

**CITY OF CATHEDRAL CITY
AFSCME SALARY SCHEDULE**

MOU TERM THROUGH DECEMBER 31, 2025

SALARY SCHEDULE EFF: 01.01.2024

ADOPTED BY COUNCIL 6/26/2024

EXHIBIT "A"

GROUP	RANGE	POSITION	STEP	HOURLY	MONTHLY	ANNUAL
AFSCME	790	Assistant Civil Engineer	1	37.5546	6509.47	78113.60
		Assistant Planner	2	39.4324	6834.94	82019.28
		Plans Examiner II	3	41.4040	7176.69	86120.24
			4	43.4741	7535.52	90426.26
			5	45.6479	7912.30	94947.56
			6	46.7891	8110.11	97321.26
			7	47.9588	8312.86	99754.29
			8	49.1578	8520.68	102248.15
AFSCME	785	Sr. Code Compliance Officer	1	35.7309	6193.36	74320.29
		Jr. Engineer	2	37.5175	6503.03	78036.30
			3	39.3934	6828.18	81938.12
			4	41.3630	7169.59	86035.03
			5	43.4311	7528.07	90336.78
			6	44.5169	7716.27	92595.20
			7	45.6299	7909.17	94910.08
			8	46.7706	8106.90	97282.83
AFSCME	780	Crime Analyst	1	33.2121	5756.77	69081.21
		Engineering Technician II	2	34.8728	6044.61	72535.27
		Fleet & Equipment Maintenance Coordinator	3	36.6164	6346.84	76162.03
		Plans Examiner I	4	38.4471	6664.18	79970.13
			5	40.3695	6997.39	83968.64
			6	41.3788	7172.32	86067.86
			7	42.4133	7351.63	88219.56
			8	43.4736	7535.42	90425.04
AFSCME	760	Accountant I	1	31.6229	5481.30	65775.62
			2	33.2040	5755.37	69064.41
			3	34.8643	6043.14	72517.62
			4	36.6075	6345.29	76143.51
			5	38.4379	6662.56	79950.68
			6	39.3988	6829.12	81949.45
			7	40.3838	6999.85	83998.19
			8	41.3934	7174.84	86098.13
AFSCME	750	Code Compliance Officer II	1	30.8925	5354.71	64256.50
		IT Technician	2	32.4371	5622.44	67469.32
		Property & Evidence Technician II	3	34.0590	5903.57	70842.79
		Public Safety Dispatcher II	4	35.7620	6198.75	74384.94
			5	37.5501	6508.68	78104.18
			6	38.4889	6671.40	80056.78
			7	39.4510	6838.18	82058.20
			8	40.4374	7009.14	84109.66
AFSCME	740		1	30.1130	5219.59	62635.07
			2	31.6186	5480.57	65766.83
			3	33.1996	5754.60	69055.17
			4	34.8596	6042.33	72507.93

			5	36.6025	6344.44	76133.32
			6	37.5176	6503.05	78036.65
			7	38.4556	6665.63	79987.58
			8	39.4170	6832.27	81987.26
AFSCME	730		1	29.4023	5096.40	61156.80
			2	30.8724	5351.22	64214.64
			3	32.4160	5618.78	67425.37
			4	34.0369	5899.72	70796.64
			5	35.7388	6194.71	74336.47
			6	36.6321	6349.57	76194.88
			7	37.5480	6508.31	78099.75
			8	38.4866	6671.02	80052.25
AFSCME	720	Administrative Assistant II	1	28.6918	4973.24	59678.85
		Building Inspector I	2	30.1264	5221.90	62662.79
		Engineering Technician I	3	31.6326	5483.00	65795.94
			4	33.2143	5757.14	69085.73
			5	34.8750	6045.00	72540.02
			6	35.7469	6196.13	74353.52
			7	36.6405	6351.03	76212.36
			8	37.5566	6509.81	78117.67
AFSCME	710	Permit Technician II	1	28.0004	4853.40	58240.80
		Police Records Specialist II	2	29.4004	5096.07	61152.83
		Police Training Coordinator	3	30.8704	5350.87	64210.48
			4	32.4140	5618.42	67421.00
			5	34.0346	5899.34	70792.06
			6	34.8855	6046.82	72561.85
			7	35.7576	6197.99	74375.90
			8	36.6516	6352.94	76235.30
AFSCME	700	Accounting Technician	1	27.3483	4740.37	56884.45
			2	28.7158	4977.39	59728.67
			3	30.1515	5226.26	62715.10
			4	31.6591	5487.57	65850.86
			5	33.2420	5761.95	69143.39
			6	34.0731	5906.00	70871.99
			7	34.9249	6053.65	72643.78
			8	35.7980	6204.99	74459.87
AFSCME	690	Code Compliance Officer I	1	26.6875	4625.83	55509.93
		Fire Life/Safety Inspector	2	28.0218	4857.12	58285.43
		Public Safety Dispatcher I	3	29.4229	5099.98	61199.70
			4	30.8941	5354.97	64259.68
			5	32.4388	5622.72	67472.68
			6	33.2497	5763.29	69159.48
			7	34.0810	5907.37	70888.48
			8	34.9330	6055.06	72660.68
AFSCME	680	Administrative Assistant I	1	26.0365	4513.00	54156.03
		Planning Assistant	2	27.3384	4738.65	56863.83
			3	28.7053	4975.59	59707.02
			4	30.1406	5224.36	62692.37
			5	31.6476	5485.58	65827.00

