

RESOLUTION NO. 2024-04

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HUNTINGTON BEACH  
MODIFYING THE NON-ELECTED NON-REPRESENTED EMPLOYEES PAY SCHEDULE  
TO AMEND THE COMPENSATION FOR THE ASSISTANT CITY MANAGER, POLICE  
CHIEF AND FIRE CHIEF EFFECTIVE FISCAL YEAR 23/24 THROUGH FISCAL  
YEAR 26/27

WHEREAS, the City Council of the City of Huntington Beach desires to modify the salary for non-elected, non-represented employees upon adoption of this resolution;

WHEREAS, The City Council of the City of Huntington Beach adopted Resolution No. 2023-32Restricted2, modifying salary and benefits for the Police Management Association (PMA);

WHEREAS, the City Council of the City of Huntington Beach adopted Resolution No. 2024-01, modifying the salary and benefits for the Fire Management Association, (FMA); and

WHEREAS, to maintain parity between PMA and FMA salaries and those of higher level executive staff;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Huntington Beach as follows:

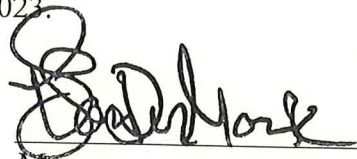
SECTION 1. Effective January 6, 2024, the salary range for the Assistant City Manager, Fire Chief and Police Chief shall be modified as reflected in Exhibit 1A, attached hereto and incorporated by this reference.

SECTION 2. Effective January 1, 2025, the salary range for Assistant City Manager, Fire Chief and Police Chief shall be modified as reflected in Exhibit 1B, attached hereto and incorporated by this reference.

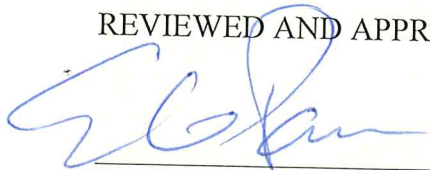
SECTION 3. Effective January 1, 2026, the salary range for Assistant City Manager, Fire Chief and Police Chief shall be modified as reflected in Exhibit 1C, attached hereto and incorporated by this reference.

All other benefits and salary ranges established and reflected in the Non-Associated Employees Pay and Benefits Resolution Nos. 2022-09 and 2022-24 shall continue unless modified by City Council action.

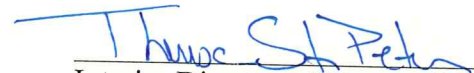
PASSED AND ADOPTED by the City Council of the City of Huntington Beach at a regular meeting thereof held on the 16th day of January, 2023.

  
\_\_\_\_\_  
Mayor



REVIEWED AND APPROVED

  
\_\_\_\_\_  
Interim City Manager

INITIATED AND APPROVED

  
\_\_\_\_\_  
Interim Director of Human Resources

APPROVED AS TO FORM:

  
\_\_\_\_\_  
City Attorney 

**EXHIBIT 1A**  
**NON-ASSOCIATED APPOINTED EXECUTIVE MANAGEMENT SALARY SCHEDULE**  
**Effective January 6, 2024\***

			Starting Point				Control Point		High Point
Job No	Description	Pay Range	A	B	C	D	E	F	G

**EXECUTIVE MANAGEMENT**

0591	City Manager	NA0591	Per Contract				139.86		153.85
0029	Interim City Manager	289	98.36	103.28	108.44	113.87	119.56	125.54	131.82
0925	Interim City Manager/Police Chief	NA0591	Per Contract						153.85

**DEPARTMENT HEADS**

0592	Assistant City Manager	293	102.36	107.47	112.85	118.49	124.42	130.64	137.17
0015	Fire Chief	293	102.36	107.47	112.85	118.49	124.42	130.64	137.17
0011	Police Chief	293	102.36	107.47	112.85	118.49	124.42	130.64	137.17
0518	Chief Financial Officer	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0479	Chief Information Officer	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0589	Community Development Director	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0574	Director of Human Resources	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0801	Director of Community & Library Services	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0010	Director of Public Works	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03

**CONTRACT NON-DEPARTMENT HEADS**

0593	Chief Assistant City Attorney	267	79.02	82.98	87.12	91.48	96.05	100.86	105.90
0778	Director of Homelessness & Behavioral Health Services	258	72.26	75.87	79.66	83.64	87.83	92.22	96.83
0845	Deputy Director of Public Works	258	72.26	75.87	79.66	83.64	87.83	92.22	96.83
0900	Assistant Chief Financial Officer	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0850	Deputy Director of Administrative Services	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0855	Deputy Director of Community & Library Services	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0840	Deputy Director of Community Development	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0779	Deputy City Manager	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0906	Deputy City Treasurer	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0699	Deputy Community Prosecutor	206	43.07	45.22	47.48	49.86	52.35	54.97	57.72

\*Per Resolution No. 2024-04 adopted January 16, 2024, the range for the Assistant City Manager, Fire Chief and Police Chief were amended.



