

D. Resolution Adopting an Updated City-Wide Salary Schedule

Recommendation: To adopt a resolution approving a city-wide publicly available pay schedule in compliance with California Code of Regulations, Title 2, Sections 570.5, 571, 571.1. This resolution will supersede all previous resolutions regarding job classifications and compensation levels to the extent they conflict with this new recommendation.

RESOLUTION NO. 2025-

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CATHEDRAL CITY, CALIFORNIA, APPROVING A CITYWIDE PUBLICLY AVAILABLE PAY SCHEDULE IN ACCORDANCE WITH CALIFORNIA CODE OF REGULATIONS, TITLE 2, SECTION 570.5, 571 and 571.1 AND RESCINDING RESOLUTION 2025-02

WHEREAS, the City of Cathedral City contracts with the California Public Employees Retirement System (CalPERS) to provide retirement benefits for its employees; and

WHEREAS, California Code of Regulations (CCR) Title 2, Section 570.5, requires governing bodies of local agencies contracting with CalPERS to approve and adopt a publicly available pay schedule in accordance with public meeting laws; and

WHEREAS, pursuant to California Code of Regulations (CCR) Title 2, Section 571 for Classic Members and CCR Section 571.1 for new members under California Public Employees Pension Reform Act (PEPRA), Special Compensation items are defined under an exclusive list and shall be reported separately from the pay rate; and

WHEREAS, the pay schedule must identify each position by title, the individual pay rate amount or ranges for that position, and the time base upon which the amounts are based; and

WHEREAS, CalPERS Issued Circular Letter 200-003-20 as guidance to public agencies in creating and maintaining a Publicly Available Pay Schedule that complies with Section 570.5, 571 and 571.1; and

WHEREAS, to ensure that the City remains compliant with its obligation under Section 570.5, 571, and 571.1, any time new Memorandum of Understanding Agreements are negotiated or when wage rate/range adjustments or classification title changes are approved, staff will amend the pay schedules for City Council's consideration and adoption by Resolution; and

WHEREAS, the City Council finds and determines that it desires to approve a Citywide Publicly Available Pay Schedule in compliance with CCR Section 570.5, 571 and 571.1, that includes changes approved up through March 12, 2025.

**NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF CATHRAL CITY
DOES HEREBY RESOLVE AS FOLLOWS:**

SECTION 1. Resolution 2025- is hereby adopted to represent the City's most recent Publicly Available Pay Schedule (Attachments A, B, C, D, E, F, G) pursuant to CCR Section 570.5.

SECTION 2. Attachment C – The Cost of Living Adjustment (COLA) increase of 3% will be retroactive to March 2, 2025, to ensure that the compensation remains competitive while maintaining alignment with the City's fiscal responsibilities.

SECTION 3. All previous resolutions related to job classifications and compensation levels are hereby repealed to the extent they are in conflict with this Resolution.

SECTION 4. The City Clerk shall certify to the adoption of this Resolution and shall cause a certified resolution to be filed in the Office of the City Clerk.

PASSED, APPROVED AND ADOPTED this 12th day of March, 2025, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Nancy Ross, Mayor

ATTEST:

Tracey R. Hermosillo, City Clerk

APPROVED AS TO FORM:

Eric S. Vail, City Attorney

**CITY OF CATHEDRAL CITY
AFSCME SALARY SCHEDULE**

MOU TERM THROUGH DECEMBER 31, 2025

ADOPTED BY COUNCIL 03.12.2025 (no changes)

EXHIBIT "A"

