOYEES ASSOCIATION
CLASS AND SALARY LISTING
JULY 1, 2012 - JUNE 30, 2014

Employment Development Admin. Assist.	27
Employment Development Admin. Intern	3
Employment Development Admin. Secretary	26
Employment Development Assistant I	23
Employment Development Assistant 11	30
Employment Development Auditor	43
Employ. Dev. Data Communications Tech.	30
Employment Development Data Control Clerk	17
Employment Development Fiscal Coordinator	17
Employment Development Office Supervisor	17
Employ. Dev. Program Assistant I	23
Employ. Dev. Program Assistant II	30
Employment Development Programmer I	23
Employment Development Programmer 11	30
Employment Development Senior Account Clerk	17
Employment Development Senior Admin. Analyst	43
Employment Development Senior Typist Clerk	10
Employment Development Specialist	40
Employment Development Typist Clerk I	1
Employment Development Typist Clerk 11	5
Employment Services Manager	49
Engineering Technician	30
Equipment Mechanic I	20
Equipment Mechanic II	24
Equipment Mechanic III	28
Fire Protection Specialist	24
Forensics Specialist	35
Fraud Investigator	40
Graffiti Lead Worker	20
Graffiti Worker	10
Gang Analyst	22
Heavy Equipment Operator	22
Housing Administrator	41
Housing Assistant	22
Housing Inspector	30
Housing Rehabilitation Specialist	35
Housing Specialist (HUD)	26
Human Resources Technician	30
Identification Technician	22
Information Support Technician	27
Information Systems Analyst	37
Information Systems Specialist	30
Intermediate Clerk Typist	10
Legal Assistant	35
License-Permit Technician	22
Maintenance Aide	1
Maintenance Worker I	16

CITY OF HAWTHORNE
HAWTHORNE MUNICIPAL EMPLOYEES ASSOCIATION
CLASS AND SALARY LISTING
JULY 1, 2012 - JUNE 30, 2014

Master Mechanic	37
Payroll Technician	26
Personnel Analyst	35
Plan Check Engineer	44
Planning Analyst	37
Planning Assistant	30
Planning Associate	37
Police Administrative Technician	22
Police Records Clerk	15
Police Records Supervisor	35
Police Services Officer	22
Public Risk Manager	44
Recreation Supervisor	35
Public Works Maintenance Superintendent	45
Revenue Collector	30
Secretary	17
Secretary to the Chief of Police Services	35
Section 8 Housing Inspector	20
Senior Account Clerk	22
Senior Administrative Assistant	41
Senior Administrative Clerk	17
Senior Animal Control Officer	26
Senior Building Inspector	37
Senior Citizen Program Specialist	16
Senior Employ. Development Program Specialist	43
Senior Employment Development Specialist	44
Senior Engineer	44
Senior Engineer Specialist	51
Senior Financial Clerk	17
Senior Human Resources Analyst	41
Senior Planner	41
Senior Police Records Clerk	22
Senior Public Works Inspector	37
Senior Structural Plan Check Engineer	50
Senior Transportation Engineer	51
Senior Typist Clerk I	6
Sewer Service Technician	22
Skilled City Maintenance Worker	20
Stenographer, (HUD}	17
Supervisor, Maintenance	35
Supervisor, Park Maintenance	35
Traffic Specialist	22
Tree Trimmer	22
Warehouse Clerk	20

