

SAN RAFAEL POLICE ASSOCIATION
SALARY SCHEDULE
Effective June 1, 2024

Grade*	Position		A	B	C	D	E	F
6203	COMMUNITY SERVICE OFFICER	Annually	\$ 72,650	\$ 76,283	\$ 80,097	\$ 84,102	\$ 88,307	
		Monthly	\$ 6,054	\$ 6,357	\$ 6,675	\$ 7,008	\$ 7,359	
		Hourly	\$ 34.9279	\$ 36.6743	\$ 38.5081	\$ 40.4335	\$ 42.4551	
6220	MENTAL HEALTH LIAISON	Annually	\$ 98,265	\$ 103,178	\$ 108,337	\$ 113,754	\$ 119,442	
		Monthly	\$ 8,189	\$ 8,598	\$ 9,028	\$ 9,480	\$ 9,953	
		Hourly	\$ 47.2429	\$ 49.6050	\$ 52.0853	\$ 54.6895	\$ 57.4240	
6202	POLICE ADMINISTRATIVE TECHNICIAN I	Annually	\$ 74,422	\$ 78,143	\$ 82,050	\$ 86,153	\$ 90,460	
		Monthly	\$ 6,202	\$ 6,512	\$ 6,838	\$ 7,179	\$ 7,538	
		Hourly	\$ 35.7797	\$ 37.5687	\$ 39.4471	\$ 41.4195	\$ 43.4905	
6214	POLICE ADMINISTRATIVE TECHNICIAN II	Annually	\$ 82,050	\$ 86,153	\$ 90,460	\$ 94,983	\$ 99,732	
		Monthly	\$ 6,838	\$ 7,179	\$ 7,538	\$ 7,915	\$ 8,311	
		Hourly	\$ 39.4471	\$ 41.4195	\$ 43.4905	\$ 45.6650	\$ 47.9482	
2121	POLICE CALL TAKER & RECORDS SPECIALIST	Annually	\$ 70,607	\$ 74,137	\$ 77,844	\$ 81,736	\$ 85,823	
		Monthly	\$ 5,884	\$ 6,178	\$ 6,487	\$ 6,811	\$ 7,152	
		Hourly	\$ 33.9456	\$ 35.6428	\$ 37.4250	\$ 39.2962	\$ 41.2610	
6201	POLICE SUPPORT SERVICES SUPERVISOR	Annually	\$ 106,299	\$ 111,613	\$ 117,194	\$ 123,054	\$ 129,207	\$ 135,667
		Monthly	\$ 8,858	\$ 9,301	\$ 9,766	\$ 10,254	\$ 10,767	\$ 11,306
		Hourly	\$ 51.1051	\$ 53.6603	\$ 56.3433	\$ 59.1605	\$ 62.1185	\$ 65.2244
9622	POLICE COMMUNICATIONS DISPATCH TRAINEE	Annually	\$ 61,029	\$ 64,081	\$ 67,285	\$ 70,649	\$ 74,182	
		Monthly	\$ 5,086	\$ 5,340	\$ 5,607	\$ 5,887	\$ 6,182	
		Hourly	\$ 29.3410	\$ 30.8081	\$ 32.3485	\$ 33.9659	\$ 35.6642	
6205	POLICE COMMUNICATIONS DISPATCHER	Annually	\$ 77,032	\$ 80,884	\$ 84,928	\$ 89,174	\$ 93,633	\$ 98,315
		Monthly	\$ 6,419	\$ 6,740	\$ 7,077	\$ 7,431	\$ 7,803	\$ 8,193
		Hourly	\$ 37.0346	\$ 38.8863	\$ 40.8307	\$ 42.8722	\$ 45.0158	\$ 47.2666
6215	POLICE LEAD COMMUNICATIONS DISPATCHER	Annually	\$ 82,810	\$ 86,950	\$ 91,298	\$ 95,863	\$ 100,656	\$ 105,689
		Monthly	\$ 6,901	\$ 7,246	\$ 7,608	\$ 7,989	\$ 8,388	\$ 8,807
		Hourly	\$ 39.8125	\$ 41.8031	\$ 43.8933	\$ 46.0879	\$ 48.3923	\$ 50.8120
6106	POLICE CORPORAL	Annually	N/A	N/A	\$ 123,593	\$ 129,772	\$ 136,261	\$ 143,074
		Monthly	N/A	N/A	\$ 10,299	\$ 10,814	\$ 11,355	\$ 11,923
		Hourly	N/A	N/A	\$ 59.4196	\$ 62.3906	\$ 65.5101	\$ 68.7856
