

DATE SUBMITTED 03/11/2026
 SUBMITTED BY Human Resources
 DATE ACTION REQUIRED 03/18/2026

COUNCIL ACTION (X)
 PUBLIC HEARING REQUIRED ()
 RESOLUTION ()
 ORDINANCE 1ST READING ()
 ORDINANCE 2ND READING ()
 CITY CLERK'S INITIALS ()

**IMPERIAL CITY COUNCIL
 AGENDA ITEM**

SUBJECT: DISCUSSION/ACTION: <p style="text-align: center;">Receive and acknowledge the 2026 Total Compensation Study conducted by Gallagher as the final report for City review.</p>	
DEPARTMENT INVOLVED: Human Resources	
BACKGROUND/SUMMARY: BACKGROUND & JUSTIFICATION Staff recommends the City Council receive and acknowledge the 2026 Total Compensation Study conducted by Gallagher as the final report for City review.	
FISCAL IMPACT: NOT TO EXCEED There is no fiscal impact to receive and accept the classification study as a final report.	FINANCE INITIALS <u>JMS</u>
STAFF RECOMMENDATION: Recommendation to receive and acknowledge the 2026 Total Compensation Study conducted by Gallagher as a final report for City review.	DEPT. INITIALS <u>KWS</u>
MANAGER'S RECOMMENDATION: Approve Staff Recommendation	CITY MANAGER'S INITIALS <u>JTM</u>
MOTION:	
SECONDED: AYES: NAYES: ABSENT:	APPROVED () REJECTED () DISAPPROVED () DEFERRED () REFERRED TO:

March 2, 2026

TOTAL COMPENSATION STUDY FINAL REPORT

City of Imperial, California



Gallagher

Insurance | Risk Management | Consulting

March 2, 2026

Kristen Smith, Human Resources Manager
City of Imperial
420 South Imperial Avenue
Imperial, CA 92251

Dear Ms. Smith:

Gallagher is pleased to present the Total Compensation Study Final Report to the City of Imperial. This report documents the market compensation survey methodology, findings, and recommendations for implementation.

We would like to thank you for your assistance and cooperation without which this study could not have been brought to its successful completion.

We will be glad to answer any questions or clarify any points as you are implementing the findings and recommendations. It was a pleasure working with the City of Imperial and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,

Mike Harary

Mike Harary
Project Manager

Gallagher
www.ajg.com

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Executive Summary

Background

In January and February 2026, Consultants with Arthur J. Gallagher & Co. conducted a comprehensive Total Compensation Study for the City of Imperial (“City”). All compensation findings and recommendations are presented in this report.

This compensation review process was precipitated by:

- The concern of the City Council and management that employees should be recognized for the level and scope of work performed and that they are paid on a fair and competitive basis that allows the City to recruit and retain a high-quality staff;
- The desire to have a compensation plan that can meet the needs of the City; and
- The desire to ensure internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across the City.

The goals of the compensation study are to assist the City in developing a competitive pay and benefit plan, which is based upon market data, and to ensure the plan is fiscally responsible and meets the needs of the City with regards to recruitment and retention of qualified staff.

Summary of Findings

This report summarizes the study methodology, analytical tools, and the total compensation (salary and benefits) survey findings. The results of the total compensation study showed:

- The City’s **base salaries, overall, in comparison to the market median are 9.87% below the market.**
- The City’s **total compensation, overall, in comparison to the market median is 3.76% below the market.**
- The City’s **benefits package** puts the City in a more competitive position **(+6.11%)** compared to the market and, therefore, salary decisions should be based on total compensation versus base salary market results.
- Gallagher considers a classification falling within 5.0% of the median to be competitive.

Study Process

Benchmark Classifications

The study included 54 benchmark classifications selected in order to collect salary and benefits data within the defined labor market. Classifications that we would expect to provide a sufficient sample for analysis were selected as “benchmarks” to use as the basis to build the compensation plan. Benchmark classifications are those classifications that are compared to the market, and these classifications are used as a means of anchoring the City’s overall compensation plan to the market. Other classifications not surveyed will be included in the compensation plan and aligned to the benchmark classifications using internal equity principles.

Table 1. Benchmark Classifications

Classification Title
1. Accountant
2. Accounting Technician
3. Administrative Assistant

Classification Title
4. Assistant City Clerk
5. Assistant to the City Manager
6. Associate Planner
7. Building Inspector II
8. Building Official
9. Chief of Police
10. City Manager
11. Code Enforcement Inspector II
12. Collection System Worker II
13. Community Development Director
14. Community Development Technician II
15. Crime Analyst
16. Engineering Technician II
17. Equipment Mechanic
18. Finance Director
19. Finance Manager
20. Finance Supervisor (Proposed)
21. Fleet and Facilities Supervisor
22. Human Resources Director
23. Human Resources Specialist
24. Information Technology Director
25. Information Technology Technician II
26. Librarian
27. Library Assistant
28. Library Clerk II
29. Library Manager
30. Library Page*
31. Library Technician
32. Lifeguard/Swim Instructor*
33. Management Analyst
34. Park Maintenance Worker II
35. Parks and Recreation Director
36. Police Captain
37. Police Chief's Administrative Assistant
38. Police Corporal
39. Police Officer
40. Police Sergeant
41. Police Services Officer II
42. Property and Evidence Technician
43. Public Services Director

Classification Title
44. Public Services Maintenance Worker II
45. Public Services Manager
46. Public Services Supervisor
47. Recreation and Special Events Coordinator
48. Recreation Leader II*
49. Utility Maintenance Worker II
50. Wastewater Plant Chief Operator
51. Wastewater Treatment Plant Operator II
52. Water Meter/Distribution Operator II
53. Water Plant Chief Operator
54. Water Treatment Plant Operator II

*Non-Benefitted Classification

Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. In developing the list of potential comparator agencies, Gallagher recommended the use of (10) agencies within the local region which were utilized as the labor market by the City in a 2024 total compensation study to retain continuity between studies. Comparator agencies were selected based on the following factors:

- 1. Organizational type and structure** – It is generally recommended that agencies of a similar size and providing similar services to the City be used as comparators.

When it comes to technical classes, the size of an organization is not as critical, as these classes perform fairly similar work. The difference in size of an organization becomes more important when comparing classes at the management level. The scope of work and responsibility for management becomes much larger as an organization grows. Factors such as management of a large staff, consequence of error, the political nature of the job, and its visibility all grow with larger organizations. When it is difficult to find agencies that are similarly sized, it is important to get a good balance of smaller and larger agencies.

- 2. Similarity of population, staff, and operational budgets** – These elements provide guidelines in relation to resources required (staff and funding) and available for the provision of services.
- 3. Scope of services provided** – For the majority of classifications, it is important to select agencies providing similar services. Organizations providing the same services are ideal for comparators and most comparator agencies surveyed provide similar services to the City.
- 4. Labor market and geographic location** – Today’s labor market reality is that many agencies are in competition for the same pool of qualified employees because large portions of the workforce don’t live in the communities they serve, are accustomed to lengthy commutes, and are more likely to consider changing jobs in a larger geographic area than in the past. Furthermore, by selecting employers within a geographic proximity to the City, the resulting labor market data generally reflects the region’s cost of living, housing costs, growth rate, and other demographic characteristics to the same extent as competing employers to the City. Therefore, the geographic labor market area where the City may be recruiting from or losing employees to, was taken into consideration when selecting comparator organizations.

All factors mentioned should be considered in selecting the group of comparator agencies.

Table 2. Comparator Agencies

Agency
1. City of Brawley
2. City of Calexico
3. City of Coachella
4. City of El Centro
5. City of Indio
6. City of Palm Desert
7. City of Palm Springs
8. County of Imperial
9. County of San Diego
10. Imperial Irrigation District

Salary and Benefits Data

The last element requiring discussion prior to beginning a market survey is the specific benefit data that will be collected and analyzed. The following salary and benefits data was collected for each benchmark classification (the cost of these benefits to each agency was converted into dollar amounts and can be found in Appendix II [Benefit Detail] of this report; these amounts were added to base salaries for total compensation purposes).

1. Monthly Base Salary

The top of the salary range and/or control point. All figures are presented on a monthly basis.

2. Employee Retirement

The retirement reflects the benefits offered to the majority of the employees:

- **PERS Formula:** The service retirement formula for each agency’s PEPRA plan. For agencies with retirement systems established under the County Employees Retirement Law of 1937 (“37 Act”). The only pension metric which differs from agency to agency for their PEPRA plans would be when employees are required to contribute towards the employer’s pension costs (aka “Cost Sharing”) which is reported as a negative value to total compensation.
- **Social Security:** If an employer participates in Social Security, then the employer contribution of 6.2% of the base salary up to the federally-determined maximum contribution of \$953.25 per month was reported in 2026.
- **Other:** Any other retirement contributions made by the employer.

3. Deferred Compensation

Deferred compensation contributions provided to all employees of a classification with or without requiring the employee to make a contribution is reported.

4. Insurances

The employer paid premiums for an employee with family coverage was reported. The employer paid insurances included:

- Cafeteria/Flexible Benefit Plan

- Medical
- Dental
- Vision
- Other

All of the benefit elements are negotiated benefits provided to all employees in the classification. As such, they represent an ongoing cost for which an agency must budget. Other monetary benefits collected, that were not included in the total compensation calculation, were Paid Time Off, Auto Allowance, Educational Incentive Pay, Bilingual Pay, Call Back Pay, Certification Pay, and Stand-By Pay. This information was provided to the City as qualitative data.

Data Collection

Data was collected during the months of January and February 2026, through comparator agency websites, conversations with human resources, accounting, and/or finance personnel, and careful review of agency documentation such as classification descriptions, memoranda of understanding, organization charts, and other documents.

Matching Methodology

Gallagher believes the data collection step is the most critical for maintaining the overall credibility of any study and relied on the City's classification descriptions as the foundation for comparison.

When Gallagher researches and collects data from the comparator agencies to identify possible matches for each of the benchmark classifications, there is an assumption that comparable matches may not be made that are 100% equivalent to the classifications at the City. Therefore, Gallagher does not match based upon job titles, which can often be misleading, but rather analyzes class descriptions before a comparable match is determined.

Gallagher's methodology is to analyze each class description and the whole position by evaluating factors such as:

- Definition and typical job functions;
- Distinguishing characteristics;
- Level within a class series (i.e., entry, experienced, journey, specialist, lead, etc.);
- Reporting relationship structure (for example, manages through lower-level staff);
- Education and experience requirements;
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- Independence of action/responsibility;
- The authority delegated to make decisions and take action;
- The responsibility for the work of others, program administration, and for budget dollars;
- Problem solving/ingenuity;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

In order for a match to be included, Gallagher requires that a classification's "likeness" be at approximately 70% of the matched classification.

When an appropriate match is not identified for one classification, Gallagher often uses “hybrids” which can be functional or represent a span in scope of responsibility. A functional hybrid means that the job of one classification at the City is performed by two or more classifications at a comparator agency. A “hybrid” representing a span in scope means that the comparator agency has one class that is “bigger” in scope and responsibility and one class that is “smaller,” where the City’s class falls in the middle.

If an appropriate match could not be found, then no match was reported as a non-comparable (N/C).

Benchmark Compensation Report Data

For each individual benchmark classification, each tab in the Benchmark Compensation Report spreadsheet reflects the labor market’s monthly base salary and total compensation data (sorted by top value in each). The total compensation data includes benefit details provided as monthly equivalent values.

The average (mean) and median (midpoint) of the comparator agencies are reported. The % above or below that the City is compared to the average and median is also reported. The mean is the sum of the comparator agencies’ salaries/total compensation divided by the number of matches. The median is the midpoint of all data with 50% of data points below and 50% of data points above.

To calculate the mean and median, Gallagher requires a minimum of four (4) comparator agencies with a matching classification to the benchmark classification. The reason for requiring a minimum of four matches is to ensure that no one classification has undue influence on the calculations. Sufficient data was collected from the comparator agencies for 41 of the established classifications as well as the single proposed classification out of the 54 benchmark classifications.

When using survey data to make salary range recommendations and adjustments, Gallagher recommends using the median, rather than the mean, because the median is not skewed by extremely high or low salary values.

Market Compensation Findings

The following table represents a summary of the market top monthly (base) salary and total compensation (base salary plus retirement and insurance values) findings. For each benchmark classification, the number of matches (agencies with a comparable position) and percent above or below the top monthly salary market median and total compensation market median is listed. The table is sorted by top monthly salary in descending order from the most positive percentile (above market) to the most negative (below market). Additionally, 12 benchmarks had an insufficient number of matches in the labor market to yield statistically significant results.

Table 3. Market Compensation Results Summary

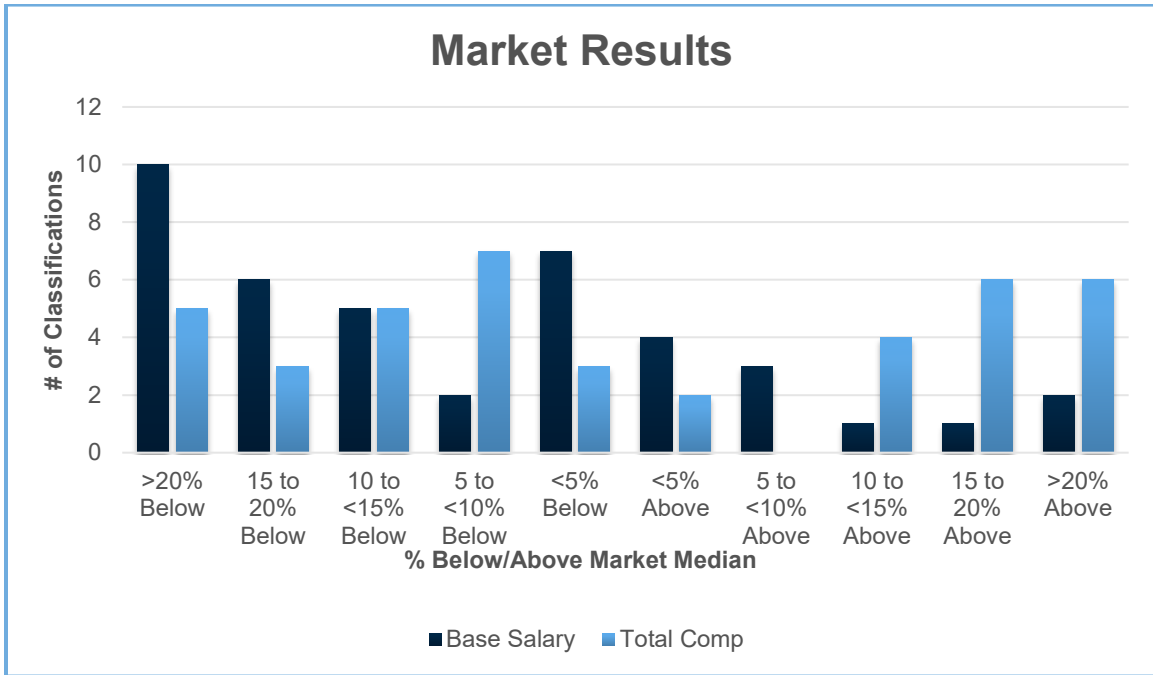
Classification Title	# of Matches	Top Monthly % Above or Below Median	Total Compensation % Above or Below Median
Fleet and Facilities Supervisor	7	22.93%	22.77%
Library Manager	7	21.53%	26.02%
Property and Evidence Technician	7	18.88%	12.99%
Library Clerk II	7	11.61%	14.21%
Park Maintenance Worker II	7	8.95%	5.51%
Accounting Technician	10	7.27%	4.75%

Classification Title	# of Matches	Top Monthly % Above or Below Median	Total Compensation % Above or Below Median
Recreation and Special Events Coordinator	5	5.62%	11.56%
Public Services Manager	6	3.08%	7.05%
Engineering Technician II	8	2.79%	7.63%
Human Resources Specialist	8	2.36%	6.50%
Police Officer	7	0.46%	7.86%
Police Services Officer II	4	-0.95%	6.26%
Finance Manager	10	-1.09%	3.77%
Wastewater Treatment Plant Operator II	4	-2.99%	3.94%
Water Treatment Plant Operator II	4	-3.11%	4.36%
Police Sergeant	7	-3.43%	4.36%
Police Captain	7	-3.89%	13.23%
Wastewater Plant Chief Operator	5	-4.57%	-1.86%
Associate Planner	8	-6.06%	1.06%
Building Official	9	-7.35%	-0.18%
Public Services Supervisor	8	-10.11%	-5.15%
City Manager	8	-11.77%	-12.48%
Police Chief's Administrative Assistant	6	-13.30%	-3.84%
Crime Analyst	4	-14.14%	-5.34%
Water Meter/Distribution Operator II	5	-14.52%	-7.23%
Management Analyst	8	-15.89%	-11.44%
Equipment Mechanic	7	-16.06%	-13.42%
Assistant City Clerk	4	-16.49%	-9.95%
Building Inspector II	9	-18.40%	-6.71%
Administrative Assistant	10	-18.59%	-7.81%
Chief of Police	7	-18.67%	-17.79%
Code Enforcement Inspector II	8	-20.38%	-9.66%
Accountant	10	-21.00%	-15.64%
Public Services Maintenance Worker II	9	-27.36%	-12.13%
Information Technology Technician II	6	-28.63%	-16.06%
Community Development Technician II	8	-28.74%	-12.39%
Human Resources Director	8	-30.45%	-22.53%
Information Technology Director	4	-33.65%	-30.14%
Community Development Director	9	-38.27%	-31.03%
Finance Director	9	-39.55%	-31.03%
Public Services Director	6	-40.55%	-34.06%
Assistant to the City Manager		Insufficient number of matches	
Collection System Worker II		Insufficient number of matches	

Classification Title	# of Matches	Top Monthly % Above or Below Median	Total Compensation % Above or Below Median
Librarian		Insufficient number of matches	
Library Assistant		Insufficient number of matches	
Library Page		Insufficient number of matches	
Library Technician		Insufficient number of matches	
Lifeguard/Swim Instructor		Insufficient number of matches	
Parks and Recreation Director		Insufficient number of matches	
Police Corporal		Insufficient number of matches	
Recreation Leader II		Insufficient number of matches	
Utility Maintenance Worker II		Insufficient number of matches	
Water Plant Chief Operator		Insufficient number of matches	

Base Salary & Total Comp Market Results

Table 4. Market Base Salary and Total Compensation Results



Base salary market results show that 30 classifications are paid below the market median and 11 classifications are paid above the market median.

# of Classifications	<5%	5-10%	10-15%	15-20%	>20%	Total
Below the Market Median	7	2	5	6	10	30

Above the Market Median	4	3	1	1	2	11
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Total compensation market results show that 28 classifications are paid below the market median and 13 classifications are paid above the market median.

# of Classifications	<5%	5-10%	10-15%	15-20%	>20%	Total
Below the Market Median	3	7	5	3	5	23
Above the Market Median	6	6	4	0	2	18

Generally, a classification falling within 5.0% of the median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy, actual scope of work, and position requirements. However, the City can adopt a different standard.

Overall, the differences between market-based salaries and total compensation indicate that the City’s benefits package puts the City at a slightly more competitive advantage. Further analysis indicates that, on average, classifications are 9.87% below the market median for base salaries, while that figure changes to 3.76% below the market median for total compensation, which is a 6.11% difference (i.e., the City “gains” a 6.11% competitive advantage when taking benefits into consideration).

Benefits

Health Insurance: Market data indicates the average monthly employer contribution toward health insurance premiums is \$2,426, excluding the City. The City’s current FY 2025/2026 monthly contribution of \$2,423 is \$3 less than, or 0.24% below, the market average, which is not statistically significant. Table 5 below summarizes comparator agency health insurance contributions as well as the City’s contribution.

Table 5. Average Monthly Employer Health Insurance Contributions

Imperial City Employees	Labor Market Average Monthly Health Insurance Contribution	Imperial City Monthly Health Insurance Contribution
Executives	\$2,514	\$2,423
Management	\$2,530	\$2,423
Teamsters	\$2,394	\$2,423
POA Non-Safety	\$2,409	\$2,423
POA Safety	\$2,361	\$2,423
POA Management	\$2,348	\$2,423

Retirement: The City participates in both CalPERS and Social Security. Among the comparators, only three (3) other agencies also participate in CalPERS and Social Security. Of the remaining agencies, five (5) participate in CalPERS but not Social Security, one (1) participates in Social Security only, and one (1) participates in a 1937 Act plan but not Social Security.

Internal Salary Relationships

Building from the salary levels established for identified benchmark classes, internal salary relationships were developed and consistently applied in order to develop specific salary recommendations for all non-benchmarked classifications.

In the future, the City may need to utilize internal alignment practices if the number of staff grows and additional classifications are added or classifications change. While analyzing internal relationships, the same factors analyzed when comparing the City's classifications to the labor market are used when making internal salary alignment recommendations.

In addition, the following are standard human resources practices that are commonly applied when making salary recommendations based upon internal relationships:

- A salary within 5.0% of the market average or median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of the position and its requirements. However, the City can adopt a closer standard.
- Certain internal percentages are often applied. Those that are the most common are:
 - The differential between a trainee and experienced (or journey) class in a series (I/II or Trainee/Experienced) is generally 10% to 15%;
 - A lead or advanced journey-level (III or Senior-level) class is generally placed 10% to 15% above the journey-level.
 - A full supervisory class is normally placed at least 10% to 25% above the highest level supervised, depending upon the breadth and scope of supervision.
- When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.

Internal equity between certain levels of classifications is a fundamental factor to be considered when making salary decisions. When conducting a market compensation survey, results can often show that certain classifications that are aligned with each other are not the same in the outside labor market. However, as an organization, careful consideration should be given to these alignments because they represent internal value of classifications within job families, as well as across the organization.

For the purposes of this study, Gallagher utilized market data to develop the salary recommendations for 42 of the benchmarked classifications and used internal equity principles to make the salary recommendations for 12 benchmarks with insufficient matches in the labor market as well as 62 City classifications that were not benchmarked. For the non-benchmarked and insufficiently matched classifications, internal alignments with other classifications will need to be considered, either in the same class series or those classifications that have similar scope of work, level of responsibility, and "worth" to the City. Where it is difficult to ascertain internal relationships due to unique qualifications and responsibilities, reliance can be placed on past internal relationships. It is important for City management to carefully review these internal relationships and determine if they are still appropriate given the current market data.

It is also important to analyze market data and internal relationships within class series as well as across the organization, and make adjustments to salary range placements, as necessary, based on the needs of the organization.

The City may want to make internal equity adjustments or alignments, as it implements the compensation strategy. This market survey is only a tool to be used by the City to determine market indexing and salary determination.

Recommendations

Pay Philosophy

The City has many options regarding what type of compensation plan it wants to implement. This decision will be based on what the City's pay philosophy is, at which level it desires to pay its employees compared to the market, whether it is going to consider additional alternative compensation programs, and how great the competition is with other agencies over recruitment of a highly qualified workforce.

Proposed Salary Structure

Currently, the City has a salary structure with ranges that are approximately 2.5% apart from one another. Each salary range has seven steps with 5.0% between each step. It is recommended that the City maintain a similar salary structure. Appendix III contains the current salary range structure.

The salary range structure connects all salary ranges, and their steps, by formula, thereby allowing for COLAs to be applied to only one-dollar figure in the table/matrix, which then automatically updates the entire table. Due to the formula that connects each range to the next (with 2.5% differentials between each range), there is a compounding effect when drawing relationships that span several ranges. For example, with 2.5% differentials between ranges, four ranges should represent a 10% differential. However, because the compounding effect of 2.5%, on top of 2.5%, on top of 2.5%, and so on, the differential between Range 1 and Range 5 is not exactly 10%, but it is slightly greater.

Proposed Salary Range Placements

Appendix IV illustrates the proposed salary range placement for each classification based on the market data as well as the internal relationship analysis. The recommendations are based on total compensation market results. The following calculation was used:

1. Multiplied the City's current top monthly salary by the percentage difference between the City's total compensation and the total compensation market median to calculate the Market Placement Salary.
2. The classification was then placed within the proposed salary range with a Step 7 dollar amount closest to the Market Placement Salary.

Gallagher also modified the current internal alignment in certain instances where it seemed warranted based on market-supported groupings and/or compaction issues.

For all classifications, this primary implementation procedure must be completed only at the initial time of implementation. In the future, if the City decides to implement annual across-the-board cost of living adjustment increases, only the salary schedule that was developed and included herein needs to be increased by the appropriate percentage, and each individual salary range will move up with this adjustment. This will ensure the internal salary relationships are preserved, and the salary schedule remains structured and easily administered.

Options for Implementation

While the City may be interested in bringing all salaries to the market median, in most cases this goal may not be reached with a single adjustment. In this case, one option is to move employees into the salary range that is recommended for each class based on this market study and to the step within the new range that is closest to their current compensation. If employees' current salaries are significantly below market so that their current compensation falls below the bottom of the newly recommended range, then larger adjustments would be needed to move those employees at least to the bottom of the new salary range.

Another option is to use a phased implementation approach. Normally, if the compensation implementation program must be carried over months or years, the classes that are farthest from the market median should receive the greatest equity increase (separate from any cost-of-living increase). If a class falls within 5% of the market median, it would be logical to make no equity adjustment in the first round of changes. However, if a class is more than 5% (or in this case, more than 20%) below the market median, a higher percentage change may be initially warranted to reduce the disparity.

The City may spend additional time to go through a process of deliberation and decision-making as to what compensation philosophy it should implement to attract, motivate, and retain a high-quality workforce. However, the City may want to consider adjusting those classifications' salaries that are currently below the market median as soon as possible, assuming that incumbents' performance meets the City's level of expectation.

When classifications are over market, Gallagher typically recommends Y-rating employees whose current pay exceeds the maximum of the recommended range until the market numbers "catch up" with their current salary. To Y-rate an employee means to keep the employee's salary frozen and to provide no salary increases (including no cost-of-living adjustments) until the employee's current salary is within the recommended salary range. This will result in no immediate loss of income but will delay any future increases until the incumbent's salary is within the salary range.

Other options to "freezing" a classification's salary in place until the market catches up are:

- **"Grandfathering" of salary ranges:** This means the salary range for the classification is adjusted down to what the market numbers are. However, current incumbents would continue being paid at the current rate of pay (which would put them outside of the new and adjusted salary range for the class) until they separate from employment with the City. Any new-hires would be paid within the newly established salary range.
- **Single-incumbent classes:** If a class only has one incumbent, an option would be to wait until the person separates from employment with the City and then adjust the salary range for the class according to the market.
- **Recent hires:** Some employees who have recently been hired may still be at one of the lower steps within their current salary range. So, even if the top of their current salary range is above market, the incumbents are currently still paid below the market maximum because they are not at the top of their current salary range. In this case, an immediate salary range adjustment could be made to bring the salary range within the market. This would bring the affected incumbents either to the top of the market range or very close to it, but they would not technically be Y-rated or lose any pay.

Another option, of course, is to actually reduce salaries down to the market. However, from an employee relations perspective this may not be a viable option.

Using the Market Data as a Tool

Gallagher would like to reiterate that this report and the findings are meant to be a tool for the City to create and implement an equitable compensation plan. Compensation strategies are designed to attract and retain excellent staff; however, financial realities and the City's expectations may also come into play when determining appropriate compensation philosophies and strategies. The collected data presented herein represents a market survey that will give the City an instrument to make future compensation decisions.

It has been a pleasure working with the City on this critical project. Please do not hesitate to contact us if we can provide any additional information or clarification regarding this report.

Respectfully submitted by,
Arthur J. Gallagher & Co.

Mike Harary

Mike Harary
Project Manager

Appendix I

Results Summary

City of Imperial
CompSTAR Report Result Summary
February 2026

Classification	Top Monthly Salary Data					Total Compensation Data					# of Matches
	Top Monthly Salary Data	Average of comparators	% above or below	Median of comparators	% above or below	Top Monthly Compensation	Average of comparators	% above or below	Median of comparators	% above or below	
Accountant	\$ 7,030	\$ 8,344	-18.69%	\$ 8,507	-21.00%	\$ 9,890	\$ 11,005	-11.28%	\$ 11,436	-15.64%	10
Accounting Technician	\$ 6,061	\$ 5,831	3.80%	\$ 5,621	7.27%	\$ 8,861	\$ 8,409	5.10%	\$ 8,440	4.75%	10
Administrative Assistant	\$ 4,853	\$ 5,650	-16.42%	\$ 5,756	-18.59%	\$ 7,578	\$ 8,228	-8.59%	\$ 8,169	-7.81%	10
Assistant City Clerk	\$ 7,571	\$ 8,804	-16.28%	\$ 8,820	-16.49%	\$ 10,464	\$ 11,465	-9.57%	\$ 11,505	-9.95%	4
Assistant to the City Manager	\$ 12,405	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 15,598	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	3
Associate Planner	\$ 8,999	\$ 8,748	2.80%	\$ 9,545	-6.06%	\$ 11,981	\$ 11,203	6.49%	\$ 11,854	1.06%	8
Building Inspector II	\$ 7,386	\$ 7,819	-5.86%	\$ 8,745	-18.40%	\$ 10,267	\$ 10,360	-0.91%	\$ 10,956	-6.71%	9
Building Official	\$ 10,965	\$ 11,929	-8.79%	\$ 11,771	-7.35%	\$ 14,068	\$ 14,496	-3.04%	\$ 14,094	-0.18%	9
Chief of Police	\$ 13,693	\$ 18,024	-31.62%	\$ 16,250	-18.67%	\$ 16,966	\$ 20,094	-18.44%	\$ 19,984	-17.79%	7
City Manager	\$ 21,067	\$ 23,075	-9.53%	\$ 23,546	-11.77%	\$ 24,444	\$ 26,452	-8.22%	\$ 27,493	-12.48%	8
Code Enforcement Inspector II	\$ 6,214	\$ 6,835	-10.00%	\$ 7,481	-20.38%	\$ 9,023	\$ 9,397	-4.15%	\$ 9,894	-9.66%	8
Collection System Worker II	\$ 5,630	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 8,402	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	3
Community Development Director	\$ 13,693	\$ 16,375	-19.58%	\$ 18,934	-38.27%	\$ 16,966	\$ 19,094	-12.54%	\$ 22,230	-31.03%	9
Community Development Technician II	\$ 5,630	\$ 6,866	-21.95%	\$ 7,248	-28.74%	\$ 8,402	\$ 9,307	-10.77%	\$ 9,443	-12.39%	8
Crime Analyst	\$ 6,691	\$ 7,660	-14.48%	\$ 7,636	-14.14%	\$ 9,529	\$ 9,969	-4.62%	\$ 10,037	-5.34%	4
Engineering Technician II	\$ 6,859	\$ 6,542	4.61%	\$ 6,667	2.79%	\$ 9,707	\$ 9,080	6.47%	\$ 8,966	7.63%	8
Equipment Mechanic	\$ 5,770	\$ 6,357	-10.17%	\$ 6,697	-16.06%	\$ 8,551	\$ 8,771	-2.57%	\$ 9,699	-13.42%	7
Finance Director	\$ 13,693	\$ 16,506	-20.54%	\$ 19,109	-39.55%	\$ 16,966	\$ 18,989	-11.93%	\$ 22,230	-31.03%	9
Finance Manager	\$ 12,405	\$ 12,082	2.61%	\$ 12,541	-1.09%	\$ 15,598	\$ 14,663	5.99%	\$ 15,010	3.77%	10
Finance Supervisor (Proposed)	proposed	\$ 11,689	proposed	\$ 12,013	proposed	proposed	\$ 14,667	proposed	\$ 14,928	proposed	6
Fleet and Facilities Supervisor	\$ 8,999	\$ 8,584	4.62%	\$ 6,936	22.93%	\$ 11,981	\$ 10,829	9.62%	\$ 9,252	22.77%	7
Human Resources Director	\$ 13,693	\$ 16,895	-23.38%	\$ 17,863	-30.45%	\$ 16,966	\$ 19,589	-15.46%	\$ 20,788	-22.53%	8
Human Resources Specialist	\$ 7,954	\$ 7,222	9.21%	\$ 7,767	2.36%	\$ 10,871	\$ 9,860	9.30%	\$ 10,165	6.50%	8
Information Technology Director	\$ 13,693	\$ 19,000	-38.75%	\$ 18,301	-33.65%	\$ 16,966	\$ 22,052	-29.98%	\$ 22,079	-30.14%	4
Information Technology Technician II	\$ 6,061	\$ 7,677	-26.64%	\$ 7,797	-28.63%	\$ 8,861	\$ 10,216	-15.29%	\$ 10,283	-16.06%	6
Librarian	\$ 7,571	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 10,464	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	3
Library Assistant	\$ 5,630	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 8,402	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	1
Library Clerk II	\$ 4,853	\$ 4,605	5.11%	\$ 4,290	11.61%	\$ 7,578	\$ 7,146	5.69%	\$ 6,501	14.21%	7
Library Manager	\$ 12,405	\$ 10,150	18.18%	\$ 9,734	21.53%	\$ 15,598	\$ 12,444	20.22%	\$ 11,540	26.02%	7
Library Page	\$ 4,290	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 4,290	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	0
Library Technician	\$ 5,228	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 7,975	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	2
Lifeguard/Swim Instructor	\$ 4,397	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 4,397	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	2
Management Analyst	\$ 7,571	\$ 8,367	-10.52%	\$ 8,774	-15.89%	\$ 10,464	\$ 11,097	-6.04%	\$ 11,661	-11.44%	8
Park Maintenance Worker II	\$ 4,853	\$ 4,843	0.22%	\$ 4,419	8.95%	\$ 7,578	\$ 7,286	3.85%	\$ 7,160	5.51%	7
Parks and Recreation Director	\$ 13,693	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 16,966	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	3
Police Captain	\$ 12,405	\$ 14,302	-15.29%	\$ 12,888	-3.89%	\$ 15,598	\$ 16,042	-2.84%	\$ 13,534	13.23%	7
Police Chief's Administrative Assistant	\$ 4,853	\$ 6,117	-26.05%	\$ 5,499	-13.30%	\$ 7,578	\$ 8,488	-12.01%	\$ 7,869	-3.84%	6
Police Corporal	\$ 8,356	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 11,298	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	1
Police Officer	\$ 7,205	\$ 7,986	-10.83%	\$ 7,172	0.46%	\$ 10,076	\$ 10,020	0.55%	\$ 9,284	7.86%	7
Police Sergeant	\$ 9,455	\$ 10,647	-12.60%	\$ 9,780	-3.43%	\$ 12,465	\$ 12,710	-1.97%	\$ 11,922	4.36%	7
Police Services Officer II	\$ 5,099	\$ 5,027	1.41%	\$ 5,148	-0.95%	\$ 7,839	\$ 7,306	6.80%	\$ 7,348	6.26%	4
Property and Evidence Technician	\$ 5,770	\$ 5,493	4.81%	\$ 4,681	18.88%	\$ 8,551	\$ 7,883	7.81%	\$ 7,440	12.99%	7
Public Services Director	\$ 13,693	\$ 18,252	-33.29%	\$ 19,246	-40.55%	\$ 16,966	\$ 21,105	-24.40%	\$ 22,744	-34.06%	6
Public Services Maintenance Worker II	\$ 4,853	\$ 5,778	-19.06%	\$ 6,181	-27.36%	\$ 7,578	\$ 8,299	-9.51%	\$ 8,497	-12.13%	9
Public Services Manager	\$ 12,405	\$ 11,487	7.40%	\$ 12,023	3.08%	\$ 15,598	\$ 14,148	9.29%	\$ 14,498	7.05%	6
Public Services Supervisor	\$ 8,999	\$ 9,351	-3.90%	\$ 9,909	-10.11%	\$ 11,981	\$ 11,721	2.17%	\$ 12,598	-5.15%	8
Recreation and Special Events Coordinator	\$ 7,030	\$ 6,858	2.46%	\$ 6,635	5.62%	\$ 9,890	\$ 9,338	5.58%	\$ 8,747	11.56%	5
Recreation Leader II	\$ 4,397	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 4,397	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	3

City of Imperial
CompSTAR Report Result Summary
February 2026

Utility Maintenance Worker II	\$ 5,630	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 8,402	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	3
Wastewater Plant Chief Operator	\$ 8,999	\$ 10,167	-12.97%	\$ 9,411	-4.57%	\$ 11,981	\$ 12,720	-6.17%	\$ 12,204	-1.86%	5
Wastewater Treatment Plant Operator II	\$ 6,859	\$ 6,713	2.13%	\$ 7,064	-2.99%	\$ 9,707	\$ 9,277	4.44%	\$ 9,325	3.94%	4
Water Meter/Distribution Operator II	\$ 5,770	\$ 6,450	-11.79%	\$ 6,608	-14.52%	\$ 8,551	\$ 8,912	-4.21%	\$ 9,170	-7.23%	5
Water Plant Chief Operator	\$ 8,999	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	\$ 11,981	Insuff.Data	Insuff.Data	Insuff.Data	Insuff.Data	2
Water Treatment Plant Operator II	\$ 6,859	\$ 7,203	-5.01%	\$ 7,072	-3.11%	\$ 9,707	\$ 9,637	0.72%	\$ 9,284	4.36%	4
		AVERAGE:	-9.38%	AVERAGE:	-9.87%		AVERAGE:	-3.03%	AVERAGE:	-3.76%	

Appendix II

Market Compensation Findings

Accountant

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	Accountant	\$ 10,447	7/1/2025	7/1/2026	2.00%
City of Palm Desert	Accountant	\$ 10,419	7/1/2025	Unknown	Unknown
City of Palm Springs	Accountant	\$ 10,226	6/22/2025	Unknown	Unknown
Imperial Irrigation District	Financial Accountant	\$ 10,035	1/1/2026	Unknown	Unknown
City of Coachella	Accountant	\$ 9,570	7/1/2025	7/1/2026	3.00%
City of Brawley	Accountant	\$ 7,443	7/1/2025	Unknown	Unknown
County of San Diego	Associate Accountant	\$ 7,152	6/27/2025	6/26/2026	3.50%
City of Imperial	Accountant	\$ 7,030	7/1/2025	Unknown	Unknown
City of El Centro	Accountant	\$ 6,635	7/1/2024	Unknown	Unknown
County of Imperial	Accountant-Auditor	\$ 6,131	7/11/2025	Unknown	Unknown
City of Calexico	Accountant	\$ 5,387	7/1/2024	Unknown	Unknown

Base Salary Median	\$8,507
Base Salary Average	\$8,344
Percentage Above or Below Median	-21.00%
Percentage Above or Below Average	-18.69%
Total # of Matches:	10

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
Imperial Irrigation District	Financial Accountant	\$ 10,035		\$ 1,003	\$ 622	\$ 100	\$ 2,069					\$ 13,829
City of Palm Desert	Accountant	\$ 10,419				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 13,698
City of Palm Springs	Accountant	\$ 10,226								\$ 2,570		\$ 12,796
City of Indio	Accountant	\$ 10,447			\$ 79					\$ 2,100		\$ 12,627
City of Coachella	Accountant	\$ 9,570					\$ 2,441	\$ 149	\$ 25			\$ 12,186
City of Brawley	Accountant	\$ 7,443			\$ 461		\$ 2,781					\$ 10,686
City of Imperial	Accountant	\$ 7,030			\$ 436		\$ 2,261	\$ 139	\$ 24			\$ 9,890
County of San Diego	Associate Accountant	\$ 7,152								\$ 2,211		\$ 9,363
City of El Centro	Accountant	\$ 6,635								\$ 2,112		\$ 8,747
County of Imperial	Accountant-Auditor	\$ 6,131					\$ 2,113	\$ 107				\$ 8,352
City of Calexico	Accountant	\$ 5,387			\$ 334					\$ 2,045		\$ 7,766

Footnote:

Total Compensation Median	\$11,436
Total Compensation Average	\$11,005
Percentage Above or Below Median	-15.63%
Percentage Above or Below Average	-11.28%
Total # of Matches:	10

Accounting Technician

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Coachella	Accounting Technician II	\$ 8,029	7/1/2025	7/1/2026	3.00%
City of Palm Desert	Accounting Technician II	\$ 7,940	7/1/2025	Unknown	Unknown
City of Indio	Accounting Technician II	\$ 6,975	7/1/2025	7/1/2026	2.00%
Imperial Irrigation District	Accounting Technician	\$ 6,379	1/1/2026	Unknown	Unknown
City of Palm Springs	Account Clerk II	\$ 6,181	6/22/2025	Unknown	Unknown
City of Imperial	Accounting Technician	\$ 6,061	7/1/2025	Unknown	Unknown
City of El Centro	Accounting Specialist	\$ 5,060	7/1/2024	Unknown	Unknown
City of Brawley	Senior Accounting Assistant	\$ 5,006	7/1/2025	Unknown	Unknown
County of San Diego	Account Clerk Specialist	\$ 4,912	6/27/2025	6/26/2026	3.50%
City of Calexico	Accounting Assistant II	\$ 4,028	7/1/2024	Unknown	Unknown
County of Imperial	Accounting Technician/ Account Clerk II'	\$ 3,802	7/11/2025	7/1/2026	3.00%

Base Salary Median	\$5,621
Base Salary Average	\$5,831
Percentage Above or Below Median	7.27%
Percentage Above or Below Average	3.80%
Total # of Matches:	10

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Accounting Technician II	\$ 7,940				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 11,219
City of Coachella	Accounting Technician II	\$ 8,029					\$ 2,441	\$ 149	\$ 25			\$ 10,645
Imperial Irrigation District	Accounting Technician	\$ 6,379		\$ 638	\$ 396	\$ 64	\$ 2,069					\$ 9,545
City of Indio	Accounting Technician II	\$ 6,975			\$ 79					\$ 2,100		\$ 9,155
City of Imperial	Accounting Technician	\$ 6,061			\$ 376		\$ 2,261	\$ 139	\$ 24			\$ 8,861
City of Palm Springs	Account Clerk II	\$ 6,181								\$ 2,602		\$ 8,783
City of Brawley	Senior Accounting Assistant	\$ 5,006			\$ 310		\$ 2,781					\$ 8,097
City of El Centro	Accounting Specialist	\$ 5,060								\$ 2,112		\$ 7,172
County of San Diego	Account Clerk Specialist	\$ 4,912								\$ 2,211		\$ 7,123
City of Calexico	Accounting Assistant II	\$ 4,028			\$ 250					\$ 2,045		\$ 6,323
County of Imperial	Accounting Technician/ Account Clerk II'	\$ 3,802					\$ 2,113	\$ 107				\$ 6,023

Footnote:

1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.

