

**City of Coachella - Salary Schedule**  
**Sanitary/Miscellaneous Employees**  
**July 1, 2025 - June 30, 2026 (4% COLA effective July 1, 2025)**  
*(Revised by Council 8/6/25, Resolution No. 2025-46)*

| Position Title                            | Step | A          | B          | C          | D          |
|-------------------------------------------|------|------------|------------|------------|------------|
| <b>Accountant</b>                         | h    | 45.42      | 47.69      | 50.08      | 52.58      |
|                                           | m    | 7,873.24   | 8,266.90   | 8,680.24   | 9,114.26   |
|                                           | a    | 94,478.84  | 99,202.78  | 104,162.92 | 109,371.07 |
| <b>Grade 13</b>                           |      |            |            |            |            |
| <b>Accounting Technician I</b>            | h    | 32.86      | 34.50      | 36.23      | 38.04      |
|                                           | m    | 5,695.32   | 5,980.09   | 6,279.10   | 6,593.05   |
|                                           | a    | 68,343.90  | 71,761.09  | 75,349.15  | 79,116.60  |
| <b>Grade 7</b>                            |      |            |            |            |            |
| <b>Accounting Technician II</b>           | h    | 38.11      | 40.02      | 42.02      | 44.12      |
|                                           | m    | 6,605.76   | 6,936.05   | 7,282.85   | 7,647.00   |
|                                           | a    | 79,269.16  | 83,232.61  | 87,394.24  | 91,763.96  |
| <b>Grade 30</b>                           |      |            |            |            |            |
| <b>Assistant Engineer</b>                 | h    | 47.33      | 49.70      | 52.19      | 54.79      |
|                                           | m    | 8,204.45   | 8,614.68   | 9,045.41   | 9,497.68   |
|                                           | a    | 98,453.45  | 103,376.12 | 108,544.92 | 113,972.17 |
| <b>Grade 21</b>                           |      |            |            |            |            |
| <b>Assistant Engineer (Utilities)</b>     | h    | 48.75      | 51.19      | 53.75      | 56.44      |
|                                           | m    | 8,450.59   | 8,873.12   | 9,316.77   | 9,782.61   |
|                                           | a    | 101,407.05 | 106,477.40 | 111,801.27 | 117,391.34 |
| <b>Grade 31</b>                           |      |            |            |            |            |
| <b>Building Inspector I</b>               | h    | 37.09      | 38.94      | 40.89      | 42.94      |
|                                           | m    | 6,428.99   | 6,750.44   | 7,087.96   | 7,442.36   |
|                                           | a    | 77,147.86  | 81,005.25  | 85,055.51  | 89,308.29  |
| <b>Grade 11</b>                           |      |            |            |            |            |
| <b>Building Inspector II</b>              | h    | 42.48      | 44.61      | 46.84      | 49.18      |
|                                           | m    | 7,363.89   | 7,732.08   | 8,118.68   | 8,524.62   |
|                                           | a    | 88,366.62  | 92,784.95  | 97,424.20  | 102,295.41 |
| <b>Grade 19</b>                           |      |            |            |            |            |
| <b>Building Maintenance Worker</b>        | h    | 27.05      | 28.41      | 29.83      | 31.32      |
|                                           | m    | 4,689.16   | 4,923.62   | 5,169.80   | 5,428.29   |
|                                           | a    | 56,269.89  | 59,083.39  | 62,037.56  | 65,139.43  |
| <b>Grade 2</b>                            |      |            |            |            |            |
| <b>Code Enforcement Aide</b>              | h    | 19.92      | 20.91      | 21.96      | 23.06      |
|                                           | m    | 3,452.41   | 3,625.03   | 3,806.28   | 3,996.60   |
|                                           | a    | 41,428.93  | 43,500.37  | 45,675.39  | 47,959.16  |
| <b>Grade 10</b>                           |      |            |            |            |            |
| <b>Code Enforcement Officer</b>           | h    | 34.80      | 36.54      | 38.37      | 40.29      |
|                                           | m    | 6,032.81   | 6,334.45   | 6,651.17   | 6,983.73   |
|                                           | a    | 72,393.72  | 76,013.41  | 79,814.08  | 83,804.78  |
| <b>Grade 9</b>                            |      |            |            |            |            |
| <b>Construction Project Coordinator</b>   | h    | 47.29      | 49.65      | 52.13      | 54.74      |
|                                           | m    | 8,196.07   | 8,605.87   | 9,036.17   | 9,487.97   |
|                                           | a    | 98,352.83  | 103,270.47 | 108,433.99 | 113,855.69 |
| <b>Grade 20</b>                           |      |            |            |            |            |
| <b>Customer Service Representative I</b>  | h    | 28.40      | 29.81      | 31.31      | 32.87      |
|                                           | m    | 4,921.83   | 5,167.93   | 5,426.32   | 5,697.64   |
|                                           | a    | 59,062.01  | 62,015.11  | 65,115.86  | 68,371.65  |
| <b>Grade 28</b>                           |      |            |            |            |            |
| <b>Customer Service Representative II</b> | h    | 29.80      | 31.29      | 32.85      | 34.49      |
|                                           | m    | 5,164.99   | 5,423.24   | 5,694.40   | 5,979.12   |
|                                           | a    | 61,979.89  | 65,078.88  | 68,332.83  | 71,749.47  |
| <b>Grade 29</b>                           |      |            |            |            |            |

