

SAN RAFAEL POLICE ASSOCIATION
SALARY SCHEDULE
Effective July 1, 2020

Grade*	Position		Entry Level Step A1	A	B	C	D	E
6203	COMMUNITY SERVICE OFFICER	Annually	\$ 62,192	\$ 65,301	\$ 68,566	\$ 71,995	\$ 75,594	\$ 79,374
		Monthly	\$ 5,183	\$ 5,442	\$ 5,714	\$ 6,000	\$ 6,300	\$ 6,615
		Hourly	\$ 29.8999	\$ 31.3948	\$ 32.9646	\$ 34.6128	\$ 36.3435	\$ 38.1606
6207	MENTAL HEALTH LIAISON	Annually	\$ 83,318	\$ 87,484	\$ 91,858	\$ 96,451	\$ 101,274	\$ 106,337
		Monthly	\$ 6,943	\$ 7,290	\$ 7,655	\$ 8,038	\$ 8,439	\$ 8,861
		Hourly	\$ 40.0568	\$ 42.0597	\$ 44.1626	\$ 46.3708	\$ 48.6893	\$ 51.1238
6202	POLICE ADMINISTRATIVE TECHNICIAN	Annually	\$ 63,708	\$ 66,894	\$ 70,238	\$ 73,750	\$ 77,438	\$ 81,310
		Monthly	\$ 5,309	\$ 5,574	\$ 5,853	\$ 6,146	\$ 6,453	\$ 6,776
		Hourly	\$ 30.6290	\$ 32.1605	\$ 33.7685	\$ 35.4569	\$ 37.2297	\$ 39.0912
9420	POLICE CADET	Annually	\$ 29,075	\$ 30,529	\$ 32,056	\$ 33,658	\$ 35,341	\$ 37,108
		Monthly	\$ 2,423	\$ 2,544	\$ 2,671	\$ 2,805	\$ 2,945	\$ 3,092
		Hourly	\$ 13.9785	\$ 14.6775	\$ 15.4113	\$ 16.1819	\$ 16.9910	\$ 17.8405
2121	POLICE CALL TAKER & RECORDS SPECIALIST	Annually	\$ 59,867	\$ 62,860	\$ 66,003	\$ 69,303	\$ 72,769	\$ 76,407
		Monthly	\$ 4,989	\$ 5,238	\$ 5,500	\$ 5,775	\$ 6,064	\$ 6,367
		Hourly	\$ 28.7821	\$ 30.2213	\$ 31.7323	\$ 33.3189	\$ 34.9849	\$ 36.7341
6201	POLICE SUPPORT SERVICES SUPERVISOR	Annually	N/A	\$ 94,636	\$ 99,368	\$ 104,336	\$ 109,553	\$ 115,031
		Monthly	N/A	\$ 7,886	\$ 8,281	\$ 8,695	\$ 9,129	\$ 9,586
		Hourly	N/A	\$ 45.4981	\$ 47.7730	\$ 50.1617	\$ 52.6697	\$ 55.3032
9622	POLICE COMMUNICATIONS DISPATCH TRAINEE	Annually	\$ 52,244	\$ 54,856	\$ 57,599	\$ 60,479	\$ 63,503	\$ 66,678
		Monthly	\$ 4,354	\$ 4,571	\$ 4,800	\$ 5,040	\$ 5,292	\$ 5,556
		Hourly	\$ 25.1172	\$ 26.3731	\$ 27.6917	\$ 29.0763	\$ 30.5301	\$ 32.0566
6205	POLICE COMMUNICATIONS DISPATCHER	Annually	\$ 65,315	\$ 68,580	\$ 72,010	\$ 75,610	\$ 79,390	\$ 83,360
		Monthly	\$ 5,443	\$ 5,715	\$ 6,001	\$ 6,301	\$ 6,616	\$ 6,947
		Hourly	\$ 31.4013	\$ 32.9714	\$ 34.6200	\$ 36.3510	\$ 38.1685	\$ 40.0769
