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 SUBMITTED BY Human Resources
 DATE ACTION REQUIRED 09/17/2025

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: 1. Receive and acknowledge the Classification and Compensation Studies conducted by Gallagher as final reports for City review.	
DEPARTMENT INVOLVED: Human Resources	
BACKGROUND/SUMMARY: Staff recommends the City Council receive and acknowledge the classification and compensation studies conducted by Gallagher as final reports for City review.	
FISCAL IMPACT: NOT TO EXCEED There is no fiscal impact to receive and accept the studies as final reports.	FINANCE INITIALS <u>JMG</u>
STAFF RECOMMENDATION: Recommendation to receive and acknowledge the classification and compensation studies conducted by Gallagher as final reports for City review.	DEPT. INITIALS <u>KWS</u>
MANAGER'S RECOMMENDATION: Approve Staff Recommendation	CITY MANAGER'S INITIALS <u>JTM</u>
MOTION: SECONDED: APPROVED () REJECTED () AYES: DISAPPROVED () DEFERRED () NAYES: ABSENT: REFERRED TO:	

December 12, 2024

CLASSIFICATION STUDY FINAL REPORT

City of Imperial



Gallagher

Insurance | Risk Management | Consulting

December 12, 2024

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

Dear Ms. Smith:

Gallagher is pleased to present the Classification Study and Total Compensation Study Reports for the study of all positions in the City of Imperial. This report documents the classification study process and provides recommendations for the classification plan, allocations of individual positions for all City of Imperial employees, and newly revised class specifications for all classes studied. The Total Compensation Study Report sent under separate cover, documents the market compensation survey, findings, and recommendations.

This Classification Study Report incorporates a summary of the study's multi-step process, which included results of written Position Description Questionnaires, interviews with employees and management, and employee review and comments in the form of draft class descriptions, and class allocation recommendations.

We would like to thank you and Alyssa Ferrell, Human Resources Analyst, 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 you and we look forward to future opportunities to provide you with professional assistance.

Very truly yours,

Mike Harary

Mike Harary
Project Manager

Gallagher
ajg.com/ps-class-comp

Contents

Contents	2
List of tables.....	2
Appendices	2
Executive Summary	3
Background.....	3
Classification Study Goals.....	3
Classification Study Process	3
Classification Concepts.....	4
Positions vs. Classifications.....	4
The Relationship Between Classification and Compensation	4
The Purpose of Having a Classification Plan.....	4
Classification Descriptions.....	5
Fair Labor Standards Act.....	7
Classification Findings and Recommendations	8
Classification Structure and Allocation Factors.....	8
Classification Allocation Recommendations	12
Title Change	12
Reclassification	14
New Classifications	14
Conclusion	156

List of tables

Table 1. Title Change Recommendations	12
Table 2. Reclassification Recommendations.....	14

Appendices

- Appendix I: Recommended Position Allocations
- Appendix II: New Class Descriptions
- Appendix III: Class Concepts

Executive Summary

Background

In September 2023, the City's Consultant, Arthur J. Gallagher, conducted a classification and total compensation study for all of the City of Imperial's classifications. All classification and compensation findings, recommendations, and options for implementations are in Volumes I and II of this report.

This classification 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;
- To ensure that class descriptions reflect current programs, responsibilities, and technology;
- The desire to have a compensation plan that can meet the needs of the City; and
- The desire to ensure that internal relationships of salaries are based upon objective, non-quantitative evaluation factors, resulting in equity across the City.

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

Classification Study Goals

The goals and objectives of the classification portion of the study were to:

- Obtain detailed information regarding each position through a variety of techniques, including written Position Description Questionnaires (PDQs) and interviews with employees and management;
- Prepare an updated classification plan, including recommended class descriptions and position allocations that recognizes the scope and level of the various classes and positions, and is perceived equitable by management and employees alike;
- Provide class descriptions and other documentation that includes information required for compliance with the Americans with Disabilities Act (ADA) and appropriate qualifications, including knowledge, skills, and other requirements that are job-related and meet other legal guidelines; and
- Provide sufficient documentation to allow the City to maintain the classification system on a regular basis.

Classification Study Process

The classification study procedures were as follows:

- An initial meeting was held with City management to clarify study scope, objectives, processes, and deliverables.
- Orientation meetings were held to which all employees were invited, to meet consultant staff involved with the project, clarify study objectives and procedures, answer questions, and distribute the PDQs.
- After the PDQs were completed by employees and reviewed by management and consultant staff, interviews were conducted with all employees and management.
- Following the analysis of the classification information gathered, draft class concepts, specifications, and position allocations were developed for management and employee review.

- After resolution of issues, wherever possible, including additional contacts with employees and management to gain details and clarification, appropriate modifications were made to the draft specifications and allocations and this final report was prepared.

Classification Concepts

Positions vs. Classifications

“Position” and “Classification” are two terms that are often used interchangeably but have very different meanings. As used in this report:

- A position is an assigned group of duties and responsibilities performed by one person. A position can be full-time, part-time, regular or temporary, filled or vacant. Often the word “job” is used in place of the word “position.”
- A classification or class may contain only one position or may consist of a number of positions. When you have several positions assigned to one class, it means that the same title is appropriate for each position; that the scope, level, duties, and responsibilities of each position assigned to the class are sufficiently similar (but not identical) that the same core knowledge, skills, abilities, and other requirements are appropriate for all positions, and that the same salary range is equitable for all positions in the class.

The description of a position often appears as a working desk manual, going into detail regarding work process steps, while a class description emphasizes the general scope and level of responsibilities, plus the knowledge, skills, abilities, and other requirements for successful performance

When positions are classified, the focus is on assigned job duties and the job related requirements for successful performance, not on individual employee capabilities or amount of work performed. Positions are thus evaluated and classified on the basis of such factors as knowledge, skills, and abilities required to perform the work, the complexity of the work, the authority delegated to make decisions and take action, the responsibility for the work of others and/or for budget expenditures, contacts with others (both inside and outside of the organization), and the impact of the position on the organization and working conditions.

The Relationship Between Classification and Compensation

Classification and the description of the work and the requirements to perform the work are separate and distinct from determining the worth of that work in the labor market and to the organization. While recommending the appropriate compensation for the work of a class depends upon an understanding of what that work is and what it requires (as noted above), compensation levels are often influenced by two factors:

- The external labor market; and
- Internal relationships within the organization.

Compensation findings and recommendations for the City are covered in Volume II of this report.

The Purpose of Having a Classification Plan

A position classification plan provides an appropriate basis for making a variety of human resources decisions such as the:

- Development of job-related recruitment and selection procedures;
- Clear and objective appraisal of employee performance;
- Development of training plans and succession planning;
- Design of an equitable and competitive salary structure;
- Organizational development and the management of change; and

- Provision of an equitable basis for discipline and other employee actions.

In addition to providing this basis for various human resources management and process decisions, a position classification plan can also effectively support systems of administrative and fiscal control. Grouping of positions into an orderly classification system supports planning, budget analysis and preparation, and various other administrative functions.

Within a position classification plan, job classifications can either be broad (containing a number of positions) or narrow (emphasizing individual job characteristics). Broad job classifications are indicated when:

- Employees can be hired with a broad spectrum of knowledge, skill, and/or academic preparation and can readily learn the details of the City of Imperial, the department, and the position on-the-job; or
- There is a need for flexibility of the assignment within a department or an organization due to changing programs, technologies, or workload.

Individualized job classifications are indicated when:

- There is an immediate need to recruit for specialty knowledge and skills;
- There is a minimum of time or capability for on-the-job training; or
- There is an organizational need to provide for specific job recognition and to highlight the differences between jobs.

Most classification plans are a combination of these two sets of factors and we have chosen the middle ground in this study as being most practicable in the City's changing environment and service delivery expectations, as well as being in line with the City's strategic plan. This approach resulted in recommendations to retitle classifications to more accurately reflect current responsibilities or use more contemporary titles (e.g. Public Records Analyst to Assistant City Clerk), or to reclassify certain individuals into existing or entirely new classifications that more accurately reflect current responsibilities (e.g. Accounting Assistant III to Utility Billing Technician). Detailed allocation recommendations are found in Appendix I of the report.

Classification Descriptions

In developing the new and revised classification descriptions for all positions, the basic concepts outlined in the previous pages were utilized. The recommended class descriptions are included in Appendix II of this report.

As mentioned earlier, the class descriptions are based upon the information from the written PDQs completed by each employee, the individual job audit interviews (if required), and from information provided by employees and managers during the review processes. These descriptions provide:

- A written summary documenting the work performed and/or proposed by the incumbents of these classifications;
- Distinctions among the classes; and
- Documentation of requirements and qualifications to assist in the recruitment and selection process.

Just as there is a difference between a position and a class, there is also a difference between a position description and a class description. A position description, often known as a "desk manual", generally lists each duty an employee performs and may also have information about how to perform that duty. A class description normally reflects several positions and is a summary document that does not list each duty performed by every employee. The class description, which is intended to be broader, more general and informational, is intended to indicate the general scope and level of responsibility and requirements of the class, not detail-specific position responsibilities.

The sections of each class description are as follows:

Title: This should be brief and descriptive of the class and consistent with other titles in the classification plan and the occupational area.

- The title of a classification is normally used for organization, classification, and compensation purposes within the City. Often working titles are used within a department to differentiate an individual. All positions have a similar level of scope and responsibility; however, the working titles may give assurance to a member of the public that they are dealing with an appropriate individual. Working titles should be authorized by Human Resources to ensure consistency within the City and across departmental lines.

Definition: This provides a capsule description of the job and should give an indication of the type of supervision received the scope and level of the work and any unusual or unique factors. The phrase “performs related work as required” is not meant to unfairly expand the scope of the work performed, but to acknowledge that jobs change and that not all duties are included in the class specification.

Supervision Received and Exercised: This section specifies which class or classes provide supervision to the class being described and the type and level of work direction or supervision provided to this class. The section also specifies what type and level of work direction or supervision the class provides to other classes. This assists the reader in defining where the class “fits” in the organization and alludes to possible career advancement opportunities.

Class Characteristics: This can be considered the “editorial” section of the specification, slightly expanding the Definition, clarifying the most important aspects of the class and distinguishing this class from the next higher-level in a class series or from a similar class in a different occupational series.

Examples of Typical Job Functions: This section provides a list of the major and typical duties, intended to define the scope and level of the class and to support the Qualifications, including Knowledge and Skills. This list is meant to be illustrative only. It should be emphasized that the description is a summary document, and that duties change depending upon program requirements, technology, and organizational needs.

Qualifications: This element of the description has several sections:

- A listing of the job-related knowledge and skills required to successfully perform the work. They must be related to the duties and responsibilities of the work and capable of being validated under the Equal Employment Opportunity Commission’s Uniform Guidelines on Selection Procedures. Knowledge (intellectual comprehension) and Abilities (acquired proficiency) should be sufficiently detailed to provide the basis for selection of qualified employees.
- A listing of educational and experience requirements that outline minimum and alternative ways of gaining the knowledge and abilities required for entrance into the selection process. These elements are used as the basic screening technique for job applicants.
- Licenses and/or certifications identify those specifically required in order to perform the work. These certifications are often required by an agency higher than the City (i.e., the State), and can therefore be appropriately included as requirements.

Physical Demands: This section identifies the basic physical abilities required for performance of the work. These are not presented in great detail (although they are more specifically covered for documentation purposes in the PDQs) but are designed to indicate the type of pre-employment physical examination (lifting requirements and other unusual characteristics are included, such as “finger dexterity needed to access, enter, and retrieve data using a computer keyboard”) and to provide an initial basis for determining reasonable accommodation for ADA purposes.

Working Conditions: These can describe certain outside influences and circumstances under which a job is performed; they give employees or job applicants an idea of certain risks involved in the job and what type of protective gear may be necessary to perform the job. Examples are loud noise levels, cold and/or hot temperatures, vibration, confining workspace, chemicals, mechanical and/or electrical hazards, and other job conditions.

Fair Labor Standards Act

One of the major components of the job analysis and classification review is the determination of each classification's appropriate Fair Labor Standards Act (FLSA) status, i.e., exempt vs. non-exempt from the FLSA overtime rules and regulations.

As we review position description questionnaires and notes from the interviews, we analyze each classification's essential functions to determine FLSA status. There are three levels for the determination of the appropriate FLSA status that are utilized and on which we base our recommendations. Below are the steps used for the determination of Exempt FLSA status.

Salary Basis Test: The incumbents in a classification are paid at least \$844 per week (\$43,888 per year), not subject to reduction due to variations in quantity/quality of work performed.

Exemption Applicability: The incumbents in a classification perform any of the following types of jobs:

- **Executive:** Employee whose primary duty is to manage the business or a recognized department/entity and who customarily directs the work of two or more employees. This also includes individuals who hire, fire, or make recommendations that carry particular weight regarding employment status. Examples: executive, director, owner, manager, supervisor.
- **Administrative:** Employee whose primary activities are performing office work or non-manual work on matters of significance relating to the management or business operations of the firm or its customers and which require the exercise of discretion and independent judgment. Examples: coordinator, administrator, analyst, accountant.
- **Professional:** Employee who primarily performs work requiring advanced knowledge/education and which includes consistent exercise of discretion and independent judgment. The advanced knowledge must be in a field of science or learning acquired in a prolonged course of specialized intellectual instruction. Examples: attorney, physician, statistician, architect, biologist, pharmacist, engineer, teacher.
- **Computer professional:** Employee who primarily performs work as a computer systems analyst, programmer, software engineer or similarly skilled work in the computer field performing a) application of systems analysis techniques and procedures, including consulting with users to determine hardware, software, or system functional specifications; b) design, development, documentation, analysis, creation, testing, or modification of computer systems or programs, including prototypes, based on and related to user or system design specification; or c) design, documentation, testing, creation or modification of computer programs based on and related to user or system design specifications; or a combination of the duties described above, the performance of which requires the same level of skills. Examples: system analyst, database analyst, network architect, software engineer, programmer.

Job Analysis: A thorough job analysis of the job duties must be performed to determine exempt status. An exempt position must pass both the salary basis and duties tests. The job analysis should include:

- Review of the minimum qualifications established for the job;
- Review of prior class descriptions, questionnaires, and related documentation;
- Confirmation of duty accuracy with management; and
- Review and analysis of workflow, organizational relationships, policies, and other available organizational data.

Non-exempt classifications work within detailed and well-defined sets of rules and regulations, policies, procedures, and practices that must be followed when making decisions. Although the knowledge base required to perform the work may be significant, the framework within which incumbents work is fairly restrictive and finite. (Please note that FLSA does not allow for the consideration of workload and scheduling when it comes to exemption status).

Finally, often a classification performs both non-exempt and exempt duties, so we analyze time spent on each type of duties. If a classification performs mostly non-exempt duties (i.e. more than 50% of his or her time), then the classification would be considered non-exempt.

Classification Findings and Recommendations

Classification Structure and Allocation Factors

The proposed classification plan provides the City with a systematic classification structure based on the interrelationship between duties performed, the nature and level of responsibilities, and other work-related requirements of the jobs.

A classification plan is not a stable, unchanging entity. Classification plans may be updated and revised by conducting classification studies that are organizational wide (review of the all classifications and positions) or position-specific. The methodology used for both types of studies is the same, as outlined above.

For either type of study, when identifying appropriate placement of new and/or realigned positions within the classification structure, there are general allocation factors to consider. By analyzing these factors, the City will be able to change and grow the organization while maintaining the classification plan.

1. Type and Level of Knowledge and Skill Required

This factor defines the level of job knowledge and skill, including those attained by formal education, technical training, on-the job experience, and required certification or professional registration. The varying levels are as follows:

A. The entry-level into any occupational field

This entry-level knowledge may be attained by obtaining a high school diploma, completing specific technical course work, or obtaining a four-year or advanced college or university degree. Little to no experience is required.

B. The experienced or journey-level (fully competent-level) in any occupational field

This knowledge and skill level recognizes a class that is expected to perform the day-to-day functions of the work independently, but with guidelines (written or oral) and supervisory assistance available. This level of knowledge is sufficient to provide on-the-job instruction to a fellow employee or an assistant when functioning in a lead capacity. Certifications may be required for demonstrating possession of the required knowledge and skills.

C. The advanced level in any occupational field

This knowledge and skill level is applied in situations where an employee is required to perform or deal with virtually any job situation that may be encountered. Guidelines may be limited and creative problem solving may be involved. Supervisory knowledge and skills are considered in a separate factor and should not influence any assessment of this factor.

2. Supervisory/Management Responsibility

This factor defines the staff and/or program management responsibility, including short and long-range planning, budget development and administration, resource allocation, policy and procedure development, and supervision and direction of staff.

A. No ongoing direction of staff

The employee is responsible for the performance of his or her own work and may provide side-by-side instruction to a co-worker.

B. Lead direction of staff or program coordination

The employee plans, assigns, directs, and reviews the work of staff performing similar work to that performed by the employee on a day-to-day basis. Training in work procedures is normally involved. If staff direction is not

involved, the employee must have responsibility for independently coordinating one or more programs or projects on a regular basis.

C. Full first-line supervisor

The employee performs the supervisory duties listed above, and, in addition, makes effective recommendation and/or carries out selection, performance evaluation, and disciplinary procedures. If staff supervision is not involved, the employee must have programmatic responsibility, including development and implementing goals, objectives, policies and procedures, and budget development and administration.

D. Manager

The employee is considered management, often supervising through subordinate levels of supervision. In addition to the responsibilities outlined above, responsibilities include allocating staff and budget resources among competing demands and performing significant program and service delivery planning and evaluation. This level normally reports to the Department Head.

Department Head

The employee provides administrative direction and oversight for all functions and activities of the assigned department, typically managing department operations through subordinate levels of management. In addition to allocating staff and budget resources, responsibilities include setting departmental policy and directing strategic plans and initiatives to align departmental operations and activities with City-wide strategic goals established by Executive Management and/or the City Council.

E. Executive Management

The employee has total administrative responsibility for the City of Imperial and reports to the City Council.

3. Supervision Received

A. Direct Supervision

Direct supervision is usually received by entry-level employees and trainees, i.e., employees who are new to the organization and/or position they are filling. Initially under close supervision, incumbents learn to apply concepts and work procedures and methods in assigned area of responsibility to resolve problems of moderate scope and complexity. Work is usually supervised while in progress and fits an established structure or pattern. Exceptions or changes in procedures are explained in detail as they arise. As experience is gained, assignments become more varied and are performed with greater independence.

B. General Supervision

General supervision is usually received by the experienced and journey-level employees, i.e., employees who have been in a position for a period of time and have had the opportunity to be trained and learn most, if not all, duties and responsibilities of the assigned classification. Incumbents are cross-trained to perform the full range of technical work in all of the areas of assignment.

At the experienced-level, positions exercise some independent discretion and judgment in selecting and applying work procedures and methods. Assignments and objectives are set for the employee and established work methods are followed. Incumbents have some flexibility in the selection of steps and timing of work processes.

Journey-level positions receive only occasional instruction or assistance as new or unusual situations arise and are fully aware of the operating procedures and policies of assigned projects, programs, and team(s).

Assignments are given with general guidelines and incumbents are responsible for establishing objectives, timelines, and methods to deliver work products. Work is typically reviewed upon completion for soundness, appropriateness, and conformity to policy and requirements, and the methodology used in arriving at the end results are not reviewed in detail.

C. General Direction

General direction is usually received by senior level or management positions. Work assignments are typically given as broad, conceptual ideas and directives and incumbents are accountable for overall results and responsible for developing guidelines, action plans, and methods to produce deliverables on time and within budget.

D. Administrative and Policy Direction

Administrative direction is usually received by executive management classifications. The incumbent is accountable for accomplishing City of Imperial-wide planning and operational goals and objectives within legal and general policy and regulatory guidelines. The incumbent is responsible for the efficient and economical performance of the organization's operations.

4. Problem Solving

This factor involves analyzing, evaluating, reasoning, and creative thinking requirements. In a work environment, not only the breadth and variety of problems are considered, but also guidelines, such as supervision, policies, procedures, laws, regulations, and standards available to the employee.

A. Structured problem solving

Employees learn to apply concepts and work procedures and methods in assigned area of responsibility and to resolve problems and issues that are specific, less complex, and/or repetitive. Exceptions or changes in procedures are explained in detail as they arise.

B. Independent, guided problem solving

Work situations require making independent decisions among a variety of alternatives; however, policies, procedures, standards, and regulations and/or management are available to guide the employee towards problem resolution.

C. Application of discriminating choices

Work situations require independent judgment and decision-making authority when identifying, evaluating, adapting, and applying appropriate concepts, guidelines, references, laws, regulations, policies, and procedures to resolve diverse and complex problems and issues.

D. Creative, evaluative, or critical thinking

The work involves a high-level of problem-solving requiring analysis of unique issues or increasingly complex problems without precedent and/or structure and formulating, presenting, and implementing strategies and recommendations for resolution.

5. Authority for Making Decisions and Taking Action

This factor describes the degree to which employees have the freedom to take action within their job. The variety and frequency of action and decisions, the availability of policies, procedures, laws, and supervisory or managerial guidance, and the consequence or impact of such decisions are considered within this factor.

A. Direct, limited work responsibility

The employee is responsible for the successful performance of his or her own work with little latitude for discretion or decision-making. Work is usually supervised while in progress and fits an established structure or pattern. Direct supervision is readily available.

B. Decision-making within guidelines

The employee is responsible for the successful performance of their own work, but able to prioritize and determine methods of work performance within general guidelines. Supervision is available, although the

employee is expected to perform independently on a day-to-day basis. Emergency or unusual situations may occur but are handled within procedures and rules. Impact of decisions is normally limited to the work unit, project, or program to which assigned.

C. Independent action with focus on work achieved

The employee receives assignments in terms of long-term objectives, rather than day-to-day or weekly timeframes. Broad policies and procedures are provided, but the employee has latitude for choosing techniques and deploying staff and material resources. Impact of decisions may have significant program or City of Imperial-wide service delivery and/or budgetary impact.

D. Decisions made within general policy or elected official guidance

The employee is subject only to the policy guidance of elected officials and/or broad regulatory or legal constraints. The ultimate authority for achieving the goals and objectives of the City of Imperial are with this employee.

6. Interaction with Others

This factor includes the nature and purpose of contacts with others, from simple exchanges of factual information to the negotiation of difficult issues. It also considers with whom the contacts are made, from co-workers and the public to elected or appointed public officials.

A. Exchange of factual information

The employee is expected to use ordinary business courtesy to exchange factual information with co-workers and the public. Strained situations may occasionally occur, but the responsibilities are normally not confrontational.

B. Interpretation and explanation of policies and procedures

The employee is required to interpret policies and procedures, apply and explain them, and influence the public or others to abide by them. Problems may need to be defined and clarified and individuals contacted may be upset or unreasonable. Contacts may also be made with individuals at all levels throughout the City of Imperial.

C. Influencing individuals or groups

The employee is required to interpret laws, policies, and procedures to individuals who may be confrontational or to deal with members of professional, business, community, or other groups or regulatory agencies as a representative of the City of Imperial.

D. Negotiation with organizations from a position of authority

The employee often deals with the City Council, elected officials, government agencies, and other outside agencies, and the public to advance and represent the priorities and interests of the City, provide policy direction, and/or negotiate solutions to difficult problems.

7. Working Conditions/Physical Demands

This factor includes specific physical, situational, and other factors that influence the employee's working situation.

A. Normal office or similar setting

The work is performed in a normal office or similar setting during regular office hours (occasional overtime may be required but compensated for). Responsibilities include meeting standard deadlines, using office and related equipment, lifting materials weighing up to 25 pounds, and communicating with others in a generally non-stressful manner.

B. Varied working conditions with some physical or emotional demands

The work is normally performed indoors, but may have some exposure to noise, heat, weather, or other uncomfortable conditions. Stand-by, call back, or regular overtime may be required. The employee may have to meet frequent deadlines, work extended hours, and maintain attention to detail at a computer or other machinery, deal with difficult people, or regularly perform moderate physical activity.

C. Difficult working conditions and/or physical demands

The work has distinct and regular difficult demands. Shift work (24-7 or rotating) may be required; there may be exposure to hazardous materials or conditions; the employee may be subject to regular emergency callback and extended shifts; and/or the work may require extraordinary physical demands.

Based on the above factors, in the maintenance of the classification plan when an employee is assigned an additional duty or responsibility and requests a change in classification, it is reasonable to ask:

- What additional knowledge and skills are required to perform the duty?
- How does one gain this additional knowledge and skills – through extended training, through a short-term seminar, through on-the-job experience?
- Does this duty or responsibility require new or additional supervisory responsibilities?
- Is there a greater variety of or are there more complex problems that need to be solved as a result of the new duty?
- Does the employee have to make a greater variety of or more difficult decisions as a result of this new duty?
- Are the impacts of decisions greater because of this new duty (effects on staff, budget, City-wide activities, and/or relations with other agencies)?
- Are guidelines, policies, and/or procedures provided to the employee for the performance of this new duty?
- Is the employee interacting with internal and external stakeholders others more frequently or for a different purpose as a result of this new assignment?
- Have the working or physical conditions of the job changed as a result of this new assignment?

The analysis of the factors outlined above, as well as the answers to these questions, were used to determine recommended classifications for all City employees. The factors above will also help to guide the placement of specific positions to the existing classification structure and/or revision of entire classification structure in the future.

Classification Allocation Recommendations

All class descriptions were updated in order to ensure that the format is consistent, and that the duties and responsibilities are current and properly reflect the required knowledge, abilities, and skills.

When evaluating the allocation of positions, the focus is on assigned job duties and the job-related requirements for successful performance, not on individual employee capabilities or amount of work performed. Positions are evaluated and classified on the basis of such factors as knowledge and skill required to perform the work, the complexity of the work, the authority delegated to make decisions and take action, the responsibility for the work of others and/or for budget expenditures, contacts with others (both inside and outside of the organization), the impact of the position on the organization, and working conditions.

Furthermore, it is necessary to: (i) identify the duties that the incumbents are currently being required to perform; (ii) determine if those duties are captured in the current classification description; and (iii) identify the percentage of duties being performed, if any, which are outside of the current classification.

Title Change

One change in the classification plan, as noted above, was the title change for 38 classifications.

Table 1. Title Change Recommendations

Current Classification Title	Proposed Classification Title
Accounting Assistant II	Accounting Assistant
Accounting Assistant III	Accounting Assistant
Police Chief's Administrative Assistant	Administrative Assistant
Public Records Analyst	Assistant City Clerk
Code Enforcement Inspector	Code Enforcement Inspector II
Community Development Technician	Community Development Technician II
Engineering Technician/Inspector	Construction Project Coordinator
Project Manager	Construction Project Manager
Criminal Analyst	Crime Analyst
Maintenance Electrician	Electrician
Building Service Worker	Facilities Maintenance Worker
Administrative Services Director	Finance Director
GIS Coordinator	GIS Analyst
GIS Project Manager	GIS Program Manager
Information Technology Technician III – some incumbents	Information Technology Technician II
Literacy Coordinator	Library Grant Coordinator
Lifeguard/Recreation Leader I (LG) – all incumbents	Lifeguard
Lifeguard/Recreation Leader II (Rec) – all incumbents	Lifeguard/Swim Instructor
Lifeguard/Recreation Leader II (LG) – all incumbents	Lifeguard/Swim Instructor
Literacy Coordinator	Literacy Coordinator I
Literacy Coordinator	Literacy Coordinator II
Information Technology Technician III – 1 incumbent	Network Specialist
Organic Waste Monitor	Organic Waste Specialist
General Maintenance Worker I – all incumbents	Public Services Maintenance Worker I
General Maintenance Worker II – all incumbents	Public Services Maintenance Worker II
Recreation Specialist – multiple incumbents	Recreation and Event Specialist I/II
Recreation Specialist	Recreation and Event Specialist II
Special Events Coordinator	Recreation and Special Events Coordinator
Recreation Coordinator	Recreation and Special Events Coordinator
Lifeguard/Recreation Leader I (Rec) – all incumbents	Recreation Leader I
Lead Equipment Mechanic	Senior Equipment Mechanic
Lifeguard/Recreation Leader III (Rec) – all incumbents	Senior Lifeguard/Swim Instructor
Lifeguard/Recreation Leader III (LG) – all incumbents	Senior Lifeguard/Swim Instructor
Crew Leader	Senior Public Services Maintenance Worker
Wastewater Plant Operator I – all incumbents	Wastewater Treatment Plant Operator I
Wastewater Plant Operator II	Wastewater Treatment Plant Operator II
Distribution Utility Worker I	Water Meter/Distribution Operator I
Distribution Utility Worker II	Water Meter/Distribution Operator II

Title changes are recommended to reflect the level and scope more clearly being performed, to consolidate work into broader categories that could be used City-wide, as well as establish consistency with the labor market and industry standards. Any compensation recommendations (detailed in Volume II) are not dependent upon a new title, but upon

the market value as defined by job scope, level and responsibilities, and the qualifications required for successful job performance. All recommended position allocations in Appendix I.

Reclassification

Reclassification recommendations are made for positions that are working out of class due to level and scope of work and/or job functions that have been added to or removed from those positions over time.

The study resulted in 29 incumbents, allocated to 25 classifications, to be reclassified, as noted in the table below. These recommendations are based on the individual positions interviewed. Not every incumbent in the current classification is recommended for a reclassification.

Table 2. Reclassification Recommendations

Current Classification Title	Proposed Classification Title
Financial Analyst	Accounting Technician
Administrative Assistant	Administrative Specialist
Police Services Officer I	Animal Control Officer
Building Inspector I	Building Inspector II
General Maintenance Worker III – 1 incumbent	Collection System Worker II
Human Resources Manager	Human Resources and Risk Management Director
General Maintenance Technician – 1 incumbent	HVAC/Electrical Technician
Library Assistant I – 2 incumbents	Library Clerk
Library Administrator	Library Manager
Library Assistant	Library Page
Library Page	Library Support Services Worker
Park Maintenance Worker III – 2 incumbents	Park Maintenance Worker II
Crew Leader	Parks Maintenance Coordinator
Police Services Officer III – 2 incumbents	Police Services Officer II
Administrative Assistant	Project Coordinator
Police Services Officer III	Property and Evidence Technician
Public Services Foreman – 1 incumbent	Public Services Supervisor
Planner I	Senior Planner
Wastewater Plant Operator III	Senior Wastewater Treatment Plant Operator
Accounting Assistant III	Utility Billing Technician
General Maintenance Worker III – 1 incumbent	Utility Maintenance Worker I
General Maintenance Worker III – 2 incumbents	Utility Maintenance Worker II
General Maintenance Worker III	Wastewater Operator in Training
General Maintenance Worker II	Water Operator in Training
General Maintenance Worker III	Water Operator in Training

New Classifications

To accommodate changes in organizational structure and responsibilities, the City of Imperial requested the development of new classifications, including: Accountant, Assistant Planner, Associate Planner, Building Inspector I, Building Official, Collection System Worker I, Code Enforcement Inspector I, Community Development Technician I, Engineering Technician I/II, Finance Supervisor, Fleet & Facilities Supervisor, Information Technology Technician I, Library Assistant, Network Specialist, Purchasing Technician, Senior Collection System Worker, Senior Park

Maintenance Worker, Senior Recreation and Event Specialist, Senior Water Meter/Distribution Operator, Senior Water Treatment Plant Operator, and Wastewater Treatment Plant Operator III.

Conclusion

The revised classification descriptions serve as a general description of the work performed and provide a framework of the expectations of each position for the employee. Requests for the addition of new positions and classifications and/or reclassification of an existing position should follow established City policies and procedures. Any decisions related to the addition of new positions and classifications, reclassification of an existing position, and promotion of an existing position will depend on the needs and resources of the City and the availability of work, as well as the ability of existing positions to meet the qualifications of and perform the duties of the higher-level class.

Finally, as mentioned previously, a classification plan is not a static, unchanging entity. The classification plan should be reviewed on a regular, on-going basis and may be amended or revised as required.

It has been a pleasure working with 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,

Gallagher, Formerly Koff & Associates

Mike Harary

Mike Harary
Project Manager

Appendix I

Recommended Position Allocations

City of Imperial

Classification Study Final Allocation Listing

December 2024

PDQ? Yes/No	Last Name, First Name	Department	Division	Current Title	Recommended Title	Action	Rationale
No	Future Use	City Manager's Administrative Offices	Finance Department	N/A	Accountant	New Class	City wishes to create a new class for future use.
No	Vacant Funded	City Manager's Administrative Offices	Finance Department	Accounting Assistant III	Accounting Assistant I/II	Title Change	No PDQ received. Classify same as peers.
Yes	Magallanes, Emery	City Manager's Administrative Offices	Finance Department	Accounting Assistant II	Accounting Assistant II	Title Change	Title change to reflect consistency with class concepts.
Yes	Quinones, Yaneth	City Manager's Administrative Offices	Finance Department	Accounting Technician	Accounting Technician	No Change	Position is properly classified.
Yes	Vacant Funded	City Manager's Administrative Offices	Finance Department	Financial Analyst	Accounting Technician	Reclassification	Reclassify to reflect body of work performed.
Yes	Ulloa, Alissa	City Manager's Administrative Offices	Information Technology	Administrative Assistant	Administrative Assistant	Reclassification	City independently recommends reclassification based on the demonstrated body of work performed by this position.
Yes	Osuna, Aimee	City Manager's Administrative Offices	City Clerk	Public Records Analyst	Assistant City Clerk	Title Change	Title change to reflect body of work performed.
Yes	Guerrero, Jenell	City Manager's Administrative Offices	City Manager's Office	Assistant to the City Manager	Assistant to the City Manager	No Change	Position is properly classified.
No	Mortita, Dennis	City Manager's Administrative Offices	City Manager's Office	City Manager	City Manager	No Change	Position is properly classified.
Yes	Mejorado, Olivia	City Manager's Administrative Offices	City Manager's Office	Executive Assistant	Management Analyst	Reclassification	City independently recommends reclassification based on the demonstrated body of work performed by this position.
Yes	Victor Manriquez	City Manager's Administrative Offices	Finance Department	Administrative Services Director	Finance Director	Title Change	Title change to reflect body of work performed.
Yes	Quintana, Diana	City Manager's Administrative Offices	Finance Department	Finance Manager	Finance Manager	No Change	Position is properly classified.
No	Future Use	City Manager's Administrative Offices	Finance Department	N/A	Finance Supervisor	New Class	City wishes to create a new class for future use.
Yes	Vacant Funded	City Manager's Administrative Offices	Information Technology	GIS Coordinator	GIS Analyst	Title Change	Title change to reflect industry standards.
Yes	Vacant Funded	City Manager's Administrative Offices	Information Technology	GIS Project Manager	GIS Program Manager	Title Change	Title change to reflect industry standards.
Yes	Ferrell, Alyssa	City Manager's Administrative Offices	Human Resources	Human Resources Analyst	Human Resources Analyst	No Change	Position is properly classified.
Yes	Smith, Kristen	City Manager's Administrative Offices	Human Resources	Human Resources Manager	Human Resources and Risk Management Director	Reclassification	Reclassify to reflect body of work performed.
Yes	Zamudio, Adriana	City Manager's Administrative Offices	Human Resources	Human Resources Specialist	Human Resources Specialist	No Change	Position is properly classified.
Yes	Estrada, Ramon Alejandro	City Manager's Administrative Offices	Information Technology	Information Technology Director	Information Technology Director	No Change	Position is properly classified.
No	Future Use	City Manager's Administrative Offices	Information Technology	N/A	Information Technology Technician I	New Class	City wishes to create a new class for future use.
Yes	Anguiano, Luis	City Manager's Administrative Offices	Information Technology	Information Technology Technician III	Information Technology Technician II	Title Change	Title change to reflect work performed and industry standard.
Yes	Quero, Erick	City Manager's Administrative Offices	Information Technology	Information Technology Technician III	Network Specialist	Title Change	Title change to reflect work performed and industry standard.
No	Future Use	City Manager's Administrative Offices	Finance Department	N/A	Purchasing Technician	New Class	City wishes to create a new class for future use.
Yes	Redfern, Sandra	City Manager's Administrative Offices	Finance Department	Accounting Assistant III	Utility Billing Technician	Reclassification	Reclassify to reflect body of work performed.

City of Imperial

Classification Study Final Allocation Listing

December 2024

PDQ? Yes/No	Last Name, First Name	Department	Division	Current Title	Recommended Title	Action	Rationale
No	Future Use	Community Development	Planning	N/A	Assistant Planner	New Class	City wishes to create a new class for future use.
No	Future Use	Community Development	Planning	N/A	Associate Planner	New Class	City wishes to create a new class for future use.
No	Future Use	Community Development	Building & Safety	N/A	Building Inspector I	New Class	City wishes to create a new class for future use.
Yes	Cole, Cody	Community Development	Building & Safety	Building Inspector I	Building Inspector II	Reclassification	Reclassify to reflect journey level work performed.
No	Future Use	Community Development	Building & Safety	N/A	Building Official	New Class	City wishes to create a new class for future use. Will oversee Building & Code sections.
No	Future Use	Community Development	Code Enforcement	N/A	Code Enforcement Inspector I	New Class	City wishes to create a new class for future use.
Yes	Ramirez, David	Community Development	Code Enforcement	Code Enforcement Inspector	Code Enforcement Inspector II	Title Change	Title change to reflect consistency with class concepts.
Yes	Mora, Othon	Community Development	Community Development	Community Development Director	Community Development Director	No Change	Position is properly classified.
No	Future Use	Community Development	Community Development	N/A	Community Development Technician I	New Class	City wishes to create a new class for future use.
Yes	Galindo, Lorena	Community Development	Building & Safety	Community Development Technician	Community Development Technician II	Title Change	Title change to reflect consistency with class concepts.
Yes	Williams, Fernando L.	Community Development	Engineering	Engineering Technician/Inspector	Construction Project Coordinator	Title Change	Title change to reflect body of work performed.
Yes	Villegas, Jesus	Community Development	Engineering	Project Manager	Construction Project Manager	Title Change	Title change to reflect body of work performed.
No	Future Use	Community Development	Community Development	N/A	Engineering Technician I/II	New Class	City wishes to create a new class for future use.
Yes	Flores, Ariel	Community Development	Code Enforcement	Organic Waste Monitor	Organic Waste Specialist	Title Change	Title change to reflect body of work performed.
Yes	Banales, Carla	Community Development	Engineering	Administrative Assistant	Project Coordinator	Reclassification	Reclassify to reflect body of work performed.
Yes	Cordero, Yvonne	Community Development	Planning	Planner I	Senior Planner	Reclassification	The City alternately recommends reclassifying the position to Associate Planner to reflect journey level work performed.

City of Imperial Classification Study Final Allocation Listing December 2024

PDQ? Yes/No	Last Name, First Name	Department	Division	Current Title	Recommended Title	Action	Rationale
Yes	Wolfe, Kathryn	Library Services	Library Department	Librarian	Librarian	No Change	Position is properly classified.
No	Future Use	Library Services	Library Department	N/A	Library Assistant	New Class	City wishes to create a new class for future use.
Yes	Samaniego, Julia	Library Services	Library Department	Library Assistant I	Library Clerk	Reclassification	Reclassify to reflect body of work performed.
Yes	De Dios, Robert	Library Services	Library Department	Library Assistant I	Library Clerk	Reclassification	Reclassify to reflect body of work performed.
Yes	Luevano, Elizabeth	Library Services	Literacy Program Department	Literacy Coordinator	Library Grant Coordinator	Title Change	Title change to reflect body of work performed.
Yes	Haller, Ember	Library Services	Library Department	Library Administrator	Library Manager	Reclassification	Reclassify to reflect body of work performed.
No	Vacant Funded	Library Services	Library Department	Library Assistant	Library Page	Reclassification	Reclassify to reflect body of work performed.
Yes	Gonzalez, Emmanuel	Library Services	Library Department	Library Page	Library Support Services Worker	Reclassification	Reclassify to reflect body of work performed.
Yes	Quihuis, Genesis	Library Services	Library Department	Library Technician	Library Technician	No Change	Position is properly classified.
Yes	Diaz, Mariam	Library Services	Literacy Program Department	Literacy Coordinator	Literacy Coordinator	No Change	Position is properly classified.
Yes	Reyes, Monica	Library Services	Literacy Program Department	Literacy Coordinator	Literacy Coordinator	No Change	Position is properly classified.

City of Imperial

Classification Study Final Allocation Listing

December 2024

PDQ? Yes/No	Last Name, First Name	Department	Division	Current Title	Recommended Title	Action	Rationale
Yes	Sanchez, Stephanie	Parks and Recreation	Parks and Recreation	Administrative Assistant	Administrative Specialist	Reclassification	Reclassify to reflect complexity of work.
No	Amparano, Kaden	Parks and Recreation	Summer Programs - Pool	Lifeguard/Recreation Leader I (LG)	Lifeguard	Title Change	Title change to reflect body of work performed.
No	Duenas, Dulce	Parks and Recreation	Summer Programs - Pool	Lifeguard/Recreation Leader I (LG)	Lifeguard	Title Change	Title change to reflect body of work performed.
No	Graham, Angelique	Parks and Recreation	Summer Programs - Pool	Lifeguard/Recreation Leader I (LG)	Lifeguard	Title Change	Title change to reflect body of work performed.
No	Karakoc, Mustafa	Parks and Recreation	Summer Programs - Pool	Lifeguard/Recreation Leader I (LG)	Lifeguard	Title Change	Title change to reflect body of work performed.
No	Morales, Kaydence	Parks and Recreation	Summer Programs - Pool	Lifeguard/Recreation Leader I (LG)	Lifeguard	Title Change	Title change to reflect body of work performed.
No	Ortega, Daniel	Parks and Recreation	Summer Programs - Pool	Lifeguard/Recreation Leader I (LG)	Lifeguard	Title Change	Title change to reflect body of work performed.
No	Rivera, Anthony	Parks and Recreation	Summer Programs - Pool	Lifeguard/Recreation Leader I (LG)	Lifeguard	Title Change	Title change to reflect body of work performed.
No	Campos, Kaylee	Parks and Recreation	Summer Programs - Recreation	Lifeguard/Recreation Leader II (Rec)	Lifeguard/Swim Instructor	Title Change	Title change to reflect body of work performed.
No	Curiel, Brendon	Parks and Recreation	Summer Programs - Pool	Lifeguard/Recreation Leader II (LG)	Lifeguard/Swim Instructor	Title Change	Title change to reflect body of work performed.
No	Holbrook, Samuel	Parks and Recreation	Summer Programs - Pool	Lifeguard/Recreation Leader II (LG)	Lifeguard/Swim Instructor	Title Change	Title change to reflect body of work performed.
No	Ortega, Arely	Parks and Recreation	Summer Programs - Recreation	Lifeguard/Recreation Leader II (Rec)	Lifeguard/Swim Instructor	Title Change	Title change to reflect body of work performed.
No	Sundahl, Edward	Parks and Recreation	Summer Programs - Recreation	Lifeguard/Recreation Leader II (Rec)	Lifeguard/Swim Instructor	Title Change	Title change to reflect body of work performed.
No	Becerra, Carlos	Parks and Recreation	Parks Department	Park Maintenance Worker I	Park Maintenance Worker I	No Change	Position is properly classified.
No	Bueno, Jose	Parks and Recreation	Parks Department	Park Maintenance Worker I	Park Maintenance Worker I	No Change	Position is properly classified.
No	Cordova, Luis	Parks and Recreation	Parks Department	Park Maintenance Worker I	Park Maintenance Worker I	No Change	Position is properly classified.
No	Perdomo, Adrian	Parks and Recreation	Parks Department	Park Maintenance Worker I	Park Maintenance Worker I	No Change	Position is properly classified.
No	De La Vera, Jose	Parks and Recreation	Parks Department	Park Maintenance Worker II	Park Maintenance Worker II	No Change	Position is properly classified.
No	Gray, Matthew	Parks and Recreation	Parks Department	Park Maintenance Worker II	Park Maintenance Worker II	No Change	Position is properly classified.
No	Matejovsky, Jason	Parks and Recreation	Parks Department	Park Maintenance Worker II	Park Maintenance Worker II	No Change	Position is properly classified.
No	Rabb, Samuel	Parks and Recreation	Parks Department	Park Maintenance Worker II	Park Maintenance Worker II	No Change	Position is properly classified.
No	Amador, Jesus	Parks and Recreation	Parks Department	Park Maintenance Worker III	Park Maintenance Worker II	Reclassification	Reclassify to reflect journey level work performed. City reclassified incumbent during course of Class Study.
No	La Cuesta, Jaime	Parks and Recreation	Parks Department	Park Maintenance Worker III	Park Maintenance Worker II	Reclassification	Reclassify to reflect journey level work performed. City reclassified incumbent during course of Class Study.
Yes	Lopez, Anthony	Parks and Recreation	Parks and Recreation	Parks and Recreation Director	Parks and Recreation Director	No Change	Position is properly classified.
Yes	Campas, Sergio	Parks and Recreation	Parks Department	Crew Leader	Parks Maintenance Coordinator	Reclassification	Reclassify to reflect body of work performed.
No	Vacant Funded	Parks and Recreation	Recreation Services and Special Events	Recreation Specialist	Recreation and Event Specialist I/II	Title Change	Title change to reflect body of work performed.

City of Imperial

Classification Study Final Allocation Listing

December 2024

PDQ? Yes/No	Last Name, First Name	Department	Division	Current Title	Recommended Title	Action	Rationale
No	Vacant Funded	Parks and Recreation	Recreation Services and Special Events	Recreation Specialist	Recreation and Event Specialist I/II	Title Change	Title change to reflect body of work performed.
Yes	Torres, Martin	Parks and Recreation	Recreation Services and Special Events	Recreation Specialist	Recreation and Event Specialist II	Title Change	Title changed to reflect body of work performed.
Yes	Amparano, Nancy	Parks and Recreation	Recreation Services and Special Events	Special Events Coordinator	Recreation and Special Events Coordinator	Title Change	Title change to reflect body of work performed.
Yes	Topete, Victoria (Ceballos)	Parks and Recreation	Recreation Services and Special Events	Recreation Coordinator	Recreation and Special Events Coordinator	Title Change	Title change to reflect body of work performed.
No	Brinnon, Drew	Parks and Recreation	Summer Programs - Recreation	Lifeguard/Recreation Leader I (Rec)	Recreation Leader I	Title Change	Title change to reflect body of work performed.
No	Calderon, Angel	Parks and Recreation	Summer Programs - Recreation	Lifeguard/Recreation Leader I (Rec)	Recreation Leader I	Title Change	Title change to reflect body of work performed.
No	Paez, Joselyn	Parks and Recreation	Summer Programs - Recreation	Lifeguard/Recreation Leader I (Rec)	Recreation Leader I	Title Change	Title change to reflect body of work performed.
No	Quinones, Gabrielle	Parks and Recreation	Summer Programs - Recreation	Lifeguard/Recreation Leader I (Rec)	Recreation Leader I	Title Change	Title change to reflect body of work performed.
No	Ramirez, Julyanna	Parks and Recreation	Summer Programs - Recreation	Lifeguard/Recreation Leader I (Rec)	Recreation Leader I	Title Change	Title change to reflect body of work performed.
No	Tirado, Arlett	Parks and Recreation	Summer Programs - Recreation	Lifeguard/Recreation Leader I (Rec)	Recreation Leader I	Title Change	Title change to reflect body of work performed.
No	Bedolla, Jared	Parks and Recreation	Summer Programs - Recreation	Lifeguard/Recreation Leader I (Rec)	Recreation Leader I	Title Change	Title change to reflect body of work performed.
No	Amparano, Kailee	Parks and Recreation	Summer Programs - Recreation	Lifeguard/Recreation Leader III (Rec)	Senior Lifeguard/Swim Instructor	Title Change	Title change to reflect industry standards.
No	Ellison, Haidyn	Parks and Recreation	Summer Programs - Pool	Lifeguard/Recreation Leader III (LG)	Senior Lifeguard/Swim Instructor	Title Change	Title change to reflect body of work performed.
No	Gomez, Cheney	Parks and Recreation	Summer Programs - Pool	Lifeguard/Recreation Leader III (LG)	Senior Lifeguard/Swim Instructor	Title Change	Title change to reflect body of work performed.
No	Holbrook, Addison	Parks and Recreation	Summer Programs - Pool	Lifeguard/Recreation Leader III (LG)	Senior Lifeguard/Swim Instructor	Title Change	Title change to reflect body of work performed.
No	Landeros, Alejandra	Parks and Recreation	Summer Programs - Pool	Lifeguard/Recreation Leader III (LG)	Senior Lifeguard/Swim Instructor	Title Change	Title change to reflect body of work performed.
No	Future Use	Parks and Recreation	Parks Department	N/A	Senior Park Maintenance Worker	New Class	City wishes to create a new class for future use.
No	Future Use	Parks and Recreation	Recreation Services and Special Events	N/A	Senior Recreation and Event Specialist	New Class	City wishes to create a new class for future use.
No	Espino, Viviana	Parks and Recreation	Summer Programs - Recreation	Lifeguard/Recreation Leader III (Rec)	Senior Recreation Leader	Title Change	Title change to reflect industry standards.
No	Ortega, Giselle	Parks and Recreation	Summer Programs - Recreation	Lifeguard/Recreation Leader III (Rec)	Senior Recreation Leader	Title Change	Title change to reflect industry standards.