Total Compensation Median	\$8,440
Total Compensation Average	\$8,409
Percentage Above or Below Median	4.75%
Percentage Above or Below Average	5.10%
Total # of Matches:	10

Administrative Assistant

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Desert	Administrative Assistant II	\$ 7,940	7/1/2025	Unknown	Unknown
City of Indio	Administrative Assistant	\$ 7,010	7/1/2025	7/1/2026	2.00%
Imperial Irrigation District	Administrative Assistant III/ Clerical Technician¹	\$ 6,913	1/1/2026	Unknown	Unknown
City of Palm Springs	Administrative Assistant	\$ 6,492	6/22/2025	Unknown	Unknown
City of Coachella	Department Assistant II	\$ 5,980	7/1/2025	7/1/2026	3.00%
County of San Diego	Administrative Secretary II	\$ 5,531	6/27/2025	6/26/2026	3.50%
City of Imperial	Administrative Assistant	\$ 4,853	7/1/2023	Unknown	Unknown
City of El Centro	Staff Assistant	\$ 4,636	7/1/2024	Unknown	Unknown
County of Imperial	Administrative Secretary	\$ 4,292	7/1/2025	7/1/2026	3.00%
City of Calexico	Administrative Assistant	\$ 4,028	7/1/2024	Unknown	Unknown
City of Brawley	Administrative Office Clerk	\$ 3,679	7/1/2025	Unknown	Unknown

Base Salary Median	\$5,756
Base Salary Average	\$5,650
Percentage Above or Below Median	-18.59%
Percentage Above or Below Average	-16.42%
Total # of Matches:	10

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Administrative Assistant II	\$ 7,940				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 11,219
Imperial Irrigation District	Administrative Assistant III/ Clerical Technician¹	\$ 6,913		\$ 691	\$ 429	\$ 69	\$ 2,069					\$ 10,170
City of Indio	Administrative Assistant	\$ 7,010			\$ 79					\$ 2,100		\$ 9,190
City of Palm Springs	Administrative Assistant	\$ 6,492								\$ 2,602		\$ 9,094
City of Coachella	Department Assistant II	\$ 5,980					\$ 2,441	\$ 149	\$ 25			\$ 8,596
County of San Diego	Administrative Secretary II	\$ 5,531								\$ 2,211		\$ 7,742
City of Imperial	Administrative Assistant	\$ 4,853			\$ 301		\$ 2,261	\$ 138	\$ 24			\$ 7,578
City of El Centro	Staff Assistant	\$ 4,636								\$ 2,112		\$ 6,748
City of Brawley	Administrative Office Clerk	\$ 3,679			\$ 228		\$ 2,781					\$ 6,688
County of Imperial	Administrative Secretary	\$ 4,292					\$ 2,113	\$ 107				\$ 6,513
City of Calexico	Administrative Assistant	\$ 4,028			\$ 250					\$ 2,045		\$ 6,323

Footnote:

1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.

Total Compensation Median	\$8,169
Total Compensation Average	\$8,228
Percentage Above or Below Median	-7.81%
Percentage Above or Below Average	-8.59%
Total # of Matches:	10

Assistant City Clerk

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Coachella	Deputy City Clerk	\$ 9,783	7/1/2025	7/1/2026	2.00%
City of Palm Desert	Senior Deputy Clerk	\$ 9,209	7/1/2025	Unknown	Unknown
City of Indio	Deputy City Clerk	\$ 8,431	7/1/2025	7/1/2026	2.00%
City of Palm Springs	Deputy City Clerk	\$ 7,793	6/22/2025	Unknown	Unknown
City of Imperial	Assistant City Clerk	\$ 7,571	7/1/2025	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of El Centro	N/C				
County of Imperial	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	\$8,820
Base Salary Average	\$8,804
Percentage Above or Below Median	-16.49%
Percentage Above or Below Average	-16.28%
Total # of Matches:	4

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Senior Deputy Clerk	\$ 9,209				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 12,488
City of Coachella	Deputy City Clerk	\$ 9,783					\$ 2,441	\$ 149	\$ 25			\$ 12,399
City of Indio	Deputy City Clerk	\$ 8,431			\$ 79					\$ 2,100		\$ 10,610
City of Imperial	Assistant City Clerk	\$ 7,571			\$ 469		\$ 2,261	\$ 139	\$ 24			\$ 10,464
City of Palm Springs	Deputy City Clerk	\$ 7,793								\$ 2,570		\$ 10,363
City of Brawley	N/C											
City of Calexico	N/C											
City of El Centro	N/C											
County of Imperial	N/C											
County of San Diego	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	\$11,505
Total Compensation Average	\$11,465
Percentage Above or Below Median	-9.95%
Percentage Above or Below Average	-9.57%
Total # of Matches:	4

Assistant to the City Manager

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Coachella	Assistant to the City Manager	\$ 12,950	7/1/2025	7/1/2026	2.00%
City of Imperial	Assistant to the City Manager	\$ 12,405	7/1/2025	Unknown	Unknown
City of Indio	Marketing and Public Information Officer /Senior Economic Development Analyst'	\$ 12,228	7/1/2025	7/1/2026	2.00%
City of El Centro	Management Assistant	\$ 6,635	7/1/2024	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	Insuff. Data
Base Salary Average	Insuff. Data
Percentage Above or Below Median	Insuff. Data
Percentage Above or Below Average	Insuff. Data
Total # of Matches:	3

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Imperial	Assistant to the City Manager	\$ 12,405			\$ 769		\$ 2,201	\$ 139	\$ 24			\$ 15,598
City of Coachella	Assistant to the City Manager	\$ 12,950					\$ 2,441	\$ 149	\$ 25			\$ 15,566
City of Indio	Marketing and Public Information Officer /Senior Economic Development Analyst'	\$ 12,228			\$ 79					\$ 2,100		\$ 14,407
City of El Centro	Management Assistant	\$ 6,635										\$ 6,635
City of Brawley	N/C											
City of Calexico	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											
County of Imperial	N/C											
County of San Diego	N/C											
Imperial Irrigation District	N/C											

Footnote:

1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.

Total Compensation Median	Insuff. Data
Total Compensation Average	Insuff. Data
Percentage Above or Below Median	Insuff. Data
Percentage Above or Below Average	Insuff. Data
Total # of Matches:	3

Associate Planner

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Springs	Associate Planner	\$ 10,487	6/22/2025	Unknown	Unknown
City of Indio	Associate Planner	\$ 10,300	7/1/2025	7/1/2026	2.00%
City of Palm Desert	Associate Planner I	\$ 10,164	7/1/2025	Unknown	Unknown
City of Coachella	Associate Planner	\$ 10,074	7/1/2025	7/1/2026	2.00%
County of San Diego	Land Use/Environmental Planner II	\$ 9,017	6/27/2025	6/26/2026	3.50%
City of Imperial	Associate Planner	\$ 8,999	7/1/2025	Unknown	Unknown
City of El Centro	Associate Planner	\$ 7,026	7/1/2024	Unknown	Unknown
City of Calexico	Planner	\$ 6,563	7/1/2024	Unknown	Unknown
County of Imperial	Planner II	\$ 6,351	7/11/2025	Unknown	Unknown
City of Brawley	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	\$9,545
Base Salary Average	\$8,748
Percentage Above or Below Median	-6.06%
Percentage Above or Below Average	2.80%
Total # of Matches:	8

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Associate Planner I	\$ 10,164				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 13,443
City of Palm Springs	Associate Planner	\$ 10,487								\$ 2,570		\$ 13,057
City of Coachella	Associate Planner	\$ 10,074					\$ 2,441	\$ 149	\$ 25			\$ 12,690
City of Indio	Associate Planner	\$ 10,300			\$ 79					\$ 2,100		\$ 12,479
City of Imperial	Associate Planner	\$ 8,999			\$ 558		\$ 2,261	\$ 139	\$ 24			\$ 11,981
County of San Diego	Land Use/Environmental Planner II	\$ 9,017								\$ 2,211		\$ 11,228
City of El Centro	Associate Planner	\$ 7,026								\$ 2,112		\$ 9,138
City of Calexico	Planner	\$ 6,563			\$ 407					\$ 2,045		\$ 9,015
County of Imperial	Planner II	\$ 6,351					\$ 2,113	\$ 107				\$ 8,572
City of Brawley	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	\$11,854
Total Compensation Average	\$11,203
Percentage Above or Below Median	1.06%
Percentage Above or Below Average	6.49%
Total # of Matches:	8

Building Inspector II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	Building Inspector II	\$ 9,588	7/1/2025	7/1/2026	2.00%
City of Palm Desert	Building Inspector II	\$ 9,209	7/1/2025	Unknown	Unknown
City of Palm Springs	Building Inspector	\$ 9,173	6/22/2025	Unknown	Unknown
City of Coachella	Building Inspector II	\$ 8,951	7/1/2025	7/1/2026	3.00%
County of San Diego	Building Inspector II	\$ 8,745	9/5/2025	Unknown	Unknown
City of Imperial	Building Inspector II	\$ 7,386	7/1/2025	Unknown	Unknown
City of Brawley	Building Inspector	\$ 6,814	7/1/2025	Unknown	Unknown
City of Calexico	Building Inspector II	\$ 6,563	7/1/2024	Unknown	Unknown
County of Imperial	Building Inspector II	\$ 5,906	7/11/2025	7/1/2026	3.00%
City of El Centro	Building Inspector	\$ 5,420	7/1/2024	Unknown	Unknown
Imperial Irrigation District	N/C				

Base Salary Median	\$8,745
Base Salary Average	\$7,819
Percentage Above or Below Median	-18.40%
Percentage Above or Below Average	-5.86%
Total # of Matches:	9

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Building Inspector II	\$ 9,209				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 12,488
City of Palm Springs	Building Inspector	\$ 9,173								\$ 2,602		\$ 11,775
City of Indio	Building Inspector II	\$ 9,588			\$ 79					\$ 2,100		\$ 11,767
City of Coachella	Building Inspector II	\$ 8,951					\$ 2,441	\$ 149	\$ 25			\$ 11,567
County of San Diego	Building Inspector II	\$ 8,745								\$ 2,211		\$ 10,956
City of Imperial	Building Inspector II	\$ 7,386			\$ 458		\$ 2,261	\$ 139	\$ 24			\$ 10,267
City of Brawley	Building Inspector	\$ 6,814			\$ 422		\$ 2,781					\$ 10,018
City of Calexico	Building Inspector II	\$ 6,563			\$ 407					\$ 2,045		\$ 9,015
County of Imperial	Building Inspector II	\$ 5,906					\$ 2,113	\$ 107				\$ 8,127
City of El Centro	Building Inspector	\$ 5,420								\$ 2,112		\$ 7,532
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	\$10,956
Total Compensation Average	\$10,360
Percentage Above or Below Median	-6.71%
Percentage Above or Below Average	-0.91%
Total # of Matches:	9

Building Official

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Desert	Chief Building Official	\$ 16,657	7/1/2025	Unknown	Unknown
City of Indio	Chief Building Official	\$ 15,312	7/1/2025	Unknown	Unknown
City of Palm Springs	Building Official	\$ 14,593	6/22/2025	Unknown	Unknown
City of Coachella	Building Official	\$ 12,834	7/1/2025	7/1/2026	2.00%
County of San Diego	Building/Enforcement Manager	\$ 11,771	6/27/2025	Unknown	Unknown
City of Imperial	Building Official	\$ 10,965	7/1/2025	Unknown	Unknown
City of El Centro	Assistant Director of Community Development	\$ 10,868	12/24/2025	Unknown	Unknown
County of Imperial	Building Division Manager	\$ 9,592	7/1/2025	7/1/2026	3.00%
City of Brawley	Building Official	\$ 8,492	7/1/2025	Unknown	Unknown
City of Calexico	Building Official	\$ 7,244	7/1/2024	Unknown	Unknown
Imperial Irrigation District	N/C				

Base Salary Median	\$11,771
Base Salary Average	\$11,929
Percentage Above or Below Median	-7.35%
Percentage Above or Below Average	-8.79%
Total # of Matches:	9

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Chief Building Official	\$ 16,657				\$ 100	\$ 2,934	\$ 138		\$ 75		\$ 19,936
City of Indio	Chief Building Official	\$ 15,312			\$ 79					\$ 2,100		\$ 17,491
City of Palm Springs	Building Official	\$ 14,593								\$ 2,570		\$ 17,163
City of Coachella	Building Official	\$ 12,834					\$ 2,441	\$ 149	\$ 25			\$ 15,450
County of San Diego	Building/Enforcement Manager	\$ 11,771								\$ 2,323		\$ 14,094
City of Imperial	Building Official	\$ 10,965			\$ 680		\$ 2,261	\$ 139	\$ 24			\$ 14,068
City of El Centro	Assistant Director of Community Development	\$ 10,868								\$ 2,112		\$ 12,980
County of Imperial	Building Division Manager	\$ 9,592					\$ 2,113	\$ 107				\$ 11,813
City of Brawley	Building Official	\$ 8,492			\$ 527		\$ 2,781					\$ 11,800
City of Calexico	Building Official	\$ 7,244			\$ 449					\$ 2,045		\$ 9,738
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	\$14,094
Total Compensation Average	\$14,496
Percentage Above or Below Median	-0.18%
Percentage Above or Below Average	-3.04%
Total # of Matches:	9

Chief of Police

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Springs	Police Chief	\$ 25,069	6/22/2025	Unknown	Unknown
City of Indio	Chief of Police	\$ 21,613	7/1/2025	Unknown	Unknown
County of San Diego	Sheriff's Commander	\$ 18,942	6/27/2025	Unknown	Unknown
City of Brawley	Police Chief	\$ 16,250	8/6/2025	Unknown	Unknown
County of Imperial	Sheriff-Coroner	\$ 16,083	7/11/2025	Unknown	Unknown
City of El Centro	Chief of Police	\$ 14,534	12/24/2025	Unknown	Unknown
City of Imperial	Chief of Police	\$ 13,693	7/1/2025	Unknown	Unknown
City of Calexico	Police Chief	\$ 13,674	4/3/2024	Unknown	Unknown
City of Coachella	N/C				
City of Palm Desert	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	\$16,250
Base Salary Average	\$18,024
Percentage Above or Below Median	-18.67%
Percentage Above or Below Average	-31.62%
Total # of Matches:	7

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Springs	Police Chief	\$ 25,069								\$ 2,570		\$ 27,639
City of Indio	Chief of Police	\$ 21,613								\$ 2,100		\$ 23,713
County of San Diego	Sheriff's Commander	\$ 18,942								\$ 2,093		\$ 21,035
City of Brawley	Police Chief	\$ 16,250			\$ 953		\$ 2,781					\$ 19,984
City of Imperial	Chief of Police	\$ 13,693			\$ 849		\$ 2,261	\$ 138	\$ 24			\$ 16,966
City of El Centro	Chief of Police	\$ 14,534								\$ 2,112		\$ 16,646
County of Imperial	Sheriff-Coroner	\$ 16,083										\$ 16,083
City of Calexico	Police Chief	\$ 13,674								\$ 1,886		\$ 15,561
City of Coachella	N/C											
City of Palm Desert	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	\$19,984
Total Compensation Average	\$20,094
Percentage Above or Below Median	-17.79%
Percentage Above or Below Average	-18.44%
Total # of Matches:	7

City Manager

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	City Manager	\$ 27,917	7/1/2025	Unknown	Unknown
City of Palm Springs	City Manager	\$ 27,083	6/22/2025	Unknown	Unknown
Imperial Irrigation District	General Manager, Assistant	\$ 24,227	1/1/2026	Unknown	Unknown
City of Coachella	City Manager	\$ 23,917	1/24/2024	Unknown	Unknown
City of Palm Desert	City Manager	\$ 23,175	3/24/2025	Unknown	Unknown
City of Calexico	City Manager	\$ 22,284	2/19/2025	Unknown	Unknown
City of Imperial	City Manager	\$ 21,067	7/1/2025	Unknown	Unknown
City of El Centro	City Manager	\$ 20,000	10/21/2025	10/21/2026	4.20%
City of Brawley	City Manager	\$ 16,000	7/21/2025	7/21/2026	5.20%
County of Imperial	N/C				
County of San Diego	N/C				

Base Salary Median	\$23,546
Base Salary Average	\$23,075
Percentage Above or Below Median	-11.77%
Percentage Above or Below Average	-9.53%
Total # of Matches:	8

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Indio	City Manager	\$ 27,917			\$ 79					\$ 2,100		\$ 30,096
Imperial Irrigation District	General Manager, Assistant	\$ 24,227		\$ 2,423	\$ 953	\$ 242	\$ 2,069					\$ 29,913
City of Palm Springs	City Manager	\$ 27,083								\$ 2,570		\$ 29,653
City of Coachella	City Manager	\$ 23,917	\$ -478			\$ 1,196	\$ 3,723	\$ 149	\$ 25			\$ 28,532
City of Palm Desert	City Manager	\$ 23,175				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 26,454
City of Calexico	City Manager	\$ 22,284			\$ 953					\$ 1,886		\$ 25,124
City of Imperial	City Manager	\$ 21,067			\$ 953		\$ 2,261	\$ 139	\$ 24			\$ 24,444
City of El Centro	City Manager	\$ 20,000								\$ 2,112		\$ 22,112
City of Brawley	City Manager	\$ 16,000			\$ 953		\$ 2,781					\$ 19,734
County of Imperial	N/C											
County of San Diego	N/C											

Footnote:

Total Compensation Median	\$27,493
Total Compensation Average	\$26,452
Percentage Above or Below Median	-12.48%
Percentage Above or Below Average	-8.22%
Total # of Matches:	8

Code Enforcement Inspector II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Desert	Code Compliance Officer II	\$ 8,341	7/1/2025	Unknown	Unknown
City of Palm Springs	Code Compliance Officer	\$ 7,908	6/22/2025	Unknown	Unknown
City of Indio	Code Enforcement Officer II	\$ 7,902	7/1/2025	7/1/2026	2.00%
County of San Diego	Code Enforcement Officer	\$ 7,628	6/27/2025	6/26/2026	3.50%
City of Coachella	Code Enforcement Officer	\$ 7,333	7/1/2025	7/1/2026	3.00%
City of Imperial	Code Enforcement Inspector II	\$ 6,214	7/1/2025	Unknown	Unknown
City of Brawley	Code Enforcement Officer	\$ 5,713	7/1/2025	Unknown	Unknown
City of Calexico	Code Enforcement Officer	\$ 5,127	7/1/2024	Unknown	Unknown
City of El Centro	Code Enforcement Officer I	\$ 4,729	7/1/2024	Unknown	Unknown
County of Imperial	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	\$7,481
Base Salary Average	\$6,835
Percentage Above or Below Median	-20.38%
Percentage Above or Below Average	-10.00%
Total # of Matches:	8

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Code Compliance Officer II	\$ 8,341				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 11,620
City of Palm Springs	Code Compliance Officer	\$ 7,908								\$ 2,602		\$ 10,510
City of Indio	Code Enforcement Officer II	\$ 7,902			\$ 79					\$ 2,100		\$ 10,081
City of Coachella	Code Enforcement Officer	\$ 7,333					\$ 2,441	\$ 149	\$ 25			\$ 9,949
County of San Diego	Code Enforcement Officer	\$ 7,628								\$ 2,211		\$ 9,839
City of Imperial	Code Enforcement Inspector II	\$ 6,214			\$ 385		\$ 2,261	\$ 138	\$ 24			\$ 9,023
City of Brawley	Code Enforcement Officer	\$ 5,713			\$ 354		\$ 2,781					\$ 8,849
City of Calexico	Code Enforcement Officer	\$ 5,127			\$ 318					\$ 2,045		\$ 7,490
City of El Centro	Code Enforcement Officer I	\$ 4,729								\$ 2,112		\$ 6,841
County of Imperial	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	\$9,894
Total Compensation Average	\$9,397
Percentage Above or Below Median	-9.66%
Percentage Above or Below Average	-4.15%
Total # of Matches:	8

Collection System Worker II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Coachella	Treatment/Collection System Operator II	\$ 7,280	7/1/2025	46204	3.00%
City of Calexico	Collection Maintenance Operator I	\$ 6,528	7/1/2024	Unknown	Unknown
City of Imperial	Collection System Worker II	\$ 5,630	7/1/2025	Unknown	Unknown
City of El Centro	Wastewater Maintenance Worker	\$ 5,187	7/1/2025	7/1/2026	2.00%
City of Brawley	N/C				
City of Indio	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Coachella	Treatment/Collection System Operator II	\$ 7,280					\$ 2,441	\$ 149	\$ 25			\$ 9,896
City of Calexico	Collection Maintenance Operator I	\$ 6,528			\$ 405					\$ 1,886		\$ 8,819
City of Imperial	Collection System Worker II	\$ 5,630			\$ 349		\$ 2,261	\$ 139	\$ 24			\$ 8,402
City of El Centro	Wastewater Maintenance Worker	\$ 5,187								\$ 2,112		\$ 7,299
City of Brawley	N/C											
City of Indio	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											
County of Imperial	N/C											
County of San Diego	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

Community Development Director

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
County of San Diego	Deputy Director, Planning and Development Services	\$ 20,578	6/27/2025	Unknown	Unknown
City of Palm Desert	Director of Development Services	\$ 20,294	7/1/2025	Unknown	Unknown
City of Indio	Director of Community Development	\$ 20,051	7/1/2025	Unknown	Unknown
City of Palm Springs	Director of Development Services	\$ 19,926	6/22/2025	Unknown	Unknown
City of Coachella	Community Development Director	\$ 18,934	7/1/2025	7/1/2026	3.00%
County of Imperial	Assistant Director of Planning and Building Services/ Director of Planning and Building Services¹	\$ 13,742	7/11/2025	7/1/2026	3.00%
City of Imperial	Community Development Director	\$ 13,693	7/1/2025	Unknown	Unknown
City of Brawley	Development Services Director	\$ 12,292	2/4/2026	2/7/2027	1.70%
City of El Centro	Director of Community Development	\$ 11,050	7/1/2024	Unknown	Unknown
City of Calexico	Planning & Building Services Director	\$ 10,507	1/6/2025	Unknown	Unknown
Imperial Irrigation District	N/C				

Base Salary Median	\$18,934
Base Salary Average	\$16,375
Percentage Above or Below Median	-38.27%
Percentage Above or Below Average	-19.58%
Total # of Matches:	9

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Director of Development Services	\$ 20,294				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 23,573
County of San Diego	Deputy Director, Planning and Development Services	\$ 20,578								\$ 2,323		\$ 22,901
City of Coachella	Community Development Director	\$ 18,934	\$ -189				\$ 3,723	\$ 149	\$ 25			\$ 22,642
City of Palm Springs	Director of Development Services	\$ 19,926								\$ 2,570		\$ 22,496
City of Indio	Director of Community Development	\$ 20,051			\$ 79					\$ 2,100		\$ 22,230
City of Imperial	Community Development Director	\$ 13,693			\$ 848		\$ 2,261	\$ 139	\$ 24			\$ 16,968
County of Imperial	Assistant Director of Planning and Building Services/ Director of Planning and Building Services¹	\$ 13,742					\$ 2,113	\$ 107				\$ 15,962
City of Brawley	Development Services Director	\$ 12,292			\$ 762		\$ 2,781					\$ 15,835
City of El Centro	Director of Community Development	\$ 11,050								\$ 2,112		\$ 13,162
City of Calexico	Planning & Building Services Director	\$ 10,507			\$ 651					\$ 1,886		\$ 13,045
Imperial Irrigation District	N/C											

Footnote:

1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.

Total Compensation Median	\$22,230
Total Compensation Average	\$19,094
Percentage Above or Below Median	-31.03%
Percentage Above or Below Average	-12.54%
Total # of Matches:	9

Community Development Technician II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Coachella	Development Services Technician	\$ 8,673	7/1/2025	7/1/2026	2.00%
City of Palm Springs	Permit Center Technician	\$ 8,311	6/22/2025	Unknown	Unknown
City of Palm Desert	Permit Technician II	\$ 7,940	7/1/2025	Unknown	Unknown
City of Indio	Permit Technician II	\$ 7,369	7/1/2025	7/1/2026	2.00%
County of San Diego	Land Use Technician II	\$ 7,127	6/27/2025	6/26/2026	3.50%
County of Imperial	Permit Specialist	\$ 6,131	7/1/2025	Unknown	Unknown
City of Imperial	Community Development Technician II	\$ 5,630	7/1/2025	Unknown	Unknown
City of El Centro	Permit Center Technician	\$ 5,060	7/1/2024	Unknown	Unknown
City of Calexico	Permit Technician	\$ 4,313	7/1/2024	Unknown	Unknown
City of Brawley	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	\$7,248
Base Salary Average	\$6,866
Percentage Above or Below Median	-28.74%
Percentage Above or Below Average	-21.95%
Total # of Matches:	8

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Coachella	Development Services Technician	\$ 8,673					\$ 2,441	\$ 149	\$ 25			\$ 11,289
City of Palm Desert	Permit Technician II	\$ 7,940				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 11,219
City of Palm Springs	Permit Center Technician	\$ 8,311								\$ 2,602		\$ 10,913
City of Indio	Permit Technician II	\$ 7,369			\$ 79					\$ 2,100		\$ 9,548
County of San Diego	Land Use Technician II	\$ 7,127								\$ 2,211		\$ 9,339
City of Imperial	Community Development Technician II	\$ 5,630			\$ 349		\$ 2,261	\$ 130	\$ 24			\$ 8,402
County of Imperial	Permit Specialist	\$ 6,131					\$ 2,113	\$ 107				\$ 8,352
City of El Centro	Permit Center Technician	\$ 5,060								\$ 2,112		\$ 7,172
City of Calexico	Permit Technician	\$ 4,313			\$ 267					\$ 2,045		\$ 6,625
City of Brawley	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	\$9,443
Total Compensation Average	\$9,307
Percentage Above or Below Median	-12.39%
Percentage Above or Below Average	-10.77%
Total # of Matches:	8

Crime Analyst

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
County of San Diego	Crime and Intelligence Analyst	\$ 8,861	6/27/2025	Unknown	Unknown
City of Palm Springs	Crime Analyst	\$ 7,908	6/22/2025	Unknown	Unknown
City of Indio	Crime Analyst II	\$ 7,365	1/1/2026	Unknown	Unknown
City of Imperial	Crime Analyst	\$ 6,691	7/1/2025	Unknown	Unknown
City of El Centro	Crime Analyst	\$ 6,505	7/1/2024	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Coachella	N/C				
City of Palm Desert	N/C				
County of Imperial	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	\$7,636
Base Salary Average	\$7,660
Percentage Above or Below Median	-14.14%
Percentage Above or Below Average	-14.48%
Total # of Matches:	4

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
County of San Diego	Crime and Intelligence Analyst	\$ 8,861								\$ 2,323		\$ 11,183
City of Palm Springs	Crime Analyst	\$ 7,908								\$ 2,602		\$ 10,510
City of Indio	Crime Analyst II	\$ 7,365								\$ 2,200		\$ 9,565
City of Imperial	Crime Analyst	\$ 6,691			\$ 415		\$ 2,261	\$ 139	\$ 24			\$ 9,529
City of El Centro	Crime Analyst	\$ 6,505								\$ 2,112		\$ 8,617
City of Brawley	N/C											
City of Calexico	N/C											
City of Coachella	N/C											
City of Palm Desert	N/C											
County of Imperial	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	\$10,037
Total Compensation Average	\$9,969
Percentage Above or Below Median	-5.34%
Percentage Above or Below Average	-4.62%
Total # of Matches:	4

Engineering Technician II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
Imperial Irrigation District	Engineering Technician II	\$ 8,139	1/1/2026	Unknown	Unknown
City of Coachella	Engineering Technician	\$ 7,499	7/1/2025	7/1/2026	3.00%
City of Indio	Engineering Technician II	\$ 7,405	7/1/2025	7/1/2026	2.00%
County of San Diego	Engineering Technician II	\$ 7,160	6/27/2025	6/26/2026	3.50%
City of Imperial	Engineering Technician II	\$ 6,859	7/1/2025	Unknown	Unknown
City of El Centro	Engineering Technician	\$ 6,174	7/1/2024	Unknown	Unknown
City of Brawley	Engineering Technician II	\$ 5,443	7/1/2025	Unknown	Unknown
County of Imperial	Civil Engineering Technician	\$ 5,265	7/1/2025	7/1/2026	3.00%
City of Calexico	Engineering Technician	\$ 5,255	7/1/2024	Unknown	Unknown
City of Palm Desert	N/C				
City of Palm Springs	N/C				

Base Salary Median	\$6,667
Base Salary Average	\$6,542
Percentage Above or Below Median	2.79%
Percentage Above or Below Average	4.61%
Total # of Matches:	8

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
Imperial Irrigation District	Engineering Technician II	\$ 8,139		\$ 814	\$ 505	\$ 81	\$ 2,069					\$ 11,607
City of Coachella	Engineering Technician	\$ 7,499					\$ 2,441	\$ 149	\$ 25			\$ 10,115
City of Imperial	Engineering Technician II	\$ 6,859			\$ 425		\$ 2,261	\$ 139	\$ 24			\$ 9,707
City of Indio	Engineering Technician II	\$ 7,405			\$ 79					\$ 2,100		\$ 9,585
County of San Diego	Engineering Technician II	\$ 7,160								\$ 2,211		\$ 9,371
City of Brawley	Engineering Technician II	\$ 5,443			\$ 337		\$ 2,781					\$ 8,561
City of El Centro	Engineering Technician	\$ 6,174								\$ 2,112		\$ 8,286
City of Calexico	Engineering Technician	\$ 5,255			\$ 326					\$ 2,045		\$ 7,626
County of Imperial	Civil Engineering Technician	\$ 5,265					\$ 2,113	\$ 107				\$ 7,486
City of Palm Desert	N/C											
City of Palm Springs	N/C											

Footnote:

Total Compensation Median	\$8,966
Total Compensation Average	\$9,080
Percentage Above or Below Median	7.63%
Percentage Above or Below Average	6.47%
Total # of Matches:	8

Equipment Mechanic

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Coachella	Vehicle Equipment Mechanic II	\$ 8,709	7/1/2025	7/1/2026	3.00%
City of Indio	Fleet Mechanic II	\$ 7,592	7/1/2025	7/1/2026	2.00%
County of San Diego	Master Fleet Technician	\$ 7,488	9/5/2025	Unknown	Unknown
Imperial Irrigation District	Mechanic II	\$ 6,697	1/1/2026	Unknown	Unknown
City of Imperial	Equipment Mechanic	\$ 5,770	7/1/2025	Unknown	Unknown
County of Imperial	Heavy Equipment Mechanic/ Automotive Mechanic ¹	\$ 4,832	7/1/2025	7/1/2026	3.00%
City of Calexico	Mechanic I/Service Advisor	\$ 4,761	7/1/2024	Unknown	Unknown
City of El Centro	Equipment Mechanic I	\$ 4,419	7/1/2024	Unknown	Unknown
City of Brawley	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				

Base Salary Median	\$6,697
Base Salary Average	\$6,357
Percentage Above or Below Median	-16.06%
Percentage Above or Below Average	-10.17%
Total # of Matches:	7

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Coachella	Vehicle Equipment Mechanic II	\$ 8,709					\$ 2,441	\$ 149	\$ 25			\$ 11,325
Imperial Irrigation District	Mechanic II	\$ 6,697		\$ 670	\$ 415	\$ 67	\$ 2,069					\$ 9,918
City of Indio	Fleet Mechanic II	\$ 7,592			\$ 79					\$ 2,100		\$ 9,772
County of San Diego	Master Fleet Technician	\$ 7,488								\$ 2,211		\$ 9,699
City of Imperial	Equipment Mechanic	\$ 5,770			\$ 358		\$ 2,261	\$ 139	\$ 24			\$ 8,551
City of Calexico	Mechanic I/Service Advisor	\$ 4,761			\$ 295					\$ 2,045		\$ 7,101
County of Imperial	Heavy Equipment Mechanic/ Automotive Mechanic ¹	\$ 4,832					\$ 2,113	\$ 107				\$ 7,053
City of El Centro	Equipment Mechanic I	\$ 4,419								\$ 2,112		\$ 6,531
City of Brawley	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											

Total Compensation Median	\$9,699
Total Compensation Average	\$8,771
Percentage Above or Below Median	-13.42%
Percentage Above or Below Average	-2.57%
Total # of Matches:	7

Footnote:
1. Functional Hybrid - The salary displayed is the higher of the matches.

