

CITY OF COALINGA

Basic Pay Scale

Effective: January 1, 2024

Approved: September 1, 2022

Revised: September 1, 2022

Grade	Position	Step A	Step B	Step C	Step D	Step E	Step F
17	Annually	\$ 31,052.74	\$ 32,605.37	\$ 34,235.64	\$ 35,947.42	\$ 37,744.79	\$ 39,632.03
	Monthly	\$ 2,587.73	\$ 2,717.11	\$ 2,852.97	\$ 2,995.62	\$ 3,145.40	\$ 3,302.67
	Bi-Weekly	\$ 1,194.34	\$ 1,254.05	\$ 1,316.76	\$ 1,382.59	\$ 1,451.72	\$ 1,524.31
	Hourly	\$ 14.9292	\$ 15.6757	\$ 16.4594	\$ 17.2824	\$ 18.1465	\$ 19.0539
18	Office Assistant Human Resources Assistant						
	Annually	\$ 32,605.37	\$ 34,235.64	\$ 35,947.42	\$ 37,744.79	\$ 39,632.03	\$ 41,613.64
	Monthly	\$ 2,717.11	\$ 2,852.97	\$ 2,995.62	\$ 3,145.40	\$ 3,302.67	\$ 3,467.80
	Bi-Weekly	\$ 1,254.05	\$ 1,316.76	\$ 1,382.59	\$ 1,451.72	\$ 1,524.31	\$ 1,600.52
	Hourly	\$ 15.6757	\$ 16.4594	\$ 17.2824	\$ 18.1465	\$ 19.0539	\$ 20.0066
19	Annually	\$ 34,235.64	\$ 35,947.42	\$ 37,744.79	\$ 39,632.03	\$ 41,613.64	\$ 43,694.32
	Monthly	\$ 2,852.97	\$ 2,995.62	\$ 3,145.40	\$ 3,302.67	\$ 3,467.80	\$ 3,641.19
	Bi-Weekly	\$ 1,316.76	\$ 1,382.59	\$ 1,451.72	\$ 1,524.31	\$ 1,600.52	\$ 1,680.55
	Hourly	\$ 16.4594	\$ 17.2824	\$ 18.1465	\$ 19.0539	\$ 20.0066	\$ 21.0069
20	Annually	\$ 35,947.42	\$ 37,744.79	\$ 39,632.03	\$ 41,613.64	\$ 43,694.32	\$ 45,879.03
	Monthly	\$ 2,995.62	\$ 3,145.40	\$ 3,302.67	\$ 3,467.80	\$ 3,641.19	\$ 3,823.25
	Bi-Weekly	\$ 1,382.59	\$ 1,451.72	\$ 1,524.31	\$ 1,600.52	\$ 1,680.55	\$ 1,764.58
	Hourly	\$ 17.2824	\$ 18.1465	\$ 19.0539	\$ 20.0066	\$ 21.0069	\$ 22.0572
21	Annually	\$ 37,744.79	\$ 39,632.03	\$ 41,613.64	\$ 43,694.32	\$ 45,879.03	\$ 48,172.99
	Monthly	\$ 3,145.40	\$ 3,302.67	\$ 3,467.80	\$ 3,641.19	\$ 3,823.25	\$ 4,014.42
	Bi-Weekly	\$ 1,451.72	\$ 1,524.31	\$ 1,600.52	\$ 1,680.55	\$ 1,764.58	\$ 1,852.81
	Hourly	\$ 18.1465	\$ 19.0539	\$ 20.0066	\$ 21.0069	\$ 22.0572	\$ 23.1601
22	Annually	\$ 39,632.03	\$ 41,613.64	\$ 43,694.32	\$ 45,879.03	\$ 48,172.99	\$ 50,581.63
	Monthly	\$ 3,302.67	\$ 3,467.80	\$ 3,641.19	\$ 3,823.25	\$ 4,014.42	\$ 4,215.14
	Bi-Weekly	\$ 1,524.31	\$ 1,600.52	\$ 1,680.55	\$ 1,764.58	\$ 1,852.81	\$ 1,945.45
	Hourly	\$ 19.0539	\$ 20.0066	\$ 21.0069	\$ 22.0572	\$ 23.1601	\$ 24.3181
23	Annually	\$ 41,613.64	\$ 43,694.32	\$ 45,879.03	\$ 48,172.99	\$ 50,581.63	\$ 53,110.72
	Monthly	\$ 3,467.80	\$ 3,641.19	\$ 3,823.25	\$ 4,014.42	\$ 4,215.14	\$ 4,425.89
	Bi-Weekly	\$ 1,600.52	\$ 1,680.55	\$ 1,764.58	\$ 1,852.81	\$ 1,945.45	\$ 2,042.72
	Hourly	\$ 20.0066	\$ 21.0069	\$ 22.0572	\$ 23.1601	\$ 24.3181	\$ 25.5340