			6	32.4388	5622.72	67472.66
			7	33.2498	5763.29	69159.49
			8	34.0810	5907.37	70888.47
AFSCME	670		1	25.4049	4403.51	52842.15
			2	26.6751	4623.69	55484.26
			3	28.0089	4854.87	58258.48
			4	29.4094	5097.62	61171.40
			5	30.8798	5352.50	64229.96
			6	31.6518	5486.31	65835.72
			7	32.4431	5623.47	67481.61
			8	33.2541	5764.05	69168.65
AFSCME	660	Facilities Maintenance Worker II	1	24.8029	4299.17	51590.05
		Permit Technician I	2	26.0430	4514.13	54169.56
		Street Maintenance Worker II	3	27.3453	4739.84	56878.04
			4	28.7125	4976.83	59721.93
			5	30.1481	5225.67	62708.03
			6	30.9018	5356.31	64275.73
			7	31.6744	5490.22	65882.62
			8	32.4663	5627.48	67529.70
AFSCME	650	Community Service Officer	1	24.2124	4196.82	50361.86
		Property and Evidence Technician I	2	25.4230	4406.66	52879.96
			3	26.6943	4627.00	55523.95
			4	28.0289	4858.35	58300.14
			5	29.4304	5101.26	61215.15
			6	30.1661	5228.79	62745.53
			7	30.9203	5359.51	64314.17
			8	31.6933	5493.50	65922.02
AFSCME	640	Office Assistant II	1	23.6188	4093.92	49127.03
			2	24.7998	4298.62	51583.38
			3	26.0396	4513.55	54162.55
			4	27.3416	4739.22	56870.68
			5	28.7088	4976.18	59714.21
			6	29.4265	5100.59	61207.07
			7	30.1621	5228.10	62737.25
			8	30.9163	5358.81	64305.67
AFSCME	630	Facilities Maintenance Worker I	1	21.4210	3712.97	44555.59
		Office Assistant I	2	22.4920	3898.61	46783.37
		Police Records Specialist I	3	23.6166	4093.55	49122.54
		Police Service Assistant	4	24.7974	4298.22	51578.67
		Street Maintenance Worker I	5	26.0373	4513.13	54157.60
			6	26.6883	4625.96	55511.54
			7	27.3555	4741.61	56899.33
			8	28.0394	4860.15	58321.81
AFSCME	605	Ambulance Operator/Paramedic	1	17.5709	3045.61	36547.36
			2	18.4494	3197.89	38374.73
			3	19.3719	3357.79	40293.47
			4	20.3405	3525.68	42308.14
			5	20.8490	3613.82	43365.84
			6	21.3701	3704.17	44449.99

			7	21.9045	3796.77	45561.24
AFSCME	600	Ambulance Operator/EMT	1	16.7243	2898.86	34786.31
			2	17.5604	3043.80	36525.62
			3	18.4384	3195.99	38351.90
			4	19.3604	3355.79	40269.49
			5	19.8444	3439.69	41276.24
			6	20.3405	3525.68	42308.14
			7	20.8490	3613.82	43365.84

* Step 6.7.8 (step advancements every 2 years)

**Ranges 605 & 600 - Steps 6.7 have step advancements every 2 years

SPECIAL COMPENSATION		
TYPE	Tier I	Tier II (After 11/26/12)
15 Year Longevity	7.5%	2.5%
20 Year Longevity	5%	2.5%
25 Longevity	2.5%	N/A
Bachelor's Degree	\$110/mo.	\$110/mo.
Bilingual	\$85/pp	\$85/pp
Public Safety Dispatcher II Training	5%	5%
Shift Differential (between 6 pm and 6 am) \ Except AO's	5%	5%
Specialized License	5%	5%
Uniform Allowance - Code Compliance & Fire	\$100/mo.	\$100/mo.
Uniform Allowance - Police Department	\$75/mo.	\$75/mo.

