

**City of Coachella - Salary Schedule**  
**Confidential Mid-Management Employees**  
**July 1, 2023 - June 30, 2024 (7% COLA Effective July 1, 2023)**  
*(Revised by Council 07/26/23, Resolution No. 2023-30)*

	Step	A	B	C	D	E	Performance Step (5%) "O"
<b>Accounting Manager</b>	h	57.00	59.85	62.84	65.99	69.28	72.75
	m	9,880.08	10,374.08	10,892.79	11,437.43	12,009.30	12,609.76
	a	118,560.94	124,488.99	130,713.44	137,249.11	144,111.56	151,317.14
<i>Grade 37</i>							
<b>Administrative Assistant</b>	h	34.49	36.21	38.02	39.92	41.92	44.01
	m	5,977.57	6,276.45	6,590.27	6,919.79	7,265.78	7,629.07
	a	71,730.87	75,317.41	79,083.28	83,037.44	87,189.32	91,548.78
<i>Grade 10</i>							
<b>Assistant to the City Manager</b>	h	56.83	59.68	62.66	65.79	69.08	72.54
	a	9,851.28	10,343.85	10,861.04	11,404.09	11,974.30	12,573.01
	m	118,215.41	124,126.19	130,332.49	136,849.12	143,691.58	150,876.15
<i>Grade 36</i>							
<b>Associate Planner</b>	h	44.21	46.42	48.74	51.18	53.74	56.42
	m	7,662.96	8,046.11	8,448.42	8,870.84	9,314.38	9,780.10
	a	91,955.56	96,553.34	101,381.01	106,450.06	111,772.56	117,361.19
<i>Grade 32</i>							
<b>Building Official</b>	h	56.32	59.14	62.10	65.20	68.46	71.89
	m	9,762.98	10,251.13	10,763.69	11,301.87	11,866.97	12,460.32
	a	117,155.81	123,013.60	129,164.28	135,622.49	142,403.62	149,523.80
<i>Grade 25</i>							
<b>Chief Treatment/Collections System Operator</b>	h	45.79	48.08	50.49	53.01	55.66	58.44
	m	7,937.46	8,334.34	8,751.05	9,188.61	9,648.04	10,130.44
	a	95,249.56	100,012.04	105,012.64	110,263.27	115,776.44	121,565.26
<i>Grade 29</i>							
<b>Civil Engineering Associate</b>	h	43.58	45.76	48.04	50.45	52.97	55.62
	m	7,553.55	7,931.22	8,327.79	8,744.18	9,181.38	9,640.45
	a	90,642.57	95,174.70	99,933.43	104,930.10	110,176.61	115,685.44
<i>Grade 31</i>							
<b>Code Compliance Manager</b>	h	56.32	59.14	62.10	65.20	68.46	71.89
	m	9,762.98	10,251.13	10,763.69	11,301.87	11,866.97	12,460.32
	a	117,155.81	123,013.60	129,164.28	135,622.49	142,403.62	149,523.80
<i>Grade 25</i>							
<b>Development Services Technician</b>	h	38.06	39.97	41.96	44.06	46.27	48.58
	m	6,597.60	6,927.48	7,273.85	7,637.54	8,019.42	8,420.39
	a	79,171.16	83,129.72	87,286.20	91,650.51	96,233.04	101,044.69
<i>Grade 17</i>							
<b>Community Services Coordinator</b>	h	34.49	36.21	38.02	39.92	41.92	44.01
	m	5,977.57	6,276.45	6,590.27	6,919.79	7,265.78	7,629.07
	a	71,730.87	75,317.41	79,083.28	83,037.44	87,189.32	91,548.78
<i>Grade 10</i>							
<b>Customer Service Supervisor</b>	h	42.94	45.08	47.34	49.70	52.19	54.80
	m	7,442.21	7,814.32	8,205.04	8,615.29	9,046.05	9,498.36
	a	89,306.54	93,771.87	98,460.46	103,383.48	108,552.66	113,980.29
<i>Grade 34</i>							
<b>Deputy City Clerk</b>	h	42.94	45.08	47.34	49.70	52.19	54.80
	m	7,442.21	7,814.32	8,205.04	8,615.29	9,046.05	9,498.36
	a	89,306.54	93,771.87	98,460.46	103,383.48	108,552.66	113,980.29
<i>Grade 22</i>							

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**Confidential Mid-Management Employees**  
**July 1, 2023 - June 30, 2024 (7% COLA Effective July 1, 2023)**  
*(Revised by Council 07/26/23, Resolution No. 2023-30)*