Finance Director

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
County of San Diego	Group Finance Director	\$ 21,320	6/27/2025	6/26/2026	3.50%
City of Palm Desert	Director of Finance/City Treasurer	\$ 20,804	7/1/2025	Unknown	Unknown
City of Palm Springs	Director of Finance and Treasurer	\$ 20,405	6/22/2025	Unknown	Unknown
City of Indio	Director of Finance	\$ 20,051	7/1/2025	Unknown	Unknown
City of Coachella	Finance Director	\$ 19,109	7/1/2025	7/1/2026	3.00%
City of Imperial	Finance Director	\$ 13,693	7/1/2025	Unknown	Unknown
City of El Centro	Director of Finance	\$ 12,351	7/1/2024	Unknown	Unknown
County of Imperial	Deputy CEO - Budget and Finance	\$ 12,203	7/11/2025	Unknown	Unknown
City of Calexico	Finance Director	\$ 11,315	1/6/2025	Unknown	Unknown
City of Brawley	Finance Director	\$ 11,000	6/1/2024	Unknown	Unknown
Imperial Irrigation District	N/C				

Base Salary Median	\$19,109
Base Salary Average	\$16,506
Percentage Above or Below Median	-39.55%
Percentage Above or Below Average	-20.54%
Total # of Matches:	9

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Director of Finance/City Treasurer	\$ 20,804				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 24,083
County of San Diego	Group Finance Director	\$ 21,320								\$ 2,448		\$ 23,768
City of Palm Springs	Director of Finance and Treasurer	\$ 20,405								\$ 2,570		\$ 22,975
City of Coachella	Finance Director	\$ 19,109	\$ -191				\$ 3,723	\$ 149	\$ 25			\$ 22,815
City of Indio	Director of Finance	\$ 20,051			\$ 79					\$ 2,100		\$ 22,230
City of Imperial	Finance Director	\$ 13,693			\$ 849		\$ 2,261	\$ 139	\$ 24			\$ 16,968
City of Brawley	Finance Director	\$ 11,000			\$ 682		\$ 2,781					\$ 14,463
City of El Centro	Director of Finance	\$ 12,351								\$ 2,112		\$ 14,463
City of Calexico	Finance Director	\$ 11,315			\$ 702					\$ 1,886		\$ 13,903
County of Imperial	Deputy CEO - Budget and Finance	\$ 12,203										\$ 12,203
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	\$22,230
Total Compensation Average	\$18,989
Percentage Above or Below Median	-31.03%
Percentage Above or Below Average	-11.93%
Total # of Matches:	9

Finance Manager

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	Assistant Finance Director	\$ 16,613	7/1/2025	7/1/2026	2.00%
City of Palm Springs	Assistant Director of Finance	\$ 15,954	6/22/2025	Unknown	Unknown
Imperial Irrigation District	Officer of Accounting Financial Controller/ Budget Coordinator ²	\$ 15,617	1/1/2026	Unknown	Unknown
City of Palm Desert	Deputy Director of Finance/ Finance Supervisor ¹	\$ 14,147	7/1/2025	Unknown	Unknown
City of Coachella	Finance Manager /Accounting Manager ²	\$ 12,988	7/1/2025	7/1/2026	2.00%
City of Imperial	Finance Manager	\$ 12,405	7/1/2025	Unknown	Unknown
County of San Diego	Principal Accountant/ Departmental Budget Manager ³	\$ 12,093	6/27/2025	Unknown	Unknown
City of Brawley	Assistant Finance Director	\$ 10,125	7/1/2025	Unknown	Unknown
County of Imperial	General Accounting Manager	\$ 8,463	7/1/2025	7/1/2026	3.00%
City of El Centro	Finance Manager	\$ 7,902	7/1/2024	Unknown	Unknown
City of Calexico	Finance Manager	\$ 6,921	7/1/2024	Unknown	Unknown

Base Salary Median	\$12,541
Base Salary Average	\$12,082
Percentage Above or Below Median	-1.09%
Percentage Above or Below Average	2.61%
Total # of Matches:	10

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
Imperial Irrigation District	Officer of Accounting Financial Controller/ Budget Coordinator ³	\$ 15,617		\$ 1,562	\$ 953	\$ 156	\$ 2,069					\$ 20,357
City of Indio	Assistant Finance Director	\$ 16,613			\$ 79					\$ 2,100		\$ 18,793
City of Palm Springs	Assistant Director of Finance	\$ 15,954								\$ 2,570		\$ 18,524
City of Palm Desert	Deputy Director of Finance/ Finance Supervisor ¹	\$ 14,147				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 17,426
City of Coachella	Finance Manager /Accounting Manager ²	\$ 12,988					\$ 2,441	\$ 149	\$ 25			\$ 15,604
City of Imperial	Finance Manager	\$ 12,405			\$ 768		\$ 2,261	\$ 188	\$ 24			\$ 15,988
County of San Diego	Principal Accountant/ Departmental Budget Manager ³	\$ 12,093								\$ 2,323		\$ 14,416
City of Brawley	Assistant Finance Director	\$ 10,125			\$ 628		\$ 2,781					\$ 13,534
County of Imperial	General Accounting Manager	\$ 8,463					\$ 2,113	\$ 107				\$ 10,684
City of Calexico	Finance Manager	\$ 6,921			\$ 429					\$ 2,045		\$ 9,395
City of El Centro	Finance Manager	\$ 7,902										\$ 7,902

Footnote:

- Span of Responsibility Hybrid - The salary displayed is an average of the matches.
- Functional Hybrid - The salary displayed is the same for both matches.

Total Compensation Median	\$15,010
Total Compensation Average	\$14,663
Percentage Above or Below Median	3.77%
Percentage Above or Below Average	5.99%
Total # of Matches:	10

Finance Supervisor (Proposed)

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Springs	Payroll and Accounting Manager	\$ 13,223	6/22/2025	Unknown	Unknown
City of Indio	Finance Manager /Senior Accountant¹	\$ 13,178	7/1/2025	7/1/2026	2.00%
Imperial Irrigation District	Supervisor, Payroll & Accounts Payable Services	\$ 12,807	1/1/2026	Unknown	Unknown
City of Palm Desert	Finance Supervisor	\$ 11,220	7/1/2025	Unknown	Unknown
County of San Diego	Principal Accountant/ Senior Accountant¹	\$ 10,435	6/27/2025	6/26/2026	3.50%
City of Brawley	Finance Manager	\$ 9,270	7/1/2025	Unknown	Unknown
City of Calexico	N/C				
City of Coachella	N/C				
City of El Centro	N/C				
County of Imperial	N/C				
City of Imperial	Finance Supervisor (Proposed)				

Base Salary Median	\$12,013
Base Salary Average	\$11,689
Percentage Above or Below Median	
Percentage Above or Below Average	
Total # of Matches:	6

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
Imperial Irrigation District	Supervisor, Payroll & Accounts Payable Services	\$ 12,807		\$ 1,281	\$ 794	\$ 128	\$ 2,069					\$ 17,078
City of Palm Springs	Payroll and Accounting Manager	\$ 13,223								\$ 2,570		\$ 15,793
City of Indio	Finance Manager /Senior Accountant¹	\$ 13,178			\$ 79					\$ 2,100		\$ 15,357
City of Palm Desert	Finance Supervisor	\$ 11,220				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 14,499
County of San Diego	Principal Accountant/ Senior Accountant¹	\$ 10,435								\$ 2,211		\$ 12,646
City of Brawley	Finance Manager	\$ 9,270			\$ 575		\$ 2,781					\$ 12,626
City of Imperial	Finance Supervisor (Proposed)											
City of Calexico	N/C											
City of Coachella	N/C											
City of El Centro	N/C											
County of Imperial	N/C											

Total Compensation Median	\$14,928
Total Compensation Average	\$14,667
Percentage Above or Below Median	
Percentage Above or Below Average	
Total # of Matches:	6

Footnote:
1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.

Fleet and Facilities Supervisor

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
Imperial Irrigation District	Supervisor, Fleet Services/ Foreman, General Facilities Management Services²	\$ 12,197	1/1/2026	Unknown	Unknown
City of Indio	Fleet Mechanic Supervisor	\$ 10,861	7/1/2025	7/1/2026	2.00%
City of Coachella	Fleet Services Coordinator	\$ 10,268	7/1/2025	7/1/2026	3.00%
City of Imperial	Fleet and Facilities Supervisor	\$ 8,999	7/1/2025	Unknown	Unknown
City of Calexico	Supervisor - Maintenance and Operations/ Supervisor-Fleet Maintenance²	\$ 6,936	1/1/2023	Unknown	Unknown
County of San Diego	Fleet Coordinator/ Fleet Team Lead¹	\$ 6,696	6/27/2025	Unknown	Unknown
City of El Centro	Building and Facilities Maintenance Supervisor/ Chief Mechanic²	\$ 6,635	7/1/2024	Unknown	Unknown
County of Imperial	Maintenance Supervisor II/ Supervising Vehicle and Light Equipment Mechanic²	\$ 6,495	7/11/2025	46204	3.00%
City of Brawley	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				

Base Salary Median	\$6,936
Base Salary Average	\$8,584
Percentage Above or Below Median	22.93%
Percentage Above or Below Average	4.62%
Total # of Matches:	7

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
Imperial Irrigation District	Supervisor, Fleet Services/ Foreman, General Facilities Management Services²	\$ 12,197		\$ 1,220	\$ 756	\$ 122	\$ 2,069					\$ 16,364
City of Indio	Fleet Mechanic Supervisor	\$ 10,861			\$ 79					\$ 2,100		\$ 13,040
City of Coachella	Fleet Services Coordinator	\$ 10,268					\$ 2,441	\$ 149	\$ 25			\$ 12,884
City of Imperial	Fleet and Facilities Supervisor	\$ 8,999			\$ 558		\$ 2,261	\$ 139	\$ 24			\$ 11,961
City of Calexico	Supervisor - Maintenance and Operations/ Supervisor-Fleet Maintenance²	\$ 6,936			\$ 430					\$ 1,886		\$ 9,252
County of San Diego	Fleet Coordinator/ Fleet Team Lead¹	\$ 6,696								\$ 2,323		\$ 9,019
City of El Centro	Building and Facilities Maintenance Supervisor/ Chief Mechanic²	\$ 6,635								\$ 2,112		\$ 8,747
County of Imperial	Maintenance Supervisor II/ Supervising Vehicle and Light Equipment Mechanic²	\$ 6,495										\$ 6,495
City of Brawley	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											

Footnote:

- Span of Responsibility Hybrid - The salary displayed is an average of the matches.
- Functional Hybrid - The salary displayed is the higher of the matches.

Total Compensation Median	\$9,252
Total Compensation Average	\$10,829
Percentage Above or Below Median	22.77%
Percentage Above or Below Average	9.62%
Total # of Matches:	7

Human Resources Director

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
County of San Diego	Group Human Resources Director	\$ 21,320	6/27/2025	6/26/2026	3.50%
City of Indio	Director of Human Resources & Risk Management	\$ 20,051	7/1/2025	Unknown	Unknown
Imperial Irrigation District	Manager, Human Resources	\$ 19,931	1/1/2026	Unknown	Unknown
City of Palm Springs	Director of Human Resources	\$ 18,226	6/22/2025	Unknown	Unknown
City of Palm Desert	Director of Human Resources	\$ 17,500	7/1/2025	Unknown	Unknown
City of Coachella	Human Resources Manager	\$ 15,094	7/1/2025	7/1/2026	3.00%
City of Imperial	Human Resources Director	\$ 13,693	7/1/2025	Unknown	Unknown
County of Imperial	Deputy Director of Human Resources and Risk Management	\$ 12,203	7/1/2025	Unknown	Unknown
City of El Centro	Director of Human Resources	\$ 10,837	7/1/2024	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				

Base Salary Median	\$17,863
Base Salary Average	\$16,895
Percentage Above or Below Median	-30.45%
Percentage Above or Below Average	-23.38%
Total # of Matches:	8

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
Imperial Irrigation District	Manager, Human Resources	\$ 19,931		\$ 1,993	\$ 953	\$ 199	\$ 2,069					\$ 25,146
County of San Diego	Group Human Resources Director	\$ 21,320								\$ 2,448		\$ 23,768
City of Indio	Director of Human Resources & Risk Management	\$ 20,051			\$ 79					\$ 2,100		\$ 22,230
City of Palm Springs	Director of Human Resources	\$ 18,226								\$ 2,570		\$ 20,796
City of Palm Desert	Director of Human Resources	\$ 17,500				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 20,779
City of Coachella	Human Resources Manager	\$ 15,094	\$ -151				\$ 3,723	\$ 149	\$ 25			\$ 18,840
City of Imperial	Human Resources Director	\$ 13,693			\$ 849		\$ 2,261	\$ 138	\$ 24			\$ 16,966
City of El Centro	Director of Human Resources	\$ 10,837								\$ 2,112		\$ 12,949
County of Imperial	Deputy Director of Human Resources and Risk Management	\$ 12,203										\$ 12,203
City of Brawley	N/C											
City of Calexico	N/C											

Footnote:

Total Compensation Median	\$20,788
Total Compensation Average	\$19,589
Percentage Above or Below Median	-22.53%
Percentage Above or Below Average	-15.46%
Total # of Matches:	8

Human Resources Specialist

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Desert	Human Resources Specialist	\$ 8,766	7/1/2025	Unknown	Unknown
Imperial Irrigation District	Human Resources Specialist I	\$ 8,668	1/1/2026	Unknown	Unknown
City of Palm Springs	Human Resources Specialist	\$ 8,399	6/22/2025	Unknown	Unknown
City of Indio	Human Resources Specialist	\$ 8,061	7/1/2025	7/1/2026	2.00%
City of Imperial	Human Resources Specialist	\$ 7,954	7/1/2025	Unknown	Unknown
City of Coachella	Human Resources Technician	\$ 7,473	7/1/2025	7/1/2026	3.00%
County of San Diego	Human Resources Assistant	\$ 5,713	6/27/2025	Unknown	Unknown
County of Imperial	Human Resources Specialist-Confidential	\$ 5,693	7/1/2025	Unknown	Unknown
City of Calexico	Human Resources/Risk Management Technician	\$ 5,002	7/1/2024	Unknown	Unknown
City of Brawley	N/C				
City of El Centro	N/C				

Base Salary Median	\$7,767
Base Salary Average	\$7,222
Percentage Above or Below Median	2.36%
Percentage Above or Below Average	9.21%
Total # of Matches:	8

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
Imperial Irrigation District	Human Resources Specialist I	\$ 8,668		\$ 867	\$ 537	\$ 87	\$ 2,069					\$ 12,228
City of Palm Desert	Human Resources Specialist	\$ 8,766				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 12,045
City of Palm Springs	Human Resources Specialist	\$ 8,399								\$ 2,570		\$ 10,969
City of Imperial	Human Resources Specialist	\$ 7,954			\$ 493		\$ 2,261	\$ 139	\$ 24			\$ 10,871
City of Indio	Human Resources Specialist	\$ 8,061			\$ 79					\$ 2,100		\$ 10,240
City of Coachella	Human Resources Technician	\$ 7,473					\$ 2,441	\$ 149	\$ 25			\$ 10,089
County of San Diego	Human Resources Assistant	\$ 5,713								\$ 2,323		\$ 8,036
County of Imperial	Human Resources Specialist-Confidential	\$ 5,693					\$ 2,113	\$ 107				\$ 7,914
City of Calexico	Human Resources/Risk Management Technician	\$ 5,002			\$ 310					\$ 2,045		\$ 7,357
City of Brawley	N/C											
City of El Centro	N/C											

Footnote:

Total Compensation Median	\$10,165
Total Compensation Average	\$9,860
Percentage Above or Below Median	6.50%
Percentage Above or Below Average	9.30%
Total # of Matches:	8

Information Technology Director

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
County of San Diego	Group Information Technology Manager	\$ 21,320	6/27/2025	6/26/2026	3.50%
City of Palm Springs	Director of Information Technology	\$ 18,500	6/22/2025	Unknown	Unknown
City of Indio	Director of Information Technology	\$ 18,102	7/1/2025	Unknown	Unknown
Imperial Irrigation District	Chief Information Officer, Assistant	\$ 18,078	1/1/2026	Unknown	Unknown
City of Imperial	Information Technology Director	\$ 13,693	7/1/2025	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Coachella	N/C				
City of El Centro	N/C				
City of Palm Desert	N/C				
County of Imperial	N/C				

Base Salary Median	\$18,301
Base Salary Average	\$19,000
Percentage Above or Below Median	-33.65%
Percentage Above or Below Average	-38.75%
Total # of Matches:	4

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
County of San Diego	Group Information Technology Manager	\$ 21,320								\$ 2,448		\$ 23,768
Imperial Irrigation District	Chief Information Officer, Assistant	\$ 18,078		\$ 1,808	\$ 953	\$ 181	\$ 2,069					\$ 23,089
City of Palm Springs	Director of Information Technology	\$ 18,500								\$ 2,570		\$ 21,070
City of Indio	Director of Information Technology	\$ 18,102			\$ 79					\$ 2,100		\$ 20,282
City of Imperial	Information Technology Director	\$ 13,693			\$ 849		\$ 2,261	\$ 139	\$ 24			\$ 16,966
City of Brawley	N/C											
City of Calexico	N/C											
City of Coachella	N/C											
City of El Centro	N/C											
City of Palm Desert	N/C											
County of Imperial	N/C											

Footnote:

Total Compensation Median	\$22,079
Total Compensation Average	\$22,052
Percentage Above or Below Median	-30.14%
Percentage Above or Below Average	-29.98%
Total # of Matches:	4

Information Technology Technician II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Springs	Information Technology Technician	\$ 8,950	6/22/2025	Unknown	Unknown
City of Indio	Information Technology Support Technician	\$ 8,223	7/1/2025	7/1/2026	2.00%
County of San Diego	Information Technology Specialist	\$ 7,842	6/27/2025	Unknown	Unknown
Imperial Irrigation District	Personal Computer Technician	\$ 7,752	1/1/2026	Unknown	Unknown
City of Coachella	Information Technology Technician	\$ 7,499	7/1/2025	7/1/2026	3.00%
City of Imperial	Information Technology Technician II	\$ 6,061	7/1/2025	Unknown	Unknown
City of El Centro	Computer Support Technician	\$ 5,794	7/1/2024	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Palm Desert	N/C				
County of Imperial	N/C				

Base Salary Median	\$7,797
Base Salary Average	\$7,677
Percentage Above or Below Median	-28.63%
Percentage Above or Below Average	-26.64%

Total # of Matches: 6

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Springs	Information Technology Technician	\$ 8,950								\$ 2,602		\$ 11,552
Imperial Irrigation District	Personal Computer Technician	\$ 7,752		\$ 775	\$ 481	\$ 78	\$ 2,069					\$ 11,154
City of Indio	Information Technology Support Technician	\$ 8,223			\$ 79					\$ 2,100		\$ 10,403
County of San Diego	Information Technology Specialist	\$ 7,842								\$ 2,323		\$ 10,164
City of Coachella	Information Technology Technician	\$ 7,499					\$ 2,441	\$ 149	\$ 25			\$ 10,115
City of Imperial	Information Technology Technician II	\$ 6,061			\$ 376		\$ 2,261	\$ 139	\$ 24			\$ 8,861
City of El Centro	Computer Support Technician	\$ 5,794								\$ 2,112		\$ 7,906
City of Brawley	N/C											
City of Calexico	N/C											
City of Palm Desert	N/C											
County of Imperial	N/C											

Total Compensation Median	\$10,283
Total Compensation Average	\$10,216
Percentage Above or Below Median	-16.06%
Percentage Above or Below Average	-15.29%

Total # of Matches: 6

Footnote:

Librarian

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Desert	Librarian II	\$ 10,164	7/1/2025	Unknown	Unknown
City of Palm Springs	Librarian	\$ 8,818	6/22/2025	Unknown	Unknown
County of San Diego	Librarian II	\$ 8,355	6/27/2025	6/26/2026	3.50%
City of Imperial	Librarian	\$ 7,571	7/1/2025	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Coachella	N/C				
City of El Centro	N/C				
City of Indio	N/C				
County of Imperial	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Librarian II	\$ 10,164				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 13,443
City of Palm Springs	Librarian	\$ 8,818								\$ 2,570		\$ 11,388
County of San Diego	Librarian II	\$ 8,355								\$ 2,211		\$ 10,566
City of Imperial	Librarian	\$ 7,571			\$ 469		\$ 2,261	\$ 138	\$ 24			\$ 10,464
City of Brawley	N/C											
City of Calexico	N/C											
City of Coachella	N/C											
City of El Centro	N/C											
City of Indio	N/C											
County of Imperial	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

Library Assistant

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Desert	Librarian I	\$ 9,676	7/1/2025	Unknown	Unknown
City of Imperial	Library Assistant	\$ 5,630	7/1/2025	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Coachella	N/C				
City of El Centro	N/C				
City of Indio	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	1

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Librarian I	\$ 9,676				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 12,955
City of Imperial	Library Assistant	\$ 5,630			\$ 349		\$ 2,261	\$ 139	\$ 24			\$ 8,402
City of Brawley	N/C											
City of Calexico	N/C											
City of Coachella	N/C											
City of El Centro	N/C											
City of Indio	N/C											
City of Palm Springs	N/C											
County of Imperial	N/C											
County of San Diego	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	1

Library Clerk II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Desert	Library Assistant	\$ 5,904	7/1/2025	Unknown	Unknown
City of Palm Springs	Library Assistant, Senior	\$ 5,881	6/22/2025	Unknown	Unknown
City of Imperial	Library Clerk II	\$ 4,853	7/1/2025	Unknown	Unknown
City of Brawley	Library Clerk	\$ 4,586	7/1/2025	Unknown	Unknown
County of San Diego	Library Technician I	\$ 4,290	6/27/2025	6/26/2026	3.50%
City of El Centro	Library Assistant	\$ 4,094	7/1/2024	Unknown	Unknown
City of Calexico	Library Assistant II	\$ 4,028	7/1/2024	Unknown	Unknown
County of Imperial	Library Assistant I	\$ 3,455	7/11/2025	7/1/2026	3.00%
City of Coachella	N/C				
City of Indio	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	\$4,290
Base Salary Average	\$4,605
Percentage Above or Below Median	11.61%
Percentage Above or Below Average	5.11%
Total # of Matches:	7

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Library Assistant	\$ 5,904				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 9,183
City of Palm Springs	Library Assistant, Senior	\$ 5,881								\$ 2,602		\$ 8,483
City of Brawley	Library Clerk	\$ 4,586			\$ 284		\$ 2,781					\$ 7,651
City of Imperial	Library Clerk II	\$ 4,853			\$ 301		\$ 2,261	\$ 139	\$ 24			\$ 7,578
County of San Diego	Library Technician I	\$ 4,290								\$ 2,211		\$ 6,501
City of Calexico	Library Assistant II	\$ 4,028			\$ 250					\$ 2,045		\$ 6,323
City of El Centro	Library Assistant	\$ 4,094								\$ 2,112		\$ 6,206
County of Imperial	Library Assistant I	\$ 3,455					\$ 2,113	\$ 107				\$ 5,676
City of Coachella	N/C											
City of Indio	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	\$6,501
Total Compensation Average	\$7,146
Percentage Above or Below Median	14.21%
Percentage Above or Below Average	5.69%
Total # of Matches:	7

Library Manager

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Desert	Assistant Director of Library Services	\$ 14,361	7/1/2025	Unknown	Unknown
City of Imperial	Library Manager	\$ 12,405	7/1/2025	Unknown	Unknown
County of Imperial	County Librarian	\$ 11,540	7/1/2025	Unknown	Unknown
County of San Diego	Principal Librarian	\$ 11,449	6/27/2025	Unknown	Unknown
City of Palm Springs	Library and Public Services Manager	\$ 9,734	6/22/2025	Unknown	Unknown
City of El Centro	Library Director/ Library Operations Supervisor ¹	\$ 8,739	7/1/2024	Unknown	Unknown
City of Brawley	Library Manager	\$ 7,775	7/1/2025	Unknown	Unknown
City of Calexico	Library Manager	\$ 7,453	7/1/2024	Unknown	Unknown
City of Coachella	N/C				
City of Indio	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	\$9,734
Base Salary Average	\$10,150
Percentage Above or Below Median	21.53%
Percentage Above or Below Average	18.18%
Total # of Matches:	7

Sorted by Total Compensation												
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Assistant Director of Library Services	\$ 14,361				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 17,640
City of Imperial	Library Manager	\$ 12,405			\$ 769		\$ 2,261	\$ 139	\$ 24			\$ 15,598
County of San Diego	Principal Librarian	\$ 11,449								\$ 2,323		\$ 13,771
City of Palm Springs	Library and Public Services Manager	\$ 9,734								\$ 2,570		\$ 12,304
County of Imperial	County Librarian	\$ 11,540										\$ 11,540
City of Brawley	Library Manager	\$ 7,775			\$ 482		\$ 2,781					\$ 11,038
City of El Centro	Library Director/ Library Operations Supervisor ¹	\$ 8,739								\$ 2,112		\$ 10,851
City of Calexico	Library Manager	\$ 7,453			\$ 462					\$ 2,045		\$ 9,960
City of Coachella	N/C											
City of Indio	N/C											
Imperial Irrigation District	N/C											

Footnote:
1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.

Total Compensation Median	\$11,540
Total Compensation Average	\$12,444
Percentage Above or Below Median	26.02%
Percentage Above or Below Average	20.22%
Total # of Matches:	7

Library Page (PT)

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Imperial	Library Page	\$ 4,290	7/1/2025	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Coachella	N/C				
City of El Centro	N/C				
City of Indio	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	Insuff. Data
Base Salary Average	Insuff. Data
Percentage Above or Below Median	Insuff. Data
Percentage Above or Below Average	Insuff. Data
Total # of Matches:	0

Footnote:

Total Compensation Average	Insuff. Data
Percentage Above or Below Median	Insuff. Data
Percentage Above or Below Average	Insuff. Data
Total # of Matches:	0

Library Technician

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Imperial	Library Technician	\$ 5,228	7/1/2025	Unknown	Unknown
County of San Diego	Library Technician II	\$ 4,982	6/27/2025	6/26/2026	3.50%
City of Calexico	Library Technician	\$ 4,028	7/1/2024	Unknown	Unknown
City of Brawley	N/C				
City of Coachella	N/C				
City of El Centro	N/C				
City of Indio	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	2

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Imperial	Library Technician	\$ 5,228			\$ 324		\$ 2,261	\$ 139	\$ 24			\$ 7,979
County of San Diego	Library Technician II	\$ 4,982								\$ 2,211		\$ 7,193
City of Calexico	Library Technician	\$ 4,028			\$ 250					\$ 2,045		\$ 6,323
City of Brawley	N/C											
City of Coachella	N/C											
City of El Centro	N/C											
City of Indio	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											
County of Imperial	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	2

Lifeguard/Swim Instructor (PT)

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Imperial	Lifeguard/Swim Instructor	\$ 4,397	7/1/2025	Unknown	Unknown
City of El Centro	Lifeguard	\$ 2,929	1/1/2026	Unknown	Unknown
City of Palm Springs	Lifeguard	\$ 4,709	6/22/2025	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Coachella	N/C				
City of Indio	N/C				
City of Palm Desert	N/C				
County of Imperial	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	Insuff. Data
Base Salary Average	Insuff. Data
Percentage Above or Below Median	Insuff. Data
Percentage Above or Below Average	Insuff. Data
Total # of Matches:	2

Footnote:

Total Compensation Median	Insuff. Data
Total Compensation Average	Insuff. Data
Percentage Above or Below Median	Insuff. Data
Percentage Above or Below Average	Insuff. Data
Total # of Matches:	2

Management Analyst

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Desert	Management Analyst II	\$ 10,164	7/1/2025	Unknown	Unknown
City of Indio	Management Analyst	\$ 9,939	7/1/2025	7/1/2026	2.00%
City of Coachella	Management Analyst	\$ 9,634	7/1/2025	7/1/2026	2.00%
County of San Diego	Administrative Analyst II	\$ 8,880	6/27/2025	Unknown	Unknown
Imperial Irrigation District	Department Analyst	\$ 8,668	1/1/2026	Unknown	Unknown
City of Imperial	Management Analyst	\$ 7,571	7/1/2025	Unknown	Unknown
City of Brawley	Management Analyst I	\$ 7,120	7/1/2025	Unknown	Unknown
County of Imperial	Administrative Analyst I	\$ 6,287	7/11/2025	Unknown	Unknown
City of Calexico	Public Works Analyst	\$ 6,247	7/1/2024	Unknown	Unknown
City of El Centro	N/C				
City of Palm Springs	N/C				

Base Salary Median	\$8,774
Base Salary Average	\$8,367
Percentage Above or Below Median	-15.89%
Percentage Above or Below Average	-10.52%
Total # of Matches:	8

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Management Analyst II	\$ 10,164				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 13,443
City of Coachella	Management Analyst	\$ 9,634					\$ 2,441	\$ 149	\$ 25			\$ 12,250
Imperial Irrigation District	Department Analyst	\$ 8,668		\$ 867	\$ 537	\$ 87	\$ 2,069					\$ 12,228
City of Indio	Management Analyst	\$ 9,939			\$ 79					\$ 2,100		\$ 12,119
County of San Diego	Administrative Analyst II	\$ 8,880								\$ 2,323		\$ 11,203
City of Imperial	Management Analyst	\$ 7,571			\$ 469		\$ 2,261	\$ 139	\$ 24			\$ 10,464
City of Brawley	Management Analyst I	\$ 7,120			\$ 441		\$ 2,781					\$ 10,343
City of Calexico	Public Works Analyst	\$ 6,247			\$ 387					\$ 2,045		\$ 8,679
County of Imperial	Administrative Analyst I	\$ 6,287					\$ 2,113	\$ 107				\$ 8,508
City of El Centro	N/C											
City of Palm Springs	N/C											

Footnote:

Total Compensation Median	\$11,661
Total Compensation Average	\$11,096
Percentage Above or Below Median	-11.44%
Percentage Above or Below Average	-6.04%
Total # of Matches:	8

Park Maintenance Worker II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Springs	Maintenance Mechanic I - Parks/ Maintenance Worker Lead ¹	\$ 7,084	6/22/2025	Unknown	Unknown
City of Coachella	Public Works Parks Maintenance Worker II	\$ 5,700	7/1/2025	46204	3.00%
County of San Diego	Park Maintenance Worker	\$ 4,949	9/5/2025	Unknown	Unknown
City of Imperial	Park Maintenance Worker II	\$ 4,853	7/1/2025	Unknown	Unknown
City of El Centro	Park Maintenance Worker II	\$ 4,419	7/1/2024	Unknown	Unknown
City of Brawley	Parks Maintenance Worker	\$ 4,264	7/1/2025	Unknown	Unknown
City of Calexico	Laborer	\$ 4,028	7/1/2024	Unknown	Unknown
County of Imperial	Grounds Maintenance Worker I	\$ 3,455	7/11/2025	7/1/2026	3.00%
City of Indio	N/C				
City of Palm Desert	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	\$4,419
Base Salary Average	\$4,843
Percentage Above or Below Median	8.95%
Percentage Above or Below Average	0.22%
Total # of Matches:	7

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Springs	Maintenance Mechanic I - Parks/ Maintenance Worker Lead ¹	\$ 7,084								\$ 2,602		\$ 9,686
City of Coachella	Public Works Parks Maintenance Worker II	\$ 5,700					\$ 2,441	\$ 149	\$ 25			\$ 8,316
City of Imperial	Park Maintenance Worker II	\$ 4,853			\$ 301		\$ 2,261	\$ 139	\$ 24			\$ 7,578
City of Brawley	Parks Maintenance Worker	\$ 4,264			\$ 264		\$ 2,781					\$ 7,310
County of San Diego	Park Maintenance Worker	\$ 4,949								\$ 2,211		\$ 7,160
City of El Centro	Park Maintenance Worker II	\$ 4,419								\$ 2,112		\$ 6,531
City of Calexico	Laborer	\$ 4,028			\$ 250					\$ 2,045		\$ 6,323
County of Imperial	Grounds Maintenance Worker I	\$ 3,455					\$ 2,113	\$ 107				\$ 5,676
City of Indio	N/C											
City of Palm Desert	N/C											
Imperial Irrigation District	N/C											

Footnote:

1. Span of Responsibility Hybrid - The salary displayed is an average of the matches.

Total Compensation Median	\$7,160
Total Compensation Average	\$7,286
Percentage Above or Below Median	5.51%
Percentage Above or Below Average	3.85%
Total # of Matches:	7

Parks and Recreation Director

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Springs	Director of Parks and Recreation	\$ 17,611	6/22/2025	Unknown	Unknown
County of San Diego	Deputy Director, Parks and Recreation	\$ 17,351	6/27/2025	Unknown	Unknown
City of Imperial	Parks and Recreation Director	\$ 13,693	7/1/2025	Unknown	Unknown
City of El Centro	Director of Community Services	\$ 11,471	7/1/2024	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Coachella	N/C				
City of Indio	N/C				
City of Palm Desert	N/C				
County of Imperial	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Springs	Director of Parks and Recreation	\$ 17,611								\$ 2,570		\$ 20,181
County of San Diego	Deputy Director, Parks and Recreation	\$ 17,351								\$ 2,323		\$ 19,673
City of Imperial	Parks and Recreation Director	\$ 13,693			\$ 849		\$ 2,261	\$ 139	\$ 24			\$ 16,968
City of El Centro	Director of Community Services	\$ 11,471								\$ 2,112		\$ 13,583
City of Brawley	N/C											
City of Calexico	N/C											
City of Coachella	N/C											
City of Indio	N/C											
City of Palm Desert	N/C											
County of Imperial	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

Police Captain

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	Assistant Police Chief	\$ 20,051	7/1/2025	Unknown	Unknown
City of Palm Springs	Police Captain	\$ 19,253	6/22/2025	Unknown	Unknown
County of San Diego	Sheriff's Captain	\$ 16,477	6/27/2025	Unknown	Unknown
City of El Centro	Commander	\$ 12,888	7/1/2024	Unknown	Unknown
City of Imperial	Police Captain	\$ 12,405	7/1/2025	Unknown	Unknown
County of Imperial	Undersheriff	\$ 11,780	7/1/2025	Unknown	Unknown
City of Brawley	Police Commander	\$ 10,125	7/1/2025	Unknown	Unknown
City of Calexico	Police Lieutenant	\$ 9,540	7/1/2024	Unknown	Unknown
City of Coachella	N/C				
City of Palm Desert	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	\$12,888
Base Salary Average	\$14,302
Percentage Above or Below Median	-3.89%
Percentage Above or Below Average	-15.29%
Total # of Matches:	7

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Indio	Assistant Police Chief	\$ 20,051								\$ 2,100		\$ 22,151
City of Palm Springs	Police Captain	\$ 19,253					\$ 2,425	\$ 92	\$ 13			\$ 21,783
County of San Diego	Sheriff's Captain	\$ 16,477								\$ 2,093		\$ 18,570
City of Imperial	Police Captain	\$ 12,405			\$ 769		\$ 2,261	\$ 139	\$ 24			\$ 15,598
City of Brawley	Police Commander	\$ 10,125			\$ 628		\$ 2,781					\$ 13,534
City of El Centro	Commander	\$ 12,888										\$ 12,888
County of Imperial	Undersheriff	\$ 11,780										\$ 11,780
City of Calexico	Police Lieutenant	\$ 9,540								\$ 2,045		\$ 11,585
City of Coachella	N/C											
City of Palm Desert	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	\$13,534
Total Compensation Average	\$16,042
Percentage Above or Below Median	13.23%
Percentage Above or Below Average	-2.84%
Total # of Matches:	7

Police Chief's Administrative Assistant

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	Executive Assistant to the Chief of Police	\$ 9,840	7/1/2025	7/1/2026	2.00%
County of Imperial	Executive Assistant II	\$ 5,757	7/1/2025	7/1/2026	3.00%
County of San Diego	Administrative Secretary II	\$ 5,531	6/27/2025	6/26/2026	3.50%
City of Brawley	Police Chief's Administrative Assistant	\$ 5,466	7/1/2025	Unknown	Unknown
City of Calexico	Executive Assistant	\$ 5,381	7/1/2024	Unknown	Unknown
City of Imperial	Police Chief's Administrative Assistant	\$ 4,853	7/1/2025	Unknown	Unknown
City of El Centro	Staff Assistant	\$ 4,729	7/1/2024	Unknown	Unknown
City of Coachella	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	\$5,499
Base Salary Average	\$6,117
Percentage Above or Below Median	-13.30%
Percentage Above or Below Average	-26.05%
Total # of Matches:	6

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Indio	Executive Assistant to the Chief of Police	\$ 9,840			\$ 79					\$ 2,100		\$ 12,020
City of Brawley	Police Chief's Administrative Assistant	\$ 5,466			\$ 339		\$ 2,781					\$ 8,586
County of Imperial	Executive Assistant II	\$ 5,757					\$ 2,113	\$ 107				\$ 7,978
City of Calexico	Executive Assistant	\$ 5,381			\$ 334					\$ 2,045		\$ 7,760
County of San Diego	Administrative Secretary II	\$ 5,531								\$ 2,211		\$ 7,742
City of Imperial	Police Chief's Administrative Assistant	\$ 4,853			\$ 301		\$ 2,261	\$ 139	\$ 24			\$ 7,578
City of El Centro	Staff Assistant	\$ 4,729								\$ 2,112		\$ 6,841
City of Coachella	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	\$7,869
Total Compensation Average	\$8,488
Percentage Above or Below Median	-3.84%
Percentage Above or Below Average	-12.01%
Total # of Matches:	6

Police Corporal

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Imperial	Police Corporal	\$ 8,356	7/1/2025	Unknown	Unknown
County of Imperial	Senior Deputy Sheriff	\$ 7,208	7/1/2025	7/1/2026	3.00%
City of Brawley	N/C				
City of Calexico	N/C				
City of Coachella	N/C				
City of El Centro	N/C				
City of Indio	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	1

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Imperial	Police Corporal	\$ 8,356			\$ 518		\$ 2,261	\$ 139	\$ 24			\$ 11,298
County of Imperial	Senior Deputy Sheriff	\$ 7,208					\$ 2,113	\$ 107				\$ 9,429
City of Brawley	N/C											
City of Calexico	N/C											
City of Coachella	N/C											
City of El Centro	N/C											
City of Indio	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											
County of San Diego	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	1

Police Officer

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
County of San Diego	Deputy Sheriff	\$ 10,310	6/27/2025	Unknown	Unknown
City of Palm Springs	Police Officer	\$ 9,866	6/22/2025	Unknown	Unknown
City of Indio	Police Officer	\$ 9,835	1/1/2026	Unknown	Unknown
City of Imperial	Police Officer	\$ 7,205	7/1/2025	Unknown	Unknown
City of El Centro	Police Officer	\$ 7,172	7/1/2025	7/1/2026	6.00%
City of Calexico	Police Officer	\$ 6,822	7/1/2024	Unknown	Unknown
County of Imperial	Deputy Sheriff	\$ 6,599	7/1/2025	7/1/2026	3.00%
City of Brawley	Police Officer	\$ 5,296	7/1/2025	Unknown	Unknown
City of Coachella	N/C				
City of Palm Desert	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	\$7,172
Base Salary Average	\$7,986
Percentage Above or Below Median	0.46%
Percentage Above or Below Average	-10.83%
Total # of Matches:	7