CITY OF HAWTHORNE
HAWTHORNE MUNICIPAL EMPLOYEES ASSOCIATION
CLASS AND SALARY LISTING
JULY 1, 2012-JUNE 30, 2014

Monthly Salary Schedule

	P	A	B	C	O	E	F	G	H	I	J
1	2757	2851	2961	3056	3163	3260	3393	3508	3596	3686	3778
2	2805	2903	3007	3114	3217	3333	3457	3579	3669	3761	3855
3	2862	2961	3056	3165	3280	3393	3508	3648	3740	3833	3929
4	2906	3007	3114	3217	3333	3457	3579	3710	3803	3898	3995
5	2956	3056	3163	3280	3393	3508	3648	3780	3874	3971	4071
6	3008	3114	3217	3333	3457	3579	3710	3845	3941	4039	4140
7	3056	3165	3280	3393	3508	3648	3780	3926	4025	4125	4228
8	3107	3217	3333	3457	3579	3710	3845	3994	4094	4196	4301
9	3168	3281	3393	3508	3648	3780	3926	4066	4168	4272	4379
10	3222	3333	3457	3579	3710	3846	3994	4145	4249	4355	4464
11	3274	3393	3508	3648	3780	3926	4066	4226	4331	4439	4550
12	3339	3457	3579	3710	3845	3994	4145	4309	4417	4528	4641
13	3390	3508	3648	3780	3926	4066	4226	4389	4499	4611	4726
14	3452	3579	3710	3846	3994	4145	4309	4474	4586	4700	4818
15	3520	3648	3780	3926	4066	4226	4389	4559	4673	4789	4909
16	3578	3710	3846	3994	4145	4309	4474	4648	4764	4883	5005
17	3646	3780	3926	4066	4226	4389	4559	4736	4854	4976	5100
18	3710	3846	3994	4145	4309	4474	4648	4830	4951	5075	5202
19	3783	3926	4066	4226	4389	4559	4736	4924	5047	5173	5302
20	3853	3994	4145	4309	4474	4648	4830	5010	5135	5263	5395
21	3920	4066	4226	4389	4559	4736	4924	5110	5238	5369	5503
22	3994	4145	4309	4474	4648	4830	5010	5216	5347	5481	5618
23	4072	4226	4389	4559	4736	4924	5110	5310	5443	5579	5718
24	4153	4309	4474	4648	4830	5010	5213	5417	5552	5691	5833
25	4229	4389	4559	4736	4924	5110	5310	5527	5665	5807	5952
26	4309	4474	4648	4830	5010	5213	5417	5633	5774	5919	6067
27	4391	4559	4736	4924	5110	5310	5527	5744	5887	6034	6185
28	4476	4648	4830	5010	5213	5417	5633	5858	6005	6155	6309
29	4560	4736	4924	5110	5310	5527	5744	5970	6119	6272	6429
30	4651	4830	5010	5213	5417	5633	5857	6093	6245	6401	6561
31	4738	4924	5110	5310	5527	5744	5970	6212	6367	6526	6689
32	4825	5010	5213	5417	5633	5857	6093	6339	6497	6660	6826
33	4918	5110	5310	5527	5744	5970	6212	6467	6629	6795	6965
34	5017	5213	5417	5633	5857	6093	6339	6590	6755	6924	7097
35	5110	5310	5527	5744	5970	6212	6467	6722	6890	7062	7239
36	5210	5417	5633	5857	6093	6339	6590	6854	7026	7201	7382
37	5317	5527	5744	5970	6212	6467	6722	6997	7172	7351	7535
38	5418	5633	5857	6093	6339	6590	6854	7140	7318	7501	7689
39	5526	5743	5970	6212	6467	6722	6997	7285	7467	7654	7845
40	5633	5857	6093	6339	6590	6854	7140	7433	7618	7809	8004
41	5742	5970	6212	6414	6722	6997	7285	7584	7774	7968	8168
42	5860	6093	6339	6590	6854	7140	7433	7745	7938	8137	8340
43	5974	6212	6467	6722	6997	7285	7584	7902	8099	8302	8509

**OTY OF HAWTHORNE
HAWTHORNE MUNICIPAL EMPLOYEES ASSOCIATION
CLASSANDSALARY LISTING
JULY 1,2012-JUNE 30,2014**

44	6094	6339	6590	6854	71 40	7433	7 745	8062	8263	8470	8682
45	6215	6467	6722	6997	7285	7584	7902	8226	8432	8643	8859
46	6336	6590	6856	71 40	7433	7745	8062	8397	8607	8822	9043
47	6463	67 22	6997	7 285	7584	7902	8226	8572	8786	9006	9231
48	6589	6854	71 40	7433	7745	8062	8397	8748	8967	91 91	9421
49	67 22	6997	7 285	7584	7902	8226	8572	8925	91 48	9377	961 2
50	6865	71 40	7433	7745	8062	8397	8748	911 9	9347	9581	9821
51	7002	7 285	7583	7902	8226	8572	8925	9303	9536	97 74	1 001 8
52	7139	7433	7745	8 062	8397	8748	911 9	9 498	9736	9 979	1 02 29
53	7 285	7584	7902	8226	8572	8925	9303	9693	9936	1 01 84	1 0439
54	7438	7 745	8062	8397	8748	911 9	9498	9898	1 0146	1 0399	1 0659
55	7591	7902	8226	857 2	8925	9303	9693	1 01 04	1 0357	1 061 6	1 0881

CITY OF HAWTHORNE
HAWTHORNE MUNICIPAL EMPLOYEES ASSOCIATION
CLASS AND SALARY LISTING
JULY 1, 2014 - JUNE 30, 2016

CLASSIFICATION	SALARY RANGE
Accountant	37
Accountant I	30
Account Clerk	17
Account Manager	47
Account Technician	22
Account Supervisor	41
Administrative Aide I	15
Administrative Aide II	17
Administrative Analyst	33
Administrative Assistant	22
Administrative Clerk I(HUD)	10
Administrative Clerk II(HUD)	15
Airport Office Manager	26
Animal Control Officer	22
Assistant Engineer	33
Assistant Recreation Supervisor	28
Associate Engineer	37
Automated Enforcement Officer	27
Building Inspector	30
Business License Technician	22
Building Maintenance Crew Leader	26
Building Permit Technician	22
Buyer	30
Cable Television Coordinator	27
cable Television Producer	27
CDBG/Home Coordinator	26
City Maintenance Worker	16
Clerk Typist	5
Code Enforcement Officer I	22
Code Enforcement Officer II	37
Code Enforcement Officer Supervisor	41
Confidential Clerk	8
Construction Inspector	30
Crew Leader	26
Crew Leader Pavement Repair	26
Custodian	10
Deputy City Clerk	22
Deputy City Treasurer	33
Electrician	20
Engineering Technician	30
Equipment Mechanic I	20
Equipment Mechanic II	24
Equipment Mechanic III	28