|                                                           |   |            |            |            |            |
|-----------------------------------------------------------|---|------------|------------|------------|------------|
| <b>Customer Service Technician</b>                        | h | 35.59      | 37.37      | 39.24      | 41.20      |
|                                                           | m | 6,169.06   | 6,477.51   | 6,801.39   | 7,141.46   |
|                                                           | a | 74,028.74  | 77,730.18  | 81,616.69  | 85,697.52  |
| <b>Grade 17</b>                                           |   |            |            |            |            |
| <b>Department Assistant I</b>                             | h | 27.05      | 28.41      | 29.83      | 31.32      |
|                                                           | m | 4,689.16   | 4,923.62   | 5,169.80   | 5,428.29   |
|                                                           | a | 56,269.89  | 59,083.39  | 62,037.56  | 65,139.43  |
| <b>Grade 2</b>                                            |   |            |            |            |            |
| <b>Department Assistant II</b>                            | h | 28.38      | 29.80      | 31.29      | 32.86      |
|                                                           | m | 4,919.74   | 5,165.72   | 5,424.01   | 5,695.21   |
|                                                           | a | 59,036.85  | 61,988.69  | 65,088.13  | 68,342.54  |
| <b>Grade 3</b>                                            |   |            |            |            |            |
| <b>Economic Development Technician</b>                    | h | 35.59      | 37.37      | 39.24      | 41.20      |
|                                                           | m | 6,169.06   | 6,477.51   | 6,801.39   | 7,141.46   |
|                                                           | a | 74,028.74  | 77,730.18  | 81,616.69  | 85,697.52  |
| <b>Grade 17</b>                                           |   |            |            |            |            |
| <b>Engineering Technician</b>                             | h | 35.59      | 37.37      | 39.24      | 41.20      |
|                                                           | m | 6,169.06   | 6,477.51   | 6,801.39   | 7,141.46   |
|                                                           | a | 74,028.74  | 77,730.18  | 81,616.69  | 85,697.52  |
| <b>Grade 17</b>                                           |   |            |            |            |            |
| <b>Fleet Services Coordinator</b>                         | h | 48.74      | 51.17      | 53.73      | 56.42      |
|                                                           | m | 8,447.61   | 8,869.99   | 9,313.49   | 9,779.17   |
|                                                           | a | 101,371.33 | 106,439.90 | 111,761.89 | 117,349.99 |
| <b>Grade 22</b>                                           |   |            |            |            |            |
| <b>Graffiti Maintenance Worker</b>                        | h | 30.45      | 31.97      | 33.57      | 35.25      |
|                                                           | m | 5,278.18   | 5,542.09   | 5,819.20   | 6,110.16   |
|                                                           | a | 63,338.22  | 66,505.13  | 69,830.38  | 73,321.90  |
| <b>Grade 5</b>                                            |   |            |            |            |            |
| <b>Heavy Equipment Operator</b>                           | h | 32.65      | 34.28      | 36.00      | 37.80      |
|                                                           | m | 5,659.69   | 5,942.67   | 6,239.81   | 6,551.80   |
|                                                           | a | 67,916.28  | 71,312.09  | 74,877.69  | 78,621.58  |
| <b>Grade 23</b>                                           |   |            |            |            |            |
| <b>Heavy Equipment Operator (Utilities)</b>               | h | 33.63      | 35.32      | 37.08      | 38.94      |
|                                                           | m | 5,829.82   | 6,121.32   | 6,427.38   | 6,748.75   |
|                                                           | a | 69,957.89  | 73,455.78  | 77,128.57  | 80,985.00  |
| <b>Grade 32</b>                                           |   |            |            |            |            |
| <b>Human Resources Technician</b>                         | h | 35.47      | 37.24      | 39.11      | 41.06      |
|                                                           | m | 6,148.10   | 6,455.50   | 6,778.28   | 7,117.19   |
|                                                           | a | 73,777.20  | 77,466.06  | 81,339.36  | 85,406.33  |
| <b>Grade 24</b>                                           |   |            |            |            |            |
| <b>Information Technology Technician</b>                  | h | 35.59      | 37.37      | 39.24      | 41.20      |
|                                                           | m | 6,169.06   | 6,477.51   | 6,801.39   | 7,141.46   |
|                                                           | a | 74,028.74  | 77,730.18  | 81,616.69  | 85,697.52  |
| <b>Grade 17</b>                                           |   |            |            |            |            |
| <b>Payroll Specialist</b>                                 | h | 41.34      | 43.40      | 45.57      | 47.85      |
|                                                           | m | 7,164.75   | 7,522.99   | 7,899.13   | 8,294.09   |
|                                                           | a | 85,976.97  | 90,275.82  | 94,789.61  | 99,529.10  |
| <b>Grade 18</b>                                           |   |            |            |            |            |
| <b>Parks Ranger</b>                                       | h | 31.59      | 33.17      | 34.83      | 36.57      |
|                                                           | m | 5,475.23   | 5,748.99   | 6,036.44   | 6,338.26   |
|                                                           | a | 65,702.71  | 68,987.84  | 72,437.24  | 76,059.10  |
| <b>Grade 25</b>                                           |   |            |            |            |            |
| <b>Planning Technician</b>                                | h | 33.55      | 35.22      | 36.99      | 38.83      |
|                                                           | m | 5,814.81   | 6,105.55   | 6,410.82   | 6,731.37   |
|                                                           | a | 69,777.69  | 73,266.57  | 76,929.90  | 80,776.39  |
| <b>Grade 8</b>                                            |   |            |            |            |            |
| <b>Public Works/Landscape &amp; Lighting Inspector</b>    | h | 42.48      | 44.61      | 46.84      | 49.18      |
|                                                           | m | 7,363.89   | 7,732.08   | 8,118.68   | 8,524.62   |
|                                                           | a | 88,366.62  | 92,784.95  | 97,424.20  | 102,295.41 |
| <b>Grade 19</b>                                           |   |            |            |            |            |
| <b>Public Works Parks Maintenance Worker Trainee/I/II</b> | h | 27.05      | 28.41      | 29.83      | 31.32      |
|                                                           | m | 4,689.16   | 4,923.62   | 5,169.80   | 5,428.29   |

