

# 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