CITY OF HAWTHORNE
HAWTHORNE MUNICIPAL EMPLOYEES ASSOCIATION
CLASS AND SALARY LISTING
JULY 1, 2014 - JUNE 30, 2016

Executive Aide to Chief of Police	28
Executive Assistant to Chief of Police	35
Executive Assistant to City Manager	35
Forensics Specialist	35
Graffiti Worker	10
Gang Analyst	22
Heavy Equipment Operator	22
Housing Administrator	41
Housing Assistant	22
Housing Inspector	30
Housing Rehabilitation Specialist	35
Housing Specialist (HUD)	26
Human Resources Clerk	12
Human Resources Assistant	26
Human Resources Analyst	35
Human Resources Specialist	32
Information Support Technician	27
Information Systems Analyst	37
Information Systems Specialist	30
Internal Auditor	26
Legal Assistant	35
License-Permit Technician	22
Maintenance Worker I	16
Management Analyst	41
Master Mechanic	37
Park Maintenance Worker	16
Payroll Assistant	22
Payroll Technician	30
Plan Check Engineer	44
Planning Analyst	37
Planning Assistant	30
Planning Associate	37
Police Administrative Technician	22
Police Records Technician	15
Police Records Manager	35
Police Service Officer	22
Public Information Officer Assistant	22
Public Information Officer	41
Public Works Maintenance Superintendent	45
Recreation Specialist	20
Recreation Supervisor	35
Revenue Collections Supervisor	37
Secretary	17
Section 8 Housing Inspector	20
Senior Account Clerk	22
Senior Building Inspector	37
Senior Engineer	44

CITY OF HAWTHORNE
HAWTHORNE MUNICIPAL EMPLOYEES ASSOCIATION
CLASS AND SALARY LISTING
JULY 1, 2014-JUNE 30, 2016

Senior Engineer Specialist	51
Senior Financial Clerk	17
Senior Forensic Specialist	37
Senior Human Resources Analyst	41
Senior Planner	41
Senior Transportation Engineer	51
Police Records Supervisor	22
Senior Public Works Inspector	37
Sewer Service Technician	22
Skilled City Maintenance Worker	20
Supervisor, Maintenance	35
Supervisor, Park Maintenance	35
Systems Network Administrator	53
Traffic Clerk	15
Traffic Specialist	22
Tree Trimmer	22

Monthly Salary Schedule

	P	A	B	C	D	E	F	G	H	I	J	K	L
1	2798	2894	3005	3102	3210	3329	3444	3561	3650	3741	3835	3950	4010
2	2847	2947	3052	3161	3265	3383	3509	3633	3724	3817	3913	4030	4091
3	2905	3005	3102	3212	3329	3444	3561	3703	3796	3890	3988	4108	4169
4	2950	3052	3161	3265	3383	3509	3633	3766	3860	3956	4055	4177	4239
5	3000	3102	3210	3329	3444	3561	3703	3837	3932	4031	4132	4256	4320
6	3053	3161	3265	3383	3509	3633	3766	3903	4000	4100	4202	4328	4393
7	3102	3212	3329	3444	3561	3703	3837	3985	4085	4187	4291	4420	4486
8	3154	3265	3383	3509	3633	3766	3903	4054	4155	4259	4366	4497	4565
9	3216	3330	3444	3561	3703	3837	3985	4127	4231	4336	4445	4578	4647
10	3270	3383	3509	3633	3766	3904	4054	4207	4313	4420	4531	4667	4737
11	3323	3444	3561	3703	3837	3985	4127	4289	4396	4506	4618	4757	4828
12	3389	3509	3633	3766	3903	4054	4207	4374	4483	4596	4711	4852	4925
13	3441	3561	3703	3837	3985	4127	4289	4455	4566	4680	4797	4941	5015
14	3504	3633	3766	3904	4054	4207	4374	4541	4655	4771	4890	5037	5112
15	3573	3703	3837	3985	4127	4289	4455	4627	4743	4861	4983	5132	5210
16	3632	3766	3904	4054	4207	4374	4541	4718	4835	4956	5080	5232	5311
17	3701	3837	3985	4127	4289	4455	4627	4807	4927	5051	5177	5332	5413
18	3766	3904	4054	4207	4374	4541	4718	4902	5025	5151	5280	5438	5520
19	3840	3985	4127	4289	4455	4627	4807	4998	5123	5251	5382	5543	5627
20	3911	4054	4207	4374	4541	4718	4902	5085	5212	5342	5476	5640	5725
21	3979	4127	4289	4455	4627	4807	4998	5187	5317	5450	5586	5754	5840

