

City of Coachella - Salary Schedule

APPENDIX A

Management Group

7% COLA Effective July 1, 2023

(Revised by Council 6/28/23; Resolution No. 2023-31)

Group I	Step	A	B	C	D	E
City Engineer	h	77.81	81.70	85.78	90.07	94.58
	m	13,486.65	14,160.98	14,869.03	15,612.48	16,393.11
	a	161,839.78	169,931.77	178,428.36	187,349.77	196,717.26
Community Development Director	h	82.29	86.41	90.73	95.27	100.03
	m	14,264.86	14,978.10	15,727.01	16,513.36	17,339.02
	a	171,178.30	179,737.22	188,724.08	198,160.28	208,068.29
Economic Development Director	h	77.81	81.70	85.78	90.07	94.58
	m	13,486.65	14,160.98	14,869.03	15,612.48	16,393.11
	a	161,839.78	169,931.77	178,428.36	187,349.77	196,717.26
Finance Director	h	83.06	87.21	91.57	96.15	100.96
	m	14,396.43	15,116.25	15,872.06	16,665.67	17,498.95
	a	172,757.15	181,395.01	190,464.76	199,988.00	209,987.40
Public Works Director	h	81.08	85.13	89.39	93.86	98.55
	m	14,050.67	14,753.20	15,490.86	16,265.41	17,078.68
	a	168,608.05	177,038.46	185,890.38	195,184.90	204,944.14

Group II	Step	A	B	C	D	E
Assistant Community Development Director	h	65.61	68.89	72.33	75.95	79.74
	m	11,371.59	11,940.17	12,537.18	13,164.04	13,822.24
	a	136,459.10	143,282.06	150,446.16	157,968.47	165,866.89
Controller	h	65.61	68.89	72.33	75.95	79.74
	m	11,371.59	11,940.17	12,537.18	13,164.04	13,822.24
	a	136,459.10	143,282.06	150,446.16	157,968.47	165,866.89
Human Resources Manager	h	65.61	68.89	72.33	75.95	79.74
	m	11,371.59	11,940.17	12,537.18	13,164.04	13,822.24
	a	136,459.10	143,282.06	150,446.16	157,968.47	165,866.89
Public Information Officer	h	55.11	57.86	60.76	63.79	66.98
	m	9,551.76	10,029.35	10,530.82	11,057.36	11,610.23
	a	114,621.16	120,352.22	126,369.83	132,688.32	139,322.74
Utilities Manager	h	65.61	68.89	72.33	75.95	79.74
	m	11,371.59	11,940.17	12,537.18	13,164.04	13,822.24
	a	136,459.10	143,282.06	150,446.16	157,968.47	165,866.89

City of Coachella - Salary Schedule

APPENDIX B

Management Group

5% COLA Effective July 1, 2024

(Revised by Council 6/25/2025; Resolution No. 2025-38)

Group I	Step	A	B	C	D	E
Community Development Director	h	86.41	90.73	95.27	100.03	105.03
	m	14,978.10	15,727.01	16,513.36	17,339.02	18,205.98
	a	179,737.22	188,724.08	198,160.28	208,068.29	218,471.71
Economic Development Director	h	81.70	85.78	90.07	94.58	99.31
	m	14,160.98	14,869.03	15,612.48	16,393.11	17,212.76
	a	169,931.77	178,428.36	187,349.77	196,717.26	206,553.13
Finance Director	h	87.21	91.57	96.15	100.96	106.01
	m	15,116.25	15,872.06	16,665.67	17,498.95	18,373.90
	a	181,395.01	190,464.76	199,988.00	209,987.40	220,486.76
Public Works Director/City Engineer	h	87.21	91.57	96.15	100.96	106.00
	m	15,116.25	15,872.06	16,665.67	17,498.95	18,373.90
	a	181,395.01	190,464.76	199,988.00	209,987.40	220,486.77
Utilities Director	h	81.70	85.78	90.07	94.58	99.31
	m	14,160.98	14,869.03	15,612.48	16,393.11	17,212.76
	a	169,931.77	178,428.36	187,349.77	196,717.26	206,553.13

Group II	Step	A	B	C	D	E
Assistant Community Development Director	h	68.89	72.33	75.95	79.74	83.73
	m	11,940.17	12,537.18	13,164.04	13,822.24	14,513.35
	a	143,282.06	150,446.16	157,968.47	165,866.89	174,160.23
Controller	h	68.89	72.33	75.95	79.74	83.73
	m	11,940.17	12,537.18	13,164.04	13,822.24	14,513.35
	a	143,282.06	150,446.16	157,968.47	165,866.89	174,160.23
Human Resources Manager	h	68.89	72.33	75.95	79.74	83.73
	m	11,940.17	12,537.18	13,164.04	13,822.24	14,513.35
	a	143,282.06	150,446.16	157,968.47	165,866.89	174,160.23
Public Information Officer	h	57.86	60.76	63.79	66.98	70.33
	m	10,029.35	10,530.82	11,057.36	11,610.23	12,190.74
	a	120,352.22	126,369.83	132,688.32	139,322.74	146,288.87