**CITY OF CATHEDRAL CITY
NON-REPRESENTED SALARY SCHEDULE**

SALARY SCHEDULE EFF: 07/07/2024

ADOPTED BY COUNCIL: 6/26/2024

EXHIBIT "B"

GROUP	RANGE	POSITION TITLE	STEP	HOURLY	MONTHLY	ANNUAL
Exec	990	Assistant City Manager	1	93.1129	16,139.56	193,674.76
			2	97.7684	16,946.52	203,358.23
			3	102.6569	17,793.87	213,526.41
			4	107.7898	18,683.56	224,202.74
			5	113.1793	19,617.74	235,412.88
			6	116.0088	20,108.18	241,298.19
			7	118.9090	20,610.89	247,330.65
			8	121.8818	21,126.16	253,513.92
Exec	985	Fire Chief	1	88.6789	15,371.01	184,452.08
		Police Chief	2	93.1129	16,139.56	193,674.69
			3	97.7685	16,946.54	203,358.42
			4	102.6569	17,793.86	213,526.34
			5	107.7899	18,683.58	224,202.94
			6	110.4846	19,150.67	229,808.02
			7	113.2468	19,629.44	235,553.22
			8	116.0779	20,120.17	241,442.05
Exec	980		1	84.4561	14,639.06	175,668.66
			2	88.6789	15,371.01	184,452.08
			3	93.1129	16,139.56	193,674.69
			4	97.7685	16,946.54	203,358.42
			5	102.6569	17,793.86	213,526.34
			6	105.2234	18,238.71	218,864.50
			7	107.8539	18,694.68	224,336.12
			8	110.5503	19,162.04	229,944.52
Exec	975	Director of Public Works	1	80.4344	13,941.96	167,303.49
		Director of Comm. and Economic Dev.	2	84.4561	14,639.06	175,668.66
		Financial Services Director	3	88.6789	15,371.01	184,452.08
			4	93.1129	16,139.56	193,674.69
			5	97.7685	16,946.54	203,358.42
			6	100.2126	17,370.20	208,442.39
			7	102.7180	17,804.46	213,653.46
			8	105.2860	18,249.57	218,994.79
Non-Rep	970		1	76.6041	13,278.05	159,336.62
			2	80.4344	13,941.96	167,303.46
			3	84.4561	14,639.05	175,668.63
			4	88.6789	15,371.01	184,452.06
			5	93.1129	16,139.56	193,674.67
			6	95.4406	16,543.05	198,516.54
			7	97.8266	16,956.62	203,479.45
			8	100.2724	17,380.54	208,566.43
Non-Rep	965	City Engineer	1	72.9564	12,645.77	151,749.20
		Deputy Police Chief	2	76.6041	13,278.05	159,336.64
		Deputy Fire Chief	3	80.4344	13,941.96	167,303.49
		Deputy Finance Director	4	84.4561	14,639.06	175,668.66
			5	88.6789	15,371.01	184,452.08
			6	90.8959	15,755.28	189,063.39
			7	93.1683	16,149.17	193,789.98
			8	95.4975	16,552.89	198,634.73