6215	POLICE LEAD COMMUNICATIONS DISPATCHER	Annually	N/A	\$ 73,725	\$ 77,411	\$ 81,281	\$ 85,345	\$ 89,613
		Monthly	N/A	\$ 6,144	\$ 6,451	\$ 6,773	\$ 7,112	\$ 7,468
		Hourly	N/A	\$ 35.4445	\$ 37.2167	\$ 39.0776	\$ 41.0314	\$ 43.0830
6106	POLICE CORPORAL	Annually	N/A	N/A	N/A	\$ 101,610	\$ 106,691	\$ 112,025
		Monthly	N/A	N/A	N/A	\$ 8,468	\$ 8,891	\$ 9,335
		Hourly	N/A	N/A	N/A	\$ 48.8511	\$ 51.2937	\$ 53.8583
6206	POLICE EVIDENCE & PROPERTY TECHNICIAN	Annually	\$ 65,315	\$ 68,580	\$ 72,010	\$ 75,610	\$ 79,390	\$ 83,360
		Monthly	\$ 5,443	\$ 5,715	\$ 6,001	\$ 6,301	\$ 6,616	\$ 6,947
		Hourly	\$ 31.4013	\$ 32.9714	\$ 34.6200	\$ 36.3510	\$ 38.1685	\$ 40.0769
6107	POLICE OFFICER	Annually	\$ 83,604	\$ 87,784	\$ 92,173	\$ 96,782	\$ 101,621	\$ 106,702
		Monthly	\$ 6,967	\$ 7,315	\$ 7,681	\$ 8,065	\$ 8,468	\$ 8,892
		Hourly	\$ 40.1943	\$ 42.2040	\$ 44.3142	\$ 46.5299	\$ 48.8564	\$ 51.2992
6109	POLICE RECRUIT	Annually	\$ 76,001	\$ 79,801	\$ 83,791	\$ 87,981	\$ 92,380	\$ 96,999
		Monthly	\$ 6,333	\$ 6,650	\$ 6,983	\$ 7,332	\$ 7,698	\$ 8,083
		Hourly	\$ 36.5389	\$ 38.3659	\$ 40.2842	\$ 42.2984	\$ 44.4133	\$ 46.6340
6111	POLICE REGULATORY OFFICER	Annually	\$ 65,315	\$ 68,580	\$ 72,010	\$ 75,610	\$ 79,390	\$ 83,360
		Monthly	\$ 5,443	\$ 5,715	\$ 6,001	\$ 6,301	\$ 6,616	\$ 6,947
		Hourly	\$ 31.4013	\$ 32.9714	\$ 34.6200	\$ 36.3510	\$ 38.1685	\$ 40.0769
4524	POLICE SECURITY OFFICER	Annually	\$ 61,174	\$ 64,233	\$ 67,444	\$ 70,817	\$ 74,357	\$ 78,075
		Monthly	\$ 5,098	\$ 5,353	\$ 5,620	\$ 5,901	\$ 6,196	\$ 6,506
		Hourly	\$ 29.4106	\$ 30.8811	\$ 32.4251	\$ 34.0464	\$ 35.7487	\$ 37.5362
6104	POLICE SERGEANT	Annually	N/A	N/A	N/A	\$ 116,187	\$ 121,996	\$ 128,096
		Monthly	N/A	N/A	N/A	\$ 9,682	\$ 10,166	\$ 10,675
		Hourly	N/A	N/A	N/A	\$ 55.8592	\$ 58.6521	\$ 61.5848
9525	YOUTH SERVICES PROGRAM SUPERVISOR	Annually	\$ 93,362	\$ 98,030	\$ 102,932	\$ 108,079	\$ 113,483	\$ 119,157
		Monthly	\$ 7,780	\$ 8,169	\$ 8,578	\$ 9,007	\$ 9,457	\$ 9,930
		Hourly	\$ 44.8858	\$ 47.1300	\$ 49.4865	\$ 51.9609	\$ 54.5589	\$ 57.2869

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

