



## 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)				Effective 03/12/2022 (4% Increase)			
			Step	Rate	Monthly	Annual	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			1	\$ 56.23		
			2	\$ 53.40			2	\$ 55.25			2	\$ 56.91			2	\$ 59.19		
			3	\$ 56.21			3	\$ 58.16			3	\$ 59.91			3	\$ 62.31		
			4	\$ 59.17			4	\$ 61.22			4	\$ 63.06			4	\$ 65.59		
			5	\$ 62.28			5	\$ 64.44			5	\$ 66.38			5	\$ 69.04		
			6	\$ 65.56	\$ 11,363.73	\$ 136,365	6	\$ 67.83	\$ 11,757.20	\$ 141,086	6	\$ 69.87	\$ 12,110.80	\$ 145,330	6	\$ 72.67	\$ 12,596.13	\$ 151,154
612	Non-exempt	Police Agent/Inter	1	\$ 53.34			1	\$ 55.18			1	\$ 56.85			1	\$ 59.12		
			2	\$ 56.15			2	\$ 58.08			2	\$ 59.84			2	\$ 62.23		
			3	\$ 59.11			3	\$ 61.14			3	\$ 62.99			3	\$ 65.50		
			4	\$ 62.22			4	\$ 64.36			4	\$ 66.30			4	\$ 68.95		
			5	\$ 65.49			5	\$ 67.75			5	\$ 69.79			5	\$ 72.58		
			6	\$ 68.94	\$ 11,949.60	\$ 143,395	6	\$ 71.32	\$ 12,362.13	\$ 148,346	6	\$ 73.46	\$ 12,733.07	\$ 152,797	6	\$ 76.40	\$ 13,242.67	\$ 158,912
613	Non-exempt	Police Agent/Adv	1	\$ 54.48			1	\$ 56.36			1	\$ 58.05			1	\$ 60.38		
			2	\$ 57.35			2	\$ 59.33			2	\$ 61.11			2	\$ 63.56		
			3	\$ 60.37			3	\$ 62.45			3	\$ 64.33			3	\$ 66.91		
			4	\$ 63.55			4	\$ 65.74			4	\$ 67.72			4	\$ 70.43		
			5	\$ 66.89			5	\$ 69.20			5	\$ 71.28			5	\$ 74.14		
			6	\$ 70.41	\$ 12,204.40	\$ 146,453	6	\$ 72.84	\$ 12,625.60	\$ 151,507	6	\$ 75.03	\$ 13,005.20	\$ 156,062	6	\$ 78.04	\$ 13,526.93	\$ 162,323
614	Non-exempt	Police Agent-Bilingual	1	\$ 53.28			1	\$ 55.13			1	\$ 56.77			1	\$ 59.05		
			2	\$ 56.08			2	\$ 58.03			2	\$ 59.76			2	\$ 62.16		
			3	\$ 59.03			3	\$ 61.08			3	\$ 62.91			3	\$ 65.43		
			4	\$ 62.14			4	\$ 64.29			4	\$ 66.22			4	\$ 68.87		
			5	\$ 65.41			5	\$ 67.67			5	\$ 69.70			5	\$ 72.49		
			6	\$ 68.85	\$ 11,934.00	\$ 143,208	6	\$ 71.23	\$ 12,346.53	\$ 148,158	6	\$ 73.37	\$ 12,717.47	\$ 152,610	6	\$ 76.31	\$ 13,227.07	\$ 158,725
615	Non-exempt	Police Agent/Inter-Bilingual	1	\$ 56.04			1	\$ 57.97			1	\$ 59.71			1	\$ 62.11		
			2	\$ 58.99			2	\$ 61.02			2	\$ 62.85			2	\$ 65.38		
			3	\$ 62.09			3	\$ 64.23			3	\$ 66.16			3	\$ 68.82		
			4	\$ 65.36			4	\$ 67.61			4	\$ 69.64			4	\$ 72.44		
			5	\$ 68.80			5	\$ 71.17			5	\$ 73.31			5	\$ 76.25		
			6	\$ 72.42	\$ 12,552.80	\$ 150,634	6	\$ 74.92	\$ 12,986.13	\$ 155,834	6	\$ 77.17	\$ 13,376.13	\$ 160,514	6	\$ 80.26	\$ 13,911.73	\$ 166,941
616	Non-exempt	Police Agent/Adv-Bilingual	1	\$ 57.23			1	\$ 59.21			1	\$ 60.99			1	\$ 63.44		
			2	\$ 60.24			2	\$ 62.33			2	\$ 64.20			2	\$ 66.78		
			3	\$ 63.41			3	\$ 65.61			3	\$ 67.58			3	\$ 70.29		
			4	\$ 66.75			4	\$ 69.06			4	\$ 71.14			4	\$ 73.99		
