



Palo Alto Peace Officers' Association (PAPOA) Salary Schedule

Job Code	FLSA	Job Title	Effective 04/08/2023 (5% Increase + Med Ben)				Effective 07/15/2023 (4% Increase)				Effective 01/13/2024 (Med Ben)				Effective 07/13/2024 (4% Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
611	Non-exempt	Police Agent	1	\$ 59.63			1	\$ 61.87			1	\$ 62.45			1	\$64.83		
			2	\$ 62.74			2	\$ 65.13			2	\$ 65.71			2	\$68.24		
			3	\$ 66.01			3	\$ 68.56			3	\$ 69.14			3	\$71.83		
			4	\$ 69.45			4	\$ 72.17			4	\$ 72.75			4	\$75.61		
			5	\$ 73.07			5	\$ 75.97			5	\$ 76.55			5	\$79.59		
			6	\$ 76.89	\$ 13,327.60	\$ 159,931	6	\$ 79.97	\$ 13,861.47	\$ 166,338	6	\$ 80.55	\$ 13,962.00	\$ 167,544	6	\$83.78	\$ 14,521.87	\$ 174,262
612	Non-exempt	Police Agent/Inter	1	\$ 62.65			1	\$ 65.04			1	\$ 65.62			1	\$68.11		
			2	\$ 65.92			2	\$ 68.46			2	\$ 69.04			2	\$71.69		
			3	\$ 69.36			3	\$ 72.06			3	\$ 72.64			3	\$75.46		
			4	\$ 72.98			4	\$ 75.85			4	\$ 76.43			4	\$79.43		
			5	\$ 76.79			5	\$ 79.84			5	\$ 80.42			5	\$83.61		
			6	\$ 80.80	\$ 14,005.33	\$ 168,064	6	\$ 84.04	\$ 14,566.93	\$ 174,803	6	\$ 84.62	\$ 14,667.47	\$ 176,010	6	\$88.01	\$ 15,255.07	\$ 183,061
613	Non-exempt	Police Agent/Adv	1	\$ 63.99			1	\$ 66.42			1	\$ 67.00			1	\$69.55		
			2	\$ 67.33			2	\$ 69.92			2	\$ 70.50			2	\$73.21		
			3	\$ 70.84			3	\$ 73.60			3	\$ 74.18			3	\$77.06		
			4	\$ 74.54			4	\$ 77.47			4	\$ 78.05			4	\$81.12		
			5	\$ 78.43			5	\$ 81.55			5	\$ 82.13			5	\$85.39		
			6	\$ 82.53	\$ 14,305.20	\$ 171,662	6	\$ 85.84	\$ 14,878.93	\$ 178,547	6	\$ 86.42	\$ 14,979.47	\$ 179,754	6	\$89.88	\$ 15,579.20	\$ 186,950
614	Non-exempt	Police Agent-Bilingual	1	\$ 62.58			1	\$ 64.94			1	\$ 65.52			1	\$68.01		
			2	\$ 65.84			2	\$ 68.36			2	\$ 68.94			2	\$71.59		
			3	\$ 69.27			3	\$ 71.96			3	\$ 72.54			3	\$75.36		
			4	\$ 72.89			4	\$ 75.75			4	\$ 76.33			4	\$79.33		
			5	\$ 76.70			5	\$ 79.74			5	\$ 80.32			5	\$83.51		
			6	\$ 80.71	\$ 13,989.73	\$ 167,877	6	\$ 83.94	\$ 14,549.60	\$ 174,595	6	\$ 84.52	\$ 14,650.13	\$ 175,802	6	\$87.91	\$ 15,237.73	\$ 182,853
615	Non-exempt	Police Agent/Inter-Bilingual	1	\$ 65.81			1	\$ 68.31			1	\$ 68.89			1	\$71.50		
			2	\$ 69.24			2	\$ 71.90			2	\$ 72.48			2	\$75.26		
			3	\$ 72.85			3	\$ 75.68			3	\$ 76.26			3	\$79.22		
			4	\$ 76.65			4	\$ 79.66			4	\$ 80.24			4	\$83.39		
			5	\$ 80.65			5	\$ 83.85			5	\$ 84.43			5	\$87.78		
			6	\$ 84.86	\$ 14,709.07	\$ 176,509	6	\$ 88.26	\$ 15,298.40	\$ 183,581	6	\$ 88.84	\$ 15,398.93	\$ 184,787	6	\$92.40	\$ 16,016.00	\$ 192,192
616	Non-exempt	Police Agent/Adv-Bilingual	1	\$ 67.19			1	\$ 69.74			1	\$ 70.32			1	\$73.00		