City of Imperial

Classification Study Final Allocation Listing

December 2024

PDQ? Yes/No	Last Name, First Name	Department	Division	Current Title	Recommended Title	Action	Rationale
Yes	Vacant Funded	Police	Police	Police Chief's Administrative Assistant	Administrative Assistant	Title Change	Title change to reflect body of work performed.
No	Alvarez, Stephanie	Police	Records	Police Services Officer I	Animal Control Officer	Reclassification	No PDQ received. Allocate based on current JD.
No	Vacant Funded	Police	Police	Chief of Police	Chief of Police	No Change	Position is properly classified.
Yes	Ibarra, Caroline	Police	Coordination Center	Criminal Analyst	Crime Analyst	Title Change	Title change to reflect industry standards.
Yes	Sheffield, Max	Police	Patrol	Police Captain	Police Captain	No Change	Position is properly classified.
Yes	Martinez, Robert	Police	Police	Police Corporal	Police Corporal	No Change	Position is properly classified.
No	Vacant Funded	Police	Patrol	Police Corporal	Police Corporal	No Change	Position vacant.
Yes	Amaya, Ana	Police	Patrol	Police Officer	Police Officer	No Change	Position is properly classified.
No	Ayala, Octavio	Police	Patrol (SRO (School Resource Officer))	Police Officer	Police Officer	No Change	No PDQ received. Classify same as peers.
No	Bustamante, Emily	Police	Patrol	Police Officer	Police Officer	No Change	No PDQ received. Classify same as peers.
Yes	Chiriboga Villacis, Andrea	Police	Patrol	Police Officer	Police Officer	No Change	Position is properly classified.
No	Corona, Erik	Police	Investigations	Police Officer	Police Officer	No Change	No PDQ received. Classify same as peers.
No	Cortez, Michael	Police	Patrol	Police Officer	Police Officer	No Change	No PDQ received. Classify same as peers.
Yes	Fierro-Gonzalez, Carmen	Police	Patrol	Police Officer	Police Officer	No Change	Position is properly classified.
No	Janosz, Mark	Police	Patrol	Police Officer	Police Officer	No Change	No PDQ received. Classify same as peers.
No	Reyes, Eladio	Police	Investigations	Police Officer	Police Officer	No Change	No PDQ received. Classify same as peers.
Yes	Salazar Jr., Dario	Police	Patrol	Police Officer	Police Officer	No Change	Position is properly classified.
No	Stiff, Andrea	Police	Patrol	Police Officer	Police Officer	No Change	No PDQ received. Classify same as peers.
No	Torres, Christian	Police	Patrol	Police Officer	Police Officer	No Change	No PDQ received. Classify same as peers.
No	Vacant Funded	Police	Investigations	Police Officer	Police Officer	No Change	Position vacant.
No	Vacant Funded	Police	Patrol	Police Officer	Police Officer	No Change	Position vacant.
No	Caldwell, Deanna	Police	Patrol	Police Sergeant	Police Sergeant	No Change	No PDQ received. Classify same as peers.
Yes	Hernandez, Alberto	Police	Patrol	Police Sergeant	Police Sergeant	No Change	Position is properly classified.
Yes	Rubio, Albert	Police	Patrol	Police Sergeant	Police Sergeant	No Change	Position is properly classified.

City of Imperial Classification Study Final Allocation Listing December 2024

PDQ? Yes/No	Last Name, First Name	Department	Division	Current Title	Recommended Title	Action	Rationale
Yes	Schaffer, Jeremy	Police	Patrol	Police Sergeant	Police Sergeant	No Change	Position is properly classified.
No	Valenzuela, Albert	Police	Investigations	Police Sergeant	Police Sergeant	No Change	No PDQ received. Classify same as peers.
Yes	Frazier, Gissell	Police	Records	Police Services Officer III	Police Services Officer II	Reclassification	Reclassify to reflect journey level work performed.
Yes	Harmon, Damon	Police	Records	Police Services Officer III	Police Services Officer II	Reclassification	Reclassify to reflect journey level work performed.
Yes	Murillo, Moises	Police	Records	Police Services Officer III	Property and Evidence Technician	Reclassification	Reclassify to reflect body of work performed.

City of Imperial

Classification Study Final Allocation Listing

December 2024

PDQ? Yes/No	Last Name, First Name	Department	Division	Current Title	Recommended Title	Action	Rationale
No	Future Use	Public Services	Wastewater	N/A	Collection System Worker I	New Class	City wishes to create a new class for future use.
Yes	Sanchez, Fabian	Public Services	Wastewater	General Maintenance Worker III	Collection System Worker II	Reclassification	Reclassify to reflect body of work performed.
Yes	Arreola, Rudy	Public Services	Building & Facility Maintenance	Maintenance Electrician	Electrician	Title Change	Title change to reflect industry standards.
No	Camarillo, Juan	Public Services	Fleet Department	Equipment Mechanic	Equipment Mechanic	No Change	No PDQ received. Allocate based on current JD.
Yes	Lankford, Michael	Public Services	Building & Facility Maintenance	Building Service Worker	Facilities Maintenance Worker	Title Change	Title change to reflect industry standards.
No	Future Use	Public Services	Fleet Department	N/A	Fleet & Facilities Supervisor	New Class	City wishes to create a new class for future use.
Yes	Burch, Cody	Public Services	Building & Facility Maintenance	General Maintenance Technician I	HVAC/Electrical Technician	Reclassification	Reclassify to reflect body of work performed.
Yes	Solorzano, Jisela	Public Services	Public Services	Management Analyst	Management Analyst	No Change	Position is properly classified.
Yes	Loper, Jackie	Public Services	Public Services	Public Services Director	Public Services Director	No Change	Position is properly classified.
Yes	Aguar, Francisco	Public Services	Shop & Streets Department	General Maintenance Worker I	Public Services Maintenance Worker I	Title Change	Title change to reflect industry standards.
Yes	Aguilera, Jose	Public Services	Shop & Streets Department	General Maintenance Worker I	Public Services Maintenance Worker I	Title Change	Title change to reflect industry standards.
No	Trujillo, Ricardo	Public Services	Shop & Streets Department	General Maintenance Worker I	Public Services Maintenance Worker I	Title Change	No PDQ received. Classify same as peers.
No	Zepeda, Anthony	Public Services	Shop & Streets Department	General Maintenance Worker I	Public Services Maintenance Worker I	Title Change	No PDQ received. Classify same as peers.
No	Rodriguez, Alejandro	Public Services	Shop & Streets Department	General Maintenance Worker II	Public Services Maintenance Worker II	Title Change	No PDQ received. Allocate based on current JD.
Yes	Vacant Funded	Public Services	Public Services	Public Services Manager	Public Services Manager	No Change	No PDQ received. Allocate based on current JD.
Yes	Gonzalez, Isaiah	Public Services	Shop & Streets Department	Public Services Foreman	Public Services Supervisor	Reclassification	Reclassify to reflect supervision responsibilities.
No	Future Use	Public Services	Wastewater	N/A	Senior Collection System Worker	New Class	City wishes to create a new class for future use.
Yes	Cardenas, Gustavo A.	Public Services	Fleet Department	Lead Equipment Mechanic	Senior Equipment Mechanic	Title Change	Title change to reflect industry standards.
Yes	Mercado, Anthony	Public Services	Public Services	Crew Leader	Senior Public Services Maintenance Worker	Title Change	Title change to reflect industry standards.
Yes	Schneider, Clifford	Public Services	Wastewater	Wastewater Plant Operator III	Senior Wastewater Treatment Plant Operator	Reclassification	Reclassify to reflect lead responsibilities.
No	Future Use	Public Services	Water Treatment Plant Department	N/A	Senior Water Meter/Distribution Operator	New Class	City wishes to create a new class for future use.
No	Future Use	Public Services	Water Treatment Plant	N/A	Senior Water Treatment Plant Operator	New Class	City wishes to create a new class for future use.
Yes	Barraza, Hector	Public Services	Public Services	General Maintenance Worker III	Utility Maintenance Worker I	Reclassification	Reclassify to reflect body of work performed.
Yes	Cardenas, Gustavo C.	Public Services	Public Services	General Maintenance Worker III	Utility Maintenance Worker II	Reclassification	Reclassify to reflect body of work performed.
Yes	Luna, Cesar	Public Services	Public Services	General Maintenance Worker III	Utility Maintenance Worker II	Reclassification	Reclassify to reflect body of work performed.
Yes	Felix, Christian	Public Services	Wastewater	General Maintenance Worker III	Wastewater Operator in Training	Reclassification	Recommended City consider budgeting this position at the full journey (i.e., Operator II) level, and "UNDERFILL" with incumbent who doesn't yet qualify as a journey level employee. Incumbent is currently on...

City of Imperial

Classification Study Final Allocation Listing

December 2024

PDQ? Yes/No	Last Name, First Name	Department	Division	Current Title	Recommended Title	Action	Rationale
Yes	Kemp, Christopher	Public Services	Wastewater	Wastewater Plant Chief Operator	Wastewater Plant Chief Operator	No Change	Position is properly classified.
Yes	Fierro, Victor	Public Services	Wastewater	Wastewater Plant Operator I	Wastewater Treatment Plant Operator I	Title Change	Title change to reflect industry standards.
Yes	Servin, Jose	Public Services	Wastewater	Wastewater Plant Operator I	Wastewater Treatment Plant Operator I	Title Change	Title change to reflect industry standards.
Yes	Carpenter, Adam	Public Services	Wastewater	Wastewater Plant Operator II	Wastewater Treatment Plant Operator II	Title Change	Title change to reflect industry standards.
No	Future Use	Public Services	Wastewater	N/A	Wastewater Treatment Plant Operator III	New Class	City wishes to create a new class for future use.
Yes	Ruiz, Jorge	Public Services	Water Treatment Plant Department	Distribution Utility Worker I	Water Meter/Distribution Operator I	Title Change	Title change to reflect body of work performed.
Yes	Bentley, James	Public Services	Water Treatment Plant Department	Distribution Utility Worker II	Water Meter/Distribution Operator II	Title Change	Title change to reflect body of work performed.
Yes	Gonzalez, Frank	Public Services	Water Treatment Plant	General Maintenance Worker III	Water Operator In Training	Reclassification	Recommended City consider budgeting this position at the full journey (i.e., Operator II) level, and "UNDERFILL" with incumbent who doesn't yet qualify as a journey level employee.
Yes	Renteria, Javier	Public Services	Water Treatment Plant	General Maintenance Worker II	Water Operator In Training	Reclassification	Recommended City consider budgeting this position at the full journey (i.e., Operator II) level, and "UNDERFILL" with incumbent who doesn't yet qualify as a journey level employee.
Yes	Emmett, Robert	Public Services	Water Treatment Plant	Water Plant Chief Operator	Water Plant Chief Operator	No Change	Position is properly classified.
Yes	Dominguez, Jose	Public Services	Water Treatment Plant	Water Treatment Plant Operator II	Water Treatment Plant Operator II	No Change	Position is properly classified.
Yes	Arguellez, Ricardo	Public Services	Water Treatment Plant	Water Treatment Plant Operator III	Water Treatment Plant Operator III	No Change	Position is properly classified.
Yes	Gutierrez, Ruben	Public Services	Water Treatment Plant	Water Treatment Plant Operator III	Water Treatment Plant Operator III	No Change	Position is properly classified.
Yes	Viesca, Fernando	Public Services	Water Treatment Plant	Water Treatment Plant Operator III	Water Treatment Plant Operator III	No Change	Position is properly classified.

Appendix II

New Classification Descriptions

Appendix III

Classification Concepts



City of Imperial Classification Concepts – February 2024

Classification Type – General Definitions

Classification type represents the grouping of classifications into a systematic classification structure based on the inter-relationship of duties performed, nature and level of responsibilities, and required knowledge, skills, abilities, education, training, and experience. These are the Class Concepts Gallagher/Koff have recommended for the City of Imperial Classification Study in 2024:

- City Manager
- Department Head
- Division Manager
- Program Manager
- Supervisor
- Lead Worker
- Professional
- Coordinator
- Specialist
- Technician
- Staff

Within each classification series, there may exist a classification at each level or only at selected levels. The levels within the classification series reflect the City's needs and priorities. For example, in some classification series, there is no need for functions to be performed at the experienced, advanced, or supervisor level. Distinctions between levels within classification series can be defined based on scope of responsibility, complexity of work, supervision received and exercised, authority for making decisions and taking action, and type and level of required knowledge, skills, abilities, education, training, and experience. Following are descriptions of each classification type.

Management and Supervisory Class Concepts

City Manager

Plans, organizes, and provides administrative direction and oversight for all City functions and activities. Provides policy guidance and program evaluation to the City Council (Council) and management staff; and assumes responsibility for the development, implementation, and execution of short- and long-term goals, policies, budgets, and strategies to accomplish the City's mission and Council priorities.

Department Head

- In many organizations this is usually the classification titled as "Director" or "Chief"

Plans, organizes, manages, and provides administrative direction and oversight for all functions and activities of the assigned department. Provides highly responsible and complex management assistance to the City Manager in coordinating and directing City-wide departmental activities and operations. Assists the City Manager in executing the long-term vision for the City in collaboration with the City Council and other department directors. Coordinates



assigned activities with officials and outside agencies and fosters cooperative working relationships among City departments and with intergovernmental and regulatory agencies and various public and private groups.

Work situations require the analysis and application of organizational policies and goals, complex laws, and/or general business or ethical considerations. Positions operate in highly visible, politically sensitive, legally complex, and evolving arenas working on significant and strategic issues and problems, as well as City-wide and/or City Council priorities and directives, requiring political sensitivity and in-depth evaluation and analysis of various (and often competing) circumstances, interests, and information. Incumbents are responsible for achieving departmental goals and objectives. Incumbents often deal with public officials, members of boards, councils, and commissions, legislators, regulatory agencies, and the community to provide policy direction, explain program mission and objectives, and/or negotiate solutions to difficult problems.

Division Manager

- The title is generally “Manager” but other industry standard titles exist.

This classification level is considered mid-management. In addition to the responsibilities outlined at the supervisor level, responsibilities include allocating staff and budget resources among competing demands and performing significant service delivery planning and evaluation at the subunit level. This level would be responsible for a unit, defined as a segment of the organization representing a specific business function which has a chain of command. It is common for managers to have supervisory or advanced professional, technical, or clerical staff reporting to them.

The main difference between the supervisor and the manager is that the supervisor spends a portion of time performing the same duties as those supervised within their unit(s), while a manager spends the majority of time on administrative, long- and short-term planning, and budgeting responsibilities. The managerial level develops, recommends, and sets the programs, projects, goals, and policies and procedures of the division, while the supervisory level is more involved in the day-to-day implementation and execution of those programs, projects, and policies and procedures.

- In essence the manager focus is on “the why” and the supervisor focus is on “the how”.

Program Manager

This classification is typically responsible for a program, defined as a planned coordinated group of activities and procedures created for a specific function related to ongoing City operations, initiatives, and services, as well as management and/or City Council priorities and directives. A program encompasses multiple projects with department-wide and community served impact. Employees are responsible for designing, planning, implementing, evaluating, and modifying the program, including short- and long-term planning activities; budget preparation and implementation; performing extensive, in-depth, and specialized administrative, budgetary, financial, and compliance research and analysis; supporting and analyzing programmatic practices and procedures; and developing and implementing recommendations for operational, policy, and procedural improvements for the assigned program(s). Employees serve as a specialist, liaison, and advocate for the assigned program(s) requiring the use of initiative and resourcefulness, considerable independent judgment, and regular contact with senior management positions within the City, other public agencies, legislators, private and community organizations, regulatory and governmental agencies, and the public.

Supervisor

The focus of the job is on the direct supervision and coordination of a work unit, and also includes hands-on participation in the work activities of those supervised. Incumbents plan, assign, direct, review, and evaluate the work



of staff. In addition, incumbents assigned to this level make effective recommendations and/or carry out selection, performance evaluation, and disciplinary procedures.

The supervisor also exercises discretion in selecting appropriate resources to use in accomplishing assigned work; monitors and reviews work in progress, and provides technical assistance and guidance; ensures that appropriate policies and procedures are followed by subordinates; monitors, coordinates, and provides input into developing the budget for the subunit(s); and recommends procedures consistent with unit, divisional, and City directives, policies, and regulations, which are developed by higher-level management staff.

Lead Worker

This is an advanced journey level classification that bridges the gap between a journey level position below and the supervisory position above. The position leads the work of a crew, or a small group of staff engaged in the same type of work. The “Senior” title is the industry standard (vs. “Lead” – although “Lead” is still seen in public agency operations departments). This level plans, schedules, assigns, provides performance feedback, and trains employees, and is responsible for the “work” not the “worker.” This is differentiated by the full Supervisor level above which is responsible for the “worker,” including counseling, disciplining, and conducting performance evaluations.

These employees provide technical and functional direction to assigned staff on an ongoing, day-to-day basis, and perform the most difficult and complex assignments.

Non-Management Class Concepts

Professional

This classification performs operational, financial, budgetary, legal, regulatory, political, and/or administrative analyses and studies; researches and analyzes practices and procedures, and develops recommendations for organizational, operational, policy, and procedural improvements; and conducts needs analyses, feasibility studies, and evaluations for assigned programs, projects, and activities. Other professional level classes perform discipline specific activities within a given occupation, such as planning or engineering. Employees receive broad (non-detailed and non-specific) assignments and/or tasks and are responsible for independently developing a plan of action and approach; identifying, synthesizing, and interpreting relevant sources of data and information; selecting and implementing methodology; analyzing and interpreting results; developing recommendations; and presenting final products for supervisor and management review. Work assignments are reviewed during the normal briefing cycle, generally upon completion, and for overall results. Decisions may have significant unit, division, or City-wide service delivery, operational, legislative, regulatory, and/or budgetary/financial impact. A four-year degree in the area assigned is typically a minimum qualification.

Coordinator

The term “Coordinator” is often used for classes responsible for the coordination and administration of one or more programs or projects in a department/division with external contractors, agencies, and/or service providers.

The employee would typically have responsibility for independently coordinating one or more programs or projects on a regular basis. The duties involved would include the implementation of the program’s or project’s goals and objectives, oversight of performance, input as to budget preparation and administration, promotion or marketing, and evaluation. Incumbents at this level may have limited supervisory responsibility such as exercising functional and technical supervision over full-time staff, or directing part-time, temporary, and/or contract staff, volunteers, and/or interns. This concept can also be adapted to administrative types of program operations, either within a larger department or positions which oversee a City-wide administrative program.



Specialist

This is a paraprofessional classification that performs a combination of duties requiring the application of knowledge obtained from technical, vocational education, and/or experience usually provided through a two-year degree and/or post-secondary coursework and/or training. The work differs from the technician because it serves as a bridge classification to a professional series, and incumbents exercise broader discretion and independent judgment with a deeper understanding of the assigned subject matter area relative to the technician. This type and level of work can be found in departments where specialized assignments exist in administrative or operational areas.

Technician

- Examples of titles typically include “Technician” and “Operator”

This is a technical classification that performs a combination of duties which also require the application of knowledge obtained through technical or vocational education and experience, usually provided through a two-year degree and/or post-secondary coursework and training, or for skilled and semi-skilled labor, in a formal apprenticeship type program or through extended periods of on-the-job training. Employees assume regular on-going work that involves specific technical and programmatic skills and abilities, requiring the interpretation and application of practices of greater complexity and with a deep knowledge base as it relates to the assignment.

Staff

- Examples of titles typically include “Assistant” and “Worker”

This type of classification performs duties which are routine and often repetitive. For administrative positions it is often described as “transactional” work wherein employees process information and documents in which they have limited decision making latitude; generally, employees will follow established standard operating procedures within established guidelines under which decisions are made; examples would be an Accounting Assistant processing accounts payable, or an Office Assistant responsible for reception, data entry, filing, and general routine office support duties. The positions perform a combination of duties requiring the application of knowledge obtained from a high school education. Maintenance/field positions within this category engage in work that is predominantly standard and customarily mental, manual, mechanical, or physical work. The work is transactional, meaning that the focus is on maintaining the normal workflow of operations and the work typically fits within established techniques, procedures, processes, or specific standards. Typically, employees acquire their skill by experience rather than by advanced specialized intellectual instruction.

Levels of Work in Non-Management Classification Series

Where there are multiple levels of work within a classification series, these levels should be distinguishable, and generally fall within the following levels of work. Not every classification series will have all levels. These concepts are used throughout the organization for non-management positions, ranging from professional classes to maintenance and operations classes.

- **Entry:** The entry level of a classification series provides an on-the-job opportunity for employees to gain the experience needed to perform the full range of duties. Employees at this level of the class series have the necessary education to perform the work, but they lack the practical on-the-job experience required to perform the full range of duties. Employees at this level will perform the more routine duties assigned to the class series, and will require a high level of supervision until such time as they are fully proficient in the work. The most common designation for entry level work is a “I” after the class title (e.g., Accounting Assistant I or Maintenance Worker I); in some professional classes, “Assistant” may be placed before the class title to designate the class as entry level (e.g. Assistant Civil Engineer or Assistant Planner).



- **Journey/Fully Proficient:** Positions at the journey level of the series are fully proficient and qualified to perform the full range of duties assigned to the classification series. At this level, positions are subject to general supervision, referring only unusual situations and issues to their supervisor. The most common designation for journey level work is a “II” after the class title (e.g., Accounting Assistant II or Maintenance Worker II); in some professional classes, “Associate” may be placed before the class title to designate the class as journey level (e.g. Associate Civil Engineer or Associate Planner). In most classification series, the majority of positions will be placed at the journey level, since that is considered to be the core level of work, (i.e., performing the full range of duties).
- **Senior (Advanced/Lead staff level):** In addition to performing the full scope of work, employees provide technical and functional direction to assigned staff on an ongoing, day-to-day basis, and perform the most difficult and complex assignments requiring the advanced knowledge of concepts in their assigned area of responsibility, as well as City and regulatory standards, practices, policies, and procedures. For professional classes, responsibilities include performing diverse, specialized, and complex work involving significant accountability and decision-making responsibility. Employees organize and oversee day-to-day activities and are responsible for providing support to an assigned supervisor/unit manager in a variety of areas. Successful performance of the work requires an extensive background as well as the ability to coordinate subunit or unit work with that of other units and outside agencies.

For some positions at the technical and clerical level, the work involves a high-level of problem-solving requiring analysis of unique issues or problems without precedent and/or structure and formulating and presenting strategies and recommendations to management. It is preferable to limit the use of the “Senior” concept to lead related duties but that is not always feasible; but to use the “senior” concept, you must first ensure that:

- The complex duties are distinguishable from journey level work and can be clearly articulated;
 - They should also be preponderant, i.e. the purpose why the job exists.
 - They should be performed a high percentage of time, e.g., 10% of time (4 hours/week) is not a significant amount of time.
- By its very definition, the number of positions assigned to the senior level is limited.

Flexible Staffing Entry/Journey Classifications

Flexible staffing is a strategy wherein the assigned work is the same at the entry and journey level of the series, but the organization wants some flexibility in how positions progress to the journey level. The position is budgeted at the journey level, but appointment into the class series could be made at either the entry or the journey level, depending on applicant skills and/or the desire to provide advancement opportunities for current staff who have the necessary education to move into the entry level, but who need time on the job to acquire knowledge of the necessary departmental operations in order to perform the full range of duties.

Some Gallagher/Koff recommendations include the use of flexible staffing; the methodology and language for the concept are presented below:

- We do not recommend the use of time frames for progression since they vary based on the classification, and can lead to an expectation of progression to the next level within the time range specified in the classification specification, rather than the other key factors for progression (i.e., being able to demonstrate that the employee has reached the level of knowledge and ability that allows them to perform the full range of duties of the class with minimal supervision); we present below some classification specification language to address this issue:
 - “Positions in the Office Assistant I/II classification series are flexibly staffed; positions at the Office Assistant II level are normally filled by advancement from the Office Assistant I level; progression to the Office



Assistant II level is dependent on (i) management affirmation that the position is performing the full range of duties assigned to the classification; (ii) satisfactory work performance; (iii) the incumbent meeting the minimum qualifications for the classification including any licenses and certifications; and (iv) management approval for progression to the Office Assistant II level.”

- We also suggest a modified approach to typical duties, and knowledge and abilities statements in entry/journey flexibly staffed classes. In these cases, the entry level is the “learning” level within the series, so you will frequently see statements such as “ability to learn” for specific areas; this sometimes leads employees to believe that once they have completed the learning identified in a specific statement, they should then be progressed to the journey level. For that reason, we recommend incorporating the following “learning capacity” statements in the identified sections:
 - Typical Duties – “Positions at the Office Assistant I level may perform some of these duties and responsibilities in a learning capacity.”
 - Knowledge and Abilities – “Positions at the Office Assistant I level may exercise some of these knowledge and abilities statements in a learning capacity.”

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Gallagher

Insurance | Risk Management | Consulting

December 12, 2024

TOTAL COMPENSATION STUDY FINAL REPORT

City of Imperial



Gallagher

Insurance | Risk Management | Consulting

Formerly Koff & Associates

December 12, 2024

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 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
ajg.com/ps-class-comp

Contents

Executive Summary	4
<i>Background</i>	4
<i>Summary of Findings</i>	4
Study Process	4
<i>Benchmark Classifications</i>	4
<i>Comparator Agencies</i>	6
<i>Salary and Benefits Data</i>	7
<i>Data Collection</i>	8
<i>Matching Methodology</i>	8
<i>Data Spreadsheets</i>	9
Market Compensation Findings	10
<i>Base Salary & Total Comp Market Results</i>	11
<i>Benefits</i>	12
Internal Salary Relationships	13
Recommendations	14
<i>Pay Philosophy</i>	14
<i>Proposed Salary Structure</i>	14
<i>Proposed Salary Range Placements</i>	14
<i>Options for Implementation</i>	14
Using the Market Data as a Tool	16

List of Tables

Table 1. Benchmark Classification.....	4
Table 2. Comparator Agencies	7
Table 3. Market Compensation Results Summary	10
Table 4. Market Base Salary and Total Compensation Results.....	11
Table 5. Average Monthly Employer Health Insurance Contributions.....	12
Table 6. Three-Year Implementation Proposal	154

Appendices

Appendix I: Results Summary

Appendix II: Market Compensation Findings

Appendix III: Proposed Salary Range Schedule

Appendix IV: Salary Range Placement Recommendations

Appendix V: Additional Benefits

Executive Summary

Background

In June and July 2024, Gallagher 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 that 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 that 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 11.0% below the market.**
- The City’s **total compensation, overall, in comparison to the market median is 4.2% below the market.**
- The City’s **benefits package** puts the City in a more competitive position **(+6.8%)** 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 53 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
4. Assistant City Clerk

Classification Title
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
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 Corporal
38. Police Officer
39. Police Sergeant
40. Police Services Officer II
41. Property and Evidence Technician
42. Public Services Director
43. Public Services Maintenance Worker II
44. Public Services Manager

Classification Title
45. Public Services Supervisor
46. Recreation and Special Events Coordinator
47. Recreation Leader II*
48. Utility Maintenance Worker II
49. Wastewater Plant Chief Operator
50. Wastewater Treatment Plant Operator II
51. Water Meter/Distribution Operator II
52. Water Plant Chief Operator
53. 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 reviewed a listing of agencies provided by City staff, as well as several other potential comparator agencies, for a total of 19 agencies. These other agencies were then added to the potential list of comparator agencies 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 that of 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. On December 20, 2023, the City Council agreed to include these ten (10) 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”), retirement formulas were converted to the equivalent PERS formula for purposes of comparison.
- **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 \$871.10 per month was reported in 2024.
- **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

5. Leaves

Other than sick leave, which is usage-based, the number of hours off for which the employer is obligated. All hours have been translated into direct salary costs.

- **Vacation:** The number of paid time off (or vacation) hours available to all employees who have completed five (5) years of employment.
- **Holidays:** The number of holiday hours (including floating hours) available to employees.
- **Administrative:** Administrative (or management) leave is normally the number of paid leave hours available to Fair Labor Standards Act (“FLSA”) Exempt and/or management to reward for extraordinary effort (in lieu of overtime). This leave category may also include personal leave which may be available to augment vacation or other time off.

6. Auto Allowance

This category includes either the provision of an auto allowance or the provision of an auto for personal use only. If a vehicle is provided to any classification for commuting and other personal use, the average monthly rate is estimated at \$450. Mileage reimbursement is not included.

7. Other

This category includes any additional other benefits not captured above available to all in the class.

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 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 June and July 2024, 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 that 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).

Data Spreadsheets

For each benchmark classification, there are three (3) information pages:

- Top Monthly Base Salary and Total Compensation Data (2 sheets per benchmark)
 - One sheet is sorted by top monthly
 - One sheet is sorted by total monthly
- Benefit Detail (Monthly Equivalent Values)

The average (mean) and median (midpoint) of the comparator agencies are reported on the top monthly salary and total compensation data spreadsheets. 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.

In order to calculate the mean and median, Gallagher requires that there be a minimum of four (4) comparator agencies with matching classifications to the benchmark classification. The reason for requiring a minimum of four matches is so that no one classification has undue influence on the calculations. Sufficient data was collected from the comparator agencies for 35 of the established and six (6) of the proposed classifications out of the 53 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 benefits [retirement, insurance, leaves, and allowances]) 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). Please note that 6 (six) proposed classifications and 12 classifications with an insufficient number of matches in the labor market are not included.

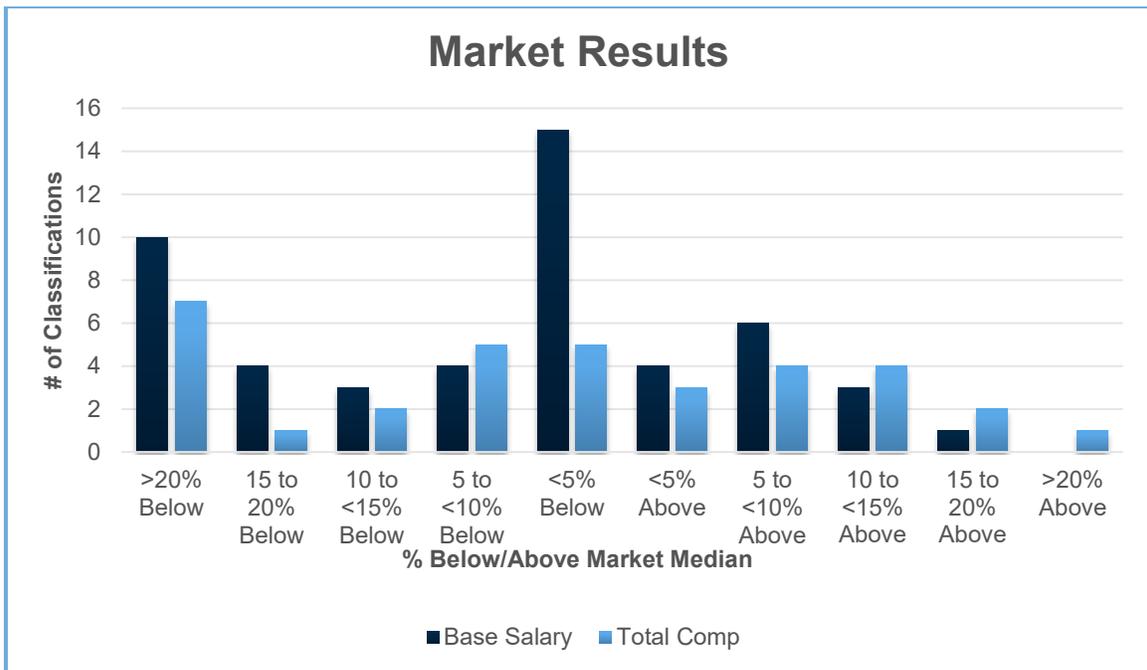
Table 3. Market Compensation Results Summary

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
Recreation Leader II	4	20.0%	Non-benefitted
Library Clerk II	7	14.0%	20.1%
Police Services Officer II	4	13.6%	18.5%
Property and Evidence Technician	6	10.3%	16.3%
Human Resources Specialist	7	7.4%	10.4%
Public Services Manager	6	6.1%	9.7%
Wastewater Treatment Plant Operator II	5	6.0%	14.1%
Finance Supervisor	6	5.6%	4.5%
Police Officer	7	5.6%	14.6%
Recreation and Special Events Coordinator	5	5.2%	6.7%
Park Maintenance Worker II	7	2.0%	12.4%
Police Sergeant	7	1.8%	8.9%
Accounting Technician	9	0.5%	3.0%
Water Treatment Plant Operator II	4	0.3%	9.0%
Management Analyst	8	-6.9%	-0.1%
Public Services Supervisor	8	-7.4%	-7.2%
Librarian	4	-8.6%	-1.2%
Water Meter/Distribution Operator II	5	-9.6%	2.3%
Assistant City Clerk	4	-10.4%	-7.4%
Police Captain	7	-11.8%	-2.3%
Building Inspector II	9	-13.6%	-0.7%
Chief of Police	7	-15.40%	-6.40%
Equipment Mechanic	8	-15.7%	-6.7%
Administrative Assistant	10	-16.8%	-4.6%
City Manager	8	-18.9%	-19.5%
Code Enforcement Inspector II	8	-21.1%	-8.9%
Information Technology Technician II	7	-22.4%	-13.6%

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
Public Services Maintenance Worker II	9	-23.3%	-10.7%
Information Technology Director	4	-29.3%	-25.3%
Human Resources Director	8	-36.1%	-26.1%
Library Manager	7	-37.7%	-20.9%
Community Development Director	8	-39.2%	-32.6%
Public Services Director	7	-39.6%	-33.9%
Finance Director	7	-42.9%	-35.7%
Community Development Technician II	8	-55.4%	-27.9%

Base Salary & Total Comp Market Results

Table 4. Market Base Salary and Total Compensation Results



Base salary market results show that 21 classifications are paid below the market median and 14 classifications are paid above the market median.

# of Classifications	<5%	5-10%	10-15%	15-20%	>20%	Total
Below the Market Median	0	4	3	4	10	21
Above the Market Median	4	6	3	0	1	14

Excluding 1 (one) non-benefited classification, total compensation market results show that 20 classifications are paid below the market median and 14 classifications are paid above the market median.

# of Classifications	<5%	5-10%	10-15%	15-20%	>20%	Total
Below the Market Median	5	5	2	1	7	20
Above the Market Median	3	4	4	2	1	14

Generally, a classification falling within 5% 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 base salaries and total compensation indicate that the City’s benefits package puts the City at a more competitive advantage. Further analysis indicates that, on average, classifications are 11.0% below the market median for base salaries, while that figure changes to 4.2% below the market median for total compensation, which is a 6.8% difference (i.e., the City “gains” a 6.8% competitive advantage when taking benefits into consideration).

Benefits

The market benefits data reveals the major contributing factors that give the City a competitive advantage are the City’s contribution to health insurance premiums and retirement.

Health Insurance: Market data indicates the average monthly employer contribution toward health insurance premiums is \$1,840, excluding the City. The City’s current 2024 contribution of \$2,401 is \$561 more than, or 30.5% above, the market average. 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	\$2,132	\$2,401
Management	\$2,011	\$2,401
Teamsters	\$1,994	\$2,401
POA Non-Safety	\$1,868	\$2,401
POA Safety	\$1,834	\$2,401
POA Management	\$1,820	\$2,401

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 37 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% 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 all of the benchmarked classifications and used internal equity principles to make the salary recommendations for **four (4)** classifications that were not benchmarked. For the non-benchmarked 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% between each step. It is recommended that the City maintain a similar salary structure. Appendix III contains the current salary range structure.

It is important to note that 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 or base salary** 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 or base salary and the total compensation or base salary market median to calculate the Market Placement Salary.**
2. **The classification was then placed within the proposed salary range with a Step 7 salary 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 that 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.

For example, if the City decided to implement the recommendations over a three-year period, then the following guidelines could be applied for the initial increase of the three-year implementation plan:

Table 6. Three-Year Implementation Proposal

Market Disparity	% Increase
0 to 4.99%	0 to 2.49%
5.0% to 9.99%	2.5% to 4.99%
10.0% to 14.99%	5.0% to 7.49%
15.0% to 19.99%	7.5% to 9.99%
20.0% and above	10.0%

The initial first year adjustment would provide a portion of the equity increase and place the class into the closest step (but not below) where they are now. Subsequent increases would be spaced on a similar schedule (at annual intervals) based upon the remaining disparity after each adjustment.

Please note that typically, for those classes that had a market disparity of 0 to 4.99%, we recommend a 0% increase in the first year and an adjustment in the second year. Depending upon the City’s financial situation, which will have to be reviewed before each further adjustment is made, all market disparity adjustments are intended to be completed by the third year. The City may also consider a similar implementation plan over a longer period of time, like a five-year implementation plan.

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 that 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,

Gallagher, Formerly Koff & Associates

Mike Harary

Mike Harary
Project Manager

Appendix I

Results Summary

Classification	Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below	
Accountant	proposed	\$ 7,981	proposed	\$ 8,250	proposed	proposed	\$ 11,292	proposed	\$ 11,777	proposed	10
Accounting Technician	\$ 5,914	\$ 5,493	7.1%	\$ 5,887	0.5%	\$ 9,342	\$ 8,400	10.1%	\$ 9,059	3.0%	9
Administrative Assistant	\$ 4,736	\$ 5,411	-14.3%	\$ 5,531	-16.8%	\$ 7,959	\$ 8,256	-3.7%	\$ 8,328	-4.6%	10
Assistant City Clerk	\$ 7,386	\$ 8,307	-12.5%	\$ 8,153	-10.4%	\$ 11,069	\$ 12,086	-9.2%	\$ 11,891	-7.4%	4
Assistant to the City Manager	\$ 12,103	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 17,070	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Associate Planner	proposed	\$ 8,830	proposed	\$ 9,459	proposed	proposed	\$ 12,287	proposed	\$ 13,328	proposed	7
Building Inspector II	\$ 7,206	\$ 7,410	-2.8%	\$ 8,187	-13.6%	\$ 10,858	\$ 10,512	3.2%	\$ 10,933	-0.7%	9
Building Official	proposed	\$ 11,541	proposed	\$ 11,265	proposed	proposed	\$ 15,527	proposed	\$ 14,673	proposed	9
Chief of Police	\$ 13,359	\$ 17,249	-29.10%	\$ 15,417	-15.40%	\$ 19,042	\$ 21,866	-14.80%	\$ 20,252	-6.40%	7
City Manager	\$ 19,574	\$ 22,449	-14.7%	\$ 23,267	-18.9%	\$ 26,282	\$ 29,859	-13.6%	\$ 31,412	-19.5%	8
Code Enforcement Inspector II	\$ 5,914	\$ 6,532	-10.4%	\$ 7,165	-21.1%	\$ 9,342	\$ 9,535	-2.1%	\$ 10,174	-8.9%	8
Collection System Worker II	\$ 5,227	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 8,536	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Community Development Director	\$ 13,360	\$ 16,313	-22.1%	\$ 18,591	-39.2%	\$ 18,593	\$ 21,367	-14.9%	\$ 24,662	-32.6%	8
Community Development Technician II	\$ 4,398	\$ 6,588	-49.8%	\$ 6,833	-55.4%	\$ 7,562	\$ 9,539	-26.1%	\$ 9,673	-27.9%	8
Crime Analyst	\$ 6,528	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 10,062	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Engineering Technician II	proposed	\$ 6,249	proposed	\$ 6,665	proposed	proposed	\$ 9,113	proposed	\$ 9,252	proposed	8
Equipment Mechanic	\$ 5,629	\$ 6,198	-10.1%	\$ 6,515	-15.7%	\$ 9,008	\$ 9,058	-0.6%	\$ 9,613	-6.7%	8
Finance Director	\$ 13,360	\$ 17,428	-30.5%	\$ 19,096	-42.9%	\$ 18,593	\$ 22,726	-22.2%	\$ 25,232	-35.7%	7
Finance Manager	proposed	\$ 11,349	proposed	\$ 12,092	proposed	proposed	\$ 15,408	proposed	\$ 16,113	proposed	8
Finance Supervisor	\$ 12,103	\$ 11,120	8.1%	\$ 11,424	5.6%	\$ 16,605	\$ 15,287	7.9%	\$ 15,866	4.5%	6
Fleet and Facilities Supervisor	proposed	\$ 8,901	proposed	\$ 9,456	proposed	proposed	\$ 12,359	proposed	\$ 12,870	proposed	8
Human Resources Director	\$ 12,103	\$ 16,068	-32.8%	\$ 16,472	-36.1%	\$ 17,070	\$ 21,389	-25.3%	\$ 21,534	-26.1%	8
Human Resources Specialist	\$ 7,760	\$ 6,578	15.2%	\$ 7,186	7.4%	\$ 11,807	\$ 9,602	18.7%	\$ 10,582	10.4%	7
Information Technology Director	\$ 13,360	\$ 18,028	-34.9%	\$ 17,268	-29.3%	\$ 18,593	\$ 23,698	-27.5%	\$ 23,305	-25.3%	4
Information Technology Technician II	\$ 5,914	\$ 7,008	-18.5%	\$ 7,237	-22.4%	\$ 9,342	\$ 10,084	-7.9%	\$ 10,610	-13.6%	7
Librarian	\$ 7,386	\$ 7,766	-5.1%	\$ 8,024	-8.6%	\$ 11,069	\$ 10,996	0.7%	\$ 11,203	-1.2%	4
Library Assistant	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	proposed	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Library Clerk	\$ 4,736	\$ 4,313	8.9%	\$ 4,073	14.0%	\$ 7,959	\$ 6,892	13.4%	\$ 6,361	20.1%	7
Library Manager	\$ 7,954	\$ 10,306	-29.6%	\$ 10,956	-37.7%	\$ 11,736	\$ 13,967	-19.0%	\$ 14,190	-20.9%	7
Library Page*	\$ 24.14	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	N/A	N/A	N/A	N/A	N/A	1
Library Technician	\$ 5,100	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 8,386	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Lifeguard/Swim Instructor*	\$ 24.75	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	N/A	N/A	N/A	N/A	N/A	2
Management Analyst	\$ 7,760	\$ 7,935	-2.3%	\$ 8,295	-6.9%	\$ 11,807	\$ 11,305	4.3%	\$ 11,820	-0.1%	8
Park Maintenance Worker II	\$ 4,736	\$ 4,597	2.9%	\$ 4,640	2.0%	\$ 7,959	\$ 7,135	10.4%	\$ 6,973	12.4%	7
Parks and Recreation Director	\$ 13,360	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 18,593	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Police Captain	\$ 12,103	\$ 13,636	-12.7%	\$ 13,532	-11.8%	\$ 17,520	\$ 17,495	0.1%	\$ 17,931	-2.3%	7
Police Corporal	\$ 8,153	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 11,969	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Police Officer	\$ 7,030	\$ 7,647	-8.8%	\$ 6,640	5.6%	\$ 10,652	\$ 10,398	2.4%	\$ 9,100	14.6%	7
Police Sergeant	\$ 9,224	\$ 10,141	-9.9%	\$ 9,055	1.8%	\$ 13,226	\$ 13,235	-0.1%	\$ 12,044	8.9%	7
Police Services Officer II	\$ 5,629	\$ 4,861	13.7%	\$ 4,863	13.6%	\$ 9,008	\$ 7,451	17.3%	\$ 7,342	18.5%	4
Property and Evidence Technician	\$ 5,629	\$ 5,330	5.3%	\$ 5,050	10.3%	\$ 9,008	\$ 7,998	11.2%	\$ 7,536	16.3%	6
Public Services Director	\$ 13,360	\$ 17,918	-34.1%	\$ 18,650	-39.6%	\$ 18,593	\$ 23,542	-26.6%	\$ 24,904	-33.9%	7

Classification	Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below	
Public Services Maintenance Worker II	\$ 4,736	\$ 5,516	-16.5%	\$ 5,837	-23.3%	\$ 7,959	\$ 8,356	-5.0%	\$ 8,808	-10.7%	9
Public Services Manager	\$ 12,103	\$ 10,958	9.5%	\$ 11,363	6.1%	\$ 17,070	\$ 15,030	12.0%	\$ 15,414	9.7%	6
Public Services Supervisor	\$ 8,780	\$ 9,028	-2.8%	\$ 9,433	-7.4%	\$ 12,705	\$ 12,594	0.9%	\$ 13,623	-7.2%	8
Recreation and Special Events Coordinator	\$ 6,859	\$ 6,539	4.7%	\$ 6,500	5.2%	\$ 10,450	\$ 9,560	8.5%	\$ 9,755	6.7%	5
Recreation Leader II*	\$ 24.75	\$ 20.53	17.1%	\$ 19.80	20.0%	N/A	N/A	N/A	N/A	N/A	4
Utility Maintenance Worker II	\$ 5,227	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 8,536	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Wastewater Plant Chief Operator	\$ 8,780	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 13,042	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Wastewater Treatment Plant Operator II	\$ 6,692	\$ 6,290	6.0%	\$ 6,292	6.0%	\$ 10,254	\$ 9,103	11.2%	\$ 8,804	14.1%	5
Water Meter/Distribution Operator II	\$ 5,629	\$ 6,131	-8.9%	\$ 6,169	-9.6%	\$ 9,008	\$ 9,018	-0.1%	\$ 8,804	2.3%	5
Water Plant Chief Operator	\$ 8,780	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 13,042	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Water Treatment Plant Operator II	\$ 6,692	\$ 6,784	-1.4%	\$ 6,669	0.3%	\$ 10,254	\$ 9,694	5.5%	\$ 9,332	9.0%	4
		AVERAGE:	-9.0%	AVERAGE:	-11.0%		AVERAGE:	-2.4%	AVERAGE:	-4.2%	

*Non-benefitted benchmark.

