

**SAN RAFAEL POLICE MID-MANAGEMENT ASSOCIATION**  
**SALARY SCHEDULE**  
Effective September 1, 2018

Exhibit A

<b>Grade</b>	<b>Position</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
6103	POLICE CAPTAIN (Benchmark)	\$11,601	\$12,181	\$12,790	\$13,430	\$14,101
6110	POLICE LIEUTENANT	\$10,271	\$10,785	\$11,324	\$11,890	\$12,485

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**SALARY SCHEDULE**  
**Effective July 1, 2019**

Exhibit A

<b>Grade</b>	<b><u>Position</u></b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
6103	POLICE CAPTAIN (Benchmark)	\$11,833	\$12,425	\$13,046	\$13,698	\$14,383
6110	POLICE LIEUTENANT	\$10,477	\$11,000	\$11,550	\$12,128	\$12,734