			2	\$ 70.70			2	\$ 73.41			2	\$ 73.99			2	\$76.84		
			3	\$ 74.39			3	\$ 77.27			3	\$ 77.85			3	\$80.88		
			4	\$ 78.27			4	\$ 81.34			4	\$ 81.92			4	\$85.14		
			5	\$ 82.36			5	\$ 85.62			5	\$ 86.20			5	\$89.62		
			6	\$ 86.66	\$ 15,021.07	\$ 180,253	6	\$ 90.13	\$ 15,622.53	\$ 187,470	6	\$ 90.71	\$ 15,723.07	\$ 188,677	6	\$94.34	\$ 16,352.27	\$ 196,227



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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
617	Non-exempt	Police Trainee-Bilingual	1	\$ 55.27			1	\$ 57.49			1	\$ 58.07			1	\$60.40		
			2	\$ 55.27			2	\$ 57.49			2	\$ 58.07			2	\$60.40		
			3	\$ 55.27			3	\$ 57.49			3	\$ 58.07			3	\$60.40		
			4	\$ 55.27			4	\$ 57.49			4	\$ 58.07			4	\$60.40		
			5	\$ 55.27			5	\$ 57.49			5	\$ 58.07			5	\$60.40		
			6	\$ 55.27	\$ 9,580.13	\$ 114,962	6	\$ 57.49	\$ 9,964.93	\$ 119,579	6	\$ 58.07	\$ 10,065.47	\$ 120,786	6	\$60.40	\$ 10,469.33	\$ 125,632
618	Non-exempt	Police Officer-Bilingual	1	\$ 58.06			1	\$ 60.25			1	\$ 60.83			1	\$63.13		
			2	\$ 61.09			2	\$ 63.42			2	\$ 64.00			2	\$66.45		
			3	\$ 64.27			3	\$ 66.76			3	\$ 67.34			3	\$69.95		
			4	\$ 67.62			4	\$ 70.27			4	\$ 70.85			4	\$73.63		
			5	\$ 71.15			5	\$ 73.97			5	\$ 74.55			5	\$77.50		
			6	\$ 74.86	\$ 12,975.73	\$ 155,709	6	\$ 77.86	\$ 13,495.73	\$ 161,949	6	\$ 78.44	\$ 13,596.27	\$ 163,155	6	\$81.58	\$ 14,140.53	\$ 169,686
619	Non-exempt	Police Officer-Inter-Bilingual	1	\$ 60.91			1	\$ 63.22			1	\$ 63.80			1	\$66.22		
			2	\$ 64.09			2	\$ 66.55			2	\$ 67.13			2	\$69.71		
			3	\$ 67.43			3	\$ 70.05			3	\$ 70.63			3	\$73.38		
			4	\$ 70.95			4	\$ 73.74			4	\$ 74.32			4	\$77.24		
			5	\$ 74.65			5	\$ 77.62			5	\$ 78.20			5	\$81.30		
			6	\$ 78.55	\$ 13,615.33	\$ 163,384	6	\$ 81.70	\$ 14,161.33	\$ 169,936	6	\$ 82.28	\$ 14,261.87	\$ 171,142	6	\$85.58	\$ 14,833.87	\$ 178,006
620	Non-exempt	Police Trainee	1	\$ 52.69			1	\$ 54.80			1	\$ 55.38			1	\$57.60		
			2	\$ 52.69			2	\$ 54.80			2	\$ 55.38			2	\$57.60		
			3	\$ 52.69			3	\$ 54.80			3	\$ 55.38			3	\$57.60		
			4	\$ 52.69			4	\$ 54.80			4	\$ 55.38			4	\$57.60		
			5	\$ 52.69			5	\$ 54.80			5	\$ 55.38			5	\$57.60		
			6	\$ 52.69	\$ 9,132.93	\$ 109,595	6	\$ 54.80	\$ 9,498.67	\$ 113,984	6	\$ 55.38	\$ 9,599.20	\$ 115,190	6	\$57.60	\$ 9,984.00	\$ 119,808
621	Non-exempt	Police Officer	1	\$ 55.32			1	\$ 57.40			1	\$ 57.98			1	\$60.17		
			2	\$ 58.20			2	\$ 60.42			2	\$ 61.00			2	\$63.34		
			3	\$ 61.23			3	\$ 63.60			3	\$ 64.18			3	\$66.67		
			4	\$ 64.42			4	\$ 66.95			4	\$ 67.53			4	\$70.18		
			5	\$ 67.78			5	\$ 70.47			5	\$ 71.05			5	\$73.87		