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Springs	Police Officer	\$ 9,866					\$ 2,425	\$ 92	\$ 13			\$ 12,396
City of Indio	Police Officer	\$ 9,835								\$ 2,200		\$ 12,035
County of San Diego	Deputy Sheriff	\$ 10,310										\$ 10,310
City of Imperial	Police Officer	\$ 7,205			\$ 447		\$ 2,261	\$ 139	\$ 24			\$ 10,076
City of El Centro	Police Officer	\$ 7,172								\$ 2,112		\$ 9,284
City of Calexico	Police Officer	\$ 6,822								\$ 2,066		\$ 8,888
County of Imperial	Deputy Sheriff	\$ 6,599					\$ 2,113	\$ 107				\$ 8,820
City of Brawley	Police Officer	\$ 5,296			\$ 328		\$ 2,781					\$ 8,406
City of Coachella	N/C											
City of Palm Desert	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	\$9,284
Total Compensation Average	\$10,020
Percentage Above or Below Median	7.86%
Percentage Above or Below Average	0.55%
Total # of Matches:	7

Police Sergeant

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	Police Sergeant	\$ 14,153	1/1/2026	Unknown	Unknown
City of Palm Springs	Police Sergeant	\$ 12,806	6/22/2025	Unknown	Unknown
County of San Diego	Sheriff's Sergeant	\$ 12,474	6/27/2025	Unknown	Unknown
City of El Centro	Police Sergeant	\$ 9,780	7/1/2025	7/1/2026	6.00%
City of Imperial	Police Sergeant	\$ 9,455	7/1/2025	Unknown	Unknown
City of Brawley	Police Sergeant	\$ 8,607	7/1/2025	Unknown	Unknown
County of Imperial	Sheriff's Sergeant	\$ 8,552	7/11/2025	Unknown	Unknown
City of Calexico	Police Sergeant	\$ 8,158	7/1/2024	Unknown	Unknown
City of Coachella	N/C				
City of Palm Desert	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	\$9,780
Base Salary Average	\$10,647
Percentage Above or Below Median	-3.43%
Percentage Above or Below Average	-12.60%
Total # of Matches:	7

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Indio	Police Sergeant	\$ 14,153								\$ 2,200		\$ 16,353
City of Palm Springs	Police Sergeant	\$ 12,806					\$ 2,425	\$ 92	\$ 13			\$ 15,336
County of San Diego	Sheriff's Sergeant	\$ 12,474										\$ 12,474
City of Imperial	Police Sergeant	\$ 9,455			\$ 586		\$ 2,261	\$ 139	\$ 24			\$ 12,465
City of Brawley	Police Sergeant	\$ 8,607			\$ 534		\$ 2,781					\$ 11,922
City of El Centro	Police Sergeant	\$ 9,780								\$ 2,112		\$ 11,892
County of Imperial	Sheriff's Sergeant	\$ 8,552					\$ 2,113	\$ 107				\$ 10,773
City of Calexico	Police Sergeant	\$ 8,158								\$ 2,066		\$ 10,224
City of Coachella	N/C											
City of Palm Desert	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	\$11,922
Total Compensation Average	\$12,710
Percentage Above or Below Median	4.36%
Percentage Above or Below Average	-1.97%
Total # of Matches:	7

Police Services Officer II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Springs	Police Services Officer	\$ 6,024	6/22/2025	Unknown	Unknown
City of Indio	Records Specialist II	\$ 5,858	7/1/2025	7/1/2026	2.00%
City of Imperial	Police Services Officer II	\$ 5,099	7/1/2025	Unknown	Unknown
County of Imperial	Sheriffs Service Officer	\$ 4,438	7/11/2025	7/1/2026	3.00%
City of El Centro	Police Records Clerk I	\$ 3,790	7/1/2024	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Coachella	N/C				
City of Palm Desert	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	\$5,148
Base Salary Average	\$5,027
Percentage Above or Below Median	-0.95%
Percentage Above or Below Average	1.41%
Total # of Matches:	4

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Springs	Police Services Officer	\$ 6,024								\$ 2,602		\$ 8,626
City of Indio	Records Specialist II	\$ 5,858			\$ 79					\$ 2,100		\$ 8,037
City of Imperial	Police Services Officer II	\$ 5,099			\$ 316		\$ 2,261	\$ 139	\$ 24			\$ 7,839
County of Imperial	Sheriffs Service Officer	\$ 4,438					\$ 2,113	\$ 107				\$ 6,659
City of El Centro	Police Records Clerk I	\$ 3,790								\$ 2,112		\$ 5,902
City of Brawley	N/C											
City of Calexico	N/C											
City of Coachella	N/C											
City of Palm Desert	N/C											
County of San Diego	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	\$7,348
Total Compensation Average	\$7,306
Percentage Above or Below Median	6.26%
Percentage Above or Below Average	6.80%
Total # of Matches:	4

Property and Evidence Technician

Sorted by Max Monthly Salary					
Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	Property and Evidence Officer II	\$ 7,365	1/1/2026	Unknown	Unknown
City of Palm Springs	Property Technician	\$ 7,166	6/22/2025	Unknown	Unknown
County of San Diego	Sheriff's Property and Evidence Specialist II	\$ 5,788	6/27/2025	46199	3.50%
City of Imperial	Property and Evidence Technician	\$ 5,770	7/1/2025	Unknown	Unknown
County of Imperial	Evidence Technician	\$ 4,681	7/11/2025	7/1/2026	3.00%
City of Calexico	Evidence Technician	\$ 4,645	7/1/2024	Unknown	Unknown
City of El Centro	Evidence Technician	\$ 4,419	7/1/2024	Unknown	Unknown
City of Brawley	Evidence Technician	\$ 4,387	7/1/2025	Unknown	Unknown
City of Coachella	N/C				
City of Palm Desert	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	\$4,681
Base Salary Average	\$5,493
Percentage Above or Below Median	18.88%
Percentage Above or Below Average	4.81%
Total # of Matches:	7

Sorted by Total Compensation												
Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Springs	Property Technician	\$ 7,166								\$ 2,602		\$ 9,768
City of Indio	Property and Evidence Officer II	\$ 7,365								\$ 2,200		\$ 9,565
City of Imperial	Property and Evidence Technician	\$ 5,770			\$ 358		\$ 2,261	\$ 139	\$ 24			\$ 8,551
County of San Diego	Sheriff's Property and Evidence Specialist II	\$ 5,788								\$ 2,211		\$ 7,999
City of Brawley	Evidence Technician	\$ 4,387			\$ 272		\$ 2,781					\$ 7,440
City of Calexico	Evidence Technician	\$ 4,645			\$ 288					\$ 2,045		\$ 6,978
County of Imperial	Evidence Technician	\$ 4,681					\$ 2,113	\$ 107				\$ 6,902
City of El Centro	Evidence Technician	\$ 4,419								\$ 2,112		\$ 6,531
City of Coachella	N/C											
City of Palm Desert	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	\$7,440
Total Compensation Average	\$7,883
Percentage Above or Below Median	12.99%
Percentage Above or Below Average	7.81%
Total # of Matches:	7

Public Services Director

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	Director of Public Works /IWA General Manager¹	\$ 23,888	7/1/2025	Unknown	Unknown
County of San Diego	Deputy Director, Public Works	\$ 22,065	6/27/2025	Unknown	Unknown
City of Palm Desert	Director of Public Works	\$ 20,294	7/1/2025	Unknown	Unknown
City of Coachella	Public Works Director/City Engineer /Utilities Director¹	\$ 18,199	7/1/2025	46204	3.00%
City of Imperial	Public Services Director	\$ 13,693	7/1/2025	Unknown	Unknown
City of El Centro	Director of Public Works/City Engineer	\$ 13,354	7/1/2024	Unknown	Unknown
City of Brawley	Director of Public Works Operations	\$ 11,713	7/1/2025	Unknown	Unknown
City of Calexico	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	\$19,246
Base Salary Average	\$18,252
Percentage Above or Below Median	-40.55%
Percentage Above or Below Average	-33.29%
Total # of Matches:	6

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Indio	Director of Public Works /IWA General Manager¹	\$ 23,888			\$ 79					\$ 2,100		\$ 26,067
County of San Diego	Deputy Director, Public Works	\$ 22,065								\$ 2,323		\$ 24,388
City of Palm Desert	Director of Public Works	\$ 20,294				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 23,573
City of Coachella	Public Works Director/City Engineer /Utilities Director¹	\$ 18,199	\$ -182				\$ 3,723	\$ 149	\$ 25			\$ 21,914
City of Imperial	Public Services Director	\$ 13,693			\$ 849		\$ 2,261	\$ 139	\$ 24			\$ 16,966
City of El Centro	Director of Public Works/City Engineer	\$ 13,354								\$ 2,112		\$ 15,466
City of Brawley	Director of Public Works Operations	\$ 11,713			\$ 726		\$ 2,781					\$ 15,220
City of Calexico	N/C											
City of Palm Springs	N/C											
County of Imperial	N/C											
Imperial Irrigation District	N/C											

Total Compensation Median	\$22,744
Total Compensation Average	\$21,105
Percentage Above or Below Median	-34.06%
Percentage Above or Below Average	-24.40%
Total # of Matches:	6

Footnote:

1. Functional Hybrid - The salary displayed is the higher of the matches.

Public Services Maintenance Worker II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Desert	Maintenance Worker II	\$ 7,940	7/1/2025	Unknown	Unknown
County of San Diego	Road Structures Worker II	\$ 6,793	9/5/2025	Unknown	Unknown
Imperial Irrigation District	Construction Resources Worker	\$ 6,379	1/1/2026	Unknown	Unknown
City of Indio	Street Maintenance Worker II	\$ 6,313	7/1/2025	7/1/2026	2.00%
City of Palm Springs	Street/Traffic Maintenance Worker	\$ 6,181	6/22/2025	Unknown	Unknown
City of Coachella	Public Works Streets Maintenance Worker II	\$ 5,881	7/1/2025	46204	3.00%
City of Imperial	Public Services Maintenance Worker II	\$ 4,853	7/1/2025	Unknown	Unknown
City of El Centro	Street Maintenance Worker II	\$ 4,419	7/1/2024	Unknown	Unknown
County of Imperial	Striping and Sign Assistant I/ Road Maintenance Worker ¹	\$ 4,072	7/1/2025	46204	3.00%
City of Calexico	Laborer	\$ 4,028	7/1/2024	Unknown	Unknown
City of Brawley	N/C				

Base Salary Median	\$6,181
Base Salary Average	\$5,778
Percentage Above or Below Median	-27.36%
Percentage Above or Below Average	-19.06%
Total # of Matches:	9

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Maintenance Worker II	\$ 7,940				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 11,219
Imperial Irrigation District	Construction Resources Worker	\$ 6,379		\$ 638	\$ 396	\$ 64	\$ 2,069					\$ 9,545
County of San Diego	Road Structures Worker II	\$ 6,793								\$ 2,211		\$ 9,004
City of Palm Springs	Street/Traffic Maintenance Worker	\$ 6,181								\$ 2,602		\$ 8,783
City of Coachella	Public Works Streets Maintenance Worker II	\$ 5,881					\$ 2,441	\$ 149	\$ 25			\$ 8,497
City of Indio	Street Maintenance Worker II	\$ 6,313			\$ 79					\$ 2,100		\$ 8,492
City of Imperial	Public Services Maintenance Worker II	\$ 4,853			\$ 301		\$ 2,261	\$ 139	\$ 24			\$ 7,578
City of El Centro	Street Maintenance Worker II	\$ 4,419								\$ 2,112		\$ 6,531
City of Calexico	Laborer	\$ 4,028			\$ 250					\$ 2,045		\$ 6,323
County of Imperial	Striping and Sign Assistant I/ Road Maintenance Worker ¹	\$ 4,072					\$ 2,113	\$ 107				\$ 6,293
City of Brawley	N/C											

Footnote:

1. Functional Hybrid - The salary displayed is the higher of the matches.

Total Compensation Median	\$8,497
Total Compensation Average	\$8,299
Percentage Above or Below Median	-12.13%
Percentage Above or Below Average	-9.51%
Total # of Matches:	9

Public Services Manager

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	Public Works Manager /Fleet Services Operations Manager ¹	\$ 13,473	7/1/2025	46204	2.00%
City of Imperial	Public Services Manager	\$ 12,405	7/1/2025	Unknown	Unknown
City of Coachella	Sanitary Superintendent /Water Superintendent ¹	\$ 12,209	7/1/2025	46204	2.00%
Imperial Irrigation District	Superintendent of Construction	\$ 12,197	1/1/2026	Unknown	Unknown
County of San Diego	Facilities Support Manager/ Division Road Superintendent ²	\$ 11,849	6/27/2025	Unknown	Unknown
City of Palm Springs	Street Maintenance Manager/ Facilities Maintenance Manager ²	\$ 11,294	6/22/2025	Unknown	Unknown
City of El Centro	Maintenance Supervisor	\$ 7,902	7/1/2024	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Palm Desert	N/C				
County of Imperial	N/C				

Base Salary Median	\$12,023
Base Salary Average	\$11,487
Percentage Above or Below Median	3.08%
Percentage Above or Below Average	7.40%
Total # of Matches:	6

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
Imperial Irrigation District	Superintendent of Construction	\$ 12,197		\$ 1,220	\$ 756	\$ 122	\$ 2,069					\$ 16,364
City of Indio	Public Works Manager /Fleet Services Operations Manager ¹	\$ 13,473			\$ 79					\$ 2,100		\$ 15,653
City of Imperial	Public Services Manager	\$ 12,405			\$ 769		\$ 2,261	\$ 139	\$ 24			\$ 15,598
City of Coachella	Sanitary Superintendent /Water Superintendent ¹	\$ 12,209					\$ 2,441	\$ 149	\$ 25			\$ 14,825
County of San Diego	Facilities Support Manager/ Division Road Superintendent ²	\$ 11,849								\$ 2,323		\$ 14,172
City of Palm Springs	Street Maintenance Manager/ Facilities Maintenance Manager ²	\$ 11,294								\$ 2,570		\$ 13,864
City of El Centro	Maintenance Supervisor	\$ 7,902								\$ 2,112		\$ 10,014
City of Brawley	N/C											
City of Calexico	N/C											
City of Palm Desert	N/C											
County of Imperial	N/C											

Footnote:

1. Functional Hybrid - The salary displayed is the same for both matches.
2. Functional Hybrid - The salary displayed is the higher of the matches.

Total Compensation Median	\$14,498
Total Compensation Average	\$14,148
Percentage Above or Below Median	7.05%
Percentage Above or Below Average	9.29%
Total # of Matches:	6

Public Services Supervisor

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Palm Desert	Street Maintenance Supervisor	\$ 11,220	7/1/2025	Unknown	Unknown
City of Indio	Street Maintenance Supervisor/ Park and Landscape Supervisor¹	\$ 11,025	7/1/2025	7/1/2026	2.00%
City of Palm Springs	Maintenance Supervisor	\$ 10,226	6/22/2025	Unknown	Unknown
Imperial Irrigation District	Superintendent of Construction, Assistant	\$ 10,035	1/1/2026	Unknown	Unknown
City of Coachella	Streets Supervisor	\$ 9,783	7/1/2025	7/1/2026	2.00%
County of San Diego	Building Maintenance Supervisor/ Road Crew Supervisor¹	\$ 9,116	6/27/2025	6/26/2026	3.50%
City of Imperial	Public Services Supervisor	\$ 8,999	7/1/2025	Unknown	Unknown
City of Calexico	Supervisor of Maintenance/Operations	\$ 6,937	1/1/2023	Unknown	Unknown
County of Imperial	Regional Road Superintendent	\$ 6,463	7/11/2025	7/1/2026	3.00%
City of Brawley	N/C				
City of El Centro	N/C				

Base Salary Median	\$9,909
Base Salary Average	\$9,350
Percentage Above or Below Median	-10.11%
Percentage Above or Below Average	-3.90%
Total # of Matches:	8

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Palm Desert	Street Maintenance Supervisor	\$ 11,220				\$ 100	\$ 2,934	\$ 138	\$ 32	\$ 75		\$ 14,499
Imperial Irrigation District	Superintendent of Construction, Assistant	\$ 10,035		\$ 1,003	\$ 622	\$ 100	\$ 2,069					\$ 13,829
City of Indio	Street Maintenance Supervisor/ Park and Landscape Supervisor¹	\$ 11,025			\$ 79					\$ 2,100		\$ 13,204
City of Palm Springs	Maintenance Supervisor	\$ 10,226								\$ 2,570		\$ 12,796
City of Coachella	Streets Supervisor	\$ 9,783					\$ 2,441	\$ 149	\$ 25			\$ 12,399
City of Imperial	Public Services Supervisor	\$ 8,999			\$ 558		\$ 2,261	\$ 139	\$ 24			\$ 11,981
County of San Diego	Building Maintenance Supervisor/ Road Crew Supervisor¹	\$ 9,116								\$ 2,211		\$ 11,327
City of Calexico	Supervisor of Maintenance/Operations	\$ 6,937			\$ 430					\$ 1,886		\$ 9,253
County of Imperial	Regional Road Superintendent	\$ 6,463										\$ 6,463
City of Brawley	N/C											
City of El Centro	N/C											

Footnote:

1. Functional Hybrid - The salary displayed is the higher of the matches.

Total Compensation Median	\$12,598
Total Compensation Average	\$11,721
Percentage Above or Below Median	-5.15%
Percentage Above or Below Average	2.17%
Total # of Matches:	8

Recreation and Special Events Coordinator

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	Community Program Administrator	\$ 9,840	7/1/2025	7/1/2026	2.00%
City of Imperial	Recreation and Special Events Coordinator	\$ 7,030	7/1/2025	Unknown	Unknown
City of Palm Springs	Program Coordinator	\$ 6,825	6/22/2025	Unknown	Unknown
City of El Centro	Recreation Supervisor	\$ 6,635	7/1/2024	Unknown	Unknown
City of Calexico	Community Recreation Coordinator	\$ 5,521	7/1/2024	Unknown	Unknown
City of Brawley	Recreation Coordinator	\$ 5,466	7/1/2025	Unknown	Unknown
City of Coachella	N/C				
City of Palm Desert	N/C				
County of Imperial	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	\$6,635
Base Salary Average	\$6,858
Percentage Above or Below Median	5.62%
Percentage Above or Below Average	2.46%
Total # of Matches:	5

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Indio	Community Program Administrator	\$ 9,840			\$ 79					\$ 2,100		\$ 12,020
City of Imperial	Recreation and Special Events Coordinator	\$ 7,030			\$ 436		\$ 2,261	\$ 139	\$ 24			\$ 9,890
City of Palm Springs	Program Coordinator	\$ 6,825								\$ 2,602		\$ 9,427
City of El Centro	Recreation Supervisor	\$ 6,635								\$ 2,112		\$ 8,747
City of Brawley	Recreation Coordinator	\$ 5,466			\$ 339		\$ 2,781					\$ 8,586
City of Calexico	Community Recreation Coordinator	\$ 5,521			\$ 342					\$ 2,045		\$ 7,908
City of Coachella	N/C											
City of Palm Desert	N/C											
County of Imperial	N/C											
County of San Diego	N/C											
Imperial Irrigation District	N/C											

Total Compensation Median	\$8,747
Total Compensation Average	\$9,338
Percentage Above or Below Median	11.56%
Percentage Above or Below Average	5.58%
Total # of Matches:	5

Footnote:

Recreation Leader II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Imperial	Recreation Leader II	\$ 4,397	7/1/2025	Unknown	Unknown
City of Indio	Community Program Aide	\$ 3,544	7/1/2025	Unknown	Unknown
City of El Centro	Recreation Leader	\$ 2,929	1/1/2026	Unknown	Unknown
City of Palm Springs	Recreation Program Assistant	\$ 28	6/22/2025	Unknown	Unknown
City of Brawley	N/C				
City of Calexico	N/C				
City of Coachella	N/C				
City of Palm Desert	N/C				
County of Imperial	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Imperial	Recreation Leader II	\$ 4,397										\$ 4,397
City of Indio	Community Program Aide	\$ 3,544										\$ 3,544
City of El Centro	Recreation Leader	\$ 2,929										\$ 2,929
City of Palm Springs	Recreation Program Assistant	\$ 28										\$ 28
City of Brawley	N/C											
City of Calexico	N/C											
City of Coachella	N/C											
City of Palm Desert	N/C											
County of Imperial	N/C											
County of San Diego	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

Utility Maintenance Worker II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
Imperial Irrigation District	Construction Resources Worker	\$ 6,379	1/1/2026	Unknown	Unknown
County of San Diego	Sewer Construction and Maintenance Worker	\$ 6,316	9/5/2025	Unknown	Unknown
City of Imperial	Utility Maintenance Worker II	\$ 5,630	7/1/2025	Unknown	Unknown
City of Brawley	Utility Worker I	\$ 4,703	7/1/2025	Unknown	Unknown
City of Calexico	N/C				
City of Coachella	N/C				
City of El Centro	N/C				
City of Indio	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
Imperial Irrigation District	Construction Resources Worker	\$ 6,379		\$ 638	\$ 396	\$ 64	\$ 2,069					\$ 9,545
County of San Diego	Sewer Construction and Maintenance Worker	\$ 6,316								\$ 2,211		\$ 8,527
City of Imperial	Utility Maintenance Worker II	\$ 5,630			\$ 349		\$ 2,261	\$ 138	\$ 24			\$ 8,402
City of Brawley	Utility Worker I	\$ 4,703			\$ 292		\$ 2,781					\$ 7,775
City of Calexico	N/C											
City of Coachella	N/C											
City of El Centro	N/C											
City of Indio	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											
County of Imperial	N/C											

Footnote:

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	3

Wastewater Plant Chief Operator

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
County of San Diego	DPW Unit Manager	\$ 13,185	6/27/2025	Unknown	Unknown
City of Coachella	Sanitary Superintendent /Chief Treatment/Collections System Operator ¹	\$ 11,322	7/1/2025	46204	2.00%
City of El Centro	Wastewater Treatment Plant Supervisor	\$ 9,411	7/1/2024	Unknown	Unknown
City of Imperial	Wastewater Plant Chief Operator	\$ 8,999	7/1/2025	Unknown	Unknown
City of Brawley	Chief Operator Wastewater Treatment Plant	\$ 8,873	7/1/2025	Unknown	Unknown
City of Calexico	Chief Operator Waste Water Treatment Plant /Wastewater System Supervisor ²	\$ 8,045	1/1/2023	Unknown	Unknown
City of Indio	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	\$9,411
Base Salary Average	\$10,167
Percentage Above or Below Median	-4.57%
Percentage Above or Below Average	-12.97%
Total # of Matches:	5

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
County of San Diego	DPW Unit Manager	\$ 13,185								\$ 2,323		\$ 15,508
City of Coachella	Sanitary Superintendent /Chief Treatment/Collections System Operator ¹	\$ 11,322					\$ 2,441	\$ 149	\$ 25			\$ 13,938
City of Brawley	Chief Operator Wastewater Treatment Plant	\$ 8,873			\$ 550		\$ 2,781					\$ 12,204
City of Imperial	Wastewater Plant Chief Operator	\$ 8,999			\$ 558		\$ 2,261	\$ 138	\$ 24			\$ 11,981
City of El Centro	Wastewater Treatment Plant Supervisor	\$ 9,411								\$ 2,112		\$ 11,523
City of Calexico	Chief Operator Waste Water Treatment Plant /Wastewater System Supervisor ²	\$ 8,045			\$ 499					\$ 1,886		\$ 10,430
City of Indio	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											
County of Imperial	N/C											
Imperial Irrigation District	N/C											

Footnote:

- Span of Responsibility Hybrid - The salary displayed is an average of the matches.
- Functional Hybrid - The salary displayed is the same for both matches.

Total Compensation Median	\$12,204
Total Compensation Average	\$12,720
Percentage Above or Below Median	-1.86%
Percentage Above or Below Average	-6.17%
Total # of Matches:	5

Wastewater Treatment Plant Operator II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Coachella	Treatment Plant Operator II	\$ 7,280	7/1/2025	7/1/2026	3.00%
County of San Diego	Wastewater Plant Operator II	\$ 7,270	9/5/2025	Unknown	Unknown
City of Imperial	Wastewater Treatment Plant Operator II	\$ 6,859	7/1/2025	Unknown	Unknown
City of Calexico	Waste Water Treatment Plant Operator II	\$ 6,858	7/1/2024	Unknown	Unknown
City of Brawley	Wastewater Treatment Plant Operator 2	\$ 5,443	7/1/2025	Unknown	Unknown
City of El Centro	N/C				
City of Indio	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	\$7,064
Base Salary Average	\$6,713
Percentage Above or Below Median	-2.99%
Percentage Above or Below Average	2.13%
Total # of Matches:	4

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Coachella	Treatment Plant Operator II	\$ 7,280					\$ 2,441	\$ 149	\$ 25			\$ 9,896
City of Imperial	Wastewater Treatment Plant Operator II	\$ 6,859			\$ 425		\$ 2,261	\$ 139	\$ 24			\$ 9,707
County of San Diego	Wastewater Plant Operator II	\$ 7,270								\$ 2,211		\$ 9,481
City of Calexico	Waste Water Treatment Plant Operator II	\$ 6,858			\$ 425					\$ 1,886		\$ 9,170
City of Brawley	Wastewater Treatment Plant Operator 2	\$ 5,443			\$ 337		\$ 2,781					\$ 8,561
City of El Centro	N/C											
City of Indio	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											
County of Imperial	N/C											
Imperial Irrigation District	N/C											

Total Compensation Median	\$9,325
Total Compensation Average	\$9,277
Percentage Above or Below Median	3.94%
Percentage Above or Below Average	4.44%
Total # of Matches:	4

Footnote:

Water Meter/Distribution Operator II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	IWA Water Utility Worker II	\$ 7,939	7/1/2025	7/1/2026	1.00%
City of Calixco	Water Distribution Operator II	\$ 6,858	7/1/2024	Unknown	Unknown
City of Coachella	Water Service Worker II	\$ 6,608	7/1/2025	7/1/2026	3.00%
City of El Centro	Certified Water Distribution Operator II/ Utility Field Representative ¹	\$ 5,909	7/1/2025	7/1/2026	2.00%
City of Imperial	Water Meter/Distribution Operator II	\$ 5,770	7/1/2025	Unknown	Unknown
City of Brawley	Utility Worker II	\$ 4,938	7/1/2025	Unknown	Unknown
City of Palm Desert	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	\$6,608
Base Salary Average	\$6,450
Percentage Above or Below Median	-14.52%
Percentage Above or Below Average	-11.79%
Total # of Matches:	5

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Indio	IWA Water Utility Worker II	\$ 7,939			\$ 79					\$ 2,100		\$ 10,118
City of Coachella	Water Service Worker II	\$ 6,608					\$ 2,441	\$ 149	\$ 25			\$ 9,224
City of Calixco	Water Distribution Operator II	\$ 6,858			\$ 425					\$ 1,886		\$ 9,170
City of Imperial	Water Meter/Distribution Operator II	\$ 5,770			\$ 358		\$ 2,261	\$ 139	\$ 24			\$ 8,551
City of Brawley	Utility Worker II	\$ 4,938			\$ 306		\$ 2,781					\$ 8,026
City of El Centro	Certified Water Distribution Operator II/ Utility Field Representative ¹	\$ 5,909								\$ 2,112		\$ 8,021
City of Palm Desert	N/C											
City of Palm Springs	N/C											
County of Imperial	N/C											
County of San Diego	N/C											
Imperial Irrigation District	N/C											

Footnote:

1. Functional Hybrid - The salary displayed is the higher of the matches.

Total Compensation Median	\$9,170
Total Compensation Average	\$8,912
Percentage Above or Below Median	-7.23%
Percentage Above or Below Average	-4.21%
Total # of Matches:	5

Water Plant Chief Operator

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	IWA Operations Manager	\$ 17,376	7/1/2025	7/1/2026	2.00%
City of Imperial	Water Plant Chief Operator	\$ 8,999	7/1/2025	Unknown	Unknown
City of Calexico	Chief Water Plant Operator - Treatment /Water Systems Supervisor ¹	\$ 8,045	1/1/2023	Unknown	Unknown
City of Brawley	N/C				
City of Coachella	N/C				
City of El Centro	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	Insuff.Data
Base Salary Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	2

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Indio	IWA Operations Manager	\$ 17,376			\$ 79					\$ 2,100		\$ 19,555
City of Imperial	Water Plant Chief Operator	\$ 8,999			\$ 558		\$ 2,261	\$ 139	\$ 24			\$ 11,981
City of Calexico	Chief Water Plant Operator - Treatment /Water Systems Supervisor ¹	\$ 8,045			\$ 499					\$ 1,886		\$ 10,430
City of Brawley	N/C											
City of Coachella	N/C											
City of El Centro	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											
County of Imperial	N/C											
County of San Diego	N/C											
Imperial Irrigation District	N/C											

Footnote:

1. Functional Hybrid - The salary displayed is the same for both matches.

Total Compensation Median	Insuff.Data
Total Compensation Average	Insuff.Data
Percentage Above or Below Median	Insuff.Data
Percentage Above or Below Average	Insuff.Data
Total # of Matches:	2

Water Treatment Plant Operator II

Sorted by Max Monthly Salary

Agency	Classification	Max Monthly	Salary Effective Date	Next Salary Increase	Percentage of Next Increase
City of Indio	IWA Water Treatment Plant Operator II	\$ 8,948	7/1/2025	7/1/2026	1.00%
City of El Centro	Water Treatment Plant Shift Operator	\$ 7,286	7/1/2025	7/1/2026	2.00%
City of Imperial	Water Treatment Plant Operator II	\$ 6,859	7/1/2025	Unknown	Unknown
City of Calexico	Water Treatment Plant Operator II	\$ 6,858	7/1/2024	Unknown	Unknown
City of Brawley	Water Treatment Plant Operator T3	\$ 5,718	7/1/2025	Unknown	Unknown
City of Coachella	N/C				
City of Palm Desert	N/C				
City of Palm Springs	N/C				
County of Imperial	N/C				
County of San Diego	N/C				
Imperial Irrigation District	N/C				

Base Salary Median	\$7,072
Base Salary Average	\$7,203
Percentage Above or Below Median	-3.11%
Percentage Above or Below Average	-5.01%
Total # of Matches:	4

Sorted by Total Compensation

Agency	Classification	Max Monthly	Employee Cost Sharing	Other Retirement	Employer Contribution to Social Security	Deferred Compensation Plan	Employer Contribution to Medical Plan	Employer Contribution to Dental	Employer Contribution to Vision	Employer Contribution to Cafeteria Plan	Other Health Care Contributions	Monthly Total Compensation
City of Indio	IWA Water Treatment Plant Operator II	\$ 8,948			\$ 79					\$ 2,100		\$ 11,127
City of Imperial	Water Treatment Plant Operator II	\$ 6,859			\$ 425		\$ 2,261	\$ 139	\$ 24			\$ 9,707
City of El Centro	Water Treatment Plant Shift Operator	\$ 7,286								\$ 2,112		\$ 9,398
City of Calexico	Water Treatment Plant Operator II	\$ 6,858			\$ 425					\$ 1,886		\$ 9,170
City of Brawley	Water Treatment Plant Operator T3	\$ 5,718			\$ 355		\$ 2,781					\$ 8,854
City of Coachella	N/C											
City of Palm Desert	N/C											
City of Palm Springs	N/C											
County of Imperial	N/C											
County of San Diego	N/C											
Imperial Irrigation District	N/C											

Footnote:

Total Compensation Median	\$9,284
Total Compensation Average	\$9,637
Percentage Above or Below Median	4.36%
Percentage Above or Below Average	0.72%
Total # of Matches:	4

Appendix III

Proposed Salary Range Schedule

City of Imperial - Compensation Structure for All Classifications - February 2026

FACTORS	
Range 6, Step 7, Annual	\$47,107.01
Step Increase	5.00%
Range Increase	2.50%
Pay Periods per Year	26
Hours per Year	2,080

Range #6, Step #1 is set to 2026 CA Minimum Wage = \$16.90 per hour

Salary Range	Monthly							10 Year	15 Year	20 Year	Hourly							10 Year	15 Year	20 Year
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	2,589	2,719	2,854	2,997	3,147	3,304	3,470	3,643	3,825	4,017	14.94	15.68	16.47	17.29	18.16	19.06	20.02	21.02	22.07	23.17
2	2,654	2,787	2,926	3,072	3,226	3,387	3,556	3,734	3,921	4,117	15.31	16.08	16.88	17.72	18.61	19.54	20.52	21.54	22.62	23.75
3	2,720	2,856	2,999	3,149	3,306	3,472	3,645	3,828	4,019	4,220	15.69	16.48	17.30	18.17	19.08	20.03	21.03	22.08	23.19	24.35
4	2,788	2,928	3,074	3,228	3,389	3,559	3,736	3,923	4,119	4,325	16.09	16.89	17.73	18.62	19.55	20.53	21.56	22.63	23.77	24.95
5	2,858	3,001	3,151	3,308	3,474	3,647	3,830	4,021	4,222	4,434	16.49	17.31	18.18	19.09	20.04	21.04	22.10	23.20	24.36	25.58
6	2,929	3,076	3,230	3,391	3,561	3,739	3,926	4,122	4,328	4,544	16.90	17.74	18.63	19.56	20.54	21.57	22.65	23.78	24.97	26.22
7	3,003	3,153	3,310	3,476	3,650	3,832	4,024	4,225	4,436	4,658	17.32	18.19	19.10	20.05	21.06	22.11	23.21	24.37	25.59	26.87
8	3,078	3,232	3,393	3,563	3,741	3,928	4,124	4,331	4,547	4,774	17.76	18.64	19.58	20.55	21.58	22.66	23.79	24.98	26.23	27.54
9	3,155	3,312	3,478	3,652	3,834	4,026	4,227	4,439	4,661	4,894	18.20	19.11	20.06	21.07	22.12	23.23	24.39	25.61	26.89	28.23
10	3,233	3,395	3,565	3,743	3,930	4,127	4,333	4,550	4,777	5,016	18.65	19.59	20.57	21.59	22.67	23.81	25.00	26.25	27.56	28.94
11	3,314	3,480	3,654	3,837	4,029	4,230	4,441	4,664	4,897	5,142	19.12	20.08	21.08	22.13	23.24	24.40	25.62	26.90	28.25	29.66
12	3,397	3,567	3,745	3,933	4,129	4,336	4,552	4,780	5,019	5,270	19.60	20.58	21.61	22.69	23.82	25.01	26.26	27.58	28.96	30.40
13	3,482	3,656	3,839	4,031	4,232	4,444	4,666	4,900	5,145	5,402	20.09	21.09	22.15	23.26	24.42	25.64	26.92	28.27	29.68	31.16
14	3,569	3,748	3,935	4,132	4,338	4,555	4,783	5,022	5,273	5,537	20.59	21.62	22.70	23.84	25.03	26.28	27.59	28.97	30.42	31.94
15	3,658	3,841	4,033	4,235	4,447	4,669	4,903	5,148	5,405	5,675	21.11	22.16	23.27	24.43	25.65	26.94	28.28	29.70	31.18	32.74
16	3,750	3,937	4,134	4,341	4,558	4,786	5,025	5,276	5,540	5,817	21.63	22.72	23.85	25.04	26.30	27.61	28.99	30.44	31.96	33.56
17	3,844	4,036	4,237	4,449	4,672	4,905	5,151	5,408	5,679	5,963	22.17	23.28	24.45	25.67	26.95	28.30	29.72	31.20	32.76	34.40
18	3,940	4,137	4,343	4,561	4,789	5,028	5,279	5,543	5,821	6,112	22.73	23.87	25.06	26.31	27.63	29.01	30.46	31.98	33.58	35.26
19	4,038	4,240	4,452	4,675	4,908	5,154	5,411	5,682	5,966	6,264	23.30	24.46	25.68	26.97	28.32	29.73	31.22	32.78	34.42	36.14
20	4,139	4,346	4,563	4,791	5,031	5,283	5,547	5,824	6,115	6,421	23.88	25.07	26.33	27.64	29.03	30.48	32.00	33.60	35.28	37.04
21	4,243	4,455	4,677	4,911	5,157	5,415	5,685	5,970	6,268	6,582	24.48	25.70	26.99	28.33	29.75	31.24	32.80	34.44	36.16	37.97
22	4,349	4,566	4,794	5,034	5,286	5,550	5,828	6,119	6,425	6,746	25.09	26.34	27.66	29.04	30.49	32.02	33.62	35.30	37.07	38.92
23	4,457	4,680	4,914	5,160	5,418	5,689	5,973	6,272	6,585	6,915	25.72	27.00	28.35	29.77	31.26	32.82	34.46	36.18	37.99	39.89
24	4,569	4,797	5,037	5,289	5,553	5,831	6,123	6,429	6,750	7,088	26.36	27.68	29.06	30.51	32.04	33.64	35.32	37.09	38.94	40.89
25	4,683	4,917	5,163	5,421	5,692	5,977	6,276	6,589	6,919	7,265	27.02	28.37	29.79	31.28	32.84	34.48	36.21	38.02	39.92	41.91
26	4,800	5,040	5,292	5,557	5,834	6,126	6,433	6,754	7,092	7,446	27.69	29.08	30.53	32.06	33.66	35.34	37.11	38.97	40.91	42.96
27	4,920	5,166	5,424	5,696	5,980	6,279	6,593	6,923	7,269	7,633	28.38	29.80	31.29	32.86	34.50	36.23	38.04	39.94	41.94	44.03
28	5,043	5,295	5,560	5,838	6,130	6,436	6,758	7,096	7,451	7,823	29.09	30.55	32.08	33.68	35.36	37.13	38.99	40.94	42.99	45.14
29	5,169	5,428	5,699	5,984	6,283	6,597	6,927	7,273	7,637	8,019	29.82	31.31	32.88	34.52	36.25	38.06	39.96	41.96	44.06	46.26
30	5,298	5,563	5,841	6,134	6,440	6,762	7,100	7,455	7,828	8,219	30.57	32.10	33.70	35.39	37.15	39.01	40.96	43.01	45.16	47.42
31	5,431	5,702	5,987	6,287	6,601	6,931	7,278	7,642	8,024	8,425	31.33	32.90	34.54	36.27	38.08	39.99	41.99	44.09	46.29	48.61
32	5,567	5,845	6,137	6,444	6,766	7,105	7,460	7,833	8,224	8,636	32.11	33.72	35.41	37.18	39.04	40.99	43.04	45.19	47.45	49.82
33	5,706	5,991	6,291	6,605	6,935	7,282	7,646	8,029	8,430	8,851	32.92	34.56	36.29	38.11	40.01	42.01	44.11	46.32	48.63	51.07

