



take center stage

Classification & Compensation Plan for Fiscal Year 2024-2025, Effective as of 7/01/2024 (Updated after June 19, 2024, City Council meeting) UPDATED July 22, 2024 Job Classes	Current Grade	New Grade	Monthly Salary (Includes salary and market adjustments)		Unit
			Min \$	Max \$	
Accountant	230		\$6,538.36	\$9,660.16	CONF
Accounting Technician I	129		\$3,950.91	\$5,837.31	ICEA
Accounting Technician II	149		\$4,365.31	\$6,449.56	ICEA
Administrative Assistant	150		\$4,387.17	\$6,481.84	ICEA
Assistant City Manager	998		\$15,011.16	\$22,750.00	At-Will
Asst. Gen. Mgr./Eng. & Water Resources	323		\$10,397.09	\$15,361.25	MGMT
Assistant Engineer	222		\$6,596.76	\$9,746.45	SEIU
Assistant Director Finance	323		\$10,397.09	\$15,361.25	MGMT
Assistant Planner	196		\$5,794.45	\$8,561.04	SEIU
Assistant Police Chief (1)	994		\$12,022.81	\$17,763.88	At-Will
Associate Engineer	242		\$7,288.70	\$10,768.72	SEIU
Associate Planner	216		\$6,402.26	\$9,459.03	SEIU
Beautification Worker	121		\$3,796.36	\$5,608.98	ICEA
Building Inspector I	183		\$5,430.64	\$8,023.53	SEIU
Building Inspector II	203		\$6,000.30	\$8,865.20	SEIU
Building Inspector III	211		\$6,244.54	\$9,226.01	SEIU
Building Inspector Supervisor	218		\$6,158.48	\$9,098.89	MGMT
Chief Building Official	340		\$10,363.63	\$15,311.80	At-Will
Chief of Police (1)	997		\$13,963.85	\$19,648.48	At-Will
City Clerk Specialist	168		\$4,799.25	\$7,090.67	UNREP
City Engineer	993		\$11,450.73	\$16,917.98	At-Will
City Manager	529		\$25,416.67, By Contract		Exec
Code Enforcement Aide	94		\$3,318.07	\$4,902.30	ICEA
Code Enforcement Manager	281		\$8,432.13	\$12,458.11	MGMT
Code Enforcement Officer I	154		\$4,475.59	\$6,612.48	ICEA
Code Enforcement Officer II	174		\$4,945.03	\$7,306.10	ICEA
Code Enforcement Supervisor	218		\$6,158.48	\$9,098.89	MGMT
Code Enforcement Technician	114		\$3,666.10	\$5,416.48	ICEA
Community Improvement Aide	78		\$3,063.58	\$4,526.31	ICEA
Community Program Administrator	218		\$6,158.48	\$9,098.89	UNREP
Community Program Aide	23		\$2,328.60	\$3,440.42	P/T
Community Program Assistant	121		\$3,796.36	\$5,608.98	ICEA
Community Service Officer I	113		\$3,737.10	\$5,521.39	IPOA
Community Service Officer II	133		\$4,129.11	\$6,100.57	IPOA
Community Services Manager	281		\$8,432.13	\$12,458.11	MGMT
Crime Analyst I	133		\$4,129.11	\$6,100.57	IPOA
Crime Analyst II	153		\$4,562.23	\$6,740.49	IPOA
Crime Scene Specialist	173		\$5,040.78	\$7,447.52	IPOA
Deputy City Clerk	187		\$5,276.28	\$7,795.46	UNREP
Deputy City Manager	996		\$13,585.99	\$19,116.86	At-Will
Development Services Manager	300		\$9,270.27	\$13,696.38	MGMT
Director of Community Development	995		\$12,925.00	\$19,096.17	At-Will
Director of City Clerk Services	993		\$11,450.73	\$16,917.98	At-Will
Director of Economic Development	995		\$12,925.00	\$19,096.17	At-Will
Director of Finance	995		\$12,925.00	\$19,096.17	At-Will
Director of HR& Risk Mgmt.	995		\$12,925.00	\$19,096.17	At-Will
Director of Information Technology	993		\$11,450.73	\$16,917.98	At-Will
Director of Public Works	995		\$12,925.00	\$19,096.17	At-Will
Division Chief of Support Services	333		\$10,928.79	\$16,146.80	MGMT
Economic Development Manager	300		\$9,270.27	\$13,696.38	UNREP
Emergency Operations Center Mgr.	281		\$8,432.13	\$12,458.11	UNREP
Engineering Technician I	141		\$4,194.56	\$6,197.31	ICEA
Engineering Technician II	161		\$4,634.57	\$6,847.36	ICEA
Enterprise Application Engineer	268		\$8,297.88	\$12,259.76	SEIU