Non-Rep	960	Deputy Dir. of Comm. and Economic Dev.	1	69.4823	12,043.59	144,523.03
			2	72.9564	12,645.77	151,749.20
			3	76.6041	13,278.05	159,336.64
			4	80.4344	13,941.96	167,303.49
			5	84.4561	14,639.06	175,668.66
			6	86.5675	15,005.03	180,060.38
			7	88.7316	15,380.16	184,561.88
			8	90.9500	15,764.66	189,175.93
Non-Rep	955	Accounting Services Manager	1	66.1735	11,470.08	137,640.98
		Chief Technology Officer	2	69.4823	12,043.59	144,523.03
		Human Resources Manager	3	72.9564	12,645.77	151,749.20
		Planning Manager	4	76.6041	13,278.05	159,336.64
			5	80.4344	13,941.96	167,303.49
			6	82.4453	14,290.51	171,486.07
			7	84.5064	14,647.77	175,773.22
			8	86.6190	15,013.96	180,167.56
Non-Rep	950	Economic Development Manager	1	63.0221	10,923.83	131,085.96
			2	66.1735	11,470.07	137,640.81
			3	69.4821	12,043.57	144,522.84
			4	72.9564	12,645.77	151,749.26
			5	76.6043	13,278.06	159,336.73
			6	78.5193	13,610.01	163,320.15
			7	80.4823	13,950.26	167,403.15
			8	82.4944	14,299.02	171,588.23
Non-Rep	945	Chief Building Official	1	60.0214	10,403.70	124,844.44
		Facilities Manager	2	63.0224	10,923.89	131,086.66
		Public Works/Env. Conserv. Manager	3	66.1735	11,470.08	137,640.98
			4	69.4823	12,043.59	144,523.03
			5	72.9564	12,645.77	151,749.20
			6	74.7803	12,961.91	155,542.92
			7	76.6498	13,285.96	159,431.49
			8	78.5660	13,618.11	163,417.28
Non-Rep	940	City Clerk	1	57.1633	9,908.29	118,899.46
		Fire Marshal	2	60.0214	10,403.70	124,844.44
		Fiscal Officer	3	63.0224	10,923.89	131,086.66
			4	66.1735	11,470.08	137,640.98
			5	69.4823	12,043.59	144,523.03
			6	71.2193	12,344.68	148,136.12
			7	72.9998	12,653.29	151,839.52
			8	74.8248	12,969.63	155,635.50
Non-Rep	935	Code Compliance Manager	1	54.4411	9,436.47	113,237.58
		Communications/Event Manager	2	57.1633	9,908.29	118,899.46
			3	60.0214	10,403.70	124,844.44
			4	63.0224	10,923.89	131,086.66
			5	66.1735	11,470.08	137,640.98
			6	67.8279	11,756.83	141,082.01
			7	69.5236	12,050.76	144,609.06
			8	71.2616	12,352.02	148,224.29
Non-Rep	930	Senior Engineer	1	51.8488	8,987.11	107,845.32
			2	54.4411	9,436.47	113,237.58
			3	57.1633	9,908.29	118,899.46

			4	60.0214	10,403.70	124,844.44
			5	63.0224	10,923.89	131,086.66
			6	64.5980	11,196.99	134,363.82
			7	66.2130	11,476.91	137,722.92
			8	67.8683	11,763.83	141,165.99
Non-Rep	925	Land Development Engineer	1	49.3798	8,559.15	102,709.83
			2	51.8488	8,987.11	107,845.32
			3	54.4411	9,436.47	113,237.58
			4	57.1633	9,908.29	118,899.46
			5	60.0214	10,403.70	124,844.44
			6	61.5219	10,663.80	127,965.54
			7	63.0600	10,930.39	131,164.68
			8	64.6365	11,203.65	134,443.81
Non-Rep	920	Associate Planner	1	47.0283	8,151.57	97,818.88
		Associate Civil Engineer	2	49.3798	8,559.15	102,709.83
		Licensing Officer	3	51.8488	8,987.11	107,845.32
		Sr. Accountant	4	54.4411	9,436.47	113,237.58
		Sr. Network Engineer (IT)	5	57.1633	9,908.29	118,899.46
			6	58.5923	10,156.00	121,871.95
			7	60.0571	10,409.90	124,918.75
			8	61.5585	10,670.14	128,041.72
Non-Rep	915	Accountant II	1	44.7889	7,763.40	93,160.84
		Engineering Field Project Manager	2	47.0283	8,151.57	97,818.88
		Enterprise Applications Engineer	3	49.3798	8,559.15	102,709.83
		Enterprise Systems Analyst	4	51.8488	8,987.11	107,845.32
		GIS Engineer	5	54.4411	9,436.47	113,237.58
		Management Analyst	6	55.8021	9,672.38	116,068.52
			7	57.1973	9,914.19	118,970.24
			8	58.6271	10,162.04	121,944.49
Non-Rep	910		1	42.6560	7,393.72	88,724.60
			2	44.7889	7,763.40	93,160.84
			3	47.0283	8,151.57	97,818.88
			4	49.3798	8,559.15	102,709.83
			5	51.8488	8,987.11	107,845.32
			6	53.1449	9,211.79	110,541.45
			7	54.4735	9,442.08	113,304.99
			8	55.8354	9,678.14	116,137.62
Non-Rep	905	Deputy City Clerk	1	40.6249	7,041.64	84,499.62
		Public Works Supervisor	2	42.6560	7,393.72	88,724.60
			3	44.7889	7,763.40	93,160.84
			4	47.0283	8,151.57	97,818.88
			5	49.3798	8,559.15	102,709.83
			6	50.6143	8,773.13	105,277.58
			7	51.8796	8,992.46	107,909.51
			8	53.1766	9,217.27	110,607.25
Non-Rep	900	Senior Analyst	1	38.6903	6,706.32	80,475.84
		Senior Human Resources Specialist	2	40.6249	7,041.64	84,499.62
			3	42.6560	7,393.72	88,724.60
			4	44.7889	7,763.40	93,160.84
			5	47.0283	8,151.57	97,818.88
			6	48.2040	8,355.36	100,264.35
			7	49.4091	8,564.25	102,770.96

