

SAN RAFAEL POLICE ASSOCIATION
SALARY SCHEDULE
Effective September 16, 2018

Grade*	Position		Entry Level Step A1	A	B	C	D	E
6203	COMMUNITY SERVICE OFFICER	Annually	\$ 59,780	\$ 62,767	\$ 65,900	\$ 69,205	\$ 72,657	\$ 76,292
		Monthly	\$ 4,982	\$ 5,231	\$ 5,492	\$ 5,767	\$ 6,055	\$ 6,358
		Hourly	\$ 28.7405	\$ 30.1763	\$ 31.6828	\$ 33.2716	\$ 34.9311	\$ 36.6788
6207	MENTAL HEALTH OUTREACH PROVIDER	Annually	\$ 66,255	\$ 69,572	\$ 73,048	\$ 76,696	\$ 80,539	\$ 84,566
		Monthly	\$ 5,521	\$ 5,798	\$ 6,087	\$ 6,391	\$ 6,712	\$ 7,047
		Hourly	\$ 31.8534	\$ 33.4482	\$ 35.1194	\$ 36.8730	\$ 38.7208	\$ 40.6568
6202	POLICE ADMINISTRATIVE TECHNICIAN	Annually	\$ 61,237	\$ 64,297	\$ 67,516	\$ 70,882	\$ 74,431	\$ 78,152
		Monthly	\$ 5,103	\$ 5,358	\$ 5,626	\$ 5,907	\$ 6,203	\$ 6,513
		Hourly	\$ 29.4407	\$ 30.9119	\$ 32.4595	\$ 34.0778	\$ 35.7843	\$ 37.5733
9420	POLICE CADET	Annually	\$ 27,944	\$ 29,339	\$ 30,808	\$ 32,350	\$ 33,966	\$ 35,667
		Monthly	\$ 2,329	\$ 2,445	\$ 2,567	\$ 2,696	\$ 2,831	\$ 2,972
		Hourly	\$ 13.4346	\$ 14.1054	\$ 14.8116	\$ 15.5530	\$ 16.3298	\$ 17.1478
2121	POLICE CALL TAKER & RECORDS SPECIALIST	Annually	\$ 57,540	\$ 60,417	\$ 63,440	\$ 66,610	\$ 69,939	\$ 73,440
		Monthly	\$ 4,795	\$ 5,035	\$ 5,287	\$ 5,551	\$ 5,828	\$ 6,120
		Hourly	\$ 27.6636	\$ 29.0465	\$ 30.5000	\$ 32.0241	\$ 33.6247	\$ 35.3077
6201	POLICE SUPPORT SERVICES SUPERVISOR	Annually	N/A	\$ 90,955	\$ 95,509	\$ 100,282	\$ 105,301	\$ 110,564
		Monthly	N/A	\$ 7,580	\$ 7,959	\$ 8,357	\$ 8,775	\$ 9,214
		Hourly	N/A	\$ 43.7286	\$ 45.9177	\$ 48.2127	\$ 50.6253	\$ 53.1557
9622	POLICE COMMUNICATIONS DISPATCH TRAINEE	Annually	\$ 50,208	\$ 52,730	\$ 55,362	\$ 58,128	\$ 61,041	\$ 64,089
		Monthly	\$ 4,184	\$ 4,394	\$ 4,613	\$ 4,844	\$ 5,087	\$ 5,341
		Hourly	\$ 24.1387	\$ 25.3509	\$ 26.6161	\$ 27.9460	\$ 29.3466	\$ 30.8118
6205	POLICE COMMUNICATIONS DISPATCHER	Annually	\$ 62,779	\$ 65,912	\$ 69,217	\$ 72,669	\$ 76,304	\$ 80,123
		Monthly	\$ 5,232	\$ 5,493	\$ 5,768	\$ 6,056	\$ 6,359	\$ 6,677
		Hourly	\$ 30.1822	\$ 31.6887	\$ 33.2775	\$ 34.9370	\$ 36.6847	\$ 38.5207