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Environmental Programs Coordinator	258		\$7,518.28	\$11,107.91	UNREP
Equipment Operator I	138		\$4,132.28	\$6,105.27	ICEA
Equipment Operator II	158		\$4,565.74	\$6,745.67	ICEA
Event Coordinator	208		\$5,858.88	\$8,656.27	UNREP
EXEC Assistant to the Chief of Police	218		\$6,158.48	\$9,098.89	CONF
EXEC Assistant to the City Manager	200		\$5,629.71	\$8,317.66	CONF
Facilities Maintenance Worker I	121		\$3,796.36	\$5,608.98	ICEA
Facilities Maintenance Worker II	141		\$4,194.56	\$6,197.31	ICEA
Finance Analyst	218		\$6,158.48	\$9,098.89	CONF
Finance Manager	300		\$9,270.27	\$13,696.38	MGMT
Finance Technician I	129		\$3,950.91	\$5,837.31	ICEA
Finance Technician II	149		\$4,365.31	\$6,449.56	ICEA
Fleet Mechanic I	146		\$4,300.52	\$6,353.85	ICEA
Fleet Mechanic II	166		\$4,751.62	\$7,020.35	ICEA
Fleet Mechanic Supervisor	228		\$6,797.11	\$10,042.43	SEIU
Fleet Services Operations Manager	281		\$8,432.13	\$12,458.11	MGMT
General Manager, Indio Water Authority	998		\$15,011.16	\$22,750.00	At-Will
GIS Coordinator	204		\$6,030.32	\$8,909.52	SEIU
GIS Technician	161		\$4,634.57	\$6,847.36	ICEA
Graffiti Control Worker	118		\$3,740.00	\$5,525.66	ICEA
Greeter/Receptionist	74		\$3,003.07	\$4,436.92	P/T
Housing & Neighborhood Service Manager	281		\$8,432.13	\$12,458.11	MGMT
Housing Technician	141		\$4,194.56	\$6,197.31	ICEA
Human Resources Analyst	228		\$6,473.45	\$9,564.22	CONF
Human Resources Assistant	158		\$4,565.74	\$6,745.67	CONF
Human Resources Specialist	178		\$5,044.66	\$7,453.28	CONF
Information Technology Analyst	211		\$5,947.19	\$8,786.68	CONF
Information Technology Business Analyst	231		\$6,571.03	\$9,708.44	CONF
Information Technology Support Technician	182		\$5,146.34	\$7,603.48	ICEA
Intern	84		\$3,156.63	\$4,663.78	PT
IWA Accountant	218		\$6,158.48	\$9,098.89	UNREP
IWA Accounting Technician I	128		\$3,931.24	\$5,808.23	IWAEA
IWA Accounting Technician II	148		\$4,343.63	\$6,417.53	IWAEA
IWA Accounting Technician III	168		\$4,799.25	\$7,090.67	IWAEA
IWA Senior Accounting Technician	188		\$5,302.65	\$7,834.42	IWAEA
IWA Administrative Coordinator	218		\$6,158.48	\$9,098.89	UNREP
IWA Administrative Secretary	148		\$4,343.63	\$6,417.53	IWAEA
IWA Asset Management Coordinator	218		\$6,158.48	\$9,098.89	UNREP
IWA Asset Management Supervisor	250		\$7,224.19	\$10,673.42	UNREP
Asset Management Specialist I	138		\$4,132.28	\$6,105.27	IWAEA
Asset Management Specialist II	158		\$4,565.74	\$6,745.67	IWAEA
Asset Management Specialist III	178		\$5,044.66	\$7,453.28	IWAEA
IWA Assistant Water Engineer (P/T)	211		\$5,947.19	\$8,786.68	PT
IWA Associate Water Engineer	242		\$7,288.70	\$10,768.72	SEIU
IWA Conservation and Outreach Coordinator	258		\$7,518.28	\$11,107.91	UNREP
IWA Conservation Specialist I	138		\$4,132.28	\$6,105.27	IWAEA
IWA Conservation Specialist II	158		\$4,565.74	\$6,745.67	IWAEA
IWA Conservation Specialist III	178		\$5,044.66	\$7,453.28	IWAEA
IWA Customer Service Technician I	124		\$3,853.60	\$5,693.53	IWAEA
IWA Customer Service Technician II	154		\$4,475.59	\$6,612.48	IWAEA
IWA Customer Service Supervisor	250		\$7,585.40	\$11,207.09	SEIU
IWA Customer Service Technician III	174		\$4,945.03	\$7,306.10	IWAEA
IWA Senior Customer Service Technician	194		\$5,463.74	\$8,072.43	IWAEA
IWA Data & Systems Manager	233		\$6,636.92	\$9,805.74	MGMT
IWA Engineering Water Technician I	175		\$4,969.76	\$7,342.61	IWAEA
IWA Engineering Water Technician II	195		\$5,491.06	\$8,112.82	IWAEA
IWA IT Support Technician	161		\$4,634.57	\$6,847.36	ICEA
IWA Junior Engineer	204		\$6,030.32	\$8,909.52	SEIU
IWA Management Analyst	188		\$5,302.65	\$7,834.42	UNREP
IWA Office Assistant	104		\$3,487.73	\$5,152.98	IWAEA
IWA Operations Manager	332		\$10,874.43	\$16,066.51	MGMT
IWA Operations Supervisor	250		\$7,585.40	\$11,207.09	SEIU