	Step	A	B	C	D	E	Performance Step (5%) "0"
<b>Economic Development Manager</b> <i>Grade 38</i>	h	57.28	60.14	63.15	66.31	69.62	73.10
	m	9,928.07	10,424.47	10,945.69	11,492.98	12,067.63	12,671.01
	a	119,136.81	125,093.65	131,348.34	137,915.75	144,811.54	152,052.12
<b>Environmental/ Special Programs Manager</b> <i>Grade 32</i>	h	44.21	46.42	48.74	51.18	53.74	56.42
	m	7,662.96	8,046.11	8,448.42	8,870.84	9,314.38	9,780.10
	a	91,955.56	96,553.34	101,381.01	106,450.06	111,772.56	117,361.19
<b>Executive Assistant</b> <i>Grade 17</i>	h	38.06	39.97	41.96	44.06	46.27	48.58
	m	6,597.60	6,927.48	7,273.85	7,637.54	8,019.42	8,420.39
	a	79,171.16	83,129.72	87,286.20	91,650.51	96,233.04	101,044.69
<b>Finance Manager</b> <i>Grade 37</i>	h	57.00	59.85	62.84	65.99	69.28	72.75
	m	9,880.08	10,374.08	10,892.79	11,437.43	12,009.30	12,609.76
	a	118,560.94	124,488.99	130,713.44	137,249.11	144,111.56	151,317.14
<b>Finance Services Supervisor</b> <i>Grade 34</i>	h	42.94	45.08	47.34	49.70	52.19	54.80
	m	7,442.21	7,814.32	8,205.04	8,615.29	9,046.05	9,498.36
	a	89,306.54	93,771.87	98,460.46	103,383.48	108,552.66	113,980.29
<b>Grants Manager</b> <i>Grade 24</i>	h	52.02	54.62	57.35	60.22	63.23	66.39
	m	9,016.27	9,467.08	9,940.43	10,437.46	10,959.33	11,507.30
	a	108,195.21	113,604.97	119,285.22	125,249.48	131,511.95	138,087.55
<b>Information Technology Manager</b> <i>Grade 40</i>	h	63.98	67.18	70.54	74.06	77.76	81.65
	m	11,089.41	11,643.88	12,226.08	12,837.38	13,479.25	14,153.21
	a	133,072.96	139,726.61	146,712.94	154,048.59	161,751.02	169,838.57
<b>Management Analyst</b> <i>Grade 14</i>	h	42.28	44.39	46.61	48.94	51.39	53.96
	m	7,328.54	7,694.97	8,079.71	8,483.70	8,907.88	9,353.28
	a	87,942.47	92,339.59	96,956.57	101,804.40	106,894.62	112,239.35
<b>Parks and Recreation Services Manager</b> <i>Grade 24</i>	h	52.02	54.62	57.35	60.22	63.23	66.39
	m	9,016.27	9,467.08	9,940.43	10,437.46	10,959.33	11,507.30
	a	108,195.21	113,604.97	119,285.22	125,249.48	131,511.95	138,087.55
<b>Parks Supervisor</b> <i>Grade 34</i>	h	42.94	45.08	47.34	49.70	52.19	54.80
	m	7,442.21	7,814.32	8,205.04	8,615.29	9,046.05	9,498.36
	a	89,306.54	93,771.87	98,460.46	103,383.48	108,552.66	113,980.29
<b>Permit Technician</b> <i>Grade 12</i>	h	35.31	37.07	38.92	40.87	42.91	45.06
	m	6,119.62	6,425.60	6,746.88	7,084.23	7,438.44	7,810.36
	a	73,435.45	77,107.23	80,962.59	85,010.72	89,261.25	93,724.31
<b>Planning Manager</b> <i>Grade 41</i>	h	68.44	71.86	75.46	79.23	83.19	87.35
	m	11,863.00	12,456.15	13,078.96	13,732.91	14,419.56	15,140.53
	a	142,356.05	149,473.86	156,947.55	164,794.93	173,034.67	181,686.41

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	Step	A	B	C	D	E	Performance Step (5%) "0"
<b>Principal Planner</b>	h	56.32	59.14	62.10	65.20	68.46	71.89
	m	9,762.98	10,251.13	10,763.69	11,301.87	11,866.97	12,460.32
	a	117,155.81	123,013.60	129,164.28	135,622.49	142,403.62	149,523.80
<i>Grade 39</i>							
<b>Sanitary Superintendent</b>	h	52.02	54.62	57.35	60.22	63.23	66.39
	m	9,016.27	9,467.08	9,940.43	10,437.46	10,959.33	11,507.30
	a	108,195.21	113,604.97	119,285.22	125,249.48	131,511.95	138,087.55
<i>Grade 24</i>							
<b>Senior Civil Engineer</b>	h	56.32	59.14	62.10	65.20	68.46	71.89
	m	9,762.98	10,251.13	10,763.69	11,301.87	11,866.97	12,460.32
	a	117,155.81	123,013.60	129,164.28	135,622.49	142,403.62	149,523.80
<i>Grade 25</i>							
<b>Senior Management Analyst</b>	h	52.02	54.62	57.35	60.22	63.23	66.39
	m	9,016.27	9,467.08	9,940.43	10,437.46	10,959.33	11,507.30
	a	108,195.21	113,604.97	119,285.22	125,249.48	131,511.95	138,087.55
<i>Grade 24</i>							
<b>Senior Planner</b>	h	48.78	51.22	53.78	56.47	59.30	62.26
	m	8,455.75	8,878.54	9,322.46	9,788.59	10,278.02	10,791.92
	a	101,469.00	106,542.45	111,869.57	117,463.05	123,336.20	129,503.01
<i>Grade 23</i>							
<b>Streets Supervisor</b>	h	42.94	45.08	47.34	49.70	52.19	54.80
	m	7,442.21	7,814.32	8,205.04	8,615.29	9,046.05	9,498.36
	a	89,306.54	93,771.87	98,460.46	103,383.48	108,552.66	113,980.29
<i>Grade 34</i>							
<b>Streets Superintendent/ Emergency Services Coordinator</b>	h	49.05	51.50	54.08	56.78	59.62	62.60
	m	8,501.82	8,926.91	9,373.26	9,841.92	10,334.02	10,850.72
	a	102,021.84	107,122.93	112,479.08	118,103.03	124,008.18	130,208.59
<i>Grade 33</i>							
<b>Water Superintendent</b>	h	52.02	54.62	57.35	60.22	63.23	66.39
	m	9,016.27	9,467.08	9,940.43	10,437.46	10,959.33	11,507.30
	a	108,195.21	113,604.97	119,285.22	125,249.48	131,511.95	138,087.55
<i>Grade 24</i>							

