



City of Palo Alto

City Council Staff Report

(ID # 8728)

Report Type: Consent Calendar

Meeting Date: 12/11/2017

Summary Title: Update salary schedules for public safety employee groups

Title: Adoption of Updated Salary Schedules per MOAs for, Palo Alto Peace Officer's Association (PAPOA), Palo Alto Police Managers Association (PAPMA), International Association of Fire Fighters (IAFF), and Palo Alto Fire Chiefs Association (PAFCA)

From: City Manager

Lead Department: Human Resources

Recommended Motion

Staff recommends that the Council adopt the attached updates to the salary schedule for International Association of Fire Fighters (IAFF), Palo Alto Fire Chief's Association (PAFCA), Palo Alto Peace Officers' Association (PAPOA), and Palo Alto Police Management Association (PAPMA).

Recommendation

Staff recommends that Council adopt the attached updated salary schedule for the International Association of Fire Fighters (IAFF), Palo Alto Fire Chief's Association (PAFCA), Palo Alto Peace Officers' Association (PAPOA), and Palo Alto Police Management Association (PAPMA) to reflect a 2.5 percent wage increase effective 12/23/17.

Discussion

The City's salaries are adopted and maintained in accordance with a number of laws, policies and regulations, including:

- City of Palo Alto Charter;
- City of Palo Alto Municipal Code;
- City of Palo Alto City of Palo Alto Merit Rules;
- Memoranda of Understanding as bargained between the City and unions/associations; and
- Management and Professional Compensation Plan

The Public Employees' Retirement Law (PERL) requires contracting agencies like the City of Palo Alto to adopt publicly available pay schedules that show "the pay rate for each identified position, which may be stated as a single amount or as multiple amounts within a range."

The pay schedules are adopted and published with the fiscal year budget and/or when new Memoranda of Agreement are ratified. From time-to-time, the adopted pay schedules require updates to reflect settlements that arise from union grievances, from changes in minimum wage laws, internal or external alignment or for administrative reasons, such as correcting errors.

The requested salary schedule adjustments reflect the agreed upon salary terms in the current Council approved Memoranda of Agreement (MOAs) for all of the public safety employee groups: IAFF, PAFCA, PAPMA and PAPOA. The basic wage salary provisions stipulated that a total compensation survey was to be completed by November 2017 per the criteria detailed in the MOA. Upon completion of this survey, the MOAs provide that should the survey find the City to be below the median of the market, a market adjustment to place the unit at the median of the market shall be conferred up to but not exceeding a cap of 2.5 percent effective by the end of December 2017.

The City completed total compensation market studies per the terms agreed upon and found all units to be below the median of the market by 5 percent to 9 percent depending on the unit. Consistent with the language in the MOAs, increases of 2.5 percent effective 12/23/17 are necessary to implement this provision of these MOAs.

Resource Impact

The FY 2018 Adopted Budget presumed the maximum authority of 2.5 percent wage increase beginning in calendar year 2018, therefore, no additional appropriation of funds is necessary to implement these actions. Overall, the recommended adjustments will result in additional salary costs of approximately \$300,000 in FY 2018 and \$600,000 ongoing in the General Fund.

Environmental Impact

Adoption of the attached salary schedule is not project for the purposes of the California Environmental Quality Act (CEQA) and therefore no environmental review is required.

Attachments:

- Attachment A - IAFF Salary Schedule
- Attachment B - PAFCA Salary Schedule
- Attachment C - PAPOA Salary Schedule
- Attachment D - PAPMA Salary Schedule

Attachment A

IAFF Salary Schedule													
Job Code	FLSA	SH/NS	Job Title	Salary Effective the pay period following adoption (7.5% Increase)		Salary Effective PP 2016-14 (10.5% Increase)		Salary Effective 06/24/2017(2.5% Increase)		Salary Effective 12/23/2017(2.5% Increase)			
				Step	Rate	Step	Rate	Step	Rate	Step	Rate	Monthly	Annual
601	Non-exempt	SH	FIRE APPARATUS OP	1	\$ 27.58	1	\$ 30.48	1	\$ 31.25	1	\$ 32.02		
				2	\$ 29.03	2	\$ 32.08	2	\$ 32.89	2	\$ 33.71		
				3	\$ 30.56	3	\$ 33.77	3	\$ 34.62	3	\$ 35.48		
				4	\$ 32.17	4	\$ 35.55	4	\$ 36.44	4	\$ 37.35		
				5	\$ 33.86	5	\$ 37.42	5	\$ 38.36	5	\$ 39.32	\$ 9,541.65	\$ 114,499.84
602	Non-exempt	SH	FIRE CAPTAIN	1	\$ 32.73	1	\$ 36.17	1	\$ 37.07	1	\$ 38.00		
				2	\$ 34.45	2	\$ 38.07	2	\$ 39.02	2	\$ 40.00		
				3	\$ 36.26	3	\$ 40.07	3	\$ 41.07	3	\$ 42.10		
				4	\$ 38.17	4	\$ 42.18	4	\$ 43.23	4	\$ 44.32		
				5	\$ 40.18	5	\$ 44.40	5	\$ 45.51	5	\$ 46.65	\$ 11,320.40	\$ 135,844.80
603	Non-exempt	SH	FIRE INSPECTOR	1	\$ 34.36	1	\$ 37.97	1	\$ 38.91	1	\$ 39.89		
				2	\$ 36.17	2	\$ 39.97	2	\$ 40.96	2	\$ 41.99		
				3	\$ 38.07	3	\$ 42.07	3	\$ 43.12	3	\$ 44.20		
				4	\$ 40.07	4	\$ 44.28	4	\$ 45.39	4	\$ 46.53		
				5	\$ 42.18	5	\$ 46.61	5	\$ 47.78	5	\$ 48.98	\$ 11,885.81	\$ 142,629.76
604	Non-exempt	SH	FIRE FIGHTER	1	\$ 25.80	1	\$ 28.51	1	\$ 29.23	1	\$ 29.95		
				2	\$ 27.16	2	\$ 30.01	2	\$ 30.77	2	\$ 31.53		
				3	\$ 28.59	3	\$ 31.59	3	\$ 32.39	3	\$ 33.19		
				4	\$ 30.09	4	\$ 33.25	4	\$ 34.09	4	\$ 34.94		
				5	\$ 31.67	5	\$ 35.00	5	\$ 35.88	5	\$ 36.78	\$ 8,925.28	\$ 107,103.36
606	Non-exempt	SH	OPER PARAMEDIC-12.5	1	\$ 31.03	1	\$ 34.29	1	\$ 35.14	1	\$ 36.02		
				2	\$ 32.66	2	\$ 36.09	2	\$ 36.99	2	\$ 37.92		
				3	\$ 34.38	3	\$ 37.99	3	\$ 38.94	3	\$ 39.92		
				4	\$ 36.19	4	\$ 39.99	4	\$ 40.99	4	\$ 42.02		
				5	\$ 38.09	5	\$ 42.09	5	\$ 43.15	5	\$ 44.23	\$ 10,733.15	\$ 128,797.76
608	Non-exempt	SH	CAPTAIN PARAMEDIC-12.5	1	\$ 36.81	1	\$ 40.69	1	\$ 41.71	1	\$ 42.75		
				2	\$ 38.75	2	\$ 42.83	2	\$ 43.90	2	\$ 45.00		
				3	\$ 40.79	3	\$ 45.08	3	\$ 46.21	3	\$ 47.37		
				4	\$ 42.94	4	\$ 47.45	4	\$ 48.64	4	\$ 49.86		
				5	\$ 45.20	5	\$ 49.95	5	\$ 51.20	5	\$ 52.48	\$ 12,735.15	\$ 152,821.76
610	Non-exempt	SH	INSPCTR PARAMDC-12.5	1	\$ 37.14	1	\$ 41.05	1	\$ 42.08	1	\$ 43.13		
				2	\$ 39.09	2	\$ 43.21	2	\$ 44.29	2	\$ 45.40		
				3	\$ 41.15	3	\$ 45.48	3	\$ 46.62	3	\$ 47.79		
				4	\$ 43.32	4	\$ 47.87	4	\$ 49.07	4	\$ 50.30		
				5	\$ 45.60	5	\$ 50.39	5	\$ 51.65	5	\$ 52.95	\$ 12,849.20	\$ 154,190.40