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24	Annually	\$ 43,694.32	\$ 45,879.03	\$ 48,172.99	\$ 50,581.63	\$ 53,110.72	\$ 55,766.25
	Monthly	\$ 3,641.19	\$ 3,823.25	\$ 4,014.42	\$ 4,215.14	\$ 4,425.89	\$ 4,647.19
	Bi-Weekly	\$ 1,680.55	\$ 1,764.58	\$ 1,852.81	\$ 1,945.45	\$ 2,042.72	\$ 2,144.86
	Hourly	\$ 21.0069	\$ 22.0572	\$ 23.1601	\$ 24.3181	\$ 25.5340	\$ 26.8107
25	Secretary						
	Annually	\$ 45,879.03	\$ 48,172.99	\$ 50,581.63	\$ 53,110.72	\$ 55,766.25	\$ 58,554.57
	Monthly	\$ 3,823.25	\$ 4,014.42	\$ 4,215.14	\$ 4,425.89	\$ 4,647.19	\$ 4,879.55
	Bi-Weekly	\$ 1,764.58	\$ 1,852.81	\$ 1,945.45	\$ 2,042.72	\$ 2,144.86	\$ 2,252.10
	Hourly	\$ 22.0572	\$ 23.1601	\$ 24.3181	\$ 25.5340	\$ 26.8107	\$ 28.1512
26	Annually	\$ 48,172.99	\$ 50,581.63	\$ 53,110.72	\$ 55,766.25	\$ 58,554.57	\$ 61,482.29
	Monthly	\$ 4,014.42	\$ 4,215.14	\$ 4,425.89	\$ 4,647.19	\$ 4,879.55	\$ 5,123.52
	Bi-Weekly	\$ 1,852.81	\$ 1,945.45	\$ 2,042.72	\$ 2,144.86	\$ 2,252.10	\$ 2,364.70
	Hourly	\$ 23.1601	\$ 24.3181	\$ 25.5340	\$ 26.8107	\$ 28.1512	\$ 29.5588
27	Accounting Technician Human Resources Generalist Administrative Secretary						
	Annually	\$ 50,581.63	\$ 53,110.72	\$ 55,766.25	\$ 58,554.57	\$ 61,482.29	\$ 64,556.41
	Monthly	\$ 4,215.14	\$ 4,425.89	\$ 4,647.19	\$ 4,879.55	\$ 5,123.52	\$ 5,379.70
	Bi-Weekly	\$ 1,945.45	\$ 2,042.72	\$ 2,144.86	\$ 2,252.10	\$ 2,364.70	\$ 2,482.94
	Hourly	\$ 24.3181	\$ 25.5340	\$ 26.8107	\$ 28.1512	\$ 29.5588	\$ 31.0367
28	Annually	\$ 53,110.72	\$ 55,766.25	\$ 58,554.57	\$ 61,482.29	\$ 64,556.41	\$ 67,784.23
	Monthly	\$ 4,425.89	\$ 4,647.19	\$ 4,879.55	\$ 5,123.52	\$ 5,379.70	\$ 5,648.69
	Bi-Weekly	\$ 2,042.72	\$ 2,144.86	\$ 2,252.10	\$ 2,364.70	\$ 2,482.94	\$ 2,607.09
	Hourly	\$ 25.5340	\$ 26.8107	\$ 28.1512	\$ 29.5588	\$ 31.0367	\$ 32.5886
29	Senior Administrative Analyst Economic Development Coordinator Junior Accountant						
	Annually	\$ 55,766.25	\$ 58,554.57	\$ 61,482.29	\$ 64,556.41	\$ 67,784.23	\$ 71,173.44
	Monthly	\$ 4,647.19	\$ 4,879.55	\$ 5,123.52	\$ 5,379.70	\$ 5,648.69	\$ 5,931.12
	Bi-Weekly	\$ 2,144.86	\$ 2,252.10	\$ 2,364.70	\$ 2,482.94	\$ 2,607.09	\$ 2,737.44
	Hourly	\$ 26.8107	\$ 28.1512	\$ 29.5588	\$ 31.0367	\$ 32.5886	\$ 34.2180
30	Annually	\$ 58,554.57	\$ 61,482.29	\$ 64,556.41	\$ 67,784.23	\$ 71,173.44	\$ 74,732.11
	Monthly	\$ 4,879.55	\$ 5,123.52	\$ 5,379.70	\$ 5,648.69	\$ 5,931.12	\$ 6,227.68
	Bi-Weekly	\$ 2,252.10	\$ 2,364.70	\$ 2,482.94	\$ 2,607.09	\$ 2,737.44	\$ 2,874.31
	Hourly	\$ 28.1512	\$ 29.5588	\$ 31.0367	\$ 32.5886	\$ 34.2180	\$ 35.9289