Appendix II

Market Compensation Findings



Insurance | Risk Management | Consulting

**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Accountant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Imperial	Accountant	Proposed					
2	City of Palm Desert	Accountant	\$ 10,116	\$ 4,131	\$ 14,247	7/1/2024	7/1/2025	3.00%
3	City of Palm Springs	Accountant	\$ 9,739	\$ 3,885	\$ 13,624	7/1/2024	7/1/2025	5.00%
4	City of Indio	Accountant	\$ 9,660	\$ 3,911	\$ 13,571	7/1/2024	7/1/2025	3.00%
5	Imperial Irrigation District	Financial Accountant	\$ 9,368	\$ 4,456	\$ 13,823	1/1/2024	1/1/2025	4.00%
6	City of Coachella	Accountant	\$ 9,202	\$ 3,716	\$ 12,918	7/1/2024	7/1/2025	4.00%
7	City of Brawley	Accountant	\$ 7,297	\$ 3,340	\$ 10,637	7/1/2024	unknown	unknown
8	City of El Centro	Accountant	\$ 6,967	\$ 2,615	\$ 9,582	7/1/2024	unknown	unknown
9	County of San Diego	Associate Accountant	\$ 6,857	\$ 2,598	\$ 9,455	6/28/2024	unknown	unknown
10	County of Imperial	Accountant-Auditor	\$ 5,952	\$ 2,295	\$ 8,247	7/12/2024	unknown	unknown
11	City of Calexico	Accountant	\$ 4,652	\$ 2,166	\$ 6,818	1/1/2023	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,981	\$ 11,292
% City of Imperial Above/Below		
Median of Comparators	\$ 8,250	\$ 11,777
% City of Imperial Above/Below		
Number of Matches	10	10

N/C - Non Comparator



Insurance | Risk Management | Consulting

**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Accounting Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Accounting Technician II	\$ 7,710	\$ 3,863	\$ 11,573	7/1/2024	7/1/2025	3.00%
2	City of Coachella	Accounting Technician	\$ 6,656	\$ 3,312	\$ 9,969	7/1/2024	7/1/2025	4.00%
3	City of Indio	Accounting Technician II	\$ 6,450	\$ 3,019	\$ 9,469	7/1/2024	7/1/2025	3.00%
4	Imperial Irrigation District	Accounting Technician	\$ 5,955	\$ 3,527	\$ 9,483	1/1/2024	1/1/2025	4.00%
5	City of Imperial	Accounting Technician	\$ 5,914	\$ 3,428	\$ 9,342	7/1/2024	7/1/2025	2.50%
6	City of Palm Springs	Account Clerk II	\$ 5,887	\$ 3,172	\$ 9,059	7/1/2024	7/1/2025	5.00%
7	City of Brawley	Senior Accounting Assistant	\$ 4,907	\$ 2,906	\$ 7,814	7/1/2024	unknown	unknown
8	County of San Diego	Account Clerk Specialist	\$ 4,699	\$ 2,357	\$ 7,056	6/28/2024	unknown	unknown
9	County of Imperial ¹	[Accounting Technician/ Account Clerk II]	\$ 3,691	\$ 2,051	\$ 5,742	7/12/2024	unknown	unknown
10	City of Calexico	Accounting Assistant II	\$ 3,479	\$ 1,954	\$ 5,433	1/1/2023	unknown	unknown
11	City of El Centro	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,493	\$ 8,400
% City of Imperial Above/Below	7.1%	10.1%
Median of Comparators	\$ 5,887	\$ 9,059
% City of Imperial Above/Below	0.5%	3.0%
Number of Matches	9	9

N/C - Non Comparator

1 - County of Imperial: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Administrative Assistant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Administrative Assistant II	\$ 7,710	\$ 3,863	\$ 11,573	7/1/2024	7/1/2025	3.00%
2	City of Indio	Administrative Assistant	\$ 6,482	\$ 3,025	\$ 9,507	7/1/2024	7/1/2025	3.00%
3	Imperial Irrigation District ¹	[Administrative Assistant II/ Clerical Technician]	\$ 6,453	\$ 3,663	\$ 10,116	1/1/2024	1/1/2025	4.00%
4	City of Palm Springs	Administrative Assistant	\$ 6,183	\$ 3,212	\$ 9,395	7/1/2024	7/1/2025	5.00%
5	City of Coachella	Department Assistant II	\$ 5,750	\$ 3,168	\$ 8,918	7/1/2024	7/1/2025	4.00%
6	County of San Diego	Administrative Secretary II	\$ 5,313	\$ 2,426	\$ 7,738	6/28/2024	unknown	unknown
7	City of El Centro	Staff Assistant	\$ 4,965	\$ 2,372	\$ 7,337	7/1/2024	unknown	unknown
8	City of Imperial	Administrative Assistant	\$ 4,736	\$ 3,223	\$ 7,959	7/1/2024	7/1/2025	2.50%
9	County of Imperial	Administrative Secretary	\$ 4,167	\$ 2,103	\$ 6,270	7/12/2024	unknown	unknown
10	City of Brawley	Administrative Office Clerk	\$ 3,607	\$ 2,671	\$ 6,278	7/1/2024	unknown	unknown
11	City of Calexico	Administrative Assistant	\$ 3,479	\$ 1,954	\$ 5,433	1/1/2023	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,411	\$ 8,256
% City of Imperial Above/Below	-14.3%	-3.7%
Median of Comparators	\$ 5,531	\$ 8,328
% City of Imperial Above/Below	-16.8%	-4.6%
Number of Matches	10	10

N/C - Non Comparator

1 - Imperial Irrigation District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Assistant City Clerk								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Coachella	Deputy City Clerk	\$ 9,498	\$ 4,125	\$ 13,623	7/1/2024	7/1/2025	3.00%
2	City of Palm Desert	Deputy City Clerk II	\$ 8,511	\$ 3,952	\$ 12,463	7/1/2024	7/1/2025	3.00%
3	City of Indio	Deputy City Clerk	\$ 7,795	\$ 3,523	\$ 11,318	7/1/2024	7/1/2025	3.00%
4	City of Palm Springs	Deputy City Clerk	\$ 7,422	\$ 3,519	\$ 10,941	7/1/2024	7/1/2025	5.00%
5	City of Imperial	Assistant City Clerk	\$ 7,386	\$ 3,683	\$ 11,069	7/1/2024	7/1/2025	2.50%
6	City of El Centro	N/C						
7	County of San Diego	N/C						
8	County of Imperial	N/C						
9	Imperial Irrigation District	N/C						
10	City of Calexico	N/C						
11	City of Brawley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,307	\$ 12,086
% City of Imperial Above/Below	-12.5%	-9.2%
Median of Comparators	\$ 8,153	\$ 11,891
% City of Imperial Above/Below	-10.4%	-7.4%
Number of Matches	4	4

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Assistant to the City Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Special Assistant to the City Manager	\$ 13,561	\$ 4,748	\$ 18,309	7/1/2024	7/1/2025	5.00%
2	City of Coachella	Assistant to the City Manager	\$ 12,573	\$ 4,729	\$ 17,302	7/1/2024	7/1/2025	3.00%
3	City of Imperial	Assistant to the City Manager	\$ 12,103	\$ 4,967	\$ 17,070	7/1/2024	7/1/2025	2.50%
4	City of Calexico	N/C						
5	County of San Diego	N/C						
6	County of Imperial	N/C						
7	City of El Centro	N/C						
8	Imperial Irrigation District	N/C						
9	City of Brawley	N/C						
10	City of Palm Desert	N/C						
11	City of Indio	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Associate Planner								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Imperial	Associate Planner	Proposed					
2	City of Palm Desert	Associate Planner	\$ 10,367	\$ 4,159	\$ 14,526	7/1/2024	7/1/2025	3.00%
3	City of Palm Springs	Associate Planner	\$ 9,988	\$ 3,924	\$ 13,912	7/1/2024	7/1/2025	5.00%
4	City of Coachella	Associate Planner	\$ 9,780	\$ 4,180	\$ 13,960	7/1/2024	7/1/2025	3.00%
5	City of Indio	Associate Planner	\$ 9,459	\$ 3,869	\$ 13,328	7/1/2024	7/1/2025	3.00%
6	County of San Diego	Land Use/Environmental Planner II	\$ 8,670	\$ 2,800	\$ 11,470	6/28/2024	unknown	unknown
7	City of El Centro	Associate Planner	\$ 7,378	\$ 2,948	\$ 10,326	7/1/2024	unknown	unknown
8	County of Imperial	Planner II	\$ 6,167	\$ 2,318	\$ 8,485	7/12/2024	unknown	unknown
9	Imperial Irrigation District	N/C						
10	City of Calexico	N/C						
11	City of Brawley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,830	\$ 12,287
% City of Imperial Above/Below		
Median of Comparators	\$ 9,459	\$ 13,328
% City of Imperial Above/Below		
Number of Matches	7	7

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Building Inspector II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Building Inspector II	\$ 8,941	\$ 4,000	\$ 12,941	7/1/2024	7/1/2025	3.00%
2	City of Indio	Building Inspector II	\$ 8,865	\$ 3,745	\$ 12,611	7/1/2024	7/1/2025	3.00%
3	City of Coachella	Building Inspector II	\$ 8,607	\$ 3,621	\$ 12,228	7/1/2024	7/1/2025	4.00%
4	City of Palm Springs	Building Inspector	\$ 8,316	\$ 3,499	\$ 11,815	7/1/2024	7/1/2025	5.00%
5	County of San Diego	Building Inspector II	\$ 8,187	\$ 2,746	\$ 10,933	6/28/2024	unknown	unknown
6	City of Imperial	Building Inspector II	\$ 7,206	\$ 3,652	\$ 10,858	7/1/2024	7/1/2025	2.50%
7	City of Brawley	Building Inspector	\$ 6,680	\$ 3,228	\$ 9,908	7/1/2024	unknown	unknown
8	County of Imperial	Building Inspector II	\$ 5,734	\$ 2,271	\$ 8,005	7/12/2024	unknown	unknown
9	City of El Centro	Building Inspector	\$ 5,691	\$ 2,460	\$ 8,151	7/1/2024	unknown	unknown
10	City of Calexico	Building Inspector II	\$ 5,668	\$ 2,351	\$ 8,019	1/1/2023	unknown	unknown
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,410	\$ 10,512
% City of Imperial Above/Below	-2.8%	3.2%
Median of Comparators	\$ 8,187	\$ 10,933
% City of Imperial Above/Below	-13.6%	-0.7%
Number of Matches	9	9

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Building Official								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Imperial	Building Official	Proposed					
2	City of Palm Desert	Chief Building Official	\$ 16,172	\$ 4,807	\$ 20,979	7/1/2024	7/1/2025	3.00%
3	City of Indio	Chief Building Official	\$ 15,312	\$ 5,568	\$ 20,880	7/1/2024	7/1/2025	3.00%
4	City of Palm Springs	Building Official	\$ 13,898	\$ 4,808	\$ 18,706	7/1/2024	7/1/2025	5.00%
5	City of Coachella	Building Official	\$ 12,460	\$ 4,707	\$ 17,168	7/1/2024	7/1/2025	3.00%
6	County of San Diego	Building/Enforcement Manager	\$ 11,265	\$ 3,270	\$ 14,535	6/28/2024	unknown	unknown
7	City of El Centro	Assistant Community Development Director	\$ 10,868	\$ 3,805	\$ 14,673	7/1/2024	unknown	unknown
8	County of Imperial	Building Division Manager	\$ 9,312	\$ 2,925	\$ 12,238	7/12/2024	unknown	unknown
9	City of Brawley	Building Official	\$ 8,326	\$ 3,526	\$ 11,852	7/1/2024	unknown	unknown
10	City of Calexico	Building Official	\$ 6,256	\$ 2,457	\$ 8,713	1/1/2023	unknown	unknown
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,541	\$ 15,527
% City of Imperial Above/Below		
Median of Comparators	\$ 11,265	\$ 14,673
% City of Imperial Above/Below		
Number of Matches	9	9

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Chief of Police								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Police Chief	\$ 23,875	\$ 6,573	\$ 30,448	7/1/2024	7/1/2025	5.00%
2	City of Indio	Chief of Police	\$ 19,648	\$ 4,632	\$ 24,281	7/1/2024	unknown	unknown
3	County of San Diego	Sheriff's Commander	\$ 18,435	\$ 4,087	\$ 22,522	6/28/2024	unknown	unknown
4	City of Brawley	Chief of Police	\$ 15,417	\$ 4,835	\$ 20,252	8/6/2024	8/6/2025	5.40%
5	County of Imperial	Sheriff-Coroner	\$ 15,160	\$ 4,174	\$ 19,333	7/12/2024	unknown	unknown
6	City of El Centro	Chief of Police	\$ 14,534	\$ 4,541	\$ 19,075	7/1/2024	unknown	unknown
7	City of Calexico	Police Chief	\$ 13,674	\$ 3,480	\$ 17,154	12/7/2022	unknown	unknown
8	City of Imperial	Chief of Police	\$ 13,359	\$ 5,683	\$ 19,042	7/1/2024	7/1/2025	2.50%
9	City of Coachella	N/C						
10	City of Palm Desert	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 17,249	\$ 21,866
% City of Imperial Above/Below	-29.10%	-14.80%
Median of Comparators	\$ 15,417	\$ 20,252
% City of Imperial Above/Below	-15.40%	-6.40%
Number of Matches	9	9

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

City Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	City Manager	\$ 27,083	\$ 9,099	\$ 36,182	3/1/2023	unknown	unknown
2	City of Palm Desert	City Manager	\$ 26,306	\$ 5,937	\$ 32,244	7/1/2024	7/1/2025	3.00%
3	City of Indio	City Manager	\$ 25,417	\$ 9,728	\$ 35,145	7/1/2024	unknown	unknown
4	City of Coachella	City Manager	\$ 23,917	\$ 10,069	\$ 33,986	1/24/2024	1/24/2025	Up to 7.00%
5	Imperial Irrigation District	General Manager, Assistant	\$ 22,616	\$ 7,963	\$ 30,579	1/1/2024	1/1/2025	4.00%
6	City of El Centro	City Manager	\$ 20,400	\$ 5,476	\$ 25,876	7/1/2024	7/1/2025	2.00%
7	City of Imperial	City Manager	\$ 19,574	\$ 6,708	\$ 26,282	7/1/2024	7/1/2025	2.50%
8	City of Calexico	City Manager	\$ 18,334	\$ 5,486	\$ 23,820	6/15/2022	unknown	unknown
9	City of Brawley	City Manager	\$ 15,522	\$ 5,516	\$ 21,038	7/1/2024	11/4/2024	1.50%
10	County of Imperial	N/C						
11	County of San Diego	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 22,449	\$ 29,859
% City of Imperial Above/Below	-14.7%	-13.6%
Median of Comparators	\$ 23,267	\$ 31,412
% City of Imperial Above/Below	-18.9%	-19.5%
Number of Matches	8	8

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Code Enforcement Inspector II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Code Compliance Officer II	\$ 8,098	\$ 3,906	\$ 12,004	7/1/2024	7/1/2025	3.00%
2	City of Palm Springs	Code Compliance Officer	\$ 7,531	\$ 3,394	\$ 10,925	7/1/2024	7/1/2025	5.00%
3	City of Indio	Code Enforcement Officer II	\$ 7,306	\$ 3,168	\$ 10,474	7/1/2024	7/1/2025	3.00%
4	County of San Diego	Code Enforcement Officer	\$ 7,278	\$ 2,645	\$ 9,923	6/28/2024	unknown	unknown
5	City of Coachella	Code Enforcement Officer	\$ 7,051	\$ 3,375	\$ 10,426	7/1/2024	7/1/2025	4.00%
6	City of Imperial	Code Enforcement Inspector II	\$ 5,914	\$ 3,428	\$ 9,342	7/1/2024	7/1/2025	2.50%
7	City of Brawley	Code Enforcement Officer	\$ 5,601	\$ 3,032	\$ 8,634	7/1/2024	unknown	unknown
8	City of El Centro	Code Enforcement Officer I	\$ 4,965	\$ 2,372	\$ 7,337	7/1/2024	unknown	unknown
9	City of Calexico	Code Enforcement Officer	\$ 4,428	\$ 2,126	\$ 6,554	1/1/2023	unknown	unknown
10	County of Imperial	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,532	\$ 9,535
% City of Imperial Above/Below	-10.4%	-2.1%
Median of Comparators	\$ 7,165	\$ 10,174
% City of Imperial Above/Below	-21.1%	-8.9%
Number of Matches	8	8

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Collection System Worker II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Coachella	Treatment/Collection System Operator II	\$ 6,796	\$ 3,334	\$ 10,130	7/1/2024	7/1/2025	4.00%
2	City of Imperial	Collection System Worker II	\$ 5,227	\$ 3,308	\$ 8,536	7/1/2024	7/1/2025	2.50%
3	City of El Centro	Wastewater Maintenance Worker	\$ 4,472	\$ 2,433	\$ 6,905	7/1/2024	unknown	unknown
4	City of Calexico	N/C						
5	County of San Diego	N/C						
6	County of Imperial	N/C						
7	Imperial Irrigation District	N/C						
8	City of Brawley	N/C						
9	City of Palm Desert	N/C						
10	City of Palm Springs	N/C						
11	City of Indio	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Community Development Director								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Diego	Deputy Director, Planning and Development Services	\$ 19,978	\$ 4,663	\$ 24,641	6/28/2024	unknown	unknown
2	City of Palm Desert	Director of Development Services	\$ 19,703	\$ 5,201	\$ 24,904	7/1/2024	7/1/2025	3.00%
3	City of Indio	Director of Community Development	\$ 19,096	\$ 6,503	\$ 25,599	7/1/2024	7/1/2025	3.00%
4	City of Palm Springs	Director of Development Services	\$ 18,977	\$ 5,706	\$ 24,683	7/1/2024	7/1/2025	5.00%
5	City of Coachella ¹	[Community Development Director/ City Engineer]	\$ 18,206	\$ 7,548	\$ 25,754	7/1/2024	7/1/2025	4.00%
6	City of Imperial	Community Development Director	\$ 13,360	\$ 5,233	\$ 18,593	7/1/2024	7/1/2025	2.50%
7	County of Imperial ²	[Assistant Director of Planning and Building Services/ Director of Planning and Building Services]	\$ 12,989	\$ 3,427	\$ 16,416	7/12/2024	unknown	unknown
8	City of El Centro	Director of Community Development	\$ 11,050	\$ 3,834	\$ 14,884	7/1/2024	unknown	unknown
9	City of Calexico	Planning and Building Services Director	\$ 10,507	\$ 3,551	\$ 14,058	11/13/2023	unknown	unknown
10	City of Brawley	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 16,313	\$ 21,367
% City of Imperial Above/Below	-22.1%	-14.9%
Median of Comparators	\$ 18,591	\$ 24,662
% City of Imperial Above/Below	-39.2%	-32.6%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Coachella: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - County of Imperial: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Community Development Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Coachella	Development Services Technician	\$ 8,420	\$ 3,913	\$ 12,333	7/1/2024	7/1/2025	3.00%
2	City of Palm Springs	Permit Center Technician	\$ 7,915	\$ 3,445	\$ 11,360	7/1/2024	7/1/2025	5.00%
3	City of Palm Desert	Permit Technician II	\$ 7,710	\$ 3,863	\$ 11,573	7/1/2024	7/1/2025	3.00%
4	County of San Diego	Land Use Technician II	\$ 6,854	\$ 2,597	\$ 9,451	6/28/2024	unknown	unknown
5	City of Indio	Permit Technician II	\$ 6,813	\$ 3,082	\$ 9,896	7/1/2024	7/1/2025	3.00%
6	County of Imperial	Permit Specialist	\$ 5,953	\$ 2,295	\$ 8,248	7/12/2024	unknown	unknown
7	City of El Centro	Permit Center Technician	\$ 5,313	\$ 2,414	\$ 7,727	7/1/2024	unknown	unknown
8	City of Imperial	Community Development Technician II	\$ 4,398	\$ 3,164	\$ 7,562	7/1/2024	7/1/2025	2.50%
9	City of Calexico	Permit Technician	\$ 3,725	\$ 1,998	\$ 5,723	1/1/2023	unknown	unknown
10	City of Brawley	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,588	\$ 9,539
% City of Imperial Above/Below	-49.8%	-26.1%
Median of Comparators	\$ 6,833	\$ 9,673
% City of Imperial Above/Below	-55.4%	-27.9%
Number of Matches	8	8

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Crime Analyst								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Diego	Crime and Intelligence Analyst	\$ 8,479	\$ 2,873	\$ 11,352	6/28/2024	unknown	unknown
2	City of Palm Springs	Crime Analyst	\$ 7,531	\$ 3,394	\$ 10,925	7/1/2024	7/1/2025	5.00%
3	City of Indio	IPD Crime Analyst II	\$ 6,740	\$ 3,299	\$ 10,040	1/1/2024	1/1/2025	3.00%
4	City of Imperial	Crime Analyst	\$ 6,528	\$ 3,534	\$ 10,062	7/1/2024	7/1/2025	2.50%
5	City of Coachella	N/C						
6	City of Palm Desert	N/C						
7	City of Brawley	N/C						
8	City of Calexico	N/C						
9	City of El Centro	N/C						
10	County of Imperial	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Engineering Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Imperial	Engineering Technician II	Proposed					
2	Imperial Irrigation District	Engineering Technician II	\$ 7,598	\$ 3,974	\$ 11,572	1/1/2024	1/1/2025	4.00%
3	City of Coachella	Engineering Technician	\$ 7,210	\$ 3,400	\$ 10,610	7/1/2024	7/1/2025	4.00%
4	County of San Diego	Engineering Technician II	\$ 6,866	\$ 2,599	\$ 9,465	6/28/2024	unknown	unknown
5	City of Indio	Engineering Technician II	\$ 6,847	\$ 3,088	\$ 9,936	7/1/2024	7/1/2025	3.00%
6	City of El Centro	Engineering Technician	\$ 6,483	\$ 2,556	\$ 9,039	7/1/2024	unknown	unknown
7	City of Brawley	Engineering Technician II	\$ 5,337	\$ 2,943	\$ 8,280	7/1/2024	7/1/2025	2.00%
8	County of Imperial	Civil Engineering Technician	\$ 5,111	\$ 2,204	\$ 7,315	7/12/2024	unknown	unknown
9	City of Calexico	Engineering Technician	\$ 4,538	\$ 2,146	\$ 6,684	1/1/2023	unknown	unknown
10	City of Palm Desert	N/C						
11	City of Palm Springs	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,249	\$ 9,113
% City of Imperial Above/Below		
Median of Comparators	\$ 6,665	\$ 9,252
% City of Imperial Above/Below		
Number of Matches	8	8

N/C - Non Comparator



**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Equipment Mechanic								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Coachella	Vehicle Equipment Mechanic II	\$ 8,374	\$ 3,585	\$ 11,958	7/1/2024	7/1/2025	4.00%
2	City of Palm Springs	Fleet Maintenance Technician III	\$ 7,720	\$ 3,419	\$ 11,139	7/1/2024	7/1/2025	5.00%
3	City of Indio	Fleet Mechanic II	\$ 7,020	\$ 3,118	\$ 10,139	7/1/2024	7/1/2025	3.00%
4	County of San Diego	Senior Fleet Technician	\$ 6,777	\$ 2,589	\$ 9,366	6/28/2024	unknown	unknown
5	Imperial Irrigation District	Mechanic II	\$ 6,252	\$ 3,608	\$ 9,860	1/1/2024	1/1/2025	4.00%
6	City of Imperial	Equipment Mechanic	\$ 5,629	\$ 3,378	\$ 9,008	7/1/2024	7/1/2025	2.50%
7	County of Imperial ¹	[Heavy Equipment Mechanic/ Automotive Mechanic]	\$ 4,691	\$ 2,159	\$ 6,850	7/12/2024	unknown	unknown
8	City of El Centro	Equipment Mechanic I	\$ 4,640	\$ 2,333	\$ 6,973	7/1/2024	unknown	unknown
9	City of Calexico	Mechanic I/Service Advisor	\$ 4,112	\$ 2,069	\$ 6,181	1/1/2023	unknown	unknown
10	City of Palm Desert	N/C						
11	City of Brawley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,198	\$ 9,058
% City of Imperial Above/Below	-10.1%	-0.6%
Median of Comparators	\$ 6,515	\$ 9,613
% City of Imperial Above/Below	-15.7%	-6.7%
Number of Matches	8	8

N/C - Non Comparator

1 - County of Imperial: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Finance Director								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Diego	Group Finance Director	\$ 20,699	\$ 4,757	\$ 25,456	6/28/2024	unknown	unknown
2	City of Palm Desert	Director of Finance	\$ 20,197	\$ 5,256	\$ 25,453	7/1/2024	7/1/2025	3.00%
3	City of Palm Springs	Director of Finance and Treasurer	\$ 19,433	\$ 5,787	\$ 25,220	7/1/2024	7/1/2025	5.00%
4	City of Indio	Director of Finance	\$ 19,096	\$ 6,136	\$ 25,232	7/1/2024	7/1/2025	3.00%
5	City of Coachella	Finance Director	\$ 18,374	\$ 7,585	\$ 25,959	7/1/2024	7/1/2025	4.00%
6	City of Imperial	Finance Director	\$ 13,360	\$ 5,233	\$ 18,593	7/1/2024	7/1/2025	2.50%
7	City of El Centro	Director of Finance	\$ 12,351	\$ 3,742	\$ 16,093	7/1/2024	unknown	unknown
8	County of Imperial	Deputy CEO - Budget and Finance	\$ 11,848	\$ 3,822	\$ 15,670	7/12/2024	unknown	unknown
9	City of Brawley	N/C						
10	City of Calexico	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 17,428	\$ 22,726
% City of Imperial Above/Below	-30.5%	-22.2%
Median of Comparators	\$ 19,096	\$ 25,232
% City of Imperial Above/Below	-42.9%	-35.7%
Number of Matches	7	7

N/C - Non Comparator

**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Finance Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Imperial	Finance Manager	Proposed					
2	City of Palm Springs	Assistant Director of Finance	\$ 15,194	\$ 5,037	\$ 20,231	7/1/2024	7/1/2025	5.00%
3	Imperial Irrigation District ⁴	[Officer of Accounting Financial Controller/ Officer Budget & Finance Performance, Assistant]	\$ 14,579	\$ 6,121	\$ 20,700	1/1/2024	1/1/2025	4.00%
4	City of Palm Desert ²	[Deputy Director of Finance/ Finance Supervisor]	\$ 13,734	\$ 4,535	\$ 18,269	7/1/2024	7/1/2025	3.00%
5	City of Coachella ¹	[Accounting Manager/ Finance Manager]	\$ 12,610	\$ 4,737	\$ 17,346	7/1/2024	7/1/2025	3.00%
6	County of San Diego ³	[Principal Accountant/ Departmental Budget Manager]	\$ 11,573	\$ 3,307	\$ 14,880	6/28/2024	unknown	unknown
7	City of El Centro	Finance Manager	\$ 8,298	\$ 3,184	\$ 11,482	7/1/2024	unknown	unknown
8	County of Imperial	General Accounting Manager	\$ 8,216	\$ 2,776	\$ 10,992	7/12/2024	unknown	unknown
9	City of Calexico	Finance Manager	\$ 6,591	\$ 2,771	\$ 9,362	7/1/2023	unknown	unknown
10	City of Indio	N/C						
11	City of Brawley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,349	\$ 15,408
% City of Imperial Above/Below		
Median of Comparators	\$ 12,092	\$ 16,113
% City of Imperial Above/Below		
Number of Matches	8	8

N/C - Non Comparator

- 1 - City of Coachella: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 2 - City of Palm Desert: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 3 - County of San Diego: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 4 - Imperial Irrigation District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Finance Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Payroll and Accounting Manager	\$ 12,593	\$ 4,577	\$ 17,170	7/1/2024	7/1/2025	5.00%
2	City of Indio ¹	[Finance Manager/ Senior Accountant]	\$ 12,185	\$ 4,436	\$ 16,621	7/1/2024	7/1/2025	3.00%
3	City of Imperial	Finance Supervisor	\$ 12,103	\$ 4,502	\$ 16,605	7/1/2024	7/1/2025	2.50%
4	Imperial Irrigation District	Supervisor, Payroll & Accounts Payable Services	\$ 11,956	\$ 5,160	\$ 17,115	1/1/2024	1/1/2025	4.00%
5	City of Palm Desert	Finance Supervisor	\$ 10,892	\$ 4,218	\$ 15,110	7/1/2024	7/1/2025	3.00%
6	County of San Diego ²	[Principal Accountant/ Senior Accountant]	\$ 10,007	\$ 2,949	\$ 12,956	6/28/2024	unknown	unknown
7	City of Brawley	Finance Manager	\$ 9,088	\$ 3,664	\$ 12,752	7/1/2024	unknown	unknown
8	City of Coachella	N/C						
9	City of Calexico	N/C						
10	City of El Centro	N/C						
11	County of Imperial	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,120	\$ 15,287
% City of Imperial Above/Below	8.1%	7.9%
Median of Comparators	\$ 11,424	\$ 15,866
% City of Imperial Above/Below	5.6%	4.5%
Number of Matches	6	6

N/C - Non Comparator

1 - City of Indio: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

2 - County of San Diego: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Fleet and Facilities Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Imperial	Fleet and Facilities Supervisor	Proposed					
2	Imperial Irrigation District ⁶	[Supervisor, Fleet Services/ Foreman, General Facilities Management Services]	\$ 11,386	\$ 5,005	\$ 16,391	1/1/2024	1/1/2025	4.00%
3	City of Indio	Fleet Mechanic Supervisor	\$ 10,042	\$ 3,990	\$ 14,033	7/1/2024	7/1/2025	3.00%
4	City of Palm Springs ³	[Fleet Maintenance Manager/ Fleet Maintenance Technician, Lead]	\$ 9,947	\$ 3,917	\$ 13,864	7/1/2024	7/1/2025	5.00%
5	City of Coachella	Fleet Services Coordinator	\$ 9,873	\$ 3,822	\$ 13,696	7/1/2024	7/1/2025	4.00%
6	County of San Diego ⁵	[Fleet Coordinator/ Fleet Team Lead]	\$ 9,039	\$ 3,005	\$ 12,044	6/28/2024	unknown	unknown
7	City of Calexico ¹	[Supervisor - Maintenance and Operations/ Supervisor-Fleet Maintenance]	\$ 7,648	\$ 2,709	\$ 10,357	1/1/2023	unknown	unknown
8	City of El Centro ²	[Building and Facilities Maintenance Supervisor/ Chief Mechanic]	\$ 6,967	\$ 2,882	\$ 9,849	7/1/2024	unknown	unknown
9	County of Imperial ⁴	[Maintenance Supervisor II/ Supervising Vehicle and Light Equipment Mechanic]	\$ 6,306	\$ 2,333	\$ 8,639	7/12/2024	unknown	unknown
10	City of Palm Desert	N/C						
11	City of Brawley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,901	\$ 12,359
% City of Imperial Above/Below		
Median of Comparators	\$ 9,456	\$ 12,870
% City of Imperial Above/Below		
Number of Matches	8	8

N/C - Non Comparator

- 1 - City of Calexico: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 2 - City of El Centro: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 3 - City of Palm Springs: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 4 - County of Imperial: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 5 - County of San Diego: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 6 - Imperial Irrigation District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.



**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Human Resources Director								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Diego	Group Human Resources Director	\$ 20,699	\$ 4,757	\$ 25,456	6/28/2024	unknown	unknown
2	City of Indio	Director of Human Resources and Risk Management	\$ 19,096	\$ 6,723	\$ 25,819	7/1/2024	7/1/2025	3.00%
3	Imperial Irrigation District	Manager, Human Resources	\$ 18,607	\$ 7,044	\$ 25,650	1/1/2024	1/1/2025	4.00%
4	City of Palm Springs	Director of Human Resources	\$ 16,772	\$ 5,316	\$ 22,088	7/1/2024	7/1/2025	5.00%
5	City of Palm Desert	Human Resources Manager	\$ 16,172	\$ 4,807	\$ 20,979	7/1/2024	7/1/2025	3.00%
6	City of Coachella	Human Resources Manager	\$ 14,513	\$ 6,301	\$ 20,814	7/1/2024	7/1/2025	4.00%
7	City of Imperial	Human Resources Director	\$ 12,103	\$ 4,967	\$ 17,070	7/1/2024	7/1/2025	2.50%
8	County of Imperial	Deputy Director of Human Resources and Risk Management	\$ 11,848	\$ 3,822	\$ 15,670	7/12/2024	unknown	unknown
9	City of El Centro	Director of Human Resources	\$ 10,837	\$ 3,800	\$ 14,637	7/1/2024	unknown	unknown
10	City of Brawley	N/C						
11	City of Calexico	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 16,068	\$ 21,389
% City of Imperial Above/Below	-32.8%	-25.3%
Median of Comparators	\$ 16,472	\$ 21,534
% City of Imperial Above/Below	-36.1%	-26.1%
Number of Matches	8	8

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Human Resources Specialist								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Imperial Irrigation District	Human Resources Specialist I	\$ 8,092	\$ 4,109	\$ 12,201	1/1/2024	1/1/2025	4.00%
2	City of Palm Springs	Human Resources Specialist	\$ 7,999	\$ 3,610	\$ 11,609	7/1/2024	7/1/2025	5.00%
3	City of Imperial	Human Resources Specialist	\$ 7,760	\$ 4,046	\$ 11,807	7/1/2024	7/1/2025	2.50%
4	City of Indio	Human Resources Specialist	\$ 7,453	\$ 3,165	\$ 10,618	7/1/2024	7/1/2025	3.00%
5	City of Coachella	Human Resources Technician	\$ 7,186	\$ 3,396	\$ 10,582	7/1/2024	7/1/2025	4.00%
6	County of Imperial	Human Resources Specialist-Confidential	\$ 5,527	\$ 2,249	\$ 7,776	7/12/2024	unknown	unknown
7	County of San Diego	Human Resources Assistant	\$ 5,467	\$ 2,537	\$ 8,004	6/28/2024	unknown	unknown
8	City of Calexico	Human Resources - Risk Management Technician	\$ 4,320	\$ 2,106	\$ 6,426	1/1/2023	unknown	unknown
9	City of Palm Desert	N/C						
10	City of Brawley	N/C						
11	City of El Centro	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,578	\$ 9,602
% City of Imperial Above/Below	15.2%	18.7%
Median of Comparators	\$ 7,186	\$ 10,582
% City of Imperial Above/Below	7.4%	10.4%
Number of Matches	7	7

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Information Technology Director								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Diego	Group Information Technology Manager	\$ 20,699	\$ 4,757	\$ 25,456	6/28/2024	unknown	unknown
2	City of Palm Springs	Director of Information Technology	\$ 17,619	\$ 5,466	\$ 23,085	7/1/2024	7/1/2025	5.00%
3	City of Indio	Director of Information Technology	\$ 16,918	\$ 5,809	\$ 22,727	7/1/2024	7/1/2025	3.00%
4	Imperial Irrigation District	Chief Information Officer, Assistant	\$ 16,877	\$ 6,647	\$ 23,524	1/1/2024	1/1/2025	4.00%
5	City of Imperial	Information Technology Director	\$ 13,360	\$ 5,233	\$ 18,593	7/1/2024	7/1/2025	2.50%
6	City of Coachella	N/C						
7	City of Palm Desert	N/C						
8	City of Brawley	N/C						
9	City of Calexico	N/C						
10	City of El Centro	N/C						
11	County of Imperial	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 18,028	\$ 23,698
% City of Imperial Above/Below	-34.9%	-27.5%
Median of Comparators	\$ 17,268	\$ 23,305
% City of Imperial Above/Below	-29.3%	-25.3%
Number of Matches	4	4

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Information Technology Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Information Technology Technician	\$ 8,524	\$ 3,527	\$ 12,051	7/1/2024	7/1/2025	5.00%
2	City of Indio	Information Technology Support Technician	\$ 7,603	\$ 3,220	\$ 10,823	7/1/2024	7/1/2025	3.00%
3	County of San Diego	Information Technology Specialist	\$ 7,505	\$ 2,822	\$ 10,327	6/28/2024	unknown	unknown
4	Imperial Irrigation District	Personal Computer Technician	\$ 7,237	\$ 3,876	\$ 11,113	1/1/2024	1/1/2025	4.00%
5	City of Coachella	Information Technology Technician	\$ 7,210	\$ 3,400	\$ 10,610	7/1/2024	7/1/2025	4.00%
6	City of El Centro	Computer Support Technician	\$ 6,084	\$ 2,508	\$ 8,592	7/1/2024	unknown	unknown
7	City of Imperial	Information Technology Technician II	\$ 5,914	\$ 3,428	\$ 9,342	7/1/2024	7/1/2025	2.50%
8	County of Imperial	Department Systems Support Technician II	\$ 4,893	\$ 2,181	\$ 7,074	7/12/2024	unknown	unknown
9	City of Palm Desert	N/C						
10	City of Brawley	N/C						
11	City of Calexico	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,008	\$ 10,084
% City of Imperial Above/Below	-18.5%	-7.9%
Median of Comparators	\$ 7,237	\$ 10,610
% City of Imperial Above/Below	-22.4%	-13.6%
Number of Matches	7	7

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Librarian								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Librarian II	\$ 9,868	\$ 4,104	\$ 13,972	7/1/2024	7/1/2025	3.00%
2	City of Palm Springs	Librarian	\$ 8,398	\$ 3,673	\$ 12,071	7/1/2024	7/1/2025	5.00%
3	County of San Diego	Librarian II	\$ 7,649	\$ 2,686	\$ 10,335	6/28/2024	unknown	unknown
4	City of Imperial	Librarian	\$ 7,386	\$ 3,683	\$ 11,069	7/1/2024	7/1/2025	2.50%
5	City of Calexico	Reference Librarian	\$ 5,149	\$ 2,455	\$ 7,604	7/1/2023	unknown	unknown
6	City of Coachella	N/C						
7	City of Indio	N/C						
8	City of Brawley	N/C						
9	City of El Centro	N/C						
10	County of Imperial	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,766	\$ 10,996
% City of Imperial Above/Below	-5.1%	0.7%
Median of Comparators	\$ 8,024	\$ 11,203
% City of Imperial Above/Below	-8.6%	-1.2%
Number of Matches	4	4

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Library Assistant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Imperial	Library Assistant	Proposed					
2	City of Palm Desert	Librarian I	\$ 9,393	\$ 4,051	\$ 13,444	7/1/2024	7/1/2025	3.00%
3	City of Brawley	N/C						
4	County of Imperial	N/C						
5	City of El Centro	N/C						
6	City of Calexico	N/C						
7	County of San Diego	N/C						
8	Imperial Irrigation District	N/C						
9	City of Palm Springs	N/C						
10	City of Coachella	N/C						
11	City of Indio	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below		
Median of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below		
Number of Matches	1	1

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Library Clerk								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Library Assistant	\$ 5,732	\$ 3,642	\$ 9,374	7/1/2024	7/1/2025	3.00%
2	City of Palm Springs	Library Assistant, Senior	\$ 5,601	\$ 3,134	\$ 8,735	7/1/2024	7/1/2025	5.00%
3	City of Imperial	Library Clerk	\$ 4,736	\$ 3,223	\$ 7,959	7/1/2024	7/1/2025	2.50%
4	City of Brawley	Library Clerk	\$ 4,496	\$ 2,832	\$ 7,328	7/1/2024	unknown	unknown
5	County of San Diego	Library Technician I	\$ 4,073	\$ 2,287	\$ 6,361	6/28/2024	unknown	unknown
6	City of El Centro	Library Assistant	\$ 3,676	\$ 2,216	\$ 5,892	7/1/2024	unknown	unknown
7	City of Calexico	Library Assistant II	\$ 3,479	\$ 1,954	\$ 5,433	1/1/2023	unknown	unknown
8	County of Imperial	Library Assistant I	\$ 3,133	\$ 1,991	\$ 5,125	7/12/2024	unknown	unknown
9	City of Coachella	N/C						
10	City of Indio	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,313	\$ 6,892
% City of Imperial Above/Below	8.9%	13.4%
Median of Comparators	\$ 4,073	\$ 6,361
% City of Imperial Above/Below	14.0%	20.1%
Number of Matches	7	7

N/C - Non Comparator

**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Library Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Assistant Director of Library Services	\$ 13,504	\$ 4,509	\$ 18,013	7/1/2024	7/1/2025	3.00%
2	City of Palm Springs ²	[Director of Library Services/ Library Operations & Collections Manager]	\$ 13,021	\$ 4,402	\$ 17,423	7/1/2024	7/1/2025	5.00%
3	County of Imperial	County Librarian	\$ 11,204	\$ 3,734	\$ 14,938	7/12/2024	unknown	unknown
4	County of San Diego	Principal Librarian	\$ 10,956	\$ 3,233	\$ 14,190	6/28/2024	unknown	unknown
5	City of El Centro ¹	[Library Director/ Library Operations Supervisor]	\$ 8,739	\$ 3,465	\$ 12,204	7/1/2024	unknown	unknown
6	City of Imperial	Library Manager	\$ 7,954	\$ 3,782	\$ 11,736	7/1/2024	7/1/2025	2.50%
7	City of Brawley	Library Manager	\$ 7,623	\$ 3,399	\$ 11,021	7/1/2024	unknown	unknown
8	City of Calexico	Library Manager	\$ 7,098	\$ 2,883	\$ 9,981	7/1/2023	unknown	unknown
9	City of Coachella	N/C						
10	City of Indio	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,306	\$ 13,967
% City of Imperial Above/Below	-29.6%	-19.0%
Median of Comparators	\$ 10,956	\$ 14,190
% City of Imperial Above/Below	-37.7%	-20.9%
Number of Matches	7	7

N/C - Non Comparator

- 1 - City of El Centro: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 2 - City of Palm Springs: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Library Page								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Imperial	Library Page	\$ 24.14	N/A	N/A	7/1/2024	7/1/2025	2.50%
2	City of Palm Springs	Library Page	\$ 23.42	N/A	N/A	7/1/2024	7/1/2025	5.00%
3	City of Calexico	N/C						
4	County of San Diego	N/C						
5	County of Imperial	N/C						
6	City of El Centro	N/C						
7	Imperial Irrigation District	N/C						
8	City of Brawley	N/C						
9	City of Palm Desert	N/C						
10	City of Coachella	N/C						
11	City of Indio	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	N/A
% City of Imperial Above/Below	Insuff. Data	N/A
Median of Comparators	Insuff. Data	N/A
% City of Imperial Above/Below	Insuff. Data	N/A
Number of Matches	1	N/A

N/C - Non Comparator

**Non-benefitted benchmark*



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Library Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Imperial	Library Technician	\$ 5,100	\$ 3,286	\$ 8,386	7/1/2024	7/1/2025	2.50%
2	County of San Diego	Library Technician II	\$ 4,789	\$ 2,367	\$ 7,156	6/28/2024	unknown	unknown
3	City of Coachella	N/C						
4	City of Palm Springs	N/C						
5	City of Palm Desert	N/C						
6	City of Indio	N/C						
7	City of Brawley	N/C						
8	City of Calexico	N/C						
9	City of El Centro	N/C						
10	County of Imperial	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator



Insurance | Risk Management | Consulting

**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Lifeguard/Swim Instructor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Lifeguard	\$ 25.88	N/A	N/A	7/1/2024	7/1/2025	5.00%
2	City of Imperial	Lifeguard/Swim Instructor	\$ 24.75	N/A	N/A	7/1/2024	7/1/2025	2.50%
3	City of El Centro	Lifeguard	\$ 16.00	N/A	N/A	7/1/2024	unknown	unknown
4	City of Calexico	N/C						
5	County of San Diego	N/C						
6	County of Imperial	N/C						
7	Imperial Irrigation District	N/C						
8	City of Brawley	N/C						
9	City of Palm Desert	N/C						
10	City of Coachella	N/C						
11	City of Indio	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	N/A
% City of Imperial Above/Below	Insuff. Data	N/A
Median of Comparators	Insuff. Data	N/A
% City of Imperial Above/Below	Insuff. Data	N/A
Number of Matches	2	N/A

N/C - Non Comparator

**Non-benefitted benchmark*



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Management Analyst								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Management Analyst II	\$ 9,868	\$ 4,104	\$ 13,972	7/1/2024	7/1/2025	3.00%
2	City of Coachella	Management Analyst	\$ 9,353	\$ 4,096	\$ 13,449	7/1/2024	7/1/2025	3.00%
3	City of Indio	Management Analyst	\$ 9,190	\$ 3,813	\$ 13,003	7/1/2024	7/1/2025	3.00%
4	County of San Diego	Administrative Analyst II	\$ 8,499	\$ 2,940	\$ 11,439	6/28/2024	unknown	unknown
5	Imperial Irrigation District	Department Analyst	\$ 8,092	\$ 4,109	\$ 12,201	1/1/2024	1/1/2025	4.00%
6	City of Imperial	Management Analyst	\$ 7,760	\$ 4,046	\$ 11,807	7/1/2024	7/1/2025	2.50%
7	City of Brawley	Management Analyst I	\$ 6,981	\$ 3,282	\$ 10,263	7/1/2024	unknown	unknown
8	County of Imperial	Administrative Analyst I	\$ 6,104	\$ 2,311	\$ 8,415	7/12/2024	unknown	unknown
9	City of Calexico	Public Works Analyst	\$ 5,395	\$ 2,301	\$ 7,696	1/1/2023	unknown	unknown
10	City of Palm Springs	N/C						
11	City of El Centro	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,935	\$ 11,305
% City of Imperial Above/Below	-2.3%	4.3%
Median of Comparators	\$ 8,295	\$ 11,820
% City of Imperial Above/Below	-6.9%	-0.1%
Number of Matches	8	8

N/C - Non Comparator

**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Park Maintenance Worker II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs ¹	[Maintenance Mechanic I - Parks/ Maintenance Worker I]	\$ 6,500	\$ 3,255	\$ 9,755	7/1/2024	7/1/2025	5.00%
2	City of Coachella	Public Works Maintenance Worker	\$ 5,480	\$ 3,125	\$ 8,606	7/1/2024	7/1/2025	4.00%
3	County of San Diego	Park Maintenance Worker	\$ 4,749	\$ 2,363	\$ 7,112	6/28/2024	unknown	unknown
4	City of Imperial	Park Maintenance Worker II	\$ 4,736	\$ 3,223	\$ 7,959	7/1/2024	7/1/2025	2.50%
5	City of El Centro	Park Maintenance Worker II	\$ 4,640	\$ 2,333	\$ 6,973	7/1/2024	unknown	unknown
6	City of Brawley	Parks Maintenance Worker	\$ 4,181	\$ 2,743	\$ 6,923	7/1/2024	7/1/2025	2.00%
7	City of Calexico	Laborer	\$ 3,479	\$ 1,954	\$ 5,433	1/1/2023	unknown	unknown
8	County of Imperial	Grounds Maintenance Worker I	\$ 3,150	\$ 1,993	\$ 5,143	7/12/2024	unknown	unknown
9	City of Palm Desert	N/C						
10	City of Indio	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,597	\$ 7,135
% City of Imperial Above/Below	2.9%	10.4%
Median of Comparators	\$ 4,640	\$ 6,973
% City of Imperial Above/Below	2.0%	12.4%
Number of Matches	7	7

N/C - Non Comparator

1 - City of Palm Springs: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Parks and Recreation Director								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Diego	Deputy Director, Parks and Recreation	\$ 16,845	\$ 4,253	\$ 21,097	6/28/2024	unknown	unknown
2	City of Palm Springs	Director of Parks and Recreation	\$ 16,772	\$ 5,316	\$ 22,088	7/1/2024	7/1/2025	5.00%
3	City of Imperial	Parks and Recreation Director	\$ 13,360	\$ 5,233	\$ 18,593	7/1/2024	7/1/2025	2.50%
4	City of El Centro	Director of Community Services	\$ 11,471	\$ 4,001	\$ 15,472	7/1/2024	unknown	unknown
5	City of Coachella	N/C						
6	City of Palm Desert	N/C						
7	City of Indio	N/C						
8	City of Brawley	N/C						
9	City of Calexico	N/C						
10	County of Imperial	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator



**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Police Captain								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Police Captain	\$ 18,336	\$ 4,648	\$ 22,984	7/1/2024	unknown	unknown
2	City of Indio	Assistant Police Chief	\$ 17,764	\$ 3,963	\$ 21,727	7/1/2024	7/1/2025	3.00%
3	County of San Diego	Sheriff's Captain	\$ 16,037	\$ 3,784	\$ 19,821	6/28/2024	6/27/2025	2.75%
4	City of El Centro	Commander	\$ 13,532	\$ 4,399	\$ 17,931	7/1/2024	unknown	unknown
5	City of Imperial	Police Captain	\$ 12,103	\$ 5,417	\$ 17,520	7/1/2024	7/1/2025	2.50%
6	County of Imperial	Undersheriff	\$ 11,437	\$ 3,765	\$ 15,202	7/12/2024	unknown	unknown
7	City of Brawley	Police Commander	\$ 9,261	\$ 3,695	\$ 12,957	7/1/2024	unknown	unknown
8	City of Calexico	Police Lieutenant	\$ 9,086	\$ 2,756	\$ 11,842	7/1/2023	unknown	unknown
9	City of Palm Desert	N/C						
10	City of Coachella	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 13,636	\$ 17,495
% City of Imperial Above/Below	-12.7%	0.1%
Median of Comparators	\$ 13,532	\$ 17,931
% City of Imperial Above/Below	-11.8%	-2.3%
Number of Matches	7	7

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Police Corporal								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Indio	IPD Police Corporal	\$ 9,946	\$ 3,301	\$ 13,247	1/1/2024	1/1/2025	3.00%
2	City of Imperial	Police Corporal	\$ 8,153	\$ 3,816	\$ 11,969	7/1/2024	7/1/2025	2.50%
3	County of Imperial	Senior Deputy Sheriff	\$ 6,998	\$ 2,407	\$ 9,405	7/12/2024	unknown	unknown
4	City of Calexico	N/C						
5	County of San Diego	N/C						
6	City of El Centro	N/C						
7	Imperial Irrigation District	N/C						
8	City of Brawley	N/C						
9	City of Palm Desert	N/C						
10	City of Palm Springs	N/C						
11	City of Coachella	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Police Officer								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Diego	Deputy Sheriff	\$ 10,033	\$ 2,941	\$ 12,974	6/28/2024	6/27/2025	2.75%
2	City of Palm Springs	Police Officer	\$ 9,396	\$ 3,297	\$ 12,693	7/1/2024	unknown	unknown
3	City of Indio	IPD Police Officer	\$ 9,362	\$ 3,224	\$ 12,586	1/1/2024	1/1/2025	3.00%
4	City of Imperial	Police Officer	\$ 7,030	\$ 3,621	\$ 10,652	7/1/2024	7/1/2025	2.50%
5	City of El Centro	Police Officer	\$ 6,640	\$ 2,460	\$ 9,100	7/1/2024	unknown	unknown
6	City of Calexico	Police Officer	\$ 6,497	\$ 2,098	\$ 8,595	7/1/2023	unknown	unknown
7	County of Imperial	Deputy Sheriff	\$ 6,407	\$ 2,344	\$ 8,750	7/12/2024	unknown	unknown
8	City of Brawley	Police Officer	\$ 5,192	\$ 2,898	\$ 8,090	7/1/2024	7/1/2024	2.00%
9	City of Palm Desert	N/C						
10	City of Coachella	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,647	\$ 10,398
% City of Imperial Above/Below	-8.8%	2.4%
Median of Comparators	\$ 6,640	\$ 9,100
% City of Imperial Above/Below	5.6%	14.6%
Number of Matches	7	7

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Police Sergeant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Indio	Police Sergeant	\$ 13,085	\$ 3,711	\$ 16,796	1/1/2024	1/1/2025	4.00%
2	City of Palm Springs	Police Sergeant	\$ 12,196	\$ 3,588	\$ 15,784	7/1/2024	unknown	unknown
3	County of San Diego	Sheriff's Sergeant	\$ 12,140	\$ 3,191	\$ 15,331	6/28/2024	6/27/2025	2.75%
4	City of Imperial	Police Sergeant	\$ 9,224	\$ 4,002	\$ 13,226	7/1/2024	7/1/2025	2.50%
5	City of El Centro	Sergeant	\$ 9,055	\$ 2,989	\$ 12,044	7/1/2024	unknown	unknown
6	City of Brawley	Police Sergeant	\$ 8,438	\$ 3,384	\$ 11,822	7/1/2024	7/1/2025	2.00%
7	County of Imperial	Sheriffs Sergeant	\$ 8,303	\$ 2,548	\$ 10,851	7/12/2024	unknown	unknown
8	City of Calexico	Police Sergeant	\$ 7,769	\$ 2,250	\$ 10,019	7/1/2023	unknown	unknown
9	City of Palm Desert	N/C						
10	City of Coachella	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,141	\$ 13,235
% City of Imperial Above/Below	-9.9%	-0.1%
Median of Comparators	\$ 9,055	\$ 12,044
% City of Imperial Above/Below	1.8%	8.9%
Number of Matches	7	7

N/C - Non Comparator



**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Police Services Officer II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Police Services Officer	\$ 5,737	\$ 3,152	\$ 8,889	7/1/2024	7/1/2025	5.00%
2	City of Imperial	Police Services Officer II	\$ 5,629	\$ 3,378	\$ 9,008	7/1/2024	7/1/2025	2.50%
3	City of Indio	Records Specialist II	\$ 5,416	\$ 2,840	\$ 8,256	7/1/2024	7/1/2025	3.00%
4	County of Imperial	Sheriffs Service Officer	\$ 4,309	\$ 2,118	\$ 6,427	7/12/2024	unknown	unknown
5	City of El Centro	Police Records Clerk I	\$ 3,980	\$ 2,253	\$ 6,233	7/1/2024	unknown	unknown
6	City of Calexico	N/C						
7	County of San Diego	N/C						
8	Imperial Irrigation District	N/C						
9	City of Brawley	N/C						
10	City of Palm Desert	N/C						
11	City of Coachella	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,861	\$ 7,451
% City of Imperial Above/Below	13.7%	17.3%
Median of Comparators	\$ 4,863	\$ 7,342
% City of Imperial Above/Below	13.6%	18.5%
Number of Matches	4	4

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Property and Evidence Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Property Technician	\$ 6,825	\$ 3,299	\$ 10,124	7/1/2024	7/1/2025	5.00%
2	City of Indio	Property & Evidence Officer II	\$ 6,740	\$ 3,299	\$ 10,040	1/1/2024	1/1/2025	3.00%
3	City of Imperial	Property and Evidence Technician	\$ 5,629	\$ 3,378	\$ 9,008	7/1/2024	7/1/2025	2.50%
4	County of San Diego	Sheriff's Property and Evidence Specialist II	\$ 5,555	\$ 2,453	\$ 8,008	6/28/2024	unknown	unknown
5	County of Imperial	Evidence Technician	\$ 4,544	\$ 2,143	\$ 6,688	7/12/2024	unknown	unknown
6	City of Brawley	Evidence Technician	\$ 4,301	\$ 2,763	\$ 7,065	7/1/2024	7/1/2025	2.00%
7	City of Calexico	Evidence Technician	\$ 4,011	\$ 2,050	\$ 6,061	1/1/2023	unknown	unknown
8	City of Palm Desert	N/C						
9	City of Coachella	N/C						
10	City of El Centro	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,330	\$ 7,998
% City of Imperial Above/Below	5.3%	11.2%
Median of Comparators	\$ 5,050	\$ 7,536
% City of Imperial Above/Below	10.3%	16.3%
Number of Matches	6	6