CITY OF HAWTHORNE
HAWTHORNE MUNICIPAL EMPLOYEES ASSOCIATION

CLASS AND SALARY LISTING

~~JULY 1 2014 - JUNE 30 2016~~

	P	A	B	C	D	E	F	G	H	I	J	K	L
22	4054	4207	4374	4541	4718	4902	5085	5294	5427	5563	5702	5873	5962
23	4133	4289	4455	4627	4807	4998	5187	5390	5525	5663	5804	5978	6068
24	4215	4374	4541	4718	4902	5085	5291	5498	5635	5776	5920	6099	6190
25	4292	4455	4627	4807	4998	5187	5390	5610	5750	5894	6041	6222	6316
26	4374	4541	4718	4902	5085	5291	5498	5717	5861	6008	6158	6343	6438
27	4457	4627	4807	4998	5187	5390	5610	5830	5975	6125	6278	6466	6563
28	4543	4718	4902	5085	5291	5498	5717	5946	6095	6247	6404	6596	6695
29	4628	4807	4998	5187	5390	5610	5830	6060	6211	6366	6525	6721	6822
30	4721	4902	5085	5291	5498	5717	5945	6184	6339	6497	6659	6859	6962
31	4809	4998	5187	5390	5610	5830	6060	6305	6463	6624	6789	6993	7098
32	4897	5085	5291	5498	5717	5945	6184	6434	6594	6760	6928	7136	7243
33	4992	5187	5390	5610	5830	6060	6305	6564	6728	6897	7069	7281	7390
34	5092	5291	5498	5717	5945	6184	6434	6689	6856	7028	7203	7419	7530
35	5187	5390	5610	5830	6060	6305	6564	6823	6993	7168	7348	7568	7682
36	5288	5498	5717	5945	6184	6434	6689	6957	7131	7309	7493	7718	7833
37	5397	5610	5830	6060	6305	6564	6823	7102	7280	7461	7648	7877	7996
38	5499	5717	5945	6184	6434	6689	6957	7247	7428	7614	7804	8038	8159
39	5609	5829	6060	6305	6564	6823	7102	7394	7579	7769	7963	8202	8324
40	5717	5945	6184	6434	6689	6957	7247	7544	7732	7926	8124	8368	8493
41	5828	6060	6305	6510	6823	7102	7394	7698	7891	8088	8291	8540	8667
42	5948	6184	6434	6689	6957	7247	7544	7861	8057	8259	8465	8719	8850
43	6064	6305	6564	6823	7102	7394	7698	8021	8220	8427	8637	8896	9030
44	6185	6434	6689	6957	7247	7544	7861	8183	8387	8597	8812	9076	9212
45	6308	6564	6823	7102	7394	7698	8021	8349	8558	8773	8992	9262	9401
46	6431	6689	6959	7247	7544	7861	8183	8523	8736	8954	9179	9454	9597
47	6560	6823	7102	7394	7698	8021	8349	8701	8918	9141	9369	9650	9795
48	6688	6957	7247	7544	7861	8183	8523	8879	9102	9329	9562	9849	9996
49	6823	7102	7394	7698	8021	8349	8701	9059	9285	9518	9756	10049	10199
50	6968	7247	7544	7861	8183	8523	8879	9256	9487	9725	9968	10267	10422
51	7107	7394	7697	8021	8349	8701	9059	9443	9679	9921	10168	10473	10631
52	7246	7544	7861	8183	8523	8879	9256	9640	9882	10129	10382	10693	10854
53	7394	7698	8021	8349	8701	9059	9443	9838	10085	10337	10596	10914	11078
54	7550	7861	8183	8523	8879	9256	9640	10046	10298	10555	10819	11144	11310
55	7705	8021	8349	8701	9059	9443	9838	10256	10512	10775	11044	11375	11545

CITY OF HAWTHORNE
 HAWTHORNE MUNICIPAL EMPLOYEES ASSOCIATION
 CLASS AND SALARY LISTING
 JULY 1, 2015 - JUNE 30, 2020

CLASSIFICATION	SALARY RANGE
Accountant	37
Accountant I	30
Account Clerk	17
Account Manager	47
Account Technician	22
Account Supervisor	41
Administrative Aide I	15
Administrative Aide II	17
Administrative Analyst	33
Administrative Assistant	22
Airport Office Manager	26
Animal Control Officer	22
Assistant Engineer	33
Assistant Recreation Supervisor	28
Associate Engineer	37
Building Inspector	30
Building Permit Technician	22
Business License Technician	22
Buyer	26
Cable Television Coordinator	27
Cable Television Producer	27
CDBG/Home Coordinator	26
City Maintenance Worker	16
Clerk Typist	5
Code Enforcement Officer	22
Code Enforcement Officer II	37
Code Enforcement Officer Supervisor	41
Confidential Clerk	8
Construction Inspector	30
Crew Leader	26
Crew Leader Asphalt	26
Crew Leader Building Maintenance	26
Custodian	10
Deputy City Clerk	26
Electrician	20
Engineering Technician	30
Equipment Mechanic I	20
Equipment Mechanic II	24
Equipment Mechanic III	28
Executive Aide to Chief of Police	28
Executive Assistant	22
Executive Assistant to Chief of Police	35

CITY OF HAWTHORNE
 HAWTHORNE MUNICIPAL EMPLOYEES ASSOCIATION
 CLASS AND SALARY LISTING
 JULY 1, 2015 - JUNE 30, 2020

Executive Assistant to City Manager	35
Forensics Specialist	35
Senior Forensics Specialist	37
Gang Analyst	22
Graffiti Worker	10
Heavy Equipment Operator	22
Housing Administrator	41
Housing Clerk	5
Housing Assistant	22
Housing Inspector	30
Housing Rehabilitation Specialist	35
Housing Specialist (HUD)	26
Human Resources Assistant	26
Human Resources Analyst	35
Human Resources Specialist	32
Information Support Technician	27
Information Systems Analyst	37
Information Systems Specialist	30
Internal Auditor	26
Jailer I	18
Jailer II	24
Jailer Supervisor	27
Legal Assistant	35
Legal Clerk	22
License-Permit Technician	22
Maintenance Worker I	16
Master Mechanic	37
Mechanic	22
NPDES-Maintenance Worker	10
Park Maintenance Worker	16
Parking Enforcement Officer I	10
Parking Enforcement Officer II	15
Payroll Assistant	22
Payroll Technician	30
Plan Check Specialist	26
Plan Check Engineer	44
Planning Analyst	37
Planning Assistant	30
Planning Associate	37
Planning Clerk	17
Police Administrative Technician	22
Police Records Technician	15
Police Records Manager	35
Police Records Supervisor	22
Police Service Officer	22
Public Works Maintenance Superintendent	45
Recreation Specialist	20