IAFF Salary Schedule

Job Code	FLSA	SH/NS	Job Title	Salary Effective the pay period following adoption (7.5% Increase)		Salary Effective PP 2016-14 (10.5% Increase)		Salary Effective 06/24/2017(2.5% Increase)		Salary Effective 12/23/2017(2.5% Increase)			
676	Non-exempt	SH	F FIGHTR PARAMEDC-12.5	1	\$ 29.02	1	\$ 32.07	1	\$ 32.88	1	\$ 33.70		
				2	\$ 30.55	2	\$ 33.76	2	\$ 34.61	2	\$ 35.47		
				3	\$ 32.16	3	\$ 35.54	3	\$ 36.43	3	\$ 37.34		
				4	\$ 33.85	4	\$ 37.41	4	\$ 38.35	4	\$ 39.31		
				5	\$ 35.63	5	\$ 39.38	5	\$ 40.37	5	\$ 41.38	\$ 10,041.55	\$ 120,498.56
677	Non-exempt	SH	HAZ MAT SPEC	1	\$ 35.37	1	\$ 39.08	1	\$ 40.05	1	\$ 41.07		
				2	\$ 37.23	2	\$ 41.14	2	\$ 42.16	2	\$ 43.23		
				3	\$ 39.19	3	\$ 43.30	3	\$ 44.38	3	\$ 45.50		
				4	\$ 41.25	4	\$ 45.58	4	\$ 46.72	4	\$ 47.89		
				5	\$ 43.42	5	\$ 47.98	5	\$ 49.18	5	\$ 50.41	\$ 12,232.83	\$ 146,793.92
678	Non-exempt	SH	HAZ MAT INSPECTOR	1	\$ 34.36	1	\$ 37.97	1	\$ 38.91	1	\$ 39.89		
				2	\$ 36.17	2	\$ 39.97	2	\$ 40.96	2	\$ 41.99		
				3	\$ 38.07	3	\$ 42.07	3	\$ 43.12	3	\$ 44.20		
				4	\$ 40.07	4	\$ 44.28	4	\$ 45.39	4	\$ 46.53		
				5	\$ 42.18	5	\$ 46.61	5	\$ 47.78	5	\$ 48.98	\$ 11,885.81	\$ 142,629.76
680	Non-exempt	SH	FIRE FIGHTER HAZ MAT	1	\$ 27.08	1	\$ 29.93	1	\$ 30.69	1	\$ 31.46		
				2	\$ 28.51	2	\$ 31.50	2	\$ 32.30	2	\$ 33.12		
				3	\$ 30.01	3	\$ 33.16	3	\$ 34.00	3	\$ 34.86		
				4	\$ 31.59	4	\$ 34.91	4	\$ 35.79	4	\$ 36.69		
				5	\$ 33.25	5	\$ 36.75	5	\$ 37.67	5	\$ 38.62	\$ 9,371.79	\$ 112,461.44
681	Non-exempt	SH	FIRE APPR OP HAZ MAT	1	\$ 28.95	1	\$ 32.00	1	\$ 32.80	1	\$ 33.63		
				2	\$ 30.47	2	\$ 33.68	2	\$ 34.53	2	\$ 35.40		
				3	\$ 32.07	3	\$ 35.45	3	\$ 36.35	3	\$ 37.26		
				4	\$ 33.76	4	\$ 37.32	4	\$ 38.26	4	\$ 39.22		
				5	\$ 35.54	5	\$ 39.28	5	\$ 40.27	5	\$ 41.28	\$ 10,017.28	\$ 120,207.36
682	Non-exempt	SH	FIRE CAPTAIN HAZ MAT	1	\$ 34.37	1	\$ 37.98	1	\$ 38.92	1	\$ 39.90		
				2	\$ 36.18	2	\$ 39.98	2	\$ 40.97	2	\$ 42.00		
				3	\$ 38.08	3	\$ 42.08	3	\$ 43.13	3	\$ 44.21		
				4	\$ 40.08	4	\$ 44.29	4	\$ 45.40	4	\$ 46.54		
				5	\$ 42.19	5	\$ 46.62	5	\$ 47.79	5	\$ 48.99	\$ 11,888.24	\$ 142,658.88
683	Non-exempt	SH	FIRE FIGHTER EMT	1	\$ 26.57	1	\$ 29.36	1	\$ 30.10	1	\$ 30.87		
				2	\$ 27.97	2	\$ 30.91	2	\$ 31.68	2	\$ 32.49		
				3	\$ 29.44	3	\$ 32.54	3	\$ 33.35	3	\$ 34.20		
				4	\$ 30.99	4	\$ 34.25	4	\$ 35.11	4	\$ 36.00		
				5	\$ 32.62	5	\$ 36.05	5	\$ 36.96	5	\$ 37.89	\$ 9,194.64	\$ 110,335.68

IAFF Salary Schedule

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684	Non-exempt	SH	FIRE FGTR HZ MT EMT	1	\$ 27.87	1	\$ 30.79	1	\$ 31.57	1	\$ 32.36		
				2	\$ 29.34	2	\$ 32.41	2	\$ 33.23	2	\$ 34.06		
				3	\$ 30.88	3	\$ 34.12	3	\$ 34.98	3	\$ 35.85		
				4	\$ 32.50	4	\$ 35.92	4	\$ 36.82	4	\$ 37.74		
				5	\$ 34.21	5	\$ 37.81	5	\$ 38.76	5	\$ 39.73	\$ 9,641.15	\$ 115,693.76
685	Non-exempt	SH	FIRE APPARATUS OP EMT	1	\$ 28.41	1	\$ 31.40	1	\$ 32.19	1	\$ 32.99		
				2	\$ 29.91	2	\$ 33.05	2	\$ 33.88	2	\$ 34.73		
				3	\$ 31.48	3	\$ 34.79	3	\$ 35.66	3	\$ 36.56		
				4	\$ 33.14	4	\$ 36.62	4	\$ 37.54	4	\$ 38.48		
				5	\$ 34.88	5	\$ 38.55	5	\$ 39.52	5	\$ 40.51	\$ 9,830.43	\$ 117,965.12
686	Non-exempt	SH	FIRE AP OP HZ MT EMT	1	\$ 29.78	1	\$ 32.92	1	\$ 33.74	1	\$ 34.59		
				2	\$ 31.35	2	\$ 34.65	2	\$ 35.52	2	\$ 36.41		
				3	\$ 33.00	3	\$ 36.47	3	\$ 37.39	3	\$ 38.33		
				4	\$ 34.74	4	\$ 38.39	4	\$ 39.36	4	\$ 40.35		
				5	\$ 36.57	5	\$ 40.41	5	\$ 41.43	5	\$ 42.47	\$ 10,306.05	\$ 123,672.64
687	Non-exempt	SH	FIRE CAPTAIN EMT	1	\$ 33.70	1	\$ 37.25	1	\$ 38.18	1	\$ 39.15		
				2	\$ 35.47	2	\$ 39.21	2	\$ 40.19	2	\$ 41.21		
				3	\$ 37.34	3	\$ 41.27	3	\$ 42.31	3	\$ 43.38		
				4	\$ 39.31	4	\$ 43.44	4	\$ 44.54	4	\$ 45.66		
				5	\$ 41.38	5	\$ 45.73	5	\$ 46.88	5	\$ 48.06	\$ 11,662.56	\$ 139,950.72
688	Non-exempt	SH	FIRE CAP HAZ MAT EMT	1	\$ 35.35	1	\$ 39.06	1	\$ 40.04	1	\$ 41.05		
				2	\$ 37.21	2	\$ 41.12	2	\$ 42.15	2	\$ 43.21		
				3	\$ 39.17	3	\$ 43.28	3	\$ 44.37	3	\$ 45.48		
				4	\$ 41.23	4	\$ 45.56	4	\$ 46.70	4	\$ 47.87		
				5	\$ 43.40	5	\$ 47.96	5	\$ 49.16	5	\$ 50.39	\$ 12,227.97	\$ 146,735.68
689	Non-exempt	SH	FIRE INSPECTOR EMT	1	\$ 35.41	1	\$ 39.12	1	\$ 40.11	1	\$ 41.12		
				2	\$ 37.27	2	\$ 41.18	2	\$ 42.22	2	\$ 43.28		
				3	\$ 39.23	3	\$ 43.35	3	\$ 44.44	3	\$ 45.56		
				4	\$ 41.29	4	\$ 45.63	4	\$ 46.78	4	\$ 47.96		
				5	\$ 43.46	5	\$ 48.03	5	\$ 49.24	5	\$ 50.48	\$ 12,249.81	\$ 146,997.76
691	Non-exempt	SH	F FG PRDMD-12.5 EMT	1	\$ 29.79	1	\$ 32.94	1	\$ 33.76	1	\$ 34.61		
				2	\$ 31.36	2	\$ 34.67	2	\$ 35.54	2	\$ 36.43		
				3	\$ 33.01	3	\$ 36.49	3	\$ 37.41	3	\$ 38.35		
				4	\$ 34.75	4	\$ 38.41	4	\$ 39.38	4	\$ 40.37		
				5	\$ 36.58	5	\$ 40.43	5	\$ 41.45	5	\$ 42.49	\$ 10,310.91	\$ 123,730.88