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**Confidential Mid-Management Employees**  
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	Step	A	B	C	D	E	Performance Step (5%) "0"
<b>Accounting Manager</b>	h	59.85	62.84	65.99	69.28	72.75	76.39
	m	10,374.08	10,892.79	11,437.43	12,009.30	12,609.76	13,240.25
	a	124,488.99	130,713.44	137,249.11	144,111.56	151,317.14	158,883.00
<i>Grade 37</i>							
<b>Administrative Assistant</b>	h	36.21	38.02	39.92	41.92	44.01	46.21
	m	6,276.45	6,590.27	6,919.79	7,265.78	7,629.07	8,010.52
	a	75,317.41	79,083.28	83,037.44	87,189.32	91,548.78	96,126.22
<i>Grade 10</i>							
<b>Assistant to the City Manager</b>	h	59.68	62.66	65.79	69.08	72.54	76.16
	a	10,343.85	10,861.04	11,404.09	11,974.30	12,573.01	13,201.66
	m	124,126.19	130,332.49	136,849.12	143,691.58	150,876.15	158,419.96
<i>Grade 36</i>							
<b>Associate Planner</b>	h	46.42	48.74	51.18	53.74	56.42	59.24
	m	8,046.11	8,448.42	8,870.84	9,314.38	9,780.10	10,269.10
	a	96,553.34	101,381.01	106,450.06	111,772.56	117,361.19	123,229.25
<i>Grade 32</i>							
<b>Building Official</b>	h	59.14	62.10	65.20	68.46	71.89	75.48
	m	10,251.13	10,763.69	11,301.87	11,866.97	12,460.32	13,083.33
	a	123,013.60	129,164.28	135,622.49	142,403.62	149,523.80	156,999.99
<i>Grade 25</i>							
<b>Chief Treatment/Collections System Operator</b>	h	48.08	50.49	53.01	55.66	58.44	61.37
	m	8,334.34	8,751.05	9,188.61	9,648.04	10,130.44	10,636.96
	a	100,012.04	105,012.64	110,263.27	115,776.44	121,565.26	127,643.52
<i>Grade 29</i>							
<b>Civil Engineering Associate</b>	h	45.76	48.04	50.45	52.97	55.62	58.40
	m	7,931.22	8,327.79	8,744.18	9,181.38	9,640.45	10,122.48
	a	95,174.70	99,933.43	104,930.10	110,176.61	115,685.44	121,469.71
<i>Grade 31</i>							
<b>Code Compliance Manager</b>	h	59.14	62.10	65.20	68.46	71.89	75.48
	m	10,251.13	10,763.69	11,301.87	11,866.97	12,460.32	13,083.33
	a	123,013.60	129,164.28	135,622.49	142,403.62	149,523.80	156,999.99
<i>Grade 25</i>							
<b>Development Services Technician</b>	h	39.97	41.96	44.06	46.27	48.58	51.01
	m	6,927.48	7,273.85	7,637.54	8,019.42	8,420.39	8,841.41
	a	83,129.72	87,286.20	91,650.51	96,233.04	101,044.69	106,096.92
<i>Grade 17</i>							
<b>Community Services Coordinator</b>	h	36.21	38.02	39.92	41.92	44.01	46.21
	m	6,276.45	6,590.27	6,919.79	7,265.78	7,629.07	8,010.52
	a	75,317.41	79,083.28	83,037.44	87,189.32	91,548.78	96,126.22
<i>Grade 10</i>							
<b>Customer Service Supervisor</b>	h	45.08	47.34	49.70	52.19	54.80	57.54
	m	7,814.32	8,205.04	8,615.29	9,046.05	9,498.36	9,973.28
	a	93,771.87	98,460.46	103,383.48	108,552.66	113,980.29	119,679.30
<i>Grade 34</i>							
<b>Deputy City Clerk</b>	h	45.08	47.34	49.70	52.19	54.80	57.54
	m	7,814.32	8,205.04	8,615.29	9,046.05	9,498.36	9,973.28
	a	93,771.87	98,460.46	103,383.48	108,552.66	113,980.29	119,679.30
<i>Grade 22</i>							

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**Confidential Mid-Management Employees**  
**July 1, 2024 - June 30, 2025 (5% COLA Effective July 1, 2024)**  
*(Revised by Council 07/26/23, Resolution No. 2023-30)*

