

SAN RAFAEL POLICE ASSOCIATION
SALARY SCHEDULE
Effective February 6, 2023

Grade*	Position		Entry Level Step A1	A	B	C	D	E
6203	COMMUNITY SERVICE OFFICER	Annually	\$ 65,482	\$ 68,756	\$ 72,194	\$ 75,803	\$ 79,593	\$ 83,573
		Monthly	\$ 5,457	\$ 5,730	\$ 6,016	\$ 6,317	\$ 6,633	\$ 6,964
		Hourly	\$ 31.4816	\$ 33.0557	\$ 34.7085	\$ 36.4439	\$ 38.2661	\$ 40.1794
6220	MENTAL HEALTH LIAISON	Annually	\$ 87,726	\$ 92,112	\$ 96,718	\$ 101,554	\$ 106,631	\$ 111,963
		Monthly	\$ 7,310	\$ 7,676	\$ 8,060	\$ 8,463	\$ 8,886	\$ 9,330
		Hourly	\$ 42.1759	\$ 44.2847	\$ 46.4989	\$ 48.8238	\$ 51.2650	\$ 53.8283
6202	POLICE ADMINISTRATIVE TECHNICIAN	Annually	\$ 67,079	\$ 70,432	\$ 73,954	\$ 77,652	\$ 81,534	\$ 85,611
		Monthly	\$ 5,590	\$ 5,869	\$ 6,163	\$ 6,471	\$ 6,795	\$ 7,134
		Hourly	\$ 32.2493	\$ 33.8618	\$ 35.5549	\$ 37.3326	\$ 39.1992	\$ 41.1592
TBD	POLICE ADMINISTRATIVE TECHNICIAN II	Annually	\$ 73,954	\$ 77,652	\$ 81,534	\$ 85,611	\$ 89,892	\$ 94,386
		Monthly	\$ 6,163	\$ 6,471	\$ 6,795	\$ 7,134	\$ 7,491	\$ 7,866
		Hourly	\$ 35.5549	\$ 37.3326	\$ 39.1992	\$ 41.1592	\$ 43.2172	\$ 45.3780
9420	POLICE CADET*	Annually	\$ 30,613	\$ 32,144	\$ 33,751	\$ 35,439	\$ 37,211	\$ 39,071
		Monthly	\$ 2,551	\$ 2,679	\$ 2,813	\$ 2,953	\$ 3,101	\$ 3,256
		Hourly	\$ 14.7180	\$ 15.4539	\$ 16.2266	\$ 17.0379	\$ 17.8898	\$ 18.7843
2121	POLICE CALL TAKER & RECORDS SPECIALIST	Annually	\$ 63,034	\$ 66,186	\$ 69,495	\$ 72,970	\$ 76,618	\$ 80,449
		Monthly	\$ 5,253	\$ 5,515	\$ 5,791	\$ 6,081	\$ 6,385	\$ 6,704
		Hourly	\$ 30.3048	\$ 31.8200	\$ 33.4110	\$ 35.0815	\$ 36.8356	\$ 38.6774
6201	POLICE SUPPORT SERVICES SUPERVISOR	Annually	N/A	\$ 99,642	\$ 104,625	\$ 109,856	\$ 115,349	\$ 121,116
		Monthly	N/A	\$ 8,304	\$ 8,719	\$ 9,155	\$ 9,612	\$ 10,093
		Hourly	N/A	\$ 47.9050	\$ 50.3002	\$ 52.8153	\$ 55.4560	\$ 58.2288
9622	POLICE COMMUNICATIONS DISPATCH TRAINEE	Annually	\$ 55,008	\$ 57,758	\$ 60,646	\$ 63,678	\$ 66,862	\$ 70,205
		Monthly	\$ 4,584	\$ 4,813	\$ 5,054	\$ 5,307	\$ 5,572	\$ 5,850
		Hourly	\$ 26.4459	\$ 27.7682	\$ 29.1567	\$ 30.6145	\$ 32.1452	\$ 33.7525
6205	POLICE COMMUNICATIONS DISPATCHER	Annually	\$ 68,770	\$ 72,208	\$ 75,819	\$ 79,610	\$ 83,590	\$ 87,770