			5	\$ 70.26			5	\$ 72.69			5	\$ 74.88			5	\$ 77.88		
			6	\$ 73.96	\$ 12,819.73	\$ 153,837	6	\$ 76.52	\$ 13,263.47	\$ 159,162	6	\$ 78.82	\$ 13,662.13	\$ 163,946	6	\$ 81.98	\$ 14,209.87	\$ 170,518
617	Non-exempt	Police Trainee-Bilingual	1	\$ 51.81			1	\$ 48.61			1	\$ 50.07			1	\$ 52.08		
			2	\$ 51.81			2	\$ 48.61			2	\$ 50.07			2	\$ 52.08		
			3	\$ 51.81			3	\$ 48.61			3	\$ 50.07			3	\$ 52.08		
			4	\$ 51.81			4	\$ 48.61			4	\$ 50.07			4	\$ 52.08		
			5	\$ 51.81			5	\$ 48.61			5	\$ 50.07			5	\$ 52.08		
			6	\$ 51.81	\$ 8,980.40	\$ 107,765	6	\$ 48.61	\$ 8,425.73	\$ 101,109	6	\$ 50.07	\$ 8,678.80	\$ 104,146	6	\$ 52.08	\$ 9,027.20	\$ 108,326
618	Non-exempt	Police Officer-Bilingual	1	\$ 49.37			1	\$ 51.08			1	\$ 52.62			1	\$ 54.74		
			2	\$ 51.97			2	\$ 53.77			2	\$ 55.39			2	\$ 57.62		
			3	\$ 54.71			3	\$ 56.60			3	\$ 58.31			3	\$ 60.65		
			4	\$ 57.59			4	\$ 59.58			4	\$ 61.38			4	\$ 63.84		
			5	\$ 60.62			5	\$ 62.72			5	\$ 64.61			5	\$ 67.20		
			6	\$ 63.81	\$ 11,060.40	\$ 132,725	6	\$ 66.02	\$ 11,443.47	\$ 137,322	6	\$ 68.01	\$ 11,788.40	\$ 141,461	6	\$ 70.74	\$ 12,261.60	\$ 147,139



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Job Code	FLSA	Job Title	Effective 07/07/2018 (3% Increase)				Effective 07/06/2019 (3.45% Increase)				Effective 07/03/2021 (3% Increase)				Effective 03/12/2022 (4% Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
619	Non-exempt	Police Officer-Inter-Bilingual	1	\$ 51.84			1	\$ 53.63			1	\$ 55.24			1	\$ 57.46		
			2	\$ 54.57			2	\$ 56.45			2	\$ 58.15			2	\$ 60.48		
			3	\$ 57.44			3	\$ 59.42			3	\$ 61.21			3	\$ 63.66		
			4	\$ 60.46			4	\$ 62.55			4	\$ 64.43			4	\$ 67.01		
			5	\$ 63.64			5	\$ 65.84			5	\$ 67.82			5	\$ 70.54		
			6	\$ 66.99	\$ 11,611.60	\$ 139,339	6	\$ 69.31	\$ 12,013.73	\$ 144,165	6	\$ 71.39	\$ 12,374.27	\$ 148,491	6	\$ 74.25	\$ 12,870.00	\$ 154,440
620	Non-exempt	Police Trainee	1	\$ 49.37			1	\$ 46.32			1	\$ 47.71			1	\$ 49.62		
			2	\$ 49.37			2	\$ 46.32			2	\$ 47.71			2	\$ 49.62		
			3	\$ 49.37			3	\$ 46.32			3	\$ 47.71			3	\$ 49.62		
			4	\$ 49.37			4	\$ 46.32			4	\$ 47.71			4	\$ 49.62		
			5	\$ 49.37			5	\$ 46.32			5	\$ 47.71			5	\$ 49.62		
			6	\$ 49.37	\$ 8,557.47	\$ 102,690	6	\$ 46.32	\$ 8,028.80	\$ 96,346	6	\$ 47.71	\$ 8,269.73	\$ 99,237	6	\$ 49.62	\$ 8,600.80	\$ 103,210
621	Non-exempt	Police Officer	1	\$ 47.03			1	\$ 48.65			1	\$ 50.11			1	\$ 52.13		
			2	\$ 49.50			2	\$ 51.21			2	\$ 52.75			2	\$ 54.87		
			3	\$ 52.11			3	\$ 53.91			3	\$ 55.53			3	\$ 57.76		
			4	\$ 54.85			4	\$ 56.75			4	\$ 58.45			4	\$ 60.80		
			5	\$ 57.74			5	\$ 59.74			5	\$ 61.53			5	\$ 64.00		