IAFF Salary Schedule

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693	Non-exempt	SH	OPR PRMDC-12.5 EMT	1	\$ 31.85	1	\$ 35.21	1	\$ 36.09	1	\$ 36.99		
				2	\$ 33.53	2	\$ 37.06	2	\$ 37.99	2	\$ 38.94		
				3	\$ 35.29	3	\$ 39.01	3	\$ 39.99	3	\$ 40.99		
				4	\$ 37.15	4	\$ 41.06	4	\$ 42.09	4	\$ 43.15		
				5	\$ 39.11	5	\$ 43.22	5	\$ 44.31	5	\$ 45.42	\$ 11,021.92	\$ 132,263.04
695	Non-exempt	SH	CAPT PRMDC-12.5 EMT	1	\$ 37.80	1	\$ 41.77	1	\$ 42.82	1	\$ 43.90		
				2	\$ 39.79	2	\$ 43.97	2	\$ 45.07	2	\$ 46.21		
				3	\$ 41.88	3	\$ 46.28	3	\$ 47.44	3	\$ 48.64		
				4	\$ 44.08	4	\$ 48.72	4	\$ 49.94	4	\$ 51.20		
				5	\$ 46.40	5	\$ 51.28	5	\$ 52.57	5	\$ 53.89	\$ 13,077.31	\$ 156,927.68
696	Non-exempt	SH	HAZ MAT SPEC EMT	1	\$ 36.42	1	\$ 40.25	1	\$ 41.26	1	\$ 42.29		
				2	\$ 38.34	2	\$ 42.37	2	\$ 43.43	2	\$ 44.52		
				3	\$ 40.36	3	\$ 44.60	3	\$ 45.72	3	\$ 46.86		
				4	\$ 42.48	4	\$ 46.95	4	\$ 48.13	4	\$ 49.33		
				5	\$ 44.72	5	\$ 49.42	5	\$ 50.66	5	\$ 51.93	\$ 12,601.68	\$ 151,220.16
671	Non-exempt	SH	FIRE FGTR EMT HAZ MT PARA	1	\$ 31.08	1	\$ 34.35	1	\$ 35.22	1	\$ 36.10		
				2	\$ 32.72	2	\$ 36.16	2	\$ 37.07	2	\$ 38.00		
				3	\$ 34.44	3	\$ 38.06	3	\$ 39.02	3	\$ 40.00		
				4	\$ 36.25	4	\$ 40.06	4	\$ 41.07	4	\$ 42.10		
				5	\$ 38.16	5	\$ 42.17	5	\$ 43.23	5	\$ 44.32	\$ 10,754.99	\$ 129,059.84
672	Non-exempt	SH	FIRE AP OP EMT HAZ MT PARA	1	\$ 33.23	1	\$ 36.74	1	\$ 37.64	1	\$ 38.59		
				2	\$ 34.98	2	\$ 38.67	2	\$ 39.62	2	\$ 40.62		
				3	\$ 36.82	3	\$ 40.70	3	\$ 41.71	3	\$ 42.76		
				4	\$ 38.76	4	\$ 42.84	4	\$ 43.91	4	\$ 45.01		
				5	\$ 40.80	5	\$ 45.09	5	\$ 46.22	5	\$ 47.38	\$ 11,497.55	\$ 137,970.56
661	Non-exempt	SH	FIRE CPT EMT HAZ MT PARA	1	\$ 39.44	1	\$ 43.59	1	\$ 44.68	1	\$ 45.80		
				2	\$ 41.52	2	\$ 45.88	2	\$ 47.03	2	\$ 48.21		
				3	\$ 43.70	3	\$ 48.29	3	\$ 49.50	3	\$ 50.75		
				4	\$ 46.00	4	\$ 50.83	4	\$ 52.11	4	\$ 53.42		
				5	\$ 48.42	5	\$ 53.51	5	\$ 54.85	5	\$ 56.23	\$ 13,645.15	\$ 163,741.76
634	Non-exempt	NS	FIRE APPARATUS OP	1	\$ 38.61	1	\$ 42.66	1	\$ 43.74	1	\$ 44.84		
				2	\$ 40.64	2	\$ 44.91	2	\$ 46.04	2	\$ 47.20		
				3	\$ 42.78	3	\$ 47.27	3	\$ 48.46	3	\$ 49.68		
				4	\$ 45.03	4	\$ 49.76	4	\$ 51.01	4	\$ 52.29		
				5	\$ 47.40	5	\$ 52.38	5	\$ 53.69	5	\$ 55.04	\$ 9,540.27	\$ 114,483.20

