



Palo Alto Peace Officers' Association (PAPOA) Salary Schedule

Job Code	FLSA	Job Title	Effective 07/07/2018 (3% Increase)				Effective 07/06/2019 (3.45% Increase)				Effective 07/03/2021 (3% Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
611	Non-exempt	Police Agent	1	\$ 50.73			1	\$ 52.49			1	\$ 54.06		
			2	\$ 53.40			2	\$ 55.25			2	\$ 56.91		
			3	\$ 56.21			3	\$ 58.16			3	\$ 59.91		
			4	\$ 59.17			4	\$ 61.22			4	\$ 63.06		
			5	\$ 62.28			5	\$ 64.44			5	\$ 66.38		
			6	\$ 65.56			\$ 11,363.73	\$ 136,365			6	\$ 67.83		
612	Non-exempt	Police Agent/Inter	1	\$ 53.34			1	\$ 55.18			1	\$ 56.85		
			2	\$ 56.15			2	\$ 58.08			2	\$ 59.84		
			3	\$ 59.11			3	\$ 61.14			3	\$ 62.99		
			4	\$ 62.22			4	\$ 64.36			4	\$ 66.30		
			5	\$ 65.49			5	\$ 67.75			5	\$ 69.79		
			6	\$ 68.94			\$ 11,949.60	\$ 143,395			6	\$ 71.32		
613	Non-exempt	Police Agent/Adv	1	\$ 54.48			1	\$ 56.36			1	\$ 58.05		
			2	\$ 57.35			2	\$ 59.33			2	\$ 61.11		
			3	\$ 60.37			3	\$ 62.45			3	\$ 64.33		
			4	\$ 63.55			4	\$ 65.74			4	\$ 67.72		
			5	\$ 66.89			5	\$ 69.20			5	\$ 71.28		
			6	\$ 70.41			\$ 12,204.40	\$ 146,453			6	\$ 72.84		
614	Non-exempt	Police Agent-Bilingual	1	\$ 53.28			1	\$ 55.13			1	\$ 56.77		
			2	\$ 56.08			2	\$ 58.03			2	\$ 59.76		
			3	\$ 59.03			3	\$ 61.08			3	\$ 62.91		
			4	\$ 62.14			4	\$ 64.29			4	\$ 66.22		
			5	\$ 65.41			5	\$ 67.67			5	\$ 69.70		
			6	\$ 68.85			\$ 11,934.00	\$ 143,208			6	\$ 71.23		
615	Non-exempt	Police Agent/Inter-Bilingual	1	\$ 56.04			1	\$ 57.97			1	\$ 59.71		
			2	\$ 58.99			2	\$ 61.02			2	\$ 62.85		
			3	\$ 62.09			3	\$ 64.23			3	\$ 66.16		
			4	\$ 65.36			4	\$ 67.61			4	\$ 69.64		
			5	\$ 68.80			5	\$ 71.17			5	\$ 73.31		
			6	\$ 72.42			\$ 12,552.80	\$ 150,634			6	\$ 74.92		
616	Non-exempt	Police Agent/Adv-Bilingual	1	\$ 57.23			1	\$ 59.21			1	\$ 60.99		
			2	\$ 60.24			2	\$ 62.33			2	\$ 64.20		
			3	\$ 63.41			3	\$ 65.61			3	\$ 67.58		
			4	\$ 66.75			4	\$ 69.06			4	\$ 71.14		
			5	\$ 70.26			5	\$ 72.69			5	\$ 74.88		
			6	\$ 73.96			\$ 12,819.73	\$ 153,837			6	\$ 76.52		



