

**CITY OF CATHEDRAL CITY
AFSCME SALARY SCHEDULE**

MOU TERM THROUGH DECEMBER 31, 2025

SALARY SCHEDULE EFF: 01/07/2024

REVISED 05/22/2024

ADOPTED BY COUNCIL: 5/22/2024

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
			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: 07/09/2023

REVISED 05/22/2024

ADOPTED BY COUNCIL: 5/22/2024

EXHIBIT "B"

GROUP	RANGE	POSITION TITLE	STEP	HOURLY	MONTHLY	ANNUAL
Exec	990	Assistant City Manager	1	90.4009	15,669.48	188,033.75
			2	94.9208	16,452.93	197,435.17
			3	99.6669	17,275.60	207,307.19
			4	104.6503	18,139.38	217,672.56
			5	109.8828	19,046.35	228,556.19
			6	112.6299	19,522.51	234,270.09
			7	115.4456	20,010.57	240,126.84
			8	118.3318	20,510.84	246,130.02
Exec	985	Fire Chief Police Chief	1	86.0960	14,923.31	179,079.69
			2	90.4008	15,669.47	188,033.68
			3	94.9209	16,452.95	197,435.36
			4	99.6669	17,275.59	207,307.13
			5	104.6504	18,139.40	217,672.76
			6	107.2666	18,592.88	223,114.58
			7	109.9483	19,057.70	228,692.45
			8	112.6970	19,534.15	234,409.76
Exec	980		1	81.9963	14,212.68	170,552.10
			2	86.0960	14,923.31	179,079.69
			3	90.4008	15,669.47	188,033.68
			4	94.9209	16,452.95	197,435.36
			5	99.6669	17,275.59	207,307.13
			6	102.1586	17,707.48	212,489.81
			7	104.7125	18,150.17	217,802.06
			8	107.3304	18,603.93	223,247.11
Exec	975	Director of Engineering/Public Works Director of Community and Economic Development Financial Services Director	1	78.0916	13,535.88	162,430.57
			2	81.9963	14,212.68	170,552.10
			3	86.0960	14,923.31	179,079.69
			4	90.4008	15,669.47	188,033.68
			5	94.9209	16,452.95	197,435.36
			6	97.2939	16,864.27	202,371.25
			7	99.7263	17,285.88	207,430.54
			8	102.2194	17,718.03	212,616.30
Non-Rep	970		1	74.3730	12,891.31	154,695.75
			2	78.0916	13,535.88	162,430.54
			3	81.9961	14,212.67	170,552.07
			4	86.0960	14,923.31	179,079.67
			5	90.4008	15,669.47	188,033.66
			6	92.6609	16,061.21	192,734.50
			7	94.9774	16,462.74	197,552.86
			8	97.3518	16,874.31	202,491.68
Non-Rep	965	City Engineer Deputy Police Chief Deputy Fire Chief Deputy Finance Director	1	70.8314	12,277.44	147,329.32
			2	74.3730	12,891.31	154,695.77
			3	78.0916	13,535.88	162,430.57
			4	81.9963	14,212.68	170,552.10
			5	86.0960	14,923.31	179,079.69
			6	88.2484	15,296.39	183,556.69
			7	90.4546	15,678.80	188,145.61
			8	92.7160	16,070.77	192,849.25
Non-Rep	960	Deputy Director of Community and Economic Development	1	67.4585	11,692.80	140,313.62
			2	70.8314	12,277.44	147,329.32
			3	74.3730	12,891.31	154,695.77
			4	78.0916	13,535.88	162,430.57
			5	81.9963	14,212.68	170,552.10
			6	84.0461	14,567.99	174,815.90
			7	86.1473	14,932.19	179,186.29