CITY OF HAWTHORNE
HAWTHORNE MUNICIPAL EMPLOYEES ASSOCIATION
CLASS AND SALARY LISTING
JULY 1,2015-JUNE 30,2020

Recreation Supervisor	35
Section 8 Housing Inspector	20
Senior Account Clerk	22
Senior Building Inspector	37
Senior Engineer	44
Senior Forensic Specialist	37
Senior Human Resources Analyst	41
Senior Planner	41
Senior Public Works Inspector	37
Senior Transportation Engineer	51
Sewer Service Technician	22
Skilled City Maintenance Worker	20
Supervisor, Maintenance	35
Supervisor, Park Maintenance	35
Traffic Clerk	15
Traffic Specialist	22

Monthly Salary Schedule

	P	A	B	C	O	E	F	G	H	I	J	K	L
1	2798	2894	3005	3102	3210	3329	3444	3561	3650	3741	3835	3950	4010
2	2847	2947	3052	3161	3265	3383	3509	3633	3724	3817	3913	4030	4091
3	2905	3005	3102	3212	3329	3444	3561	3703	3796	3890	3988	4108	4169
4	2950	3052	3161	3265	3383	3509	3633	3766	3860	3956	4055	4177	4239
5	3000	3102	3210	3329	3444	3561	3703	3837	3932	4031	4132	4256	4320
6	3053	3161	3265	3383	3509	3633	3766	3903	4000	4100	4202	4328	4393
7	3102	3212	3329	3444	3561	3703	3837	3985	4085	4187	4291	4420	4486
8	3154	3265	3383	3509	3633	3766	3903	4054	4155	4259	4366	4497	4565
9	3216	3330	3444	3561	3703	3837	3985	4127	4231	4336	4445	4578	4647
10	3270	3383	3509	3633	3766	3904	4054	4207	4313	4420	4531	4667	4737
11	3323	3444	3561	3703	3837	3985	4127	4289	4396	4506	4618	4757	4828
12	3389	3509	3633	3766	3903	4054	4207	4374	4483	4596	4711	4852	4925
13	3441	3561	3703	3837	3985	4127	4289	4455	4566	4680	4797	4941	5015
14	3504	3633	3766	3904	4054	4207	4374	4541	4655	4771	4890	5037	5112
15	3573	3703	3837	3985	4127	4289	4455	4627	4743	4861	4983	5132	5210
16	3632	3766	3904	4054	4207	4374	4541	4718	4835	4956	5080	5232	5311
17	3701	3837	3985	4127	4289	4455	4627	4807	4927	5051	5177	5332	5413
18	3766	3904	4054	4207	4374	4541	4718	4902	5025	5151	5280	5438	5520
19	3840	3985	4127	4289	4455	4627	4807	4998	5123	5251	5382	5543	5627
20	3911	4054	4207	4374	4541	4718	4902	5085	5212	5342	5476	5640	5725
21	3979	4127	4289	4455	4627	4807	4998	5187	5317	5450	5586	5754	5840