			8	50.6444	8,778.35	105,340.24
Non-Rep	895	HR Coordinator	1	36.8479	6,386.97	76,643.65
			2	38.6903	6,706.32	80,475.84
			3	40.6249	7,041.64	84,499.62
			4	42.6560	7,393.72	88,724.60
			5	44.7889	7,763.40	93,160.84
			6	45.9086	7,957.49	95,489.86
			7	47.0563	8,156.43	97,877.11
			8	48.2328	8,360.34	100,324.03
Non-Rep	890	Administrative Assistant II	1	35.0933	6,082.83	72,993.95
		Analyst II	2	36.8479	6,386.97	76,643.65
		Events & Recreation Coordinator	3	38.6903	6,706.32	80,475.84
		Payroll Coordinator	4	40.6249	7,041.64	84,499.62
		Webmaster-Graphic Designer	5	42.6560	7,393.72	88,724.60
			6	43.7225	7,578.56	90,942.73
			7	44.8155	7,768.03	93,216.30
			8	45.9359	7,962.23	95,546.70
Non-Rep	885	Human Resources Specialist	1	33.4221	5,793.17	69,518.05
			2	35.0933	6,082.83	72,993.95
			3	36.8479	6,386.97	76,643.65
			4	38.6903	6,706.32	80,475.84
			5	40.6249	7,041.64	84,499.62
			6	41.6405	7,217.68	86,612.12
			7	42.6815	7,398.12	88,777.42
			8	43.7485	7,583.07	90,996.85
Non-Rep	880	Analyst I	1	31.8306	5,517.31	66,207.67
		Payroll Specialist	2	33.4221	5,793.17	69,518.05
			3	35.0933	6,082.83	72,993.95
			4	36.8479	6,386.97	76,643.65
			5	38.6903	6,706.32	80,475.84
			6	39.6576	6,873.98	82,487.74
			7	40.6490	7,045.83	84,549.92
			8	41.6653	7,221.97	86,663.66
Non-Rep	870	Administrative Assistant I	1	28.8713	5,004.36	60,052.31
		Human Resources Assistant	2	30.3149	5,254.58	63,054.92
			3	31.8306	5,517.31	66,207.67
			4	33.4221	5,793.17	69,518.05
			5	35.0933	6,082.83	72,993.95
			6	35.9706	6,234.90	74,818.81
			7	36.8699	6,390.77	76,689.28
			8	37.7916	6,550.54	78,606.51

* Step 6.7.8 (step advancements every 2 years)

Part-Time | Temp | Limited Term

STATUS	POSITION TITLE	HOURLY
LT	Ambulance Operator/EMT	\$ 16.72
LT	Ambulance Operator/Paramedic	\$ 17.57
LT	Fire Recruit	\$ 27.00
LT	Police Officer Recruit	\$ 27.00
PT	Background Investigator	\$ 38.86
PT	IT Technician	\$ 30.89
PT	Office Assistant	\$ 22.50
PT	Police Cadet	\$ 16.00

PT Public Safety Dispatcher

\$ 30.00

SPECIAL COMPENSATION

TYPE

Tier I (Hired Before 7/1/22)

15 Year Longevity	7.5%
20 Year Longevity	5.0%
25 Longevity	2.5%
Bilingual	2.5%
Master's Degree	5.0%
Uniform Allowance (Safety Positions)	\$140/mo
POST Executive Certificate (Safety Positions)	5.0%
Car Allowance (By approval)	\$250/mo
Smartphone Stipend (By approval)	\$55/mo

TYPE

Tier II (After 7/1/22)

15 Year Longevity 1x lump sum payment	7.5%
20 Year Longevity 1x lump sum payment	5%
25 Longevity 1x lump sum payment	5%
Bilingual	\$100/mo
Master's Degree	2.5%
Uniform Allowance (Safety Positions)	\$140/mo
POST Executive Certificate (Safety Positions)	5%
Car Allowance (By approval)	\$250/mo
Smartphone Stipend (By approval)	\$55/mo

**CITY OF CATHEDRAL CITY
POA SALARY SCHEDULE**

MOU TERM THROUGH DECEMBER 31, 2024

SALARY SCHEDULE EFF: 01/07/2024

ADOPTED BY COUNCIL 6/26/2024

EXHIBIT "C"

GROUP	RANGE	POSITION TITLE	STEP	HOURLY	MONTHLY	ANNUAL
POA	130	Police Officer	1	41.2220	7145.14	85741.63
			2	43.2830	7502.39	90028.72
			3	45.4473	7877.51	94530.15
			4	47.2651	8192.61	98311.36
			5	49.6284	8602.24	103226.93
			6	52.1098	9032.36	108388.27
			7	53.4125	9258.17	111097.98
			8	54.7478	9489.62	113875.43