6206	POLICE EVIDENCE & PROPERTY TECHNICIAN	Annually	\$ 76,298	\$ 80,113	\$ 84,119	\$ 88,325	\$ 92,741	
		Monthly	\$ 6,358	\$ 6,676	\$ 7,010	\$ 7,360	\$ 7,728	
		Hourly	\$ 36.6819	\$ 38.5160	\$ 40.4418	\$ 42.4639	\$ 44.5871	
6107	POLICE OFFICER	Annually	\$ 106,776	\$ 112,114	\$ 117,720	\$ 123,606	\$ 129,786	\$ 136,276
		Monthly	\$ 8,898	\$ 9,343	\$ 9,810	\$ 10,301	\$ 10,816	\$ 11,356
		Hourly	\$ 51.3344	\$ 53.9012	\$ 56.5962	\$ 59.4260	\$ 62.3973	\$ 65.5172
6109	POLICE RECRUIT	Annually	\$ 88,782	\$ 93,221	\$ 97,882	\$ 102,776	\$ 107,915	
		Monthly	\$ 7,398	\$ 7,768	\$ 8,157	\$ 8,565	\$ 8,993	
		Hourly	\$ 42.6835	\$ 44.8177	\$ 47.0585	\$ 49.4115	\$ 51.8820	
6111	POLICE REGULATORY OFFICER	Annually	\$ 77,032	\$ 80,884	\$ 84,928	\$ 89,174	\$ 93,633	\$ 98,315
		Monthly	\$ 6,419	\$ 6,740	\$ 7,077	\$ 7,431	\$ 7,803	\$ 8,193
		Hourly	\$ 37.0346	\$ 38.8863	\$ 40.8307	\$ 42.8722	\$ 45.0158	\$ 47.2666
4524	POLICE SECURITY OFFICER	Annually	\$ 72,148	\$ 75,756	\$ 79,544	\$ 83,521	\$ 87,697	\$ 92,082
		Monthly	\$ 6,012	\$ 6,313	\$ 6,629	\$ 6,960	\$ 7,308	\$ 7,673
		Hourly	\$ 34.6867	\$ 36.4210	\$ 38.2421	\$ 40.1542	\$ 42.1619	\$ 44.2700
6104	POLICE SERGEANT	Annually	N/A	N/A	\$ 144,015	\$ 151,216	\$ 158,777	\$ 166,715
		Monthly	N/A	N/A	\$ 12,001	\$ 12,601	\$ 13,231	\$ 13,893
		Hourly	N/A	N/A	\$ 69.2380	\$ 72.6999	\$ 76.3349	\$ 80.1516
9525	YOUTH SERVICES PROGRAM SUPERVISOR	Annually	\$ 109,063	\$ 114,516	\$ 120,242	\$ 126,254	\$ 132,566	
		Monthly	\$ 9,089	\$ 9,543	\$ 10,020	\$ 10,521	\$ 11,047	
		Hourly	\$ 52.4339	\$ 55.0556	\$ 57.8084	\$ 60.6988	\$ 63.7338	

*Entry Level Pay Grade is 1XXXX (e.g., Entry Level Police Officer grade code is 16000). Exhibit C side letter as part of the MOU for changes made to the police cadet position → cadet position

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Grade*	Position		A	B	C	D	E	F
6203	COMMUNITY SERVICE OFFICER	Annually	\$ 75,266	\$ 79,029	\$ 82,980	\$ 87,129	\$ 91,486	
		Monthly	\$ 6,272	\$ 6,586	\$ 6,915	\$ 7,261	\$ 7,624	
		Hourly	\$ 36.1853	\$ 37.9946	\$ 39.8943	\$ 41.8891	\$ 43.9835	
6220	MENTAL HEALTH LIAISON	Annually	\$ 102,687	\$ 107,821	\$ 113,213	\$ 118,873	\$ 124,817	
		Monthly	\$ 8,557	\$ 8,985	\$ 9,434	\$ 9,906	\$ 10,401	
		Hourly	\$ 49.3688	\$ 51.8372	\$ 54.4291	\$ 57.1506	\$ 60.0081	
6202	POLICE ADMINISTRATIVE TECHNICIAN	Annually	\$ 77,101	\$ 80,956	\$ 85,004	\$ 89,254	\$ 93,717	
		Monthly	\$ 6,425	\$ 6,746	\$ 7,084	\$ 7,438	\$ 7,810	