N/C - Non Comparator



Insurance | Risk Management | Consulting

**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Public Services Director								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Indio ²	[IWA General Manager/ Director of Public Works]	\$ 22,750	\$ 7,121	\$ 29,871	7/1/2024	7/1/2025	3.00%
2	County of San Diego	Deputy Director, Public Works	\$ 21,422	\$ 4,851	\$ 26,274	6/28/2024	unknown	unknown
3	City of Palm Desert	Director of Public Works	\$ 19,703	\$ 5,201	\$ 24,904	7/1/2024	7/1/2025	3.00%
4	City of Coachella ¹	[Public Works Director/ Utilities Manager]	\$ 18,650	\$ 7,646	\$ 26,296	7/1/2024	7/1/2025	4.00%
5	City of Palm Springs	Director of Public Works	\$ 18,062	\$ 5,545	\$ 23,607	7/1/2024	7/1/2025	5.00%
6	City of Imperial	Public Services Director	\$ 13,360	\$ 5,233	\$ 18,593	7/1/2024	7/1/2025	2.50%
7	City of El Centro	Director of Public Works/City Engineer	\$ 13,354	\$ 4,302	\$ 17,656	7/1/2024	unknown	unknown
8	City of Brawley	Director of Public Works Operations	\$ 11,483	\$ 4,702	\$ 16,185	7/1/2024	7/1/2025	2.00%
9	City of Calexico	N/C						
10	County of Imperial	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 17,918	\$ 23,542
% City of Imperial Above/Below	-34.1%	-26.6%
Median of Comparators	\$ 18,650	\$ 24,904
% City of Imperial Above/Below	-39.6%	-33.9%
Number of Matches	7	7

N/C - Non Comparator

1 - City of Coachella: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Indio: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Public Services Maintenance Worker II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Street Maintenance Worker II	\$ 7,710	\$ 3,863	\$ 11,573	7/1/2024	7/1/2025	3.00%
2	County of San Diego	Road Structures Worker II	\$ 6,531	\$ 2,561	\$ 9,093	6/28/2024	unknown	unknown
3	Imperial Irrigation District	Construction Resources Worker	\$ 5,955	\$ 3,527	\$ 9,483	1/1/2024	1/1/2025	4.00%
4	City of Palm Springs	Street/Traffic Maintenance Worker	\$ 5,887	\$ 3,172	\$ 9,059	7/1/2024	7/1/2025	5.00%
5	City of Indio	Street Maintenance Worker II	\$ 5,837	\$ 2,913	\$ 8,750	7/1/2024	7/1/2025	3.00%
6	City of Coachella	Public Works Street Maintenance Worker	\$ 5,654	\$ 3,153	\$ 8,808	7/1/2024	7/1/2025	4.00%
7	City of Imperial	Public Services Maintenance Worker II	\$ 4,736	\$ 3,223	\$ 7,959	7/1/2024	7/1/2025	2.50%
8	City of El Centro	Street Maintenance Worker II	\$ 4,640	\$ 2,333	\$ 6,973	7/1/2024	unknown	unknown
9	County of Imperial ¹	[Striping and Sign Assistant II/ Road Maintenance Worker]	\$ 3,953	\$ 2,080	\$ 6,033	7/12/2024	unknown	unknown
10	City of Calexico	Laborer	\$ 3,479	\$ 1,954	\$ 5,433	1/1/2023	unknown	unknown
11	City of Brawley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,516	\$ 8,356
% City of Imperial Above/Below	-16.5%	-5.0%
Median of Comparators	\$ 5,837	\$ 8,808
% City of Imperial Above/Below	-23.3%	-10.7%
Number of Matches	9	9

N/C - Non Comparator

1 - County of Imperial: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Public Services Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Indio ²	[Fleet Services Operations Manager/ Public Works Manager]	\$ 12,458	\$ 4,493	\$ 16,951	7/1/2024	7/1/2025	3.00%
2	City of Imperial	Public Services Manager	\$ 12,103	\$ 4,967	\$ 17,070	7/1/2024	7/1/2025	2.50%
3	City of Coachella ¹	[Sanitary Superintendent/ Water Superintendent]	\$ 11,507	\$ 4,520	\$ 16,027	7/1/2024	7/1/2025	3.00%
4	Imperial Irrigation District	Superintendent of Construction	\$ 11,386	\$ 5,005	\$ 16,391	1/1/2024	1/1/2025	4.00%
5	County of San Diego ⁴	[Facilities Support Manager/ Division Road Superintendent]	\$ 11,339	\$ 3,279	\$ 14,618	6/28/2024	unknown	unknown
6	City of Palm Springs ³	[Street Maintenance Manager/ Facilities Maintenance Manager]	\$ 10,756	\$ 4,045	\$ 14,801	7/1/2024	7/1/2025	5.00%
7	City of El Centro	Maintenance Supervisor	\$ 8,298	\$ 3,095	\$ 11,393	7/1/2024	unknown	unknown
8	City of Palm Desert	N/C						
9	City of Brawley	N/C						
10	City of Calexico	N/C						
11	County of Imperial	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,958	\$ 15,030
% City of Imperial Above/Below	9.5%	12.0%
Median of Comparators	\$ 11,363	\$ 15,414
% City of Imperial Above/Below	6.1%	9.7%
Number of Matches	6	6

N/C - Non Comparator

- 1 - City of Coachella: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 2 - City of Indio: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 3 - City of Palm Springs: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 4 - County of San Diego: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Public Services Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Street Maintenance Supervisor	\$ 10,892	\$ 4,218	\$ 15,110	7/1/2024	7/1/2025	3.00%
2	City of Indio ¹	[Street Maintenance Supervisor/ Park and Landscape Supervisor]	\$ 10,042	\$ 3,990	\$ 14,033	7/1/2024	7/1/2025	3.00%
3	City of Palm Springs	Maintenance Supervisor	\$ 9,739	\$ 3,885	\$ 13,624	7/1/2024	7/1/2025	5.00%
4	City of Coachella	Streets Supervisor	\$ 9,498	\$ 4,125	\$ 13,623	7/1/2024	7/1/2025	3.00%
5	Imperial Irrigation District	Superintendent of Construction, Assistant	\$ 9,368	\$ 4,456	\$ 13,823	1/1/2024	1/1/2025	4.00%
6	City of Imperial	Public Services Supervisor	\$ 8,780	\$ 3,925	\$ 12,705	7/1/2024	7/1/2025	2.50%
7	County of San Diego ²	[Building Maintenance Supervisor/ Road Crew Supervisor]	\$ 8,765	\$ 2,811	\$ 11,576	6/28/2024	unknown	unknown
8	City of Calexico	Supervisor - Maintenance and Operations	\$ 7,648	\$ 2,709	\$ 10,357	1/1/2023	unknown	unknown
9	County of Imperial	Regional Road Superintendent	\$ 6,275	\$ 2,330	\$ 8,605	7/12/2024	unknown	unknown
10	City of Brawley	N/C						
11	City of El Centro	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,028	\$ 12,594
% City of Imperial Above/Below	-2.8%	0.9%
Median of Comparators	\$ 9,433	\$ 13,623
% City of Imperial Above/Below	-7.4%	-7.2%
Number of Matches	8	8

N/C - Non Comparator

- 1 - City of Indio: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 2 - County of San Diego: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Recreation and Special Events Coordinator								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Indio	Community Program Administrator	\$ 9,099	\$ 3,794	\$ 12,893	7/1/2024	7/1/2025	3.00%
2	City of El Centro	Recreation Supervisor	\$ 6,967	\$ 2,882	\$ 9,849	7/1/2024	unknown	unknown
3	City of Imperial	Recreation and Special Events Coordinator	\$ 6,859	\$ 3,592	\$ 10,450	7/1/2024	7/1/2025	2.50%
4	City of Palm Springs	Program Coordinator	\$ 6,500	\$ 3,255	\$ 9,755	7/1/2024	7/1/2025	5.00%
5	City of Brawley	Recreation Coordinator	\$ 5,359	\$ 2,988	\$ 8,348	7/1/2024	unknown	unknown
6	City of Calexico	Community Recreation Coordinator	\$ 4,768	\$ 2,187	\$ 6,955	1/1/2023	unknown	unknown
7	County of San Diego	N/C						
8	County of Imperial	N/C						
9	Imperial Irrigation District	N/C						
10	City of Palm Desert	N/C						
11	City of Coachella	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,539	\$ 9,560
% City of Imperial Above/Below	4.7%	8.5%
Median of Comparators	\$ 6,500	\$ 9,755
% City of Imperial Above/Below	5.2%	6.7%
Number of Matches	5	5

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Recreation Leader II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Recreation Program Assistant	\$ 26.52	N/A	N/A	7/1/2024	7/1/2025	5.00%
2	City of Imperial	Recreation Leader II	\$ 24.75	N/A	N/A	7/1/2024	7/1/2025	2.50%
3	City of Indio	Community Program Aide	\$ 19.84	N/A	N/A	7/1/2024	unknown	unknown
4	County of San Diego	Park Recreation Aide	\$ 19.75	N/A	N/A	6/28/2024	unknown	unknown
5	City of El Centro	Recreation Leader	\$ 16.00	N/A	N/A	7/1/2024	unknown	unknown
6	City of Palm Desert	N/C						
7	City of Coachella	N/C						
8	City of Brawley	N/C						
9	City of Calexico	N/C						
10	County of Imperial	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 20.53	N/A
% City of Imperial Above/Below	17.1%	N/A
Median of Comparators	\$ 19.80	N/A
% City of Imperial Above/Below	20.0%	N/A
Number of Matches	4	N/A

N/C - Non Comparator

**Non-benefitted benchmark*



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Utility Maintenance Worker II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Diego	Sewer Construction and Maintenance Worker	\$ 5,977	\$ 2,500	\$ 8,476	6/28/2024	unknown	unknown
2	Imperial Irrigation District	Construction Resources Worker	\$ 5,955	\$ 3,527	\$ 9,483	1/1/2024	1/1/2025	4.00%
3	City of Imperial	Utility Maintenance Worker II	\$ 5,227	\$ 3,308	\$ 8,536	7/1/2024	7/1/2025	2.50%
4	City of Brawley	Utility Worker I	\$ 4,389	\$ 2,779	\$ 7,167	7/1/2024	7/1/2025	2.00%
5	City of Coachella	N/C						
6	City of Palm Springs	N/C						
7	City of Palm Desert	N/C						
8	City of Indio	N/C						
9	City of Calexico	N/C						
10	City of El Centro	N/C						
11	County of Imperial	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Wastewater Plant Chief Operator								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Diego	DPW Unit Manager	\$ 12,619	\$ 3,432	\$ 16,050	6/28/2024	unknown	unknown
2	City of Coachella ²	[Wastewater Superintendent/ Chief Treatment/Collections System Operator]	\$ 10,819	\$ 4,384	\$ 15,203	7/1/2024	7/1/2025	3.00%
3	City of Calexico ¹	[Public Works Director/ Wastewater System Supervisor]	\$ 10,233	\$ 3,178	\$ 13,411	1/1/2023	unknown	unknown
4	City of Imperial	Wastewater Plant Chief Operator	\$ 8,780	\$ 4,263	\$ 13,042	7/1/2024	7/1/2025	2.50%
5	City of Palm Desert	N/C						
6	City of Palm Springs	N/C						
7	City of Brawley	N/C						
8	City of Indio	N/C						
9	City of El Centro	N/C						
10	County of Imperial	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

- 1 - City of Calexico: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 2 - City of Coachella: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Wastewater Treatment Plant Operator II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Diego	Wastewater Plant Operator II	\$ 6,939	\$ 2,607	\$ 9,545	6/28/2024	unknown	unknown
2	City of Coachella	Treatment Plant Operator II	\$ 6,796	\$ 3,334	\$ 10,130	7/1/2024	7/1/2025	4.00%
3	City of Imperial	Wastewater Treatment Plant Operator II	\$ 6,692	\$ 3,562	\$ 10,254	7/1/2024	7/1/2025	2.50%
4	City of Calexico	Wastewater Treatment Plant Operator II	\$ 6,292	\$ 2,512	\$ 8,804	7/1/2022	unknown	unknown
5	City of El Centro	Wastewater Treatment Plant Operator II	\$ 6,084	\$ 2,671	\$ 8,755	7/1/2024	unknown	unknown
6	City of Brawley	Wastewater Treatment Plant Operator 2	\$ 5,337	\$ 2,943	\$ 8,280	7/1/2024	7/1/2025	2.00%
7	City of Palm Springs	N/C						
8	City of Palm Desert	N/C						
9	City of Indio	N/C						
10	County of Imperial	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,290	\$ 9,103
% City of Imperial Above/Below	6.0%	11.2%
Median of Comparators	\$ 6,292	\$ 8,804
% City of Imperial Above/Below	6.0%	14.1%
Number of Matches	5	5

N/C - Non Comparator

City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024

Water Meter/Distribution Operator II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Indio	IWA Water Utility Worker II	\$ 7,270	\$ 3,162	\$ 10,431	7/1/2024	7/1/2025	4.00%
2	City of Calexico	Water Distribution Operator II	\$ 6,292	\$ 2,512	\$ 8,804	7/1/2022	unknown	unknown
3	City of Coachella	Water Service Worker II	\$ 6,169	\$ 3,235	\$ 9,404	7/1/2024	7/1/2025	4.00%
4	City of El Centro ¹	[Certified Water Distribution Operator II/ Utility Field Representative]	\$ 6,084	\$ 2,671	\$ 8,755	7/1/2024	unknown	unknown
5	City of Imperial	Water Meter/Distribution Operator II	\$ 5,629	\$ 3,378	\$ 9,008	7/1/2024	7/1/2025	2.50%
6	City of Brawley	Utility Worker II	\$ 4,841	\$ 2,857	\$ 7,698	7/1/2024	7/1/2025	2.00%
7	County of San Diego	N/C						
8	County of Imperial	N/C						
9	Imperial Irrigation District	N/C						
10	City of Palm Desert	N/C						
11	City of Palm Springs	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,131	\$ 9,018
% City of Imperial Above/Below	-8.9%	-0.1%
Median of Comparators	\$ 6,169	\$ 8,804
% City of Imperial Above/Below	-9.6%	2.3%
Number of Matches	5	5

N/C - Non Comparator

1 - City of El Centro: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.



**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Water Plant Chief Operator								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Indio	IWA Operations Manager	\$ 16,067	\$ 5,119	\$ 21,186	7/1/2024	7/1/2025	3.00%
2	City of Calexico ¹	[Public Works Director/ Water System Supervisor]	\$ 10,233	\$ 3,178	\$ 13,411	1/1/2023	unknown	unknown
3	City of Imperial	Water Plant Chief Operator	\$ 8,780	\$ 4,263	\$ 13,042	7/1/2024	7/1/2025	2.50%
4	County of San Diego	N/C						
5	County of Imperial	N/C						
6	City of El Centro	N/C						
7	Imperial Irrigation District	N/C						
8	City of Brawley	N/C						
9	City of Palm Desert	N/C						
10	City of Palm Springs	N/C						
11	City of Coachella	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

1 - City of Calexico: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.



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**City of Imperial
Market Compensation Data (sorted by Top Monthly Salary)
August 2024**

Water Treatment Plant Operator II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Indio	IWA Water Treatment Plant Operator II	\$ 8,194	\$ 3,322	\$ 11,516	7/1/2024	7/1/2025	4.00%
2	City of El Centro	Water Treatment Plant Shift Operator	\$ 7,046	\$ 2,813	\$ 9,859	7/1/2024	unknown	unknown
3	City of Imperial	Water Treatment Plant Operator II	\$ 6,692	\$ 3,562	\$ 10,254	7/1/2024	7/1/2025	2.50%
4	City of Calexico	Water Treatment Plant Operator II	\$ 6,292	\$ 2,512	\$ 8,804	7/1/2022	unknown	unknown
5	City of Brawley	Water Treatment Plant Operator T-3	\$ 5,606	\$ 2,990	\$ 8,595	7/1/2024	7/1/2025	2.00%
6	County of San Diego	N/C						
7	County of Imperial	N/C						
8	Imperial Irrigation District	N/C						
9	City of Palm Desert	N/C						
10	City of Palm Springs	N/C						
11	City of Coachella	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,784	\$ 9,694
% City of Imperial Above/Below	-1.4%	5.5%
Median of Comparators	\$ 6,669	\$ 9,332
% City of Imperial Above/Below	0.3%	9.0%
Number of Matches	4	4

N/C - Non Comparator

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Accountant	Accountant	Accountant	Accountant	Accountant	Accountant	Accountant	Accountant	Accountant-Auditor	Associate Accountant	Financial Accountant
	Top Step	Proposed	\$ 7,297	\$ 4,652	\$ 9,202	\$ 6,967	\$ 9,660	\$ 10,116	\$ 9,739	\$ 5,952	\$ 6,857	\$ 9,368
Retirement	PEPRA		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	1.62%@65	
	Employee Cost Share											
	Social Security		\$ 452	\$ 288			\$ 599					\$ 581
	Deferred Compensation							\$ 100				\$ 94
	Other Ret. ¹											\$ 937
Insurance	Cafeteria			\$ 1,323		\$ 1,771	\$ 1,900	\$ 100	\$ 2,349		\$ 1,833	
	Health		\$ 2,017		\$ 2,095			\$ 2,633		\$ 1,555		\$ 1,908
	Dental				\$ 137			\$ 138		\$ 99		
	Vision				\$ 24			\$ 32				
	Other Ins.											
Leaves	Vacation		\$ 421	\$ 286	\$ 708	\$ 428	\$ 557	\$ 584	\$ 1,011	\$ 343	\$ 396	\$ 540
	Holidays		\$ 393	\$ 268	\$ 752	\$ 362	\$ 483	\$ 545	\$ 524	\$ 298	\$ 369	\$ 396
	Admin Leave		\$ 56			\$ 54	\$ 372					
Allow	Auto											
Benefit Package Total		\$ 0	\$ 3,340	\$ 2,166	\$ 3,716	\$ 2,615	\$ 3,911	\$ 4,131	\$ 3,885	\$ 2,295	\$ 2,598	\$ 4,456

N/C - Non Comparator
1 - Imperial Irrigation District: 401a

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Accounting Technician	Senior Accounting Assistant	Accounting Assistant II	Accounting Technician	N/C	Accounting Technician II	Accounting Technician II	Account Clerk II	[Accounting Technician/ Account Clerk II]	Account Clerk Specialist	Accounting Technician
	Top Step	\$ 5,914	\$ 4,907	\$ 3,479	\$ 6,656		\$ 6,450	\$ 7,710	\$ 5,887	\$ 3,691	\$ 4,699	\$ 5,955
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	1.62%@65	
	Employee Cost Share											
	Social Security	\$ 367	\$ 304	\$ 216			\$ 400					\$ 369
	Deferred Compensation							\$ 100				\$ 60
	Other Ret. ¹											\$ 596
Insurance	Cafeteria	\$ 2,401		\$ 1,323			\$ 1,900	\$ 100	\$ 2,380		\$ 1,833	
	Health		\$ 2,017		\$ 2,095			\$ 2,633		\$ 1,555		\$ 1,908
	Dental				\$ 137			\$ 138		\$ 99		
	Vision				\$ 24			\$ 32				
	Other Ins.											
Leaves	Vacation	\$ 341	\$ 283	\$ 214	\$ 512		\$ 372	\$ 445	\$ 475	\$ 213	\$ 271	\$ 344
	Holidays	\$ 318	\$ 264	\$ 201	\$ 544		\$ 347	\$ 415	\$ 317	\$ 185	\$ 253	\$ 252
	Admin Leave		\$ 38									
Allow	Auto											
Benefit Package Total		\$ 3,428	\$ 2,906	\$ 1,954	\$ 3,312	\$ 0	\$ 3,019	\$ 3,863	\$ 3,172	\$ 2,051	\$ 2,357	\$ 3,527

N/C - Non Comparator
1 - Imperial Irrigation District: 401a

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Administrative Assistant	Administrative Office Clerk	Administrative Assistant	Department Assistant II	Staff Assistant	Administrative Assistant	Administrative Assistant II	Administrative Assistant	Administrative Secretary	Administrative Secretary II	[Administrative Assistant II/ Clerical Technician]
	Top Step	\$ 4,736	\$ 3,607	\$ 3,479	\$ 5,750	\$ 4,965	\$ 6,482	\$ 7,710	\$ 6,183	\$ 4,167	\$ 5,313	\$ 6,453
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	1.62%@65	
	Employee Cost Share											
	Social Security	\$ 294	\$ 224	\$ 216			\$ 402					\$ 400
	Deferred Compensation							\$ 100				\$ 65
	Other Ret. ¹											\$ 645
Insurance	Cafeteria	\$ 2,401		\$ 1,323		\$ 1,771	\$ 1,900	\$ 100	\$ 2,380		\$ 1,833	
	Health		\$ 2,017		\$ 2,095			\$ 2,633		\$ 1,555		\$ 1,908
	Dental				\$ 137			\$ 138		\$ 99		
	Vision				\$ 24			\$ 32				
	Other Ins.											
Leaves	Vacation	\$ 273	\$ 208	\$ 214	\$ 442	\$ 305	\$ 374	\$ 445	\$ 499	\$ 240	\$ 307	\$ 372
	Holidays	\$ 255	\$ 194	\$ 201	\$ 470	\$ 258	\$ 349	\$ 415	\$ 333	\$ 208	\$ 286	\$ 273
	Admin Leave		\$ 28			\$ 38						
Allow	Auto											
Benefit Package Total		\$ 3,223	\$ 2,671	\$ 1,954	\$ 3,168	\$ 2,372	\$ 3,025	\$ 3,863	\$ 3,212	\$ 2,103	\$ 2,426	\$ 3,663

N/C - Non Comparator

1 - Imperial Irrigation District: 401a

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Assistant City Clerk	N/C	N/C	Deputy City Clerk	N/C	Deputy City Clerk	Deputy City Clerk II	Deputy City Clerk	N/C	N/C	N/C
	Top Step	\$ 7,386			\$ 9,498		\$ 7,795	\$ 8,511	\$ 7,422			
Retirement	PEPRA	2%@62			2%@62		2%@62	2%@62	2%@62			
	Employee Cost Share				\$ -95							
	Social Security	\$ 458					\$ 483					
	Deferred Compensation							\$ 100				
	Other Ret.											
Insurance	Cafeteria	\$ 2,401					\$ 1,900	\$ 100	\$ 2,349			
	Health				\$ 2,095			\$ 2,633				
	Dental				\$ 137			\$ 138				
	Vision				\$ 24			\$ 32				
	Other Ins.											
Leaves	Vacation	\$ 426			\$ 731		\$ 450	\$ 491	\$ 771			
	Holidays	\$ 398			\$ 776		\$ 390	\$ 458	\$ 400			
	Admin Leave				\$ 457		\$ 300					
Allow	Auto											
Benefit Package Total		\$ 3,683	\$ 0	\$ 0	\$ 4,125	\$ 0	\$ 3,523	\$ 3,952	\$ 3,519	\$ 0	\$ 0	\$ 0

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Assistant to the City Manager	N/C	N/C	Assistant to the City Manager	N/C	N/C	N/C	Special Assistant to the City Manager	N/C	N/C	N/C
	Top Step	\$ 12,103			\$ 12,573				\$ 13,561			
Retirement	PEPRA	2%@62			2%@62				2%@62			
	Employee Cost Share				\$ -126							
	Social Security	\$ 750										
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 2,401							\$ 2,349			
	Health				\$ 2,095							
	Dental				\$ 137							
	Vision				\$ 24							
	Other Ins.											
Leaves	Vacation	\$ 698			\$ 967				\$ 1,408			
	Holidays	\$ 652			\$ 1,028				\$ 730			
	Admin Leave	\$ 466			\$ 604				\$ 261			
Allow	Auto											
Benefit Package Total		\$ 4,967	\$ 0	\$ 0	\$ 4,729	\$ 0	\$ 0	\$ 0	\$ 4,748	\$ 0	\$ 0	\$ 0

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Associate Planner	N/C	N/C	Associate Planner	Associate Planner	Associate Planner	Associate Planner	Associate Planner	Planner II	Land Use/ Environmental Planner II	N/C
	Top Step	Proposed			\$ 9,780	\$ 7,378	\$ 9,459	\$ 10,367	\$ 9,988	\$ 6,167	\$ 8,670	
Retirement	PEPRA				2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	1.62%@65	
	Employee Cost Share				\$ -98							
	Social Security						\$ 586					
	Deferred Compensation							\$ 100				
	Other Ret.											
Insurance	Cafeteria					\$ 1,771	\$ 1,900	\$ 100	\$ 2,349		\$ 1,833	
	Health				\$ 2,095			\$ 2,633		\$ 1,555		
	Dental				\$ 137			\$ 138		\$ 99		
	Vision				\$ 24			\$ 32				
	Other Ins.											
Leaves	Vacation				\$ 752	\$ 652	\$ 546	\$ 598	\$ 1,037	\$ 356	\$ 500	
	Holidays				\$ 799	\$ 383	\$ 473	\$ 558	\$ 538	\$ 308	\$ 467	
	Admin Leave				\$ 470	\$ 142	\$ 364					
Allow	Auto											
Benefit Package Total		\$ 0	\$ 0	\$ 0	\$ 4,180	\$ 2,948	\$ 3,869	\$ 4,159	\$ 3,924	\$ 2,318	\$ 2,800	\$ 0

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Building Inspector II	Building Inspector	Building Inspector II	Building Inspector II	Building Inspector	Building Inspector II	Building Inspector II	Building Inspector	Building Inspector II	Building Inspector II	N/C
	Top Step	\$ 7,206	\$ 6,680	\$ 5,668	\$ 8,607	\$ 5,691	\$ 8,865	\$ 8,941	\$ 8,316	\$ 5,734	\$ 8,187	
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	1.62%@65	
	Employee Cost Share											
	Social Security	\$ 447	\$ 414	\$ 351			\$ 550					
	Deferred Compensation							\$ 100				
	Other Ret.											
Insurance	Cafeteria	\$ 2,401		\$ 1,323		\$ 1,771	\$ 1,900	\$ 100	\$ 2,380		\$ 1,833	
	Health		\$ 2,017		\$ 2,095			\$ 2,633		\$ 1,555		
	Dental				\$ 137			\$ 138		\$ 99		
	Vision				\$ 24			\$ 32				
	Other Ins.											
Leaves	Vacation	\$ 416	\$ 385	\$ 349	\$ 662	\$ 350	\$ 511	\$ 516	\$ 672	\$ 331	\$ 472	
	Holidays	\$ 388	\$ 360	\$ 327	\$ 703	\$ 295	\$ 443	\$ 481	\$ 448	\$ 287	\$ 441	
	Admin Leave		\$ 51			\$ 44	\$ 341					
Allow	Auto											
Benefit Package Total		\$ 3,652	\$ 3,228	\$ 2,351	\$ 3,621	\$ 2,460	\$ 3,745	\$ 4,000	\$ 3,499	\$ 2,271	\$ 2,746	\$ 0

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Building Official	Building Official	Building Official	Building Official	Assistant Community Development Director	Chief Building Official	Chief Building Official	Building Official	Building Division Manager	Building/ Enforcement Manager	N/C
	Top Step	Proposed	\$ 8,326	\$ 6,256	\$ 12,460	\$ 10,868	\$ 15,312	\$ 16,172	\$ 13,898	\$ 9,312	\$ 11,265	
Retirement	PEPRA		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	1.62%@65	
	Employee Cost Share				\$ -125							
	Social Security		\$ 516	\$ 388			\$ 871					
	Deferred Compensation							\$ 100				
	Other Ret.											
Insurance	Cafeteria			\$ 1,323		\$ 1,771	\$ 1,900	\$ 100	\$ 2,349		\$ 1,927	
	Health		\$ 2,017		\$ 2,095			\$ 2,633		\$ 1,555		
	Dental				\$ 137			\$ 138		\$ 99		
	Vision				\$ 24			\$ 32				
	Other Ins.											
Leaves	Vacation		\$ 480	\$ 385	\$ 958	\$ 835	\$ 883	\$ 933	\$ 1,443	\$ 537	\$ 737	
	Holidays		\$ 448	\$ 361	\$ 1,018	\$ 564	\$ 824	\$ 871	\$ 748	\$ 466	\$ 607	
	Admin Leave		\$ 64		\$ 599	\$ 334	\$ 589		\$ 267	\$ 269		
Allow	Auto					\$ 300	\$ 500					
Benefit Package Total		\$ 0	\$ 3,526	\$ 2,457	\$ 4,707	\$ 3,805	\$ 5,568	\$ 4,807	\$ 4,808	\$ 2,925	\$ 3,270	\$ 0

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Chief of Police	Chief of Police	Police Chief	N/C	Chief of Police	Chief of Police	N/C	Police Chief	Sheriff-Coroner	Sheriff's Commander	N/C
	Top Step	\$ 13,359	\$ 15,417	\$ 13,674		\$ 14,534	\$ 19,648		\$ 23,875	\$ 15,160	\$ 18,435	
Retirement	PEPRA	2.7%@57	2.7%@57	2.7%@57		2.7%@57	2.7%@57		2.7%@57	2.7%@57	2.5%@57	
	Employee Cost Share						\$ -589					
	Social Security	\$ 828	\$ 871									
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 2,401		\$ 1,323		\$ 1,771	\$ 1,900		\$ 2,349		\$ 1,752	
	Health		\$ 2,017							\$ 1,555		
	Dental									\$ 99		
	Vision											
	Other Ins.											
Leaves	Vacation	\$ 771		\$ 947		\$ 1,118	\$ 1,134		\$ 2,479	\$ 875	\$ 1,281	
	Holidays	\$ 719	\$ 830	\$ 789		\$ 755	\$ 982		\$ 1,286	\$ 758	\$ 1,055	
	Admin Leave	\$ 514	\$ 667	\$ 421		\$ 447	\$ 756		\$ 459	\$ 437		
Allow	Auto	\$ 450	\$ 450			\$ 450	\$ 450			\$ 450		
Benefit Package Total		\$ 5,683	\$ 4,835	\$ 3,480	\$ 0	\$ 4,541	\$ 4,632	\$ 0	\$ 6,573	\$ 4,174	\$ 4,087	\$ 0

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		City Manager	City Manager	City Manager	City Manager	City Manager	City Manager	City Manager	City Manager	N/C	N/C	General Manager, Assistant
	Top Step	\$ 19,574	\$ 15,522	\$ 18,334	\$ 23,917	\$ 20,400	\$ 25,417	\$ 26,306	\$ 27,083			\$ 22,616
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62			
	Employee Cost Share				\$ -478							
	Social Security	\$ 871	\$ 871	\$ 871			\$ 871					\$ 871
	Deferred Compensation				\$ 1,196		\$ 1,667	\$ 100	\$ 625			\$ 226
	Other Ret. ¹											\$ 2,262
Insurance	Cafeteria	\$ 2,401		\$ 1,323		\$ 1,771	\$ 1,900	\$ 100	\$ 2,349			
	Health		\$ 2,017		\$ 2,942			\$ 2,633				\$ 1,908
	Dental				\$ 137			\$ 138				
	Vision				\$ 24			\$ 32				
	Other Ins.											
Leaves	Vacation	\$ 1,129	\$ 895	\$ 1,128	\$ 2,415	\$ 1,568	\$ 2,444	\$ 1,518	\$ 3,646			\$ 1,740
	Holidays	\$ 1,054	\$ 836	\$ 1,058	\$ 1,955	\$ 1,059	\$ 1,369	\$ 1,416	\$ 1,458			\$ 957
	Admin Leave	\$ 753	\$ 597	\$ 705	\$ 1,380	\$ 628	\$ 978		\$ 521			
Allow	Auto	\$ 500	\$ 300	\$ 400	\$ 500	\$ 450	\$ 500		\$ 500			
Benefit Package Total		\$ 6,708	\$ 5,516	\$ 5,486	\$ 10,069	\$ 5,476	\$ 9,728	\$ 5,937	\$ 9,099	\$ 0	\$ 0	\$ 7,963

N/C - Non Comparator
1 - Imperial Irrigation District: 401a

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Code Enforcement Inspector II	Code Enforcement Officer	Code Enforcement Officer	Code Enforcement Officer	Code Enforcement Officer I	Code Enforcement Officer II	Code Compliance Officer II	Code Compliance Officer	N/C	Code Enforcement Officer	N/C
	Top Step	\$ 5,914	\$ 5,601	\$ 4,428	\$ 7,051	\$ 4,965	\$ 7,306	\$ 8,098	\$ 7,531		\$ 7,278	
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62		1.62%@65	
	Employee Cost Share											
	Social Security	\$ 367	\$ 347	\$ 275			\$ 453					
	Deferred Compensation							\$ 100				
	Other Ret.											
Insurance	Cafeteria	\$ 2,401		\$ 1,323		\$ 1,771	\$ 1,900	\$ 100	\$ 2,380		\$ 1,833	
	Health		\$ 2,017		\$ 2,095			\$ 2,633				
	Dental				\$ 137			\$ 138				
	Vision				\$ 24			\$ 32				
	Other Ins.											
Leaves	Vacation	\$ 341	\$ 323	\$ 272	\$ 542	\$ 305	\$ 422	\$ 467	\$ 608		\$ 420	
	Holidays	\$ 318	\$ 302	\$ 255	\$ 576	\$ 258	\$ 393	\$ 436	\$ 406		\$ 392	
	Admin Leave		\$ 43			\$ 38						
Allow	Auto											
Benefit Package Total		\$ 3,428	\$ 3,032	\$ 2,126	\$ 3,375	\$ 2,372	\$ 3,168	\$ 3,906	\$ 3,394	\$ 0	\$ 2,645	\$ 0

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Collection System Worker II	N/C	N/C	Treatment/ Collection System Operator II	Wastewater Maintenance Worker	N/C	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 5,227			\$ 6,796	\$ 4,472						
Retirement	PEPRA	2%@62			2%@62	2%@62						
	Employee Cost Share											
	Social Security	\$ 324										
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 2,401				\$ 1,771						
	Health				\$ 2,095							
	Dental				\$ 137							
	Vision				\$ 24							
	Other Ins.											
Leaves	Vacation	\$ 302			\$ 523	\$ 395						
	Holidays	\$ 281			\$ 555	\$ 232						
	Admin Leave					\$ 34						
Allow	Auto											
Benefit Package Total		\$ 3,308	\$ 0	\$ 0	\$ 3,334	\$ 2,433	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Community Development Director	N/C	Planning and Building Services Director	[Community Development Director/ City Engineer]	Director of Community Development	Director of Community Development	Director of Development Services	Director of Development Services	[Assistant Director of Planning and Building Services/ Director of Planning and Building Services]	Deputy Director, Planning and Development Services	N/C
	Top Step	\$ 13,360		\$ 10,507	\$ 18,206	\$ 11,050	\$ 19,096	\$ 19,703	\$ 18,977	\$ 12,989	\$ 19,978	
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	1.62%@65	
	Employee Cost Share				\$ -364							
	Social Security	\$ 828		\$ 651			\$ 871					
	Deferred Compensation							\$ 100				
	Other Ret.											
Insurance	Cafeteria	\$ 2,401		\$ 1,323		\$ 1,771	\$ 1,900	\$ 100	\$ 2,349		\$ 2,050	
	Health				\$ 2,942			\$ 2,633		\$ 1,555		
	Dental				\$ 137			\$ 138		\$ 99		
	Vision				\$ 24			\$ 32				
	Other Ins.											
Leaves	Vacation	\$ 771		\$ 647	\$ 1,838	\$ 849	\$ 1,469	\$ 1,137	\$ 1,971	\$ 749	\$ 1,537	
	Holidays	\$ 719		\$ 606	\$ 1,488	\$ 574	\$ 1,028	\$ 1,061	\$ 1,022	\$ 649	\$ 1,076	
	Admin Leave	\$ 514		\$ 323	\$ 1,050	\$ 340	\$ 734		\$ 365	\$ 375		
Allow	Auto				\$ 433	\$ 300	\$ 500					
Benefit Package Total		\$ 5,233	\$ 0	\$ 3,551	\$ 7,548	\$ 3,834	\$ 6,503	\$ 5,201	\$ 5,706	\$ 3,427	\$ 4,663	\$ 0

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Community Development Technician II	N/C	Permit Technician	Development Services Technician	Permit Center Technician	Permit Technician II	Permit Technician II	Permit Center Technician	Permit Specialist	Land Use Technician II	N/C
	Top Step	\$ 4,398		\$ 3,725	\$ 8,420	\$ 5,313	\$ 6,813	\$ 7,710	\$ 7,915	\$ 5,953	\$ 6,854	
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	1.62%@65	
	Employee Cost Share				\$ -84							
	Social Security	\$ 273		\$ 231			\$ 422					
	Deferred Compensation							\$ 100				
	Other Ret.											
Insurance	Cafeteria	\$ 2,401		\$ 1,323		\$ 1,771	\$ 1,900	\$ 100	\$ 2,380		\$ 1,833	
	Health				\$ 2,095			\$ 2,633		\$ 1,555		
	Dental				\$ 137			\$ 138		\$ 99		
	Vision				\$ 24			\$ 32				
	Other Ins.											
Leaves	Vacation	\$ 254		\$ 229	\$ 648	\$ 327	\$ 393	\$ 445	\$ 639	\$ 343	\$ 395	
	Holidays	\$ 237		\$ 215	\$ 688	\$ 276	\$ 367	\$ 415	\$ 426	\$ 298	\$ 369	
	Admin Leave				\$ 405	\$ 41						
Allow	Auto											
Benefit Package Total		\$ 3,164	\$ 0	\$ 1,998	\$ 3,913	\$ 2,414	\$ 3,082	\$ 3,863	\$ 3,445	\$ 2,295	\$ 2,597	\$ 0

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Crime Analyst	N/C	N/C	N/C	N/C	IPD Crime Analyst II	N/C	Crime Analyst	N/C	Crime and Intelligence Analyst	N/C
	Top Step	\$ 6,528					\$ 6,740		\$ 7,531		\$ 8,479	
Retirement	PEPRA	2%@62					2%@62		2%@62		1.62%@65	
	Employee Cost Share											
	Social Security	\$ 405					\$ 418					
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 2,401					\$ 2,000		\$ 2,380		\$ 1,927	
	Health											
	Dental											
	Vision											
	Other Ins.											
Leaves	Vacation	\$ 377					\$ 389		\$ 608		\$ 489	
	Holidays	\$ 352					\$ 493		\$ 406		\$ 457	
	Admin Leave											
Allow	Auto											
Benefit Package Total		\$ 3,534	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,299	\$ 0	\$ 3,394	\$ 0	\$ 2,873	\$ 0

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Engineering Technician II	Engineering Technician II	Engineering Technician	Engineering Technician	Engineering Technician	Engineering Technician II	N/C	N/C	Civil Engineering Technician	Engineering Technician II	Engineering Technician II
	Top Step	Proposed	\$ 5,337	\$ 4,538	\$ 7,210	\$ 6,483	\$ 6,847			\$ 5,111	\$ 6,866	\$ 7,598
Retirement	PEPRA		2%@62	2%@62	2%@62	2%@62	2%@62			2%@62	1.62%@65	
	Employee Cost Share											
	Social Security		\$ 331	\$ 281			\$ 425					\$ 471
	Deferred Compensation											\$ 76
	Other Ret. ¹											\$ 760
Insurance	Cafeteria			\$ 1,323		\$ 1,771	\$ 1,900				\$ 1,833	
	Health		\$ 2,017		\$ 2,095					\$ 1,555		\$ 1,908
	Dental				\$ 137					\$ 99		
	Vision				\$ 24							
	Other Ins.											
Leaves	Vacation		\$ 308	\$ 279	\$ 555	\$ 399	\$ 395			\$ 295	\$ 396	\$ 438
	Holidays		\$ 287	\$ 262	\$ 589	\$ 337	\$ 369			\$ 256	\$ 370	\$ 321
	Admin Leave					\$ 50						
Allow	Auto											
Benefit Package Total		\$ 0	\$ 2,943	\$ 2,146	\$ 3,400	\$ 2,556	\$ 3,088	\$ 0	\$ 0	\$ 2,204	\$ 2,599	\$ 3,974

N/C - Non Comparator

1 - Imperial Irrigation District: 401a

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Equipment Mechanic	N/C	Mechanic I/ Service Advisor	Vehicle Equipment Mechanic II	Equipment Mechanic I	Fleet Mechanic II	N/C	Fleet Maintenance Technician III	[Heavy Equipment Mechanic/ Automotive Mechanic]	Senior Fleet Technician	Mechanic II
	Top Step	\$ 5,629		\$ 4,112	\$ 8,374	\$ 4,640	\$ 7,020		\$ 7,720	\$ 4,691	\$ 6,777	\$ 6,252
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	1.62%@65	
	Employee Cost Share											
	Social Security	\$ 349		\$ 255			\$ 435					\$ 388
	Deferred Compensation											\$ 63
	Other Ret. ¹											\$ 625
Insurance	Cafeteria	\$ 2,401		\$ 1,323		\$ 1,771	\$ 1,900		\$ 2,380		\$ 1,833	
	Health				\$ 2,095					\$ 1,555		\$ 1,908
	Dental				\$ 137					\$ 99		
	Vision				\$ 24							
	Other Ins.											
Leaves	Vacation	\$ 325		\$ 253	\$ 644	\$ 285	\$ 405		\$ 624	\$ 271	\$ 391	\$ 361
	Holidays	\$ 303		\$ 237	\$ 684	\$ 241	\$ 378		\$ 416	\$ 235	\$ 365	\$ 265
	Admin Leave					\$ 36						
Allow	Auto											
Benefit Package Total		\$ 3,378	\$ 0	\$ 2,069	\$ 3,585	\$ 2,333	\$ 3,118	\$ 0	\$ 3,419	\$ 2,159	\$ 2,589	\$ 3,608

N/C - Non Comparator
1 - Imperial Irrigation District: 401a

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Finance Director	N/C	N/C	Finance Director	Director of Finance	Director of Finance	Director of Finance	Director of Finance and Treasurer	Deputy CEO - Budget and Finance	Group Finance Director	N/C
	Top Step	\$ 13,360			\$ 18,374	\$ 12,351	\$ 19,096	\$ 20,197	\$ 19,433	\$ 11,848	\$ 20,699	
Retirement	PEPRA	2%@62			2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	1.62%@65	
	Employee Cost Share				\$ -367							
	Social Security	\$ 828					\$ 871					
	Deferred Compensation Other Ret.							\$ 100				
Insurance	Cafeteria	\$ 2,401				\$ 1,771	\$ 1,900	\$ 100	\$ 2,349		\$ 2,050	
	Health				\$ 2,942			\$ 2,633		\$ 1,555		
	Dental				\$ 137			\$ 138		\$ 99		
	Vision				\$ 24			\$ 32				
	Other Ins.											
Leaves	Vacation	\$ 771			\$ 1,855	\$ 949	\$ 1,102	\$ 1,165	\$ 2,018	\$ 684	\$ 1,592	
	Holidays	\$ 719			\$ 1,502	\$ 641	\$ 1,028	\$ 1,088	\$ 1,046	\$ 592	\$ 1,115	
	Admin Leave	\$ 514			\$ 1,060	\$ 380	\$ 734		\$ 374	\$ 342		
Allow	Auto				\$ 433		\$ 500			\$ 550		
Benefit Package Total		\$ 5,233	\$ 0	\$ 0	\$ 7,585	\$ 3,742	\$ 6,136	\$ 5,256	\$ 5,787	\$ 3,822	\$ 4,757	\$ 0

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Finance Manager	N/C	Finance Manager	[Accounting Manager/ Finance Manager]	Finance Manager	N/C	[Deputy Director of Finance/ Finance Supervisor]	Assistant Director of Finance	General Accounting Manager	[Principal Accountant/ Departmental Budget Manager]	[Officer of Accounting Financial Controller/ Officer Budget & Finance Performance, Assistant]
	Top Step	Proposed		\$ 6,591	\$ 12,610	\$ 8,298		\$ 13,734	\$ 15,194	\$ 8,216	\$ 11,573	\$ 14,579
Retirement	PEPRA			2%@62	2%@62	2%@62		2%@62	2%@62	2%@62	1.62%@65	
	Employee Cost Share				\$ -126							
	Social Security			\$ 409								\$ 871
	Deferred Compensation							\$ 100				\$ 146
	Other Ret. ¹											\$ 1,458
Insurance	Cafeteria			\$ 1,323		\$ 1,771		\$ 100	\$ 2,349		\$ 1,927	
	Health				\$ 2,095			\$ 2,633		\$ 1,555		\$ 1,908
	Dental				\$ 137			\$ 138		\$ 99		
	Vision				\$ 24			\$ 32				
	Other Ins.											
Leaves	Vacation			\$ 456	\$ 970	\$ 510		\$ 792	\$ 1,578	\$ 474	\$ 757	\$ 1,121
	Holidays			\$ 380	\$ 1,031	\$ 431		\$ 740	\$ 818	\$ 411	\$ 623	\$ 617
	Admin Leave			\$ 203	\$ 606	\$ 255			\$ 292	\$ 237		
Allow	Auto					\$ 217						
Benefit Package Total		\$ 0	\$ 0	\$ 2,771	\$ 4,737	\$ 3,184	\$ 0	\$ 4,535	\$ 5,037	\$ 2,776	\$ 3,307	\$ 6,121

N/C - Non Comparator

1 - Imperial Irrigation District: 401a

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Finance Supervisor	Finance Manager	N/C	N/C	N/C	[Finance Manager/ Senior Accountant]	Finance Supervisor	Payroll and Accounting Manager	N/C	[Principal Accountant/ Senior Accountant]	Supervisor, Payroll & Accounts Payable Services
	Top Step	\$ 12,103	\$ 9,088				\$ 12,185	\$ 10,892	\$ 12,593		\$ 10,007	\$ 11,956
Retirement	PEPRA	2%@62	2%@62				2%@62	2%@62	2%@62		1.62%@65	
	Employee Cost Share											
	Social Security	\$ 750	\$ 563				\$ 755					\$ 741
	Deferred Compensation							\$ 100				\$ 120
	Other Ret. ¹											\$ 1,196
Insurance	Cafeteria	\$ 2,401					\$ 1,900	\$ 100	\$ 2,349		\$ 1,833	
	Health		\$ 2,017					\$ 2,633				\$ 1,908
	Dental							\$ 138				
	Vision							\$ 32				
	Other Ins.											
Leaves	Vacation	\$ 698	\$ 524				\$ 703	\$ 628	\$ 1,308		\$ 577	\$ 690
	Holidays	\$ 652	\$ 489				\$ 609	\$ 586	\$ 678		\$ 539	\$ 506
	Admin Leave		\$ 70				\$ 469		\$ 242			
Allow	Auto											
Benefit Package Total		\$ 4,502	\$ 3,664	\$ 0	\$ 0	\$ 0	\$ 4,436	\$ 4,218	\$ 4,577	\$ 0	\$ 2,949	\$ 5,160

N/C - Non Comparator
1 - Imperial Irrigation District: 401a

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Fleet and Facilities Supervisor	N/C	[Supervisor - Maintenance and Operations/ Supervisor-Fleet Maintenance]	Fleet Services Coordinator	[Building and Facilities Maintenance Supervisor/ Chief Mechanic]	Fleet Mechanic Supervisor	N/C	[Fleet Maintenance Manager/ Fleet Maintenance Technician, Lead]	[Maintenance Supervisor II/ Supervising Vehicle and Light Equipment Mechanic]	[Fleet Coordinator/ Fleet Team Lead]	[Supervisor, Fleet Services/ Foreman, General Facilities Management Services]
	Top Step	Proposed		\$ 7,648	\$ 9,873	\$ 6,967	\$ 10,042		\$ 9,947	\$ 6,306	\$ 9,039	\$ 11,386
Retirement	PEPRA			2%@62	2%@62	2%@62	2%@62		2%@62	2%@62	1.62%@65	
	Employee Cost Share											
	Social Security			\$ 474			\$ 623					\$ 706
	Deferred Compensation											\$ 114
	Other Ret. ¹											\$ 1,139
Insurance	Cafeteria			\$ 1,323		\$ 1,771	\$ 1,900		\$ 2,349		\$ 1,927	
	Health				\$ 2,095					\$ 1,555		\$ 1,908
	Dental				\$ 137					\$ 99		
	Vision				\$ 24							
	Other Ins.											
Leaves	Vacation			\$ 471	\$ 759	\$ 616	\$ 579		\$ 1,033	\$ 364	\$ 591	\$ 657
	Holidays			\$ 441	\$ 807	\$ 362	\$ 502		\$ 536	\$ 315	\$ 487	\$ 482
	Admin Leave					\$ 134	\$ 386					
Allow	Auto											
Benefit Package Total		\$ 0	\$ 0	\$ 2,709	\$ 3,822	\$ 2,882	\$ 3,990	\$ 0	\$ 3,917	\$ 2,333	\$ 3,005	\$ 5,005

N/C - Non Comparator
1 - Imperial Irrigation District: 401a

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Human Resources Director	N/C	N/C	Human Resources Manager	Director of Human Resources	Director of Human Resources and Risk Management	Human Resources Manager	Director of Human Resources	Deputy Director of Human Resources and Risk Management	Group Human Resources Director	Manager, Human Resources
	Top Step	\$ 12,103			\$ 14,513	\$ 10,837	\$ 19,096	\$ 16,172	\$ 16,772	\$ 11,848	\$ 20,699	\$ 18,607
Retirement	PEPRA	2%@62			2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	1.62%@65	
	Employee Cost Share				\$ -290							
	Social Security	\$ 750					\$ 871					\$ 871
	Deferred Compensation							\$ 100				\$ 186
	Other Ret. ¹											\$ 1,861
Insurance	Cafeteria	\$ 2,401				\$ 1,771	\$ 1,900	\$ 100	\$ 2,349		\$ 2,050	
	Health				\$ 2,942			\$ 2,633		\$ 1,555		\$ 1,908
	Dental				\$ 137			\$ 138		\$ 99		
	Vision				\$ 24			\$ 32				
	Other Ins.											
Leaves	Vacation	\$ 698			\$ 1,465	\$ 833	\$ 1,689	\$ 933	\$ 1,742	\$ 684	\$ 1,592	\$ 1,431
	Holidays	\$ 652			\$ 1,186	\$ 563	\$ 1,028	\$ 871	\$ 903	\$ 592	\$ 1,115	\$ 787
	Admin Leave	\$ 466			\$ 837	\$ 333	\$ 734		\$ 323	\$ 342		
Allow	Auto					\$ 300	\$ 500			\$ 550		
Benefit Package Total		\$ 4,967	\$ 0	\$ 0	\$ 6,301	\$ 3,800	\$ 6,723	\$ 4,807	\$ 5,316	\$ 3,822	\$ 4,757	\$ 7,044