GROUP	RANGE	POSITION	STEP	HOURLY	MONTHLY	ANNUAL
AFSCME	790	Assistant Civil Engineer	1	38.4935	6672.20	80066.44
		Assistant Planner	2	40.4181	7005.81	84069.76
		Plans Examiner II	3	42.4390	7356.10	88273.25
			4	44.5610	7723.91	92686.92
			5	46.7890	8110.10	97321.25
			6	47.9588	8312.86	99754.29
			7	49.1578	8520.68	102248.15
			8	50.3868	8733.70	104804.35
AFSCME	785	Sr. Code Compliance Officer	1	36.6241	6348.19	76178.30
		Jr. Engineer	2	38.4554	6665.60	79987.21
			3	40.3781	6998.88	83986.57
			4	42.3971	7348.83	88185.91
			5	44.5169	7716.27	92595.20
			6	45.6299	7909.17	94910.08
			7	46.7706	8106.90	97282.83
			8	47.9399	8309.58	99714.90
AFSCME	780	Crime Analyst	1	34.0424	5900.69	70808.24
		Building Inspector II	2	35.7445	6195.72	74348.65
		Engineering Technician II	3	37.5318	6505.51	78066.08
		Fleet & Equipment Maintenance Coordinator	4	39.4084	6830.78	81969.38
		Plans Examiner I	5	41.3788	7172.32	86067.86
			6	42.4133	7351.63	88219.56
			7	43.4736	7535.42	90425.05
			8	44.5604	7723.81	92685.67
AFSCME	760	Accountant I	1	32.4135	5618.33	67420.01
			2	34.0341	5899.25	70791.02
			3	35.7359	6194.21	74330.56
			4	37.5226	6503.93	78047.10
			5	39.3988	6829.12	81949.45
			6	40.3838	6999.85	83998.19
			7	41.3934	7174.85	86098.14
			8	42.4281	7354.22	88250.58
AFSCME	750	Code Compliance Officer II	1	31.6649	5488.58	65862.91
		IT Technician	2	33.2481	5763.00	69156.05
		Property & Evidence Technician II	3	34.9105	6051.16	72613.86
		Public Safety Dispatcher II	4	36.6560	6353.71	76244.56
		Senior Facilities Maintenance Worker	5	38.4889	6671.40	80056.78
			6	39.4510	6838.18	82058.20
			7	40.4374	7009.14	84109.66
			8	41.4483	7184.37	86212.40
AFSCME	740		1	30.8659	5350.08	64200.95
			2	32.4091	5617.58	67411.00
			3	34.0296	5898.46	70781.55
			4	35.7311	6193.39	74320.63
			5	37.5176	6503.05	78036.65

**CITY OF CATHEDRAL CITY
AFSCME SALARY SCHEDULE**

MOU TERM THROUGH DECEMBER 31, 2025

ADOPTED BY COUNCIL 03.12.2025 (no changes)

EXHIBIT "A"

GROUP	RANGE	POSITION	STEP	HOURLY	MONTHLY	ANNUAL
			6	38.4555	6665.63	79987.57
			7	39.4170	6832.27	81987.27
			8	40.4024	7003.08	84036.94
AFSCME	730		1	30.1374	5223.81	62685.72
			2	31.6443	5485.00	65820.01
			3	33.2265	5759.25	69111.00
			4	34.8878	6047.21	72566.56
			5	36.6321	6349.57	76194.88
			6	37.5480	6508.31	78099.75
			7	38.4866	6671.02	80052.24
			8	39.4489	6837.80	82053.56
AFSCME	720	Administrative Assistant II	1	29.4090	5097.57	61170.82
		Building Inspector I	2	30.8795	5352.45	64229.36
		Engineering Technician I	3	32.4235	5620.07	67440.84
			4	34.0446	5901.07	70812.87
			5	35.7469	6196.13	74353.52
			6	36.6405	6351.03	76212.36
			7	37.5566	6509.81	78117.67
			8	38.4955	6672.55	80070.61
AFSCME	710	Permit Technician II	1	28.7004	4974.74	59696.82
		Police Records Specialist II	2	30.1354	5223.47	62681.65
		Police Training Coordinator	3	31.6421	5484.65	65815.74
			4	33.2243	5758.88	69106.53
			5	34.8855	6046.82	72561.86
			6	35.7576	6197.99	74375.90
			7	36.6516	6352.94	76235.30
			8	37.5679	6511.77	78141.18
AFSCME	700	Accounting Technician	1	28.0320	4858.88	58306.56
			2	29.4336	5101.82	61221.89
			3	30.9053	5356.92	64282.98
			4	32.4505	5624.76	67497.13
			5	34.0731	5906.00	70871.97
			6	34.9249	6053.65	72643.79
			7	35.7980	6204.99	74459.87
			8	36.6930	6360.11	76321.37
AFSCME	690	Code Compliance Officer I	1	27.3546	4741.47	56897.68
		Fire Life/Safety Inspector	2	28.7224	4978.55	59742.57
		Public Safety Dispatcher I	3	30.1585	5227.47	62729.69
			4	31.6664	5488.85	65866.17
			5	33.2498	5763.29	69159.50
			6	34.0810	5907.37	70888.47
			7	34.9330	6055.06	72660.69
			8	35.8064	6206.43	74477.20
AFSCME	680	Administrative Assistant I	1	26.6875	4625.83	55509.93

