

**La Palma Police Association**  
**Classification and Salary Tables**  
**July 1, 2022 to June 30, 2023**  
**Pursuant to Article III, Section 7A of the current MOU**

**Non Sworn Classifications**

	Step A	Step B	Step C	Step D	Step E	Step F
<b>Civilian Investigator</b>						
Annual	46,660.31	48,993.32	51,442.99	54,015.14	56,715.89	59,551.69
Monthly	3,888.36	4,082.78	4,286.92	4,501.26	4,726.32	4,962.64
Biweekly	1,794.63	1,884.36	1,978.58	2,077.51	2,181.38	2,290.45
Hourly	22.4328	23.5545	24.7322	25.9688	27.2673	28.6306

**Records Clerk**

Annual	43,697.58	45,882.46	48,176.58	50,585.41	53,114.68	55,770.42
Monthly	3,641.47	3,823.54	4,014.72	4,215.45	4,426.22	4,647.53
Biweekly	1,680.68	1,764.71	1,852.95	1,945.59	2,042.87	2,145.02
Hourly	21.0085	22.0589	23.1618	24.3199	25.5359	26.8127

**Police Dispatcher**

Annual	56,967.55	59,815.93	62,806.73	65,947.06	69,244.42	72,706.64
Monthly	4,747.30	4,984.66	5,233.89	5,495.59	5,770.37	6,058.89
Biweekly	2,191.06	2,300.61	2,415.64	2,536.43	2,663.25	2,796.41
Hourly	27.3882	28.7577	30.1955	31.7053	33.2906	34.9551

**Police Officer Recruit\***

Annual	67,471.98	70,845.58	74,387.86	78,107.25	82,012.62	86,113.25
Monthly	5,622.67	5,903.80	6,198.99	6,508.94	6,834.38	7,176.10
Biweekly	2,595.08	2,724.83	2,861.07	3,004.13	3,154.33	3,312.05
Hourly	32.4385	34.0604	35.7634	37.5516	39.4291	41.4006

**Sworn Classifications**

	Step A	Step B	Step C	Step D	Step E	Step F
<b>Police Officer</b>						
Annual	74,968.87	78,717.31	82,653.18	86,785.84	91,125.13	95,681.38
Monthly	6,247.41	6,559.78	6,887.76	7,232.15	7,593.76	7,973.45
Biweekly	2,883.42	3,027.59	3,178.97	3,337.92	3,504.81	3,680.05
Hourly	36.0427	37.8449	39.7371	41.7240	43.8102	46.0007

**Police Officer (PEPRA)\*\***

Annual	75,905.98	79,701.28	83,686.34	87,870.66	92,264.19	96,877.40
Monthly	6,325.50	6,641.77	6,973.86	7,322.55	7,688.68	8,073.12
Biweekly	2,919.46	3,065.43	3,218.71	3,379.64	3,548.62	3,726.05
Hourly	36.4933	38.3179	40.2338	42.2455	44.3578	46.5757

**Police Sergeant**

Annual	95,276.91	100,040.76	105,042.80	110,294.94	115,809.69	121,600.17
Monthly	7,939.74	8,336.73	8,753.57	9,191.24	9,650.81	10,133.35
Biweekly	3,664.50	3,847.72	4,040.11	4,242.11	4,454.22	4,676.93
Hourly	45.8062	48.0965	50.5013	53.0264	55.6777	58.4616

**Police Sergeant (PEPRA)\*\***

Annual	96,467.88	101,291.27	106,355.83	111,673.63	117,257.31	123,120.17
Monthly	8,038.99	8,440.94	8,862.99	9,306.14	9,771.44	10,260.01
Biweekly	3,710.30	3,895.82	4,090.61	4,295.14	4,509.90	4,735.39
Hourly	46.3788	48.6977	51.1326	53.6892	56.3737	59.1924

\*Police Officer Recruit base salary set at 10% below Police Officer

\*\*PEPRA Police Officer and PEPRA Sergeant receive an additional 1.25% above base salary.

