

CITY OF COALINGA

Basic Pay Scale

Effective: January 1, 2025

Approved: October 5, 2023

Revised: October 5, 2023

Grade	Position	Step A	Step B	Step C	Step D	Step E	Step F
17	Annually	\$ 32,605.46	\$ 34,235.73	\$ 35,947.52	\$ 37,744.89	\$ 39,632.14	\$ 41,613.74
	Monthly	\$ 2,717.12	\$ 2,852.98	\$ 2,995.63	\$ 3,145.41	\$ 3,302.68	\$ 3,467.81
	Bi-Weekly	\$ 1,254.06	\$ 1,316.76	\$ 1,382.60	\$ 1,451.73	\$ 1,524.31	\$ 1,600.53
	Hourly	\$ 15.6757	\$ 16.4595	\$ 17.2825	\$ 18.1466	\$ 19.0539	\$ 20.0066
18	Office Assistant Human Resources Assistant						
	Annually	\$ 34,235.73	\$ 35,947.52	\$ 37,744.89	\$ 39,632.14	\$ 41,613.74	\$ 43,694.43
	Monthly	\$ 2,852.98	\$ 2,995.63	\$ 3,145.41	\$ 3,302.68	\$ 3,467.81	\$ 3,641.20
	Bi-Weekly	\$ 1,316.76	\$ 1,382.60	\$ 1,451.73	\$ 1,524.31	\$ 1,600.53	\$ 1,680.55
	Hourly	\$ 16.4595	\$ 17.2825	\$ 18.1466	\$ 19.0539	\$ 20.0066	\$ 21.0069
19	Annually	\$ 35,947.52	\$ 37,744.89	\$ 39,632.14	\$ 41,613.74	\$ 43,694.43	\$ 45,879.15
	Monthly	\$ 2,995.63	\$ 3,145.41	\$ 3,302.68	\$ 3,467.81	\$ 3,641.20	\$ 3,823.26
	Bi-Weekly	\$ 1,382.60	\$ 1,451.73	\$ 1,524.31	\$ 1,600.53	\$ 1,680.55	\$ 1,764.58
	Hourly	\$ 17.2825	\$ 18.1466	\$ 19.0539	\$ 20.0066	\$ 21.0069	\$ 22.0573
20	Annually	\$ 37,744.89	\$ 39,632.14	\$ 41,613.74	\$ 43,694.43	\$ 45,879.15	\$ 48,173.11
	Monthly	\$ 3,145.41	\$ 3,302.68	\$ 3,467.81	\$ 3,641.20	\$ 3,823.26	\$ 4,014.43
	Bi-Weekly	\$ 1,451.73	\$ 1,524.31	\$ 1,600.53	\$ 1,680.55	\$ 1,764.58	\$ 1,852.81
	Hourly	\$ 18.1466	\$ 19.0539	\$ 20.0066	\$ 21.0069	\$ 22.0573	\$ 23.1601
21	Annually	\$ 39,632.14	\$ 41,613.74	\$ 43,694.43	\$ 45,879.15	\$ 48,173.11	\$ 50,581.76
	Monthly	\$ 3,302.68	\$ 3,467.81	\$ 3,641.20	\$ 3,823.26	\$ 4,014.43	\$ 4,215.15
	Bi-Weekly	\$ 1,524.31	\$ 1,600.53	\$ 1,680.55	\$ 1,764.58	\$ 1,852.81	\$ 1,945.45
	Hourly	\$ 19.0539	\$ 20.0066	\$ 21.0069	\$ 22.0573	\$ 23.1601	\$ 24.3182
22	Annually	\$ 41,613.74	\$ 43,694.43	\$ 45,879.15	\$ 48,173.11	\$ 50,581.76	\$ 53,110.85
	Monthly	\$ 3,467.81	\$ 3,641.20	\$ 3,823.26	\$ 4,014.43	\$ 4,215.15	\$ 4,425.90
	Bi-Weekly	\$ 1,600.53	\$ 1,680.55	\$ 1,764.58	\$ 1,852.81	\$ 1,945.45	\$ 2,042.73
	Hourly	\$ 20.0066	\$ 21.0069	\$ 22.0573	\$ 23.1601	\$ 24.3182	\$ 25.5341
23	Annually	\$ 43,694.43	\$ 45,879.15	\$ 48,173.11	\$ 50,581.76	\$ 53,110.85	\$ 55,766.39
	Monthly	\$ 3,641.20	\$ 3,823.26	\$ 4,014.43	\$ 4,215.15	\$ 4,425.90	\$ 4,647.20
	Bi-Weekly	\$ 1,680.55	\$ 1,764.58	\$ 1,852.81	\$ 1,945.45	\$ 2,042.73	\$ 2,144.86
	Hourly	\$ 21.0069	\$ 22.0573	\$ 23.1601	\$ 24.3182	\$ 25.5341	\$ 26.8108