**CITY OF CATHEDRAL CITY
AFSCME SALARY SCHEDULE**

MOU TERM THROUGH DECEMBER 31, 2025

ADOPTED BY COUNCIL 03.12.2025 (no changes)

EXHIBIT "A"

GROUP	RANGE	POSITION	STEP	HOURLY	MONTHLY	ANNUAL
		Planning Assistant	2	28.0219	4857.12	58285.43
			3	29.4229	5099.98	61199.70
			4	30.8941	5354.97	64259.68
			5	32.4388	5622.72	67472.68
			6	33.2498	5763.29	69159.48
			7	34.0810	5907.37	70888.48
			8	34.9330	6055.06	72660.68
AFSCME	670		1	26.0400	4513.60	54163.20
			2	27.3420	4739.28	56871.37
			3	28.7091	4976.25	59714.94
			4	30.1445	5225.06	62700.69
			5	31.6518	5486.31	65835.71
			6	32.4431	5623.47	67481.61
			7	33.2541	5764.05	69168.65
			8	34.0855	5908.16	70897.87
AFSCME	660	Facilities Maintenance Worker II	1	25.4230	4406.65	52879.80
		Permit Technician I	2	26.6941	4626.98	55523.80
		Street Maintenance Worker II	3	28.0289	4858.33	58299.99
			4	29.4303	5101.25	61214.98
			5	30.9018	5356.31	64275.73
			6	31.6744	5490.22	65882.62
			7	32.4663	5627.47	67529.69
			8	33.2779	5768.16	69217.94
AFSCME	650	Community Service Officer	1	24.8178	4301.74	51620.91
		Property and Evidence Technician I	2	26.0586	4516.83	54201.96
			3	27.3615	4742.67	56912.05
			4	28.7296	4979.80	59757.64
			5	30.1661	5228.79	62745.53
			6	30.9203	5359.51	64314.17
			7	31.6933	5493.50	65922.02
			8	32.4856	5630.84	67570.07
AFSCME	640	Office Assistant II	1	24.2093	4196.27	50355.21
			2	25.4198	4406.08	52872.96
			3	26.6906	4626.38	55516.61
			4	28.0253	4857.70	58292.45
			5	29.4265	5100.59	61207.07
			6	30.1621	5228.10	62737.25
			7	30.9163	5358.81	64305.68
			8	31.6891	5492.78	65913.31
AFSCME	630	Facilities Maintenance Worker I	1	21.9565	3805.79	45669.48
		Office Assistant I	2	23.0543	3996.08	47952.95
		Police Records Specialist I	3	24.207	4195.88	50350.6
		Police Service Assistant	4	25.4174	4405.68	52868.14
		Street Maintenance Worker I	5	26.6883	4625.96	55511.54
			6	27.3555	4741.61	56899.33