IAFF Salary Schedule

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635	Non-exempt	NS	FIRE CAPTAIN	1	\$ 45.82	1	\$ 50.64	1	\$ 51.90	1	\$ 53.20		
				2	\$ 48.23	2	\$ 53.30	2	\$ 54.63	2	\$ 56.00		
				3	\$ 50.77	3	\$ 56.10	3	\$ 57.50	3	\$ 58.95		
				4	\$ 53.44	4	\$ 59.05	4	\$ 60.53	4	\$ 62.05		
				5	\$ 56.25	5	\$ 62.16	5	\$ 63.72	5	\$ 65.32	\$ 11,322.13	\$ 135,865.60
636	Non-exempt	NS	FIRE INSPECTOR	1	\$ 48.11	1	\$ 53.16	1	\$ 54.49	1	\$ 55.86		
				2	\$ 50.64	2	\$ 55.96	2	\$ 57.36	2	\$ 58.80		
				3	\$ 53.30	3	\$ 58.90	3	\$ 60.38	3	\$ 61.89		
				4	\$ 56.10	4	\$ 62.00	4	\$ 63.56	4	\$ 65.15		
				5	\$ 59.05	5	\$ 65.26	5	\$ 66.90	5	\$ 68.58	\$ 11,887.20	\$ 142,646.40
637	Non-exempt	NS	FIRE FIGHTER	1	\$ 36.11	1	\$ 39.91	1	\$ 40.91	1	\$ 41.94		
				2	\$ 38.01	2	\$ 42.01	2	\$ 43.06	2	\$ 44.15		
				3	\$ 40.01	3	\$ 44.22	3	\$ 45.33	3	\$ 46.47		
				4	\$ 42.12	4	\$ 46.55	4	\$ 47.72	4	\$ 48.92		
				5	\$ 44.34	5	\$ 49.00	5	\$ 50.23	5	\$ 51.49	\$ 8,924.93	\$ 107,099.20
638	Non-exempt	NS	OPER PARAMEDIC-12.5	1	\$ 43.42	1	\$ 47.98	1	\$ 49.19	1	\$ 50.43		
				2	\$ 45.71	2	\$ 50.51	2	\$ 51.78	2	\$ 53.08		
				3	\$ 48.12	3	\$ 53.17	3	\$ 54.51	3	\$ 55.87		
				4	\$ 50.65	4	\$ 55.97	4	\$ 57.38	4	\$ 58.81		
				5	\$ 53.32	5	\$ 58.92	5	\$ 60.40	5	\$ 61.91	\$ 10,731.07	\$ 128,772.80
639	Non-exempt	NS	CAPTAIN PARAMEDIC-12.5	1	\$ 51.54	1	\$ 56.95	1	\$ 58.40	1	\$ 59.85		
				2	\$ 54.25	2	\$ 59.95	2	\$ 61.47	2	\$ 63.00		
				3	\$ 57.11	3	\$ 63.11	3	\$ 64.70	3	\$ 66.32		
				4	\$ 60.12	4	\$ 66.43	4	\$ 68.10	4	\$ 69.81		
				5	\$ 63.28	5	\$ 69.93	5	\$ 71.68	5	\$ 73.48	\$ 12,736.53	\$ 152,838.40
641	Non-exempt	NS	INSPCTR PARAMDC-12.5	1	\$ 51.98	1	\$ 57.45	1	\$ 58.90	1	\$ 60.36		
				2	\$ 54.72	2	\$ 60.47	2	\$ 62.00	2	\$ 63.54		
				3	\$ 57.60	3	\$ 63.65	3	\$ 65.26	3	\$ 66.88		
				4	\$ 60.63	4	\$ 67.00	4	\$ 68.69	4	\$ 70.40		
				5	\$ 63.82	5	\$ 70.53	5	\$ 72.30	5	\$ 74.11	\$ 12,845.73	\$ 154,148.80
642	Non-exempt	NS	40-HR TRAINING CAPTAIN	1	\$ 48.11	1	\$ 53.16	1	\$ 54.49	1	\$ 55.86		
				2	\$ 50.64	2	\$ 55.96	2	\$ 57.36	2	\$ 58.80		
				3	\$ 53.30	3	\$ 58.90	3	\$ 60.38	3	\$ 61.89		
				4	\$ 56.10	4	\$ 62.00	4	\$ 63.56	4	\$ 65.15		
				5	\$ 59.05	5	\$ 65.26	5	\$ 66.90	5	\$ 68.58	\$ 11,887.20	\$ 142,646.40

IAFF Salary Schedule

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643	Non-exempt	NS	40-HR TRAINING CAPTAIN EMT	1	\$ 49.55	1	\$ 54.76	1	\$ 56.13	1	\$ 57.53		
				2	\$ 52.16	2	\$ 57.64	2	\$ 59.08	2	\$ 60.56		
				3	\$ 54.90	3	\$ 60.67	3	\$ 62.19	3	\$ 63.75		
				4	\$ 57.79	4	\$ 63.86	4	\$ 65.46	4	\$ 67.11		
				5	\$ 60.83	5	\$ 67.22	5	\$ 68.91	5	\$ 70.64	\$ 12,244.27	\$ 146,931.20
644	Non-exempt	NS	F FIGHTR PARAMEDC-12.5	1	\$ 40.62	1	\$ 44.88	1	\$ 46.02	1	\$ 47.17		
				2	\$ 42.76	2	\$ 47.24	2	\$ 48.44	2	\$ 49.65		
				3	\$ 45.01	3	\$ 49.73	3	\$ 50.99	3	\$ 52.26		
				4	\$ 47.38	4	\$ 52.35	4	\$ 53.67	4	\$ 55.01		
				5	\$ 49.87	5	\$ 55.11	5	\$ 56.49	5	\$ 57.91	\$ 10,037.73	\$ 120,452.80
645	Non-exempt	NS	HAZ MAT SPEC	1	\$ 49.51	1	\$ 54.72	1	\$ 56.09	1	\$ 57.49		
				2	\$ 52.12	2	\$ 57.60	2	\$ 59.04	2	\$ 60.52		
				3	\$ 54.86	3	\$ 60.63	3	\$ 62.15	3	\$ 63.71		
				4	\$ 57.75	4	\$ 63.82	4	\$ 65.42	4	\$ 67.06		
				5	\$ 60.79	5	\$ 67.18	5	\$ 68.86	5	\$ 70.59	\$ 12,235.60	\$ 146,827.20
646	Non-exempt	NS	HAZ MAT INSPECTOR	1	\$ 48.11	1	\$ 53.16	1	\$ 54.49	1	\$ 55.86		
				2	\$ 50.64	2	\$ 55.96	2	\$ 57.36	2	\$ 58.80		
				3	\$ 53.30	3	\$ 58.90	3	\$ 60.38	3	\$ 61.89		
				4	\$ 56.10	4	\$ 62.00	4	\$ 63.56	4	\$ 65.15		
				5	\$ 59.05	5	\$ 65.26	5	\$ 66.90	5	\$ 68.58	\$ 11,887.20	\$ 142,646.40
647	Non-exempt	NS	FIRE FIGHTER HAZ MAT	1	\$ 37.91	1	\$ 41.90	1	\$ 42.95	1	\$ 44.02		
				2	\$ 39.91	2	\$ 44.11	2	\$ 45.21	2	\$ 46.34		
				3	\$ 42.01	3	\$ 46.43	3	\$ 47.59	3	\$ 48.78		
				4	\$ 44.22	4	\$ 48.87	4	\$ 50.09	4	\$ 51.35		
				5	\$ 46.55	5	\$ 51.44	5	\$ 52.73	5	\$ 54.05	\$ 9,368.67	\$ 112,424.00
650	Non-exempt	NS	FIRE APPR OP HAZ MAT	1	\$ 40.54	1	\$ 44.80	1	\$ 45.92	1	\$ 47.07		
				2	\$ 42.67	2	\$ 47.16	2	\$ 48.34	2	\$ 49.55		
				3	\$ 44.92	3	\$ 49.64	3	\$ 50.88	3	\$ 52.16		
				4	\$ 47.28	4	\$ 52.25	4	\$ 53.56	4	\$ 54.90		
				5	\$ 49.77	5	\$ 55.00	5	\$ 56.38	5	\$ 57.79	\$ 10,016.93	\$ 120,203.20
648	Non-exempt	NS	FIRE CAPTAIN HAZ MAT	1	\$ 48.11	1	\$ 53.16	1	\$ 54.49	1	\$ 55.86		
				2	\$ 50.64	2	\$ 55.96	2	\$ 57.36	2	\$ 58.80		
				3	\$ 53.30	3	\$ 58.90	3	\$ 60.38	3	\$ 61.89		
				4	\$ 56.10	4	\$ 62.00	4	\$ 63.56	4	\$ 65.15		
				5	\$ 59.05	5	\$ 65.26	5	\$ 66.90	5	\$ 68.58	\$ 11,887.20	\$ 142,646.40