|                                         |   |            |            |            |            |
|-----------------------------------------|---|------------|------------|------------|------------|
| <b>Grade 2</b>                          | a | 56,269.89  | 59,083.39  | 62,037.56  | 65,139.43  |
| <b>Public Works Streets Maintenance</b> | h | 27.91      | 29.31      | 30.77      | 32.31      |
| <b>Worker Trainee/I/II</b>              | m | 4,837.99   | 5,079.89   | 5,333.88   | 5,600.57   |
| <b>Grade 26</b>                         | a | 58,055.84  | 60,958.63  | 64,006.56  | 67,206.89  |
| <b>Recreation Services Coordinator</b>  | h | 29.76      | 31.25      | 32.81      | 34.45      |
|                                         | m | 5,158.70   | 5,416.64   | 5,687.47   | 5,971.84   |
| <b>Grade 4</b>                          | a | 61,904.43  | 64,999.65  | 68,249.63  | 71,662.11  |
| <b>Senior Accountant</b>                | h | 53.37      | 56.03      | 58.84      | 61.78      |
|                                         | m | 9,249.97   | 9,712.47   | 10,198.09  | 10,708.00  |
| <b>Grade 16</b>                         | a | 110,999.63 | 116,549.61 | 122,377.09 | 128,495.95 |
| <b>Senior Center Assistant</b>          | h | 27.05      | 28.41      | 29.83      | 31.32      |
|                                         | m | 4,689.16   | 4,923.62   | 5,169.80   | 5,428.29   |
| <b>Grade 2</b>                          | a | 56,269.89  | 59,083.39  | 62,037.56  | 65,139.43  |
| <b>Senior Center Coordinator</b>        | h | 31.41      | 32.98      | 34.63      | 36.36      |
|                                         | m | 5,443.78   | 5,715.97   | 6,001.77   | 6,301.86   |
| <b>Grade 6</b>                          | a | 65,325.40  | 68,591.67  | 72,021.25  | 75,622.31  |
| <b>Senior Center Operator</b>           | h | 27.91      | 29.31      | 30.77      | 32.31      |
|                                         | m | 4,837.99   | 5,079.89   | 5,333.88   | 5,600.57   |
| <b>Grade 26</b>                         | a | 58,055.84  | 60,958.63  | 64,006.56  | 67,206.89  |
| <b>Senior Code Enforcement Officer</b>  | h | 40.02      | 42.02      | 44.12      | 46.32      |
|                                         | m | 6,936.26   | 7,283.08   | 7,647.23   | 8,029.59   |
| <b>Grade 15</b>                         | a | 83,235.17  | 87,396.93  | 91,766.77  | 96,355.11  |
| <b>Senior Maintenance Worker</b>        | h | 32.41      | 34.03      | 35.73      | 37.52      |
|                                         | m | 5,617.77   | 5,898.65   | 6,193.59   | 6,503.27   |
| <b>Grade 27</b>                         | a | 67,413.19  | 70,783.85  | 74,323.04  | 78,039.20  |
| <b>Senior Water Service Worker III</b>  | h | 33.55      | 35.22      | 36.99      | 38.83      |
|                                         | m | 5,814.81   | 6,105.55   | 6,410.82   | 6,731.37   |
| <b>Grade 8</b>                          | a | 69,777.69  | 73,266.57  | 76,929.90  | 80,776.39  |
| <b>Senior Water Service Worker IV</b>   | h | 38.03      | 39.94      | 41.93      | 44.03      |
|                                         | m | 6,592.49   | 6,922.11   | 7,268.22   | 7,631.63   |
| <b>Grade 14</b>                         | a | 79,109.88  | 83,065.38  | 87,218.65  | 91,579.58  |
| <b>Senior Water Service Worker IV</b>   | h | 39.17      | 41.12      | 43.18      | 45.34      |
|                                         | m | 6,788.84   | 7,128.28   | 7,484.70   | 7,858.93   |
| <b>Grade 33</b>                         | a | 81,466.11  | 85,539.42  | 89,816.39  | 94,307.21  |
| <b>Street Sweeper Operator</b>          | h | 32.65      | 34.28      | 36.00      | 37.80      |
|                                         | m | 5,659.69   | 5,942.67   | 6,239.81   | 6,551.80   |
| <b>Grade 23</b>                         | a | 67,916.28  | 71,312.09  | 74,877.69  | 78,621.58  |
| <b>Treatment Plant Operator Trainee</b> | h | 26.94      | 28.29      | 29.71      | 31.19      |
|                                         | m | 4,670.29   | 4,903.81   | 5,149.00   | 5,406.45   |
| <b>Grade 1</b>                          | a | 56,043.50  | 58,845.68  | 61,787.96  | 64,877.36  |
| <b>Treatment Plant Operator I</b>       | h | 30.45      | 31.97      | 33.57      | 35.25      |
|                                         | m | 5,278.18   | 5,542.09   | 5,819.20   | 6,110.16   |
| <b>Grade 5</b>                          | a | 63,338.22  | 66,505.13  | 69,830.38  | 73,321.90  |
| <b>Treatment Plant Operator II</b>      | h | 33.55      | 35.22      | 36.99      | 38.83      |
|                                         | m | 5,814.81   | 6,105.55   | 6,410.82   | 6,731.37   |
| <b>Grade 8</b>                          | a | 69,777.69  | 73,266.57  | 76,929.90  | 80,776.39  |
| <b>Treatment Plant Operator II</b>      | h | 34.55      | 36.28      | 38.09      | 39.99      |