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24	Annually	\$ 45,879.15	\$ 48,173.11	\$ 50,581.76	\$ 53,110.85	\$ 55,766.39	\$ 58,554.71
	Monthly	\$ 3,823.26	\$ 4,014.43	\$ 4,215.15	\$ 4,425.90	\$ 4,647.20	\$ 4,879.56
	Bi-Weekly	\$ 1,764.58	\$ 1,852.81	\$ 1,945.45	\$ 2,042.73	\$ 2,144.86	\$ 2,252.10
	Hourly	\$ 22.0573	\$ 23.1601	\$ 24.3182	\$ 25.5341	\$ 26.8108	\$ 28.1513
25	Secretary						
	Annually	\$ 48,173.11	\$ 50,581.76	\$ 53,110.85	\$ 55,766.39	\$ 58,554.71	\$ 61,482.45
	Monthly	\$ 4,014.43	\$ 4,215.15	\$ 4,425.90	\$ 4,647.20	\$ 4,879.56	\$ 5,123.54
	Bi-Weekly	\$ 1,852.81	\$ 1,945.45	\$ 2,042.73	\$ 2,144.86	\$ 2,252.10	\$ 2,364.71
26	Annually	\$ 50,581.76	\$ 53,110.85	\$ 55,766.39	\$ 58,554.71	\$ 61,482.45	\$ 64,556.57
	Monthly	\$ 4,215.15	\$ 4,425.90	\$ 4,647.20	\$ 4,879.56	\$ 5,123.54	\$ 5,379.71
	Bi-Weekly	\$ 1,945.45	\$ 2,042.73	\$ 2,144.86	\$ 2,252.10	\$ 2,364.71	\$ 2,482.95
	Hourly	\$ 24.3182	\$ 25.5341	\$ 26.8108	\$ 28.1513	\$ 29.5589	\$ 31.0368
27	Accounting Technician Human Resources Generalist Administrative Secretary						
	Annually	\$ 53,110.85	\$ 55,766.39	\$ 58,554.71	\$ 61,482.45	\$ 64,556.57	\$ 67,784.40
	Monthly	\$ 4,425.90	\$ 4,647.20	\$ 4,879.56	\$ 5,123.54	\$ 5,379.71	\$ 5,648.70
	Bi-Weekly	\$ 2,042.73	\$ 2,144.86	\$ 2,252.10	\$ 2,364.71	\$ 2,482.95	\$ 2,607.09
28	Annually	\$ 55,766.39	\$ 58,554.71	\$ 61,482.45	\$ 64,556.57	\$ 67,784.40	\$ 71,173.62
	Monthly	\$ 4,647.20	\$ 4,879.56	\$ 5,123.54	\$ 5,379.71	\$ 5,648.70	\$ 5,931.14
	Bi-Weekly	\$ 2,144.86	\$ 2,252.10	\$ 2,364.71	\$ 2,482.95	\$ 2,607.09	\$ 2,737.45
	Hourly	\$ 26.8108	\$ 28.1513	\$ 29.5589	\$ 31.0368	\$ 32.5887	\$ 34.2181
29	Senior Administrative Analyst Economic Development Coordinator Junior Accountant						
	Annually	\$ 58,554.71	\$ 61,482.45	\$ 64,556.57	\$ 67,784.40	\$ 71,173.62	\$ 74,732.30
	Monthly	\$ 4,879.56	\$ 5,123.54	\$ 5,379.71	\$ 5,648.70	\$ 5,931.14	\$ 6,227.69
	Bi-Weekly	\$ 2,252.10	\$ 2,364.71	\$ 2,482.95	\$ 2,607.09	\$ 2,737.45	\$ 2,874.32
30	Annually	\$ 61,482.45	\$ 64,556.57	\$ 67,784.40	\$ 71,173.62	\$ 74,732.30	\$ 78,468.92
	Monthly	\$ 5,123.54	\$ 5,379.71	\$ 5,648.70	\$ 5,931.14	\$ 6,227.69	\$ 6,539.08
	Bi-Weekly	\$ 2,364.71	\$ 2,482.95	\$ 2,607.09	\$ 2,737.45	\$ 2,874.32	\$ 3,018.04
	Hourly	\$ 29.5589	\$ 31.0368	\$ 32.5887	\$ 34.2181	\$ 35.9290	\$ 37.7254

