



Palo Alto Police Managers' Association (PAPMA)
Salary Schedule

Effective 10/13/2018 : 4% Increase - LT and 1% Increase - CPT

Job Code	FLSA	Classification	Grade Code	Min Hourly Rate	Mid Hourly Rate	Max Hourly Rate	Approx Max Monthly Salary	Approx Max Annual Salary
147	Exempt	Police Captain-Adv	023	\$ 74.15	\$ 92.68	\$ 111.22	\$ 19,278	\$ 231,338
149	Exempt	Police Liet-Adv	086	\$ 66.24	\$ 82.80	\$ 99.36	\$ 19,278	\$ 206,669

Effective 07/16/2019 : 4% Increase

Job Code	FLSA	Classification	Grade Code	Min Hourly Rate	Mid Hourly Rate	Max Hourly Rate	Approx Max Monthly Salary	Approx Max Annual Salary
147	Exempt	Police Captain-Adv	023	\$ 77.12	\$ 96.39	\$ 115.67	\$ 19,278	\$ 240,594
149	Exempt	Police Liet-Adv	086	\$ 68.90	\$ 86.12	\$ 103.35	\$ 19,278	\$ 214,968

Effective 07/03/2021 : 4% Increase

Job Code	FLSA	Classification	Grade Code	Min Hourly Rate	Mid Hourly Rate	Max Hourly Rate	Approx Max Monthly Salary	Approx Max Annual Salary
147	Exempt	Police Captain-Adv	023	\$ 80.20	\$ 100.25	\$ 120.30	\$ 19,278	\$ 250,224
149	Exempt	Police Liet-Adv	086	\$ 71.66	\$ 89.57	\$ 107.49	\$ 19,278	\$ 223,579