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IWA Principal Water Engineer	292		\$8,907.67	\$13,160.68	MGMT
IWA Water Project Construction Manager	271		\$8,021.90	\$11,852.00	MGMT
IWA Senior Accounting Technician	168		\$4,799.25	\$7,090.67	IWAEA
IWA Senior Water Mgmt. Analyst	240		\$6,872.74	\$10,154.16	UNREP
IWA Senior Water Operations Inspector	245		\$7,046.26	\$10,410.52	IWAEA
IWA Senior Water Treatment Plant Operator	237		\$6,770.66	\$10,003.36	IWAEA
IWA Senior Water Utility Specialist	223		\$6,314.01	\$9,328.68	IWAEA
IWA Water Conservation Specialist I	138		\$4,132.28	\$6,105.27	IWAEA
IWA Water Conservation Specialist II	158		\$4,565.74	\$6,745.67	IWAEA
IWA Water Operations Inspector I	204		\$5,743.16	\$8,485.26	IWAEA
IWA Water Operations Inspector II	225		\$6,377.30	\$9,422.21	IWAEA
IWA Water Production & Treatment Super.	250		\$7,585.40	\$11,207.09	SEIU
IWA Water Programs Specialist	178		\$5,044.66	\$7,453.28	IWAEA
IWA Water Resource & Conserv. Manager	332		\$10,874.43	\$16,066.51	MGMT
IWA Water Services Supervisor	228		\$6,797.11	\$10,042.43	SEIU
IWA Water Treatment Plant Operator I	177		\$5,019.58	\$7,416.22	IWAEA
IWA Water Treatment Plant Operator II	197		\$5,546.11	\$8,194.09	IWAEA
IWA Water Treatment Plant Operator III	217		\$6,127.85	\$9,053.63	IWAEA
IWA Water Treatment & Prod. Super.	250		\$7,585.40	\$11,207.09	SEIU
IWA Water Utility Specialist I	183		\$5,172.04	\$7,641.45	IWAEA
IWA Water Utility Specialist II	203		\$5,714.58	\$8,443.05	IWAEA
IWA Water Utility Worker I	153		\$4,453.30	\$6,579.54	IWAEA
IWA Water Utility Worker II	173		\$4,920.41	\$7,269.70	IWAEA
IWA Water Utility Worker III	193		\$5,436.53	\$8,032.23	IWAEA
IWA Senior Water Utility Worker I	213		\$6,006.83	\$8,874.82	IWAEA
IWA Senior Water Utility Worker II	233		\$6,636.92	\$9,805.74	IWAEA
Management Assistant	190		\$5,355.81	\$7,912.98	UNREP
Management Analyst	220		\$6,220.24	\$9,190.12	UNREP
Manager of Engineering & Water Resources	311		\$9,793.07	\$14,468.84	MGMT
Manager of Finance & Customer Service	281		\$8,432.13	\$12,458.11	MGMT
Marketing Analyst		208	\$5,858.88	\$8,656.27	UNREP
Marketing & Public Information Officer	281		\$8,432.13	\$12,458.11	MGMT
Network Administrator	233		\$6,968.76	\$10,296.04	SEIU
Office Assistant	104		\$3,487.73	\$5,152.98	ICEA
Park & Landscape Inspector I	148		\$4,343.63	\$6,417.53	ICEA
Park & Landscape Inspector II	163		\$4,681.02	\$6,916.00	ICEA
Park & Landscape Superintendent	206		\$5,800.70	\$8,570.29	UNREP
Park & Landscape Supervisor	231		\$6,571.03	\$9,708.44	SEIU
Parks & Facilities Manager	266		\$7,824.32	\$11,560.10	MGMT
Parks & Facilities Project Coordinator	201		\$5,657.86	\$8,359.24	UNREP
Payroll Coordinator	195		\$5,491.06	\$8,112.82	CONF
Payroll Specialist	169		\$4,823.23	\$7,126.10	CONF
Permit Technician I	140		\$4,173.71	\$6,166.49	ICEA
Permit Technician II	160		\$4,611.52	\$6,813.32	ICEA
Planning Technician I	141		\$4,194.56	\$6,197.31	ICEA
Planning Technician II	161		\$4,634.57	\$6,847.36	ICEA
Plans Examiner	224		\$6,662.86	\$9,844.09	SEIU
Police Administrative Officer	241		\$6,907.07	\$10,204.86	MGMT
Police Corporal	231		\$6,731.79	\$9,945.90	IPOA
Police Dispatch Supervisor	218		\$6,158.48	\$9,098.89	MGMT
Police Dispatcher I	133		\$4,129.11	\$6,100.57	IPOA
Police Dispatcher II	153		\$4,562.23	\$6,740.49	IPOA
Police Lieutenant	331		\$13,473.92	\$16,377.63	PCU
Police Officer	211		\$6,653.20	\$9,361.72	IPOA
Police Officer Trainee	184		\$5,197.92	\$7,679.69	MCU
Police Sergeant	286		\$10,765.12	\$13,085.11	PCU
Police Training Specialist	164		\$4,704.44	\$6,950.63	UNREP
Principal Civil Engineer	312		\$9,842.06	\$14,541.21	MGMT
Principal Human Resources Analyst	281		\$8,432.13	\$12,458.11	CONF
Principal Planner	284		\$8,559.24	\$12,645.92	UNREP
Principal Water Management Analyst	258		\$7,518.28	\$11,107.91	UNREP
Project Construction Manager	271		\$8,021.90	\$11,852.00	MGMT