6215	POLICE LEAD COMMUNICATIONS DISPATCHER	Annually	N/A	\$ 70,857	\$ 74,407	\$ 78,128	\$ 82,032	\$ 86,133
		Monthly	N/A	\$ 5,905	\$ 6,201	\$ 6,511	\$ 6,836	\$ 7,178
		Hourly	N/A	\$ 34.0660	\$ 35.7726	\$ 37.5615	\$ 39.4387	\$ 41.4100
6106	POLICE CORPORAL	Annually	N/A	N/A	N/A	\$ 97,663	\$ 102,547	\$ 107,675
		Monthly	N/A	N/A	N/A	\$ 8,139	\$ 8,546	\$ 8,973
		Hourly	N/A	N/A	N/A	\$ 46.9533	\$ 49.3013	\$ 51.7670
6206	POLICE EVIDENCE & PROPERTY TECHNICIAN	Annually	\$ 62,779	\$ 65,912	\$ 69,217	\$ 72,669	\$ 76,304	\$ 80,123
		Monthly	\$ 5,232	\$ 5,493	\$ 5,768	\$ 6,056	\$ 6,359	\$ 6,677
		Hourly	\$ 30.1822	\$ 31.6887	\$ 33.2775	\$ 34.9370	\$ 36.6847	\$ 38.5207
6107	POLICE OFFICER	Annually	\$ 80,356	\$ 84,383	\$ 88,593	\$ 93,024	\$ 97,675	\$ 102,559
		Monthly	\$ 6,696	\$ 7,032	\$ 7,383	\$ 7,752	\$ 8,140	\$ 8,547
		Hourly	\$ 38.6325	\$ 40.5685	\$ 42.5928	\$ 44.7231	\$ 46.9592	\$ 49.3072
6109	POLICE RECRUIT	Annually	\$ 73,048	\$ 76,708	\$ 80,539	\$ 84,566	\$ 88,801	\$ 93,232
		Monthly	\$ 6,087	\$ 6,392	\$ 6,712	\$ 7,047	\$ 7,400	\$ 7,769
		Hourly	\$ 35.1194	\$ 36.8789	\$ 38.7208	\$ 40.6568	\$ 42.6929	\$ 44.8231
6111	POLICE REGULATORY OFFICER	Annually	\$ 62,779	\$ 65,912	\$ 69,217	\$ 72,669	\$ 76,304	\$ 80,123
		Monthly	\$ 5,232	\$ 5,493	\$ 5,768	\$ 6,056	\$ 6,359	\$ 6,677
		Hourly	\$ 30.1822	\$ 31.6887	\$ 33.2775	\$ 34.9370	\$ 36.6847	\$ 38.5207
4524	POLICE SECURITY OFFICER	Annually	\$ 58,801	\$ 61,739	\$ 64,823	\$ 68,067	\$ 71,469	\$ 75,043
		Monthly	\$ 4,900	\$ 5,145	\$ 5,402	\$ 5,672	\$ 5,956	\$ 6,254
		Hourly	\$ 28.2697	\$ 29.6820	\$ 31.1649	\$ 32.7243	\$ 34.3603	\$ 36.0786
6104	POLICE SERGEANT	Annually	N/A	N/A	N/A	\$ 111,678	\$ 117,259	\$ 123,122
		Monthly	N/A	N/A	N/A	\$ 9,306	\$ 9,772	\$ 10,260
		Hourly	N/A	N/A	N/A	\$ 53.6912	\$ 56.3746	\$ 59.1933
9525	YOUTH SERVICES PROGRAM SUPERVISOR	Annually	\$ 89,744	\$ 94,224	\$ 98,936	\$ 103,893	\$ 109,083	\$ 114,530
		Monthly	\$ 7,479	\$ 7,852	\$ 8,245	\$ 8,658	\$ 9,090	\$ 9,544
		Hourly	\$ 43.1460	\$ 45.2998	\$ 47.5653	\$ 49.9486	\$ 52.4437	\$ 55.0623

*Entry Level Pay Grade is 1XXXX (e.g., Entry Level Police Officer grade code is 16107)