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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
617	Non-exempt	Police Trainee-Bilingual	1	\$ 51.81			1	\$ 48.61			1	\$ 50.07		
			2	\$ 51.81			2	\$ 48.61			2	\$ 50.07		
			3	\$ 51.81			3	\$ 48.61			3	\$ 50.07		
			4	\$ 51.81			4	\$ 48.61			4	\$ 50.07		
			5	\$ 51.81			5	\$ 48.61			5	\$ 50.07		
			6	\$ 51.81	\$ 8,980.40	\$ 107,765	6	\$ 48.61	\$ 8,425.73	\$ 101,109	6	\$ 50.07	\$ 8,678.80	\$ 104,146
618	Non-exempt	Police Officer-Bilingual	1	\$ 49.37			1	\$ 51.08			1	\$ 52.62		
			2	\$ 51.97			2	\$ 53.77			2	\$ 55.39		
			3	\$ 54.71			3	\$ 56.60			3	\$ 58.31		
			4	\$ 57.59			4	\$ 59.58			4	\$ 61.38		
			5	\$ 60.62			5	\$ 62.72			5	\$ 64.61		
			6	\$ 63.81	\$ 11,060.40	\$ 132,725	6	\$ 66.02	\$ 11,443.47	\$ 137,322	6	\$ 68.01	\$ 11,788.40	\$ 141,461
619	Non-exempt	Police Officer-Inter-Bilingual	1	\$ 51.84			1	\$ 53.63			1	\$ 55.24		
			2	\$ 54.57			2	\$ 56.45			2	\$ 58.15		
			3	\$ 57.44			3	\$ 59.42			3	\$ 61.21		
			4	\$ 60.46			4	\$ 62.55			4	\$ 64.43		
			5	\$ 63.64			5	\$ 65.84			5	\$ 67.82		
			6	\$ 66.99	\$ 11,611.60	\$ 139,339	6	\$ 69.31	\$ 12,013.73	\$ 144,165	6	\$ 71.39	\$ 12,374.27	\$ 148,491
620	Non-exempt	Police Trainee	1	\$ 49.37			1	\$ 46.32			1	\$ 47.71		
			2	\$ 49.37			2	\$ 46.32			2	\$ 47.71		
			3	\$ 49.37			3	\$ 46.32			3	\$ 47.71		
			4	\$ 49.37			4	\$ 46.32			4	\$ 47.71		
			5	\$ 49.37			5	\$ 46.32			5	\$ 47.71		
			6	\$ 49.37	\$ 8,557.47	\$ 102,690	6	\$ 46.32	\$ 8,028.80	\$ 96,346	6	\$ 47.71	\$ 8,269.73	\$ 99,237
621	Non-exempt	Police Officer	1	\$ 47.03			1	\$ 48.65			1	\$ 50.11		
			2	\$ 49.50			2	\$ 51.21			2	\$ 52.75		
			3	\$ 52.11			3	\$ 53.91			3	\$ 55.53		
			4	\$ 54.85			4	\$ 56.75			4	\$ 58.45		
			5	\$ 57.74			5	\$ 59.74			5	\$ 61.53		
			6	\$ 60.78	\$ 10,535.20	\$ 126,422	6	\$ 62.88	\$ 10,899.20	\$ 130,790	6	\$ 64.77	\$ 11,226.80	\$ 134,722
622	Non-exempt	Police Officer-Inter	1	\$ 49.37			1	\$ 51.08			1	\$ 52.62		
			2	\$ 51.97			2	\$ 53.77			2	\$ 55.39		
			3	\$ 54.71			3	\$ 56.60			3	\$ 58.31		
			4	\$ 57.59			4	\$ 59.58			4	\$ 61.38		
			5	\$ 60.62			5	\$ 62.72			5	\$ 64.61		
			6	\$ 63.81	\$ 11,060.40	\$ 132,725	6	\$ 66.02	\$ 11,443.47	\$ 137,322	6	\$ 68.01	\$ 11,788.40	\$ 141,461