	Step	A	B	C	D	E	Performance Step (5%) "0"
<b>Economic Development Manager</b> <i>Grade 38</i>	h	60.14	63.15	66.31	69.62	73.10	76.76
	m	10,424.47	10,945.69	11,492.98	12,067.63	12,671.01	13,304.56
	a	125,093.65	131,348.34	137,915.75	144,811.54	152,052.12	159,654.72
<b>Environmental/ Special Programs Manager</b> <i>Grade 32</i>	h	46.42	48.74	51.18	53.74	56.42	59.24
	m	8,046.11	8,448.42	8,870.84	9,314.38	9,780.10	10,269.10
	a	96,553.34	101,381.01	106,450.06	111,772.56	117,361.19	123,229.25
<b>Executive Assistant</b> <i>Grade 17</i>	h	39.97	41.96	44.06	46.27	48.58	51.01
	m	6,927.48	7,273.85	7,637.54	8,019.42	8,420.39	8,841.41
	a	83,129.72	87,286.20	91,650.51	96,233.04	101,044.69	106,096.92
<b>Finance Manager</b> <i>Grade 37</i>	h	59.85	62.84	65.99	69.28	72.75	76.39
	m	10,374.08	10,892.79	11,437.43	12,009.30	12,609.76	13,240.25
	a	124,488.99	130,713.44	137,249.11	144,111.56	151,317.14	158,883.00
<b>Finance Services Supervisor</b> <i>Grade 34</i>	h	45.08	47.34	49.70	52.19	54.80	57.54
	m	7,814.32	8,205.04	8,615.29	9,046.05	9,498.36	9,973.28
	a	93,771.87	98,460.46	103,383.48	108,552.66	113,980.29	119,679.30
<b>Grants Manager</b> <i>Grade 24</i>	h	54.62	57.35	60.22	63.23	66.39	69.71
	m	9,467.08	9,940.43	10,437.46	10,959.33	11,507.30	12,082.66
	a	113,604.97	119,285.22	125,249.48	131,511.95	138,087.55	144,991.93
<b>Information Technology Manager</b> <i>Grade 40</i>	h	67.18	70.54	74.06	77.76	81.65	85.74
	m	11,643.88	12,226.08	12,837.38	13,479.25	14,153.21	14,860.87
	a	139,726.61	146,712.94	154,048.59	161,751.02	169,838.57	178,330.50
<b>Management Analyst</b> <i>Grade 14</i>	h	44.39	46.61	48.94	51.39	53.96	56.66
	m	7,694.97	8,079.71	8,483.70	8,907.88	9,353.28	9,820.94
	a	92,339.59	96,956.57	101,804.40	106,894.62	112,239.35	117,851.31
<b>Parks and Recreation Services Manager</b> <i>Grade 24</i>	h	54.62	57.35	60.22	63.23	66.39	69.71
	m	9,467.08	9,940.43	10,437.46	10,959.33	11,507.30	12,082.66
	a	113,604.97	119,285.22	125,249.48	131,511.95	138,087.55	144,991.93
<b>Parks Supervisor</b> <i>Grade 34</i>	h	45.08	47.34	49.70	52.19	54.80	57.54
	m	7,814.32	8,205.04	8,615.29	9,046.05	9,498.36	9,973.28
	a	93,771.87	98,460.46	103,383.48	108,552.66	113,980.29	119,679.30
<b>Permit Technician</b> <i>Grade 12</i>	h	37.07	38.92	40.87	42.91	45.06	47.31
	m	6,425.60	6,746.88	7,084.23	7,438.44	7,810.36	8,200.88
	a	77,107.23	80,962.59	85,010.72	89,261.25	93,724.31	98,410.53
<b>Planning Manager</b> <i>Grade 41</i>	h	71.86	75.46	79.23	83.19	87.35	91.72
	m	12,456.15	13,078.96	13,732.91	14,419.56	15,140.53	15,897.56
	a	149,473.86	156,947.55	164,794.93	173,034.67	181,686.41	190,770.73

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	Step	A	B	C	D	E	Performance Step (5%) "0"
<b>Principal Planner</b>	h	59.14	62.10	65.20	68.46	71.89	75.48
	m	10,251.13	10,763.69	11,301.87	11,866.97	12,460.32	13,083.33
	a	123,013.60	129,164.28	135,622.49	142,403.62	149,523.80	156,999.99
<i>Grade 39</i>							
<b>Sanitary Superintendent</b>	h	54.62	57.35	60.22	63.23	66.39	69.71
	m	9,467.08	9,940.43	10,437.46	10,959.33	11,507.30	12,082.66
	a	113,604.97	119,285.22	125,249.48	131,511.95	138,087.55	144,991.93
<i>Grade 24</i>							
<b>Senior Civil Engineer</b>	h	59.14	62.10	65.20	68.46	71.89	75.48
	m	10,251.13	10,763.69	11,301.87	11,866.97	12,460.32	13,083.33
	a	123,013.60	129,164.28	135,622.49	142,403.62	149,523.80	156,999.99
<i>Grade 25</i>							
<b>Senior Management Analyst</b>	h	54.62	57.35	60.22	63.23	66.39	69.71
	m	9,467.08	9,940.43	10,437.46	10,959.33	11,507.30	12,082.66
	a	113,604.97	119,285.22	125,249.48	131,511.95	138,087.55	144,991.93
<i>Grade 24</i>							
<b>Senior Planner</b>	h	51.22	53.78	56.47	59.30	62.26	65.37
	m	8,878.54	9,322.46	9,788.59	10,278.02	10,791.92	11,331.51
	a	106,542.45	111,869.57	117,463.05	123,336.20	129,503.01	135,978.16
<i>Grade 23</i>							
<b>Streets Supervisor</b>	h	45.08	47.34	49.70	52.19	54.80	57.54
	m	7,814.32	8,205.04	8,615.29	9,046.05	9,498.36	9,973.28
	a	93,771.87	98,460.46	103,383.48	108,552.66	113,980.29	119,679.30
<i>Grade 34</i>							
<b>Streets Superintendent/ Emergency Services Coordinator</b>	h	51.50	54.08	56.78	59.62	62.60	65.73
	m	8,926.91	9,373.26	9,841.92	10,334.02	10,850.72	11,393.25
	a	107,122.93	112,479.08	118,103.03	124,008.18	130,208.59	136,719.02
<i>Grade 33</i>							
<b>Water Superintendent</b>	h	54.62	57.35	60.22	63.23	66.39	69.71
	m	9,467.08	9,940.43	10,437.46	10,959.33	11,507.30	12,082.66
	a	113,604.97	119,285.22	125,249.48	131,511.95	138,087.55	144,991.93
<i>Grade 24</i>							

**City of Coachella - Salary Schedule**  
**Confidential Mid-Management Employees**  
**July 1, 2025 - June 30, 2026 (3% COLA Effective July 1, 2025)**  
*(Revised by Council 07/26/23, Resolution No. 2023-30)*