***Step 7.8 (step advancements every 2 years)**

SPECIAL COMPENSATION

<u>TYPE</u>	<u>Tier 1</u>	<u>Tier II (After 01/01/13)</u>
15 Year Longevity	7.5%	N/A
20 Year Longevity	5%	N/A
Advanced (A) Post Certificate	5%	5%
Intermediate (I) Post Certificate	5%	5%
Bilingual	\$225/pp	\$225/pp
Canine Handler (Canine Officer/Animal Premium)	\$225/pp	\$225/pp
Field Training Officer	\$225/pp	\$225/pp
Gang Officer	\$225/pp	\$225/pp
Homeless Liaison	\$225/pp	\$225/pp
Investigator	\$225/pp	\$225/pp
Motor Officer	\$225/pp	\$225/pp
PACT Team	\$225/pp	\$225/pp
School Resource Officer	\$225/pp	\$225/pp
Uniform Allowance	\$140/mo	\$140/mo

CITY OF CATHEDRAL CITY

PMA SALARY SCHEDULE

MOU TERM THROUGH JUNE 30, 2025

SALARY SCHEDULE EFF: 07/07/2024

ADOPTED BY COUNCIL 6/26/2024

EXHIBIT "D"

GROUP	RANGE	POSITION TITLE	STEP	HOURLY	MONTHLY	ANNUAL
PMA	271	Police Commander	1	72.7935	12617.54	151410.52
			2	76.4333	13248.42	158981.06
			3	80.2549	13910.84	166930.10
			4	84.2676	14606.38	175276.61
			5	88.4810	15336.70	184040.44
			6	90.6930	15720.12	188641.44
			7	92.9604	16113.12	193357.49
			8	95.2844	16515.95	198191.42
PMA	251	Police Sergeant	1	62.0355	10752.82	129033.85
			2	65.1373	11290.46	135485.54
			3	68.3941	11854.99	142259.82
			4	71.8139	12447.73	149372.81
			5	75.4045	13070.12	156841.45
			6	77.2896	13396.87	160762.48
			7	79.2219	13731.80	164781.55
			8	81.2025	14075.09	168901.09

*Step 6.7.8 (step advancements every 2 years)

SPECIAL COMPENSATION

TYPE	Tier 1	Tier II (After 01/01/13)
15 Year Longevity	7.5%	N/A
20 Year Longevity	5%	N/A
25 Year Longevity	2.5%	N/A
BA/BS Degree - Police Sergeant	\$250 pp	\$250 pp
Bilingual - Sworn	\$215 pp	\$215 pp
Master's Degree - Police Commander	\$295 pp	\$295 pp
Management Incentive Pay - Police Commander	1.55 hr/pp	1.55 hr/pp
POST Management Certificate - Commanders	\$295 pp	\$295 pp
POST Supervisory Certificate - Sergeant	\$250 pp	\$250 pp
Professional Standards/Police Administrative Officer	\$250 pp	\$250 pp
Detective Sergeant	\$280 pp	\$280 pp
Homeless Liaison	\$250 pp	\$250 pp
Narcotics	\$250 pp	\$250 pp
PACT Team Sergeant	\$250 pp	\$250 pp
Special Operations	\$250 pp	\$250 pp
Uniform Allowance - Sworn	\$140 mo	\$140 mo

CITY OF CATHEDRAL CITY

CCPFA SALARY SCHEDULE

MOU TERM THROUGH DECEMBER 31, 2025

SALARY SCHEDULE EFF: 01/07/2024

ADOPTED BY COUNCIL 6/26/2024

EXHIBIT "E"

GROUP	RANGE	POSITION	STEP	HOURLY	ANNUAL	FLSA OT	TOTAL ANNUAL	MONTHLY
CCPFA	365	Firefighter/EMT	1	25.7555	75200.90	1957.42	77158.32	6429.86
CCPFA	365	Firefighter/EMT	2	27.0432	78960.79	2055.28	81016.07	6751.34
CCPFA	365	Firefighter/EMT	3	28.3954	82908.81	2158.05	85066.86	7088.91
CCPFA	365	Firefighter/EMT	4	29.8152	87054.59	2265.96	89320.55	7443.38
CCPFA	365	Firefighter/EMT	5	31.3059	91406.98	2379.25	93786.23	7815.52
CCPFA	365	Firefighter/EMT	6	32.0885	93691.98	2438.73	96130.71	8010.89
CCPFA	365	Firefighter/EMT	7	32.8907	96034.37	2499.69	98534.06	8211.17
CCPFA	365	Firefighter/EMT	8	33.7130	98435.23	2562.19	100997.42	8416.45