CITY OF HAWTHORNE
HAWTHORNE MUNICIPAL EMPLOYEES ASSOCIATION
CLASS AND SALARY LISTING
JULY 1, 2015 - JUNE 30, 2020

22	4054	4207	4374	4541	4718	4902	5085	5294	5427	5563	5702	5873	5962
23	4133	4289	4455	4627	4807	4998	5187	5390	5525	5663	5804	5978	6068
24	4215	4374	4541	4718	4902	5085	5291	5498	5635	5776	5920	6099	6190
25	4292	4455	4627	4807	4998	5187	5390	5610	5750	5894	6041	6222	6316
26	4374	4541	4718	4902	5085	5291	5498	5717	5861	6008	6158	6343	6438
27	4457	4627	4807	4998	5187	5390	5610	5830	5975	6125	6278	6466	6563
28	4543	4718	4902	5085	5291	5498	5717	5946	6095	6247	6404	6596	6695
29	4628	4807	4998	5187	5390	5610	5830	6060	6211	6366	6525	6721	6822
30	4721	4902	5085	5291	5498	5717	5945	6184	6339	6497	6659	6859	6962
31	4809	4998	5187	5390	5610	5830	6060	6305	6463	6624	6789	6993	7098
32	4897	5085	5291	5498	5717	5945	6184	6434	6594	6760	6928	7136	7243
33	4992	5187	5390	5610	5830	6060	6305	6564	6728	6897	7069	7281	7390
34	5092	5291	5498	5717	5945	6184	6434	6689	6856	7028	7203	7419	7530
35	5187	5390	5610	5830	6060	6305	6564	6823	6993	7168	7348	7568	7682
36	5288	5498	5717	5945	6184	6434	6689	6957	7131	7309	7493	7718	7833
37	5397	5610	5830	6060	6305	6564	6823	7102	7280	7461	7648	7877	7996
38	5499	5717	5945	6184	6434	6689	6957	7247	7428	7614	7804	8038	8159
39	5609	5829	6060	6305	6564	6823	7102	7394	7579	7769	7963	8202	8324
40	5717	5945	6184	6434	6689	6957	7247	7544	7732	7926	8124	8368	8493
41	5828	6060	6305	6510	6823	7102	7394	7698	7891	8088	8291	8540	8667
42	5948	6184	6434	6689	6957	7247	7544	7861	8057	8259	8465	8719	8850
43	6064	6305	6564	6823	7102	7394	7698	8021	8220	8427	8637	8896	9030
44	6185	6434	6689	6957	7247	7544	7861	8183	8387	8597	8812	9076	9212
45	6308	6564	6823	7102	7394	7698	8021	8349	8558	8773	8992	9262	9401
46	6431	6689	6959	7247	7544	7861	8183	8523	8736	8954	9179	9454	9597
47	6560	6823	7102	7394	7698	8021	8349	8701	8918	9141	9369	9650	9795
48	6688	6957	7247	7544	7861	8183	8523	8879	9102	9329	9562	9849	9996
49	6823	7102	7394	7698	8021	8349	8701	9059	9285	9518	9756	10049	10199
50	6968	7247	7544	7861	8183	8523	8879	9256	9487	9725	9968	10267	10422
51	7107	7394	7697	8021	8349	8701	9059	9443	9679	9921	10168	10473	10631
52	7246	7544	7861	8183	8523	8879	9256	9640	9882	10129	10382	10693	10854
53	7394	7698	8021	8349	8701	9059	9443	9838	10085	10337	10596	10914	11078
54	7550	7861	8183	8523	8879	9256	9640	10046	10298	10555	10819	11144	11310
55	7705	8021	8349	8701	9059	9443	9838	10256	10512	10775	11044	11375	11545

CITY OF HAWTHORNE
HAWTHORNE EXECUTIVE GROUP
CLASS AND SALARY LISTING
JULY 1, 2012 - JUNE 30, 2014

CLASSIFICATION	SALARY RANGE
Administrative Services Director	51
Assistant City Attorney	35
Assistant Director of Finance	19
Assistant Director of Recreation & Community Services	19
Cable Television Administrator	19
Chief of General Services & Public Works	55
Chief of Police Services	63
Deputy City Attorney	27
Director of Building & Safety	35
Director of Licensing & Code Enforcement	35
Director of Housing	35
Director of Job Training & Development	69
Director of Planning & Community Development	35
Economic Development Director	19
Finance Manager	19
Human Resources Manager	19
Information Systems Manager	19
Public Risk Manager	19

Monthly Salary Schedule

	A	B	C	D	E	F	G	H	I	J
1	5468	5685	5914	6154	6404	6724	6892	7064	7241	7422
3	5564	5785	6019	6265	6517	6843	7014	7189	7369	7553
5	6224	6478	6747	7022	7312	7678	7870	8067	8269	8476
7	6335	6594	6869	7151	7446	7818	8014	8214	8419	8630
9	6558	6826	7102	7395	7700	8085	8287	8494	8706	8924
11	6676	6950	7230	7530	7841	8233	8439	8650	8866	9088
13	7349	7646	7964	8293	8638	9070	9297	9529	9767	10011
15	7481	7788	8110	8447	8796	9236	9467	9704	9947	10196
17	7724	8042	8375	8722	9085	9539	9777	10021	10272	10529
19	7866	8189	8530	8885	9252	9715	9958	10207	10462	10724
21	8038	8374	8720	9081	9462	9935	10184	10439	10700	10968
23	8188	8527	8879	9251	9638	10120	10373	10632	10898	11171
25	8209	8546	8899	9265	9672	10155	10409	10669	10936	11209
27	8360	8706	9064	9436	9852	10345	10604	10870	11142	11421
29	8376	8722	9086	9466	9867	10360	10619	10885	11157	11436
31	8531	8885	9254	9644	10049	10552	10816	11086	11363	11647
33	8547	8905	9280	9666	10074	10578	10842	11113	11391	11676
35	8707	9071	9452	9846	10262	10775	11045	11321	11604	11894
37	8722	9085	9462	9865	10280	10794	11063	11340	11624	11915