	Step	A	B	C	D	E	Performance Step (5%) "0"
<b>Accounting Manager</b>	h	61.65	64.73	67.96	71.36	74.93	78.68
	m	10,685.30	11,219.57	11,780.55	12,369.58	12,988.05	13,637.46
	a	128,223.66	134,634.84	141,366.58	148,434.91	155,856.65	163,649.49
<i>Grade 37</i>							
<b>Administrative Assistant</b>	h	37.30	39.16	41.12	43.18	45.33	47.60
	m	6,464.74	6,787.98	7,127.38	7,483.75	7,857.94	8,250.83
	a	77,576.93	81,455.78	85,528.57	89,804.99	94,295.24	99,010.01
<i>Grade 10</i>							
<b>Assistant to the City Manager</b>	h	61.47	64.54	67.77	71.15	74.71	78.45
	a	10,654.16	11,186.87	11,746.22	12,333.53	12,950.20	13,597.71
	m	127,849.97	134,242.47	140,954.59	148,002.32	155,402.44	163,172.56
<i>Grade 36</i>							
<b>Associate Planner</b>	h	47.81	50.20	52.71	55.35	58.12	61.02
	m	8,287.49	8,701.87	9,136.96	9,593.81	10,073.50	10,577.18
	a	99,449.94	104,422.44	109,643.56	115,125.74	120,882.02	126,926.12
<i>Grade 32</i>							
<b>Building Official</b>	h	60.92	63.96	67.16	70.52	74.04	77.75
	m	10,558.67	11,086.60	11,640.93	12,222.98	12,834.13	13,475.83
	a	126,704.00	133,039.21	139,691.17	146,675.72	154,009.51	161,709.99
<i>Grade 25</i>							
<b>Chief Treatment/Collections System Operator</b>	h	49.53	52.00	54.60	57.33	60.20	63.21
	m	8,584.37	9,013.58	9,464.26	9,937.48	10,434.35	10,956.07
	a	103,012.40	108,163.02	113,571.17	119,249.73	125,212.21	131,472.83
<i>Grade 29</i>							
<b>Civil Engineering Associate</b>	h	47.13	49.49	51.96	54.56	57.29	60.15
	m	8,169.16	8,577.62	9,006.50	9,456.83	9,929.67	10,426.15
	a	98,029.94	102,931.43	108,078.01	113,481.91	119,156.00	125,113.80
<i>Grade 31</i>							
<b>Code Compliance Manager</b>	h	60.92	63.96	67.16	70.52	74.04	77.75
	m	10,558.67	11,086.60	11,640.93	12,222.98	12,834.13	13,475.83
	a	126,704.00	133,039.21	139,691.17	146,675.72	154,009.51	161,709.99
<i>Grade 25</i>							
<b>Development Services Technician</b>	h	41.17	43.22	45.38	47.65	50.04	52.54
	m	7,135.30	7,492.07	7,866.67	8,260.00	8,673.00	9,106.65
	a	85,623.61	89,904.79	94,400.03	99,120.03	104,076.03	109,279.83
<i>Grade 17</i>							
<b>Community Services Coordinator</b>	h	37.30	39.16	41.12	43.18	45.33	47.60
	m	6,464.74	6,787.98	7,127.38	7,483.75	7,857.94	8,250.83
	a	77,576.93	81,455.78	85,528.57	89,804.99	94,295.24	99,010.01
<i>Grade 10</i>							
<b>Customer Service Supervisor</b>	h	46.44	48.76	51.19	53.75	56.44	59.26
	m	8,048.75	8,451.19	8,873.75	9,317.44	9,783.31	10,272.47
	a	96,585.02	101,414.27	106,484.99	111,809.24	117,399.70	123,269.68
<i>Grade 34</i>							
<b>Deputy City Clerk</b>	h	46.44	48.76	51.19	53.75	56.44	59.26
	m	8,048.75	8,451.19	8,873.75	9,317.44	9,783.31	10,272.47
	a	96,585.02	101,414.27	106,484.99	111,809.24	117,399.70	123,269.68
<i>Grade 22</i>							

**City of Coachella - Salary Schedule**  
**Confidential Mid-Management Employees**  
**July 1, 2025 - June 30, 2026 (3% COLA Effective July 1, 2025)**  
*(Revised by Council 07/26/23, Resolution No. 2023-30)*

