



**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	\$ 17,222	\$ 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	\$ 20,049	\$ 240,594
149	Exempt	Police Liet-Adv	086	\$ 68.90	\$ 86.12	\$ 103.35	\$ 17,914	\$ 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	\$ 20,852	\$ 250,224
149	Exempt	Police Liet-Adv	086	\$ 71.66	\$ 89.57	\$ 107.49	\$ 18,632	\$ 223,579

Effective 03/12/2022 : 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	\$ 83.41	\$ 104.26	\$ 125.12	\$ 21,687	\$ 260,250
149	Exempt	Police Liet-Adv	086	\$ 74.53	\$ 93.16	\$ 111.80	\$ 19,379	\$ 232,544