

Ukiah Police Officers Association

Salary Schedule

Effective 10/1/23 (3% COLA)

Grade	Classification		Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
3056	Community Services Officer	Annual		\$ 52,133.92	\$ 54,740.64	\$ 57,477.72	\$ 60,351.60	\$ 63,369.24	\$ 64,953.48	\$ 66,577.32
		Monthly		\$ 4,344.49	\$ 4,561.72	\$ 4,789.81	\$ 5,029.30	\$ 5,280.77	\$ 5,412.79	\$ 5,548.11
		Hourly		\$ 25.06	\$ 26.32	\$ 27.63	\$ 29.02	\$ 30.47	\$ 31.23	\$ 32.01
3054	Crimes Analyst/Evidence Technician	Annual		\$ 61,858.99	\$ 64,951.92	\$ 68,199.48	\$ 71,609.40	\$ 75,189.84	\$ 77,069.64	\$ 78,996.36
		Monthly		\$ 5,154.92	\$ 5,412.66	\$ 5,683.29	\$ 5,967.45	\$ 6,265.82	\$ 6,422.47	\$ 6,583.03
		Hourly		\$ 29.74	\$ 31.23	\$ 32.79	\$ 34.43	\$ 36.15	\$ 37.05	\$ 37.98
3058	Public Safety Dispatcher	Annual		\$ 61,858.99	\$ 64,951.92	\$ 68,199.48	\$ 71,609.40	\$ 75,189.84	\$ 77,069.64	\$ 78,996.36
		Monthly		\$ 5,154.92	\$ 5,412.66	\$ 5,683.29	\$ 5,967.45	\$ 6,265.82	\$ 6,422.47	\$ 6,583.03
		Hourly		\$ 29.74	\$ 31.23	\$ 32.79	\$ 34.43	\$ 36.15	\$ 37.05	\$ 37.98
3060	Communications Supervisor	Annual		\$ 71,137.87	\$ 74,694.72	\$ 78,429.48	\$ 82,350.96	\$ 86,468.52	\$ 88,630.20	\$ 90,846.00
		Monthly		\$ 5,928.16	\$ 6,224.56	\$ 6,535.79	\$ 6,862.58	\$ 7,205.71	\$ 7,385.85	\$ 7,570.50
		Hourly		\$ 34.20	\$ 35.91	\$ 37.71	\$ 39.59	\$ 41.57	\$ 42.61	\$ 43.68
3373	Communications/Records Manager	Annual		\$ 92,265.53	\$ 96,878.76	\$ 101,722.68	\$ 106,808.76	\$ 112,149.24	\$ 114,952.92	\$ 117,826.80
		Monthly		\$ 7,688.79	\$ 8,073.23	\$ 8,476.89	\$ 8,900.73	\$ 9,345.77	\$ 9,579.41	\$ 9,818.90
		Hourly		\$ 44.36	\$ 46.58	\$ 48.91	\$ 51.35	\$ 53.92	\$ 55.27	\$ 56.65
3073	Police Officer	Annual	\$ 74,630.51	\$ 78,362.04	\$ 82,280.16	\$ 86,394.12	\$ 90,713.88	\$ 95,249.52	\$ 97,630.80	\$ 100,071.60
		Monthly	\$ 6,219.21	\$ 6,530.17	\$ 6,856.68	\$ 7,199.51	\$ 7,559.49	\$ 7,937.46	\$ 8,135.90	\$ 8,339.30
		Hourly	\$ 35.88	\$ 37.67	\$ 39.56	\$ 41.54	\$ 43.61	\$ 45.79	\$ 46.94	\$ 48.11
3173	Police Officer + IPC	Annual	\$ 78,362.07	\$ 82,280.16	\$ 86,394.12	\$ 90,713.88	\$ 95,249.52	\$ 100,011.96	\$ 102,512.28	\$ 105,075.12
		Monthly	\$ 6,530.17	\$ 6,856.68	\$ 7,199.51	\$ 7,559.49	\$ 7,937.46	\$ 8,334.33	\$ 8,542.69	\$ 8,756.26
		Hourly	\$ 37.67	\$ 39.56	\$ 41.54	\$ 43.61	\$ 45.79	\$ 48.08	\$ 49.28	\$ 50.52