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Property & Evidence Officer I	133		\$4,129.11	\$6,100.57	IPOA
Property & Evidence Officer II	153		\$4,562.23	\$6,740.49	IPOA
Public Arts Analyst	248		\$7,152.50	\$10,567.51	UNREP
Public Works Administrative Coordinator	218		\$6,158.48	\$9,098.89	UNREP
Public Works Manager	271		\$8,021.90	\$11,852.00	MGMT
Public Works Inspector I	185		\$5,223.89	\$7,718.03	ICEA
Public Works Inspector II	205		\$5,771.86	\$8,527.69	ICEA
Records Specialist I	94		\$3,318.07	\$4,902.30	ICEA
Records Specialist II	114		\$3,666.10	\$5,416.48	ICEA
Records Supervisor	169		\$4,823.23	\$7,126.10	MGMT
Senior Accountant	250		\$7,224.19	\$10,673.42	UNREP
Senior Accounting Technician	168		\$4,799.25	\$7,090.67	ICEA
Senior Administrative Assistant	195		\$5,491.06	\$8,112.82	ICEA
Senior Building Permit Technician	168		\$5,039.22	\$7,445.20	SEIU
Senior Code Enforcement Officer	194		\$5,463.74	\$8,072.43	ICEA
Senior Economic Development Analyst	244		\$7,011.20	\$10,358.75	UNREP
Senior Engineer	282		\$8,474.28	\$12,520.39	UNREP
Senior Equipment Operator	178		\$5,044.66	\$7,453.28	ICEA
Senior Facilities Maintenance Worker	178		\$5,044.66	\$7,453.28	ICEA
Senior Finance Technician	188		\$5,302.65	\$7,834.42	CONF
Senior Fleet Mechanic	186		\$5,250.01	\$7,756.63	ICEA
Senior Management Analyst	240		\$6,872.74	\$10,154.16	UNREP
Senior Permit Technician	168		\$4,799.25	\$7,090.67	IWAEA
Senior Planner	244		\$7,011.20	\$10,358.75	UNREP
Senior Records Specialist	134		\$4,050.64	\$5,984.65	ICEA
Senior Traffic Signal Technician	218		\$6,158.48	\$9,098.89	ICEA
Senior Street Maintenance Worker	149		\$4,365.31	\$6,449.56	ICEA
Senior Water Engineer	262		\$7,669.76	\$11,331.74	UNREP
SPI Community Outreach Coordinator	186		\$5,250.01	\$7,756.63	PT
Street Maintenance Supervisor	228		\$6,797.11	\$10,042.43	SEIU
Street Maintenance Worker I	109		\$3,575.80	\$5,283.11	ICEA
Street Maintenance Worker II	129		\$3,950.91	\$5,837.31	ICEA
Supervising Plans Examiner	274		\$8,142.80	\$12,030.60	MGMT
Supervising Traffic Signal Technician	238		\$7,144.75	\$10,556.02	SEIU
System Engineer	268		\$8,297.88	\$12,259.76	SEIU
Traffic Signal Technician I	178		\$5,044.66	\$7,453.28	ICEA
Traffic Signal Technician II	198		\$5,573.85	\$8,235.10	ICEA

(1) Does not include 13.75% or 15% POST Certificate Pay

* Centered items indicate changes