CITY OF HAWTHORNE
 HAWTHORNE EXECUTIVE GROUP
 CLASS AND SALARY LISTING
 JULY 1, 2012 - JUNE 30, 2014

39	8885	9252	9638	1 0048	1 0471	1 0995	1 1 270	1 1 552	1 1 841	1 21 37
41	8905	9280	9666	1 0074	1 0498	1 1 023	1 1 299	1 1 585	1 1 875	1 21 72
43	9071	9452	9846	1 0262	1 0695	1 1 230	1 1 510	1 1 798	1 2093	1 2395
45	9085	9462	9865	1 0280	1 0711	1 1 247	1 1 528	1 1 816	1 2111	1 241 4
47	9252	9638	1 0048	1 0471	1 091 2	1 1 458	1 1 744	1 2038	1 2339	1 2648
49	9427	9868	1 0287	1 0720	1 1 172	1 1 730	1 2024	1 2325	1 2633	1 2949
51	9602	1 0054	1 0479	1 0920	1 1 384	1 1 953	1 2252	1 2558	1 2872	1 3194
53	9875	1 0283	1 0725	1 1 178	1 1 653	1 2236	1 2542	1 2856	1 31 77	1 3506
55	1 0059	1 0478	1 0927	1 1 390	1 1 875	1 2469	1 2780	1 31 00	1 3428	1 3764
57	1 0409	1 0847	1 1 359	1 1 787	1 2289	1 2904	1 3226	1 3557	1 3896	1 4243
59	1 0603	1 1 052	1 1 572	1 201 0	1 2519	1 31 45	1 3474	1 3811	1 4156	1 451 0
61	1 1 004	1 1 470	1 1 958	1 2468	1 3000	1 3650	1 3991	1 4341	1 4700	1 5068
63	1 1 198	1 1 673	1 21 70	1 2690	1 3233	1 3895	1 4242	1 4598	1 4963	1 5337
65	1 1 635	1 21 29	1 2644	1 3188	1 3751	1 4439	1 4800	1 51 70	1 5549	1 5938
67	1 1 852	1 2359	1 2886	1 3439	1 401 2	1 471 3	1 5080	1 5457	1 5843	1 6239
69	1 2302	1 2828	1 3375	1 3948	1 4549	1 5277	1 5659	1 6051	1 6452	1 6863

CITY OF HAWTHORNE
EXECUTIVE GROUP
CLASS AND SALARY LISTING
JULY 1, 2014 - JUNE 30, 2016

CLASSIFICATION	SALARY RANGE
Administrative Services Director	51
Assistant City Attorney	35
Director of Recreation & Community Services	35*
Assistant Director of Recreation & Community Services	19
Chief of General Services & Public Works	55
City Engineer	27
Deputy City Attorney	27
Director of Building & Safety	35
Director of Licensing & Code Enforcement	35
Director of Housing	35
Director of Planning & Community Development	35
Director of Finance	35
Economic Development Director	19
Finance Manager	19
Human Resources Manager	19
Director of Human Resources	35
Information Systems Manager	19
Public Risk Manager	19*

Monthly Salary Schedule

	A	B	C	D	E	F	G	H	I	J
1	5468	5685	5914	6154	6404	6724	6926	7134	7348	7568
3	5564	5785	6019	6265	6517	6843	7048	7259	7477	7701
5	6224	6478	6747	7022	7312	7678	7908	8145	8389	8641
7	6335	6594	6869	7151	7446	7818	8053	8295	8544	8800
9	6558	6826	7102	7395	7700	8085	8328	8578	8835	9100
11	6676	6950	7230	7530	7841	8233	8480	8734	8996	9266
13	7349	7646	7964	8293	8638	9070	9342	9622	9911	10208
15	7481	7788	8110	8447	8796	9236	9513	9798	10092	10395
17	7724	8042	8375	8722	9085	9539	9825	10120	10424	10737
19	7866	8189	8530	8885	9252	9715	10006	10306	10615	10933
21	8038	8374	8720	9081	9462	9935	10233	10540	10856	11182
23	8188	8527	8879	9251	9638	10120	10424	10737	11059	11391
25	8209	8546	8899	9265	9672	10155	10460	10774	11097	11430
27	8360	8706	9064	9436	9852	10345	10655	10975	11304	11643
29	8376	8722	9086	9466	9867	10360	10671	10991	11321	11661
31	8531	8885	9254	9644	10049	10552	10869	11195	11531	11877
33	8547	8905	9280	9666	10074	10578	10895	11222	11559	11906
35	8707	9071	9452	9846	10262	10775	11098	11431	11774	12127
37	8722	9085	9462	9865	10280	10794	11118	11452	11796	12150

CITY OF HAWTHORNE
EXECUTIVE GROUP
CLASS AND SALARY LISTING
JULY 1, 2014 - JUNE 30, 2016

39	8885	9252	9638	1 004 8	1 0471	1 0995	1 1 325	1 1 665	1 201 5	1 2375
41	8905	9280	9666	1 0074	1 0498	1 1 023	1 1 354	1 1 695	1 2046	1 2407
43	9071	9452	9846	1 0262	1 0695	1 1 230	1 1 567	1 1 914	1 2271	1 2639
45	9085	9462	9865	1 0280	1 0711	1 1 247	1 1 584	1 1 932	1 2290	1 2659
47	9252	9638	1 0048	1 0471	1 091 2	1 1 458	1 1 802	1 2156	1 2521	1 2897
49	9427	9868	1 0287	1 0720	1 1 172	1 1 730	1 2082	1 244 4	1 281 7	1 3202
51	9602	1 0054	1 0479	1 0920	1 1 384	1 1 953	1 231 2	1 2681	1 3061	1 3453
53	9875	1 0283	1 0725	1 1 178	1 1 653	1 2236	1 2603	1 2981	1 3370	1 3771
55	1 0059	1 0478	1 0927	1 1 390	1 1 875	1 2469	1 2843	1 3228	1 3625	1 4034
57	1 0409	1 0847	1 1 359	1 1 787	1 2289	1 2904	1 3291	1 3690	1 41 01	1 4524
59	1 0603	1 1 052	1 1 572	1 201 0	1 2519	1 31 45	1 3539	1 3945	1 4363	1 4794
61	1 1 004	1 1 470	1 1 958	1 2468	1 3000	1 3650	1 4060	1 4482	1 491 6	1 5363
63	1 1 198	1 1 673	1 21 70	1 2690	1 3233	1 3895	1 431 2	1 4741	1 5183	1 5638
65	1 1 635	1 21 29	1 2644	1 3188	1 3751	1 4439	1 4872	1 531 8	1 5778	1 6251
67	1 1 85	1 2359	1 2886	1 3439	1 401 2	1 471 3	1 51 54	1 5609	1 6077	1 6559
69	1 2302	1 2828	1 3375	1 3948	1 4549	1 5277	1 5735	1 6207	1 6693	1 7194