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31	Human Resources Analyst Financial Services Supervisor Administrative Services Supervisor	Annually	\$ 64,556.57	\$ 67,784.40	\$ 71,173.62	\$ 74,732.30	\$ 78,468.92	\$ 82,392.36
		Monthly	\$ 5,379.71	\$ 5,648.70	\$ 5,931.14	\$ 6,227.69	\$ 6,539.08	\$ 6,866.03
		Bi-Weekly	\$ 2,482.95	\$ 2,607.09	\$ 2,737.45	\$ 2,874.32	\$ 3,018.04	\$ 3,168.94
		Hourly	\$ 31.0368	\$ 32.5887	\$ 34.2181	\$ 35.9290	\$ 37.7254	\$ 39.6117
32		Annually	\$ 67,784.40	\$ 71,173.62	\$ 74,732.30	\$ 78,468.92	\$ 82,392.36	\$ 86,511.98
		Monthly	\$ 5,648.70	\$ 5,931.14	\$ 6,227.69	\$ 6,539.08	\$ 6,866.03	\$ 7,209.33
		Bi-Weekly	\$ 2,607.09	\$ 2,737.45	\$ 2,874.32	\$ 3,018.04	\$ 3,168.94	\$ 3,327.38
		Hourly	\$ 32.5887	\$ 34.2181	\$ 35.9290	\$ 37.7254	\$ 39.6117	\$ 41.5923
33		Annually	\$ 71,173.62	\$ 74,732.30	\$ 78,468.92	\$ 82,392.36	\$ 86,511.98	\$ 90,837.58
		Monthly	\$ 5,931.14	\$ 6,227.69	\$ 6,539.08	\$ 6,866.03	\$ 7,209.33	\$ 7,569.80
		Bi-Weekly	\$ 2,737.45	\$ 2,874.32	\$ 3,018.04	\$ 3,168.94	\$ 3,327.38	\$ 3,493.75
		Hourly	\$ 34.2181	\$ 35.9290	\$ 37.7254	\$ 39.6117	\$ 41.5923	\$ 43.6719
34	Operations Superintendent Assistant to the City Manager/City Clerk Utilities Supervisor Public Works Supervisor Accountant	Annually	\$ 74,732.30	\$ 78,468.92	\$ 82,392.36	\$ 86,511.98	\$ 90,837.58	\$ 95,379.46
		Monthly	\$ 6,227.69	\$ 6,539.08	\$ 6,866.03	\$ 7,209.33	\$ 7,569.80	\$ 7,948.29
		Bi-Weekly	\$ 2,874.32	\$ 3,018.04	\$ 3,168.94	\$ 3,327.38	\$ 3,493.75	\$ 3,668.44
		Hourly	\$ 35.9290	\$ 37.7254	\$ 39.6117	\$ 41.5923	\$ 43.6719	\$ 45.8555
35	Police Lieutenant Senior Accountant	Annually	\$ 78,468.92	\$ 82,392.36	\$ 86,511.98	\$ 90,837.58	\$ 95,379.46	\$ 100,148.43
		Monthly	\$ 6,539.08	\$ 6,866.03	\$ 7,209.33	\$ 7,569.80	\$ 7,948.29	\$ 8,345.70
		Bi-Weekly	\$ 3,018.04	\$ 3,168.94	\$ 3,327.38	\$ 3,493.75	\$ 3,668.44	\$ 3,851.86
		Hourly	\$ 37.7254	\$ 39.6117	\$ 41.5923	\$ 43.6719	\$ 45.8555	\$ 48.1483
36		Annually	\$ 82,392.36	\$ 86,511.98	\$ 90,837.58	\$ 95,379.46	\$ 100,148.43	\$ 105,155.85
		Monthly	\$ 6,866.03	\$ 7,209.33	\$ 7,569.80	\$ 7,948.29	\$ 8,345.70	\$ 8,762.99
		Bi-Weekly	\$ 3,168.94	\$ 3,327.38	\$ 3,493.75	\$ 3,668.44	\$ 3,851.86	\$ 4,044.46
		Hourly	\$ 39.6117	\$ 41.5923	\$ 43.6719	\$ 45.8555	\$ 48.1483	\$ 50.5557
37		Annually	\$ 86,511.98	\$ 90,837.58	\$ 95,379.46	\$ 100,148.43	\$ 105,155.85	\$ 110,413.65
		Monthly	\$ 7,209.33	\$ 7,569.80	\$ 7,948.29	\$ 8,345.70	\$ 8,762.99	\$ 9,201.14
		Bi-Weekly	\$ 3,327.38	\$ 3,493.75	\$ 3,668.44	\$ 3,851.86	\$ 4,044.46	\$ 4,246.68
		Hourly	\$ 41.5923	\$ 43.6719	\$ 45.8555	\$ 48.1483	\$ 50.5557	\$ 53.0835