	Step	A	B	C	D	E	Performance Step (5%) "0"
<b>Economic Development Manager</b> <i>Grade 38</i>	h	61.95	65.04	68.29	71.71	75.30	79.06
	m	10,737.21	11,274.07	11,837.77	12,429.66	13,051.14	13,703.70
	a	128,846.46	135,288.79	142,053.23	149,155.89	156,613.68	164,444.37
<b>Environmental/Special Programs Manager</b> <i>Grade 32</i>	h	47.81	50.20	52.71	55.35	58.12	61.02
	m	8,287.49	8,701.87	9,136.96	9,593.81	10,073.50	10,577.18
	a	99,449.94	104,422.44	109,643.56	115,125.74	120,882.02	126,926.12
<b>Executive Assistant</b> <i>Grade 17</i>	h	41.17	43.22	45.38	47.65	50.04	52.54
	m	7,135.30	7,492.07	7,866.67	8,260.00	8,673.00	9,106.65
	a	85,623.61	89,904.79	94,400.03	99,120.03	104,076.03	109,279.83
<b>Finance Manager</b> <i>Grade 37</i>	h	61.65	64.73	67.96	71.36	74.93	78.68
	m	10,685.30	11,219.57	11,780.55	12,369.58	12,988.05	13,637.46
	a	128,223.66	134,634.84	141,366.58	148,434.91	155,856.65	163,649.49
<b>Finance Services Supervisor</b> <i>Grade 34</i>	h	46.44	48.76	51.19	53.75	56.44	59.26
	m	8,048.75	8,451.19	8,873.75	9,317.44	9,783.31	10,272.47
	a	96,585.02	101,414.27	106,484.99	111,809.24	117,399.70	123,269.68
<b>Grants Manager</b> <i>Grade 24</i>	h	56.26	59.07	62.02	65.12	68.38	71.80
	m	9,751.09	10,238.65	10,750.58	11,288.11	11,852.51	12,445.14
	a	117,013.12	122,863.77	129,006.96	135,457.31	142,230.17	149,341.68
<b>Information Technology Manager</b> <i>Grade 40</i>	h	69.19	72.65	76.28	80.10	84.10	88.31
	m	11,993.20	12,592.86	13,222.50	13,883.63	14,577.81	15,306.70
	a	143,918.41	151,114.33	158,670.05	166,603.55	174,933.73	183,680.41
<b>Management Analyst</b> <i>Grade 14</i>	h	45.73	48.01	50.41	52.93	55.58	58.36
	m	7,925.81	8,322.11	8,738.21	9,175.12	9,633.88	10,115.57
	a	95,109.78	99,865.27	104,858.53	110,101.45	115,606.53	121,386.85
<b>Parks and Recreation Services Manager</b> <i>Grade 24</i>	h	56.26	59.07	62.02	65.12	68.38	71.80
	m	9,751.09	10,238.65	10,750.58	11,288.11	11,852.51	12,445.14
	a	117,013.12	122,863.77	129,006.96	135,457.31	142,230.17	149,341.68
<b>Parks Supervisor</b> <i>Grade 34</i>	h	46.44	48.76	51.19	53.75	56.44	59.26
	m	8,048.75	8,451.19	8,873.75	9,317.44	9,783.31	10,272.47
	a	96,585.02	101,414.27	106,484.99	111,809.24	117,399.70	123,269.68
<b>Permit Technician</b> <i>Grade 12</i>	h	38.18	40.09	42.10	44.20	46.41	48.73
	m	6,618.37	6,949.29	7,296.75	7,661.59	8,044.67	8,446.90
	a	79,420.44	83,391.46	87,561.04	91,939.09	96,536.04	101,362.85
<b>Planning Manager</b> <i>Grade 41</i>	h	74.02	77.72	81.61	85.69	89.97	94.47
	m	12,829.84	13,471.33	14,144.90	14,852.14	15,594.75	16,374.49
	a	153,958.07	161,655.97	169,738.77	178,225.71	187,137.00	196,493.85



**City of Coachella - Salary Schedule**  
**Confidential Mid-Management Employees**  
**July 1, 2025 - June 30, 2026 (3% COLA Effective July 1, 2025)**  
*(Revised by Council 07/26/23, Resolution No. 2023-30)*

	Step	A	B	C	D	E	Performance Step (5%) "0"
<b>Principal Planner</b>	h	60.92	63.96	67.16	70.52	74.04	77.75
	m	10,558.67	11,086.60	11,640.93	12,222.98	12,834.13	13,475.83
	a	126,704.00	133,039.21	139,691.17	146,675.72	154,009.51	161,709.99
<i>Grade 39</i>							
<b>Sanitary Superintendent</b>	h	56.26	59.07	62.02	65.12	68.38	71.80
	m	9,751.09	10,238.65	10,750.58	11,288.11	11,852.51	12,445.14
	a	117,013.12	122,863.77	129,006.96	135,457.31	142,230.17	149,341.68
<i>Grade 24</i>							
<b>Senior Civil Engineer</b>	h	60.92	63.96	67.16	70.52	74.04	77.75
	m	10,558.67	11,086.60	11,640.93	12,222.98	12,834.13	13,475.83
	a	126,704.00	133,039.21	139,691.17	146,675.72	154,009.51	161,709.99
<i>Grade 25</i>							
<b>Senior Management Analyst</b>	h	56.26	59.07	62.02	65.12	68.38	71.80
	m	9,751.09	10,238.65	10,750.58	11,288.11	11,852.51	12,445.14
	a	117,013.12	122,863.77	129,006.96	135,457.31	142,230.17	149,341.68
<i>Grade 24</i>							
<b>Senior Planner</b>	h	52.76	55.40	58.17	61.08	64.13	67.34
	m	9,144.89	9,602.14	10,082.25	10,586.36	11,115.68	11,671.46
	a	109,738.72	115,225.66	120,986.94	127,036.29	133,388.10	140,057.51
<i>Grade 23</i>							
<b>Streets Supervisor</b>	h	46.44	48.76	51.19	53.75	56.44	59.26
	m	8,048.75	8,451.19	8,873.75	9,317.44	9,783.31	10,272.47
	a	96,585.02	101,414.27	106,484.99	111,809.24	117,399.70	123,269.68
<i>Grade 34</i>							
<b>Streets Superintendent/ Emergency Services Coordinator</b>	h	53.05	55.70	58.48	61.41	64.48	67.70
	m	9,194.72	9,654.45	10,137.18	10,644.04	11,176.24	11,735.05
	a	110,336.62	115,853.45	121,646.12	127,728.43	134,114.85	140,820.59
<i>Grade 33</i>							
<b>Water Superintendent</b>	h	56.26	59.07	62.02	65.12	68.38	71.80
	m	9,751.09	10,238.65	10,750.58	11,288.11	11,852.51	12,445.14
	a	117,013.12	122,863.77	129,006.96	135,457.31	142,230.17	149,341.68
<i>Grade 24</i>							

**City of Coachella - Salary Schedule**  
**Confidential Mid-Management Employees**  
**July 1, 2026 - June 30, 2027 (2% COLA Effective July 1, 2026)**  
*(Revised by Council 07/26/23, Resolution No. 2023-30)*