		Hourly	\$ 37.0678	\$ 38.9212	\$ 40.8672	\$ 42.9106	\$ 45.0561	
6214	POLICE ADMINISTRATIVE TECHNICIAN II	Annually	\$ 85,332	\$ 89,599	\$ 94,079	\$ 98,782	\$ 103,722	
		Monthly	\$ 7,111	\$ 7,467	\$ 7,840	\$ 8,232	\$ 8,643	
		Hourly	\$ 41.0250	\$ 43.0763	\$ 45.2301	\$ 47.4916	\$ 49.8662	
2121	POLICE CALL TAKER & RECORDS SPECIALIST	Annually	\$ 73,784	\$ 77,473	\$ 81,347	\$ 85,414	\$ 89,685	
		Monthly	\$ 6,149	\$ 6,456	\$ 6,779	\$ 7,118	\$ 7,474	
		Hourly	\$ 35.4731	\$ 37.2468	\$ 39.1091	\$ 41.0646	\$ 43.1178	
6201	POLICE SUPPORT SERVICES SUPERVISOR	Annually	\$ 111,082	\$ 116,636	\$ 122,468	\$ 128,591	\$ 135,021	\$ 141,772
		Monthly	\$ 9,257	\$ 9,720	\$ 10,206	\$ 10,716	\$ 11,252	\$ 11,814
		Hourly	\$ 53.4048	\$ 56.0750	\$ 58.8788	\$ 61.8227	\$ 64.9138	\$ 68.1595
9622	POLICE COMMUNICATIONS DISPATCH TRAINEE	Annually	\$ 63,226	\$ 66,388	\$ 69,707	\$ 73,192	\$ 76,852	
		Monthly	\$ 5,269	\$ 5,532	\$ 5,809	\$ 6,099	\$ 6,404	
		Hourly	\$ 30.3973	\$ 31.9172	\$ 33.5130	\$ 35.1887	\$ 36.9481	
6205	POLICE COMMUNICATIONS DISPATCHER	Annually	\$ 80,498	\$ 84,523	\$ 88,750	\$ 93,187	\$ 97,846	\$ 102,739
		Monthly	\$ 6,708	\$ 7,044	\$ 7,396	\$ 7,766	\$ 8,154	\$ 8,562
		Hourly	\$ 38.7012	\$ 40.6362	\$ 42.6680	\$ 44.8014	\$ 47.0415	\$ 49.3936
6215	POLICE LEAD COMMUNICATIONS DISPATCHER	Annually	\$ 86,536	\$ 90,863	\$ 95,406	\$ 100,177	\$ 105,186	\$ 110,445
		Monthly	\$ 7,211	\$ 7,572	\$ 7,951	\$ 8,348	\$ 8,765	\$ 9,204
		Hourly	\$ 41.6041	\$ 43.6843	\$ 45.8685	\$ 48.1619	\$ 50.5700	\$ 53.0985
6106	POLICE CORPORAL	Annually	N/A	N/A	\$ 129,154	\$ 135,612	\$ 142,393	\$ 149,512
		Monthly	N/A	N/A	\$ 10,763	\$ 11,301	\$ 11,866	\$ 12,459
		Hourly	N/A	N/A	\$ 62.0935	\$ 65.1982	\$ 68.4581	\$ 71.8810
6206	POLICE EVIDENCE & PROPERTY TECHNICIAN	Annually	\$ 79,045	\$ 82,997	\$ 87,147	\$ 91,505	\$ 96,080	
		Monthly	\$ 6,587	\$ 6,916	\$ 7,262	\$ 7,625	\$ 8,007	
		Hourly	\$ 38.0025	\$ 39.9026	\$ 41.8977	\$ 43.9926	\$ 46.1922	
6107	POLICE OFFICER	Annually	\$ 111,581	\$ 117,160	\$ 123,018	\$ 129,168	\$ 135,627	\$ 142,408
		Monthly	\$ 9,298	\$ 9,763	\$ 10,251	\$ 10,764	\$ 11,302	\$ 11,867
		Hourly	\$ 53.6445	\$ 56.3267	\$ 59.1430	\$ 62.1002	\$ 65.2052	\$ 68.4655
6109	POLICE RECRUIT	Annually	\$ 91,978	\$ 96,577	\$ 101,405	\$ 106,476	\$ 111,800	
		Monthly	\$ 7,665	\$ 8,048	\$ 8,450	\$ 8,873	\$ 9,317	
		Hourly	\$ 44.2201	\$ 46.4311	\$ 48.7526	\$ 51.1903	\$ 53.7498	
6111	POLICE REGULATORY OFFICER	Annually	\$ 80,498	\$ 84,523	\$ 88,750	\$ 93,187	\$ 97,846	\$ 102,739