|                                      |   |           |           |           |           |
|--------------------------------------|---|-----------|-----------|-----------|-----------|
|                                      | m | 5,988.46  | 6,287.88  | 6,602.28  | 6,932.39  |
| <b>Grade 34</b>                      | a | 71,861.50 | 75,454.58 | 79,227.31 | 83,188.67 |
| <b>Treatment Plant Operator III</b>  | h | 38.03     | 39.94     | 41.93     | 44.03     |
|                                      | m | 6,592.49  | 6,922.11  | 7,268.22  | 7,631.63  |
| <b>Grade 14</b>                      | a | 79,109.88 | 83,065.38 | 87,218.65 | 91,579.58 |
| <b>Vehicle/Equipment Mechanic I</b>  | h | 29.76     | 31.25     | 32.81     | 34.45     |
|                                      | m | 5,158.70  | 5,416.64  | 5,687.47  | 5,971.84  |
| <b>Grade 4</b>                       | a | 61,904.43 | 64,999.65 | 68,249.63 | 71,662.11 |
| <b>Vehicle/Equipment Mechanic II</b> | h | 41.34     | 43.40     | 45.57     | 47.85     |
|                                      | m | 7,164.75  | 7,522.99  | 7,899.13  | 8,294.09  |
| <b>Grade 18</b>                      | a | 85,976.97 | 90,275.82 | 94,789.61 | 99,529.10 |
| <b>Water Service Worker I</b>        | h | 26.94     | 28.29     | 29.71     | 31.19     |
|                                      | m | 4,670.29  | 4,903.81  | 5,149.00  | 5,406.45  |
| <b>Grade 1</b>                       | a | 56,043.50 | 58,845.68 | 61,787.96 | 64,877.36 |
| <b>Water Service Worker II</b>       | h | 30.45     | 31.97     | 33.57     | 35.25     |
|                                      | m | 5,278.18  | 5,542.09  | 5,819.20  | 6,110.16  |
| <b>Grade 5</b>                       | a | 63,338.22 | 66,505.13 | 69,830.38 | 73,321.90 |
| <b>Water Service Worker II</b>       | h | 31.37     | 32.93     | 34.58     | 36.31     |
|                                      | m | 5,436.84  | 5,708.68  | 5,994.12  | 6,293.82  |
| <b>Grade 35</b>                      | a | 65,242.11 | 68,504.22 | 71,929.43 | 75,525.90 |



Performance  
Step (5%)  
"O"

E

|            |            |
|------------|------------|
| 55.21      | 57.97      |
| 9,569.97   | 10,048.47  |
| 114,839.62 | 120,581.60 |
| 39.94      | 41.94      |
| 6,922.70   | 7,268.84   |
| 83,072.43  | 87,226.06  |
| 46.32      | 48.64      |
| 8,029.35   | 8,430.81   |
| 96,352.15  | 101,169.76 |
| 57.53      | 60.41      |
| 9,972.56   | 10,471.19  |
| 119,670.78 | 125,654.32 |
| 59.26      | 62.22      |
| 10,271.74  | 10,785.33  |
| 123,260.90 | 129,423.95 |
| 45.08      | 47.34      |
| 7,814.48   | 8,205.20   |
| 93,773.70  | 98,462.39  |
| 51.64      | 54.22      |
| 8,950.85   | 9,398.39   |
| 107,410.18 | 112,780.69 |
| 32.88      | 34.53      |
| 5,699.70   | 5,984.69   |
| 68,396.41  | 71,816.23  |
| 24.21      | 25.42      |
| 4,196.43   | 4,406.25   |
| 50,357.12  | 52,874.98  |
| 42.31      | 44.42      |
| 7,332.92   | 7,699.56   |
| 87,995.02  | 92,394.77  |
| 57.48      | 60.35      |
| 9,962.37   | 10,460.49  |
| 119,548.48 | 125,525.90 |
| 34.51      | 36.24      |
| 5,982.52   | 6,281.65   |
| 71,790.24  | 75,379.75  |
| 36.22      | 38.03      |
| 6,278.08   | 6,591.98   |
| 75,336.94  | 79,103.79  |

|            |            |
|------------|------------|
| 43.26      | 45.42      |
| 7,498.53   | 7,873.46   |
| 89,982.40  | 94,481.52  |
| 32.88      | 34.53      |
| 5,699.70   | 5,984.69   |
| 68,396.41  | 71,816.23  |
| 34.50      | 36.22      |
| 5,979.97   | 6,278.97   |
| 71,759.66  | 75,347.65  |
| 43.26      | 45.42      |
| 7,498.53   | 7,873.46   |
| 89,982.40  | 94,481.52  |
| 43.26      | 45.42      |
| 7,498.53   | 7,873.46   |
| 89,982.40  | 94,481.52  |
| 59.24      | 62.20      |
| 10,268.12  | 10,781.53  |
| 123,217.49 | 129,378.36 |
| 37.01      | 38.86      |
| 6,415.67   | 6,736.45   |
| 76,988.00  | 80,837.40  |
| 39.69      | 41.67      |
| 6,879.39   | 7,223.36   |
| 82,552.66  | 86,680.29  |
| 40.88      | 42.93      |
| 7,086.19   | 7,440.50   |
| 85,034.25  | 89,285.96  |
| 43.11      | 45.27      |
| 7,473.05   | 7,846.71   |
| 89,676.65  | 94,160.48  |
| 43.26      | 45.42      |
| 7,498.53   | 7,873.46   |
| 89,982.40  | 94,481.52  |
| 50.24      | 52.76      |
| 8,708.80   | 9,144.24   |
| 104,505.55 | 109,730.83 |
| 38.40      | 40.31      |
| 6,655.17   | 6,987.93   |
| 79,862.05  | 83,855.16  |
| 40.78      | 42.82      |
| 7,067.93   | 7,421.33   |
| 84,815.21  | 89,055.97  |
| 51.64      | 54.22      |
| 8,950.85   | 9,398.39   |
| 107,410.18 | 112,780.69 |
| 32.88      | 34.53      |
| 5,699.70   | 5,984.69   |

