

H. Approve a Resolution Adopting an Updated City-Wide Salary Schedule

Recommendation: To adopt a resolution approving city-wide publicly available pay schedules in compliance with California Code of Regulations, Title 2, Sections 570.5, 571, and 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. 2024-

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 2024-26

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 September 11, 2024.

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF CATHEDRAL CITY

DOES HEREBY RESOLVE AS FOLLOWS:

SECTION 1. Resolution 2024-__ is hereby adopted to represent the City's most recent Publicly Available Pay Schedule (Attachments A, B, C, D, E, F) pursuant to Section 570.5.

SECTION 2. All previous resolutions related to job classifications and compensation levels are hereby repealed to the extent they are in conflict with this Resolution.

SECTION 3. 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 11th day of September, 2024, by the following vote:

Ayes:

Noes:

Absent:

Abstain:

Mark Carnevale, 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

SALARY SCHEDULE EFF: 01.01.2024

ADOPTED BY COUNCIL 9/11/2024

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		
<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 SCHEDULE EFF: 07/07/2024

ADOPTED BY COUNCIL: 9/11/2024

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
			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 Battalion Chief	\$ 58.26
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	\$	35.00

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	\$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

**CITY OF CATHEDRAL CITY
POA SALARY SCHEDULE**

MOU TERM THROUGH DECEMBER 31, 2024

SALARY SCHEDULE EFF: 01/07/2024

ADOPTED BY COUNCIL 9/11/2024

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 9/11/2024

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 9/11/2024

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		
Type	Tier I	Tier II (Hired after 01/07/15)
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)	Sinc 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 9/11/2024**

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