3273	Police Officer + APC	Annual	\$ 82,112.97	\$ 86,218.68	\$ 90,529.56	\$ 95,056.08	\$ 99,808.92	\$ 104,799.36	\$ 107,419.32	\$ 110,104.80
		Monthly	\$ 6,842.75	\$ 7,184.89	\$ 7,544.13	\$ 7,921.34	\$ 8,317.41	\$ 8,733.28	\$ 8,951.61	\$ 9,175.40
		Hourly	\$ 39.48	\$ 41.45	\$ 43.52	\$ 45.70	\$ 47.99	\$ 50.38	\$ 51.64	\$ 52.94
3077	Police Sergeant + IPC	Annual	\$ 95,621.38	\$ 100,402.44	\$ 105,422.52	\$ 110,693.64	\$ 116,228.28	\$ 122,039.64	\$ 125,090.64	\$ 128,217.96
		Monthly	\$ 7,968.45	\$ 8,366.87	\$ 8,785.21	\$ 9,224.47	\$ 9,685.69	\$ 10,169.97	\$ 10,424.22	\$ 10,684.83
		Hourly	\$ 45.97	\$ 48.27	\$ 50.68	\$ 53.22	\$ 55.88	\$ 58.67	\$ 60.14	\$ 61.64
3177	Police Sergeant + APC	Annual	\$ 100,180.30	\$ 105,189.36	\$ 110,448.84	\$ 115,971.24	\$ 121,769.76	\$ 127,858.20	\$ 131,054.64	\$ 134,331.00
		Monthly	\$ 8,348.36	\$ 8,765.78	\$ 9,204.07	\$ 9,664.27	\$ 10,147.48	\$ 10,654.85	\$ 10,921.22	\$ 11,194.25
		Hourly	\$ 48.16	\$ 50.57	\$ 53.10	\$ 55.76	\$ 58.54	\$ 61.47	\$ 63.01	\$ 64.58
3078	Police Lieutenant	Annual		\$ 116,032.15	\$ 121,833.72	\$ 127,925.40	\$ 134,321.64	\$ 141,037.68	\$ 144,563.64	\$ 148,177.68
		Monthly		\$ 9,669.35	\$ 10,152.81	\$ 10,660.45	\$ 11,193.47	\$ 11,753.14	\$ 12,046.97	\$ 12,348.14
		Hourly		\$ 55.78	\$ 58.57	\$ 61.50	\$ 64.58	\$ 67.81	\$ 69.50	\$ 71.24
3079	Police Captain	Annual		\$ 137,394.19	\$ 144,263.88	\$ 151,477.08	\$ 159,050.88	\$ 167,003.40	\$ 171,178.44	\$ 175,457.88
		Monthly		\$ 11,449.52	\$ 12,021.99	\$ 12,623.09	\$ 13,254.24	\$ 13,916.95	\$ 14,264.87	\$ 14,621.49
		Hourly		\$ 66.05	\$ 69.36	\$ 72.83	\$ 76.47	\$ 80.29	\$ 82.30	\$ 84.35

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3570 Police Chief	Annual		\$ 167,085.91	\$ 175,440.24	\$ 184,212.24	\$ 193,422.84	\$ 203,094.00	\$ 208,171.32	\$ 213,375.60
	Monthly		\$ 13,923.83	\$ 14,620.02	\$ 15,351.02	\$ 16,118.57	\$ 16,924.50	\$ 17,347.61	\$ 17,781.30
	Hourly		\$ 80.33	\$ 84.35	\$ 88.56	\$ 92.99	\$ 97.64	\$ 100.08	\$ 102.58

Note: Step 0-5 are 5% increments, 6-7 are 2.5% increments

Reportable Special Compensation	
Bilingual Pay	3% to 5% added to base
Education Incentive	2.5% to 10% added to base
Shift Differential	Extra \$2.00/hour
Special Assignment Pay (FTO, SRO, Detective)	5% added to base
Uniform Allowance (Classic Employees only)	\$1,000 per fiscal year
Management Incentive (Chief, Capt., Lt., Comm. Mgr. Only)	13 days (104 hours) per fiscal year