IAFF Salary Schedule

Job Code	FLSA	SH/NS	Job Title	Salary Effective the pay period following adoption (7.5% Increase)		Salary Effective PP 2016-14 (10.5% Increase)		Salary Effective 06/24/2017(2.5% Increase)		Salary Effective 12/23/2017(2.5% Increase)			
649	Non-exempt	NS	FIRE FIGHTER EMT	1	\$ 37.20	1	\$ 41.11	1	\$ 42.14	1	\$ 43.21		
				2	\$ 39.16	2	\$ 43.27	2	\$ 44.36	2	\$ 45.48		
				3	\$ 41.22	3	\$ 45.55	3	\$ 46.69	3	\$ 47.87		
				4	\$ 43.39	4	\$ 47.95	4	\$ 49.15	4	\$ 50.39		
				5	\$ 45.67	5	\$ 50.47	5	\$ 51.74	5	\$ 53.04	\$ 9,193.60	\$ 110,323.20
651	Non-exempt	NS	FIRE FGTR HZ MT EMT	1	\$ 39.02	1	\$ 43.10	1	\$ 44.18	1	\$ 45.30		
				2	\$ 41.07	2	\$ 45.37	2	\$ 46.51	2	\$ 47.68		
				3	\$ 43.23	3	\$ 47.76	3	\$ 48.96	3	\$ 50.19		
				4	\$ 45.50	4	\$ 50.27	4	\$ 51.54	4	\$ 52.83		
				5	\$ 47.89	5	\$ 52.92	5	\$ 54.25	5	\$ 55.61	\$ 9,639.07	\$ 115,668.80
652	Non-exempt	NS	FIRE APPARATUS OP EMT	1	\$ 39.78	1	\$ 43.96	1	\$ 45.04	1	\$ 46.19		
				2	\$ 41.87	2	\$ 46.27	2	\$ 47.41	2	\$ 48.62		
				3	\$ 44.07	3	\$ 48.70	3	\$ 49.91	3	\$ 51.18		
				4	\$ 46.39	4	\$ 51.26	4	\$ 52.54	4	\$ 53.87		
				5	\$ 48.83	5	\$ 53.96	5	\$ 55.31	5	\$ 56.70	\$ 9,828.00	\$ 117,936.00
653	Non-exempt	NS	FIRE AP OP HZ MT EMT	1	\$ 41.71	1	\$ 46.08	1	\$ 47.24	1	\$ 48.43		
				2	\$ 43.90	2	\$ 48.51	2	\$ 49.73	2	\$ 50.98		
				3	\$ 46.21	3	\$ 51.06	3	\$ 52.35	3	\$ 53.66		
				4	\$ 48.64	4	\$ 53.75	4	\$ 55.10	4	\$ 56.48		
				5	\$ 51.20	5	\$ 56.58	5	\$ 58.00	5	\$ 59.45	\$ 10,304.67	\$ 123,656.00
655	Non-exempt	NS	FIRE CAPTAIN EMT	1	\$ 47.20	1	\$ 52.16	1	\$ 53.47	1	\$ 54.81		
				2	\$ 49.68	2	\$ 54.90	2	\$ 56.28	2	\$ 57.69		
				3	\$ 52.29	3	\$ 57.79	3	\$ 59.24	3	\$ 60.73		
				4	\$ 55.04	4	\$ 60.83	4	\$ 62.36	4	\$ 63.93		
				5	\$ 57.94	5	\$ 64.03	5	\$ 65.64	5	\$ 67.29	\$ 11,663.60	\$ 139,963.20
654	Non-exempt	NS	FIRE CAP HAZ MAT EMT	1	\$ 49.48	1	\$ 54.66	1	\$ 56.04	1	\$ 57.44		
				2	\$ 52.08	2	\$ 57.54	2	\$ 58.99	2	\$ 60.46		
				3	\$ 54.82	3	\$ 60.57	3	\$ 62.09	3	\$ 63.64		
				4	\$ 57.70	4	\$ 63.76	4	\$ 65.36	4	\$ 66.99		
				5	\$ 60.74	5	\$ 67.12	5	\$ 68.80	5	\$ 70.52	\$ 12,223.47	\$ 146,681.60
656	Non-exempt	NS	FIRE INSPECTOR EMT	1	\$ 49.55	1	\$ 54.76	1	\$ 56.13	1	\$ 57.53		
				2	\$ 52.16	2	\$ 57.64	2	\$ 59.08	2	\$ 60.56		
				3	\$ 54.90	3	\$ 60.67	3	\$ 62.19	3	\$ 63.75		
				4	\$ 57.79	4	\$ 63.86	4	\$ 65.46	4	\$ 67.11		
				5	\$ 60.83	5	\$ 67.22	5	\$ 68.91	5	\$ 70.64	\$ 12,244.27	\$ 146,931.20

IAFF Salary Schedule

Job Code	FLSA	SH/NS	Job Title	Salary Effective the pay period following adoption (7.5% Increase)		Salary Effective PP 2016-14 (10.5% Increase)		Salary Effective 06/24/2017(2.5% Increase)		Salary Effective 12/23/2017(2.5% Increase)			
657	Non-exempt	NS	F FGH PRDMD-12.5 EMT	1	\$ 41.71	1	\$ 46.09	1	\$ 47.24	1	\$ 48.45		
				2	\$ 43.91	2	\$ 48.52	2	\$ 49.73	2	\$ 51.00		
				3	\$ 46.22	3	\$ 51.07	3	\$ 52.35	3	\$ 53.68		
				4	\$ 48.65	4	\$ 53.76	4	\$ 55.11	4	\$ 56.50		
				5	\$ 51.21	5	\$ 56.59	5	\$ 58.01	5	\$ 59.47	\$ 10,308.13	\$ 123,697.60
658	Non-exempt	NS	OPR PRMDC-12.5 EMT	1	\$ 44.58	1	\$ 49.28	1	\$ 50.50	1	\$ 51.78		
				2	\$ 46.93	2	\$ 51.87	2	\$ 53.16	2	\$ 54.50		
				3	\$ 49.40	3	\$ 54.60	3	\$ 55.96	3	\$ 57.37		
				4	\$ 52.00	4	\$ 57.47	4	\$ 58.91	4	\$ 60.39		
				5	\$ 54.74	5	\$ 60.49	5	\$ 62.01	5	\$ 63.57	\$ 11,018.80	\$ 132,225.60
697	Non-exempt	NS	CAPT PRMDC-12.5 EMT	1	\$ 52.92	1	\$ 58.48	1	\$ 59.95	1	\$ 61.46		
				2	\$ 55.70	2	\$ 61.56	2	\$ 63.10	2	\$ 64.69		
				3	\$ 58.63	3	\$ 64.80	3	\$ 66.42	3	\$ 68.09		
				4	\$ 61.72	4	\$ 68.21	4	\$ 69.92	4	\$ 71.67		
				5	\$ 64.97	5	\$ 71.80	5	\$ 73.60	5	\$ 75.44	\$ 13,076.27	\$ 156,915.20
660	Non-exempt	NS	HAZ MAT INSPECTOR EMT	1	\$ 49.55	1	\$ 54.76	1	\$ 56.13	1	\$ 57.53		
				2	\$ 52.16	2	\$ 57.64	2	\$ 59.08	2	\$ 60.56		
				3	\$ 54.90	3	\$ 60.67	3	\$ 62.19	3	\$ 63.75		
				4	\$ 57.79	4	\$ 63.86	4	\$ 65.46	4	\$ 67.11		
				5	\$ 60.83	5	\$ 67.22	5	\$ 68.91	5	\$ 70.64	\$ 12,244.27	\$ 146,931.20
659	Non-exempt	NS	HAZ MAT SPEC EMT	1	\$ 51.00	1	\$ 56.35	1	\$ 57.76	1	\$ 59.22		
				2	\$ 53.68	2	\$ 59.32	2	\$ 60.80	2	\$ 62.34		
				3	\$ 56.51	3	\$ 62.44	3	\$ 64.00	3	\$ 65.62		
				4	\$ 59.48	4	\$ 65.73	4	\$ 67.37	4	\$ 69.07		
				5	\$ 62.61	5	\$ 69.19	5	\$ 70.92	5	\$ 72.70	\$ 12,601.33	\$ 151,216.00
673	Non-exempt	NS	FIRE FGHTR EMT HAZ MT PARA	1	\$ 43.49	1	\$ 48.07	1	\$ 49.28	1	\$ 50.50		
				2	\$ 45.78	2	\$ 50.60	2	\$ 51.87	2	\$ 53.16		
				3	\$ 48.19	3	\$ 53.26	3	\$ 54.60	3	\$ 55.96		
				4	\$ 50.73	4	\$ 56.06	4	\$ 57.47	4	\$ 58.91		
				5	\$ 53.40	5	\$ 59.01	5	\$ 60.49	5	\$ 62.01	\$ 10,748.40	\$ 128,980.80
674	Non-exempt	NS	FIRE AP OP EMT HAZ MT PARA	1	\$ 46.52	1	\$ 51.40	1	\$ 52.71	1	\$ 54.02		
				2	\$ 48.97	2	\$ 54.11	2	\$ 55.48	2	\$ 56.86		
				3	\$ 51.55	3	\$ 56.96	3	\$ 58.40	3	\$ 59.85		
				4	\$ 54.26	4	\$ 59.96	4	\$ 61.47	4	\$ 63.00		
				5	\$ 57.12	5	\$ 63.12	5	\$ 64.70	5	\$ 66.32	\$ 11,495.47	\$ 137,945.60