			6	\$ 60.78	\$ 10,535.20	\$ 126,422	6	\$ 62.88	\$ 10,899.20	\$ 130,790	6	\$ 64.77	\$ 11,226.80	\$ 134,722	6	\$ 67.37	\$ 11,677.47	\$ 140,130
622	Non-exempt	Police Officer-Inter	1	\$ 49.37			1	\$ 51.08			1	\$ 52.62			1	\$ 54.74		
			2	\$ 51.97			2	\$ 53.77			2	\$ 55.39			2	\$ 57.62		
			3	\$ 54.71			3	\$ 56.60			3	\$ 58.31			3	\$ 60.65		
			4	\$ 57.59			4	\$ 59.58			4	\$ 61.38			4	\$ 63.84		
			5	\$ 60.62			5	\$ 62.72			5	\$ 64.61			5	\$ 67.20		
			6	\$ 63.81	\$ 11,060.40	\$ 132,725	6	\$ 66.02	\$ 11,443.47	\$ 137,322	6	\$ 68.01	\$ 11,788.40	\$ 141,461	6	\$ 70.74	\$ 12,261.60	\$ 147,139
623	Non-exempt	Police Officer-Adv	1	\$ 50.45			1	\$ 52.19			1	\$ 53.76			1	\$ 55.91		
			2	\$ 53.10			2	\$ 54.94			2	\$ 56.59			2	\$ 58.85		
			3	\$ 55.89			3	\$ 57.83			3	\$ 59.57			3	\$ 61.95		
			4	\$ 58.83			4	\$ 60.87			4	\$ 62.70			4	\$ 65.21		
			5	\$ 61.93			5	\$ 64.07			5	\$ 66.00			5	\$ 68.64		
			6	\$ 65.19	\$ 11,299.60	\$ 135,595	6	\$ 67.44	\$ 11,689.60	\$ 140,275	6	\$ 69.47	\$ 12,041.47	\$ 144,498	6	\$ 72.25	\$ 12,523.33	\$ 150,280
624	Non-exempt	Police Officer-Adv-Bilingual	1	\$ 52.98			1	\$ 54.82			1	\$ 56.46			1	\$ 58.74		
			2	\$ 55.77			2	\$ 57.70			2	\$ 59.43			2	\$ 61.83		
			3	\$ 58.71			3	\$ 60.74			3	\$ 62.56			3	\$ 65.08		
			4	\$ 61.80			4	\$ 63.94			4	\$ 65.85			4	\$ 68.50		
			5	\$ 65.05			5	\$ 67.30			5	\$ 69.32			5	\$ 72.10		
			6	\$ 68.47	\$ 11,868.13	\$ 142,418	6	\$ 70.84	\$ 12,278.93	\$ 147,347	6	\$ 72.97	\$ 12,648.13	\$ 151,778	6	\$ 75.89	\$ 13,154.27	\$ 157,851
625	Non-exempt	Police Off Training-Bilingual	1	\$ 49.37			1	\$ 51.08			1	\$ 52.62			1	\$ 54.74		
			2	\$ 51.97			2	\$ 53.77			2	\$ 55.39			2	\$ 57.62		
			3	\$ 54.71			3	\$ 56.60			3	\$ 58.31			3	\$ 60.65		
			4	\$ 57.59			4	\$ 59.58			4	\$ 61.38			4	\$ 63.84		
			5	\$ 60.62			5	\$ 62.72			5	\$ 64.61			5	\$ 67.20		
			6	\$ 63.81	\$ 11,060.40	\$ 132,725	6	\$ 66.02	\$ 11,443.47	\$ 137,322	6	\$ 68.01	\$ 11,788.40	\$ 141,461	6	\$ 70.74	\$ 12,261.60	\$ 147,139
626	Non-exempt	Police Sergeant-Bilingual	1	\$ 59.77			1	\$ 61.83			1	\$ 63.70			1	\$ 66.25		
			2	\$ 62.92			2	\$ 65.08			2	\$ 67.05			2	\$ 69.74		
			3	\$ 66.23			3	\$ 68.51			3	\$ 70.58			3	\$ 73.41		
			4	\$ 69.72			4	\$ 72.12			4	\$ 74.29			4	\$ 77.27		
			5	\$ 73.39			5	\$ 75.92			5	\$ 78.20			5	\$ 81.34		
			6	\$ 77.25	\$ 13,390.00	\$ 160,680	6	\$ 79.92	\$ 13,852.80	\$ 166,234	6	\$ 82.32	\$ 14,268.80	\$ 171,226	6	\$ 85.62	\$ 14,840.80	\$ 178,090



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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
627	Non-exempt	Police Off Training	1	\$ 47.03			1	\$ 48.65			1	\$ 50.11			1	\$ 52.13		