CCPFA	365M	Firefighter/EMT	1	37.0954	77158.31			
CCPFA	365M	Firefighter/EMT	2	38.9500	81016.07			
CCPFA	365M	Firefighter/EMT	3	40.8975	85066.86			
CCPFA	365M	Firefighter/EMT	4	42.9426	89320.55			
CCPFA	365M	Firefighter/EMT	5	45.0895	93786.23			
CCPFA	365M	Firefighter/EMT	6	46.2166	96130.70			
CCPFA	365M	Firefighter/EMT	7	47.3721	98534.06			
CCPFA	365M	Firefighter/EMT	8	48.5565	100997.41			

CCPFA	380	Firefighter/Paramedic	1	29.8153	87054.87	2265.96	89320.83	7443.40
CCPFA	380	Firefighter/Paramedic	2	31.3060	91407.25	2379.26	93786.51	7815.54
CCPFA	380	Firefighter/Paramedic	3	32.8713	95977.82	2498.22	98476.04	8206.34
CCPFA	380	Firefighter/Paramedic	4	34.5149	100776.51	2623.13	103399.64	8616.64
CCPFA	380	Firefighter/Paramedic	5	36.2405	105815.17	2754.28	108569.45	9047.45
CCPFA	380	Firefighter/Paramedic	6	37.1467	108460.97	2823.15	111284.12	9273.68
CCPFA	380	Firefighter/Paramedic	7	38.0753	111172.41	2893.72	114066.13	9505.51
CCPFA	380	Firefighter/Paramedic	8	39.0272	113951.43	2966.07	116917.50	9743.12

CCPFA	380M	Firefighter/Paramedic	1	42.9428	89320.83			
CCPFA	380M	Firefighter/Paramedic	2	45.0896	93786.51			
CCPFA	380M	Firefighter/Paramedic	3	47.3443	98476.03			
CCPFA	380M	Firefighter/Paramedic	4	49.7114	103399.63			
CCPFA	380M	Firefighter/Paramedic	5	52.1969	108569.45			
CCPFA	380M	Firefighter/Paramedic	6	53.5020	111284.11			
CCPFA	380M	Firefighter/Paramedic	7	54.8395	114066.14			
CCPFA	380M	Firefighter/Paramedic	8	56.2104	116917.50			

CCPFA	391	Fire Engineer	1	31.4896	91943.2	2393.21	94336.41	7861.37
CCPFA	391	Fire Engineer	2	33.0640	96540.24	2512.86	99053.10	8254.43
CCPFA	391	Fire Engineer	3	34.7171	101367.07	2638.50	104005.57	8667.13
CCPFA	391	Fire Engineer	4	36.4529	106435.24	2770.42	109205.66	9100.47
CCPFA	391	Fire Engineer	5	38.2757	111757.45	2908.95	114666.40	9555.53
CCPFA	391	Fire Engineer	6	39.2326	114551.38	2981.68	117533.06	9794.42
CCPFA	391	Fire Engineer	7	40.2134	117415.09	3056.22	120471.31	10039.28
CCPFA	391	Fire Engineer	8	41.2188	120350.51	3132.63	123483.14	10290.26

CCPFA	391M	Fire Engineer	1	45.3540	94336.39			
CCPFA	391M	Fire Engineer	2	47.6218	99053.11			
CCPFA	391M	Fire Engineer	3	50.0026	104005.57			
CCPFA	391M	Fire Engineer	4	52.5028	109205.66			
CCPFA	391M	Fire Engineer	5	55.1281	114666.41			

CCPFA	391M	Fire Engineer	6	56.5063	117533.06
CCPFA	391M	Fire Engineer	7	57.9189	120471.30
CCPFA	391M	Fire Engineer	8	59.3669	123483.14

*** Step 6.7.8 (step advancements every 2 years)**

M Represents 40-hour work week

<u>SPECIAL COMPENSATION</u>		
<u>Type</u>	<u>Tier I</u>	<u>Tier II (Hired after 01/07/15)</u>
15 Year Longevity	7.5%	N/A
20 Year Longevity	5%	N/A
25 Longevity	2.5%	N/A
Bilingual	\$110/pp	\$110/pp
DMV Instructor	5%	5%
Degree and 2 Company Officer Courses	5%	5%
Firefighter II Certificate	5%	5%
Fire/Company Officer Certificate	5%	5%
Paramedic (Fire Engineer)	5%	5%
Uniform Allowance (after 12-months)	\$150/mo.	\$150/mo.