			6	\$ 71.32	\$ 12,362.13	\$ 148,346	6	\$ 74.18	\$ 12,857.87	\$ 154,294	6	\$ 74.76	\$ 12,958.40	\$ 155,501	6	\$77.76	\$ 13,478.40	\$ 161,741
622	Non-exempt	Police Officer-Inter	1	\$ 58.06			1	\$ 60.25			1	\$ 60.83			1	\$63.13		
			2	\$ 61.09			2	\$ 63.42			2	\$ 64.00			2	\$66.45		
			3	\$ 64.27			3	\$ 66.76			3	\$ 67.34			3	\$69.95		
			4	\$ 67.62			4	\$ 70.27			4	\$ 70.85			4	\$73.63		
			5	\$ 71.15			5	\$ 73.97			5	\$ 74.55			5	\$77.50		
			6	\$ 74.86	\$ 12,975.73	\$ 155,709	6	\$ 77.86	\$ 13,495.73	\$ 161,949	6	\$ 78.44	\$ 13,596.27	\$ 163,155	6	\$81.58	\$ 14,140.53	\$ 169,686
623	Non-exempt	Police Officer-Adv	1	\$ 59.30			1	\$ 61.51			1	\$ 62.09			1	\$64.46		
			2	\$ 62.39			2	\$ 64.75			2	\$ 65.33			2	\$67.85		
			3	\$ 65.64			3	\$ 68.16			3	\$ 68.74			3	\$71.42		
			4	\$ 69.06			4	\$ 71.75			4	\$ 72.33			4	\$75.18		
			5	\$ 72.66			5	\$ 75.53			5	\$ 76.11			5	\$79.14		
			6	\$ 76.45	\$ 13,251.33	\$ 159,016	6	\$ 79.51	\$ 13,781.73	\$ 165,381	6	\$ 80.09	\$ 13,882.27	\$ 166,587	6	\$83.30	\$ 14,438.67	\$ 173,264
624	Non-exempt	Police Officer-Adv-Bilingual	1	\$ 62.24			1	\$ 64.60			1	\$ 65.18			1	\$67.66		
			2	\$ 65.48			2	\$ 68.00			2	\$ 68.58			2	\$71.22		
			3	\$ 68.90			3	\$ 71.58			3	\$ 72.16			3	\$74.97		
			4	\$ 72.50			4	\$ 75.35			4	\$ 75.93			4	\$78.92		
			5	\$ 76.29			5	\$ 79.32			5	\$ 79.90			5	\$83.07		
			6	\$ 80.27	\$ 13,913.47	\$ 166,962	6	\$ 83.49	\$ 14,471.60	\$ 173,659	6	\$ 84.07	\$ 14,572.13	\$ 174,866	6	\$87.44	\$ 15,156.27	\$ 181,875



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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
625	Non-exempt	Police Off Training-Bilingual	1	\$ 58.06			1	\$ 60.25			1	\$ 60.83			1	\$63.13		
			2	\$ 61.09			2	\$ 63.42			2	\$ 64.00			2	\$66.45		
			3	\$ 64.27			3	\$ 66.76			3	\$ 67.34			3	\$69.95		
			4	\$ 67.62			4	\$ 70.27			4	\$ 70.85			4	\$73.63		
			5	\$ 71.15			5	\$ 73.97			5	\$ 74.55			5	\$77.50		
			6	\$ 74.86	\$ 12,975.73	\$ 155,709	6	\$ 77.86	\$ 13,495.73	\$ 161,949	6	\$ 78.44	\$ 13,596.27	\$ 163,155	6	\$81.58	\$ 14,140.53	\$ 169,686
626	Non-exempt	Police Sergeant-Bilingual	1	\$ 70.15			1	\$ 72.82			1	\$ 73.40			1	\$76.21		
			2	\$ 73.81			2	\$ 76.65			2	\$ 77.23			2	\$80.22		
			3	\$ 77.66			3	\$ 80.68			3	\$ 81.26			3	\$84.44		
			4	\$ 81.72			4	\$ 84.93			4	\$ 85.51			4	\$88.88		
			5	\$ 85.99			5	\$ 89.40			5	\$ 89.98			5	\$93.56		
			6	\$ 90.49	\$ 15,684.93	\$ 188,219	6	\$ 94.11	\$ 16,312.40	\$ 195,749	6	\$ 94.69	\$ 16,412.93	\$ 196,955	6	\$98.48	\$ 17,069.87	\$ 204,838
627	Non-exempt	Police Off Training	1	\$ 55.32			1	\$ 57.40			1	\$ 57.98			1	\$60.17		
			2	\$ 58.20			2	\$ 60.42			2	\$ 61.00			2	\$63.34		
			3	\$ 61.23			3	\$ 63.60			3	\$ 64.18			3	\$66.67		