Longevity Base Pay*

19 | 1 1 851 | 1 2201 | 1 2512 |

3s | 1 394s |

CITY OF HAWTHORNE
 HAWTHORNE POLICE OFFICERS' ASSOCIATION
 CLASS AND SALARY LISTING
 JULY 1, 2012 - JUNE 30, 2015

CLASSIFICATION TITLE

YEARS OF SERVICE

Police Officer

0-5 Years

Monthly Salary Schedule

A	B	C	D	E	F	G	H	I	J
4,863	5,082	5,310	5,539	5,790	6,047	6,199	6,509	6,704	6,905

Police Officer

5+ Years

Monthly Salary Schedule

K	L	M	N	O
6,107	6,261	6,574	6,771	6,974

Police Officer

7+ Years

Monthly Salary Schedule

P	Q	R	S
6,324	6,640	6,839	7,044

Police Officer

14+ Years

Monthly Salary Schedule

| 7.14 |

CITY OF HAWTHORNE
HAWTHORNE POLICE OFFICERS' ASSOCIATION
CLASS AND SALARY LISTING
JULY 1, 2015 - JUNE 30, 2020

CLASSIFICATION TITLE

Police Officer

2015	A	B	C	D	E	F	G	H	HI	I	J
	4,863	5,082	5,310	5,539	5,848	6,107	6,324	6,640	6,706	6,907	7,114

2017	A	B	C	D	E	F	G	H	HI	I	J
	4,912	5,133	5,363	5,594	5,906	6,168	6,387	6,706	6,773	6,976	7,185

2018	A	B	C	D	E	F	G	H	HI	I	J
	4,961	5,184	5,417	5,650	5,966	6,230	6,451	6,773	6,841	7,150	7,365

2019	A	B	C	D	E	F	G	H	HI	I	J
	5,060	5,288	5,525	5,763	6,085	6,354	6,580	6,909	6,978	7,293	7,623

CITY OF HAWTHORNE
HAWTHORNE POLICE MANAGEMENT SUPERVISORY GROUP
CLASS AND SALARY LISTING
JULY 1, 2012 - JUNE 30, 2015

CLASSIFICATION TITLE

Police Sergeant

Monthly Salary Schedule

A
7,477 7,811 8,145 8,479 8,813 9,147

Police Lieutenant

Monthly Salary Schedule

A	B	C	D	E	F
8,351	8,701	9,052	9,403	9,754	10,105

Police Captain

Monthly Salary Schedule

A	B	C	D	E	F
10,093	10,486	10,879	11,272	11,665	12,058

OTY OF HAWTHORNE
 HAWTHORNE POLICE MANAGEMENT SUPERVISORY GROUP
 CLASS AND SALARY LISTING
 JULY 1, 2015 - JUNE 30, 2019

CLASSIFICATION TITLE

Police Sergeant

Monthly Salary Schedule

2015	A	B	c	D	E	F	G	H
		7477	7811	8005	8206	8412	8580	8752
2016	A	B	c	D	E	F	G	H
		7552	7889	8085	8288	8496	8666	8840
2017	A	B	c	D	E	F	G	H
		7703	8047	8247	8454	8666	8926	9105
2018	A	B	c	D	E	F	G	H
		8011	8369	8577	8792	9013	9283	9561

Police Lieutenant

Monthly Salary Schedule

2015	A	B	c	D	E	F	G	H
	8351	8701	9092	9319	9552	9791	9987	10187
	10093	10486	10895	11167	11447	11734	11969	12209
2016	A	B	c	D	E	F	G	H
	8435	8788	9183	9412	9648	9889	10087	10289
	10194	10591	11004	11279	11561	11851	12089	12331
2017	A	B	c	D	E	F	G	H
	8604	8964	9367	9600	9841 - -	10087	10390	10598
	10398	10803	11224	11505	11792	12088	12452	12701
2018	A	B	c	D	E	F	G	H
	8948	9323	9742	9984	10235	10490	10806	11130

CITY OF HAWTHORNE
 HAWTHORNE POLICE MANAGEMENT SUPERVISORY GROUP
 CLASS AND SALARY LISTING
 JULY 1, 2015 - JUNE 30, 2019

Police Captain

Monthly Salary Schedule

2015	A	B	c	D	E	F	G	H
	10093	10486	10895	11167	11447	11734	11969	12209
2016	A	B	c	D	E	F	G	H
	10194	10591	11004	11279	11561	11851	12089	12331
2017	A	B	c	D	E	F	G	H
	10398	10803	11224	11505	11792	12088	12452	12701
2018	A	B	c	D	E	F	G	H
	10814	11235	11673	11965	12264	12572	12950	13339