



**Palo Alto Police Managers' Association (PAPMA)
Salary Schedule**

Adoption - Effective 04/08/2023: 5% Market + Benefit Offset

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	\$ 88.05	\$ 110.06	\$ 132.08	\$ 22,894	\$ 274,726
149	Exempt	Police Liet-Adv	086	\$ 78.72	\$ 98.40	\$ 118.08	\$ 20,467	\$ 245,606

Effective 07/15/2023: 4% General 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	\$ 91.58	\$ 114.47	\$ 137.37	\$ 23,811	\$ 285,730
149	Exempt	Police Liet-Adv	086	\$ 81.88	\$ 102.34	\$ 122.81	\$ 21,287	\$ 255,445

Effective 01/13/2024: Benefit Offset

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	\$ 92.04	\$ 115.05	\$ 138.06	\$ 23,930	\$ 287,165
149	Exempt	Police Liet-Adv	086	\$ 82.34	\$ 102.92	\$ 123.51	\$ 21,408	\$ 256,901

Effective 07/13/2024: 4% General 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	\$ 95.73	\$ 119.66	\$ 143.60	\$ 24,891	\$ 298,688
149	Exempt	Police Liet-Adv	086	\$ 85.64	\$ 107.04	\$ 128.45	\$ 22,265	\$ 267,176