|                      |                       |
|----------------------|-----------------------|
| 68,396.41            | 71,816.23             |
| 33.93                | 35.62                 |
| 5,880.60             | 6,174.63              |
| 70,567.24            | 74,095.60             |
| 36.18                | 37.98                 |
| 6,270.43             | 6,583.96              |
| 75,245.22            | 79,007.48             |
| 64.87                | 68.11                 |
| 11,243.40            | 11,805.57             |
| 134,920.75           | 141,666.78            |
| 32.88                | 34.53                 |
| 5,699.70             | 5,984.69              |
| 68,396.41            | 71,816.23             |
| 38.17                | 40.08                 |
| 6,616.95             | 6,947.80              |
| 79,403.43            | 83,373.60             |
| 33.93                | 35.62                 |
| 5,880.60             | 6,174.63              |
| 70,567.24            | 74,095.60             |
| 48.64                | 51.07                 |
| 8,431.07             | 8,852.63              |
| 101,172.87           | 106,231.51            |
| 39.39                | 41.36                 |
| 6,828.43             | 7,169.85              |
| 81,941.16            | 86,038.21             |
| 40.78                | 42.82                 |
| 7,067.93             | 7,421.33              |
| 84,815.21            | 89,055.97             |
| <del>46.23</del>     | <del>48.54</del>      |
| <del>8,013.21</del>  | <del>8,413.87</del>   |
| <del>96,158.56</del> | <del>100,966.49</del> |
| 47.61                | 49.99                 |
| 8,251.88             | 8,664.47              |
| 99,022.57            | 103,973.70            |
| 39.69                | 41.67                 |
| 6,879.39             | 7,223.36              |
| 82,552.66            | 86,680.29             |
| 32.75                | 34.39                 |
| 5,676.77             | 5,960.61              |
| 68,121.23            | 71,527.29             |
| 37.01                | 38.86                 |
| 6,415.67             | 6,736.45              |
| 76,988.00            | 80,837.40             |
| <del>40.78</del>     | <del>42.82</del>      |
| <del>7,067.93</del>  | <del>7,421.33</del>   |
| <del>84,815.21</del> | <del>89,055.97</del>  |
| 41.99                | 44.09                 |

|            |            |
|------------|------------|
| 7,279.01   | 7,642.96   |
| 87,348.11  | 91,715.51  |
| 46.23      | 48.54      |
| 8,013.21   | 8,413.87   |
| 96,158.56  | 100,966.49 |
| 36.18      | 37.98      |
| 6,270.43   | 6,583.96   |
| 75,245.22  | 79,007.48  |
| 50.24      | 52.76      |
| 8,708.80   | 9,144.24   |
| 104,505.55 | 109,730.83 |
| 32.75      | 34.39      |
| 5,676.77   | 5,960.61   |
| 68,121.23  | 71,527.29  |
| 37.01      | 38.86      |
| 6,415.67   | 6,736.45   |
| 76,988.00  | 80,837.40  |
| 38.13      | 40.03      |
| 6,608.52   | 6,938.94   |
| 79,302.19  | 83,267.30  |

**City of Coachella - Salary Schedule**  
**Confidential Mid-Management Employees**  
**July 1, 2025 - June 30, 2025 (3% COLA Effective July 1, 2025)**  
*(Revised by Council 8/6/25, Resolution No. 2025-46)*