**City of Imperial
Proposed Salary Plan
February 2026**

Salary Range	Monthly							10 Year	15 Year	20 Year	Hourly							10 Year	15 Year	20 Year
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
34	5,848	6,141	6,448	6,770	7,109	7,464	7,837	8,229	8,641	9,073	33.74	35.43	37.20	39.06	41.01	43.06	45.22	47.48	49.85	52.34
35	5,995	6,294	6,609	6,940	7,286	7,651	8,033	8,435	8,857	9,300	34.58	36.31	38.13	40.04	42.04	44.14	46.35	48.66	51.10	53.65
36	6,144	6,452	6,774	7,113	7,469	7,842	8,234	8,646	9,078	9,532	35.45	37.22	39.08	41.04	43.09	45.24	47.50	49.88	52.37	54.99
37	6,298	6,613	6,944	7,291	7,655	8,038	8,440	8,862	9,305	9,770	36.34	38.15	40.06	42.06	44.17	46.37	48.69	51.13	53.68	56.37
38	6,456	6,778	7,117	7,473	7,847	8,239	8,651	9,084	9,538	10,015	37.24	39.11	41.06	43.11	45.27	47.53	49.91	52.41	55.03	57.78
39	6,617	6,948	7,295	7,660	8,043	8,445	8,867	9,311	9,776	10,265	38.17	40.08	42.09	44.19	46.40	48.72	51.16	53.72	56.40	59.22
40	6,782	7,121	7,478	7,851	8,244	8,656	9,089	9,543	10,021	10,522	39.13	41.09	43.14	45.30	47.56	49.94	52.44	55.06	57.81	60.70
41	6,952	7,299	7,664	8,048	8,450	8,873	9,316	9,782	10,271	10,785	40.11	42.11	44.22	46.43	48.75	51.19	53.75	56.43	59.26	62.22
42	7,126	7,482	7,856	8,249	8,661	9,094	9,549	10,027	10,528	11,054	41.11	43.17	45.32	47.59	49.97	52.47	55.09	57.85	60.74	63.77
43	7,304	7,669	8,052	8,455	8,878	9,322	9,788	10,277	10,791	11,331	42.14	44.24	46.46	48.78	51.22	53.78	56.47	59.29	62.26	65.37
44	7,486	7,861	8,254	8,666	9,100	9,555	10,033	10,534	11,061	11,614	43.19	45.35	47.62	50.00	52.50	55.12	57.88	60.77	63.81	67.00
45	7,674	8,057	8,460	8,883	9,327	9,794	10,283	10,798	11,337	11,904	44.27	46.48	48.81	51.25	53.81	56.50	59.33	62.29	65.41	68.68
46	7,865	8,259	8,672	9,105	9,560	10,039	10,540	11,067	11,621	12,202	45.38	47.65	50.03	52.53	55.16	57.91	60.81	63.85	67.04	70.40
47	8,062	8,465	8,888	9,333	9,800	10,289	10,804	11,344	11,911	12,507	46.51	48.84	51.28	53.84	56.54	59.36	62.33	65.45	68.72	72.16
48	8,264	8,677	9,111	9,566	10,044	10,547	11,074	11,628	12,209	12,820	47.67	50.06	52.56	55.19	57.95	60.85	63.89	67.08	70.44	73.96
49	8,470	8,894	9,338	9,805	10,296	10,810	11,351	11,918	12,514	13,140	48.87	51.31	53.88	56.57	59.40	62.37	65.49	68.76	72.20	75.81
50	8,682	9,116	9,572	10,050	10,553	11,081	11,635	12,216	12,827	13,469	50.09	52.59	55.22	57.98	60.88	63.93	67.12	70.48	74.00	77.70
51	8,899	9,344	9,811	10,302	10,817	11,358	11,926	12,522	13,148	13,805	51.34	53.91	56.60	59.43	62.40	65.52	68.80	72.24	75.85	79.65
52	9,122	9,578	10,056	10,559	11,087	11,642	12,224	12,835	13,477	14,150	52.62	55.26	58.02	60.92	63.96	67.16	70.52	74.05	77.75	81.64
53	9,350	9,817	10,308	10,823	11,364	11,933	12,529	13,156	13,814	14,504	53.94	56.64	59.47	62.44	65.56	68.84	72.28	75.90	79.69	83.68
54	9,583	10,062	10,566	11,094	11,649	12,231	12,843	13,485	14,159	14,867	55.29	58.05	60.96	64.00	67.20	70.56	74.09	77.80	81.69	85.77
55	9,823	10,314	10,830	11,371	11,940	12,537	13,164	13,822	14,513	15,238	56.67	59.50	62.48	65.60	68.88	72.33	75.94	79.74	83.73	87.91
56	10,068	10,572	11,100	11,655	12,238	12,850	13,493	14,167	14,876	15,619	58.09	60.99	64.04	67.24	70.61	74.14	77.84	81.73	85.82	90.11
57	10,320	10,836	11,378	11,947	12,544	13,171	13,830	14,521	15,248	16,010	59.54	62.52	65.64	68.92	72.37	75.99	79.79	83.78	87.97	92.36
58	10,578	11,107	11,662	12,246	12,858	13,501	14,176	14,885	15,629	16,410	61.03	64.08	67.28	70.65	74.18	77.89	81.78	85.87	90.17	94.67
59	10,843	11,385	11,954	12,552	13,179	13,838	14,530	15,257	16,019	16,820	62.55	65.68	68.97	72.41	76.03	79.84	83.83	88.02	92.42	97.04
60	11,114	11,669	12,253	12,865	13,509	14,184	14,893	15,638	16,420	17,241	64.12	67.32	70.69	74.22	77.93	81.83	85.92	90.22	94.73	99.47
61	11,392	11,961	12,559	13,187	13,846	14,539	15,266	16,029	16,830	17,672	65.72	69.01	72.46	76.08	79.88	83.88	88.07	92.47	97.10	101.95
62	11,676	12,260	12,873	13,517	14,193	14,902	15,647	16,430	17,251	18,114	67.36	70.73	74.27	77.98	81.88	85.97	90.27	94.79	99.53	104.50
63	11,968	12,567	13,195	13,855	14,547	15,275	16,039	16,840	17,682	18,567	69.05	72.50	76.12	79.93	83.93	88.12	92.53	97.16	102.01	107.12
64	12,267	12,881	13,525	14,201	14,911	15,657	16,439	17,261	18,125	19,031	70.77	74.31	78.03	81.93	86.03	90.33	94.84	99.59	104.56	109.79
65	12,574	13,203	13,863	14,556	15,284	16,048	16,850	17,693	18,578	19,507	72.54	76.17	79.98	83.98	88.18	92.59	97.21	102.08	107.18	112.54
66	12,888	13,533	14,210	14,920	15,666	16,449	17,272	18,135	19,042	19,994	74.36	78.07	81.98	86.08	90.38	94.90	99.64	104.63	109.86	115.35
67	13,211	13,871	14,565	15,293	16,058	16,861	17,704	18,589	19,518	20,494	76.22	80.03	84.03	88.23	92.64	97.27	102.14	107.24	112.60	118.23
68	13,541	14,218	14,929	15,675	16,459	17,282	18,146	19,053	20,006	21,006	78.12	82.03	86.13	90.43	94.96	99.70	104.69	109.92	115.42	121.19
69	13,879	14,573	15,302	16,067	16,871	17,714	18,600	19,530	20,506	21,532	80.07	84.08	88.28	92.70	97.33	102.20	107.31	112.67	118.31	124.22
70	14,226	14,938	15,685	16,469	17,292	18,157	19,065	20,018	21,019	22,070	82.08	86.18	90.49	95.01	99.76	104.75	109.99	115.49	121.26	127.33
71	14,582	15,311	16,077	16,881	17,725	18,611	19,541	20,518	21,544	22,622	84.13	88.33	92.75	97.39	102.26	107.37	112.74	118.38	124.29	130.51
72	14,947	15,694	16,479	17,303	18,168	19,076	20,030	21,031	22,083	23,187	86.23	90.54	95.07	99.82	104.81	110.05	115.56	121.34	127.40	133.77
73	15,320	16,086	16,891	17,735	18,622	19,553	20,531	21,557	22,635	23,767	88.39	92.81	97.45	102.32	107.43	112.81	118.45	124.37	130.59	137.12
74	15,703	16,488	17,313	18,179	19,087	20,042	21,044	22,096	23,201	24,361	90.60	95.13	99.88	104.88	110.12	115.63	121.41	127.48	133.85	140.54
75	16,096	16,901	17,746	18,633	19,565	20,543	21,570	22,649	23,781	24,970	92.86	97.50	102.38	107.50	112.87	118.52	124.44	130.66	137.20	144.06
76	16,498	17,323	18,189	19,099	20,054	21,056	22,109	23,215	24,375	25,594	95.18	99.94	104.94	110.19	115.69	121.48	127.55	133.93	140.63	147.66
77	16,911	17,756	18,644	19,576	20,555	21,583	22,662	23,795	24,985	26,234	97.56	102.44	107.56	112.94	118.59	124.52	130.74	137.28	144.14	151.35
78	17,334	18,200	19,110	20,066	21,069	22,122	23,229	24,390	25,610	26,890	100.00	105.00	110.25	115.76	121.55	127.63	134.01	140.71	147.75	155.13
79	17,767	18,655	19,588	20,567	21,596	22,676	23,809	25,000	26,250	27,562	102.50	107.63	113.01	118.66	124.59	130.82	137.36	144.23	151.44	159.01
80	18,211	19,122	20,078	21,082	22,136	23,242	24,405	25,625	26,906	28,251	105.06	110.32	115.83	121.62	127.71	134.09	140.80	147.84	155.23	162.99

**City of Imperial
Proposed Salary Plan
February 2026**

Salary Range	Monthly							10 Year	15 Year	20 Year	Hourly							10 Year	15 Year	20 Year
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
81	18,666	19,600	20,580	21,609	22,689	23,823	25,015	26,265	27,579	28,958	107.69	113.07	118.73	124.66	130.90	137.44	144.32	151.53	159.11	167.06
82	19,133	20,090	21,094	22,149	23,256	24,419	25,640	26,922	28,268	29,682	110.38	115.90	121.70	127.78	134.17	140.88	147.92	155.32	163.09	171.24
83	19,611	20,592	21,621	22,703	23,838	25,030	26,281	27,595	28,975	30,424	113.14	118.80	124.74	130.98	137.52	144.40	151.62	159.20	167.16	175.52
84	20,102	21,107	22,162	23,270	24,434	25,655	26,938	28,285	29,699	31,184	115.97	121.77	127.86	134.25	140.96	148.01	155.41	163.18	171.34	179.91
85	20,604	21,634	22,716	23,852	25,044	26,297	27,611	28,992	30,442	31,964	118.87	124.81	131.05	137.61	144.49	151.71	159.30	167.26	175.62	184.41
86	21,119	22,175	23,284	24,448	25,671	26,954	28,302	29,717	31,203	32,763	121.84	127.93	134.33	141.05	148.10	155.50	163.28	171.44	180.02	189.02
87	21,647	22,730	23,866	25,059	26,312	27,628	29,009	30,460	31,983	33,582	124.89	131.13	137.69	144.57	151.80	159.39	167.36	175.73	184.52	193.74
88	22,188	23,298	24,463	25,686	26,970	28,319	29,735	31,221	32,782	34,421	128.01	134.41	141.13	148.19	155.60	163.38	171.55	180.12	189.13	198.59
89	22,743	23,880	25,074	26,328	27,644	29,027	30,478	32,002	33,602	35,282	131.21	137.77	144.66	151.89	159.49	167.46	175.83	184.63	193.86	203.55
90	23,312	24,477	25,701	26,986	28,335	29,752	31,240	32,802	34,442	36,164	134.49	141.21	148.28	155.69	163.47	171.65	180.23	189.24	198.70	208.64
91	23,894	25,089	26,344	27,661	29,044	30,496	32,021	33,622	35,303	37,068	137.85	144.75	151.98	159.58	167.56	175.94	184.74	193.97	203.67	213.85
92	24,492	25,716	27,002	28,352	29,770	31,258	32,821	34,462	36,186	37,995	141.30	148.36	155.78	163.57	171.75	180.34	189.35	198.82	208.76	219.20
93	25,104	26,359	27,677	29,061	30,514	32,040	33,642	35,324	37,090	38,945	144.83	152.07	159.68	167.66	176.04	184.85	194.09	203.79	213.98	224.68
94	25,732	27,018	28,369	29,788	31,277	32,841	34,483	36,207	38,017	39,918	148.45	155.87	163.67	171.85	180.44	189.47	198.94	208.89	219.33	230.30
95	26,375	27,694	29,078	30,532	32,059	33,662	35,345	37,112	38,968	40,916	152.16	159.77	167.76	176.15	184.96	194.20	203.91	214.11	224.81	236.06
96	27,034	28,386	29,805	31,296	32,860	34,503	36,229	38,040	39,942	41,939	155.97	163.77	171.95	180.55	189.58	199.06	209.01	219.46	230.44	241.96
97	27,710	29,096	30,551	32,078	33,682	35,366	37,134	38,991	40,941	42,988	159.87	167.86	176.25	185.07	194.32	204.03	214.24	224.95	236.20	248.01
98	28,403	29,823	31,314	32,880	34,524	36,250	38,063	39,966	41,964	44,062	163.86	172.06	180.66	189.69	199.18	209.14	219.59	230.57	242.10	254.21
99	29,113	30,569	32,097	33,702	35,387	37,156	39,014	40,965	43,013	45,164	167.96	176.36	185.18	194.43	204.16	214.36	225.08	236.34	248.15	260.56
100	29,841	31,333	32,900	34,545	36,272	38,085	39,990	41,989	44,089	46,293	172.16	180.77	189.81	199.30	209.26	219.72	230.71	242.25	254.36	267.08

Appendix IV

Salary Range Placement Recommendations at 100% of MEDIAN

**City of Imperial
Proposed Salary Plan
February 2026
SALARIES @ MEDIAN**

Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from Total Comp Market Median ¹	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Accountant	Finance	Unrepresented MSPC	\$ 7,030	-15.64%	\$8,130	36	\$8,234	17.12%	X	Market and range placement.	No
Accounting Assistant I	Finance	Teamsters	\$ 4,507	N/A	N/A	16	\$5,025	11.50%	No	Internal alignment: anchor to 10.0% below Accounting Assistant II.	No
Accounting Assistant II	Finance	Teamsters	\$ 4,975	N/A	N/A	20	\$5,547	11.50%	No	Internal alignment: anchor to 5.0% above Administrative Assistant.	No
Accounting Technician	Finance	Teamsters	\$ 6,061	4.75%	\$5,774	24	\$6,123	1.01%	X	Override market data: anchor to 10.0% above Accounting Assistant II.	No
Administrative Assistant	Multiple Departments	Teamsters	\$ 4,853	-7.81%	\$5,232	18	\$5,279	8.78%	X	Market and range placement.	No
Administrative Specialist	Multiple Departments	Teamsters	\$ 6,528	N/A	N/A	31	\$7,278	11.49%	No	Internal alignment: anchor to 15.0% below Management Analyst.	No
Animal Control Officer	Police	IPOA	\$ 4,507	N/A	N/A	14	\$4,783	6.13%	X	Internal alignment: anchor to Police Services Officer II (same range).	No
Assistant City Clerk	City Manager's Office	Unrepresented MSPC	\$ 7,571	-9.95%	\$8,325	36	\$8,234	8.76%	X	Market and range placement.	No
Assistant City Manager	City Manager's Office	Unrepresented MSPC	\$ 13,693	N/A	N/A	65	\$16,850	23.06%	No	Internal alignment: anchor to other department directors.	No
Assistant Planner	Community Development	Teamsters	\$ 7,954	N/A	N/A	33	\$7,646	-3.87%	X	Internal alignment: anchor to 15.0% below Associate Planner.	Yes
Assistant to the City Manager	City Manager's Office	Unrepresented MSPC	\$ 12,405	Insuff.Data	N/A	55	\$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Associate Planner	Community Development	Unrepresented MSPC	\$ 8,999	1.06%	\$8,904	39	\$8,867	-1.47%	X	Market and range placement.	Yes
Building Inspection and Code Enforcement Supervisor	Community Development	Unrepresented MSPC	\$ 8,999	N/A	N/A	42	\$9,549	6.11%	No	Override market data: anchor to Public Services Supervisor.	No
Building Inspector I	Community Development	Teamsters	\$ 7,030	N/A	N/A	30	\$7,100	0.99%	X	Internal alignment: anchor to 10.0% below Building Inspector II.	No
Building Inspector II	Community Development	Teamsters	\$ 7,386	-6.71%	\$7,881	34	\$7,837	6.12%	X	Market and range placement.	No
Building Official	Community Development	Unrepresented MSPC	\$ 10,696	-0.18%	\$10,716	47	\$10,804	1.01%	X	Market and range placement.	No
Chief of Police	Police	Contract	\$ 13,693	-7.79%	\$14,760	65	\$16,850	23.06%	X	Override market data: anchor to other department directors.	No
City Manager	City Manager's Office	Contract	\$ 21,067	-2.48%	\$21,589	76	\$22,109	4.95%	X	Market and range placement.	No
Code Enforcement Inspector I	Community Development	Teamsters	\$ 5,630	N/A	N/A	24	\$6,123	8.75%	No	Internal alignment: anchor to 10.0% below Code Enforcement Inspector II.	No
Code Enforcement Inspector II	Community Development	Teamsters	\$ 6,214	-9.66%	\$6,814	28	\$6,758	8.76%	X	Market and range placement.	No
Collection System Worker I	Public Services	Teamsters	\$ 5,099	N/A	N/A	23	\$5,973	17.13%	No	Internal alignment: anchor to 10.0% above Public Services Maintenance Worker II.	No
Collection System Worker II	Public Services	Teamsters	\$ 5,630	Insuff.Data	N/A	27	\$6,593	17.11%	X	Internal alignment: anchor to 10.0% above Collection System Worker I.	No
Community Development Director	Community Development	Unrepresented MSPC	\$ 13,693	-21.03%	\$16,573	65	\$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Community Development Project Coordinator	Community Development	Unrepresented MSPC	\$ 6,061	N/A	N/A	31	\$7,278	20.07%	No	Internal alignment: anchor to Construction Project Coordinator.	No
Community Development Project Manager	Community Development	Unrepresented MSPC	\$ 10,696	N/A	N/A	51	\$11,926	11.49%	X	Internal alignment: anchor to GIS Program Manager (same range).	No
Community Development Technician I	Community Development	Teamsters	\$ 4,975	N/A	N/A	21	\$5,685	14.29%	No	Internal alignment: anchor to 10.0% below Community Development Technician II.	No
Community Development Technician II	Community Development	Teamsters	\$ 5,630	-12.39%	\$6,327	25	\$6,276	11.47%	X	Market and range placement.	No
Construction Project Coordinator	Community Development	Unrepresented MSPC	\$ 7,205	N/A	N/A	31	\$7,278	1.00%	X	Internal alignment: anchor to 15.0% above Engineering Technician II.	No
Criminal Analyst	Police	IPOA	\$ 6,691	-5.34%	\$7,048	30	\$7,100	6.12%	X	Market and range placement.	No

**City of Imperial
Proposed Salary Plan
February 2026
SALARIES @ MEDIAN**

Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from Total Comp Market Median ¹	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Cybersecurity Program Manager	Information Technology	Unrepresented MSPC	\$ 10,696	N/A	N/A	51	\$11,926	11.49%	No	Internal alignment: anchor to GIS Program Manager (same range).	No
Electrician	Public Services	Teamsters	\$ 7,571	N/A	N/A	34	\$7,837	3.52%	No	Internal alignment: anchor to 20.0% below Public Services Supervisor.	No
Engineering Technician I	Community Development	Teamsters	\$ 5,770	N/A	N/A	21	\$5,685	-1.47%	X	Internal alignment: anchor to 10.0% below Engineering Technician II.	Yes
Engineering Technician II	Community Development	Teamsters	\$ 6,859	7.63%	\$6,335	25	\$6,276	-8.50%	X	Market and range placement.	Yes
Equipment Mechanic	Public Services	Teamsters	\$ 5,770	-13.42%	\$6,545	27	\$6,593	14.26%	X	Market and range placement.	No
Executive Assistant	City Manager's Office	Unrepresented MSPC	\$ 6,859	N/A	N/A	31	\$7,278	6.11%	No	Internal alignment: anchor to 15.0% below Management Analyst.	No
Facilities Maintenance Worker	Public Services	Teamsters	\$ 4,853	N/A	N/A	15	\$4,903	1.01%	X	Internal alignment: anchor to Public Services Maintenance Worker I.	No
Finance Director	Finance	Unrepresented MSPC	\$ 13,693	-21.03%	\$16,573	65	\$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Finance Manager	Finance	Unrepresented MSPC	\$ 12,405	3.77%	\$11,938	55	\$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Finance Supervisor (Proposed)	Finance	Unrepresented MSPC	proposed	proposed	\$12,013	51	\$11,926	N/A	X	Market and range placement.	No
Fleet and Facilities Supervisor	Public Services	Unrepresented MSPC	\$ 8,999	22.77%	\$6,950	42	\$9,549	6.11%	X	Override market data: anchor to Public Services Supervisor.	No
Geographic Information Systems (GIS) Analyst	Information Technology	Unrepresented MSPC	\$ 7,571	N/A	N/A	37	\$8,440	11.48%	No	Internal alignment: anchor to Management Analyst.	No
Geographic Information Systems (GIS) Program Manager	Information Technology	Unrepresented MSPC	\$ 10,696	N/A	N/A	51	\$11,926	11.49%	No	Internal alignment: anchor to 10.0% below Public Services Manager.	No
Human Resources Analyst	Human Resources	Unrepresented MSPC	\$ 7,571	N/A	N/A	37	\$8,440	11.48%	No	Internal alignment: anchor to Management Analyst.	No
Human Resources and Risk Management Director	Human Resources	Unrepresented MSPC	\$ 13,693	-12.53%	\$15,409	65	\$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Human Resources Specialist	Human Resources	Unrepresented MSPC	\$ 7,954	6.50%	\$7,437	32	\$7,460	-6.22%	X	Market and range placement.	Yes
Human Resources Technician	Human Resources	Unrepresented MSPC	\$ 5,914	N/A	N/A	24	\$6,123	3.52%	No	Internal alignment: anchor to Accounting Technician.	No
HVAC/Electrical Technician	Public Services	Teamsters	\$ 5,914	N/A	N/A	27	\$6,593	11.48%	X	Internal alignment: anchor to Equipment Mechanic.	No
Information Technology Analyst	Information Technology	Unrepresented MSPC	\$ 7,571	N/A	N/A	37	\$8,440	11.48%	No	Internal alignment: anchor to Management Analyst.	No
Information Technology Director	Information Technology	Unrepresented MSPC	\$ 13,693	-20.14%	\$16,451	65	\$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Information Technology Technician I	Information Technology	Teamsters	\$ 5,228	N/A	N/A	26	\$6,433	23.05%	X	Internal alignment: anchor to 10.0% below Information Technology Technician II.	No
Information Technology Technician II	Information Technology	Teamsters	\$ 6,061	-16.06%	\$7,035	30	\$7,100	17.14%	X	Market and range placement.	No
Librarian	Library	Unrepresented MSPC	\$ 7,571	Insuff.Data	N/A	37	\$8,440	11.48%	X	Internal alignment: anchor to Management Analyst.	No
Library Assistant	Library	Unrepresented MSPC	\$ 5,630	Insuff.Data	N/A	28	\$6,758	20.04%	X	Internal alignment: anchor to 10.0% above Library Technician.	No
Library Clerk	Library	Teamsters	\$ 4,853	14.21%	\$4,164	18	\$5,279	8.78%	X	Override market data: anchor to Administrative Assistant.	No
Library Grant Coordinator	Library	Unrepresented MSPC	\$ 7,030	N/A	N/A	31	\$7,278	3.52%	No	Internal alignment: anchor to 15.0% below Librarian.	No
Library Manager	Library	Unrepresented MSPC	\$ 12,405	26.02%	\$9,178	55	\$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Library Page	Library	Unrepresented Part-Time	\$ 4,290	Insuff.Data	N/A	10	\$4,333	1.00%	X	Recommend Range #10 as closest to 2025/26 top step.	No
Library Support Services Worker	Library	Unrepresented Part-Time	\$ 4,290	N/A	N/A	10	\$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No

City of Imperial
Proposed Salary Plan
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SALARIES @ MEDIAN

Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from Total Comp Market Median ¹	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Library Technician	Library	Teamsters	\$ 5,228	Insuff.Data	N/A	24	\$6,123	17.12%	X	Internal alignment: anchor to 15.0% above Library Clerk.	No
Lifeguard	Parks and Recreation	Unrepresented Seasonal	\$ 4,290	N/A	N/A	10	\$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Lifeguard/Swim Instructor	Parks and Recreation	Unrepresented Seasonal	\$ 4,397	Insuff.Data	N/A	14	\$4,783	8.77%	X	Internal alignment: anchor to 10.0% above Lifeguard.	No
Literacy Coordinator	Library	Unrepresented MSPC	\$ 7,030	N/A	N/A	31	\$7,278	3.52%	No	Internal alignment: anchor to 15.0% below Librarian.	No
Lunch at the Library Intern	Library	Unrepresented Part-Time	\$ 4,290	N/A	N/A	10	\$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Management Analyst	City Manager's Office	Unrepresented MSPC	\$ 7,571	-11.44%	\$8,437	37	\$8,440	11.48%	X	Market and range placement.	No
Network Specialist	Information Technology	Teamsters	\$ 7,571	N/A	N/A	36	\$8,234	8.76%	No	Internal alignment: anchor to 15.0% above Information Technology Technician II.	No
Organic Waste Specialist	Community Development	Teamsters	\$ 5,491	N/A	N/A	22	\$5,828	6.13%	No	Internal alignment: anchor to 15.0% below Code Enforcement Inspector II.	No
Park Maintenance Coordinator	Parks and Recreation	Unrepresented MSPC	\$ 7,030	N/A	N/A	30	\$7,100	0.99%	X	Internal alignment: anchor to 15.0% above Senior Parks Maintenance Worker.	No
Park Maintenance Worker I	Parks and Recreation	Teamsters	\$ 4,507	N/A	N/A	14	\$4,783	6.13%	X	Internal alignment: anchor to 10.0% above Lifeguard and Recreation Leader I.	No
Park Maintenance Worker II	Parks and Recreation	Teamsters	\$ 4,853	5.51%	\$4,586	18	\$5,279	8.78%	X	Internal alignment: anchor to 10.0% above Parks Maintenance Worker I.	No
Parks and Recreation Director	Parks and Recreation	Unrepresented MSPC	\$ 13,693	Insuff.Data	N/A	65	\$16,850	23.06%	X	Internal alignment: anchor to other department directors.	No
Police Captain	Police	Unrepresented MSPC	\$ 12,405	13.23%	\$10,764	55	\$13,164	6.11%	X	Override market data: anchor to Finance Manager.	No
Police Chief's Administrative Assistant	Police	IPOA	\$ 4,853	-3.84%	\$5,040	18	\$5,279	8.78%	X	Override market data: anchor to Administrative Assistant.	No
Police Corporal	Police	IPOA	\$ 8,356	Insuff.Data	N/A	33	\$7,646	-8.50%	X	Internal alignment: anchor to 15.0% above Police Officer.	Yes
Police Officer	Police	IPOA	\$ 7,205	7.86%	\$6,639	27	\$6,593	-8.50%	X	Market and range placement.	Yes
Police Sergeant	Police	IPOA	\$ 9,455	4.36%	\$9,043	40	\$9,089	-3.87%	X	Market and range placement.	Yes
Police Services Officer I	Police	IPOA	\$ 4,853	N/A	N/A	10	\$4,333	-10.72%	No	Internal alignment: anchor to 10.0% below Police Services Officer II.	Yes
Police Services Officer II	Police	IPOA	\$ 5,099	6.26%	\$4,780	14	\$4,783	-6.21%	X	Market and range placement.	Yes
Property and Evidence Technician	Police	IPOA	proposed	proposed	\$4,681	14	\$4,783	N/A	X	Override market data; anchor to Police Services Officer II.	No
Public Services Director	Public Services	Unrepresented MSPC	\$ 13,693	-24.06%	\$16,988	65	\$16,850	23.06%	X	Market and range placement.	No
Public Services Maintenance Worker I	Public Services	Teamsters	\$ 4,507	N/A	N/A	15	\$4,903	8.78%	No	Internal alignment: anchor to 10.0% below Public Services Maintenance Worker II.	No
Public Services Maintenance Worker II	Public Services	Teamsters	\$ 4,853	-12.13%	\$5,442	19	\$5,411	11.50%	X	Market and range placement.	No
Public Services Manager	Public Services	Unrepresented MSPC	\$ 12,405	7.05%	\$11,531	55	\$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Public Services Supervisor	Public Services	Unrepresented MSPC	\$ 8,999	-5.15%	\$9,463	42	\$9,549	6.11%	X	Market and range placement.	No
Purchasing Technician	Finance	Teamsters	\$ 5,491	N/A	N/A	24	\$6,123	11.50%	No	Internal alignment: anchor to 10.0% above Accounting Assistant II.	No
Recreation and Event Specialist I	Parks and Recreation	Teamsters	\$ 5,099	N/A	N/A	18	\$5,279	3.53%	No	Internal alignment: anchor to 10.0% below Recreation and Event Specialist II.	No
Recreation and Event Specialist II	Parks and Recreation	Teamsters	\$ 5,630	N/A	N/A	22	\$5,828	3.51%	No	Internal alignment: anchor to 20.0% above Recreation Leader II.	No
Recreation Leader I	Parks and Recreation	Unrepresented Seasonal	\$ 4,290	N/A	N/A	10	\$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No

**City of Imperial
Proposed Salary Plan
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SALARIES @ MEDIAN**

Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from Total Comp Market Median ¹	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Recreation Leader II	Parks and Recreation	Unrepresented Seasonal	\$ 4,397	Insuff.Data	N/A	14	\$4,783	8.77%	X	Internal alignment: anchor to 10.0% above Recreation Leader I.	No
Recreation/Special Events Coordinator	Parks and Recreation	Unrepresented MSPC	\$ 7,030	11.56%	\$6,218	34	\$7,837	11.48%	X	Internal alignment: anchor to 15.0% above Senior Recreation and Event Specialist.	No
Senior Collection System Worker	Public Services	Unrepresented MSPC	\$ 6,528	N/A	N/A	33	\$7,646	17.13%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No
Senior Equipment Mechanic	Public Services	Unrepresented MSPC	\$ 6,214	N/A	N/A	33	\$7,646	23.05%	No	Internal alignment: anchor to 15.0% above Equipment Mechanic.	No
Senior Lifeguard/Swim Instructor	Parks and Recreation	Unrepresented MSPC	\$ 4,507	N/A	N/A	18	\$5,279	17.15%	No	Internal alignment: anchor to 10.0% above Lifeguard/Swim Instructor.	No
Senior Maintenance and Utility Worker	Public Services	Unrepresented MSPC	\$ 5,914	N/A	N/A	33	\$7,646	29.29%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No
Senior Parks Maintenance Worker	Parks and Recreation	Unrepresented MSPC	\$ 5,914	N/A	N/A	24	\$6,123	3.52%	No	Internal alignment: anchor to 15.0% above Parks Maintenance Worker II.	No
Senior Planner	Community Development	Unrepresented MSPC	\$ 10,696	N/A	N/A	45	\$10,283	-3.86%	No	Internal alignment: anchor to 15.0% above Associate Planner.	Yes
Senior Recreation and Event Specialist	Parks and Recreation	Unrepresented MSPC	\$ 6,528	N/A	N/A	28	\$6,758	3.53%	No	Internal alignment: anchor to 15.0% above Recreation Specialist II.	No
Senior Recreation Leader	Parks and Recreation	Unrepresented MSPC	\$ 4,507	N/A	N/A	18	\$5,279	17.15%	No	Internal alignment: anchor to 10.0% above Recreation Leader II.	No
Senior Wastewater Treatment Plant Operator	Public Services	Unrepresented MSPC	\$ 8,356	N/A	N/A	39	\$8,867	6.11%	No	Internal alignment: anchor to 15.0% above Wastewater Treatment Plant Operator III.	No
Senior Water Meter/Distribution Operator	Public Services	Unrepresented MSPC	\$ 6,528	N/A	N/A	33	\$7,646	17.13%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No
Senior Water Treatment Plant Operator	Public Services	Unrepresented MSPC	\$ 8,356	N/A	N/A	39	\$8,867	6.11%	No	Internal alignment: anchor to 15.0% above Water Treatment Plant Operator III.	No
Utility Billing Technician	Public Services	Teamsters	\$ 5,630	N/A	N/A	24	\$6,123	8.75%	X	Internal alignment: anchor to Accounting Technician.	No
Utility Maintenance Worker I	Public Services	Teamsters	\$ 5,099	N/A	N/A	23	\$5,973	17.13%	No	Internal alignment: anchor to 10.0% above Public Services Maintenance Worker II.	No
Utility Maintenance Worker II	Public Services	Teamsters	\$ 5,630	Insuff.Data	N/A	27	\$6,593	17.11%	X	Internal alignment: anchor to 10.0% above Utility Maintenance Worker I.	No
Wastewater Operator in Training	Public Services	Teamsters	\$ 4,853	N/A	N/A	19	\$5,411	11.50%	No	Internal alignment: anchor to 10.0% below Wastewater Treatment Plant Operator I.	No
Wastewater Plant Chief Operator	Public Services	Unrepresented MSPC	\$ 8,999	-1.86%	\$9,167	45	\$10,283	14.27%	X	Internal alignment: anchor to 15.0% above Senior Wastewater Treatment Plant Op.	No
Wastewater Treatment Plant Operator I	Public Services	Teamsters	\$ 6,368	N/A	N/A	23	\$5,973	-6.20%	X	Internal alignment: anchor to 10.0% below Wastewater Treatment Plant Operator II.	Yes
Wastewater Treatment Plant Operator II	Public Services	Teamsters	\$ 6,859	3.94%	\$6,589	27	\$6,593	-3.87%	X	Market and range placement.	Yes
Wastewater Treatment Plant Operator III	Public Services	Teamsters	\$ 7,954	N/A	N/A	33	\$7,646	-3.87%	X	Internal alignment: anchor to 15.0% above Wastewater Treatment Plant Operator II.	Yes
Water Meter/Distribution Operator I	Public Services	Teamsters	\$ 5,358	N/A	N/A	20	\$5,547	3.53%	No	Internal alignment: anchor to 10.0% below Water Meter/Distribution Operator II	No
Water Meter/Distribution Operator II	Public Services	Teamsters	\$ 5,770	-7.23%	\$6,187	24	\$6,123	6.11%	X	Market and range placement.	No
Water Operator In Training	Public Services	Teamsters	\$ 4,853	N/A	N/A	19	\$5,411	11.50%	No	Internal alignment: anchor to 10.0% below Water Treatment Plant Operator I.	No
Water Plant Chief Operator	Public Services	Unrepresented MSPC	\$ 8,999	Insuff.Data	N/A	45	\$10,283	14.27%	X	Internal alignment: anchor to 15.0% above Senior Water Treatment Plant Operator.	No
Water Treatment Plant Operator I	Public Services	Teamsters	\$ 6,368	N/A	N/A	23	\$5,973	-6.20%	No	Internal alignment: anchor to 10.0% below Water Treatment Plant Operator II.	Yes
Water Treatment Plant Operator II	Public Services	Teamsters	\$ 6,859	4.36%	\$6,560	27	\$6,593	-3.87%	X	Market and range placement.	Yes
Water Treatment Plant Operator III	Public Services	Teamsters	\$ 7,954	N/A	N/A	33	\$7,646	-3.87%	No	Internal alignment: anchor to 15.0% above Water Treatment Plant Operator II.	Yes

¹ 90% of Market Median for Executives

City of Imperial
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SALARIES @ MEDIAN

Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from Total Comp Market Median ¹	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
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Column A - Client's classification titles.
Column B - Client's bargaining unit.
Column E - Client's current monthly maximum salaries.
Column F - Shows the percentage difference between the client's current maximum monthly salaries and the desired market position.
Column G - Market placement shows the monthly market values derived from the total compensation survey results.
Column H - Salary range number of the consultant's newly proposed salary range schedule.
Column I - Monthly maximum salary of the consultant's newly proposed salary ranges.
Column J - This percentage expresses the difference between the client's current salaries and the consultant's proposed salaries.
Column K - Indicates whether the classification was surveyed as a benchmark.
Column L - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).
Column M - Indicates whether the classification is recommended for Y-Rating.

