



Palo Alto Peace Officers' Association (PAPOA) Salary Schedule

Job Code	FLSA	Job Title	Effective 08/09/2025 (3.75% Increase)				Effective First Full Pay Period Following July 1, 2026 (7/11/2026 - 3.5% Increase)				Effective First Full Pay Period Following July 1, 2027 (7/10/2027 - 3.5% Increase)			
			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
611	Non-exempt	Police Agent	1	\$67.26			1	\$69.63			1	\$72.07		
			2	\$70.80			2	\$73.29			2	\$75.86		
			3	\$74.53			3	\$77.15			3	\$79.85		
			4	\$78.45			4	\$81.21			4	\$84.05		
			5	\$82.58			5	\$85.48			5	\$88.47		
			6	\$86.93	\$ 15,067.87	\$ 180,814.40	6	\$89.98	\$ 15,596.53	\$ 187,158.40	6	\$93.13	\$ 16,142.53	\$ 193,710.40
612	Non-exempt	Police Agent/Inter	1	\$70.63			1	\$73.12			1	\$75.68		
			2	\$74.34			2	\$76.96			2	\$79.66		
			3	\$78.26			3	\$81.01			3	\$83.85		
			4	\$82.38			4	\$85.28			4	\$88.26		
			5	\$86.71			5	\$89.76			5	\$92.90		
			6	\$91.28	\$ 15,821.87	\$ 189,862.40	6	\$94.48	\$ 16,376.53	\$ 196,518.40	6	\$97.79	\$ 16,950.27	\$ 203,403.20
613	Non-exempt	Police Agent/Adv	1	\$72.31			1	\$76.60			1	\$79.28		
			2	\$76.11			2	\$80.62			2	\$83.45		
			3	\$80.12			3	\$84.87			3	\$87.84		
			4	\$84.34			4	\$89.34			4	\$92.46		
			5	\$88.78			5	\$94.03			5	\$97.32		
			6	\$93.45	\$ 16,198.00	\$ 194,376.00	6	\$98.98	\$ 17,156.53	\$ 205,878.40	6	\$102.45	\$ 17,758.00	\$ 213,096.00
614	Non-exempt	Police Agent-Bilingual	1	\$70.63			1	\$73.12			1	\$75.68		
			2	\$74.34			2	\$76.96			2	\$79.66		
			3	\$78.26			3	\$81.01			3	\$83.85		
			4	\$82.38			4	\$85.28			4	\$88.26		
			5	\$86.71			5	\$89.76			5	\$92.90		
			6	\$91.28	\$ 15,821.87	\$ 189,862.40	6	\$94.48	\$ 16,376.53	\$ 196,518.40	6	\$97.79	\$ 16,950.27	\$ 203,403.20
615	Non-exempt	Police Agent/Inter-Bilingual	1	\$74.00			1	\$76.61			1	\$79.29		
			2	\$77.88			2	\$80.63			2	\$83.46		
			3	\$81.99			3	\$84.87			3	\$87.85		
			4	\$86.31			4	\$89.35			4	\$92.47		
			5	\$90.84			5	\$94.04			5	\$97.33		
			6	\$95.63	\$ 16,575.87	\$ 198,910.40	6	\$98.98	\$ 17,156.53	\$ 205,878.40	6	\$102.45	\$ 17,758.00	\$ 213,096.00
616	Non-exempt	Police Agent/Adv-Bilingual	1	\$75.68			1	\$80.09			1	\$82.89		
			2	\$79.65			2	\$84.29			2	\$87.25		
			3	\$83.85			3	\$88.73			3	\$91.84		
			4	\$88.27			4	\$93.41			4	\$96.67		
			5	\$92.91			5	\$98.31			5	\$101.75		
			6	\$97.80	\$ 16,952.00	\$ 203,424.00	6	\$103.48	\$ 17,936.53	\$ 215,238.40	6	\$107.11	\$ 18,565.73	\$ 222,788.80