**CITY OF CATHEDRAL CITY
AFSCME SALARY SCHEDULE**

MOU TERM THROUGH DECEMBER 31, 2025

ADOPTED BY COUNCIL 03.12.2025 (no changes)

EXHIBIT "A"

GROUP	RANGE	POSITION	STEP	HOURLY	MONTHLY	ANNUAL
			7	28.0394	4860.15	58321.81
			8	28.7404	4981.66	59779.86
AFSCME	605	Ambulance Operator/Paramedic	1	18.0101	3121.75	37461.04
			2	18.9106	3277.84	39334.1
			3	19.8561	3441.73	41300.81
			4	20.8490	3613.82	43365.84
			5	21.3701	3704.17	44449.99
			6	21.9045	3796.77	45561.24
			7	22.4520	3891.69	46700.27
AFSCME	600	Ambulance Operator/EMT	1	17.1423	2971.33	35655.97
			2	17.9994	3119.90	37438.76
			3	18.8994	3275.89	39310.70
			4	19.8444	3439.69	41276.23
			5	20.3405	3525.68	42308.15
			6	20.8490	3613.82	43365.84
			7	21.3701	3704.17	44449.99

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

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

STIPENDS

<u>TYPE</u>	<u>Tier I</u>	<u>Tier II (After 11/26/12)</u>
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 INCREASE 07/07/2024

ADOPTED BY COUNCIL: 03.12.2025 (no changes)

EXHIBIT "B"

GROUP	RANGE	POSITION TITLE	STEP	HOURLY	MONTHLY	ANNUAL
Non-Rep	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
Non-Rep	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
Non-Rep	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
Non-Rep	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	Deputy Fire Chief	1	76.6041	13,278.05	159,336.62
		Deputy Police Chief	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 Finance Director	2	76.6041	13,278.05	159,336.64
			3	80.4344	13,941.96	167,303.49
			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
		Human Resources Director	2	72.9564	12,645.77	151,749.20

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

SALARY INCREASE 07/07/2024

ADOPTED BY COUNCIL: 03.12.2025 (no changes)

EXHIBIT "B"

GROUP	RANGE	POSITION TITLE	STEP	HOURLY	MONTHLY	ANNUAL
			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
		City Clerk	3	72.9564	12,645.77	151,749.20
		Human Resources Manager	4	76.6041	13,278.05	159,336.64
		Planning Manager	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	Fire Marshal	1	57.1633	9,908.29	118,899.46
		Fiscal Officer	2	60.0214	10,403.70	124,844.44
			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

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

SALARY INCREASE 07/07/2024

ADOPTED BY COUNCIL: 03.12.2025 (no changes)

EXHIBIT "B"

GROUP	RANGE	POSITION TITLE	STEP	HOURLY	MONTHLY	ANNUAL
			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	Public Works Supervisor	1	40.6249	7,041.64	84,499.62
			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

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

SALARY INCREASE 07/07/2024

ADOPTED BY COUNCIL: 03.12.2025 (no changes)

EXHIBIT "B"

GROUP	RANGE	POSITION TITLE	STEP	HOURLY	MONTHLY	ANNUAL
			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	Human Resources Specialist	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
		Deputy City Clerk	3	38.6903	6,706.32	80,475.84
		Events & Recreation Coordinator	4	40.6249	7,041.64	84,499.62
		Payroll Coordinator	5	42.6560	7,393.72	88,724.60
		Webmaster-Graphic Designer	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		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

LT Ambulance Operator/EMT

HOURLY

\$ 16.72

CITY OF CATHEDRAL CITY
NON-REPRESENTED SALARY SCHEDULE

SALARY INCREASE 07/07/2024

ADOPTED BY COUNCIL: 03.12.2025 (no changes)

EXHIBIT "B"