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SALARY SCHEDULE
Effective January 1, 2021

Grade*	Position		Entry Level Step A1	A	B	C	D	E
6203	COMMUNITY SERVICE OFFICER	Annually	\$ 63,436	\$ 66,607	\$ 69,938	\$ 73,435	\$ 77,106	\$ 80,962
		Monthly	\$ 5,286	\$ 5,551	\$ 5,828	\$ 6,120	\$ 6,426	\$ 6,747
		Hourly	\$ 30.4979	\$ 32.0227	\$ 33.6239	\$ 35.3051	\$ 37.0703	\$ 38.9238
6207	MENTAL HEALTH LIAISON	Annually	\$ 84,985	\$ 89,234	\$ 93,695	\$ 98,380	\$ 103,299	\$ 108,464
		Monthly	\$ 7,082	\$ 7,436	\$ 7,808	\$ 8,198	\$ 8,608	\$ 9,039
		Hourly	\$ 40.8580	\$ 42.9008	\$ 45.0459	\$ 47.2982	\$ 49.6631	\$ 52.1462
6202	POLICE ADMINISTRATIVE TECHNICIAN	Annually	\$ 64,982	\$ 68,232	\$ 71,643	\$ 75,225	\$ 78,987	\$ 82,936
		Monthly	\$ 5,415	\$ 5,686	\$ 5,970	\$ 6,269	\$ 6,582	\$ 6,911
		Hourly	\$ 31.2416	\$ 32.8037	\$ 34.4438	\$ 36.1660	\$ 37.9743	\$ 39.8731
9420	POLICE CADET	Annually	\$ 29,657	\$ 31,140	\$ 32,697	\$ 34,332	\$ 36,048	\$ 37,850
		Monthly	\$ 2,471	\$ 2,595	\$ 2,725	\$ 2,861	\$ 3,004	\$ 3,154
		Hourly	\$ 14.2581	\$ 14.9710	\$ 15.7196	\$ 16.5055	\$ 17.3308	\$ 18.1973
2121	POLICE CALL TAKER & RECORDS SPECIALIST	Annually	\$ 61,064	\$ 64,117	\$ 67,323	\$ 70,689	\$ 74,224	\$ 77,935
		Monthly	\$ 5,089	\$ 5,343	\$ 5,610	\$ 5,891	\$ 6,185	\$ 6,495
		Hourly	\$ 29.3578	\$ 30.8257	\$ 32.3670	\$ 33.9853	\$ 35.6846	\$ 37.4688
6201	POLICE SUPPORT SERVICES SUPERVISOR	Annually	N/A	\$ 96,529	\$ 101,355	\$ 106,423	\$ 111,744	\$ 117,331
		Monthly	N/A	\$ 8,044	\$ 8,446	\$ 8,869	\$ 9,312	\$ 9,778
		Hourly	N/A	\$ 46.4081	\$ 48.7285	\$ 51.1649	\$ 53.7231	\$ 56.4093
9622	POLICE COMMUNICATIONS DISPATCH TRAINEE	Annually	\$ 53,289	\$ 55,953	\$ 58,751	\$ 61,688	\$ 64,773	\$ 68,011
		Monthly	\$ 4,441	\$ 4,663	\$ 4,896	\$ 5,141	\$ 5,398	\$ 5,668
		Hourly	\$ 25.6196	\$ 26.9005	\$ 28.2456	\$ 29.6578	\$ 31.1407	\$ 32.6978
6205	POLICE COMMUNICATIONS DISPATCHER	Annually	\$ 66,621	\$ 69,952	\$ 73,450	\$ 77,122	\$ 80,978	\$ 85,027
		Monthly	\$ 5,552	\$ 5,829	\$ 6,121	\$ 6,427	\$ 6,748	\$ 7,086
		Hourly	\$ 32.0293	\$ 33.6308	\$ 35.3124	\$ 37.0780	\$ 38.9319	\$ 40.8785