|                                                        | Step | A          | B          | C          | D          |
|--------------------------------------------------------|------|------------|------------|------------|------------|
| <b>Accounting Manager</b>                              | h    | 61.65      | 64.73      | 67.96      | 71.36      |
|                                                        | m    | 10,685.30  | 11,219.57  | 11,780.55  | 12,369.58  |
|                                                        | a    | 128,223.66 | 134,634.84 | 141,366.58 | 148,434.91 |
| <i>Grade 37</i>                                        |      |            |            |            |            |
| <b>Administrative Assistant</b>                        | h    | 37.30      | 39.16      | 41.12      | 43.18      |
|                                                        | m    | 6,464.74   | 6,787.98   | 7,127.38   | 7,483.75   |
|                                                        | a    | 77,576.93  | 81,455.78  | 85,528.57  | 89,804.99  |
| <i>Grade 10</i>                                        |      |            |            |            |            |
| <b>Assistant to the City Manager</b>                   | h    | 61.47      | 64.54      | 67.77      | 71.15      |
|                                                        | a    | 10,654.16  | 11,186.87  | 11,746.22  | 12,333.53  |
|                                                        | m    | 127,849.97 | 134,242.47 | 140,954.59 | 148,002.32 |
| <i>Grade 36</i>                                        |      |            |            |            |            |
| <b>Associate Planner</b>                               | h    | 47.81      | 50.20      | 52.71      | 55.35      |
|                                                        | m    | 8,287.49   | 8,701.87   | 9,136.96   | 9,593.81   |
|                                                        | a    | 99,449.94  | 104,422.44 | 109,643.56 | 115,125.74 |
| <i>Grade 32</i>                                        |      |            |            |            |            |
| <b>Building Official</b>                               | h    | 60.92      | 63.96      | 67.16      | 70.52      |
|                                                        | m    | 10,558.67  | 11,086.60  | 11,640.93  | 12,222.98  |
|                                                        | a    | 126,704.00 | 133,039.21 | 139,691.17 | 146,675.72 |
| <i>Grade 25</i>                                        |      |            |            |            |            |
| <b>Chief Treatment/Collections<br/>System Operator</b> | h    | 49.53      | 52.00      | 54.60      | 57.33      |
|                                                        | m    | 8,584.37   | 9,013.58   | 9,464.26   | 9,937.48   |
|                                                        | a    | 103,012.40 | 108,163.02 | 113,571.17 | 119,249.73 |
| <i>Grade 29</i>                                        |      |            |            |            |            |
| <b>Civil Engineering Associate</b>                     | h    | 47.13      | 49.49      | 51.96      | 54.56      |
|                                                        | m    | 8,169.16   | 8,577.62   | 9,006.50   | 9,456.83   |
|                                                        | a    | 98,029.94  | 102,931.43 | 108,078.01 | 113,481.91 |
| <i>Grade 31</i>                                        |      |            |            |            |            |
| <b>Code Compliance Manager</b>                         | h    | 60.92      | 63.96      | 67.16      | 70.52      |
|                                                        | m    | 10,558.67  | 11,086.60  | 11,640.93  | 12,222.98  |
|                                                        | a    | 126,704.00 | 133,039.21 | 139,691.17 | 146,675.72 |
| <i>Grade 25</i>                                        |      |            |            |            |            |
| <b>Development Services<br/>Technician</b>             | h    | 41.17      | 43.22      | 45.38      | 47.65      |
|                                                        | m    | 7,135.30   | 7,492.07   | 7,866.67   | 8,260.00   |
|                                                        | a    | 85,623.61  | 89,904.79  | 94,400.03  | 99,120.03  |
| <i>Grade 17</i>                                        |      |            |            |            |            |
| <b>Community Services<br/>Coordinator</b>              | h    | 37.30      | 39.16      | 41.12      | 43.18      |
|                                                        | m    | 6,464.74   | 6,787.98   | 7,127.38   | 7,483.75   |
|                                                        | a    | 77,576.93  | 81,455.78  | 85,528.57  | 89,804.99  |
| <i>Grade 10</i>                                        |      |            |            |            |            |
| <b>Customer Service Supervisor</b>                     | h    | 46.44      | 48.76      | 51.19      | 53.75      |
|                                                        | m    | 8,048.75   | 8,451.19   | 8,873.75   | 9,317.44   |
|                                                        | a    | 96,585.02  | 101,414.27 | 106,484.99 | 111,809.24 |
| <i>Grade 34</i>                                        |      |            |            |            |            |
| <b>Deputy City Clerk</b>                               | h    | 46.44      | 48.76      | 51.19      | 53.75      |
|                                                        | m    | 8,048.75   | 8,451.19   | 8,873.75   | 9,317.44   |
|                                                        | a    | 96,585.02  | 101,414.27 | 106,484.99 | 111,809.24 |
| <i>Grade 22</i>                                        |      |            |            |            |            |
| <b>Economic Development<br/>Manager</b>                | h    | 61.95      | 65.04      | 68.29      | 71.71      |
|                                                        | m    | 10,737.21  | 11,274.07  | 11,837.77  | 12,429.66  |
|                                                        | a    | 128,846.46 | 135,288.79 | 142,053.23 | 149,155.89 |
| <i>Grade 38</i>                                        |      |            |            |            |            |
| <b>Environmental/<br/>Special Programs Manager</b>     | h    | 47.81      | 50.20      | 52.71      | 55.35      |
|                                                        | m    | 8,287.49   | 8,701.87   | 9,136.96   | 9,593.81   |