GROUP	RANGE	POSITION TITLE	STEP	HOURLY	MONTHLY	ANNUAL
LT	Ambulance Operator/Paramedic			\$ 17.57		
LT	Fire Battalion Chief			\$ 58.26		
LT	Fire Recruit			\$ 27.00		
LT	Police Officer Recruit			\$ 27.00		
PT/LT	Background Investigator			\$ 38.86		
PT/LT	IT Technician			\$ 30.89		
PT/LT	Office Assistant			\$ 22.50		
PT/LT	Police Cadet			\$ 16.50		
PT/LT	Public Safety Dispatcher			\$ 35.00		

STIPENDS

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	\$85/pp
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, 2027

ADOPTED BY COUNCIL 03.12.2025 (COLA effective 03.02.2025)

EXHIBIT "C"

GROUP	RANGE	POSITION TITLE	STEP	HOURLY	MONTHLY	ANNUAL
POA	130	Police Officer	1	42.4586	7359.49	88313.88
			2	44.5815	7727.47	92729.58
			3	46.8106	8113.84	97366.05
			4	48.6830	8438.39	101260.70
			5	51.1171	8860.31	106323.74
			6	53.6730	9303.33	111639.92
			7	55.0149	9535.91	114430.92
			8	56.3903	9774.31	117291.69

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

STIPENDS

<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 (Training Premium)	\$225/pp	\$225/pp
Gang Officer (Gang Detail Assignment Premium)	\$225/pp	\$225/pp
Homeless Liaison (Police Liaison Premium)	\$225/pp	\$225/pp
Investigator (Police Investigator Premium)	\$225/pp	\$225/pp
Motor Officer (Motorcycle Patrol Premium)	\$225/pp	\$225/pp
PACT Team (Police Liaison Premium)	\$225/pp	\$225/pp
School Resource Officer (Police Liaison Premium)	\$225/pp	\$225/pp
Uniform Allowance	\$140/mo	\$140/mo

STIPENDS (as of 03/16/2025)

<u>TYPE</u>	<u>Tier 1</u>	<u>Tier II (After 01/01/13)</u>
15 Year Longevity	7.5%	1x payment of 5.0%
20 Year Longevity	5%	1x payment of 2.5%
25 Year Longevity	N/A	1x payment of 2.5%
Advanced (A) Post Certificate	5%	5%
Intermediate (I) Post Certificate	5%	5%
Bilingual	\$250/pp	\$250/pp
Canine Handler (Canine Officer/Animal Premium)	\$250/pp	\$250/pp
Field Training Officer (Training Premium)	\$250/pp	\$250/pp
Gang Officer (Gang Detail Assignment Premium)	\$250/pp	\$250/pp
Homeless Liaison (Police Liaison Premium)	\$250/pp	\$250/pp
Investigator (Police Investigator Premium)	\$250/pp	\$250/pp
Motor Officer (Motorcycle Patrol Premium)	\$250/pp	\$250/pp
PACT Team (Police Liaison Premium)	\$250/pp	\$250/pp
School Resource Officer (Police Liaison Premium)	\$250/pp	\$250/pp
Uniform Allowance	\$170/mo	\$170/mo

CITY OF CATHEDRAL CITY PMA SALARY SCHEDULE

MOU TERM THROUGH JUNE 30, 2025

ADOPTED BY COUNCIL 03.12.2025 (No Changes)

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)

STIPENDS

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

ADOPTED BY COUNCIL 03.12.2025 (no changes)

EXHIBIT "E"

GROUP	RANGE	POSITION	STEP	HOURLY	ANNUAL	FLSA OT	TOTAL ANNUAL	MONTHLY
CCPFA	365	Firefighter/EMT	1	26.5281	77456.93	2016.14	79473.07	6622.76
CCPFA	365	Firefighter/EMT	2	27.8545	81329.61	2116.94	83446.55	6953.88
CCPFA	365	Firefighter/EMT	3	29.2472	85396.07	2222.79	87618.86	7301.57
CCPFA	365	Firefighter/EMT	4	30.7097	89666.23	2333.94	92000.17	7666.68
CCPFA	365	Firefighter/EMT	5	32.2451	94149.19	2450.63	96599.82	8049.98
CCPFA	365	Firefighter/EMT	6	33.0511	96502.74	2511.88	99014.62	8251.22
CCPFA	365	Firefighter/EMT	7	33.8775	98915.40	2574.69	101490.09	8457.51
CCPFA	365	Firefighter/EMT	8	34.7244	101388.29	2639.05	104027.34	8668.95