**La Palma Police Association**  
**Classification and Salary Tables**  
**July 1, 2023 to June 30, 2024**  
**Pursuant to Article III, Section 7B of the current MOU**

**Non Sworn Classifications**

	Step A	Step B	Step C	Step D	Step E	Step F
<b>Civilian Investigator</b>						
Annual	48,526.72	50,953.05	53,500.71	56,175.74	58,984.53	61,933.75
Monthly	4,043.89	4,246.09	4,458.39	4,681.31	4,915.38	5,161.15
Biweekly	1,866.41	1,959.73	2,057.72	2,160.61	2,268.64	2,382.07
Hourly	23.3302	24.4967	25.7215	27.0076	28.3579	29.7758

**Records Clerk**

Annual	45,445.48	47,717.76	50,103.65	52,608.83	55,239.27	58,001.23
Monthly	3,787.12	3,976.48	4,175.30	4,384.07	4,603.27	4,833.44
Biweekly	1,747.90	1,835.30	1,927.06	2,023.42	2,124.59	2,230.82
Hourly	21.8488	22.9412	24.0883	25.2927	26.5573	27.8852

**Police Dispatcher**

Annual	59,246.26	62,208.57	65,319.00	68,584.95	72,014.19	75,614.90
Monthly	4,937.19	5,184.05	5,443.25	5,715.41	6,001.18	6,301.24
Biweekly	2,278.70	2,392.64	2,512.27	2,637.88	2,769.78	2,908.27
Hourly	28.4838	29.9080	31.4034	32.9735	34.6222	36.3533

**Police Officer Recruit\***

Annual	70,170.86	73,679.40	77,363.37	81,231.54	85,293.12	89,557.78
Monthly	5,847.57	6,139.95	6,446.95	6,769.30	7,107.76	7,463.15
Biweekly	2,698.88	2,833.82	2,975.51	3,124.29	3,280.50	3,444.53
Hourly	33.7360	35.4228	37.1939	39.0536	41.0063	43.0566

**Sworn Classifications**

	Step A	Step B	Step C	Step D	Step E	Step F
<b>Police Officer</b>						
Annual	77,967.62	81,866.00	85,959.30	90,257.27	94,770.13	99,508.64
Monthly	6,497.30	6,822.17	7,163.28	7,521.44	7,897.51	8,292.39
Biweekly	2,998.75	3,148.69	3,306.13	3,471.43	3,645.01	3,827.26
Hourly	37.4844	39.3587	41.3266	43.3929	45.5626	47.8407

**Police Officer (PEPRA)\*\***

Annual	78,942.22	82,889.33	87,033.80	91,385.49	95,954.76	100,752.50
Monthly	6,578.52	6,907.44	7,252.82	7,615.46	7,996.23	8,396.04
Biweekly	3,036.24	3,188.05	3,347.45	3,514.83	3,690.57	3,875.10
Hourly	37.9530	39.8506	41.8432	43.9353	46.1321	48.4387

**Police Sergeant**

Annual	99,087.99	104,042.39	109,244.51	114,706.74	120,442.07	126,464.18
Monthly	8,257.33	8,670.20	9,103.71	9,558.89	10,036.84	10,538.68
Biweekly	3,811.08	4,001.63	4,201.71	4,411.80	4,632.39	4,864.01
Hourly	47.6385	50.0204	52.5214	55.1475	57.9048	60.8001

**Police Sergeant (PEPRA)\*\***

Annual	100,326.59	105,342.92	110,610.07	116,140.57	121,947.60	128,044.98
Monthly	8,360.55	8,778.58	9,217.51	9,678.38	10,162.30	10,670.41
Biweekly	3,858.72	4,051.65	4,254.23	4,466.95	4,690.29	4,924.81
Hourly	48.2339	50.6456	53.1779	55.8368	58.6287	61.5601

\*Police Officer Recruit base salary set at 10% below Police Officer

\*\*PEPRA Police Officer and PEPRA Sergeant receive an additional 1.25% above base salary.