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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
621	Non-exempt	Police Officer	1	\$62.43			1	\$64.61			1	\$66.88		
			2	\$65.72			2	\$68.01			2	\$70.40		
			3	\$69.18			3	\$71.59			3	\$74.11		
			4	\$72.82			4	\$75.36			4	\$78.01		
			5	\$76.65			5	\$79.33			5	\$82.12		
			6	\$80.68	\$ 13,984.53	\$ 167,814.40	6	\$83.51	\$ 14,475.07	\$ 173,700.80	6	\$86.44	\$ 14,982.93	\$ 179,795.20
618	Non-exempt	Police Officer-Bilingual	1	\$65.56			1	\$67.85			1	\$70.23		
			2	\$69.01			2	\$71.42			2	\$73.92		
			3	\$72.64			3	\$75.17			3	\$77.82		
			4	\$76.47			4	\$79.13			4	\$81.92		
			5	\$80.49			5	\$83.30			5	\$86.23		
			6	\$84.72	\$ 14,684.80	\$ 176,217.60	6	\$87.69	\$ 15,199.60	\$ 182,395.20	6	\$90.77	\$ 15,733.47	\$ 188,801.60
619	Non-exempt	Police Officer-Inter-Bilingual	1	\$68.69			1	\$71.09			1	\$73.58		
			2	\$72.30			2	\$74.83			2	\$77.44		
			3	\$76.10			3	\$78.75			3	\$81.53		
			4	\$80.12			4	\$82.90			4	\$85.83		
			5	\$84.33			5	\$87.27			5	\$90.34		
			6	\$88.76	\$ 15,385.07	\$ 184,620.80	6	\$91.87	\$ 15,924.13	\$ 191,089.60	6	\$95.10	\$ 16,484.00	\$ 197,808.00
622	Non-exempt	Police Officer-Inter	1	\$65.56			1	\$67.85			1	\$70.23		
			2	\$69.01			2	\$71.42			2	\$73.92		
			3	\$72.64			3	\$75.17			3	\$77.82		
			4	\$76.47			4	\$79.13			4	\$81.92		
			5	\$80.49			5	\$83.30			5	\$86.23		
			6	\$84.72	\$ 14,684.80	\$ 176,217.60	6	\$87.69	\$ 15,199.60	\$ 182,395.20	6	\$90.77	\$ 15,733.47	\$ 188,801.60
623	Non-exempt	Police Officer-Adv	1	\$67.12			1	\$71.08			1	\$73.57		
			2	\$70.65			2	\$74.82			2	\$77.44		
			3	\$74.37			3	\$78.75			3	\$81.53		
			4	\$78.29			4	\$82.90			4	\$85.82		
			5	\$82.40			5	\$87.27			5	\$90.34		
			6	\$86.74	\$ 15,034.93	\$ 180,419.20	6	\$91.87	\$ 15,924.13	\$ 191,089.60	6	\$95.09	\$ 16,482.27	\$ 197,787.20
624	Non-exempt	Police Officer-Adv-Bilingual	1	\$70.25			1	\$74.32			1	\$76.92		
			2	\$73.94			2	\$78.23			2	\$80.96		
			3	\$77.83			3	\$82.33			3	\$85.24		
			4	\$81.94			4	\$86.67			4	\$89.73		
			5	\$86.24			5	\$91.24			5	\$94.45		
			6	\$90.78	\$ 15,735.20	\$ 188,822.40	6	\$96.05	\$ 16,648.67	\$ 199,784.00	6	\$99.42	\$ 17,232.80	\$ 206,793.60