N/C - Non Comparator
1 - Imperial Irrigation District: 401a

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Human Resources Specialist	N/C	Human Resources - Risk Management Technician	Human Resources Technician	N/C	Human Resources Specialist	N/C	Human Resources Specialist	Human Resources Specialist-Confidential	Human Resources Assistant	Human Resources Specialist I
	Top Step	\$ 7,760		\$ 4,320	\$ 7,186		\$ 7,453		\$ 7,999	\$ 5,527	\$ 5,467	\$ 8,092
Retirement	PEPRA	2%@62		2%@62	2%@62		2%@62		2%@62	2%@62	1.62%@65	
	Employee Cost Share											
	Social Security	\$ 481		\$ 268			\$ 462					\$ 502
	Deferred Compensation											\$ 81
	Other Ret. ¹											\$ 809
Insurance	Cafeteria	\$ 2,401		\$ 1,323			\$ 1,900		\$ 2,349		\$ 1,927	
	Health				\$ 2,095					\$ 1,555		\$ 1,908
	Dental				\$ 137					\$ 99		
	Vision				\$ 24							
	Other Ins.											
Leaves	Vacation	\$ 448		\$ 266	\$ 553		\$ 430		\$ 831	\$ 319	\$ 315	\$ 467
	Holidays	\$ 418		\$ 249	\$ 587		\$ 373		\$ 431	\$ 276	\$ 294	\$ 342
	Admin Leave	\$ 298										
Allow	Auto											
Benefit Package Total		\$ 4,046	\$ 0	\$ 2,106	\$ 3,396	\$ 0	\$ 3,165	\$ 0	\$ 3,610	\$ 2,249	\$ 2,537	\$ 4,109

N/C - Non Comparator
1 - Imperial Irrigation District: 401a

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Information Technology Director	N/C	N/C	N/C	N/C	Director of Information Technology	N/C	Director of Information Technology	N/C	Group Information Technology Manager	Chief Information Officer, Assistant
	Top Step	\$ 13,360					\$ 16,918		\$ 17,619		\$ 20,699	\$ 16,877
Retirement	PEPRA	2%@62					2%@62		2%@62		1.62%@65	
	Employee Cost Share											
	Social Security	\$ 828					\$ 871					\$ 871
	Deferred Compensation											\$ 169
	Other Ret. ¹											\$ 1,688
Insurance	Cafeteria	\$ 2,401					\$ 1,900		\$ 2,349		\$ 2,050	
	Health											\$ 1,908
	Dental											
	Vision											
	Other Ins.											
Leaves	Vacation	\$ 771					\$ 976		\$ 1,830		\$ 1,592	\$ 1,298
	Holidays	\$ 719					\$ 911		\$ 949		\$ 1,115	\$ 714
	Admin Leave	\$ 514					\$ 651		\$ 339			
Allow	Auto						\$ 500					
Benefit Package Total		\$ 5,233	\$ 0	\$ 0	\$ 0	\$ 0	\$ 5,809	\$ 0	\$ 5,466	\$ 0	\$ 4,757	\$ 6,647

N/C - Non Comparator
1 - Imperial Irrigation District: 401a

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Information Technology Technician II	N/C	N/C	Information Technology Technician	Computer Support Technician	Information Technology Support Technician	N/C	Information Technology Technician	Department Systems Support Technician II	Information Technology Specialist	Personal Computer Technician
	Top Step	\$ 5,914			\$ 7,210	\$ 6,084	\$ 7,603		\$ 8,524	\$ 4,893	\$ 7,505	\$ 7,237
Retirement	PEPRA	2%@62			2%@62	2%@62	2%@62		2%@62	2%@62	1.62%@65	
	Employee Cost Share											
	Social Security	\$ 367					\$ 471					\$ 449
	Deferred Compensation											\$ 72
	Other Ret. ¹											\$ 724
Insurance	Cafeteria	\$ 2,401				\$ 1,771	\$ 1,900		\$ 2,380		\$ 1,927	
	Health				\$ 2,095					\$ 1,555		\$ 1,908
	Dental				\$ 137					\$ 99		
	Vision				\$ 24							
	Other Ins.											
Leaves	Vacation	\$ 341			\$ 555	\$ 374	\$ 439		\$ 688	\$ 282	\$ 491	\$ 418
	Holidays	\$ 318			\$ 589	\$ 316	\$ 409		\$ 459	\$ 245	\$ 404	\$ 306
	Admin Leave					\$ 47						
Allow	Auto											
Benefit Package Total		\$ 3,428	\$ 0	\$ 0	\$ 3,400	\$ 2,508	\$ 3,220	\$ 0	\$ 3,527	\$ 2,181	\$ 2,822	\$ 3,876

N/C - Non Comparator
1 - Imperial Irrigation District: 401a

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Librarian	N/C	Reference Librarian	N/C	N/C	N/C	Librarian II	Librarian	N/C	Librarian II	N/C
	Top Step	\$ 7,386		\$ 5,149				\$ 9,868	\$ 8,398		\$ 7,649	
Retirement	PEPRA	2%@62		2%@62				2%@62	2%@62		1.62%@65	
	Employee Cost Share											
	Social Security	\$ 458		\$ 319								
	Deferred Compensation							\$ 100				
	Other Ret.											
Insurance	Cafeteria	\$ 2,401		\$ 1,323				\$ 100	\$ 2,349		\$ 1,833	
	Health							\$ 2,633				
	Dental							\$ 138				
	Vision							\$ 32				
	Other Ins.											
Leaves	Vacation	\$ 426		\$ 356				\$ 569	\$ 872		\$ 441	
	Holidays	\$ 398		\$ 297				\$ 531	\$ 452		\$ 412	
	Admin Leave			\$ 158								
Allow	Auto											
Benefit Package Total		\$ 3,683	\$ 0	\$ 2,455	\$ 0	\$ 0	\$ 0	\$ 4,104	\$ 3,673	\$ 0	\$ 2,686	\$ 0

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Library Assistant	N/C	N/C	N/C	N/C	N/C	Librarian I	N/C	N/C	N/C	N/C
	Top Step	Proposed						\$ 9,393				
Retirement	PEPRA							2%@62				
	Employee Cost Share											
	Social Security											
	Deferred Compensation							\$ 100				
	Other Ret.											
Insurance	Cafeteria							\$ 100				
	Health							\$ 2,633				
	Dental							\$ 138				
	Vision							\$ 32				
	Other Ins.											
Leaves	Vacation							\$ 542				
	Holidays							\$ 506				
	Admin Leave											
Allow	Auto											
Benefit Package Total		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,051	\$ 0	\$ 0	\$ 0	\$ 0

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Library Clerk	Library Clerk	Library Assistant II	N/C	Library Assistant	N/C	Library Assistant	Library Assistant, Senior	Library Assistant I	Library Technician I	N/C
	Top Step	\$ 4,736	\$ 4,496	\$ 3,479		\$ 3,676		\$ 5,732	\$ 5,601	\$ 3,133	\$ 4,073	
Retirement	PEPRA	2%@62	2%@62	2%@62		2%@62		2%@62	2%@62	2%@62	1.62%@65	
	Employee Cost Share											
	Social Security	\$ 294	\$ 279	\$ 216								
	Deferred Compensation							\$ 100				
	Other Ret.											
Insurance	Cafeteria	\$ 2,401		\$ 1,323		\$ 1,771		\$ 100	\$ 2,380		\$ 1,833	
	Health		\$ 2,017					\$ 2,633		\$ 1,555		
	Dental							\$ 138		\$ 99		
	Vision							\$ 32				
	Other Ins.											
Leaves	Vacation	\$ 273	\$ 259	\$ 214		\$ 226		\$ 331	\$ 452	\$ 181	\$ 235	
	Holidays	\$ 255	\$ 242	\$ 201		\$ 191		\$ 309	\$ 302	\$ 157	\$ 219	
	Admin Leave		\$ 35			\$ 28						
Allow	Auto											
Benefit Package Total		\$ 3,223	\$ 2,832	\$ 1,954	\$ 0	\$ 2,216	\$ 0	\$ 3,642	\$ 3,134	\$ 1,991	\$ 2,287	\$ 0

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Library Manager	Library Manager	Library Manager	N/C	[Library Director/ Library Operations Supervisor]	N/C	Assistant Director of Library Services	[Director of Library Services/ Library Operations & Collections Manager]	County Librarian	Principal Librarian	N/C
	Top Step	\$ 7,954	\$ 7,623	\$ 7,098		\$ 8,739		\$ 13,504	\$ 13,021	\$ 11,204	\$ 10,956	
Retirement	PEPRA	2%@62	2%@62	2%@62		2%@62		2%@62	2%@62	2%@62	1.62%@65	
	Employee Cost Share											
	Social Security	\$ 493	\$ 473	\$ 440								
	Deferred Compensation							\$ 100				
	Other Ret.											
Insurance	Cafeteria	\$ 2,401		\$ 1,323		\$ 1,771		\$ 100	\$ 2,349		\$ 1,927	
	Health		\$ 2,017					\$ 2,633		\$ 1,555		
	Dental							\$ 138		\$ 99		
	Vision							\$ 32				
	Other Ins.											
Leaves	Vacation	\$ 459	\$ 440	\$ 491		\$ 672		\$ 779	\$ 1,352	\$ 646	\$ 716	
	Holidays	\$ 428	\$ 410	\$ 410		\$ 454		\$ 727	\$ 701	\$ 560	\$ 590	
	Admin Leave		\$ 59	\$ 218		\$ 269				\$ 323		
Allow	Auto					\$ 300				\$ 550		
Benefit Package Total		\$ 3,782	\$ 3,399	\$ 2,883	\$ 0	\$ 3,465	\$ 0	\$ 4,509	\$ 4,402	\$ 3,734	\$ 3,233	\$ 0

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Library Page	N/C	N/C	N/C	N/C	N/C	N/C	Library Page	N/C	N/C	N/C
	Top Step	\$ 24.14							\$ 23.42			
Retirement	PEPRA											
	Employee Cost Share											
	Social Security											
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria											
	Health											
	Dental											
	Vision											
	Other Ins.											
Leaves	Vacation											
	Holidays											
	Admin Leave											
Allow	Auto											
Benefit Package Total		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

*Non-benefitted benchmark.

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Library Technician	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Library Technician II	N/C
	Top Step	\$ 5,100									\$ 4,789	
Retirement	PEPRA	2%@62									1.62%@65	
	Employee Cost Share											
	Social Security	\$ 316										
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 2,401									\$ 1,833	
	Health											
	Dental											
	Vision											
	Other Ins.											
Leaves	Vacation	\$ 294									\$ 276	
	Holidays	\$ 275									\$ 258	
	Admin Leave											
Allow	Auto											
Benefit Package Total		\$ 3,286	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,367	\$ 0

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Lifeguard/Swim Instructor	N/C	N/C	N/C	Lifeguard	N/C	N/C	Lifeguard	N/C	N/C	N/C
	Top Step	\$ 24.75				\$ 16.00			\$ 25.88			
Retirement	PEPRA											
	Employee Cost Share											
	Social Security											
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria											
	Health											
	Dental											
	Vision											
	Other Ins.											
Leaves	Vacation											
	Holidays											
	Admin Leave											
Allow	Auto											
Benefit Package Total		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

*Non-benefitted benchmark.

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Management Analyst	Management Analyst I	Public Works Analyst	Management Analyst	N/C	Management Analyst	Management Analyst II	N/C	Administrative Analyst I	Administrative Analyst II	Department Analyst
Retirement	Top Step	\$ 7,760	\$ 6,981	\$ 5,395	\$ 9,353		\$ 9,190	\$ 9,868		\$ 6,104	\$ 8,499	\$ 8,092
	PEPRA	2%@62	2%@62	2%@62	2%@62		2%@62	2%@62		2%@62	1.62%@65	
	Employee Cost Share				\$ -94							
	Social Security	\$ 481	\$ 433	\$ 334			\$ 570					\$ 502
	Deferred Compensation							\$ 100				\$ 81
Other Ret. ¹											\$ 809	
Insurance	Cafeteria	\$ 2,401		\$ 1,323			\$ 1,900	\$ 100			\$ 1,927	
	Health		\$ 2,017		\$ 2,095			\$ 2,633		\$ 1,555		\$ 1,908
	Dental				\$ 137			\$ 138		\$ 99		
	Vision				\$ 24			\$ 32				
	Other Ins.											
Leaves	Vacation	\$ 448	\$ 403	\$ 332	\$ 719		\$ 530	\$ 569		\$ 352	\$ 556	\$ 467
	Holidays	\$ 418	\$ 376	\$ 311	\$ 764		\$ 460	\$ 531		\$ 305	\$ 458	\$ 342
	Admin Leave	\$ 298	\$ 54		\$ 450		\$ 353					
Allow	Auto											
Benefit Package Total		\$ 4,046	\$ 3,282	\$ 2,301	\$ 4,096	\$ 0	\$ 3,813	\$ 4,104	\$ 0	\$ 2,311	\$ 2,940	\$ 4,109

N/C - Non Comparator

1 - Imperial Irrigation District: 401a

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Park Maintenance Worker II	Parks Maintenance Worker	Laborer	Public Works Maintenance Worker	Park Maintenance Worker II	N/C	N/C	[Maintenance Mechanic I - Parks/ Maintenance Worker I]	Grounds Maintenance Worker I	Park Maintenance Worker	N/C
	Top Step	\$ 4,736	\$ 4,181	\$ 3,479	\$ 5,480	\$ 4,640			\$ 6,500	\$ 3,150	\$ 4,749	
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62			2%@62	2%@62	1.62%@65	
	Employee Cost Share											
	Social Security	\$ 294	\$ 259	\$ 216								
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 2,401		\$ 1,323		\$ 1,771			\$ 2,380		\$ 1,833	
	Health		\$ 2,017		\$ 2,095					\$ 1,555		
	Dental				\$ 137					\$ 99		
	Vision				\$ 24							
	Other Ins.											
Leaves	Vacation	\$ 273	\$ 241	\$ 214	\$ 422	\$ 285			\$ 525	\$ 182	\$ 274	
	Holidays	\$ 255	\$ 225	\$ 201	\$ 448	\$ 241			\$ 350	\$ 157	\$ 256	
	Admin Leave					\$ 36						
Allow	Auto											
Benefit Package Total		\$ 3,223	\$ 2,743	\$ 1,954	\$ 3,125	\$ 2,333	\$ 0	\$ 0	\$ 3,255	\$ 1,993	\$ 2,363	\$ 0

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Parks and Recreation Director	N/C	N/C	N/C	Director of Community Services	N/C	N/C	Director of Parks and Recreation	N/C	Deputy Director, Parks and Recreation	N/C
	Top Step	\$ 13,360				\$ 11,471			\$ 16,772		\$ 16,845	
Retirement	PEPRA	2%@62				2%@62			2%@62		1.62%@65	
	Employee Cost Share											
	Social Security	\$ 828										
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 2,401				\$ 1,771			\$ 2,349		\$ 2,050	
	Health											
	Dental											
	Vision											
	Other Ins.											
Leaves	Vacation	\$ 771				\$ 882			\$ 1,742		\$ 1,296	
	Holidays	\$ 719				\$ 596			\$ 903		\$ 907	
	Admin Leave	\$ 514				\$ 353			\$ 323			
Allow	Auto					\$ 400						
Benefit Package Total		\$ 5,233	\$ 0	\$ 0	\$ 0	\$ 4,001	\$ 0	\$ 0	\$ 5,316	\$ 0	\$ 4,253	\$ 0

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Police Captain	Police Commander	Police Lieutenant	N/C	Commander	Assistant Police Chief	N/C	Police Captain	Undersheriff	Sheriff's Captain	N/C
	Top Step	\$ 12,103	\$ 9,261	\$ 9,086		\$ 13,532	\$ 17,764		\$ 18,336	\$ 11,437	\$ 16,037	
Retirement	PEPRA	2.7%@57	2.7%@57	2%@57		2.7%@57	2.7%@57		2.7%@57	2%@62	2.5%@57	
	Employee Cost Share						\$ -533					
	Social Security	\$ 750	\$ 574									
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 2,401		\$ 1,323		\$ 1,771	\$ 1,900				\$ 1,752	
	Health		\$ 2,017					\$ 2,220	\$ 1,555			
	Dental							\$ 87	\$ 99			
	Vision							\$ 13				
	Other Ins.											
Leaves	Vacation	\$ 698	\$ 534	\$ 629		\$ 1,509	\$ 1,025		\$ 1,481	\$ 660	\$ 1,114	
	Holidays	\$ 652	\$ 499	\$ 524		\$ 703	\$ 888		\$ 846	\$ 572	\$ 918	
	Admin Leave	\$ 466	\$ 71	\$ 280		\$ 416	\$ 683			\$ 330		
Allow	Auto	450								\$ 550		
	Benefit Package Total	\$ 5,417	\$ 3,695	\$ 2,756	\$ 0	\$ 4,399	\$ 3,963	\$ 0	\$ 4,648	\$ 3,765	\$ 3,784	\$ 0

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Police Corporal	N/C	N/C	N/C	N/C	IPD Police Corporal	N/C	N/C	Senior Deputy Sheriff	N/C	N/C
	Top Step	\$ 8,153					\$ 9,946			\$ 6,998		
Retirement	PEPRA	2.7%@57					2.7%@57			2.7%@57		
	Employee Cost Share											
	Social Security	\$ 505										
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 2,401					\$ 2,000					
	Health									\$ 1,555		
	Dental									\$ 99		
	Vision											
	Other Ins.											
Leaves	Vacation	\$ 470					\$ 574			\$ 404		
	Holidays	\$ 439					\$ 727			\$ 350		
	Admin Leave											
Allow	Auto											
Benefit Package Total		\$ 3,816	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,301	\$ 0	\$ 0	\$ 2,407	\$ 0	\$ 0

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Police Officer	Police Officer	Police Officer	N/C	Police Officer	IPD Police Officer	N/C	Police Officer	Deputy Sheriff	Deputy Sheriff	N/C
	Top Step	\$ 7,030	\$ 5,192	\$ 6,497		\$ 6,640	\$ 9,362		\$ 9,396	\$ 6,407	\$ 10,033	
Retirement	PEPRA	2.7%@57	2.7%@57	2%@57		2.7%@57	2.7%@57		2.7%@57	2.7%@57	2.5%@57	
	Employee Cost Share											
	Social Security	\$ 436	\$ 322									
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 2,401		\$ 1,323		\$ 1,771	\$ 2,000				\$ 1,752	
	Health		\$ 2,017					\$ 2,220	\$ 1,555			
	Dental							\$ 87	\$ 99			
	Vision							\$ 13				
	Other Ins.											
Leaves	Vacation	\$ 406	\$ 300	\$ 400		\$ 690	\$ 540		\$ 542	\$ 370	\$ 615	
	Holidays	\$ 379	\$ 260	\$ 375			\$ 684		\$ 434	\$ 320	\$ 574	
	Admin Leave											
Allow	Auto											
Benefit Package Total		\$ 3,621	\$ 2,898	\$ 2,098	\$ 0	\$ 2,460	\$ 3,224	\$ 0	\$ 3,297	\$ 2,344	\$ 2,941	\$ 0

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Police Sergeant	Police Sergeant	Police Sergeant	N/C	Sergeant	Police Sergeant	N/C	Police Sergeant	Sheriffs Sergeant	Sheriff's Sergeant	N/C
	Top Step	\$ 9,224	\$ 8,438	\$ 7,769		\$ 9,055	\$ 13,085		\$ 12,196	\$ 8,303	\$ 12,140	
Retirement	PEPRA	2.7%@57	2.7%@57	2%@57		2.7%@57	2.7%@57		2.7%@57	2.7%@57	2.5%@57	
	Employee Cost Share											
	Social Security	\$ 572	\$ 523									
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 2,401		\$ 1,323		\$ 1,771	\$ 2,000				\$ 1,752	
	Health		\$ 2,017						\$ 2,220	\$ 1,555		
	Dental								\$ 87	\$ 99		
	Vision								\$ 13			
	Other Ins.											
Leaves	Vacation	\$ 532	\$ 487	\$ 478		\$ 1,010	\$ 755		\$ 704	\$ 479	\$ 744	
	Holidays	\$ 497	\$ 357	\$ 448			\$ 956		\$ 563	\$ 415	\$ 695	
	Admin Leave					\$ 209						
Allow	Auto											
Benefit Package Total		\$ 4,002	\$ 3,384	\$ 2,250	\$ 0	\$ 2,989	\$ 3,711	\$ 0	\$ 3,588	\$ 2,548	\$ 3,191	\$ 0

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Police Services Officer II	N/C	N/C	N/C	Police Records Clerk I	Records Specialist II	N/C	Police Services Officer	Sheriffs Service Officer	N/C	N/C
	Top Step	\$ 5,629				\$ 3,980	\$ 5,416		\$ 5,737	\$ 4,309		
Retirement	PEPRA	2%@62				2%@62	2%@62		2%@62	2.7%@57		
	Employee Cost Share											
	Social Security	\$ 349					\$ 336					
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 2,401				\$ 1,771	\$ 1,900		\$ 2,380			
	Health									\$ 1,555		
	Dental									\$ 99		
	Vision											
	Other Ins.											
Leaves	Vacation	\$ 325				\$ 245	\$ 312		\$ 463	\$ 249		
	Holidays	\$ 303				\$ 207	\$ 292		\$ 309	\$ 215		
	Admin Leave					\$ 31						
Allow	Auto											
Benefit Package Total		\$ 3,378	\$ 0	\$ 0	\$ 0	\$ 2,253	\$ 2,840	\$ 0	\$ 3,152	\$ 2,118	\$ 0	\$ 0

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Property and Evidence Technician	Evidence Technician	Evidence Technician	N/C	N/C	Property & Evidence Officer II	N/C	Property Technician	Evidence Technician	Sheriff's Property and Evidence Specialist II	N/C
	Top Step	\$ 5,629	\$ 4,301	\$ 4,011			\$ 6,740		\$ 6,825	\$ 4,544	\$ 5,555	
Retirement	PEPRA	2%@62	2%@62	2%@62			2%@62		2%@62	2%@62	1.62%@65	
	Employee Cost Share											
	Social Security	\$ 349	\$ 267	\$ 249			\$ 418					
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 2,401		\$ 1,323			\$ 2,000		\$ 2,380		\$ 1,833	
	Health		\$ 2,017							\$ 1,555		
	Dental									\$ 99		
	Vision											
	Other Ins.											
Leaves	Vacation	\$ 325	\$ 248	\$ 247			\$ 389		\$ 551	\$ 262	\$ 321	
	Holidays	\$ 303	\$ 232	\$ 231			\$ 493		\$ 368	\$ 227	\$ 299	
	Admin Leave											
Allow	Auto											
Benefit Package Total		\$ 3,378	\$ 2,763	\$ 2,050	\$ 0	\$ 0	\$ 3,299	\$ 0	\$ 3,299	\$ 2,143	\$ 2,453	\$ 0

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Public Services Director	Director of Public Works Operations	N/C	[Public Works Director/ Utilities Manager]	Director of Public Works/City Engineer	[IWA General Manager/ Director of Public Works]	Director of Public Works	Director of Public Works	N/C	Deputy Director, Public Works	N/C
	Top Step	\$ 13,360	\$ 11,483		\$ 18,650	\$ 13,354	\$ 22,750	\$ 19,703	\$ 18,062		\$ 21,422	
Retirement	PEPRA	2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62		1.62%@65	
	Employee Cost Share				\$ -373							
	Social Security	\$ 828	\$ 712				\$ 871					
	Deferred Compensation							\$ 100				
	Other Ret.											
Insurance	Cafeteria	\$ 2,401				\$ 1,771	\$ 1,900	\$ 100	\$ 2,349		\$ 2,050	
	Health		\$ 2,017		\$ 2,942			\$ 2,633				
	Dental				\$ 137			\$ 138				
	Vision				\$ 24			\$ 32				
	Other Ins.											
Leaves	Vacation	\$ 771	\$ 663		\$ 1,883	\$ 1,027	\$ 1,750	\$ 1,137	\$ 1,876		\$ 1,648	
	Holidays	\$ 719	\$ 618		\$ 1,524	\$ 693	\$ 1,225	\$ 1,061	\$ 973		\$ 1,154	
	Admin Leave	\$ 514	\$ 442		\$ 1,076	\$ 411	\$ 875		\$ 347			
Allow	Auto		\$ 250		\$ 433	\$ 400	\$ 500					
Benefit Package Total		\$ 5,233	\$ 4,702	\$ 0	\$ 7,646	\$ 4,302	\$ 7,121	\$ 5,201	\$ 5,545	\$ 0	\$ 4,851	\$ 0

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Public Services Maintenance Worker II	N/C	Laborer	Public Works Street Maintenance Worker	Street Maintenance Worker II	Street Maintenance Worker II	Street Maintenance Worker II	Street/Traffic Maintenance Worker	[Striping and Sign Assistant I/ Road Maintenance Worker]	Road Structures Worker II	Construction Resources Worker
	Top Step	\$ 4,736		\$ 3,479	\$ 5,654	\$ 4,640	\$ 5,837	\$ 7,710	\$ 5,887	\$ 3,953	\$ 6,531	\$ 5,955
Retirement	PEPRA	2%@62		2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62	1.62%@65	
	Employee Cost Share											
	Social Security	\$ 294		\$ 216			\$ 362					\$ 369
	Deferred Compensation							\$ 100				\$ 60
	Other Ret. ¹											\$ 596
Insurance	Cafeteria	\$ 2,401		\$ 1,323		\$ 1,771	\$ 1,900	\$ 100	\$ 2,380		\$ 1,833	
	Health				\$ 2,095			\$ 2,633		\$ 1,555		\$ 1,908
	Dental				\$ 137			\$ 138		\$ 99		
	Vision				\$ 24			\$ 32				
	Other Ins.											
Leaves	Vacation	\$ 273		\$ 214	\$ 435	\$ 285	\$ 337	\$ 445	\$ 475	\$ 228	\$ 377	\$ 344
	Holidays	\$ 255		\$ 201	\$ 462	\$ 241	\$ 314	\$ 415	\$ 317	\$ 198	\$ 352	\$ 252
	Admin Leave					\$ 36						
Allow	Auto											
Benefit Package Total		\$ 3,223	\$ 0	\$ 1,954	\$ 3,153	\$ 2,333	\$ 2,913	\$ 3,863	\$ 3,172	\$ 2,080	\$ 2,561	\$ 3,527

N/C - Non Comparator
1 - Imperial Irrigation District: 401a

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Public Services Manager	N/C	N/C	[Sanitary Superintendent/ Water Superintendent]	Maintenance Supervisor	[Fleet Services Operations Manager/ Public Works Manager]	N/C	[Street Maintenance Manager/ Facilities Maintenance Manager]	N/C	[Facilities Support Manager/ Division Road Superintendent]	Superintendent of Construction
	Top Step	\$ 12,103			\$ 11,507	\$ 8,298	\$ 12,458		\$ 10,756		\$ 11,339	\$ 11,386
Retirement	PEPRA	2%@62			2%@62	2%@62	2%@62		2%@62		1.62%@65	
	Employee Cost Share				\$ -115							
	Social Security	\$ 750					\$ 772					\$ 706
	Deferred Compensation											\$ 114
	Other Ret. ¹											\$ 1,139
Insurance	Cafeteria	\$ 2,401				\$ 1,771	\$ 1,900		\$ 2,349		\$ 1,927	
	Health				\$ 2,095							\$ 1,908
	Dental				\$ 137							
	Vision				\$ 24							
	Other Ins.											
Leaves	Vacation	\$ 698			\$ 885	\$ 733	\$ 719		\$ 1,117		\$ 741	\$ 657
	Holidays	\$ 652			\$ 941	\$ 431	\$ 623		\$ 579		\$ 611	\$ 482
	Admin Leave	\$ 466			\$ 553	\$ 160	\$ 479					
Allow	Auto											
Benefit Package Total		\$ 4,967	\$ 0	\$ 0	\$ 4,520	\$ 3,095	\$ 4,493	\$ 0	\$ 4,045	\$ 0	\$ 3,279	\$ 5,005

N/C - Non Comparator
1 - Imperial Irrigation District: 401a

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Public Services Supervisor	N/C	Supervisor - Maintenance and Operations	Streets Supervisor	N/C	[Street Maintenance Supervisor/ Park and Landscape Supervisor]	Street Maintenance Supervisor	Maintenance Supervisor	Regional Road Superintendent	[Building Maintenance Supervisor/ Road Crew Supervisor]	Superintendent of Construction, Assistant
	Top Step	\$ 8,780		\$ 7,648	\$ 9,498		\$ 10,042	\$ 10,892	\$ 9,739	\$ 6,275	\$ 8,765	\$ 9,368
Retirement	PEPRA	2%@62		2%@62	2%@62		2%@62	2%@62	2%@62	2%@62	1.62%@65	
	Employee Cost Share				\$ -95							
	Social Security	\$ 544		\$ 474			\$ 623					\$ 581
	Deferred Compensation							\$ 100				\$ 94
	Other Ret. ¹											\$ 937
Insurance	Cafeteria	\$ 2,401		\$ 1,323			\$ 1,900	\$ 100	\$ 2,349		\$ 1,833	
	Health				\$ 2,095			\$ 2,633		\$ 1,555		\$ 1,908
	Dental				\$ 137			\$ 138		\$ 99		
	Vision				\$ 24			\$ 32				
	Other Ins.											
Leaves	Vacation	\$ 507		\$ 471	\$ 731		\$ 579	\$ 628	\$ 1,011	\$ 362	\$ 506	\$ 540
	Holidays	\$ 473		\$ 441	\$ 776		\$ 502	\$ 586	\$ 524	\$ 314	\$ 472	\$ 396
	Admin Leave				\$ 457		\$ 386					
Allow	Auto											
Benefit Package Total		\$ 3,925	\$ 0	\$ 2,709	\$ 4,125	\$ 0	\$ 3,990	\$ 4,218	\$ 3,885	\$ 2,330	\$ 2,811	\$ 4,456

N/C - Non Comparator
1 - Imperial Irrigation District: 401a

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Recreation and Special Events Coordinator	Recreation Coordinator	Community Recreation Coordinator	N/C	Recreation Supervisor	Community Program Administrator	N/C	Program Coordinator	N/C	N/C	N/C
	Top Step	\$ 6,859	\$ 5,359	\$ 4,768		\$ 6,967	\$ 9,099		\$ 6,500			
Retirement	PEPRA	2%@62	2%@62	2%@62		2%@62	2%@62		2%@62			
	Employee Cost Share											
	Social Security	\$ 425	\$ 332	\$ 296			\$ 564					
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 2,401		\$ 1,323		\$ 1,771	\$ 1,900		\$ 2,380			
	Health		\$ 2,017									
	Dental											
	Vision											
	Other Ins.											
Leaves	Vacation	\$ 396	\$ 309	\$ 293		\$ 616	\$ 525		\$ 525			
	Holidays	\$ 369	\$ 289	\$ 275		\$ 362	\$ 455		\$ 350			
	Admin Leave		\$ 41			\$ 134	\$ 350					
Allow	Auto											
Benefit Package Total		\$ 3,592	\$ 2,988	\$ 2,187	\$ 0	\$ 2,882	\$ 3,794	\$ 0	\$ 3,255	\$ 0	\$ 0	\$ 0

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Recreation Leader II	N/C	N/C	N/C	Recreation Leader	Community Program Aide	N/C	Recreation Program Assistant	N/C	Park Recreation Aide	N/C
	Top Step	\$ 24.75				\$ 16.00	\$ 19.84		\$ 26.52		\$ 19.75	
Retirement	PEPRA											
	Employee Cost Share											
	Social Security											
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria											
	Health											
	Dental											
	Vision											
	Other Ins.											
Leaves	Vacation											
	Holidays											
	Admin Leave											
Allow	Auto											
Benefit Package Total		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

*Non-benefitted benchmark.

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Utility Maintenance Worker II	Utility Worker I	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Sewer Construction and Maintenance Worker	Construction Resources Worker
	Top Step	\$ 5,227	\$ 4,389								\$ 5,977	\$ 5,955
Retirement	PEPRA	2%@62	2%@62								1.62%@65	
	Employee Cost Share											
	Social Security	\$ 324	\$ 272									\$ 369
	Deferred Compensation											\$ 60
	Other Ret. ¹											\$ 596
Insurance	Cafeteria	\$ 2,401									\$ 1,833	
	Health		\$ 2,017									\$ 1,908
	Dental											
	Vision											
	Other Ins.											
Leaves	Vacation	\$ 302	\$ 253								\$ 345	\$ 344
	Holidays	\$ 281	\$ 236								\$ 322	\$ 252
	Admin Leave											
Allow	Auto											
Benefit Package Total		\$ 3,308	\$ 2,779	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,500	\$ 3,527

N/C - Non Comparator
1 - Imperial Irrigation District: 401a

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Wastewater Plant Chief Operator	N/C	[Public Works Director/ Wastewater System Supervisor]	[Wastewater Superintendent/ Chief Treatment/ Collections System Operator]	N/C	N/C	N/C	N/C	N/C	DPW Unit Manager	N/C
	Top Step	\$ 8,780		\$ 10,233	\$ 10,819						\$ 12,619	
Retirement	PEPRA	2%@62		2%@62	2%@62						1.62%@65	
	Employee Cost Share				\$ -108							
	Social Security	\$ 544		\$ 634								
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 2,401		\$ 1,323							\$ 1,927	
	Health				\$ 2,095							
	Dental				\$ 137							
	Vision				\$ 24							
	Other Ins.											
Leaves	Vacation	\$ 507		\$ 630	\$ 832						\$ 825	
	Holidays	\$ 473		\$ 590	\$ 884						\$ 679	
	Admin Leave	\$ 338			\$ 520							
Allow	Auto											
Benefit Package Total		\$ 4,263	\$ 0	\$ 3,178	\$ 4,384	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,432	\$ 0

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Wastewater Treatment Plant Operator II	Wastewater Treatment Plant Operator 2	Wastewater Treatment Plant Operator II	Treatment Plant Operator II	Wastewater Treatment Plant Operator II	N/C	N/C	N/C	N/C	Wastewater Plant Operator II	N/C
	Top Step	\$ 6,692	\$ 5,337	\$ 6,292	\$ 6,796	\$ 6,084					\$ 6,939	
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62					1.62%@65	
	Employee Cost Share											
	Social Security	\$ 415	\$ 331	\$ 390								
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 2,401		\$ 1,323		\$ 1,771					\$ 1,833	
	Health		\$ 2,017		\$ 2,095							
	Dental				\$ 137							
	Vision				\$ 24							
	Other Ins.											
Leaves	Vacation	\$ 386	\$ 308	\$ 387	\$ 523	\$ 538					\$ 400	
	Holidays	\$ 360	\$ 287	\$ 411	\$ 555	\$ 316					\$ 374	
	Admin Leave					\$ 47						
Allow	Auto											
Benefit Package Total		\$ 3,562	\$ 2,943	\$ 2,512	\$ 3,334	\$ 2,671	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,607	\$ 0

City of Imperial
Benefit Detail
August 2024

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Water Meter/ Distribution Operator II	Utility Worker II	Water Distribution Operator II	Water Service Worker II	[Certified Water Distribution Operator II/ Utility Field Representative]	IWA Water Utility Worker II	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 5,629	\$ 4,841	\$ 6,292	\$ 6,169	\$ 6,084	\$ 7,270					
Retirement	PEPRA	2%@62	2%@62	2%@62	2%@62	2%@62	2%@62					
	Employee Cost Share											
	Social Security	\$ 349	\$ 300	\$ 390			\$ 451					
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 2,401		\$ 1,323		\$ 1,771	\$ 1,900					
	Health		\$ 2,017		\$ 2,095							
	Dental				\$ 137							
	Vision				\$ 24							
	Other Ins.											
Leaves	Vacation	\$ 325	\$ 279	\$ 387	\$ 475	\$ 538	\$ 419					
	Holidays	\$ 303	\$ 261	\$ 411	\$ 504	\$ 316	\$ 391					
	Admin Leave					\$ 47						
Allow	Auto											
Benefit Package Total		\$ 3,378	\$ 2,857	\$ 2,512	\$ 3,235	\$ 2,671	\$ 3,162	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Water Plant Chief Operator	N/C	[Public Works Director/ Water System Supervisor]	N/C	N/C	IWA Operations Manager	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 8,780		\$ 10,233			\$ 16,067					
Retirement	PEPRA	2%@62		2%@62			2%@62					
	Employee Cost Share											
	Social Security	\$ 544		\$ 634			\$ 871					
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 2,401		\$ 1,323			\$ 1,900					
	Health											
	Dental											
	Vision											
	Other Ins.											
Leaves	Vacation	\$ 507		\$ 630			\$ 927					
	Holidays	\$ 473		\$ 590			\$ 803					
	Admin Leave	\$ 338					\$ 618					
Allow	Auto											
Benefit Package Total		\$ 4,263	\$ 0	\$ 3,178	\$ 0	\$ 0	\$ 5,119	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0

Agency		City of Imperial	City of Brawley	City of Calexico	City of Coachella	City of El Centro	City of Indio	City of Palm Desert	City of Palm Springs	County of Imperial	County of San Diego	Imperial Irrigation District
Benchmark/ Comparator Agency Match		Water Treatment Plant Operator II	Water Treatment Plant Operator T-3	Water Treatment Plant Operator II	N/C	Water Treatment Plant Shift Operator	IWA Water Treatment Plant Operator II	N/C	N/C	N/C	N/C	N/C
	Top Step	\$ 6,692	\$ 5,606	\$ 6,292		\$ 7,046	\$ 8,194					
Retirement	PEPRA	2%@62	2%@62	2%@62		2%@62	2%@62					
	Employee Cost Share											
	Social Security	\$ 415	\$ 348	\$ 390			\$ 508					
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 2,401		\$ 1,323		\$ 1,771	\$ 1,900					
	Health		\$ 2,017									
	Dental											
	Vision											
	Other Ins.											
Leaves	Vacation	\$ 386	\$ 323	\$ 387		\$ 623	\$ 473					
	Holidays	\$ 360	\$ 302	\$ 411		\$ 366	\$ 441					
	Admin Leave					\$ 54						
	Auto											
Benefit Package Total		\$ 3,562	\$ 2,990	\$ 2,512	\$ 0	\$ 2,813	\$ 3,322	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0



Insurance | Risk Management | Consulting

**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Accountant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Imperial	Accountant	Proposed					
2	City of Palm Desert	Accountant	\$ 10,116	\$ 4,131	\$ 14,247	7/1/2024	7/1/2025	3.00%
3	Imperial Irrigation District	Financial Accountant	\$ 9,368	\$ 4,456	\$ 13,823	1/1/2024	1/1/2025	4.00%
4	City of Palm Springs	Accountant	\$ 9,739	\$ 3,885	\$ 13,624	7/1/2024	7/1/2025	5.00%
5	City of Indio	Accountant	\$ 9,660	\$ 3,911	\$ 13,571	7/1/2024	7/1/2025	3.00%
6	City of Coachella	Accountant	\$ 9,202	\$ 3,716	\$ 12,918	7/1/2024	7/1/2025	4.00%
7	City of Brawley	Accountant	\$ 7,297	\$ 3,340	\$ 10,637	7/1/2024	unknown	unknown
8	City of El Centro	Accountant	\$ 6,967	\$ 2,615	\$ 9,582	7/1/2024	unknown	unknown
9	County of San Diego	Associate Accountant	\$ 6,857	\$ 2,598	\$ 9,455	6/28/2024	unknown	unknown
10	County of Imperial	Accountant-Auditor	\$ 5,952	\$ 2,295	\$ 8,247	7/12/2024	unknown	unknown
11	City of Calexico	Accountant	\$ 4,652	\$ 2,166	\$ 6,818	1/1/2023	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,981	\$ 11,292
% City of Imperial Above/Below		
Median of Comparators	\$ 8,250	\$ 11,777
% City of Imperial Above/Below		
Number of Matches	10	10

N/C - Non Comparator



Insurance | Risk Management | Consulting

**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Accounting Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Accounting Technician II	\$ 7,710	\$ 3,863	\$ 11,573	7/1/2024	7/1/2025	3.00%
2	City of Coachella	Accounting Technician	\$ 6,656	\$ 3,312	\$ 9,969	7/1/2024	7/1/2025	4.00%
3	Imperial Irrigation District	Accounting Technician	\$ 5,955	\$ 3,527	\$ 9,483	1/1/2024	1/1/2025	4.00%
4	City of Indio	Accounting Technician II	\$ 6,450	\$ 3,019	\$ 9,469	7/1/2024	7/1/2025	3.00%
5	City of Imperial	Accounting Technician	\$ 5,914	\$ 3,428	\$ 9,342	7/1/2024	7/1/2025	2.50%
6	City of Palm Springs	Account Clerk II	\$ 5,887	\$ 3,172	\$ 9,059	7/1/2024	7/1/2025	5.00%
7	City of Brawley	Senior Accounting Assistant	\$ 4,907	\$ 2,906	\$ 7,814	7/1/2024	unknown	unknown
8	County of San Diego	Account Clerk Specialist	\$ 4,699	\$ 2,357	\$ 7,056	6/28/2024	unknown	unknown
9	County of Imperial ¹	[Accounting Technician/ Account Clerk II]	\$ 3,691	\$ 2,051	\$ 5,742	7/12/2024	unknown	unknown
10	City of Calexico	Accounting Assistant II	\$ 3,479	\$ 1,954	\$ 5,433	1/1/2023	unknown	unknown
11	City of El Centro	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,493	\$ 8,400
% City of Imperial Above/Below	7.1%	10.1%
Median of Comparators	\$ 5,887	\$ 9,059
% City of Imperial Above/Below	0.5%	3.0%
Number of Matches	9	9

N/C - Non Comparator

1 - County of Imperial: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Administrative Assistant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Administrative Assistant II	\$ 7,710	\$ 3,863	\$ 11,573	7/1/2024	7/1/2025	3.00%
2	Imperial Irrigation District ¹	[Administrative Assistant II/ Clerical Technician]	\$ 6,453	\$ 3,663	\$ 10,116	1/1/2024	1/1/2025	4.00%
3	City of Indio	Administrative Assistant	\$ 6,482	\$ 3,025	\$ 9,507	7/1/2024	7/1/2025	3.00%
4	City of Palm Springs	Administrative Assistant	\$ 6,183	\$ 3,212	\$ 9,395	7/1/2024	7/1/2025	5.00%
5	City of Coachella	Department Assistant II	\$ 5,750	\$ 3,168	\$ 8,918	7/1/2024	7/1/2025	4.00%
6	City of Imperial	Administrative Assistant	\$ 4,736	\$ 3,223	\$ 7,959	7/1/2024	7/1/2025	2.50%
7	County of San Diego	Administrative Secretary II	\$ 5,313	\$ 2,426	\$ 7,738	6/28/2024	unknown	unknown
8	City of El Centro	Staff Assistant	\$ 4,965	\$ 2,372	\$ 7,337	7/1/2024	unknown	unknown
9	City of Brawley	Administrative Office Clerk	\$ 3,607	\$ 2,671	\$ 6,278	7/1/2024	unknown	unknown
10	County of Imperial	Administrative Secretary	\$ 4,167	\$ 2,103	\$ 6,270	7/12/2024	unknown	unknown
11	City of Calexico	Administrative Assistant	\$ 3,479	\$ 1,954	\$ 5,433	1/1/2023	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,411	\$ 8,256
% City of Imperial Above/Below	-14.3%	-3.7%
Median of Comparators	\$ 5,531	\$ 8,328
% City of Imperial Above/Below	-16.8%	-4.6%
Number of Matches	10	10

N/C - Non Comparator

1 - Imperial Irrigation District: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Assistant City Clerk								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Coachella	Deputy City Clerk	\$ 9,498	\$ 4,125	\$ 13,623	7/1/2024	7/1/2025	3.00%
2	City of Palm Desert	Deputy City Clerk II	\$ 8,511	\$ 3,952	\$ 12,463	7/1/2024	7/1/2025	3.00%
3	City of Indio	Deputy City Clerk	\$ 7,795	\$ 3,523	\$ 11,318	7/1/2024	7/1/2025	3.00%
4	City of Imperial	Assistant City Clerk	\$ 7,386	\$ 3,683	\$ 11,069	7/1/2024	7/1/2025	2.50%
5	City of Palm Springs	Deputy City Clerk	\$ 7,422	\$ 3,519	\$ 10,941	7/1/2024	7/1/2025	5.00%
6	City of El Centro	N/C						
7	County of San Diego	N/C						
8	County of Imperial	N/C						
9	Imperial Irrigation District	N/C						
10	City of Calexico	N/C						
11	City of Brawley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,307	\$ 12,086
% City of Imperial Above/Below	-12.5%	-9.2%
Median of Comparators	\$ 8,153	\$ 11,891
% City of Imperial Above/Below	-10.4%	-7.4%
Number of Matches	4	4

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Assistant to the City Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Special Assistant to the City Manager	\$ 13,561	\$ 4,748	\$ 18,309	7/1/2024	7/1/2025	5.00%
2	City of Coachella	Assistant to the City Manager	\$ 12,573	\$ 4,729	\$ 17,302	7/1/2024	7/1/2025	3.00%
3	City of Imperial	Assistant to the City Manager	\$ 12,103	\$ 4,967	\$ 17,070	7/1/2024	7/1/2025	2.50%
4	City of Calexico	N/C						
5	County of San Diego	N/C						
6	County of Imperial	N/C						
7	City of El Centro	N/C						
8	Imperial Irrigation District	N/C						
9	City of Brawley	N/C						
10	City of Palm Desert	N/C						
11	City of Indio	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator



Insurance | Risk Management | Consulting

**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Associate Planner								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Imperial	Associate Planner	Proposed					
2	City of Palm Desert	Associate Planner	\$ 10,367	\$ 4,159	\$ 14,526	7/1/2024	7/1/2025	3.00%
3	City of Coachella	Associate Planner	\$ 9,780	\$ 4,180	\$ 13,960	7/1/2024	7/1/2025	3.00%
4	City of Palm Springs	Associate Planner	\$ 9,988	\$ 3,924	\$ 13,912	7/1/2024	7/1/2025	5.00%
5	City of Indio	Associate Planner	\$ 9,459	\$ 3,869	\$ 13,328	7/1/2024	7/1/2025	3.00%
6	County of San Diego	Land Use/Environmental Planner II	\$ 8,670	\$ 2,800	\$ 11,470	6/28/2024	unknown	unknown
7	City of El Centro	Associate Planner	\$ 7,378	\$ 2,948	\$ 10,326	7/1/2024	unknown	unknown
8	County of Imperial	Planner II	\$ 6,167	\$ 2,318	\$ 8,485	7/12/2024	unknown	unknown
9	Imperial Irrigation District	N/C						
10	City of Calexico	N/C						
11	City of Brawley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,830	\$ 12,287
% City of Imperial Above/Below		
Median of Comparators	\$ 9,459	\$ 13,328
% City of Imperial Above/Below		
Number of Matches	7	7

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Building Inspector II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Building Inspector II	\$ 8,941	\$ 4,000	\$ 12,941	7/1/2024	7/1/2025	3.00%
2	City of Indio	Building Inspector II	\$ 8,865	\$ 3,745	\$ 12,611	7/1/2024	7/1/2025	3.00%
3	City of Coachella	Building Inspector II	\$ 8,607	\$ 3,621	\$ 12,228	7/1/2024	7/1/2025	4.00%
4	City of Palm Springs	Building Inspector	\$ 8,316	\$ 3,499	\$ 11,815	7/1/2024	7/1/2025	5.00%
5	County of San Diego	Building Inspector II	\$ 8,187	\$ 2,746	\$ 10,933	6/28/2024	unknown	unknown
6	City of Imperial	Building Inspector II	\$ 7,206	\$ 3,652	\$ 10,858	7/1/2024	7/1/2025	2.50%
7	City of Brawley	Building Inspector	\$ 6,680	\$ 3,228	\$ 9,908	7/1/2024	unknown	unknown
8	City of El Centro	Building Inspector	\$ 5,691	\$ 2,460	\$ 8,151	7/1/2024	unknown	unknown
9	City of Calexico	Building Inspector II	\$ 5,668	\$ 2,351	\$ 8,019	1/1/2023	unknown	unknown
10	County of Imperial	Building Inspector II	\$ 5,734	\$ 2,271	\$ 8,005	7/12/2024	unknown	unknown
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,410	\$ 10,512
% City of Imperial Above/Below	-2.8%	3.2%
Median of Comparators	\$ 8,187	\$ 10,933
% City of Imperial Above/Below	-13.6%	-0.7%
Number of Matches	9	9

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Building Official								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Imperial	Building Official	Proposed					
2	City of Palm Desert	Chief Building Official	\$ 16,172	\$ 4,807	\$ 20,979	7/1/2024	7/1/2025	3.00%
3	City of Indio	Chief Building Official	\$ 15,312	\$ 5,568	\$ 20,880	7/1/2024	7/1/2025	3.00%
4	City of Palm Springs	Building Official	\$ 13,898	\$ 4,808	\$ 18,706	7/1/2024	7/1/2025	5.00%
5	City of Coachella	Building Official	\$ 12,460	\$ 4,707	\$ 17,168	7/1/2024	7/1/2025	3.00%
6	City of El Centro	Assistant Community Development Director	\$ 10,868	\$ 3,805	\$ 14,673	7/1/2024	unknown	unknown
7	County of San Diego	Building/Enforcement Manager	\$ 11,265	\$ 3,270	\$ 14,535	6/28/2024	unknown	unknown
8	County of Imperial	Building Division Manager	\$ 9,312	\$ 2,925	\$ 12,238	7/12/2024	unknown	unknown
9	City of Brawley	Building Official	\$ 8,326	\$ 3,526	\$ 11,852	7/1/2024	unknown	unknown
10	City of Calexico	Building Official	\$ 6,256	\$ 2,457	\$ 8,713	1/1/2023	unknown	unknown
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,541	\$ 15,527
% City of Imperial Above/Below		
Median of Comparators	\$ 11,265	\$ 14,673
% City of Imperial Above/Below		
Number of Matches	9	9