**CITY OF CATHEDRAL CITY
CCFMA SALARY SCHEDULE**

**MOU TERM THROUGH DECEMBER 31, 2025
ADOPTED BY COUNCIL 6/26/2024**

SALARY SCHEDULE EFF: 01/07/2024

EXHIBIT "F"

GROUP	RANGE	POSITION	STEP	HOURLY	ANNUAL	FLSA OT	TOTAL ANNUAL	MONTHLY
CCFMA	449	Fire Captain	1	37.5100	109521.55	2850.76	112372.31	9364.36
CCFMA	449	Fire Captain	2	39.3854	114997.40	2993.29	117990.69	9832.56
CCFMA	449	Fire Captain	3	41.3546	120747.16	3142.95	123890.11	10324.18
CCFMA	449	Fire Captain	4	43.4224	126784.89	3300.10	130084.99	10840.42
CCFMA	449	Fire Captain	5	45.5935	133123.83	3465.11	136588.94	11382.41
CCFMA	449	Fire Captain	6	46.7334	136452.04	3551.74	140003.78	11666.98
CCFMA	449	Fire Captain	7	47.9017	139863.29	3640.53	143503.82	11958.65
CCFMA	449	Fire Captain	8	49.0992	143359.76	3731.54	147091.30	12257.61

CCFMA	449M	Fire Captain	1	54.0251	112372.30			
CCFMA	449M	Fire Captain	2	56.7263	117990.69			
CCFMA	449M	Fire Captain	3	59.5625	123890.11			
CCFMA	449M	Fire Captain	4	62.5409	130084.99			
CCFMA	449M	Fire Captain	5	65.6678	136588.94			
CCFMA	449M	Fire Captain	6	67.3095	140003.78			
CCFMA	449M	Fire Captain	7	68.9923	143503.80			
CCFMA	449M	Fire Captain	8	70.7170	147091.29			

CCFMA	471	Fire Battalion Chief	1	44.5069	129951.46	3382.52	133333.98	11111.17
CCFMA	471	Fire Battalion Chief	2	46.7322	136448.74	3551.65	140000.39	11666.70
CCFMA	471	Fire Battalion Chief	3	49.0689	143271.49	3620.63	146892.12	12241.01
CCFMA	471	Fire Battalion Chief	4	51.5224	150435.18	3915.70	154350.88	12862.57
CCFMA	471	Fire Battalion Chief	5	54.0984	157956.62	4111.48	162068.10	13505.67
CCFMA	471	Fire Battalion Chief	6	55.4508	161905.45	4214.26	166119.71	13843.31
CCFMA	471	Fire Battalion Chief	7	56.8372	165953.32	4319.63	170272.95	14189.41
CCFMA	471	Fire Battalion Chief	8	58.2581	170101.86	4427.62	174529.48	14544.12

CCFMA	471M	Fire Battalion Chief	1	64.1029	133333.99			
CCFMA	471M	Fire Battalion Chief	2	67.3079	140000.38			
CCFMA	471M	Fire Battalion Chief	3	70.6734	147000.73			
CCFMA	471M	Fire Battalion Chief	4	74.2071	154350.88			
CCFMA	471M	Fire Battalion Chief	5	77.9174	162068.10			
CCFMA	471M	Fire Battalion Chief	6	79.8653	166119.72			
CCFMA	471M	Fire Battalion Chief	7	81.8620	170272.95			
CCFMA	471M	Fire Battalion Chief	8	83.9084	174529.47			

*** Step 6.7.8 (step advancements every 2 years)**

M Represents 40-hour work week

SPECIAL COMPENSATION

Type	Tier I	Tier II (Hired after 01/07/15)
15 Year Longevity	7.5%	2.5%
20 Year Longevity	5.0%	5.0%
25 Longevity	2.5%	7.5%
Associate Degree + 2 Chief Officer Courses (Fire Captain)	5.0%	5.0%
Bachelor Degree (Fire Captain)	5.0%	5.0%
Bilingual	\$100/pp	\$100/pp
Chief Officer Certificate (Fire Captain)	5.0%	5.0%
Fire Chief Designation (Division & Battalion Chief)	5.0%	5.0%
Management Incentive (Fire Battalion Chiefs)	1.55 hr/pp	1.55 hr/pp
Management Incentive (Division Chiefs)	3.85 hr/pp	3.85 hr/pp
Master's Degree (Division & Battalion Chief)	5.0%	5.0%
Paramedic (Fire Captain - Assigned)	5.0%	5.0%
Paramedic (Fire Captain - Not Assigned)	\$100/mo	\$100/mo
Uniform Allowance	\$140/mo	\$140/mo