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31	Human Resources Analyst Financial Services Supervisor	Annually	\$ 61,482.29	\$ 64,556.41	\$ 67,784.23	\$ 71,173.44	\$ 74,732.11	\$ 78,468.72
		Monthly	\$ 5,123.52	\$ 5,379.70	\$ 5,648.69	\$ 5,931.12	\$ 6,227.68	\$ 6,539.06
		Bi-Weekly	\$ 2,364.70	\$ 2,482.94	\$ 2,607.09	\$ 2,737.44	\$ 2,874.31	\$ 3,018.03
		Hourly	\$ 29.5588	\$ 31.0367	\$ 32.5886	\$ 34.2180	\$ 35.9289	\$ 37.7253
32		Annually	\$ 64,556.41	\$ 67,784.23	\$ 71,173.44	\$ 74,732.11	\$ 78,468.72	\$ 82,392.15
		Monthly	\$ 5,379.70	\$ 5,648.69	\$ 5,931.12	\$ 6,227.68	\$ 6,539.06	\$ 6,866.01
		Bi-Weekly	\$ 2,482.94	\$ 2,607.09	\$ 2,737.44	\$ 2,874.31	\$ 3,018.03	\$ 3,168.93
		Hourly	\$ 31.0367	\$ 32.5886	\$ 34.2180	\$ 35.9289	\$ 37.7253	\$ 39.6116
33		Annually	\$ 67,784.23	\$ 71,173.44	\$ 74,732.11	\$ 78,468.72	\$ 82,392.15	\$ 86,511.76
		Monthly	\$ 5,648.69	\$ 5,931.12	\$ 6,227.68	\$ 6,539.06	\$ 6,866.01	\$ 7,209.31
		Bi-Weekly	\$ 2,607.09	\$ 2,737.44	\$ 2,874.31	\$ 3,018.03	\$ 3,168.93	\$ 3,327.38
		Hourly	\$ 32.5886	\$ 34.2180	\$ 35.9289	\$ 37.7253	\$ 39.6116	\$ 41.5922
34	Operations Superintendent Assistant to the City Manager/City Clerk Utilities Supervisor Public Works Supervisor Accountant	Annually	\$ 71,173.44	\$ 74,732.11	\$ 78,468.72	\$ 82,392.15	\$ 86,511.76	\$ 90,837.35
		Monthly	\$ 5,931.12	\$ 6,227.68	\$ 6,539.06	\$ 6,866.01	\$ 7,209.31	\$ 7,569.78
		Bi-Weekly	\$ 2,737.44	\$ 2,874.31	\$ 3,018.03	\$ 3,168.93	\$ 3,327.38	\$ 3,493.74
		Hourly	\$ 34.2180	\$ 35.9289	\$ 37.7253	\$ 39.6116	\$ 41.5922	\$ 43.6718
35	Police Lieutenant	Annually	\$ 74,732.11	\$ 78,468.72	\$ 82,392.15	\$ 86,511.76	\$ 90,837.35	\$ 95,379.22
		Monthly	\$ 6,227.68	\$ 6,539.06	\$ 6,866.01	\$ 7,209.31	\$ 7,569.78	\$ 7,948.27
		Bi-Weekly	\$ 2,874.31	\$ 3,018.03	\$ 3,168.93	\$ 3,327.38	\$ 3,493.74	\$ 3,668.43
		Hourly	\$ 35.9289	\$ 37.7253	\$ 39.6116	\$ 41.5922	\$ 43.6718	\$ 45.8554
36		Annually	\$ 78,468.72	\$ 82,392.15	\$ 86,511.76	\$ 90,837.35	\$ 95,379.22	\$ 100,148.18
		Monthly	\$ 6,539.06	\$ 6,866.01	\$ 7,209.31	\$ 7,569.78	\$ 7,948.27	\$ 8,345.68
		Bi-Weekly	\$ 3,018.03	\$ 3,168.93	\$ 3,327.38	\$ 3,493.74	\$ 3,668.43	\$ 3,851.85
		Hourly	\$ 37.7253	\$ 39.6116	\$ 41.5922	\$ 43.6718	\$ 45.8554	\$ 48.1482
37		Annually	\$ 82,392.15	\$ 86,511.76	\$ 90,837.35	\$ 95,379.22	\$ 100,148.18	\$ 105,155.59
		Monthly	\$ 6,866.01	\$ 7,209.31	\$ 7,569.78	\$ 7,948.27	\$ 8,345.68	\$ 8,762.97
		Bi-Weekly	\$ 3,168.93	\$ 3,327.38	\$ 3,493.74	\$ 3,668.43	\$ 3,851.85	\$ 4,044.45
		Hourly	\$ 39.6116	\$ 41.5922	\$ 43.6718	\$ 45.8554	\$ 48.1482	\$ 50.5556