IAFF Salary Schedule

Job Code	FLSA	SH/NS	Job Title	Salary Effective the pay period following adoption (7.5% Increase)		Salary Effective PP 2016-14 (10.5% Increase)		Salary Effective 06/24/2017(2.5% Increase)		Salary Effective 12/23/2017(2.5% Increase)			
662	Non-exempt	NS	FIRE CPT EMT HAZ MT PARA	1	\$ 55.20	1	\$ 61.01	1	\$ 62.54	1	\$ 64.11		
				2	\$ 58.11	2	\$ 64.22	2	\$ 65.83	2	\$ 67.48		
				3	\$ 61.17	3	\$ 67.60	3	\$ 69.29	3	\$ 71.03		
				4	\$ 64.39	4	\$ 71.16	4	\$ 72.94	4	\$ 74.77		
				5	\$ 67.78	5	\$ 74.90	5	\$ 76.78	5	\$ 78.70	\$ 13,641.33	\$ 163,696.00

Attachment B

Palo Alto Fire Chief's Association

Non-Shift		Effective 04/01/2017 (6.28% Increase)			
Job Code	Classifications	Grade Codes	Hourly Rate	Approx Monthly Salary	Approx. Annual Salary
018	Battalion Chief 40-hour workweek	28	\$82.82	\$14,355	\$172,266
015	Battalion Chief EMT 40-hour workweek	28E	\$85.07	\$14,745	\$176,946
2019	Battalion Chief EMT, Training 40-hour workweek	28E	\$85.07	\$14,745	\$176,946
Shift		Effective 04/01/2017 (6.28% Increase)			
Job Code	Classifications	Grade Codes		Approx Monthly Salary	Approx. Annual Salary
116	Battalion Chief 56-hour workweek	030	\$56.34	\$13,672	\$164,062
016	Battalion Chief EMT 56-hour workweek	030E	\$57.89	\$14,048	\$168,576

Non-Shift		Effective 06/24/2017 (3% Increase)			
Job Code	Classifications	Grade Codes	Hourly Rate	Approx Monthly Salary	Approx. Annual Salary
018	Battalion Chief 40-hour workweek	28	\$85.31	\$14,787	\$177,445
015	Battalion Chief EMT 40-hour workweek	28E	\$87.63	\$15,189	\$182,270
2019	Battalion Chief EMT, Training 40-hour workweek	28E	\$87.63	\$15,189	\$182,270
Shift					
Job Code	Classifications	Grade Codes		Approx Monthly Salary	Approx. Annual Salary
116	Battalion Chief 56-hour workweek	030	\$58.04	\$14,084	\$169,012
016	Battalion Chief EMT 56-hour workweek	030E	\$59.63	\$14,470	\$173,643

Non-Shift		Effective 12/23/2017 (2.5% Increase)			
Job Code	Classifications	Grade Codes	Hourly Rate	Approx Monthly Salary	Approx. Annual Salary
018	Battalion Chief 40-hour workweek	28	\$87.45	\$15,158	\$181,896
015	Battalion Chief EMT 40-hour workweek	28E	\$89.83	\$15,571	\$186,846
2019	Battalion Chief EMT, Training 40-hour workweek	28E	\$89.83	\$15,571	\$186,846
Shift					
Job Code	Classifications	Grade Codes		Approx Monthly Salary	Approx. Annual Salary
116	Battalion Chief 56-hour workweek	030	\$59.50	\$14,439	\$173,264
016	Battalion Chief EMT 56-hour workweek	030E	\$61.13	\$14,834	\$178,011

Attachment C

PAPOA Salary Schedule													
JobCode	FLSA	Job Title	Salary Effective the pay period following adoption (6.94% Increase)		Salary Effective PP including 7/1/2016 (4.7% Increase)		Salary Effective PP including 7/1/2017 (2.5% Increase)		Salary Effective PP including 12/31/2017 (2.5% Increase)				
			Step	Rate	Step	Rate	Step	Rate	Step	Rate	Approx. Monthly	Approx. Annual	
611	Non-exempt	Police Agent	1	\$ 44.01	1	\$ 46.08	1	\$ 47.24	1	\$ 48.43			
			2	\$ 46.33	2	\$ 48.51	2	\$ 49.73	2	\$ 50.98			
			3	\$ 48.77	3	\$ 51.06	3	\$ 52.35	3	\$ 53.66			
			4	\$ 51.34	4	\$ 53.75	4	\$ 55.10	4	\$ 56.48			
			5	\$ 54.04	5	\$ 56.58	5	\$ 58.00	5	\$ 59.45	\$ 10,304.67	\$ 123,656.00	
612	Non-exempt	Police Agent/Inter	1	\$ 46.28	1	\$ 48.47	1	\$ 49.68	1	\$ 50.92			
			2	\$ 48.72	2	\$ 51.02	2	\$ 52.29	2	\$ 53.60			
			3	\$ 51.28	3	\$ 53.70	3	\$ 55.04	3	\$ 56.42			
			4	\$ 53.98	4	\$ 56.53	4	\$ 57.94	4	\$ 59.39			
			5	\$ 56.82	5	\$ 59.50	5	\$ 60.99	5	\$ 62.52	\$ 10,836.80	\$ 130,041.60	
613	Non-exempt	Police Agent/Adv	1	\$ 47.27	1	\$ 49.50	1	\$ 50.74	1	\$ 52.01			
			2	\$ 49.76	2	\$ 52.10	2	\$ 53.41	2	\$ 54.75			
			3	\$ 52.38	3	\$ 54.84	3	\$ 56.22	3	\$ 57.63			
			4	\$ 55.14	4	\$ 57.73	4	\$ 59.18	4	\$ 60.66			
			5	\$ 58.04	5	\$ 60.77	5	\$ 62.29	5	\$ 63.85	\$ 11,067.33	\$ 132,808.00	
614	Non-exempt	Police Agent-Bilingual	1	\$ 46.22	1	\$ 48.39	1	\$ 49.61	1	\$ 50.84			
			2	\$ 48.65	2	\$ 50.94	2	\$ 52.22	2	\$ 53.52			
			3	\$ 51.21	3	\$ 53.62	3	\$ 54.97	3	\$ 56.34			
			4	\$ 53.90	4	\$ 56.44	4	\$ 57.86	4	\$ 59.31			
			5	\$ 56.74	5	\$ 59.41	5	\$ 60.90	5	\$ 62.43	\$ 10,821.20	\$ 129,854.40	
615	Non-exempt	Police Agent/Inter-Bilingual	1	\$ 48.62	1	\$ 50.90	1	\$ 52.18	1	\$ 53.49			
			2	\$ 51.18	2	\$ 53.58	2	\$ 54.93	2	\$ 56.31			
			3	\$ 53.87	3	\$ 56.40	3	\$ 57.82	3	\$ 59.27			
			4	\$ 56.70	4	\$ 59.37	4	\$ 60.86	4	\$ 62.39			
			5	\$ 59.68	5	\$ 62.49	5	\$ 64.06	5	\$ 65.67	\$ 11,382.80	\$ 136,593.60	
616	Non-exempt	Police Agent/Adv-Bilingual	1	\$ 49.65	1	\$ 51.99	1	\$ 53.30	1	\$ 54.63			
			2	\$ 52.26	2	\$ 54.73	2	\$ 56.10	2	\$ 57.50			
			3	\$ 55.01	3	\$ 57.61	3	\$ 59.05	3	\$ 60.53			
			4	\$ 57.91	4	\$ 60.64	4	\$ 62.16	4	\$ 63.72			
			5	\$ 60.96	5	\$ 63.83	5	\$ 65.43	5	\$ 67.07	\$ 11,625.47	\$ 139,505.60	