	Step	A	B	C	D	E	Performance Step (5%) "0"
<b>Accounting Manager</b>	h	62.88	66.02	69.32	72.79	76.43	80.25
	m	10,899.01	11,443.96	12,016.16	12,616.97	13,247.82	13,910.21
	a	130,788.13	137,327.54	144,193.91	151,403.61	158,973.79	166,922.48
<i>Grade 37</i>							
<b>Administrative Assistant</b>	h	38.04	39.94	41.94	44.04	46.24	48.55
	m	6,594.04	6,923.74	7,269.93	7,633.42	8,015.10	8,415.85
	a	79,128.47	83,084.89	87,239.14	91,601.09	96,181.15	100,990.21
<i>Grade 10</i>							
<b>Assistant to the City Manager</b>	h	62.70	65.83	69.12	72.58	76.21	80.02
	a	10,867.25	11,410.61	11,981.14	12,580.20	13,209.21	13,869.67
	m	130,406.97	136,927.32	143,773.68	150,962.37	158,510.49	166,436.01
<i>Grade 36</i>							
<b>Associate Planner</b>	h	48.77	51.21	53.77	56.46	59.28	62.24
	m	8,453.24	8,875.91	9,319.70	9,785.69	10,274.97	10,788.72
	a	101,438.94	106,510.88	111,836.43	117,428.25	123,299.66	129,464.65
<i>Grade 32</i>							
<b>Building Official</b>	h	62.13	65.24	68.50	71.93	75.52	79.30
	m	10,769.84	11,308.33	11,873.75	12,467.44	13,090.81	13,745.35
	a	129,238.08	135,699.99	142,484.99	149,609.24	157,089.70	164,944.18
<i>Grade 25</i>							
<b>Chief Treatment/Collections System Operator</b>	h	50.52	53.04	55.69	58.48	61.40	64.47
	m	8,756.05	9,193.86	9,653.55	10,136.23	10,643.04	11,175.19
	a	105,072.65	110,326.28	115,842.59	121,634.72	127,716.46	134,102.28
<i>Grade 29</i>							
<b>Civil Engineering Associate</b>	h	48.07	50.48	53.00	55.65	58.43	61.35
	m	8,332.54	8,749.17	9,186.63	9,645.96	10,128.26	10,634.67
	a	99,990.54	104,990.06	110,239.57	115,751.54	121,539.12	127,616.08
<i>Grade 31</i>							
<b>Code Compliance Manager</b>	h	62.13	65.24	68.50	71.93	75.52	79.30
	m	10,769.84	11,308.33	11,873.75	12,467.44	13,090.81	13,745.35
	a	129,238.08	135,699.99	142,484.99	149,609.24	157,089.70	164,944.18
<i>Grade 25</i>							
<b>Development Services Technician</b>	h	41.99	44.09	46.29	48.61	51.04	53.59
	m	7,278.01	7,641.91	8,024.00	8,425.20	8,846.46	9,288.79
	a	87,336.08	91,702.88	96,288.03	101,102.43	106,157.55	111,465.43
<i>Grade 17</i>							
<b>Community Services Coordinator</b>	h	38.04	39.94	41.94	44.04	46.24	48.55
	m	6,594.04	6,923.74	7,269.93	7,633.42	8,015.10	8,415.85
	a	79,128.47	83,084.89	87,239.14	91,601.09	96,181.15	100,990.21
<i>Grade 10</i>							
<b>Customer Service Supervisor</b>	h	47.36	49.73	52.22	54.83	57.57	60.45
	m	8,209.73	8,620.21	9,051.22	9,503.79	9,978.97	10,477.92
	a	98,516.72	103,442.56	108,614.69	114,045.42	119,747.69	125,735.08
<i>Grade 34</i>							
<b>Deputy City Clerk</b>	h	47.36	49.73	52.22	54.83	57.57	60.45
	m	8,209.73	8,620.21	9,051.22	9,503.79	9,978.97	10,477.92
	a	98,516.72	103,442.56	108,614.69	114,045.42	119,747.69	125,735.08
<i>Grade 22</i>							

**City of Coachella - Salary Schedule**  
**Confidential Mid-Management Employees**  
**July 1, 2026 - June 30, 2027 (2% COLA Effective July 1, 2026)**  
*(Revised by Council 07/26/23, Resolution No. 2023-30)*

