

**CITY OF CATHEDRAL CITY
AFSCME SALARY SCHEDULE**

MOU TERM THROUGH DECEMBER 31, 2025

ADOPTED BY COUNCIL 08.13.2025

EFFECTIVE DATE: 01.05.2025

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

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GROUP	RANGE	POSITION	STEP	HOURLY	MONTHLY	ANNUAL
			5	37.5176	6503.05	78036.65
			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

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GROUP	RANGE	POSITION	STEP	HOURLY	MONTHLY	ANNUAL
AFSCME	680	Administrative Assistant I	1	26.6875	4625.83	55509.93
			2	28.0219	4857.12	58285.43
		Planning Assistant	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
			2	26.6941	4626.98	55523.80
		Permit Technician I	3	28.0289	4858.33	58299.99
		Street Maintenance Worker II	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
			2	26.0586	4516.83	54201.96
		Property and Evidence Technician I	3	27.3615	4742.67	56912.05
		Municipal Services Coordinator	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	24.2070	4195.88	50350.6

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GROUP	RANGE	POSITION	STEP	HOURLY	MONTHLY	ANNUAL
		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
			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 07/06/2025

ADOPTED BY COUNCIL: 08.13.2025

EFFECTIVE DATE: 07.06.2025

EXHIBIT "B"

GROUP	RANGE	POSITION TITLE	STEP	HOURLY	MONTHLY	ANNUAL
Non-Rep	995	Fire Chief	1	100.7016	17,454.94	209,459.25
		Police Chief	2	105.7365	18,327.66	219,931.93
			3	111.0235	19,244.07	230,928.81
			4	116.5746	20,206.27	242,475.26
			5	122.4034	21,216.59	254,599.03
			6	125.4635	21,747.00	260,964.00
			7	128.6000	22,290.68	267,488.10
			8	131.8150	22,847.94	274,175.31
Non-Rep	990	Assistant City Manager	1	95.9063	16,623.75	199,485.00
			2	100.7014	17,454.92	209,458.98
			3	105.7366	18,327.68	219,932.20
			4	111.0235	19,244.07	230,928.82
			5	116.5746	20,206.27	242,475.27
			6	119.4890	20,711.43	248,537.14
			7	122.4763	21,229.21	254,750.57
			8	125.5381	21,759.95	261,119.34
Non-Rep	985		1	91.3393	15,832.14	189,985.64
			2	95.9063	16,623.74	199,484.93
			3	100.7015	17,454.93	209,459.17
			4	105.7366	18,327.68	219,932.13
			5	111.0236	19,244.09	230,929.03
			6	113.7991	19,725.19	236,702.26
			7	116.6441	20,218.32	242,619.82
			8	119.5603	20,723.78	248,685.31
Non-Rep	980		1	86.9898	15,078.23	180,938.72
			2	91.3393	15,832.14	189,985.64
			3	95.9063	16,623.74	199,484.93
			4	100.7015	17,454.93	209,459.17
			5	105.7366	18,327.68	219,932.13
			6	108.3800	18,785.87	225,430.44
			7	111.0895	19,255.52	231,066.20
			8	113.8668	19,736.91	236,842.86
Non-Rep	975	Deputy Fire Chief	1	82.8474	14,360.22	172,322.59
		Deputy Police Chief	2	86.9898	15,078.23	180,938.72
		Director of Public Works	3	91.3393	15,832.14	189,985.64
		Director of Comm. and Economic Dev.	4	95.9063	16,623.74	199,484.93
		Financial Services Director	5	100.7015	17,454.93	209,459.17
			6	103.2191	17,891.31	214,695.66
			7	105.7995	18,338.59	220,063.06
			8	108.4445	18,797.05	225,564.63
Non-Rep	970		1	78.9023	13,676.39	164,116.72
			2	82.8474	14,360.21	172,322.56
			3	86.9898	15,078.22	180,938.69
			4	91.3393	15,832.14	189,985.62
			5	95.9063	16,623.74	199,484.91
			6	98.3039	17,039.34	204,472.04
			7	100.7615	17,465.32	209,583.83
			8	103.2805	17,901.95	214,823.42

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

SALARY INCREASE 07/06/2025

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EXHIBIT "B"