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38	Annually	\$ 86,511.76	\$ 90,837.35	\$ 95,379.22	\$ 100,148.18	\$ 105,155.59	\$ 110,413.37
	Monthly	\$ 7,209.31	\$ 7,569.78	\$ 7,948.27	\$ 8,345.68	\$ 8,762.97	\$ 9,201.11
	Bi-Weekly	\$ 3,327.38	\$ 3,493.74	\$ 3,668.43	\$ 3,851.85	\$ 4,044.45	\$ 4,246.67
	Hourly	\$ 41.5922	\$ 43.6718	\$ 45.8554	\$ 48.1482	\$ 50.5556	\$ 53.0833
39	Annually	\$ 90,837.35	\$ 95,379.22	\$ 100,148.18	\$ 105,155.59	\$ 110,413.37	\$ 115,934.03
	Monthly	\$ 7,569.78	\$ 7,948.27	\$ 8,345.68	\$ 8,762.97	\$ 9,201.11	\$ 9,661.17
	Bi-Weekly	\$ 3,493.74	\$ 3,668.43	\$ 3,851.85	\$ 4,044.45	\$ 4,246.67	\$ 4,459.00
	Hourly	\$ 43.6718	\$ 45.8554	\$ 48.1482	\$ 50.5556	\$ 53.0833	\$ 55.7375
40	Annually	\$ 95,379.22	\$ 100,148.18	\$ 105,155.59	\$ 110,413.37	\$ 115,934.03	\$ 121,730.74
	Monthly	\$ 7,948.27	\$ 8,345.68	\$ 8,762.97	\$ 9,201.11	\$ 9,661.17	\$ 10,144.23
	Bi-Weekly	\$ 3,668.43	\$ 3,851.85	\$ 4,044.45	\$ 4,246.67	\$ 4,459.00	\$ 4,681.95
	Hourly	\$ 45.8554	\$ 48.1482	\$ 50.5556	\$ 53.0833	\$ 55.7375	\$ 58.5244
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