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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
631	Non-exempt	Police Sergeant	1	\$75.33			1	\$77.95			1	\$80.69		
			2	\$79.29			2	\$82.05			2	\$84.94		
			3	\$83.46			3	\$86.37			3	\$89.41		
			4	\$87.85			4	\$90.92			4	\$94.12		
			5	\$92.47			5	\$95.71			5	\$99.07		
			6	\$97.34	\$ 16,872.27	\$ 202,467.20	6	\$100.75	\$ 17,463.33	\$ 209,560.00	6	\$104.28	\$ 18,075.20	\$ 216,902.40
632	Non-exempt	Police Sgt/Inter	1	\$79.10			1	\$81.85			1	\$84.73		
			2	\$83.26			2	\$86.16			2	\$89.19		
			3	\$87.64			3	\$90.69			3	\$93.89		
			4	\$92.25			4	\$95.47			4	\$98.83		
			5	\$97.10			5	\$100.50			5	\$104.03		
			6	\$102.21	\$ 17,716.40	\$ 212,596.80	6	\$105.79	\$ 18,336.93	\$ 220,043.20	6	\$109.50	\$ 18,980.00	\$ 227,760.00
633	Non-exempt	Police Sgt/Adv	1	\$80.98			1	\$85.75			1	\$88.76		
			2	\$85.24			2	\$90.26			2	\$93.44		
			3	\$89.72			3	\$95.01			3	\$98.36		
			4	\$94.44			4	\$100.02			4	\$103.54		
			5	\$99.41			5	\$105.29			5	\$108.98		
			6	\$104.65	\$ 18,139.33	\$ 217,672.00	6	\$110.83	\$ 19,210.53	\$ 230,526.40	6	\$114.71	\$ 19,883.07	\$ 238,596.80
628	Non-exempt	Police Sgt/Inter-Bilingual	1	\$82.87			1	\$85.75			1	\$88.77		
			2	\$87.23			2	\$90.27			2	\$93.44		
			3	\$91.82			3	\$95.01			3	\$98.37		
			4	\$96.65			4	\$100.02			4	\$103.54		
			5	\$101.73			5	\$105.29			5	\$108.99		
			6	\$107.08	\$ 18,560.53	\$ 222,726.40	6	\$110.83	\$ 19,210.53	\$ 230,526.40	6	\$114.72	\$ 19,884.80	\$ 238,617.60
629	Non-exempt	Police Sgt/Adv-Bilingual	1	\$84.75			1	\$89.65			1	\$92.80		
			2	\$89.21			2	\$94.37			2	\$97.69		
			3	\$93.90			3	\$99.33			3	\$102.84		
			4	\$98.84			4	\$104.57			4	\$108.25		
			5	\$104.04			5	\$110.08			5	\$113.94		
			6	\$109.52	\$ 18,983.47	\$ 227,801.60	6	\$115.87	\$ 20,084.13	\$ 241,009.60	6	\$119.93	\$ 20,787.87	\$ 249,454.40
626	Non-exempt	Police Sergeant-Bilingual	1	\$79.10			1	\$81.85			1	\$84.73		
			2	\$83.26			2	\$86.16			2	\$89.19		
			3	\$87.64			3	\$90.69			3	\$93.89		
			4	\$92.25			4	\$95.47			4	\$98.83		
			5	\$97.10			5	\$100.50			5	\$104.03		
			6	\$102.21	\$ 17,716.40	\$ 212,596.80	6	\$105.79	\$ 18,336.93	\$ 220,043.20	6	\$109.50	\$ 18,980.00	\$ 227,760.00



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			Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual	Step	Rate	Monthly	Annual
620	Non-exempt	Police Trainee	1	\$59.76			1	\$61.86			1	\$64.03		
			2	\$59.76			2	\$61.86			2	\$64.03		
			3	\$59.76			3	\$61.86			3	\$64.03		
			4	\$59.76			4	\$61.86			4	\$64.03		
			5	\$59.76			5	\$61.86			5	\$64.03		
			6	\$59.76	\$ 10,358.40	\$ 124,300.80	6	\$61.86	\$ 10,722.40	\$ 128,668.80	6	\$64.03	\$ 11,098.53	\$ 133,182.40
617	Non-exempt	Police Trainee-Bilingual	1	\$62.75			1	\$64.96			1	\$67.24		
			2	\$62.75			2	\$64.96			2	\$67.24		
			3	\$62.75			3	\$64.96			3	\$67.24		
			4	\$62.75			4	\$64.96			4	\$67.24		
			5	\$62.75			5	\$64.96			5	\$67.24		
			6	\$62.75	\$ 10,876.67	\$ 130,520.00	6	\$64.96	\$ 11,259.73	\$ 135,116.80	6	\$67.24	\$ 11,654.93	\$ 139,859.20
627	Non-exempt	Police Off Training	1	\$62.43			1	\$64.61			1	\$66.88		
			2	\$65.72			2	\$68.01			2	\$70.40		
			3	\$69.18			3	\$71.59			3	\$74.11		
			4	\$72.82			4	\$75.36			4	\$78.01		
			5	\$76.65			5	\$79.33			5	\$82.12		
			6	\$80.68	\$ 13,984.53	\$ 167,814.40	6	\$83.51	\$ 14,475.07	\$ 173,700.80	6	\$86.44	\$ 14,982.93	\$ 179,795.20
625	Non-exempt	Police Off Training-Bilingual	1	\$65.56			1	\$67.85			1	\$70.23		
			2	\$69.01			2	\$71.42			2	\$73.92		
			3	\$72.64			3	\$75.17			3	\$77.82		
			4	\$76.47			4	\$79.13			4	\$81.92		
			5	\$80.49			5	\$83.30			5	\$86.23		
			6	\$84.72	\$ 14,684.80	\$ 176,217.60	6	\$87.69	\$ 15,199.60	\$ 182,395.20	6	\$90.77	\$ 15,733.47	\$ 188,801.60