GROUP	RANGE	POSITION TITLE	STEP	HOURLY	MONTHLY	ANNUAL
Non-Rep	965	City Engineer	1	75.1450	13,025.14	156,301.68
		Deputy Finance Director	2	78.9023	13,676.40	164,116.74
			3	82.8474	14,360.22	172,322.59
			4	86.9898	15,078.23	180,938.72
			5	91.3393	15,832.14	189,985.64
			6	93.6228	16,227.94	194,735.29
			7	95.9633	16,633.64	199,603.68
			8	98.3624	17,049.48	204,593.77
Non-Rep	960	Deputy Dir. of Comm. and Economic Dev.	1	71.5668	12,404.89	148,858.72
		Human Resources Director	2	75.1450	13,025.14	156,301.68
			3	78.9023	13,676.40	164,116.74
			4	82.8474	14,360.22	172,322.59
			5	86.9898	15,078.23	180,938.72
			6	89.1645	15,455.18	185,462.19
			7	91.3936	15,841.56	190,098.74
			8	93.6785	16,237.60	194,851.21
Non-Rep	955	Accounting Services Manager	1	68.1588	11,814.18	141,770.21
		Chief Technology Officer	2	71.5668	12,404.89	148,858.72
		City Clerk	3	75.1450	13,025.14	156,301.68
		Human Resources Manager	4	78.9023	13,676.40	164,116.74
		Planning Manager	5	82.8474	14,360.22	172,322.59
			6	84.9186	14,719.22	176,630.65
			7	87.0415	15,087.20	181,046.42
			8	89.2176	15,464.38	185,572.59
Non-Rep	950	Economic Development Manager	1	64.9128	11,251.55	135,018.54
			2	68.1586	11,814.17	141,770.03
			3	71.5666	12,404.88	148,858.53
			4	75.1451	13,025.15	156,301.74
			5	78.9024	13,676.40	164,116.83
			6	80.8749	14,018.31	168,219.75
			7	82.8968	14,368.77	172,425.24
			8	84.9691	14,727.99	176,735.88
Non-Rep	945	Chief Building Official	1	61.8220	10,715.81	128,589.77
		Facilities Manager	2	64.9131	11,251.61	135,019.26
		Public Works/Env. Conserv. Manager	3	68.1588	11,814.18	141,770.21
			4	71.5668	12,404.89	148,858.72
			5	75.1450	13,025.14	156,301.68
			6	77.0236	13,350.77	160,209.21
			7	78.9493	13,684.54	164,214.43
			8	80.9230	14,026.65	168,319.80
Non-Rep	940	Fire Marshal	1	58.8781	10,205.54	122,466.44
		Fiscal Officer	2	61.8220	10,715.81	128,589.77
			3	64.9131	11,251.61	135,019.26
			4	68.1588	11,814.18	141,770.21
			5	71.5668	12,404.89	148,858.72
			6	73.3559	12,715.02	152,580.20
			7	75.1898	13,032.89	156,394.71
			8	77.0695	13,358.71	160,304.57

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

SALARY INCREASE 07/06/2025

ADOPTED BY COUNCIL: 08.13.2025

EFFECTIVE DATE: 07.06.2025

EXHIBIT "B"

GROUP	RANGE	POSITION TITLE	STEP	HOURLY	MONTHLY	ANNUAL
Non-Rep	935	Code Compliance Manager	1	56.0744	9,719.56	116,634.71
		Communications/Event Manager	2	58.8781	10,205.54	122,466.44
			3	61.8220	10,715.81	128,589.77
			4	64.9131	11,251.61	135,019.26
			5	68.1588	11,814.18	141,770.21
			6	69.8628	12,109.54	145,314.47
			7	71.6093	12,412.28	148,947.33
			8	73.3995	12,722.59	152,671.02
Non-Rep	930	Senior Engineer	1	53.4041	9,256.72	111,080.68
			2	56.0744	9,719.56	116,634.71
			3	58.8781	10,205.54	122,466.44
			4	61.8220	10,715.81	128,589.77
			5	64.9131	11,251.61	135,019.26
			6	66.5359	11,532.89	138,394.73
			7	68.1994	11,821.22	141,854.61
			8	69.9043	12,116.75	145,400.97
Non-Rep	925	Land Development Engineer	1	50.8611	8,815.93	105,791.12
			2	53.4041	9,256.72	111,080.68
			3	56.0744	9,719.56	116,634.71
			4	58.8781	10,205.54	122,466.44
			5	61.8220	10,715.81	128,589.77
			6	63.3675	10,983.71	131,804.51
			7	64.9518	11,258.30	135,099.62
			8	66.5755	11,539.76	138,477.12
Non-Rep	920	Associate Planner	1	48.4391	8,396.12	100,753.45
		Associate Civil Engineer	2	50.8611	8,815.93	105,791.12
		Licensing Officer	3	53.4041	9,256.72	111,080.68
		Sr. Accountant	4	56.0744	9,719.56	116,634.71
		Sr. Network Engineer (IT)	5	58.8781	10,205.54	122,466.44
			6	60.3500	10,460.68	125,528.11
			7	61.8588	10,722.19	128,666.31
			8	63.4053	10,990.25	131,882.97
Non-Rep	915	Accountant II	1	46.1325	7,996.31	95,955.67
		Engineering Field Project Manager	2	48.4391	8,396.12	100,753.45
		Enterprise Applications Engineer	3	50.8611	8,815.93	105,791.12
		Enterprise Systems Analyst	4	53.4041	9,256.72	111,080.68
		GIS Engineer	5	56.0744	9,719.56	116,634.71
		Management Analyst	6	57.4763	9,962.55	119,550.58
			7	58.9131	10,211.61	122,539.35
			8	60.3860	10,466.90	125,602.82
Non-Rep	910		1	43.9358	7,615.53	91,386.34
			2	46.1325	7,996.31	95,955.67
			3	48.4391	8,396.12	100,753.45
			4	50.8611	8,815.93	105,791.12
			5	53.4041	9,256.72	111,080.68
			6	54.7393	9,488.14	113,857.69
			7	56.1078	9,725.35	116,704.14
			8	57.5105	9,968.48	119,621.75