			4	\$ 64.42			4	\$ 66.95			4	\$ 67.53			4	\$70.18		
			5	\$ 67.78			5	\$ 70.47			5	\$ 71.05			5	\$73.87		
			6	\$ 71.32	\$ 12,362.13	\$ 148,346	6	\$ 74.18	\$ 12,857.87	\$ 154,294	6	\$ 74.76	\$ 12,958.40	\$ 155,501	6	\$77.76	\$ 13,478.40	\$ 161,741
628	Non-exempt	Police Sgt/Inter-Bilingual	1	\$ 73.78			1	\$ 76.59			1	\$ 77.17			1	\$80.12		
			2	\$ 77.63			2	\$ 80.62			2	\$ 81.20			2	\$84.34		
			3	\$ 81.68			3	\$ 84.86			3	\$ 85.44			3	\$88.78		
			4	\$ 85.95			4	\$ 89.33			4	\$ 89.91			4	\$93.45		
			5	\$ 90.44			5	\$ 94.03			5	\$ 94.61			5	\$98.37		
			6	\$ 95.17	\$ 16,496.13	\$ 197,954	6	\$ 98.98	\$ 17,156.53	\$ 205,878	6	\$ 99.56	\$ 17,257.07	\$ 207,085	6	\$103.55	\$ 17,948.67	\$ 215,384
629	Non-exempt	Police Sgt/Adv-Bilingual	1	\$ 75.42			1	\$ 78.30			1	\$ 78.88			1	\$81.91		
			2	\$ 79.36			2	\$ 82.42			2	\$ 83.00			2	\$86.22		
			3	\$ 83.51			3	\$ 86.76			3	\$ 87.34			3	\$90.76		
			4	\$ 87.87			4	\$ 91.33			4	\$ 91.91			4	\$95.54		
			5	\$ 92.46			5	\$ 96.14			5	\$ 96.72			5	\$100.57		
			6	\$ 97.30	\$ 16,865.33	\$ 202,384	6	\$ 101.20	\$ 17,541.33	\$ 210,496	6	\$ 101.78	\$ 17,641.87	\$ 211,702	6	\$105.86	\$ 18,349.07	\$ 220,189
631	Non-exempt	Police Sergeant	1	\$ 66.81			1	\$ 69.36			1	\$ 69.94			1	\$72.60		
			2	\$ 70.30			2	\$ 73.01			2	\$ 73.59			2	\$76.42		
			3	\$ 73.97			3	\$ 76.85			3	\$ 77.43			3	\$80.44		
			4	\$ 77.83			4	\$ 80.89			4	\$ 81.47			4	\$84.67		
			5	\$ 81.90			5	\$ 85.15			5	\$ 85.73			5	\$89.13		
			6	\$ 86.18	\$ 14,937.87	\$ 179,254	6	\$ 89.63	\$ 15,535.87	\$ 186,430	6	\$ 90.21	\$ 15,636.40	\$ 187,637	6	\$93.82	\$ 16,262.13	\$ 195,146



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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
632	Non-exempt	Police Sgt/Inter	1	\$ 70.35			1	\$ 73.02			1	\$ 73.60			1	\$76.41		
			2	\$ 74.02			2	\$ 76.86			2	\$ 77.44			2	\$80.43		
			3	\$ 77.88			3	\$ 80.91			3	\$ 81.49			3	\$84.66		
			4	\$ 81.95			4	\$ 85.17			4	\$ 85.75			4	\$89.12		
			5	\$ 86.23			5	\$ 89.65			5	\$ 90.23			5	\$93.81		
			6	\$ 90.74	\$ 15,728.27	\$ 188,739	6	\$ 94.37	\$ 16,357.47	\$ 196,290	6	\$ 94.95	\$ 16,458.00	\$ 197,496	6	\$98.75	\$ 17,116.67	\$ 205,400
633	Non-exempt	Police Sgt/Adv	1	\$ 71.88			1	\$ 74.63			1	\$ 75.21			1	\$78.08		
			2	\$ 75.63			2	\$ 78.56			2	\$ 79.14			2	\$82.19		
			3	\$ 79.58			3	\$ 82.69			3	\$ 83.27			3	\$86.52		
			4	\$ 83.74			4	\$ 87.04			4	\$ 87.62			4	\$91.07		
			5	\$ 88.12			5	\$ 91.62			5	\$ 92.20			5	\$95.86		
			6	\$ 92.73	\$ 16,073.20	\$ 192,878	6	\$ 96.44	\$ 16,716.27	\$ 200,595	6	\$ 97.02	\$ 16,816.80	\$ 201,802	6	\$100.91	\$ 17,491.07	\$ 209,893