**EXHIBIT 1B**  
**NON-ASSOCIATED APPOINTED EXECUTIVE MANAGEMENT SALARY SCHEDULE**  
**Effective January 1, 2025\***

			Starting Point				Control Point		High Point
Job No	Description	Pay Range	A	B	C	D	E	F	G

**EXECUTIVE MANAGEMENT**

0591	City Manager	NA0591	Per Contract				139.86		153.85
0029	Interim City Manager	289	98.36	103.28	108.44	113.87	119.56	125.54	131.82
0925	Interim City Manager/Police Chief	NA0591	Per Contract						153.85

**DEPARTMENT HEADS**

0592	Assistant City Manager	297	106.51	111.84	117.43	123.30	129.47	135.94	142.74
0015	Fire Chief	297	106.51	111.84	117.43	123.30	129.47	135.94	142.74
0011	Police Chief	297	106.51	111.84	117.43	123.30	129.47	135.94	142.74
0518	Chief Financial Officer	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0479	Chief Information Officer	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0589	Community Development Director	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0574	Director of Human Resources	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0801	Director of Community & Library Services	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0010	Director of Public Works	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03

**CONTRACT NON-DEPARTMENT HEADS**

0593	Chief Assistant City Attorney	267	79.02	82.98	87.12	91.48	96.05	100.86	105.90
0778	Director of Homelessness & Behavioral Health Services	258	72.26	75.87	79.66	83.64	87.83	92.22	96.83
0845	Deputy Director of Public Works	258	72.26	75.87	79.66	83.64	87.83	92.22	96.83
0900	Assistant Chief Financial Officer	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0850	Deputy Director of Administrative Services	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0855	Deputy Director of Community & Library Services	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0840	Deputy Director of Community Development	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
0779	Deputy City Manager	249	66.07	69.37	72.84	76.48	80.30	84.32	88.53
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0699	Deputy Community Prosecutor	206	43.07	45.22	47.48	49.86	52.35	54.97	57.72

\*Per Resolution No. 2024-04 adopted January 16, 2024, the range for the Assistant City Manager, Fire Chief and Police Chief were amended.

**EXHIBIT 1C**  
**NON-ASSOCIATED APPOINTED EXECUTIVE MANAGEMENT SALARY SCHEDULE**  
**Effective January 1, 2026\***

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**EXECUTIVE MANAGEMENT**

0591	City Manager	NA0591	Per Contract				139.86		153.85
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0925	Interim City Manager/Police Chief	NA0591	Per Contract						153.85

**DEPARTMENT HEADS**

0592	Assistant City Manager	301	110.84	116.38	122.20	128.31	134.72	141.46	148.53
0015	Fire Chief	301	110.84	116.38	122.20	128.31	134.72	141.46	148.53
0011	Police Chief	301	110.84	116.38	122.20	128.31	134.72	141.46	148.53
0518	Chief Financial Officer	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0479	Chief Information Officer	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0589	Community Development Director	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0574	Director of Human Resources	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
0801	Director of Community & Library Services	269	80.61	84.64	88.88	93.32	97.99	102.88	108.03
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\*Per Resolution No. 2024-04 adopted January 16, 2024, the range for the Assistant City Manager, Fire Chief and Police Chief were amended.

STATE OF CALIFORNIA  
COUNTY OF ORANGE                    ) ss:  
CITY OF HUNTINGTON BEACH        )

I, ROBIN ESTANISLAU, the duly elected, qualified City Clerk of the City of Huntington Beach, and ex-officio Clerk of the City Council of said City, do hereby certify that the whole number of members of the City Council of the City of Huntington Beach is seven; that the foregoing resolution was passed and adopted by the affirmative vote of at least a majority of all the members of said City Council at a **Regular** meeting thereof held on **January 16, 2024** by the following vote:

**AYES:** Moser, Bolton, Burns, Van Der Mark, Strickland, McKeon, Kalmick  
**NOES:** None  
**ABSENT:** None  
**RECUSE:** None



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City Clerk and ex-officio Clerk of the  
City Council of the City of  
Huntington Beach, California