		Monthly	\$ 6,708	\$ 7,044	\$ 7,396	\$ 7,766	\$ 8,154	\$ 8,562
		Hourly	\$ 38.7012	\$ 40.6362	\$ 42.6680	\$ 44.8014	\$ 47.0415	\$ 49.3936
4524	POLICE SECURITY OFFICER	Annually	\$ 75,395	\$ 79,165	\$ 83,123	\$ 87,279	\$ 91,643	\$ 96,225
		Monthly	\$ 6,283	\$ 6,597	\$ 6,927	\$ 7,273	\$ 7,637	\$ 8,019
		Hourly	\$ 36.2476	\$ 38.0600	\$ 39.9630	\$ 41.9611	\$ 44.0592	\$ 46.2622
6104	POLICE SERGEANT	Annually	N/A	N/A	\$ 150,496	\$ 158,020	\$ 165,922	\$ 174,218
		Monthly	N/A	N/A	\$ 12,541	\$ 13,168	\$ 13,827	\$ 14,518
		Hourly	N/A	N/A	\$ 72.3537	\$ 75.9714	\$ 79.7700	\$ 83.7585
9525	YOUTH SERVICES PROGRAM SUPERVISOR	Annually	\$ 112,989	\$ 118,638	\$ 124,570	\$ 130,799	\$ 137,339	
		Monthly	\$ 9,416	\$ 9,887	\$ 10,381	\$ 10,900	\$ 11,445	
		Hourly	\$ 54.3216	\$ 57.0376	\$ 59.8895	\$ 62.8840	\$ 66.0282	

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Grade*	Position		A	B	C	D	E	F
6203	COMMUNITY SERVICE OFFICER	Annually	\$ 77,975	\$ 81,874	\$ 85,968	\$ 90,266	\$ 94,779	
		Monthly	\$ 6,498	\$ 6,823	\$ 7,164	\$ 7,522	\$ 7,898	
		Hourly	\$ 37.4880	\$ 39.3624	\$ 41.3305	\$ 43.3971	\$ 45.5669	
6220	MENTAL HEALTH LIAISON	Annually	\$ 107,308	\$ 112,673	\$ 118,307	\$ 124,222	\$ 130,434	
		Monthly	\$ 8,942	\$ 9,389	\$ 9,859	\$ 10,352	\$ 10,869	
		Hourly	\$ 51.5904	\$ 54.1699	\$ 56.8784	\$ 59.7223	\$ 62.7085	
6202	POLICE ADMINISTRATIVE TECHNICIAN	Annually	\$ 79,877	\$ 83,870	\$ 88,064	\$ 92,467	\$ 97,091	
		Monthly	\$ 6,656	\$ 6,989	\$ 7,339	\$ 7,706	\$ 8,091	
		Hourly	\$ 38.4022	\$ 40.3223	\$ 42.3384	\$ 44.4554	\$ 46.6781	
6214	POLICE ADMINISTRATIVE TECHNICIAN II	Annually	\$ 88,745	\$ 93,183	\$ 97,842	\$ 102,734	\$ 107,870	
		Monthly	\$ 7,395	\$ 7,765	\$ 8,153	\$ 8,561	\$ 8,989	
		Hourly	\$ 42.6660	\$ 44.7993	\$ 47.0393	\$ 49.3912	\$ 51.8608	
2121	POLICE CALL TAKER & RECORDS SPECIALIST	Annually	\$ 77,104	\$ 80,960	\$ 85,008	\$ 89,258	\$ 93,721	
		Monthly	\$ 6,425	\$ 6,747	\$ 7,084	\$ 7,438	\$ 7,810	
		Hourly	\$ 37.0694	\$ 38.9229	\$ 40.8690	\$ 42.9125	\$ 45.0581	
6201	POLICE SUPPORT SERVICES SUPERVISOR	Annually	\$ 116,081	\$ 121,885	\$ 127,979	\$ 134,378	\$ 141,097	\$ 148,152
		Monthly	\$ 9,673	\$ 10,157	\$ 10,665	\$ 11,198	\$ 11,758	\$ 12,346
		Hourly	\$ 55.8080	\$ 58.5984	\$ 61.5283	\$ 64.6047	\$ 67.8350	\$ 71.2267
9622	POLICE COMMUNICATIONS DISPATCH TRAINEE	Annually	\$ 65,503	\$ 68,778	\$ 72,217	\$ 75,827	\$ 79,619	
		Monthly	\$ 5,459	\$ 5,731	\$ 6,018	\$ 6,319	\$ 6,635	