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Chief of Police								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Police Chief	\$ 23,875	\$ 6,573	\$ 30,448	7/1/2024	7/1/2025	5.00%
2	City of Indio	Chief of Police	\$ 19,648	\$ 4,632	\$ 24,281	7/1/2024	unknown	unknown
3	County of San Diego	Sheriff's Commander	\$ 18,435	\$ 4,087	\$ 22,522	6/28/2024	unknown	unknown
4	City of Brawley	Chief of Police	\$ 15,417	\$ 4,835	\$ 20,252	8/6/2024	8/6/2025	5.40%
5	County of Imperial	Sheriff-Coroner	\$ 15,160	\$ 4,174	\$ 19,333	7/12/2024	unknown	unknown
6	City of El Centro	Chief of Police	\$ 14,534	\$ 4,541	\$ 19,075	7/1/2024	unknown	unknown
7	City of Imperial	Chief of Police	\$ 13,359	\$ 5,683	\$ 19,042	7/1/2024	7/1/2025	2.50%
8	City of Calexico	Police Chief	\$ 13,674	\$ 3,480	\$ 17,154	12/7/2022	unknown	unknown
9	City of Coachella	N/C						
10	City of Palm Desert	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 17,249	\$ 21,866
% City of Imperial Above/Below	-29.10%	-14.80%
Median of Comparators	\$ 15,417	\$ 20,252
% City of Imperial Above/Below	-15.40%	-6.40%
Number of Matches	7	7

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

City Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	City Manager	\$ 27,083	\$ 9,099	\$ 36,182	3/1/2023	unknown	unknown
2	City of Indio	City Manager	\$ 25,417	\$ 9,728	\$ 35,145	7/1/2024	unknown	unknown
3	City of Coachella	City Manager	\$ 23,917	\$ 10,069	\$ 33,986	1/24/2024	1/24/2025	Up to 7.00%
4	City of Palm Desert	City Manager	\$ 26,306	\$ 5,937	\$ 32,244	7/1/2024	7/1/2025	3.00%
5	Imperial Irrigation District	General Manager, Assistant	\$ 22,616	\$ 7,963	\$ 30,579	1/1/2024	1/1/2025	4.00%
6	City of Imperial	City Manager	\$ 19,574	\$ 6,708	\$ 26,282	7/1/2024	7/1/2025	2.50%
7	City of El Centro	City Manager	\$ 20,400	\$ 5,476	\$ 25,876	7/1/2024	7/1/2025	2.00%
8	City of Calexico	City Manager	\$ 18,334	\$ 5,486	\$ 23,820	6/15/2022	unknown	unknown
9	City of Brawley	City Manager	\$ 15,522	\$ 5,516	\$ 21,038	7/1/2024	11/4/2024	1.50%
10	County of Imperial	N/C						
11	County of San Diego	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 22,449	\$ 29,859
% City of Imperial Above/Below	-14.7%	-13.6%
Median of Comparators	\$ 23,267	\$ 31,412
% City of Imperial Above/Below	-18.9%	-19.5%
Number of Matches	8	8

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Code Enforcement Inspector II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Code Compliance Officer II	\$ 8,098	\$ 3,906	\$ 12,004	7/1/2024	7/1/2025	3.00%
2	City of Palm Springs	Code Compliance Officer	\$ 7,531	\$ 3,394	\$ 10,925	7/1/2024	7/1/2025	5.00%
3	City of Indio	Code Enforcement Officer II	\$ 7,306	\$ 3,168	\$ 10,474	7/1/2024	7/1/2025	3.00%
4	City of Coachella	Code Enforcement Officer	\$ 7,051	\$ 3,375	\$ 10,426	7/1/2024	7/1/2025	4.00%
5	County of San Diego	Code Enforcement Officer	\$ 7,278	\$ 2,645	\$ 9,923	6/28/2024	unknown	unknown
6	City of Imperial	Code Enforcement Inspector II	\$ 5,914	\$ 3,428	\$ 9,342	7/1/2024	7/1/2025	2.50%
7	City of Brawley	Code Enforcement Officer	\$ 5,601	\$ 3,032	\$ 8,634	7/1/2024	unknown	unknown
8	City of El Centro	Code Enforcement Officer I	\$ 4,965	\$ 2,372	\$ 7,337	7/1/2024	unknown	unknown
9	City of Calexico	Code Enforcement Officer	\$ 4,428	\$ 2,126	\$ 6,554	1/1/2023	unknown	unknown
10	County of Imperial	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,532	\$ 9,535
% City of Imperial Above/Below	-10.4%	-2.1%
Median of Comparators	\$ 7,165	\$ 10,174
% City of Imperial Above/Below	-21.1%	-8.9%
Number of Matches	8	8

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Collection System Worker II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Coachella	Treatment/Collection System Operator II	\$ 6,796	\$ 3,334	\$ 10,130	7/1/2024	7/1/2025	4.00%
2	City of Imperial	Collection System Worker II	\$ 5,227	\$ 3,308	\$ 8,536	7/1/2024	7/1/2025	2.50%
3	City of El Centro	Wastewater Maintenance Worker	\$ 4,472	\$ 2,433	\$ 6,905	7/1/2024	unknown	unknown
4	City of Calexico	N/C						
5	County of San Diego	N/C						
6	County of Imperial	N/C						
7	Imperial Irrigation District	N/C						
8	City of Brawley	N/C						
9	City of Palm Desert	N/C						
10	City of Palm Springs	N/C						
11	City of Indio	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Community Development Director								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Coachella ¹	[Community Development Director/ City Engineer]	\$ 18,206	\$ 7,548	\$ 25,754	7/1/2024	7/1/2025	4.00%
2	City of Indio	Director of Community Development	\$ 19,096	\$ 6,503	\$ 25,599	7/1/2024	7/1/2025	3.00%
3	City of Palm Desert	Director of Development Services	\$ 19,703	\$ 5,201	\$ 24,904	7/1/2024	7/1/2025	3.00%
4	City of Palm Springs	Director of Development Services	\$ 18,977	\$ 5,706	\$ 24,683	7/1/2024	7/1/2025	5.00%
5	County of San Diego	Deputy Director, Planning and Development Services	\$ 19,978	\$ 4,663	\$ 24,641	6/28/2024	unknown	unknown
6	City of Imperial	Community Development Director	\$ 13,360	\$ 5,233	\$ 18,593	7/1/2024	7/1/2025	2.50%
7	County of Imperial ²	[Assistant Director of Planning and Building Services/ Director of Planning and Building Services]	\$ 12,989	\$ 3,427	\$ 16,416	7/12/2024	unknown	unknown
8	City of El Centro	Director of Community Development	\$ 11,050	\$ 3,834	\$ 14,884	7/1/2024	unknown	unknown
9	City of Calexico	Planning and Building Services Director	\$ 10,507	\$ 3,551	\$ 14,058	11/13/2023	unknown	unknown
10	City of Brawley	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 16,313	\$ 21,367
% City of Imperial Above/Below	-22.1%	-14.9%
Median of Comparators	\$ 18,591	\$ 24,662
% City of Imperial Above/Below	-39.2%	-32.6%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Coachella: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - County of Imperial: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Community Development Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Coachella	Development Services Technician	\$ 8,420	\$ 3,913	\$ 12,333	7/1/2024	7/1/2025	3.00%
2	City of Palm Desert	Permit Technician II	\$ 7,710	\$ 3,863	\$ 11,573	7/1/2024	7/1/2025	3.00%
3	City of Palm Springs	Permit Center Technician	\$ 7,915	\$ 3,445	\$ 11,360	7/1/2024	7/1/2025	5.00%
4	City of Indio	Permit Technician II	\$ 6,813	\$ 3,082	\$ 9,896	7/1/2024	7/1/2025	3.00%
5	County of San Diego	Land Use Technician II	\$ 6,854	\$ 2,597	\$ 9,451	6/28/2024	unknown	unknown
6	County of Imperial	Permit Specialist	\$ 5,953	\$ 2,295	\$ 8,248	7/12/2024	unknown	unknown
7	City of El Centro	Permit Center Technician	\$ 5,313	\$ 2,414	\$ 7,727	7/1/2024	unknown	unknown
8	City of Imperial	Community Development Technician II	\$ 4,398	\$ 3,164	\$ 7,562	7/1/2024	7/1/2025	2.50%
9	City of Calexico	Permit Technician	\$ 3,725	\$ 1,998	\$ 5,723	1/1/2023	unknown	unknown
10	City of Brawley	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,588	\$ 9,539
% City of Imperial Above/Below	-49.8%	-26.1%
Median of Comparators	\$ 6,833	\$ 9,673
% City of Imperial Above/Below	-55.4%	-27.9%
Number of Matches	8	8

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Crime Analyst								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Diego	Crime and Intelligence Analyst	\$ 8,479	\$ 2,873	\$ 11,352	6/28/2024	unknown	unknown
2	City of Palm Springs	Crime Analyst	\$ 7,531	\$ 3,394	\$ 10,925	7/1/2024	7/1/2025	5.00%
3	City of Imperial	Crime Analyst	\$ 6,528	\$ 3,534	\$ 10,062	7/1/2024	7/1/2025	2.50%
4	City of Indio	IPD Crime Analyst II	\$ 6,740	\$ 3,299	\$ 10,040	1/1/2024	1/1/2025	3.00%
5	City of Coachella	N/C						
6	City of Palm Desert	N/C						
7	City of Brawley	N/C						
8	City of Calexico	N/C						
9	City of El Centro	N/C						
10	County of Imperial	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator



Insurance | Risk Management | Consulting

**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Engineering Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Imperial	Engineering Technician II	Proposed					
2	Imperial Irrigation District	Engineering Technician II	\$ 7,598	\$ 3,974	\$ 11,572	1/1/2024	1/1/2025	4.00%
3	City of Coachella	Engineering Technician	\$ 7,210	\$ 3,400	\$ 10,610	7/1/2024	7/1/2025	4.00%
4	City of Indio	Engineering Technician II	\$ 6,847	\$ 3,088	\$ 9,936	7/1/2024	7/1/2025	3.00%
5	County of San Diego	Engineering Technician II	\$ 6,866	\$ 2,599	\$ 9,465	6/28/2024	unknown	unknown
6	City of El Centro	Engineering Technician	\$ 6,483	\$ 2,556	\$ 9,039	7/1/2024	unknown	unknown
7	City of Brawley	Engineering Technician II	\$ 5,337	\$ 2,943	\$ 8,280	7/1/2024	7/1/2025	2.00%
8	County of Imperial	Civil Engineering Technician	\$ 5,111	\$ 2,204	\$ 7,315	7/12/2024	unknown	unknown
9	City of Calexico	Engineering Technician	\$ 4,538	\$ 2,146	\$ 6,684	1/1/2023	unknown	unknown
10	City of Palm Desert	N/C						
11	City of Palm Springs	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,249	\$ 9,113
% City of Imperial Above/Below		
Median of Comparators	\$ 6,665	\$ 9,252
% City of Imperial Above/Below		
Number of Matches	8	8

N/C - Non Comparator



**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Equipment Mechanic								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Coachella	Vehicle Equipment Mechanic II	\$ 8,374	\$ 3,585	\$ 11,958	7/1/2024	7/1/2025	4.00%
2	City of Palm Springs	Fleet Maintenance Technician III	\$ 7,720	\$ 3,419	\$ 11,139	7/1/2024	7/1/2025	5.00%
3	City of Indio	Fleet Mechanic II	\$ 7,020	\$ 3,118	\$ 10,139	7/1/2024	7/1/2025	3.00%
4	Imperial Irrigation District	Mechanic II	\$ 6,252	\$ 3,608	\$ 9,860	1/1/2024	1/1/2025	4.00%
5	County of San Diego	Senior Fleet Technician	\$ 6,777	\$ 2,589	\$ 9,366	6/28/2024	unknown	unknown
6	City of Imperial	Equipment Mechanic	\$ 5,629	\$ 3,378	\$ 9,008	7/1/2024	7/1/2025	2.50%
7	City of El Centro	Equipment Mechanic I	\$ 4,640	\$ 2,333	\$ 6,973	7/1/2024	unknown	unknown
8	County of Imperial ¹	[Heavy Equipment Mechanic/ Automotive Mechanic]	\$ 4,691	\$ 2,159	\$ 6,850	7/12/2024	unknown	unknown
9	City of Calexico	Mechanic I/Service Advisor	\$ 4,112	\$ 2,069	\$ 6,181	1/1/2023	unknown	unknown
10	City of Palm Desert	N/C						
11	City of Brawley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,198	\$ 9,058
% City of Imperial Above/Below	-10.1%	-0.6%
Median of Comparators	\$ 6,515	\$ 9,613
% City of Imperial Above/Below	-15.7%	-6.7%
Number of Matches	8	8

N/C - Non Comparator

1 - County of Imperial: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Finance Director								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Coachella	Finance Director	\$ 18,374	\$ 7,585	\$ 25,959	7/1/2024	7/1/2025	4.00%
2	County of San Diego	Group Finance Director	\$ 20,699	\$ 4,757	\$ 25,456	6/28/2024	unknown	unknown
3	City of Palm Desert	Director of Finance	\$ 20,197	\$ 5,256	\$ 25,453	7/1/2024	7/1/2025	3.00%
4	City of Indio	Director of Finance	\$ 19,096	\$ 6,136	\$ 25,232	7/1/2024	7/1/2025	3.00%
5	City of Palm Springs	Director of Finance and Treasurer	\$ 19,433	\$ 5,787	\$ 25,220	7/1/2024	7/1/2025	5.00%
6	City of Imperial	Finance Director	\$ 13,360	\$ 5,233	\$ 18,593	7/1/2024	7/1/2025	2.50%
7	City of El Centro	Director of Finance	\$ 12,351	\$ 3,742	\$ 16,093	7/1/2024	unknown	unknown
8	County of Imperial	Deputy CEO - Budget and Finance	\$ 11,848	\$ 3,822	\$ 15,670	7/12/2024	unknown	unknown
9	City of Brawley	N/C						
10	City of Calexico	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 17,428	\$ 22,726
% City of Imperial Above/Below	-30.5%	-22.2%
Median of Comparators	\$ 19,096	\$ 25,232
% City of Imperial Above/Below	-42.9%	-35.7%
Number of Matches	7	7

N/C - Non Comparator

**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Finance Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Imperial	Finance Manager	Proposed					
2	Imperial Irrigation District ⁴	[Officer of Accounting Financial Controller/ Officer Budget & Finance Performance, Assistant]	\$ 14,579	\$ 6,121	\$ 20,700	1/1/2024	1/1/2025	4.00%
3	City of Palm Springs	Assistant Director of Finance	\$ 15,194	\$ 5,037	\$ 20,231	7/1/2024	7/1/2025	5.00%
4	City of Palm Desert ²	[Deputy Director of Finance/ Finance Supervisor]	\$ 13,734	\$ 4,535	\$ 18,269	7/1/2024	7/1/2025	3.00%
5	City of Coachella ¹	[Accounting Manager/ Finance Manager]	\$ 12,610	\$ 4,737	\$ 17,346	7/1/2024	7/1/2025	3.00%
6	County of San Diego ³	[Principal Accountant/ Departmental Budget Manager]	\$ 11,573	\$ 3,307	\$ 14,880	6/28/2024	unknown	unknown
7	City of El Centro	Finance Manager	\$ 8,298	\$ 3,184	\$ 11,482	7/1/2024	unknown	unknown
8	County of Imperial	General Accounting Manager	\$ 8,216	\$ 2,776	\$ 10,992	7/12/2024	unknown	unknown
9	City of Calexico	Finance Manager	\$ 6,591	\$ 2,771	\$ 9,362	7/1/2023	unknown	unknown
10	City of Indio	N/C						
11	City of Brawley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,349	\$ 15,408
% City of Imperial Above/Below		
Median of Comparators	\$ 12,092	\$ 16,113
% City of Imperial Above/Below		
Number of Matches	8	8

N/C - Non Comparator

- 1 - City of Coachella: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 2 - City of Palm Desert: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 3 - County of San Diego: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 4 - Imperial Irrigation District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.



**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Finance Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Payroll and Accounting Manager	\$ 12,593	\$ 4,577	\$ 17,170	7/1/2024	7/1/2025	5.00%
2	Imperial Irrigation District	Supervisor, Payroll & Accounts Payable Services	\$ 11,956	\$ 5,160	\$ 17,115	1/1/2024	1/1/2025	4.00%
3	City of Indio ¹	[Finance Manager/ Senior Accountant]	\$ 12,185	\$ 4,436	\$ 16,621	7/1/2024	7/1/2025	3.00%
4	City of Imperial	Finance Supervisor	\$ 12,103	\$ 4,502	\$ 16,605	7/1/2024	7/1/2025	2.50%
5	City of Palm Desert	Finance Supervisor	\$ 10,892	\$ 4,218	\$ 15,110	7/1/2024	7/1/2025	3.00%
6	County of San Diego ²	[Principal Accountant/ Senior Accountant]	\$ 10,007	\$ 2,949	\$ 12,956	6/28/2024	unknown	unknown
7	City of Brawley	Finance Manager	\$ 9,088	\$ 3,664	\$ 12,752	7/1/2024	unknown	unknown
8	City of Coachella	N/C						
9	City of Calexico	N/C						
10	City of El Centro	N/C						
11	County of Imperial	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 11,120	\$ 15,287
% City of Imperial Above/Below	8.1%	7.9%
Median of Comparators	\$ 11,424	\$ 15,866
% City of Imperial Above/Below	5.6%	4.5%
Number of Matches	6	6

N/C - Non Comparator

1 - City of Indio: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

2 - County of San Diego: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Fleet and Facilities Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Imperial	Fleet and Facilities Supervisor	Proposed					
2	Imperial Irrigation District ⁶	[Supervisor, Fleet Services/ Foreman, General Facilities Management Services]	\$ 11,386	\$ 5,005	\$ 16,391	1/1/2024	1/1/2025	4.00%
3	City of Indio	Fleet Mechanic Supervisor	\$ 10,042	\$ 3,990	\$ 14,033	7/1/2024	7/1/2025	3.00%
4	City of Palm Springs ³	[Fleet Maintenance Manager/ Fleet Maintenance Technician, Lead]	\$ 9,947	\$ 3,917	\$ 13,864	7/1/2024	7/1/2025	5.00%
5	City of Coachella	Fleet Services Coordinator	\$ 9,873	\$ 3,822	\$ 13,696	7/1/2024	7/1/2025	4.00%
6	County of San Diego ⁵	[Fleet Coordinator/ Fleet Team Lead]	\$ 9,039	\$ 3,005	\$ 12,044	6/28/2024	unknown	unknown
7	City of Calexico ¹	[Supervisor - Maintenance and Operations/ Supervisor-Fleet Maintenance]	\$ 7,648	\$ 2,709	\$ 10,357	1/1/2023	unknown	unknown
8	City of El Centro ²	[Building and Facilities Maintenance Supervisor/ Chief Mechanic]	\$ 6,967	\$ 2,882	\$ 9,849	7/1/2024	unknown	unknown
9	County of Imperial ⁴	[Maintenance Supervisor II/ Supervising Vehicle and Light Equipment Mechanic]	\$ 6,306	\$ 2,333	\$ 8,639	7/12/2024	unknown	unknown
10	City of Palm Desert	N/C						
11	City of Brawley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 8,901	\$ 12,359
% City of Imperial Above/Below		
Median of Comparators	\$ 9,456	\$ 12,870
% City of Imperial Above/Below		
Number of Matches	8	8

N/C - Non Comparator

- 1 - City of Calexico: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 2 - City of El Centro: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 3 - City of Palm Springs: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 4 - County of Imperial: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 5 - County of San Diego: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 6 - Imperial Irrigation District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Human Resources Director								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Indio	Director of Human Resources and Risk Management	\$ 19,096	\$ 6,723	\$ 25,819	7/1/2024	7/1/2025	3.00%
2	Imperial Irrigation District	Manager, Human Resources	\$ 18,607	\$ 7,044	\$ 25,650	1/1/2024	1/1/2025	4.00%
3	County of San Diego	Group Human Resources Director	\$ 20,699	\$ 4,757	\$ 25,456	6/28/2024	unknown	unknown
4	City of Palm Springs	Director of Human Resources	\$ 16,772	\$ 5,316	\$ 22,088	7/1/2024	7/1/2025	5.00%
5	City of Palm Desert	Human Resources Manager	\$ 16,172	\$ 4,807	\$ 20,979	7/1/2024	7/1/2025	3.00%
6	City of Coachella	Human Resources Manager	\$ 14,513	\$ 6,301	\$ 20,814	7/1/2024	7/1/2025	4.00%
7	City of Imperial	Human Resources Director	\$ 12,103	\$ 4,967	\$ 17,070	7/1/2024	7/1/2025	2.50%
8	County of Imperial	Deputy Director of Human Resources and Risk Management	\$ 11,848	\$ 3,822	\$ 15,670	7/12/2024	unknown	unknown
9	City of El Centro	Director of Human Resources	\$ 10,837	\$ 3,800	\$ 14,637	7/1/2024	unknown	unknown
10	City of Brawley	N/C						
11	City of Calexico	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 16,068	\$ 21,389
% City of Imperial Above/Below	-32.8%	-25.3%
Median of Comparators	\$ 16,472	\$ 21,534
% City of Imperial Above/Below	-36.1%	-26.1%
Number of Matches	8	8

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Human Resources Specialist								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Imperial Irrigation District	Human Resources Specialist I	\$ 8,092	\$ 4,109	\$ 12,201	1/1/2024	1/1/2025	4.00%
2	City of Imperial	Human Resources Specialist	\$ 7,760	\$ 4,046	\$ 11,807	7/1/2024	7/1/2025	2.50%
3	City of Palm Springs	Human Resources Specialist	\$ 7,999	\$ 3,610	\$ 11,609	7/1/2024	7/1/2025	5.00%
4	City of Indio	Human Resources Specialist	\$ 7,453	\$ 3,165	\$ 10,618	7/1/2024	7/1/2025	3.00%
5	City of Coachella	Human Resources Technician	\$ 7,186	\$ 3,396	\$ 10,582	7/1/2024	7/1/2025	4.00%
6	County of San Diego	Human Resources Assistant	\$ 5,467	\$ 2,537	\$ 8,004	6/28/2024	unknown	unknown
7	County of Imperial	Human Resources Specialist-Confidential	\$ 5,527	\$ 2,249	\$ 7,776	7/12/2024	unknown	unknown
8	City of Calexico	Human Resources - Risk Management Technician	\$ 4,320	\$ 2,106	\$ 6,426	1/1/2023	unknown	unknown
9	City of Palm Desert	N/C						
10	City of Brawley	N/C						
11	City of El Centro	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,578	\$ 9,602
% City of Imperial Above/Below	15.2%	18.7%
Median of Comparators	\$ 7,186	\$ 10,582
% City of Imperial Above/Below	7.4%	10.4%
Number of Matches	7	7

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Information Technology Director								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Diego	Group Information Technology Manager	\$ 20,699	\$ 4,757	\$ 25,456	6/28/2024	unknown	unknown
2	Imperial Irrigation District	Chief Information Officer, Assistant	\$ 16,877	\$ 6,647	\$ 23,524	1/1/2024	1/1/2025	4.00%
3	City of Palm Springs	Director of Information Technology	\$ 17,619	\$ 5,466	\$ 23,085	7/1/2024	7/1/2025	5.00%
4	City of Indio	Director of Information Technology	\$ 16,918	\$ 5,809	\$ 22,727	7/1/2024	7/1/2025	3.00%
5	City of Imperial	Information Technology Director	\$ 13,360	\$ 5,233	\$ 18,593	7/1/2024	7/1/2025	2.50%
6	City of Coachella	N/C						
7	City of Palm Desert	N/C						
8	City of Brawley	N/C						
9	City of Calexico	N/C						
10	City of El Centro	N/C						
11	County of Imperial	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 18,028	\$ 23,698
% City of Imperial Above/Below	-34.9%	-27.5%
Median of Comparators	\$ 17,268	\$ 23,305
% City of Imperial Above/Below	-29.3%	-25.3%
Number of Matches	4	4

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Information Technology Technician II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Information Technology Technician	\$ 8,524	\$ 3,527	\$ 12,051	7/1/2024	7/1/2025	5.00%
2	Imperial Irrigation District	Personal Computer Technician	\$ 7,237	\$ 3,876	\$ 11,113	1/1/2024	1/1/2025	4.00%
3	City of Indio	Information Technology Support Technician	\$ 7,603	\$ 3,220	\$ 10,823	7/1/2024	7/1/2025	3.00%
4	City of Coachella	Information Technology Technician	\$ 7,210	\$ 3,400	\$ 10,610	7/1/2024	7/1/2025	4.00%
5	County of San Diego	Information Technology Specialist	\$ 7,505	\$ 2,822	\$ 10,327	6/28/2024	unknown	unknown
6	City of Imperial	Information Technology Technician II	\$ 5,914	\$ 3,428	\$ 9,342	7/1/2024	7/1/2025	2.50%
7	City of El Centro	Computer Support Technician	\$ 6,084	\$ 2,508	\$ 8,592	7/1/2024	unknown	unknown
8	County of Imperial	Department Systems Support Technician II	\$ 4,893	\$ 2,181	\$ 7,074	7/12/2024	unknown	unknown
9	City of Palm Desert	N/C						
10	City of Brawley	N/C						
11	City of Calexico	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,008	\$ 10,084
% City of Imperial Above/Below	-18.5%	-7.9%
Median of Comparators	\$ 7,237	\$ 10,610
% City of Imperial Above/Below	-22.4%	-13.6%
Number of Matches	7	7

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Librarian								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Librarian II	\$ 9,868	\$ 4,104	\$ 13,972	7/1/2024	7/1/2025	3.00%
2	City of Palm Springs	Librarian	\$ 8,398	\$ 3,673	\$ 12,071	7/1/2024	7/1/2025	5.00%
3	City of Imperial	Librarian	\$ 7,386	\$ 3,683	\$ 11,069	7/1/2024	7/1/2025	2.50%
4	County of San Diego	Librarian II	\$ 7,649	\$ 2,686	\$ 10,335	6/28/2024	unknown	unknown
5	City of Calexico	Reference Librarian	\$ 5,149	\$ 2,455	\$ 7,604	7/1/2023	unknown	unknown
6	City of Coachella	N/C						
7	City of Indio	N/C						
8	City of Brawley	N/C						
9	City of El Centro	N/C						
10	County of Imperial	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,766	\$ 10,996
% City of Imperial Above/Below	-5.1%	0.7%
Median of Comparators	\$ 8,024	\$ 11,203
% City of Imperial Above/Below	-8.6%	-1.2%
Number of Matches	4	4

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Library Assistant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Imperial	Library Assistant	Proposed					
2	City of Palm Desert	Librarian I	\$ 9,393	\$ 4,051	\$ 13,444	7/1/2024	7/1/2025	3.00%
3	City of Brawley	N/C						
4	County of Imperial	N/C						
5	City of El Centro	N/C						
6	City of Calexico	N/C						
7	County of San Diego	N/C						
8	Imperial Irrigation District	N/C						
9	City of Palm Springs	N/C						
10	City of Coachella	N/C						
11	City of Indio	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below		
Median of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below		
Number of Matches	1	1

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Library Clerk								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Library Assistant	\$ 5,732	\$ 3,642	\$ 9,374	7/1/2024	7/1/2025	3.00%
2	City of Palm Springs	Library Assistant, Senior	\$ 5,601	\$ 3,134	\$ 8,735	7/1/2024	7/1/2025	5.00%
3	City of Imperial	Library Clerk II	\$ 4,736	\$ 3,223	\$ 7,959	7/1/2024	7/1/2025	2.50%
4	City of Brawley	Library Clerk	\$ 4,496	\$ 2,832	\$ 7,328	7/1/2024	unknown	unknown
5	County of San Diego	Library Technician I	\$ 4,073	\$ 2,287	\$ 6,361	6/28/2024	unknown	unknown
6	City of El Centro	Library Assistant	\$ 3,676	\$ 2,216	\$ 5,892	7/1/2024	unknown	unknown
7	City of Calexico	Library Assistant II	\$ 3,479	\$ 1,954	\$ 5,433	1/1/2023	unknown	unknown
8	County of Imperial	Library Assistant I	\$ 3,133	\$ 1,991	\$ 5,125	7/12/2024	unknown	unknown
9	City of Coachella	N/C						
10	City of Indio	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,313	\$ 6,892
% City of Imperial Above/Below	8.9%	13.4%
Median of Comparators	\$ 4,073	\$ 6,361
% City of Imperial Above/Below	14.0%	20.1%
Number of Matches	7	7

N/C - Non Comparator

**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Library Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Assistant Director of Library Services	\$ 13,504	\$ 4,509	\$ 18,013	7/1/2024	7/1/2025	3.00%
2	City of Palm Springs ²	[Director of Library Services/ Library Operations & Collections Manager]	\$ 13,021	\$ 4,402	\$ 17,423	7/1/2024	7/1/2025	5.00%
3	County of Imperial	County Librarian	\$ 11,204	\$ 3,734	\$ 14,938	7/12/2024	unknown	unknown
4	County of San Diego	Principal Librarian	\$ 10,956	\$ 3,233	\$ 14,190	6/28/2024	unknown	unknown
5	City of El Centro ¹	[Library Director/ Library Operations Supervisor]	\$ 8,739	\$ 3,465	\$ 12,204	7/1/2024	unknown	unknown
6	City of Imperial	Library Manager	\$ 7,954	\$ 3,782	\$ 11,736	7/1/2024	7/1/2025	2.50%
7	City of Brawley	Library Manager	\$ 7,623	\$ 3,399	\$ 11,021	7/1/2024	unknown	unknown
8	City of Calexico	Library Manager	\$ 7,098	\$ 2,883	\$ 9,981	7/1/2023	unknown	unknown
9	City of Coachella	N/C						
10	City of Indio	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,306	\$ 13,967
% City of Imperial Above/Below	-29.6%	-19.0%
Median of Comparators	\$ 10,956	\$ 14,190
% City of Imperial Above/Below	-37.7%	-20.9%
Number of Matches	7	7

N/C - Non Comparator

1 - City of El Centro: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.

2 - City of Palm Springs: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Library Page								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Imperial	Library Page	\$ 24.14	N/A	N/A	7/1/2024	7/1/2025	2.50%
2	City of Palm Springs	Library Page	\$ 23.42	N/A	N/A	7/1/2024	7/1/2025	5.00%
3	City of Calexico	N/C						
4	County of San Diego	N/C						
5	County of Imperial	N/C						
6	City of El Centro	N/C						
7	Imperial Irrigation District	N/C						
8	City of Brawley	N/C						
9	City of Palm Desert	N/C						
10	City of Coachella	N/C						
11	City of Indio	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	N/A
% City of Imperial Above/Below	Insuff. Data	N/A
Median of Comparators	Insuff. Data	N/A
% City of Imperial Above/Below	Insuff. Data	N/A
Number of Matches	1	N/A

N/C - Non Comparator

*Non-benefitted benchmark



**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Library Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Imperial	Library Technician	\$ 5,100	\$ 3,286	\$ 8,386	7/1/2024	7/1/2025	2.50%
2	County of San Diego	Library Technician II	\$ 4,789	\$ 2,367	\$ 7,156	6/28/2024	unknown	unknown
3	City of Coachella	N/C						
4	City of Palm Springs	N/C						
5	City of Palm Desert	N/C						
6	City of Indio	N/C						
7	City of Brawley	N/C						
8	City of Calexico	N/C						
9	City of El Centro	N/C						
10	County of Imperial	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Lifeguard/Swim Instructor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Lifeguard	\$ 25.88	N/A	N/A	7/1/2024	7/1/2025	5.00%
2	City of Imperial	Lifeguard/Swim Instructor	\$ 24.75	N/A	N/A	7/1/2024	7/1/2025	2.50%
3	City of El Centro	Lifeguard	\$ 16.00	N/A	N/A	7/1/2024	unknown	unknown
4	City of Calexico	N/C						
5	County of San Diego	N/C						
6	County of Imperial	N/C						
7	Imperial Irrigation District	N/C						
8	City of Brawley	N/C						
9	City of Palm Desert	N/C						
10	City of Coachella	N/C						
11	City of Indio	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	N/A
% City of Imperial Above/Below	Insuff. Data	N/A
Median of Comparators	Insuff. Data	N/A
% City of Imperial Above/Below	Insuff. Data	N/A
Number of Matches	2	N/A

N/C - Non Comparator

*Non-benefitted benchmark



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Management Analyst								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Management Analyst II	\$ 9,868	\$ 4,104	\$ 13,972	7/1/2024	7/1/2025	3.00%
2	City of Coachella	Management Analyst	\$ 9,353	\$ 4,096	\$ 13,449	7/1/2024	7/1/2025	3.00%
3	City of Indio	Management Analyst	\$ 9,190	\$ 3,813	\$ 13,003	7/1/2024	7/1/2025	3.00%
4	Imperial Irrigation District	Department Analyst	\$ 8,092	\$ 4,109	\$ 12,201	1/1/2024	1/1/2025	4.00%
5	City of Imperial	Management Analyst	\$ 7,760	\$ 4,046	\$ 11,807	7/1/2024	7/1/2025	2.50%
6	County of San Diego	Administrative Analyst II	\$ 8,499	\$ 2,940	\$ 11,439	6/28/2024	unknown	unknown
7	City of Brawley	Management Analyst I	\$ 6,981	\$ 3,282	\$ 10,263	7/1/2024	unknown	unknown
8	County of Imperial	Administrative Analyst I	\$ 6,104	\$ 2,311	\$ 8,415	7/12/2024	unknown	unknown
9	City of Calexico	Public Works Analyst	\$ 5,395	\$ 2,301	\$ 7,696	1/1/2023	unknown	unknown
10	City of Palm Springs	N/C						
11	City of El Centro	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,935	\$ 11,305
% City of Imperial Above/Below	-2.3%	4.3%
Median of Comparators	\$ 8,295	\$ 11,820
% City of Imperial Above/Below	-6.9%	-0.1%
Number of Matches	8	8

N/C - Non Comparator

**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Park Maintenance Worker II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs ¹	[Maintenance Mechanic I - Parks/ Maintenance Worker I]	\$ 6,500	\$ 3,255	\$ 9,755	7/1/2024	7/1/2025	5.00%
2	City of Coachella	Public Works Maintenance Worker	\$ 5,480	\$ 3,125	\$ 8,606	7/1/2024	7/1/2025	4.00%
3	City of Imperial	Park Maintenance Worker II	\$ 4,736	\$ 3,223	\$ 7,959	7/1/2024	7/1/2025	2.50%
4	County of San Diego	Park Maintenance Worker	\$ 4,749	\$ 2,363	\$ 7,112	6/28/2024	unknown	unknown
5	City of El Centro	Park Maintenance Worker II	\$ 4,640	\$ 2,333	\$ 6,973	7/1/2024	unknown	unknown
6	City of Brawley	Parks Maintenance Worker	\$ 4,181	\$ 2,743	\$ 6,923	7/1/2024	7/1/2025	2.00%
7	City of Calexico	Laborer	\$ 3,479	\$ 1,954	\$ 5,433	1/1/2023	unknown	unknown
8	County of Imperial	Grounds Maintenance Worker I	\$ 3,150	\$ 1,993	\$ 5,143	7/12/2024	unknown	unknown
9	City of Palm Desert	N/C						
10	City of Indio	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,597	\$ 7,135
% City of Imperial Above/Below	2.9%	10.4%
Median of Comparators	\$ 4,640	\$ 6,973
% City of Imperial Above/Below	2.0%	12.4%
Number of Matches	7	7

N/C - Non Comparator

1 - City of Palm Springs: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Parks and Recreation Director								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Director of Parks and Recreation	\$ 16,772	\$ 5,316	\$ 22,088	7/1/2024	7/1/2025	5.00%
2	County of San Diego	Deputy Director, Parks and Recreation	\$ 16,845	\$ 4,253	\$ 21,097	6/28/2024	unknown	unknown
3	City of Imperial	Parks and Recreation Director	\$ 13,360	\$ 5,233	\$ 18,593	7/1/2024	7/1/2025	2.50%
4	City of El Centro	Director of Community Services	\$ 11,471	\$ 4,001	\$ 15,472	7/1/2024	unknown	unknown
5	City of Coachella	N/C						
6	City of Palm Desert	N/C						
7	City of Indio	N/C						
8	City of Brawley	N/C						
9	City of Calexico	N/C						
10	County of Imperial	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Police Captain								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Police Captain	\$ 18,336	\$ 4,648	\$ 22,984	7/1/2024	unknown	unknown
2	City of Indio	Assistant Police Chief	\$ 17,764	\$ 3,963	\$ 21,727	7/1/2024	7/1/2025	3.00%
3	County of San Diego	Sheriff's Captain	\$ 16,037	\$ 3,784	\$ 19,821	6/28/2024	6/27/2025	2.75%
4	City of El Centro	Commander	\$ 13,532	\$ 4,399	\$ 17,931	7/1/2024	unknown	unknown
5	City of Imperial	Police Captain	\$ 12,103	\$ 5,417	\$ 17,520	7/1/2024	7/1/2025	2.50%
6	County of Imperial	Undersheriff	\$ 11,437	\$ 3,765	\$ 15,202	7/12/2024	unknown	unknown
7	City of Brawley	Police Commander	\$ 9,261	\$ 3,695	\$ 12,957	7/1/2024	unknown	unknown
8	City of Calexico	Police Lieutenant	\$ 9,086	\$ 2,756	\$ 11,842	7/1/2023	unknown	unknown
9	City of Palm Desert	N/C						
10	City of Coachella	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 13,636	\$ 17,495
% City of Imperial Above/Below	-12.7%	0.1%
Median of Comparators	\$ 13,532	\$ 17,931
% City of Imperial Above/Below	-11.8%	-2.3%
Number of Matches	7	7

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Police Corporal								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Indio	IPD Police Corporal	\$ 9,946	\$ 3,301	\$ 13,247	1/1/2024	1/1/2025	3.00%
2	City of Imperial	Police Corporal	\$ 8,153	\$ 3,816	\$ 11,969	7/1/2024	7/1/2025	2.50%
3	County of Imperial	Senior Deputy Sheriff	\$ 6,998	\$ 2,407	\$ 9,405	7/12/2024	unknown	unknown
4	City of Calexico	N/C						
5	County of San Diego	N/C						
6	City of El Centro	N/C						
7	Imperial Irrigation District	N/C						
8	City of Brawley	N/C						
9	City of Palm Desert	N/C						
10	City of Palm Springs	N/C						
11	City of Coachella	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Police Officer								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Diego	Deputy Sheriff	\$ 10,033	\$ 2,941	\$ 12,974	6/28/2024	6/27/2025	2.75%
2	City of Palm Springs	Police Officer	\$ 9,396	\$ 3,297	\$ 12,693	7/1/2024	unknown	unknown
3	City of Indio	IPD Police Officer	\$ 9,362	\$ 3,224	\$ 12,586	1/1/2024	1/1/2025	3.00%
4	City of Imperial	Police Officer	\$ 7,030	\$ 3,621	\$ 10,652	7/1/2024	7/1/2025	2.50%
5	City of El Centro	Police Officer	\$ 6,640	\$ 2,460	\$ 9,100	7/1/2024	unknown	unknown
6	County of Imperial	Deputy Sheriff	\$ 6,407	\$ 2,344	\$ 8,750	7/12/2024	unknown	unknown
7	City of Calexico	Police Officer	\$ 6,497	\$ 2,098	\$ 8,595	7/1/2023	unknown	unknown
8	City of Brawley	Police Officer	\$ 5,192	\$ 2,898	\$ 8,090	7/1/2024	7/1/2024	2.00%
9	City of Palm Desert	N/C						
10	City of Coachella	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 7,647	\$ 10,398
% City of Imperial Above/Below	-8.8%	2.4%
Median of Comparators	\$ 6,640	\$ 9,100
% City of Imperial Above/Below	5.6%	14.6%
Number of Matches	7	7

N/C - Non Comparator



Insurance | Risk Management | Consulting

**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Police Sergeant								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Indio	Police Sergeant	\$ 13,085	\$ 3,711	\$ 16,796	1/1/2024	1/1/2025	4.00%
2	City of Palm Springs	Police Sergeant	\$ 12,196	\$ 3,588	\$ 15,784	7/1/2024	unknown	unknown
3	County of San Diego	Sheriff's Sergeant	\$ 12,140	\$ 3,191	\$ 15,331	6/28/2024	6/27/2025	2.75%
4	City of Imperial	Police Sergeant	\$ 9,224	\$ 4,002	\$ 13,226	7/1/2024	7/1/2025	2.50%
5	City of El Centro	Sergeant	\$ 9,055	\$ 2,989	\$ 12,044	7/1/2024	unknown	unknown
6	City of Brawley	Police Sergeant	\$ 8,438	\$ 3,384	\$ 11,822	7/1/2024	7/1/2025	2.00%
7	County of Imperial	Sheriffs Sergeant	\$ 8,303	\$ 2,548	\$ 10,851	7/12/2024	unknown	unknown
8	City of Calexico	Police Sergeant	\$ 7,769	\$ 2,250	\$ 10,019	7/1/2023	unknown	unknown
9	City of Palm Desert	N/C						
10	City of Coachella	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,141	\$ 13,235
% City of Imperial Above/Below	-9.9%	-0.1%
Median of Comparators	\$ 9,055	\$ 12,044
% City of Imperial Above/Below	1.8%	8.9%
Number of Matches	7	7

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Police Services Officer II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Imperial	Police Services Officer II	\$ 5,629	\$ 3,378	\$ 9,008	7/1/2024	7/1/2025	2.50%
2	City of Palm Springs	Police Services Officer	\$ 5,737	\$ 3,152	\$ 8,889	7/1/2024	7/1/2025	5.00%
3	City of Indio	Records Specialist II	\$ 5,416	\$ 2,840	\$ 8,256	7/1/2024	7/1/2025	3.00%
4	County of Imperial	Sheriffs Service Officer	\$ 4,309	\$ 2,118	\$ 6,427	7/12/2024	unknown	unknown
5	City of El Centro	Police Records Clerk I	\$ 3,980	\$ 2,253	\$ 6,233	7/1/2024	unknown	unknown
6	City of Calexico	N/C						
7	County of San Diego	N/C						
8	Imperial Irrigation District	N/C						
9	City of Brawley	N/C						
10	City of Palm Desert	N/C						
11	City of Coachella	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 4,861	\$ 7,451
% City of Imperial Above/Below	13.7%	17.3%
Median of Comparators	\$ 4,863	\$ 7,342
% City of Imperial Above/Below	13.6%	18.5%
Number of Matches	4	4

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Property and Evidence Technician								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Property Technician	\$ 6,825	\$ 3,299	\$ 10,124	7/1/2024	7/1/2025	5.00%
2	City of Indio	Property & Evidence Officer II	\$ 6,740	\$ 3,299	\$ 10,040	1/1/2024	1/1/2025	3.00%
3	City of Imperial	Property and Evidence Technician	\$ 5,629	\$ 3,378	\$ 9,008	7/1/2024	7/1/2025	2.50%
4	County of San Diego	Sheriff's Property and Evidence Specialist II	\$ 5,555	\$ 2,453	\$ 8,008	6/28/2024	unknown	unknown
5	City of Brawley	Evidence Technician	\$ 4,301	\$ 2,763	\$ 7,065	7/1/2024	7/1/2025	2.00%
6	County of Imperial	Evidence Technician	\$ 4,544	\$ 2,143	\$ 6,688	7/12/2024	unknown	unknown
7	City of Calexico	Evidence Technician	\$ 4,011	\$ 2,050	\$ 6,061	1/1/2023	unknown	unknown
8	City of Palm Desert	N/C						
9	City of Coachella	N/C						
10	City of El Centro	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,330	\$ 7,998
% City of Imperial Above/Below	5.3%	11.2%
Median of Comparators	\$ 5,050	\$ 7,536
% City of Imperial Above/Below	10.3%	16.3%
Number of Matches	6	6

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Public Services Director								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Indio ²	[IWA General Manager/ Director of Public Works]	\$ 22,750	\$ 7,121	\$ 29,871	7/1/2024	7/1/2025	3.00%
2	City of Coachella ¹	[Public Works Director/ Utilities Manager]	\$ 18,650	\$ 7,646	\$ 26,296	7/1/2024	7/1/2025	4.00%
3	County of San Diego	Deputy Director, Public Works	\$ 21,422	\$ 4,851	\$ 26,274	6/28/2024	unknown	unknown
4	City of Palm Desert	Director of Public Works	\$ 19,703	\$ 5,201	\$ 24,904	7/1/2024	7/1/2025	3.00%
5	City of Palm Springs	Director of Public Works	\$ 18,062	\$ 5,545	\$ 23,607	7/1/2024	7/1/2025	5.00%
6	City of Imperial	Public Services Director	\$ 13,360	\$ 5,233	\$ 18,593	7/1/2024	7/1/2025	2.50%
7	City of El Centro	Director of Public Works/City Engineer	\$ 13,354	\$ 4,302	\$ 17,656	7/1/2024	unknown	unknown
8	City of Brawley	Director of Public Works Operations	\$ 11,483	\$ 4,702	\$ 16,185	7/1/2024	7/1/2025	2.00%
9	City of Calexico	N/C						
10	County of Imperial	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 17,918	\$ 23,542
% City of Imperial Above/Below	-34.1%	-26.6%
Median of Comparators	\$ 18,650	\$ 24,904
% City of Imperial Above/Below	-39.6%	-33.9%
Number of Matches	7	7

N/C - Non Comparator

1 - City of Coachella: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

2 - City of Indio: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Public Services Maintenance Worker II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Street Maintenance Worker II	\$ 7,710	\$ 3,863	\$ 11,573	7/1/2024	7/1/2025	3.00%
2	Imperial Irrigation District	Construction Resources Worker	\$ 5,955	\$ 3,527	\$ 9,483	1/1/2024	1/1/2025	4.00%
3	County of San Diego	Road Structures Worker II	\$ 6,531	\$ 2,561	\$ 9,093	6/28/2024	unknown	unknown
4	City of Palm Springs	Street/Traffic Maintenance Worker	\$ 5,887	\$ 3,172	\$ 9,059	7/1/2024	7/1/2025	5.00%
5	City of Coachella	Public Works Street Maintenance Worker	\$ 5,654	\$ 3,153	\$ 8,808	7/1/2024	7/1/2025	4.00%
6	City of Indio	Street Maintenance Worker II	\$ 5,837	\$ 2,913	\$ 8,750	7/1/2024	7/1/2025	3.00%
7	City of Imperial	Public Services Maintenance Worker II	\$ 4,736	\$ 3,223	\$ 7,959	7/1/2024	7/1/2025	2.50%
8	City of El Centro	Street Maintenance Worker II	\$ 4,640	\$ 2,333	\$ 6,973	7/1/2024	unknown	unknown
9	County of Imperial ¹	[Striping and Sign Assistant I/ Road Maintenance Worker]	\$ 3,953	\$ 2,080	\$ 6,033	7/12/2024	unknown	unknown
10	City of Calexico	Laborer	\$ 3,479	\$ 1,954	\$ 5,433	1/1/2023	unknown	unknown
11	City of Brawley	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 5,516	\$ 8,356
% City of Imperial Above/Below	-16.5%	-5.0%
Median of Comparators	\$ 5,837	\$ 8,808
% City of Imperial Above/Below	-23.3%	-10.7%
Number of Matches	9	9

N/C - Non Comparator

1 - County of Imperial: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Public Services Manager								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Imperial	Public Services Manager	\$ 12,103	\$ 4,967	\$ 17,070	7/1/2024	7/1/2025	2.50%
2	City of Indio ²	[Fleet Services Operations Manager/ Public Works Manager]	\$ 12,458	\$ 4,493	\$ 16,951	7/1/2024	7/1/2025	3.00%
3	Imperial Irrigation District	Superintendent of Construction	\$ 11,386	\$ 5,005	\$ 16,391	1/1/2024	1/1/2025	4.00%
4	City of Coachella ¹	[Sanitary Superintendent/ Water Superintendent]	\$ 11,507	\$ 4,520	\$ 16,027	7/1/2024	7/1/2025	3.00%
5	City of Palm Springs ³	[Street Maintenance Manager/ Facilities Maintenance Manager]	\$ 10,756	\$ 4,045	\$ 14,801	7/1/2024	7/1/2025	5.00%
6	County of San Diego ⁴	[Facilities Support Manager/ Division Road Superintendent]	\$ 11,339	\$ 3,279	\$ 14,618	6/28/2024	unknown	unknown
7	City of El Centro	Maintenance Supervisor	\$ 8,298	\$ 3,095	\$ 11,393	7/1/2024	unknown	unknown
8	City of Palm Desert	N/C						
9	City of Brawley	N/C						
10	City of Calexico	N/C						
11	County of Imperial	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 10,958	\$ 15,030
% City of Imperial Above/Below	9.5%	12.0%
Median of Comparators	\$ 11,363	\$ 15,414
% City of Imperial Above/Below	6.1%	9.7%
Number of Matches	6	6