PAPOA Salary Schedule

JobCode	FLSA	Job Title	Salary Effective the pay period following adoption (6.94% Increase)		Salary Effective PP including 7/1/2016 (4.7% Increase)		Salary Effective PP including 7/1/2017 (2.5% Increase)		Salary Effective PP including 12/31/2017 (2.5% Increase)			
			Step	Rate	Step	Rate	Step	Rate	Step	Rate	Approx. Monthly	Approx. Annual
617	Non-exempt	Police Trainee-Bilingual	1	\$ 42.70	1	\$ 44.71	1	\$ 45.83	1	\$ 46.98		
			2	\$ 42.70	2	\$ 44.71	2	\$ 45.83	2	\$ 46.98		
			3	\$ 42.70	3	\$ 44.71	3	\$ 45.83	3	\$ 46.98		
			4	\$ 42.70	4	\$ 44.71	4	\$ 45.83	4	\$ 46.98		
			5	\$ 42.70	5	\$ 44.71	5	\$ 45.83	5	\$ 46.98	\$ 8,143.20	\$ 97,718.40
618	Non-exempt	Police Officer-Bilingual	1	\$ 42.83	1	\$ 44.85	1	\$ 45.97	1	\$ 47.13		
			2	\$ 45.08	2	\$ 47.21	2	\$ 48.39	2	\$ 49.61		
			3	\$ 47.45	3	\$ 49.69	3	\$ 50.94	3	\$ 52.22		
			4	\$ 49.95	4	\$ 52.31	4	\$ 53.62	4	\$ 54.97		
			5	\$ 52.58	5	\$ 55.06	5	\$ 56.44	5	\$ 57.86	\$ 10,029.07	\$ 120,348.80
619	Non-exempt	Police Officer-Inter-Bilingual	1	\$ 44.97	1	\$ 47.08	1	\$ 48.28	1	\$ 49.48		
			2	\$ 47.34	2	\$ 49.56	2	\$ 50.82	2	\$ 52.08		
			3	\$ 49.83	3	\$ 52.17	3	\$ 53.49	3	\$ 54.82		
			4	\$ 52.45	4	\$ 54.92	4	\$ 56.30	4	\$ 57.71		
			5	\$ 55.21	5	\$ 57.81	5	\$ 59.26	5	\$ 60.75	\$ 10,530.00	\$ 126,360.00
620	Non-exempt	Police Trainee	1	\$ 40.68	1	\$ 42.60	1	\$ 43.67	1	\$ 44.77		
			2	\$ 40.68	2	\$ 42.60	2	\$ 43.67	2	\$ 44.77		
			3	\$ 40.68	3	\$ 42.60	3	\$ 43.67	3	\$ 44.77		
			4	\$ 40.68	4	\$ 42.60	4	\$ 43.67	4	\$ 44.77		
			5	\$ 40.68	5	\$ 42.60	5	\$ 43.67	5	\$ 44.77	\$ 7,760.13	\$ 93,121.60
621	Non-exempt	Police Officer	1	\$ 40.80	1	\$ 42.72	1	\$ 43.80	1	\$ 44.89		
			2	\$ 42.95	2	\$ 44.97	2	\$ 46.10	2	\$ 47.25		
			3	\$ 45.21	3	\$ 47.34	3	\$ 48.53	3	\$ 49.74		
			4	\$ 47.59	4	\$ 49.83	4	\$ 51.08	4	\$ 52.36		
			5	\$ 50.09	5	\$ 52.45	5	\$ 53.77	5	\$ 55.12	\$ 9,554.13	\$ 114,649.60
622	Non-exempt	Police Officer-Inter	1	\$ 42.83	1	\$ 44.85	1	\$ 45.97	1	\$ 47.13		
			2	\$ 45.08	2	\$ 47.21	2	\$ 48.39	2	\$ 49.61		
			3	\$ 47.45	3	\$ 49.69	3	\$ 50.94	3	\$ 52.22		
			4	\$ 49.95	4	\$ 52.31	4	\$ 53.62	4	\$ 54.97		
			5	\$ 52.58	5	\$ 55.06	5	\$ 56.44	5	\$ 57.86	\$ 10,029.07	\$ 120,348.80