		Hourly	\$ 31.4916	\$ 33.0662	\$ 34.7195	\$ 36.4555	\$ 38.2783	
6205	POLICE COMMUNICATIONS DISPATCHER	Annually	\$ 84,121	\$ 88,327	\$ 92,743	\$ 97,380	\$ 102,249	\$ 107,362
		Monthly	\$ 7,010	\$ 7,361	\$ 7,729	\$ 8,115	\$ 8,521	\$ 8,947
		Hourly	\$ 40.4427	\$ 42.4649	\$ 44.5881	\$ 46.8175	\$ 49.1584	\$ 51.6163
6215	POLICE LEAD COMMUNICATIONS DISPATCHER	Annually	\$ 90,431	\$ 94,952	\$ 99,700	\$ 104,685	\$ 109,919	\$ 115,415
		Monthly	\$ 7,536	\$ 7,913	\$ 8,308	\$ 8,724	\$ 9,160	\$ 9,618
		Hourly	\$ 43.4762	\$ 45.6500	\$ 47.9326	\$ 50.3292	\$ 52.8456	\$ 55.4879
6106	POLICE CORPORAL	Annually	N/A	N/A	\$ 134,966	\$ 141,715	\$ 148,800	\$ 156,241
		Monthly	N/A	N/A	\$ 11,247	\$ 11,810	\$ 12,400	\$ 13,020
		Hourly	N/A	N/A	\$ 64.8877	\$ 68.1321	\$ 71.5387	\$ 75.1156
6206	POLICE EVIDENCE & PROPERTY TECHNICIAN	Annually	\$ 81,891	\$ 85,985	\$ 90,285	\$ 94,799	\$ 99,539	
		Monthly	\$ 6,824	\$ 7,165	\$ 7,524	\$ 7,900	\$ 8,295	
		Hourly	\$ 39.3705	\$ 41.3391	\$ 43.4060	\$ 45.5763	\$ 47.8551	
6107	POLICE OFFICER	Annually	\$ 116,602	\$ 122,432	\$ 128,553	\$ 134,981	\$ 141,730	\$ 148,817
		Monthly	\$ 9,717	\$ 10,203	\$ 10,713	\$ 11,248	\$ 11,811	\$ 12,401
		Hourly	\$ 56.0585	\$ 58.8614	\$ 61.8045	\$ 64.8947	\$ 68.1394	\$ 71.5464
6109	POLICE RECRUIT	Annually	\$ 95,289	\$ 100,053	\$ 105,056	\$ 110,309	\$ 115,824	
		Monthly	\$ 7,941	\$ 8,338	\$ 8,755	\$ 9,192	\$ 9,652	
		Hourly	\$ 45.8120	\$ 48.1026	\$ 50.5077	\$ 53.0331	\$ 55.6848	
6111	POLICE REGULATORY OFFICER	Annually	\$ 84,121	\$ 88,327	\$ 92,743	\$ 97,380	\$ 102,249	\$ 107,362
		Monthly	\$ 7,010	\$ 7,361	\$ 7,729	\$ 8,115	\$ 8,521	\$ 8,947
		Hourly	\$ 40.4427	\$ 42.4649	\$ 44.5881	\$ 46.8175	\$ 49.1584	\$ 51.6163
4524	POLICE SECURITY OFFICER	Annually	\$ 78,788	\$ 82,727	\$ 86,864	\$ 91,207	\$ 95,767	\$ 100,555
		Monthly	\$ 6,566	\$ 6,894	\$ 7,239	\$ 7,601	\$ 7,981	\$ 8,380
		Hourly	\$ 37.8788	\$ 39.7727	\$ 41.7613	\$ 43.8494	\$ 46.0419	\$ 48.3440
6104	POLICE SERGEANT	Annually	N/A	N/A	\$ 157,268	\$ 165,131	\$ 173,388	\$ 182,057
		Monthly	N/A	N/A	\$ 13,106	\$ 13,761	\$ 14,449	\$ 15,171
		Hourly	N/A	N/A	\$ 75.6096	\$ 79.3901	\$ 83.3596	\$ 87.5276
9525	YOUTH SERVICES PROGRAM SUPERVISOR	Annually	\$ 117,056	\$ 122,909	\$ 129,055	\$ 135,507	\$ 142,283	
		Monthly	\$ 9,755	\$ 10,242	\$ 10,755	\$ 11,292	\$ 11,857	
		Hourly	\$ 56.2771	\$ 59.0910	\$ 62.0455	\$ 65.1478	\$ 68.4052	

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