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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
623	Non-exempt	Police Officer-Adv	1	\$ 50.45			1	\$ 52.19			1	\$ 53.76		
			2	\$ 53.10			2	\$ 54.94			2	\$ 56.59		
			3	\$ 55.89			3	\$ 57.83			3	\$ 59.57		
			4	\$ 58.83			4	\$ 60.87			4	\$ 62.70		
			5	\$ 61.93			5	\$ 64.07			5	\$ 66.00		
			6	\$ 65.19	\$ 11,299.60	\$ 135,595	6	\$ 67.44	\$ 11,689.60	\$ 140,275	6	\$ 69.47	\$ 12,041.47	\$ 144,498
624	Non-exempt	Police Officer-Adv-Bilingual	1	\$ 52.98			1	\$ 54.82			1	\$ 56.46		
			2	\$ 55.77			2	\$ 57.70			2	\$ 59.43		
			3	\$ 58.71			3	\$ 60.74			3	\$ 62.56		
			4	\$ 61.80			4	\$ 63.94			4	\$ 65.85		
			5	\$ 65.05			5	\$ 67.30			5	\$ 69.32		
			6	\$ 68.47	\$ 11,868.13	\$ 142,418	6	\$ 70.84	\$ 12,278.93	\$ 147,347	6	\$ 72.97	\$ 12,648.13	\$ 151,778
625	Non-exempt	Police Off Training-Bilingual	1	\$ 49.37			1	\$ 51.08			1	\$ 52.62		
			2	\$ 51.97			2	\$ 53.77			2	\$ 55.39		
			3	\$ 54.71			3	\$ 56.60			3	\$ 58.31		
			4	\$ 57.59			4	\$ 59.58			4	\$ 61.38		
			5	\$ 60.62			5	\$ 62.72			5	\$ 64.61		
			6	\$ 63.81	\$ 11,060.40	\$ 132,725	6	\$ 66.02	\$ 11,443.47	\$ 137,322	6	\$ 68.01	\$ 11,788.40	\$ 141,461
626	Non-exempt	Police Sergeant-Bilingual	1	\$ 59.77			1	\$ 61.83			1	\$ 63.70		
			2	\$ 62.92			2	\$ 65.08			2	\$ 67.05		
			3	\$ 66.23			3	\$ 68.51			3	\$ 70.58		
			4	\$ 69.72			4	\$ 72.12			4	\$ 74.29		
			5	\$ 73.39			5	\$ 75.92			5	\$ 78.20		
			6	\$ 77.25	\$ 13,390.00	\$ 160,680	6	\$ 79.92	\$ 13,852.80	\$ 166,234	6	\$ 82.32	\$ 14,268.80	\$ 171,226
627	Non-exempt	Police Off Training	1	\$ 47.03			1	\$ 48.65			1	\$ 50.11		
			2	\$ 49.50			2	\$ 51.21			2	\$ 52.75		
			3	\$ 52.11			3	\$ 53.91			3	\$ 55.53		
			4	\$ 54.85			4	\$ 56.75			4	\$ 58.45		
			5	\$ 57.74			5	\$ 59.74			5	\$ 61.53		
			6	\$ 60.78	\$ 10,535.20	\$ 126,422	6	\$ 62.88	\$ 10,899.20	\$ 130,790	6	\$ 64.77	\$ 11,226.80	\$ 134,722
628	Non-exempt	Police Sgt/Inter-Bilingual	1	\$ 62.89			1	\$ 65.08			1	\$ 67.02		
			2	\$ 66.20			2	\$ 68.50			2	\$ 70.55		
			3	\$ 69.68			3	\$ 72.10			3	\$ 74.26		
			4	\$ 73.35			4	\$ 75.89			4	\$ 78.17		
			5	\$ 77.21			5	\$ 79.88			5	\$ 82.28		
			6	\$ 81.27	\$ 14,086.80	\$ 169,042	6	\$ 84.08	\$ 14,573.87	\$ 174,886	6	\$ 86.61	\$ 15,012.40	\$ 180,149



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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
629	Non-exempt	Police Sgt/Adv-Bilingual	1	\$ 64.31			1	\$ 66.53			1	\$ 68.51		
			2	\$ 67.69			2	\$ 70.03			2	\$ 72.12		
			3	\$ 71.25			3	\$ 73.72			3	\$ 75.92		
			4	\$ 75.00			4	\$ 77.60			4	\$ 79.92		
			5	\$ 78.95			5	\$ 81.68			5	\$ 84.13		
			6	\$ 83.11			\$ 14,405.73	\$ 172,869			6	\$ 85.98		
631	Non-exempt	Police Sergeant	1	\$ 56.91			1	\$ 58.89			1	\$ 60.65		
			2	\$ 59.91			2	\$ 61.99			2	\$ 63.84		
			3	\$ 63.06			3	\$ 65.25			3	\$ 67.20		
			4	\$ 66.38			4	\$ 68.68			4	\$ 70.74		
			5	\$ 69.87			5	\$ 72.29			5	\$ 74.46		
			6	\$ 73.55			\$ 12,748.67	\$ 152,984			6	\$ 76.09		
632	Non-exempt	Police Sgt/Inter	1	\$ 59.94			1	\$ 62.01			1	\$ 63.88		
			2	\$ 63.09			2	\$ 65.27			2	\$ 67.24		
			3	\$ 66.41			3	\$ 68.70			3	\$ 70.78		
			4	\$ 69.91			4	\$ 72.32			4	\$ 74.50		
			5	\$ 73.59			5	\$ 76.13			5	\$ 78.42		
			6	\$ 77.46			\$ 13,426.40	\$ 161,117			6	\$ 80.14		
633	Non-exempt	Police Sgt/Adv	1	\$ 61.28			1	\$ 63.38			1	\$ 65.28		
			2	\$ 64.50			2	\$ 66.72			2	\$ 68.72		
			3	\$ 67.89			3	\$ 70.23			3	\$ 72.34		
			4	\$ 71.46			4	\$ 73.93			4	\$ 76.15		
			5	\$ 75.22			5	\$ 77.82			5	\$ 80.16		
			6	\$ 79.18			\$ 13,724.53	\$ 164,694			6	\$ 81.92		