Appendix IV

Salary Range Placement Recommendations at 95% of MEDIAN

**City of Imperial
Proposed Salary Plan
February 2026
SALARIES @ 95% of MEDIAN**

Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from 95% of Total Comp Market Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Accountant	Finance	Unrepresented MSPC	\$ 7,030	-10.64%	\$7,778	34	\$7,837	11.48%	X	Market and range placement.	No
Accounting Assistant I	Finance	Teamsters	\$ 4,507	N/A	N/A	14	\$4,783	6.13%	No	Internal alignment: anchor to 10.0% below Accounting Assistant II.	No
Accounting Assistant II	Finance	Teamsters	\$ 4,975	N/A	N/A	18	\$5,279	6.13%	No	Internal alignment: anchor to 5.0% above Administrative Assistant.	No
Accounting Technician	Finance	Teamsters	\$ 6,061	9.75%	\$5,470	22	\$5,828	-3.86%	X	Override market data: anchor to 10.0% above Accounting Assistant II.	Yes
Administrative Assistant	Multiple Departments	Teamsters	\$ 4,853	-2.81%	\$4,990	16	\$5,025	3.54%	X	Market and range placement.	No
Administrative Specialist	Multiple Departments	Teamsters	\$ 6,528	N/A	N/A	29	\$6,927	6.12%	No	Internal alignment: anchor to 15.0% below Management Analyst.	No
Animal Control Officer	Police	IPOA	\$ 4,507	N/A	N/A	12	\$4,552	1.02%	X	Internal alignment: anchor to Police Services Officer II (same range).	No
Assistant City Clerk	City Manager's Office	Unrepresented MSPC	\$ 7,571	-4.95%	\$7,946	35	\$8,033	6.10%	X	Market and range placement.	No
Assistant City Manager	City Manager's Office	Unrepresented MSPC	\$ 13,693	N/A	N/A	65	\$16,850	23.06%	No	Internal alignment: anchor to other department directors.	No
Assistant Planner	Community Development	Teamsters	\$ 7,954	N/A	N/A	31	\$7,278	-8.50%	X	Internal alignment: anchor to 15.0% below Associate Planner.	Yes
Assistant to the City Manager	City Manager's Office	Unrepresented MSPC	\$ 12,405	N/A	N/A	55	\$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Associate Planner	Community Development	Unrepresented MSPC	\$ 8,999	6.06%	\$8,454	37	\$8,440	-6.22%	X	Market and range placement.	Yes
Building Inspection and Code Enforcement Supervisor	Community Development	Unrepresented MSPC	\$ 8,999	N/A	N/A	40	\$9,089	0.99%	No	Override market data: anchor to Public Services Supervisor.	No
Building Inspector I	Community Development	Teamsters	\$ 7,030	N/A	N/A	28	\$6,758	-3.87%	X	Internal alignment: anchor to 10.0% below Building Inspector II.	Yes
Building Inspector II	Community Development	Teamsters	\$ 7,386	-1.71%	\$7,512	32	\$7,460	1.00%	X	Market and range placement.	No
Building Official	Community Development	Unrepresented MSPC	\$ 10,696	4.82%	\$10,181	45	\$10,283	-3.86%	X	Market and range placement.	Yes
Chief of Police	Police	Contract	\$ 13,693	-7.8%	\$14,760	65	\$16,850	23.06%	X	Override market data: anchor to other department directors.	No
City Manager	City Manager's Office	Contract	\$ 21,067	-2.48%	\$21,589	75	\$21,570	2.39%	X	Market and range placement.	No
Code Enforcement Inspector I	Community Development	Teamsters	\$ 5,630	N/A	N/A	23	\$5,973	6.10%	No	Internal alignment: anchor to 10.0% below Code Enforcement Inspector II.	No
Code Enforcement Inspector II	Community Development	Teamsters	\$ 6,214	-4.66%	\$6,504	27	\$6,593	6.10%	X	Market and range placement.	No
Collection System Worker I	Public Services	Teamsters	\$ 5,099	N/A	N/A	21	\$5,685	11.49%	No	Internal alignment: anchor to 10.0% above Public Services Maintenance Worker II.	No
Collection System Worker II	Public Services	Teamsters	\$ 5,630	N/A	N/A	25	\$6,276	11.47%	X	Internal alignment: anchor to 10.0% above Collection System Worker I.	No
Community Development Director	Community Development	Unrepresented MSPC	\$ 13,693	-21.03%	\$16,573	65	\$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Community Development Project Coordinator	Community Development	Unrepresented MSPC	\$ 6,061	N/A	N/A	29	\$6,927	14.28%	No	Internal alignment: anchor to Construction Project Coordinator.	No
Community Development Project Manager	Community Development	Unrepresented MSPC	\$ 10,696	N/A	N/A	51	\$11,926	11.49%	X	Internal alignment: anchor to GIS Program Manager (same range).	No
Community Development Technician I	Community Development	Teamsters	\$ 4,975	N/A	N/A	20	\$5,547	11.50%	No	Internal alignment: anchor to 10.0% below Community Development Technician II.	No
Community Development Technician II	Community Development	Teamsters	\$ 5,630	-7.39%	\$6,046	24	\$6,123	8.75%	X	Market and range placement.	No
Construction Project Coordinator	Community Development	Unrepresented MSPC	\$ 7,205	N/A	N/A	29	\$6,927	-3.86%	X	Internal alignment: anchor to 15.0% above Engineering Technician II.	Yes
Criminal Analyst	Police	IPOA	\$ 6,691	-0.34%	\$6,713	28	\$6,758	1.01%	X	Market and range placement.	No
Cybersecurity Program Manager	Information Technology	Unrepresented MSPC	\$ 10,696	N/A	N/A	51	\$11,926	11.49%	No	Internal alignment: anchor to GIS Program Manager (same range).	No

City of Imperial
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Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from 95% of Total Comp Market Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Electrician	Public Services	Teamsters	\$ 7,571	N/A	N/A	32	\$7,460	-1.47%	No	Internal alignment: anchor to 20.0% below Public Services Supervisor.	Yes
Engineering Technician I	Community Development	Teamsters	\$ 5,770	N/A	N/A	19	\$5,411	-6.22%	X	Internal alignment: anchor to 10.0% below Engineering Technician II.	Yes
Engineering Technician II	Community Development	Teamsters	\$ 6,859	12.63%	\$5,993	23	\$5,973	-12.91%	X	Market and range placement.	Yes
Equipment Mechanic	Public Services	Teamsters	\$ 5,770	-8.42%	\$6,256	25	\$6,276	8.76%	X	Market and range placement.	No
Executive Assistant	City Manager's Office	Unrepresented MSPC	\$ 6,859	N/A	N/A	29	\$6,927	1.00%	No	Internal alignment: anchor to 15.0% below Management Analyst.	No
Facilities Maintenance Worker	Public Services	Teamsters	\$ 4,853	N/A	N/A	13	\$4,666	-3.85%	X	Internal alignment: anchor to Public Services Maintenance Worker I.	Yes
Finance Director	Finance	Unrepresented MSPC	\$ 13,693	-21.03%	\$16,573	65	\$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Finance Manager	Finance	Unrepresented MSPC	\$ 12,405	8.77%	\$11,318	55	\$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Finance Supervisor (Proposed)	Finance	Unrepresented MSPC	N/A	N/A	\$11,412	49	\$11,351	N/A	X	Market and range placement.	No
Fleet and Facilities Supervisor	Public Services	Unrepresented MSPC	\$ 8,999	27.77%	\$6,500	40	\$9,089	0.99%	X	Override market data: anchor to Public Services Supervisor.	No
Geographic Information Systems (GIS) Analyst	Information Technology	Unrepresented MSPC	\$ 7,571	N/A	N/A	35	\$8,033	6.10%	No	Internal alignment: anchor to Management Analyst.	No
Geographic Information Systems (GIS) Program Manager	Information Technology	Unrepresented MSPC	\$ 10,696	N/A	N/A	51	\$11,926	11.49%	No	Internal alignment: anchor to 10.0% below Public Services Manager.	No
Human Resources Analyst	Human Resources	Unrepresented MSPC	\$ 7,571	N/A	N/A	35	\$8,033	6.10%	No	Internal alignment: anchor to Management Analyst.	No
Human Resources and Risk Management Director	Human Resources	Unrepresented MSPC	\$ 13,693	-12.53%	\$15,409	65	\$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Human Resources Specialist	Human Resources	Unrepresented MSPC	\$ 7,954	11.50%	\$7,040	30	\$7,100	-10.74%	X	Market and range placement.	Yes
Human Resources Technician	Human Resources	Unrepresented MSPC	\$ 5,914	N/A	N/A	22	\$5,828	-1.46%	No	Internal alignment: anchor to Accounting Technician.	Yes
HVAC/Electrical Technician	Public Services	Teamsters	\$ 5,914	N/A	N/A	25	\$6,276	6.11%	X	Internal alignment: anchor to Equipment Mechanic.	No
Information Technology Analyst	Information Technology	Unrepresented MSPC	\$ 7,571	N/A	N/A	35	\$8,033	6.10%	No	Internal alignment: anchor to Management Analyst.	No
Information Technology Director	Information Technology	Unrepresented MSPC	\$ 13,693	-20.14%	\$16,451	65	\$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Information Technology Technician I	Information Technology	Teamsters	\$ 5,228	N/A	N/A	24	\$6,123	17.12%	No	Internal alignment: anchor to 10.0% below Information Technology Technician II.	No
Information Technology Technician II	Information Technology	Teamsters	\$ 6,061	-11.06%	\$6,732	28	\$6,758	11.49%	X	Market and range placement.	No
Librarian	Library	Unrepresented MSPC	\$ 7,571	N/A	N/A	35	\$8,033	6.10%	X	Internal alignment: anchor to Management Analyst.	No
Library Assistant	Library	Unrepresented MSPC	\$ 5,630	N/A	N/A	26	\$6,433	14.26%	X	Internal alignment: anchor to 10.0% above Library Technician.	No
Library Clerk	Library	Teamsters	\$ 4,853	19.21%	\$3,921	16	\$5,025	3.54%	X	Override market data: anchor to Administrative Assistant.	No
Library Grant Coordinator	Library	Unrepresented MSPC	\$ 7,030	N/A	N/A	29	\$6,927	-1.47%	No	Internal alignment: anchor to 15.0% below Librarian.	Yes
Library Manager	Library	Unrepresented MSPC	\$ 12,405	31.02%	\$8,557	55	\$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Library Page	Library	Unrepresented Part-Time	\$ 4,290	N/A	N/A	10	\$4,333	1.00%	X	Recommend Range #10 as closest to 2025/26 top step.	No
Library Support Services Worker	Library	Unrepresented Part-Time	\$ 4,290	N/A	N/A	10	\$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Library Technician	Library	Teamsters	\$ 5,228	N/A	N/A	22	\$5,828	11.47%	X	Internal alignment: anchor to 15.0% above Library Clerk.	No
Lifeguard	Parks and Recreation	Unrepresented Seasonal	\$ 4,290	N/A	N/A	10	\$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No

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Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from 95% of Total Comp Market Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Lifeguard/Swim Instructor	Parks and Recreation	Unrepresented Seasonal	\$ 4,397	N/A	N/A	14	\$4,783	8.77%	X	Internal alignment: anchor to 10.0% above Lifeguard.	No
Literacy Coordinator	Library	Unrepresented MSPC	\$ 7,030	N/A	N/A	31	\$7,278	3.52%	No	Internal alignment: anchor to 15.0% below Librarian.	No
Lunch at the Library Intern	Library	Unrepresented Part-Time	\$ 4,290	N/A	N/A	10	\$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Management Analyst	City Manager's Office	Unrepresented MSPC	\$ 7,571	-6.44%	\$8,059	35	\$8,033	6.10%	X	Market and range placement.	No
Network Specialist	Information Technology	Teamsters	\$ 7,571	N/A	N/A	34	\$7,837	3.52%	No	Internal alignment: anchor to 15.0% above Information Technology Technician II.	No
Organic Waste Specialist	Community Development	Teamsters	\$ 5,491	N/A	N/A	21	\$5,685	3.54%	No	Internal alignment: anchor to 15.0% below Code Enforcement Inspector II.	No
Park Maintenance Coordinator	Parks and Recreation	Unrepresented MSPC	\$ 7,030	N/A	N/A	30	\$7,100	0.99%	X	Internal alignment: anchor to 15.0% above Senior Parks Maintenance Worker.	No
Park Maintenance Worker I	Parks and Recreation	Teamsters	\$ 4,507	N/A	N/A	14	\$4,783	6.13%	X	Internal alignment: anchor to 10.0% above Lifeguard and Recreation Leader I.	No
Park Maintenance Worker II	Parks and Recreation	Teamsters	\$ 4,853	10.51%	\$4,343	18	\$5,279	8.78%	X	Internal alignment: anchor to 10.0% above Parks Maintenance Worker I.	No
Parks and Recreation Director	Parks and Recreation	Unrepresented MSPC	\$ 13,693	Insuff.Data	N/A	65	\$16,850	23.06%	X	Internal alignment: anchor to other department directors.	No
Police Captain	Police	Unrepresented MSPC	\$ 12,405	18.23%	\$10,144	55	\$13,164	6.11%	X	Override market data: anchor to Finance Manager.	No
Police Chief's Administrative Assistant	Police	IPOA	\$ 4,853	1.16%	\$4,797	16	\$5,025	3.54%	X	Override market data: anchor to Administrative Assistant.	No
Police Corporal	Police	IPOA	\$ 8,356	N/A	N/A	31	\$7,278	-12.91%	X	Internal alignment: anchor to 15.0% above Police Officer.	Yes
Police Officer	Police	IPOA	\$ 7,205	12.86%	\$6,279	25	\$6,276	-12.90%	X	Market and range placement.	Yes
Police Sergeant	Police	IPOA	\$ 9,455	9.36%	\$8,570	37	\$8,440	-10.74%	X	Market and range placement.	Yes
Police Services Officer I	Police	IPOA	\$ 4,853	N/A	N/A	8	\$4,124	-15.02%	No	Internal alignment: anchor to 10.0% below Police Services Officer II.	Yes
Police Services Officer II	Police	IPOA	\$ 5,099	11.26%	\$4,525	12	\$4,552	-10.73%	X	Market and range placement.	Yes
Property and Evidence Technician	Police	IPOA	N/A	N/A	\$4,447	12	\$4,552	N/A	X	Override market data; anchor to Police Services Officer II.	No
Public Services Director	Public Services	Unrepresented MSPC	\$ 13,693	-24.06%	\$16,988	65	\$16,850	23.06%	X	Market and range placement.	No
Public Services Maintenance Worker I	Public Services	Teamsters	\$ 4,507	N/A	N/A	13	\$4,666	3.54%	No	Internal alignment: anchor to 10.0% below Public Services Maintenance Worker II.	No
Public Services Maintenance Worker II	Public Services	Teamsters	\$ 4,853	-7.13%	\$5,199	17	\$5,151	6.13%	X	Market and range placement.	No
Public Services Manager	Public Services	Unrepresented MSPC	\$ 12,405	12.05%	\$10,911	55	\$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Public Services Supervisor	Public Services	Unrepresented MSPC	\$ 8,999	-0.15%	\$9,013	40	\$9,089	0.99%	X	Market and range placement.	No
Purchasing Technician	Finance	Teamsters	\$ 5,491	N/A	N/A	22	\$5,828	6.13%	No	Internal alignment: anchor to 10.0% above Accounting Assistant II.	No
Recreation and Event Specialist I	Parks and Recreation	Teamsters	\$ 5,099	N/A	N/A	18	\$5,279	3.53%	No	Internal alignment: anchor to 10.0% below Recreation and Event Specialist II.	No
Recreation and Event Specialist II	Parks and Recreation	Teamsters	\$ 5,630	N/A	N/A	22	\$5,828	3.51%	No	Internal alignment: anchor to 20.0% above Recreation Leader II.	No
Recreation Leader I	Parks and Recreation	Unrepresented Seasonal	\$ 4,290	N/A	N/A	10	\$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Recreation Leader II	Parks and Recreation	Unrepresented Seasonal	\$ 4,397	N/A	N/A	14	\$4,783	8.77%	X	Internal alignment: anchor to 10.0% above Recreation Leader I.	No
Recreation/Special Events Coordinator	Parks and Recreation	Unrepresented MSPC	\$ 7,030	16.56%	\$5,866	34	\$7,837	11.48%	X	Internal alignment: anchor to 15.0% above Senior Recreation and Event Specialist.	No
Senior Collection System Worker	Public Services	Unrepresented MSPC	\$ 6,528	N/A	N/A	31	\$7,278	11.49%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No

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Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from 95% of Total Comp Market Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Senior Equipment Mechanic	Public Services	Unrepresented MSPC	\$ 6,214	N/A	N/A	31	\$7,278	17.12%	No	Internal alignment: anchor to 15.0% above Equipment Mechanic.	No
Senior Lifeguard/Swim Instructor	Parks and Recreation	Unrepresented MSPC	\$ 4,507	N/A	N/A	18	\$5,279	17.15%	No	Internal alignment: anchor to 10.0% above Lifeguard/Swim Instructor.	No
Senior Maintenance and Utility Worker	Public Services	Unrepresented MSPC	\$ 5,914	N/A	N/A	31	\$7,278	23.06%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No
Senior Parks Maintenance Worker	Parks and Recreation	Unrepresented MSPC	\$ 5,914	N/A	N/A	24	\$6,123	3.52%	No	Internal alignment: anchor to 15.0% above Parks Maintenance Worker II.	No
Senior Planner	Community Development	Unrepresented MSPC	\$ 10,696	N/A	N/A	43	\$9,788	-8.49%	No	Internal alignment: anchor to 15.0% above Associate Planner.	Yes
Senior Recreation and Event Specialist	Parks and Recreation	Unrepresented MSPC	\$ 6,528	N/A	N/A	28	\$6,758	3.53%	No	Internal alignment: anchor to 15.0% above Recreation Specialist II.	No
Senior Recreation Leader	Parks and Recreation	Unrepresented MSPC	\$ 4,507	N/A	N/A	18	\$5,279	17.15%	No	Internal alignment: anchor to 10.0% above Recreation Leader II.	No
Senior Wastewater Treatment Plant Operator	Public Services	Unrepresented MSPC	\$ 8,356	N/A	N/A	37	\$8,440	1.00%	No	Internal alignment: anchor to 15.0% above Wastewater Treatment Plant Operator III.	No
Senior Water Meter/Distribution Operator	Public Services	Unrepresented MSPC	\$ 6,528	N/A	N/A	31	\$7,278	11.49%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No
Senior Water Treatment Plant Operator	Public Services	Unrepresented MSPC	\$ 8,356	N/A	N/A	37	\$8,440	1.00%	No	Internal alignment: anchor to 15.0% above Water Treatment Plant Operator III.	No
Utility Billing Technician	Public Services	Teamsters	\$ 5,630	N/A	N/A	22	\$5,828	3.51%	X	Internal alignment: anchor to Accounting Technician.	No
Utility Maintenance Worker I	Public Services	Teamsters	\$ 5,099	N/A	N/A	17	\$5,151	1.00%	No	Internal alignment: anchor to 10.0% above Public Services Maintenance Worker II.	No
Utility Maintenance Worker II	Public Services	Teamsters	\$ 5,630	N/A	N/A	21	\$5,685	0.99%	X	Internal alignment: anchor to 10.0% above Utility Maintenance Worker I.	No
Wastewater Operator in Training	Public Services	Teamsters	\$ 4,853	N/A	N/A	17	\$5,151	6.13%	No	Internal alignment: anchor to 10.0% below Wastewater Treatment Plant Operator I.	No
Wastewater Plant Chief Operator	Public Services	Unrepresented MSPC	\$ 8,999	3.14%	\$8,717	43	\$9,788	8.76%	X	Internal alignment: anchor to 15.0% above Senior Wastewater Treatment Plant Op.	No
Wastewater Treatment Plant Operator I	Public Services	Teamsters	\$ 6,368	N/A	N/A	21	\$5,685	-10.72%	X	Internal alignment: anchor to 10.0% below Wastewater Treatment Plant Operator II.	Yes
Wastewater Treatment Plant Operator II	Public Services	Teamsters	\$ 6,859	8.94%	\$6,246	25	\$6,276	-8.50%	X	Market and range placement.	Yes
Wastewater Treatment Plant Operator III	Public Services	Teamsters	\$ 7,954	N/A	N/A	31	\$7,278	-8.50%	X	Internal alignment: anchor to 15.0% above Wastewater Treatment Plant Operator II.	Yes
Water Meter/Distribution Operator I	Public Services	Teamsters	\$ 5,358	N/A	N/A	18	\$5,279	-1.46%	No	Internal alignment: anchor to 10.0% below Water Meter/Distribution Operator II.	Yes
Water Meter/Distribution Operator II	Public Services	Teamsters	\$ 5,770	-2.23%	\$5,899	22	\$5,828	0.99%	X	Market and range placement.	No
Water Operator In Training	Public Services	Teamsters	\$ 4,853	N/A	N/A	17	\$5,151	6.13%	No	Internal alignment: anchor to 10.0% below Water Treatment Plant Operator I.	No
Water Plant Chief Operator	Public Services	Unrepresented MSPC	\$ 8,999	N/A	N/A	43	\$9,788	8.76%	X	Internal alignment: anchor to 15.0% above Senior Water Treatment Plant Operator.	No
Water Treatment Plant Operator I	Public Services	Teamsters	\$ 6,368	N/A	N/A	21	\$5,685	-10.72%	No	Internal alignment: anchor to 10.0% below Water Treatment Plant Operator II.	Yes
Water Treatment Plant Operator II	Public Services	Teamsters	\$ 6,859	9.36%	\$6,217	25	\$6,276	-8.50%	X	Market and range placement.	Yes
Water Treatment Plant Operator III	Public Services	Teamsters	\$ 7,954	N/A	N/A	31	\$7,278	-8.50%	No	Internal alignment: anchor to 15.0% above Water Treatment Plant Operator II.	Yes

¹ 90% of Market Median for Executives

Column A - Client's classification titles.
Column B - Client's bargaining unit.
Column E - Client's current monthly maximum salaries.
Column G - Shows the percentage difference between the client's current maximum monthly salaries and the desired market position.
Column H - Market placement shows the monthly market values derived from the total compensation survey results.
Column I - Salary range number of the consultant's newly proposed salary range schedule.

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Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from 95% of Total Comp Market Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
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Column J - Monthly maximum salary of the consultant's newly proposed salary ranges.
 Column K - This percentage expresses the difference between the client's current salaries and the consultant's proposed salaries.
 Column L - Indicates whether the classification was surveyed as a benchmark.
 Column M - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).
 Column N - Indicates whether the classification is recommended for Y-Rating.

Appendix IV

Salary Range Placement Recommendations at 90% of MEDIAN

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Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from 90% of Total Comp Market Median ¹	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Accountant	Finance	Unrepresented MSPC	\$ 7,030	-5.64%	\$7,427	32	\$7,460	6.11%	X	Market and range placement.	No
Accounting Assistant I	Finance	Teamsters	\$ 4,507	N/A	N/A	12	\$4,552	1.02%	No	Internal alignment: anchor to 10.0% below Accounting Assistant II.	No
Accounting Assistant II	Finance	Teamsters	\$ 4,975	N/A	N/A	16	\$5,025	1.01%	No	Internal alignment: anchor to 5.0% above Administrative Assistant.	No
Accounting Technician	Finance	Teamsters	\$ 6,061	14.75%	\$5,167	20	\$5,547	-8.49%	X	Override market data: anchor to 10.0% above Accounting Assistant II.	Yes
Administrative Assistant	Multiple Departments	Teamsters	\$ 4,853	2.19%	\$4,747	14	\$4,783	-1.45%	X	Market and range placement.	Yes
Administrative Specialist	Multiple Departments	Teamsters	\$ 6,528	N/A	N/A	27	\$6,593	1.01%	No	Internal alignment: anchor to 15.0% below Management Analyst.	No
Animal Control Officer	Police	IPOA	\$ 4,507	N/A	N/A	9	\$4,227	-6.20%	X	Internal alignment: anchor to Police Services Officer II (same range).	Yes
Assistant City Clerk	City Manager's Office	Unrepresented MSPC	\$ 7,571	0.05%	\$7,567	33	\$7,646	0.99%	X	Market and range placement.	No
Assistant City Manager	City Manager's Office	Unrepresented MSPC	\$ 13,693	N/A	N/A	65	\$16,850	23.06%	No	Internal alignment: anchor to other department directors.	No
Assistant Planner	Community Development	Teamsters	\$ 7,954	N/A	N/A	29	\$6,927	-12.91%	X	Internal alignment: anchor to 15.0% below Associate Planner.	Yes
Assistant to the City Manager	City Manager's Office	Unrepresented MSPC	\$ 12,405	N/A	N/A	55	\$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Associate Planner	Community Development	Unrepresented MSPC	\$ 8,999	11.06%	\$8,004	35	\$8,033	-10.74%	X	Market and range placement.	Yes
Building Inspection and Code Enforcement Supervisor	Community Development	Unrepresented MSPC	\$ 8,999	N/A	N/A	38	\$8,651	-3.87%	No	Override market data: anchor to Public Services Supervisor.	Yes
Building Inspector I	Community Development	Teamsters	\$ 7,030	N/A	N/A	26	\$6,433	-8.50%	X	Internal alignment: anchor to 10.0% below Building Inspector II.	Yes
Building Inspector II	Community Development	Teamsters	\$ 7,386	3.29%	\$7,143	30	\$7,100	-3.86%	X	Market and range placement.	Yes
Building Official	Community Development	Unrepresented MSPC	\$ 10,696	9.82%	\$9,646	42	\$9,549	-10.73%	X	Market and range placement.	Yes
Chief of Police	Police	Contract	\$ 13,693	-7.79%	\$14,760	65	\$16,850	23.06%	X	Override market data: anchor to other department directors.	No
City Manager	City Manager's Office	Contract	\$ 21,067	-2.48%	\$21,589	75	\$21,570	2.39%	X	Market and range placement.	No
Code Enforcement Inspector I	Community Development	Teamsters	\$ 5,630	N/A	N/A	20	\$5,547	-1.48%	No	Internal alignment: anchor to 10.0% below Code Enforcement Inspector II.	Yes
Code Enforcement Inspector II	Community Development	Teamsters	\$ 6,214	0.34%	\$6,193	24	\$6,123	-1.47%	X	Market and range placement.	Yes
Collection System Worker I	Public Services	Teamsters	\$ 5,099	N/A	N/A	19	\$5,411	6.12%	No	Internal alignment: anchor to 10.0% above Public Services Maintenance Worker II	No
Collection System Worker II	Public Services	Teamsters	\$ 5,630	N/A	N/A	23	\$5,973	6.10%	X	Internal alignment: anchor to 10.0% above Collection System Worker I.	No
Community Development Director	Community Development	Unrepresented MSPC	\$ 13,693	-21.03%	\$16,573	65	\$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Community Development Project Coordinator	Community Development	Unrepresented MSPC	\$ 6,061	N/A	N/A	27	\$6,593	8.77%	No	Internal alignment: anchor to Construction Project Coordinator.	No
Community Development Project Manager	Community Development	Unrepresented MSPC	\$ 10,696	N/A	N/A	51	\$11,926	11.49%	X	Internal alignment: anchor to GIS Program Manager (same range).	No
Community Development Technician I	Community Development	Teamsters	\$ 4,975	N/A	N/A	18	\$5,279	6.13%	No	Internal alignment: anchor to 10.0% below Community Development Technician II.	No
Community Development Technician II	Community Development	Teamsters	\$ 5,630	-2.39%	\$5,764	22	\$5,828	3.51%	X	Market and range placement.	No
Construction Project Coordinator	Community Development	Unrepresented MSPC	\$ 7,205	N/A	N/A	27	\$6,593	-8.50%	X	Internal alignment: anchor to 15.0% above Engineering Technician II.	Yes
Criminal Analyst	Police	IPOA	\$ 6,691	4.66%	\$6,379	26	\$6,433	-3.86%	X	Market and range placement.	Yes
Cybersecurity Program Manager	Information Technology	Unrepresented MSPC	\$ 10,696	N/A	N/A	51	\$11,926	11.49%	No	Internal alignment: anchor to GIS Program Manager (same range).	No

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Accountant	Finance	Unrepresented MSPC	\$ 7,030	-5.64%	\$7,427	32	\$7,460	6.11%	X	Market and range placement.	No
Electrician	Public Services	Teamsters	\$ 7,571	N/A	N/A	30	\$7,100	-6.22%	No	Internal alignment: anchor to 20.0% below Public Services Supervisor.	Yes
Engineering Technician I	Community Development	Teamsters	\$ 5,770	N/A	N/A	17	\$5,151	-10.74%	X	Internal alignment: anchor to 10.0% below Engineering Technician II.	Yes
Engineering Technician II	Community Development	Teamsters	\$ 6,859	17.63%	\$5,650	21	\$5,685	-17.11%	X	Market and range placement.	Yes
Equipment Mechanic	Public Services	Teamsters	\$ 5,770	-3.42%	\$5,968	23	\$5,973	3.52%	X	Market and range placement.	No
Executive Assistant	City Manager's Office	Unrepresented MSPC	\$ 6,859	N/A	N/A	27	\$6,593	-3.87%	No	Internal alignment: anchor to 15.0% below Management Analyst.	Yes
Facilities Maintenance Worker	Public Services	Teamsters	\$ 4,853	N/A	N/A	11	\$4,441	-8.49%	X	Internal alignment: anchor to Public Services Maintenance Worker I.	Yes
Finance Director	Finance	Unrepresented MSPC	\$ 13,693	-21.03%	\$16,573	65	\$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Finance Manager	Finance	Unrepresented MSPC	\$ 12,405	13.77%	\$10,697	55	\$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Finance Supervisor (Proposed)	Finance	Unrepresented MSPC	N/A	N/A	\$10,812	47	\$10,804	N/A	X	Market and range placement.	No
Fleet and Facilities Supervisor	Public Services	Unrepresented MSPC	\$ 8,999	32.77%	\$6,050	38	\$8,651	-3.87%	X	Override market data: anchor to Public Services Supervisor.	Yes
Geographic Information Systems (GIS) Analyst	Information Technology	Unrepresented MSPC	\$ 7,571	N/A	N/A	33	\$7,646	0.99%	No	Internal alignment: anchor to Management Analyst.	No
Geographic Information Systems (GIS) Program Manager	Information Technology	Unrepresented MSPC	\$ 10,696	N/A	N/A	51	\$11,926	11.49%	No	Internal alignment: anchor to 10.0% below Public Services Manager.	No
Human Resources Analyst	Human Resources	Unrepresented MSPC	\$ 7,571	N/A	N/A	33	\$7,646	0.99%	No	Internal alignment: anchor to Management Analyst.	No
Human Resources and Risk Management Director	Human Resources	Unrepresented MSPC	\$ 13,693	-12.53%	\$15,409	65	\$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Human Resources Specialist	Human Resources	Unrepresented MSPC	\$ 7,954	16.50%	\$6,642	27	\$6,593	-17.11%	X	Market and range placement.	Yes
Human Resources Technician	Human Resources	Unrepresented MSPC	\$ 5,914	N/A	N/A	20	\$5,547	-6.21%	No	Internal alignment: anchor to Accounting Technician.	Yes
HVAC/Electrical Technician	Public Services	Teamsters	\$ 5,914	N/A	N/A	23	\$5,973	1.00%	X	Internal alignment: anchor to Equipment Mechanic	No
Information Technology Analyst	Information Technology	Unrepresented MSPC	\$ 7,571	N/A	N/A	33	\$7,646	0.99%	No	Internal alignment: anchor to Management Analyst.	No
Information Technology Director	Information Technology	Unrepresented MSPC	\$ 13,693	-20.14%	\$16,451	65	\$16,850	23.06%	X	Override market data: anchor to other department directors.	No
Information Technology Technician I	Information Technology	Teamsters	\$ 5,228	N/A	N/A	22	\$5,828	11.47%	X	Internal alignment: anchor to 10.0% below Information Technology Technician II.	No
Information Technology Technician II	Information Technology	Teamsters	\$ 6,061	-6.06%	\$6,429	26	\$6,433	6.12%	X	Market and range placement.	No
Librarian	Library	Unrepresented MSPC	\$ 7,571	N/A	N/A	33	\$7,646	0.99%	X	Internal alignment: anchor to Management Analyst.	No
Library Assistant	Library	Unrepresented MSPC	\$ 5,630	N/A	N/A	24	\$6,123	8.75%	X	Internal alignment: anchor to 10.0% above Library Technician.	No
Library Clerk	Library	Teamsters	\$ 4,853	24.21%	\$3,678	14	\$4,783	-1.45%	X	Override market data: anchor to Administrative Assistant.	Yes
Library Grant Coordinator	Library	Unrepresented MSPC	\$ 7,030	N/A	N/A	27	\$6,593	-6.22%	No	Internal alignment: anchor to 15.0% below Librarian.	Yes
Library Manager	Library	Unrepresented MSPC	\$ 12,405	36.02%	\$7,937	55	\$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Library Page	Library	Unrepresented Part-Time	\$ 4,290	N/A	N/A	10	\$4,333	1.00%	X	Recommend Range #10 as closest to 2025/26 top step.	No
Library Support Services Worker	Library	Unrepresented Part-Time	\$ 4,290	N/A	N/A	10	\$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Library Technician	Library	Teamsters	\$ 5,228	N/A	N/A	20	\$5,547	6.10%	X	Internal alignment: anchor to 15.0% above Library Clerk.	No
Lifeguard	Parks and Recreation	Unrepresented Seasonal	\$ 4,290	N/A	N/A	10	\$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Lifeguard/Swim Instructor	Parks and Recreation	Unrepresented Seasonal	\$ 4,397	N/A	N/A	14	\$4,783	8.77%	X	Internal alignment: anchor to 10.0% above Lifeguard	No

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Accountant	Finance	Unrepresented MSPC	\$ 7,030	-5.64%	\$7,427	32	\$7,460	6.11%	X	Market and range placement.	No
Literacy Coordinator	Library	Unrepresented MSPC	\$ 7,030	N/A	N/A	27	\$6,593	-6.22%	No	Internal alignment: anchor to 15.0% below Librarian.	Yes
Lunch at the Library Intern	Library	Unrepresented Part-Time	\$ 4,290	N/A	N/A	10	\$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Management Analyst	City Manager's Office	Unrepresented MSPC	\$ 7,571	-1.44%	\$7,680	33	\$7,646	0.99%	X	Market and range placement.	No
Network Specialist	Information Technology	Teamsters	\$ 7,571	N/A	N/A	32	\$7,460	-1.47%	No	Internal alignment: anchor to 15.0% above Information Technology Technician II.	Yes
Organic Waste Specialist	Community Development	Teamsters	\$ 5,491	N/A	N/A	18	\$5,279	-3.86%	No	Internal alignment: anchor to 15.0% below Code Enforcement Inspector II.	Yes
Park Maintenance Coordinator	Parks and Recreation	Unrepresented MSPC	\$ 7,030	N/A	N/A	30	\$7,100	0.99%	X	Internal alignment: anchor to 15.0% above Senior Parks Maintenance Worker.	No
Park Maintenance Worker I	Parks and Recreation	Teamsters	\$ 4,507	N/A	N/A	14	\$4,783	6.13%	X	Internal alignment: anchor to 10.0% above Lifeguard and Recreation Leader I.	No
Park Maintenance Worker II	Parks and Recreation	Teamsters	\$ 4,853	15.51%	\$4,101	18	\$5,279	8.78%	X	Internal alignment: anchor to 10.0% above Parks Maintenance Worker I	No
Parks and Recreation Director	Parks and Recreation	Unrepresented MSPC	\$ 13,693	Insuff.Data	N/A	65	\$16,850	23.06%	X	Internal alignment: anchor to other department directors.	No
Police Captain	Police	Unrepresented MSPC	\$ 12,405	23.23%	\$9,524	55	\$13,164	6.11%	X	Override market data: anchor to Finance Manager.	No
Police Chief's Administrative Assistant	Police	IPOA	\$ 4,853	6.16%	\$4,554	14	\$4,783	-1.45%	X	Override market data: anchor to Administrative Assistant.	Yes
Police Corporal	Police	IPOA	\$ 8,356	N/A	N/A	29	\$6,927	-17.10%	X	Internal alignment: anchor to 15.0% above Police Officer.	Yes
Police Officer	Police	IPOA	\$ 7,205	17.86%	\$5,919	23	\$5,973	-17.10%	X	Market and range placement.	Yes
Police Sergeant	Police	IPOA	\$ 9,455	14.36%	\$8,098	35	\$8,033	-15.04%	X	Market and range placement.	Yes
Police Services Officer I	Police	IPOA	\$ 4,853	N/A	N/A	5	\$3,830	-21.09%	No	Internal alignment: anchor to 10.0% below Police Services Officer II.	Yes
Police Services Officer II	Police	IPOA	\$ 5,099	16.26%	\$4,270	9	\$4,227	-17.10%	X	Market and range placement.	Yes
Property and Evidence Technician	Police	IPOA	N/A	N/A	\$4,213	9	\$4,227	N/A	X	Override market data; anchor to Police Services Officer II.	No
Public Services Director	Public Services	Unrepresented MSPC	\$ 13,693	-24.06%	\$16,988	65	\$16,850	23.06%	X	Market and range placement.	No
Public Services Maintenance Worker I	Public Services	Teamsters	\$ 4,507	N/A	N/A	11	\$4,441	-1.45%	No	Internal alignment: anchor to 10.0% below Public Services Maintenance Worker II.	Yes
Public Services Maintenance Worker II	Public Services	Teamsters	\$ 4,853	-2.13%	\$4,957	15	\$4,903	1.01%	X	Market and range placement.	No
Public Services Manager	Public Services	Unrepresented MSPC	\$ 12,405	17.05%	\$10,290	55	\$13,164	6.11%	X	Internal alignment: anchor to 25.0% below department heads.	No
Public Services Supervisor	Public Services	Unrepresented MSPC	\$ 8,999	4.85%	\$8,563	38	\$8,651	-3.87%	X	Market and range placement.	Yes
Purchasing Technician	Finance	Teamsters	\$ 5,491	N/A	N/A	20	\$5,547	1.01%	No	Internal alignment: anchor to 10.0% above Accounting Assistant II.	No
Recreation and Event Specialist I	Parks and Recreation	Teamsters	\$ 5,099	N/A	N/A	18	\$5,279	3.53%	No	Internal alignment: anchor to 10.0% below Recreation and Event Specialist II.	No
Recreation and Event Specialist II	Parks and Recreation	Teamsters	\$ 5,630	N/A	N/A	22	\$5,828	3.51%	No	Internal alignment: anchor to 20.0% above Recreation Leader II.	No
Recreation Leader I	Parks and Recreation	Unrepresented Seasonal	\$ 4,290	N/A	N/A	10	\$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Recreation Leader II	Parks and Recreation	Unrepresented Seasonal	\$ 4,397	N/A	N/A	14	\$4,783	8.77%	X	Internal alignment: anchor to 10.0% above Recreation Leader I.	No
Recreation/Special Events Coordinator	Parks and Recreation	Unrepresented MSPC	\$ 7,030	21.56%	\$5,515	34	\$7,837	11.48%	X	Internal alignment: anchor to 15.0% above Senior Recreation and Event Specialist.	No
Senior Collection System Worker	Public Services	Unrepresented MSPC	\$ 6,528	N/A	N/A	29	\$6,927	6.12%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No
Senior Equipment Mechanic	Public Services	Unrepresented MSPC	\$ 6,214	N/A	N/A	29	\$6,927	11.48%	No	Internal alignment: anchor to 15.0% above Equipment Mechanic.	No
Senior Lifeguard/Swim Instructor	Parks and Recreation	Unrepresented MSPC	\$ 4,507	N/A	N/A	18	\$5,279	17.15%	No	Internal alignment: anchor to 10.0% above Lifeguard/Swim Instructor	No

