

Ukiah Police Officers Association

Salary Schedule

Effective September 27, 2026 - September 25, 2027

Additional Step Added

Grade	Classification		Step 0	Step 1 (5%)	Step 2 (5%)	Step 3 (5%)	Step 4 (5%)	Step 5 (5%)	Step 6 (2.5%)	Step 7 (2.5%)	Step 8 (5%)	Step 9 (5%)
3056	Community Services Officer	Annual		\$ 53,697.94	\$ 56,382.84	\$ 59,202.00	\$ 62,162.16	\$ 65,270.28	\$ 66,902.04	\$ 68,574.60	\$ 72,003.36	\$ 75,603.48
		Monthly		\$ 4,474.83	\$ 4,698.57	\$ 4,933.50	\$ 5,180.18	\$ 5,439.19	\$ 5,575.17	\$ 5,714.55	\$ 6,000.28	\$ 6,300.29
		Hourly		\$ 25.82	\$ 27.11	\$ 28.46	\$ 29.89	\$ 31.38	\$ 32.16	\$ 32.97	\$ 34.62	\$ 36.35
3054	Crimes Analyst/Evidence Technician	Annual		\$ 63,714.76	\$ 66,900.48	\$ 70,245.48	\$ 73,757.76	\$ 77,445.60	\$ 79,381.80	\$ 81,366.36	\$ 85,434.72	\$ 89,706.48
3058	Public Safety Dispatcher	Monthly		\$ 5,309.56	\$ 5,575.04	\$ 5,853.79	\$ 6,146.48	\$ 6,453.80	\$ 6,615.15	\$ 6,780.53	\$ 7,119.56	\$ 7,475.54
		Hourly		\$ 30.63	\$ 32.16	\$ 33.77	\$ 35.46	\$ 37.23	\$ 38.16	\$ 39.12	\$ 41.07	\$ 43.13
3060	Communications Supervisor	Annual		\$ 73,272.00	\$ 76,935.60	\$ 80,782.44	\$ 84,821.52	\$ 89,062.56	\$ 91,289.16	\$ 93,571.44	\$ 98,250.00	\$ 103,162.56
		Monthly		\$ 6,106.00	\$ 6,411.30	\$ 6,731.87	\$ 7,068.46	\$ 7,421.88	\$ 7,607.43	\$ 7,797.62	\$ 8,187.50	\$ 8,596.88
		Hourly		\$ 35.23	\$ 36.99	\$ 38.84	\$ 40.78	\$ 42.82	\$ 43.89	\$ 44.99	\$ 47.24	\$ 49.60
3373	Communications/Records Manager	Annual		\$ 95,033.50	\$ 99,785.16	\$ 104,774.40	\$ 110,013.12	\$ 115,513.80	\$ 118,401.60	\$ 121,361.64	\$ 127,429.68	\$ 133,801.20
		Monthly		\$ 7,919.46	\$ 8,315.43	\$ 8,731.20	\$ 9,167.76	\$ 9,626.15	\$ 9,866.80	\$ 10,113.47	\$ 10,619.14	\$ 11,150.10
		Hourly		\$ 45.69	\$ 47.97	\$ 50.37	\$ 52.89	\$ 55.54	\$ 56.92	\$ 58.35	\$ 61.26	\$ 64.33
3073	Police Officer I	Annual	\$ 76,869.42	\$ 80,712.84	\$ 84,748.44	\$ 88,985.88	\$ 93,435.12	\$ 98,106.84	\$ 100,559.52	\$ 103,073.52	\$ 108,227.16	\$ 113,638.56
		Monthly	\$ 6,405.79	\$ 6,726.07	\$ 7,062.37	\$ 7,415.49	\$ 7,786.26	\$ 8,175.57	\$ 8,379.96	\$ 8,589.46	\$ 9,018.93	\$ 9,469.88
		Hourly	\$ 36.96	\$ 38.80	\$ 40.74	\$ 42.78	\$ 44.92	\$ 47.17	\$ 48.35	\$ 49.55	\$ 52.03	\$ 54.63
3173	Police Officer II	Annual		\$ 84,748.56	\$ 88,986.00	\$ 93,435.36	\$ 98,107.08	\$ 103,012.44	\$ 105,587.76	\$ 108,227.40	\$ 113,638.80	\$ 119,320.80
		Monthly		\$ 7,062.38	\$ 7,415.50	\$ 7,786.28	\$ 8,175.59	\$ 8,584.37	\$ 8,798.98	\$ 9,018.95	\$ 9,469.90	\$ 9,943.40
		Hourly		\$ 40.74	\$ 42.78	\$ 44.92	\$ 47.17	\$ 49.53	\$ 50.76	\$ 52.03	\$ 54.63	\$ 57.37
3273	Police Officer III	Annual		\$ 88,986.00	\$ 93,435.36	\$ 98,107.08	\$ 103,012.44	\$ 108,163.08	\$ 110,867.16	\$ 113,638.80	\$ 119,320.80	\$ 125,286.84
		Monthly		\$ 7,415.50	\$ 7,786.28	\$ 8,175.59	\$ 8,584.37	\$ 9,013.59	\$ 9,238.93	\$ 9,469.90	\$ 9,943.40	\$ 10,440.57
		Hourly		\$ 42.78	\$ 44.92	\$ 47.17	\$ 49.53	\$ 52.00	\$ 53.30	\$ 54.63	\$ 57.37	\$ 60.23
3077	Police Sergeant I	Annual		\$ 103,414.56	\$ 108,585.24	\$ 114,014.52	\$ 119,715.24	\$ 125,700.96	\$ 128,843.52	\$ 132,064.56	\$ 138,667.80	\$ 145,601.16
		Monthly		\$ 8,617.88	\$ 9,048.77	\$ 9,501.21	\$ 9,976.27	\$ 10,475.08	\$ 10,736.96	\$ 11,005.38	\$ 11,555.65	\$ 12,133.43
		Hourly		\$ 49.72	\$ 52.20	\$ 54.81	\$ 57.56	\$ 60.43	\$ 61.94	\$ 63.49	\$ 66.67	\$ 70.00
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3177	Police Sergeant II	Annual		\$ 108,585.24	\$ 114,014.52	\$ 119,715.24	\$ 125,700.96	\$ 131,985.96	\$ 135,285.60	\$ 138,667.80	\$ 145,601.16	\$ 149,241.24
		Monthly		\$ 9,048.77	\$ 9,501.21	\$ 9,976.27	\$ 10,475.08	\$ 10,998.83	\$ 11,273.80	\$ 11,555.65	\$ 12,133.43	\$ 12,436.77
		Hourly		\$ 52.20	\$ 54.81	\$ 57.56	\$ 60.43	\$ 63.45	\$ 65.04	\$ 66.67	\$ 70.00	\$ 71.75
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3078	Police Lieutenant	Annual		\$ 119,513.11	\$ 125,488.80	\$ 131,763.24	\$ 138,351.36	\$ 145,268.88	\$ 148,900.56	\$ 152,623.08	\$ 156,438.60	\$ 160,349.52
		Monthly		\$ 9,959.43	\$ 10,457.40	\$ 10,980.27	\$ 11,529.28	\$ 12,105.74	\$ 12,408.38	\$ 12,718.59	\$ 13,036.55	\$ 13,362.46
		Hourly		\$ 57.46	\$ 60.33	\$ 63.35	\$ 66.52	\$ 69.84	\$ 71.59	\$ 73.38	\$ 75.21	\$ 77.09