

City of Coachella - Salary Schedule
Confidential Mid-Management Employees
July 1, 2025 - June 30, 2026 (3% COLA Effective July 1, 2025)
(Revised by Council 11/12/25, Resolution No. 2025-47)

	Step	A	B	C	D	E	Performance Step (5%) "O"
Accounting Manager	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>							
Administrative Assistant	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>							
Assistant to the City Manager	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>							
Associate Planner	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>							
Building Official	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>							
Chief Treatment/Collections System Operator	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>							
Civil Engineering Associate	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>							
Code Compliance Manager	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>							
Development Services Technician	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>							
Community Services Coordinator	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>							
Customer Service Supervisor	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>							
Deputy City Clerk	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>							
Economic Development Manager	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
<i>Grade 38</i>							
Environmental/Special Programs Manager	h	49.25	51.72	54.30	57.02	59.87	62.86
	m	8,537.46	8,964.34	9,412.55	9,883.18	10,377.34	10,896.21
	a	102,449.57	107,572.05	112,950.65	118,598.18	124,528.09	130,754.49
<i>Grade 11</i>							

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	Step	A	B	C	D	E	Performance Step (5%) "O"
Executive Assistant	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>							
Finance Manager	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>							
Finance Services Supervisor	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>							
Grants Manager	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>							
Information Technology Manager	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
<i>Grade 40</i>							
Management Analyst	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
<i>Grade 14</i>							
Parks and Recreation Services Manager	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>							
Parks Supervisor	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>							
Permit Technician	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
<i>Grade 12</i>							
Planning Manager	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
<i>Grade 41</i>							
Principal Planner	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>							
Public Works Construction Manager	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>							
Sanitary Superintendent	h	57.95	60.85	63.89	67.08	70.44	73.96
	m	10,044.29	10,546.50	11,073.82	11,627.52	12,208.89	12,819.34
	a	120,531.42	126,558.00	132,885.89	139,530.19	146,506.70	153,832.03
<i>Grade 15</i>							
Senior Civil Engineer	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>							

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Senior Management Analyst	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	<i>Grade 24</i>	117,013.12	122,863.77	129,006.96	135,457.31	142,230.17	149,341.68
Senior Planner	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	<i>Grade 23</i>	109,738.72	115,225.66	120,986.94	127,036.29	133,388.10	140,057.51
Streets Supervisor	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	<i>Grade 34</i>	96,585.02	101,414.27	106,484.99	111,809.24	117,399.70	123,269.68
Streets Superintendent/ Emergency Services Coordinator	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	<i>Grade 33</i>	110,336.62	115,853.45	121,646.12	127,728.43	134,114.85	140,820.59
Water Superintendent	h		57.95	60.85	63.89	67.08	70.44	73.96
	m		10,044.29	10,546.50	11,073.82	11,627.52	12,208.89	12,819.34
	a	<i>Grade 18</i>	120,531.42	126,558.00	132,885.89	139,530.19	146,506.70	153,832.03

City of Coachella - Salary Schedule
Confidential Mid-Management Employees
July 1, 2026 - June 30, 2027 (2% COLA Effective July 1, 2026)
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	Step	A	B	C	D	E	Performance Step (5%) "O"
Accounting Manager	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>							
Administrative Assistant	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>							
Assistant to the City Manager	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>							
Associate Planner	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>							
Building Official	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>							
Chief Treatment/Collections System Operator	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>							
Civil Engineering Associate	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>							
Code Compliance Manager	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>							
Development Services Technician	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>							
Community Services Coordinator	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>							
Customer Service Supervisor	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>							
Deputy City Clerk	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>							
Economic Development Manager	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
<i>Grade 38</i>							
Environmental/Special Programs Manager	h	50.24	52.75	55.39	58.16	61.07	64.12
	m	8,708.21	9,143.62	9,600.81	10,080.85	10,584.89	11,114.13
	a	104,498.56	109,723.49	115,209.66	120,970.14	127,018.65	133,369.58
<i>Grade 11</i>							

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	Step	A	B	C	D	E	Performance "O" Step (5%)
Executive Assistant	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>							
Finance Manager	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>							
Finance Services Supervisor	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>							
Grants Manager	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
<i>Grade 24</i>							
Information Technology Manager	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
<i>Grade 40</i>							
Management Analyst	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
<i>Grade 14</i>							
Parks and Recreation Services Manager	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
<i>Grade 24</i>							
Parks Supervisor	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>							
Permit Technician	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
<i>Grade 12</i>							
Planning Manager	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
<i>Grade 41</i>							
Principal Planner	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 39</i>							
Public Works Construction Manager	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
<i>Grade 24</i>							
Sanitary Superintendent	h	59.11	62.06	65.17	68.42	71.84	75.44
	m	10,245.17	10,757.43	11,295.30	11,860.07	12,453.07	13,075.72
	a	122,942.05	129,089.16	135,543.61	142,320.79	149,436.83	156,908.67
<i>Grade 15</i>							
Senior Civil Engineer	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>							

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(Revised by Council 11/12/25, Resolution No. 2025-47)

		Step	A	B	C	D	E	Performance "O" Step (5%)
Senior Management Analyst	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	<i>Grade 24</i>	119,353.38	125,321.05	131,587.10	138,166.46	145,074.78	152,328.52
Senior Planner	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	<i>Grade 23</i>	111,933.50	117,530.17	123,406.68	129,577.01	136,055.86	142,858.66
Streets Supervisor	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	<i>Grade 34</i>	98,516.72	103,442.56	108,614.69	114,045.42	119,747.69	125,735.08
Streets Superintendent/ Emergency Services Coordinator	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	<i>Grade 33</i>	112,543.35	118,170.52	124,079.04	130,283.00	136,797.15	143,637.00
Water Superintendent	h		59.11	62.06	65.17	68.42	71.84	75.44
	m		10,245.17	10,757.43	11,295.30	11,860.07	12,453.07	13,075.72
	a	<i>Grade 18</i>	122,942.05	129,089.16	135,543.61	142,320.79	149,436.83	156,908.67