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38	Annually	\$ 90,837.58	\$ 95,379.46	\$ 100,148.43	\$ 105,155.85	\$ 110,413.65	\$ 115,934.33
	Monthly	\$ 7,569.80	\$ 7,948.29	\$ 8,345.70	\$ 8,762.99	\$ 9,201.14	\$ 9,661.19
	Bi-Weekly	\$ 3,493.75	\$ 3,668.44	\$ 3,851.86	\$ 4,044.46	\$ 4,246.68	\$ 4,459.01
	Hourly	\$ 43.6719	\$ 45.8555	\$ 48.1483	\$ 50.5557	\$ 53.0835	\$ 55.7377
39	Annually	\$ 95,379.46	\$ 100,148.43	\$ 105,155.85	\$ 110,413.65	\$ 115,934.33	\$ 121,731.05
	Monthly	\$ 7,948.29	\$ 8,345.70	\$ 8,762.99	\$ 9,201.14	\$ 9,661.19	\$ 10,144.25
	Bi-Weekly	\$ 3,668.44	\$ 3,851.86	\$ 4,044.46	\$ 4,246.68	\$ 4,459.01	\$ 4,681.96
	Hourly	\$ 45.8555	\$ 48.1483	\$ 50.5557	\$ 53.0835	\$ 55.7377	\$ 58.5245
40	Annually	\$ 100,148.43	\$ 105,155.85	\$ 110,413.65	\$ 115,934.33	\$ 121,731.05	\$ 127,817.60
	Monthly	\$ 8,345.70	\$ 8,762.99	\$ 9,201.14	\$ 9,661.19	\$ 10,144.25	\$ 10,651.47
	Bi-Weekly	\$ 3,851.86	\$ 4,044.46	\$ 4,246.68	\$ 4,459.01	\$ 4,681.96	\$ 4,916.06
	Hourly	\$ 48.1483	\$ 50.5557	\$ 53.0835	\$ 55.7377	\$ 58.5245	\$ 61.4508
41	Police Commander (Y-Rate) Fire Division Chief (Y-Rate)						
	Annually	\$ 96,296.30	\$ 101,111.12	\$ 106,166.68	\$ 111,475.01	\$ 117,048.76	\$ 122,901.20
	Monthly	\$ 8,024.69	\$ 8,425.93	\$ 8,847.22	\$ 9,289.58	\$ 9,754.06	\$ 10,241.77
	Bi-Weekly	\$ 3,703.70	\$ 3,888.89	\$ 4,083.33	\$ 4,287.50	\$ 4,501.88	\$ 4,726.97