N/C - Non Comparator

- 1 - City of Coachella: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.
- 2 - City of Indio: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 3 - City of Palm Springs: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.
- 4 - County of San Diego: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Public Services Supervisor								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Desert	Street Maintenance Supervisor	\$ 10,892	\$ 4,218	\$ 15,110	7/1/2024	7/1/2025	3.00%
2	City of Indio ¹	[Street Maintenance Supervisor/ Park and Landscape Supervisor]	\$ 10,042	\$ 3,990	\$ 14,033	7/1/2024	7/1/2025	3.00%
3	Imperial Irrigation District	Superintendent of Construction, Assistant	\$ 9,368	\$ 4,456	\$ 13,823	1/1/2024	1/1/2025	4.00%
4	City of Palm Springs	Maintenance Supervisor	\$ 9,739	\$ 3,885	\$ 13,624	7/1/2024	7/1/2025	5.00%
5	City of Coachella	Streets Supervisor	\$ 9,498	\$ 4,125	\$ 13,623	7/1/2024	7/1/2025	3.00%
6	City of Imperial	Public Services Supervisor	\$ 8,780	\$ 3,925	\$ 12,705	7/1/2024	7/1/2025	2.50%
7	County of San Diego ²	[Building Maintenance Supervisor/ Road Crew Supervisor]	\$ 8,765	\$ 2,811	\$ 11,576	6/28/2024	unknown	unknown
8	City of Calexico	Supervisor - Maintenance and Operations	\$ 7,648	\$ 2,709	\$ 10,357	1/1/2023	unknown	unknown
9	County of Imperial	Regional Road Superintendent	\$ 6,275	\$ 2,330	\$ 8,605	7/12/2024	unknown	unknown
10	City of Brawley	N/C						
11	City of El Centro	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 9,028	\$ 12,594
% City of Imperial Above/Below	-2.8%	0.9%
Median of Comparators	\$ 9,433	\$ 13,623
% City of Imperial Above/Below	-7.4%	-7.2%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Indio: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

2 - County of San Diego: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Recreation and Special Events Coordinator								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Indio	Community Program Administrator	\$ 9,099	\$ 3,794	\$ 12,893	7/1/2024	7/1/2025	3.00%
2	City of Imperial	Recreation and Special Events Coordinator	\$ 6,859	\$ 3,592	\$ 10,450	7/1/2024	7/1/2025	2.50%
3	City of El Centro	Recreation Supervisor	\$ 6,967	\$ 2,882	\$ 9,849	7/1/2024	unknown	unknown
4	City of Palm Springs	Program Coordinator	\$ 6,500	\$ 3,255	\$ 9,755	7/1/2024	7/1/2025	5.00%
5	City of Brawley	Recreation Coordinator	\$ 5,359	\$ 2,988	\$ 8,348	7/1/2024	unknown	unknown
6	City of Calexico	Community Recreation Coordinator	\$ 4,768	\$ 2,187	\$ 6,955	1/1/2023	unknown	unknown
7	County of San Diego	N/C						
8	County of Imperial	N/C						
9	Imperial Irrigation District	N/C						
10	City of Palm Desert	N/C						
11	City of Coachella	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,539	\$ 9,560
% City of Imperial Above/Below	4.7%	8.5%
Median of Comparators	\$ 6,500	\$ 9,755
% City of Imperial Above/Below	5.2%	6.7%
Number of Matches	5	5

N/C - Non Comparator



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Recreation Leader II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Palm Springs	Recreation Program Assistant	\$ 26.52	N/A	N/A	7/1/2024	7/1/2025	5.00%
2	City of Imperial	Recreation Leader II	\$ 24.75	N/A	N/A	7/1/2024	7/1/2025	2.50%
3	City of Indio	Community Program Aide	\$ 19.84	N/A	N/A	7/1/2024	unknown	unknown
4	County of San Diego	Park Recreation Aide	\$ 19.75	N/A	N/A	6/28/2024	unknown	unknown
5	City of El Centro	Recreation Leader	\$ 16.00	N/A	N/A	7/1/2024	unknown	unknown
6	City of Palm Desert	N/C						
7	City of Coachella	N/C						
8	City of Brawley	N/C						
9	City of Calexico	N/C						
10	County of Imperial	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 20.53	N/A
% City of Imperial Above/Below	17.1%	N/A
Median of Comparators	\$ 19.80	N/A
% City of Imperial Above/Below	20.0%	N/A
Number of Matches	4	N/A

N/C - Non Comparator

**Non-benefitted benchmark*



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Utility Maintenance Worker II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Imperial Irrigation District	Construction Resources Worker	\$ 5,955	\$ 3,527	\$ 9,483	1/1/2024	1/1/2025	4.00%
2	City of Imperial	Utility Maintenance Worker II	\$ 5,227	\$ 3,308	\$ 8,536	7/1/2024	7/1/2025	2.50%
3	County of San Diego	Sewer Construction and Maintenance Worker	\$ 5,977	\$ 2,500	\$ 8,476	6/28/2024	unknown	unknown
4	City of Brawley	Utility Worker I	\$ 4,389	\$ 2,779	\$ 7,167	7/1/2024	7/1/2025	2.00%
5	City of Coachella	N/C						
6	City of Palm Springs	N/C						
7	City of Palm Desert	N/C						
8	City of Indio	N/C						
9	City of Calexico	N/C						
10	City of El Centro	N/C						
11	County of Imperial	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator



**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Wastewater Plant Chief Operator									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	County of San Diego	DPW Unit Manager	\$ 12,619	\$ 3,432	\$ 16,050	6/28/2024	unknown	unknown	
2	City of Coachella ²	[Wastewater Superintendent/ Chief Treatment/Collections System Operator]	\$ 10,819	\$ 4,384	\$ 15,203	7/1/2024	7/1/2025	3.00%	
3	City of Calexico ¹	[Public Works Director/ Wastewater System Supervisor]	\$ 10,233	\$ 3,178	\$ 13,411	1/1/2023	unknown	unknown	
4	City of Imperial	Wastewater Plant Chief Operator	\$ 8,780	\$ 4,263	\$ 13,042	7/1/2024	7/1/2025	2.50%	
5	City of Palm Desert	N/C							
6	City of Palm Springs	N/C							
7	City of Brawley	N/C							
8	City of Indio	N/C							
9	City of El Centro	N/C							
10	County of Imperial	N/C							
11	Imperial Irrigation District	N/C							

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

- 1 - City of Calexico: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.
- 2 - City of Coachella: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Wastewater Treatment Plant Operator II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Imperial	Wastewater Treatment Plant Operator II	\$ 6,692	\$ 3,562	\$ 10,254	7/1/2024	7/1/2025	2.50%
2	City of Coachella	Treatment Plant Operator II	\$ 6,796	\$ 3,334	\$ 10,130	7/1/2024	7/1/2025	4.00%
3	County of San Diego	Wastewater Plant Operator II	\$ 6,939	\$ 2,607	\$ 9,545	6/28/2024	unknown	unknown
4	City of Calexico	Wastewater Treatment Plant Operator II	\$ 6,292	\$ 2,512	\$ 8,804	7/1/2022	unknown	unknown
5	City of El Centro	Wastewater Treatment Plant Operator II	\$ 6,084	\$ 2,671	\$ 8,755	7/1/2024	unknown	unknown
6	City of Brawley	Wastewater Treatment Plant Operator 2	\$ 5,337	\$ 2,943	\$ 8,280	7/1/2024	7/1/2025	2.00%
7	City of Palm Springs	N/C						
8	City of Palm Desert	N/C						
9	City of Indio	N/C						
10	County of Imperial	N/C						
11	Imperial Irrigation District	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,290	\$ 9,103
% City of Imperial Above/Below	6.0%	11.2%
Median of Comparators	\$ 6,292	\$ 8,804
% City of Imperial Above/Below	6.0%	14.1%
Number of Matches	5	5

N/C - Non Comparator

**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Water Meter/Distribution Operator II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Indio	IWA Water Utility Worker II	\$ 7,270	\$ 3,162	\$ 10,431	7/1/2024	7/1/2025	4.00%
2	City of Coachella	Water Service Worker II	\$ 6,169	\$ 3,235	\$ 9,404	7/1/2024	7/1/2025	4.00%
3	City of Imperial	Water Meter/Distribution Operator II	\$ 5,629	\$ 3,378	\$ 9,008	7/1/2024	7/1/2025	2.50%
4	City of Calexico	Water Distribution Operator II	\$ 6,292	\$ 2,512	\$ 8,804	7/1/2022	unknown	unknown
5	City of El Centro ¹	[Certified Water Distribution Operator II/ Utility Field Representative]	\$ 6,084	\$ 2,671	\$ 8,755	7/1/2024	unknown	unknown
6	City of Brawley	Utility Worker II	\$ 4,841	\$ 2,857	\$ 7,698	7/1/2024	7/1/2025	2.00%
7	County of San Diego	N/C						
8	County of Imperial	N/C						
9	Imperial Irrigation District	N/C						
10	City of Palm Desert	N/C						
11	City of Palm Springs	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,131	\$ 9,018
% City of Imperial Above/Below	-8.9%	-0.1%
Median of Comparators	\$ 6,169	\$ 8,804
% City of Imperial Above/Below	-9.6%	2.3%
Number of Matches	5	5

N/C - Non Comparator

1 - City of El Centro: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.



**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Water Plant Chief Operator								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Indio	IWA Operations Manager	\$ 16,067	\$ 5,119	\$ 21,186	7/1/2024	7/1/2025	3.00%
2	City of Calexico ¹	[Public Works Director/ Water System Supervisor]	\$ 10,233	\$ 3,178	\$ 13,411	1/1/2023	unknown	unknown
3	City of Imperial	Water Plant Chief Operator	\$ 8,780	\$ 4,263	\$ 13,042	7/1/2024	7/1/2025	2.50%
4	County of San Diego	N/C						
5	County of Imperial	N/C						
6	City of El Centro	N/C						
7	Imperial Irrigation District	N/C						
8	City of Brawley	N/C						
9	City of Palm Desert	N/C						
10	City of Palm Springs	N/C						
11	City of Coachella	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% City of Imperial Above/Below	Insuff. Data	Insuff. Data
Number of Matches	2	2

N/C - Non Comparator

1 - City of Calexico: Span of Responsibility Match: This hybrid match represents that the duties are bridged by a higher and lower-level classification at the comparator agency. The salary displayed is an average of the matches.



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**City of Imperial
Market Compensation Data (sorted by Total Compensation)
August 2024**

Water Treatment Plant Operator II								
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Indio	IWA Water Treatment Plant Operator II	\$ 8,194	\$ 3,322	\$ 11,516	7/1/2024	7/1/2025	4.00%
2	City of Imperial	Water Treatment Plant Operator II	\$ 6,692	\$ 3,562	\$ 10,254	7/1/2024	7/1/2025	2.50%
3	City of El Centro	Water Treatment Plant Shift Operator	\$ 7,046	\$ 2,813	\$ 9,859	7/1/2024	unknown	unknown
4	City of Calexico	Water Treatment Plant Operator II	\$ 6,292	\$ 2,512	\$ 8,804	7/1/2022	unknown	unknown
5	City of Brawley	Water Treatment Plant Operator T-3	\$ 5,606	\$ 2,990	\$ 8,595	7/1/2024	7/1/2025	2.00%
6	County of San Diego	N/C						
7	County of Imperial	N/C						
8	Imperial Irrigation District	N/C						
9	City of Palm Desert	N/C						
10	City of Palm Springs	N/C						
11	City of Coachella	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,784	\$ 9,694
% City of Imperial Above/Below	-1.4%	5.5%
Median of Comparators	\$ 6,669	\$ 9,332
% City of Imperial Above/Below	0.3%	9.0%
Number of Matches	4	4

N/C - Non Comparator

Appendix III

Proposed Salary Range Schedule

City of Imperial - Compensation Structure for All Classifications - December 2024

FACTORS	
Range 6, Step 7, Annual	\$50,470.00
Step Increase	5.00%
Range Increase	2.50%
Pay Periods per Year	26
Hours per Year	2,080

Step 1 is set to California Minimum Wage = \$16.00 per hour in 2024; \$50,470 annual rate drives Step 7 of Range #6; this rate may be adjusted for future use based on COLA.

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	2,774	2,913	3,058	3,211	3,372	3,540	3,717	3,903	4,098	4,303	16.00	16.80	17.64	18.53	19.45	20.42	21.45	22.52	23.64	24.83
2	2,843	2,985	3,135	3,291	3,456	3,629	3,810	4,001	4,201	4,411	16.40	17.22	18.08	18.99	19.94	20.94	21.98	23.08	24.24	25.45
3	2,914	3,060	3,213	3,374	3,542	3,720	3,906	4,101	4,306	4,521	16.81	17.65	18.54	19.46	20.44	21.46	22.53	23.66	24.84	26.08
4	2,987	3,137	3,293	3,458	3,631	3,813	4,003	4,203	4,413	4,634	17.23	18.10	19.00	19.95	20.95	22.00	23.10	24.25	25.46	26.74
5	3,062	3,215	3,376	3,545	3,722	3,908	4,103	4,308	4,524	4,750	17.66	18.55	19.48	20.45	21.47	22.55	23.67	24.86	26.10	27.40
6	3,138	3,295	3,460	3,633	3,815	4,006	4,206	4,416	4,637	4,869	18.11	19.01	19.96	20.96	22.01	23.11	24.26	25.48	26.75	28.09
7	3,217	3,378	3,547	3,724	3,910	4,106	4,311	4,527	4,753	4,990	18.56	19.49	20.46	21.48	22.56	23.69	24.87	26.11	27.42	28.79
8	3,297	3,462	3,635	3,817	4,008	4,208	4,419	4,640	4,872	5,115	19.02	19.97	20.97	22.02	23.12	24.28	25.49	26.77	28.11	29.51
9	3,380	3,549	3,726	3,913	4,108	4,314	4,529	4,756	4,993	5,243	19.50	20.47	21.50	22.57	23.70	24.89	26.13	27.44	28.81	30.25
10	3,464	3,637	3,819	4,010	4,211	4,421	4,642	4,875	5,118	5,374	19.99	20.99	22.03	23.14	24.29	25.51	26.78	28.12	29.53	31.01
11	3,551	3,728	3,915	4,111	4,316	4,532	4,759	4,996	5,246	5,509	20.49	21.51	22.59	23.71	24.90	26.15	27.45	28.83	30.27	31.78
12	3,640	3,822	4,013	4,213	4,424	4,645	4,877	5,121	5,377	5,646	21.00	22.05	23.15	24.31	25.52	26.80	28.14	29.55	31.02	32.57
13	3,731	3,917	4,113	4,319	4,535	4,761	4,999	5,249	5,512	5,787	21.52	22.60	23.73	24.92	26.16	27.47	28.84	30.28	31.80	33.39
14	3,824	4,015	4,216	4,427	4,648	4,880	5,124	5,381	5,650	5,932	22.06	23.16	24.32	25.54	26.82	28.16	29.56	31.04	32.59	34.22
15	3,920	4,115	4,321	4,537	4,764	5,002	5,253	5,515	5,791	6,080	22.61	23.74	24.93	26.18	27.49	28.86	30.30	31.82	33.41	35.08
16	4,017	4,218	4,429	4,651	4,883	5,127	5,384	5,653	5,936	6,232	23.18	24.34	25.55	26.83	28.17	29.58	31.06	32.61	34.24	35.96
17	4,118	4,324	4,540	4,767	5,005	5,256	5,518	5,794	6,084	6,388	23.76	24.95	26.19	27.50	28.88	30.32	31.84	33.43	35.10	36.86
18	4,221	4,432	4,654	4,886	5,131	5,387	5,656	5,939	6,236	6,548	24.35	25.57	26.85	28.19	29.60	31.08	32.63	34.26	35.98	37.78
19	4,326	4,543	4,770	5,008	5,259	5,522	5,798	6,088	6,392	6,712	24.96	26.21	27.52	28.89	30.34	31.86	33.45	35.12	36.88	38.72
20	4,435	4,656	4,889	5,134	5,390	5,660	5,943	6,240	6,552	6,879	25.58	26.86	28.21	29.62	31.10	32.65	34.28	36.00	37.80	39.69
21	4,545	4,773	5,011	5,262	5,525	5,801	6,091	6,396	6,716	7,051	26.22	27.53	28.91	30.36	31.87	33.47	35.14	36.90	38.74	40.68
22	4,659	4,892	5,137	5,393	5,663	5,946	6,244	6,556	6,884	7,228	26.88	28.22	29.63	31.12	32.67	34.31	36.02	37.82	39.71	41.70
23	4,776	5,014	5,265	5,528	5,805	6,095	6,400	6,720	7,056	7,408	27.55	28.93	30.38	31.89	33.49	35.16	36.92	38.77	40.71	42.74
24	4,895	5,140	5,397	5,666	5,950	6,247	6,560	6,888	7,232	7,594	28.24	29.65	31.13	32.69	34.33	36.04	37.84	39.74	41.72	43.81
25	5,017	5,268	5,532	5,808	6,099	6,403	6,724	7,060	7,413	7,783	28.95	30.39	31.91	33.51	35.18	36.94	38.79	40.73	42.77	44.90
26	5,143	5,400	5,666	5,953	6,251	6,564	6,892	7,236	7,598	7,978	29.67	31.15	32.71	34.35	36.06	37.87	39.76	41.75	43.84	46.03
27	5,271	5,535	5,812	6,102	6,407	6,728	7,064	7,417	7,788	8,178	30.41	31.93	33.53	35.20	36.97	38.81	40.75	42.79	44.93	47.18
28	5,403	5,673	5,957	6,255	6,567	6,896	7,241	7,603	7,983	8,382	31.17	32.73	34.37	36.09	37.89	39.78	41.77	43.86	46.05	48.36
29	5,538	5,815	6,106	6,411	6,732	7,068	7,422	7,793	8,182	8,591	31.95	33.55	35.23	36.99	38.84	40.78	42.82	44.96	47.21	49.57
30	5,677	5,960	6,258	6,571	6,900	7,245	7,607	7,988	8,387	8,806	32.75	34.39	36.11	37.91	39.81	41.80	43.89	46.08	48.39	50.81
31	5,819	6,109	6,415	6,736	7,072	7,426	7,797	8,187	8,597	9,026	33.57	35.25	37.01	38.86	40.80	42.84	44.98	47.23	49.60	52.08
32	5,964	6,262	6,575	6,904	7,249	7,612	7,992	8,392	8,812	9,252	34.41	36.13	37.93	39.83	41.82	43.91	46.11	48.41	50.84	53.38
33	6,113	6,419	6,740	7,077	7,430	7,802	8,192	8,602	9,032	9,483	35.27	37.03	38.88	40.83	42.87	45.01	47.26	49.63	52.11	54.71

**City of Imperial
Proposed Salary Plan
December 2024**

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	6,266	6,579	6,908	7,254	7,616	7,997	8,397	8,817	9,258	9,720	36.15	37.96	39.85	41.85	43.94	46.14	48.44	50.87	53.41	56.08
35	6,423	6,744	7,081	7,435	7,807	8,197	8,607	9,037	9,489	9,964	37.05	38.91	40.85	42.89	45.04	47.29	49.65	52.14	54.74	57.48
36	6,583	6,912	7,258	7,621	8,002	8,402	8,822	9,263	9,726	10,213	37.98	39.88	41.87	43.97	46.16	48.47	50.90	53.44	56.11	58.92
37	6,748	7,085	7,439	7,811	8,202	8,612	9,043	9,495	9,969	10,468	38.93	40.88	42.92	45.07	47.32	49.68	52.17	54.78	57.52	60.39
38	6,916	7,262	7,625	8,007	8,407	8,827	9,269	9,732	10,219	10,730	39.90	41.90	43.99	46.19	48.50	50.93	53.47	56.15	58.95	61.90
39	7,089	7,444	7,816	8,207	8,617	9,048	9,500	9,975	10,474	10,998	40.90	42.94	45.09	47.35	49.71	52.20	54.81	57.55	60.43	63.45
40	7,267	7,630	8,011	8,412	8,833	9,274	9,738	10,225	10,736	11,273	41.92	44.02	46.22	48.53	50.96	53.50	56.18	58.99	61.94	65.04
41	7,448	7,821	8,212	8,622	9,053	9,506	9,981	10,480	11,004	11,555	42.97	45.12	47.37	49.74	52.23	54.84	57.58	60.46	63.49	66.66
42	7,634	8,016	8,417	8,838	9,280	9,744	10,231	10,742	11,279	11,843	44.04	46.25	48.56	50.99	53.54	56.21	59.02	61.98	65.07	68.33
43	7,825	8,217	8,627	9,059	9,512	9,987	10,487	11,011	11,561	12,140	45.15	47.40	49.77	52.26	54.87	57.62	60.50	63.52	66.70	70.04
44	8,021	8,422	8,843	9,285	9,749	10,237	10,749	11,286	11,851	12,443	46.27	48.59	51.02	53.57	56.25	59.06	62.01	65.11	68.37	71.79
45	8,221	8,632	9,064	9,517	9,993	10,493	11,017	11,568	12,147	12,754	47.43	49.80	52.29	54.91	57.65	60.54	63.56	66.74	70.08	73.58
46	8,427	8,848	9,291	9,755	10,243	10,755	11,293	11,858	12,450	13,073	48.62	51.05	53.60	56.28	59.09	62.05	65.15	68.41	71.83	75.42
47	8,638	9,070	9,523	9,999	10,499	11,024	11,575	12,154	12,762	13,400	49.83	52.32	54.94	57.69	60.57	63.60	66.78	70.12	73.63	77.31
48	8,854	9,296	9,761	10,249	10,762	11,300	11,865	12,458	13,081	13,735	51.08	53.63	56.31	59.13	62.09	65.19	68.45	71.87	75.47	79.24
49	9,075	9,529	10,005	10,505	11,031	11,582	12,161	12,769	13,408	14,078	52.36	54.97	57.72	60.61	63.64	66.82	70.16	73.67	77.35	81.22
50	9,302	9,767	10,255	10,768	11,306	11,872	12,465	13,089	13,743	14,430	53.66	56.35	59.16	62.12	65.23	68.49	71.92	75.51	79.29	83.25
51	9,534	10,011	10,512	11,037	11,589	12,168	12,777	13,416	14,087	14,791	55.01	57.76	60.64	63.68	66.86	70.20	73.71	77.40	81.27	85.33
52	9,773	10,261	10,774	11,313	11,879	12,473	13,096	13,751	14,439	15,161	56.38	59.20	62.16	65.27	68.53	71.96	75.56	79.33	83.30	87.47
53	10,017	10,518	11,044	11,596	12,176	12,785	13,424	14,095	14,800	15,540	57.79	60.68	63.71	66.90	70.24	73.76	77.44	81.32	85.38	89.65
54	10,267	10,781	11,320	11,886	12,480	13,104	13,759	14,447	15,170	15,928	59.24	62.20	65.31	68.57	72.00	75.60	79.38	83.35	87.52	91.89
55	10,524	11,050	11,603	12,183	12,792	13,432	14,103	14,808	15,549	16,326	60.72	63.75	66.94	70.29	73.80	77.49	81.37	85.43	89.71	94.19
56	10,787	11,327	11,893	12,488	13,112	13,768	14,456	15,179	15,938	16,735	62.23	65.35	68.61	72.04	75.65	79.43	83.40	87.57	91.95	96.55
57	11,057	11,610	12,190	12,800	13,440	14,112	14,817	15,558	16,336	17,153	63.79	66.98	70.33	73.84	77.54	81.41	85.48	89.76	94.25	98.96
58	11,333	11,900	12,495	13,120	13,776	14,465	15,188	15,947	16,744	17,582	65.38	68.65	72.09	75.69	79.48	83.45	87.62	92.00	96.60	101.43
59	11,617	12,197	12,807	13,448	14,120	14,826	15,567	16,346	17,163	18,021	67.02	70.37	73.89	77.58	81.46	85.54	89.81	94.30	99.02	103.97
60	11,907	12,502	13,128	13,784	14,473	15,197	15,957	16,754	17,592	18,472	68.69	72.13	75.74	79.52	83.50	87.67	92.06	96.66	101.49	106.57
61	12,205	12,815	13,456	14,129	14,835	15,577	16,356	17,173	18,032	18,934	70.41	73.93	77.63	81.51	85.59	89.87	94.36	99.08	104.03	109.23
62	12,510	13,135	13,792	14,482	15,206	15,966	16,764	17,603	18,483	19,407	72.17	75.78	79.57	83.55	87.73	92.11	96.72	101.55	106.63	111.96
63	12,823	13,464	14,137	14,844	15,586	16,365	17,184	18,043	18,945	19,892	73.98	77.68	81.56	85.64	89.92	94.42	99.14	104.09	109.30	114.76
64	13,143	13,800	14,490	15,215	15,976	16,774	17,613	18,494	19,418	20,389	75.83	79.62	83.60	87.78	92.17	96.78	101.61	106.69	112.03	117.63
65	13,472	14,145	14,853	15,595	16,375	17,194	18,053	18,956	19,904	20,899	77.72	81.61	85.69	89.97	94.47	99.19	104.15	109.36	114.83	120.57
66	13,809	14,499	15,224	15,985	16,784	17,624	18,505	19,430	20,402	21,422	79.66	83.65	87.83	92.22	96.83	101.67	106.76	112.10	117.70	123.59
67	14,154	14,861	15,605	16,385	17,204	18,064	18,967	19,916	20,912	21,957	81.66	85.74	90.03	94.53	99.25	104.22	109.43	114.90	120.64	126.68
68	14,508	15,233	15,995	16,794	17,634	18,516	19,442	20,414	21,434	22,506	83.70	87.88	92.28	96.89	101.74	106.82	112.16	117.77	123.66	129.84
69	14,870	15,614	16,395	17,214	18,075	18,979	19,928	20,924	21,970	23,069	85.79	90.08	94.58	99.31	104.28	109.49	114.97	120.72	126.75	133.09
70	15,242	16,004	16,804	17,645	18,527	19,453	20,426	21,447	22,519	23,645	87.93	92.33	96.95	101.80	106.89	112.23	117.84	123.73	129.92	136.42
71	15,623	16,404	17,224	18,086	18,990	19,939	20,936	21,983	23,082	24,237	90.13	94.64	99.37	104.34	109.56	115.04	120.79	126.83	133.17	139.83
72	16,014	16,814	17,655	18,538	19,465	20,438	21,460	22,533	23,660	24,842	92.39	97.01	101.86	106.95	112.30	117.91	123.81	130.00	136.50	143.32
73	16,414	17,235	18,096	19,001	19,951	20,949	21,996	23,096	24,251	25,464	94.70	99.43	104.40	109.62	115.10	120.86	126.90	133.25	139.91	146.91
74	16,824	17,666	18,549	19,476	20,450	21,473	22,546	23,674	24,857	26,100	97.06	101.92	107.01	112.36	117.98	123.88	130.07	136.58	143.41	150.58
75	17,245	18,107	19,013	19,963	20,961	22,009	23,110	24,265	25,479	26,753	99.49	104.46	109.69	115.17	120.93	126.98	133.33	139.99	146.99	154.34
76	17,676	18,560	19,488	20,462	21,485	22,560	23,688	24,872	26,116	27,421	101.98	107.08	112.43	118.05	123.95	130.15	136.66	143.49	150.67	158.20
77	18,118	19,024	19,975	20,974	22,023	23,124	24,280	25,494	26,769	28,107	104.53	109.75	115.24	121.00	127.05	133.41	140.08	147.08	154.43	162.16
78	18,571	19,500	20,474	21,498	22,573	23,702	24,887	26,131	27,438	28,810	107.14	112.50	118.12	124.03	130.23	136.74	143.58	150.76	158.29	166.21
79	19,035	19,987	20,986	22,036	23,137	24,294	25,509	26,784	28,124	29,530	109.82	115.31	121.08	127.13	133.49	140.16	147.17	154.53	162.25	170.36
80	19,511	20,487	21,511	22,587	23,716	24,902	26,147	27,454	28,827	30,268	112.56	118.19	124.10	130.31	136.82	143.66	150.85	158.39	166.31	174.62

**City of Imperial
Proposed Salary Plan
December 2024**

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	19,999	20,999	22,049	23,151	24,309	25,524	26,800	28,140	29,547	31,025	115.38	121.15	127.20	133.56	140.24	147.26	154.62	162.35	170.47	178.99
82	20,499	21,524	22,600	23,730	24,917	26,162	27,470	28,844	30,286	31,800	118.26	124.18	130.38	136.90	143.75	150.94	158.48	166.41	174.73	183.46
83	21,011	22,062	23,165	24,323	25,539	26,816	28,157	29,565	31,043	32,595	121.22	127.28	133.64	140.33	147.34	154.71	162.45	170.57	179.10	188.05
84	21,537	22,613	23,744	24,931	26,178	27,487	28,861	30,304	31,819	33,410	124.25	130.46	136.99	143.83	151.03	158.58	166.51	174.83	183.57	192.75
85	22,075	23,179	24,338	25,555	26,832	28,174	29,583	31,062	32,615	34,246	127.36	133.72	140.41	147.43	154.80	162.54	170.67	179.20	188.16	197.57
86	22,627	23,758	24,946	26,193	27,503	28,878	30,322	31,838	33,430	35,102	130.54	137.07	143.92	151.12	158.67	166.61	174.94	183.68	192.87	202.51
87	23,193	24,352	25,570	26,848	28,191	29,600	31,080	32,634	34,266	35,979	133.80	140.49	147.52	154.89	162.64	170.77	179.31	188.27	197.69	207.57
88	23,772	24,961	26,209	27,520	28,896	30,340	31,857	33,450	35,123	36,879	137.15	144.01	151.21	158.77	166.70	175.04	183.79	192.98	202.63	212.76
89	24,367	25,585	26,864	28,208	29,618	31,099	32,654	34,286	36,001	37,801	140.58	147.61	154.99	162.74	170.87	179.42	188.39	197.81	207.70	218.08
90	24,976	26,225	27,536	28,913	30,358	31,876	33,470	35,144	36,901	38,746	144.09	151.30	158.86	166.80	175.14	183.90	193.10	202.75	212.89	223.53
91	25,600	26,880	28,224	29,636	31,117	32,673	34,307	36,022	37,823	39,714	147.69	155.08	162.83	170.97	179.52	188.50	197.92	207.82	218.21	229.12
92	26,240	27,552	28,930	30,376	31,895	33,490	35,165	36,923	38,769	40,707	151.39	158.96	166.90	175.25	184.01	193.21	202.87	213.02	223.67	234.85
93	26,896	28,241	29,653	31,136	32,693	34,327	36,044	37,846	39,738	41,725	155.17	162.93	171.08	179.63	188.61	198.04	207.94	218.34	229.26	240.72
94	27,569	28,947	30,395	31,914	33,510	35,185	36,945	38,792	40,732	42,768	159.05	167.00	175.35	184.12	193.33	202.99	213.14	223.80	234.99	246.74
95	28,258	29,671	31,154	32,712	34,348	36,065	37,868	39,762	41,750	43,837	163.03	171.18	179.74	188.72	198.16	208.07	218.47	229.39	240.86	252.91
96	28,964	30,413	31,933	33,530	35,206	36,967	38,815	40,756	42,794	44,933	167.10	175.46	184.23	193.44	203.11	213.27	223.93	235.13	246.89	259.23
97	29,688	31,173	32,732	34,368	36,087	37,891	39,785	41,775	43,863	46,057	171.28	179.84	188.84	198.28	208.19	218.60	229.53	241.01	253.06	265.71
98	30,431	31,952	33,550	35,227	36,989	38,838	40,780	42,819	44,960	47,208	175.56	184.34	193.56	203.23	213.40	224.07	235.27	247.03	259.38	272.35
99	31,191	32,751	34,389	36,108	37,913	39,809	41,800	43,890	46,084	48,388	179.95	188.95	198.40	208.32	218.73	229.67	241.15	253.21	265.87	279.16
100	31,971	33,570	35,248	37,011	38,861	40,804	42,845	44,987	47,236	49,598	184.45	193.67	203.36	213.52	224.20	235.41	247.18	259.54	272.52	286.14

Appendix IV

Salary Range Placement Recommendations

**City of Imperial
Proposed Salary Plan
November 2024
SALARIES @ MEDIAN**

Class Title	FY 2024/25 Maximum Monthly Salary	% from Total Comp Market Median ¹	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Accountant	proposed	proposed	\$8,250	33	\$8,192	N/A	X	Market and range placement.
Accounting Assistant I	proposed	proposed	N/A	11	\$4,759	N/A	No	Internal alignment: anchor to 10.0% below Accounting Assistant II.
Accounting Assistant II	\$ 4,854	N/A	N/A	15	\$5,253	8.2%	No	Internal alignment: anchor to 5.0% above Administrative Assistant (currently 2.5% above).
Accounting Technician	\$ 5,914	3.0%	\$5,736	19	\$5,798	-2.0%	X	Market and range placement. Y-Rating Recommended.
Administrative Assistant	\$ 4,736	-4.6%	\$4,956	13	\$4,999	5.6%	X	Market and range placement.
Administrative Specialist	\$ 4,736	N/A	N/A	25	\$6,724	42.0%	No	Internal alignment: anchor to 15.0% below Management Analyst.
Animal Control Officer	proposed	N/A	N/A	10	\$4,642	N/A	X	Internal alignment: anchor to Police Services Officer II (same range).
Assistant City Clerk	\$ 7,386	-7.4%	\$7,934	32	\$7,992	8.2%	X	Market and range placement.
Assistant Planner	proposed	N/A	N/A	33	\$8,192	N/A	No	Internal alignment: anchor to 15.0% below Associate Planner.
Assistant to the City Manager	\$ 12,103	Insuff. Data	N/A	54	\$13,759	13.7%	X	Internal alignment: anchor to 20.0% below department directors (currently 10.4% below).
Associate Planner	proposed	proposed	\$9,459	39	\$9,500	N/A	X	Market and range placement.
Building Inspection & Code Enforcement Supervisor	proposed	N/A	N/A	39	\$9,500	N/A	No	Internal alignment: anchor to Fleet and Facilities Supervisor (same range).
Building Inspector I	\$ 6,859	N/A	N/A	24	\$6,560	-4.4%	No	Internal alignment: anchor to 10.0% below Building Inspector II. Y-Rating Recommended.
Building Inspector II	\$ 7,206	-0.006890857	\$7,256	28	\$7,241	0.5%	X	Market and range placement.
Building Official	proposed	proposed	\$11,265	46	\$11,293	N/A	X	Market and range placement.
Chief of Police	\$13,359	3.60%	\$12,878	62	\$16,764	25.5%	X	Override market data: anchor to Finance Director (same range - currently at same rate).
City Manager	\$ 19,574	-9.5%	\$21,437	72	\$21,460	9.6%	X	Market and range placement at 90.0% of median.
Code Enforcement Inspector I	proposed	N/A	N/A	19	\$5,798	N/A	No	Internal alignment: anchor to 10.0% below Code Enforcement Inspector II.
Code Enforcement Inspector II	\$ 5,914	-8.9%	\$6,441	23	\$6,400	8.2%	X	Market and range placement.
Collection System Worker I	proposed	N/A	N/A	15	\$5,253	N/A	No	Internal alignment: anchor to 10.0% below Collection System Worker II.
Collection System Worker II	\$ 5,227	Insuff. Data	N/A	19	\$5,798	10.9%	X	Internal alignment: anchor to 10.0% above Public Services Maintenance Worker II (currently 10.4% above).
Community Development Director	\$ 13,360	-22.6%	\$16,384	62	\$16,764	25.5%	X	Override market data: anchor to Finance Director (same range - currently at same rate).

**City of Imperial
Proposed Salary Plan
November 2024
SALARIES @ MEDIAN**

Class Title	FY 2024/25 Maximum Monthly Salary	% from Total Comp Market Median ¹	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Community Development Technician I	proposed	N/A	N/A	14	\$5,124	N/A	No	Internal alignment: anchor to 10.0% below Community Development Technician II.
Community Development Technician II	\$ 4,398	-27.9%	\$5,625	18	\$5,656	28.6%	X	Market and range placement.
Construction Project Coordinator	\$ 6,692	N/A	N/A	27	\$7,064	5.6%	No	Internal alignment: anchor to Water Treatment Plant Operator II (same range - currently at same rate).
Construction Project Manager	\$ 10,437	N/A	N/A	46	\$11,293	8.2%	No	Internal alignment: anchor to 10.0% below Public Services Manager (currently 15.9% below). Y-Rating Recommended.
Crime Analyst	\$ 6,528	Insuff. Data	N/A	27	\$7,064	8.2%	X	Internal alignment: anchor to 10.0% below Management Analyst (currently 18.9% below).
Cybersecurity Program Manager	proposed	N/A	N/A	46	\$11,293	N/A	No	Internal alignment: anchor to GIS Program Manager (same range).
Electrician	\$ 7,386	N/A	N/A	31	\$7,797	5.6%	No	Internal alignment: anchor to 20.0% below Public Services Supervisor (currently 18.9% below).
Engineering Technician I	proposed	N/A	N/A	21	\$6,091	N/A	No	Internal alignment: anchor to 10.0% below Engineering Technician II.
Engineering Technician II	proposed	proposed	\$6,665	25	\$6,724	N/A	X	Market and range placement.
Equipment Mechanic	\$ 5,629	-6.7%	\$6,008	21	\$6,091	8.2%	X	Market and range placement.
Executive Assistant	\$ 6,692	N/A	N/A	25	\$6,724	0.5%	No	Internal alignment: anchor to 15.0% below Management Analyst (currently 16.0% below).
Facilities Maintenance Worker	\$ 4,736	N/A	N/A	15	\$5,253	10.9%	No	Internal alignment: anchor to Public Services Maintenance Worker II (same range - currently at same rate).
Finance Director	\$ 13,360	-25.7%	\$16,794	62	\$16,764	25.5%	X	Market and range placement at 90.0% of median.
Finance Manager	proposed	proposed	\$12,092	50	\$12,465	N/A	X	Override market data: anchor to Police Captain (same range).
Finance Supervisor	\$ 12,103	4.5%	\$11,564	47	\$11,575	-4.4%	X	Market and range placement. Y-Rating Recommended.
Fleet and Facilities Supervisor	proposed	proposed	\$9,456	39	\$9,500	N/A	X	Market and range placement.
GIS Analyst	\$ 6,859	N/A	N/A	27	\$7,064	3.0%	No	Internal alignment: anchor to 10.0% below Management Analyst (currently 13.1% below).
GIS Program Manager	\$ 10,437	N/A	N/A	46	\$11,293	8.2%	No	Internal alignment: anchor to 10.0% below Public Services Manager (currently 15.9% below).
Human Resources Analyst	\$ 7,386	N/A	N/A	31	\$7,797	5.6%	No	Internal alignment: anchor to Management Analyst (same range - currently 5.0% below).
Human Resources Director	\$ 12,103	-16.1%	\$14,057	61	\$16,356	35.1%	X	Override market data: anchor to Finance Director (same range - currently 10.0% below).
Human Resources Specialist	\$ 7,760	10.4%	\$6,955	25	\$6,724	-13.4%	X	Override market data: anchor to 15.0% below Human Resources Analyst. Y-Rating Recommended.
HVAC/Electrical Technician	\$5,227	N/A	N/A	21	\$6,091	16.5%	No	Internal alignment: anchor to Equipment Mechanic (same range - currently 7.6% below).

**City of Imperial
Proposed Salary Plan
November 2024
SALARIES @ MEDIAN**

Class Title	FY 2024/25 Maximum Monthly Salary	% from Total Comp Market Median ¹	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Information Technology Director	\$ 13,360	-15.3%	\$15,409	62	\$16,764	25.5%	X	Override market data: anchor to Finance Director (same range - currently at same rate).
Information Technology Technician I	\$ 4,736	N/A	N/A	21	\$6,091	28.6%	No	Internal alignment: anchor to 10.0% below Information Technology Technician II.
Information Technology Technician II	\$ 5,914	-13.6%	\$6,717	25	\$6,724	13.7%	X	Market and range placement.
Librarian	\$ 7,386	-1.2%	\$7,476	29	\$7,422	0.5%	X	Market and range placement.
Library Assistant	\$ 4,736	Insuff. Data	N/A	19	\$5,798	22.4%	X	Internal alignment: anchor to 25.0% below Librarian (currently 56.0% below).
Library Clerk	\$ 4,736	20.1%	\$3,785	11	\$4,759	0.5%	X	Override market data: anchor to 15.0% above Library Page (currently 13.0% above).
Library Grant Coordinator	\$ 6,859	N/A	N/A	26	\$6,892	0.5%	No	Internal alignment: anchor to 7.5% below Librarian (currently 7.7% below).
Library Manager	\$ 7,954	-20.9%	\$9,617	50	\$12,465	56.7%	X	Override market data: anchor to Police Captain (same range).
Library Page	\$ 4,186	Insuff. Data	N/A	5	\$4,103	-2.0%	X	Recommend Range #5 as greater than the \$17.00 per hour to exceed the 2025 California minimum wage of \$16.50 per hour. In addition, with an upcoming 2.5% COLA, this range will exceed the 2026 California minimum wage of \$18.00 per hour. Y-Rating Recommended.
Library Support Services Worker	\$ 4,186	N/A	N/A	5	\$4,103	-2.0%	No	Recommend Range #5 as greater than the \$17.00 per hour to exceed the 2025 California minimum wage of \$16.50 per hour. In addition, with an upcoming 2.5% COLA, this range will exceed the 2026 California minimum wage of \$18.00 per hour. Y-Rating Recommended.
Library Technician	\$ 5,100	Insuff. Data	N/A	17	\$5,518	8.2%	X	Internal alignment: anchor to 15.0% above Library Clerk (currently 7.7% above).
Lifeguard	\$ 4,186	N/A	N/A	5	\$4,103	-2.0%	No	Recommend Range #5 as greater than the \$17.00 per hour to exceed the 2025 California minimum wage of \$16.50 per hour. In addition, with an upcoming 2.5% COLA, this range will exceed the 2026 California minimum wage of \$18.00 per hour. Y-Rating Recommended.
Lifeguard/Swim Instructor	\$ 4,290	Insuff. Data	N/A	9	\$4,529	5.6%	X	Internal alignment: anchor to 10.0% above Lifeguard (currently 2.5% above).
Literacy Coordinator	\$ 6,859	N/A	N/A	26	\$6,892	0.5%	No	Internal alignment: anchor to 7.5% below Librarian (currently 7.7% below).
Management Analyst	\$ 7,760	-0.1%	\$7,769	31	\$7,797	0.5%	X	Market and range placement.
Network Specialist	N/A	N/A	N/A	31	\$7,797	N/A	No	Internal alignment: anchor to 15.0% above Information Technology Technician II.
Organic Waste Specialist	\$ 5,358	N/A	N/A	17	\$5,518	3.0%	No	Internal alignment: anchor to 15.0% below Code Enforcement Inspector II (currently 10.0% below).
Parks and Recreation Director	\$ 13,360	Insuff. Data	N/A	62	\$16,764	25.5%	X	Internal alignment: anchor to Finance Director (same range - currently at same rate).
Parks Maintenance Coordinator	\$ 5,358	N/A	N/A	21	\$6,091	13.7%	No	Internal alignment: anchor to Senior Public Services Maintenance Worker (same range - currently at same rate).
Parks Maintenance Worker I	\$ 4,398	N/A	N/A	11	\$4,759	8.2%	No	Internal alignment: anchor to 10.0% below Parks Maintenance Worker II.
Parks Maintenance Worker II	\$ 4,736	12.4%	\$4,149	15	\$5,253	10.9%	X	Override market data: anchor to Public Services Maintenance Worker II (same range - currently at same rate).

City of Imperial
Proposed Salary Plan
November 2024
SALARIES @ MEDIAN

Class Title	FY 2024/25 Maximum Monthly Salary	% from Total Comp Market Median ¹	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Police Captain	\$ 12,103	-2.3%	\$12,382	50	\$12,465	3.0%	X	Market and range placement.
Police Corporal	\$ 8,153	Insuff. Data	N/A	26	\$6,892	-15.5%	X	Internal alignment: anchor to 15.0% above Police Officer (currently 15.9% above). Y-Rating Recommended.
Police Officer	\$ 7,030	14.6%	\$6,007	20	\$5,943	-15.5%	X	Market and range placement. Y-Rating Recommended.
Police Sergeant	\$ 9,224	8.9%	\$8,400	34	\$8,397	-9.0%	X	Market and range placement. Y-Rating Recommended.
Police Services Officer I	\$ 4,976	N/A	N/A	6	\$4,206	-15.5%	No	Internal alignment: anchor to 10.0% below Police Services Officer II. Y-Rating Recommended.
Police Services Officer II	\$ 5,629	18.5%	\$4,588	10	\$4,642	-17.5%	X	Market and range placement. Y-Rating Recommended.
Project Coordinator	\$ 4,736	N/A	N/A	22	\$6,244	31.8%	No	Internal alignment: anchor to 10.0% above Community Development Technician II (currently 7.7% above).
Property and Evidence Technician	\$ 5,629	16.3%	\$4,710	11	\$4,759	-15.5%	X	Market and range placement. Y-Rating Recommended.
Public Services Director	\$ 13,360	-23.9%	\$16,558	62	\$16,764	25.5%	X	Internal alignment: anchor to Finance Director (same range - currently at same rate).
Public Services Maintenance Worker I	\$ 4,398	N/A	N/A	11	\$4,759	8.2%	No	Internal alignment: anchor to 10.0% below Public Services Maintenance Worker II.
Public Services Maintenance Worker II	\$ 4,736	-10.7%	\$5,241	15	\$5,253	10.9%	X	Market and range placement.
Public Services Manager	\$ 12,103	9.7%	\$10,929	50	\$12,465	3.0%	X	Override market data: anchor to Police Captain (same range).
Public Services Supervisor	\$ 8,780	-7.2%	\$9,415	39	\$9,500	8.2%	X	Market and range placement.
Purchasing Technician	proposed	N/A	N/A	19	\$5,798	N/A	No	Internal alignment: anchor to Accounting Technician (same range).
Recreation and Special Events Coordinator	\$ 6,859	6.7%	\$6,402	29	\$7,422	8.2%	X	Override market data: anchor to 15.0% above Senior Recreation and Events Specialist.
Recreation Leader I	\$ 4,186	N/A	N/A	5	\$4,103	-2.0%	No	Recommend Range #5 as greater than the \$17.00 per hour to exceed the 2025 California minimum wage of \$16.50 per hour. In addition, with an upcoming 2.5% COLA, this range will exceed the 2026 California minimum wage of \$18.00 per hour. Y-Rating Recommended.
Recreation Leader II	\$ 4,290	20.0%	\$3,432	9	\$4,529	5.6%	X	Override market data: internal alignment: anchor to 10.0% above Recreation Leader I (currently 2.5% above).
Recreation Specialist I	proposed	N/A	N/A	13	\$4,999	N/A	No	Internal alignment: anchor to 10.0% above Recreation Leader II.
Recreation Specialist II	\$ 4,736	N/A	N/A	17	\$5,518	16.5%	No	Internal alignment: anchor to 20.0% above Recreation Leader II (currently 10.0% above).
Senior Collection System Worker	proposed	N/A	N/A	25	\$6,724	N/A	No	Internal alignment: anchor to 15.0% above Collection System Worker II.
Senior Equipment Mechanic	\$ 6,062	N/A	N/A	27	\$7,064	16.5%	No	Internal alignment: anchor to 15.0% above Equipment Mechanic.
Senior Lifeguard/Swim Instructor	\$ 4,398	N/A	N/A	13	\$4,999	13.7%	No	Internal alignment: anchor to 10.0% above Lifeguard/Swim Instructor (currently 2.5% above).

**City of Imperial
Proposed Salary Plan
November 2024
SALARIES @ MEDIAN**

Class Title	FY 2024/25 Maximum Monthly Salary	% from Total Comp Market Median ¹	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Senior Park Maintenance Worker	proposed	N/A	N/A	21	\$6,091	N/A	No	Internal alignment: anchor to 15.0% above Parks Maintenance Worker II.
Senior Planner	\$ 7,760	N/A	N/A	45	\$11,017	42.0%	No	Internal alignment: anchor to 15.0% above Associate Planner. Current salary reported here is based on the City's Planner III.
Senior Public Services Maintenance Worker	\$ 5,358	N/A	N/A	21	\$6,091	13.7%	No	Internal alignment: anchor to 15.0% above Public Services Maintenance Worker II.
Senior Recreation and Event Specialist	proposed	N/A	N/A	23	\$6,400	N/A	No	Internal alignment: anchor to 15.0% above Recreation Specialist II.
Senior Recreation Leader	\$ 4,398	N/A	N/A	13	\$4,999	13.7%	No	Internal alignment: anchor to 10.0% above Recreation Leader II.
Senior Wastewater Treatment Plant Operator	\$ 7,760	N/A	N/A	37	\$9,043	16.5%	No	Internal alignment: anchor to 10.0% above Wastewater Treatment Plant Operator II.
Senior Water Meter/Distribution Operator	proposed	N/A	N/A	25	\$6,724	N/A	No	Internal alignment: anchor to 15.0% above Water Meter/ Distribution Operator II.
Senior Water Treatment Plant Operator	proposed	N/A	N/A	37	\$9,043	N/A	No	Internal alignment: anchor to 10.0% above Water Treatment Plant Operator III.
Utility Billing Technician	\$ 5,492	N/A	N/A	19	\$5,798	5.6%	No	Internal alignment: anchor to Accounting Technician (same range - currently 7.7% below).
Utility Maintenance Worker I	\$ 5,227	N/A	N/A	15	\$5,253	0.5%	No	Internal alignment: anchor to 10.0% below Utility Maintenance Worker II.
Utility Maintenance Worker II	\$ 5,227	Insuff. Data	N/A	19	\$5,798	10.9%	X	Internal alignment: anchor to 10.0% above Public Services Maintenance Worker II (currently 10.4% above).
Wastewater Operator in Training	\$ 5,227	N/A	N/A	19	\$5,798	10.9%	No	Internal alignment: anchor to Utility Maintenance Worker II (same range - currently at same rate).
Wastewater Plant Chief Operator	\$ 8,780	Insuff. Data	N/A	43	\$10,487	19.4%	X	Internal alignment: anchor to 15.0% above Senior Wastewater Treatment Plant Operator.
Wastewater Treatment Plant Operator I	\$ 6,214	N/A	N/A	23	\$6,400	3.0%	No	Internal alignment: anchor to 10.0% below Wastewater Treatment Plant Operator II.
Wastewater Treatment Plant Operator II	\$ 6,692	14.1%	\$5,745	27	\$7,064	5.6%	X	Override market data: anchor to 20.0% above Water Meter/Distribution Operator II (currently 18.9% above).
Wastewater Treatment Plant Operator III	\$ 7,760	N/A	N/A	33	\$8,192	5.6%	No	Internal alignment: anchor to 15.0% above Wastewater Treatment Plant Operator II (currently 15.9% above).
Water Meter/Distribution Operator I	\$ 5,227	N/A	N/A	15	\$5,253	0.5%	No	Internal alignment: anchor to Utility Maintenance Worker I (same range - currently at same rate).
Water Meter/Distribution Operator II	\$ 5,629	2.3%	\$5,502	19	\$5,798	3.0%	X	Override market data. Internal alignment: anchor to Utility Maintenance Worker II (same range - currently at same rate).
Water Operator In Training	\$ 5,227	N/A	N/A	19	\$5,798	10.9%	No	Internal alignment: anchor to Utility Maintenance Worker II (same range - currently at same rate).
Water Plant Chief Operator	\$ 8,780	Insuff. Data	N/A	43	\$10,487	19.4%	X	Internal alignment: anchor to 15.0% above Senior Water Treatment Plant Operator.
Water Treatment Plant Operator I	\$ 6,214	N/A	N/A	23	\$6,400	3.0%	No	Internal alignment: anchor to 10.0% below Water Treatment Plant Operator II.
Water Treatment Plant Operator II	\$ 6,692	9.0%	\$6,090	27	\$7,064	5.6%	X	Override market data: anchor to Wastewater Treatment Plant Operator II (same range - currently at same rate).