|                                                    |   |             |             |             |             |
|----------------------------------------------------|---|-------------|-------------|-------------|-------------|
| <i>Grade 32</i>                                    | a | —99,449.94  | —104,422.44 | —109,643.56 | —115,125.74 |
| <b>Environmental/<br/>Special Programs Manager</b> | h | 49.25       | 51.72       | 54.30       | 57.02       |
|                                                    | m | 8,537.46    | 8,964.34    | 9,412.55    | 9,883.18    |
| <i>Grade 11</i>                                    | a | 102,449.57  | 107,572.05  | 112,950.65  | 118,598.18  |
| <b>Executive Assistant</b>                         | h | 41.17       | 43.22       | 45.38       | 47.65       |
|                                                    | m | 7,135.30    | 7,492.07    | 7,866.67    | 8,260.00    |
| <i>Grade 17</i>                                    | a | 85,623.61   | 89,904.79   | 94,400.03   | 99,120.03   |
| <b>Finance Manager</b>                             | h | 61.65       | 64.73       | 67.96       | 71.36       |
|                                                    | m | 10,685.30   | 11,219.57   | 11,780.55   | 12,369.58   |
| <i>Grade 37</i>                                    | a | 128,223.66  | 134,634.84  | 141,366.58  | 148,434.91  |
| <b>Finance Services Supervisor</b>                 | h | 46.44       | 48.76       | 51.19       | 53.75       |
|                                                    | m | 8,048.75    | 8,451.19    | 8,873.75    | 9,317.44    |
| <i>Grade 34</i>                                    | a | 96,585.02   | 101,414.27  | 106,484.99  | 111,809.24  |
| <b>Grants Manager</b>                              | h | 56.26       | 59.07       | 62.02       | 65.12       |
|                                                    | m | 9,751.09    | 10,238.65   | 10,750.58   | 11,288.11   |
| <i>Grade 24</i>                                    | a | 117,013.12  | 122,863.77  | 129,006.96  | 135,457.31  |
| <b>Information Technology<br/>Manager</b>          | h | 69.19       | 72.65       | 76.28       | 80.10       |
|                                                    | m | 11,993.20   | 12,592.86   | 13,222.50   | 13,883.63   |
| <i>Grade 40</i>                                    | a | 143,918.41  | 151,114.33  | 158,670.05  | 166,603.55  |
| <b>Management Analyst</b>                          | h | 45.73       | 48.01       | 50.41       | 52.93       |
|                                                    | m | 7,925.81    | 8,322.11    | 8,738.21    | 9,175.12    |
| <i>Grade 14</i>                                    | a | 95,109.78   | 99,865.27   | 104,858.53  | 110,101.45  |
| <b>Parks and Recreation Services<br/>Manager</b>   | h | 56.26       | 59.07       | 62.02       | 65.12       |
|                                                    | m | 9,751.09    | 10,238.65   | 10,750.58   | 11,288.11   |
| <i>Grade 24</i>                                    | a | 117,013.12  | 122,863.77  | 129,006.96  | 135,457.31  |
| <b>Parks Supervisor</b>                            | h | 46.44       | 48.76       | 51.19       | 53.75       |
|                                                    | m | 8,048.75    | 8,451.19    | 8,873.75    | 9,317.44    |
| <i>Grade 34</i>                                    | a | 96,585.02   | 101,414.27  | 106,484.99  | 111,809.24  |
| <b>Permit Technician</b>                           | h | 38.18       | 40.09       | 42.10       | 44.20       |
|                                                    | m | 6,618.37    | 6,949.29    | 7,296.75    | 7,661.59    |
| <i>Grade 12</i>                                    | a | 79,420.44   | 83,391.46   | 87,561.04   | 91,939.09   |
| <b>Planning Manager</b>                            | h | 74.02       | 77.72       | 81.61       | 85.69       |
|                                                    | m | 12,829.84   | 13,471.33   | 14,144.90   | 14,852.14   |
| <i>Grade 41</i>                                    | a | 153,958.07  | 161,655.97  | 169,738.77  | 178,225.71  |
| <b>Principal Planner</b>                           | h | 60.92       | 63.96       | 67.16       | 70.52       |
|                                                    | m | 10,558.67   | 11,086.60   | 11,640.93   | 12,222.98   |
| <i>Grade 39</i>                                    | a | 126,704.00  | 133,039.21  | 139,691.17  | 146,675.72  |
| <b>Sanitary Superintendent</b>                     | h | —56.26      | —59.07      | —62.02      | —65.12      |
|                                                    | m | —9,751.09   | —10,238.65  | —10,750.58  | —11,288.11  |
| <i>Grade 24</i>                                    | a | —117,013.12 | —122,863.77 | —129,006.96 | —135,457.31 |
| <b>Sanitary Superintendent</b>                     | h | 57.95       | 60.85       | 63.89       | 67.08       |
|                                                    | m | 10,044.29   | 10,546.50   | 11,073.82   | 11,627.52   |
| <i>Grade 15</i>                                    | a | 120,531.42  | 126,558.00  | 132,885.89  | 139,530.19  |
| <b>Senior Civil Engineer</b>                       | h | 60.92       | 63.96       | 67.16       | 70.52       |
|                                                    | m | 10,558.67   | 11,086.60   | 11,640.93   | 12,222.98   |
| <i>Grade 25</i>                                    | a | 126,704.00  | 133,039.21  | 139,691.17  | 146,675.72  |
| <b>Senior Management Analyst</b>                   | h | 56.26       | 59.07       | 62.02       | 65.12       |
|                                                    | m | 9,751.09    | 10,238.65   | 10,750.58   | 11,288.11   |
| <i>Grade 24</i>                                    | a | 117,013.12  | 122,863.77  | 129,006.96  | 135,457.31  |

|                                                                   |   |                       |                       |                       |                       |
|-------------------------------------------------------------------|---|-----------------------|-----------------------|-----------------------|-----------------------|
| <b>Senior Planner</b>                                             | h | 52.76                 | 55.40                 | 58.17                 | 61.08                 |
|                                                                   | m | 9,144.89              | 9,602.14              | 10,082.25             | 10,586.36             |
|                                                                   | a | 109,738.72            | 115,225.66            | 120,986.94            | 127,036.29            |
| <i>Grade 23</i>                                                   |   |                       |                       |                       |                       |
| <b>Streets Supervisor</b>                                         | h | 46.44                 | 48.76                 | 51.19                 | 53.75                 |
|                                                                   | m | 8,048.75              | 8,451.19              | 8,873.75              | 9,317.44              |
|                                                                   | a | 96,585.02             | 101,414.27            | 106,484.99            | 111,809.24            |
| <i>Grade 34</i>                                                   |   |                       |                       |                       |                       |
| <b>Streets Superintendent/<br/>Emergency Services Coordinator</b> | h | 53.05                 | 55.70                 | 58.48                 | 61.41                 |
|                                                                   | m | 9,194.72              | 9,654.45              | 10,137.18             | 10,644.04             |
|                                                                   | a | 110,336.62            | 115,853.45            | 121,646.12            | 127,728.43            |
| <i>Grade 33</i>                                                   |   |                       |                       |                       |                       |
| <del><b>Water Superintendent</b></del>                            | h | <del>56.26</del>      | <del>59.07</del>      | <del>62.02</del>      | <del>65.12</del>      |
|                                                                   | m | <del>9,751.09</del>   | <del>10,238.65</del>  | <del>10,750.58</del>  | <del>11,288.11</del>  |
|                                                                   | a | <del>117,013.12</del> | <del>122,863.77</del> | <del>129,006.96</del> | <del>135,457.31</del> |
| <i>Grade 24</i>                                                   |   |                       |                       |                       |                       |
| <b>Water Superintendent</b>                                       | h | 57.95                 | 60.85                 | 63.89                 | 67.08                 |
|                                                                   | m | 10,044.29             | 10,546.50             | 11,073.82             | 11,627.52             |
|                                                                   | a | 120,531.42            | 126,558.00            | 132,885.89            | 139,530.19            |
| <i>Grade 18</i>                                                   |   |                       |                       |                       |                       |

