

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

| Grade* | Position                               |          | Entry Level<br>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 |
| 6220   | MENTAL HEALTH LIAISON**                | Annually | \$ 81,682               | \$ 85,758  | \$ 90,055  | \$ 94,557  | \$ 99,290  | \$ 104,250 |
|        |  | Monthly  | \$ 6,807                | \$ 7,147   | \$ 7,505   | \$ 7,880   | \$ 8,274   | \$ 8,687   |
|        |  | Hourly   | \$ 39.2700              | \$ 41.2300 | \$ 43.2900 | \$ 45.4600 | \$ 47.7300 | \$ 50.1200 |
| 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 |

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

\*\*Reclassification from Mental Health Outreach Coordinator effective 7/1/19