		Monthly	\$ 5,731	\$ 6,017	\$ 6,318	\$ 6,634	\$ 6,966	\$ 7,314
		Hourly	\$ 33.0625	\$ 34.7156	\$ 36.4514	\$ 38.2740	\$ 40.1877	\$ 42.1970
6215	POLICE LEAD COMMUNICATIONS DISPATCHER	Annually	N/A	\$ 77,625	\$ 81,506	\$ 85,581	\$ 89,860	\$ 94,353
		Monthly	N/A	\$ 6,469	\$ 6,792	\$ 7,132	\$ 7,488	\$ 7,863
		Hourly	N/A	\$ 37.3195	\$ 39.1855	\$ 41.1448	\$ 43.2020	\$ 45.3621
6106	POLICE CORPORAL	Annually	N/A	N/A	N/A	\$ 112,639	\$ 118,271	\$ 124,184
		Monthly	N/A	N/A	N/A	\$ 9,387	\$ 9,856	\$ 10,349
		Hourly	N/A	N/A	N/A	\$ 54.1532	\$ 56.8609	\$ 59.7039
6206	POLICE EVIDENCE & PROPERTY TECHNICIAN	Annually	\$ 68,770	\$ 72,208	\$ 75,819	\$ 79,610	\$ 83,590	\$ 87,770
		Monthly	\$ 5,731	\$ 6,017	\$ 6,318	\$ 6,634	\$ 6,966	\$ 7,314
		Hourly	\$ 33.0625	\$ 34.7156	\$ 36.4514	\$ 38.2740	\$ 40.1877	\$ 42.1970
6107	POLICE OFFICER	Annually	\$ 92,678	\$ 97,312	\$ 102,178	\$ 107,287	\$ 112,651	\$ 118,283
		Monthly	\$ 7,723	\$ 8,109	\$ 8,515	\$ 8,941	\$ 9,388	\$ 9,857
		Hourly	\$ 44.5568	\$ 46.7846	\$ 49.1239	\$ 51.5801	\$ 54.1591	\$ 56.8670
6109	POLICE RECRUIT	Annually	\$ 80,022	\$ 84,023	\$ 88,224	\$ 92,635	\$ 97,267	\$ 102,130
		Monthly	\$ 6,668	\$ 7,002	\$ 7,352	\$ 7,720	\$ 8,106	\$ 8,511
		Hourly	\$ 38.4719	\$ 40.3955	\$ 42.4153	\$ 44.5360	\$ 46.7628	\$ 49.1010
6111	POLICE REGULATORY OFFICER	Annually	\$ 68,770	\$ 72,208	\$ 75,819	\$ 79,610	\$ 83,590	\$ 87,770
		Monthly	\$ 5,731	\$ 6,017	\$ 6,318	\$ 6,634	\$ 6,966	\$ 7,314
		Hourly	\$ 33.0625	\$ 34.7156	\$ 36.4514	\$ 38.2740	\$ 40.1877	\$ 42.1970
4524	POLICE SECURITY OFFICER	Annually	\$ 64,410	\$ 67,631	\$ 71,012	\$ 74,563	\$ 78,291	\$ 82,205
		Monthly	\$ 5,368	\$ 5,636	\$ 5,918	\$ 6,214	\$ 6,524	\$ 6,850
		Hourly	\$ 30.9664	\$ 32.5147	\$ 34.1405	\$ 35.8475	\$ 37.6399	\$ 39.5219
6104	POLICE SERGEANT	Annually	N/A	N/A	N/A	\$ 128,798	\$ 135,237	\$ 141,999
		Monthly	N/A	N/A	N/A	\$ 10,733	\$ 11,270	\$ 11,833
		Hourly	N/A	N/A	N/A	\$ 61.9219	\$ 65.0180	\$ 68.2689
9525	YOUTH SERVICES PROGRAM SUPERVISOR	Annually	\$ 98,301	\$ 103,216	\$ 108,377	\$ 113,796	\$ 119,486	\$ 125,460
		Monthly	\$ 8,192	\$ 8,601	\$ 9,031	\$ 9,483	\$ 9,957	\$ 10,455
		Hourly	\$ 47.2603	\$ 49.6233	\$ 52.1044	\$ 54.7097	\$ 57.4451	\$ 60.3174

