

**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			

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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.