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

SALARY INCREASE 07/06/2025

ADOPTED BY COUNCIL: 08.13.2025

EFFECTIVE DATE: 07.06.2025

EXHIBIT "B"

GROUP	RANGE	POSITION TITLE	STEP	HOURLY	MONTHLY	ANNUAL
Non-Rep	905	Public Works Supervisor	1	41.8435	7,252.88	87,034.61
			2	43.9358	7,615.53	91,386.34
			3	46.1325	7,996.31	95,955.67
			4	48.4391	8,396.12	100,753.45
			5	50.8611	8,815.93	105,791.12
			6	52.1326	9,036.33	108,435.91
			7	53.4360	9,262.23	111,146.80
			8	54.7719	9,493.79	113,925.47
Non-Rep	900	Senior Analyst	1	39.8510	6,907.51	82,890.12
		Senior Human Resources Specialist	2	41.8435	7,252.88	87,034.61
			3	43.9358	7,615.53	91,386.34
			4	46.1325	7,996.31	95,955.67
			5	48.4391	8,396.12	100,753.45
			6	49.6501	8,606.02	103,272.28
			7	50.8914	8,821.17	105,854.09
			8	52.1636	9,041.70	108,500.45
Non-Rep	895	Human Resources Specialist	1	37.9534	6,578.58	78,942.96
			2	39.8510	6,907.51	82,890.12
			3	41.8435	7,252.88	87,034.61
			4	43.9358	7,615.53	91,386.34
			5	46.1325	7,996.31	95,955.67
			6	47.2859	8,196.21	98,354.56
			7	48.4680	8,401.12	100,813.42
			8	49.6798	8,611.15	103,333.75
Non-Rep	890	Administrative Assistant II	1	36.1460	6,265.31	75,183.77
		Analyst II	2	37.9534	6,578.58	78,942.96
		Deputy City Clerk	3	39.8510	6,907.51	82,890.12
		Events & Recreation Coordinator	4	41.8435	7,252.88	87,034.61
		Payroll Coordinator	5	43.9358	7,615.53	91,386.34
		Webmaster-Graphic Designer	6	45.0341	7,805.92	93,671.01
			7	46.1600	8,001.07	96,012.79
			8	47.3140	8,201.09	98,413.10
Non-Rep	885		1	34.4248	5,966.97	71,603.59
			2	36.1460	6,265.31	75,183.77
			3	37.9534	6,578.58	78,942.96
			4	39.8510	6,907.51	82,890.12
			5	41.8435	7,252.88	87,034.61
			6	42.8896	7,434.21	89,210.48
			7	43.9619	7,620.06	91,440.74
			8	45.0610	7,810.56	93,726.76
Non-Rep	880	Analyst I	1	32.7855	5,682.83	68,193.90
		Payroll Specialist	2	34.4248	5,966.97	71,603.59
			3	36.1460	6,265.31	75,183.77
			4	37.9534	6,578.58	78,942.96
			5	39.8510	6,907.51	82,890.12
			6	40.8473	7,080.20	84,962.37
			7	41.8685	7,257.20	87,086.42
			8	42.9151	7,438.63	89,263.57