CCPFA	365M	Firefighter/EMT	1	38.2083	79473.06			
CCPFA	365M	Firefighter/EMT	2	40.1185	83446.55			
CCPFA	365M	Firefighter/EMT	3	42.1245	87618.87			
CCPFA	365M	Firefighter/EMT	4	44.2309	92000.17			
CCPFA	365M	Firefighter/EMT	5	46.4423	96599.82			
CCPFA	365M	Firefighter/EMT	6	47.6031	99014.62			
CCPFA	365M	Firefighter/EMT	7	48.7933	101490.08			
CCPFA	365M	Firefighter/EMT	8	50.0131	104027.33			

CCPFA	380	Firefighter/Paramedic	1	30.7098	89666.52	2333.94	92000.46	7666.71
CCPFA	380	Firefighter/Paramedic	2	32.2451	94149.47	2450.63	96600.10	8050.01
CCPFA	380	Firefighter/Paramedic	3	33.8575	98857.15	2573.17	101430.32	8452.53
CCPFA	380	Firefighter/Paramedic	4	35.5503	103799.81	2701.82	106501.63	8875.14
CCPFA	380	Firefighter/Paramedic	5	37.3278	108989.63	2836.91	111826.54	9318.88
CCPFA	380	Firefighter/Paramedic	6	38.2611	111714.80	2907.84	114622.64	9551.89
CCPFA	380	Firefighter/Paramedic	7	39.2176	114507.58	2980.54	117488.12	9790.68
CCPFA	380	Firefighter/Paramedic	8	40.1980	117369.97	3055.05	120425.02	10035.42

CCPFA	380M	Firefighter/Paramedic	1	44.2310	92000.45			
CCPFA	380M	Firefighter/Paramedic	2	46.4424	96600.11			
CCPFA	380M	Firefighter/Paramedic	3	48.7646	101430.31			
CCPFA	380M	Firefighter/Paramedic	4	51.2028	106501.62			
CCPFA	380M	Firefighter/Paramedic	5	53.7628	111826.53			
CCPFA	380M	Firefighter/Paramedic	6	55.1070	114622.63			
CCPFA	380M	Firefighter/Paramedic	7	56.4846	117488.12			
CCPFA	380M	Firefighter/Paramedic	8	57.8966	120425.03			

CCPFA	391	Fire Engineer	1	32.4343	94701.50	2465.01	97166.51	8097.21
CCPFA	391	Fire Engineer	2	34.0559	99436.45	2588.25	102024.70	8502.06
CCPFA	391	Fire Engineer	3	35.7587	104408.08	2717.66	107125.74	8927.15
CCPFA	391	Fire Engineer	4	37.5465	109628.30	2853.53	112481.83	9373.49
CCPFA	391	Fire Engineer	5	39.4240	115110.17	2996.22	118106.39	9842.20
CCPFA	391	Fire Engineer	6	40.4096	117987.92	3071.13	121059.05	10088.25
CCPFA	391	Fire Engineer	7	41.4198	120937.54	3147.90	124085.44	10340.45
CCPFA	391	Fire Engineer	8	42.4553	123961.03	3226.60	127187.63	10598.97

CCPFA	391M	Fire Engineer	1	46.7146	97166.48			
CCPFA	391M	Fire Engineer	2	49.0504	102024.70			
CCPFA	391M	Fire Engineer	3	51.5028	107125.74			
CCPFA	391M	Fire Engineer	4	54.0778	112481.83			
CCPFA	391M	Fire Engineer	5	56.7819	118106.40			
CCPFA	391M	Fire Engineer	6	58.2015	121059.05			