			8	88.3010	15,305.50	183,665.95
Non-Rep	955	Accounting Services Manager	1	64.2461	11,136.00	133,632.02
		Chief Technology Officer	2	67.4585	11,692.80	140,313.62
		Human Resources Manager	3	70.8314	12,277.44	147,329.32
		Planning Manager	4	74.3730	12,891.31	154,695.77
			5	78.0916	13,535.88	162,430.57
			6	80.0439	13,874.28	166,491.33
			7	82.0450	14,221.13	170,653.61
			8	84.0961	14,576.66	174,919.96
Non-Rep	950	Economic Development Manager	1	61.1865	10,605.66	127,267.92
			2	64.2461	11,135.99	133,631.85
			3	67.4584	11,692.79	140,313.44
			4	70.8314	12,277.45	147,329.38
			5	74.3730	12,891.32	154,695.85
			6	76.2324	13,213.60	158,563.25
			7	78.1381	13,543.94	162,527.33
			8	80.0916	13,882.54	166,590.51
Non-Rep	945	Chief Building Official	1	58.2731	10,100.68	121,208.19
		Facilities Manager	2	61.1869	10,605.72	127,268.60
		Public Works/Env. Conserv. Manager	3	64.2461	11,136.00	133,632.02
			4	67.4585	11,692.80	140,313.62
			5	70.8314	12,277.44	147,329.32
			6	72.6021	12,584.38	151,012.54
			7	74.4173	12,898.99	154,787.85
			8	76.2776	13,221.46	158,657.55
Non-Rep	940	City Clerk	1	55.4983	9,619.70	115,436.37
		Fire Marshal	2	58.2731	10,100.68	121,208.19
		Fiscal Officer	3	61.1869	10,605.72	127,268.60
			4	64.2461	11,136.00	133,632.02
			5	67.4585	11,692.80	140,313.62
			6	69.1450	11,985.12	143,821.48
			7	70.8735	12,284.75	147,417.01
			8	72.6454	12,591.87	151,102.43
Non-Rep	935	Code Compliance Manager	1	52.8555	9,161.62	109,939.40
		Communications/Event Manager	2	55.4983	9,619.70	115,436.37
			3	58.2731	10,100.68	121,208.19
			4	61.1869	10,605.72	127,268.60
			5	64.2461	11,136.00	133,632.02
			6	65.8524	11,414.40	136,972.83
			7	67.4986	11,699.76	140,397.15
			8	69.1861	11,992.26	143,907.08
Non-Rep	930	Senior Engineer	1	50.3385	8,725.35	104,704.19
			2	52.8555	9,161.62	109,939.40
			3	55.4983	9,619.70	115,436.37
			4	58.2731	10,100.68	121,208.19
			5	61.1869	10,605.72	127,268.60
			6	62.7165	10,870.86	130,450.31
			7	64.2844	11,142.63	133,711.57
			8	65.8915	11,421.20	137,054.36
Non-Rep	925	Land Development Engineer	1	47.9415	8,309.86	99,718.28
			2	50.3385	8,725.35	104,704.19
			3	52.8555	9,161.62	109,939.40
			4	55.4983	9,619.70	115,436.37
			5	58.2731	10,100.68	121,208.19
			6	59.7300	10,353.20	124,238.39
			7	61.2233	10,612.03	127,344.35
			8	62.7539	10,877.33	130,527.97
Non-Rep	920	Associate Planner	1	45.6585	7,914.15	94,969.79

		Associate Civil Engineer	2	47.9415	8,309.86	99,718.28
		Licensing Officer	3	50.3385	8,725.35	104,704.19
		Sr. Accountant	4	52.8555	9,161.62	109,939.40
		Sr. Network Engineer (IT)	5	55.4983	9,619.70	115,436.37
			6	56.8858	9,860.19	118,322.28
			7	58.3079	10,106.70	121,280.34
			8	59.7655	10,359.36	124,312.35
Non-Rep	915	Accountant II	1	43.4844	7,537.29	90,447.42
		Development Project Manager-Engineer	2	45.6585	7,914.15	94,969.79
		Enterprise Applications Engineer	3	47.9415	8,309.86	99,718.28
		Enterprise Systems Analyst	4	50.3385	8,725.35	104,704.19
		GIS Engineer	5	52.8555	9,161.62	109,939.40
		Management Analyst	6	54.1769	9,390.66	112,687.88
			7	55.5313	9,625.42	115,505.09
			8	56.9196	9,866.06	118,392.71
Non-Rep	910		1	41.4136	7,178.37	86,140.39
			2	43.4844	7,537.29	90,447.42
			3	45.6585	7,914.15	94,969.79
			4	47.9415	8,309.86	99,718.28
			5	50.3385	8,725.35	104,704.19
			6	51.5970	8,943.48	107,321.80
			7	52.8870	9,167.07	110,004.84
			8	54.2091	9,396.25	112,754.97
Non-Rep	905	Deputy City Clerk	1	39.4416	6,836.54	82,038.47
		Public Works Supervisor	2	41.4136	7,178.37	86,140.39
			3	43.4844	7,537.29	90,447.42
			4	45.6585	7,914.15	94,969.79
			5	47.9415	8,309.86	99,718.28
			6	49.1400	8,517.60	102,211.24
			7	50.3685	8,730.54	104,766.51
			8	51.6278	8,948.81	107,385.68
Non-Rep	900	Senior Analyst	1	37.5634	6,510.99	78,131.88
		Senior Human Resources Specialist	2	39.4416	6,836.54	82,038.47
			3	41.4136	7,178.37	86,140.39
			4	43.4844	7,537.29	90,447.42
			5	45.6585	7,914.15	94,969.79
			6	46.8000	8,112.00	97,344.03
			7	47.9700	8,314.80	99,777.63
			8	49.1693	8,522.67	102,272.08
Non-Rep	895	HR Coordinator	1	35.7746	6,200.94	74,411.31
			2	37.5634	6,510.99	78,131.88
			3	39.4416	6,836.54	82,038.47
			4	41.4136	7,178.37	86,140.39
			5	43.4844	7,537.29	90,447.42
			6	44.5715	7,725.72	92,708.60
			7	45.6858	7,918.86	95,026.32
			8	46.8279	8,116.83	97,401.97
Non-Rep	890	Administrative Assistant II	1	34.0711	5,905.66	70,867.91
		Analyst II	2	35.7746	6,200.94	74,411.31
		Events & Recreation Coordinator	3	37.5634	6,510.99	78,131.88
		Payroll Coordinator	4	39.4416	6,836.54	82,038.47
		Webmaster-Graphic Designer	5	41.4136	7,178.37	86,140.39
			6	42.4490	7,357.83	88,293.91
			7	43.5103	7,541.77	90,501.26
			8	44.5980	7,730.32	92,763.79
Non-Rep	885	Human Resources Specialist	1	32.4486	5,624.44	67,493.25
			2	34.0711	5,905.66	70,867.91
			3	35.7746	6,200.94	74,411.31
			4	37.5634	6,510.99	78,131.88