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

*see Exhibit C side letter as part of the MOU for changes made to the police cadet position

SAN RAFAEL POLICE ASSOCIATION
SALARY SCHEDULE
Effective July 1, 2023

Grade*	Position		Entry Level Step A1	A	B	C	D	E
6203	COMMUNITY SERVICE OFFICER	Annually	\$ 66,529	\$ 69,856	\$ 73,349	\$ 77,016	\$ 80,867	\$ 84,910
		Monthly	\$ 5,544	\$ 5,821	\$ 6,112	\$ 6,418	\$ 6,739	\$ 7,076
		Hourly	\$ 31.9853	\$ 33.5846	\$ 35.2638	\$ 37.0270	\$ 38.8783	\$ 40.8222
6220	MENTAL HEALTH LIAISON	Annually	\$ 89,129	\$ 93,586	\$ 98,265	\$ 103,178	\$ 108,337	\$ 113,754
		Monthly	\$ 7,427	\$ 7,799	\$ 8,189	\$ 8,598	\$ 9,028	\$ 9,480
		Hourly	\$ 42.8507	\$ 44.9932	\$ 47.2429	\$ 49.6050	\$ 52.0853	\$ 54.6895
6202	POLICE ADMINISTRATIVE TECHNICIAN I	Annually	\$ 68,152	\$ 71,559	\$ 75,137	\$ 78,894	\$ 82,839	\$ 86,981
		Monthly	\$ 5,679	\$ 5,963	\$ 6,261	\$ 6,575	\$ 6,903	\$ 7,248
		Hourly	\$ 32.7653	\$ 34.4036	\$ 36.1237	\$ 37.9299	\$ 39.8264	\$ 41.8177
TBD	POLICE ADMINISTRATIVE TECHNICIAN II	Annually	\$ 75,137	\$ 78,894	\$ 82,839	\$ 86,981	\$ 91,330	\$ 95,896
		Monthly	\$ 6,261	\$ 6,575	\$ 6,903	\$ 7,248	\$ 7,611	\$ 7,991
		Hourly	\$ 36.1237	\$ 37.9299	\$ 39.8264	\$ 41.8177	\$ 43.9086	\$ 46.1041
9420	POLICE CADET*	Annually	\$ 31,103	\$ 32,658	\$ 34,291	\$ 36,006	\$ 37,806	\$ 39,697
		Monthly	\$ 2,592	\$ 2,722	\$ 2,858	\$ 3,000	\$ 3,151	\$ 3,308
		Hourly	\$ 14.9535	\$ 15.7012	\$ 16.4862	\$ 17.3105	\$ 18.1761	\$ 19.0849
2121	POLICE CALL TAKER & RECORDS SPECIALIST	Annually	\$ 64,042	\$ 67,245	\$ 70,607	\$ 74,137	\$ 77,844	\$ 81,736
		Monthly	\$ 5,337	\$ 5,604	\$ 5,884	\$ 6,178	\$ 6,487	\$ 6,811
		Hourly	\$ 30.7896	\$ 32.3291	\$ 33.9456	\$ 35.6428	\$ 37.4250	\$ 39.2962
6201	POLICE SUPPORT SERVICES SUPERVISOR	Annually	N/A	\$ 101,237	\$ 106,299	\$ 111,613	\$ 117,194	\$ 123,054
		Monthly	N/A	\$ 8,436	\$ 8,858	\$ 9,301	\$ 9,766	\$ 10,254
		Hourly	N/A	\$ 48.6715	\$ 51.1051	\$ 53.6603	\$ 56.3433	\$ 59.1605
9622	POLICE COMMUNICATIONS DISPATCH TRAINEE	Annually	\$ 55,888	\$ 58,682	\$ 61,616	\$ 64,697	\$ 67,932	\$ 71,328
		Monthly	\$ 4,657	\$ 4,890	\$ 5,135	\$ 5,391	\$ 5,661	\$ 5,944
		Hourly	\$ 26.8691	\$ 28.2125	\$ 29.6232	\$ 31.1043	\$ 32.6595	\$ 34.2925
6205	POLICE COMMUNICATIONS DISPATCHER	Annually	\$ 69,870	\$ 73,364	\$ 77,032	\$ 80,884	\$ 84,928	\$ 89,174