**CITY OF CATHEDRAL CITY
CCPFA SALARY SCHEDULE**

MOU TERM THROUGH DECEMBER 31, 2025

ADOPTED BY COUNCIL 03.12.2025 (no changes)

EXHIBIT "E"

GROUP	RANGE	POSITION	STEP	HOURLY	ANNUAL	FLSA OT	TOTAL ANNUAL	MONTHLY
CCPFA	391M	Fire Engineer	7	59.6565	124085.44			
CCPFA	391M	Fire Engineer	8	61.1479	127187.63			

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

M Represents 40-hour work week

STIPENDS

<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 03.12.2025 (no changes)

EXHIBIT "F"

GROUP	RANGE	POSITION	STEP	HOURLY	ANNUAL	FLSA OT	TOTAL ANNUAL	MONTHLY
CCFMA	449	Fire Captain	1	38.6353	112807.20	2936.28	115743.48	9645.29
CCFMA	449	Fire Captain	2	40.5670	118447.32	3083.09	121530.41	10127.53
CCFMA	449	Fire Captain	3	42.5953	124369.57	3237.24	127606.81	10633.90
CCFMA	449	Fire Captain	4	44.7251	130588.44	3399.11	133987.55	11165.63
CCFMA	449	Fire Captain	5	46.9613	137117.54	3569.06	140686.60	11723.88
CCFMA	449	Fire Captain	6	48.1354	140545.60	3658.29	144203.89	12016.99
CCFMA	449	Fire Captain	7	49.3387	144059.19	3749.74	147808.93	12317.41
CCFMA	449	Fire Captain	8	50.5721	147660.55	3843.48	151504.03	12625.34

CCFMA	449M	Fire Captain	1	55.6459	115743.47			
CCFMA	449M	Fire Captain	2	58.4281	121530.41			
CCFMA	449M	Fire Captain	3	61.3494	127606.81			
CCFMA	449M	Fire Captain	4	64.4171	133987.54			
CCFMA	449M	Fire Captain	5	67.6378	140686.61			
CCFMA	449M	Fire Captain	6	69.3288	144203.89			
CCFMA	449M	Fire Captain	7	71.0620	147808.91			
CCFMA	449M	Fire Captain	8	72.8385	151504.03			

CCFMA	471	Fire Battalion Chief	1	45.8422	133850.00	3484.01	137334.01	11444.50
CCFMA	471	Fire Battalion Chief	2	48.1342	140542.20	3658.20	144200.40	12016.70
CCFMA	471	Fire Battalion Chief	3	50.5411	147569.63	3620.63	151190.26	12599.19
CCFMA	471	Fire Battalion Chief	4	53.0681	154948.24	4033.18	158981.42	13248.45
CCFMA	471	Fire Battalion Chief	5	55.7214	162695.32	4234.83	166930.15	13910.85
CCFMA	471	Fire Battalion Chief	6	57.1144	166762.61	4340.69	171103.30	14258.61
CCFMA	471	Fire Battalion Chief	7	58.5423	170931.92	4449.21	175381.13	14615.09
CCFMA	471	Fire Battalion Chief	8	60.0058	175204.92	4560.44	179765.36	14980.45

CCFMA	471M	Fire Battalion Chief	1	66.0260	137334.01			
CCFMA	471M	Fire Battalion Chief	2	69.3271	144200.39			
CCFMA	471M	Fire Battalion Chief	3	72.7936	151410.75			
CCFMA	471M	Fire Battalion Chief	4	76.4334	158981.41			
CCFMA	471M	Fire Battalion Chief	5	80.2549	166930.14			
CCFMA	471M	Fire Battalion Chief	6	82.2613	171103.31			
CCFMA	471M	Fire Battalion Chief	7	84.3179	175381.14			
CCFMA	471M	Fire Battalion Chief	8	86.4256	179765.35			

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

M Represents 40-hour work week

STIPENDS

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