**City of Imperial
Proposed Salary Plan
November 2024
SALARIES @ MEDIAN**

Class Title	FY 2024/25 Maximum Monthly Salary	% from Total Comp Market Median ¹	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Water Treatment Plant Operator III	\$7,760	N/A	N/A	33	\$8,192	5.6%	No	Internal alignment: anchor to 15.0% above Water Treatment Plant Operator II.
¹ 90% of Market Median for Executives								

Legend for columns:

Column A - Classification Title.

Column B - Client's current monthly maximum salaries.

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

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

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

Column F - Monthly maximum salary of the consultant's newly proposed salary ranges.

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

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

Column I - 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).

**City of Imperial
Proposed Salary Plan
October 2024
SALARIES @ 95% OF MEDIAN**

Class Title	FY 2024/25 Maximum Monthly Salary	% from Total Comp Market Median	% from 95% of Total Comp Market Median ¹	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Accountant	proposed	proposed	N/A	\$7,838	31	\$7,797	N/A	X	Market and range placement.
Accounting Assistant I	proposed	proposed	N/A	N/A	9	\$4,529	N/A	No	Internal alignment: anchor to 10.0% below Accounting Assistant II.
Accounting Assistant II	\$ 4,854	N/A	N/A	N/A	13	\$4,999	3.0%	No	Internal alignment: anchor to 5.0% above Administrative Assistant (currently 2.5% above).
Accounting Technician	\$ 5,914	3.0%	8.0%	\$5,440	16	\$5,384	-9.0%	X	Market and range placement. Y-Rating Recommended.
Administrative Assistant	\$ 4,736	-4.6%	0.4%	\$4,719	11	\$4,759	0.5%	X	Market and range placement.
Administrative Specialist	\$ 4,736	N/A	N/A	N/A	23	\$6,400	35.1%	No	Internal alignment: anchor to 15.0% below Management Analyst.
Animal Control Officer	proposed	N/A	N/A	N/A	7	\$4,311	N/A	No	Internal alignment: anchor to Police Services Officer II (same range).
Assistant City Clerk	\$ 7,386	-7.4%	-2.4%	\$7,565	30	\$7,607	3.0%	X	Market and range placement.
Assistant Planner	proposed	N/A	N/A	N/A	31	\$7,797	N/A	No	Internal alignment: anchor to 15.0% below Associate Planner.
Assistant to the City Manager	\$ 12,103	Insuff. Data	N/A	N/A	54	\$13,759	13.7%	X	Internal alignment: anchor to 20.0% below department directors (currently 10.4% below).
Associate Planner	proposed	N/A	N/A	\$8,986	37	\$9,043	N/A	X	Market and range placement.
Building Inspection & Code Enforcement Supervisor	proposed	N/A	N/A	N/A	37	\$9,043	N/A	No	Internal alignment: anchor to Fleet and Facilities Supervisor (same range).
Building Inspector I	\$ 6,859	N/A	N/A	N/A	22	\$6,244	-9.0%	No	Internal alignment: anchor to 10.0% below Building Inspector II. Y-Rating Recommended.
Building Inspector II	\$ 7,206	-0.7%	4.3%	\$6,895	26	\$6,892	-4.4%	X	Market and range placement. Y-Rating Recommended.
Building Official	proposed	proposed	N/A	\$10,702	44	\$10,749	N/A	X	Market and range placement.
Chief of Police	\$13,359	-6.40%	3.6%	\$12,878	62	\$16,764	25.5%	X	Override market data: anchor to Finance Director (same range - currently at same rate).
City Manager	\$ 19,574	-19.5%	-9.5%	\$21,437	72	\$21,460	9.6%	X	Market and range placement at 90.0% of median.
Code Enforcement Inspector I	proposed	N/A	N/A	N/A	17	\$5,518	N/A	No	Internal alignment: anchor to 10.0% below Code Enforcement Inspector II.
Code Enforcement Inspector II	\$ 5,914	-8.9%	-3.9%	\$6,146	21	\$6,091	3.0%	X	Market and range placement.
Collection System Worker I	proposed	N/A	N/A	N/A	13	\$4,999	N/A	No	Internal alignment: anchor to 10.0% below Collection System Worker II.
Collection System Worker II	\$ 5,227	Insuff. Data	N/A	N/A	17	\$5,518	5.6%	X	Internal alignment: anchor to 10.0% above Public Services Maintenance Worker II (currently 10.4% above).
Community Development Director	\$ 13,360	-32.6%	-22.6%	\$16,384	62	\$16,764	25.5%	X	Override market data: anchor to Finance Director (same range - currently at same rate).

**City of Imperial
Proposed Salary Plan
October 2024
SALARIES @ 95% OF MEDIAN**

Class Title	FY 2024/25 Maximum Monthly Salary	% from Total Comp Market Median	% from 95% of Total Comp Market Median ¹	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Community Development Technician I	proposed	N/A	N/A	N/A	12	\$4,877	N/A	No	Internal alignment: anchor to 10.0% below Community Development Technician II.
Community Development Technician II	\$ 4,398	-27.9%	-22.9%	\$5,406	16	\$5,384	22.4%	X	Market and range placement.
Construction Project Coordinator	\$ 6,692	N/A	N/A	N/A	25	\$6,724	0.5%	No	Internal alignment: anchor to Water Treatment Plant Operator II (same range - currently at same rate).
Construction Project Manager	\$ 10,437	N/A	N/A	N/A	44	\$10,749	3.0%	No	Internal alignment: anchor to 10.0% below Public Services Manager (currently 15.9% below). Y-Rating Recommended.
Crime Analyst	\$ 6,528	Insuff. Data	N/A	N/A	25	\$6,724	3.0%	X	Internal alignment: anchor to 10.0% below Management Analyst (currently 18.9% below).
Cybersecurity Program Manager	proposed	N/A	N/A	N/A	44	\$10,749	N/A	No	Internal alignment: anchor to GIS Program Manager (same range).
Electrician	\$ 7,386	N/A	N/A	N/A	29	\$7,422	0.5%	No	Internal alignment: anchor to 20.0% below Public Services Supervisor (currently 18.9% below).
Engineering Technician I	proposed	N/A	N/A	N/A	19	\$5,798	N/A	No	Internal alignment: anchor to 10.0% below Engineering Technician II.
Engineering Technician II	proposed	proposed	N/A	\$6,332	23	\$6,400	N/A	X	Market and range placement.
Equipment Mechanic	\$ 5,629	-6.72%	-1.72%	\$5,726	19	\$5,798	3.0%	X	Market and range placement.
Executive Assistant	\$ 6,692	N/A	N/A	N/A	23	\$6,400	-4.4%	No	Internal alignment: anchor to 15.0% below Management Analyst (currently 16.0% below). Y-Rating Recommended.
Facilities Maintenance Worker	\$ 4,736	N/A	N/A	N/A	13	\$4,999	5.6%	No	Internal alignment: anchor to Public Services Maintenance Worker II (same range - currently at same rate).
Finance Director	\$ 13,360	-35.7%	-25.7%	\$16,794	62	\$16,764	25.5%	X	Market and range placement at 90.0% of median.
Finance Manager	proposed	proposed	N/A	\$11,487	48	\$11,865	N/A	X	Override market data: anchor to Police Captain (same range).
Finance Supervisor	\$ 12,103	4.5%	9.5%	\$10,959	45	\$11,017	-9.0%	X	Market and range placement. Y-Rating Recommended.
Fleet and Facilities Supervisor	proposed	proposed	N/A	\$8,983	37	\$9,043	N/A	X	Market and range placement.
GIS Analyst	\$ 6,859	N/A	N/A	N/A	25	\$6,724	-2.0%	No	Internal alignment: anchor to 10.0% below Management Analyst (currently 13.1% below). Y-Rating Recommended.
GIS Program Manager	\$ 10,437	N/A	N/A	N/A	44	\$10,749	3.0%	No	Internal alignment: anchor to 10.0% below Public Services Manager (currently 15.9% below).
Human Resources Analyst	\$ 7,386	N/A	N/A	N/A	29	\$7,422	0.5%	No	Internal alignment: anchor to Management Analyst (same range - currently 5.0% below).
Human Resources Director	\$ 12,103	-26.1%	-16.1%	\$14,057	62	\$16,764	38.5%	X	Override market data: anchor to Finance Director (same range - currently 10.0% below).
Human Resources Specialist	\$ 7,760	10.4%	15.4%	\$6,567	23	\$6,400	-17.5%	X	Override market data: anchor to 15.0% below Human Resources Analyst. Y-Rating Recommended.
HVAC/Electrical Technician	\$5,227	N/A	N/A	N/A	19	\$5,798	10.9%	No	Internal alignment: anchor to Equipment Mechanic (same range - currently 7.6% below).
Information Technology Director	\$ 13,360	-25.3%	-15.3%	\$15,409	62	\$16,764	25.5%	X	Override market data: anchor to Finance Director (same range - currently at same rate).

**City of Imperial
Proposed Salary Plan
October 2024
SALARIES @ 95% OF MEDIAN**

Class Title	FY 2024/25 Maximum Monthly Salary	% from Total Comp Market Median	% from 95% of Total Comp Market Median ¹	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Information Technology Technician I	\$ 4,736	N/A	N/A	N/A	19	\$5,798	22.4%	No	Internal alignment: anchor to 10.0% below Information Technology Technician II.
Information Technology Technician II	\$ 5,914	-13.6%	-8.6%	\$6,421	23	\$6,400	8.2%	X	Market and range placement.
Librarian	\$ 7,386	-1.2%	3.8%	\$7,106	27	\$7,064	-4.4%	X	Market and range placement. Y-Rating Recommended.
Library Assistant	\$ 4,736	Insuff. Data	N/A	N/A	17	\$5,518	16.5%	X	Internal alignment: anchor to 25.0% below Librarian (currently 56.0% below).
Library Clerk	\$ 4,736	20.1%	25.1%	\$3,548	11	\$4,759	0.5%	X	Override market data: anchor to 15.0% above Library Page (currently 13.0% above).
Library Grant Coordinator	\$ 6,859	N/A	N/A	N/A	24	\$6,560	-4.4%	No	Internal alignment: anchor to 7.5% below Librarian (currently 7.7% below). Y-Rating Recommended.
Library Manager	\$ 7,954	-20.9%	-15.9%	\$9,220	48	\$11,865	49.2%	X	Override market data: anchor to Police Captain (same range).
Library Page	\$ 4,186	Insuff. Data	N/A	N/A	5	\$4,103	-2.0%	X	Recommend Range #5 as greater than the \$17.00 per hour to exceed the 2025 California minimum wage of \$16.50 per hour. In addition, with an upcoming 2.5% COLA, this range will exceed the 2026 California minimum wage of \$18.00 per hour.
Library Support Services Worker	\$ 4,186	N/A	N/A	N/A	5	\$4,103	-2.0%	No	Recommend Range #5 as greater than the \$17.00 per hour to exceed the 2025 California minimum wage of \$16.50 per hour. In addition, with an upcoming 2.5% COLA, this range will exceed the 2026 California minimum wage of \$18.00 per hour. Y-Rating Recommended.
Library Technician	\$ 5,100	Insuff. Data	N/A	N/A	17	\$5,518	8.2%	X	Internal alignment: anchor to 15.0% above Library Clerk (currently 7.7% above).
Lifeguard	\$ 4,186	N/A	N/A	N/A	5	\$4,103	-2.0%	No	Recommend Range #5 as greater than the \$17.00 per hour to exceed the 2025 California minimum wage of \$16.50 per hour. In addition, with an upcoming 2.5% COLA, this range will exceed the 2026 California minimum wage of \$18.00 per hour. Y-Rating Recommended.
Lifeguard/Swim Instructor	\$ 4,290	Insuff. Data	N/A	N/A	9	\$4,529	5.6%	X	Internal alignment: anchor to 10.0% above Lifeguard (currently 2.5% above).
Literacy Coordinator	\$ 6,859	N/A	N/A	N/A	24	\$6,560	-4.4%	No	Internal alignment: anchor to 7.5% below Librarian (currently 7.7% below). Y-Rating Recommended.
Management Analyst	\$ 7,760	-0.1%	4.9%	\$7,381	29	\$7,422	-4.4%	X	Market and range placement. Y-Rating Recommended.
Network Specialist	N/A	N/A	N/A	N/A	29	\$7,422	N/A	No	Internal alignment: anchor to 15.0% above Information Technology Technician II.
Organic Waste Specialist	\$ 5,358	N/A	N/A	N/A	15	\$5,253	-2.0%	No	Internal alignment: anchor to 15.0% below Code Enforcement Inspector II (currently 10.0% below). Y-Rating Recommended.
Parks and Recreation Director	\$ 13,360	Insuff. Data	N/A	N/A	62	\$16,764	25.5%	X	Internal alignment: anchor to Finance Director (same range - currently at same rate).
Parks Maintenance Coordinator	\$ 5,358	N/A	N/A	N/A	19	\$5,798	8.2%	No	Internal alignment: anchor to Senior Public Services Maintenance Worker (same range - currently at same rate).
Parks Maintenance Worker I	\$ 4,398	N/A	N/A	N/A	9	\$4,529	3.0%	No	Internal alignment: anchor to 10.0% below Parks Maintenance Worker II.
Parks Maintenance Worker II	\$ 4,736	12.4%	17.4%	\$3,912	13	\$4,999	5.6%	X	Override market data: anchor to Public Services Maintenance Worker II (same range - currently at same rate).

**City of Imperial
Proposed Salary Plan
October 2024
SALARIES @ 95% OF MEDIAN**

Class Title	FY 2024/25 Maximum Monthly Salary	% from Total Comp Market Median	% from 95% of Total Comp Market Median ¹	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Police Captain	\$ 12,103	-2.3%	2.7%	\$11,776	48	\$11,865	-2.0%	X	Market and range placement. Y-Rating Recommended.
Police Corporal	\$ 8,153	Insuff. Data	N/A	N/A	24	\$6,560	-19.5%	X	Internal alignment: anchor to 15.0% above Police Officer (currently 15.9% above). Y-Rating Recommended.
Police Officer	\$ 7,030	14.6%	19.6%	\$5,655	18	\$5,656	-19.5%	X	Market and range placement. Y-Rating Recommended.
Police Sergeant	\$ 9,224	8.9%	13.9%	\$7,939	32	\$7,992	-13.4%	X	Market and range placement. Y-Rating Recommended.
Police Services Officer I	\$ 4,976	N/A	N/A	N/A	3	\$3,906	-21.5%	No	Internal alignment: anchor to 10.0% below Police Services Officer II. Y-Rating Recommended.
Police Services Officer II	\$ 5,629	18.5%	23.5%	\$4,307	7	\$4,311	-23.4%	X	Market and range placement. Y-Rating Recommended.
Project Coordinator	\$ 4,736	N/A	N/A	N/A	20	\$5,943	25.5%	No	Internal alignment: anchor to 10.0% above Community Development Technician II (currently 7.7% above).
Property and Evidence Technician	\$ 5,629	16.3%	21.3%	\$4,428	8	\$4,419	-21.5%	X	Market and range placement. Y-Rating Recommended.
Public Services Director	\$ 13,360	-33.9%	-23.9%	\$16,558	62	\$16,764	25.5%	X	Internal alignment: anchor to Finance Director (same range - currently at same rate).
Public Services Maintenance Worker I	\$ 4,398	N/A	N/A	N/A	9	\$4,529	3.0%	No	Internal alignment: anchor to 10.0% below Public Services Maintenance Worker II.
Public Services Maintenance Worker II	\$ 4,736	-10.7%	-5.7%	\$5,004	13	\$4,999	5.6%	X	Market and range placement.
Public Services Manager	\$ 12,103	9.7%	14.7%	\$10,324	48	\$11,865	-2.0%	X	Override market data: anchor to Police Captain (same range). Y-Rating Recommended.
Public Services Supervisor	\$ 8,780	-7.2%	-2.2%	\$8,976	37	\$9,043	3.0%	X	Market and range placement.
Purchasing Technician	proposed	N/A	N/A	N/A	16	\$5,384	N/A	No	Internal alignment: anchor to Accounting Technician (same range).
Recreation and Special Events Coordinator	\$ 6,859	6.7%	11.7%	\$6,060	29	\$7,422	8.2%	X	Override market data: anchor to 15.0% above Senior Recreation and Events Specialist.
Recreation Leader I	\$ 4,186	N/A	N/A	N/A	5	\$4,103	-2.0%	No	Recommend Range #5 as greater than the \$17.00 per hour to exceed the 2025 California minimum wage of \$16.50 per hour. In addition, with an upcoming 2.5% COLA, this range will exceed the 2026 California minimum wage of \$18.00 per hour. Y-Rating Recommended.
Recreation Leader II	\$ 4,290	20.0%	25.0%	\$3,218	9	\$4,529	5.6%	X	Override market data: internal alignment: anchor to 10.0% above Recreation Leader I (currently 2.5% above).
Recreation Specialist I	proposed	N/A	N/A	N/A	13	\$4,999	N/A	No	Internal alignment: anchor to 10.0% above Recreation Leader II.
Recreation Specialist II	\$ 4,736	N/A	N/A	N/A	17	\$5,518	16.5%	No	Internal alignment: anchor to 20.0% above Recreation Leader II (currently 10.0% above).
Senior Collection System Worker	proposed	N/A	N/A	N/A	23	\$6,400	N/A	No	Internal alignment: anchor to 15.0% above Collection System Worker II.
Senior Equipment Mechanic	\$ 6,062	N/A	N/A	N/A	25	\$6,724	10.9%	No	Internal alignment: anchor to 15.0% above Equipment Mechanic.
Senior Lifeguard/Swim Instructor	\$ 4,398	N/A	N/A	N/A	13	\$4,999	13.7%	No	Internal alignment: anchor to 10.0% above Lifeguard/Swim Instructor (currently 2.5% above).

**City of Imperial
Proposed Salary Plan
October 2024
SALARIES @ 95% OF MEDIAN**

Class Title	FY 2024/25 Maximum Monthly Salary	% from Total Comp Market Median	% from 95% of Total Comp Market Median ¹	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Senior Park Maintenance Worker	proposed	N/A	N/A	N/A	19	\$5,798	N/A	No	Internal alignment: anchor to 15.0% above Parks Maintenance Worker II.
Senior Planner	\$ 7,760	N/A	N/A	N/A	43	\$10,487	35.1%	No	Internal alignment: anchor to 15.0% above Associate Planner. Current salary reported here is based on the City's Planner III.
Senior Public Services Maintenance Worker	\$ 5,358	N/A	N/A	N/A	19	\$5,798	8.2%	No	Internal alignment: anchor to 15.0% above Public Services Maintenance Worker II.
Senior Recreation and Event Specialist	proposed	N/A	N/A	N/A	23	\$6,400	N/A	No	Internal alignment: anchor to 15.0% above Recreation Specialist II.
Senior Recreation Leader	\$ 4,398	N/A	N/A	N/A	13	\$4,999	13.7%	No	Internal alignment: anchor to 10.0% above Recreation Leader II.
Senior Wastewater Treatment Plant Operator	\$ 7,760	N/A	N/A	N/A	35	\$8,607	10.9%	No	Internal alignment: anchor to 10.0% above Wastewater Treatment Plant Operator III.
Senior Water Meter/Distribution Operator	proposed	N/A	N/A	N/A	23	\$6,400	N/A	No	Internal alignment: anchor to 15.0% above Water Meter/ Distribution Operator II.
Senior Water Treatment Plant Operator	proposed	N/A	N/A	N/A	35	\$8,607	N/A	No	Internal alignment: anchor to 10.0% above Water Treatment Plant Operator III.
Utility Billing Technician	\$ 5,492	N/A	N/A	N/A	16	\$5,384	-2.0%	No	Internal alignment: anchor to Accounting Technician (same range - currently 7.7% below). Y-Rating Recommended.
Utility Maintenance Worker I	\$ 5,227	N/A	N/A	N/A	13	\$4,999	-4.4%	No	Internal alignment: anchor to 10.0% below Utility Maintenance Worker II. Y-Rating Recommended.
Utility Maintenance Worker II	\$ 5,227	Insuff. Data	N/A	N/A	17	\$5,518	5.6%	X	Internal alignment: anchor to 10.0% above Public Services Maintenance Worker II (currently 10.4% above).
Wastewater Operator in Training	\$ 5,227	N/A	N/A	N/A	17	\$5,518	5.6%	No	Internal alignment: anchor to Utility Maintenance Worker II (same range - currently at same rate).
Wastewater Plant Chief Operator	\$ 8,780	Insuff. Data	N/A	N/A	41	\$9,981	13.7%	X	Internal alignment: anchor to 15.0% above Senior Wastewater Treatment Plant Operator.
Wastewater Treatment Plant Operator I	\$ 6,214	N/A	N/A	N/A	21	\$6,091	-2.0%	No	Internal alignment: anchor to 10.0% below Wastewater Treatment Plant Operator II. Y-Rating Recommended.
Wastewater Treatment Plant Operator II	\$ 6,692	14.1%	19.1%	\$5,411	25	\$6,724	0.5%	X	Override market data: anchor to 20.0% above Water Meter/Distribution Operator II (currently 18.9% above).
Wastewater Treatment Plant Operator III	\$ 7,760	N/A	N/A	N/A	31	\$7,797	0.5%	No	Internal alignment: anchor to 15.0% above Wastewater Treatment Plant Operator II (currently 15.9% above).
Water Meter/Distribution Operator I	\$ 5,227	N/A	N/A	N/A	13	\$4,999	-4.4%	No	Internal alignment: anchor to Utility Maintenance Worker I (same range - currently at same rate). Y-Rating Recommended.
Water Meter/Distribution Operator II	\$ 5,629	2.3%	7.3%	\$5,221	17	\$5,518	-2.0%	X	Override market data: Internal alignment: anchor to Utility Maintenance Worker II (same range - currently at same rate). Y-Rating Recommended.
Water Operator In Training	\$ 5,227	N/A	N/A	N/A	17	\$5,518	5.6%	No	Internal alignment: anchor to Utility Maintenance Worker II (same range - currently at same rate).
Water Plant Chief Operator	\$ 8,780	Insuff. Data	N/A	N/A	41	\$9,981	13.7%	X	Internal alignment: anchor to 15.0% above Senior Water Treatment Plant Operator.
Water Treatment Plant Operator I	\$ 6,214	N/A	N/A	N/A	21	\$6,091	-2.0%	No	Internal alignment: anchor to 10.0% below Water Treatment Plant Operator II. Y-Rating Recommended.
Water Treatment Plant Operator II	\$ 6,692	9.0%	14.0%	\$5,755	25	\$6,724	0.5%	X	Override market data: anchor to Wastewater Treatment Plant Operator II (same range - currently at same rate).
Water Treatment Plant Operator III	\$7,760	N/A	N/A	N/A	31	\$7,797	0.5%	No	Internal alignment: anchor to 15.0% above Water Treatment Plant Operator II. Y-Rating Recommended.

City of Imperial
Proposed Salary Plan
October 2024
SALARIES @ 95% OF MEDIAN

Class Title	FY 2024/25 Maximum Monthly Salary	% from Total Comp Market Median	% from 95% of Total Comp Market Median ¹	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
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¹ 90% of Market Median for Executives

Column A - Classification Title.

Column B - Client's current monthly maximum salaries.

Column C - Shows the percentage difference between the client's current maximum monthly salaries and the Median value of Total Compensation in the market.

Column D - Shows the percentage difference between the client's current maximum monthly salaries and 90% of the Median value of Total Compensation in the market.

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

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

Column G - Monthly maximum salary of the consultant's newly proposed salary ranges.

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

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

Column J - 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).

Appendix V

Additional Benefits

**ADDITIONAL BENEFITS
AUGUST 8, 2024**
Educational Incentive

Agency/Bargaining Unit	Educational Incentive
City Imperial	
City Manager	N/A
Police Association	\$75 each pay period Bachelors \$150 each pay period Masters
Teamsters	N/A
Unrepresented	Safety \$75 each pay period Bachelors \$150 each pay period Masters
City Brawley	
Police Sergeants Association	N/A
Public Safety Employees' Association (Non-Sworn)	N/A
Public Safety Employees' Association (Sworn)	N/A
City Manager	N/A
Director Public Works Operations Assistant to the City Manager Information Technology Director	N/A
Management Confidential Unrepresented	N/A
Teamsters	N/A

**ADDITIONAL BENEFITS
AUGUST 8, 2024**

City Calexico	
City Manager Director Planning & Building Services	N/A
Municipal Employees' Association Unrepresented	5% Associate 10% Bachelors 10% Maximum
Management Association	10% Masters
Management Association (Sworn)	10% Masters
Police Officers' Association	5% Associate or Intermediate POST 10% Bachelors or Advanced POST Employees limited to one increase, 10% Maximum
SEIU Certified Operators	N/A
Supervisor's Association	10% Masters
Unrepresented	5% Associate 10% Bachelors 10% Maximum
City Coachella	
Management Employee Compensation Plan	N/A
Teamsters Confidential Mid-Management	N/A
Teamsters Sanitary & Miscellaneous	N/A
City Manager	N/A

**ADDITIONAL BENEFITS
AUGUST 8, 2024**

City El Centro	
Certified Water Treatment Plant Operators, Certified Wastewater Treatment Plant Operators and Certified Water Distribution Operators/Sewer	\$50 each pay period Associate \$75 each pay period Bachelors \$100 each pay period Masters
City Manager	N/A
Community Services Director Director Public Works & City Engineer Director Human Resources Community Development Director Assistant Director Community Development	N/A
General Employees	\$50 each pay period Associate \$75 each pay period Bachelors \$100 each pay period Masters
Unrepresented Police Commander Management	\$75 each pay period Bachelors \$100 each pay period Masters
Police Officers Association Police Sergeants Police Dispatchers	\$50 each pay period Associate \$75 each pay period Bachelors \$100 each pay period Masters \$100 Maximum AND \$100 each pay period Intermediate POST \$150 each pay period Intermediate POST \$150 each pay period Supervisor \$150 Maximum
Supervisor, Professional and Technical	\$50 each pay period Associate \$75 each pay period Bachelors \$100 each pay period Masters
Unrepresented Management	\$50 each pay period Associate \$75 each pay period Bachelors \$100 each pay period Masters
City of Indio	

**ADDITIONAL BENEFITS
AUGUST 8, 2024**

Employees' Association	2.5% Associate 5.0% Bachelors 5.0% Maximum
Police Officers' Association - Safety	N/A
Police Officers' Association - NonSafety	N/A
Water Authority Employees' Association	2.5% Associate 5.0% Bachelors 5.0% Maximum
Management, Confidential & Unrepresented	N/A
At-Will - Safety	N/A
At-Will - NonSafety	N/A
Police Command Unit	N/A
Service Employees International Union	2.5% Associate 5.0% Bachelors 5.0% Maximum
City of Palm Desert	
All Employees	N/A
City of Palm Springs	
Police Management Association	3% Bachelors or 5% Masters 9% Masters and Management POST
Police Officer Association	1.5% Associate 3.0% Bachelors 3.0% Maximum

**ADDITIONAL BENEFITS
AUGUST 8, 2024**

Public Employees Association	5% Masters
Executive and Management Association	5% Masters Eligible for Educational Incentive or Bilingual Pay, no combination
City Manager	5% Masters Eligible for Educational Incentive or Bilingual Pay, no combination
County of Imperial	
Management Bargaining Unit Department Heads Unrepresented Confidential Professional Employees	N/A
Professional Employee Group Working Supervisors	N/A
Sheriff's Association Public Safety Supervisory Unit	N/A
Public Safety Managers Association	N/A
County of San Diego	
Deputy Sheriffs' Association	5% Bachelors and 4 years of service Deputy Sheriff-Detentions/Court Services • Sheriff's Detention Lieutenant • Sheriff's Sergeant-Detentions
Sheriffs' Management	10% Bachelors Sheriff's Detention Captain • Sheriff's Detention Commander
SEIU Clerical, Public Service, Professional, Middle Management	\$50 biweekly Master of Social Work 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 Librarian Substitute • Librarian
Teamsters Crafts Teamster Construction, Maintenance, Operations & Repair	N/A

ADDITIONAL BENEFITS
AUGUST 8, 2024

Confidential Employees	N/A
Confidential Management Management	N/A
Unclassified Management Unrepresented / Executive	N/A

ADDITIONAL BENEFITS
AUGUST 8, 2024
Bilingual Pay

Agency/Bargaining Unit	Bilingual Pay
City Imperial	
City Manager	N/A
Police Association	\$25 each pay period oral proficiency \$25 each pay period written proficiency Public Services Officer • Police Officer • Corporal • Sergeant
Teamsters	\$25 each pay period oral proficiency \$25 each pay period written proficiency
Unrepresented	\$25 each pay period oral proficiency \$25 each pay period written proficiency Administrative Services Technician • Building Inspector III • Executive Assistant • Financial Analyst • Human Resources Analyst • Human Resources Specialist • Literacy Coordinator • Management Analyst • Public Records Analyst • Recreation Coordinator • Special Events Coordinator
City Brawley	
Police Sergeants Association	5.00%
Public Safety Employees' Association (Non-Sworn)	5.00%
Public Safety Employees' Association (Sworn)	5.00%

ADDITIONAL BENEFITS
AUGUST 8, 2024

City Manager	N/A
Director Public Works Operations Assistant to the City Manager Information Technology Director	N/A
Management Confidential Unrepresented	N/A
Teamsters	N/A
City Calexico	
City Manager Director Planning & Building Services	N/A
Municipal Employees' Association Unrepresented	N/A
Management Association	N/A
Management Association (Sworn)	N/A
Police Officers' Association	N/A
SEIU Certified Operators	N/A
Supervisor's Association	N/A
Unrepresented	N/A

ADDITIONAL BENEFITS
AUGUST 8, 2024

City Coachella	
Management Employee Compensation Plan	N/A
Teamsters Confidential Mid-Management	\$50 each pay period for conversational Spanish skills on a limited basis. 5% when speaking Spanish is a primary duty.
Teamsters Sanitary & Miscellaneous	\$50 each pay period for conversational Spanish skills on a limited basis. 5% when speaking Spanish is a primary duty: Accounting Technician (Payroll) • Assistant Engineer • Code Enforcement Aide • Code Enforcement Officer • Customer Service Representative • Department Assistant in Code Enforcement, Community Development, Engineering Services, Human Resources, Public Works • Economic Development Technician • Engineering Technician • Human Resources Technician • Parks Ranger • Payroll Specialist • Planning Technician • Public Works/Landscape and Lighting Inspector • Recreation Services Coordinator • Senior Center Assistant • Senior Center Coordinator • Senior Center Operator • Water Service Worker II
City Manager	N/A
City El Centro	
Certified Water Treatment Plant Operators, Certified Wastewater Treatment Plant Operators and Certified Water Distribution Operators/Sewer	\$40 each pay period

ADDITIONAL BENEFITS
AUGUST 8, 2024

City Manager	N/A
Community Services Director Director Public Works & City Engineer Director Human Resources Community Development Director Assistant Director Community Development	N/A
General Employees	\$40 each pay period
Unrepresented Police Commander Management	N/A
Police Officers Association Police Sergeants Police Dispatchers	\$40 each pay period
Supervisor, Professional and Technical	N/A
Unrepresented Management	\$40 each pay period
City of Indio	
Employees' Association	\$25 each pay period
Police Officers' Association - Safety	\$75 each pay period
Police Officers' Association - NonSafety	\$75 each pay period
Water Authority Employees' Association	\$25 each pay period

ADDITIONAL BENEFITS
AUGUST 8, 2024

Management, Confidential & Unrepresented	\$25 each pay period
At-Will - Safety	\$25 each pay period
At-Will - NonSafety	N/A
Police Command Unit	N/A
Service Employees International Union	\$25 each pay period
City of Palm Desert	
All Employees	\$25 each pay period
City of Palm Springs	
Police Management Association	\$125 each month speaking and listening \$125 each month writing \$250 maximum
Police Officer Association	\$125 each month speaking and listening \$125 each month writing \$250 maximum
Public Employees Association	\$125 each month speaking and listening \$125 each month writing \$250 maximum

ADDITIONAL BENEFITS
AUGUST 8, 2024

Executive and Management Association	<p style="text-align: center;">\$125 each month speaking and listening \$125 each month writing \$250 maximum</p> <p style="text-align: center;">Eligible for Educational Incentive or Bilingual Pay, no combination</p>
City Manager	<p style="text-align: center;">\$125 each month speaking and listening \$125 each month writing \$250 maximum</p> <p style="text-align: center;">Eligible for Educational Incentive or Bilingual Pay, no combination</p>
County of Imperial	
Management Bargaining Unit Department Heads Unrepresented	\$20 each pay period
Confidential Professional Employees Professional Employee Group Working Supervisors Teamsters	\$20 each pay period
Sheriff's Association Public Safety Supervisory Unit	\$20 each pay period
Public Safety Managers Association	\$20 each pay period
County of San Diego	
Deputy Sheriffs' Association	\$75 biweekly for positions requiring 40+ hours bilingual skills
Sheriffs' Management	N/A

ADDITIONAL BENEFITS
AUGUST 8, 2024

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.
Confidential Employees	N/A
Confidential Management Management	N/A
Unclassified Management Unrepresented / Executive	N/A

ADDITIONAL BENEFITS
AUGUST 8, 2024
Call Back Pay

Agency/Bargaining Unit	Call Back Pay
City Imperial	
City Manager	N/A
Police Association	Hours worked at time-and-one-half when on-call 2 hours minimum at time-and-one-half when not on-call
Teamsters	3 hours minimum at time-and-one-half
Unrepresented	N/A
City Brawley	
Police Sergeants Association	N/A
Public Safety Employees' Association (Non-Sworn)	N/A
Public Safety Employees' Association (Sworn)	N/A
City Manager	N/A
Director Public Works Operations Assistant to the City Manager Information Technology Director	N/A

ADDITIONAL BENEFITS
AUGUST 8, 2024

Management Confidential Unrepresented	N/A
Teamsters	2 hours minimum straight time Pay at time-and-one-half after 40 hours in a week.
City Calexico	
City Manager Director Planning & Building Services	N/A
Municipal Employees' Association Unrepresented	2 hours minimum at time-and-one-half
Management Association	N/A
Management Association (Sworn)	N/A
Police Officers' Association	2 hours minimum at time-and-one-half
SEIU Certified Operators	First hour at double time Additional hours at time-and-one-half
Supervisor's Association	N/A
Unrepresented	2 hours minimum at time-and-one-half
City Coachella	
Management Employee Compensation Plan	N/A

ADDITIONAL BENEFITS
AUGUST 8, 2024

Teamsters Confidential Mid-Management	N/A
Teamsters Sanitary & Miscellaneous	Time-and-one-half for call outs 2 hours or less 4 hours time-and-one-half for call outs 2-4 hours 8 hours time-and-one-half for call outs over 4 hours in a 24 hour period
City Manager	N/A
City El Centro	
Certified Water Treatment Plant Operators, Certified Wastewater Treatment Plant Operators and Certified Water Distribution Operators/Sewer	3 hours minimum at time-and-one-half
City Manager	N/A
Community Services Director Director Public Works & City Engineer Director Human Resources Community Development Director Assistant Director Community Development	N/A
General Employees	3 hours minimum at time-and-one-half
Unrepresented Police Commander Management	N/A
Police Officers Association Police Sergeants Police Dispatchers	2 hours minimum straight time for Police Officers 3 hours minimum straight time for Police Sergeants 3 hours minimum at time-and-one-half for Police Dispatchers

ADDITIONAL BENEFITS
AUGUST 8, 2024

Supervisor, Professional and Technical	3 hours minimum at time-and-one-half Nonexempt positions only Including commute time and time worked
Unrepresented Management	N/A
City of Indio	
Employees' Association	3 hours minimum at time-and-one-half
Police Officers' Association - Safety	2 hours minimum at time-and-one-half
Police Officers' Association - NonSafety	2 hours minimum at time-and-one-half
Water Authority Employees' Association	3 hours minimum at time-and-one-half
Management, Confidential & Unrepresented	3 hours minimum at time-and-one-half
At-Will - Safety	3 hours minimum at time-and-one-half
At-Will - NonSafety	N/A
Police Command Unit	2 hours minimum at time-and-one-half
Service Employees International Union	3 hours minimum at time-and-one-half
City of Palm Desert	

ADDITIONAL BENEFITS
AUGUST 8, 2024

All Employees	2 hours minimum at time-and-one-half Nonexempt only
City of Palm Springs	
Police Management Association	N/A
Police Officer Association	4 hours minimum straight time Hours worked at straight time within 4 hours prior to scheduled shift.
Public Employees Association	2 hours minimum at time-and-one-half
Executive and Management Association	N/A
City Manager	N/A
County of Imperial	
Management Bargaining Unit Department Heads Unrepresented	N/A
Confidential Professional Employees Professional Employee Group Working Supervisors Teamsters	N/A
Sheriff's Association Public Safety Supervisory Unit	N/A
Public Safety Managers Association	N/A

ADDITIONAL BENEFITS
AUGUST 8, 2024

County of San Diego	
Deputy Sheriffs' Association	3 hours minimum at time-and-one-half
Sheriffs' Management	N/A
SEIU Clerical, Public Service, Professional, Middle Management	3 hours minimum at time-and-one-half
Teamsters Crafts Teamster Construction, Maintenance, Operations & Repair	3 hours minimum at time-and-one-half
Confidential Employees	N/A
Confidential Management Management	N/A
Unclassified Management Unrepresented / Executive	N/A

ADDITIONAL BENEFITS
AUGUST 8, 2024
Certification Pay

Agency/Bargaining Unit	Certification Pay
City Imperial	
City Manager	N/A
Police Association	\$150 each pay period Intermediate POST \$225 each pay period Advanced POST
Teamsters	\$25 each pay period for additional Water Treatment Operator, Water Distribution Operator or Wastewater Treatment Plant Operator certifications for Operators in Water/Wastewater and General Maintenance Worker. \$75 Maximum
Unrepresented	Safety \$150 each pay period Intermediate POST \$225 each pay period Advanced POST
City Brawley	
Police Sergeants Association	2.5% Intermediate POST 2.5% Advanced POST 5.0% Maximum
Public Safety Employees' Association (Non-Sworn)	N/A
Public Safety Employees' Association (Sworn)	2.5% Intermediate POST 2.5% Advanced POST 5.0% Maximum

ADDITIONAL BENEFITS
AUGUST 8, 2024

City Manager	N/A
Director Public Works Operations Assistant to the City Manager Information Technology Director	N/A
Management Confidential Unrepresented	5.0% Supervisory POST
Teamsters	N/A
City Calexico	
City Manager Director Planning & Building Services	N/A
Municipal Employees' Association Unrepresented	N/A
Management Association	N/A
Management Association (Sworn)	N/A
Police Officers' Association	Safety 5% Associate or Intermediate POST, 5% Max 10% Bachelors or Advanced POST, 10% Max
SEIU Certified Operators	5% One additional certification 10% Two or more additional certifications Treatment Operator • Distribution/Collection • Laboratory Technician 10% Maximum

ADDITIONAL BENEFITS
AUGUST 8, 2024

Supervisor's Association	N/A
Unrepresented	N/A
City Coachella	
Management Employee Compensation Plan	N/A
Teamsters Confidential Mid-Management	N/A
Teamsters Sanitary & Miscellaneous	<p>\$25 each month for Treatment Plant Operators and Water Service Workers with Collections Grade II, Wastewater Treatment II or Water Distribution II certification when not required.</p> <p>\$35 each month for Treatment Plant Operators and Water Service Workers with Collections Grade III, Wastewater Treatment III or Water Distribution III certification when not required.</p> <p>\$35 Maximum</p>
City Manager	N/A
City El Centro	

ADDITIONAL BENEFITS
AUGUST 8, 2024

Certified Water Treatment Plant Operators, Certified Wastewater Treatment Plant Operators and Certified Water Distribution Operators/Sewer	4% for Water Treatment Operators with Water Distribution OR Treatment Certification. 8% for Water Treatment Operators with both. 4% for Wastewater Treatment Operators with additional Operator's Certification OR CWEA Technologist's Certification. 8% for Wastewater Treatment Operators with both.
City Manager	N/A
Community Services Director Director Public Works & City Engineer Director Human Resources Community Development Director Assistant Director Community Development	N/A
General Employees	\$30 each pay period for Pool Operator or Playground Inspector Certification. 50¢ each hour for Equipment Mechanics with ASE for heavy trucks, ASE for automobiles AND AWS for welding or AC Refrigerant Recovery and Recycling. \$20 each pay period for Equipment Mechanics with Hybrid and/or CNG certification. \$30 each pay period for Building Maintenance Mechanic with Air Conditioning Certification. \$30 each pay period for Building Maintenance Mechanic with Electrical Certification. 2% for Underground Utilities and Utility Field Representatives with Grade III water distribution certification.
Unrepresented Police Commander Management	\$150 each pay period for Supervisor or Management Certification and Bachelors or Masters

ADDITIONAL BENEFITS
AUGUST 8, 2024

Police Officers Association Police Sergeants Police Dispatchers	<p>\$225 each month for Police Officers with expert qualification in tactics, use of force, narcotics, firearms, traffic accident investigation, child abuse, driving under the influence, and gangs.</p> <p>\$225 each month for Police Sergeants with expert qualification in narcotics, firearms, traffic accident investigation, child abuse, driving under the influence and gangs.</p> <p>\$30 each pay period for Police Dispatchers with Emergency Medical Dispatch certification.</p>
Supervisor, Professional and Technical	N/A
Unrepresented Management	N/A
City of Indio	
Employees' Association	N/A
Police Officers' Association - Safety	<p>7.5% for Police Officers, Police Corporals and Police Dispatchers with Intermediate POST.</p> <p>12.5% for Police Officers, Police Corporals and Police Dispatchers with Advanced POST.</p> <p>7.5% for NonSworn with Intermediate POST equivalent (8 yrs+15 units OR 6 years + 30 units OR 4 years + 60 units OR 2 years + 120 units).</p> <p>12.5% for NonSworn with Advanced POST equivalent (12 years + 30 units OR 9 years + 60 units OR 6 years + 120 units).</p>

ADDITIONAL BENEFITS
AUGUST 8, 2024

Police Officers' Association - NonSafety	7.5% for Police Officers, Police Corporals and Police Dispatchers with Intermediate POST. 12.5% for Police Officers, Police Corporals and Police Dispatchers with Advanced POST. 7.5% for NonSworn with Intermediate POST equivalent (8 yrs+15 units OR 6 years + 30 units OR 4 years + 60 units OR 2 years + 120 units). 12.5% for NonSworn with Advanced POST equivalent (12 years + 30 units OR 9 years + 60 units OR 6 years + 120 units).
Water Authority Employees' Association	N/A
Management, Confidential & Unrepresented	5.0% for Police Dispatch Supervisors with Advanced POST. 10.0% for Police Dispatch Supervisors with Advanced POST and Supervisory POST.
At-Will - Safety	N/A
At-Will - NonSafety	N/A
Police Command Unit	7.5% for Police Sergeants and Police Lieutenants with Intermediate POST 12.5% for Police Sergeants and Police Lieutenants with Advanced OR Supervisory POST 15.0% for Police Sergeants and Police Lieutenants with Advanced AND Supervisory POST 15.0% Maximum
Service Employees International Union	N/A

ADDITIONAL BENEFITS
AUGUST 8, 2024

City of Palm Desert	
All Employees	N/A
City of Palm Springs	
Police Management Association	9% Masters and Management POST
Police Officer Association	N/A
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	5% for maintaining a related professional certification requiring continuing education hours or retesting
City Manager	5% for maintaining a related professional certification requiring continuing education hours or retesting
County of Imperial	
Management Bargaining Unit Department Heads Unrepresented	N/A
Confidential Professional Employees Professional Employee Group Working Supervisors Teamsters	N/A

ADDITIONAL BENEFITS
AUGUST 8, 2024

Sheriff's Association Public Safety Supervisory Unit	2.5% Intermediate POST 2.5% Advanced POST
Public Safety Managers Association	N/A
County of San Diego	
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

ADDITIONAL BENEFITS
AUGUST 8, 2024

SEIU Clerical, Public Service, Professional, Middle Management	5% Registered Civil Engineer, Registered Mechanical Engineer, or Architect for Assistant Engineer 5% Registered Civil Engineer or Architect for Landscape Architect 5% Registered Civil Engineer or California State Land Surveyor License for Junior Surveyor or Assistant Surveyor 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. 5% Registered Environmental Health Specialist for Environmental Health Specialist I, Environmental Health Specialist II, Environmental Health Specialist III, Supervising Environmental Health 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. 5% State Certification in Industrial Hygiene for Supervising Industrial Hygienist, Industrial Hygienist III, Industrial Hygienist I, Industrial Hygienist II
Teamsters Crafts Teamster Construction, Maintenance, Operations & Repair	One-time \$25 Asbestos Handling Certification. 25¢ each hour for each ASE Certification for Fleet Technicians, \$3 each hour maximum.
Confidential Employees	N/A
Confidential Management Management	N/A

ADDITIONAL BENEFITS**AUGUST 8, 2024**

Unclassified Management Unrepresented / Executive	N/A
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ADDITIONAL BENEFITS
AUGUST 8, 2024
Stand-by Pay

Agency/Bargaining Unit	Stand-by Pay
City Imperial	
City Manager	N/A
Police Association	2 hours straight time each morning/afternoon court session
Teamsters	2 hours straight time each day
Unrepresented	N/A
City Brawley	
Police Sergeants Association	N/A
Public Safety Employees' Association (Non-Sworn)	N/A
Public Safety Employees' Association (Sworn)	N/A
City Manager	N/A
Director Public Works Operations Assistant to the City Manager Information Technology Director	N/A

ADDITIONAL BENEFITS
AUGUST 8, 2024

Management Confidential Unrepresented	N/A
Teamsters	16 hours at time-and-one-half each 7 consecutive days
City Calexico	
City Manager Director Planning & Building Services	N/A
Municipal Employees' Association Unrepresented	6 hours straight time each day Time-and-one-half for hours worked
Management Association	N/A
Management Association (Sworn)	N/A
Police Officers' Association	N/A
SEIU Certified Operators	18 hours straight time each 7 consecutive days Time-and-one-half for hours worked
Supervisor's Association	N/A
Unrepresented	6 hours straight time each day Time-and-one-half for hours worked
City Coachella	
Management Employee Compensation Plan	N/A

ADDITIONAL BENEFITS
AUGUST 8, 2024

Teamsters Confidential Mid-Management	N/A
Teamsters Sanitary & Miscellaneous	\$35 each work day \$50 each non-work day \$80 each holiday
City Manager	N/A
City El Centro	
Certified Water Treatment Plant Operators, Certified Wastewater Treatment Plant Operators and Certified Water Distribution Operators/Sewer	10 hours straight time each week
City Manager	N/A
Community Services Director Director Public Works & City Engineer Director Human Resources Community Development Director Assistant Director Community Development	N/A
General Employees	10 hours straight time each week
Unrepresented Police Commander Management	N/A
Police Officers Association Police Sergeants Police Dispatchers	10 hours straight time each week
Supervisor, Professional and Technical	N/A

ADDITIONAL BENEFITS
AUGUST 8, 2024

Unrepresented Management	N/A
City of Indio	
Employees' Association	2 hours straight time each 8 hours for Public Works Department, Code Enforcement Officers and certain Police Department members.
Police Officers' Association - Safety	2 hours straight time each 8 hours. 1 hour straight time each 24 hours for Police Detective.
Police Officers' Association - NonSafety	2 hours straight time each 8 hours
Water Authority Employees' Association	2 hours straight time each 8 hours
Management, Confidential & Unrepresented	2 hours straight time each 8 hours
At-Will - Safety	2 hours straight time each 8 hours
At-Will - NonSafety	N/A
Police Command Unit	2 hours straight time each 8 hours
Service Employees International Union	2 hours straight time each 8 hours
City of Palm Desert	
All Employees	2 hours straight time each weekday 3 hours straight time each weekend or holiday

ADDITIONAL BENEFITS
AUGUST 8, 2024

City of Palm Springs	
Police Management Association	N/A
Police Officer Association	N/A
Public Employees Association	2 hours straight time each day
Executive and Management Association	2 hours straight time each day
City Manager	N/A
County of Imperial	
Management Bargaining Unit Department Heads Unrepresented	N/A
Confidential Professional Employees Professional Employee Group Working Supervisors Teamsters	N/A
Sheriff's Association Public Safety Supervisory Unit	N/A
Public Safety Managers Association	N/A
County of San Diego	
Deputy Sheriffs' Association	N/A

ADDITIONAL BENEFITS
AUGUST 8, 2024

Sheriffs' Management	N/A
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
Teamsters Crafts Teamster Construction, Maintenance, Operations & Repair	1 hour minimum straight time for each shift performing telework. 2 hours minimum straight time for reporting to work.
Confidential Employees	N/A
Confidential Management Management	N/A
Unclassified Management Unrepresented / Executive	N/A

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