**SAN RAFAEL POLICE ASSOCIATION
SALARY SCHEDULE
Effective July 1, 2019**

Grade*	Position		Entry Level Step A1	A	B	C	D	E
6203	COMMUNITY SERVICE OFFICER	Annually	\$ 60,976	\$ 64,022	\$ 67,218	\$ 70,589	\$ 74,110	\$ 77,818
		Monthly	\$ 5,081	\$ 5,335	\$ 5,602	\$ 5,882	\$ 6,176	\$ 6,485
		Hourly	\$ 29.3153	\$ 30.7798	\$ 32.3164	\$ 33.9370	\$ 35.6297	\$ 37.4124
6207	MENTAL HEALTH OUTREACH PROVIDER	Annually	\$ 67,580	\$ 70,964	\$ 74,509	\$ 78,230	\$ 82,150	\$ 86,257
		Monthly	\$ 5,632	\$ 5,914	\$ 6,209	\$ 6,519	\$ 6,846	\$ 7,188
		Hourly	\$ 32.4905	\$ 34.1171	\$ 35.8218	\$ 37.6105	\$ 39.4952	\$ 41.4699
6202	POLICE ADMINISTRATIVE TECHNICIAN	Annually	\$ 62,461	\$ 65,583	\$ 68,866	\$ 72,299	\$ 75,920	\$ 79,715
		Monthly	\$ 5,205	\$ 5,465	\$ 5,739	\$ 6,025	\$ 6,327	\$ 6,643
		Hourly	\$ 30.0295	\$ 31.5301	\$ 33.1087	\$ 34.7594	\$ 36.5000	\$ 38.3247
9420	POLICE CADET	Annually	\$ 28,503	\$ 29,926	\$ 31,424	\$ 32,997	\$ 34,645	\$ 36,381
		Monthly	\$ 2,375	\$ 2,494	\$ 2,619	\$ 2,750	\$ 2,887	\$ 3,032
		Hourly	\$ 13.7033	\$ 14.3875	\$ 15.1078	\$ 15.8641	\$ 16.6564	\$ 17.4907
2121	POLICE CALL TAKER & RECORDS SPECIALIST	Annually	\$ 58,691	\$ 61,625	\$ 64,709	\$ 67,942	\$ 71,338	\$ 74,909
		Monthly	\$ 4,891	\$ 5,135	\$ 5,392	\$ 5,662	\$ 5,945	\$ 6,242
		Hourly	\$ 28.2168	\$ 29.6274	\$ 31.1100	\$ 32.6646	\$ 34.2972	\$ 36.0138
6201	POLICE SUPPORT SERVICES SUPERVISOR	Annually	N/A	\$ 92,775	\$ 97,419	\$ 102,288	\$ 107,407	\$ 112,775
		Monthly	N/A	\$ 7,731	\$ 8,118	\$ 8,524	\$ 8,951	\$ 9,398
		Hourly	N/A	\$ 44.6031	\$ 46.8360	\$ 49.1769	\$ 51.6379	\$ 54.2188
9622	POLICE COMMUNICATIONS DISPATCH TRAINEE	Annually	\$ 51,213	\$ 53,785	\$ 56,469	\$ 59,290	\$ 62,262	\$ 65,370
		Monthly	\$ 4,268	\$ 4,482	\$ 4,706	\$ 4,941	\$ 5,188	\$ 5,448
		Hourly	\$ 24.6215	\$ 25.8579	\$ 27.1484	\$ 28.5050	\$ 29.9335	\$ 31.4281
6205	POLICE COMMUNICATIONS DISPATCHER	Annually	\$ 64,035	\$ 67,231	\$ 70,602	\$ 74,122	\$ 77,830	\$ 81,726
		Monthly	\$ 5,336	\$ 5,603	\$ 5,883	\$ 6,177	\$ 6,486	\$ 6,810
		Hourly	\$ 30.7858	\$ 32.3224	\$ 33.9431	\$ 35.6357	\$ 37.4184	\$ 39.2911
