

November 1, 2025

To: CALIFORNIA FIRE AND RESCUE MUTUAL AID SYSTEM AGENCIES

SUBJECT: **Updated 2025 Rate Letter effective November 1, 2025, for all California Fire Assistance Agreement (CFAA) orders and requests.**

Dear Chief:

The following reimbursement rates apply to responses under the terms and conditions of the CFAA for the period beginning **November 1, 2025**.

IMPORTANT TO NOTE: On July 23, 2025, the Federal Emergency Management Agency (FEMA) updated its Schedule of Equipment Rates effective July 1, 2025, resulting in significant reductions for many fire apparatus and support equipment categories that directly affect reimbursements in California under the current terms and conditions of the California Fire Assistance Agreement (CFAA). Recognizing the operational and fiscal impacts of these changes, the CFAA Committee extended the previous rate letter to allow additional time for the California Governor's Office of Emergency Services (Cal OES) to engage with FEMA.

A resolution addressing California's equipment rate disparity has not yet been reached. Accordingly, the CFAA Committee will proceed in accordance with Section 16.5 of the CFAA and adhere to FEMA's updated schedule of equipment rates.

Cal OES remains engaged with FEMA to work toward a sustainable solution that supports critical resource readiness and response. We are committed to advocating for California specific equipment rates that accurately reflect the State's operational conditions and cost realities, in hopes to secure formal recognition within FEMA's reimbursement framework.

Personnel Base Rates: These rates ONLY apply if your agency does NOT have rates on file.

- Overhead at or above Strike Team/Task Force Leader: \$38.16 (ST) \$57.24 (OT) per hour
- Engine Company and Overhead at or below
Strike Team/Task Force Leader (Trainee): \$29.98 (ST) \$44.97 (OT) per hour

NOTE: Base Rates are required to be shown at straight time (ST) on the annual salary survey; however, agencies will be reimbursed at an overtime rate (OT) of time and one half at invoicing for base rates. Both straight and overtime rates are reflected above.

The following apparatus rates will apply to responses effective at the time of initial dispatch:

- There is a 16-hour maximum allowable charge per 24-hour period from the time of initial dispatch.

Emergency Apparatus Rates	
Typing	Hourly
Type I	\$162.44
Type II	\$115.72
Type III	\$90.66
Type IV	\$81.58
Type V – VII	\$82.87
Water Tender Tactical I	\$98.04
Water Tender Tactical II	\$97.76

Reimbursement shall be calculated on a daily basis for local jurisdiction support equipment:

Support Equipment Rates	
Government Owned Vehicles	Daily
Sedan	\$144.00
Pickup	\$176.00
Van	\$254.00
SUV	\$242.00
Other (3/4 ton & above)	\$197.00

Privately Owned Vehicle rate will be reimbursed on a per mile basis:

Privately Owned Vehicle Rate
\$0.70

Rental Vehicle rates will be reimbursed using the state rates below based on incident position:

- Class types in the Rent-A-Truck Rates section will be charged an additional \$.20 per mile for all miles travelled.

Rent-A-Car Rates		
Class Type	Daily	Weekly
Compact Sedan	\$42.37	\$183.28
Mid-Size / Intermediate	\$42.37	\$183.28
Standard Sedan	\$43.77	\$189.32
Full Size Sedan	\$43.77	\$189.32
Hybrid Electric Vehicle	\$52.70	\$271.34
Plug-In Hybrid / Zero Emission	\$60.51	\$311.56
Four Wheel Drive / Compact SUV	\$59.31	\$296.55
Medium SUV	\$83.94	\$432.23
Large SUV	\$117.42	\$604.60
Compact Pickup Truck / 1/2-ton Pickup Truck	\$72.78	\$345.94
Mini Van	\$61.62	\$317.31
Rent-A-Truck Rates		
¾ Ton Pickup Truck w/Tow	\$95.10	\$587.62
1-Ton Pickup	\$111.85	\$691.05
Large Van	\$139.74	\$719.52
Cargo Van	\$97.80	\$503.57
15' Cutaway Box Van w/Ramp	\$85.60	\$440.80
16' Box Truck	\$103.89	\$534.97
24' Box Truck	\$122.19	\$629.15
26' Box Truck	\$122.19	\$629.15
14' – 16' Stake Bed	\$103.89	\$534.97
20' – 24' Stake Bed	\$122.19	\$629.15

Lodging, Meals, and Incidentals will be reimbursed at the rates below:

Lodging Rate
\$151.00
*Reimbursed up to a ceiling of 150%

Meal and Incidental Rates	
Breakfast	\$19.00
Lunch	\$22.00
Dinner	\$32.00
Incidentals	\$5.00

The de minimis administrative rate will be added to the total of approved reimbursements unless an agency specific rate is submitted:

De minimis Administrative Rate
15.00%

REQUIRED SIGNATURE:

Each fire agency's **authorized representative** is required to sign all applicable rate and form submissions within the Mutual Aid Reimbursement System ([MARS](#)). By signing, the representative certifies, **under penalty of perjury**, that the information provided is accurate to the best of their knowledge and that the agency will comply with the terms and conditions of the California Fire Assistance Agreement (CFAA) and its internal accounting and reimbursement standards. Fire agencies must acknowledge acceptance of either the established base rate(s) and/or their agency's salary rates through this required signature process.

Pursuant to the CFAA, each local fire agency shall submit an **annual signed salary survey**. Failure to provide a signed salary survey from the agency's authorized representative will result in Cal OES having **no basis to process reimbursement** for any CFAA-authorized responses.

REVIEW:

Upon request, fire agencies shall provide Cal OES with supporting documentation used to establish their rates and methods of compensation. Cal OES will annually select a sample of agencies for review by Cal OES and the CFAA Committee. Agencies must submit all requested documentation within **thirty (30) calendar days** of notification. This process does not supersede the **Examination and Audit** provisions established within the Agreement.

For questions regarding the updated annual rate letter or [Instructions for Completing the Cal OES Salary Survey](#) in MARS, please contact the Fire and Rescue Branch support staff at (916) 845-8711 or cfaareimbursement@caloes.ca.gov.

For questions related to the management and oversight of the CFAA, please contact Deputy Chief Lori Lopez at lori.lopez@caloes.ca.gov.

Sincerely,



Lori Lopez
Deputy Chief of Administration
California Governor's Office of Emergency Services
Fire and Rescue Branch