			2	\$ 49.50			2	\$ 51.21			2	\$ 52.75			2	\$ 54.87		
			3	\$ 52.11			3	\$ 53.91			3	\$ 55.53			3	\$ 57.76		
			4	\$ 54.85			4	\$ 56.75			4	\$ 58.45			4	\$ 60.80		
			5	\$ 57.74			5	\$ 59.74			5	\$ 61.53			5	\$ 64.00		
			6	\$ 60.78	\$ 10,535.20	\$ 126,422	6	\$ 62.88	\$ 10,899.20	\$ 130,790	6	\$ 64.77	\$ 11,226.80	\$ 134,722	6	\$ 67.37	\$ 11,677.47	\$ 140,130
628	Non-exempt	Police Sgt/Inter-Bilingual	1	\$ 62.89			1	\$ 65.08			1	\$ 67.02			1	\$ 69.71		
			2	\$ 66.20			2	\$ 68.50			2	\$ 70.55			2	\$ 73.38		
			3	\$ 69.68			3	\$ 72.10			3	\$ 74.26			3	\$ 77.24		
			4	\$ 73.35			4	\$ 75.89			4	\$ 78.17			4	\$ 81.30		
			5	\$ 77.21			5	\$ 79.88			5	\$ 82.28			5	\$ 85.58		
			6	\$ 81.27	\$ 14,086.80	\$ 169,042	6	\$ 84.08	\$ 14,573.87	\$ 174,886	6	\$ 86.61	\$ 15,012.40	\$ 180,149	6	\$ 90.08	\$ 15,613.87	\$ 187,366
629	Non-exempt	Police Sgt/Adv-Bilingual	1	\$ 64.31			1	\$ 66.53			1	\$ 68.51			1	\$ 71.27		
			2	\$ 67.69			2	\$ 70.03			2	\$ 72.12			2	\$ 75.02		
			3	\$ 71.25			3	\$ 73.72			3	\$ 75.92			3	\$ 78.97		
			4	\$ 75.00			4	\$ 77.60			4	\$ 79.92			4	\$ 83.13		
			5	\$ 78.95			5	\$ 81.68			5	\$ 84.13			5	\$ 87.50		
			6	\$ 83.11	\$ 14,405.73	\$ 172,869	6	\$ 85.98	\$ 14,903.20	\$ 178,838	6	\$ 88.56	\$ 15,350.40	\$ 184,205	6	\$ 92.11	\$ 15,965.73	\$ 191,589
631	Non-exempt	Police Sergeant	1	\$ 56.91			1	\$ 58.89			1	\$ 60.65			1	\$ 63.08		
			2	\$ 59.91			2	\$ 61.99			2	\$ 63.84			2	\$ 66.40		
			3	\$ 63.06			3	\$ 65.25			3	\$ 67.20			3	\$ 69.89		
			4	\$ 66.38			4	\$ 68.68			4	\$ 70.74			4	\$ 73.57		
			5	\$ 69.87			5	\$ 72.29			5	\$ 74.46			5	\$ 77.44		
			6	\$ 73.55	\$ 12,748.67	\$ 152,984	6	\$ 76.09	\$ 13,188.93	\$ 158,267	6	\$ 78.38	\$ 13,585.87	\$ 163,030	6	\$ 81.52	\$ 14,130.13	\$ 169,562
632	Non-exempt	Police Sgt/Inter	1	\$ 59.94			1	\$ 62.01			1	\$ 63.88			1	\$ 66.44		
			2	\$ 63.09			2	\$ 65.27			2	\$ 67.24			2	\$ 69.94		
			3	\$ 66.41			3	\$ 68.70			3	\$ 70.78			3	\$ 73.62		
			4	\$ 69.91			4	\$ 72.32			4	\$ 74.50			4	\$ 77.49		
			5	\$ 73.59			5	\$ 76.13			5	\$ 78.42			5	\$ 81.57		
			6	\$ 77.46	\$ 13,426.40	\$ 161,117	6	\$ 80.14	\$ 13,890.93	\$ 166,691	6	\$ 82.55	\$ 14,308.67	\$ 171,704	6	\$ 85.86	\$ 14,882.40	\$ 178,589
633	Non-exempt	Police Sgt/Adv	1	\$ 61.28			1	\$ 63.38			1	\$ 65.28			1	\$ 67.91		
			2	\$ 64.50			2	\$ 66.72			2	\$ 68.72			2	\$ 71.48		
			3	\$ 67.89			3	\$ 70.23			3	\$ 72.34			3	\$ 75.24		
			4	\$ 71.46			4	\$ 73.93			4	\$ 76.15			4	\$ 79.20		
			5	\$ 75.22			5	\$ 77.82			5	\$ 80.16			5	\$ 83.37		
			6	\$ 79.18	\$ 13,724.53	\$ 164,694	6	\$ 81.92	\$ 14,199.47	\$ 170,394	6	\$ 84.38	\$ 14,625.87	\$ 175,510	6	\$ 87.76	\$ 15,211.73	\$ 182,541