Hourly	\$ 46.2963	\$ 48.6111	\$ 51.0417	\$ 53.5938	\$ 56.2734	\$ 59.0871	
42	Annually	\$ 101,111.09	\$ 106,166.64	\$ 111,474.97	\$ 117,048.72	\$ 122,901.16	\$ 129,046.22
	Monthly	\$ 8,425.92	\$ 8,847.22	\$ 9,289.58	\$ 9,754.06	\$ 10,241.76	\$ 10,753.85
	Bi-Weekly	\$ 3,888.89	\$ 4,083.33	\$ 4,287.50	\$ 4,501.87	\$ 4,726.97	\$ 4,963.32
	Hourly	\$ 48.6111	\$ 51.0417	\$ 53.5937	\$ 56.2734	\$ 59.0871	\$ 62.0415
43	Annually	\$ 106,166.64	\$ 111,474.97	\$ 117,048.72	\$ 122,901.16	\$ 129,046.22	\$ 135,498.53
	Monthly	\$ 8,847.22	\$ 9,289.58	\$ 9,754.06	\$ 10,241.76	\$ 10,753.85	\$ 11,291.54
	Bi-Weekly	\$ 4,083.33	\$ 4,287.50	\$ 4,501.87	\$ 4,726.97	\$ 4,963.32	\$ 5,211.48
	Hourly	\$ 51.0417	\$ 53.5937	\$ 56.2734	\$ 59.0871	\$ 62.0415	\$ 65.1435
44	Annually	\$ 111,474.97	\$ 117,048.72	\$ 122,901.16	\$ 129,046.22	\$ 135,498.53	\$ 142,273.45
	Monthly	\$ 9,289.58	\$ 9,754.06	\$ 10,241.76	\$ 10,753.85	\$ 11,291.54	\$ 11,856.12
	Bi-Weekly	\$ 4,287.50	\$ 4,501.87	\$ 4,726.97	\$ 4,963.32	\$ 5,211.48	\$ 5,472.06
	Hourly	\$ 53.5937	\$ 56.2734	\$ 59.0871	\$ 62.0415	\$ 65.1435	\$ 68.4007
45	Annually	\$ 117,048.72	\$ 122,901.16	\$ 129,046.22	\$ 135,498.53	\$ 142,273.45	\$ 149,387.13
	Monthly	\$ 9,754.06	\$ 10,241.76	\$ 10,753.85	\$ 11,291.54	\$ 11,856.12	\$ 12,448.93
	Bi-Weekly	\$ 4,501.87	\$ 4,726.97	\$ 4,963.32	\$ 5,211.48	\$ 5,472.06	\$ 5,745.66
	Hourly	\$ 56.2734	\$ 59.0871	\$ 62.0415	\$ 65.1435	\$ 68.4007	\$ 71.8207