	Step	A	B	C	D	E	Performance Step (5%) "O"
<b>Economic Development Manager</b> <i>Grade 38</i>	h	63.18	66.34	69.66	73.14	76.80	80.64
	m	10,951.95	11,499.55	12,074.52	12,678.25	13,312.16	13,977.77
	a	131,423.39	137,994.56	144,894.29	152,139.00	159,745.96	167,733.25
<b>Environmental/Special Programs Manager</b> <i>Grade 32</i>	h	48.77	51.21	53.77	56.46	59.28	62.24
	m	8,453.24	8,875.91	9,319.70	9,785.69	10,274.97	10,788.72
	a	101,438.94	106,510.88	111,836.43	117,428.25	123,299.66	129,464.65
<b>Executive Assistant</b> <i>Grade 17</i>	h	41.99	44.09	46.29	48.61	51.04	53.59
	m	7,278.01	7,641.91	8,024.00	8,425.20	8,846.46	9,288.79
	a	87,336.08	91,702.88	96,288.03	101,102.43	106,157.55	111,465.43
<b>Finance Manager</b> <i>Grade 37</i>	h	62.88	66.02	69.32	72.79	76.43	80.25
	m	10,899.01	11,443.96	12,016.16	12,616.97	13,247.82	13,910.21
	a	130,788.13	137,327.54	144,193.91	151,403.61	158,973.79	166,922.48
<b>Finance Services Supervisor</b> <i>Grade 34</i>	h	47.36	49.73	52.22	54.83	57.57	60.45
	m	8,209.73	8,620.21	9,051.22	9,503.79	9,978.97	10,477.92
	a	98,516.72	103,442.56	108,614.69	114,045.42	119,747.69	125,735.08
<b>Grants Manager</b> <i>Grade 24</i>	h	57.38	60.25	63.26	66.43	69.75	73.23
	m	9,946.11	10,443.42	10,965.59	11,513.87	12,089.56	12,694.04
	a	119,353.38	125,321.05	131,587.10	138,166.46	145,074.78	152,328.52
<b>Information Technology Manager</b> <i>Grade 40</i>	h	70.58	74.10	77.81	81.70	85.78	90.07
	m	12,233.06	12,844.72	13,486.95	14,161.30	14,869.37	15,612.84
	a	146,796.78	154,136.62	161,843.45	169,935.62	178,432.40	187,354.02
<b>Management Analyst</b> <i>Grade 14</i>	h	46.64	48.97	51.42	53.99	56.69	59.53
	m	8,084.33	8,488.55	8,912.97	9,358.62	9,826.55	10,317.88
	a	97,011.97	101,862.57	106,955.70	112,303.48	117,918.66	123,814.59
<b>Parks and Recreation Services Manager</b> <i>Grade 24</i>	h	57.38	60.25	63.26	66.43	69.75	73.23
	m	9,946.11	10,443.42	10,965.59	11,513.87	12,089.56	12,694.04
	a	119,353.38	125,321.05	131,587.10	138,166.46	145,074.78	152,328.52
<b>Parks Supervisor</b> <i>Grade 34</i>	h	47.36	49.73	52.22	54.83	57.57	60.45
	m	8,209.73	8,620.21	9,051.22	9,503.79	9,978.97	10,477.92
	a	98,516.72	103,442.56	108,614.69	114,045.42	119,747.69	125,735.08
<b>Permit Technician</b> <i>Grade 12</i>	h	38.95	40.89	42.94	45.09	47.34	49.71
	m	6,750.74	7,088.27	7,442.69	7,814.82	8,205.56	8,615.84
	a	81,008.85	85,059.29	89,312.26	93,777.87	98,466.76	103,390.10
<b>Planning Manager</b> <i>Grade 41</i>	h	75.50	79.27	83.24	87.40	91.77	96.36
	m	13,086.44	13,740.76	14,427.80	15,149.19	15,906.64	16,701.98
	a	157,037.23	164,889.09	173,133.55	181,790.23	190,879.74	200,423.72

**City of Coachella - Salary Schedule**  
**Confidential Mid-Management Employees**  
**July 1, 2026 - June 30, 2027 (2% COLA Effective July 1, 2026)**  
*(Revised by Council 07/26/23, Resolution No. 2023-30)*

	Step	A	B	C	D	E	Performance Step (5%) "0"
<b>Principal Planner</b> <i>Grade 39</i>	h	62.13	65.24	68.50	71.93	75.52	79.30
	m	10,769.84	11,308.33	11,873.75	12,467.44	13,090.81	13,745.35
	a	129,238.08	135,699.99	142,484.99	149,609.24	157,089.70	164,944.18
<b>Sanitary Superintendent</b> <i>Grade 24</i>	h	57.38	60.25	63.26	66.43	69.75	73.23
	m	9,946.11	10,443.42	10,965.59	11,513.87	12,089.56	12,694.04
	a	119,353.38	125,321.05	131,587.10	138,166.46	145,074.78	152,328.52
<b>Senior Civil Engineer</b> <i>Grade 25</i>	h	62.13	65.24	68.50	71.93	75.52	79.30
	m	10,769.84	11,308.33	11,873.75	12,467.44	13,090.81	13,745.35
	a	129,238.08	135,699.99	142,484.99	149,609.24	157,089.70	164,944.18
<b>Senior Management Analyst</b> <i>Grade 24</i>	h	57.38	60.25	63.26	66.43	69.75	73.23
	m	9,946.11	10,443.42	10,965.59	11,513.87	12,089.56	12,694.04
	a	119,353.38	125,321.05	131,587.10	138,166.46	145,074.78	152,328.52
<b>Senior Planner</b> <i>Grade 23</i>	h	53.81	56.50	59.33	62.30	65.41	68.68
	m	9,327.79	9,794.18	10,283.89	10,798.08	11,337.99	11,904.89
	a	111,933.50	117,530.17	123,406.68	129,577.01	136,055.86	142,858.66
<b>Streets Supervisor</b> <i>Grade 34</i>	h	47.36	49.73	52.22	54.83	57.57	60.45
	m	8,209.73	8,620.21	9,051.22	9,503.79	9,978.97	10,477.92
	a	98,516.72	103,442.56	108,614.69	114,045.42	119,747.69	125,735.08
<b>Streets Superintendent/ Emergency Services Coordinator</b> <i>Grade 33</i>	h	54.11	56.81	59.65	62.64	65.77	69.06
	m	9,378.61	9,847.54	10,339.92	10,856.92	11,399.76	11,969.75
	a	112,543.35	118,170.52	124,079.04	130,283.00	136,797.15	143,637.00
<b>Water Superintendent</b> <i>Grade 24</i>	h	57.38	60.25	63.26	66.43	69.75	73.23
	m	9,946.11	10,443.42	10,965.59	11,513.87	12,089.56	12,694.04
	a	119,353.38	125,321.05	131,587.10	138,166.46	145,074.78	152,328.52