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

SALARY INCREASE 07/06/2025

ADOPTED BY COUNCIL: 08.13.2025

EFFECTIVE DATE: 07.06.2025

EXHIBIT "B"

GROUP	RANGE	POSITION TITLE	STEP	HOURLY	MONTHLY	ANNUAL
Non-Rep	870	Administrative Assistant I	1	29.7375	5,154.49	61,853.88
			2	31.2243	5,412.21	64,946.57
		Human Resources Assistant	3	32.7855	5,682.83	68,193.90
			4	34.4248	5,966.97	71,603.59
			5	36.1460	6,265.31	75,183.77
			6	37.0498	6,421.95	77,063.37
			7	37.9760	6,582.50	78,989.96
			8	38.9254	6,747.06	80,964.71

* Step 6.7.8 (step advancements every 2 years)

Part-Time | Temp | Limited Term

STATUS	POSITION TITLE	HOURLY
LT	Fire Marshal	\$ 73.3599
LT	Fire Recruit	\$ 27.0000
LT	Police Officer Recruit	\$ 27.0000
LT	Police Services Assistant	\$ 23.6166
PT/LT	Ambulance Operator/EMT	\$ 17.5000
PT/LT	Ambulance Operator/Paramedic	\$ 18.5000
PT/LT	Background Investigator	\$ 38.8556
PT/LT	IT Technician	\$ 30.8925
PT/LT	Office Assistant	\$ 22.5000
PT/LT	Police Cadet	\$ 16.5000
PT/LT	Public Safety Dispatcher	\$ 35.0000

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

**CITY OF CATHEDRAL CITY
POA SALARY SCHEDULE**

MOU TERM THROUGH DECEMBER 31, 2027

ADOPTED BY COUNCIL 08.13.2025

EFFECTIVE DATE: 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%	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, 2028

ADOPTED BY COUNCIL 08.13.2025

EFFECTIVE DATE: 07.06.2025

EXHIBIT "D"

GROUP	RANGE	POSITION TITLE	STEP	HOURLY	MONTHLY	ANNUAL
PMA	271	Police Commander	1	74.9774	12996.07	155952.84
			2	78.7263	13645.87	163750.49
			3	82.6625	14328.17	171938.00
			4	86.7956	15044.58	180534.91
			5	91.1354	15796.80	189561.65
			6	93.4138	16191.72	194300.68
			7	95.7491	16596.52	199158.21
			8	98.1429	17011.43	204137.16
PMA	251	Police Sergeant	1	63.8966	11075.41	132904.87
			2	67.0914	11629.18	139550.11
			3	70.4460	12210.63	146527.61
			4	73.9683	12821.17	153853.99
			5	77.6666	13462.22	161546.69
			6	79.6084	13798.78	165585.35
			7	81.5985	14143.75	169725.00
			8	83.6385	14497.34	173968.12

*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	5 hrs pp	5 hrs 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 08.13.2025 (no changes)

EFFECTIVE DATE: 01.05.2025

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			

**CITY OF CATHEDRAL CITY
CCPFA SALARY SCHEDULE**

MOU TERM THROUGH DECEMBER 31, 2025

ADOPTED BY COUNCIL 08.13.2025 (no changes)

EFFECTIVE DATE: 01.05.2025

EXHIBIT "E"

GROUP	RANGE	POSITION	STEP	HOURLY	ANNUAL	FLSA OT	TOTAL ANNUAL	MONTHLY
CCPFA	391M	Fire Engineer	6	58.2015	121059.05			
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 08.13.2025 (no changes)

EFFECTIVE DATE: 01.05.2025

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

CITY OF CATHEDRAL CITY

MAYOR, MAYOR PRO TEM and COUNCIL MEMBERS

RANGE	POSITION TITLE	ADJUSTED	EFFECTIVE	MONTHLY	ANNUAL
502	Mayor, Mayor Pro Tem and Council Members	3%	07.06.2025	1,453.41	17,440.89
				-	
Adjust July 1 of each year based on December CPI per City Charter				-	

CITY TREASURER

RANGE	POSITION TITLE	ADJUSTED	EFFECTIVE	MONTHLY	ANNUAL
503	City Treasurer	5%	12.21.2024	1,839.27	22,071.21
				-	
Increase 5% on 12/21 of each year per Municipal Code 2.10.020 & 2.15.020				-	

CITY MANAGER

RANGE	POSITION TITLE	EFFECTIVE	MONTHLY	ANNUAL	HOURLY
501	City Manager	07.07.2024	23,333.33	\$280,000.00	134.6154
			-		-