PAPOA Salary Schedule

JobCode	FLSA	Job Title	Salary Effective the pay period following adoption (6.94% Increase)		Salary Effective PP including 7/1/2016 (4.7% Increase)		Salary Effective PP including 7/1/2017 (2.5% Increase)		Salary Effective PP including 12/31/2017 (2.5% Increase)			
			Step	Rate	Step	Rate	Step	Rate	Step	Rate	Approx. Monthly	Approx. Annual
623	Non-exempt	Police Officer-Adv	1	\$ 43.77	1	\$ 45.83	1	\$ 46.98	1	\$ 48.15		
			2	\$ 46.07	2	\$ 48.24	2	\$ 49.45	2	\$ 50.68		
			3	\$ 48.49	3	\$ 50.78	3	\$ 52.05	3	\$ 53.35		
			4	\$ 51.04	4	\$ 53.45	4	\$ 54.79	4	\$ 56.16		
			5	\$ 53.73	5	\$ 56.26	5	\$ 57.67	5	\$ 59.12	\$ 10,247.47	\$ 122,969.60
624	Non-exempt	Police Officer-Adv-Bilingual	1	\$ 45.96	1	\$ 48.13	1	\$ 49.33	1	\$ 50.58		
			2	\$ 48.38	2	\$ 50.66	2	\$ 51.93	2	\$ 53.24		
			3	\$ 50.93	3	\$ 53.33	3	\$ 54.66	3	\$ 56.04		
			4	\$ 53.61	4	\$ 56.14	4	\$ 57.54	4	\$ 58.99		
			5	\$ 56.43	5	\$ 59.09	5	\$ 60.57	5	\$ 62.09	\$ 10,762.27	\$ 129,147.20
625	Non-exempt	Police Off Training-Bilingual	1	\$ 42.83	1	\$ 44.85	1	\$ 45.97	1	\$ 47.13		
			2	\$ 45.08	2	\$ 47.21	2	\$ 48.39	2	\$ 49.61		
			3	\$ 47.45	3	\$ 49.69	3	\$ 50.94	3	\$ 52.22		
			4	\$ 49.95	4	\$ 52.31	4	\$ 53.62	4	\$ 54.97		
			5	\$ 52.58	5	\$ 55.06	5	\$ 56.44	5	\$ 57.86	\$ 10,029.07	\$ 120,348.80
626	Non-exempt	Police Sergeant-Bilingual	1	\$ 51.87	1	\$ 54.30	1	\$ 55.66	1	\$ 57.06		
			2	\$ 54.60	2	\$ 57.16	2	\$ 58.59	2	\$ 60.06		
			3	\$ 57.47	3	\$ 60.17	3	\$ 61.67	3	\$ 63.22		
			4	\$ 60.49	4	\$ 63.34	4	\$ 64.92	4	\$ 66.55		
			5	\$ 63.67	5	\$ 66.67	5	\$ 68.34	5	\$ 70.05	\$ 12,142.00	\$ 145,704.00
627	Non-exempt	Police Off Training	1	\$ 40.80	1	\$ 42.72	1	\$ 43.80	1	\$ 44.89		
			2	\$ 42.95	2	\$ 44.97	2	\$ 46.10	2	\$ 47.25		
			3	\$ 45.21	3	\$ 47.34	3	\$ 48.53	3	\$ 49.74		
			4	\$ 47.59	4	\$ 49.83	4	\$ 51.08	4	\$ 52.36		
			5	\$ 50.09	5	\$ 52.45	5	\$ 53.77	5	\$ 55.12	\$ 9,554.13	\$ 114,649.60
628	Non-exempt	Police Sgt/Inter-Bilingual	1	\$ 54.57	1	\$ 57.13	1	\$ 58.57	1	\$ 60.03		
			2	\$ 57.44	2	\$ 60.14	2	\$ 61.65	2	\$ 63.19		
			3	\$ 60.46	3	\$ 63.30	3	\$ 64.89	3	\$ 66.52		
			4	\$ 63.64	4	\$ 66.63	4	\$ 68.31	4	\$ 70.02		
			5	\$ 66.99	5	\$ 70.14	5	\$ 71.90	5	\$ 73.70	\$ 12,774.67	\$ 153,296.00

PAPOA Salary Schedule

JobCode	FLSA	Job Title	Salary Effective the pay period following adoption (6.94% Increase)		Salary Effective PP including 7/1/2016 (4.7% Increase)		Salary Effective PP including 7/1/2017 (2.5% Increase)		Salary Effective PP including 12/31/2017 (2.5% Increase)			
			Step	Rate	Step	Rate	Step	Rate	Step	Rate	Approx. Monthly	Approx. Annual
629	Non-exempt	Police Sgt/Adv-Bilingual	1	\$ 55.80	1	\$ 58.42	1	\$ 59.89	1	\$ 61.39		
			2	\$ 58.74	2	\$ 61.49	2	\$ 63.04	2	\$ 64.62		
			3	\$ 61.83	3	\$ 64.73	3	\$ 66.36	3	\$ 68.02		
			4	\$ 65.08	4	\$ 68.14	4	\$ 69.85	4	\$ 71.60		
			5	\$ 68.51	5	\$ 71.73	5	\$ 73.53	5	\$ 75.37	\$ 13,064.13	\$ 156,769.60
631	Non-exempt	Police Sergeant	1	\$ 49.38	1	\$ 51.71	1	\$ 53.00	1	\$ 54.33		
			2	\$ 51.98	2	\$ 54.43	2	\$ 55.79	2	\$ 57.19		
			3	\$ 54.72	3	\$ 57.29	3	\$ 58.73	3	\$ 60.20		
			4	\$ 57.60	4	\$ 60.31	4	\$ 61.82	4	\$ 63.37		
			5	\$ 60.63	5	\$ 63.48	5	\$ 65.07	5	\$ 66.70	\$ 11,561.33	\$ 138,736.00
632	Non-exempt	Police Sgt/Inter	1	\$ 51.99	1	\$ 54.44	1	\$ 55.81	1	\$ 57.21		
			2	\$ 54.73	2	\$ 57.31	2	\$ 58.75	2	\$ 60.22		
			3	\$ 57.61	3	\$ 60.33	3	\$ 61.84	3	\$ 63.39		
			4	\$ 60.64	4	\$ 63.50	4	\$ 65.09	4	\$ 66.73		
			5	\$ 63.83	5	\$ 66.84	5	\$ 68.52	5	\$ 70.24	\$ 12,174.93	\$ 146,099.20
633	Non-exempt	Police Sgt/Adv	1	\$ 53.16	1	\$ 55.65	1	\$ 57.05	1	\$ 58.48		
			2	\$ 55.96	2	\$ 58.58	2	\$ 60.05	2	\$ 61.56		
			3	\$ 58.90	3	\$ 61.66	3	\$ 63.21	3	\$ 64.80		
			4	\$ 62.00	4	\$ 64.91	4	\$ 66.54	4	\$ 68.21		
			5	\$ 65.26	5	\$ 68.33	5	\$ 70.04	5	\$ 71.80	\$ 12,445.33	\$ 149,344.00

Attachment D

City of Palo Alto
Police Management Association Salary Schedule

Effective upon ratification 5.5% Increase

Job Code	FLSA	Classification Title	Grade Code	Min Hourly Rate	Mid Hourly Rate	Max Hourly Rate	Approx Mid-Point Monthly Salary	Approx Mid-Point Annual Salary
147	Exempt	Police Captain-Adv	023	\$ 67.50	\$ 84.37	\$ 101.25	\$ 14,624.00	\$ 175,490.00
149	Exempt	Police Liet-Adv	086	\$ 58.56	\$ 73.19	\$ 87.83	\$ 12,686.00	\$ 152,235.00

Effective PP Including 06/30/2016 3% Increase

Job Code	FLSA	Classification Title	Grade Code	Min Hourly Rate	Mid Hourly Rate	Max Hourly Rate	Approx Mid-Point Monthly Salary	Approx Mid-Point Annual Salary
147	Exempt	Police Captain-Adv	023	\$ 69.53	\$ 86.91	\$ 104.30	\$ 15,064.00	\$ 180,773.00
149	Exempt	Police Liet-Adv	086	\$ 60.32	\$ 75.39	\$ 90.47	\$ 13,068.00	\$ 156,811.00

Effective PP Including 06/30/2017 3% Increase

Job Code	FLSA	Classification Title	Grade Code	Min Hourly Rate	Mid Hourly Rate	Max Hourly Rate	Approx Mid-Point Monthly Salary	Approx Mid-Point Annual Salary
147	Exempt	Police Captain-Adv	023	\$ 71.62	\$ 89.52	\$ 107.43	\$ 15,517.00	\$ 186,202.00
149	Exempt	Police Liet-Adv	086	\$ 62.13	\$ 77.66	\$ 93.20	\$ 13,461.00	\$ 161,533.00

Effective 12/23/2017 2.5% Increase

Job Code	FLSA	Classification Title	Grade Code	Min Hourly Rate	Mid Hourly Rate	Max Hourly Rate	Approx Mid-Point Monthly Salary	Approx Mid-Point Annual Salary
147	Exempt	Police Captain-Adv	023	\$ 73.41	\$ 91.76	\$ 110.12	\$ 15,905.00	\$ 190,861.00
149	Exempt	Police Liet-Adv	086	\$ 63.69	\$ 79.61	\$ 95.54	\$ 13,799.00	\$ 165,589.00