**City of Imperial
Proposed Salary Plan
February 2026
SALARIES @ 90% of MEDIAN**

Accountant	Finance	Unrepresented MSPC	\$ 7,030	-5.64%	\$7,427	32	\$7,460	6.11%	X	Market and range placement.	No
Senior Maintenance and Utility Worker	Public Services	Unrepresented MSPC	\$ 5,914	N/A	N/A	29	\$6,927	17.13%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No
Senior Parks Maintenance Worker	Parks and Recreation	Unrepresented MSPC	\$ 5,914	N/A	N/A	24	\$6,123	3.52%	No	Internal alignment: anchor to 15.0% above Parks Maintenance Worker II.	No
Senior Planner	Community Development	Unrepresented MSPC	\$ 10,696	N/A	N/A	41	\$9,316	-12.90%	No	Internal alignment: anchor to 15.0% above Associate Planner.	Yes
Senior Recreation and Event Specialist	Parks and Recreation	Unrepresented MSPC	\$ 6,528	N/A	N/A	28	\$6,758	3.53%	No	Internal alignment: anchor to 15.0% above Recreation Specialist II.	No
Senior Recreation Leader	Parks and Recreation	Unrepresented MSPC	\$ 4,507	N/A	N/A	18	\$5,279	17.15%	No	Internal alignment: anchor to 10.0% above Recreation Leader II.	No
Senior Wastewater Treatment Plant Operator	Public Services	Unrepresented MSPC	\$ 8,356	N/A	N/A	35	\$8,033	-3.87%	No	Internal alignment: anchor to 15.0% above Wastewater Treatment Plant Operator III.	Yes
Senior Water Meter/Distribution Operator	Public Services	Unrepresented MSPC	\$ 6,528	N/A	N/A	29	\$6,927	6.12%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No
Senior Water Treatment Plant Operator	Public Services	Unrepresented MSPC	\$ 8,356	N/A	N/A	34	\$7,837	-6.21%	No	Internal alignment: anchor to 15.0% above Water Treatment Plant Operator III.	Yes
Utility Billing Technician	Public Services	Teamsters	\$ 5,630	N/A	N/A	20	\$5,547	-1.48%	X	Internal alignment: anchor to Accounting Technician.	Yes
Utility Maintenance Worker I	Public Services	Teamsters	\$ 5,099	N/A	N/A	19	\$5,411	6.12%	No	Internal alignment: anchor to 10.0% above Public Services Maintenance Worker II	No
Utility Maintenance Worker II	Public Services	Teamsters	\$ 5,630	N/A	N/A	23	\$5,973	6.10%	X	Internal alignment: anchor to 10.0% above Utility Maintenance Worker I.	No
Wastewater Operator in Training	Public Services	Teamsters	\$ 4,853	N/A	N/A	15	\$4,903	1.01%	No	Internal alignment: anchor to 10.0% below Wastewater Treatment Plant Operator I.	No
Wastewater Plant Chief Operator	Public Services	Unrepresented MSPC	\$ 8,999	8.14%	\$8,267	41	\$9,316	3.52%	X	Internal alignment: anchor to 15.0% above Senior Wastewater Treatment Plant Op.	No
Wastewater Treatment Plant Operator I	Public Services	Teamsters	\$ 6,368	N/A	N/A	19	\$5,411	-15.02%	X	Internal alignment: anchor to 10.0% below Wastewater Treatment Plant Operator II.	Yes
Wastewater Treatment Plant Operator II	Public Services	Teamsters	\$ 6,859	13.94%	\$5,903	23	\$5,973	-12.91%	X	Market and range placement.	Yes
Wastewater Treatment Plant Operator III	Public Services	Teamsters	\$ 7,954	N/A	N/A	29	\$6,927	-12.91%	X	Internal alignment: anchor to 15.0% above Wastewater Treatment Plant Operator II.	Yes
Water Meter/Distribution Operator I	Public Services	Teamsters	\$ 5,358	N/A	N/A	17	\$5,151	-3.88%	No	Internal alignment: anchor to 10.0% below Water Meter/Distribution Operator II	Yes
Water Meter/Distribution Operator II	Public Services	Teamsters	\$ 5,770	2.77%	\$5,610	21	\$5,685	-1.47%	X	Market and range placement.	Yes
Water Operator In Training	Public Services	Teamsters	\$ 4,853	N/A	N/A	14	\$4,783	-1.45%	No	Internal alignment: anchor to 10.0% below Water Treatment Plant Operator I.	Yes
Water Plant Chief Operator	Public Services	Unrepresented MSPC	\$ 8,999	N/A	N/A	40	\$9,089	0.99%	X	Internal alignment: anchor to 15.0% above Senior Water Treatment Plant Operator.	No
Water Treatment Plant Operator I	Public Services	Teamsters	\$ 6,368	N/A	N/A	18	\$5,279	-17.10%	No	Internal alignment: anchor to 10.0% below Water Treatment Plant Operator II.	Yes
Water Treatment Plant Operator II	Public Services	Teamsters	\$ 6,859	14.36%	\$5,874	22	\$5,828	-15.04%	X	Market and range placement.	Yes
Water Treatment Plant Operator III	Public Services	Teamsters	\$ 7,954	N/A	N/A	28	\$6,758	-15.04%	No	Internal alignment: anchor to 15.0% above Water Treatment Plant Operator II.	Yes

¹ 90% of Market Median for Executives

- Column A - Client's classification titles.
- Column B - Client's bargaining unit.
- Column E - Client's current monthly maximum salaries.
- Column G - Shows the percentage difference between the client's current maximum monthly salaries and the desired market position.
- Column H - Market placement shows the monthly market values derived from the total compensation survey results.
- Column I - Salary range number of the consultant's newly proposed salary range schedule.
- Column J - Monthly maximum salary of the consultant's newly proposed salary ranges.
- Column K - This percentage expresses the difference between the client's current salaries and the consultant's proposed salaries.
- Column L - Indicates whether the classification was surveyed as a benchmark.
- Column M - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).
- Column N - Indicates whether the classification is recommended for Y-Rating.

Appendix IV

Salary Range Placement Recommendations at 85% of MEDIAN

**City of Imperial
Proposed Salary Plan
February 2026
SALARIES @ 85% of MEDIAN**

Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from 85% of Total Comp Market Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Accountant	Finance	Unrepresented MSPC	\$ 7,030	-0.64%	\$7,075	30	\$7,100	0.99%	X	Market and range placement.	No
Accounting Assistant I	Finance	Teamsters	\$ 4,507	N/A	N/A	10	\$4,333	-3.85%	No	Internal alignment: anchor to 10.0% below Accounting Assistant II.	Yes
Accounting Assistant II	Finance	Teamsters	\$ 4,975	N/A	N/A	14	\$4,783	-3.85%	No	Internal alignment: anchor to 5.0% above Administrative Assistant.	Yes
Accounting Technician	Finance	Teamsters	\$ 6,061	19.75%	\$4,864	18	\$5,279	-12.90%	X	Override market data: anchor to 10.0% above Accounting Assistant II.	Yes
Administrative Assistant	Multiple Departments	Teamsters	\$ 4,853	7.19%	\$4,504	12	\$4,552	-6.20%	X	Market and range placement.	Yes
Administrative Specialist	Multiple Departments	Teamsters	\$ 6,528	N/A	N/A	25	\$6,276	-3.86%	No	Internal alignment: anchor to 15.0% below Management Analyst.	Yes
Animal Control Officer	Police	IPOA	\$ 4,507	N/A	N/A	7	\$4,024	-10.72%	X	Internal alignment: anchor to Police Services Officer II (same range).	Yes
Assistant City Clerk	City Manager's Office	Unrepresented MSPC	\$ 7,571	5.05%	\$7,189	31	\$7,278	-3.88%	X	Market and range placement.	Yes
Assistant City Manager	City Manager's Office	Unrepresented MSPC	\$ 13,693	N/A	N/A	64	\$16,439	20.05%	No	Internal alignment: anchor to other department directors.	No
Assistant Planner	Community Development	Teamsters	\$ 7,954	N/A	N/A	27	\$6,593	-17.11%	X	Internal alignment: anchor to 15.0% below Associate Planner.	Yes
Assistant to the City Manager	City Manager's Office	Unrepresented MSPC	\$ 12,405	N/A	N/A	54	\$12,843	3.52%	X	Internal alignment: anchor to 25.0% below department heads.	No
Associate Planner	Community Development	Unrepresented MSPC	\$ 8,999	16.06%	\$7,554	33	\$7,646	-15.04%	X	Market and range placement.	Yes
Building Inspection and Code Enforcement Supervisor	Community Development	Unrepresented MSPC	\$ 8,999	N/A	N/A	36	\$8,234	-8.50%	No	Override market data: anchor to Public Services Supervisor.	Yes
Building Inspector I	Community Development	Teamsters	\$ 7,030	N/A	N/A	24	\$6,123	-12.91%	X	Internal alignment: anchor to 10.0% below Building Inspector II.	Yes
Building Inspector II	Community Development	Teamsters	\$ 7,386	8.29%	\$6,773	28	\$6,758	-8.50%	X	Market and range placement.	Yes
Building Official	Community Development	Unrepresented MSPC	\$ 10,696	14.82%	\$9,111	40	\$9,089	-15.03%	X	Market and range placement.	Yes
Chief of Police	Police	Contract	\$ 13,693	-2.79%	\$14,075	64	\$16,439	20.05%	X	Override market data: anchor to other department directors.	No
City Manager	City Manager's Office	Contract	\$ 21,067	2.52%	\$20,536	73	\$20,531	-2.55%	X	Market and range placement.	Yes
Code Enforcement Inspector I	Community Development	Teamsters	\$ 5,630	N/A	N/A	18	\$5,279	-6.22%	No	Internal alignment: anchor to 10.0% below Code Enforcement Inspector II.	Yes
Code Enforcement Inspector II	Community Development	Teamsters	\$ 6,214	5.34%	\$5,882	22	\$5,828	-6.22%	X	Market and range placement.	Yes
Collection System Worker I	Public Services	Teamsters	\$ 5,099	N/A	N/A	17	\$5,151	1.00%	No	Internal alignment: anchor to 10.0% above Public Services Maintenance Worker II	No
Collection System Worker II	Public Services	Teamsters	\$ 5,630	N/A	N/A	21	\$5,685	0.99%	X	Internal alignment: anchor to 10.0% above Collection System Worker I.	No
Community Development Director	Community Development	Unrepresented MSPC	\$ 13,693	-16.03%	\$15,888	64	\$16,439	20.05%	X	Override market data: anchor to other department directors.	No
Community Development Project Coordinator	Community Development	Unrepresented MSPC	\$ 6,061	N/A	N/A	24	\$6,123	1.01%	No	Internal alignment: anchor to Construction Project Coordinator.	No
Community Development Project Manager	Community Development	Unrepresented MSPC	\$ 10,696	N/A	N/A	50	\$11,635	8.77%	X	Internal alignment: anchor to GIS Program Manager (same range).	No
Community Development Technician I	Community Development	Teamsters	\$ 4,975	N/A	N/A	16	\$5,025	1.01%	No	Internal alignment: anchor to 10.0% below Community Development Technician II.	No
Community Development Technician II	Community Development	Teamsters	\$ 5,630	2.61%	\$5,483	20	\$5,547	-1.48%	X	Market and range placement.	Yes
Construction Project Coordinator	Community Development	Unrepresented MSPC	\$ 7,205	N/A	N/A	24	\$6,123	-15.03%	X	Internal alignment: anchor to 15.0% above Engineering Technician II.	Yes
Criminal Analyst	Police	IPOA	\$ 6,691	9.66%	\$6,044	23	\$5,973	-10.72%	X	Market and range placement.	Yes
Cybersecurity Program Manager	Information Technology	Unrepresented MSPC	\$ 10,696	N/A	N/A	50	\$11,635	8.77%	No	Internal alignment: anchor to GIS Program Manager (same range).	No

**City of Imperial
Proposed Salary Plan
February 2026
SALARIES @ 85% of MEDIAN**

Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from 85% of Total Comp Market Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Electrician	Public Services	Teamsters	\$ 7,571	N/A	N/A	28	\$6,758	-10.74%	No	Internal alignment: anchor to 20.0% below Public Services Supervisor.	Yes
Engineering Technician I	Community Development	Teamsters	\$ 5,770	N/A	N/A	14	\$4,783	-17.11%	X	Internal alignment: anchor to 10.0% below Engineering Technician II.	Yes
Engineering Technician II	Community Development	Teamsters	\$ 6,859	22.63%	\$5,307	18	\$5,279	-23.03%	X	Market and range placement.	Yes
Equipment Mechanic	Public Services	Teamsters	\$ 5,770	1.58%	\$5,679	21	\$5,685	-1.47%	X	Market and range placement.	Yes
Executive Assistant	City Manager's Office	Unrepresented MSPC	\$ 6,859	N/A	N/A	25	\$6,276	-8.50%	No	Internal alignment: anchor to 15.0% below Management Analyst.	Yes
Facilities Maintenance Worker	Public Services	Teamsters	\$ 4,853	N/A	N/A	9	\$4,227	-12.90%	X	Internal alignment: anchor to Public Services Maintenance Worker I.	Yes
Finance Director	Finance	Unrepresented MSPC	\$ 13,693	-16.03%	\$15,888	64	\$16,439	20.05%	X	Override market data: anchor to other department directors.	No
Finance Manager	Finance	Unrepresented MSPC	\$ 12,405	18.77%	\$10,077	54	\$12,843	3.52%	X	Internal alignment: anchor to 25.0% below department heads.	No
Finance Supervisor (Proposed)	Finance	Unrepresented MSPC	N/A	N/A	\$10,211	45	\$10,283	N/A	X	Market and range placement.	No
Fleet and Facilities Supervisor	Public Services	Unrepresented MSPC	\$ 8,999	37.77%	\$5,600	36	\$8,234	-8.50%	X	Override market data: anchor to Public Services Supervisor.	Yes
Geographic Information Systems (GIS) Analyst	Information Technology	Unrepresented MSPC	\$ 7,571	N/A	N/A	31	\$7,278	-3.88%	No	Internal alignment: anchor to Management Analyst.	Yes
Geographic Information Systems (GIS) Program Manager	Information Technology	Unrepresented MSPC	\$ 10,696	N/A	N/A	50	\$11,635	8.77%	No	Internal alignment: anchor to 10.0% below Public Services Manager.	No
Human Resources Analyst	Human Resources	Unrepresented MSPC	\$ 7,571	N/A	N/A	31	\$7,278	-3.88%	No	Internal alignment: anchor to Management Analyst.	Yes
Human Resources and Risk Management Director	Human Resources	Unrepresented MSPC	\$ 13,693	-7.53%	\$14,724	64	\$16,439	20.05%	X	Override market data: anchor to other department directors.	No
Human Resources Specialist	Human Resources	Unrepresented MSPC	\$ 7,954	21.50%	\$6,244	25	\$6,276	-21.10%	X	Market and range placement.	Yes
Human Resources Technician	Human Resources	Unrepresented MSPC	\$ 5,914	N/A	N/A	18	\$5,279	-10.73%	No	Internal alignment: anchor to Accounting Technician.	Yes
HVAC/Electrical Technician	Public Services	Teamsters	\$ 5,914	N/A	N/A	21	\$5,685	-3.87%	X	Internal alignment: anchor to Equipment Mechanic	Yes
Information Technology Analyst	Information Technology	Unrepresented MSPC	\$ 7,571	N/A	N/A	31	\$7,278	-3.88%	No	Internal alignment: anchor to Management Analyst.	Yes
Information Technology Director	Information Technology	Unrepresented MSPC	\$ 13,693	-15.14%	\$15,767	64	\$16,439	20.05%	X	Override market data: anchor to other department directors.	No
Information Technology Technician I	Information Technology	Teamsters	\$ 5,228	N/A	N/A	20	\$5,547	6.10%	X	Internal alignment: anchor to 10.0% below Information Technology Technician II.	No
Information Technology Technician II	Information Technology	Teamsters	\$ 6,061	-1.06%	\$6,126	24	\$6,123	1.01%	X	Market and range placement.	No
Librarian	Library	Unrepresented MSPC	\$ 7,571	N/A	N/A	31	\$7,278	-3.88%	X	Internal alignment: anchor to Management Analyst.	Yes
Library Assistant	Library	Unrepresented MSPC	\$ 5,630	N/A	N/A	22	\$5,828	3.51%	X	Internal alignment: anchor to 10.0% above Library Technician.	No
Library Clerk	Library	Teamsters	\$ 4,853	29.21%	\$3,436	12	\$4,552	-6.20%	X	Override market data: anchor to Administrative Assistant.	Yes
Library Grant Coordinator	Library	Unrepresented MSPC	\$ 7,030	N/A	N/A	25	\$6,276	-10.74%	No	Internal alignment: anchor to 15.0% below Librarian.	Yes
Library Manager	Library	Unrepresented MSPC	\$ 12,405	41.02%	\$7,317	54	\$12,843	3.52%	X	Internal alignment: anchor to 25.0% below department heads.	No
Library Page	Library	Unrepresented Part-Time	\$ 4,290	N/A	N/A	10	\$4,333	1.00%	X	Recommend Range #10 as closest to 2025/26 top step.	No
Library Support Services Worker	Library	Unrepresented Part-Time	\$ 4,290	N/A	N/A	10	\$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Library Technician	Library	Teamsters	\$ 5,228	N/A	N/A	18	\$5,279	0.99%	X	Internal alignment: anchor to 15.0% above Library Clerk.	No
Lifeguard	Parks and Recreation	Unrepresented Seasonal	\$ 4,290	N/A	N/A	10	\$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No

**City of Imperial
Proposed Salary Plan
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SALARIES @ 85% of MEDIAN**

Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from 85% of Total Comp Market Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Lifeguard/Swim Instructor	Parks and Recreation	Unrepresented Seasonal	\$ 4,397	N/A	N/A	14	\$4,783	8.77%	X	Internal alignment: anchor to 10.0% above Lifeguard	No
Literacy Coordinator	Library	Unrepresented MSPC	\$ 7,030	N/A	N/A	25	\$6,276	-10.74%	No	Internal alignment: anchor to 15.0% below Librarian.	Yes
Lunch at the Library Intern	Library	Unrepresented Part-Time	\$ 4,290	N/A	N/A	10	\$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Management Analyst	City Manager's Office	Unrepresented MSPC	\$ 7,571	3.56%	\$7,302	31	\$7,278	-3.88%	X	Market and range placement.	Yes
Network Specialist	Information Technology	Teamsters	\$ 7,571	N/A	N/A	30	\$7,100	-6.22%	No	Internal alignment: anchor to 15.0% above Information Technology Technician II.	Yes
Organic Waste Specialist	Community Development	Teamsters	\$ 5,491	N/A	N/A	16	\$5,025	-8.49%	No	Internal alignment: anchor to 15.0% below Code Enforcement Inspector II.	Yes
Park Maintenance Coordinator	Parks and Recreation	Unrepresented MSPC	\$ 7,030	N/A	N/A	30	\$7,100	0.99%	X	Internal alignment: anchor to 15.0% above Senior Parks Maintenance Worker.	No
Park Maintenance Worker I	Parks and Recreation	Teamsters	\$ 4,507	N/A	N/A	14	\$4,783	6.13%	X	Internal alignment: anchor to 10.0% above Lifeguard and Recreation Leader I.	No
Park Maintenance Worker II	Parks and Recreation	Teamsters	\$ 4,853	20.51%	\$3,858	18	\$5,279	8.78%	X	Internal alignment: anchor to 10.0% above Parks Maintenance Worker I	No
Parks and Recreation Director	Parks and Recreation	Unrepresented MSPC	\$ 13,693	Insuff. Data	N/A	64	\$16,439	20.05%	X	Internal alignment: anchor to other department directors.	No
Police Captain	Police	Unrepresented MSPC	\$ 12,405	28.23%	\$8,903	54	\$12,843	3.52%	X	Override market data: anchor to Finance Manager.	No
Police Chief's Administrative Assistant	Police	IPOA	\$ 4,853	11.16%	\$4,312	12	\$4,552	-6.20%	X	Override market data: anchor to Administrative Assistant.	Yes
Police Corporal	Police	IPOA	\$ 8,356	N/A	N/A	26	\$6,433	-23.02%	X	Internal alignment: anchor to 15.0% above Police Officer.	Yes
Police Officer	Police	IPOA	\$ 7,205	22.86%	\$5,558	20	\$5,547	-23.02%	X	Market and range placement.	Yes
Police Sergeant	Police	IPOA	\$ 9,455	19.36%	\$7,625	33	\$7,646	-19.13%	X	Market and range placement.	Yes
Police Services Officer I	Police	IPOA	\$ 4,853	N/A	N/A	3	\$3,645	-24.89%	No	Internal alignment: anchor to 10.0% below Police Services Officer II.	Yes
Police Services Officer II	Police	IPOA	\$ 5,099	21.26%	\$4,015	7	\$4,024	-21.10%	X	Market and range placement.	Yes
Property and Evidence Technician	Police	IPOA	N/A	N/A	\$4,213	7	\$4,024	N/A	X	Override market data; anchor to Police Services Officer II.	No
Public Services Director	Public Services	Unrepresented MSPC	\$ 13,693	-19.06%	\$16,303	64	\$16,439	20.05%	X	Market and range placement.	No
Public Services Maintenance Worker I	Public Services	Teamsters	\$ 4,507	N/A	N/A	9	\$4,227	-6.20%	No	Internal alignment: anchor to 10.0% below Public Services Maintenance Worker II.	Yes
Public Services Maintenance Worker II	Public Services	Teamsters	\$ 4,853	2.87%	\$4,714	13	\$4,666	-3.85%	X	Market and range placement.	Yes
Public Services Manager	Public Services	Unrepresented MSPC	\$ 12,405	22.05%	\$9,670	54	\$12,843	3.52%	X	Internal alignment: anchor to 25.0% below department heads.	No
Public Services Supervisor	Public Services	Unrepresented MSPC	\$ 8,999	9.85%	\$8,113	36	\$8,234	-8.50%	X	Market and range placement.	Yes
Purchasing Technician	Finance	Teamsters	\$ 5,491	N/A	N/A	18	\$5,279	-3.86%	No	Internal alignment: anchor to 10.0% above Accounting Assistant II.	Yes
Recreation and Event Specialist I	Parks and Recreation	Teamsters	\$ 5,099	N/A	N/A	18	\$5,279	3.53%	No	Internal alignment: anchor to 10.0% below Recreation and Event Specialist II.	No
Recreation and Event Specialist II	Parks and Recreation	Teamsters	\$ 5,630	N/A	N/A	22	\$5,828	3.51%	No	Internal alignment: anchor to 20.0% above Recreation Leader II.	No
Recreation Leader I	Parks and Recreation	Unrepresented Seasonal	\$ 4,290	N/A	N/A	10	\$4,333	1.00%	No	Recommend Range #10 as closest to 2025/26 top step.	No
Recreation Leader II	Parks and Recreation	Unrepresented Seasonal	\$ 4,397	N/A	N/A	14	\$4,783	8.77%	X	Internal alignment: anchor to 10.0% above Recreation Leader I.	No
Recreation/Special Events Coordinator	Parks and Recreation	Unrepresented MSPC	\$ 7,030	26.56%	\$5,163	32	\$7,460	6.11%	X	Internal alignment: anchor to 15.0% above Senior Recreation and Event Specialist.	No
Senior Collection System Worker	Public Services	Unrepresented MSPC	\$ 6,528	N/A	N/A	27	\$6,593	1.01%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No

**City of Imperial
Proposed Salary Plan
February 2026
SALARIES @ 85% of MEDIAN**

Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from 85% of Total Comp Market Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
Senior Equipment Mechanic	Public Services	Unrepresented MSPC	\$ 6,214	N/A	N/A	27	\$6,593	6.10%	No	Internal alignment: anchor to 15.0% above Equipment Mechanic.	No
Senior Lifeguard/Swim Instructor	Parks and Recreation	Unrepresented MSPC	\$ 4,507	N/A	N/A	18	\$5,279	17.15%	No	Internal alignment: anchor to 10.0% above Lifeguard/Swim Instructor	No
Senior Maintenance and Utility Worker	Public Services	Unrepresented MSPC	\$ 5,914	N/A	N/A	27	\$6,593	11.48%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No
Senior Parks Maintenance Worker	Parks and Recreation	Unrepresented MSPC	\$ 5,914	N/A	N/A	24	\$6,123	3.52%	No	Internal alignment: anchor to 15.0% above Parks Maintenance Worker II.	No
Senior Planner	Community Development	Unrepresented MSPC	\$ 10,696	N/A	N/A	39	\$8,867	-17.10%	No	Internal alignment: anchor to 15.0% above Associate Planner.	Yes
Senior Recreation and Event Specialist	Parks and Recreation	Unrepresented MSPC	\$ 6,528	N/A	N/A	28	\$6,758	3.53%	No	Internal alignment: anchor to 15.0% above Recreation Specialist II.	No
Senior Recreation Leader	Parks and Recreation	Unrepresented MSPC	\$ 4,507	N/A	N/A	18	\$5,279	17.15%	No	Internal alignment: anchor to 10.0% above Recreation Leader II.	No
Senior Wastewater Treatment Plant Operator	Public Services	Unrepresented MSPC	\$ 8,356	N/A	N/A	32	\$7,460	-10.73%	No	Internal alignment: anchor to 15.0% above Wastewater Treatment Plant Operator III.	Yes
Senior Water Meter/Distribution Operator	Public Services	Unrepresented MSPC	\$ 6,528	N/A	N/A	27	\$6,593	1.01%	No	Internal alignment: anchor to Senior Equipment Mechanic.	No
Senior Water Treatment Plant Operator	Public Services	Unrepresented MSPC	\$ 8,356	N/A	N/A	32	\$7,460	-10.73%	No	Internal alignment: anchor to 15.0% above Water Treatment Plant Operator III.	Yes
Utility Billing Technician	Public Services	Teamsters	\$ 5,630	N/A	N/A	18	\$5,279	-6.22%	X	Internal alignment: anchor to Accounting Technician.	Yes
Utility Maintenance Worker I	Public Services	Teamsters	\$ 5,099	N/A	N/A	17	\$5,151	1.00%	No	Internal alignment: anchor to 10.0% above Public Services Maintenance Worker II	No
Utility Maintenance Worker II	Public Services	Teamsters	\$ 5,630	N/A	N/A	21	\$5,685	0.99%	X	Internal alignment: anchor to 10.0% above Utility Maintenance Worker I.	No
Wastewater Operator in Training	Public Services	Teamsters	\$ 4,853	N/A	N/A	12	\$4,552	-6.20%	No	Internal alignment: anchor to 10.0% below Wastewater Treatment Plant Operator I.	Yes
Wastewater Plant Chief Operator	Public Services	Unrepresented MSPC	\$ 8,999	13.14%	\$7,817	38	\$8,651	-3.87%	X	Internal alignment: anchor to 15.0% above Senior Wastewater Treatment Plant Op.	Yes
Wastewater Treatment Plant Operator I	Public Services	Teamsters	\$ 6,368	N/A	N/A	16	\$5,025	-21.09%	X	Internal alignment: anchor to 10.0% below Wastewater Treatment Plant Operator II.	Yes
Wastewater Treatment Plant Operator II	Public Services	Teamsters	\$ 6,859	18.94%	\$5,560	20	\$5,547	-19.13%	X	Market and range placement.	Yes
Wastewater Treatment Plant Operator III	Public Services	Teamsters	\$ 7,954	N/A	N/A	26	\$6,433	-19.13%	X	Internal alignment: anchor to 15.0% above Wastewater Treatment Plant Operator II.	Yes
Water Meter/Distribution Operator I	Public Services	Teamsters	\$ 5,358	N/A	N/A	14	\$4,783	-10.73%	No	Internal alignment: anchor to 10.0% below Water Meter/Distribution Operator II	Yes
Water Meter/Distribution Operator II	Public Services	Teamsters	\$ 5,770	7.77%	\$5,322	18	\$5,279	-8.51%	X	Market and range placement.	Yes
Water Operator In Training	Public Services	Teamsters	\$ 4,853	N/A	N/A	12	\$4,552	-6.20%	No	Internal alignment: anchor to 10.0% below Water Treatment Plant Operator I.	Yes
Water Plant Chief Operator	Public Services	Unrepresented MSPC	\$ 8,999	N/A	N/A	38	\$8,651	-3.87%	X	Internal alignment: anchor to 15.0% above Senior Water Treatment Plant Operator.	Yes
Water Treatment Plant Operator I	Public Services	Teamsters	\$ 6,368	N/A	N/A	16	\$5,025	-21.09%	No	Internal alignment: anchor to 10.0% below Water Treatment Plant Operator II.	Yes
Water Treatment Plant Operator II	Public Services	Teamsters	\$ 6,859	19.36%	\$5,531	20	\$5,547	-19.13%	X	Market and range placement.	Yes
Water Treatment Plant Operator III	Public Services	Teamsters	\$ 7,954	N/A	N/A	26	\$6,433	-19.13%	No	Internal alignment: anchor to 15.0% above Water Treatment Plant Operator II.	Yes

¹ 90% of Market Median for Executives

Column A - Client's classification titles.

Column B - Client's bargaining unit.

Column E - Client's current monthly maximum salaries.

Column G - Shows the percentage difference between the client's current maximum monthly salaries and the desired market position.

Column H - Market placement shows the monthly market values derived from the total compensation survey results.

Column I - Salary range number of the consultant's newly proposed salary range schedule.

City of Imperial
Proposed Salary Plan
February 2026
SALARIES @ 85% of MEDIAN

Class Title	Department	Bargaining Unit	FY 2025/26 Maximum Monthly Salary	% from 85% of Total Comp Market Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale	Y-Rating Recommended
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Column J - Monthly maximum salary of the consultant's newly proposed salary ranges.

Column K - This percentage expresses the difference between the client's current salaries and the consultant's proposed salaries.

Column L - Indicates whether the classification was surveyed as a benchmark.

Column M - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).

Column N - Indicates whether the classification is recommended for Y-Rating.

Appendix V

Additional Benefits

**City of Imperial
Survey of Additional Benefits
January 2026**

Vacation	
City of Imperial	After 5 years service
Bargaining Unit	Benefit
Unrepresented MSPC	120 hours
Teamsters	
Contract	
IPOA	
City of Brawley	After 5 years service
Bargaining Unit	Benefit
Contract	120 hours
Mgmt, Conf, Unrep	
Teamsters	
BPSEA	
BPSA	
City of Calexico	After 5 years service
Bargaining Unit	Benefit
Unrepresented	120 hours
CMEA	144 hours
Contract	
CMA	128 hours
SEIU	
Supervisory	

City of Imperial Survey of Additional Benefits January 2026

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CPOA	
City of Coachella	After 5 years service
Bargaining Unit	Benefit
Teamsters Misc	160 hours
Conf Mid Mgmt	
Mgmt	210 hours
Contract	250 hours
City of El Centro	After 5 years service
Bargaining Unit	Benefit
Contracted Employees	160 hours
General Employees	128 hours
POA Dispatchers	
Unrepresented Confidential	
Unrepresented Management	
Supervisors, Professional, Technical	184 hours of Annual Leave
Certified Operators	232 hours of Annual Leave
Unrepresented Police Commander	
POA Sergeants	
POA Officers	216 hours of Annual Leave
City of Indio	After 5 years service

City of Imperial Survey of Additional Benefits January 2026

Bargaining Unit	Benefit
At-Will	120 hours
Mgmt, Conf, Unrep	
ICEA	
SEIU	
IPOA	
PCU	
IWAEA	
City of Palm Desert	After 5 years service
Bargaining Unit	Benefit
All Employees	120 hours
City of Palm Springs	After 5 years service
Bargaining Unit	Benefit
Police Management Association	168 hours
City Manager	120 hours
Police Officer Association	
Public Employees Association	168 hours of Annual Leave
Executive and Management Association	216 hours of Annual Leave

City of Imperial Survey of Additional Benefits January 2026

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County of Imperial	After 5 years service
Bargaining Unit	Benefit
Management Bargaining Unit	120 hours
Department Heads Unrepresented	
Confidential Professional Employees	
Public Safety Supervisory Unit	
Public Safety Managers Association	
Professional Employee Group	
Working Supervisors	
Teamsters	
Sheriff's Association	
County of San Diego	After 5 years service
Bargaining Unit	Benefit
SEIU Clerical, Public Service, Professional, Middle Management	120 hours
Teamsters Crafts	
Teamster Construction, Maintenance, Operations & Repair	
Confidential Employees	
Sheriffs' Management	144.5 hours
Deputy Sheriffs' Association	127.5 hours
Confidential Management	136 hours
Management	

**City of Imperial
Survey of Additional Benefits
January 2026**

Unclassified Management Unrepresented / Executive	160 hours
Imperial Irrigation District	After 5 years service
Bargaining Unit	Benefit
Salaried/Confidential	120 hours
Professional Salaried Association	
IBEW	
Executive and Executive/Confidential	160 hours

Holidays

City of Imperial		
Bargaining Unit	Fixed	Floating
Unrepresented MSPC	104 hours	8 hours
Teamsters		
Contract		
IPOA		
City of Brawley		
Bargaining Unit	Fixed	Floating
Contract	96 hours	16 hours
Mgmt, Conf, Unrep		
Teamsters		
BPSEA Sworn	72 hours	8 hours
BPSEA Non-Sworn	104 hours	16 hours
BPSA	72 hours	16 hours
City of Calexico		
Bargaining Unit	Fixed	Floating
Unrepresented	128 hours	N/A
CMA		



Insurance | Risk Management | Consulting

City of Imperial Survey of Additional Benefits January 2026

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CMEA		
Contract	Police Chief 104 hours Finance Director 96 hours All others 128 hours	Finance Director 16 hours
SEIU	120 hours	16 hours
Supervisory	112 hours	8 hours
CPOA	104 hours	16 hours
City of Coachella		
Bargaining Unit	Fixed	Floating
Teamsters Misc	140 hours	30 hours
Conf Mid Mgmt		
Contract		
Mgmt		
City of El Centro		
Bargaining Unit	Fixed	Floating
General Employees	100 hours	8 hours
Contracted Employees		
Certified Operators		
Supervisors, Professional, Technical		
Unrepresented Confidential		
Unrepresented Management		
POA Dispatchers		
Unrepresented Police Commander		

City of Imperial Survey of Additional Benefits January 2026

POA Officers	80 hours in lieu	N/A
POA Sergeants	90 hours in lieu	N/A
City of Indio		
Bargaining Unit	Fixed	Floating
At-Will	104 hours	8 hours
Mgmt, Conf, Unrep		
ICEA		
SEIU		
IWAEA		
IPOA	152 hours in lieu	N/A
PCU		
City of Palm Desert		
Bargaining Unit	Fixed	Floating
All Employees	96 hours	16 hours
City of Palm Springs		
Bargaining Unit	Fixed	Floating
Police Management Association	103.92 hours	N/A
Police Officer Association		
Public Employees Association	104 hours	8 hours
Executive and Management Association		
City Manager		

**City of Imperial
Survey of Additional Benefits
January 2026**

County of Imperial		
Bargaining Unit	Fixed	Floating
Management Bargaining Unit	96 hours	8 hours
Department Heads Unrepresented		
Confidential Professional Employees		
Public Safety Supervisory Unit		
Public Safety Managers Association		
Professional Employee Group		
Working Supervisors		
Teamsters		
Sheriff's Association		
County of San Diego		
Bargaining Unit	Fixed	Floating
Sheriffs' Management	102 hours	17 hours
Deputy Sheriffs' Association		
SEIU Clerical, Public Service, Professional, Middle Management	96 hours	16 hours
Teamsters Crafts		
Teamster Construction, Maintenance, Operations & Repair		
Confidential Employees		
Confidential Management		
Management		
Unclassified Management		
Unrepresented / Executive		

**City of Imperial
Survey of Additional Benefits
January 2026**

Imperial Irrigation District		
Bargaining Unit	Fixed	Floating
Salaried/Confidential	88 hours	N/A
Professional Salaried Association		
IBEW		
Executive and Executive/Confidential		

Administrative/Management Leave	
City of Imperial	
Bargaining Unit	Benefit
Contract	80 hours
Unrepresented MSPC	80 hours (exempt employees only)
Teamsters IPOA	N/A
City of Brawley	
Bargaining Unit	Benefit
Police Chief	64 hours Administrative Leave 170 hours Management Leave
Contract	64 hours Administrative Leave 80 hours Management Leave
Mgmt, Conf, Unrep	64 hours (management classes only, excludes Finance Manager)
Teamsters BPSEA BPSA	N/A
City of Calexico	
Bargaining Unit	Benefit

**City of Imperial
Survey of Additional Benefits
January 2026**

Contract	64 hours
CMEA	N/A
SEIU	
Supervisory	
Unrepresented	
CMA	
CPOA	
City of Coachella	
Bargaining Unit	Benefit
Contract	160 hours
Mgmt	120 hours
Conf Mid Mgmt	100 hours
Teamsters Misc	N/A
City of El Centro	
Bargaining Unit	Benefit
General Employees	16 hours Personal Necessity Leave
Certified Operators	
POA Dispatchers	
Contracted Employees	64 hours
Unrepresented Management	
Unrepresented Police Commander	



Insurance | Risk Management | Consulting

City of Imperial Survey of Additional Benefits January 2026

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Supervisors, Professional, Technical	40 hours
Unrepresented Confidential	16 hours Personal Necessity Leave 40 hours Administrative Leave
POA Sergeants	48 hours
City of Indio	
Bargaining Unit	Benefit
At-Will	80 hours
Mgmt, Conf, Unrep	80 hours (exempt employees only)
ICEA	N/A
SEIU	
IPOA	
PCU	
IWAEA	
City of Palm Desert	
Bargaining Unit	Benefit
All Employees	N/A
City of Palm Springs	
Bargaining Unit	Benefit
Executive and Management Association	40 hours

**City of Imperial
Survey of Additional Benefits
January 2026**

City Manager	70 hours
Police Management Association	N/A
Police Officer Association	
Public Employees Association	
County of Imperial	
Bargaining Unit	Benefit
Management Bargaining Unit Department Heads Unrepresented	60 hours
Confidential Professional Employees	N/A
Public Safety Supervisory Unit	
Public Safety Managers Association	
Professional Employee Group	
Working Supervisors	
Teamsters	
Sheriff's Association	
County of San Diego	
Bargaining Unit	Benefit
Deputy Sheriffs' Association	N/A
SEIU Clerical, Public Service, Professional, Middle Management	
Teamsters Crafts	
Teamster Construction, Maintenance, Operations & Repair	
Sheriffs' Management	
Confidential Employees	
Confidential Management	
Management	
Unclassified Management	
Unrepresented / Executive	

**City of Imperial
Survey of Additional Benefits
January 2026**

Imperial Irrigation District	
Bargaining Unit	Benefit
Salaried/Confidential	N/A
Professional Salaried Association	
IBEW	
Executive and Executive/Confidential	

Automobile Allowance	
City of Imperial	
Bargaining Unit	Benefit
Police Chief	City provided vehicle
City Manager	\$500 monthly
Unrepresented MSPC	N/A
Teamsters	
IPOA	
City of Brawley	
Bargaining Unit	Benefit
Police Chief	City provided vehicle
City Manager	\$400 monthly
Contract	\$250 monthly
Mgmt, Conf, Unrep	N/A
Teamsters	
BPSEA	
BPSA	
City of Calexico	
Bargaining Unit	Benefit
Contract	City vehicle provided to City Manager and Police Chief
CMEA	N/A
SEIU	
Supervisory	

**City of Imperial
Survey of Additional Benefits
January 2026**

Unrepresented	N/A
CMA	
CPOA	
City of Coachella	
Bargaining Unit	Benefit
Contract	\$500 monthly
Mgmt	\$433.33 monthly (executives only)
Teamsters Misc	N/A
Conf Mid Mgmt	
City of El Centro	
Bargaining Unit	Benefit
City Manager	Vehicle and its insurance, maintenance, and repairs are paid for by the City
Director of Public Works; Director of Community Services	\$400 monthly
Director of Community Development; Director of Finance; Director of HR	\$300 monthly
Unrepresented Confidential	\$108.33 monthly
Unrepresented Management	\$216.67 monthly
Unrepresented Police Commander	N/A
POA	
General Employees	
Certified Operators	
Supervisors, Professional, Technical	
City of Indio	

**City of Imperial
Survey of Additional Benefits
January 2026**

Bargaining Unit	Benefit
At-Will	\$500 monthly
Mgmt, Conf, Unrep	N/A
ICEA	
SEIU	
IPOA	
PCU	
IWAEA	
City of Palm Desert	
Bargaining Unit	Benefit
All Employees	\$0
City of Palm Springs	
Bargaining Unit	Benefit
City Manager	\$500
Police Management Association	N/A
Police Officer Association	
Public Employees Association	
Executive and Management Association	
County of Imperial	
Bargaining Unit	Benefit
Department Heads Unrepresented	\$550 monthly
Sheriff-Coroner	\$450 monthly
Management Bargaining Unit	

**City of Imperial
Survey of Additional Benefits
January 2026**

Public Safety Supervisory Unit	N/A
Public Safety Managers Association	
Professional Employee Group	
Working Supervisors	
Teamsters	
Sheriff's Association	
County of San Diego	
Bargaining Unit	Benefit
Deputy Sheriffs' Association	N/A
SEIU Clerical, Public Service, Professional, Middle Management	
Teamsters Crafts	
Teamster Construction, Maintenance, Operations & Repair	
Sheriffs' Management	
Confidential Employees	
Confidential Management Management	
Unclassified Management Unrepresented / Executive	
Imperial Irrigation District	
Bargaining Unit	Benefit
Salaried/Confidential	N/A
Professional Salaried Association	
IBEW	
Executive and Executive/Confidential	

Stand-by Pay	
City of Imperial	
Bargaining Unit	Benefit
Teamsters	An employee (other than at the water and wastewater facilities) on standby during their workweek (beginning on Tuesday and ending on Tuesday) shall receive two (2) hours at the appropriate overtime pay for the initial call out each day on stand-by. This will be paid whether or not the employee is actually called out for work during these periods. This compensation will be in addition to any call-back overtime actually worked. Employees on stand-by status shall receive two (2) hours of base pay for each day during stand-by status. Standby employees at the water and wastewater facilities shall be paid two (2) hours base pay for each day of the seven consecutive days. An employee on standby shall contact dispatch or their supervisor within 15 minutes of being notified. Such employee must thereafter be on site within 60 minutes of being notified.
IPOA	When an employee is required, as a result of employment responsibilities, to make court appearances, including but not limited to depositions and/or subpoenas, during otherwise off duty hours, that employee shall be compensated at the rate of four (4) hours at straight time pay for each morning or each afternoon court session and employee is required to attend.
Unrepresented MSPC Contract	N/A
City of Brawley	
Bargaining Unit	Benefit
Teamsters	All classifications placed on stand-by for 7 consecutive days shall be paid in accordance with call back and shift differential pays and an amount equal to 16 hours at time and one half. (Streets and Utilities Division of Public Works only)
Mgmt, Conf, Unrep Contract BPSEA BPSA	N/A
City of Calexico	
Bargaining Unit	Benefit
Unrepresented CMEA	An employee on standby during his/her workweek shall receive 6 hours pay each day (whether or not he/she is actually called out for work during that workweek) in addition to any call-out overtime actually worked.