City of Coachella - Salary Schedule
Management Group
4% COLA Effective July 1, 2025
(Revised by Council 6/25/2025; Resolution No. 2025-38)

APPENDIX C

Group I	Step	A	B	C	D	E
Community Development Director	h	89.87	94.36	99.08	104.03	109.23
	m	15,577.23	16,356.09	17,173.89	18,032.59	18,934.21
	a	186,926.70	196,273.04	206,086.69	216,391.03	227,210.58
Economic Development Director	h	84.97	89.22	93.68	98.36	103.28
	m	14,727.42	15,463.79	16,236.98	17,048.83	17,901.27
	a	176,729.04	185,565.49	194,843.77	204,585.95	214,815.25
Finance Director	h	90.70	95.24	100.00	105.00	110.25
	m	15,720.90	16,506.95	17,332.29	18,198.91	19,108.85
	a	188,650.81	198,083.35	207,987.52	218,386.89	229,306.24
Public Works Director/City Engineer	h	90.70	95.24	100.00	105.00	110.25
	m	15,720.90	16,506.95	17,332.29	18,198.91	19,108.85
	a	188,650.81	198,083.35	207,987.52	218,386.89	229,306.24
Utilities Director	h	84.97	89.22	93.68	98.36	103.28
	m	14,727.42	15,463.79	16,236.98	17,048.83	17,901.27
	a	176,729.04	185,565.49	194,843.77	204,585.95	214,815.25

Group II	Step	A	B	C	D	E
Assistant Community Development Director	h	71.64	75.22	78.98	82.93	87.08
	m	12,417.78	13,038.67	13,690.60	14,375.13	15,093.89
	a	149,013.34	156,464.01	164,287.21	172,501.57	181,126.64
Controller	h	71.64	75.22	78.98	82.93	87.08
	m	12,417.78	13,038.67	13,690.60	14,375.13	15,093.89
	a	149,013.34	156,464.01	164,287.21	172,501.57	181,126.64
Human Resources Manager	h	71.64	75.22	78.98	82.93	87.08
	m	12,417.78	13,038.67	13,690.60	14,375.13	15,093.89
	a	149,013.34	156,464.01	164,287.21	172,501.57	181,126.64
Public Information Officer	h	60.18	63.19	66.34	69.66	73.14
	m	10,430.53	10,952.05	11,499.65	12,074.64	12,678.37
	a	125,166.31	131,424.62	137,995.85	144,895.65	152,140.43

City of Coachella - Salary Schedule

APPENDIX D

Management Group

3% COLA Effective July 1, 2026

(Revised by Council 6/25/2025; Resolution No. 2025-38)

Group I	Step	A	B	C	D	E
Community Development Director	h	92.56	97.19	102.05	107.15	112.51
	m	16,044.54	16,846.77	17,689.11	18,573.56	19,502.24
	a	192,534.51	202,161.23	212,269.29	222,882.76	234,026.89
Economic Development Director	h	87.52	91.89	96.49	101.31	106.38
	m	15,169.24	15,927.70	16,724.09	17,560.29	18,438.31
	a	182,030.91	191,132.46	200,689.08	210,723.53	221,259.71
Finance Director	h	93.42	98.09	103.00	108.15	113.55
	m	16,192.53	17,002.15	17,852.26	18,744.87	19,682.12
	a	194,310.33	204,025.85	214,227.14	224,938.50	236,185.42
Public Works Director/City Engineer	h	93.42	98.09	103.00	108.15	113.55
	m	16,192.53	17,002.16	17,852.26	18,744.88	19,682.12
	a	194,310.33	204,025.85	214,227.14	224,938.50	236,185.42
Utilities Director	h	87.52	91.89	96.49	101.31	106.38
	m	15,169.24	15,927.70	16,724.09	17,560.29	18,438.31
	a	182,030.91	191,132.46	200,689.08	210,723.53	221,259.71

Group II	Step	A	B	C	D	E
Assistant Community Development Director	h	73.79	77.48	81.35	85.42	89.69
	m	12,790.31	13,429.83	14,101.32	14,806.38	15,546.70
	a	153,483.74	161,157.93	169,215.82	177,676.61	186,560.44
Controller	h	73.79	77.48	81.35	85.42	89.69
	m	12,790.31	13,429.83	14,101.32	14,806.38	15,546.70
	a	153,483.74	161,157.93	169,215.82	177,676.61	186,560.44
Human Resources Manager	h	73.79	77.48	81.35	85.42	89.69
	m	12,790.31	13,429.83	14,101.32	14,806.38	15,546.70
	a	153,483.74	161,157.93	169,215.82	177,676.61	186,560.44
Public Information Officer	h	61.98	65.08	68.33	71.75	75.34
	m	10,743.44	11,280.61	11,844.64	12,436.88	13,058.72
	a	128,921.30	135,367.36	142,135.73	149,242.52	156,704.64