			5	39.4416	6,836.54	82,038.47
			6	40.4276	7,007.45	84,089.44
			7	41.4383	7,182.64	86,191.67
			8	42.4743	7,362.21	88,346.46
Non-Rep	880	Analyst I	1	30.9035	5,356.61	64,279.29
		Payroll Specialist	2	32.4486	5,624.44	67,493.25
			3	34.0711	5,905.66	70,867.91
			4	35.7746	6,200.94	74,411.31
			5	37.5634	6,510.99	78,131.88
			6	38.5025	6,673.77	80,085.18
			7	39.4650	6,840.61	82,087.30
			8	40.4516	7,011.62	84,139.48
Non-Rep	870	Administrative Assistant I	1	28.0304	4,858.60	58,303.21
		Human Resources Assistant	2	29.4319	5,101.53	61,218.37
			3	30.9035	5,356.61	64,279.29
			4	32.4486	5,624.44	67,493.25
			5	34.0711	5,905.66	70,867.91
			6	34.9229	6,053.30	72,639.62
			7	35.7960	6,204.63	74,455.61
			8	36.6909	6,359.75	76,317.00

* Step 6.7.8 (step advancements every 2 years)

Part-Time | Temp | Limited Term

<u>STATUS</u>	<u>POSITION TITLE</u>	<u>HOURLY</u>
PT	Police Cadet	\$ 16.00
PT	Office Assistant	\$ 22.50
LT	Police Officer Recruit	\$ 27.00
LT	Fire Recruit	\$ 27.00
PT	Public Safety Dispatcher	\$ 30.00
PT	Background Investigator	\$ 38.86

SPECIAL COMPENSATION

<u>TYPE</u>	<u>Tier I (Hired Before 7/1/22)</u>
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
<u>TYPE</u>	<u>Tier II (After 7/1/22)</u>
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
CCPOA SALARY SCHEDULE**

MOU TERM THROUGH DECEMBER 31, 2024
REVISED 02/06/2024

SALARY SCHEDULE EFF: 01/07/2024

ADOPTED BY COUNCIL: 5/22/2024

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

TYPE	Tier 1	Tier II (After 01/01/13)
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
CCPMA SALARY SCHEDULE**

MOU TERM THROUGH JUNE 30, 2025
REVISED 02/06/2024

SALARY SCHEDULE EFF: 07/09/2023
ADOPTED BY COUNCIL: 5/22/2024

EXHIBIT "D"

GROUP	RANGE	POSITION TITLE	STEP	HOURLY	MONTHLY	ANNUAL
PMA	271	Police Commander	1	69.9938	12132.25	145587.04
			2	73.4935	12738.87	152866.40
			3	77.1681	13375.81	160509.71
			4	81.0265	14044.60	168535.20
			5	85.0779	14746.83	176961.96
			6	87.2048	15115.50	181386.00
			7	89.3849	15493.39	185920.66
			8	91.6195	15880.72	190568.67
PMA	251	Police Sergeant	1	59.9376	10389.20	124670.39
			2	62.9346	10908.66	130903.90
			3	66.0813	11454.09	137449.10
			4	69.3854	12026.80	144321.56
			5	72.8546	12628.14	151537.63
			6	74.6760	12943.84	155326.07
			7	76.5429	13267.44	159209.23
			8	78.4565	13599.12	163189.46

***Step 6.7.8 (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
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

REVISED 05/22/2024

ADOPTED BY COUNCIL: 05/22/2024

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

SPECIAL COMPENSATION

<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
REVISED 02/06/2024**

**SALARY SCHEDULE EFF: 01/07/2024
ADOPTED BY COUNCIL: 05/22/2024**

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

<u>Type</u>	<u>Tier I</u>	<u>Tier II (Hired after 01/07/15)</u>
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