**City of Imperial
Survey of Additional Benefits
Month/year**

SEIU	A bargaining unit member who is assigned to stand by status will be paid the equivalent of 18 hours at the bargaining unit member's regular rate of pay for every 7 days that the employee is on standby. In addition to any call-out overtime actually worked. An employee required to be on standby on a contract Holiday will receive 6 extra hours comp time in addition to the standard standby pay.
Contract	N/A
CMA	
Supervisory	
CPOA	
City of Coachella	
Bargaining Unit	Benefit
Teamsters Misc	Employees working stand by assignments shall be paid 35\$ per workday and 50\$ per non workday. Employees shall be paid 80\$ per holiday. The City agrees to implement a standby rotation system in each division.
Conf Mid Mgmt	N/A
Contract	
Mgmt	
City of El Centro	
Bargaining Unit	Benefit
Certified Operators	Employees assigned to such status shall be paid the equivalent of 13 hours at the Employee's regular rate of pay for each week that they are on standby. In lieu of pay an employee assigned to standby status may add the standby hours provided in this section to compensatory time.
POA	Any employee in the Police Officer classification who is required to be on stand by for reasons related to imminent City wide threats shall be paid at the rate of one and one half times their regular rate of pay for each hour said employee is on standby status.
General Employees	N/A
Contracted Employees	
Supervisors, Professional, Technical	
Unrepresented Confidential	
Unrepresented Management	
Unrepresented Police Commander	
City of Indio	
Bargaining Unit	Benefit
Mgmt, Conf, Unrep	For non-FLSA exempt employees, standby or on-call time as pertains to an employee is defined as that time period when an employee must be immediately available for duty during their own or off-duty hours. This may be construed as being available by phone at all times during a required standby or on-call period which

SEIU	be considered as being available by phone at all times during a required standby or on-call period which encompasses the employee's off-duty time. Compensation for standby or on-call time will be at the rate of two (2) hours' pay at the current pay scale for each eight (8) hours an employee spends on standby status.
ICEA	<p>Compensation for standby or on-call time will be at the rate of two (2) hours pay at current pay scale for each eight (8) hours an employee spends on standby status. The above refers to approved standby or on-call for miscellaneous field employees (Public Works Department and Code Enforcement Officers) and applicable members of the Police Department only.</p> <p>An employee who is called out to active duty while on standby, shall be entitled to overtime pay at the rate of one and one half (1½) times the employee's regular rate of pay for the time actually worked after reporting to the place of duty, or two (2) hours pay at the employee's normal hourly wage rate, whichever is greater. In no case shall the employee receive an additional two (2) hours of pay for additional calls performed within an initial two hour period.</p>
IPOA	<p>Standby time is defined as that time period when an employee must be available for duty during off-duty hours. This shall be defined as being available by phone at all times during a required standby period which encompasses the employee's off-duty time. Compensation for standby duty will be at the rate of two (2) hours' pay, for each eight (8) hours an employee spends on standby status. When an employee is called to work from a standby status, compensation for time worked will begin at the time of notification to report for work, with the understanding that the employee reports for work in a reasonable time and shall be paid at one and one-half (1½) times the adjusted hourly rate of pay for all hours actually worked, with a two (2) hour minimum. Employees can only be placed on standby status by a written order from a lieutenant or above.</p>
PCU	<p>Standby time is defined as that time period when an employee must be available for duty during off-duty hours. Standby Time pay provisions shall apply only to the positions of Police Sergeant. This shall be defined as being available by phone at all times during a required standby period that encompasses the employee's off duty time. Compensation for standby duty will be at the rate of two (2) hours' pay, at current pay scale, for each eight (8) hours an employee spends on standby status. When an employee is called to work from a standby status, compensation for time worked will begin at the time of notification to report for work, with the understanding that the employee report for work in a reasonable time and shall be paid at one and one-half (1½) times the "adjusted" rate for all hours actually worked. In all cases, the employee shall be paid the amount that is greater (actual time worked or two (2) hour minimum).</p>
IWAEA	<p>Compensation for standby or on-call time will be at the rate of two (2) hours pay at current pay scale for each eight (8) hours an employee spends on standby status. The above refers to approved standby or on-call for miscellaneous field employees. An employee who is called out to active duty while on standby, shall be entitled to overtime pay at the rate of one and one half (1½) times the employee's regular rate of pay for the time actually worked after reporting to the place of duty, or two (2) hours pay at the employee's normal hourly wage rate, whichever is greater. In no case shall the employee receive an additional two (2) hours of pay for additional calls performed within an initial two hour period.</p>
At-Will	N/A
City of Palm Desert	

**City of Imperial
Survey of Additional Benefits
Month/year**

Bargaining Unit	Benefit
All Employees	2 hours straight time each weekday 3 hours straight time each weekend or holiday
City of Palm Springs	
Bargaining Unit	Benefit
City Manager	N/A
Police Management Association	
Police Officer Association	
Public Employees Association	2 hours straight time each day
Executive and Management Association	
County of Imperial	
Bargaining Unit	Benefit
Management Bargaining Unit	N/A
Department Heads Unrepresented	
Confidential Professional Employees	
Professional Employee Group	
Working Supervisors	
Teamsters	
Sheriff's Association	
Public Safety Supervisory Unit	
Public Safety Managers Association	
County of San Diego	
Bargaining Unit	Benefit
SEIU Clerical, Public Service, Professional, Middle Management	1 hour minimum straight time for each shift performing telework 2 hours minimum straight time for each shift reporting to work 1 hour minimum time-and-one-half for each shift performing telework for Medical Examiner Investigator II and Medical Examiner Investigator I 2 hours minimum straight time each shift for reporting to work for Medical Examiner Investigator II, Medical Examiner Investigator I, Criminalist I, Criminalist II, Criminalist III, Forensic Documents Examiner, Supervising Criminalist, Forensic Evidence Technician, Senior Forensic Evidence Technician 1 hour straight time each day for court order/subpoena for Medical Examiner Investigator II and Medical Examiner Investigator I Pay at Step 5 of Environmental Health Specialist III each standby hour for hazardous incident response for Environmental Health Specialist II, Environmental Health Specialist III

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Teamsters Crafts	1 hour minimum straight time for each shift performing telework
Teamster Construction, Maintenance, Operations & Repair	2 hours minimum straight time for reporting to work
Deputy Sheriffs' Association	N/A
Sheriffs' Management	
Confidential Employees	
Confidential Management Management	
Unclassified Management Unrepresented / Executive	
Imperial Irrigation District	
Bargaining Unit	Benefit
IBEW	At an employee's regular rate of pay, they shall receive one hour of pay for each workday of standby duty, two hours of pay for each non-workday of standby duty, and three-hours of standby duty pay for each holiday when the employee is on standby duty.
Salaried/Confidential	N/A
Professional Salaried Association	
Executive and Executive/Confidential	

Bilingual Pay	
City of Imperial	
Bargaining Unit	Benefit
Contract	N/A
Unrepresented MSPC	\$108.33 monthly
Teamsters	
IPOA	
City of Brawley	
Bargaining Unit	Benefit
BPSEA	5% of base pay
BPSA	
Mgmt, Conf, Unrep	2.5% of base pay
Contract	N/A
Teamsters	
City of Calexico	
Bargaining Unit	Benefit
CMEA	N/A
Contract	
SEIU	
Supervisory	
Unrepresented	
CMA	
CPOA	Dispatchers and dispatch supervisor who are bilingual receive 3%
City of Coachella	
Bargaining Unit	Benefit

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Teamsters Misc	5% of base pay if primary responsibility requires the ability to speak Spanish. \$50/pay period for employees who use conversational Spanish on a more limited basis.
Conf Mid Mgmt	
Contract Mgmt	
	N/A
City of El Centro	
Bargaining Unit	Benefit
General Employees	\$86.67 monthly
Certified Operators	
Unrepresented Confidential	
Unrepresented Management	
POA	\$108.33 monthly
Contracted Employees	N/A
Supervisors, Professional, Technical	
Unrepresented Police Commander	
City of Indio	
Bargaining Unit	Benefit
Mgmt, Conf, Unrep	Employees must obtain a passing score (as determined by the City) on a proficiency examination established by the City in order to be certified as Spanish translator. The employee shall receive an additional stipend compensation of seventy-five dollars (\$75.00) per pay period above the employee's regular compensation during the period of such designation as translator, providing the employee is performing all the significant duties of the special assignment.
ICEA	This provision shall apply only to those positions that are departmentally designated as certified Spanish translators. Employees must obtain a passing score (as determined by the City) on a proficiency examination established by the City in order to be certified as a Spanish translator. The employee shall receive an additional stipend compensation of Seventy-five Dollars (\$75.00) per pay period above the employee's regular compensation during the period of such designation as translator, providing the employee is performing all the significant duties of the special assignment.
SEIU	
IPOA	
IWAEA	

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PCU	This provision shall apply only to the Sergeant level positions that are Departmentally designated and certified Spanish translators. Employees must pass a proficiency examination established by the City in order to be certified as a Spanish translator. The employee shall receive additional compensation of seventy-five (\$75.00) dollars per pay period.
At-Will	N/A
City of Palm Desert	
Bargaining Unit	Benefit
All Employees	\$25 per pay period
City of Palm Springs	
Bargaining Unit	Benefit
Police Management Association	\$125 monthly speaking and listening
Police Officer Association	\$125 monthly writing
Public Employees Association	\$250 maximum
Executive and Management Association	\$125 monthly speaking and listening \$125 monthly writing
City Manager	\$250 maximum Eligible for Educational Incentive or Bilingual Pay, no combination
County of Imperial	
Bargaining Unit	Benefit
Management Bargaining Unit Department Heads Unrepresented	N/A
Confidential Professional Employees	
Public Safety Supervisory Unit	
Public Safety Managers Association	
Professional Employee Group Working Supervisors Teamsters	\$30 per pay period
Sheriff's Association	

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County of San Diego	
Bargaining Unit	Benefit
Deputy Sheriffs' Association	\$75 biweekly for positions requiring 40+ hours bilingual skills
SEIU Clerical, Public Service, Professional, Middle Management	\$60 biweekly for positions requiring 40+ hours bilingual skills. \$30 biweekly for positions requiring <39 hours bilingual skills. \$72 biweekly for positions requiring 40+ hours bilingual skills for adult protective services/child welfare. \$70 biweekly for positions requiring <39 hours bilingual skills for adult protective services/child welfare.
Teamsters Crafts Teamster Construction, Maintenance, Operations & Repair	\$60 biweekly for positions requiring 40+ hours bilingual skills. \$30 biweekly for positions requiring <39 hours bilingual skills.
Sheriffs' Management	N/A
Confidential Employees	
Confidential Management Management	
Unclassified Management	
Unrepresented / Executive	
Imperial Irrigation District	
Bargaining Unit	Benefit
Salaried/Confidential	N/A
Professional Salaried Association	
IBEW	
Executive and Executive/Confidential	

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Call-Back Pay	
City of Imperial	
Bargaining Unit	Benefit
Teamsters	Call back overtime work will be for a minimum of three (3) hours and will be paid at the appropriate overtime rate exclusive of the "standby" overtime pay. The employee(s) will be entitled to one call-back pay per day at the three (3) hour overtime rate with any additional call back pay to the time actually worked.
Unrepresented MSPC	N/A
Contract	
IPOA	
City of Brawley	
Bargaining Unit	Benefit
Contract	N/A
Mgmt, Conf, Unrep	
Teamsters	All classifications shall be entitled to two (2) hour minimum for reporting to work after the completion of a normal work day, which will be computed at time and one half after 40 hours have been worked in any work week.
BPSEA	If an employee is required to return to their place of employment after completing a normal workday, the employee shall receive overtime pay for a minimum of 3 hours at time and one-half. The employee shall have the option of taking comp time in lieu of callback pay and them employee called back will remain on duty if requested by the Chief of Police or their designee.
BPSA	
City of Calexico	
Bargaining Unit	Benefit
CMEA	An employee who has been released from work and has left the work premises and who has not been scheduled, shall, if he/she is called back to duty, be paid a minimum of 2 hours. If the actual time traveling to and working a call-back to duty exceeds 2 hours, the employee is entitled to receive 4 hours pay. If the actual time traveling to and working a call-back to duty exceeds 4 hours, the employee is entitled to 6 hours
Unrepresented	

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CPOA Non Sworn	pay. Call back time is paid at 1.5 times. Travel time shall be compensated accordingly only if travel time is within the County of Imperial.
SEIU	A unit member who has been released from duty and has left work premises shall, if they are called back to duty, be paid a minimum of two hours. If the actual time traveling to and working a call back to duty exceed 2 hours, the employee is entitled to receive pay for actual time. The first hour of a call is paid at double time. Call back time actually worked after the first hour is paid at 1.5 time. Travel time shall be compensated accordingly only if travel time is within the County of Imperial.
CPOA Sworn	
Contract	
Supervisory	N/A
CMA	
City of Coachella	
Bargaining Unit	Benefit
Teamsters Misc	In an employee is contacted, any call lasting longer than 10 minutes will be compensated at least one hour call out pay. If an employee actually works more than two hours call out on any day they will be paid for 4 hours. If they work more than 4 hours call out on any day they shall receive 8 hours pay. The minimum hour provision in this section shall be paid once for any 24 hour day beginning at 12:01 am and ending the following midnight.
Conf Mid Mgmt	N/A
Contract	
Mgmt	
City of El Centro	
Bargaining Unit	Benefit
General Employees	Any employee who has been released from work and is called back to duty shall be paid for the time actually worked of 3 hours, whichever is greater, at one and one half times the employees regular rate of pay. Whenever an employee is called out multiple times within a three hour period, the additional call outs within those three hours will count as one call out for call back pay purposes.

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Certified Operators	Any employee who has been released from work and is called back to duty shall be paid for the time actually worked of 3 hours, whichever is greater, at one and one half times the employees regular rate of pay. Whenever an employee is called out multiple times within a two hour period, the additional call outs within those two hours will count as one call out for call back pay purposes.
Supervisors, Professional, Technical	Employees classified as non-exempt pursuant to FLSA who has been released from work and is called back to duty shall be paid for the time required to return to the work site in addition to the time actually worked. The total time of such pay shall not be less than 3 hours and shall be paid at one and one half times the employees regular rate of pay.
POA	Police Officers shall be paid for 2 hours of work at their regular rate of pay in addition to the time the employee actually works. Police Sergeants and Public Safety Dispatchers I II and Lead shall be paid for 3 hours of work at their regular rate of pay in addition to the time the employee actually works.
Contracted Employees	N/A
Unrepresented Confidential	
Unrepresented Management	
Unrepresented Police Commander	
City of Indio	
Bargaining Unit	Benefit
Mgmt, Conf, Unrep	For non-FLSA exempt employees, emergency call-back is differentiated from call-back from a standby status in that an employee is not required to be on standby but may be contacted under emergency circumstances on a "per chance" basis. "Per chance" means if the employee happens to be available when contacted, the method of contact is not being defined. Any employee who is recalled to active duty from off-duty status shall be entitled to overtime pay at the rate of one and one half (1- 1/2) times the employee's regular rate of pay for the time actually worked after reporting to the place of duty, or to three (3) hours pay at the employee's normal hourly wage rate, whichever is greater. This provision shall only be applicable for employees whose regular work shift has been completed and who have left the City premises and/or work location. It shall not apply to employees who are continuing on duty.

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ICEA	Emergency call-back is differentiated from being called back from standby status in that an employee is not required to be on standby but may be contacted under emergency circumstances on a "per chance" basis. "Per chance" means if the employee happens to be available when contacted, the method of contact not being defined. Any employee who is recalled to active duty from off-duty status shall be entitled to overtime pay at the rate of one and one half (1-1/2) times the employee's regular rate of pay for the time actually worked after reporting to the place of duty, or to three (3) hours pay at the employee's normal hourly wage rate, whichever is greater.
SEIU	This provision shall only be applicable for employees whose regular work shift is completed and who have left the City premises and/or work location. It shall not apply to employees who are continuing on duty.
IWAEA	Emergency call back occurs when an off-duty employee is actually notified he or she needs to return to work due to emergency circumstances. Employee shall be paid beginning from the time of notification, at time and one-half the employee's adjusted hourly rate of pay, with a minimum of two hours. Employees must respond to work within a reasonable period of time of notification. Only the Chief of Police and/or Assistant Police Chief shall authorize emergency call backs. An "emergency" callback may be authorized for a staffing shortage. This provision shall only be applicable to employees whose regular work shift is completed prior to the call back, and does not apply to employees who are "held over" from their regular duty shift.
IPOA	Emergency call-back is differentiated from call-back from a standby status in that an employee is not required to be on standby but may be contacted under emergency circumstances on a "per chance" basis. "Per chance" means if the employee happens to be available when contacted, the method of contact not being defined. When an employee is notified to work under emergency call-back, compensation for time worked will begin at time of notification to report for work with the understanding that the employee report for work in a reasonable time. Emergency callback shall be compensated with a minimum payment of two (2) hours at one and one-half (1½) times the employee's "adjusted" rate. This provision shall be applicable to Police Sergeants whose regular work shift is completed and who have left the City premises and/or work location. It shall not apply to employees who are continuing on duty.
PCU	N/A
At-Will	N/A
City of Palm Desert	

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Bargaining Unit	Benefit
All Employees	<p>When a nonexempt employee is called back to return to the worksite for duty during off hours, such employee shall receive a minimum of two hours plus time worked in excess of two hours for each time the employee is called back to the worksite. Such employee shall be compensated by a payment at the rate of one and one-half times the employee's regular rate of pay in the workweek that callback duty incurred.</p> <p>When a nonexempt employee is called back to resolve work-related requests without having to return to the worksite duty during off hours, such employee shall receive a minimum of 2-hours for the first call and any other calls made and received during the 2-hour time from the first call, at the rate of one and one-half (1 ½) time the employee's base hourly rate plus time worked in excess of the 2-hours.</p> <p>For calls received after the 2-hour from the first call has expired the employee shall receive a minimum of thirty minutes at the rate of one and one-half (1½) times the employee's base hourly rate plus time worked in excess of thirty minutes for each time the employee is called back off-site to resolve a work-related request. The 2-hours and each 30 minutes off site call back could be for the same or different events.</p>
City of Palm Springs	
Bargaining Unit	Benefit
Police Officer Association	<p>When an employee is called back to work while off duty, the employee shall receive a minimum of four (4) hours pay or four (4) hours of compensatory time. Employees who are called in to work less than four (4) hours prior to the start time of their regularly scheduled shift shall receive pay for the time actually worked.</p>
Public Employees Association	<p>An employee called back to work while not on standby shall be paid both travel time (actual travel time up to a maximum of one hour) and a minimum of two (2) hours per incident, (from when the employee arrives at the work location) at one and one-half (1 1/2) times such employee's regular hourly rate.</p>
Police Management Association	N/A
Executive and Management Association	
City Manager	

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County of Imperial		
Bargaining Unit	Benefit	
Management Bargaining Unit Department Heads Unrepresented	N/A	
Confidential Professional Employees Professional Employee Group Working Supervisors Teamsters		
Sheriff's Association Public Safety Supervisory Unit Public Safety Managers Association		
County of San Diego		
Bargaining Unit		Benefit
Deputy Sheriffs' Association SEIU Clerical, Public Service, Professional, Middle Management	3 hours minimum at time-and-one-half	
Teamsters Crafts Teamster Construction, Maintenance, Operations & Repair		
Sheriffs' Management Confidential Employees Confidential Management Management		N/A
Unclassified Management Unrepresented / Executive		
Imperial Irrigation District		
Bargaining Unit	Benefit	
IBEW Salaried/Confidential Professional Salaried Association	Non-exempt employees called out for unscheduled work shall be paid a minimum of one and one-half (1½) hours at the overtime pay rate even if the overtime lasted less than one and one-half (1½) hours and/or the one and one half (1½) hours overlaps into the regularly scheduled work hours.	

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Executive and Executive/Confidential	N/A
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Certification Pay	
City of Imperial	
Bargaining Unit	Benefit
Teamsters	Classifications covered by this agreement who obtain a grade or grades above the requirement for their position shall receive \$25 per pay period for each such grade not to exceed \$75 per pay period Classifications include; Operators in Water and/or Wastewater and General Maintenance Worker I, II, and III.
IPOA	Intermediate POST - \$150/pay period; \$325/month Advanced POST - \$225/pay period; \$487.5/month
Unrepresented MSPC Contract	N/A
City of Brawley	
Bargaining Unit	Benefit
BPSEA	Intermediate POST - 2.5%
BPSA	Advanced POST - 5%
Contract	
Mgmt, Conf, Unrep Teamsters	N/A
City of Calexico	
Bargaining Unit	Benefit
SEIU	Upon attaining a higher treatment operator certification, but no more than 2 higher certifications from the minimum certifications required for the position, from the State of California, all unit members shall be advanced to the appropriate range, salary adjustment equal to 5% of base salary, up to 10% for that level of classification, for so long as the employee maintains the valid higher certification. Upon attaining a Distribution, Lab Technician, of Collection certificate from the State of California or the CWEA and required by the department, a bargaining unit member will be paid a salary adjustment equal to 5% up to 10% of base salary for each certification, but no more than 2 higher certifications from the minimum certification required for the position. 10% maximum.
Supervisory	The City agrees to pay a stipend equal to 5% of base salary pay increase to a member for Water and Wastewater operator certifications required by the Department over that required by the State and Federal agencies, for so long as the employee maintains the valid higher certification.
CMEA Contract Unrepresented CMA CPOA	N/A
City of Coachella	
Bargaining Unit	Benefit
Teamsters Misc	Treatment Plant Operator I II III and Water Service Worker I II III will receive monthly compensation for the following certifications only if they are not already a requirement per their job description: \$25/month per certificate for Collections Grade II, Wastewater Treatment II, or Distribution II \$35/month, per certificate for Collections Grade III, Wastewater Treatment III, or Distribution III.
Conf Mid Mgmt Contract Mgmt	N/A

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City of El Centro	
Bargaining Unit	Benefit
General Employees	Pool Operator or Playground Inspector Certificate - \$30/pay period Equipment Mechanic with 3 certifications in ASE for heavy trucks, automobiles, and AWS welding or AC Refrigerant Recovery and Recycling - 0.50/hr increase Equipment Mechanic with Hybrid and or CNG Certification - \$20/pay period Building Maintenance Mechanic - Air Conditioning Certification - \$30/pay period; Electrical Certification - \$30/pay period Underground Utilities and Utilities Field Representative - Water Distribution Grade III - 2%
Certified Operators	Water Treatment Operators who maintain a Distribution and or Treatment certification higher than the certification required by the classification that the employee occupies shall be eligible for additional compensation as follows: Higher Distribution Certification - 4% base salary Higher Treatment Certification - 4% of base salary Both Higher Distribution and Treatment - 8% base salary Wastewater Treatment Operators who maintain a Higher operator certification or a California Water Environmental Association Technologist Certification higher than the certification required by the classification that the employee occupies shall be eligible for additional compensation as follows: Higher Operator Certification - 4% base salary CWEA Technical Certification - 4% base salary Both Higher Operator and CWEA Technologist Certification - 8% base salary. Certified Water Distribution Operators who hold a higher distribution certification than required by the job classification - 4% of base pay.
Unrepresented Police Commander	BA/BS Degree - \$75/pay period MA/MS Degree - \$100/pay period Degree + Either Supervisory POST or Management POST - \$150/pay period (\$250 per period max incentive pay)
POA	Degree AND POST Intermediate - \$100/pay period POST Advanced - \$150/pay period POST Supervisor - \$150/pay period (max education/cert pay - \$250/pay period) Police Dispatchers who hold an Emergency Medical Dispatch - \$50/pay period
Contracted Employees	
Supervisors, Professional, Technical	
Unrepresented Confidential	N/A
Unrepresented Management	
City of Indio	
Bargaining Unit	Benefit
Mgmt, Conf, Unrep	Police Dispatch Supervisor: Advanced POST - 11.25%; Advanced and Supervisory POST - 13.5%
IPOA	Intermediate POST - 7.5% Advanced POST - 12.5%
PCU	Intermediate POST - 7.5% Advanced OR Supervisory POST - 12.5% Advanced AND Supervisory POST - 15%
ICEA	
SEIU	
At-Will	N/A
IWAEA	
City of Palm Desert	

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Bargaining Unit	Benefit
All Employees	N/A
City of Palm Springs	
Bargaining Unit	Benefit
Police Management Association	5% Management POST (total of 9% Management POST and master's)
Public Employees Association	2.5% Building Inspectors - ICC Building Inspector Code Compliance Officers - CACEO and ICC Fleet Maintenance Technician III & IV - California Fire Mechanic Permit Center Technicians - ICC
Executive and Management Association City Manager	5% for maintaining a related professional certification requiring continuing education hours or retesting
Police Officer Association	N/A
County of Imperial	
Bargaining Unit	Benefit
Sheriff's Association	2.5% Intermediate POST
Public Safety Supervisory Unit	2.5% Advanced POST
Management Bargaining Unit Department Heads Unrepresented	N/A
Confidential Professional Employees	
Professional Employee Group	
Working Supervisors	
Teamsters	
Public Safety Managers Association	
County of San Diego	
Bargaining Unit	Benefit
Deputy Sheriffs' Association	5.0% Intermediate POST for Deputy Sheriff and Sheriff's Sergeant 11.5% Intermediate and Advanced POST for Deputy Sheriff and Sheriff's Sergeant 9.0% Intermediate and Advanced POST for Sheriff's Lieutenant 14.0% Intermediate, Advanced, and Management POST for Sheriff's Lieutenant
Sheriffs' Management	15% Management POST for Sheriff Captain and Sheriff's Commander
SEIU Clerical, Public Service, Professional, Middle Management	5% Registered Civil Engineer, Registered Mechanical Engineer, Architect for Assistant Engineer, Architect for Landscape Architect, California State Land Surveyor License for Junior Surveyor or Assistant Surveyor; Environmental Health Specialist for Environmental Health Specialist I, Environmental Health Specialist II, Environmental Health Specialist III, Supervising Environmental Health Specialist 5% State Certification in Industrial Hygiene for Supervising Industrial Hygienist, Industrial Hygienist III, Industrial Hygienist I, Industrial Hygienist II 10% American Board Certification for related medical specialty for Medical Consultant, Radiologist, Pediatrician, Senior Physician, Physician, Psychiatrist, Psychiatric Resident, and Psychiatrist Specialist 15% American Board Certification for related medical sub-specialty for Medical Consultant, Senior Physician, Physician, Psychiatric Resident, Psychiatrist, and Psychiatrist Specialist \$50 biweekly Advanced Property Tax Appraiser Certificate for Appraiser IV, Appraiser III, Appraiser II, Appraiser I, Supervising Appraiser I, Supervising Appraiser II, Audit Appraiser III, Audit Appraiser II, Audit Appraiser I, Supervising Audit Appraiser, and Audit Appraiser IV

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Teamsters Crafts	One-time \$25 Asbestos Handling Certification 25¢ each hour for each ASE Certification for Fleet Technicians, \$3 each hour maximum
Teamster Construction, Maintenance, Operations & Repair	
Confidential Employees	N/A
Confidential Management Management	
Unclassified Management Unrepresented / Executive	
Imperial Irrigation District	
Bargaining Unit	Benefit
Salaried/Confidential	N/A
Professional Salaried Association	
IBEW	
Executive and Executive/Confidential	

Education Incentive	
City of Imperial	
Bargaining Unit	Benefit
IPOA	BA/BS Degree - \$75 per pay period; \$162.50/month MA/MS Degree - \$150 per pay period; \$325/month
Teamsters	N/A
Unrepresented MSPC	
Contract	
City of Brawley	
Bargaining Unit	Benefit
Mgmt, Conf, Unrep	2.5% with BA/BS beyond the MQs of the classification
Contract	N/A
Teamsters	
BPSEA	
BPSA	
City of Calexico	
Bargaining Unit	Benefit
CMEA	5% after completion of an AA or AS degree with a grade of "C" or better. 5% after completion of a BA or BS degree. 10% is max incentive pay.
SEIU	
Supervisory	
Unrepresented	
CPOA	
Contract	N/A
CMA	
City of Coachella	
Bargaining Unit	Benefit
Teamsters Misc	N/A
Conf Mid Mgmt	
Contract	
Mgmt	

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City of El Centro	
Bargaining Unit	Benefit
General Employees	An employee who has attained or who attains a higher level of education than is required for their position, as certified by the Director of HR, shall receive educational incentive pay in the following: AA/AS Degree - \$50/pay period BA/BS Degree - \$75/pay period MA/MS Degree - \$100/pay period
Certified Operators	
Supervisors, Professional, Technical	
Unrepresented Confidential	
Unrepresented Management	
Unrepresented Police Commander	BA/BS Degree - \$75/pay period MA/MS Degree - \$100/pay period Degree + Either Supervisory POST or Management POST - \$150/pay period (\$250 per period max incentive pay)
POA	AA/AS Degree - \$50/pay period BA/BS Degree - \$75/pay period MA/MS Degree \$100/pay period
Contracted Employees	N/A
City of Indio	
Bargaining Unit	Benefit
ICEA	Employees whose jobs do not require but have earned an Associate of Arts degree will be entitled to a two and one-half percent (2.5%) increase of base pay (non-cumulative). Employees who jobs do not require but have earned a Bachelor of Arts or Bachelor of Science degree will be entitled to a five percent (5%) increase of base pay (non-cumulative).
SEIU	Employees whose jobs do not require but have earned an Associate of Arts degree will be entitled to a two and one-half percent (2.5%) increase of base pay and employees whose jobs do not require but have earned a Bachelor of Arts or Science degree will be entitled to a five percent (5%) increase of base pay. The degree must be earned while employed in the City (those employees who have degrees as of the signing of this agreement and whose jobs do not require one, will be entitled to the additional pay). Additionally, the degree must be in a major which the department head determines bears a reasonable relationship to the duties regularly performed in the job classification. The decision of the department head shall be final and shall not be subject to administrative review.
PCU	Effective January 13, 2024, employees who posses or earn a Bachelor of Arts or Science degree, will receive an annual \$4,000 payment, dispersed throughout the year in equal amounts per pay period. Employees who earn a Master's degree, will receive an annual \$6,000 payment, dispersed throughout the year in equal amounts per pay period. Employees with a Master's degree will only receive a \$6,000 payment; the pay is not stackable with the Bachelor's degree payment. The degree must be from an accredited college according to Western Association of Schools and Colleges or equivalent accrediting agency, and will enhance the employee's performance of job duties, as determined and approved by the Chief of Police and Human Resources.

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IWAEA	Employees whose jobs do not require but have earned an Associate of Arts degree will be entitled to a two and one-half percent (2.5%) increase of base pay (non-cumulative). Employees who jobs do not require but have earned a Bachelor of Arts or Bachelor of Science degree will be entitled to a five percent (5%) increase of base pay (non-cumulative).
At-Will	N/A
Mgmt, Conf, Unrep	
IPOA	
City of Palm Desert	
Bargaining Unit	Benefit
All Employees	N/A
City of Palm Springs	
Bargaining Unit	Benefit
Police Management Association	3% BA/BS or 5% master's degree (total of 9% for master's and Management POST)
Police Officer Association	1.5% AA/AS 3.0% BA/BS 3.0% Maximum
Public Employees Association	5% master's degree
Executive and Management Association City Manager	5% master's degree (eligible for Educational Incentive or Bilingual Pay, no combination)
County of Imperial	
Bargaining Unit	Benefit
Management Bargaining Unit Department Heads Unrepresented	N/A
Confidential Professional Employees Professional Employee Group Working Supervisors Teamsters	
Sheriff's Association Public Safety Supervisory Unit	
Public Safety Managers Association	

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County of San Diego	
Bargaining Unit	Benefit
Deputy Sheriffs' Association	5% BA/BS and 4 years of service for Deputy Sheriff-Detentions/Court Services, Sheriff's Detention Lieutenant, Sheriff's Sergeant-Detentions
Sheriffs' Management	10% BA/BS for Sheriff's Detention Captain, Sheriff's Detention Commander
SEIU Clerical, Public Service, Professional, Middle Management	\$50 biweekly Master of Social Work for Aging Program Specialist, Adult Protective Services Specialist, Senior Adult Protective Services Specialist, Adult Protective Services Supervisor, Protective Services Supervisor, Social Work Supervisor (performing adult protective services or children welfare services) \$50 biweekly Master of Library Science for Librarian Substitute, Librarian
Teamsters Crafts Teamster Construction, Maintenance, Operations & Repair Confidential Employees	N/A
Confidential Management Management	
Unclassified Management Unrepresented / Executive	
Imperial Irrigation District	
Bargaining Unit	Benefit
Salaried/Confidential Professional Salaried Association IBEW	N/A
Executive and Executive/Confidential	

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