**La Palma Police Association**  
**Classification and Salary Tables**  
**July 1, 2024 to June 30, 2025**  
**Pursuant to Article III, Section 7C of the current MOU**

**Non Sworn Classifications**

	Step A	Step B	Step C	Step D	Step E	Step F
<b>Civilian Investigator</b>						
Annual	50,953.05	53,500.71	56,175.74	58,984.53	61,933.75	65,030.44
Monthly	4,246.09	4,458.39	4,681.31	4,915.38	5,161.15	5,419.20
Biweekly	1,959.73	2,057.72	2,160.61	2,268.64	2,382.07	2,501.17
Hourly	24.4967	25.7215	27.0076	28.3579	29.7758	31.2646

**Records Clerk**

Annual	47,717.76	50,103.65	52,608.83	55,239.27	58,001.23	60,901.30
Monthly	3,976.48	4,175.30	4,384.07	4,603.27	4,833.44	5,075.11
Biweekly	1,835.30	1,927.06	2,023.42	2,124.59	2,230.82	2,342.36
Hourly	22.9412	24.0883	25.2927	26.5573	27.8852	29.2795

**Police Dispatcher**

Annual	62,208.57	65,319.00	68,584.95	72,014.19	75,614.90	79,395.65
Monthly	5,184.05	5,443.25	5,715.41	6,001.18	6,301.24	6,616.30
Biweekly	2,392.64	2,512.27	2,637.88	2,769.78	2,908.27	3,053.68
Hourly	29.9080	31.4034	32.9735	34.6222	36.3533	38.1710

**Police Officer Recruit\***

Annual	73,679.40	77,363.37	81,231.54	85,293.12	89,557.78	94,035.66
Monthly	6,139.95	6,446.95	6,769.30	7,107.76	7,463.15	7,836.31
Biweekly	2,833.82	2,975.51	3,124.29	3,280.50	3,444.53	3,616.76
Hourly	35.4228	37.1939	39.0536	41.0063	43.0566	45.2095

**Sworn Classifications**

	Step A	Step B	Step C	Step D	Step E	Step F
<b>Police Officer</b>						
Annual	81,866.00	85,959.30	90,257.27	94,770.13	99,508.64	104,484.07
Monthly	6,822.17	7,163.28	7,521.44	7,897.51	8,292.39	8,707.01
Biweekly	3,148.69	3,306.13	3,471.43	3,645.01	3,827.26	4,018.62
Hourly	39.3587	41.3266	43.3929	45.5626	47.8407	50.2327

**Police Officer (PEPRA)\*\***

Annual	82,889.33	87,033.80	91,385.49	95,954.76	100,752.50	105,790.12
Monthly	6,907.44	7,252.82	7,615.46	7,996.23	8,396.04	8,815.84
Biweekly	3,188.05	3,347.45	3,514.83	3,690.57	3,875.10	4,068.85
Hourly	39.8506	41.8432	43.9353	46.1321	48.4387	50.8606

**Police Sergeant**

Annual	104,042.39	109,244.51	114,706.74	120,442.07	126,464.18	132,787.39
Monthly	8,670.20	9,103.71	9,558.89	10,036.84	10,538.68	11,065.62
Biweekly	4,001.63	4,201.71	4,411.80	4,632.39	4,864.01	5,107.21
Hourly	50.0204	52.5214	55.1475	57.9048	60.8001	63.8401

**Police Sergeant (PEPRA)\*\***

Annual	105,342.92	110,610.07	116,140.57	121,947.60	128,044.98	134,447.23
Monthly	8,778.58	9,217.51	9,678.38	10,162.30	10,670.41	11,203.94
Biweekly	4,051.65	4,254.23	4,466.95	4,690.29	4,924.81	5,171.05
Hourly	50.6456	53.1779	55.8368	58.6287	61.5601	64.6381

\*Police Officer Recruit base salary set at 10% below Police Officer

\*\*PEPRA Police Officer and PEPRA Sergeant receive an additional 1.25% above base salary.