| E          |  | Performance<br>Step (5%) | "O" |
|------------|--|--------------------------|-----|
| 74.93      |  | 78.68                    |     |
| 12,988.05  |  | 13,637.46                |     |
| 155,856.65 |  | 163,649.49               |     |
| 45.33      |  | 47.60                    |     |
| 7,857.94   |  | 8,250.83                 |     |
| 94,295.24  |  | 99,010.01                |     |
| 74.71      |  | 78.45                    |     |
| 12,950.20  |  | 13,597.71                |     |
| 155,402.44 |  | 163,172.56               |     |
| 58.12      |  | 61.02                    |     |
| 10,073.50  |  | 10,577.18                |     |
| 120,882.02 |  | 126,926.12               |     |
| 74.04      |  | 77.75                    |     |
| 12,834.13  |  | 13,475.83                |     |
| 154,009.51 |  | 161,709.99               |     |
| 60.20      |  | 63.21                    |     |
| 10,434.35  |  | 10,956.07                |     |
| 125,212.21 |  | 131,472.83               |     |
| 57.29      |  | 60.15                    |     |
| 9,929.67   |  | 10,426.15                |     |
| 119,156.00 |  | 125,113.80               |     |
| 74.04      |  | 77.75                    |     |
| 12,834.13  |  | 13,475.83                |     |
| 154,009.51 |  | 161,709.99               |     |
| 50.04      |  | 52.54                    |     |
| 8,673.00   |  | 9,106.65                 |     |
| 104,076.03 |  | 109,279.83               |     |
| 45.33      |  | 47.60                    |     |
| 7,857.94   |  | 8,250.83                 |     |
| 94,295.24  |  | 99,010.01                |     |
| 56.44      |  | 59.26                    |     |
| 9,783.31   |  | 10,272.47                |     |
| 117,399.70 |  | 123,269.68               |     |
| 56.44      |  | 59.26                    |     |
| 9,783.31   |  | 10,272.47                |     |
| 117,399.70 |  | 123,269.68               |     |
| 75.30      |  | 79.06                    |     |
| 13,051.14  |  | 13,703.70                |     |
| 156,613.68 |  | 164,444.37               |     |
| 58.12      |  | 61.02                    |     |
| 10,073.50  |  | 10,577.18                |     |

|                        |                        |
|------------------------|------------------------|
| <del>-120,882.02</del> | <del>-126,926.12</del> |
| 59.87                  | 62.86                  |
| 10,377.34              | 10,896.21              |
| 124,528.09             | 130,754.49             |
| 50.04                  | 52.54                  |
| 8,673.00               | 9,106.65               |
| 104,076.03             | 109,279.83             |
| 74.93                  | 78.68                  |
| 12,988.05              | 13,637.46              |
| 155,856.65             | 163,649.49             |
| 56.44                  | 59.26                  |
| 9,783.31               | 10,272.47              |
| 117,399.70             | 123,269.68             |
| 68.38                  | 71.80                  |
| 11,852.51              | 12,445.14              |
| 142,230.17             | 149,341.68             |
| 84.10                  | 88.31                  |
| 14,577.81              | 15,306.70              |
| 174,933.73             | 183,680.41             |
| 55.58                  | 58.36                  |
| 9,633.88               | 10,115.57              |
| 115,606.53             | 121,386.85             |
| 68.38                  | 71.80                  |
| 11,852.51              | 12,445.14              |
| 142,230.17             | 149,341.68             |
| 56.44                  | 59.26                  |
| 9,783.31               | 10,272.47              |
| 117,399.70             | 123,269.68             |
| 46.41                  | 48.73                  |
| 8,044.67               | 8,446.90               |
| 96,536.04              | 101,362.85             |
| 89.97                  | 94.47                  |
| 15,594.75              | 16,374.49              |
| 187,137.00             | 196,493.85             |
| 74.04                  | 77.75                  |
| 12,834.13              | 13,475.83              |
| 154,009.51             | 161,709.99             |
| <del>68.38</del>       | <del>71.80</del>       |
| <del>11,852.51</del>   | <del>12,445.14</del>   |
| <del>142,230.17</del>  | <del>149,341.68</del>  |
| 70.44                  | 73.96                  |
| 12,208.89              | 12,819.34              |
| 146,506.70             | 153,832.03             |
| 74.04                  | 77.75                  |
| 12,834.13              | 13,475.83              |
| 154,009.51             | 161,709.99             |
| 68.38                  | 71.80                  |
| 11,852.51              | 12,445.14              |
| 142,230.17             | 149,341.68             |

|                       |                       |
|-----------------------|-----------------------|
| 64.13                 | 67.34                 |
| 11,115.68             | 11,671.46             |
| 133,388.10            | 140,057.51            |
| 56.44                 | 59.26                 |
| 9,783.31              | 10,272.47             |
| 117,399.70            | 123,269.68            |
| 64.48                 | 67.70                 |
| 11,176.24             | 11,735.05             |
| 134,114.85            | 140,820.59            |
| <del>68.38</del>      | <del>71.80</del>      |
| <del>11,852.51</del>  | <del>12,445.14</del>  |
| <del>142,230.17</del> | <del>149,341.68</del> |
| 70.44                 | 73.96                 |
| 12,208.89             | 12,819.34             |
| 146,506.70            | 153,832.03            |