6215	POLICE LEAD COMMUNICATIONS DISPATCHER	Annually	N/A	\$ 75,199	\$ 78,959	\$ 82,907	\$ 87,052	\$ 91,405
		Monthly	N/A	\$ 6,267	\$ 6,580	\$ 6,909	\$ 7,254	\$ 7,617
		Hourly	N/A	\$ 36.1534	\$ 37.9611	\$ 39.8591	\$ 41.8521	\$ 43.9447
6106	POLICE CORPORAL	Annually	N/A	N/A	N/A	\$ 103,643	\$ 108,825	\$ 114,266
		Monthly	N/A	N/A	N/A	\$ 8,637	\$ 9,069	\$ 9,522
		Hourly	N/A	N/A	N/A	\$ 49.8281	\$ 52.3195	\$ 54.9355
6206	POLICE EVIDENCE & PROPERTY TECHNICIAN	Annually	\$ 66,621	\$ 69,952	\$ 73,450	\$ 77,122	\$ 80,978	\$ 85,027
		Monthly	\$ 5,552	\$ 5,829	\$ 6,121	\$ 6,427	\$ 6,748	\$ 7,086
		Hourly	\$ 32.0293	\$ 33.6308	\$ 35.3124	\$ 37.0780	\$ 38.9319	\$ 40.8785
6107	POLICE OFFICER	Annually	\$ 85,276	\$ 89,540	\$ 94,017	\$ 98,718	\$ 103,654	\$ 108,836
		Monthly	\$ 7,106	\$ 7,462	\$ 7,835	\$ 8,226	\$ 8,638	\$ 9,070
		Hourly	\$ 40.9982	\$ 43.0481	\$ 45.2005	\$ 47.4605	\$ 49.8335	\$ 52.3252
6109	POLICE RECRUIT	Annually	\$ 77,521	\$ 81,397	\$ 85,467	\$ 89,740	\$ 94,227	\$ 98,939
		Monthly	\$ 6,460	\$ 6,783	\$ 7,122	\$ 7,478	\$ 7,852	\$ 8,245
		Hourly	\$ 37.2697	\$ 39.1332	\$ 41.0899	\$ 43.1444	\$ 45.3016	\$ 47.5666
6111	POLICE REGULATORY OFFICER	Annually	\$ 66,621	\$ 69,952	\$ 73,450	\$ 77,122	\$ 80,978	\$ 85,027
		Monthly	\$ 5,552	\$ 5,829	\$ 6,121	\$ 6,427	\$ 6,748	\$ 7,086
		Hourly	\$ 32.0293	\$ 33.6308	\$ 35.3124	\$ 37.0780	\$ 38.9319	\$ 40.8785
4524	POLICE SECURITY OFFICER	Annually	\$ 62,397	\$ 65,517	\$ 68,793	\$ 72,233	\$ 75,844	\$ 79,637
		Monthly	\$ 5,200	\$ 5,460	\$ 5,733	\$ 6,019	\$ 6,320	\$ 6,636
		Hourly	\$ 29.9988	\$ 31.4987	\$ 33.0736	\$ 34.7273	\$ 36.4637	\$ 38.2869
6104	POLICE SERGEANT	Annually	N/A	N/A	N/A	\$ 118,511	\$ 124,436	\$ 130,658
		Monthly	N/A	N/A	N/A	\$ 9,876	\$ 10,370	\$ 10,888
		Hourly	N/A	N/A	N/A	\$ 56.9764	\$ 59.8252	\$ 62.8165
9525	YOUTH SERVICES PROGRAM SUPERVISOR	Annually	\$ 95,230	\$ 99,991	\$ 104,991	\$ 110,240	\$ 115,752	\$ 121,540
		Monthly	\$ 7,936	\$ 8,333	\$ 8,749	\$ 9,187	\$ 9,646	\$ 10,128
		Hourly	\$ 45.7835	\$ 48.0726	\$ 50.4763	\$ 53.0001	\$ 55.6501	\$ 58.4326

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