6215	POLICE LEAD COMMUNICATIONS DISPATCHER	Annually	N/A	\$ 72,275	\$ 75,895	\$ 79,690	\$ 83,673	\$ 87,856
		Monthly	N/A	\$ 6,023	\$ 6,325	\$ 6,641	\$ 6,973	\$ 7,321
		Hourly	N/A	\$ 34.7474	\$ 36.4880	\$ 38.3127	\$ 40.2275	\$ 42.2382
6106	POLICE CORPORAL	Annually	N/A	N/A	N/A	\$ 99,616	\$ 104,598	\$ 109,829
		Monthly	N/A	N/A	N/A	\$ 8,301	\$ 8,716	\$ 9,152
		Hourly	N/A	N/A	N/A	\$ 47.8924	\$ 50.2873	\$ 52.8023
6206	POLICE EVIDENCE & PROPERTY TECHNICIAN	Annually	\$ 64,035	\$ 67,231	\$ 70,602	\$ 74,122	\$ 77,830	\$ 81,726
		Monthly	\$ 5,336	\$ 5,603	\$ 5,883	\$ 6,177	\$ 6,486	\$ 6,810
		Hourly	\$ 30.7858	\$ 32.3224	\$ 33.9431	\$ 35.6357	\$ 37.4184	\$ 39.2911
6107	POLICE OFFICER	Annually	\$ 81,963	\$ 86,070	\$ 90,365	\$ 94,884	\$ 99,629	\$ 104,610
		Monthly	\$ 6,830	\$ 7,173	\$ 7,530	\$ 7,907	\$ 8,302	\$ 8,718
		Hourly	\$ 39.4052	\$ 41.3799	\$ 43.4447	\$ 45.6175	\$ 47.8984	\$ 50.2933
6109	POLICE RECRUIT	Annually	\$ 74,509	\$ 78,242	\$ 82,150	\$ 86,257	\$ 90,577	\$ 95,097
		Monthly	\$ 6,209	\$ 6,520	\$ 6,846	\$ 7,188	\$ 7,548	\$ 7,925
		Hourly	\$ 35.8218	\$ 37.6165	\$ 39.4952	\$ 41.4699	\$ 43.5467	\$ 45.7196
6111	POLICE REGULATORY OFFICER	Annually	\$ 64,035	\$ 67,231	\$ 70,602	\$ 74,122	\$ 77,830	\$ 81,726
		Monthly	\$ 5,336	\$ 5,603	\$ 5,883	\$ 6,177	\$ 6,486	\$ 6,810
		Hourly	\$ 30.7858	\$ 32.3224	\$ 33.9431	\$ 35.6357	\$ 37.4184	\$ 39.2911
4524	POLICE SECURITY OFFICER	Annually	\$ 59,977	\$ 62,973	\$ 66,120	\$ 69,428	\$ 72,899	\$ 76,544
		Monthly	\$ 4,998	\$ 5,248	\$ 5,510	\$ 5,786	\$ 6,075	\$ 6,379
		Hourly	\$ 28.8351	\$ 30.2756	\$ 31.7882	\$ 33.3788	\$ 35.0475	\$ 36.8001
6104	POLICE SERGEANT	Annually	N/A	N/A	N/A	\$ 113,911	\$ 119,604	\$ 125,585
		Monthly	N/A	N/A	N/A	\$ 9,493	\$ 9,967	\$ 10,465
		Hourly	N/A	N/A	N/A	\$ 54.7651	\$ 57.5021	\$ 60.3772
9525	YOUTH SERVICES PROGRAM SUPERVISOR	Annually	\$ 91,539	\$ 96,108	\$ 100,915	\$ 105,971	\$ 111,265	\$ 116,820
		Monthly	\$ 7,628	\$ 8,009	\$ 8,410	\$ 8,831	\$ 9,272	\$ 9,735
		Hourly	\$ 44.0089	\$ 46.2058	\$ 48.5167	\$ 50.9476	\$ 53.4926	\$ 56.1636

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