		Monthly	\$ 5,823	\$ 6,114	\$ 6,419	\$ 6,740	\$ 7,077	\$ 7,431
		Hourly	\$ 33.5915	\$ 35.2711	\$ 37.0346	\$ 38.8863	\$ 40.8307	\$ 42.8722
6215	POLICE LEAD COMMUNICATIONS DISPATCHER	Annually	N/A	\$ 78,867	\$ 82,810	\$ 86,950	\$ 91,298	\$ 95,863
		Monthly	N/A	\$ 6,572	\$ 6,901	\$ 7,246	\$ 7,608	\$ 7,989
		Hourly	N/A	\$ 37.9167	\$ 39.8125	\$ 41.8031	\$ 43.8933	\$ 46.0879
6106	POLICE CORPORAL	Annually	N/A	N/A	N/A	\$ 117,707	\$ 123,593	\$ 129,772
		Monthly	N/A	N/A	N/A	\$ 9,809	\$ 10,299	\$ 10,814
		Hourly	N/A	N/A	N/A	\$ 56.5901	\$ 59.4196	\$ 62.3906
6206	POLICE EVIDENCE & PROPERTY TECHNICIAN	Annually	\$ 69,870	\$ 73,364	\$ 77,032	\$ 80,884	\$ 84,928	\$ 89,174
		Monthly	\$ 5,823	\$ 6,114	\$ 6,419	\$ 6,740	\$ 7,077	\$ 7,431
		Hourly	\$ 33.5915	\$ 35.2711	\$ 37.0346	\$ 38.8863	\$ 40.8307	\$ 42.8722
6107	POLICE OFFICER	Annually	\$ 96,849	\$ 101,691	\$ 106,776	\$ 112,114	\$ 117,720	\$ 123,606
		Monthly	\$ 8,071	\$ 8,474	\$ 8,898	\$ 9,343	\$ 9,810	\$ 10,301
		Hourly	\$ 46.5618	\$ 48.8899	\$ 51.3344	\$ 53.9012	\$ 56.5962	\$ 59.4260
6109	POLICE RECRUIT	Annually	\$ 81,302	\$ 85,367	\$ 89,635	\$ 94,117	\$ 98,823	\$ 103,764
		Monthly	\$ 6,775	\$ 7,114	\$ 7,470	\$ 7,843	\$ 8,235	\$ 8,647
		Hourly	\$ 39.0874	\$ 41.0418	\$ 43.0939	\$ 45.2486	\$ 47.5110	\$ 49.8866
6111	POLICE REGULATORY OFFICER	Annually	\$ 69,870	\$ 73,364	\$ 77,032	\$ 80,884	\$ 84,928	\$ 89,174
		Monthly	\$ 5,823	\$ 6,114	\$ 6,419	\$ 6,740	\$ 7,077	\$ 7,431
		Hourly	\$ 33.5915	\$ 35.2711	\$ 37.0346	\$ 38.8863	\$ 40.8307	\$ 42.8722
4524	POLICE SECURITY OFFICER	Annually	\$ 65,441	\$ 68,713	\$ 72,148	\$ 75,756	\$ 79,544	\$ 83,521
		Monthly	\$ 5,453	\$ 5,726	\$ 6,012	\$ 6,313	\$ 6,629	\$ 6,960
		Hourly	\$ 31.4619	\$ 33.0350	\$ 34.6867	\$ 36.4210	\$ 38.2421	\$ 40.1542
6104	POLICE SERGEANT	Annually	N/A	N/A	N/A	\$ 134,593	\$ 141,323	\$ 148,389
		Monthly	N/A	N/A	N/A	\$ 11,216	\$ 11,777	\$ 12,366
		Hourly	N/A	N/A	N/A	\$ 64.7084	\$ 67.9438	\$ 71.3410
9525	YOUTH SERVICES PROGRAM SUPERVISOR	Annually	\$ 99,874	\$ 104,868	\$ 110,111	\$ 115,617	\$ 121,398	\$ 127,468
		Monthly	\$ 8,323	\$ 8,739	\$ 9,176	\$ 9,635	\$ 10,116	\$ 10,622
		Hourly	\$ 48.0164	\$ 50.4173	\$ 52.9381	\$ 55.5850	\$ 58.3643	\$ 61.2825

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